



British Columbia Institute of Technology
Executive Compensation Disclosure Statement for 2011/2012
May 11, 2012

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 2011/2012.

Compensation Philosophy

The objective for the BCIT Management Compensation Plan is to ensure that management staff salaries are sufficiently competitive in the market place to:

1. attract and retain a high calibre of staff
2. recognize the growth of individuals as they assume the full scope and responsibilities of their position; and
3. recognize employees for work performed based on level of performance and contribution.

Regular surveys of management compensation in other marketplaces are conducted to ensure BCIT salaries are competitive. ¹

An important principle underlying the compensation policy is that all management positions are evaluated using one standard job evaluation plan for the group.

Some features of the compensation policy are that it provides for flexibility in the new hire placement, progression on the salary band is performance based, and there is the ability for merit recognition beyond the job rate (top step). The merit recognition is in the form of a re-earnable meritorious annual award and achieved through exemplary performance and exceeding expectations.

Individual performance is measured on the following dimensions:

- Outcomes Achieved
- Academic/Professional Leadership
- Customer Focus
- Leading Others
- Managing Results
- Business Processes
- Teamwork
- Independence

The overall rating of employee performance as: Exceeding Performance Plan; Fully Achieving Performance Plan; Marginally Achieving Performance Plan or Unsatisfactory is then determined. Individuals may earn 6%, 4%, 2%, or 0% depending on the overall rating.



Michael McPhie

Chair, BCIT Board of Governors

Attached: Appendix A – Public Sector Executive Compensation Disclosures – Post Secondary Sector 2011-2012

¹Excerpt taken from Section 5.1-Policy of the BCIT Management Terms and Conditions, approved by the BCIT Board of Governors, September 2000.

PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)

Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid (\$)	Benefits* (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)
Name Don Wright President	\$ 257,500.00	\$ -	\$ 19,437.90	\$ 24,747.24	Severance: \$ - Unused Vacation Payouts: \$ - Unused Leave Payouts: \$ - Perquisites: \$ - Other: \$ -	\$ 301,685.14	2009-10 \$ 301,290.30 2010-11 \$ 301,699.79
Name Pommashua Noel-Bentley ¹ Vice President, External Relations	\$ 206,379.00	\$ -	\$ 15,864.01	\$ 20,175.33	Severance: \$ - Unused Vacation Payouts: \$ - Unused Leave Payouts: \$ - Perquisites: \$ 6,000.00 Other: \$ -	\$ 248,418.34	2009-10 \$ - 2010-11 \$ 30,865.64
Name Tomi Eeckhout ¹ Vice President, Human Resources	\$ 193,846.00	\$ -	\$ 17,171.27	\$ 19,113.28	Severance: \$ - Unused Vacation Payouts: \$ - Unused Leave Payouts: \$ - Perquisites: \$ 6,000.00 Other: \$ -	\$ 236,130.55	2009-10 \$ 227,454.87 2010-11 \$ 228,146.34
Name Chris Golding ¹ Vice President, Learning and Teaching Services	\$ 190,010.00	\$ -	\$ 16,985.82	\$ 18,791.92	Severance: \$ - Unused Vacation Payouts: \$ - Unused Leave Payouts: \$ - Perquisites: \$ 6,000.00 Other: \$ -	\$ 231,787.74	2009-10 \$ 219,943.95 2010-11 \$ 223,277.76
Name Paul Dangerfield ¹ Vice President, Education	\$ 188,990.00	\$ -	\$ 17,134.71	\$ 18,636.78	Severance: \$ - Unused Vacation Payouts: \$ - Unused Leave Payouts: \$ - Perquisites: \$ 6,000.00 Other: \$ -	\$ 230,761.49	2009-10 \$ 218,611.27 2010-11 \$ 222,461.73

* Benefits refer to the sum of employer premiums for: Employment Insurance, Canada Pension Plan, Workers Compensation, Extended Health and Dental, Group Life and Accidental Death and Dismemberment benefits available to all employees. Long-term disability and Short-term disability, and Medical Service Plan premiums.

¹Perquisites includes an annual car allowance of \$6000.