
VCC EXECUTIVE COMPENSATION REPORT
Fiscal Year 2008 - 2009

Statement of Compensation Philosophy, Practice and Process

VCC 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, VCC recognizes the need to relate all incremental compensation to the institution's service and performance plans, and the CEO sets in consultation with the NEO a set of objectives that are evaluated before such compensation is paid.

VCC 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, incremental compensation, pension and other benefits, and perquisites. The total compensation package is designed to allow the organization to attract, retain and motivate qualified individuals.

Incremental compensation refers to compensation that depends on achieving specific performance goals within a specified period. Payments made are re-earnable and are not rolled into the base salary in future years. Each NEO 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 incremental compensation earned. The NEOs are eligible for a maximum incremental compensation of 10% of base salary. The CEO reviews the NEOs' objectives and determines the amount of incremental compensation the NEOs are eligible for in a given year up to the maximum agreed percentage.

PSEA Executive Compensation Reporting
For Fiscal Year 2008 - 2009
Summary Compensation Table - Vancouver Community College

Name and Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	Other Compensation (\$)	Total 2008-09 Compensation (\$)	Prior Year 2007-08 Total Compensation
Dale Dorn President	180,000		36,000	19,151	18,779	253,931	248,722
Peter Legg Vice President Finance & Administration	153,022		14,996	14,864	9,264	192,145	179,334
Sandra Bailey Interim VP Education (Note 1)	119,164		8,384	10,524	9,531	147,602	N/A
Rob Henderson Interim VP Human Resources and Student Affairs (Note 2)	128,670		12,616	12,369	10,451	164,105	N/A
Deanna Rexe Interim VP Strategy and Enrollment (Note 3)	122,872		12,047	11,498	11,408	157,825	N/A
Linda Martin VP Advancement and Education Services (Note 4)	52,034		4,887		115,090	172,011	194,652
Alan Davis VP Education (Note 5)	52,034		4,887	6,516	6,563	70,000	200,499
Note 1	For the period August 2008 to March 2009 Interim VP Education. For the period April 2008 to July 2008 Dean of Center for Design and Center for Transportation Trades with earnings of \$40,187.						
Note 2	For the period August 2008 to March 2009 Interim VP Human Resources and Student Affairs. For the period April 2008 to July 2008 Associate VP Human Resources with earnings of \$57,567.						
Note 3	For the period August 2008 to March 2009 Interim VP Strategy and Enrollment. For the period April 2008 to July 2008 Associate VP of Planning and Strategy with earnings of \$46,095.						
Note 4	For the period April 2008 to July 2008 includes Voluntary Departure Incentive.						
Note 5	For the period April 2008 to July 2008.						