

Vancouver Community College
Executive Compensation Disclosure Statement for 2012/13
May 15, 2013

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 2012/13.

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

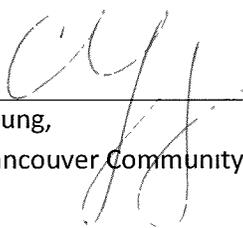
For the purposes of this report, total compensation includes: Base salary, incremental compensation, pension and other benefits, and perquisites.

Attached. Appendix A – Compensation Summary Table



Disclosure of Executive Compensation Statement

This is to advise that the Board is aware of the executive compensation paid in fiscal 2012/13 and that the compensation provided was within approved compensation plans.



Cathy Young,
Chair, Vancouver Community College Board of Governors

May, 2013

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Kathy Kinloch, President	\$ 176,073	\$ -	\$ 8,994	\$ 16,862	\$ 9,237	\$ 211,166	\$ 227,068	\$ 205,320
Salvador Ferreras, VP, Education & Student Services	\$ 146,841	\$ -	\$ 9,998	\$ 13,927	\$ 28,636	\$ 199,402	\$ 168,568	\$ -
William Radford, VP, Community & Advancement	\$ 156,965	\$ -	\$ 9,955	\$ 14,991	\$ 14,556	\$ 196,468	\$ 112,891	\$ -
Linda Sanderson, Exec Director, Human Resources	\$ 144,042	\$ -	\$ 10,554	\$ 13,687	\$ 9,096	\$ 177,378	\$ 42,876	\$ -
Irene Young, VP, Finance & Administration	\$ 87,538	\$ -	\$ 8,156	\$ 7,641	\$ 6,104	\$ 109,439	\$ -	\$ -
Catherine Clement, Exec Director, Marketing, Comm & Alumni	\$ 24,773	\$ -	\$ 2,471	\$ 1,991	\$ 2,542	\$ 31,777	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Summary Other Compensation Table at FISCAL, 2013

Name and Position(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Kathy Kinloch, President	\$ 9,237	\$ -	\$ 9,237	\$ -	\$ -	\$ -	\$ -
Salvador Ferreras, VP, Education & Student Services	\$ 28,636	\$ -	\$ 16,611	\$ -	\$ -	\$ -	\$ 12,025
William Radford, VP, Community & Advancement	\$ 14,556	\$ -	\$ 14,556	\$ -	\$ -	\$ -	\$ -
Linda Sanderson, Exec Director, Human Resources	\$ 9,096	\$ -	\$ 9,096	\$ -	\$ -	\$ -	\$ -
Irene Young, VP, Finance & Administration	\$ 6,104	\$ -	\$ 6,104	\$ -	\$ -	\$ -	\$ -
Catherine Clement, Exec Director, Marketing, Comm & Alumni	\$ 2,542	\$ -	\$ 2,542	\$ -	\$ -	\$ -	\$ -

Notes:

(g) 'Other' represents unused vacation.

(k) 'Other' represents unused long services awards.

Irene Young started September 10, 2012.

Catherine Clement started January 28, 2013.

Peter Legg ended employment July 7, 2011.

Helen Allen ended employment July 21, 2011.

Rob Henderson ended employment February 2, 2012.