

## **2008-09 Public Sector Executive Compensation Report College of the Rockies**

The following report provides disclosure of all compensation provided to all employees whose base compensation was \$125,000 or greater for the fiscal year 2008-2009.

### **1. Executive Reporting**

Dr. Nick Rubidge – President

### **2. Compensation Philosophy**

The Board seeks to attract and retain high caliber executives who through the achievement of service and performance targets are able to meet the long term strategic mandate of the College of the Rockies. The Board strives to ensure that total compensation for the President is competitive with other comparable Colleges within the post secondary sector in British Columbia and other appropriate comparators subject to the relevant statutes and public compensation policies of the BC Government. The Board reviews external market compensation data provided by the Post Secondary Association, advice from other external compensation consultants and direction from the Government with respect to Executive Compensation guidelines. For the purposes of this report total compensation includes: base salary, pension and other benefits and perquisites.

### **3. Changes in 2008- 2009**

In accordance with Public Sector Employers Council approval, the current base salary for the President was adjusted effective April 1, 2008 to \$158,641.92.

### **4. Compensation Policy – Executives under \$125,000**

Total compensation for Executives, aside from the President, is guided by the College of the Rockies Management Evaluation Plan; external market comparators and annual salary ranges for the different classified levels as well as benefit provisions previously approved by the government and subject to change based on government approvals.

**ITEM 3 – SUMMARY COMPENSATION TABLE**

**College of the Rockies**

<b>Name and Principal Position (a)</b>	<b>Salary (\$) (b)</b>	<b>Bonus (\$) (c)</b>	<b>Incentive Plan Compensation Paid (\$) (d)</b>	<b>Pension (\$) (e)</b>	<b>All Other Compensation (\$) (f)</b>	<b>Total (\$) (g)</b>	<b>Previous 2 Years Totals (h)*</b>
<b>CEO/President Nicholas Rubidge</b>	<b>158,707.14</b>	<b>0.00</b>	<b>0.00</b>	<b>14,202.40</b>	<b>8,234.34</b>	<b>181,143.88</b>	<b>172,333.43</b>
<b>A</b>							2007/08=\$ 2008/09=\$
<b>B</b>							2007/08=\$ 2008/09=\$
<b>C</b>							2007/08=\$ 2008/09=\$