

July 21, 2010

Ritu Vinluan
Manager, Compensation & Human Resources Planning
Post Secondary Employers' Association
Suite 422, 1333 West Broadway
Vancouver, BC V6H 4C1

Dear Ritu:

Thank you for your comments around the inclusion of relocation expenses on the PSEC Executive Compensation Disclosure Statement. I provided your comments and those of Kindree Draper at PSEC to our Board Chair, Don Fairbairn. After discussions with Don Fairbairn, he has asked that we amend our report to include the \$50,000 relocation expense under Column F (Other Compensation).

As such, attached is our amended 2009-10 Executive Compensation Disclosure Statement for forwarding to PSEC. As expenses of this nature are rare, I trust this will not create reporting inconsistencies in our sector in the future.

Sincerely,



Peter Legg, Vice President
Finance & Administration

c: Don Fairbairn, Chair, VCC Board of Governors
Kathy Kinloch, President
Rob Henderson, Interim VP, Human Resources & Student Affairs



**VANCOUVER COMMUNITY COLLEGE
EXECUTIVE COMPENSATION DISCLOSURE STATEMENT FOR 2009/2010
MAY 2010**

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 2009/2010.

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.

A handwritten signature in black ink, which appears to read "Don Fairbairn". The signature is written in a cursive, flowing style.

Don Fairbairn
VCC Board Chair

Attached: Appendix A – Compensation Summary Table

Vancouver Community College

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2009-10)

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 Position Title - CEO (Note 1)	Dale Dorn President outgoing	\$ 75,172	\$ -	\$ 51,000	\$ 11,765	\$ 114,763	\$ 252,700	2007-08	\$ 248,722
								2008-09	\$ 253,931
Name Position Title - CEO (Note 2)	Peter Legg Interim President Incoming	\$ 175,060	\$ -	\$ 14,996	\$ 17,328	\$ 19,072	\$ 226,456	2007-08	\$ 192,145
								2008-09	\$ 179,334
Name Position Title - NEO 1 (Note 3)	Lyndon Scott Interim VP Finance & Administration Incoming	\$ 108,341	\$ -	\$ -	\$ 8,463	\$ 10,367	\$ 127,170	2007-08	\$ -
								2008-09	\$ -
Name Position Title - NEO 2 (Note 4)	Helen Allen VP Education Incoming	\$ 80,294	\$ -	\$ -	\$ 6,836	\$ 57,563	\$ 144,693	2007-08	\$ -
								2008-09	\$ -
Name Position Title - NEO 2 (Note 5)	Sandra Bailey Interim VP Education Outgoing	\$ 122,908	\$ -	\$ 8,384	\$ 11,943	\$ 8,947	\$ 152,181	2007-08	\$ 113,181
								2008-09	\$ 147,602
Name Position Title - NEO 3	Rob Henderson Interim VP Human Resources and Student Affairs	\$ 141,748	\$ -	\$ 12,616	\$ 14,037	\$ 10,665	\$ 179,066	2007-08	\$ 144,583
								2008-09	\$ 164,105
Name Position Title - NEO 4	Deanna Rexe Interim VP Strategy and Enrollment	\$ 135,360	\$ -	\$ 12,047	\$ 13,389	\$ 10,607	\$ 171,403	2007-08	\$ 142,858
								2008-09	\$ 157,825

Note 1 Retired August 2009. Received lump sum payment of \$108,000 for one year consulting.

Note 2 For the period May 2009 to March 2010 Interim President with earnings of \$161,174.
For the month of April 2009 VP of Finance & Administration with earnings of \$13,885.

Note 3 Contract person replacing VP Finance and Administration who is acting as Interim President
For the period May 2009 to March 2010.

Note 4 For the period September 2009 to March 2010. All Other Compensation Column includes Moving allowance \$50,000.

Note 5 For the period April 2009 to September 2009 Interim VP Education with earning of \$65,205.
For the period October 2009 to March 2010 Dean, School of Transportation Trades with earnings of 57,703.