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

Via email: [ResourceStewardship.Committee@assembly.ab.ca](mailto:ResourceStewardship.Committee@assembly.ab.ca)

### **Re: CPA's Feedback on Alberta's *Public Sector Compensation Transparency Act***

The Canadian Payroll Association (CPA) thanks the Standing Committee on Resource Stewardship for the opportunity to provide feedback on the Government of Alberta's *Public Sector Compensation Transparency Act*, as this supports the CPA's goal to increase the efficiency and effectiveness of payroll-related legislation, regulations and administration for all stakeholders: employers, employees and government. CPA members include 90 of Canada's top 100 companies and the majority of Canada's payroll service and software providers.

After reviewing the *Public Sector Compensation Transparency Act*, the technical and step-by-step guides, and questions and answers document, the CPA fully supports maintaining the current requirements with respect to salary and severance disclosure, particularly in terms of:

1. Using taxable income as reported in Box 14 of the T4 as the base compensation, with clearly defined exclusions, as this enables employers to extract data directly from their payroll software with minimal or no manipulation, thus reducing the potential for errors;
2. Increasing the annual threshold based on Alberta's Consumer Price Index to take into consideration the progression of wage levels over time;
3. The clear definition of the data to be included in the disclosure;
4. The efficient and effective report posting options available to employers.

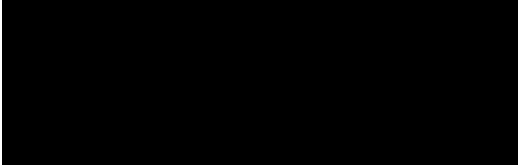
Please consider the CPA as a key stakeholder for any consultations or pre-consultations in the event that changes are proposed to the Government of Alberta's *Public Sector Compensation Transparency Act* or any of its related regulations.

#### **About the Canadian Payroll Association**

The CPA has been representing employers' payroll interests since 1978, through its core purpose of Payroll Compliance through Education and Advocacy and its values of Community, Professionalism and Authoritative Compliance Knowledge. Professional payroll administration is mission-critical because of the magnitude of the remuneration by employers and the breadth of the legislative compliance requirements. As laid out in the current document's appendix, the CPA's 20,000 members reach almost 6,000,000 Canadian employees. Canadian payroll professionals manage more than \$970 billion in wages and taxable benefits all while striving to keep abreast of 200+ regulatory requirements, including 13 in Alberta.

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The CPA offers insights reviewed by the Association's Provincial Government Relations Advisory Council, which is comprised of staff and subject matter experts within Alberta and across Canada. The Association also circulates guidance on best practices in payroll through professional development seminars, webinars, our electronic Dialogue magazine, and Regional and National Conferences and Trade Show.



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