

## Office of the Board of Governors

May 19, 2011

Honourable Naomi Yamamoto  
Minister of Advanced Education  
PO Box 9080 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Yamamoto:

Please find enclosed the Statement of Executive Compensation for Langara College.

**College Management's Responsibility:**

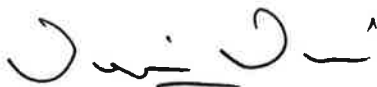
College Management is responsible for the preparation of the Statement of Executive Compensation. The College Board is advised by Management that this disclosure has been prepared in accordance with the Public Sector Executive Compensation Reporting Guidelines of the Public Sector Employers' Council Secretariat. Management is responsible for maintaining the necessary payroll and employee systems to provide a reliable basis for the preparation of the disclosure form.

**College Board's Responsibility:**

The College Board carries out its responsibility by setting the compensation philosophy and reviewing the Statement of Executive Compensation. The Board relies upon Management's representations contained in the disclosure form.

The College Board has reviewed the Statement of Executive Compensation and is aware of the executive compensation paid in the 2010/2011 fiscal year and that the compensation provided was within approved compensation plans.

Yours sincerely,



Dennis Dineen  
Chair, Board of Governors

DD/kj

Encl.

pc Board Members  
D. Ross, President  
K. Jillings, Director Human Resources

**Langara College**  
**Executive Compensation Disclosure Statement for 2010/2011**  
**May 19, 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 2010/11.

**Executives Meeting Reporting Requirement**

- David Ross – President and Chief Executive Officer
- Deanna Douglas – Vice-President, Administration and Finance
- Martin Gerson – Vice-President, Academic and Provost
- Linda Arnold – Associate Vice-President, Academic
- Ian Humphreys – Associate Vice-President, Student Development and Marketing (Acting)
- Roy Daykin – Associate Vice-President, Administration and Finance

**Compensation Philosophy**

Our philosophy is to provide an excluded compensation plan that:

- Facilitates the recruitment and retention of high caliber employees;
- Provides opportunity for increment progression to recognize employee growth in their position; and
- Rewards and motivates employees to attain the College's annual service and performance targets and longer term strategic goals.

(The implementation of this philosophy is subject to relevant government legislation, public policy and compensation guidelines.)

**Market Comparators**

The College will ensure that total compensation (including salary) is competitive with comparable institutions within the post-secondary sector in Metro Vancouver. In order to be competitive, the market comparison target should normally be no less than P75. Where dictated by labour market pressures, compensation comparators may also include the broader B.C. public or private sector as well as other urban labour markets in Canada. These sectors are surveyed as and where necessary to ensure that local, regional, provincial and national factors are reflected in compensation practices.

The College in implementing and ensuring alignment of compensation practices with its compensation philosophy may consider external market data provided by the Post-Secondary Employers' Association and other sources, as well as advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes, public policy and compensation guidelines. Compensation reviews will be conducted as required and at least every three (3) years.

### **Total Compensation**

For purposes of this report, total compensation includes: base salary, variable compensation (incentive pay and bonuses), pension and other benefits, and perquisites.

### **Equity**

Executive compensation is determined with reference to the job evaluation process and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government, and subject to change from time to time with the approval of Government.

Internal equity among positions of comparable value and competitiveness with appropriate external comparators and markets are also goals to be met via the application of the Compensation Philosophy.

Other factors that may influence individual employee compensation include performance, experience, and competency.

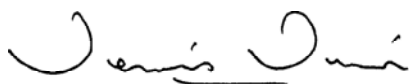
Where applicable and to the extent permissible by legislation and government public policy, the College shall maintain the integrity of the job evaluation plans and ensure their relevance to the salary structure.

### **Current Status: President's Compensation**

With PSEC, Ministry of Advanced Education and College Board approval, the total compensation for the President was established in accordance with the 2007 CEO Compensation Framework.

### **Vice-Presidents' Compensation**

The Vice Presidents are paid in accordance with the Langara College Administrators' salary scale. The salary scale is adjusted annually in accordance with PSEA/PSEC compensation guidelines.



Dennis Dineen  
Chair, Board of Governors  
Langara College

May 19, 2011

## Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2010-11)									
Name & Position Title		Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
<b>David Ross</b> <i>President &amp; CEO</i>		\$176,604.60	\$0.00	\$0.00	\$16,691.30	\$8,757.66 (1)	\$202,053.56	<b>2008-09</b>	\$85,500.93
								<b>2009-10</b>	\$200,923.15
<b>Deanna Douglas</b> <i>Vice-President, Administration and Finance</i>		\$142,503.13	\$0.00	\$0.00	\$13,400.16	\$6,561.31 (1)	\$162,464.60	<b>2008-09</b>	\$175,791.80
								<b>2009-10</b>	\$162,988.82
<b>Martin Gerson</b> <i>Vice-President, Academic and Provost</i>		\$142,503.13	\$0.00	\$0.00	\$13,400.16	\$8,954.40 (1)	\$164,857.69	<b>2008-09</b>	n/a (2)
								<b>2009-10</b>	\$156,949.14
<b>Linda Arnold</b> <i>Associate Vice-President, Academic</i>		\$130,560.28	\$0.00	\$0.00	\$12,247.51	\$8,882.83 (1)	\$151,690.62	<b>2008-09</b>	n/a (2)
								<b>2009-10</b>	\$148,769.15
<b>Ian Humphreys</b> <i>Associate Vice-President, Student Development and Marketing (Acting)</i>  <i>Director, Communications and Marketing</i>	04-Nov-10 - 31-Mar-11	\$113,880.30	\$0.00	\$0.00	\$10,599.26	\$10,160.14 (1)	\$134,639.70	<b>2008-09</b>	n/a (2)
		\$62,249.09						<b>2009-10</b>	n/a (2)
	01-Apr-10 - 03-Nov-10	\$51,631.21							
<b>Roy Daykin</b> <i>Associate Vice-President, Administration and Finance</i>	DOH: 08-DEC-10	\$39,518.22	\$0.00	\$0.00	\$3,572.46	\$3,851.82 (1)	\$46,942.50	<b>2008-09</b>	n/a (2)
								<b>2009-10</b>	n/a (2)

### Notes

(1) Other compensation includes statutory contributions for CPP, EI and WCB and non-statutory benefits including medical, extended health, dental, and group life insurance

(2) Base salary did not exceed \$125,000 for fiscal year or was not employed