



Broadway campus

Downtown campus



**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  
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COMPARATOR GROUPS

Our comparator group includes organizations where we can attract qualified employees with a 2015 salary of \$50,000 to \$100,000.



# EXECUTIVE COMPENSATION DISCLOSURE

Vancouver Community College

Summary Compensation Table at 2023

| Name and Position                                     | Salary     | Holdback/Bonus/<br>Incentive Plan<br>Compensation | Benefits  | Pension   | All Other<br>Compensation<br>(expanded<br>below) | 2022/2023<br>Total<br>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 /<br>Transportation<br>Allowance | Other |
|-----------------------|-----------|-----------------|------------|--|-------|
| Ajay Patel, President |           | -               |            |  |       |

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

|  |   |
|--|---|
| Ajay Patel, President  | <b>General Note:</b><br>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><br>A performance-based salary increase of 4.5% was provided for the 2021/22 performance year in 2022.<br>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><br>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><br>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><br>A performance-based salary increase of 10% was provided for the 2021/22 performance year in 2022.   |