

2020 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), the Business Improvement Districts, and 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 2020, a total of \$343.6 million in salaries were paid to civic employees.

A historical analysis provided in the following table illustrates the changes in employee remuneration categories from 2017 to 2020 for civic employees, excluding Saskatoon Police Service (SPS) and Saskatoon Fire Department (SFD).

Civic Employees (excluding SPS & SFD)				
Remuneration Trending				
	2017	2018	2019	2020
More than \$200,000	6	6	7	10
\$175,000 - \$199,999	3	8	8	5
\$150,000 - \$174,999	13	15	14	28
\$125,000 - \$149,999	47	38	51	48
\$100,000 - \$124,999	189	193	205	215
Total	258	260	285	306

The similar analysis for SPS and SFD is shown below.

Saskatoon Police Service				
	2017	2018	2019	2020
More than \$200,000	3	5	7	7
\$175,000 - \$199,999	10	10	9	11
\$150,000 - \$174,999	8	9	20	46
\$125,000 - \$149,999	95	132	162	205
\$100,000 - \$124,999	284	273	248	197
Total	400	429	446	466

Saskatoon Fire Department				
	2017	2018	2019	2020
More than \$200,000	N/A	N/A	N/A	2
\$175,000 - \$199,999	1	1	1	1
\$150,000 - \$174,999	1	4	4	47
\$125,000 - \$149,999	57	50	64	190
\$100,000 - \$124,999	221	231	220	65
Total	280	286	289	305

A total of 1,077 employees earned over \$100,000 in 2020 which is an increase of 57 employees over 2019 (1,020 employees). The following is the total distribution of the 1,077 employees who earned over \$100,000 in 2020:

- 43% - SPS
- 28% - SFD
- 25% - Other Civic Employees
- 4% - Controlled Corporations and Statutory Board

Overtime

In 2020, a total of \$12.8 million was earned in overtime compared to \$13.8 million in 2019, of which 55 employees were paid overtime in excess of \$25,000. The majority of these employees work for Roadways and 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.

Even during a pandemic, maintaining existing service levels requires the need to meet peak service demands. In the case of hiring restrictions, there is the possibility of increased overtime in some instances where normal staffing levels may be reduced although managing workloads and schedules help mitigate some of this impact.

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

A comparison of the City of Regina’s Public Accounts for employees who earned over \$100,000 in 2020 is shown below, as well as a comparison by category to the City of Saskatoon.

Remuneration over \$100,000	Regina	Saskatoon
Police	396	466
Fire	247	305
Light & Power Utility	N/A	26
Other Civic Staff	220	280

The Public Accounts offer the following comparison on senior level positions for 2020:

Position	Regina*	Saskatoon	SGI**	SaskTel**	SaskEnergy**	SaskPower**
City Manager/ CEO	\$317,094	\$305,830	\$507,186	\$526,458	\$492,800	\$591,918
City Solicitor	\$227,169	\$223,856	\$246,684	\$383,139	\$377,495	\$375,227
Chief of Police	\$266,034	\$248,727	N/A	N/A	N/A	N/A
Chief Financial Officer	\$242,389	\$286,399	\$379,029	\$368,768	\$343,588	\$353,888

*City of Regina’s 2020 Public Accounts

**Crown Corporation Executive Salaries: 2019-2020 Payee Disclosure Report

COMMUNICATION PLAN

The 2020 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. City of Saskatoon Public Accounts 2020
2. Overtime Utilization Report - 2020

REPORT APPROVAL

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