

Biathlon BC

Compensation Program

Biathlon BC has moved to a salary model for key employees. The following is a description of the main components of the program.

Philosophy

The goal of the program is to attract and retain qualified administrators and coaches that will execute on the Board's strategic plans.

In setting compensation levels, Biathlon BC will review market data for compensation for similar positions in Canada. These will be balanced with the financial capabilities of Biathlon BC.

Biathlon BC will review compensation for all employees annually and will make adjustments as required.

Benchmarking

To the extent possible Biathlon BC will benchmark all salary positions against similar positions within the Biathlon community as well as comparable sports in Canada but with an emphasis on British Columbia. Benchmarking will include salary and benefit packages.

The benchmarking process will be completed by the Finance committee of the Board and presented to the Board as backup for salary recommendations where necessary.

Review Process

On an annual basis the Board will provide a written review of the General manager's role. The review will specifically address what strategic initiatives as provided by the Board were achieved and what areas need further attention.

The General Manager will conduct a review of the Head Coach and T/D as well as Office Administrator. The GM will receive input from the Board where necessary and provide these reviews to the Board on an annual basis.