



Camosun College
Executive Compensation Disclosure Statement for 2010/2011
May 25, 2011

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2010/2011.

Compensation Philosophy

For the purposes of this report total compensation includes: base salary, pension and other benefits, and perquisites. The total compensation package is designed to allow, to the extent possible, the organization to successfully attract, retain and motivate the best qualified candidates possible to lead the College. Compensation for Camosun College executives is benchmarked against other public sector positions with similar scope and responsibilities and in particular against other post secondary institutions in the province of British Columbia.

The Board Executive sets the salary and benefits for the President. Salaries for other members of the Executive have been determined by reference to the job evaluation plan and annual salary ranges for specific positions. Adjustments have been made from time to time to reflect changes to the roles and accountabilities assigned executive members. In addition, the Board has attempted to maintain a historical compensation relationship for positions reporting to the President.

Senior executives' salary and benefits should be fairly compensated and rewarded for achieving the College's strategic plans and adherence to sound and balanced budgetary plans. The compensation should be fair relative to both the post secondary sector and the BC economic environment.

Benefits should reflect the nature of the role, the competitiveness of the marketplace and consideration given to equity for the employees of the College. Salary and benefit provisions are established by Human Resources Policy and are subject to change, from time to time, within parameters as may be established by Government.

Senior executives are provided with various leaves including vacation leave, maternity and parental leave, bereavement leave, and compassionate leave. Exempt employees may also apply for professional development leave with or without pay. The various leaves are an important aspect of our compensation package that reflects fair but not excessive leave that is comparable to leaves granted the College's unionized employees and not inconsistent with other similar positions in the public service.

A handwritten signature in black ink that reads 'Lynda Farmer'.

Lynda Farmer
Chair, Board of Governors
Camosun College

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

Camosun College

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2010-11)						
NOTE: Comments and notes should be reported as footnotes						
Name & Position Title	Annual Base Salary (\$)	Pension (\$)	All Other Compensation ³ (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
Kathryn Laurin <i>President</i> ¹	\$ 176,147	\$ 16,543	\$ 8,903	\$ 201,593	2008-09	\$ -
					2009-10	\$ 163,309
Peter Lockie <i>VP, Administration & CFO</i>	\$ 151,174	\$ 14,147	\$ 13,344	\$ 178,665	2008-09	\$ 178,897
					2009-10	\$ 179,683
Baldev Pooni <i>VP, Education & Student Services</i>	\$ 151,174	\$ 14,147	\$ 14,354	\$ 179,675	2008-09	\$ 174,874
					2009-10	\$ 179,683
Tom Roemer <i>VP, Strategic Development</i> ²	\$ 130,594	\$ 12,140	\$ 12,807	\$ 155,541	2008-09	\$ -
					2009-10	\$ -
Denis Powers <i>Executive Director, Human Resources</i>	\$ 130,009	\$ 12,117	\$ 12,387	\$ 154,513	2008-09	\$ 154,890
					2009-10	\$ 154,627

¹ President commencing July 1, 2009

² VP commencing June 1, 2010

³ All Other Compensation includes all statutory employer payments (e.g. CPP, EI, WCB), all health & welfare benefits (other than pension) and perquisites