



GREATER VANCOUVER COMMUNITY SERVICES SOCIETY

HEAD OFFICE

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June 21, 2010

Mr. Paul Straszak
CEO
Public Sector Employers' Council Secretariat
2nd Floor, Suite 210
P.O. Box 9400, Stn Prov Govt
Victoria, B.C.
V8W 9V1

Dear Mr. Straszak:

Re: Public Sector Employers Act – Section 14.8(3)

Public Sector Executive Compensation Reporting Form

Please accept this letter as Greater Vancouver Community Service Society's Statement of Executive Compensation for the fiscal year 2009/2010. This report is provided in compliance with the Section 14.8(3) of the Public Sector Employers Act and in the form and manner as established by the Public Sector Employers' Council (PSEC) per the Public Sector Executive Compensation Reporting Guidelines.

The report that follows is in two parts. Part one is the Summary Compensation Table for Greater Vancouver Community Services Society. Part two is a narrative discussion of our compensation principles, policies and practices.

Compensation has been reviewed by the board and is in keeping with the compensation plan. The board also confirms that the Executive Director is the only member meeting the \$125k threshold.

If you have any questions or require clarification, please contact Mr. Moon Yee, Director of Finance at 604-714-3503.

Sincerely,

Lynn Carter
President and Board Chair

cc. K. Commerford, HEABC

**Greater Vancouver Community Services Society
Statement of Executive Compensation
2009/2010**

PART ONE

Summary Compensation Table at March 31, 2010							
Name and Principle Position (a)	Base Actual Salary (b)	Bonus ⁽¹⁾ (c)	Incentive Plan Comp Paid ⁽²⁾ (d)	Pension ⁽³⁾ (e)	All Other Comp ⁽⁴⁾ (f)	Total Comp For Fiscal 2009/2010 (g)	Fiscal 2008/2009 Total Comp
R. Mcleod Executive Director	167,824	-	-	14,893	16,230	198,947	197,220

- (1) GVCSS has no bonus payment plan
(2) GVCSS has no incentive payment plan
(3) Pension plan is the MPP for all staff. No other retirement schemes in place.
 Only employer contribution to MPP is reported.
(4) Employer contributions/payments/premiums provided to all staff for EI, CPP, WCB,
 Extended H&D, MSP, Group Life, AD&D, LTD

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PART TWO

Compensation Discussion and Analysis

Greater Vancouver Community Services Society (GVCSS) is a member employer of the Health Employer Association of B.C. (HEABC) and is governed by its Compensation Reference Plan. This plan has been developed pursuant to the statutory requirements of the Public Sector Employers Act and is applied across the Employer members of HEABC for non-union, management and executive roles within healthcare.

GVCSS adheres to HEABC's Compensation Principles, Compensation Policy Objectives, Compensation Surveys, Compensation Reference Ranges, Organization Information Plan, and Role Assessment Plan.

For each of the Name Executive Officers (NEOs) reported in the Summary Compensation Table of this disclosure, GVCSS has applied the Compensation Reference Plan, working with HEABC as necessary. The base salary and total compensation provided to each NEO is consistent with the principles and policy objectives stated above, as mandated by the Public Sector Employers Council in accordance with the Public Sector Employers Act.