

May 30, 2017

Email: [REDACTED]

Dear [REDACTED]

**Re: Request for Access to Information Under Part II
of the Access to Information and Protection Privacy Act**

On May 1, 2017, the City of St. John's received your request for access to the following information:

"Please provide all records (including but not limited to emails, notes, memos, agendas, letters, etc.) related to the compensation/retirement/severance packages paid to City staff in late 2015 and/or early 2016. Without limiting this request in any way, but for greater certainty, this request includes all communications sent by or given to Council in advance or at any meetings, including any Special Meetings, wherein these matters were discussed or voted on."

Enclosed is partial disclosure of the information you requested. Access to the remaining records, and/or information contained within the records, has been refused in accordance with the following exceptions to disclosure, as specified in the Access to Information and Protection of Privacy Act (the Act):

- 28. (1) The head of a local public body may refuse to disclose to an applicant information that would reveal (c) the substance of deliberations of a meeting of its elected officials or governing body or a committee of its elected officials or governing body, where an Act authorizes the holding of a meeting in the absence of the public.
- 30. 1. The head of a public body may refuse to disclose to an applicant information (a) that is subject to solicitor and client privilege or litigation privilege of a public body; or (b) that would disclose legal opinions provided to a public body by a law officer of the Crown. 2. The head of a public body shall refuse to disclose to an applicant information that is subject to solicitor and client privilege or litigation privilege of a person other than a public body.
- 32. The head of a public body may refuse to disclose to an applicant personal information that is evaluative or opinion material, provided explicitly or implicitly in confidence, and compiled for the purpose of (a) determining suitability, eligibility or qualifications for employment or for the awarding of contracts or other benefits by a public body;
- 35. (1) The head of a public body may refuse to disclose to an applicant information which could reasonably be expected to disclose (f) positions, plans, procedures, criteria or instructions

ST. JOHN'S

developed for the purpose of contractual or other negotiations by or on behalf of the government of the province or a public body, or considerations which relate to those negotiations;

As required by 8(2) of the Act, we have severed information that is unable to be disclosed and have provided you with as much information as possible.

Please be advised that you may appeal this decision and ask the Information and Privacy Commissioner to review the decision to provide partial access to the requested information, as set out in section 42 of the Act *as per the link below*. A request to the Commissioner must be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner. Your appeal should identify your concerns with the request and why you are submitting the appeal.

The appeal may be addressed to the Information and Privacy Commissioner as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John's, NL. A1B 3V8

Telephone: (709) 729-6309
Toll-Free: 1-877-729-6309
Facsimile: (709) 729-6500

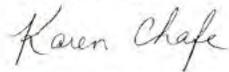
You may also appeal directly to the Supreme Court Trial Division within 15 business days after you receive the decision of the public body, pursuant to section 52 of the Act, *as per the link below*:

<http://www.assembly.nl.ca/legislation/sr/statutes/a01-2.htm#42>

Please be advised that responsive records will be published on the City's website in the near future with the exception of requests for personal information which will not be posted online.

We now consider this matter completed and will be closing the file. If you have any further questions, please feel free to contact me by telephone at 576-8619 or by e-mail at kchafe@stjohns.ca.

Yours truly,



Karen Chafe
ATIPP Coordinator

ST. JOHN'S

Position	Replaced?				Actual	Actual	Actual
		2016 Salary	2017 Salary	2018 Salary	Savings 2016	Savings 2017	Savings 2018
Citizen Services Representative I	No	63,053.95	65,897.56	65,897.56	63,053.95	65,897.56	65,897.56
Citizen Services Representative II	No	70,203.75	73,369.80	73,369.80	70,203.75	73,369.80	73,369.80
City Solicitor	Yes	184,709.76	193,039.81	193,039.81	22,667.46	23,689.72	19,559.23
					115,586.00	124,523.00	131,321.00
Clerk - Inventory Control	No	66,512.16	69,511.73	69,511.73	66,512.16	69,511.73	69,511.73
Deputy City Manager - Community Services	Yes	185,982.72	194,370.18	194,370.18	22,823.52	23,852.82	19,693.86
Deputy City Manager - Financial Management	Yes	198,564.42	207,519.29	207,519.29	35,405.22	37,001.93	32,842.97
Deputy City Manager - Planning, Development & Engineering	Yes	198,564.42	207,519.29	207,519.29	18,570.12	19,407.60	14,819.51
					172,836.00	185,100.00	194,127.00
Deputy City Manager - Public Works	Yes	198,564.42	207,519.29	207,519.29	29,976.78	31,328.67	27,031.34
Director - Roads & Traffic	No	157,868.25	164,987.80	164,987.80	157,868.25	164,987.80	164,987.80
Drafting Technician	No	62,438.69	65,254.55	65,254.55	62,438.69	65,254.55	65,254.55
Electrical Inspector II	No	73,358.30	76,666.62	76,666.62	73,358.30	76,666.62	76,666.62
Environmental Services Operator (A)	No	62,332.61	65,143.69	65,143.69	62,332.61	65,143.69	65,143.69
Environmental Services Operator (B)	No	62,332.61	65,143.69	65,143.69	62,332.61	65,143.69	65,143.69
Financial Accountant III	No	82,845.83	86,582.02	86,582.02	82,845.83	86,582.02	86,582.02
First Class Operator - Excavator	No	60,529.25	63,259.00	63,259.00	60,529.25	63,259.00	63,259.00
Foreperson - Water & Wastewater	No	99,460.61	103,946.09	103,946.09	99,460.61	103,946.09	103,946.09
Maintenance Repairperson I	No	62,332.61	65,143.69	65,143.69	62,332.61	65,143.69	65,143.69
Manager - Community Development	Yes	127,992.15	133,764.35	133,764.35	87,399.04	92,275.39	94,094.70
Manager - Information Services	No	138,661.14	144,914.49	144,914.49	107,336.04	111,648.39	104,148.84
Manager - Inspection Services	No	135,098.84	141,191.54	141,191.54	135,098.84	141,191.54	141,191.54
Office Services Supervisor	No	70,708.95	73,897.79	73,897.79	70,708.95	73,897.79	73,897.79
Operations Assistant - Fleet Services (retires June 30, 2016)	Yes	114,375.46	119,533.56	119,533.56			
Planner III	No	82,827.92	86,563.30	86,563.30	82,827.92	86,563.30	86,563.30
Senior Building Inspector	No	77,905.15	81,418.52	81,418.52	77,905.15	81,418.52	81,418.52
Stockroom Clerk	No	59,765.47	62,460.77	62,460.77	59,765.47	62,460.77	62,460.77
Streets Inspector III	No	82,381.73	86,096.99	86,096.99	82,381.73	86,096.99	86,096.99
Supervisor - Capital Works*	No	66,792.26	118,011.96	118,011.96	66,792.26	118,011.96	118,011.96
Tenant Relations Officer	Yes	91,169.80	95,281.38	95,281.38	80,675.34	85,030.07	86,634.45
Tourism Development Coordinator	No	69,509.59	72,644.33	72,644.33	69,509.59	72,644.33	72,644.33

3,006,842.83 3,190,653.05 3,190,653.05 2,261,534.07 2,421,049.01 2,411,464.32

Car allowances 37,594.70 37,594.70 37,594.70

2,299,128.77 2,458,643.71 2,449,059.02

EI 7,206,831.49

CPP 4.95%

WCC 2.03%

Pension 9.00%

Payroll taxes 2.00%

Group Insurance 5.00%

23.0%

Given Many Salaries Higher say 20%

*Supervisor-Capital Works - As employee does not cease work until May 31, 2016, leave balances and values are anticipated only.

Paid 2016-2018 Inclusive			
Category	Salary \$	Benefits @ 20%	Total
Retirement Incentive	3,199,848	639,970	3,839,817
Annual Leave	866,474	173,295	1,039,768
Retiring Allowance	1,841,019	368,204	2,209,223
	5,907,341	1,181,468	7,088,809

Savings			
Year	Salary \$	Benefits @ 20%	Total
2016	2,299,129	459,826	2,758,955
2017	2,458,644	491,729	2,950,372
2018	2,449,059	489,812	2,938,871
	7,206,831	1,441,366	8,648,198

Retirement Incentive Cost \$3.8M

Normal entitlements \$3.2M

Savings for budget 2016-2018 \$8.6M

For 2019 onward* \$2.9M

*plus any increases



Fw: retirement incentive
Derek G Coffey to: Kenessa Cutler

2017/05/11 04:50 PM

Kensssa,
from Kelly
Derek

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2017/05/11 04:50 PM -----

From: Kelly Maguire/CSJ
To: Derek G Coffey/CSJ@CSJ
Date: 2017/05/11 02:34 PM
Subject: retirement incentive

I can't find the link to the announcement - and I wonder was it made in council with no statement or release planned.

I found the new appointments release and the statement on the incentive that went out in February, a few months after the senior staff early retirement.

<http://www.stjohns.ca/media-release/senior-executive-appointments>

Council statement on Feb 02 -

<http://www.stjohns.ca/media-release/council-statement-budget-2016-18-retirement-incentive>



Statement from the City Manager

Susan Bonnell to: Neil Martin

Cc: Kelly Maguire, Elizabeth Lawrence

2015/11/20 03:52 PM

How's this? I will also post the approved statement to the intranet so staff hear from us before VOCM.

The City of St. John's has offered early retirement to some management-level staff. We thank these individuals for their dedicated service and respect their right to announce their retirement as they choose.

Council and senior staff are currently preparing the 2016-2018 operating budget, to be released publicly mid-December. The impact of these retirements will be reflected in the budget platform.

Susan Bonnell
Manager, Marketing and Communications
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL, Canada, A1C 5M2
tel (709) 576-3906

www.st.johns.ca



Re: Statement from the City Manager 
Kevin Breen to: Neil Martin
Cc: Susan Bonnell, Elizabeth Lawrence, Kelly Maguire

2015/11/20 04:01 PM

good with me.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Neil Martin

Susan: I'm ok with that. If Kevin is ok, it needs to...

2015/11/20 04:00:00 PM

From: Neil Martin/CSJ
To: Susan Bonnell/CSJ@CSJ
Cc: Elizabeth Lawrence/CSJ@CSJ, Kelly Maguire/CSJ@CSJ, Kevin Breen/CSJ@CSJ
Date: 2015/11/20 04:00 PM
Subject: Re: Statement from the City Manager

Susan:

I'm ok with that. If Kevin is ok, it needs to go to Council and the executive group with the advise that it is a personnel matter and neither Council and staff we be making any further statements.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Susan Bonnell

Sorry, Kevin. I meant to copy you also. Susan B...

2015/11/20 03:55:06 PM

Susan Bonnell

How's this? I will also post the approved stateme...

2015/11/20 03:52:19 PM



Re: Media Query; Please note
Jonathan Galgay to: Neil Martin
Cc: Dennis O'Keefe, Ron Ellsworth

2015/11/20 10:59 PM

History:

This message has been replied to.

Neil,

My take on this is solely based on interpretation from employees. I believe council has embraced this decision as a dignified one and that only.

It's natural course for rumours to spread; though I firmly believe that our decision is supported and Susan's note clearly states that.

In this case, I have no reason to suspect that councils members have acted inappropriately. The Budget will clearly state our intent. I commend our staff for their commitment to our city and organization.

I would suggest that we prepare for a reception/ dinner in early December for our Deputy City Managers.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:7095767144)

On Nov 20, 2015, at 10:49 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Dennis:

Agreed. I would have much preferred to brief Council on Monday afternoon and then have the MR issued through the Communications Division after. However, Susan's advice is sound in that once the early retirement initiative had been leaked to the media we needed to issue the short statement ASAP. My cudos to her for jumping on the issue so quickly. Don't know what will happen media wise over the weekend but, like the majority of these things, the issue will likely run its course and the media will then move on to something else.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Nov 20, 2015, at 10:29 PM, Dennis O'Keefe <DOKeeffe@stjohns.ca> wrote:

Hi Neil

I understand how the rumours can start and fly! It is just unfortunate that such news would get out before Council has been briefed!

Sent from my iPad

On Nov 20, 2015, at 10:13 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Dennis:

Obviously someone at some level took it upon themselves to report (mis-report is probably a more appropriate word) the early retirement initiative to the media. In any organization the size of the City, rumours and misinformation run rampant when an undertaking such as the early retirement initiative takes place.

We commenced our discussions with the four affected DCMs and the City Solicitor on Monday afternoon after Council approved the parameters and successfully wound them up today, with all five individuals signing off on their respective packages. I am amazed that we made it to Friday before the rumour mill started. Susan called me this afternoon and said that VOXM were asking about the management changes at City Hall and, based on her advice to which I quickly agreed, the short media release was issued.

This is a personnel matter and the MR that has been issued is all we should be saying about it. We will certainly refer to the early retirement issue again in general terms when the Chair of the Finance and Administration Committee presents the budget and makes the budget speech on the 14th of December.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Nov 20, 2015, at 9:47 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

So how would this happen?

Sent from my iPad

On Nov 20, 2015, at 4:05 PM, Susan Bonnell <sbonnell@stjohns.ca> wrote:

We have received an inquiry from VOCCM about "changes" being made to management at the City. We are issuing the following statement, approved by the City Manager, which will be the only statement made as issues of personnel are kept confidential. I will also post this on the intranet.

The City of St. John's has offered early retirement to some management-level staff. We thank these individuals for their dedicated service and respect their right to announce their retirement as they choose.

Council and senior staff are currently preparing the 2016-2018 operating budget, to be released publicly mid-December. The impact of these retirements will be reflected in the budget platform.

Susan Bonnell
Manager, Marketing and Communications
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL, Canada, A1C 5M2
tel (709) 576-3906

www.st.johns.ca



Jonathan Galgay to: Neil Martin
Cc: Susan Bonnell, Dennis O'Keefe

2015/11/21 11:41 AM

History:

This message has been replied to.

CBC just email me about the Vocm article, I merely sent them the statement you approved yesterday:

The City of St. John's has offered early retirement to some management-level staff. We thank these individuals for their dedicated service and respect their right to announce their retirement as they choose.

Council and senior staff are currently preparing the 2016-2018 operating budget, to be released publicly mid-December. The impact of these retirements will be reflected in the budget platform.

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:7095767144)



Media Headlines - November 23, 2015

Kelly Maguire to: Council_group, Executives, Directors, Strategy & Engagement, Susan Ralph, Cindy McGrath, kobrien

2015/11/23 01:04 PM



Media Headlines - November 23, 2015.docx

Media Headlines -November 23, 2015

(No headlines as of noon)

Media Headlines -November 22, 2015

NTV Evening Newshour - Sun, November 22, 2015

FOOD DRIVE CONTINUES: The city of St. John's will continue it's food drive this week after coming up a little short last week. ["Danny Breen", Councillor]

<http://ntv.ca/st-johns-continues-food-drive-pickup-with-garbage-collection/>

Media Headlines -November 21, 2015

TELEGRAM - City food drive doing one more round

St. John's extends effort to reach 150,000-pounds goal

Mayor Dennis O'Keefe was on hand on Topsail Road today at the Community Food Sharing Association's warehouse. He was joined by other members of council and city workers as they unloaded the last day's worth of food from a weeklong food drive the city co-ordinated with garbage day in each neighbourhood. The final tally was 120,000 pounds of food collected during the week.



JOSH PENNELL/THE TELEGRAM **St. John's city workers and members of council help collect residents' donations to the city's food drive Friday.**

"That means people all over the province of Newfoundland and Labrador will have food on their plates in the coming days," O'Keefe said.

The mayor also thanked all the people who donated, along with the city workers who collected the donated items.

Council has a goal of 150,000 pounds of food or more and will do the food drive again next week.

"We'll redo the cycle and we're asking those who forgot to put food out or those who were unaware of the food drive to put food out during their garbage day next week."

People just have to put food in a bag labelled as such and leave it on their step so city workers can see it on the same day their garbage is collected.

O'Keefe also said people in apartment buildings or condo buildings could put all the food collected from the building in one spot and call 311 to let the city know it was there. It would then be picked up the same day the call was made.

Terry Bennett, president of CUPE Local 569 that represents City of St. John's outside workers, also presented the Community Food Sharing Association with a \$500 cheque toward the food drive and encouraged similar donations from other CUPE locals.

TELEGRAM – OPINION - Make spaying/neutering mandatory for adopted cats

I'm writing in response to the St. John's Humane Services' recent \$20 cat adoption blitz.

While I applaud the intention to encourage cat adoption, lowering the adoption fee to \$20 for an adoption blitz is a shortsighted strategy which fails to address the root of the problem.

