



TO: Chair and Members of the Finance & Facilities Committee

FROM: Christopher Mackie, Medical Officer of Health

DATE: 2016 January 28

PUBLIC SECTOR SALARY DISCLOSURE ACT - 2015 RECORD OF EMPLOYEE'S SALARIES AND BENEFITS

Recommendation

It is recommended that the Finance & Facilities Committee make recommendation to the Board of Health to receive Report No. 06-16FFC "Public Sector Salary Disclosure Act – 2015 Record of Employee's Salaries and Benefits" for information.

Key Points

- The Public Sector Salary Disclosure Act, 1996, requires the Health Unit to disclose salaries and taxable benefits of employees who were paid \$100,000 or more in 2015.
- Attached as [Appendix A](#) is the information that is required to be submitted to the Minister of Finance on or before the 5th business day in March 2015.

Background

The Public Sector Salary Disclosure Act, 1996 (the Act) makes Ontario's public sector more open and accountable to taxpayers. The act requires organizations that receive public funding from the Province of Ontario to disclose annually the names, positions, salaries and total taxable benefits of employees paid \$100,000 or more in a calendar year.

The Act applies to organizations such as the Government of Ontario, Crown Agencies, Municipalities, Hospitals, Boards of Public Health, School Boards, Universities, Colleges, Hydro One, Ontario Power Generation, and other public sector employers who receive a significant level of funding from the provincial government.

Compliance

The main requirement for organizations covered by the act is to make their disclosure or if applicable to make their statement of no employee salaries to disclose available to the public by March 31st each year. Organizations covered by the act are also required to send their disclosure or statement to their funding ministry or ministries by the fifth business day of March.

Attached as [Appendix A](#), is the record of employee's 2015 salaries and benefits for the Middlesex-London Health Unit which will be forwarded to the Minister of Finance prior to March 7th, 2015.

It is important to note that the Health Unit pays its salaried employees their annual salary on a bi-weekly basis. This typically is over 26 pay periods, however, every 11 years there is an additional pay period as was the case in 2015. The Health Unit uses accrual based accounting practices and therefore this additional pay period does not negatively impact the operating budget.

This report was prepared by Mr. John Millson, Associate Director, Finance.

A handwritten signature in black ink, appearing to read 'C. Mackie'.

Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health