



Camosun College
Executive Compensation Disclosure Statement for 2012/2013
June 3, 2013

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 2012/2013.

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 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.

The level of benefits should reflect the nature of the role, the competitiveness of the marketplace and overall equity. 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.

Senior executives are provided with various leaves including vacation leave, maternity and parental leave, bereavement leave, and compassionate leave. Exempt employees may also apply for professional development leave with or without pay. The various leaves are an important aspect of our compensation package that reflects fair but not excessive leave that is comparable to leaves granted the College's unionized employees and not inconsistent with other similar positions in the public service.

A handwritten signature in black ink, appearing to read 'Kyman Chan', is written over a horizontal line.

Kyman Chan
Chair, Board of Governors
Camosun College

Attached: Appendix A – Compensation Summary Table

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Kathryn Laurin, President	\$ 176,147	\$ -	\$ 8,171	\$ 16,869	\$ 1,787	\$ 202,974	\$ 202,704	\$ 201,593
Peter Lockie, VP, Administration & CFO	\$ 151,174	\$ -	\$ 12,776	\$ 14,424	\$ -	\$ 178,374	\$ 179,021	\$ 178,665
Tom Roemer, VP, Strategic Development	\$ 149,767	\$ -	\$ 12,891	\$ 12,891	\$ 1,834	\$ 177,383	\$ 168,215	\$ 155,541
Denis Powers, Executive Director, Human Resources	\$ 65,005	\$ -	\$ 5,126	\$ 6,251	\$ 2,000	\$ 78,382	\$ 154,845	\$ 154,513
John Boraas, VP, Academic	\$ 136,301	\$ -	\$ 11,366	\$ 12,958	\$ -	\$ 160,625	\$ -	\$ -
Joan Yates, Executive Director, Communications & Advancement	\$ 127,342	\$ -	\$ 9,585	\$ 12,076	\$ -	\$ 149,003	\$ -	\$ -
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ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Summary Other Compensation Table at FISCAL, 2013

Name and Position(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Kathryn Laurin, President	\$ 1,787	\$ -	\$ -	\$ -	\$ -	\$ 1,787	\$ -
Peter Lockie, VP, Administration & CFO	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tom Roemer, VP, Strategic Development	\$ 1,834	\$ -	\$ -	\$ -	\$ -	\$ 1,834	\$ -
Denis Powers, Executive Director, Human Resources	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
John Boraas, VP, Academic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Joan Yates, Executive Director, Communications & Advancement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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Notes:

Denis Powers left the Camosun College on September 29, 2012

Perquisites / other allowances: club memberships