

University College of the Fraser Valley Executive Compensation Policy

The guiding principles of the compensation program for executive officers of UFV are:

Rationality: UFV establishes compensation which balances fair value for work with UFV's ability to pay.

Equity: Compensation reflects a measurement of job worth based on a composite of skill, effort, responsibility, working conditions, and a comparison to compensation levels of similar positions within the University's competitive market of employers within the post-secondary sector in British Columbia and other appropriate comparators, subject to change from time to time within the parameters approved by government.

Relation to performance: Where compensation is used as a means of acknowledging performance, performance measurement is based on clear, documented individual and organizational targets, annually reviewed.

Compliance with legal obligations: Compensation practices comply with statutory obligations of the Employment Standards Act, the Human Rights Act, relevant public policy and statutes established by the government of British Columbia, and any other applicable legislation.

Full disclosure: UFV makes regular and full public disclosure of the compensation of each executive officer in accordance with relevant public policy and statutes.

**University College of the Fraser Valley
Summary Compensation Table**

Name and Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	Other Compensation (\$) ¹	Total Compensation (\$)
H.A. Bassford, President	181,413	0	0	15,600	45,856	242,869
Tim Segger, VP Administration	162,041	0	0	14,862	25,301	202,204
Dianne Common, VP Academic & Provost	162,041	0	0	15,241	23,315	200,597
Robert Buchan, VP External	162,041	0	0	15,241	26,380	203,662

¹ All statutory employer payments (e.g., CPP, EIC, WCB), health and welfare benefits, housing and car allowances and pro rated costs related to sabbatical leave.