

## VCC EXECUTIVE COMPENSATION REPORT

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### **Statement of Compensation Philosophy, Practice and Process**

The Board seeks to ensure that total compensation is competitive with comparable institutions within the post-secondary sector in British Columbia and other appropriate comparators subject to relevant statutes and public policy. Further, the Board recognizes the need to relate all incentive pay to the institution's service and performance plans, and has identified a set of objectives that are evaluated before variable compensation is paid.

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

Executive compensation is determined with reference to the job evaluation plan and annual salary ranges for specific positions, and the benefit provisions established in the administrator's Terms of Employment as previously approved by the Government, and subject to change from time to time with the approval of Government.

For purposes of this report, total compensation includes: base salary, variable compensation (incentive pay), pension and other benefits, and perquisites. The total compensation package is designed to allow the organization to attract, retain and motivate qualified individuals.

Incentive pay refers to compensation that depends on achieving specific performance goals within a specified period. Payments made under an incentive plan are re-earnable and are not rolled into the base salary in future years. Each Executive develops a set of measurable objectives which are reviewed, and the attainment of such is taken into consideration with their overall performance in determining the percentage of incentive pay earned. The CEO is eligible for a maximum incentive of 15% of base salary. The NEOs are eligible for a maximum incentive of 10% of base salary. The Board reviews the CEO's objectives and determines the amount of incentive pay the CEO is eligible for in a given year up to the maximum agreed percentage. The CEO reviews the NEOs' objectives and determines the amount of incentive pay the NEOs are eligible for in a given year up to the maximum agreed percentage.

<b>Vancouver Community College Executive Compensation Reporting</b>							
<b>For Fiscal Year 2007 - 2008</b>							
<b>Summary Compensation Table</b>							
Name and Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	Other compensation (\$)	Total Compensation (\$)	
CEO	180,000	-	24,300	18,022.37	Car Allowance	9,000.00	240,622.23
Dale Dorn President					CPP	1,989.90	
					EIC	864.00	
					Health & Life Benefits	6,330.04	
					WCB	115.92	
CFO	144,341	-	12,869	13,556.51	CPP	1,989.90	179,334.23
Peter Legg Vice President Finance & Administration					EIC	864.00	
					Health & Life Benefits	5,597.90	
					WCB	115.92	
NEO A	151,154	-	16,269	14,668.38	Acting Pay	2,575.87	194,652.13
Linda Martin Vice President Advancement & Education Services					CPP	1,989.90	
					EIC	864.00	
					Health & Life Benefits	7,015.06	
					WCB	115.92	
NEO B	151,154	-	13,604	14,432.64	Relocation Allow	12,000.00	200,499.88
Alan Davis Vice President, Education					CPP	1,989.90	
					EIC	864.00	
					Health & Life Benefits	6,339.42	
					WCB	115.92	
Note:							
P. Legg - Increment to Step 5 - June 10, 2007							
L. Martin - Acting Pay for 4 month term as President Sept. 17th 2007 to Jan. 11, 2008 included in "Other Compensation".							
CEO, CFO & NEO A Annual Vacation Allotment = 30 days							
NEO B Annual Vacation Allotment = 25 days							
NEO = Named Executive Officer							
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