

Public Service Commission has received the following request:

Legislative Response Date is no longer applicable as the Applicant agreed to move this request out of the FOIP process.

Information Requester: Canadian Taxpayers Federation

Wording of the Request:

Provide documentation on the number of government employees who have received pay increases since 2015, including step pay increases. Please include annual costs for these pay increases.

Date Range: January 1, 2015 to September 30, 2020.

Eliminate: duplicate records.

Public Service Commission's Response

- The *Distinct Employee Count* is the number of employees who received a pay increase in a given year. Employees included in these totals may have received more than one increase (e.g. merit and general increase) in a given year but are only counted once in an annual total. Employees are included in an annual count if they received a pay increase during that year.

Table Estimated annual costs of pay increases by employee category

Calendar Year		Bargaining Unit ¹	Management GOA	Exempt, Opted Out and Excluded GOA
2015	Cost of Increases²	\$50,674,231	\$23,152,401	\$7,869,708
	Distinct Employee Count	21,093	4,311	2,015
2016	Cost of Increases³	\$53,858,556	\$651,267	\$590,276
	Distinct Employee Count	21,052	85	190
2017	Cost of Increases⁴	\$20,500,537	\$394,550	\$94,544
	Distinct Employee Count	7,499	74	18
2018	Cost of Increases⁴	\$20,955,335	\$827,409	\$93,262
	Distinct Employee Count	7,599	107	17
2019	Cost of Increases⁵	\$46,556,851	\$494,605	\$57,491
	Distinct Employee Count	21,937	74	11
2020	Cost of Increases	\$18,451,064	\$187,906	\$43,549
	Distinct Employee Count	7,343	32	9

¹ Bargaining Unit employees are not under salary restraint and remain eligible for merit increases and negotiated general increases.

² In 2015, there was a 2.25 per cent general increase for bargaining unit employees; the same increase was applied to management/exempt/opted-out/excluded (non-union) employees, since salary restraint was not yet in place.

³ In 2016, there was a 2.5 per cent general increase negotiated for bargaining unit employees and no increase for non-union employees.

⁴ There were no general increases for bargaining unit employees in 2017 and 2018.

⁵ In January 2020, a one per cent retroactive general pay increase to April 1, 2019, was awarded to bargaining unit employees.

Data Parameters and Explanation:

- The data includes all Government of Alberta employees who are members of the Alberta Public Service (pursuant to the Alberta *Public Service Act*) as follows:
 - Full-time and Part-time employees
 - Permanent, Temporary Salary, Contract, and Wages employees, except for those on Long Term Disability Income (LTDI)
- This data is derived based on the difference between an employee's annual pay rate before and after a pay increase.
- Pay increases include performance (merit/in-range) and service based increases, cost of living/ general increases, and increases to address salary inequities with subordinates and/or peers.
- Increases due to promotions are not included as promotions are not typical salary adjustments; they are specific to employees applying on and being successful in achieving a higher-level job through a staffing process.
- Salary restraint has been in place since April 1, 2016 for Management, Exempt, and Opted Out and Excluded employees in the Alberta Public Service. Under salary restraint, these employees have not received merit/in-range increases nor cost of living/general increases. However, some of these employees may have received pay increases following implementation of salary restraint measures to address internal equity (anomaly adjustments) issues, as a result of bargaining unit employees being still eligible for merit and negotiated general increase, which at times, resulted in inversion issues with their supervisors (e.g. Managers or Opted Out and Excluded employees).