



**Camosun College**  
**Executive Compensation Disclosure Statement for 2014/2015**  
**June 24, 2015**

The following report provides an accurate representation of all compensation provided to the President and the next four highest paid executives with an annualized base salary was \$125,000 or greater in the fiscal year 2014/2015.

**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 College 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 should be fairly compensated and rewarded for achieving the College's strategic goals 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.

The level of benefits should reflect the nature of the role, the competitiveness of the marketplace and overall equity. 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. The College complies with all Government direction on executive compensation, for example, the freeze on executive and management compensation that was announced in September 2012.

The President is entitled to six months of administration leave with pay and benefits during the term of her five year employment contract. Such leave will be of mutual benefit to the President and the college as approved by the Board Chair or designate. Under no circumstances will administrative leave be paid out upon termination of employment. Senior executives are provided with various leaves including vacation leave and 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 cursive script that reads "Marilyn Pattison". The signature is written in black ink and is positioned above a horizontal line.

Marilyn Pattison  
Chair, Board of Governors  
Camosun College  
Attached: Appendix A – Compensation Summary Table



**Camosun College  
Executive Compensation Disclosure Statement for 2014/2015  
Attestation Letter  
June 24, 2015**

Christina Zacharuk  
Interim President & CEO  
PSEC Secretariat  
2<sup>nd</sup> Floor, 880 Douglas Street  
Victoria, BC V8W 2B7

Dear Madam:

On behalf of the Camosun College Board of Governors, I attest to the following:

- The Board of Governors is aware of the executive compensation paid in the 2014/15 fiscal year.
- The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries or any other organization related to or associated with the employer. It also includes the value of any pre or post-employment payments made during the 12 month period before or after the term of employment.
- Compensation provided was within approved compensation plans and complies with the Public Sector Employers' Council Secretariat's Public Service Executive Compensation Reporting Guidelines of May 2014.

A handwritten signature in cursive script, reading 'Marilyn Pattison', is written over a horizontal line.

Marilyn Pattison  
Chair, Board of Governors  
Camosun College  
Attached: Appendix A – Compensation Summary Table

**Summary Compensation Table at FISCAL, 2015**

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensatio n (c)	Benefits (d)	Pension (e)	All Other Compensatio n (expanded below)	2014/15 Total	Previous Two Years Totals	
							2013/14	2012/13
Kathryn Laurin, President	\$ 74,626	\$ -	\$ 9,301	\$ 18,059	\$ 101,971	\$ 203,957	\$ 230,768	\$ 202,974
Peter Lockie, VP, Administration & CFO	\$ 68,830	\$ -	\$ 4,859	\$ 7,104	\$ 4,419	\$ 85,213	\$ 185,094	\$ 178,374
Tom Roemer, VP, Strategic Development	\$ 151,174	\$ -	\$ 13,053	\$ 15,404	\$ -	\$ 179,631	\$ 179,320	\$ 177,383
John Boraas, VP, Academic	\$ 151,174	\$ -	\$ 12,425	\$ 15,404	\$ 3,405	\$ 182,408	\$ 175,434	\$ 160,625
Joan Yates, VP, Communications & Advancement	\$ 142,165	\$ -	\$ 10,380	\$ 14,447	\$ -	\$ 166,991	\$ 157,893	\$ 149,003
Peter Lockie, Interim President	\$ -	\$ -	\$ -	\$ -	\$ 123,465	\$ 123,465	\$ -	\$ -
Deborah Huelscher, Interim CFO	\$ 77,519	\$ -	\$ 7,255	\$ 7,825	\$ 8,107	\$ 100,707	\$ -	\$ -

**Summary Other Compensation Table at FISCAL, 2015**

<b>Name and Position (a)</b>	<b>All Other Compensation</b>	<b>Severance (f)</b>	<b>Vacation payout (g)</b>	<b>Leave payout (h)</b>	<b>Vehicle / Transportation Allowance (i)</b>	<b>Perquisites / other Allowances (j)</b>	<b>Other (k)</b>
Kathryn Laurin, President	\$ 101,971	\$ -	\$ -	\$ 101,971	\$ -	\$ -	\$ -
Peter Lockie, VP, Administration & CFO	\$ 4,419	\$ -	\$ 4,419	\$ -	\$ -	\$ -	\$ -
Tom Roemer, VP, Strategic Development	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
John Boraas, VP, Academic	\$ 3,405	\$ -	\$ 3,405	\$ -	\$ -	\$ -	\$ -
Joan Yates, VP, Communications & Advancement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Peter Lockie, Interim President	\$ 123,465	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 123,465
Deborah Huelscher, Interim CFO	\$ 8,107	\$ -	\$ 8,107	\$ -	\$ -	\$ -	\$ -

<b>Notes:</b>	
Kathryn Laurin, President	<b>Mrs. Laurin's service as President ended September 2014. She will continue to be paid by the college until February 2016</b>
Peter Lockie, VP, Administration & CFO	<b>Mr. Lockie left this position on August 31, 2014</b>
Tom Roemer, VP, Strategic Development	
John Boraas, VP, Academic	
Joan Yates, VP, Communications & Advancement	
Peter Lockie, Interim President	<b>Contract fees paid to Inverleith Consulting Inc. (include GST). Mr. Lockie's contract will expire on June 30, 2015</b>
Deborah Huelscher, Interim CFO	<b>Interim until appointment of new VP, Admin</b>
	<b>Please note this document was updated for clarity on July 22, 2015.</b>