

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 9, 2020
FROM:	ANNA LISA BARBON MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER
SUBJECT:	PUBLIC SECTOR SALARY DISCLOSURE ACT REPORT FOR CALENDAR YEAR 2019 UPDATED

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

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

Public Sector Salary Disclosure Act Report for Calendar Year 2017, March 20, 2018, meeting of Corporate Services Committee, Item #2.7

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 2019. 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, 2020. Note, as staff were filing with the Ministry, through reconciliation processes, it was identified that numbers identified earlier were understated.

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:

- 323 employees who are members of the London Professional Fire Fighters Association;
- 204 Management employees;
- 6 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; and,
- 5 employees from RBC Place (previously known as London Convention Centre).

The salaries listed in the filing with the Province reflect 2019 salaries for all employee groups. The Agencies, Boards & Commissions not reflected above, report out through their respective governance structure.

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