

## Report to Corporate Services Committee

**To:** Chair and Members  
Corporate Services Committee

**From:** Anna Lisa Barbon, Deputy City Manager, Finance Supports

**Subject:** Public Sector Salary Disclosure Act Report for Calendar Year 2023

**Date:** March 4, 2024

## Recommendation

That, on the recommendation of the Deputy City Manager, Finance Supports, the following report **BE RECEIVED** for information purposes.

## Analysis

### 1.0 Background Information

#### 1.1 Previous Reports Related to this Matter

Public Sector Salary Disclosure Act Report for Calendar Year 2022, March 6, 2023 meeting of Corporate Services Committee, Item #2.1

Public Sector Salary Disclosure Act Report for Calendar Year 2021, February 28, 2022 meeting of Corporate Services Committee, Item #2.2

Public Sector Salary Disclosure Act Report for Calendar Year 2020, March 1, 2021 meeting of Corporate Services Committee, Item #2.4

Public Sector Salary Disclosure Act Report for Calendar Year 2019, March 9, 2020, meeting of Corporate Services Committee, Item #2.1

Public Sector Salary Disclosure Act Report for Calendar Year 2018, March 19, 2019, meeting of Corporate Services Committee, Item #2.9

### 2.0 Discussion and Considerations

The *Public Sector Salary Disclosure Act, 1996* (PSSDA) was enacted to assure the public disclosure of salary and benefits paid in respect to employment in the public sector. The PSSDA requires organizations in receipt of substantial Provincial funding to disclose the amount of salary and benefits paid to individuals to whom the employer paid at least \$100,000 as salary. This reporting amount has remained at this level since instituted in 1996.

The filing with the Province discloses amounts paid to employees as salary and as taxable benefits who earned more than \$100,000 in 2023. An employee's "salary" includes such amounts as salary paid in the calendar year and, if applicable, amounts paid for acting pay, overtime, retroactive payments, settlements or vacation. An employee's "taxable benefits" includes amounts for items such as life insurance, parking, and vehicle allowances. The salary disclosure filing with the Province for Agencies, Boards & Commissions will be submitted to the Province of Ontario by March 7, 2024.

This summary Report, related to the filing with the Province, refers only to City Service Areas, and the RBC Place London (previously known as London Convention Centre).

As it relates to these groups the filing with the Province includes:

- 316 employees who are members of the London Professional Fire Fighters Association (LPFFA);
- 324 Management / non-union employees;
- 14 employees who are members of London Civic Employees Local Union No. 107
- 5 employees who are members of Service Employees International Union Local 1 Canada Registered Nurses;
- 7 employees who are members of the Canadian Union of Public Employees Local Union No. 101;
- 5 employees from the RBC Place (London Convention Centre); and,
- 1 employee who is a member of Unifor Local 302.

The salaries listed in the filing with the Province reflect 2023 salaries for all employee groups.

The Agencies, Boards & Commissions not reflected above, report out through their respective governance structure.

## Conclusion

In accordance with the *Public Sector Salary Disclosure Act, 1996*, for those who earned more than \$100,000 in 2023, Civic Administration is required to file with the Province of Ontario the amount of salary and taxable benefits paid in 2023 by individual. This is a requirement by the Province as the City receives public funding from the Province of Ontario.

**Prepared by:** Julie Kovacs, CPA, CGA, Manager, Employee Systems

**Submitted by:** Ian Collins, CPA, CMA, Director, Financial Services

**Recommended by:** Anna Lisa Barbon, CPA, CGA, Deputy City Manager, Finance Supports