

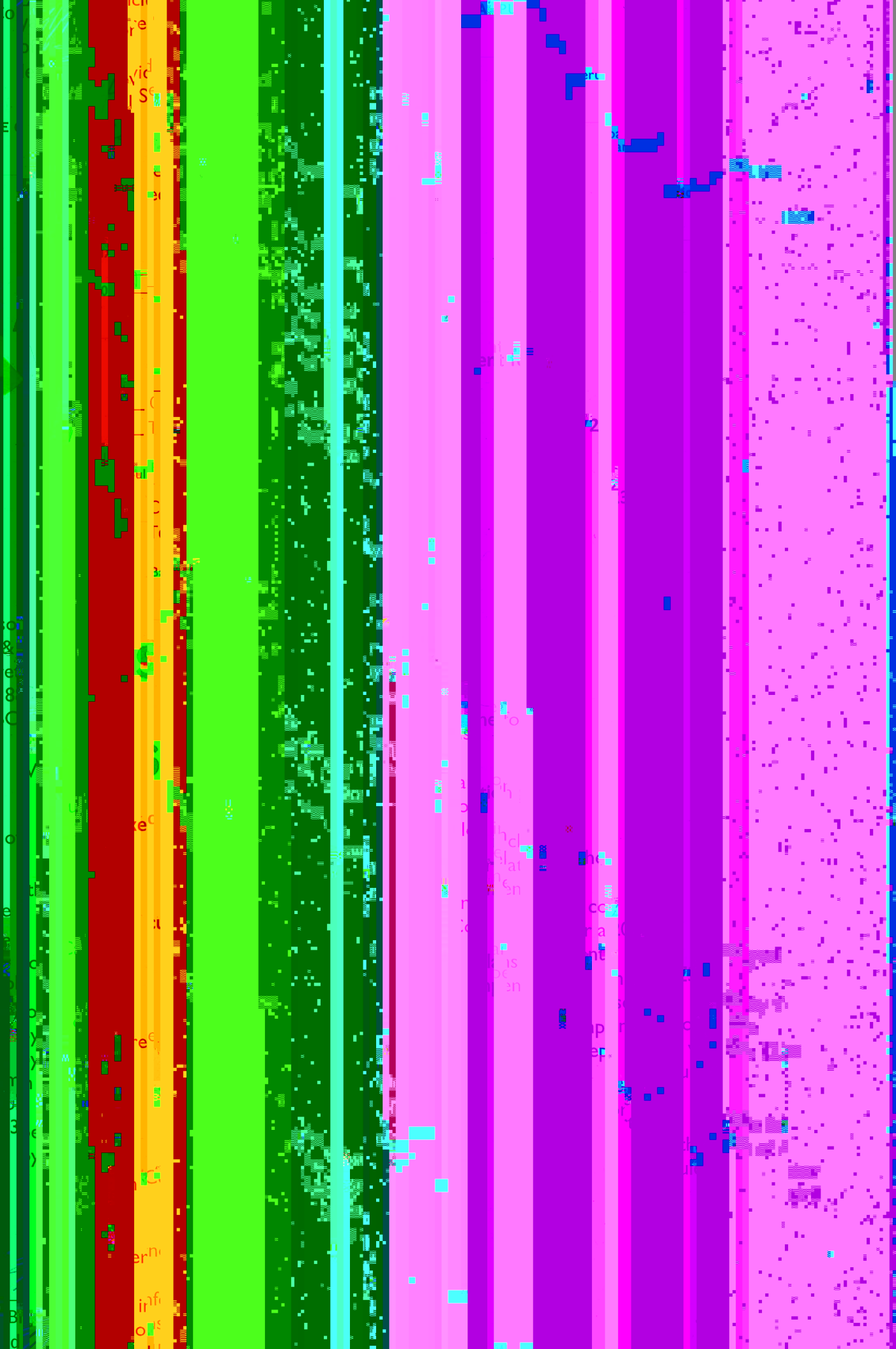
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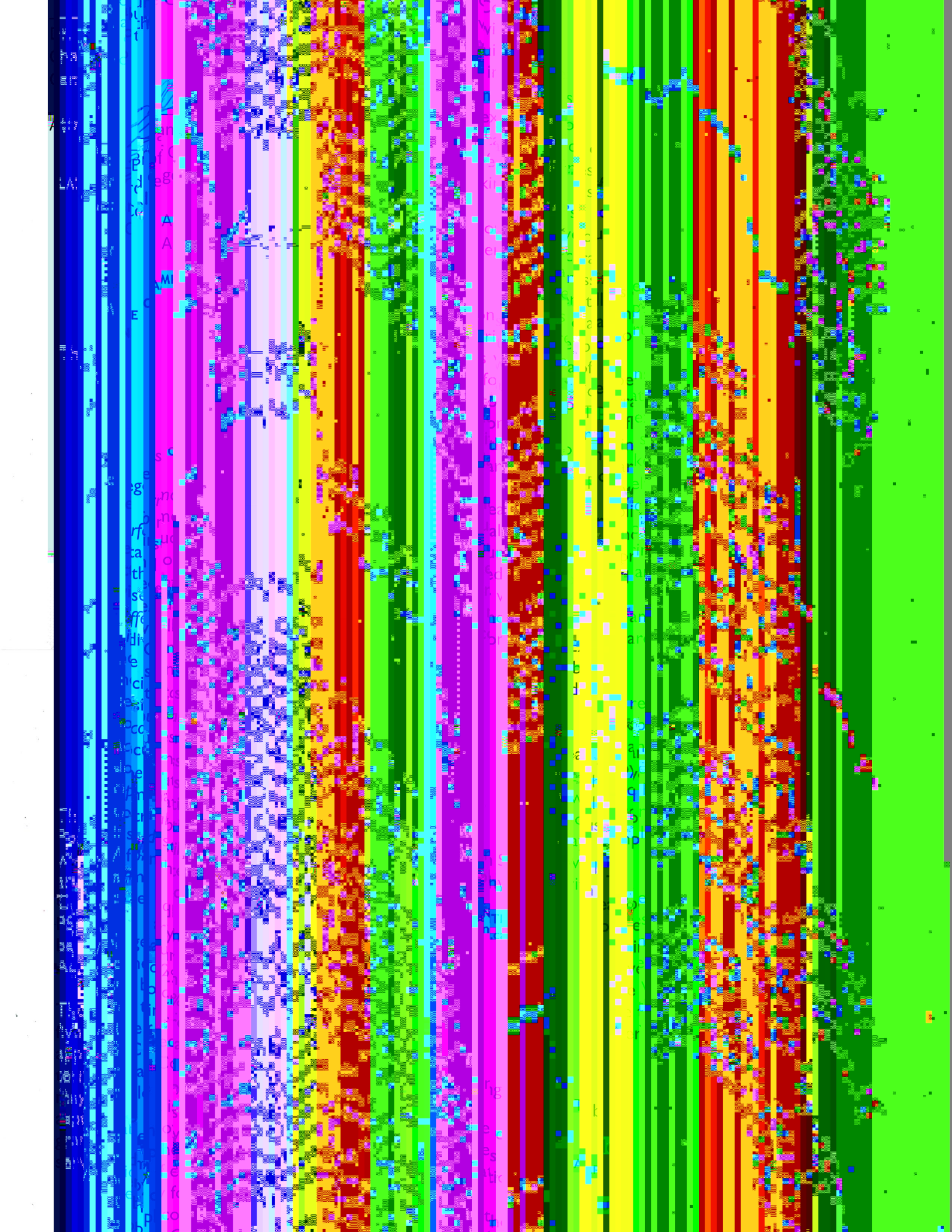
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Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Previous Two Years Totals Total Compensation	
							2021/2022	2020/2021
Lane D Trotter, President	\$ 239,507	-	\$ 19,076	\$ 24,765	\$ 4,558	\$ 287,906	\$ 62,476	
John Boraas, Vice President, Education	\$ 203,392	-	\$ 16,422	\$ 21,031	-	\$ 240,845	\$ 234,073	\$ 230,863
Heather M Cummings, Vice President, Student Experience	\$ 188,458	-	\$ 17,111	\$ 19,487	-	\$ 225,056	\$ 219,326	\$ 216,958
Deborah Huelscher, VP Administration & Chief Financial Officer	\$ 211,493	-	\$ 17,831	\$ 21,868	\$ 7,893	\$ 259,085	\$ 258,564	\$ 241,660
Geoff Wilmshurst, Vice President, Partnerships	\$ 187,022	-	\$ 17,038	\$ 19,338	-	\$ 223,398	\$ 216,645	\$ 215,597

