



June 5, 2023

John Davison  
CEO & President  
Public Sector Employers' Council Secretariat

For the 2022/23 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, appearing to read "Joey Hartman".

Joey Hartman  
Chair, Board of Governors  
Vancouver Community College

Enc.

cc: VCC Board of Governors  
Kate Dickerson, Vice President, People Services

Broadway campus  
1155 East Broadway  
Vancouver, B.C. V5T 4V5

Downtown campus  
250 West Pender Street  
Vancouver, B.C. V6B 1S9

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[vcc.ca](http://vcc.ca)

**TOTAL COMPENSATION PHILOSOPHY  
VANCOUVER COMMUNITY COLLEGE  
EFFECTIVE JANUARY 1 2016**

**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

TOTAL COMPENSATION PHILOSOPHY  
VANCOUVER COMMUNITY COLLEGE  
EFFECTIVE JANUARY 1 2016

COMPARATOR GROUPS

Our comparator group includes organizations where we can attract qualified employees with a salary range of \$25,200 to \$55,100 (\$41,150).



# EXECUTIVE COMPENSATION DISCLOSURE

Vancouver Community College

Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Total Compensation	
							2021/2022	2020/2021
Ajay Patel, President	\$ 244,265	-	\$ 20,218	\$ 24,746	\$ 14,642	\$ 303,871	\$ 294,884	\$ 273,791
Kate Dickerson, Vice President, People Services	\$ 183,771	-	\$ 15,561	\$ 18,903	-	\$ 218,235	\$ 190,058	
Ian Humphreys, Vice President Administration and	\$ 212,581	-	\$ 13,317	-	-	\$ 225,898	\$ 217,495	\$ 222,303
Jane Shin, Vice President, Students and Community	\$ 215,263	-	\$ 18,668	\$ 22,142	-	\$ 256,073	\$ 230,352	\$ 200,355
David Jonathan Peters Wells, Vice President, Academic	\$ 209,325	-	\$ 20,790	\$ 21,490	-	\$ 251,605	\$ 233,322	\$ 228,956



Name and Position	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Other
Ajay Patel, President		-			

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Ajay Patel, President	<b>General Note:</b> Individual received 5% performance based increase effective January 1, 2023, with 1% retro to November 1, 2022.
Kate Dickerson, Vice President, People Services	<b>General Note:</b> A performance-based salary increase of 4.5% was provided for the 2021/22 performance year in 2022. Individual took on additional duties from November 3, 2022 - February 3, 2023 and was paid an additional 10%.
Ian Humphreys, Vice President Administration and International Development	<b>General Note:</b> A performance-based salary increase of 5% was provided for the 2021/22 performance year in 2022.
Jane Shin, Vice President, Students and Community Development	<b>General Note:</b> A performance-based salary increase of 4% was provided for the 2021/22 performance year in 2022.
David Jonathan Peters Wells, Vice President, Academic	<b>General Note:</b> A performance-based salary increase of 10% was provided for the 2021/22 performance year in 2022.