A manager at the adoption centre stated that "All of the cats are feline leukemia and FIV tested, vaccinated, de-fleaed, de-wormed, microchipped, so everything is done with them," while ignoring the reasons why shelters are overcrowded.

While the veterinary services already rendered are undoubtedly important and a great first step in ensuring quality of life for the cats, it is imperative that they be spayed or neutered as well.

With the growing controversy concerning Humane Services' cat-trapping strategy in neighbourhoods where cat overpopulation has reached problematic levels, St. John's should be looking at more humane long-term solutions, such as mandatory spaying and neutering for adopted animals.

If cats are trapped, sent to Humane Services and then adopted out unsprayed/unneutered for

\$20, they will only be housing the cats' kittens next year.

Although spaying and neutering may cost more up front, it will save money in the long run as Humane Services will have fewer stray cats to catch, treat, house, feed and adopt out.

The cat population of a neighbourhood can increase exponentially in a very short time, as just one female cat can have up to 24 kittens per year.

This adoption blitz may solve the problem of freeing up space in the overcrowded shelter for the near future, but in the long run, adopting out unspayed and unneutered cats is an irresponsible and ineffective strategy for controlling the cat population.

If Humane Services does not take reasonable steps to control the pet population, this is nothing more than a Band-Aid solution which will see cat overpopulation persist as a cyclical problem for St. John's residents until a preventative strategy is put in place. Samantha Kennedy Halifax (originally from St. John's)

CBC - City of St. John's offering early retirement to management -level staff

Coun. Johnathan Galgay confirmed to CBC on Saturday that an early retirement offer has been made to some management-level staff.

Galgay said the changes will be reflected in December's 2016-2018 operating budget, which is currently being prepared by council and senior staff.

He said that while the city is offering early retirement to those staff members, it's up to the staff to announce whether they are accepting the offer.

"We thank these individuals for their dedicated service and respect their right to announce their retirement as they choose," Galgay said in a statement.

<http://www.cbc.ca/news/canada/newfoundland-labrador/city-of-st-john-s-offering-early-retirement-to-management-level-staff-1.3329624>

CBC - Library project breaks down language barrier for immigrants in St . John's

Public libraries in St. John's are getting hundreds of children's books in Spanish, Chinese, Arabic and other languages as part of a Welcome Project for newcomers to the city.

"Improving accessibility by removing language barriers and creating more opportunities for learning at our local libraries is an important part of the welcoming process," said Deputy Mayor Ron Ellsworth.

<http://www.cbc.ca/news/canada/newfoundland-labrador/st-john-s-libraries-immigrants-1.3326448>

VOCM Morning Show - Sat, November 21, 2015

CHANGES COMING TO CITY'S MANAGEMENT STAFF: VOCM News has learned some major changes are coming to the management level at St. John's City Hall; the City says it has offered early retirement packages to some of it's management staff.

VOCM 1pm News - Sat, November 21, 2015

CHANGES COMING TO CITY'S MANAGEMENT STAFF: VOCM News has learned some major changes are coming to the management level at St. John's City Hall; the City says it has offered early retirement packages to some of it's management staff.

Media Headlines -November 20, 2015

VOCM Evening News - Fri, November 20, 2015

EARLY RETIREMENT PACKAGES OFFERED TO SOME CITY OF ST. JOHN'S STAFF:
There's been a shake-up in senior management at St. John's city council.

VOCM Night Line - Fri, November 20, 2015

FOOD DRIVE: "Danny Breen", St. John's City Councillor is calling to talk about the food drive. He says they have collected 132 thousand pounds of food and since they got calls from some residents that their donations were not picked up or they forgot so they are extending the drive for another week. He also extends condolences to the Hynes family.



Re: Memo
Kelly Maguire to: Neil Martin
Cc: Susan Bonnell, Kevin Breen

2015/11/23 09:45 PM

Thanks I'll send it along to him.

Sent from my iPhone

On Nov 23, 2015, at 8:12 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Kelly:

The announcement is the same one that was provided to VOCM and CBC. He can have it if he wants.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Nov 23, 2015, at 7:59 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Sent from my iPhone

Begin forwarded message:

From: "MacEachern, Daniel" [REDACTED]
Date: November 23, 2015 at 7:10:46 PM NST
To: "Kelly Maguire" <kmaguire@stjohns.ca>
Subject: Memo

Kelly, can I get a copy of the memo being sent to city staff Tuesday about the retirement packages being offered to senior staff? Thank you.

Dan



Re: Statement from the City Manager
Kelly Maguire to: Neil Martin

2015/11/23 09:45 PM

Thank you for clarifying.

Sent from my iPhone

On Nov 23, 2015, at 8:24 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Kelly:

This is the announcement I was referring to. It's the same one that was posted to the Intranet for staff's information.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

Begin forwarded message:

From: "Neil Martin" <NMartin@stjohns.ca>
Date: November 20, 2015 at 4:00:00 PM NST
To: "Susan Bonnell" <sbonnell@stjohns.ca>
Cc: "Elizabeth Lawrence" <ELawrence@stjohns.ca>, "Kelly Maguire" <kmaguire@stjohns.ca>, "Kevin Breen" <KBreen@stjohns.ca>
Subject: **Re: Statement from the City Manager**

Susan:

I'm ok with that. If Kevin is ok, it needs to go to Council and the executive group with the advise that it is a personnel matter and neither Council and staff we be making any further statements.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446



Re: Early Retirement??

Tom Hann to: [REDACTED]

2015/11/24 09:20 AM

You don't want to know ! Will talk

Sent from my iPad

> On Nov 24, 2015, at 9:19 AM, [REDACTED] wrote:

>

> City is going to pay out incentives to senior staff who were going to retire anyway? And then refill some or all of the positions?? Whose brainstorm was that? Sounds like a scheme that certain senior staff could get behind!

>

> Sent from my iPhone



Media Headlines - November 24, 2015

Kelly Maguire to: Council_group, Executives, Directors, Susan
Ralph, Cindy McGrath, kobrien, Strategy &
Engagement

2015/11/24 04:14 PM



Media Headlines - November 24, 2015.docx

Media Headlines - November 24, 2015

CBC- UPDATED- Paul Mackey 1 of 5 senior staff retiring early from St . John's city hall

Paul Mackey, the face of St. John's public works for many years, is one of five senior city staff who have accepted early retirement offers.

The city also announced Tuesday that it will be making similar offers to another two dozen employees, and will reveal the cost savings in the Dec. 14 budget.

['There will be a cost saving,' Dennis O'Keefe says of early retirement offerings](#)

Mackey, who has worked at city hall for 23 years, is the deputy city manager of public works.

He was on vacation when he got the offer last week, and because he was planning to retire in a year or so anyway, the offer made sense.

"It kind of focused me up," Mackey told CBC News Tuesday morning. "Having made the decision, I'm comfortable with it."

<http://www.cbc.ca/news/canada/newfoundland-labrador/paul-mackey-retirement-st-john-s-city-hall-1.3332389>

CBC- 'There will be a cost saving,' Dennis O'Keefe says of early retirement offerings

The City of St. John's will be offering early retirement packages to some city managers as part of the budget process.

Mayor Dennis O'Keefe says he's not sure exactly how many employees will be affected.

[City of St. John's offering early retirement to management-level staff](#)

[Paul Mackey 1 of 5 senior staff retiring early from St. John's city hall](#)

"We would be talking about four or five people on the executive level, but there will be more movement on other levels also, in particular senior management," said O'Keefe.

<http://www.cbc.ca/news/canada/newfoundland-labrador/dennis-okeefe-cost-savings-1.3332194>

VOCM - Chair of City's Finance Committee Jonathan Galgay Responds to Early Retirements

Tuesday , November 24 2015 | 2:48:42 PM

The Chair of the City's Finance Committee, Jonathan Galgay, spoke with reporters this afternoon about a story VOCM News broke on Friday. Five senior managers with the city have been offered early retirement effective November 30th. Their replacements have been appointed and will take over their new positions December 1st.

Among those leaving their positions are Deputy City Manager of Public Works, Paul Mackey. He's being replaced by Lynnann Winsor.

<http://www.vocm.com/newsarticle.asp?mn=2&id=58755&latest=1>

VOCM - New Rules Regarding Rodent Control on Construction Sites Coming to St . John's

Tuesday , November 24 2015 | 11:20:15 AM

Developers in St. John's are going to have to play by new rules in order to keep down the rodent population.

Often times, digging up the ground for new housing and buildings causes the rodents to scatter

to nearby areas, but in St. John's subdivisions and some commercial and industrial development will have to be preceded by a three-week rodent control program.

<http://www.vocm.com/newsarticle.asp?mn=2&id=58751&latest=1>

VOCM - City Looking at Gender Neutral Restrooms

Tuesday , November 24 2015 | 11:19:27 AM

St. John's is going to look into the possibility of converting some washrooms in city-owned buildings to gender neutral.

Memorial University and the City of Corner Brook have done so, and Deputy Mayor Ron Ellsworth would like to see St. John's show consideration for the inclusive community.

He says a good place to start would be City Hall.

<http://www.vocm.com/newsarticle.asp?mn=2&id=58754&latest=1>

TELEGRAM - Salvation Army downtown project clears zoning hurdle at city council

BY DANIEL MACEACHERN

St. John's city council agreed Monday night to give the Salvation Army a little more breathing room.

St. John's city council approved a zoning amendment Monday to allow the Salvation Army's proposed community centre on Springdale Street to go ahead.

Coun. Art Puddister told council the Salvation Army's proposed new community centre needs a new zoning for the project on its Springdale Street property.

"Because of the institutional zone downtown, they're not going to be able to meet the setbacks in a very tight site," Puddister said during Monday night's regular public council meeting. "So we're actually creating ... a zone within the zone."

Coun. Tom Hann said the project will be "quite the operation" when it's completed.

"I'm supporting the motion here simply because it's going to bring a whole new life to people in need in the downtown core," he said. "It'll have offices, it'll have rooms or apartments, it'll have offices for medical treatments and so on, and we've all see the outlay of the operation. And the Salvation Army is working very hard in terms of fundraising for that operation."

The development of the space has been a headache for council, which came under fire in early 2014 for rejecting heritage designations for the former buildings on Springdale Street, which were demolished.

Coun. Bruce Tilley said council has had a look at the proposed operation.

"I'm looking forward as we move on with respect to this building, because it certainly will enhance the area and certainly will enhance the services of the Salvation Army," Tilley said.

Council approved an amendment to the institutional zone in the downtown to allow a building height taller than three storeys – the project has five – and to exempt the buildings from having to be set back at least eight metres from the street line. The next step for the project is a

land-use assessment report.

TELEGRAM - Retirement packages for some senior staff was budget decision : mayor

BY DANIEL MACEACHERN

We have left the announcement of retirement up to the deputy city managers themselves, but there's no surprises here that word is moving around, but they've all accepted, and they'll be finishing on Nov. 30."

Coun. Jonathan Galgay

St. John's Mayor Dennis O'Keefe isn't revealing much about why senior city staff members have been offered retirement packages, other than to call it a budget decision.

The mayor said more details – such as how much the city expects to save – would be offered when the 2016 budget comes before council next month.

"That will come out in the budget," said O'Keefe. "I don't have an exact figure on that, but it is part of the budgetary process, and there will be a cost saving."

The mayor, responding to a weekend report from VOCM that said senior staff were being offered early retirement packages, acknowledged the city would lose a lot of institutional knowledge and experience with the retirement of so many senior staff.

"In many cases, there are many people who would be retiring in the next year or so anyhow," he said.

"There is a lot of talent and skilled and able and very efficient people who have been here with the city after many, many years who are quite able and willing and ready to step into those positions."

Coun. Jonathan Galgay, new chairman of the city's finance committee, said there are between 25 and 30 people involved. He declined to comment on the reasons for offering the packages.

"All that will be detailed in the budget, which will be announced on Dec. 14," said Galgay. "I'd prefer to wait until the budget to get into those specific details."

Staff aren't required to take a package if offered, said Galgay, but he added that everyone offered a package had taken it, with the exception of deputy city manager Kevin Breen.

"We have left the announcement of retirement up to the deputy city managers themselves, but there's no surprises here that word is moving around, but they've all accepted, and they'll be finishing on Nov. 30," he said.

Galgay said the positions vacated will be filled, but O'Keefe said that isn't necessarily the case.

"In the long run, there will be positions that will not be refilled as others retire," said the mayor.

O'Keefe said the city manager would issue a memorandum today informing city employees of

the changes.

TELEGRAM - Legal hurdles to clear to make Hynes' 'St. John's Waltz' official song of the city

BY DANIEL MACEACHERN

The City of St. John's has a couple of legal hurdles to clear before it can make "St. John's Waltz" – a song by the late folk singer Ron Hynes, who died last Thursday – the official song of the city.

"I thought we could make the announcement today, because I thought it would be a very appropriate time," Mayor Dennis O'Keefe said Monday after city council's regular public meeting. "The 'St. John's Waltz' would be a perfect song representing the colour and the culture and the beauty of the city as Ron Hynes saw it when he made that recording."

But the city's legal staff has told the mayor there are copyright issues that need to be sorted out before the song can be used, he said.

"They're going to work through that, and hopefully we'll have an announcement in the very, very near future," he said. "We have to contact the family, of course, and ask for their position, and I hope to have it done very soon, I must say. Council is very supportive of doing it."

Monday's meeting began with the mayor and councillors standing in silence while the 'Waltz' played, in tribute to Hynes, whose funeral was Monday afternoon.

TELEGRAM - Council denies financial aid for VolleyFest

BY DANIEL MACEACHERN

St. John's city council spiked a funding request for last month's provincial volleyball tournament — after approving financial support for last year's event.

The Newfoundland and Labrador Volleyball Association had asked for financial support for VolleyFest 2015, held Oct. 30-31 with more than 180 teams and 2,300 athletes taking part.

But the city's finance committee recommended rejecting the request, as city policy doesn't allow financial support for events that are considered provincial in nature. The funding is supposed to be for athletic tournaments with a percentage of athletes coming from outside the province.

"In the past, we've turned down many, many organizations requesting financial contributions which are great organizations, they do a lot of great work, but this was just an example whereby it didn't meet the policy," said Coun. Jonathan Galgay, chairman of the finance committee.

Coun. Sandy Hickman argued the city could make an exception for a tournament of VolleyFest's scope, which saw 110 visiting teams using a total of 900 hotel rooms during the event.

"We have supported VolleyFest over the years, and everybody knows why," he said. "(It's) the largest sport event in Canada on an annual basis for high school and junior high school students."

Outside of the importance of supporting sporting events to encourage physical fitness, the

tournament's economic impact is significant, Hickman said.

"If half the teams that participated stay for one night in a hotel room, four rooms per team, that would be our thousand dollars back from the room tax alone, let alone the obvious business support for restaurants and hotels, etc., and other businesses," said Hickman.

Council voted against the financial support, with Hickman and Deputy Mayor Ron Ellsworth dissenting.

Earlier this year, council belatedly approved funding for last year's event, despite the same issue that sunk funding this year.

Coun. Danny Breen noted a new policy that will come before council will consider the economic impact of events on the city, which may help future events.

"It's unfortunate we don't have a policy that these events fall into," he said. "Therefore I can't support the motion at this time, because I really don't want to go outside of policy on it. But hopefully we can have that put into place in the very near future so we can deal with it."

CBC 7am News - Tue, November 24, 2015

RESTRUCTURING AT CITY OF ST. JOHN'S: The City of St. John's is restructuring and offering early retirement packages to some management staff. ["Mayor Dennis O'Keefe"]

CBC 8am News - Tue, November 24, 2015

CITY OFFERS EARLY RETIREMENT: The City of St. John's is offering early retirement as it prepares its next budget. ["Mayor Dennis O'Keefe"]

CBC 9am News - Tue, November 24, 2015

RESTRUCTURING AT CITY OF ST. JOHN'S: The City of St. John's is restructuring and offering early retirement packages to some management staff. ["Mayor Dennis O'Keefe"]

VOCM Morning News - Tue, November 24, 2015

RESTRUCTURING AT CITY HALL: The mayor of St. John's has confirmed a story which VOXM News broke on Saturday about restructuring at the executive and management levels at City Hall. ["Mayor Dennis O'Keefe"]

VOCM Morning Show - Tue, November 24, 2015

CITY WANTS TO USE HYNES SONG AS ANTHEM: The City of St. John's wants to use one of Ron Hynes' best known songs as their anthem. ["Mayor Dennis O'Keefe"]

VOCM Open Line - Tue, November 24, 2015

RAT PROBLEM: Host Preamble- There is a rat problem in St. John's. When a developer starts building they disturb the rats. The city is going to do rodent control three weeks before development begins.

