

February 8, 2016

[REDACTED]
[REDACTED]

Dear [REDACTED]

Re: Your request for access to information under Part II of the *Access to Information and Protection of Privacy Act*

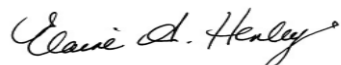
On January 6, 2016 the City of St. John's received your request for access to the following information:

"Amounts of money paid out, or agreed to be paid out, in employee termination/retirement fees, severance payments or contract buy-outs. This should cover calendar year 2015 and be broke down by employee"

Enclosed is the information you requested. As the provision of the information constitutes full disclosure, we now consider this matter completed and will be closing the file.

If you have any further questions, please feel free to contact the undersigned by telephone at 576-8202 or by e-mail: ehenley@stjohns.ca.

Yours truly,



Elaine A. Henley
City Clerk

Enclosures

ST. JOHN'S

STANDARD BENEFIT AS PER COLLECTIVE AGREEMENT OR CSJ POLICY

Position	Annual Leave Hours Taken or Paid	Annual Leave Value	Sick Leave Hours in Lieu of Retiring Allowance	Sick Leave Value	Weeks of Service for Calc of Retiring Allowance	Hours of Service for Calc of Retiring Allowance	Equivalent Years of Service	Value Retiring Allowance (1 week pay x # years service)	Weeks of Salary Continuance	Salary Continuance Value	Car Allowance Value	TOTAL
Citizen Services Representative I	424.00	\$12,886.59	0.00	\$0.00	1,478.20	0.00	28.43	\$35,149.49	46.20	\$55,749.96	\$0.00	\$103,786.04
Citizen Services Representative II	504.00	\$16,995.02	1,600.00	\$55,061.76	0.00	0.00	0.00	\$0.00	46.20	\$62,071.55	\$0.00	\$134,128.33
City Solicitor	427.54	\$45,879.92	0.00	\$0.00	1,276.00	0.00	24.54	\$88,877.99	69.80	\$248,536.32	\$0.00	\$383,294.23
Clerk - Inventory Control	477.50	\$15,270.59	1,204.13	\$39,259.45	0.00	0.00	0.00	\$0.00	45.20	\$57,553.58	\$0.00	\$112,083.62
Deputy City Manager - Community Services	414.87	\$44,827.10	0.00	\$0.00	1,628.00	0.00	31.31	\$114,178.80	58.80	\$210,135.23	\$7,439.38	\$376,580.51
Deputy City Manager - Financial Management	1,028.50	\$118,648.37	0.00	\$0.00	1,138.00	0.00	21.88	\$85,206.00	57.80	\$220,457.42	\$0.00	\$424,311.79
Deputy City Manager - Planning, Development & Engineering	424.50	\$48,970.32	1,350.00	\$151,423.65	0.00	0.00	0.00	\$0.00	79.40	\$319,260.44	\$0.00	\$519,654.41
Deputy City Manager - Public Works	1,802.75	\$203,423.28	0.00	\$0.00	1,356.60	0.00	26.09	\$106,658.29	56.14	\$224,533.53	\$0.00	\$534,615.10
Director - Roads & Traffic	28.00	\$2,083.48	0.00	\$0.00	158.58	0.00	3.13	\$9,688.78	34.80	\$104,078.76	\$0.00	\$115,851.02
Drafting Technician	387.00	\$13,781.09	1,350.00	\$48,971.52	0.00	0.00	0.00	\$0.00	46.20	\$55,205.97	\$0.00	\$117,958.58
