



NORTH ISLAND
COLLEGE

North Island College
Executive Compensation Disclosure Statement for 2012/2013
15 May 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

At its June 25, 2008 meeting, the Board adopted the following **Statement of Compensation Philosophy, Practice and Process**:

The North Island College Board of Governors complies with the direction from the Government of BC with respect to relevant statutes and public policy and considers the external market data provided by the Post-Secondary Employers' Association when determining executive compensation.

The Board recognizes the need to relate and disclose total compensation based on all compensation, pension, benefits and perquisites. Further, the Board recognizes the need to relate any compensation to the College's service and performance plans, and has identified a set of objective measures in the Service Plan.

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

For purposes of this report, total compensation includes: base salary, pension, automobile allowance, health and welfare benefits, and perquisites. The total compensation package is designed to allow the organization to attract, retain and motivate qualified individuals.

North Island College does not provide incentive pay or bonus pay to the President and CEO.

*The President and Chief Executive Officer's performance is evaluated by the Board's Sub Committee on Compensation and Performance which includes an Annual Report of the President and CEO's Priority Objectives. *Every other year, the results of a 360-Degree Multi-Rater Performance Review is conducted against specific competencies set by the Board. The Board receives and approves the President's Objectives and achievement of such objectives on an annual basis.*

**NOTE: 2012-2013 was scheduled to be the year for the 360-Degree Multi-Rater Performance Review. However, in light of the J. Lindsay's retirement in July 2013, the Board decided to forego the bi-annual review this year and start the cycle with the incoming President.*

A handwritten signature in cursive script that reads "Bruce Calder".

Bruce Calder
Chair, Board of Governors, North Island 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)	Pension (d)	Benefits (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Jan Lindsay, President	\$ 170,000	\$ -	\$ 11,793	\$ 16,267	\$ -	\$ 198,060	\$ 199,492	\$ 199,602
Carol Baert, Vice President, Finance & Facilities	\$ 125,698	\$ -	\$ 11,048	\$ 11,930	\$ -	\$ 148,676	\$ 149,601	\$ 151,074
Lisa Domae, Vice President, Student & Educational Services & Planning	\$ 125,698	\$ -	\$ 9,637	\$ 11,930	\$ -	\$ 147,265	\$ 148,272	\$ 148,534
Jan Carrie, Vice President, Education	\$ 125,698	\$ -	\$ 11,070	\$ 11,930	\$ -	\$ 148,698	\$ 148,402	\$ -
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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)
Jan Lindsay, President	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carol Baert, Vice President, Finance & Facilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lisa Domae, Vice President, Student & Educational Services & Planning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Jan Carrie, Vice President, Education	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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Notes: