



**Northwest Community College
Executive Compensation Disclosure Statement for 2011/2013;
May 14, 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

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 Directors' 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 benefits 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, eye care, 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 by 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 forty (40) rated items. The most recent approved job evaluation was completed and approved by PSEA in 2010.

Excluded positions 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 on 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

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
Denise Henning, CEO & President	\$ 156,896	\$ -	\$ 14,204	\$ 14,985	\$ 5,532	\$ 191,617	\$ 192,488	\$ 17,273
Beverly Moore-Garcia, VP Education	\$ 127,790	\$ -	\$ 14,509	\$ 12,105	\$ 11,954	\$ 166,358	\$ 150,150	\$ 125,700
David O'Leary, VP Institutional Advancement	\$ 121,921	\$ -	\$ 13,129	\$ 11,551	\$ 7,143	\$ 153,744	\$ 148,988	\$ -
Cathay Sousa, VP Finance	\$ 131,832	\$ -	\$ 13,363	\$ 12,522	\$ -	\$ 157,717	\$ 149,643	\$ 169,401
Suzanne LeBlanc, VP People and Planning	\$ 120,790	\$ -	\$ 13,973	\$ 11,422	\$ 7,143	\$ 153,328	\$ -	\$ -
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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)
Denise Henning, CEO & President	\$ 5,532	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,532
Beverly Moore-Garcia, VP Education	\$ 11,954	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,954
David O'Leary, VP Institutional Advancement	\$ 7,143	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,143
Cathay Sousa, VP Finance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Suzanne LeBlanc, VP People and Planning	\$ 7,143	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,143
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Notes:

Beverly Moore-Garcia increased 11% over last year due to large payout of unused leave payouts accumulated over several years.
David O'Leary, Cathay Sousa, and Suzanne Leblanc also received payouts for unused leave time, captured in the "Other" column
Suzanne LeBlanc was promoted to VP, People and Planning on June 15, 2012