

College of New Caledonia

STATEMENT OF EXECUTIVE COMPENSATION DISCLOSURE

June 2009

Purpose: Public Sector disclosure of all compensation provided to the Chief Executive Officer or Named Executive Officers whose base compensation was \$125,000 or greater.

Statement of Compensation Philosophy, Practice and Process

The Board seeks to ensure that total compensation is competitive with comparable institutions within the post-secondary sector in British Columbia and other appropriate comparators subject to relevant statutes and public policy.

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, and direction from the Government with respect to relevant statutes and public policy.

For purposes of this report, total compensation includes: base salary, pension and other benefits, and perquisites.

Summary Compensation Table
(Reporting Period April 1 to March 31)

Name and Principal Position	Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total (\$)	Reporting Years
John Bowman President	160,000.02	0	0	14,381.29	15,256.88	189,638.19	2008/2009 (Apr1/08-Mar31/09)
John Bowman President	147,140.28	0	0	12,884.15	14,507.61	174,532.04	2007/2008 (Apr1/07-Mar31/08)
John Bowman Interim President	76,295.38	0	0	6,065.50	7,148.64	89,509.52	2006/2007 (Sept 1//06-Mar 31/07)
							2005/2006 – n/a

NOTE:

John Bowman's Annual Base Salary:

April 1/08 to March 31/09 – President: @ \$160,000.00 per annum
 June 1/07 to March 31/08 – President: @ \$150,410.00 per annum
 Sept 1/ 06 to May 31/07 - Interim President: @ \$130,792.00 per annum

All Other Compensation (\$)

Includes all statutory employer payments (e.g., CPP, EI, WCB), health and welfare benefits (other than pension), and vehicle allowance.

Major Benefits and perquisites:

Vacation: Entitled to six (6) weeks of paid vacation each year

Professional Development: Entitled to take at least 10 days leave of absence for professional development activities in accordance with personnel policy. The College will reimburse the employee for expenses incurred related to the approved PD activities in the amount of up to \$5000 per year.

Vehicle Allowance: Employee provided vehicle with an allowance of \$500 per month.