

Report to Corporate Services Committee

To: Chair and Members
Corporate Services Committee

From: Anna Lisa Barbon, Managing Director, Corporate Services
and City Treasurer, Chief Financial Officer

Subject: Public Sector Salary Disclosure Act Report for Calendar
Year 2020

Date: March 1, 2021

Recommendation

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

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

Public Sector Salary Disclosure Act Report for Calendar Year 2019, March 9, 2020, meeting of Corporate Services Committee, Item #2.1

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

2.0 Discussion and Considerations

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 individuals 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 2020. 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 will be submitted to the Province of Ontario by March 5, 2021.

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:

- 338 employees who are members of the London Professional Fire Fighters Association (LPFFA);
- 243 Management employees;
- 6 employees who are members of Service Employees International Union Local 1 Canada Registered Nurses;

- 4 employees who are members of London Civic Employees Local Union No. 107
- 2 employees from the RBC Place (London Convention Centre); and,
- 1 employee who was a member of the Canadian Union of Public Employees Local Union No. 101.

The salaries listed in the filing with the Province reflect 2020 salaries for all employee groups.

Some employee groups that are paid bi-weekly received 27 pays in 2020 instead of the usual 26 pays due to leap year. This change contributed to the increase in numbers reported for 2020.

The Agencies, Boards & Commissions not reflected above, report out through their respective governance structure.

Conclusion

In accordance with the *Public Sector Salary Disclosure Act, 1996*, for those who earned more than \$100,000 in 2020, Civic Administration is required to file with the Province of Ontario the amount of salary and taxable benefits paid in 2020 by individual. This is a requirement by the Province as the City receives public funding from the Province of Ontario.

Prepared by: Julie Kovacs, CPA, CGA, Manager, Employee Systems

Submitted by: Ian Collins, CPA, CMA, Director, Financial Services

Recommended by: Anna Lisa Barbon, CPA, CGA, Managing Director,
Corporate Services and City Treasurer, Chief Financial Officer