<b>Name and Position</b>	<b>All Other Compensation</b>	<b>Severance</b>	<b>Vacation Payout</b>	<b>Paid Leave</b>	<b>Vehicle / Transportation Allowance</b>	<b>Perquisites / Other Allowances</b>	<b>Other</b>
Lane D Trotter, President	\$ 4,558	-	\$ 4,558	-	-	-	-
John Boraas, Vice President, Education	-	-	-	-	-	-	-
Heather M Cummings, Vice President, Student Experience	-	-	-	-	-	-	-
Deborah Huelscher, VP Administration & Chief Financial Officer	\$ 7,893	-	\$ 7,893	-	-	-	-

Lane D Trotter, President	<b>General Note:</b> This is the first full year in the position.
John Boraas, Vice President, Education	<b>General Note:</b> Performance-based salary increase was provided for the 2021/22 performance year in 2022.
Heather M Cummings, Vice President, Student Experience	<b>General Note:</b> Performance-based salary increase was provided for the 2021/22 performance year in 2022.
Deborah Huelscher, VP Administration & Chief Financial Officer	<b>General Note:</b> Performance-based salary increase was provided for the 2021/22 performance year in 2022.
Geoff Wilmshurst, Vice President, Partnerships	<b>General Note:</b> Performance-based salary increase was provided for the 2021/22 performance year in 2022.

<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>PSEC Approval:</b>	<b>February 19, 2016</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 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 exclud27/b5 fm ope

members are responsible for leading the major 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 to gain fulfillment in important and rewarding careers, recognizing that the College operates in a competitive environment where qualified and competent staff are valued by many organizations.

se guiding principles:

*Performance-Related:* Camosun College values the contribution of its entire exempt staff toward the attainment of its strategic and operating objectives and provides





