



EXECUTIVE COMPENSATION REPORTING

2010-2011

This report has been prepared to meet the requirements of the Public Sector Employers Act to disclose all compensations provided to the Chief Executive Officer and the four highest paid named executives for the services they provide to the organization.

The Act requires that disclosure be made for executive officers whose total compensation for the reporting year was \$150,000 or more but whose base compensation was not less than \$125,000. In 2010-2011, the CEO's base compensation was over \$125,000, in addition, as the current CEO departed on December 31, 2010 the Interim CEO's compensation has been included. No other NEO's had a base compensation that was over \$125,000.

CEO's compensation

The CEO's compensation is established by the Board, upon recommendation of the Board's Human Resources Committee and is within previously approved benchmarked salary limitations established by the provincial government in 2007. Final approval for the CEO's compensation package rests with PSEC.

Board policy B80 – "President/CEO Compensation Review" – sets the general criteria that the Board will consider to determine the CEO's compensation package. (See attached policy.) The Board formally assesses the President's performance on an annual basis, based on goals and objectives that are an integral part of the College's Service Plan. The Service Plan is widely distributed, internally and externally, and a record of achievement against the plan is produced and distributed annually.

Other Senior Executive Compensation

Base compensation for other executives is structured as a five-step scale. Subject to satisfactory performance, employees move up one step each year until they reach the maximum available for the position. The base salary for the scale was established in 2002 as a percentage of the CEO's compensation in place at the time. The salaries have not changed since then, except that general salary increases available to unionized employees have also paid to all exempt staff, including senior executives, but excluding the CEO.

Summary Compensation Table

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
							2008-09	2009-10
Marilyn Luscombe <i>President/CEO</i>	128,631	N/A	N/A	12,321	20,174	161,126	2008-09	197,727
							2009-10	198,074
Angus Graeme <i>Interim President/CEO</i>	128,346	N/A	N/A	11,983	17,995	158,324	2008-09	0
							2009-10	0

- All Other compensation for the CEO consisted of the following benefits and perquisites:

Benefits	
Statutory benefits: EI, CPP, WCB	\$ 163
Non-statutory benefits: Medical, Dental, Extended Health, Accidental Death and Dismemberment, Life Insurance	2,514
Total Benefits	\$ 2,677
Perquisites	
Sabbatical* (3 months – available once after 5 years of employment)	\$ 7,909
Annual travel allowance	3,600
Total Perquisites	\$ 11,509
Vacation Payout	\$ 5,988
Total Other Compensation	\$ 20,174

*Sabbatical taken in 2007-08 but costed over five years.

- All Other compensation for the Interim CEO consisted of the following benefits and perquisites:

Benefits	
Statutory benefits: EI, CPP, WCB	\$ 3,744
Non-statutory benefits: Medical, Dental, Extended Health, Accidental Death and Dismemberment, Life Insurance	6,451
Total Benefits	\$ 10,195
Perquisites	
Annual travel allowance	\$ 7,800
Total Other Compensation	\$ 17,995

Interim CEO breakdown of total compensation between CEO and VP Academic is as follows:

Interim CEO	\$ 45,504
VP Academic	112,820
Total Compensation	\$ 158,324

Policy B80: President/CEO Compensation Review

The compensation package for the President/CEO position shall be adequate to attract and retain highly qualified and competent individuals to lead Selkirk College. The Board will review the President's compensation package annually following the completion of the President's performance evaluation as per policy B50.

In determining annual changes to the total value of the compensation package, the Board will consider the following criteria:

- Government limits and guidelines for president's compensation.
- Level of compensation granted to presidents at post-secondary institutions of comparable size and nature as Selkirk College in B.C. and other Canadian provinces.
- Level of achievement of performance targets and overall satisfaction of the Board with the President's performance in the previous year.

4. Any performance bonus which were agreed upon as per section (3).
5. Annual changes in cost of living expenses (inflation) as measured by the consumer price index (CPI) for BC.
6. Other criteria the Board may deem appropriate.

The Board may, after consulting with the President, offer a performance bonus as part of the total compensation package. The bonus will be paid out if the President has met specific, measurable, time-based targets that are reasonable and achievable.

The Board's Human Resource Committee will lead the compensation review process and make recommendations to the Board.

Note: No performance bonuses or incentive plans have been developed to date.

A handwritten signature in black ink, appearing to read 'Stefan Lehmann', is written over a light gray rectangular background.

Stefan Lehmann

Chair, Selkirk College Board