

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 25, 2014
FROM:	MARTIN HAYWARD MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER
SUBJECT:	PUBLIC SECTOR SALARY DISCLOSURE ACT REPORT FOR CALENDAR YEAR 2013

RECOMMENDATION

That, on the recommendation of the Managing Director, Corporate Services and City Treasurer, Chief Financial Officer, the following report **BE RECEIVED** for information.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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None.

BACKGROUND

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 employees 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 2013. 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, vehicle allowance.

This report, related to the filing with the Province, outlines only those employees from City Service Areas, Tourism London and the London Convention Centre. Employees of other Agencies, Boards and Commissions, including London Police Department, London Transit Commission and London Public Library Board, will be reported through public meetings held by the individual Agencies, Boards and Commissions. The salary disclosure for these organizations will be forwarded as part of the overall City of London submission to the Ontario Ministry of Finance by the deadline to be published on March 31st.

The filing with the Province will include:

- 239 employees who are members of the London Professional Fire Fighters Association ("LPFFA");
- 107 management employees;
- 8 employees who are member of CUPE Local 107
- 1 employee from Tourism London; and
- 1 employee from the London Convention Centre.

The salaries listed in the filing with the Province reflect 2013 salaries for all employee groups, however, the salaries for employees who are members of the LPFFA reflect an interim salary increase awarded in the ongoing interest arbitration. The LPFFA is still requesting further salary increases for 2011, 2012 and 2013 and therefore, the amounts reflected in the filing with the Province may not reflect "final" 2013 salaries for this employee group. The filing with the Province also includes 8 employees who are members of CUPE Local 107. With the exception of one employee in this group, these employees received retroactive lump sum payments in 2013 as a result of an arbitration award or job evaluation adjustment.

Acknowledgements

This report was prepared with the assistance of Payroll, Human Resources and Corporate Communications.

PREPARED BY:	RECOMMENDED BY:
MIKE TURNER DEPUTY CITY TREASURER	MARTIN HAYWARD MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER