

## 2019 Public Accounts

### ISSUE

This report provides City Council and the public with information regarding remuneration to civic employees and elected officials, as well as various other payments made by the City of Saskatoon (City).

### BACKGROUND

The Public Accounts document (Appendix 1) is legislated by *The Cities Act* to be generated each year by municipalities. The document lists, among other things, remuneration over \$50,000 to civic employees, including employees of its controlled corporations (Remai Modern, TCU Place, and SaskTel Centre) and statutory boards (Saskatoon Police Service and Saskatoon Public Library), and the Business Improvement Districts, as well as remuneration for elected officials.

### CURRENT STATUS

This report has been completed in accordance with *The Cities Act*.

### DISCUSSION/ANALYSIS

#### Employee Remuneration Summary

The City offers wages and salaries that support the organization's strategic plan, attract and motivate employees, and retain well-qualified personnel in the pursuit and achievement of corporate objectives.

The City's first priority is to ensure internal fairness and equity. It is not intended that the City will be a market leader, but a competitive employer that tracks the fiftieth percentile of the relevant labour market (i.e., local, regional and national basis as appropriate).

In 2019, a total of \$329.8 million in salaries were paid to civic employees.

A historical analysis provided in the following table illustrates the changes in employee remuneration categories from 2016 to 2019 for civic employees, excluding Saskatoon Police Service (SPS) and Saskatoon Fire Department (SFD).

<b>Civic Employees (excluding SPS &amp; SFD)</b>				
<b>Remuneration Trending</b>				
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
More than \$200,000	6	6	6	7
\$175,000 - \$199,999	5	3	8	8
\$150,000 - \$174,999	15	13	15	14
\$125,000 - \$149,999	40	47	38	51
\$100,000 - \$124,999	190	189	193	205
<b>Total</b>	<b>256</b>	<b>258</b>	<b>260</b>	<b>285</b>

The similar analysis for SPS and SFD is shown below.

<b>Saskatoon Police Service</b>				
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
More than \$200,000	3	3	5	7
\$175,000 - \$199,999	10	10	10	9
\$150,000 - \$174,999	10	8	9	20
\$125,000 - \$149,999	75	95	132	162
\$100,000 - \$124,999	272	284	273	248
<b>Total</b>	<b>370</b>	<b>400</b>	<b>429</b>	<b>446</b>

<b>Saskatoon Fire Department</b>				
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
More than \$200,000	N/A	N/A	N/A	N/A
\$175,000 - \$199,999	N/A	1	1	1
\$150,000 - \$174,999	6	1	4	4
\$125,000 - \$149,999	48	57	50	64
\$100,000 - \$124,999	232	221	231	220
<b>Total</b>	<b>286</b>	<b>280</b>	<b>286</b>	<b>289</b>

A total of 1,020 employees earned over \$100,000 in 2019 which is an increase of 45 employees over 2018 (975 employees), of which SPS is the largest segment (44%). The following is the total distribution of the 1,020 employees who earned over \$100,000 in 2019:

- 44% - SPS
- 28% - SFD
- 25% - Other Civic Employees
- 3% - Controlled Corporations and Statutory Board

### Overtime

In 2019, a total of \$13.8 million was earned in overtime compared to \$13.2 million in 2018, of which 58 employees were paid overtime in excess of \$25,000. The majority of these employees work for Water and Waste Operations where overtime is typically required for emergent work.

The City uses overtime to increase organizational capacity, respond to changing service demand and manage temporary workload fluctuations. Utilizing overtime in these circumstances is typically more cost effective than adding new employees when the cost of hiring, training, and benefits is considered.

A wide range of factors, such as collective agreement provisions, hiring lags, seasonal variability, fluctuating demands, and unpredictable events, including winter storms, anticipated or unanticipated absences and extended sick leaves, impact the management of service delivery and staffing.

The ability to manage overtime is challenging, as real-time daily overtime costs are not easily or readily available to managers as the availability and accessibility of critical data is dependent on current technology. While payroll data is available, it has limited benefit to managing day-to-day overtime drivers. Current payroll data can only assist with identifying systemic overtime issues and longer-term workforce planning, but does not provide real-time information.

The Overtime Utilization Report (Appendix 2) provides further detail regarding overtime statistics and information. Note that the report only includes analysis of overtime falling under the responsibility of the City Manager, and excludes employees at the SPS, Saskatoon Public Library, SaskTel Centre, TCU Place and Remai Modern.

City of Regina Public Accounts Comparison

The City of Regina’s Public Accounts outlines a total of 845 employees who earned over \$100,000 in 2019. The comparison by category to the City of Saskatoon is shown below.

Remuneration over \$100,000	Regina	Saskatoon
Police	398	446
Fire	235	289
Light & Power Utility	N/A	42
Other Civic Staff	212	243

As seen above, it is important to note that the City of Regina does not operate a light and power utility.

The Public Accounts offer the following comparison on senior level positions for 2019:

Position	Regina*	Saskatoon	SGI**	SaskTel**	SaskEnergy**	SaskPower**
City Manager/ CEO	\$292,714	\$278,095	\$493,168	\$538,307	\$441,364	\$565,291
City Solicitor	\$251,576	\$183,218***	\$239,499	\$403,211	\$358,823	\$356,758
Chief of Police	\$265,692	\$244,833	N/A	N/A	N/A	N/A
Chief Financial Officer	\$256,640	\$282,280	\$362,828	\$349,747	\$332,718	\$335,435

\*City of Regina’s 2019 Public Accounts

\*\*Crown Corporation Executive Salaries: 2018-2019 Payee Disclosure Report

\*\*\*Current City Solicitor started part way through 2019

**COMMUNICATION PLAN**

The 2019 Public Accounts document will be available on the City’s website.

**OTHER IMPLICATIONS**

There are no privacy, legal, financial, social, or environmental implications identified.

**NEXT STEPS**

There is no follow-up required.

**APPENDICES**

1. 2019 Public Accounts
2. Overtime Utilization Report - 2019

**REPORT APPROVAL**

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