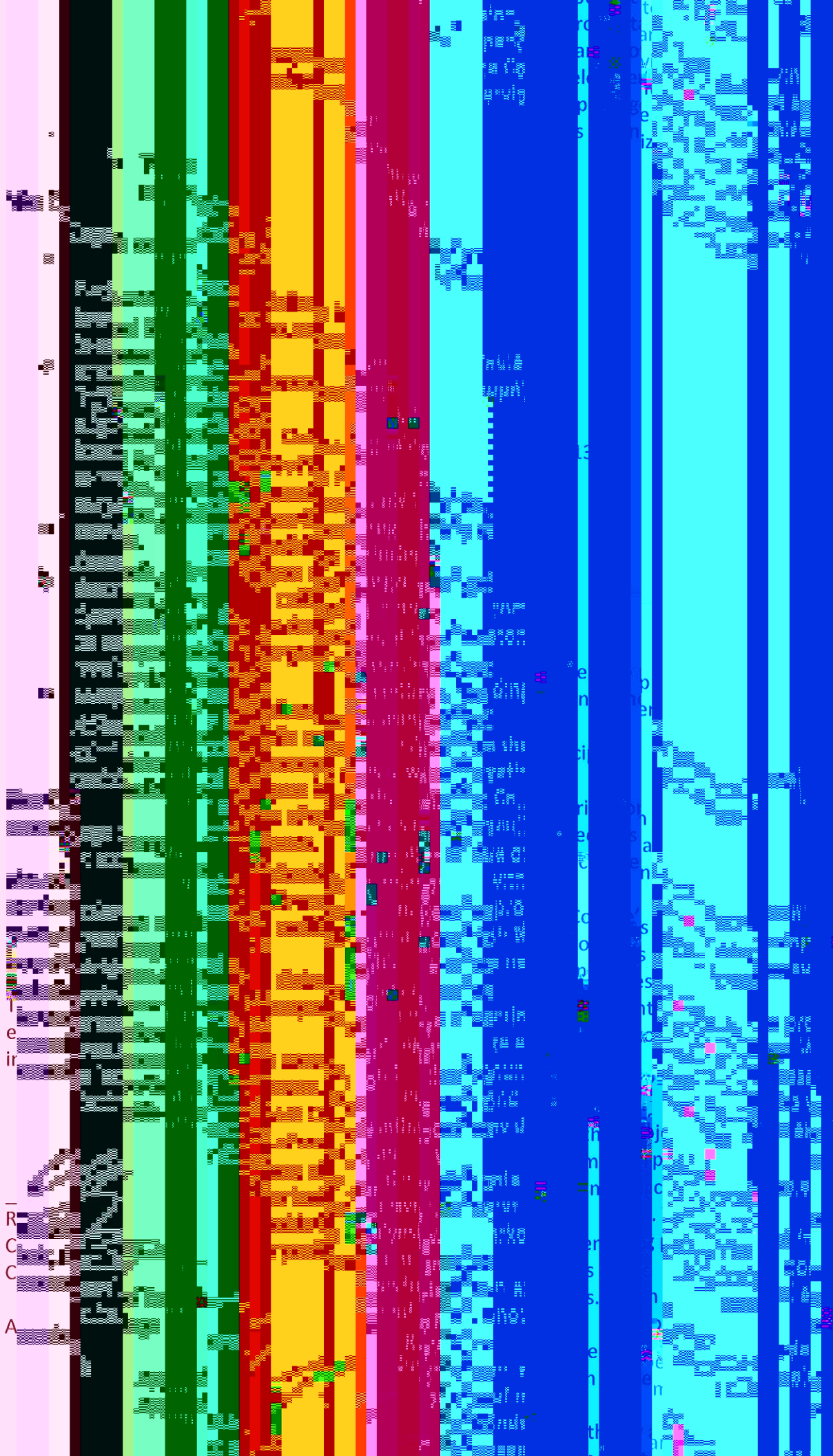


Camosun College
Executive Compensation Disclosure Statement for 2015/2016
June, 2016

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 that



Policy:	O-5.13
Approved By:	Board of Governors
Approval Date:	November 2, 2015
Amendment Date:	
Policy Holder:	Exec. Dir. Human Resources

compensation program is intended to assist in recruiting, motivating and retaining a qualified management and exempt group, by providing tangible rewards to enable the College to attain its corporate goals and objectives.

This policy applies equally to all exempt employees of Camosun College excluded from membership in a bargaining unit.

compensation program objectives are:

- to attract competent and capable management and exempt staff that share a passion for education;
- to assist in retaining the services of a high quality management and exempt group;
- to provide rewards that recognize superior performance;
- to promote individual and team performance and the overall achievement of the strategic plan;
- to provide fair and equitable compensation in accordance with the authority and
- to assist the College in reinforcing its longer term staff development initiatives;
- and,
- to recognize external market forces, while balancing such forces against the need to be fiscally responsible with public sector funds.

compensation framework and terms of

functions and ensuring the overall effectiveness and efficiency of a wide range of service delivery, to its student body and the broader Victoria, South Island and Gulf Island communities. The College endeavors to provide the opportunity to its employees

Internally, importance is placed on recognition of job value/content through a formal job evaluation methodology, as well as assessments of individual demonstrated

Exempt

							2014/15	2013/14			
Kathryn Laurin, President	\$	163,834	\$	-	\$	15,601	\$ 16,939	\$ 36,030	\$ 232,404	\$ 203,957	\$ 230,768
Peter Lockie, Interim President	\$	51,108	\$	-	\$	-	\$ -	\$ -	\$ 51,108	\$ 208,678	\$ 185,094
Tom Roemer, VP, Strategic Development	\$	125,009	\$	-	\$	11,083	\$ 12,924	\$ -	\$ 149,016	\$ 179,631	\$ 179,320
John Boraas, VP, Academic	\$	151,174	\$	-	\$	14,539	\$ 15,530	\$ -	\$ 181,243	\$ 182,408	\$ 175,434
Joan Yates, VP, Communications & Advancement	\$	150,374	\$	-	\$	12,268	\$ 15,430	\$ -	\$ 178,072	\$ 166,991	\$ 157,893
Sherri Bell, President	\$	130,646	\$	-	\$	12,053	\$ 13,052	\$ -	\$ 155,751	\$ -	\$ -

