



Disclosure of Executive Compensation Statement

This is to advise that the Board is aware of the executive compensation paid in fiscal 2011/2012 and that the compensation provided was within approved compensation plans.

A handwritten signature in blue ink, appearing to read "CY", is positioned above a horizontal line.

Cathy Young,
Chair, Vancouver Community College Board of Governors

June 8, 2012



**Vancouver Community College
Executive Compensation Disclosure Statement for 2011/2012
June 7, 2012**

VCC's compensation philosophy:

Vancouver Community College strives to maintain an executive total compensation program which supports the College in attracting, developing and retaining highly qualified individuals.

In keeping with PSEC's reporting guidelines, the College's compensation philosophy supports VCC's mission by helping to recruit and retain individuals in executive roles who possess the knowledge and experience to ensure VCC effectively serves a diverse urban community by providing applied learning that prepares learners for direct entry into employment, and for career advancement.

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2011/2012.

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 following:

- A job evaluation plan which reflects the level of responsibility, skills and qualifications required for the position.
- External market data provided by the Post Secondary Employers Association, advice received from independent compensation experts and direction from the Government with respect to relevant statutes and public policy.
- Salary ranges and salary range progression based on the achievement of annual performance objectives.
- Benefit provisions as described in the 'VCC Excluded Employee Terms and Conditions of Employment' document. These are subject to change from time to time within the parameters approved by Government.

The President is responsible for making decisions on executive compensation.

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

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)									
Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid* (\$)	Benefits** (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
Kathy Kinloch <i>President (Note 1)</i>	\$ 176,750.24	\$ -	\$ 9,910.00	\$ 16,875.23	Severance:	\$ -	\$ 227,068.30	2009-10	\$ -
					Unused Vacation	\$ 17,945.90		2010-11	\$ 205,320.00
					Payouts:	\$ -			
					Unused Leave Payouts***:	\$ -			
					Earned Vacation/Long Service Deferred****:	\$ 5,586.93			
Peter Legg <i>VP Finance and Administration, OLD (Note 2)</i>	\$ 42,259.91	\$ 4,943.54	\$ 2,394.22	\$ 4,799.87	Severance:	\$ 189,339.54	\$ 272,960.23	2009-10	\$ 226,456.00
					Unused Vacation	\$ 26,657.37		2010-11	\$ 201,233.00
					Payouts:	\$ 2,565.78			
					Unused Leave Payouts***:	\$ -			
					Earned Vacation/Long Service Deferred****:	\$ -			
Helen Allen <i>VP Education and Student Affairs, OLD (Note 3)</i>	\$ 48,297.04	\$ 1,313.00	\$ 6,327.96	\$ 12,526.45	Severance:	\$ 105,046.06	\$ 175,522.60	2009-10	\$ 144,693.00
					Unused Vacation	\$ 1,308.33		2010-11	\$ 188,133.00
					Payouts:	\$ 3,320.42			
					Unused Leave Payouts***:	\$ -			
					Earned Vacation/Long Service Deferred****:	\$ -			
Salvador Ferreras <i>VP Education & Student Services, NEW (Note 4)</i>	\$ 129,952.62	\$ -	\$ 9,596.88	\$ 12,231.31	Severance:	\$ -	\$ 168,567.98	2009-10	\$ 131,935.11
					Unused Vacation	\$ -		2010-11	\$ 133,364.88
					Payouts:	\$ -			
					Unused Leave Payouts***:	\$ -			
					Earned Vacation/Long Service Deferred****:	\$ 16,787.17			
William Radford <i>VP Community & Advancement, NEW (Note 5)</i>	\$ 89,953.23	\$ -	\$ 9,560.87	\$ 7,877.02	Severance:	\$ -	\$ 112,890.94	2009-10	\$ -
					Unused Vacation	\$ -		2010-11	\$ -
					Payouts:	\$ -			
					Unused Leave Payouts***:	\$ -			
					Earned Vacation/Long Service Deferred****:	\$ 5,499.82			

PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)

Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid* (\$)	Benefits** (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
							2010-11	2011-12	
Rob Henderson <i>VP HR & Student Affairs, OLD (Note 6)</i>	\$ -	\$ -	\$ 7,966.33	\$ 10,682.83	Severance:	\$ 126,830.44	\$ 145,479.60	2009-10	\$ 179,066.00
					Unused Vacation Payouts:	\$ -		2010-11	\$ 200,369.00
					Unused Leave Payouts***:	\$ -			
					Earned Vacation/Long Service Deferred****:	\$ -			
Linda Sanderson <i>Executive Director, Human Resources, NEW (Note 7)</i>	\$ 33,031.08	\$ -	\$ 3,945.81	\$ 2,737.18	Severance:	\$ -	\$ 42,875.62	2009-10	\$ -
					Unused Vacation Payouts:	\$ -		2010-11	\$ -
					Unused Leave Payouts***:	\$ -			
					Earned Vacation/Long Service Deferred****:	\$ 3,161.55			

* "Incentive Plan Compensation Paid" - during the fiscal year 2010/11, it was recognized that the incentive plan paid to executives was non-compliant and PSEA directed VCC to "reduce or eliminate". 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 ended in December 2011. VCC is now fully compliant and the incentive plan no longer exists at VCC.

** Benefits refer to the sum of employer premiums for: Employment Insurance, Canada Pension Plan, Workers Compensation, Extended Health and Dental, Group Life and Accidental Death and Dismemberment benefits available to all employees, Long-term disability and Short-term disability, and Medical Service Plan premiums.

*** Unused Leave Payouts (Long Service Awards) are continued to be offered as a benefit to existing employees. Effective August 2011 all new employees are no longer offered Long Service Awards.

**** Earned Vacation/Long Service Deferred compensation refers to vacation and long service award earned, not paid and deferred to future year.

NOTE: Please provide comments and details as footnotes where appropriate.

- Note 1 Kathy Kinloch
2010/11, served as President for the fiscal year. Employment started March 2010.
2011/12, served as President for the fiscal year. Unused vacation in the amount of \$17,945.90 up to Dec. 31/11 was paid out in 2011/12. Earned vacation from Jan - Mar 31, 2012 amount of \$5,586.93 was deferred to the future year.
- Note 2 Peter Legg
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.
2010/11, served as Interim President for April 1-15, 2010 and VP Finance & Administration for April 15, 2010 to March 2011
2011/12, employment ceased July 7, 2011. Incentive compensation plan pertains to incentive that was earned in 10/11 in amount of \$4,943.54 was paid in 2011/12. Lump sum severance payment was paid in amount of \$189,339.54 in July 2011. Long service payout of \$2,565.78 and vacation payout \$26,657.37 were made in July 2011.
- Note 3 Helen Allen
2009/10, employment started September 2009. Served as VP of Education for Sept 2009 to March 2010. A one time payment of \$50,000 for relocation allowance is included in total compensation in 2009/10
2010/11, served as VP Education and Student Affairs for the fiscal year.
2011/12, employment ceased July 21, 2011. On salary continuance from July 22, 2011 to March 21, 2012. Long service payout \$3,320.42 was made in July 2011. Incentive compensation plan pertains to incentive that was earned in 10/11 in amount of \$1,313.00 was paid in 2011/12.
- Note 4 Sal Ferreras
2009/10, served as Dean, School of Music for the fiscal year.
2010/11, served as Dean, School of Music for the fiscal year.
2011/12, served as Dean, School of Music from April 2011 to July 2011 and served as Interim VP of Education and Student Affairs from July 21, 2011 to March 31, 2012. Base salary as a Dean, School of Music from April 2011 to July 2011 was \$34,274.86 and as a VP of Education and Student Affairs from July 2011 - Mar 2012 was \$95,677.76. Earned vacation amount of \$7,893.04 and earned Long Service Award amount of \$8,894.13 were deferred to the future year.
- Note 5 William Radford
2011/12, employment commenced in September 6, 2011. 2011/12 base salary is \$89,953.23 reflects from September 6, 2011 to March 31, 2012. Earned vacation amount of \$5,499.82 was deferred to the future year.
- Note 6 Rob Henderson
2009/10, served as Interim VP Human Resources & Student Affairs for the fiscal year.
2010/11, employment ceased August 2, 2010. Noticed period runs from August 2, 2010 to February 2, 2012.
2011/12, salary continuance for April 1, 2011 to February 2, 2012 were \$126,830.44.
- Note 7 Linda Sanderson
2011/12, employment commenced in January 9, 2012. 2011/12 base salary is \$33,031.08 reflects from January 9, 2012 to March 31, 2012. Earned vacation amount of \$3,161.55 was deferred to the future year.