
2018 Public Accounts

Recommendation

That the report of the Chief Financial Officer dated May 27, 2019, be received as information.

Topic and Purpose

The purpose of this report is to present the City of Saskatoon's (City) 2018 Public Accounts.

Report Highlights

1. In 2018, a total of \$319.2 million in salaries were paid to civic employees.
2. In 2018, 975 employees earned over \$100,000, which is an increase of 7 employees from 2017.
3. There was \$13.2 million in paid overtime in 2018 compared to \$14.1 million in 2017.

Strategic Goal

The Public Accounts support the Strategic Goal of Asset and Financial Sustainability by demonstrating openness, accountability and transparency in the allocation of resources.

Background

The Public Accounts document (Attachment 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 Boards and Commissions and any organization created by the City (SaskTel Centre, TCU Place, Remai Modern Art Gallery of Saskatchewan, Saskatoon Public Library, Saskatoon Police Service and the Business Improvement Districts), as well as remuneration for elected officials.

Report

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 2018, a total of \$319.2 million in salaries were paid to civic employees.

A historical analysis provided in the following table illustrates the changes in employee remuneration categories from 2015 to 2018 for civic employees, excluding Saskatoon Police Service (SPS) and Saskatoon Fire Department (SFD).

Civic Employees (excluding SPS & SFD) Remuneration Trending				
	2015	2016	2017	2018
More than \$200,000	6	6	6	6
\$175,000 - \$199,999	4	5	3	8
\$150,000 - \$174,999	15	15	13	15
\$125,000 - \$149,999	37	40	47	38
\$100,000 - \$124,999	160	190	189	193
Total	222	256	258	260

The similar analysis for SPS and SFD is shown below.

Saskatoon Police Service				
	2015	2016	2017	2018
More than \$200,000	3	3	3	5
\$175,000 - \$199,999	11	10	10	10
\$150,000 - \$174,999	6	10	8	9
\$125,000 - \$149,999	102	75	95	132
\$100,000 - \$124,999	253	272	284	273
Total	375	370	400	429

Saskatoon Fire Department				
	2015	2016	2017	2018
More than \$200,000	-	-	-	-
\$175,000 - \$199,999	-	-	1	1
\$150,000 - \$174,999	1	6	1	4
\$125,000 - \$149,999	24	48	57	50
\$100,000 - \$124,999	194	232	221	231
Total	219	286	280	286

A total of 975 employees earned over \$100,000 in 2018 which is an increase of 7 employees over 2017 (938 employees), of which SPS is the largest segment (44%). The following is the total distribution of the 975 employees who earned over \$100,000 in 2018:

- 44% - SPS
- 29% - SFD
- 25% - Other Civic Employees
- 2% - Civic Boards

Overtime

In 2018, a total of \$13.2 million was earned in overtime compared to \$14.1 million in 2017, of which 73 employees were paid overtime in excess of \$25,000. The majority of these employees work for Saskatoon Light & Power, Transportation, and Roadways & 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 workload and staffing.

The ability to manage overtime is challenging, as real-time daily overtime costs are not easily or readily available to managers. Payroll data has a limited benefit to managing day-to-day overtime drivers but is helpful in identifying systemic overtime issues and workforce planning.

The Overtime Utilization Report (Attachment 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 Art Gallery of Saskatchewan.

City of Regina Public Accounts Comparison

The City of Regina's Public Accounts outlines a total of 842 employees who earned over \$100,000 in 2018. The comparison by category to the City of Saskatoon is shown below.

Remuneration over \$100,000	Regina	Saskatoon
Police	377	429
Fire	234	286
Light & Power Utility	N/A	32
Other Civic Staff	231	228

As seen above, it is important to note that the City of Regina does not operate a light and power utility, while the City of Saskatoon does. Saskatoon Light & Power had 32 employees who earned over \$100,000.

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

Position	Regina	Saskatoon	SGI*	SaskTel*	SaskEnergy*	SaskPower*
City Manager/ CEO	\$287,294	\$354,432**	\$509,435	\$485,149	\$339,999	\$561,035
City Solicitor	\$226,001	\$219,610	\$237,957	\$389,824	\$330,428	\$356,552
Chief of Police	\$249,288	\$205,454***	N/A	N/A	N/A	N/A
Chief Financial Officer	\$216,002	\$223,031	\$365,895	\$209,087	\$322,791	\$286,080

* Source for Crown Corporation Executive Salaries: 2017-2018 Payee Disclosure Report

** Includes a one-time payment of \$104,699 flowing from obligations contained in previous contract as General Manager of Transportation & Utilities

*** Saskatoon's Chief of Police was appointed on February 28, 2018

Communication Plan

The 2018 Public Accounts document will be available on the City's website.

Due Date for Follow-up and/or Project Completion

There is no follow-up required.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Attachments

1. 2018 Public Accounts
2. Overtime Utilization Report – 2018

Report Approval

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