Media Headlines -November 23, 2015

VOCM Evening News - Mon, November 23, 2015

SONG & DANCE ST CITY HALL FOR RON HYNES: St. John's City Hall stopped today to remember Ron Hynes as best befits a musician: with a song and dance.

CBC Here & Now - Mon, November 23, 2015

TRIBUTE TO RON HYNES: St. John's City Councillors, Staffers and others took a moment today to dance to the St. John's Waltz as a tribute to Ron Hynes.

NTV Evening Newshour - Mon, November 23, 2015

CITY COUNCIL PAID TRIBUTE TO HYNES: Ron Hynes's music moved generation and today City Council paid tribute to him. ["Dennis O'Keefe", Mayor of the City of St. John's]

VOCM Night Line - Mon, November 23, 2015

FUNDRAISER: Host preamble. It is Municipal Monday so Dave Lane, St. John's City Councillor and Craig Pollett, CEO of Municipalities NL are in the studio. Craig talks about Quidi Vidi Brewery and Fogtown Barber partnering on a fundraiser for cancer.

PLANNING AND DEVELOPMENT ISSUES: "Dave Lane", St. John's City Councillor discusses planning and development issues. He says there was a problem with storm water retention so they have technological sound models for flooding. He discusses the environmental aspects of development. Jonathan reads several tweets regarding environmental challenges for municipalities.



Media Headlines - November 26, 2015

Kelly Maguire to: Council_group, Executives, Directors, Susan Ralph, Cindy McGrath, kobrien, Strategy & Engagement

2015/11/26 10:15 AM



Media Headlines - November 26, 2015.docx

Media Headlines -November 26, 2015

VOCM Morning News - Thu, November 26, 2015

METROBUS DRIVER RECEIVES HEROISM AWARD: A Metrobus driver has been recognized for a act of heroism that helped to save the life of a woman in St. John's over the summer.

VOCM Morning Show - Thu, November 26, 2015

GENDER NEUTRAL WASHROOMS: More and more public places in our province are starting to go gender neutral when installing bathrooms. Even St. John's City Hall is looking into the possibility. ["Dr. Sarah MacAuley", Sexual Health Educator]

FLAKE HOUSE REDEVELOPMENT: The man behind the redevelopment of the old Flake House restaurant property in Quidi Vidi Village says they're looking at retaining as much of the historic character of the area as possible. Chef "Todd Perrin" says they're hoping to develop a new restaurant and event centre where the old restaurant - vacant for nearly a decade - now stands.

VOCM - Flakehouse Plans to Retain Historic Character of Quidi Vidi : Perrin

Thursday , November 26 2015 | 9:01:22 AM

The man behind the redevelopment of the old Flake House restaurant property in Quidi Vidi Village says they're looking at retaining as much of the historic character of the area as possible. Chef Todd Perrin says they're hoping to develop a new restaurant and event centre where the old restaurant - vacant for nearly a decade - now stands.

<http://www.vocm.com/newsarticle.asp?mn=2&id=58808&latest=1>

TELEGRAM - Metrobus driver receives national heroism award

Published on November 25, 2015

A driver with the St. John's Transportation Commission has been recognized for the role he played in saving the life of a young woman who was hit by a vehicle when attempting to cross Water Street in St. John's in August.

Metrobus driver Max Benson received a National Heroism Award this morning in a ceremony held during the Canadian Urban Transportation Association's annual conference in Montreal.

A news release from Metrobus says, to be considered for the award, a person within the public transit industry must perform a heroic act; one in which no full measure of responsibility exists

between the award recipient and the endangered party, and the recipient must go above and beyond the call of duty.

Benson had been employed with Metrobus for less than three years on the night of Aug. 1 when he witnessed a young woman being struck by an eastbound van on Water Street.

The victim came to rest beneath the tailpipe of a car, that had recently been parked about 10 feet in front of Benson's bus. Benson immediately radioed to a Transit Supervisor to call 911 before grabbing the on-board first aid kit and exiting the bus to tend to the victim.

The news release goes on to say the victim lay unconscious with a very weak pulse from a head wound when Benson arrived at her side; he immediately compressed the wound and the victim's pulse became stronger.

Benson then used his other hand to protect the victim's face from coming into contact with the hot muffler, causing him to suffer second-degree burns on the back of his hand.

When the police, fire trucks and ambulance arrived, they immediately removed the young woman from the scene and transported her to the hospital.

"It's just an incredible story of heroism," says Metrobus general manager, Judy Powell. "We're all proud of Max and we're thrilled that the Canadian Urban Transportation Association has recognized what Max did on that night in August."

The St. John's Transportation Commission, operating as Metrobus, has been providing public transit services in St. John's, NL, since 1958. Metrobus operates 22 fixed-transit routes, four of which are wheelchair accessible, and services more than three million rides annually.

Media Headlines -November 25, 2015

VOCM Morning Show - Wed, November 25, 2015

EARLY RETIREMENT PACKAGES AT CITY HALL: The City of St. John's has responded to a recent shakeup in senior management at City Hall. Four senior managers, including Deputy Manager of Public Works, Paul Mackey, have been offered early retirement. ["Jonathan Galgay", Finance Committee Chair]

VOCM Open Line - Wed, November 25, 2015

MACKEY RETIRES: Host Preamble- City Manager Paul Mackey is retiring. He had a really thankless job of having to take calls when there was snow clearing issues etc. Paddy hopes that Paul enjoys his retirement.

FOOD DONATIONS: "Eg Walters" is calling from the Food Sharing Association and he thanks everyone in St. John's who has taken part in the community food donation program. He says that people who use the food bank and no different then you and I and they need food all year around. He also calls on people to support the food bank in their local area.

VOCM 1pm News - Wed, November 25, 2015

DEMOLITION OF FLAKE HOUSE: The way has been paved for the demolition of the old Flake

House restaurant in Quidi Vidi. ["Todd Perin", Mallard Cottage]

SHAKE UP IN SENIOR MANAGEMENT: The City of St. John's has responded to a recent shake up in senior management at city hall. ["Jonathan Galgay", Councillor; "Paul Mackey", Former City Employee]

NTV Evening Newshour - Wed, November 25, 2015

NEW DEVELOPMENT PROPOSED: Though still in the early stages there is renewed hope for the redevelopment of the old Lakehouse Property in Quidi Vidi.

VOCM - Metrobus Driver Receives Heroism Award

Wednesday , November 25 2015 | 11:01:12 PM

A Metrobus driver has been recognized with an national heroism award for helping to save the life of a young woman who was struck by a vehicle in August.

Max Benson witnessed the woman being struck by a van on Water Street in St. John's on August 1st. He immediately radioed a Transit Supervisor to call 911 and grabbed the bus' on board first aid kit and rushed to her aid.

<http://www.vocm.com/newsarticle.asp?mn=2&id=58793&latest=1>



Re: budget
Art Puddister
Cc: [REDACTED]

to: [REDACTED]

2015/12/07 10:21 AM

Thank you for your e mail,

Art puddister

Sent from my iPad

> On Dec 6, 2015, at 8:03 PM, [REDACTED] > wrote:

>

> Its good to see some one trying to keep taxes under control. With the
> constant conflict between the mil rate and assessments it is difficult
> for taxpayers to determine the actual tax increase. JUST how much has the
> average homeowner's tax amount increased over the past seven years. As a
> taxpayer it is difficult to see the justification for the massive
> increase given to staff,, something like 19% over the next few
> years,, most of us are getting nothing or little. just what makes city
> workers different..but again no one indicated just what this would mean
> to our tax rate. The recent early retirement package has a cost
> associated with it BUT again no one has informed the taxpayer of the
> amount or the justification ,, was there a purpose or was this just a
> whim of the city manager. Has there been an increase in staff, if
> so, why, surely technology has enabled a decrease to be possible. I could
> go on but I will simply request that you do what you can to ensure
> council is open and transparent((tell us the costs involved in any
> action) and please approve expenditures that are necessary ,, not just
> nice to do...I suspect the good times are coming to an end.



Re: few questions
Derek G Coffey to: Kelly Maguire

2015/12/07 03:57 PM

No worries

I called earlier to see if you needed any clarification but you must have been otherwise occupied!

Cheers

Derek

Sent from my iPad

On Dec 7, 2015, at 3:54 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Thanks for all this, I will probably get back to you with more questions soon.
Kelly

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491

kmaguire@stjohns.ca

Derek G Coffey---2015/12/04 05:53:12 PM---From: Derek G Coffey/CSJ To: Kelly Maguire/CSJ@csj

From: Derek G Coffey/CSJ
To: Kelly Maguire/CSJ@csj
Date: 2015/12/04 05:53 PM
Subject: Re: few questions

Always willing to help. Especially on budget! Try this. I'm sure you will wordsmith!

Derek

1) the accommodation tax also known as the tourism marketing levy - is a 4% levy on rooms sold at places like hotels and bed and breakfasts. All the monies are collected by the hoteliers and remitted to the city. That money is

then set aside into a reserve and is therefore not used to fund general city operations. The monies on the reserve are then used to pay down the debt on the loan to building the existing convention centre and will be used to pay back the borrowing for the expanded facility as well.

2) as mentioned above the accommodation tax is directed straight into a reserve, not general city operations. The accommodation tax transfers are simply the amounts collected being placed into the reserve and the amounts coming out are those being used to pay the debt costs as mentioned above. These monies represent the city's share of the construction project. Each of the federal and provincial governments have contributed 15 million each towards the total project cost of approximately 65 million

3) in 2013 the cities of St. John's and mount pearl reached an agreement with the town of paradise which will see them become a full member of the regional fire services. Previous to this paradise was provided with a standby response. Once the new fire station in paradise opens the Town and its residents will have the benefit of a fully equipped fire station right in the heart of community. This station which will be staff 24/7 will dramatically increase the response time for fire services to residents of the town of paradise.

In addition, given its location the station will provide additional coverage to the western portions of both St. John's and mount pearl. This in turn relieves the stresses on other stations currently servicing this area - thus enhancing fire protection for the entire St. John's mount pearl paradise region. As a result the cost of the new station will be shared amongst all three members in the same fashion used by mount Pearl and St. John's for years. The projected total cost is \$xx of which St. John's share is xx% or \$xx. Of course this is the one time capital cost which will be repaid over a 20 year timeframe

4) the early retirements were one part of the city's efforts to reduce its workforce and align its staffing resources more appropriately. As new services come online such as the new Paul Reynolds centre and the paradise fire station staff are required to provide these services. Rather than simply hire staff the city embarked on an early retirement incentive. The incentives were selectively offered to positions where the city felt either that position or a fairly comparable position would not need to be filled thus resulting in a reduction of staff. The senior executive positions were filled as the city

positions itself to move forward. However, there were other senior management positions which will not be filled as a result of this process

Thus while new positions were added the early retirements were used to offset the necessary staffing increases. Overall the city has fewer employees on a go forward basis than it did in 2015

Sent from my iPad

On Dec 4, 2015, at 4:42 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:
I know you are super busy. Just working on a few FAQs and have attached some questions for you.

Thanks!
Kelly

(See attached file: Questions for derek.docx)

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491
kmaguire@stjohns.ca
<Questions for derek.docx>



Re: Budget

to: Art Puddister

2015/12/08 12:55 PM

Art:

Yes they have certainly added to their mistake in hiring Bob Smart by appointing Neil and then renewing him.

It's a mess.



Sent from my iPad

> On Dec 8, 2015, at 11:44 AM, Art Puddister <apuddister@stjohns.ca> wrote:

>

>

> Thank you for the e mail. There is a lot of things I could drop from the private meetings that are a lot juicer than the budget.

>

> The early retirement packages won't be of any benefit until 2018' and yes the agreement is that there will be reductions in staff.

>

> As you can see Neil and staff are running the show at city hall. Council in my absence just extended his contract for a full two years, crazy.

>

> I am basically alone in trying to stand up for the citizens.

>

> Best regards,

>

> Art

>

> Sent from my iPad

>

>> On Dec 8, 2015, at 8:36 AM, [REDACTED] wrote:

>>

>> Art:

>>

>> Good for you! City Council isn't like a cabinet and there is no reason to hide the budgetary process.

>>

>> Wait until you have to deal with the opposite problem, declining assessments, which will happen next time.

>>

>> And that early retirement package was crazy. Why would you want all your experienced people going out the door at the same time? Will there be any positions cut in management?

>>

>>

>>

>> Sent from my iPad

>



Fwd: City of St. John's Retirement Packages
Kevin Breen to: Diane Winsor, Sarah Hayward

2015/12/11 12:51 PM

FYI we will talk later...

Sent from my iPhone

Begin forwarded message:

From: "Derrick Barrett" <dbarrett@cupe.ca>
Date: December 11, 2015 at 11:36:42 AM NST
To: "KBreen@stjohns.ca" <KBreen@stjohns.ca>
Subject: City of St. John's Retirement Packages

Good morning Kevin,

Attached please find our correspondence to you regarding the retirement packages that were offered to members of Locals 569 and 1289. A hard copy will be sent to your office by mail.

As expressed in our correspondence, we are extremely concerned with how this whole matter was handled and the lack of consultation with both locals throughout the process. We are requesting a meeting with you as soon as possible for further discussion.

Thank you for your time and I look forward to hearing from you.

Sincerely,

Derrick

Derrick Barrett
National Representative
Canadian Union of Public Employees
Office: (709) 753-0732
Fax: (709) 753-2313
Email: dbarrett@cupe.ca



Retirement Packages - City of St. John's.pdf



Fwd: City of St. John's Retirement Packages
Kevin Breen to: Diane Winsor

2015/12/15 10:02 AM

Diane, would u please draft a response for my signature. The thrust is that we did have a discussion with the union presidents prior to meetings with unionized staff. Thanks.

Sent from my iPad

Begin forwarded message:

From: "Derrick Barrett" <dbarrett@cupe.ca>
Date: December 11, 2015 at 11:36:42 AM NST
To: "KBreen@stjohns.ca" <KBreen@stjohns.ca>
Subject: **City of St. John's Retirement Packages**

Good morning Kevin,

Attached please find our correspondence to you regarding the retirement packages that were offered to members of Locals 569 and 1289. A hard copy will be sent to your office by mail.

As expressed in our correspondence, we are extremely concerned with how this whole matter was handled and the lack of consultation with both locals throughout the process. We are requesting a meeting with you as soon as possible for further discussion.

Thank you for your time and I look forward to hearing from you.

Sincerely,

Derrick

Derrick Barrett
National Representative
Canadian Union of Public Employees
Office: (709) 753-0732
Fax: (709) 753-2313
Email: dbarrett@cupe.ca



Retirement Packages - City of St. John's.pdf



Re: City of St. John's Retirement Packages
Kevin Breen to: Derrick Barrett

2015/12/15 10:03 AM

Thanks Derek, will respond in due course.

Sent from my iPad

On Dec 11, 2015, at 11:36 AM, Derrick Barrett <dbarrett@cupe.ca> wrote:

Good morning Kevin,

Attached please find our correspondence to you regarding the retirement packages that were offered to members of Locals 569 and 1289. A hard copy will be sent to your office by mail.

As expressed in our correspondence, we are extremely concerned with how this whole matter was handled and the lack of consultation with both locals throughout the process. We are requesting a meeting with you as soon as possible for further discussion.

Thank you for your time and I look forward to hearing from you.

Sincerely,

Derrick

Derrick Barrett
National Representative
Canadian Union of Public Employees
Office: (709) 753-0732
Fax: (709) 753-2313
Email: dbarrett@cupe.ca

<Retirement Packages - City of St. John's.pdf>



Re: Early retirement details
Derek G Coffey to: Kelly Maguire
Cc: Neil Martin, Kevin Breen

2015/12/16 11:53 AM

This is going to take some time to pull together
Especially as we have to list ranges for salaries

Sent from my iPhone

On Dec 16, 2015, at 11:43 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Derek pls see inquiry below. I told her it may be tomorrow before we have response due to managers meeting.

Sent from my iPhone

Begin forwarded message:

From: "Samantha Long" [REDACTED]
Date: December 16, 2015 at 9:41:35 AM NST
To: kmaguire@stjohns.ca
Subject: Early retirement details

Morning Kelly,

Thanks for giving the planning and development committee a heads up I was coming yesterday.

I'm looking for more information regarding the exact numbers of how many people accepted early retirement packages last month.

I would also like to know how many people accepted packages from each dept./division and a salary range for the positions.

