



Public Sector Executive Compensation Reporting - Fiscal Year 2010/11

Royal Roads University (RRU) has a unique mandate to contribute to economic prosperity, social advancement, and environmental sustainability through transformative, accessible, interdisciplinary, experiential, life-enriching education and research in applied and professional fields. Reflecting the principles of transparency, fairness and equity, RRU's compensation framework is aligned with the university's strategic vision, its business model and its ability to pay. Executive compensation, as with other employee groups, is linked to performance-based outcomes.

In relation to human resources practices and compensation philosophy, RRU strives to provide base salaries targeted to the median range of the relevant labour market (comparable sized organizations and universities across Canada) in which we compete for talent. Depending upon the role, this may be local, regional, national or international and may be organizations in the public and/or private sector.

RRU compensation plans or substantive changes to existing compensation plans require university Board of Governors approval, University Public Sector Employers' Association (UPSEA) approval and Public Sector Employers' Council (PSEC) approval prior to implementation.

The compensation package for the president is approved by PSEC, and a salary increase shall only be applied when approved by PSEC.

The compensation packages for the other senior executives are aligned accordingly to the president's compensation which is the university's maximum compensation. Their salary increases consist of PSEC approved economic and market adjustments along with performance based increases consistent with the university's management group.

RRU provides the same group benefit package to all its employees. The president and other senior executives participate in the College Pension Plan which is mandatory at RRU for "senior administration /management" employees and all academic staff.

No new policies, actions, or decisions were made after the end of the most recently completed fiscal year that would affect a fair understanding of the compensation of the president and senior executives.

Merit bonuses are awarded to the president and other senior executives as re-earnable lump sum bonuses based on the achievements of the university, combined with individual performance. Vacation leave is set forth in the executive's individual contract and is comparable to other academic organizations, with the maximum vacation set at six weeks.

Academic leaves (sabbatical) are provided to certain executives at the successful completion of the initial five-year term of employment. The executive shall be entitled to a six-month sabbatical to be paid at the maximum salary level of a full professor in the effect at that time.

Royal Roads University

Executive Reporting (April 1, 2010 to March 31, 2011)

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
Name & Position	Salary	Bonus	Incentive Plan Comp Paid	Pension	All Other Compensation Total	Total	Previous Year 2009-10 Total	Year 2008-09 Total
Cahoon, Allan - President and Vice-Chancellor	\$224,599.96	\$28,500.00		\$21,340.51	\$49,676.86	\$ 324,117.33	\$ 287,952.38	\$ 307,648.98
Chase, Tom - Vice President, Academic and Provost (1)	\$177,315.28			\$16,779.00	\$41,531.49	\$ 235,625.77	\$ 192,869.42	\$0.00
Tulip, Dan - Vice President & Chief Financial Officer	\$180,859.12			\$17,113.67	\$44,096.19	\$ 242,068.98	\$ 224,513.78	\$ 222,475.63
McLeod, Cyndi - Vice President, Recruitment, Marketing and Business Development	\$169,999.96			\$16,072.63	\$12,051.21	\$ 198,123.80	\$ 155,816.38	\$0.00
Grundy, Steve - AVP & CIO, International & Professional Studies (2)	\$145,655.90			\$8,063.12	\$40,987.85	\$ 194,706.87	\$ 193,732.67	\$ 201,808.25

Notes:

1 - Employment end date: March 31, 2011

2 - Position end date: March 31, 2011