



**Community Social Services Employers' Association  
Public Sector Executive Compensation Reporting  
For the year ending March 31, 2010**

June 15, 2010

**Compensation Discussion and Analysis**

The total compensation philosophy of the CSSEA Board of Directors for the position of Chief Executive Officer (CEO) of CSSEA recognizes compensation best practices within the public and private sectors and consists of the following.

1. Total compensation must be consistent with the compensation guidelines established by PSEC and is subject to the approval of the Board of Directors of CSSEA.
2. Total compensation will be fair and equitable and will reflect total compensation practices for similar positions in other sectors, both public and private.
3. The base salary range established for the CEO position at CSSEA is established following periodic compensation surveys of similar positions in other sectors, both private and public, considering the relative size of CSSEA, its fiscal responsibilities, the scope of its services and the realities of the community social services sector.
4. Placement on an actual salary level within the base salary range shall reflect the years of experience of the CEO and the Board of Director's evaluation of the performance of the CEO.
5. The CEO is an employee of CSSEA and the timing of periodic salary reviews will be determined by the terms of the CEO's employment contract. Such reviews will occur not more than one time/year and may be less frequent.
6. Group benefit plans, time off provisions and other personnel policies for the CEO will be the same as those provided to other employees of CSSEA.
7. An automobile benefit is provided to the CEO in an amount that is equal to that provided to an Assistant Deputy Minister of the provincial government.
8. A parking allowance in an amount that reflects standard parking costs in the area of CSSEA's office will be included in an employment contract but will only be paid if the CEO is actually utilizing the parking space.
9. The Board of Directors of CSSEA retains the right to alter its total compensation philosophy to incorporate evolving best practices within the executive compensation field and/or the outcome of negotiations with the CEO.

### Summary Compensation Table

Name and Principal Position (a)	Salary (b)	Bonus (c)	Incentive Plan Compensation Paid (d)	Pension (e)	All Other Compensation (f)	Total (g)	Previous 2 Years Totals (h)
L. Rieder, CEO	\$ 145,750	\$ -	\$ -	\$ 13,270	\$ 14,902	\$ 173,923	2008/09=\$168,936 2009/10=\$173,573

*Note:*

*All Other Compensation (Column f) Includes car allowance, group health and welfare benefits, group insurance benefits, statutory contributions and Workers Compensation.*