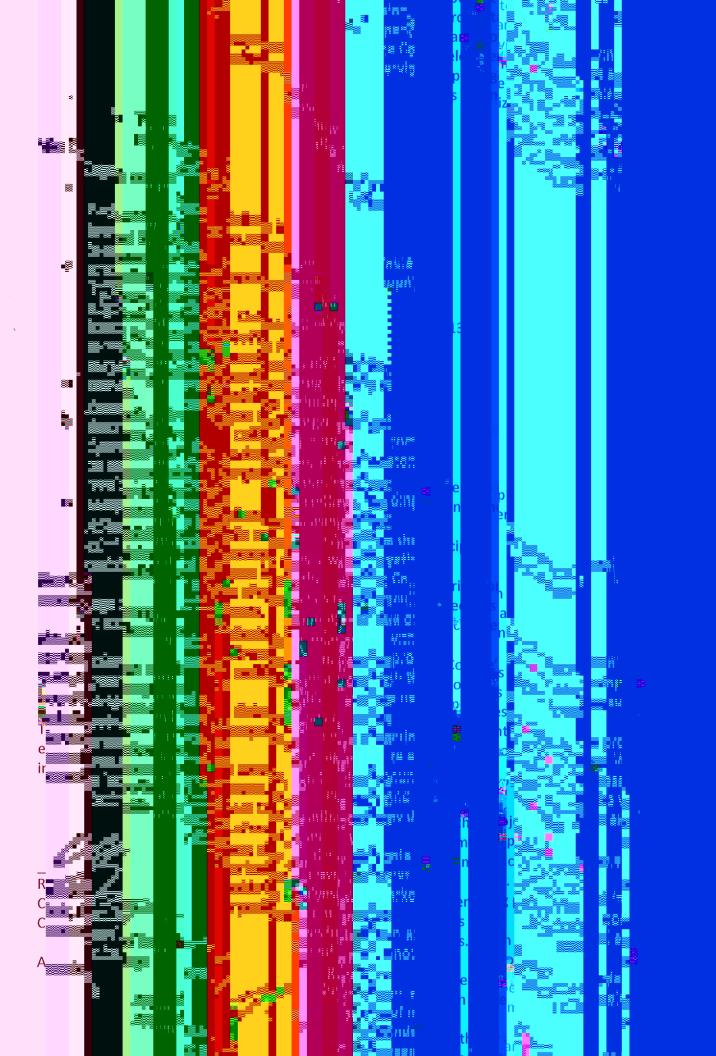


Camosun College Executive Compensation Disclosure Statement for 2015/2016 June, 2016

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 gic 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 place evaluation methodology, as v	d on recognition vell as assessn	n of job value/con nents of individua	tent through a formal job al demonstrated

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	\$ - \$ -

Name and Position (a)	II Other	Severance (f)	Va	cation payout (g)	Leave payout (h)	Vehicle / ansportation Allowance (i)	rquisites other owances (j)	Other (k)
Kathryn Laurin, President	\$ 36,030	\$ -	\$	36,030	\$ -	\$ -	\$ -	\$ -
Peter Lockie, Interim President	\$ -	\$ -	\$	-	\$ -	\$ -	\$ -	\$ -
Tom Roemer, VP,Strategic Development	\$ -	\$ -	\$	-	\$ -	\$ -	\$ -	\$ -
John Boraas, VP, Academic	\$ -	\$ -	\$	-	\$ -	\$ -	\$ -	\$ -
Joan Yates, VP, Communications &								
Advancement	\$ -	\$ -	\$	-	\$ -	\$ -	\$ -	\$ -
Sherri Bell, President	\$ -	\$ -	\$	-	\$ -	\$ -	\$ -	\$ -
Geoff Wilmshurst, VP, Partnerships	\$ -	\$ -	\$	-	\$ -	\$ -		\$ -
Shane Busby, VP, Administration	\$ -	\$ -	\$	-	\$ -	\$ -	\$ -	\$ -
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Notes:

Kathryn Laurin, President	Mrs. Laurin's service as President ended September 2014. She continued to be paid by the college until February 29, 2016 and a time received a payout for vacation earned but not taken.
Peter Lockie, Interim President	Contract fees paid to Inverleith Consulting Inc. (includes GST.) Mr. Lockie's contract as Interim President expired June 20, 2015. Additional contract fees of \$14,844 were paid to Inverleith for advisory services related to capital projects.
Tom Roemer, VP,Strategic Development	Resigned from the College January 31, 2016.
John Boraas, VP, Academic	
Joan Yates, VP, Communications & Advanceme	Ms. Yates salary increased due to movement through the approved compensation band for her position.
Sherri Bell, President	Appointed President July 1, 2015.
Geoff Wilmshurst, VP, Partnerships	Mr. Wilmshurst received compensation of \$119,420 as Director, Camosun International and \$29,940 as VP, Partnerships.
Shane Busby, VP, Administration	Appointed VP, Administration February 15, 2016.