

OKANAGAN COLLEGE
Executive Compensation Disclosure Statement for 2009/2010
Prepared: May 14, 2010

The following report provides an accurate representation of all compensation provided to all employees whose

[REDACTED]

[REDACTED]

[REDACTED]

base salary was \$125,000 or greater in the fiscal year 2009/2010.

Compensation Philosophy

Total Compensation: For the purposes of this report, total compensation includes: base salary, performance pay, pension, group insurance benefits and other perquisites (e.g. RRSP).

Philosophy: Executive compensation is determined with reference to the job evaluation plan, annual salary ranges for specific

[REDACTED]

[REDACTED]

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2009-10)

	A	B	C	D	E	F	G	H
James Hamilton								
<i>President</i>		\$162,830			\$14,925	\$25,783	\$203,538	2007-08 \$203,482
								2008-09 \$203,537
Andrew Hay								
<i>Vice-President, Education</i>		\$144,152			\$13,171	\$14,444	\$171,767	2007-08 \$161,366
								2008-09 \$167,770
Robert Eby								
<i>Vice-President, Finance & Administration</i>		\$141,463			\$12,909	\$14,506	\$168,878	2007-08 \$135,858
								2008-09 \$159,239
Steve Koehle								
<i>Vice-President, Students</i>		\$143,639			\$13,120	\$14,475	\$171,234	2007-08 \$155,599
								2008-09 \$164,599

**All Other Compensation - includes statutory employer payments (e.g. CPP, EI, WCB, health and welfare benefits and car allowances)*

**For President only - includes deferred benefits of \$1,635 so that total benefits equal 25% of salary as per contract (E+F = 25% of B)*

***Total Compensation - based on 26.1 pay periods in 2009/2010 fiscal year*