

BCIT Management Compensation Policy

The objective for the BCIT Management Compensation Plan is to ensure that management staff salaries are sufficiently competitive in the market place to:

1. attract and retain a high calibre of staff
2. recognise the growth of individuals as they assume the full scope and responsibilities of their position; and
3. recognise employees for work performed based on level of performance and contribution.

Regular surveys of management compensation in other marketplaces are conducted to ensure BCIT salaries are competitive.¹ (The most recent survey was conducted by Watson Wyatt in the Summer 2005 and the updated salary scale was approved by PSEA in the Fall 2005.)

An important principle underlying the compensation policy is that there is one standard for job evaluation and salary ranges throughout the Institute.

Some of the features of the compensation policy are that it provides for flexibility in the new hire placement, progression on the salary band is performance based, and there is the ability for merit recognition beyond the job rate (top step). The merit recognition is in the form of a re-earnable, meritorious annual award and achieved through exemplary performance and exceeding expectations.

Individual performance is measured on the following dimensions:

- Outcomes Achieved
- Academic/Professional Leadership
- Customer Focus
- Leading Others
- Managing Results
- Business Processes
- Teamwork
- Independence

The overall rating of employee performance as: Exceeding Performance Plan; Fully Achieving Performance Plan; Marginally Achieving Performance Plan or Unsatisfactory is then determined. Individuals may earn 6%, 4%, 2%, or 0% depending on the overall rating.

¹ Excerpt taken from Section 5.1-Policy of the BCIT Management Terms and Conditions, approved by the BCIT Board of Governors September 2000.

SUMMARY COMPENSATION TABLE APRIL 1 2007 TO MARCH 31 2008

Name and Principal Position (a)	Salary (\$) (b)	Bonus (\$) (c)	Incentive Plan Compensation Paid (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)
Anthony Knowles President ¹	32,872.93	na	na	2,970.88	396,207.88	\$432,051.69
Donald Wright President ²	19,739.90	na	na	1,670.00	2,668.17	\$24,078.07
Verna Magee Shepherd Vice President Student Services ³	221,284.32	na	na	20,440.19	26,105.78	\$267,830.29
Nina Leemhuis Chief Financial Officer ⁴	169,229.30	na	na	15,432.75	20,757.83	\$205,419.88
James Reichert Vice President Research and International ⁵	165,066.38	na	na	15,157.29	21,690.00	\$201,913.67
Tomi Eeckhout, Vice President Human Resources ⁶	164,301.60	na	na	14,974.80	20,459.35	\$199,735.75
Laurie Clarke, Vice President Development, Executive Director, Alumni ⁷	159,467.63	na	na	14,546.26	19,064.89	\$193,078.78

¹ Employment terminated May 17, 2007. All other compensation, besides an annual car allowance of \$10,200 and group benefits, includes severance of \$275,752.61, car allowance of \$42,892.70 professional development funds of \$33,813.20, miscellaneous expenses of \$7,500, and money in lieu of health benefits of \$50,889.63.

²Appointed President March 1, 2008.

³For the period May 17, 2007 to February 29, 2008, Acting President and the earnings were \$181,700.

For the period April 1, 2007 to May 17, 2007, Acting Vice President, Education & Student Services and the earnings were \$25,741.44.

All other compensation includes a car allowance of \$10,200 per annum(while acting President) or \$6000 per annum.

⁴All other compensation includes a car allowance of \$6000 per annum.

⁵All other compensation includes a car allowance of \$7200 per annum.

⁶All other compensation includes a car allowance of \$6000 per annum.

⁷All other compensation includes a car allowance of \$6000 per annum.

All management employees, including the President and the Vice Presidents are provided group benefits. Benefit coverage includes: Medical Services Plan; dental, extended health, group life insurance, accidental death and dismemberment, long term disability; and employee and family assistance.

All management employees, including the President and the Vice Presidents are eligible to participate in the College Pension Plan. Eligibility for the pension plans and entitlement to pension benefits is governed by the appropriate legislations, subject to the interpretation of the Pension Corporation.

All management employees, including the President and the Vice Presidents are entitled to paid vacation periods. Vacation entitlements are based on a calendar year and active employment, and the annual entitlement and non-recurring vacation leave is established based on years of service with the Institute.