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January 23, 2024

Standing Committee on Families and Communities

c/o Committee Clerk

3rd Floor, 9820 - 107 Street NW

Edmonton, AB T5K 1E7

Sent Via email: FCCCommittee.Admin@assembly.ab.ca

Dear MLA Lovely, Chair of the Standing Committee on Families and Communities

RE: Review of the Public Sector Compensation Transparency Act

In reply to your email of December 19, 2023, please accept this written submission on behalf of Alberta Gaming Liquor and Cannabis (AGLC) for consideration in your review of the *Public Sector Compensation Transparency Act*.

AGLC values transparency and accountability in compensation practices. We believe it is crucial to balance the transparency Albertans deserve in their public agencies with the protection of personal information of our employees who work in their service. Transparency should not compromise the privacy and security of individuals.


The requirement of the *Public Sector Compensation Transparency Act*, in its current form, to publish the name of an employee along with the position they last held, and the amount of compensation provided, puts our employees and our organization at greater risk of cyber threats and fraud scams. We are particularly concerned about the potential risks associated with publishing employees' names. In today's environment of increasing online threats, exposing personal information can heighten the vulnerability of individuals. We do not believe this requirement adds any additional value or enhanced transparency for the public and the same level of transparency can be achieved without revealing employees' names.

Additionally, we propose revisiting and potentially amending the formula used to calculate the annual threshold for disclosing compensation information. This adjustment would ensure that the legislation is reflective of current economic realities and more accurately captures a more representative sample of the "highest earners" within the public sector.


Furthermore, we would support legislative amendments focusing efforts on executive and board compensation disclosure. Executive and board members hold positions with a fiduciary duty to Albertans. We believe transparency in disclosing compensation details for these roles is critical to establish and maintain the trust necessary to lead in the public sector.

Thank you for opportunity to provide this submission for consideration in your review of the considering our input *Public Sector Compensation Transparency Act*.

Sincerely yours,



Kandice Machado
Chief Executive Officer



Len Rhodes
Chair, AGLC Board