

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 20, 2018
FROM:	WILLIAM COXHEAD MANAGING DIRECTOR, CORPORATE SERVICES AND CHIEF HUMAN RESOURCES OFFICER
SUBJECT:	PUBLIC SECTOR SALARY DISCLOSURE ACT REPORT FOR CALENDAR YEAR 2017

RECOMMENDATION

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

PREVIOUS REPORTS PERTINENT TO THIS MATTER

Report to Corporate Services Committee for its meeting held on March 28, 2017.

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 2017. 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 submitted to the Ontario Ministry of Finance on March 6, 2018.

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:

- 347 employees who are members of the London Professional Fire Fighters Association ("LPFFA");
- 180 Management employees;
- 5 employees who are members of London Civic Employees Local Union No. 107
- 4 employees who are a member of Service Employees International Union Local 1 Canada
- 1 employee who is a members of CUPE Local 101
- 1 employee from Tourism London; and
- 1 employee from the London Convention Centre.

The salaries listed in the filing with the Province reflect 2017 salaries for all employee groups.

The LPFFA interest arbitration completed in 2017 and this report reflects updated salaries and retroactive payments for this group. The 2011 to 2016 salaries of LPFFA employees were previously understated.

The management employee's data reflects two (2) years (2016/2017) of salary adjustments being processed in a single year (2017). This has increased the number of management employees over the threshold in 2017.

Acknowledgements

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

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