

Email: [28\(1\) Personal](#)

October 16, 2017

[28\(1\) Personal](#)

Dear [28\(1\)](#) :

Re: Access to Information Request #2017-087 – Employee Wages & Benefits

This is further to your access to information request received by the City on September 19, 2017 interpreted as follows:

- “
1. CUPE Local 7 Collective Agreements 2005 – 2012.
  2. 2005 – 2016 Annual average wages and benefits for Local 7 and uniform police officers and firefighters. I am not looking for individual records. Report should be broken down by year and by group of employee as separate categories. I am looking for similar statistics as the document attached (similar to calculations for Toronto Police Service). This will provide detail with separate totals for wages and benefits. If possible, benefits should include legislated (e.g. CPP, EI), medical, dental, central sick bank, group/AD&D insurance, etc).
  3. I am proposing #3 in the case you do not have #2. City's financial statements – 2005 to latest – Can total salaries/wages be separated for CUPE Local 7, uniform police officers and firefighters?

I am referring to the financial statements because they report the total wages and benefits expenditures (in aggregate) but not by group of employees (eg. Local 7, uniform police officers, firefighters). Report should be broken down by year and by group of employee. I would like to calculate the annual average using total wages and benefits (e.g. total wages and benefits paid/total number of employees). I would also need the number of employees for Local 76, uniform police officers, and firefighters to make this calculation if you cannot provide #2. Wages and benefits are shown as one total since this is how it is presented in the financial statements. If possible, benefits should

include legislated (e.g. CPP,EI), medical, dental, central sick bank, group/AD&D insurance, etc).”

September 22, 2017 the City received the following clarification from you. In black are the questions from the City and in blue are your responses.

- “ 1. What is considered “wages”, is overtime and premiums included in wages?  
Can you have two columns/totals? One with wages only (excluding overtime) and another with overtime included? Contributions to benefit plans (premiums) paid by the employer should be counted under benefits.
2. Clarification under benefits on what is intended to be the “central sick bank”? Sick time banked is not considered wages until it is accessed and paid.  
You can exclude the banked time from the benefits total. Please only include sick time that is paid. Is there a way to quantify the value of the banked sick time per employee (e.g. using the sick day liability for Local 7/number of employees for Local 7)?”

The City is not responsible for creating new records and reports for access to information requests. We have taken all your request into consideration and supplied you with reports generated from our system.

Records in the possession of the City and relevant to the request are attached. Sick paid is included within Regular wages and it is a part of the total salary paid.

The following records do not exist with the City:

- Sick liability information is not available prior to 2009.
- Uniform Police do not have sick liability to report as they are not required to payout sick leave outside of paid time off which is include in regular earnings.

This notification has been provided pursuant to clause 7(2)(e) of *The Local Authority Freedom of Information and Protection of Privacy Act*.

If you wish to exercise your right to request a review of this decision, you may do so by completing a Request for Review form and forwarding it to the Saskatchewan Information and Privacy Commissioner within one year of this notice. A copy of this form can be found at <http://www.qp.gov.sk.ca/documents/Forms/L27-1R1-B.pdf> or you may contact the Office of the Information and Privacy Commissioner at 306-787-8350.

Please be advised responses to requests are published on the Regina Open Data website at the City’s discretion. All information/data is handled in accordance with LAFOIPP. Your

identity as the applicant is protected. Published requests will be available on the Open Data website at <http://open.regina.ca/> after a minimum of three to five business days following release to you.

If you have any questions, please contact Cindy Howden at 306-777-7263 or by email at [lafoipp@regina.ca](mailto:lafoipp@regina.ca).

Yours truly,



Jim Nicol  
City Clerk

jn

Enclosure(s)

6

c. L-27.1

LOCAL AUTHORITY FREEDOM OF INFORMATION  
AND PROTECTION OF PRIVACY

**Application**

6(1) An applicant shall:

- (a) make the application in the prescribed form to the local authority in which the record containing the information is kept; and
  - (b) specify the subject matter of the record requested with sufficient particularity as to time, place and event to enable an individual familiar with the subject matter to identify the record.
- (2) Subject to subsection (4) and subsection 11(3), an application is deemed to be made when the application is received by the local authority to which it is directed.
- (3) Where the head is unable to identify the record requested, the head shall advise the applicant, and shall invite the applicant to supply additional details that might lead to identification of the record.
- (4) Where additional details are invited to be supplied pursuant to subsection (3), the application is deemed to be made when the record is identified.

1990-91, c.L-27.1, s.6.

**Response required**

7(1) Where an application is made pursuant to this Act for access to a record, the head of the local authority to which the application is made shall:

- (a) consider the application and give written notice to the applicant of the head's decision with respect to the application in accordance with subsection (2); or
  - (b) transfer the application to another local authority or to a government institution in accordance with section 11.
- (2) The head shall give written notice to the applicant within 30 days after the application is made:
- (a) stating that access to the record or part of it will be given on payment of the prescribed fee and setting out the place where, or manner in which, access will be available;
  - (b) if the record requested is published, referring the applicant to the publication;
  - (c) if the record is to be published within 90 days, informing the applicant of that fact and of the approximate date of publication;
  - (d) stating that access is refused, setting out the reason for the refusal and identifying the specific provision of this Act on which the refusal is based;
  - (e) stating that access is refused for the reason that the record does not exist; or
  - (f) stating that confirmation or denial of the existence of the record is refused pursuant to subsection (4).
- (3) A notice given pursuant to subsection (2) is to state that the applicant may request a review by the commissioner within one year after the notice is given.