

Vancouver Community College 2010 – 2011 Executive Compensation Disclosure

Attached is the VCC 2010 – 2011 Public Sector Executive Compensation Report outlining all compensation paid to those executives whose base salary was \$125,000 or greater for the fiscal year 2010-2011.

There are four overarching objectives for VCC Management compensation:

1. To attract and retain qualified skilled employees;
2. To allow for the fair and consistent treatment of all employees through having one standard job evaluation plan and salary range structure throughout the College;
3. To provide a salary range structure that recognizes improving performance and the growth of the individual; and
4. To be compliant with relevant and applicable legislation.

Compensation Philosophy

In determining the President's compensation, the VCC Board of Governors considers external market data provided by the Post-Secondary Employers Association, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

Aside from the President's compensation, total executive compensation is determined with reference to the job evaluation plan and annual salary ranges for specific positions, and the benefit provisions as previously approved by the Government, and subject to change from time to time with the approval of Government.

For the purpose of this report, total compensation includes: base salary, incremental compensation, pension and other benefits, and perquisites.



Don Fairbairn
VCC Board Chair

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2010-11)

NOTE: Comments and notes should be reported as footnotes

Name & Position Title		Annual Base Salary (\$)	Bonus (\$)	*Incentive Plan Compensation Paid (\$)	Pension (\$)	**All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
Name <i>Position Title - CEO</i> <i>Note 1</i>	Kathy Kinloch <i>President</i>	\$ 176,750	\$ -	\$ -	\$ 16,384	\$ 12,186	\$ 205,320	2008-09	\$ -
								2009-10	\$ -
Name <i>Position Title - NEO 1</i> <i>Note 2</i>	Peter Legg <i>VP Finance & Administration</i>	\$ 158,377	\$ -	\$ 17,506	\$ 16,619	\$ 8,731	\$ 201,233	2008-09	\$ 192,145
								2009-10	\$ 226,456
Name <i>Position Title - NEO 3</i> <i>Note 3</i>	Rob Henderson <i>VP Human Resources</i>	\$ 48,996	\$ -	\$ 13,466	\$ 15,181	\$ 122,726	\$ 200,369	2008-09	\$ 164,105
								2009-10	\$ 179,066
Name <i>Position Title - NEO 2</i> <i>Note 4</i>	Helen Allen <i>VP Education & Student Affairs</i>	\$ 157,569	\$ -	\$ 7,628	\$ 15,562	\$ 7,374	\$ 188,133	2008-09	\$ -
								2009-10	\$ 144,693
Name <i>Position Title - NEO 3</i> <i>Note 5</i>	Deanne Rexe <i>VP Strategy & Enrollment</i>	\$ 56,995	\$ -	\$ 12,837	\$ 14,503	\$ 98,556	\$ 182,891	2008-09	\$ 157,826
								2009-10	\$ 171,403

Note 1 **Kathy Kinloch** 2010-11, Served as President for the fiscal year. Employment started March 2010.

Note 2 **Peter Legg** 2008-09, served as VP Finance & Administration.
2009-10, served as VP Finance & Administration for April 09 to May 09 and Interim President for May 09 to March 10. Requested and received \$9,408 from his Long Service Leave account.***
In the 2009-10 report submitted last year, the "Prior 2 Years Total Compensation" was shown against the wrong year (i.e. the amount for 2008-09 should have been \$192,145 as above).
2010-11, served as Interim President for April 1-15, 2010 and VP Finance & Administration for April 15, 2010 to March 2011.

Note 3 **Rob Henderson** 2008-09, served as Associate VP Human Resources & Student Affairs for April 08 to July 08, and was promoted to Interim VP Human Resources & Student Affairs for August 08 to March 09.
2009-10, served as Interim VP Human Resources & Student Affairs for the fiscal year.
2010-11, Employment ceased August 2, 2010. Notice period runs from August 2, 2010 to February 2, 2012.
** All Other Compensation includes the employer premiums / rates itemized below plus Salary Continuation for August 3, 2010 to March 31, 2011 of \$99,210, Long Services Payout of \$6,264 and, Vacation Payout of \$6,774.

Note 4 **Helen Allen** 2009-10, Employment started Sept 09. Served as VP Education for Sept 09 to March 10. A one time payment of \$50,000 for relocation allowance is included in 2009-10.
2010-11, served as VP Education & Student Affairs for the fiscal year. This position was expanded to include Student Affairs in August 2010.

Note 5 **Deanna Rexe** 2008-09, served as Associate VP Strategy & Enrollment for April 08 to July 08 and was promoted to Interim VP Strategy & Enrollment for August 08 to March 09.
2009-10, served as Interim VP Strategy & Enrollment for the fiscal year.
2010-11, Employment ceased August 31, 2010. Notice period runs from September 1, 2010 to September 30, 2011
** All Other Compensation includes the employer premiums / rates itemized below plus Salary Continuation for Sept 1, 2010 to March 31, 2011 of \$84,780 and Long Service Payout of \$3,304.

* "Incentive Plan Compensation Paid" - during the fiscal year 2010 - 2011, it was recognized that the incentive plan paid to executives was non-compliant and PSEA directed VCC to "reduce or eliminate" the the current 10% plan. When advised in September 2010, the VCC Board fully supported the PSEA directive, and the plan was eliminated. At that time there were two executives on the plan and there was a requirement to provide legal "notice" in order to eliminate the plan. One executive's notice period ended in May 2011 and the second will end in December 2011. At that time VCC will be fully compliant and the incentive plan will no longer exist at VCC.

** "All Other Compensation" includes the employer premiums / rates for the following:

Canadian Pension Plan, Employee Insurance, Medical Services Plan, Extended Health and Dental, Group Life and Accidental Death and Dismemberment, WorkSafe BC

*** Long Service Awards will be included as part of an overall review of Administrator's benefits.