



May 16, 2022

John Davison
CEO & President
Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison:

Re: Executive Compensation Disclosure Statement for 2021/2022

Vancouver Community College (VCC) strives to maintain an executive total compensation program that helps retain and attract qualified individuals in executive roles that will support the college in achieving its vision and work in alignment with its values and culture. VCC adheres to the college's compensation philosophy that accompanies this annual disclosure, and is aligned with the public sector compensation philosophy.

The following report provides an accurate representation of all compensation for the President and the next five highest ranking/paid executive positions with an annualized base salary of \$125,000 or greater during the 2021/2022 fiscal year. For the purposes of this disclosure, compensation includes; base salary, statutory and health benefits, pension contributions and other allowances/payments as identified in the attached Executive Compensation Disclosure.

Sincerely,

A handwritten signature in black ink that reads "Joey Hartman". The signature is written in a cursive style with a large, looping initial "J".

Joey Hartman
Chair, Board of Governors
Vancouver Community College

Enc.

cc: VCC Board of Governors
Kate Dickerson, Vice President, People Services



DISCLOSURE OF EXECUTIVE COMPENSATION STATEMENT

This is to advise that the Board of Governors is aware of the executive compensation paid in the 2021/22 fiscal year and that the compensation provided was within approved compensation plans and complies with the Public Sector Executive Compensation guidelines.

A handwritten signature in cursive script that reads "Joey Hartman".

Joey Hartman

Chair, Board of Governors

Vancouver Community College

EXECUTIVE COMPENSATION DISCLOSURE

Vancouver Community College

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Total Compensation	
							2020/2021	2019/2020
Kate Dickerson, Vice President, People Services	\$ 158,157	-	\$ 16,163	\$ 15,738	-	\$ 190,058		
Ian Humphreys, Vice President Administration and International Development	\$ 204,888	-	\$ 12,607	-	-	\$ 217,495	\$ 222,303	
Ajay Patel, President	\$ 233,224	-	\$ 19,260	\$ 23,991	\$ 18,409	\$ 294,884	\$ 273,791	\$ 228,515
Clodine Sartori, Acting VP People and Culture	\$ 105,048	-	\$ 5,196	\$ 11,436	-	\$ 121,680	\$ 227,743	\$ 205,306
Jane Shin, Vice President, Students and Community Development	\$ 193,592	-	\$ 16,934	\$ 19,826	-	\$ 230,352	\$ 200,355	
David Jonathan Peters Wells, Vice President, Academic	\$ 194,704	-	\$ 18,563	\$ 20,055	-	\$ 233,322	\$ 228,956	\$ 200,037

EXECUTIVE COMPENSATION DISCLOSURE

Notes

Kate Dickerson, Vice President, People Services	General Note: Kate Dickerson was appointed on May 3, 2021 to the position of Vice President, People Services. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/2021 performance year.
Ian Humphreys, Vice President Administration and International Development	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Ajay Patel, President	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. This position is evaluated on a calendar year basis and did not receive a performance based increase during the freeze. A. Patel's performance was reviewed for calendar year 2021 and as a result he received a performance based increase of 4% effective January 2022 in addition to a payout of 10 days of vacation as per their employment contract.
Clodine Sartori, Acting VP People and Culture	General Note: Clodine Sartori was severed on December 9, 2020 and the incumbent was placed on salary continuance. Total severance compensation for 2020/2021 was \$64,678.77, and total severance compensation for 2021/2022 was \$105,048.42 and includes additional duty pay of \$22,403.11 retroactive to September 1, 2019 to the date of termination of December 9, 2020. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Jane Shin, Vice President, Students and Community Development	General Note: Jane Shin competed and was permanently appointed to the position of Vice President, Students and Community Development on September 13, 2021. Prior to this date the individual was appointed to this role in a temporary capacity effective August 1, 2020. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
David Jonathan Peters Wells, Vice President, Academic	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.



OVERALL OBJECTIVES

Vancouver Community College's total compensation programs help us retain and attract qualified staff that will support the College in achievement of our mission, vision and work in alignment with our values and culture. The programs are designed in a manner that is fiscally responsible and provides us with flexibility to respond to changing and unique circumstances.

GUIDING PRINCIPLES

Our compensation programs will be characterized by the following:

- Promotion of a performance based culture – employees are expected to meet expectations in order to move through the range or receive an increment step. Determining whether an employee's performance meets expectations will be done through an annual performance review conducted by the employee's manager.
- Clear communication to employees and the public – information describing the total compensation programs is clearly communicated in documents that are made available to all employees and the public.
- Differentiation based on scope of responsibility – individual jobs are classified based on their scope of responsibilities and qualifications required.
- Decisions based on evidence – decisions on changes to the College's total compensation programs are supported by well documented business rationales, based on objective data and take into consideration fiscal accountability.

ROLE OF TOTAL COMPENSATION ELEMENTS

Our total compensation program includes four main elements:

1. Compensation – Employees are provided with fair compensation for the scope and breadth of their job responsibilities and the education, competencies and experience they bring to their roles.
2. Benefits – Employees receive a benefit package that provides security and protection for themselves and their families.
3. Career Development – Employees are provided with support for skill development, upgrading and other career development opportunities.
4. Work/Life – Employees are provided with time off and flexible time arrangements to help them balance their work and personal demands.



**TOTAL COMPENSATION PHILOSOPHY
VANCOUVER COMMUNITY COLLEGE
EFFECTIVE JANUARY 1 2016**

COMPARATOR GROUPS

Our comparator group includes organizations where we can attract qualified employees from and are at risk of losing qualified employees to. Our core comparator group includes similar post-secondary and other public sector organizations in B.C. For other jobs where talent may be needed from out-of province and jobs that require skills from specific industries or from outside of the public sector, a secondary comparator group may be used.

TARGET PAY POSITIONING

Our total compensation programs are targeted at approximately the 50th percentile of our comparator group.

INTERNAL EQUITY

We consider the relative scope, responsibilities, and complexities of jobs to ensure that compensation levels are fair and equitable. Market competitiveness is balanced with internal equity to ensure that the relative internal value of work is fairly recognized.

AFFORDABILITY AND SUSTAINABILITY

Our total compensation programs are designed and administered in a fiscally responsible manner that ensures that costs are affordable and sustainable over time.

GOVERNANCE AND ADMINISTRATION

The Board of Governors is responsible for approving our overall compensation philosophy and programs. The executive team is responsible for the day-to-day oversight and administration of the programs.

Total compensation programs may be amended from time to time, as determined by the College, and as approved by the Minister.