

From: [Heather MacIntosh](#)
To: [ResourceStewardship Committee](#)
Cc: [Jackie Kleiner](#); [Crystal Wierl](#); [Nesreen Ali](#); [REDACTED]
Subject: RE: REMINDER - Review of the Public Sector Compensation Transparency Act Submission Deadline: September 9, 2019
Date: Tuesday, September 3, 2019 11:14:26 AM

Dear Resource Stewardship Committee:

Thank you for the opportunity to comment on the review of the *Public Sector Compensation Transparency Act*. Please find below our original submission. We have a few additions at this time, below in bold. Do not hesitate to contact us if you have any questions.

Sincerely,

Heather MacIntosh, MPA
Past Chair, **IPAC Calgary**
Institute of Public Administration of Canada

[REDACTED]
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ORIGINAL SUBMISSION:

----- Original message -----

From: Jackie Kleiner <[REDACTED]>
Date: 2019-03-04 9:05 PM (GMT+03:00)
To: FamiliesCommunities.Committee@assembly.ab.ca
Subject: Standing Committee on Families and Communities

A Submission to the Standing Committee on Families and Communities

Review of the Public Sector Compensation Transparency Act

Submitted by Calgary Regional Group, Institute of Public Administration of Canada (IPAC) in response to call for input from stakeholders.

Who is IPAC:

Founded in 1947, IPAC is a member based organization with 19 regional chapters across Canada, the Calgary Regional Group is one of two chapters in Alberta. We are “dedicated to excellence in the public “. This is accomplished through:

- Encouraging the highest standards of professional practice and service to the public,
- Enhancing the understanding of the public sector,
- Advocating the highest values and ideals of the public sector,

- Expanding and exchanging knowledge about public administration,
- Contributing to the resolution of key issues in public administration,
- Promoting the education and professional development of public administrators.

Upholding of core values, such as transparency and ethical behaviour is congruent with our beliefs. These values need to be balanced with the right of an individual employee with regard to disclosure of details of their employment relationship.

Some of our observations/questions for consideration are as follows:

Does this Legislation equally apply to all members of the broad public sector, anyone being compensated from public funds in Alberta? We believe it should.

Should the threshold for disclosure be increased? Is the current amount a meaningful cutoff?
Perhaps only a severance payment should trigger disclosure. Salary ranges for positions are usually public knowledge and apply to a group of employees.

Would the information be as meaningful if only disclosed by working title or classification category rather than naming the individual employees?

*Would summarized information by gender be useful? **This would enable gender-based comparison of wages and parity analysis.***

*Should vacation payout or other special compensation be included? Is there a real benefit in disclosing these earned amounts? **Perhaps standard benefits compensation could be excluded, but any special or non-standardized compensation could be reported.***

There needs to be the continued ability to not include an employee if disclosure would threaten their safety.

Thank you for the opportunity to provide feedback.

Jackie Kleiner
Calgary Region IPAC Group
