

STAFF REPORT TO COUNCIL

1100 Patricia Blvd. | Prince George, BC, Canada V2L 3V9 | www.princegeorge.ca

DATE: June 20, 2022

TO: MAYOR AND COUNCIL

NAME AND TITLE: KRIS DALIO, DIRECTOR OF FINANCE

SUBJECT: 2021 Statements of Financial Information (SOFI)

ATTACHMENT(S): 2021 Public Bodies Report

RECOMMENDATION(S):

That Council APPROVES the 2021 Public Bodies Report attached to the report dated June 20, 2022 from the Director of Finance titled "2021 Statements of Financial Information (SOFI)".

PURPOSE:

The *Financial Information Act* requires every local government in British Columbia to submit Statements of Financial Information (SOFI) to the Ministry of Municipal Affairs and Housing by June 30th of each year.

As well, the *Community Charter* of the Province of British Columbia requires under section 168 (1) that a report be prepared for Council listing separately the following for each Council member:

- (a) the total amount of remuneration paid to the Council member for discharge of the duties of office, including any amount specified as an expense allowance;
- (b) the total amount of expense payments for the Council member made to the Council member as reimbursement for expenses incurred by the Council member or as an allowance that is not reported under paragraph (a);
- (c) the total amount of any benefits, including insurance policies and policies for medical or dental services, provided to the Council member or the member's dependents;
- (d) any contracts reported under section 107 [*disclosure of contracts with council members and former council members*], including a general description of their nature.

POLICY/REGULATORY ANALYSIS:

Under the Financial Information Regulations of SOFI, Municipal Councils must approve the financial information submitted to the Ministry.

Attached and recommended for Council approval is the following information:

- (a) List of remuneration in excess of \$75,000 and expenses paid to or on behalf of those employees plus consolidated total of all remuneration and expenses paid to or on behalf of employees during the fiscal year;
- (b) List of remuneration and expenses paid to or on behalf of elected officials;

- (c) List of the total amount paid to each supplier of goods and services during the fiscal year in excess of \$25,000 plus consolidated total of all payments made to suppliers for goods and services during the fiscal year;
- (d) List of grants paid during the year in excess of \$25,000 plus consolidated total of all grant payments during the fiscal year;
- (e) Other statements and reconciliations as required by regulations.

OTHER CONSIDERATIONS:

Administration provides additional information about employee remuneration and expenses paid beyond what the legislation requires. Remuneration is further broken down into base pay, overtime payout, vacation payout and all other compensation. As per Council direction during the discussion of the 2019 SOFI report, employees are separated by employment group: Management/Exempt, IAFF and CUPE.

Total labour spending is down from 2020 but there is an important factor to consider for that. There are 26.089 pay periods in a year. This means once every 11¼ years, 27 pay periods will fall into a calendar year. 2020 was one of the rare years that had 27 pay periods in it.

A brief definition of each column in the employee remuneration section of the Statements of Financial Information and examples of the types of expenses that make up those balances are as follows:

Base Pay

Includes the compensation agreed upon for time worked as per collective agreements or exempt conditions of employment, including acting pay when an employee temporarily takes on the duties of a higher paid position during the incumbent's absence. It also includes taxable benefits and taxable vehicle allowances to reimburse employees who provide their own vehicle for high kilometre business use. Employer paid medical, dental and extended health premiums are reflected in the suppliers section of the report.

Salary/wage increases for 2021, by each employee group, were as follows:

- Canadian Union of Public Employees (CUPE) Locals #399 and #1048 – 1.75%
- International Association of Firefighters (IAFF) – this collective agreement expired in 2019. An agreement was reached with IAFF to carry over the existing contract for another two years with a 2.5% increase per year for 2020 and 2021. The retroactive pay associated with this was not paid until 2022 and so that year will show a higher than normal increase.
- Exempt Staff – 0.00%

Overtime Payout

Overtime payouts in 2021 were largely a result of snow removal and utilities work. Utilities overtime was mostly for after-hours emergency callouts related to water and sewer services.

This category also includes any payouts of banked overtime, such as when employees leave the organization, which may include banked overtime hours from previous years. It also includes standby pay as defined in the Collective Agreement between the City of Prince George and CUPE Locals #399 and #1048. All banked overtime is paid out upon an employee's departure from the organization in accordance with the CUPE and IAFF collective agreements and exempt staff conditions of employment.

Total overtime paid out in 2021 was \$1.136 million compared to \$1.213 million in 2020.

Vacation Payout

Includes banked vacation that was paid out to the employee during the calendar year instead of being taken as time off. It may include banked vacation from prior years. Exempt employees must use at least 15 days of vacation leave in the year in which it is earned before the balance can be paid out. Also, as with overtime payouts, if an employee leaves the organization, all banked vacation time is paid out upon their departure.

All Other Compensation

Includes other collective agreement and compensation adjustments to employees. Examples include:

- Afternoon, evening, and first aid shift premiums
- Sick gratuity payouts as per the Collective Agreement between the City of Prince George and IAFF Local #1372
- Sick bank payouts upon retirement. These are paid out at the rates identified in the Collective Agreement between the City of Prince George and CUPE Locals #399 and #1048

Expenses

Examples include:

- Non-taxable per kilometre vehicle usage reimbursements
- Training and travel expenses
- Professional membership dues and conference registrations
- Clothing, uniforms and boot allowances

Number of Employees and Estimated Full-time Equivalents (FTEs)

The total number of employees is listed at 918 for the City of Prince George and the Prince George Public Library (the Library is included in the Statements of Financial Information because its payroll is processed by the City's Payroll Division). This number includes casual and limited duration employees. The 2021 full-time equivalent number of employees is estimated to be 643 as indicated in the chart below.

Organization	Total Number of Employees	Estimated Full-time Equivalents (FTEs)
City of Prince George	845	603
Prince George Public Library	73	40
TOTAL	918	643

SUMMARY AND CONCLUSION:

The attached 2021 Public Bodies Report has been prepared in accordance with the *Financial Information Act* and Financial Information Regulations and will be submitted to the Province as required to meet reporting requirements.

RESPECTFULLY SUBMITTED:

Kris Dalio, Director of Finance

APPROVED:

Walter Babicz, City Manager
Meeting date: June 27, 2022