

<b>TO:</b>	<b>CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 19, 2013</b>
<b>FROM:</b>	<b>MARTIN HAYWARD CITY TREASURER, CHIEF FINANCIAL OFFICER</b>
<b>SUBJECT:</b>	<b>PUBLIC SECTOR SALARY DISCLOSURE ACT REPORT FOR CALENDAR YEAR 2012</b>

<b>RECOMMENDATION</b>
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That, on the recommendation of the City Treasurer, Chief Financial Officer the following report **BE RECEIVED** for information.

<b>PREVIOUS REPORTS PERTINENT TO THIS MATTER</b>
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None.

<b>BACKGROUND</b>
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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 2012. 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.

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 31<sup>st</sup>.

The filing with the Province will include:

- 105 employees who are members of the London Professional Fire Fighters Association;
- 87 management employees;
- 1 employee from Tourism London; and
- 1 employee from the London Convention Centre.

The 2012 salaries, listed on the filing with the Province, reflect salary increases received by all employee groups with the exception of the London Professional Firefighters Association employees whose members' 2011 and 2012 salary increase requests remain outstanding pending the completion of the current interest arbitration.

**Acknowledgements**

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

<b>PREPARED BY:</b>	<b>RECOMMENDED BY:</b>
<b>MIKE TURNER DEPUTY CITY TREASURER</b>	<b>MARTIN HAYWARD CITY TREASURER, CHIEF FINANCIAL OFFICER</b>