



## Executive Compensation Philosophy 2010-2011

Northwest Community College seeks to attract and retain the leaders in every position to ensure that the College is able to successfully respond to the needs of the learners and to fulfill the Board of Director's Strategic Plan as successfully as possible.

Northwest Community College understands that to do their best on the job, employees need to strike a work/life balance that enables them to focus on their health and well-being, as well as have adequate time with their families, and be active members of the community they live in.

The compensation plan financial remuneration as well as the following:

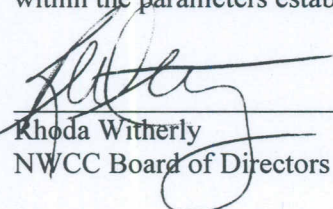
1. Vacation allotment of twenty-one (21) days.
2. Executive compensation plan comprising five (5) to fifteen (15) days depending on years of service to compensate for work performed above and beyond the standard work week.
3. Ten (10) Professional Development days.
4. Industry standard benefits packages with short and long terms disability, dental care, eye care, and extended health care.

The NWCC job evaluation plan is the Watson Wyatt Job Evaluation Plan approved by PSEA. The evaluation is conducted by the job evaluation committee. The plan evaluates every job on four (4) primary elements of job value – skill, responsibility, effort and working conditions broken down into ten (10) factors- education, experience, complexity of decision making, problem solving, impact of action, working relationships, supervision, physical and sensory demands, and environment.

The Job Evaluation Committee submitted its most recent evaluation results to the President and CEO in 2010. PSEC approved the submitted job evaluation plan in October, 2010. The overall impact of the plan was minimal (.008%).

Administrative positions are grouped into ten (10) pay grades. Each grade is broken down into five (5) steps. Advancement through the steps process is reviewed annually and is based on a satisfactory performance review.

The President and CEO's compensation package is negotiated with the Board of Directors and must fall within the parameters established by the Government.

  
Rhoda Witherly  
NWCC Board of Directors Chair

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## PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2010-11)

NOTE: Comments and notes should be reported as footnotes

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation <sup>6,7</sup> (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
Forsyth, Stephanie <sup>1</sup> CEO	\$ 74,061.00	\$ -	\$ -	\$ 6,946.18	\$ 41,851.15	\$ 122,858.33	2008-09	\$ 193,773.27
							2009-10	\$ 185,329.17
Hennina, Denise <sup>2</sup> CEO	\$ 13,879.30	\$ -	\$ -	\$ 1,254.70	\$ 2,138.69	\$ 17,272.69	2008-09	\$ -
							2009-10	\$ -
Moore-Garcie, Beverly <sup>3</sup> VP Education	\$ 99,781.43	\$ -	\$ -	\$ 9,098.22	\$ 16,819.64	\$ 125,699.29	2008-09	\$ -
							2009-10	\$ -
Sousa, Cathav <sup>4,5</sup> VP Finance	\$ 134,897.18	\$ -	\$ -	\$ 12,630.14	\$ 21,873.81	\$ 169,401.13	2008-09	\$ -
							2009-10	\$ 141,304.11

## Footnotes:

<sup>1</sup>Forsyth, Stephanie end date Sept 24, 2010<sup>2</sup>Hennina, Denise start date March 1, 2011<sup>3</sup>Moore-Garcia, Beverly start date June 1, 2010<sup>4</sup>Sousa, Cathav Acting President Sept 20, 2010 to Feb 28, 2011<sup>5</sup>Sousa as VP Finance \$124,047.58, as Acting President \$10,849.60, total salary \$134,897.18<sup>6</sup>Includes, where applicable: MSP, EHB, Dental, Life Insurance, AD & D, CPP, EI, Car Allowance, Benefit Allowance, Sabbatical (accrued liability)<sup>7</sup>For Forsyth, Stephanie, includes payout of unused vacation and professional development leave totalling \$29,481.98