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Camosun College  
Executive Compensation Disclosure Statement for 2016/2017  
June 2017

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 was \$125,000 or greater in the fiscal year 2016/2017.

Total Compensation Philosophy

The Total Compensation Philosophy (Appendix B) is to be read in concert with the Terms and Conditions of Employment for Exempt Employees which contain four main elements: Base Salary, Bonus, Incentive and Retirement. The Total Compensation Philosophy is located in Appendix B of the Terms and Conditions of Employment for Exempt Employees, which is available on the Camosun College website at <http://www.camosun.ca/HR/HR%20Manual/Appendix%20B%20-%20Total%20Compensation%20Philosophy.pdf>.

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**All Other**

**Benefits**

**Pension**





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

compensation program is intended to assist in recruiting, motivating and





Internally, importance is placed on recognition of job value/content through a formal job evaluation methodology, as well as assessments of individual demonstrated competencies and performance, to ensure that the relative internal value of work is fairly recognized.

Externally, Camosun College monitors first, the Provincial Public Service and similar post-secondary and other public sector labour markets to continually assess compensation trends and levels, with a focus on those organizations with which it competes for talent. Second, in specific circumstances and programs, the College may review compensation trends in targeted industry or other sectors, or other provinces /

**Exempt**