

# **PUBLIC SECTOR COMPENSATION REPORT**

## **LANGARA COLLEGE**

**APRIL 1, 2008 to MARCH 31, 2009**

The following report provides disclosure of all compensation provided to all employees whose base compensation was \$125,000 or greater in the fiscal year 2008 - 2009.

### **Executives Meeting Reporting Requirement**

- **David Ross – President and Chief Executive Officer  
(November 1, 2008 to March 31, 2009)**
- **Linda Holmes – President and Chief Executive Officer  
(April 1, 2008 to October 31, 2008) - retired**
- **Deanna Douglas – Vice President, Administration and Finance**

### **Compensation Philosophy**

Our philosophy is to provide an excluded compensation plan that:

- Facilitates the recruitment and retention of high caliber employees;
- Provides opportunity for increment progression to recognize employee growth in their position; and
- Rewards and motivates employees to attain the College's annual service and performance targets and longer term strategic goals.

(The implementation of this philosophy is subject to relevant government legislation, public policy and compensation guidelines.)

### **Market Comparators**

The College will ensure that total compensation (including salary) is competitive with comparable institutions within the post-secondary sector in Metro Vancouver. Where dictated by labour market pressures, compensation comparators may also include the broader B.C. public or private sector as well as other urban labour markets in Canada. These sectors are surveyed when necessary to ensure that local, regional, provincial and national factors are reflected in compensation practices. In order to be competitive, the market comparison target should normally be no less than P75.

The College in implementing and ensuring alignment of compensation practices with its compensation philosophy may consider external market data provided by the Post-Secondary Employers' Association and other sources, as well as advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes, public policy and compensation guidelines. Compensation data will be reviewed on an annual basis and compensation reviews will be conducted as required and at least every three (3) years.

### **Total Compensation**

For purposes of this report, total compensation includes: base salary, variable compensation (incentive pay and bonuses), pension and other benefits, and perquisites.

### **Equity**

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

Internal equity among positions of comparable value and competitiveness with appropriate external comparators and markets are also goals to be met via the application of the Compensation Philosophy.

Other factors that may influence individual employee compensation include performance, experience, and competency.

Where applicable and to the extent permissible by legislation and government public policy, the College shall maintain the integrity of the job evaluation plans and ensure their relevance to the salary structure.

### **Current Status:**

#### **President's Compensation**

With PSEC, ALMD and College Board approval, the total compensation for the current President (David Ross) was established in accordance with the 2007 CEO Compensation Framework.

The total compensation for the former President (Linda Holmes) was established in accordance with the 2001 Excluded Compensation Guidelines for CEOs and red-circled in accordance with the 2007 CEO Compensation Framework.

#### **Vice President's Compensation**

The Vice President is paid in accordance with the Langara College Administrators' salary scale. The salary scale is adjusted annually in accordance with PSEA/PSEC compensation guidelines.

Summary Compensation Table

Name and Principal Position (a)	Salary (\$)(b)	Bonus (\$)(c)	Incentive Plan Compensation Paid (\$)(d)	Pension (\$)(e)	All Other Compensation (\$)(f)	Total (\$)(g)	Previous 2 Years Totals (h)*
David Ross President & CEO	\$72,401.12*	n/a	n/a	\$6,018.61	Statutory contributions \$4,556.40** Non-statutory benefits \$2,524.80***	\$85,500.93	n/a
Linda Holmes – President & CEO (retired)	\$149,308.30*	n/a	n/a	\$13,550.41	Statutory contributions \$3,065.94** Non-statutory benefits \$2,970.46*** Auto lease/insurance \$5,796.44 Payout of accrued long service days, sabbatical/ vacation leaves \$193,026.77	\$367,718.32	\$224,163 (2007/08)
Deanna Douglas Vice President, Administration & Finance	\$139,544.11*	n/a	n/a	\$13,721.94	Statutory contributions \$3,379.69** Non-statutory benefits \$3,414.85*** Long service days \$1,603.62**** Retroactive payment \$14,117.59*****	\$175,791.80	n/a

Notes:

\* Base salary includes paid vacation leave of thirty (30) days per annum. Vacation leave entitlement is consistent with other Langara Administrative employees.

\*\* Statutory contributions include CPP, EI and WCB.

\*\*\* Non-statutory benefits include medical, extended health, dental, and group life insurance. These benefits are consistent with the level of coverage provided to other Langara Administrative employees.

\*\*\*\* Long service days (three (3) per year accrued) as provided to all other Administrative employees.

\*\*\*\*\* Reclassification retroactive payment for the period July 1, 2007 – March 31, 2008

Approved: June 25, 2009