

Office of the Board of Governors

April 24, 2015

Christina Zacharuk
Interim President and CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

Please find enclosed the Statement of Executive Compensation for Langara College.

College Management's Responsibility:

College Management is responsible for the preparation of the Statement of Executive Compensation. The College Board is advised by Management that this disclosure has been prepared in accordance with the Public Sector Executive Compensation Reporting Guidelines of the Public Sector Employers' Council Secretariat. Management is responsible for maintaining the necessary payroll and employee systems to provide a reliable basis for the preparation of the disclosure form. Management is also responsible to ensure that Langara College is in compliance with both our PSEC-approved compensation plan and the Management and Excluded Compensation Freeze Policy of September 2012 requiring a freeze on all management compensation.

College Board's Responsibility:

The College Board carries out its responsibility by setting the compensation philosophy and reviewing the Statement of Executive Compensation. The Board relies upon Management's representations contained in the disclosure form.

The Langara College Board has reviewed the Statement of Executive Compensation and is aware of the executive compensation paid in the 2014/15 fiscal year and that the compensation provided was within approved compensation plans. The Langara College Board is also aware that any increases implemented for administrative staff since the September 2012 compensation freeze were increment movements along the employee's classification level and were approved by both PSEA and PSEC.

Yours sincerely,



David Bowra
Chair, Board of Governors

DB/dcf

Enclosure

pc Board Members
Lane Trotter, President and CEO
Deanna Douglas, Vice President, Administration and Finance
Dawn Palmer, Associate Vice-President, Human Resources

Langara College
Executive Compensation Disclosure Statement for 2014/2015
April 24, 2015

The following report provides an accurate representation of all compensation provided to the Chief Executive Officer and the next four highest ranking executives whose base salary was \$125,000 or greater in the fiscal year 2014/15. All compensation information and contracts for the executives are entered in the Senior Employee Compensation Database.

Executives Meeting Reporting Requirement

- Lane Trotter – President and Chief Executive Officer
- Roy Daykin – CFO and Vice-President, Administration and Community Engagement/Vice-President, Administration and Finance
- Bradley O'Hara – Provost and Vice-President, Academics and Students/Vice-President, Academic and Provost
- Ian Humphreys – Vice-President, Strategic Planning and Business Development/Vice-President, Enrolment and Business Development
- Dawn Palmer – Associate Vice-President, Human Resources

Compensation Philosophy

Our philosophy is to provide an excluded compensation plan that:

- Facilitates the recruitment and retention of high calibre 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.)

Compensation Maintenance

The College will ensure that total compensation (including salary) is competitive with comparable institutions within the post-secondary sector in Metro Vancouver. In order to be competitive, the market comparison target should normally be no less than P75. 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 as and where necessary to ensure that local, regional, provincial, and national factors are reflected in compensation practices.

In implementing and ensuring alignment of compensation practices with its compensation philosophy, the College 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 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, pension and other benefits, including health, welfare, and statutory benefits.

Compensation Determinants

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.

A handwritten signature in black ink, appearing to read "D. Bowra". The signature is fluid and cursive, with a large initial "D" and a long, sweeping underline.

David Bowra
Chair, Board of Governors
Langara College