I was hoping to write this for today so any additional information will be helpful

Thanks again!
Samantha Long
Business Reporter
St. John's Bureau; allNovaScotia
[REDACTED]



Re: CBC Interview - December 16, 2015

Art Puddister to: Neil Martin

Cc: Council_group, Executives

2015/12/16 01:30 PM

Neil,

I speak for my self and only myself. At no time did I say that staff and council have not tried to control payroll costs.

However the numbers speak for themselves,if my numbers are incorrect 110,000,000 dollars for 1200 employees please advise if I have made an error,

I stated at the council meeting that a lot of people make a lot less and some make more,
The citizens have right to this information.

I will not be shut down by council or staff and I will continue to speak on behalf of citizens

Also if the city off St. John's is not the best organization to work for in the province,please let me know.

Best regards,

Art puddister

Sent from my iPad

On Dec 16, 2015, at 12:30 PM, Neil Martin <NMartin@stjohns.ca> wrote:

His Worship the Mayor and Council:

In an interview conducted with CBC, which is available for viewing on their website, Councillor Puddister stated that the City's payroll costs are "staggering" and we need to "... review all our expenses, including our wage package." The inference here is that the City has done nothing to control its payroll costs which is factually incorrect. He further states that "... it costs taxpayers an average of \$95,000 per employee each year." In making such a blanket statement, he fails to clarify that a significant portion of that "average" cost is attributable to legislated payroll costs such as the employer contributions to EI, CPP, WCC, payroll taxes, etc. and negotiated costs such as benefits and pension costs. In addition, he has failed to clarify that included in those costs are our union overtime costs that we must absorb due to the fact that we are a 24/7/365 operation.

With respect to our continuous review of our payroll costs, the following actions have been taken over the past number of years:

- we have put in place a comprehensive Management Pay Plan/Job Evaluation/Performance Management System (Corporate Policy No. 03-03-14) which specifies how all management positions are to be classified, the structure of the management pay levels and steps, and a management performance evaluation system;
- we have negotiated job classification into our collective agreements to ensure that all unionized positions are appropriately classified;
- we have reduced the number of management and executive salary scales and,

using the resources of an external management consulting firm, conducted a detailed salary survey for management positions that ensures that the new salary scales are competitive with the public and private sectors as well as being in the mid range of external salary scales;

- we have negotiated a comprehensive wage package applicable to our unionized staff that is reflective of municipal public sector wage packages;
- we have introduced pension reform at the Council, management and union levels that both protects the current participants in our Defined Benefit Pension Plan and introduces a reduced cost Defined Contribution Plan for all new hires after January 1, 2015;
- we have eliminated overtime allowances for management personnel;
- we have eliminated car allowances for management personnel by grandfathering the current allowance to protect those personnel who have made lease commitments and introduced mileage allowances based on actual usage;
- we have increased the employee portion of contributions to our benefit costs for both current employees and retirees by grandfathering employees in existing plans and applying 50/50 cost sharing to new employees and new retirees within specific plans;
- we have recently introduced an Early Retirement Incentive Program applicable to those employees who are eligible to retire or within one year of being eligible to retire as a measure to reduce our total FTE positions. The take up on the program was higher than expected resulting in a higher than forecast FTE reduction. Over 80% of the FTE positions will not be replaced.

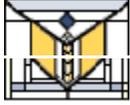
Senior staff are also in the process of implementing continuous improvement/program review within their respective areas of responsibility with the goal being to analyze each line of business that we are in and introduce efficiencies and cost reductions throughout the organization. It must be noted that **all of the above initiatives were undertaken with the full knowledge and approval of Council, including Councillor Puddister.** As such, Councillor Puddister should get his facts straight before he makes such blanket statements as were made during the interview. We have and will continue to review our payroll costs with a view to introducing payroll expenditure reductions wherever and whenever possible.

As City Manager, it is my responsibility to ensure that the workplace is effectively organized and that all services and programs are delivered to the general public in a cost efficient manner. This includes ensuring that staff morale is kept at as high a level as possible and that the workplace is kept safe and harassment free I have spoken to our management staff and our union leaders and assured them that Councillor Puddister's statements do not reflect the position of senior staff. I cannot speak for Council.

Neil

Neil A. Martin

City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca



Re: CBC Interview - December 16, 2015 

Neil Martin to: Art Puddister

Cc: Council_group, Executives

2015/12/16 01:43 PM

Art:

If you are going to make statements in the public domain regarding our employees, then place those statements within the proper context. Your comment was that "... it costs taxpayers an average of \$95,000 per employee each year." End of statement. You failed to state what that \$95,000 is comprised of or that, as an organization and with Council's knowledge and approval, we have undertaken significant initiatives to control those costs.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Art Puddister

From: Art Puddister/CSJ To: Neil Martin/CSJ@csj

2015/12/16 01:30:00 PM

From: Art Puddister/CSJ
To: Neil Martin/CSJ@csj
Cc: Council_group, Executives
Date: 2015/12/16 01:30 PM
Subject: Re: CBC Interview - December 16, 2015

Neil,

I speak for my self and only myself. At no time did I say that staff and council have not tried to control payroll costs.

However the numbers speak for themselves,if my numbers are incorrect 110,000,000 dollars for 1200 employees please advise if I have made an error,

I stated at the council meeting that a lot of people make a lot less and some make more,
The citizens have right to this information.

I will not be shut down by council or staff and I will continue to speak on behalf of citizens

Also if the city off St. John's is not the best organization to work for in the province,please let me know.

Best regards,

Art puddister

Sent from my iPad

On Dec 16, 2015, at 12:30 PM, Neil Martin <NMartin@stjohns.ca> wrote:

His Worship the Mayor and Council:

In an interview conducted with CBC, which is available for viewing on their website, Councillor Puddister stated that the City's payroll costs are "staggering" and we need to "... review all our expenses, including our wage package." The inference here is that the City has done nothing to control its payroll costs which is factually incorrect. He further states that "... it costs taxpayers an average of \$95,000 per employee each year." In making such a blanket statement, he fails to clarify that a significant portion of that "average" cost is attributable to legislated payroll costs such as the employer contributions to EI, CPP, WCC, payroll taxes, etc. and negotiated costs such as benefits and pension costs. In addition, he has failed to clarify that included in those costs are our union overtime costs that we must absorb due to the fact that we are a 24/7/365 operation.

With respect to our continuous review of our payroll costs, the following actions have been taken over the past number of years:

- we have put in place a comprehensive Management Pay Plan/Job Evaluation/Performance Management System (Corporate Policy No. 03-03-14) which specifies how all management positions are to be classified, the structure of the management pay levels and steps, and a management performance evaluation system;
- we have negotiated job classification into our collective agreements to ensure that all unionized positions are appropriately classified;
- we have reduced the number of management and executive salary scales and, using the resources of an external management consulting firm, conducted a detailed salary survey for management positions that ensures that the new salary scales are competitive with the public and private sectors as well as being in the mid range of external salary scales;
- we have negotiated a comprehensive wage package applicable to our unionized staff that is reflective of municipal public sector wage packages;
- we have introduced pension reform at the Council, management and union levels that both protects the current participants in our Defined Benefit Pension Plan and introduces a reduced cost Defined Contribution Plan for all new hires after January 1, 2015;
- we have eliminated overtime allowances for management personnel;
- we have eliminated car allowances for management personnel by grandfathering the current allowance to protect those personnel who have made lease commitments and introduced mileage allowances based on actual usage;
- we have increased the employee portion of contributions to our benefit costs for both current employees and retirees by grandfathering employees in existing plans and applying 50/50 cost sharing to new employees and new retirees within specific plans;
- we have recently introduced an Early Retirement Incentive Program applicable to those employees who are eligible to retire or within one year of being eligible to retire as a measure to reduce our total FTE positions. The take up on the program was higher than expected resulting in a higher than forecast FTE reduction. Over 80% of the FTE positions will not be replaced.

Senior staff are also in the process of implementing continuous improvement/program review within their respective areas of responsibility with the goal being to analyze each line of business that we are in and introduce efficiencies and cost reductions throughout the organization. It must be noted that **all of the above initiatives were undertaken with the full knowledge and approval of Council, including Councillor Puddister**. As such, Councillor Puddister should get his facts straight before he makes such blanket statements as were made during the interview. We have and will continue to review our payroll costs with a view to introducing payroll expenditure reductions wherever and whenever possible.

As City Manager, it is my responsibility to ensure that the workplace is effectively organized and that all services and programs are delivered to the general public in a cost efficient manner. This includes ensuring that staff morale is kept at as high a level as possible and that the workplace is kept safe and harassment free. I have spoken to our management staff and our union leaders and assured them that Councillor Puddister's statements do not reflect the position of senior staff. I cannot speak for Council.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca



Re: CBC Interview - December 16, 2015

Tom Hann to: Neil Martin

Cc: Danny Breen, Council_group, Executives

2015/12/16 03:31 PM

Think a press release based on details contained in Neil's memo should be released ASAP

Sent from my iPhone

On Dec 16, 2015, at 1:31 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Danny:

No. Not from my Office. These are my comments on the matter to Council. My concern, as the City Manager, is the effect that Councillor Puddister's comments may have on staff and I have stated those concerns to Council. If Council wishes to issue a press release, then I will certainly have the Communications Division prepare something. However, I will need Council's direction on that.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Danny Breen---2015/12/16 01:09:30 PM---From: Danny Breen/CSJ To: Neil Martin/CSJ@csj

From: Danny Breen/CSJ
To: Neil Martin/CSJ@csj
Cc: Council_group, Executives
Date: 2015/12/16 01:09 PM
Subject: Re: CBC Interview - December 16, 2015

Will this be issued as a press release to set the record straight?



Re: CBC Interview - December 16, 2015

Susan Bonnell to: Ron Ellsworth

2015/12/16 03:43 PM

Cc: Jonathan Galgay, Neil Martin, Danny Breen, Kevin Breen, Dennis O'Keefe, Kelly Maguire, Derek G Coffey

We will need some accurate salary numbers and we will pull this together in the morning.

Sent from my iPhone

On Dec 16, 2015, at 2:49 PM, Ron Ellsworth <rellsworth@stjohns.ca> wrote:

I think it needs to be clarified . If for no other reason to support our staff who are now under the microscope

Sent from my iPhone

On Dec 16, 2015, at 1:52 PM, Jonathan Galgay <jgalgay@stjohns.ca> wrote:

That's fine with me. MR is fine

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Dec 16, 2015, at 1:47 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Jonathan:

By way of this e-mail, I will request Susan and her team in the Communications Division to prepare a MR for you. As to its actual release, I would suggest that you discuss that with the Mayor and Deputy Mayor.

Neil

Neil

Neil A. Martin
City Manager
City of St. John's

P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca
Jonathan Galgay---2015/12/16 01:43:06 PM---From: Jonathan Galgay/CSJ To: Neil Martin/CSJ@csj

From: Jonathan Galgay/CSJ
To: Neil Martin/CSJ@csj
Cc: Danny Breen/CSJ@csj
Date: 2015/12/16 01:43 PM
Subject: Re: CBC Interview - December 16, 2015

As chair of finance, I believe a release is warranted to clarify the position.

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Dec 16, 2015, at 1:31 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Danny:

No. Not from my Office. These are my comments on the matter to Council. My concern, as the City Manager, is the effect that Councillor Puddister's comments may have on staff and I have stated those concerns to Council. If Council wishes to issue a press release, then I will certainly have the Communications Division prepare something. However, I will need Council's direction on that.

Neil



Re: CBC Interview - December 16, 2015

Art Puddister to: Neil Martin

Cc: Council_group, Executives

2015/12/16 04:27 PM

Neil,

I asked the same question at the council meeting and stated that some people make more some make less. It is clear that the figure included payroll costs such as ,ei, cpp, workmans comp pension health dental etc. Any reasonable person listening would know that.

If you take 110,000,000 and divide by 1200 employees the average cost is 95,000,

Any citizen can do the math.

I,have no problem with you or council issuing a press release based on your e mail,in fact I would encourage you to do it.

I said it before and I will say it again I work for the citizens of St. John's not the mayor,council or staff.also I am quite proud to be associated with the best employer in the province with good wages,benefits and pensions.staff moral is at a very high level and my comments clearly show that the city is the best place to work

Art

Sent from my iPad

On Dec 16, 2015, at 1:43 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Art:

If you are going to make statements in the public domain regarding our employees, then place those statements within the proper context. Your comment was that "... it costs taxpayers an average of \$95,000 per employee each year." End of statement. You failed to state what that \$95,000 is comprised of or that, as an organization and with Council's knowledge and approval, we have undertaken significant initiatives to control those costs.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Art Puddister---2015/12/16 01:30:00 PM---From: Art Puddister/CSJ To: Neil

Martin/CSJ@csj

From: Art Puddister/CSJ
To: Neil Martin/CSJ@csj
Cc: Council_group, Executives
Date: 2015/12/16 01:30 PM
Subject: Re: CBC Interview - December 16, 2015

Neil,

I speak for my self and only myself. At no time did I say that staff and council have not tried to control payroll costs.

However the numbers speak for themselves,if my numbers are incorrect 110,000,000 dollars for 1200 employees please advise if I have made an error,

I stated at the council meeting that a lot of people make a lot less and some make more,
The citizens have right to this information.

I will not be shut down by council or staff and I will continue to speak on behalf of citizens

Also if the city off St. John's is not the best organization to work for in the province,please let me know.

Best regards,

Art puddister
Sent from my iPad

On Dec 16, 2015, at 12:30 PM, Neil Martin <NMartin@stjohns.ca> wrote:
His Worship the Mayor and Council:

In an interview conducted with CBC, which is available for viewing on their website, Councillor Puddister stated that the City's payroll costs are "staggering" and we need to "... review



Media Headlines - December 16, 2015

Kelly Maguire to: Council_group, Executives, Directors, Susan Ralph, Cindy McGrath, kobrien, Strategy & Engagement

2015/12/16 06:18 PM



Media Headlines - December 16, 2015.docx

Media Headlines - December 16, 2015

TELEGRAM - Tax hikes 'devastating,' 'irresponsible': Hallett

BY DANIEL MACEACHERN

Business community gives tax hikes mixed reviews

Tax hikes and arts cuts in the 2016 St. John's budget will stifle the city's cultural and business communities, says a St. John's resident who is a member of both.

Bob Hallett, founding member of Great Big Sea as well as the owner of the restaurant Tavola and co-owner of Erin's Pub, slammed the incoming budget Tuesday, pointing to studies that suggest a vibrant downtown is vital to a community's health.

"By encouraging artists and entrepreneurs to live and work in downtown spaces, you create a healthy city," he told The Telegram. "Right now, our downtown is weathering a very difficult recession. And because hospitality and arts aren't necessities, they're the first things to go in most people's budgets, certainly in most corporate budgets."

Downtown's retail business and the artistic community are struggling to stay afloat in difficult times, he said.

The city announced it will eliminate its annual \$20,000 art procurement funding, and cut grants to arts and recreation organizations in half.

"Their arts funding was a token anyway," said Hallett. "Still, it made a difference in the lives of artists. To see that go out the window, and to see at the same time an absolutely devastating tax increase fall upon a very, very vulnerable commercial sector, to me, is very irresponsible, and I don't understand what the logic is behind this move."

Local business advocates were more mixed in their reactions.

"We were pleased to see that budget is anchored in the city's strategic plan," said Kim Keating, chairwoman of the St. John's Board of Trade. "(But) in a softening economy, we're always concerned to see a tax increase. ... We're a little disappointed that the city is reneging on its commitment to a vacancy allowance, and that there was really no consultation in that regard."

The elimination of the vacancy allowance – a break introduced in 2013 for commercial property owners having difficulty finding tenants – was also the biggest issue for Vaughn Hammond, director of the provincial affairs in Newfoundland and Labrador for the Canadian Federation of

Independent Business, who said council should have focused more on cutting spending than increasing spending, and cutting the vacancy allowance will stifle development.

“In order to build a property now, (developers) are going to have to ensure that that property, for all intents and purposes, is a full property,” Hammond said. “So they’re not going to be able to build and just be OK with some vacant spaces, because that means they’re going to lose money.”

TELEGRAM - Works GM says city can't match service at new facility

BY DANIEL MACEACHERN

St. John's ending \$100,000 grant to Aquarena

The general manager of the Works – which includes the Aquarena swimming facility – says the city's new facility in Wedgwood Park won't be able to provide the same level of service at the new Paul Reynolds community centre.

In the city's 2016 budget, approved by council Monday, a long-contentious operating grant of \$100,000 to the Aquarena was cut, with the city's rationale being the new community centre in Wedgwood Park will provide the same services.

But Works general manager Craig Neil says the city will be hard-pressed to do so.

