

2011 PUBLIC SECTOR SALARY DISCLOSURE**Recommendation**

The Commissioner of Legal & Administrative Services & City Solicitor and the Director of Human Resources recommend that this report be received.

Contribution to Sustainability

Not applicable

Economic Impact

There is no economic impact.

Communications Plan

None is necessary at this time.

Purpose

The purpose of this report is to provide Members of Council with information about the non-union management pay policy and the resulting impact on the Public Sector Salary Disclosure.

Background - Analysis and Options

At the Special Council meeting of April 5, 2011, Council directed staff to

“provide a report on the growth of the number of employees on the so-called “Sunshine List” over the last six years with due regard given to factors contributing to such growth, including but not limited to such things as the results of collective bargaining, contractual obligations, current compensation rates for similar positions in the GTA, etc.”

In 1996, the provincial government enacted the Public Sector Salary Disclosure Act. The purpose of the Act was to assure the public disclosure of the salary and benefits paid in respect of employment in the public sector to employees who are paid a salary of \$100,000 or more in a year. This rate was put in place 15 years ago and has not been indexed or adjusted in any way since then. According to an article in the Toronto Star on April 1, 2010 taking into account inflation, the \$100,000 in 2010 dollars is approximately \$132,000. The jobs in the City that have a salary range in excess of \$132,000 include Directors, Commissioners and the City Manager.

In 2002, Council approved a pay policy for non-union administrative staff which provided for pay rates to be set at the 50th percentile according to our comparator municipalities of Markham, Richmond Hill, Oakville, Brampton, Mississauga and Region of York.

In accordance with this pay policy staff are required to conduct annual salary surveys with our comparator municipalities. These salary surveys have been conducted on an annual basis and adjustments are made in accordance with the results of the surveys. In addition, when a non-union administrative job is reviewed through the job evaluation program, a market value survey is conducted to ensure that both internal and external equity are maintained in accordance with the 50th percentile pay policy.

In comparing the general percentage increases provided to management staff over the period 2005 to 2010, management staff received the same increases as those negotiated with the CUPE bargaining units.

Staff have reviewed the public sector salary disclosure list and the following reflects the number of staff on the list in each of the years for the City of Vaughan and its comparators in accordance with the pay policy.

Year	Vaughan	Markham	Richmond Hill	York Region	Mississauga	Brampton	Oakville
2005	34	48	32	149	77	41	25
2006	48	40	45	222	81	67	25
2007	46	69	83	275	153	90	63
2008	63	69	83	276	154	90	63
2009	80	157	78	478	324	145	118
2010	85 ⁽¹⁾	116	72	686	387	246	121

- (1) The list has a total of 173 names on it, however, there are 88 employees who are firefighters who received retroactive pay adjustments as a result of an arbitration award delivered in October 2010 for the period of 2007 through 2010 inclusive. When these firefighters are removed, the list would have a total of 85 employees.

As you can see from the chart above, the City of Vaughan in 2010 is lower than all of the other municipalities except for Richmond Hill and for the most part has been consistently lower than the other municipalities.

Over the course of the past six years, there are a number of reasons for the increased numbers of employees being disclosed. The City has and continues to grow quickly and as a result, the work is more complex resulting in the addition of complement, staff now making in excess of \$100,000 and various retroactive increases over the years. Excluding those who made the list due only to retroactive pay increases, there would be 85 on the list in 2010. According to the Toronto Star, had the disclosure been adjusted for inflation, the 1996 value of \$100,000 would be equivalent to \$132,000 in 2010. In the City of Vaughan's case adjusting for inflation there would be 40 employees on the list.

Relationship to Vaughan Vision 2020/Strategic Plan

This report is consistent with the priorities previously set by Council. This report is consistent with the Vaughan Vision goal of valuing and encouraging a highly motivated workforce, and attracting, retaining and promoting skilled staff.

Regional Implications

There are no regional implications to this report.

Conclusion

While there are increases to the number of employees who are earning in excess of \$100,000 each year, these increases are attributable to general wage increases, additions to the complement and the fact that the \$100,000 limit has not been adjusted since its inception in 1996. Had the \$100,000 been adjusted with inflation, the resulting \$132,000 would result in employees in Director positions and above being identified on the Public Sector Salary Disclosure List.

Attachments

None

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Respectfully submitted,

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