



Camosun College
Executive Compensation Disclosure Statement for 2009/2010
May 25, 2010

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2009/2010.

Compensation Philosophy

For the purposes of this report total compensation includes: base salary, pension and other benefits, and perquisites. The total compensation package is designed to allow, to the extent possible, the organization to successfully attract, retain and motivate the best qualified candidates possible to lead the College. Compensation for Camosun College executives is benchmarked against other public sector positions with similar scope and responsibilities and in particular against other post secondary institutions in the province of British Columbia.

The Board Executive sets the salary and benefits for the President. Salaries for other members of the Executive have been determined by reference to the job evaluation plan and annual salary ranges for specific positions. Adjustments have been made from time to time to reflect changes to the roles and accountabilities assigned executive members. In addition, the Board has attempted to maintain a historical compensation relationship for positions reporting to the President.

Senior executives' salary and benefits should be fairly compensated and rewarded for achieving the College's strategic plans and adherence to sound and balanced budgetary plans. The compensation should be fair relative to both the post secondary sector and the BC economic environment.

Benefits should reflect the nature of the role, the competitiveness of the marketplace and consideration given to equity for the employees of the College. Salary and benefit provisions are established by Human Resources Policy and are subject to change, from time to time, within parameters as may be established by Government.

Lynda Farmer

Lynda Farmer
Chair, Board of Governors
Camosun College

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2009-10)									
NOTE: Comments and notes should be reported as footnotes									
Name & Position Title		Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation ⁴ (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
Kathryn Laurin <i>President</i> ^{1, 5}		\$ 142,894	\$ -	\$ -	\$ 11,332	\$ 9,083	\$ 163,309	2007-08	\$ -
								2008-09	\$ -
Liz Ashton <i>President</i> ^{2, 6}		\$ 85,871	\$ -	\$ -	\$ 7,433	\$ 55,745	\$ 149,049	2007-08	\$ 235,707
								2008-09	\$ 236,286
Peter Lockie <i>VP, Administration & CFO</i> ³		\$ 151,090	\$ -	\$ -	\$ 13,781	\$ 14,812	\$ 179,683	2007-08	\$ 154,422
								2008-09	\$ 178,897
Baldev Pooni <i>VP Education & Student Services</i>		\$ 151,090	\$ -	\$ -	\$ 13,781	\$ 14,812	\$ 179,683	2007-08	\$ 165,038
								2008-09	\$ 174,874
Denis Powers <i>Executive Director, Human Resources</i>		\$ 129,937	\$ -	\$ -	\$ 11,803	\$ 12,887	\$ 154,627	2007-08	\$ 154,278
								2008-09	\$ 154,890

¹ Current President, commencing July 1, 2009

² Past President, retired September 1, 2009

³ CFO in 2007/08

⁴ The 21-week salary continuance (STD) is included in 2007/08 totals /as this is a self-funded arrangement (an extension of sick leave), the \$ value has not been included in the 2008/09 or 2009/10 totals

⁵ K. Laurin's Annual Base Salary includes taxable moving allowance of \$15,526

⁶ L. Ashton's All Other Compensation includes \$48,000 retirement allowance (unused, earned sabbatical leave)