



North Island College
Executive Compensation Disclosure Statement for 2011/2012
6 June 2012

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 2011/2012.

Compensation Philosophy

At its June 25, 2008 meeting, the Board adopted the following **Statement of Compensation Philosophy, Practice and Process**:

The North Island College Board of Governors complies with the direction from the Government of BC with respect to relevant statutes and public policy and considers the external market data provided by the Post-Secondary Employers' Association when determining executive compensation.

The Board recognizes the need to relate and disclose total compensation based on all compensation, pension, benefits and perquisites. Further, the Board recognizes the need to relate any compensation to the College's service and performance plans, and has identified a set of objective measures in the Service Plan.

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

For purposes of this report, total compensation includes: base salary, pension, automobile allowance, health and welfare benefits, and perquisites. The total compensation package is designed to allow the organization to attract, retain and motivate qualified individuals

North Island College does not provide incentive pay or bonus pay to the President and CEO.

The President and Chief Executive Officer's performance is evaluated by the Board's Sub Committee on Compensation and Performance which includes an Annual Report of the President and CEO's Priority Objectives. Every other year, the results of a 360-Degree Multi-Rater Performance Review is conducted against specific competencies set by the Board. The Board receives and approves the President's Objectives and achievement of such objectives on an annual basis.

A handwritten signature in black ink, appearing to read "Bruce Calder", is written over a horizontal line.

Bruce Calder

Chair, Board of Governors, North Island College

Attached: Appendix A – Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)

Name & Principal Position	Salary (\$)	Bonus and/or Incentive Plan Compensation Paid (\$)	Benefits* (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
							2009-10	2010-11
Jan Lindsay CEO	\$ 170,654.00	\$ -	\$ 12,498.00	\$ 16,340.00	Severance: \$ -	\$ 199,492.00	2009-10	\$ 120,125.00
					Unused Vacation Payouts: \$ -			
					Unused Leave Payouts: \$ -			
					Perquisites: \$ -			
Other: \$ -	2010-11	\$ 199,602.00						
Carol Baert Vice President, Finance and Facilities	\$ 126,181.00	\$ -	\$ 11,433.00	\$ 11,987.00	Severance: \$ -	\$ 149,601.00	2009-10	\$ 13,848.00
					Unused Vacation Payouts: \$ -			
					Unused Leave Payouts: \$ -			
					Perquisites: \$ -			
Other: \$ -	2010-11	\$ 151,074.00						
Lisa Domea Vice President, Student and Educational Services and Planning	\$ 126,181.00	\$ -	\$ 10,147.00	\$ 11,944.00	Severance: \$ -	\$ 148,272.00	2009-10	\$ 146,755.00
					Unused Vacation Payouts: \$ -			
					Unused Leave Payouts: \$ -			
					Perquisites: \$ -			
Other: \$ -	2010-11	\$ 148,534.00						
Jan Carrie Vice President, Education	\$ 123,281.00	\$ -	\$ 13,668.00	\$ 11,453.00	Severance: \$ -	\$ 148,402.00	2009-10	\$ -
					Unused Vacation Payouts: \$ -			
					Unused Leave Payouts: \$ -			
					Perquisites: \$ -			
Other: \$ -	2010-11	\$ -						

* Benefits refer to the sum of employer premiums for: Employment Insurance, Canada Pension Plan, Workers Compensation, Extended Health and Dental, Group Life and Accidental Death and Dismemberment benefits available to all employees, Long-term disability and Short-term disability, and Medical Service Plan premiums.

NOTE: Please provide comments and details as footnotes where appropriate.