“One of the things the Aquarena prides itself on is the community involvement that we provide,” he said Tuesday. “I'm not sure if the city can service all the people that we service, as we have about 1.1 to 1.2 million visitors here using our facilities in the run of a year. ... The amount of people who use this facility is tremendous.”

Fee increases possible

Neil said Aquarena staff haven't yet looked at what the loss of \$100,000 on its \$6-million budget will mean for Aquarena users, and fee increases are possible.

“Time will tell,” he said. “We will have to now analyze our budget. Obviously, times are tough in terms of making sure that you stay ahead of your maintenance issues. We pride ourselves at the Aquarena that we keep the facility going – it's almost a 40-year-old building, but we keep on top of all of the maintenance issues that need to be done. When you lose revenue streams, it becomes more difficult to maintain those services at a high level that we pride ourselves on doing. We certainly have to look at (increasing fees).”

Neil said there was no official word before Monday the grant would be cut.

“We have lobbied the city over the last number of years, expressing what we do provide back to the city, and we have given them information on the number of people we service that are from within the city boundaries,” he said. “I know there's people that say it's a northeast Avalon facility, and it is – people from all over the northeast use the facility – but it's mainly used by the people of the city of St. John's.”

TELEGRAM - Toil and trouble

You could call it the bubble budget. Faced with a last-ditch things-were-briefly-going-great

assessment for St. John's homes (house prices are already falling and the economic outlook is anything but shiny), the St. John's city council doubled down by continuing to increase spending and taxes. You could call it the bubble budget. Faced with a last-ditch things-were-briefly-going-great assessment for St. John's homes (house prices are already falling and the economic outlook is anything but shiny), the St. John's city council doubled down by continuing to increase spending and taxes.

Homeowners, with a combination of assessment increases and a mill rate decrease, will, on average, see city taxes rise by 11.7 per cent in 2016. Water taxes will also rise. (Hold your hand up if your salary will increase by 11.7 per cent this year. No? Poor you – or more literally, poorer you.)

That's OK – the budget seems to talk tough, like the council was trying to rein in expenses. But wait: it hasn't really. The cuts? In its own way, the city council has chosen to harvest the low-hanging fruit: the cuts will hit particular groups harder than others, but each of the cuts essentially affects a minority. As well, many are pushed off into the future, taking effect by 2018. (In a lot of ways, that means city council is learning from its provincial counterparts – hope that you can make yourself look better by offering changes that aren't even in this budget year.)

The city plans to cut recreation and arts grants by 50 per cent – saving the huge total of less than one-third of one per cent of city spending – but will not fully implement the cuts until 2018.

The city plans to get rid of a tax break for vacant properties – by 2018.

The city's going to get rid of bulk garbage pickup, litter cleanups, and is going to stop clearing sewerage blockages for homeowners for free, bringing in fees. (The last one is an interesting one – there are areas in the city where city sewer pipes are repeatedly blocked by tree roots, but now, failings in city infrastructure will become a problem for homeowners, but only some homeowners.)

The garbage cuts mean we can probably look forward to an increase in the numbers of love seats and refrigerators dumped on woods roads around the city. The city is removing a tax reduction for properties not connected to water and sewer – meaning those homeowners will now have the huge benefit of paying for something they don't receive.

Meanwhile, the St. John's Sports and Entertainment/Civic Centre Corporation is going to see a \$670,000 increase in its subsidy this year and next, rising to \$752,000 the following year. (To put it more clearly, \$2.6 million in subsidies in both 2016 and 2017, and \$2.7 million in 2018.)

Overall? Great if you can afford a ticket to a game, not so great if you can't flush your toilet.

Another example of an ever-growing city budget with what could only be called a few tentative feints at cuts that will nevertheless hurt some citizens more than others. You have to wonder if the councillors chose cuts that would affect the smallest number of potential voters, making symbolic cuts here and there just so they could say they had.

Baby steps, when something a little more concrete is required. If anything, it's reminiscent of the provincial budget from the spring: stand mostly pat, make small cuts, all the while hoping desperately that everything else will improve.

Memo to the city? It didn't work so well for the provincial government.

TELEGRAM - More than 35,000 passengers cruise to N.L. in 2015

Newfoundland and Labrador welcomed 35,162 cruise ship passengers in 2015, according to the Cruise Association of Newfoundland and Labrador.

This year's cruise ship season began with a stop by the cruise ship Marina on May 23. The final visit was from the vessel Marco Polo on October 4.

In all, 53 port made by 20 ships.

"The cruise industry is truly a provincial affair, with visits this year ranging from Rose Blanche welcoming its first cruise ship ever, on the south

calls were coast of the island to Nachvak Fiord in northern Labrador," said Dennis O'Keefe, chair of the association board and mayor of St. John's, in a statement issued Tuesday.

The association said it was a solid cruise ship season, despite weather and a mechanical issue in one case resulting in 13 cancelled stops.

In 2016, the association is expecting 22 ships, including three new vessels. Visitor numbers are predicted to be on par, with this year, with a projected 50,000 passenger and crew in total.

CBC - Cuts to St. John's arts grants called shocking , harmful

Artists say decision will stifle creativity and progress in the city

Members of the arts community in St. John's are outraged by a 50 per cent cut to arts grants in the city's recent budget, saying it will hurt both artists and the provincial economy.

"It's uninspiring that you live in a city that treats its artists so badly and so offhandedly," said artist Frank Barry.

Barry is using [Facebook](#) to organize a demonstration at City Hall next Monday, Dec. 21. As of Wednesday morning, nearly 250 people have committed to attending the protest.

"To come out and just slash something 50 per cent, to just cut it in half, they wouldn't do this with any other sector in the city," he said.

<http://www.cbc.ca/news/canada/newfoundland-labrador/grants-art-cancelled-st-john-s-1.3367218>

CBC- St. John's employee costs 'staggering,' says Art Puddister

Coun. Art Puddister continues to criticize the level of tax hikes thrust upon homeowners and the business community in St. John's, saying council could have found savings elsewhere, including what he describes as "staggering" employee costs.

Puddister was one of three councillors to oppose the city's \$300-plus million 2016 budget.

[Property taxes rise with new St. John's budget](#)

The three-year fiscal blueprint includes an average increase for residential property taxes of 12.7 per cent in Year 1, while commercial property taxes will increase by 14.3 per cent.

The city will also slash some services, reduce grants and implement a variety of other austerity measures in order to offset a long pattern of growth in recent years that has since ground to a halt.

<http://www.cbc.ca/news/canada/newfoundland-labrador/budget-st-john-s-puddister-1.3366384>

CBC - Sandy Hickman defends higher subsidy for St. John's Sports and Entertainment

The City of St. John's adopted one of its most austere budgets in recent times this week, yet found an additional \$670,000 for St. John's Sports and Entertainment (SJSE), the body that operates Mile One Stadium and the St. John's Convention Centre.

The increased subsidy – growing from \$1.9 million to \$2.57 million – is earmarked for the convention centre, which has undergone a \$65-million expansion and is scheduled to open this winter.

The city's representative with SJSE, Coun. Sandy Hickman, defended the higher subsidy.

<http://www.cbc.ca/news/canada/newfoundland-labrador/st-john-s-convention-centre-subsidy-1.3366057>

CBC - Ice-Making Commences at the Loop

Wednesday , December 16 2015 | 5:25:56 PM

The Loop isn't ready for skating yet, but ice-making has begun at the popular outdoor venue.

The recent ground and surface temperatures, and those forecast for the next while, have been low enough to begin the ice-making process. Ice is built in layers 1/16 of an inch thickness to a final thickness of one inch.

<http://www.vocm.com/newsarticle.asp?mn=2&id=59271&latest=1>

VOCM - Staffing Changes at City Hall Will Cost \$3.5M

Wednesday , December 16 2015 | 1:41:41 PM

Recent staffing changes at City Hall in St. John's will come with a hefty up-front \$3.5-million price tag. Last month the city offered 35 managers and unionized employees early retirement in a major restructuring effort. The Chair of the City's Finance Committee Jonathan Galgay says the changes will cost several million dollars now, but the city will save money in the long run.

<http://www.vocm.com/newsarticle.asp?mn=2&id=59263&latest=1>

VOCM- Demonstration to Protest St. John's Arts Cuts

Wednesday , December 16 2015 | 10:53:36 AM

A demonstration will be held next week for the arts in St. John's.

The St. John's Supports the Arts Demonstration will be held on Monday, December 21st at 4:00 pm outside city hall. People are encouraged to write letters to councillors, bring signs and noisemakers, and use social media.

<http://www.vocm.com/newsarticle.asp?mn=2&id=59257&latest=1>

CBC Central Morning Show - Wed, December 16, 2015

NEIGHBOURHOOD WATCH: Last week we told you about the increase in break and enters in the Gander-area. There have been a lot of people wondering how the community can be safer and how they can help. There is a program that other municipalities in the province have been using for years. ["Ron Ellsworth", St. John's Deputy Mayor/Neighbourhood Watch Program]

CBC 8am News - Wed, December 16, 2015

PROPERTY TAX INCREASE: Homeowners in St. John's are crunching the numbers and most are finding their property taxes are going up. ["Andreas Georju's[?]", homeowner; "Gerry Kirkland", real estate appraiser]

VOCM Morning News - Wed, December 16, 2015

CUT TO AQUARENA: Competitive swimmers at the Aquarena are concerned about the

elimination of the \$100,000 grant from the City of St. John's. ["Scott Wilson", St. John's Legends]

CUTS TO ARTS: Local actress Bernie Stapleton calls it a sad day for the arts community in St. John's.

VOCM Morning Show - Wed, December 16, 2015

GALGAY ON BUDGET: Finance Committee Chair "Jonathan Galgay" joins VOCM live to discuss the City of St. John's budget.

VOCM Open Line - Wed, December 16, 2015

ARTS CUTS: Host Preamble- The St. John's Supports the Arts Demonstration will be held on Monday, December 21st at 4:00 pm outside city hall. People are encouraged to write letters to councillors, bring signs and noisemakers, and use social media.

COMMENTS ON BUDGET: Ward 5 Councillor "Wally Collins" is calling to talk about the budget. He says it was a hard budget to go through. He says that anyone that had not go water and sewer they don't have to pay water tax. If it is on their bill they that wrong. He says that he is fighting for 1500 residents in Goulds because he wants the council to look at people paying increased tax when they are not on the water system.

CBC 12 Noon News - Wed, December 16, 2015

SOME HOMEOWNERS FIGHT BACK ON PROPERTY TAX INCREASE: Homeowners in St. John's are crunching the numbers and most are finding their property taxes are going up. ["Andreas Georgios" (?), St. John's Homeowner; "Jerry Kirkland", Real Estate Appraiser]

VOCM 1pm News - Wed, December 16, 2015

CITY HALL STAFFING CHANGES COST: Recent staffing changes at city hall in St. John's will come with a hefty up-front \$3.5-million price tag. ["Jonathan Galgay", Chair of Finance Committee]

WADE ON CUTS TO RECREATIONAL COSTS: The president of the province's Public Health Association says the decision to cut recreational costs in St. John's operating budget will affect public health. ["Darrell Wade", President Public Health Association]

THE LOOP GETTING READY: The Loop isn't ready for skating yet, but ice-making has begun at the popular outdoor venue.

VOCM NL Today - Wed, December 16, 2015

WILSON ON ELIMINATION OF GRANT: Competitive swimmers at the Aquarena are concerned about the elimination of the \$100,000 grant from the City of St. John's. It was one of the expenditures axed by the city in Monday's budget. ["Scott Wilson", St. John's Legends]

Media Headlines - December 15, 2015

VOCM Back Talk - Tue, December 15, 2015

CITY BUDGET: Host preamble. A lot of people are wondering why the City of St. John's did

what they did when it comes to the budget especially when it comes to cutting funding to recreation programs. They did drop back the mil rates but by an amount that is still going to mean residents will have to ensure an increase in property taxes. What do you think they should have cut?

CITY BUDGET: "Bill" is calling to talk about the City budget. He doesn't like it very much and it's a poor Christmas present for the City to give to residents. He says they eliminated funding for the Aquarena and a lot of children used it plus they are eliminating lateral services so now homeowners will have to pay the whole shot if they have water or sewer problems.

CULTURAL INVESTMENT: "Bernie Stapleton" is calling to talk about the cultural investment of the City of St. John's. She says today is a sad day as the City is taking a backwards step. She comments on how much artists give back to the community because they are usually the first ones called upon when somebody needs to raise funds.

CITY BUDGET: "Darryl Wade" of the Public Health Association is calling to weigh in on the City budget. He comments there are many things that affect public health especially increases in taxes because some people have to decide between paying taxes, heating their home and buying nutritious food. He says it's very concerning to see cuts in recreation programs because for some it takes away the ability for them to have a healthy lifestyle.

CBC 5pm News - Tue, December 15, 2015

ST. JOHN'S BUDGET CUTS SERVICES: Homeowners won't just be paying more in taxes; they will also have to pay for many services that are being eliminated. ["David Moores", St. John's Resident]

ST. JOHN'S BUDGET INCREASES SPORTS & ENTERTAINMENT SUBSIDY: The City of St. John's is planning to increase its subsidy for St. John's sports and entertainment by \$700 thousand next year. ["Sandy Hickman", St. John's City Councillor]

CBC On The Go - Tue, December 15, 2015

PUDDISTER ON ST. JOHN'S BUDGET: St. John's City Council tabled its budget last night. Taxes are going up, services are going down, they're being cut. Three councillors - Dave Lane, Sandy Hickman, and "Art Puddister" voted against the budget.

NEW CONCERNS FOR ST. JOHN'S RESIDENTS: A new concern for some St. John's residents following yesterday's budget; the City will no longer do water and sewerage repairs on private properties. The move is going to save the City half a million dollars so if broken or damaged pipes need to be dug up residents could be facing big bills. "David Moores", University Avenue Resident talks about the work he had done on his sewer line last month.

VOCM Evening News - Tue, December 15, 2015

SWIMMERS CONCERNED ABOUT ELIMINATION OF GRANT: Competitive swimmers at the Aquarena are concerned about the elimination of the \$100,000 grant from the City of St. John's. It was one of the expenditures axed by the city in Monday's budget. ["Scott Wilson", Club President]

ARTS COMMUNITY HAD NO INDICATION OF SLASH TO ARTS BUDGET: The arts community had no indication that the City of St. John's was about to slash the arts budget. It

was only a few years ago that the city doubled the arts budget to try to bring it in line with other cities in Canada, and there was no consultation with the arts community. ["Ruth Lawrence", Artistic Director of the White Rooster Theater]

TROUBLED, FRUSTRATED AND ANNOYED BY CITY BUDGET: A business owner in Downtown St. John's says he's troubled, frustrated and annoyed on the heels of last night's city budget. ["Bob Hallett", runs Tavola Restaurant and Erin's Pub]

NARWHAL INFLATABLE CRAFT BEING UNVEILLED: The St. John's Regional Fire Department's Surface Water Rescue Team will unveil a new piece of equipment on Thursday. The Narwhal Inflatable Craft is a four metre water craft which can be used for emergencies on inland waterways.

CBC Here & Now - Tue, December 15, 2015

INCREASES FOR HOMEOWNERS: If you live in St. John's the city is giving you higher taxes this Christmas. ["David Moores", St. John's Homeowner; "Sandy Hickman", Councillor]

PROPERTY ASSESSMENT CHALLENGES COMING: The new St. John's budget is about more than just cuts, it's also about higher taxes and now that residents know the residential mil rate many are choosing to fight. ["Andreas Georghiou", Home Owner; "Jerry Kirkland", Real Estate Appraiser]

PEOPLE ABSORBING BUDGET: People are still absorbing the fall out from the budget at St. John's City Hall last night. ["Ron Ellsworth", Deputy Mayor]

NTV Evening Newshour Early Edition - Tue, December 15, 2015

BUSINESS FILE: The City of St. John's approved its three-year budget last night. There will be higher property taxes, but reduced city services. The City is also trying to do something about vacant buildings. ["Jonathan Galgay", Chair on St. John's Finance Committee]

NTV Evening Newshour - Tue, December 15, 2015

MOUNT PEARL & ST. JOHN'S CITY BUDGETS: The City of Mount Pearl was not able to avoid a tax increase. ["Andrew Ledwell", Mount Pearl City Councillor; "Bob Hallett", Business Owner; "Anita Carroll", Business Owner]

THE CARTER FILE: Commercial property taxes are going up about 14 percent. ["Peg Norman", Travel Bug Owner]

VOCM Night Line - Tue, December 15, 2015

FRUSTRATION WITH BUDGET: Host preamble. Bob Hallett who runs Travola Restaurant and Erin's Pub expressed his frustration earlier today with St. John's City Budget.

