



March 6, 2019

Standing Committee on Families and Communities  
c/o Committee Clerk  
3rd Floor, 9820 - 107 Street  
Edmonton Alberta T5K 1E7

To Whom It May Concern:

**Re: Review of the *Public Sector Compensation Transparency Act***

Thank you for the opportunity to provide input on the Public Sector Compensation Transparency Act (PSCTA). Please accept our apologies for being a couple of days past the deadline. We hope that you will still consider our feedback.

Although there were some initial challenges with implementing this Act, as there always are with any new processes, Covenant Health feels that for the most part, it has and continues to go quite well. The numbers of concerns and inquiries we receive from our staff has steadily decreased over the past couple of years.

There is one area that we would like to bring to your attention for consideration. Covenant Health provides a Supplemental Pension Plan for employees who earn over the Local Authorities Pension Plan pensionable maximum. Last year we were advised that these supplemental pension plan payments were to be reported as *Severance* for the purposes of the PSCTA. We are requesting consideration to have these payments reported as *Compensation* rather than *Severance*. Many people surmise that if there is a severance payment, the person must have had their employment terminated, sometimes involuntarily. These payments are made to some employees who have been long serving individuals with our organization and are simply retiring. It has caused angst amongst these well serving employees to have this income reported as *Severance*, hence our request to have this reconsidered.

Thank you for your consideration of this request. I would also like to take this opportunity to thank the Human Resources department, specifically Marina Christopherson, for all of her assistance and support in implementing this Act. Marina has been very helpful, professional and responsive to our questions. Should you require any further information, please feel free to contact Monica Williams, Corporate Director of Labour Relations, Talent Acquisition and Total Compensation for Covenant Health. Monica can be reached at 780-902-2841 or email [monica.williams@covenanthealth.ca](mailto:monica.williams@covenanthealth.ca).

Sincerely,



Karen Galenzoski  
Chief Human Resources Officer