



JUSTICE INSTITUTE
of BRITISH COLUMBIA

2008-09 Public Sector Executive Compensation Disclosure

Part 1: Executive Compensation Philosophy

The purpose of this Executive Compensation Philosophy is to detail the Justice Institute of British Columbia's goals, principles and limitations in regard to executive compensation. This philosophy statement is intended to be a map or guide in making effective compensation decisions that recognize executives for achieving targeted business and service results on behalf of our stakeholders.

Executive compensation at the JIBC is performance based and is driven by the achievements of both the executive and Institute

The JIBC requires the ability to attract, retain, engage and motivate executives with strong leadership competencies who can function and excel within an open, diverse interest based environment. A significant leadership competency is business acumen: executives at the JIBC must maintain a broad understanding and sensitivity to political affairs (sometimes conflicting) in delivering efficient, effective and innovative post secondary training and education services.

The goal for the JIBC's executive compensation program is to provide a competitive total compensation package that will be sufficiently attractive to reward experienced and qualified executive leadership.

The goal of our executive total compensation program is to deliver base salary opportunity at the median of our defined external marketplace. This marketplace will include other appropriate comparables within Canada's post secondary educational institutions and selected public sector employers both provincially and nationally. In addition, we will remain sensitive to our geographic location together with developments in executive compensation trends in the general marketplace.

Guiding Principles

The JIBC will be guided by the following principles in the design, review and administration of its executive compensation programs:

- ✓ *Performance based*: we will focus on specific, value improving performance objectives.

- ✓ *Objective:* wherever possible, we will use quantitative metrics to measure achievement.
- ✓ *Competitive:* we will regularly monitor the external market to ensure our executives have pay opportunities consistent with our defined competitive practice.
- ✓ *Clear and Understandable:* the executive compensation program will be designed and managed in a way that achieves ongoing clarity and understanding for employees and stakeholders.
- ✓ *Affordable:* we will balance our marketplace competitiveness with the ability to pay for our desired competitive posture.

Limitation

All compensation decisions made under the Executive Compensation Philosophy are subject to policies and approval processes established by the Ministry of Advanced Education and/or the Public Sector Employers' Council.

Labour Market Adjustment

In F2008/09, the Public Sector Employers' Council approved a labour market adjustment for the salary grid for the two Vice –President positions. One component was retroactive to April 1, 2008 and the balance of the adjustment was approved to take effect in F2009/10.

Part 2: Compensation Disclosure F08/09

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

Name and Principal Position	Salary	Pension	All Other Compensation	Total	F2007/08 Total Reported
Jack McGee - CEO	166,519	14,055	17,098	197,672	197,672

Benefits included in Other Compensation include employer paid premiums for Employment Insurance, BC Medical Services Plan, extended health and dental plans, life insurance at two times annual earnings, a car allowance and fitness expenses.

Leave entitlements are thirty days vacation and ten personal days each calendar year.

Name and Principal Position	Salary	Pension	All Other Compensation	Total	F2007/08 Total Reported
Patricia Ross – Vice President, Education	132,990	11,894	29,487	174,371	-

Benefits included in Other Compensation include employer paid premiums for Canada Pension Plan, Employment Insurance, BC Medical Services Plan, extended health and dental plans, long term disability, life insurance at two times annual earnings, a car allowance and \$8,476 in vacation paid out during the year.

Leave entitlements are thirty five days vacation and ten personal days each calendar year

Name and Principal Position	Salary	Pension	All Other Compensation	Total	F2007/08 Total Reported
Carol Baert – Vice President, Finance & Administration)	128,083	11,430	13,201	152,714	-

Benefits included in Other Compensation include employer paid premiums for Canada Pension Plan, Employment Insurance, extended health and dental plans, life insurance at two times annual earnings and a car allowance.

Leave entitlements are twenty seven days vacation and ten personal days each calendar year