

<b>TO:</b>	<b>CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE  MEETING ON MARCH 24, 2015</b>
<b>FROM:</b>	<b>VERONICA MCALEA MAJOR MANAGING DIRECTOR, CORPORATE SERVICES AND CHIEF HUMAN RESOURCES OFFICER</b>
<b>SUBJECT:</b>	<b>PUBLIC SECTOR SALARY DISCLOSURE ACT REPORT FOR CALENDAR YEAR 2014</b>

<b>RECOMMENDATION</b>
-----------------------

That, on the recommendation of the Managing Director, Corporate Services and Chief Human Resources Officer, the following Report **BE RECEIVED** for information.

<b>PREVIOUS REPORTS PERTINENT TO THIS MATTER</b>
--

Report to Corporate Services Committee for its meeting held on March 25, 2014.

<b>BACKGROUND</b>
-------------------

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 2014. 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 was forwarded to the Ontario Ministry of Finance on March 3, 2015.

This summary Report, related to the filing with the Province, refers only to City Service Areas, Tourism London and the London Convention Centre. As it relates to these groups the filing with the Province includes:

- 269 employees who are members of the London Professional Fire Fighters Association ("LPFFA");
- 129 management employees;
- 5 employees who are members of London Civic Employees Local Union No. 107
- 3 employees who are members of Service Employees International Union Local 1 Canada
- 1 employee from Tourism London; and
- 1 employee from the London Convention Centre.

The salaries listed in the filing with the Province reflect 2014 salaries for all employee groups, however, the salaries for employees who are members of the LPFFA reflect an interim salary increase awarded for 2014 as part of the ongoing interest arbitration. The LPFFA is still requesting further salary increases 2014 and, therefore, the amounts reflected in the filing with the Province may not reflect "final" 2014 salaries for employees of this employee group.

**Acknowledgements**

This Report was prepared with the assistance of Finance and Corporate Services.

<b>PREPARED BY:</b>	<b>RECOMMENDED BY:</b>
<b>JULIE KOVACS MANAGER, EMPLOYEE SYSTEMS</b>	<b>VERONICA MCALEA MAJOR MANAGING DIRECTOR, CORPORATE SERVICES AND CHIEF HUMAN RESOURCES OFFICER</b>