

MAILING ADDRESS

12666-72 Ave, Surrey, BC

Canada V3W 2M8

Summary Compensation Table at FISCAL, 2014

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2013/14 Total	Previous Two Years Totals	
							2012 / 13 (s)	2011 / 12 (t)
Gordon Lee, Pro Tem Provost & VP Academic	\$ 116,596	\$ -	\$ 14,606	\$ 16,709	\$ 61,248	\$ 209,159	\$ 202,719	\$ 179,719
Alan Davis, President	\$ 191,760	\$ -	\$ 15,346	\$ 19,120	\$ 17,038	\$ 243,264	\$ 140,548	\$ -
Harry Gray, VP, Pro Tem Finance & Administration	\$ 153,267	\$ -	\$ 14,225	\$ 15,213	\$ 75	\$ 182,780	\$ 172,694	\$ -
Salvador Ferreras, Provost & VP Academic	\$ 91,538	\$ -	\$ 13,557	\$ 8,888	\$ -	\$ 113,983	\$ -	\$ -
Jeffery Norris, CAO & CEO KPU Foundation	\$ 137,643	\$ -	\$ 14,180	\$ 13,609	\$ 11,344	\$ 176,776	\$ 150,982	\$ 146,820
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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Summary Other Compensation Table at FISCAL, 2014

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Gordon Lee, Pro Tem Provost & VP Academic	\$ 61,248	\$ -	\$ 9,808	\$ 50,346	\$ -	\$ -	\$ 1,094
Alan Davis, President	\$ 17,038	\$ -	\$ 16,963	\$ -	\$ -	\$ -	\$ 75
Harry Gray, VP, Pro Tem Finance & Administration	\$ 75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 75
Salvador Ferreras, Provost & VP Academic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Jeffery Norris, CAO & CEO KPU Foundation	\$ 11,344	\$ -	\$ 11,269	\$ -	\$ -	\$ -	\$ 75
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Notes:

 Gordon Lee, Pro Tem Provost &
VP Academic

Annual Stipend (\$5000) as Deputy Vice Chancellor (rec'd \$1019 in Fiscal 14); Salary as Pro Tem Provost April 1-Sept 14/13:\$85,000; Salary on Paid Leave Sept 15-Dec 31/13: \$50,346; Salary as VP Jan 1-Mar 31/14: \$31,596 + \$1019 (Other: Stipend for Deputy Vice Chancellor)

Alan Davis, President

Has access to a leased fleet vehicle.

 Harry Gray, VP, Pro Tem Finance
& Administration

Salary as Pro Tem VP April 1 - Dec 31/13: \$123,478; Salary as AVP Jan 1- Mar 31/14: \$29,789

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Salvador Ferreras, Provost & VP
Academic

At end of appointment he will be entitled to a paid 12 month administrative leave to undertake scholarly activity in order to return to a Faculty position. 2013/14 estimate: \$170,000

Jeffery Norris, CAO & CEO KPU
Foundation

Jeffery Norris: Salary as CAO & Exec Director External April 1 - Sept 30/13: \$65,084; Salary Oct 1/13 to March 31/14 as CAO & CEO KPU Foundation: \$72,559.

*Senior Administrators may have access to funds to reimburse approved Professional Development activities that are for the benefit of KPU.



Shane King
Chair, Board of Governors