



Columbia Basin Trust Executive Compensation Report FY2010/11

CBT uses a Job Evaluation Point Factor Plan with eleven competency experience elements. CBT jobs are placed into twelve salary grades based on the point ratings. In fiscal 2010/11 CBT had one position (excluding the CEO) that was ranked above the highest grade of the point ratings. The salary of this position was determined by the CEO and based on the employee's years of experience, previous job performance, and to recognize the breadth of knowledge and skills the employee was bringing to CBT. The incumbent in this position resigned effective October 1, 2010, and CBT currently has no positions that rank above the highest point ratings.

In July 2010, CBT was accepted for enrolment into the Public Sector Pension Plan (Plan). Prior to this, CBT did not offer its employees any employer paid benefits and in lieu of this, all employees were provided with a 20% additional benefits allowance. Effective January 1, 2011, employees that elected to join the Plan experienced a one-time decrease to their benefits allowance by the amount of the employer's required contribution. Existing employees that elected to not join the Plan continue to receive the 20% additional benefits allowance. All new employees are required to join the PSPP and are provided with no benefits allowance.

CBT does not provide incentive plan compensation to any positions.

CBT's compensation policy is based on the following principles:

1. All salary increases are merit based.
2. CBT's job rate (the target level of compensation for each position) is set at the market average level of compensation for comparable positions.
3. There is an ability to pay up to 10% above the job rate for special cases (eg. exceptional performance or market conditions)
4. The compensation plan does not include the Chief Executive Officer.

CBT's Chief Executive Officer's salary is set by the CBT Board of Directors considering:

1. The individual's track record in business and community development.
2. The difficulty in attracting a quality individual to the Columbia Basin region. The CBT Chief Executive Officer has an extremely complex job that covers business development, investment management, community development, funding program design and administration, and political, business and community relationship development. The type of individual that CBT requires is typically someone who has many choices on where they can work. Salary is not the deciding factor but it must be competitive to attract qualified individuals.
3. The CBT Chief Executive Officer's salary must be generally in line with other administrators in the region. Part of the analysis looks at senior administrators for local government, local investment firms and local power companies.



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Name and Position	Base Salary	Benefits Allowance	Pension	Vacation Payout	Statutory Deductions	TOTAL
Neil Muth President & CEO	\$183,750	32,207	4,033	N/A	3,359	\$223,349
Wally Penner* VP, Community Partnerships	\$ 71,994	14,399	N/A	30,925	85	\$117,403
Johnny Strilaeff VP, Investments	\$132,900	26,580	N/A	N/A	2,962	\$162,442

Name and Position	2008/09	2009/10	2010/11
Neil Muth President & CEO	\$223,684	\$223,709	\$223,349
Wally Penner VP, Community Partnerships	\$175,970	\$179,089	\$117,403*
Johnny Strilaeff VP, Investments	\$153,644	\$163,103	\$162,442

*Resigned effective October 1, 2010