

# **PUBLIC SECTOR EXECUTIVE COMPENSATION REPORT**

## **LANGARA COLLEGE**

**APRIL 1, 2007 to MARCH 31, 2008**

The following report provides disclosure of all compensation provided to all employees whose base compensation was \$125,000 or greater in the fiscal year 2007 – 2008.

### **1. Executives meeting reporting requirement**

- Linda Holmes – President and Chief Executive Officer

### **2. Langara College Compensation Philosophy**

The Compensation Philosophy is intended to facilitate the retention and motivation of high caliber employees, the attainment of annual service and performance targets and longer term strategic goals.

#### **Market Comparators**

The Board seeks to ensure that total compensation is competitive with comparable institutions within the post-secondary sector in Metro Vancouver and the broader B.C. public sector comparators, subject to relevant government legislation, public policy and compensation guidelines. These institutions and sectors are surveyed provincially, and local and regional factors are reflected in compensation practices.

The Board may consider external market data provided by the Post-Secondary Employers' Association and other sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes, public policy and compensation guidelines.

#### **Total Compensation**

For purposes of this report, total compensation includes: base salary, variable compensation (incentive pay and bonuses), pension and other benefits, and perquisites.

#### **Equity**

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

Internal equity among positions of comparable value and competitiveness with appropriate external comparators and markets are also goals to be met via the application of the Compensation Philosophy.

Where applicable and to the extent permissible by legislation and government public policy, the College shall maintain the integrity of the job evaluation plans and ensure their relevance to the salary structure.

### Target Range

The total compensation opportunity is targeted to range between approximately the 50<sup>th</sup> percentile and approximately the 75<sup>th</sup> percentile of the defined market. Factors that may influence individual employee compensation include performance, experience, and competency.

### Current Status – President’s Compensation

With PSEA, PSEC and AVED consensus and College Board approval, the current base salary for the President was adjusted effective April 1, 2006 in accordance with the 2001 PSEC Excluded Compensation Guidelines.

The President’s total compensation is currently red-circled in accordance with the 2007 CEO Compensation Framework.

### 3. Summary Compensation Table

Name and Principal Position (a)	Salary (\$) (b)	Bonus (\$) (c)	Incentive Plan Compensation Paid (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	Previous 2 Years Totals (h)*
Linda Holmes  President and CEO	\$177,261*	n/a	n/a	\$15,606	Statutory contributions \$2,970**  Non-statutory benefits \$3,747***  Auto lease/insurance \$13,933  Sabbatical and long service days \$10,636****	\$224,163	n/a

Note: \* - Base salary includes paid vacation leave of 30 days per annum. Vacation leave entitlement is consistent with Langara Administrative employees.

\*\* - Statutory contributions include CPP, EI and WCB.

\*\*\* - Non-statutory benefits include medical, extended health, dental, and group life insurance. These benefits are consistent with the level of coverage provided to Langara Administrative employees.

\*\*\*\* - Long service days (3 per year) are the same as provided to all other Administrative employees. Sabbatical leave is consistent with compensation offered to similar positions within the provincial comparator group.