

# **INFORMATION ITEMS**

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**Week Ending March 8, 2013**

## **REPORTS**

1. Public Sector Salary Disclosure - 2012

## **CORRESPONDENCE**

1. None

## **ITEMS AVAILABLE IN THE CLERK'S OFFICE**

1. Grand River Conservation Authority – General Membership Meeting Minutes – January 25, 2013
2. County of Wellington – Social Services Committee Meeting Minutes - February 13, 2013

# INFORMATION REPORT



TO City Council

SERVICE AREA Corporate and Human Resources

DATE March 8, 2013

**SUBJECT Public Sector Salary Disclosure - 2012**

REPORT NUMBER CHR-2013-13

## EXECUTIVE SUMMARY

### SUMMARY OF REPORT

This report provides information with respect to the Public Sector Salary Disclosure Act and reporting requirements for all organizations, including municipalities that receive public funding of a least one (1) million or ten (10) percent of their gross revenues from the Province.

### KEY FINDINGS

For the City of Guelph, of the 2172 of current full and part-time employees, there were 109 employees in 2012 who earned in excess of \$100,000, an increase of 16 from 2011. Of the 16, 8 were from the CUPE 241 as a result of payouts from collective bargaining in 2012. The other 8 were from the Non-Union & Management (NUME) employee group mostly due to adjustments required as a result of job evaluation adjustments required under the *Pay Equity Act*. These numbers include all City of Guelph employees and Library employees. Guelph Police Services report separately to the Province.

### FINANCIAL IMPLICATIONS

N/A

## BACKGROUND

Not later than the 5<sup>th</sup> business day in March (March 7, 2013), municipalities and other agencies are required to make public, a written record of salary and benefits paid in the previous year in respect of employees who were paid at least \$100,000 as salary. In addition, the City has submitted the 2012 information through the Clerk's Office to the Province of Ontario as prescribed by the legislation.

Public Sector Salaries will be published on the Provincial website on or within the first two weeks of April 2013. As required by the Act, the record is also available locally for public inspection by March 31<sup>st</sup> each year.

# INFORMATION REPORT



## REPORT

Since 1996, the Province of Ontario under its "Public Sector Salary Disclosure Act" (PSSDA) has required all organizations that receive public funding of at least one (1) million dollars or ten (10) percent of their gross revenues from the Province, to disclose annually the names, positions, salaries and taxable benefits of all employees paid \$100,000 or more in a year.

This would include the following organizations meeting this criterion:

- Ontario Public Service;
- Legislative Assembly;
- Provincial Crown Corporations;
- Municipalities;
- School Boards;
- Colleges & Universities;
- Hospitals.

### The purpose of the PSSDA

The purpose of the Act is to improve accountability and transparency in government by providing taxpayers the opportunities to compare performance of an organization with the compensation paid to the persons accountable to running it and how tax dollars are being spent. According to the Provinces web-site, reflecting the intent of the Act, states **"People paid \$100,000 or more a year are usually the senior employees in an organization."**

All participating organizations must report annually salary paid **plus** additional compensation such as overtime, premium pays, and retroactive adjustments for qualifying employees. This means that amounts reported to the Province can be more than an employee's 'base' salary.

Also reported are taxable benefits, which includes items such a life insurance, and for eligible employees items such as car allowance, tool allowance, personal use of City vehicles (i.e. for those employees who are required to use a City vehicle and be on call/standby).

## CORPORATE STRATEGIC PLAN

N/A

## DEPARTMENTAL CONSULTATION

N/A

## COMMUNICATIONS

N/A

# INFORMATION REPORT

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