

<b>TO:</b>	<b>CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE  MEETING ON MARCH 28, 2017</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 2016</b>

<b>RECOMMENDATION</b>
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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>
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March 20, 2016 Report to Corporate Services Committee

<b>BACKGROUND</b>
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The Public Sector Salary Disclosure Act, 1996 (PSSDA) was enacted to provide for 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 earning at least \$100,000 as salary.

The filing with the Province discloses amounts paid to employees as salary and as taxable benefits who earned more than \$100,000 in 2016. 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, promotions, 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 was forwarded to the Ontario Ministry of Finance on March 7, 2017.

This summary Report, related to the filing with the Province, refers only to employees working in the Corporation's Service Areas. As it relates to these groups the filing with the Province included:

- 256 employees who are members of the London Professional Fire Fighters Association ("LPFFA") (this number has increased by 5 since 2015 filing);
- 127 Management employees (this number has decreased by 14 since 2015 filing);
- 5 employees who are members of Service Employees International Union Local 1 Canada (this number has increased by 4 since 2015 filing);
- 2 employees who are members of London Civic Employees Local Union No. 107 (this number has decreased by 2 since 2015 filing).

The salaries listed in the filing with the Province reflect 2016 salaries for all employee groups noted therein, except for, two employee groups the LPFFA and management employees.

The LPFFA is currently at interest arbitration with the Corporation and the salaries for these employees for 2011 through 2014 are based upon interim salary increases and/or one time lump sum payments

awarded for those years. The LPFFA is seeking further salary increases for each of those years. The interest arbitration does not cover 2015 or 2016, accordingly the amounts reflected in the filing with the Province may not reflect "final" 2016 salaries for employees of this employee group as retroactive adjustments may be required.

Processing of 2016 salary increases for management employees was completed in 2017 and, therefore, is not reflected in 2016 salary disclosure.

### **Acknowledgements**

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

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