Electrical Inspector II	250.00	\$10,576.94	0.00	\$0.00	1,411.20	0.00	27.14	\$39,038.12	46.20	\$64,860.69	\$0.00	\$114,475.75
Environmental Services Operator (A)	480.00	\$14,666.50	0.00	\$0.00	0.00	69,710.00	33.51	\$40,961.13	46.20	\$55,112.18	\$0.00	\$110,739.81
Environmental Services Operator (B)	434.00	\$13,032.97	0.00	\$0.00	0.00	65,739.00	31.61	\$38,628.30	46.20	\$55,112.18	\$0.00	\$106,773.45
Financial Accountant III	415.75	\$19,499.62	1,350.00	\$64,977.12	0.00	0.00	0.00	\$0.00	46.00	\$73,486.62	\$0.00	\$157,963.36
First Class Operator - Excavator	491.00	\$14,282.12	1,552.17	\$46,054.75	0.00	0.00	0.00	\$0.00	46.20	\$53,517.20	\$0.00	\$113,854.07
Foreperson - Water & Wastewater	390.00	\$18,733.25	1,600.00	\$78,008.32	0.00	0.00	0.00	\$0.00	55.00	\$105,101.21	\$0.00	\$201,842.78
Maintenance Repairperson I	480.00	\$14,384.45	0.00	\$0.00	0.00	67,500.00	32.45	\$39,663.00	46.20	\$55,112.18	\$0.00	\$109,159.63
Manager - Community Development	532.75	\$38,100.92	0.00	\$0.00	1,604.99	0.00	30.87	\$77,460.60	55.20	\$137,432.30	\$6,415.37	\$259,409.19
Manager - Information Services	246.25	\$19,086.92	0.00	\$0.00	1,875.40	0.00	36.07	\$98,068.78	54.20	\$145,353.69	\$0.00	\$262,509.39
Manager - Inspection Services	425.25	\$33,377.87	1,350.00	\$103,028.33	0.00	0.00	0.00	\$0.00	79.40	\$217,217.75	\$0.00	\$353,623.95
Office Services Supervisor	269.25	\$10,635.38	0.00	\$0.00	1,655.58	0.00	31.84	\$44,144.57	54.60	\$74,633.67	\$0.00	\$129,413.62
Operations Assistant - Fleet Services (retires June 30, 2016)	323.00	\$17,412.93	0.00	\$0.00	896.48	0.00	17.24	\$37,176.34	18.40	\$39,677.76	\$0.00	\$94,267.03
Planner III	303.00	\$14,019.81	0.00	\$0.00	1,870.36	0.00	35.97	\$58,223.16	45.20	\$72,221.45	\$0.00	\$144,464.42
Senior Building Inspector	472.50	\$20,564.51	1,327.50	\$60,083.71	0.00	0.00	0.00	\$0.00	40.60	\$70,243.89	\$0.00	\$150,892.11
Stockroom Clerk	416.00	\$11,989.15	0.00	\$0.00	0.00	69,060.00	33.20	\$38,908.40	46.20	\$52,842.41	\$0.00	\$103,739.96
Streets Inspector III	301.75	\$12,089.72	1,134.05	\$45,796.57	0.00	0.00	0.00	\$0.00	46.20	\$72,838.87	\$0.00	\$130,725.16
Supervisor - Capital Works*	629.50	\$41,297.21	1,350.00	\$88,564.32	0.00	0.00	0.00	\$0.00	60.80	\$134,243.07	\$5,494.50	\$269,599.10
Tenant Relations Officer	208.50	\$10,618.91	0.00	\$0.00	1,548.70	0.00	29.78	\$53,240.82	43.60	\$76,442.36	\$4,498.62	\$144,800.71
Tourism Development Coordinator	240.50	\$9,338.62	1,350.00	\$54,517.32	0.00	0.00	0.00	\$0.00	47.00	\$62,967.50	\$0.00	\$126,823.44
		\$866,473.56		\$835,746.82				\$1,005,272.57		\$3,199,847.61		\$5,907,340.56

Normal entitlement	Annual leave	866,473.56
Normal entitlement	Retiring Allowance	1,841,019.39
	<u>Subtotal</u>	<u>2,707,492.95</u>
	Retirement Incentive	3,199,847.61
		5,907,340.56