



April 24, 2015

Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas Street
Victoria, BC
V8W 2B7

Attention: Christina Zacharuk, Interim President & CEO of PSEC Secretariat

Dear: Ms. Zacharuk:

**RE: EXECUTIVE COMPENSATION DISCLOSURE STATEMENT FOR 2014/15 – APRIL 24, 2015
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 2014/15.

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 Page 1

DISCLOSURE OF EXECUTIVE COMPENSATION STATEMENT

This is to advise that the Board is aware of the executive compensation paid in fiscal 2014/15 and that the compensation provided was within approved compensation plans.



Eugene Hodgson

Chair, Vancouver Community College Board of Governors

28 April, 2015

