



## **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.

## Executive Compensation Disclosure Report Summary Compensation Table 2008/2009

<b>Name &amp; Position Title</b>	<b>Annual Base Salary (\$)</b>	<b>Bonus (\$)</b>	<b>Incentive Plan Compensation Paid (\$)</b>	<b>Pension (\$)</b>	<b>Other Compensation (\$)</b>	<b>Total Compensation (\$)</b>	<b>Prior Year (07-08)</b>
H.A. Bassford, President	185,223	0	0	16,712	43,947	245,882	242,869
Tim Segger, VP Administration	165,444	0	0	15,557	34,036	215,038	202,204
Dianne Common, VP Academic & Provost	165,444	0	0	15,530	26,687	207,362	200,597
Robert Buchan, VP External	165,444	0	0	15,557	23,505	204,507	203,662