CITY BUDGET: "Roger Andrews", Chef and Proprietor of Relish Burgers is calling to talk about the city budget. He says with the economy going the way it is, increased taxes will impact businesses. He also comments on the construction in downtown St. John's and how it has resulted in having to close his business on many occasions because it's so hard to get around.

THE BUDGET: "Sandy Hickman", St. John's City Councillor is calling to talk about what he

disliked about the budget. He comments on the reasons why he decided to vote against this budget and how the occupancy tax probably won't be paid by the provincial government but the federal government do pay their pay. He discusses some of the other concerns he has with the budget.



Re: CBC Interview - December 16, 2015

Dennis O'Keefe to: Tom Hann

Cc: Art Puddister, Neil Martin, Council_group, Executives

2015/12/16 09:33 PM

Tom

Stay tuned for tomorrow!

Sent from my iPad

On Dec 16, 2015, at 8:06 PM, Tom Hann <THann@stjohns.ca> wrote:

I think it's important that the mayor issue a statement

Sent from my iPhone

On Dec 16, 2015, at 7:35 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

A

Sent from my iPad

On Dec 16, 2015, at 4:27 PM, Art Puddister <apuddister@stjohns.ca> wrote:

Neil,

I asked the same question at the council meeting and stated that some people make more some make less. It is clear that the figure included payroll costs such as ,ei, cpp, workmans comp pension health dental etc. Any reasonable person listening would know that.

If you take 110,000,000 and divide by 1200 employees the average cost is 95,000,

Any citizen can do the math.

I,have no problem with you or council issuing a press release based on your e mail,in fact I would encourage you to do it.

I said it before and I will say it again I work for the citizens of St. John's not the mayor,council or staff.also I am quite proud to be associated with the best employer in the province with good wages,benefits and pensions.staff moral is at a very high level and my comments clearly show that the city is the best place to work

Art

Sent from my iPad

On Dec 16, 2015, at 1:43 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Art:

If you are going to make statements in the public domain regarding our employees, then place those statements within the proper context. Your comment was that "... it costs taxpayers an average of \$95,000 per employee each year." End of statement. You failed to state what that \$95,000 is comprised of or that, as an organization and with Council's knowledge and approval, we have undertaken significant initiatives to control those costs.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Art Puddister---2015/12/16 01:30:00 PM---From: Art Puddister/CSJ To: Neil Martin/CSJ@csj

From: Art Puddister/CSJ
To: Neil Martin/CSJ@csj
Cc: Council_group, Executives
Date: 2015/12/16 01:30 PM
Subject: Re: CBC Interview - December 16, 2015

Neil,

I speak for my self and only myself. At no time did I say that staff and council have not tried to control payroll costs.

However the numbers speak for themselves,if my numbers are incorrect 110,000,000 dollars for 1200 employees please advise if I have made an error,

I stated at the council meeting that a lot of people make a lot less and some make more,
The citizens have right to this information.

I will not be shut down by council or staff and I will continue to speak on behalf of citizens

Also if the city off St. John's is not the best organization to work for in the province, please let me know.

Best regards,

Art puddister
Sent from my iPad

On Dec 16, 2015, at 12:30 PM, Neil Martin <NMartin@stjohns.ca> wrote:

His Worship the Mayor and Council:

In an interview conducted with CBC, which is available for viewing on their website, Councillor Puddister stated that the City's payroll costs are "staggering" and we need to "... review all our expenses, including our wage package." The inference here is that the City has done nothing to control its payroll costs which is factually incorrect. He further states that "... it costs taxpayers an average of \$95,000 per employee each year." In making such a blanket statement, he fails to clarify that a significant portion of that "average" cost is attributable to legislated payroll costs such as the employer contributions to EI, CPP, WCC, payroll taxes, etc. and negotiated costs such as benefits and pension costs. In addition, he has failed to clarify that included in those costs are our union overtime costs that we must absorb due to the fact that we are a



Tax Increase

Derek G Coffey to: [REDACTED]
Cc: Wally Collins

2015/12/17 10:20 AM

Hi [REDACTED],

Councillor Collins sent me your email and asked me to respond. I thank you for your comments and would like to provide some feedback and answers to your questions.

For fiscal 2016 total personnel cost is estimated at \$111.3 million which represents 36.8% of the City's total budget of \$302.2 million. The City has undertaken a number of initiatives to reduce this cost including but not limited to:

1. implementation of a comprehensive management pay plan which included comparison of the City's salaries to comparable organizations and the private sector,
2. implementation of job classification systems into our collective agreements so that positions are paid based on the responsibilities of the position,
3. closure of the defined benefit pension plan which in the mid to long term will reduce the City's pension expense and protect taxpayers from additional risk,
4. elimination of overtime and car allowances for management staff,
5. implementation of early retirement which despite an up-front cost of \$3.5M, will result in savings estimated at \$8.4 million over the 2016-2018 period and then approximately \$2.5 - \$3 million annually thereafter, and
6. reviewing programs for continuous improvement including personnel reductions.

As for your question re "outsourcing" - the City does outsource a number of services and continuously, through the aforementioned program review, seeks opportunities to further deliver service in this manner where it makes sense to do so.

I hope this provides answers to your questions. If there is anything else you require please do not hesitate to contact myself.

Regards,

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307



Media Headlines - December 17, 2015

Kelly Maguire to: Council_group, Executives, Directors, Susan Ralph, Cindy McGrath, kobrien, Strategy & Engagement

2015/12/17 02:48 PM



Media Headlines - December 17, 2015.docx

Media Headlines - December 17, 2015

The Independent.ca - The State of the Arts : Fight or Flight?

By Justin Brake

Little did some municipal workers know when they dismantled and disposed of a local visual artist's public installation along a walking trail in St. John's last week that they were so dramatically portraying the attitude toward art among bureaucrats and decision-makers in a city widely regarded as one of Canada's most colourful and vibrant provincial capitals.

They also inadvertently foreshadowed the major cuts to arts funding handed down by St. John's City Council in Monday's budget announcement, which has prompted major backlash from the arts community, including plans for a [demonstration](#) outside city hall next Monday.

<http://theindependent.ca/2015/12/17/the-state-of-the-arts-fight-or-flight/>

The Overcast - City Council's Cuts and Spikes a Serious Blow to Local Business & Culture

Our December issue is a "Best of St. John's" themed one, in which we asked people questions like "Best thing about living here" and the bulk of responses spoke of "downtown culture," "local business," and "booming arts scene." Tourists leave saying the same things. And yet, the new St. John's budget took its aim at these very things.

The budget was passed by a vote of seven to three, with councillors Art Puddister, Dave Lane, and Sandy Hickman voting against it.

Higher Commercial Property Taxes Will Take a Toll on Business Owners

While we'll all feel the burn of residential property taxes increasing by an average of 12.7%, local business owners simply mightn't survive the business realty tax spike of 14.3%.

<http://theovercast.ca/city-councils-cuts-and-spikes-a-serious-blow-to-local-culture/>

VOCM - St. John's Seniors in Need of Shovelling ? Who ya Gonna Call?

Thursday , December 17 2015 | 11:16:57 AM

This winter is about to get a little easier for seniors who can't shovel their own driveways.

The Seniors Resource Centre, Choices for Youth, and the City of St. John's are partnering up to offer the Snowbusters Program for seniors living in St. John's.

<http://www.vocm.com/newsarticle.asp?mn=2&id=59284&latest=1>

CBC - 'It's brutal': Erin's Pub owner calls St. John's tax hike a crushing blow

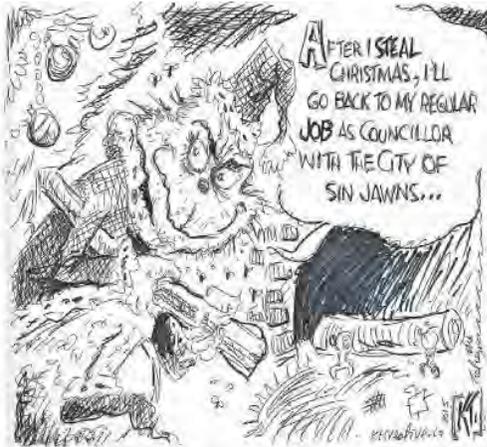
The owner of a Water Street pub says St. John's city council has imposed a crushing tax hike, and Bob Hallett says he doesn't know how his business will find the money.

Hallett owns Erin's Pub and says the bar is already struggling because of a downturn in the economy.

When times are tough, "the first thing people do is cut back on entertainment and luxuries," he said.

<http://www.cbc.ca/news/canada/newfoundland-labrador/bob-hallett-stjohns-taxes-1.3368609>

TELEGRAM



TELEGRAM - Funding cuts a slap in face : artists

One St. John's councillor calls cuts a 'misguided decision'

A punch in the gut. A slap to the face. Frustrating, disappointing, disheartening: local artists aren't short on words when speaking about the City of St. John's new three-year budget, released Monday.

While the city's operating budget has increased from \$289.4 million this year to \$302.2 million in 2016, the arts sector took a significant hit: funding for arts grants was cut by 50 per cent to \$100,000, while the \$20,000 art procurement program was suspended altogether.

"It's insanity," said filmmaker/playwright Ruth Lawrence. "I just can't figure out what the thinking is behind this. The people we've elected have basically said we have no value, yet they continue to parade our work to get people to come here."

The grants funding – which had actually been increased a few years ago – may not have ever been enough to fund an artist's entire project, Lawrence said, but is an important stepping stone for acquiring funding from other sources.

She likened the situation to taking a wheel off an old car in an effort to help it run more efficiently.

"How are we supposed to drive this creative engine with one wheel missing?" she asked. "The message seems to be, 'Go away.' Unfortunately for us, a lot of people have done that in the past few years."

The city's budget was passed in a 7-3 vote, with councillors Dave Lane, Art Puddister and Sandy Hickman voting against it.

Puddister said his main concern was with the mill rates, and although he sees value in the local arts, he understands why the sector's funding was chopped.

"I do support a certain level of cuts to all levels of the city budget and that would include the arts. Nothing is sacred. We did cut quite deeply into that and I'm hoping it can be returned next year, but I'd be less than honest if I said I didn't support some cuts to the arts community."

Puddister said he would have liked to see the city's communications department cut instead.

"Communication was always done by members of council and dealing directly with staff and I think we should go back to the old policy of about six years ago, whereby the media would contact the members of council and the city managers directly instead of having this sort of buffer," he explained. "I'm not suggesting these people get laid off, but they should be transferred into other divisions of city hall and save money that way."

Lane said the arts funding cuts amount to a "misguided decision," and believes there are more hefty budget items that would have not been affected nearly as much by a \$100,000 decrease. He wasn't comfortable voting in favour of a budget that saw no consultation with residents of St. John's beforehand.

"I would have felt a lot better if we had announced some of these numbers before voting on them, giving people the chance to digest them and give us feedback, and that was what was making me feel uncomfortable. There are a lot of dollar decisions that we were making that people had no idea were coming and no opportunity for input. That's what was missing, and the arts was probably the glaring one for me."

Lawrence is spearheading a protest of the arts cuts, to be held at city hall Monday afternoon. There will be a number of speakers from different sectors of the arts community, and all councillors have been invited to attend. So far, close to 300 people have confirmed their intention to attend the demonstration.

While there's a sense of what's done is done, Lawrence said, she is hoping there is some way the cuts can be reversed.

"To me, the most disappointing part is that there doesn't seem to be an acknowledgment of the fact that we were already underfunded, though every pot, no matter how small, is important," she said. "It inspires us to create bigger and better things. If we weren't (underfunded), how rich would our culture be then?"

TELEGRAM - City has its priorities wrong

I was so dismayed when I read in the paper that St. John's city council has decided to eliminate its 10-week summer litter collection as part of budget cuts, along with the free bulk garbage pickup.

It has only been in the last couple of years that this city has gone from being the dirtiest city in Canada to a city its citizens can be proud of due to efforts of this litter group's work.

To think that the St. John's city council would vote for this as a budget expense to be eliminated boggles my mind. Every spring we can see how dirty the city is and then St. John's Clean and Beautiful organizes a cleanup for a photo op.

Wouldn't it be better if we took the money that was spent on this group and use it, instead, to hire people to actually go out every day and pick up the garbage that is littering our streets,

parks and sidewalks?

I really hope that council takes another look at their decision and decides to rescind it.

Anna Penney St. John's

TELEGRAM - Council is hooked on our money

"They who are of the opinion that money will do everything, may very well be suspected to do everything for money." – George Savile

Let's face it, St. John's city council is on drugs. Hard drugs. Addicted. The most powerful of the intoxicants are commercial growth in the downtown core and squeezing scarce dollars from taxpayers whenever they can.

Their fixation with the former runs the risk of creating an unlivable concrete jungle in the downtown after 5 p.m. while the latter is just plain municipal pickpocketing.

Council's budget released Dec. 15 calls for an average increase in homeowner taxes of nearly 12 per cent.

They argue that they need these "fixes" in order to pay for ever increasing service, salary and infrastructure costs.

To add insult to injury, they will now charge for essential services such as camera surveillance, unclogging sewer backup and thawing frozen water pipes.

Like the addict who refrains from taking cash from his mother's purse, they know that raising the mill rate will put them on the street.

Hence they become more creative and convince themselves that stealing one of her rings is not as bad, even though the resulting loss is the same.

The city's version of this is to substantially increase residential property assessments thereby creating a tax windfall while maintaining the optics of decreasing the mill rate from 8.1 to 7.8.

And being "under the influence," their actions are not always shrewd. Witness \$200,000-plus byelections and using our tax dollars to subsidize the St. John's Ice Caps!

Council's actions in this regard are both sly and deceitful. Like their substance abuse cousins they have lost awareness of how their decisions impact others.

I suggest they be sent, posthaste, to the Public Uproar Rehabilitation Centre.

Tom Hawco St. John's

The Western Star- Editorial: Shorting the arts robs everyone

Published on December 17, 2015

Whenever arts funding is cut – nationally, provincially or at the municipal level – it always makes news, often as much for the debate it spawns between the arts community and some critics who inevitably wonder why it's funded at all.

This week, an outcry was spurred by the City of St. John's incoming budget, which slashed grant funding for arts and recreational groups by half and eliminated its annual \$20,000 art procurement funding.

In a time of year when many municipalities, including Corner Brook, are preparing to bring down their 2016 budgets, it might be short-sighted to see arts funding as an expendable expense.

Culture and its economic spinoffs are closely tied to the arts community in many towns on the west coast, big and small. In some cases, year-round economies could be almost entirely built on the foundations laid by artisans, performers, venues and events.

Corner Brook is no exception, although the city's upcoming 60th anniversary celebrations – and the previously announced legacy grants – likely indicate the city's arts funding is on stable ground when the budget is delivered next week.

Still, the St. John's budget cuts are yet another shot across the bow for an arts community that seems to become increasingly vulnerable with every passing year.

As business owner and Great Big Sea founding member Bob Hallett said this week, the St. John's arts funding was already merely a "token," so these cuts sting even more.

Even when grants are doled out or funding increased, the available money is still paltry in comparison to other budget items and certainly won't be enough for most artists to make a living on their work alone.

In a province that has such passionate and talented artists, it's a shame when their value isn't realized.

Yes, there is such a thing as too much arts funding, but shortchanging artists as a whole ultimately robs us all.

http://www.thewesternstar.com/Opinion/Editorial/2015-12-17/article-4378243/Editorial:-Shorting-the-arts-robs-everyone/1?utm_source=twitterfeed&utm_medium=twitter

CBC East Coast Morning Show - Thu, December 17, 2015

PARADISE RELEASES BUDGET: Part of the fiscal plan in Paradise involves the movement of people. As a lot of people know traffic congestion in one of the fastest growing municipalities in Atlantic Canada. This week the town unveiled its budget for next year and that blueprint includes putting some money aside for a second roundabout and some Metrobus service. ["Mayor Dan Bobbett"]

MORNING LINE: Caller "Brenda Power" regarding a pilot program with Metrobus in Paradise.

BULK GARBAGE PICKUPS CANCELLED: The City of St. John's has cancelled bulk garbage pickups and some people are asking where is the bulk garbage going to end up? ["Karen Hickman", Clean St. John's]

VOCM Morning News - Thu, December 17, 2015

ST. JOHN'S VACANCY RATE REMAINS STEADY: The vacancy rate in the housing market in metro St. John's for the fall of this year remains about the same as the fall of 2014. ["Chris Janes", Canada Mortgage and Housing Corporation]

SNOWBUSTERS PROGRAM TO HELP SENIORS SHOVEL OUT: A program in the capital city aims to assist senior citizens get the help they need to shovel out this winter season.

