



**Northwest Community College
Executive Compensation Disclosure Statement for 2011/2012;
May 14, 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

Northwest Community College seeks to attract and retain the leaders in every position to ensure that the College is able to successfully respond to the needs of the learners and to fulfill the Board of Director's Strategic Plan as successfully as possible.

Northwest Community College understands that to do their best on the job, employees need to strike a work/life balance that enables them to focus on their health and well-being, as well as have adequate time with their families, and to be active members of the community they live in.

The compensation plan offer financial remuneration as well the following:

1. Vacation allotment of twenty-one (21) days;
2. Executive compensation comprising five (5) to fifteen (15) days depending on years of service to compensate for work performed above and beyond the standard work week;
3. Fifteen (15) professional development days;
4. Industry Standard benefits packages with short and long term disability, dental care, eyecare, and extended health care.

The NWCC job evaluation plan is based on the Watson Wyatt Job Evaluation Plan approved by PSEA. The evaluation is conducted the job evaluation committee. The plan evaluates every job on four (4) key elements: skill, responsibility, effort and working conditions broken down into ten (10) factors for a

total of 40 rated items. The most recent approved job evaluation was done and approved by PSEA in 2010.

Excluded positions are fall into one (1) of ten (10) pay grades based on results of the Job Evaluation plan. Each grade is broken down into five (5) steps. Advancement through the steps is contingent of a satisfactory performance assessment conducted annually.

The President and CEO compensation package is negotiated with the Board of Directors and falls within the parameters established by the Government.

Rhoda Witherly

NWCC Board of Director Chair

Attached: Appendix A – Compensation Summary Table

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 (\$)		
Henning, Denise CEO President NWCC	\$ 157,499.93	\$ -	\$ 17,103.89	\$ 14,867.00	Severance:	\$ -	\$ 192,488.06	2009-10	Nil
					Unused Vacation	\$ -		2010-11	\$ 17,272.69
					Payouts:				
					Unused Leave	\$ 3,017.24			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								
Moore-Garcia, Beverly VP Education NWCC	\$ 123,486.51	\$ -	\$ 14,948.44	\$ 11,714.66	Severance:	\$ -	\$ 150,149.61	2009-10	Nil
					Unused Vacation	\$ -		2010-11	\$ 125,699.29
					Payouts:				
					Unused Leave	\$ -			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								
O'Leary, David* VP Institutional Advancement NWCC	\$ 117,003.85	\$ -	\$ 13,884.21	\$ 11,233.97	Severance:	\$ -	\$ 148,987.73	2009-10	N/A
					Unused Vacation	\$ -		2010-11	N/A
					Payouts:				
					Unused Leave	\$ 6,865.70			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								
Sousa, Cathay VP Finance NWCC	\$ 124,280.11	\$ -	\$ 13,527.74	\$ 11,834.85	Severance:	\$ -	\$ 149,642.70	2009-10	\$ 141,304.11
					Unused Vacation	\$ -		2010-11	\$ 169,401.13
					Payouts:				
					Unused Leave	\$ -			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								

* 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.

*Footnote:

David O'Leary promotion to VP, Institutional Advancement Aug 22, 2011
previous position with NWCC Chief Information Officer

Apr 1 - Aug 21/11 Chief Information Officer	55,691.90
Aug22/11 - Mar 31/12 VP Inst Advancement	93,295.83
Total Salary	<u>148,987.73</u>