



May 25, 2021

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 2020/2021

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 six highest ranking/paid executive positions with an annualized base salary of \$125,000 or greater during the 2020/2021 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 blue ink that reads "Joey Hartman".

Joey Hartman
Chair, Board of Governors
Vancouver Community College

Enc.

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

www.vcc.ca

Broadway campus

1155 East Broadway, Vancouver, B.C., Canada V5T4V5 ■ Tel 604.871.7000

Downtown campus

250 West Pender Street, Vancouver, B.C., Canada V6B1S9 ■ Tel 604.443.8300



DISCLOSURE OF EXECUTIVE COMPENSATION STATEMENT

This is to advise that the Board of Governors is aware of the executive compensation paid in the 2020/2021 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 blue ink, reading "Joey Hartman", is positioned above a horizontal line.

Joey Hartman
Chair, Board of Governors
Vancouver Community College

EXECUTIVE COMPENSATION DISCLOSURE

Vancouver Community College

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Total Compensation	
							2019/2020	2018/2019
NaYoung Choi, VP Financial Services & CFO (Interim)	\$ 54,032	-	\$ 4,693	\$ 5,587	-	\$ 64,312	\$ 186,946	\$ 142,766
Ian Humphreys, Vice President Administration and International Development	\$ 204,888	-	\$ 17,415	-	-	\$ 222,303		
Ajay Patel, President and CEO	\$ 231,000	-	\$ 16,882	\$ 23,886	\$ 2,023	\$ 273,791	\$ 228,515	
Clodine Sartori, Acting VP People and Culture	\$ 178,842	-	\$ 15,153	\$ 18,492	\$ 15,256	\$ 227,743	\$ 205,306	\$ 182,024
Jane Shin, Vice President, Students and Community Development (Acting)	\$ 167,409	-	\$ 15,636	\$ 17,310	-	\$ 200,355		
David Jonathan Peters Wells, Vice President, Academic	\$ 191,237	-	\$ 16,743	\$ 19,774	\$ 1,202	\$ 228,956	\$ 200,037	
Karen Wilson, Executive Director Marketing & Communications	\$ 156,597	-	\$ 16,290	\$ 16,108	-	\$ 188,995	\$ 179,329	\$ 154,965

EXECUTIVE COMPENSATION DISCLOSURE

Notes

NaYoung Choi, VP Financial Services & CFO (Interim)	General Note: NaYoung Choi was in the interim role of Vice President Financial Services & CFO from April 1, 2020 to July 31, 2020. The total compensation reported is for this position only. The incumbent has since moved into the role of Executive Director Financial Services & CFO and will no longer be reported after fiscal 2020/2021.
Ian Humphreys, Vice President Administration and International Development	General Note: Ian Humphreys was appointed as the Vice President Administration on April 1, 2020 and on August 1, 2020 his title changed to reflect the addition of Continuing Studies and International Education to their portfolio.
Ajay Patel, President and CEO	General Note: Other earnings of \$2,023 for Ajay Patel include retroactive salary earned but unpaid in fiscal 2019/2020. Fiscal 2020/2021 salary has been reduced by the retroactive salary amount. As the executive freeze was implemented on August 31, 2020, the executives at VCC will forgo the standard performance based increases for the 2020/2021 performance year. Other Note: Retroactive salary earned but unpaid in fiscal 2019/2020.
Clodine Sartori, Acting VP People and Culture	General Note: VCC provided a 5% performance based increase effective July 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at VCC will forgo standard performance based increases for the 2020/2021 performance year. On December 9, 2020, the employment relationship was terminated and the incumbent has been placed on salary continuance. Severance is being determined and will be reported on next years' executive compensation disclosure.
Jane Shin, Vice President, Students and Community Development (Acting)	General Note: Jane Shin was appointed as the Acting Vice President Students and Community Development on August 1, 2020. Prior to this date the individual was in the role of Associate Vice President Student Success. The salary reported reflects the total amount paid to them in both roles. VCC provided a 5% performance based increase effective July 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at VCC will forgo standard performance based increases for the 2020/2021 performance year.
David Jonathan Peters Wells, Vice President, Academic	General Note: VCC provided David Wells with a 7.7% performance based increase effective July 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at VCC will forgo standard performance based increases for the 2020/21 performance year. Other Note: Law Society of BC Practice Fee.
Karen Wilson, Executive Director Marketing & Communications	General Note: VCC provided a 5% performance based increase effective July 1, 2020 for the 2019 performance year. Karen Wilson is being reported for continuity purposes for fiscal 2020/2021. This will be the last year of reporting this position.



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.