VOCM Morning Show - Thu, December 17, 2015

VACANCY RATES IN HOUSING MARKET: For the fall of this year, vacancy rates in the housing market in metro remain about the same as the fall of 2014. It stands at 4.7 per cent according to the latest survey by the Canadian Mortgage and Housing Corporation. ["Chris Janes", CMHC]

CBC 12 Noon News - Thu, December 17, 2015

ATTACK ON SERVICES AND JOBS: CUPE is calling the City of St. John's budget an attack on services and jobs; National Representative "Derek Barrett" says the City is pursuing privatization of the public services and residents will be forced to bear the brunt of the costs.

NO BULK GARBAGE PICK-UP: A group that tries to keep St. John's clean is disappointed that the City will no longer pick up bulk garbage. ["Karen Hickman", Executive Director of Clean St. John's]

PUBLIC TRANSIT FOR PARADISE: A Town plagued with traffic congestion is finally getting some public transit; Paradise Mayor "Dan Bobbett" says a Metro Bus commuter route will start in June.

CBC Radio Noon - Thu, December 17, 2015

REACTION TO ST. JOHN'S CITY BUDGET: St. John's tabled it's budget on Monday and many were surprised by some of the things in it. What do you think of the budget and do you think the City should have consulted people more before delivering this fiscal plan? ["Jonathan Galgay", St. John's City Councillor]

VOCM 1pm News - Thu, December 17, 2015

CUPE CONCERNS: The union representing municipal inside and outside workers in the City of St. John's says this week's budget represents a reduction in services and jobs.

VOCM NL Today - Thu, December 17, 2015

VACANCY RATES IN HOUSING MARKET: For the fall of this year, vacancy rates in the housing market in metro remain about the same as the fall of 2014. It stands at 4.7 per cent according to the latest survey by the Canadian Mortgage and Housing Corporation. ["Chris Janes", CMHC]

CUPE Media Release - City of St. John's budget an attack on services , jobs

ST. JOHN'S, NL - The union representing municipal inside and outside workers in the City of St.

John's says this week's budget represents a reduction in services and jobs.

CUPE National Representative Derrick Barrett says CUPE 1289 (inside) and 569 (outside) have concerns about several aspects of the budget.

Barrett says, "Council is taking this city in a direction that is going to hurt residents and employees. They are pursuing privatization of public services, while at the same time reducing the municipal workforce through attrition. We all know that attrition is just a fancy word for layoffs."

"For example, the lateral service for sewer and water that's been provided to homeowners for a nominal fee is now being handed over to the private sector, which means residents will bear the brunt of the costs associated with this. These costs could be in the thousands of dollars," says Barrett.

Both locals are also concerned with workload issues that will come about due to some recent early retirements.

"We are concerned with how these retirements will affect current workload situations for our members", says Barrett. "We've asked for a meeting with City officials to have some further discussions surrounding this whole matter."

<http://cupe.ca/city-st-johns-budget-attack-services-jobs>

Media Headlines - December 16, 2015

CBC - Homeowners unhappy with St. John's property tax hikes

The City of St. John's announced its three-year 2016 budget on Monday night, resulting in an increase in property taxes for many homeowners, despite a drop in the mil rate. Not all homeowners, however, are accepting the tax hike without a fight.

The city's budget included a decline in the mil rate from 8.1 to 7.8, but taxes will still rise for many homeowners as a result of increasing property values.

<http://www.cbc.ca/news/canada/newfoundland-labrador/st-johns-homeowners-unhappy-with-tax-1.3367918>

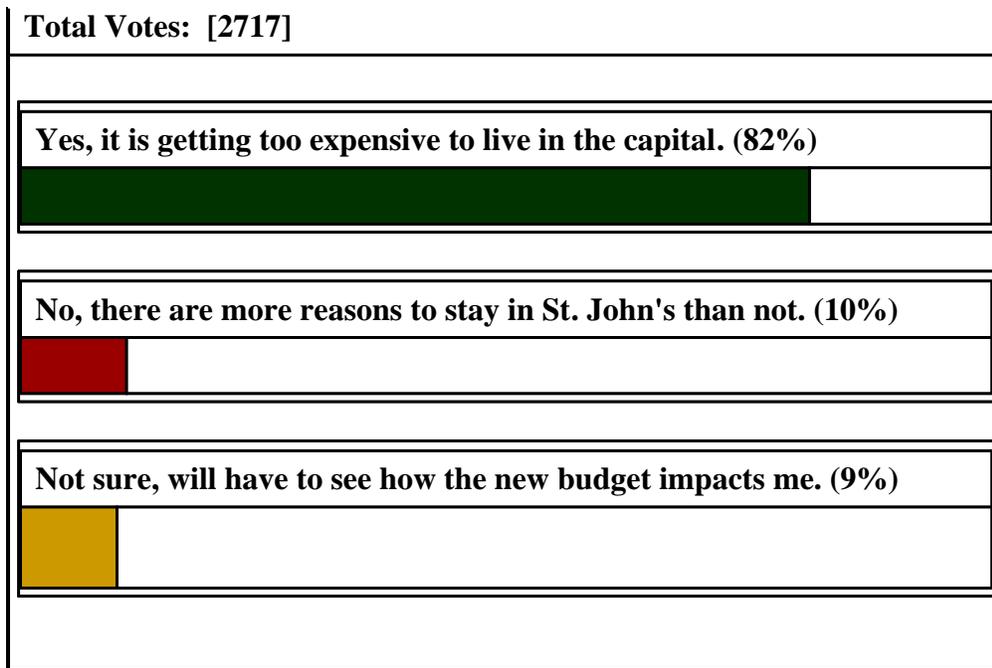
CBC - Paradise Metrobus pilot project aims to help traffic congestion

The commute for people travelling from Paradise to St. John's has been an ongoing tale of woe for some people, but Mayor Dan Bobbett is hoping a public transit pilot project will solve some of the traffic congestion. Ongoing road widening work in Paradise will continue through 2016, as outlined in the town's budget plan released this week. '[Students] will be able to avail of that service then it they're looking around for an apartment.'- Paradise Mayor Dan Bobbett Also in the budget was a \$120,000 pilot project with Metrobus for a commuter route.

<http://www.cbc.ca/news/canada/newfoundland-labrador/paradise-metrobus-dan-bobbett-1.3369263>

VOCM - Question of the Day - Given the new tax rate and the recent budget cuts, is it becoming too expensive to live in St. John's?

Question Date: 12/16/2015



VOCM Back Talk - Wed, December 16, 2015

MUNICIPAL BUDGETS: Host preamble. Lots of budgets coming out in different municipalities so there will no doubt be a lot of discussion about them. In St. John's a lot of people are questioning cuts like the \$100 thousand to the Aquarena and they cut the investment into the arts which has caused concern for many.

CUTS TO THE ARTS: "Don Fisher" of Business & the Arts NL is calling to talk about cuts to the arts in the City budget. He comments that the creative community is very important and it really is a bad idea to emasculate it. He says Councillors have a very difficult job to do, but there are new sources of money that has to be explored like the gas tax which is being distributed to municipalities.

CBC On The Go - Wed, December 16, 2015

CITY OF ST. JOHN'S CUTS FUNDING TO THE ARTS: Artists in St. John's are ticked by St. John's' latest budget. There is a 50% cut to the arts grants - that's \$100 thousand a year. A \$20 thousand arts procurement program where the City buys pieces from artists has been cut for the next three years. There is, however, \$300 thousand being spent on art for the new Convention Centre. That sounds good, but some artists are complaining that they weren't given enough advance notice or even knew about it to take part and possibly sell work to the centre. ["Sandy Hickman", St. John's City Councillor/Chair of the Arts & Culture Advisory Committee]

VOCM Evening News - Wed, December 16, 2015

THE COST OF STAFFING CHANGES: Recent staffing changes at city hall in St. John's will come with a hefty up-front \$3.5-million price tag. Last month the city offered 35 managers and unionized employees early retirement in a major restructuring effort. ["Jonathan Galgay", Chair

of City's Finance Committee]

THE LOOP NOT READY FOR SKATING YET: The Loop isn't ready for skating yet, but ice-making has begun at the popular outdoor venue. The recent ground and surface temperatures, and those forecast for the next while, have been low enough to begin the ice-making process.

FEWER CRUISE SHIP PASSENGERS THAN LAST YEAR: Newfoundland and Labrador welcomed more than 35-thousand cruise ship passengers in 2015. That's slightly fewer than last year.

CBC Here & Now - Wed, December 16, 2015

CRITICISM AGAINST ST. JOHN'S BUDGET: Bar and restaurant owner "Bob Hallett" says the City tax increase will hurt.

BUSINESSMAN NOT PLEASED ABOUT TAX INCREASES: The new St. John's City budget is not getting any applause from musician and businessman "Bob Hallett".

NTV Evening Newshour - Wed, December 16, 2015

ARTS COMMUNITY TO PROTEST CUTS TO ARTS FUNDING: The St. John's arts community is planning a protest to have budget cuts reversed. ["Ruth Lawrence", Theatre Director; "John Fisher", Founder of Business & Arts NL]

BANNERMAN PARK ICING PROCESS BEGINS: Ice-making has begun at The Loop in St. John's, but don't lace up just yet.

VOCM Night Line - Wed, December 16, 2015

ST. JOHN'S BUDGET: "Jerry Stamp" is calling to talk about the City of St. John's budget. He comments the amount given to the arts by the City was only a small amount compared to some other things. He says it's like they want to bring people to the City to make money but they don't want to give it back to the arts so as a result arts will dwindle away which isn't what anybody wants.

MONEY TAKEN FROM AQUARENA: "Gary" is calling to talk about money taken from the Aquarena by the City. He says there are many young people who go to the facility to perfect their skills and it is much better for them to be involved in recreation than heading to George Street.



Re: CBC Interview - December 16, 2015

Neil Martin to: Dave Lane

2015/12/17 08:33 PM

Dave:

Feel free to use the information in your communications with the media and/or the general public. If you need anything else, just let me know.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Dec 17, 2015, at 8:08 PM, Dave Lane <dlane@stjohns.ca> wrote:

Hi Neil,

This is a really great overview of efforts being taken. Is it alright for me to speak publicly to some of the details?

Thanks,

Dave

--

Dave Lane

Councillor at Large, St. John's

dlane@stjohns.ca - [709-576-8243](tel:709-576-8243)

www.DaveLaneStJohns.ca

www.facebook.com/DaveLaneStJohns

www.twitter.com/DaveLaneTweets

On Dec 16, 2015, at 12:30, Neil Martin <NMartin@stjohns.ca> wrote:

His Worship the Mayor and Council:

In an interview conducted with CBC, which is available for viewing on their website, Councillor Puddister stated that the City's payroll costs are "staggering" and we need to "... review all our expenses, including our wage package." The inference here is that the City has done nothing to control its payroll costs which is factually incorrect. He further states that "... it costs taxpayers an average of \$95,000 per employee each year." In making such a blanket statement, he fails to clarify that a significant portion of that "average" cost is attributable to legislated payroll costs such as the employer contributions to EI, CPP, WCC, payroll taxes, etc. and negotiated costs such as benefits and pension costs. In addition, he has failed to clarify that included in those costs are our union overtime costs that we

must absorb due to the fact that we are a 24/7/365 operation.

With respect to our continuous review of our payroll costs, the following actions have been taken over the past number of years:

- we have put in place a comprehensive Management Pay Plan/Job Evaluation/Performance Management System (Corporate Policy No. 03-03-14) which specifies how all management positions are to be classified, the structure of the management pay levels and steps, and a management performance evaluation system;
- we have negotiated job classification into our collective agreements to ensure that all unionized positions are appropriately classified;
- we have reduced the number of management and executive salary scales and, using the resources of an external management consulting firm, conducted a detailed salary survey for management positions that ensures that the new salary scales are competitive with the public and private sectors as well as being in the mid range of external salary scales;
- we have negotiated a comprehensive wage package applicable to our unionized staff that is reflective of municipal public sector wage packages;

- we have introduced pension reform at the Council, management and union levels that both protects the current participants in our Defined Benefit Pension Plan and introduces a reduced cost Defined Contribution Plan for all new hires after January 1, 2015;
- we have eliminated overtime allowances for management personnel;
- we have eliminated car allowances for management personnel by grandfathering the current allowance to protect those personnel who have made lease commitments and introduced mileage allowances based on actual usage;
- we have increased the employee portion of contributions to our benefit costs for both current employees and retirees by grandfathering employees in existing plans and applying 50/50 cost sharing to new employees and new retirees within specific plans;
- we have recently introduced an Early Retirement Incentive Program applicable to those employees who are eligible to retire or within one year of being eligible to retire as a measure to reduce our total FTE positions. The take up on the program was higher than expected resulting in a higher than forecast FTE reduction. Over 80% of the FTE positions will not be replaced.

Senior staff are also in the process of implementing continuous improvement/program review within their respective areas of responsibility with the goal being to analyze each line of business that we are in and introduce efficiencies and cost reductions throughout the organization. It must be noted that **all of the above initiatives were undertaken with the full knowledge and approval of Council, including Councillor Puddister**. As such, Councillor Puddister should get his facts straight before he makes such blanket statements as

were made during the interview. We have and will continue to review our payroll costs with a view to introducing payroll expenditure reductions wherever and whenever possible.

As City Manager, it is my responsibility to ensure that the workplace is effectively organized and that all services and programs are delivered to the general public in a cost efficient manner. This includes ensuring that staff morale is kept at as high a level as possible and that the workplace is kept safe and harassment free I have spoken to our management staff and our union leaders and assured them that Councillor Puddister's statements do not reflect the position of senior staff. I cannot speak for Council.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca



Media Headlines - December 18, 2015

Kelly Maguire to: Council_group, Executives, Directors, Susan Ralph, Cindy McGrath, kobrien, Strategy & Engagement

2015/12/18 01:31 PM



Media Headlines - December 18, 2015.docx

Media Headlines - December 18, 2015

TELEGRAM - Unclean cash

BY DANIEL MACEACHERN

Garbage-busting Citizen of the Year dismayed by cuts to litter collection, bulk pickup

“When you have such a large budget – and these moneys aren’t big moneys when it comes to either the litter program or bulk garbage – I think the needs versus wants thing is getting cloudy with those folks there making the decisions.” Walter Harding

One week before the City of St. John’s passed its 2016 budget, Walter Harding accepted the Citizen of the Year award from Clean St. John’s for the time he volunteers organizing litter pickups in the city.

A week later, Harding was dismayed to learn the city will eliminate its 10-week summer litter collection program and bulk garbage pickup.

“When it comes to trying to find new dollars, new moneys coming in, not only to the city but the province, I think one of the most important moneys we can keep is the tourist dollars,” he told The Telegram on Thursday. “I don’t go around with our volunteers and clean up the city because we want money – we just want a clean city. But when they eliminate that kind of thing, you almost invite people to go home and say, ‘Yeah, it was nice. Nice restaurants, nice people, but boy was it dirty.’ You never want to give anybody reason not to come to St. John’s or the province.”

Harding – who ran unsuccessfully for Ward 3 in St. John’s in the 2013 election – said people do need to be more responsible with their garbage, but it’s the job of the city to step in.

“Municipal councils are supposed to be providing the basics, which is garbage collection, snowclearing, fire services, etc.,” he said. “When you have such a large budget – and these moneys aren’t big moneys when it comes to either the litter program or bulk garbage – I think the needs versus wants thing is getting cloudy with those folks there making the decisions, and for the money that it costs, I think the benefits greatly outweigh the dollars and cents it costs to provide the services.”

A spokeswoman for the city said St. John’s expects to save \$404,000 by eliminating the bulk garbage pickup and \$52,000 by cutting the litter collection from the city’s \$302-million budget – which would amount to 0.134 per cent and 0.017 per cent, respectively, of the city’s spending next year.

Harding also said he is worried the elimination of bulk pickup will lead to more garbage being dumped in the woods.

"I'm an optimist, and I would hope that folks would find a way to get the garbage down to the landfill," he said. "I would recommend council extend hours at the landfill. Mondays you're not allowed to bring any garbage if you're just a regular resident. It's (only) commercial. The hours are pretty limited when it comes to bringing stuff to the landfill, so if they're going to cut the bulk garbage, I think they have to (extend the hours). It's a must."

