



NUMBER **BPR 50**

TITLE **PRESIDENT COMPENSATION REVIEW**

BOARD OF GOVERNORS POLICY

APPROVAL DATE February 27, 2024

NEXT REVIEW February 15, 2027

The compensation package for the President position shall be adequate to attract and retain highly qualified and competent individuals to lead Selkirk College. The Board will review the President's compensation package annually following the completion of the President's performance evaluation as per policy B50.

In determining annual changes to the total value of the compensation package, the Board will consider the following criteria:

1. Government limits and guidelines for Presidents' compensation.
2. Level of compensation granted to Presidents at post-secondary institutions of comparable size and nature as Selkirk College in B.C. and other Canadian provinces.
3. Level of achievement of performance targets and overall satisfaction of the Board with the President's performance in the previous year.
4. Any performance bonus which may be determined as per section (3).
5. Annual changes in cost-of-living expenses (inflation) as measured by the consumer price index (CPI) for BC.
6. Other criteria the Board may deem appropriate.

The Board may, after consulting with the President, offer a performance bonus as part of the total compensation package if allowed by the Post-Secondary Employers' Association. The bonus will be paid out if the President has met specific, measurable, time-based targets that are reasonable and achievable.

The Board's Human Resource Committee will lead the compensation review process and make recommendations to the Board. The Executive Director, Human Resources may support the Committee in its review process.