

Memorandum

OFFICE OF THE BOARD OF GOVERNORS

June 4, 2012

Honourable Naomi Yamamoto
Minister of Advanced Education
PO Box 9080 Stn Prov Govt
Victoria, BC V8W 9E2

Dear Minister Yamamoto:

Please find enclosed the Statement of Executive Compensation for Langara College.

College Management's Responsibility:

College Management is responsible for the preparation of the Statement of Executive Compensation. The College Board is advised by Management that this disclosure has been prepared in accordance with the Public Sector Executive Compensation Reporting Guidelines of the Public Sector Employers' Council Secretariat. Management is responsible for maintaining the necessary payroll and employee systems to provide a reliable basis for the preparation of the disclosure form.

College Board's Responsibility:

The College Board carries out its responsibility by setting the compensation philosophy and reviewing the Statement of Executive Compensation. The Board relies upon Management's representations contained in the disclosure form.

The College Board has reviewed the Statement of Executive Compensation and is aware of the executive compensation paid in the 2011/12 fiscal year and that the compensation provided was within approved compensation plans.

Yours sincerely,



Dennis Dineen
Chair, Board of Governors

DD/kj

Encl.

pc Board Members
D. Ross, President
R. Daykin, Vice-President, Administration & Finance

Langara.

THE COLLEGE OF HIGHER LEARNING.

Langara College

Executive Compensation Disclosure Statement for 2011/12

June 4, 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 2011/12.

Executives Meeting Reporting Requirement

- David Ross – President and Chief Executive Officer
- Deanna Douglas – Vice-President, Administration and Finance / Vice – President, Enrolment Management (Interim)
- Martin Gerson – Vice-President, Academic and Provost
- Linda Arnold – Associate Vice-President, Academic
- Ian Humphreys – Associate Vice-President, Student Development & Marketing (Interim)
- Roy Daykin – Associate Vice-President, Administration & Finance / Vice-President Administration & Finance (Interim)
- Ken Jillings – Associate Vice-President, Human Resources

Compensation Philosophy

Our philosophy is to provide an excluded compensation plan that:

- Facilitates the recruitment and retention of high caliber employees;
- Provides opportunity for increment progression to recognize employee growth in their position; and
- Rewards and motivates employees to attain the College's annual service and performance targets and longer term strategic goals.

(The implementation of this philosophy is subject to relevant government legislation, public policy and compensation guidelines.)

Compensation Maintenance

The College will ensure that total compensation (including salary) is competitive with comparable institutions within the post-secondary sector in Metro Vancouver. In order to be competitive, the market comparison target should normally be no less than P75. Where dictated by labour market pressures, compensation comparators may also include the broader B.C. public or private sector as well as other urban labour markets in Canada. These sectors are surveyed as and where necessary to ensure that local, regional, provincial and national factors are reflected in compensation practices.

The College in implementing and ensuring alignment of compensation practices with its compensation philosophy may consider external market data provided by the Post-Secondary Employers' Association and other sources, as well as advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes, public policy and compensation guidelines. Compensation reviews will be conducted as required and at least every three (3) years.

Total Compensation

For purposes of this report, total compensation includes: base salary, pension and other benefits, including health, welfare and statutory benefits.

Compensation Determinants

Executive compensation is determined with reference to the job evaluation process and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government, and subject to change from time to time with the approval of Government.

Internal equity among positions of comparable value and competitiveness with appropriate external comparators and markets are also goals to be met via the application of the Compensation Philosophy.

Other factors that may influence individual employee compensation include performance, experience, and competency.

Where applicable and to the extent permissible by legislation and government public policy, the College shall maintain the integrity of the job evaluation plans and ensure their relevance to the salary structure.



Dennis Dineen
Chair, Board of Governors
Langara College

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 (\$)
David Ross President - CEO	\$ 177,282.67	\$ -	\$ 7,743.45	\$ 16,983.62	Severance: \$ - Unused Vacation \$13,848.30 Payouts: - Unused Leave \$ - Payouts: - Perquisites: - Other: \$ -	\$ 215,858.04	2009-10 \$ 200,923.15 2010-11 \$ 202,053.56
Deanna Douglas Vice-President, Administration and Finance 01- APR-11 to 18-OCT-11 Vice-President, Enrollment Management 19- OCT-11 to 31-MAR-12	\$ 142,503.12	\$ -	\$ 6,444.15	\$ 13,584.63	Severance: \$ - Unused Vacation \$ - Payouts: - Unused Leave \$ - Payouts: - Perquisites: \$ - Other: \$ -	\$ 162,531.90	2009-10 \$ 162,988.82 2010-11 \$ 162,464.60
	\$ 78,376.72						
	\$ 64,126.40						
Roy Daykin Associate Vice-President, Administration and Finance 01- APR-11 to 18-OCT-11 Vice-President, Administration and Finance 19- OCT-11 to 31-MAR-12	\$ 138,652.82	\$ -	\$ 8,611.84	\$ 13,174.51	Severance: \$ - Unused Vacation \$ - Payouts: - Unused Leave \$ - Payouts: - Perquisites: \$ - Other: \$ -	\$ 160,439.17	2009-10 ** 2010-11 \$ 46,942.50
	\$ 62,393.77						
	\$ 76,259.05						
Martin Gerson Vice-President, Academic and Provost	\$ 142,503.12	\$ -	\$ 6,311.06	\$ 13,584.63	Severance: \$ - Unused Vacation \$ - Payouts: - Unused Leave \$ - Payouts: - Perquisites: \$ - Other: \$ -	\$ 162,398.81	2009-10 \$ 156,949.14 2010-11 \$ 164,857.69
Linda Arnold Associate Vice-President, Academic	\$ 130,560.28	\$ -	\$ 8,834.25	\$ 12,415.93	Severance: \$ - Unused Vacation \$ - Payouts: - Unused Leave \$ - Payouts: - Perquisites: \$ - Other: \$ -	\$ 151,810.46	2009-10 \$ 148,769.15 2010-11 \$ 151,690.62
Ian Humphreys Associate Vice-President, Student Development and Marketing	\$ 130,560.28	\$ -	\$ 9,769.32	\$ 12,415.93	Severance: \$ - Unused Vacation \$ - Payouts: - Unused Leave \$ - Payouts: - Perquisites: \$ - Other: \$ -	\$ 152,745.53	2009-10 ** 2010-11 \$ 134,639.70

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 (\$)
Ken Billings <i>Associate Vice-President, Human Resources</i>	\$ 128,486.64	\$ -	\$ 9,078.51	\$ 12,185.41	Severance: \$ - Unused Vacation Payouts: \$ - Unused Leave Payouts: \$ - Perquisites: \$ - Other: \$ -	\$ 149,750.56	2009-10 ** 2010-11 **

* 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 and Medical Service Plan premiums.

** Base salary did not exceed \$125,000 for fiscal year or was not employed.

Footnote:

1. Vacation payout for compliance with provisions in Bill 66