

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Okanagan College Executive Compensation Disclosure													
2	Fiscal Year 2007-2008													
3	Compensation Analysis													
4	Executive Position				President		VP Education		VP Finance & Administration April 27, 2007		VP Finance & Administration April 1 - May 18, 2007		VP Integrated Planning & Operations	
5	Actual Salary and Benefit Cost Analysis				Fiscal 2007/2008		Fiscal 2007/2008		Fiscal 2007/2008		Fiscal 2007/2008		Fiscal 2007/2008	
6	N	Reference	Description of Benefit	Actual \$\$	% of Total	Actual \$\$	% of Total	Actual \$\$	% of Total	Actual \$\$	% of Total	Actual \$\$	% of Total	
7		Annual Base Salary		\$ 162,630		\$ 135,517		\$ 119,754		\$ 130,253		\$ 130,253		
8														
9	1	Base Compensation		\$ 162,630	79.9%	\$ 135,517	84.0%	\$ 119,754	81.6%	\$ 20,928	62.6%	\$ 130,253	83.7%	
10	2	Performance Pay		\$ -	0.0%	\$ -	0.0%	\$ -	0.0%	\$ 9,411	28.1%	\$ -	0.0%	
11				\$ 162,630		\$ 135,517		\$ 119,754		\$ 30,339		\$ 130,253		
12	3	Car Allowance		\$ 7,027	3.5%	\$ 6,000	3.7%	\$ 6,000	4.1%		0.0%	\$ 6,000	3.9%	
13				\$ 7,027		\$ 6,000		\$ 6,000		\$ -		\$ 6,000		
14	4	Group Insurance Premiums												
15		a	Extended Health	\$ 1,462	0.7%	\$ 1,456	0.9%	\$ 1,334	1.0%	\$ 243	0.7%	\$ 1,456	0.9%	
16		b	Dental Benefits	\$ 1,383	0.7%	\$ 1,377	0.9%	\$ 1,260	0.9%	\$ 232	0.7%	\$ 1,377	0.9%	
17		c	BC Medical (MSP)	\$ 1,157	0.6%	\$ 1,296	0.8%	\$ 1,188	0.9%	\$ 192	0.6%	\$ 1,296	0.8%	
18		d	Life Insurance	\$ 766	0.4%	\$ 653	0.4%	\$ 531	0.4%	\$ 220	0.7%	\$ 628	0.4%	
19		e	AD&D	\$ 88	0.0%	\$ 73	0.0%	\$ 59	0.0%	\$ 11	0.0%	\$ 70	0.0%	
20		f	Long Term Disability (100% Employee-paid)	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%	
21				\$ 4,855		\$ 4,855		\$ 4,372		\$ 898		\$ 4,827		
22	5	Pension - College Plan		\$ 14,305	7.0%	\$ 11,855	7.3%	\$ 9,400	6.9%	\$ 1,723	5.2%	\$ 11,382	7.3%	
23				\$ 14,305		\$ 11,855		\$ 9,400		\$ 1,723		\$ 11,382		
24	6	Employer Costs - Other Benefits												
25			Statutory Benefits:											
26		g	CPP	\$ 2,049	1.0%	\$ 2,028	1.3%	\$ 3,646	2.7%	\$ -	0.0%	\$ 2,026	1.3%	
27		h	Employment Insurance	\$ 884	0.4%	\$ 880	0.5%	\$ 1,634	1.2%	\$ 235	0.7%	\$ 881	0.6%	
28		i	WCB	\$ 88	0.0%	\$ 88	0.1%	\$ 132	0.1%	\$ 42	0.1%	\$ 88	0.1%	
29				\$ 3,021		\$ 2,995		\$ 5,412		\$ 277		\$ 2,995		
30			Taxable Benefits:											
31		j	Parking	\$ 101	0.0%	\$ 100	0.1%	\$ 89	0.1%	\$ -	0.0%	\$ 100	0.1%	
32		k	EI Rebate	\$ 43	0.0%	\$ 43	0.0%	\$ 43	0.0%	\$ 209	0.8%	\$ 43	0.0%	
33				\$ 144		\$ 143		\$ 132		\$ 209		\$ 143		
34														
35			Total Statutory & Taxable Benefits (g - k)	\$ 3,165		\$ 3,138		\$ 5,544		\$ 486		\$ 3,138		
36	7	Purchase of Additional Benefits (to 25% maximum)												
37		l	RRSP Purchases	\$ 11,500	5.7%			\$ -	0.0%	\$ -	0.0%			
38		m	Health Spending Account (\$3000 maximum)	\$ -	0.0%			\$ -	0.0%	\$ -	0.0%			
39		n	Memberships	\$ -	0.0%			\$ -	0.0%	\$ -	0.0%			
40		o	Other:	\$ -	0.0%			\$ -	0.0%	\$ -	0.0%			
41				\$ 11,500				\$ -		\$ -				
42														
43			Total Benefits	\$ 40,852		\$ 25,849		\$ 25,316		\$ 3,108		\$ 25,346		
44					100.0%		100.0%		100.0%		100.0%		100.0%	
45	8	Recap												
46		(Total 1 - 2)	p Total Salary & Performance Pay	\$ 162,630	79.9%	\$ 135,517	84.0%	\$ 119,754	82.5%	\$ 30,339	90.7%	\$ 130,253	83.7%	
47		(Total 3 - 7)	q Total Overall Benefit Costs	\$ 40,852	20.1%	\$ 25,849	16.0%	\$ 25,316	17.5%	\$ 3,108	9.3%	\$ 25,346	16.3%	
48		(Total p - q)	r Total Salary & Benefit Actual	\$ 203,482	100.0%	\$ 161,366	100.0%	\$ 145,070	100.0%	\$ 33,446	100.0%	\$ 155,599	100.0%	
49		(Total p times 25%)	s \$\$ Amount of 25% Maximum Benefit	\$ 40,657										
50		(Total q less s)	t Total Benefit Cost Under/(Over) 25% of \$\$	\$ (195)										
51	**	Government Mandated	u CEO/President Maximum Total Compensation	\$ 200,000										
52		(Total u less r)	v Under/(Over) Maximum Total Compensation	\$ (3,482)										
53			**2007 Government mandated maximum total compensation for public sector CEO/President											
54														
55	9													
56	10													
57	11													
58	12													
59	13													
60	14													
61														
62		Janet Shaw												
63		Board Chair												
64		Okanagan College	Signature										Date	
65														