

2022 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* and *The Cities Regulations* 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.

DISCUSSION/ANALYSIS

Employee Remuneration Summary

The City offers wages and benefits that help support: the organization's strategic plan; the attraction and motivation of employees; and retention of 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 2022, a total of \$379 million in wages and benefits were recorded to civic employees. A historical analysis provided in the following table illustrates the changes in employee remuneration categories from 2019 to 2022 for civic employees, excluding Saskatoon Police Service (SPS) and Saskatoon Fire Department (SFD).

Civic Employees (excluding SPS & SFD)				
Remuneration Trending				
	2019	2020	2021	2022
More than \$200,000	7	10	12	10
\$175,000 - \$199,999	8	5	4	9
\$150,000 - \$174,999	14	28	32	32
\$125,000 - \$149,999	51	48	81	80
\$100,000 - \$124,999	205	215	383	432
Total	285	306	512	563

The similar analysis for SPS and SFD is shown below.

Saskatoon Police Service				
	2019	2020	2021	2022
More than \$200,000	7	7	9	11
\$175,000 - \$199,999	9	11	11	15
\$150,000 - \$174,999	20	46	62	73
\$125,000 - \$149,999	162	205	223	237
\$100,000 - \$124,999	248	197	170	147
Total	446	466	475	483

Saskatoon Fire Department				
	2019	2020	2021	2022
More than \$200,000	N/A	2	1	1
\$175,000 - \$199,999	1	1	2	1
\$150,000 - \$174,999	4	47	15	23
\$125,000 - \$149,999	64	190	124	126
\$100,000 - \$124,999	220	65	140	126
Total	289	305	282	277

A total of 1,323 employees earned over \$100,000 in 2022 which is an increase of 4.3% or 54 employees over 2021 (1,269 employees).

The following is the total distribution of the 1,323 employees who earned over \$100,000 in 2022:

- 37% - SPS
- 21% - SFD
- 38% - Other Civic Employees
- 4% - Controlled Corporations and Statutory Board

Overtime

In 2022, a total of \$12.5 million was earned in overtime compared to \$10.6 million in 2021, (excluding controlled corporations and statutory boards) of which 104 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 emergency 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.

Public Accounts Comparison

The Public Accounts offer the following comparison on senior level positions for 2022:

Position	Saskatoon	Regina*	SGI**	SaskTel**	SaskEnergy**	SaskPower**
City Manager/ CEO	\$310,092	\$297,591	\$495,493	\$608,366	\$493,268	\$477,404
City Solicitor	\$245,968	\$228,325	\$306,334	\$431,010	\$378,175	\$398,470
Chief of Police	\$259,806	\$287,898	N/A	N/A	N/A	N/A
Chief Financial Officer (CFO)	\$234,000	\$243,631	\$373,893	\$412,594	\$375,994	\$404,619

*City of Regina's 2021 Public Accounts

**Crown Corporation Executive Salaries: 2021-2022 Payee Disclosure Report

The City of Regina 2022 figures were not available at the time of writing this report, therefore the 2021 figures were used as a comparison.

COMMUNICATIONS PLAN

The 2022 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. 2022 Public Accounts

REPORT APPROVAL

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