



greater vancouver
community services society

Suite 500 – 1212 West Broadway, Vancouver, B.C. V6H 3V1 | Tel: 604.737.4900 | Fax: 604.737.2922 | www.gvcss.bc.ca

June 8, 2011

Paul Straszak, President and Chief Executive Officer
Public Sector Employers' Council
2nd Floor, Suite 210
P.O. Box 9400, Stn Prov Govt
Victoria, BC V8W 9V1

Re: Public Sector Executive Compensation Reporting Documentation

Dear Mr. Straszak:

Please accept this letter as Greater Vancouver Community Services Society's Statement of Executive Compensation for the fiscal year 2010/2011. This report is provided in compliance with Section 14.8(3) of the Public Sector Employers Act and in the form and manner as established by the Public Sector Employers' Council (PSEC) per the Public Sector Executive Compensation Reporting Guidelines.

The report that follows is in two parts. Part one is the Summary Compensation Table for Greater Vancouver Community Services Society. Part two is a narrative discussion of our compensation principles, policies and practices.

Please be advised that in my capacity as President and Board Chair of Greater Vancouver Community Services Society, I am fully aware of the executive compensation paid to our Named Executive Officer in the 2010/2011 fiscal year. Greater Vancouver Community Services Society is a member of the Health Employers' Association of B.C. and is governed by its Compensation Reference Plan. Therefore, the compensation that was provided to our Named Executive Officer was approved within the guidelines of the Compensation Reference Plan.

If you have any questions or require further clarification, please contact our Chief Operating Officer at (604)714-6418.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynn Carter", is written over a light grey circular stamp.

Lynn Carter
President and Board Chair

cc: Mr. Ron McLeod, Chief Executive Officer, GVCSS
Ms. Robin Turnill, Chief Operating Officer, GVCSS
Mr. Chris Rathbone, Corporate Relations Manager, PSEC
Mr. Mark Bolton, Director of Compensation, HEABC

Greater Vancouver Community Services Society
Statement of Executive Compensation
2010/2011
Part One

Name and Principle Position	Base Actual Salary [b]	Bonus [c]	Incentive Plan [d]	Pension [e]	All other Comp [f]	Total Comp for Fiscal Year [g]	Previous 2 Years Total Comp [h]
Ron McLeod, Chief Executive Officer	\$172,807.03	\$9,736.88	\$0	\$15,876.76	\$15,992.16	\$214,412.83	\$198,947 - 09/10 \$197,220 - 08/09

- b) Base salary includes a retroactive payment dating back to April 1, 2009.
- c) Bonus payment includes two lump sum payments to reward extraordinary circumstances - achieving a 10 year Home Support contract with Vancouver Coastal Health Authority and successfully being accredited in our Community Living Program.
- d) GVCSS does not have an incentive plan.
- e) Pension plan is the Municipal Pension Plan for all eligible employees. There are no other retirement plans in place at GVCSS.
- f) Employer contributions for EI, CPP, WCB, Extended Health and Dental, Group Life, AD&D, LTD and MSP. Also includes vacation and other leaves.

**Greater Vancouver Community Services Society
Statement of Executive Compensation
2010/2011**

**Part Two
Compensation Discussion and Analysis**

Greater Vancouver Community Services Society (GVCSS) is a member employer of the Health Employers' Association of B.C. (HEABC) and is governed by its Compensation Reference Plan. This compensation plan has been developed pursuant to the statutory requirements of the Public Sector Employers Act and is applied across the member agencies of HEABC for management and executive roles within healthcare in the province of British Columbia.

GVCSS subscribes to and adheres strictly to HEABC's compensation principles, policy objectives, compensation surveys, compensation reference ranges, organization information plan, and role assessment plan.

For the Named Executive Officer reported in the Summary Compensation Table of this disclosure, GVCSS has applied the HEABC Compensation Reference Plan. The base salary and total compensation provided to our NEO is consistent with all HEABC compensation principles, policies and practices, as mandated by the Public Sector Employers' Council in accordance with the Public Sector Employers Act.

The executive benefit package provided to our NEO is the same package that is provided to all non-contract and management staff at Greater Vancouver Community Services Society. Benefits include MSP premiums, Extended Health and Dental, Life and AD&D, Long Term Disability, and enrolment in the Municipal Pension Plan. The annual vacation leave provided to our NEO is based on years of employment with GVCSS, with a maximum benefit of seven weeks vacation leave per year. The benefit package and annual vacation leave is comparable with other health sector employers in the province.