



June 5, 2023

John Davison  
CEO & President  
Public Sector Employers' Council Secretariat  
PO Box 9400 Stn Prov Govt  
Victoria BC V8W9V1

Dear Mr. Davison:

Re: Executive Compensation Disclosure Statement for 2022/23

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 2022/23 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



## **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 50<sup>th</sup> 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.



## DISCLOSURE OF EXECUTIVE COMPENSATION STATEMENT

This is to advise that the Board of Governors is aware of the executive compensation paid in the 2022/2023 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 that reads "Joey Hartman".

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**Joey Hartman**

Chair, Board of Governors  
Vancouver Community College

# EXECUTIVE COMPENSATION DISCLOSURE

Vancouver Community College

Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Total Compensation	
							2021/2022	2020/2021
Ajay Patel, President	\$ 244,265	-	\$ 20,218	\$ 24,746	\$ 14,642	\$ 303,871	\$ 294,884	\$ 273,791
Kate Dickerson, Vice President, People Services	\$ 183,771	-	\$ 15,561	\$ 18,903	-	\$ 218,235	\$ 190,058	
Ian Humphreys, Vice President Administration and	\$ 212,581	-	\$ 13,317	-	-	\$ 225,898	\$ 217,495	\$ 222,303
Jane Shin, Vice President, Students and Community	\$ 215,263	-	\$ 18,668	\$ 22,142	-	\$ 256,073	\$ 230,352	\$ 200,355
David Jonathan Peters Wells, Vice President, Academic	\$ 209,325	-	\$ 20,790	\$ 21,490	-	\$ 251,605	\$ 233,322	\$ 228,956



## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Ajay Patel, President	<b>General Note:</b> Individual received 5% performance based increase effective January 1, 2023, with 1% retro to November 1, 2022.
Kate Dickerson, Vice President, People Services	<b>General Note:</b> A performance-based salary increase of 4.5% was provided for the 2021/22 performance year in 2022. Individual took on additional duties from November 3, 2022 - February 3, 2023 and was paid an additional 10%.
Ian Humphreys, Vice President Administration and International Development	<b>General Note:</b> A performance-based salary increase of 5% was provided for the 2021/22 performance year in 2022.
Jane Shin, Vice President, Students and Community Development	<b>General Note:</b> A performance-based salary increase of 4% was provided for the 2021/22 performance year in 2022.
David Jonathan Peters Wells, Vice President, Academic	<b>General Note:</b> A performance-based salary increase of 10% was provided for the 2021/22 performance year in 2022.