



August 24, 2020

Ms. Christina Zacharuk
CEO & President
Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas St.
Victoria, BC
V8W 2B7

Dear Ms. Zacharuk:

Re: Executive Compensation Disclosure Statement for 2019/20

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 seven highest ranking/paid executive positions with an annualized base salary of \$125,000 or greater during the 2019/20 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 black ink that reads "Joey Hartman". The signature is written in a cursive style with a large, looped initial "J".

Joey Hartman
Chair, Vancouver Community College Board of Governors

Enc.

c.c. VCC Board of Governors
Clodine Sartori, VCC, Acting VP, People & Culture



DISCLOSURE OF EXECUTIVE COMPENSATION STATEMENT

This is to advise that the Board of Governors is aware of the executive compensation paid in the 2019/20 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 black ink that reads "Joey Hartman". The signature is written in a cursive style with a large, looping initial "J".

Joey Hartman
Chair, Vancouver Community College Board of Governors



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.

Vancouver Community College

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Peter Nunoda, President	\$ 105,943	-	\$ 6,280	\$ 8,685	\$ 21,946	\$ 142,854	\$ 215,323	\$ 204,373
NaYoung Choi, VP Finance and CFO (Interim)	\$ 153,984	-	\$ 17,040	\$ 15,922	-	\$ 186,946	\$ 142,766	
Marlene Kowalski, VP Administration and CFO	\$ 89,468	-	\$ 4,818	\$ 9,251	-	\$ 103,537	\$ 199,811	\$ 191,106
Kathryn McNaughton, Senior Advisor to the President	\$ 146,114	-	\$ 9,448	-	\$ 12,733	\$ 168,295	\$ 176,782	\$ 176,039
Ajay Patel, President	\$ 187,758	-	\$ 21,343	\$ 19,414	-	\$ 228,515		
Shannon Railton, Vice President People and Culture	-	-	\$ 6,840	-	-	\$ 6,840	\$ 6,841	\$ 120,596
Clodine Sartori, Acting VP People and Culture	\$ 169,508	-	\$ 18,271	\$ 17,527	-	\$ 205,306	\$ 182,024	\$ 150,158
David Jonathan Peters Wells, Vice President, Academic	\$ 163,960	-	\$ 19,165	\$ 16,912	-	\$ 200,037		
Karen Wilson, Executive Director Marketing & Communications	\$ 146,505	-	\$ 17,675	\$ 15,149	-	\$ 179,329	\$ 154,965	\$ 148,752

Notes

Peter Nunoda, President	General Note: P. Nunoda resigned as of August 31, 2019. Total compensation reported reflects the total amount paid to them from April to August 31, 2019.
NaYoung Choi, VP Finance and CFO (Interim)	General Note: NaYoung Choi was appointed as VP Finance and CFO (Interim) February 6, 2019 and has remained in this role for the entire 2019/20 fiscal year.
Marlene Kowalski, VP Administration and CFO	General Note: M Kowalski was severed effective February 6 and placed on salary continuance till October 6, 2019. Total severance compensation for 2018/19 was \$29,590.07, and total severance compensation for 2019/20 was \$103,536.71.
Kathryn McNaughton, Senior Advisor to the President	General Note: K McNaughton transitioned from her previous role as VP Academic, Students and Research to the role of Senior Advisor to the President in preparation for retirement as of December 31, 2019. Total compensation reported includes April 2019 to December 31, 2019
Ajay Patel, President	General Note: Ajay was hired on May 6, 2020 as Vice President Enterprise and International Development and was subsequently appointed as President effective September 1, 2020. The salary amount reported reflects the total amount paid to them as VP Enterprise and International Development and President in the fiscal year.
Shannon Railton, Vice President People and Culture	General Note: On approved leave September 28, 2017
Clodine Sartori, Acting VP People and Culture	General Note: Clodine Sartori was appointed Acting VP People and Culture September 5, 2017 and has remained in this role since she was originally appointed.
David Jonathan Peters Wells, Vice President, Academic	General Note: David Wells was appointed VP Academic July 2, 2019. Prior to this date the individual was in the role of Dean, Arts and Sciences. The salary reported reflects the total amount paid to them in both roles for fiscal 2019/20.
Karen Wilson, Executive Director Marketing & Communications	General Note: Karen Wilson remained on the prior terms and conditions until June 12, 2019 and received her last step increase (5%) on the prior compensation plan. She was also approved for a one-time 10% increase as part of the new compensation plan. VCC changed the LTD plan for Administrators to be employer paid and increased the maximum insurable earnings as a part of the change to the new compensation plan. This change was implemented May 2019. The increases are also related to increases in benefit rates as part of VCC's annual benefits renewal process with our insurance carriers. Benefit costs have also increased for salary based benefits.