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To: [FCCCommittee.Admin](#)
Subject: Public sector compensation transparency act
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Since this Act came into place, there are several concerns that have been raised about the impact that it has on individuals, as follows:

- Privacy concerns: revealing individual salary details, especially when it includes someone's name, violates privacy rights. Individual salary information should always be kept confidential.
- Safety and security/ potential for misuse: this could expose employees to security risks, especially for people who are in sensitive or high-profile positions. This could include estranged family members having access to someone's personal information and using it against them, leading to identity theft and harassment. As a reminder, this Act came into place at a time when employees who have been working for the same organization for many years did not have the opportunity to decide if they would accept a job if their personal financial information was going to be made public. I, personally, have had my identity stolen and having my personal salary information potentially made public certainly did not help with the situation and caused me a great deal of stress and work as I attempted to minimize risk where I could.
- Potential for misinterpretation: salary information on its own doesn't provide a complete picture of someone's role and responsibilities and can lead to misinterpretation and unfair judgements.
- Retention and recruitment challenges: making someone's personal financial information public has made it more challenging to attract and retain top talent at public sector organizations, limiting the talent pool and leading to other organizational issues, like meeting strategic goals.
- Comparisons across different positions within or outside of organizations: making personal financial information public without considering the nature and complexity of different roles can lead to significant dissatisfaction among employees, leading to retention issues. This could also impact bargaining power or negotiations for unions.

I personally disagree that someone's personal financial information should be made public and I hope there are changes made to this Act to remedy the significant challenges that have occurred since this has gone into place.