





## Total Compensation Philosophy for Administrators

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5. TARGET PAY POSITIONING

6. INTERNAL EQUITY



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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
Kathy Denton, President and Chief Executive Officer	\$ 211,103	-	\$ 20,402	\$ 22,372	\$ 5,751	\$ 259,628	\$ 258,918	\$ 250,337
Thor Borgford, Vice President, Academic and Provost	\$ 190,907	-	\$ 10,691	\$ 19,981	-	\$ 221,579	\$ 215,029	\$ 211,910
Sarah Dench, Vice President , Student Affairs	\$ 190,905	-	\$ 18,859	\$ 19,980	\$ 91	\$ 229,835	\$ 222,654	
Kayoko Takeuchi, Vice President, Administrative Services and Chief Financial Officer	\$ 190,905	-	\$ 18,859	\$ 19,980	\$ 91	\$ 229,835	\$ 222,227	\$ 217,940
David Taylor, Vice President, Public Affairs	\$ 190,905	-	\$ 18,859	\$ 19,980	\$ 91	\$ 229,835	\$ 222,227	\$ 209,276

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Kathy Denton, President and Chief Executive Officer	\$ 5,751	-	\$ 5,660	-	-	-	\$ 91



Kathy Denton, President and Chief Executive Officer

General Note:

Performance based salary increase was provided for the 2021/22 performance year in 2022.

Other Note:

Douglas College qualifies for a reduced EI rate under Service Canada's EI Premium Reduction Program and returns the rebate to administrators.

Thor Borgford, Vice President, Academic and Provost

General Note:

Performance based salary increase was provided for the 2021/22 performance year in 2022.

Sarah Dench, Vice President Student Affairs

General Note:

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Other Note:

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Kayoko Takeuchi, Vice President, Administrative Services and Chief Financial Officer

General Note:

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David Taylor, Vice President, Public Affairs

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