TELEGRAM- Twopronged attack

BY DANIEL MACEACHERN

St. John's workers' union slams service cuts in 2016 budget

"The concern, along with the work being taken from our membership, is how are seniors and people on fixed incomes and people like that, how are they going to be able to afford thousands and thousands of dollars, when most of them are barely getting themselves by as it is?" CUPE's Derrick Barrett

The union representing St. John's workers says the 2016 budget is an attack on services and jobs.

"It seems like the council is taking the city as a whole, residents and employees, in the direction of privatization of services that city residents depend on, No. 1, and No. 2 is services that our employees provide and have been providing for quite a few years now," said Derrick Barrett, CUPE's national representative for locals 1289 (inside worker) and 569 (outside), on Thursday. "It is kind of like a double whammy on residents and on our members that we represent."

Barrett pointed to water and sewer lateral repairs; the city will no longer charge a nominal fee to residents when repairs are needed. Instead, residents will shoulder the full cost, which can run to thousands of dollars.

"The concern, along with the work being taken from our membership, is how are seniors and people on fixed incomes and people like that, how are they going to be able to afford thousands and thousands of dollars, when most of them are barely getting themselves by as it is?" he said.

The union is also concerned about the early retirements offered to senior employees recently, and the ripple effect through staff as vacancies left by departing employees will be reviewed to decide if filling them is even necessary.

"That workload doesn't change," he said. "That gets downloaded to our members, who already have full days of work."

Mayor Dennis O'Keefe didn't return a request for comment.

TELEGRAM EDITORIAL - Tax trickery

If anything, the mill rate meltdown in St. John's and some of its commuter communities should dispel a few myths that have survived too long.

First to go should be the egregious lie that government spending inevitably rises (and runs into deficits at provincial and federal levels) because of the infinite, howling demands of the citizenry for

more of this and more of that (hospitals! roads! schools!) rather than because of inherent desires of politicians (“I spend, therefore I am.”).

The formerly booming real estate market has provided tax windfalls to municipal administrations in St. John’s, Mount Pearl and Paradise.

In each case, civic governors have opted to bank extra cash. In each case, they got away with it (so far) by announcing a decrease in the mill rate — the percentage of a resident’s property value that is used to calculate their municipal tax.

In St. John’s, the average residential property assessment in 2015 went up 16 per cent, so city council decreased the residential mill rate from 8.1 to 7.8 — leaving the average residential tax to go up by 11.7 per cent.

In Mount Pearl, the average residential property assessment rose 14 per cent, so city council dropped the residential mill rate from 7.4 to 7— giving residents an average 7.8 per cent increase in municipal tax.

In Paradise — possibly the most inaptly named town in the country — the average residential property assessment ballooned by 20.5 per cent, so council decreased the mill rate from 7.4 to 6.8 — nevertheless hoisting an average tax increase of 10.7 per cent onto residents.

You see the pattern. Politicians are plundering pockets. And then they are spending it. Budget expenditures for 2016 will be up 4.4 per cent in St. John’s, 12.3 per cent in Mount Pearl and 7.8 per cent in Paradise.

Strange, but there haven’t been any recent headlines screaming, “Residents demand city tax them more and spend it.”

The predictable explanation from city/town hall in the three burghs is that the municipality needs the extra tax revenue because costs and requirements keep rising.

This, of course, differs substantially from the costs and requirements of running a household, which have declined so much in recent years as to be almost free. Groceries? Car insurance? Power bills? Sure, they’re giving it away.

When critics cite the arrogance of politicians and the contempt they so often have for the electorate, these tax grabs are as good an example as any.

No mayor or councillor can reasonably argue that the city/town needs the money more than the residents do.

Unjust method

Not that it will cause anything to change, but this week’s indefensible residential tax grabs depict yet again the profound unfairness of property taxes.

There can’t be many people in St. John’s whose salary will go up 11.7 per cent next year, so the vast majority of residents will automatically have less disposable income, thanks to city hall.

If this bothers you, go to an IceCaps game and forget about it for three hours.

At least you’ll get some benefit from the city’s shinny subsidy.

Property taxes are like a remnant from the feudal era.

They bear no relation to a resident’s income or ability to pay, and are unjust from a modern

standpoint.

Like sales taxes, property taxes take money from citizens without any regard for their standard of living.

The poor pay and the rich pay, the low-salaried pay and the high-salaried pay and the retired pay, and everything is fair and equal, except that ... it's not.

This tax trickery with mill rates and property values should be a reminder that the only just method of funding governments is via a progressive income tax system.

CBC - CUPE says new St. John's budget means privatization , public service layoffs

The Canadian Union of Public Employees is calling the latest City of St. John's budget an attack on services and jobs. CUPE, which represents both inside and outside workers with the city, released a statement on Thursday expressing concern over several aspects of the budget. In the statement, CUPE national representative Derrick Barrett said the city is moving in a direction that does not bode well for the city's residents and employees.

<http://www.cbc.ca/news/canada/newfoundland-labrador/cupe-stjohns-budget-1.3369760>

CBC - Bulk garbage pickup curbed , group worries St. John's will be trashed

A group that works to keep St. John's clean and beautiful says it will have its work cut out for them, now that council has decided to curb bulk garbage pickup.

Karen Hickman, executive director of Clean St. John's, said about 3,200 residents relied on the city's bulk garbage service last year.

"The thing we do not want to see is it littering our city," she told CBC Radio's St. John's Morning Show.

"We've worked so hard to get where we are with the litter crew and the bulk pickup. To sort of go backwards, we don't want to see that."

<http://www.cbc.ca/news/canada/newfoundland-labrador/bulk-garbage-clean-stjohns-1.3369405>

VOCM - Mayor Dennis O'Keefe Offers Clarification on City Staff Salaries

Friday , December 18 2015 | 11:21:12 AM

St. John's Mayor Dennis O'Keefe is offering some clarification on comments made by Councillor Art Puddister on the recent city budget.

O'Keefe says in interviews following the budget announcement, Puddister left residents with the mistaken impression that city staff, on average, are paid \$95,000 dollars a year.

<http://www.vocm.com/newsarticle.asp?mn=2&id=59320&latest=1>

VOCM - St. John's Arts Cuts 'Hypocritical' says Business and Arts Co-Chair

Friday , December 18 2015 | 10:40:34 AM

The co-chair of Business and Arts Newfoundland and Labrador says the capital city has struck a nerve in cutting \$100,000 in funding to arts grants by 50 per cent.

Noreen Golfman says the reason why there's been such an outcry is because the funding to begin with was so paltry, it was "pathetic".

<http://www.vocm.com/newsarticle.asp?mn=2&id=59306&latest=1>

VOCM - 'Vacant St. John's' Praises Moves to Address Empty Businesses , Condemns Taxes That May Create More

Friday , December 18 2015 | 11:18:05 AM

The founder of Vacant St. John's says while he's pleased the city is trying to address what appears to be a growing problem, he's disappointed they've chosen to raise business taxes in the city.

James Langer has created a Facebook page called Vacant St. John's, highlighting the vacant

buildings and "dead zones" in and around the capital city.
<http://www.vocm.com/newsarticle.asp?mn=2&id=59315&latest=1>

CBC 7am News - Fri, December 18, 2015

ELIMINATION OF BULK GARBAGE PICKUP: The chair of the St. John's Council's Finance Committee is defending its decision to eliminate the bulk garbage collection program.

CBC 8am News - Fri, December 18, 2015

ELIMINATION OF BULK GARBAGE PICKUP: The chair of the St. John's Council's Finance Committee is defending its decision to eliminate the bulk garbage collection program. ["Chair Jonathan Galgay"]

CBC 9am News - Fri, December 18, 2015

ELIMINATION OF BULK GARBAGE PICKUP: The chair of the St. John's Council's Finance Committee is defending its decision to eliminate the bulk garbage collection program.

VOCM Morning News - Fri, December 18, 2015

ARTS FUNDING: The City of St. John's was about 88 per cent below the national average in funding arts and culture even before its current budget. ["Pat Foran", Artistic Fraud]

VACANT ST. JOHN'S: The founder of Vacant St. John's says while he's pleased the city is trying to address what appears to be a growing problem, he's disappointed they've chosen to raise business taxes in the city. ["James Langer", Vacant St. John's]

METROBUS PILOT PROJECT: The province's Environmental Industry Association is applauding Paradise for introducing a pilot project providing Metrobus service to the community starting in June of 2016.

VOCM Morning Show - Fri, December 18, 2015

CUTS TO ARTS FUNDING: The City of St. John's was about 88 per cent below the national average in arts funding even before this current budget that's slashed what they were doing in half. ["Pat Foran", Artistic Fraud]

GOLFMAN ON CUTS TO ARTS FUNDING: There's a growing sense of outrage in the arts community in St. John's about the city's decision to cut arts funding. Artists are claiming that councillors are blind to the true value that the artistic community brings to our city. ["Dr. Noreen Golfman", Business & Arts NL]

VOCM Open Line - Fri, December 18, 2015

ST. JOHN'S BUDGET: Host Preamble - There has been deserved ridicule of the St. John's Budget. Some of the cuts made have upset people, such as bulk garbage pick-up and the arts. The City's budget for arts is 88% below the national average - how can that be? Is it not valuable? Some argue that it is not an industry which should be funded. But Paddy feels we should have access to artists of all sorts and all ranges of experience and success. He finds it a desperate decision to cut their funding.

CITY NO LONGER RESPONSIBLE FOR RESIDENTS' WATER & SEWER PROBLEMS: Former St. John's City Councillor "Jerry Colbourne" is very concerned about the part of the St. John's Budget which states people will now be responsible if their water or sewer laterals collapse or become entangled. Now they will have to go find a contractor to do the work, rather than rely on a City worker. He says this is going to most affect those living in the older parts of the city where the pipes are due for corrosion and collapse. Mr. Colbourne says that root infestation is a big problem which causes issues with the underground pipes as well as digging in areas where the older pipe systems are when the City is there doing roadwork. Paddy says this is going to be a big mess for residents.

ST. JOHN'S WARD 4 CAMPAIGN: "Janet Kovich" plans to run for the Ward 4 vacancy in St. John's. She is concerned about signs being stuck out in snowbanks and feels that can put pedestrians at risk. She wants to use posters instead and reaches out to her fellow candidates to do the same.

Media Headlines - December 17, 2015

VOCM Back Talk - Thu, December 17, 2015

MUNICIPAL BUDGETS: Host preamble. A lot of talk about municipal budgets especially because property assessments rose but unfortunately in Gander they dropped the mil rate to compensate for assessments, the residents will see a 9.74 increase in property taxes plus they added in a \$400 water and sewer tax.

PROPERTY ISSUES: "Clayton" is calling to talk about property issues. He comments that for the first eight years his mother-in-law had no issues with her property but once development started on Massey Drive, the house was flooded with sewage several times. He says the house was paid for but because they have had to take out a mortgage on the property again and the home is getting destroyed on a yearly basis. He comments his mother-in-law is a well respected woman in the community but the City has put her through hell since she bought this property.

CITY BUDGET: "Jeff Marshall" is calling to talk about the City budget and how it affects the Goulds. He says in 1992 the Goulds was amalgamated into St. John's and even today the residents lack proper services like water and sewer which is pretty bad. He comments on other infrastructure that is lacking like sidewalks.

CITY BUDGET: "Sheilagh O'Leary" is calling to talk about the City budget. She comments on being in the chamber when the budget was brought down and what wasn't said really speaks louder to her than what was said in the budget because there are a number of hits when it comes to cuts that will impact those on low incomes. She says there was no mention of sacrifices by Council at all.

ST. JOHN'S BUDGET: "Janet Kovich" is calling to talk about the St. John's budget. She says most people who she has talked to didn't want their taxes to go up and they see taking away investment in community centers are investments in young people so overall they aren't pleased.

METROBUS COMMUTER ROUTE FOR PARADISE: A town plagued with traffic congestion is finally getting some public transit. ["Dan Bobbett", Paradise Mayor]

CBC On The Go - Thu, December 17, 2015

ST. JOHN'S BUDGET: Property taxes, city services are being reduced and there are cuts to the arts community. The City of St. John's 2016 budget caught many off guard so today on Crosstalk Host "Cecil Haire" asked the question: should the City have consulted people before setting the budget? His guests were Councillor "Art Puddister" who voted against the budget and Councillor "Jonathan Galgay" who as Chair of the Finance Committee supported it. ["Keith", Resident and Business Operator from St. John's]

CBC Here & Now - Thu, December 17, 2015

GALGAY DEFENDING BUDGET: More reaction tonight to budget cuts made by the city of St. John's this week. ["Jonathan Galgay", St. John's City Councillor; "Karen Hickman", Clean St. John's]

NEW EQUIPMENT ON DISPLAY: St. John's regional fire department just unveiled it's newest piece of rescue equipment today.

NTV Evening Newshour Early Edition - Thu, December 17, 2015

METROBUS COMMUTER TRANSIT PILOT PROJECT: A new pilot project set to be introduced in Paradise should help alleviate the traffic and congestion issues in that ever-expanding town. ["Dan Bobbett", Paradise Mayor]

NTV Evening Newshour - Thu, December 17, 2015

CITY DEFENDS FUNDING FOR CBC DOCUMENTARY ON BEAUMONT-HAMEL: The Chairman of the Finance Committee for the City of St. John's is defending Council's decision to allocate \$50 thousand to the CBC. ["Jonathan Galgay", City of St. John's Finance Committee]

THE CARTER FILE: A big hike in commercial property taxes in St. John's with the budget as well as residential property taxes. ["Kim Keating", Chair, St. John's Board of Trade]

SNOW CLEARING HELPING SENIORS: Shoveling can be a pain but for some it's next to impossible to avoid but there is a program now that gets the job done for seniors. ["Kelly Heisz", Executive Director, Seniors Resource Center; "Colin Corcoran", Director, Choices for Youth]

VOCM Night Line - Thu, December 17, 2015

CITY BUDGET: "William" is calling to talk about the St. John's city budget. He says Councillor Jonathan Galgay didn't seem too concerned about this years taxes and was flippant about the \$50 thousand they gave to the CBC to do a documentary.

DISCOUNTS ON TAXES: Shelley Pardy with the City of St. John's sent in an e-mail about discounts on taxes for seniors with GIS.



Media Headlines - December 21, 2015

Kelly Maguire to: Council_group, Executives, Directors, Susan Ralph, Cindy McGrath, kobrien, Strategy & Engagement

2015/12/21 11:12 AM



Media Headlines - December 21, 2015.docx

Media Headlines - December 21, 2015

VOCM - Councillor says St. John's May Revisit Arts Funding

Monday , December 21 2015 | 10:29:45 AM
St. John's city councillor is going to try to have the budget revisited, specifically cuts to arts funding.

Councillor Dave Lane says they're not finished discussing the budget, even though it passed at last Monday's council meeting.

Cuts to arts funding have caused an outcry, but Lane is going to do his best to convince his colleagues to have a change of heart.

<http://www.vocm.com/newsarticle.asp?mn=2&id=59378&latest=1>

VOCM - Arts Community Rallies Against Cuts Today

Monday , December 21 2015 | 10:29:18 AM

A demonstration is in the works today outside St. John's city hall to show council the impact of recent cuts to arts funding.

The city cut arts grants by 50 percent in last week's budget, resulting in a huge outcry from the local arts community.

<http://www.vocm.com/newsarticle.asp?mn=2&id=59376&latest=1>

The Independent - St. John's city budget: a ticking time bomb

Dec 21

Well, the city is all a-twitter about the St. John's [municipal budget](#).

And rightly so.

At a critical point in the province's social and economic development, the provincial capital has delivered a budget that sounds like it's something dredged out of the 1980s. And we all remember how well that era served the province.

The biggest point of contention—or at least the loudest protests—has come from the cuts to the City's arts budget. And right are the artists to howl. The City has taken an already woefully inadequate budget, and cut it to a basically non-existent state. And the way the City's Finance Committee (all right, let's be honest: Councillor Jonathan Galgay) talks about it, you'd think arts were some sort of frippery.

<http://theindependent.ca/2015/12/21/st-johns-city-budget-a-ticking-time-bomb/>

CBC East Coast Morning Show - Mon, December 21, 2015

PROTESTING ARTS CUTS: Creative townies of all types are going to gather at St. John's City Hall this afternoon to protest cuts to the city's arts budget. The municipal budget was released last week and it cut the city's funding for arts grants in half to \$100,000 per year. ["Ruth Lawrence", Organizer; "Robert Chafe", Playwright]

CBC 7am News - Mon, December 21, 2015

RALLY OPPOSES ARTS FUNDING CUTS: Dissatisfaction over the municipal budget will spill out at City Hall this afternoon. ["Ruth Lawrence", Local Producer/Actor]

NL CRUISE ASSOCIATION ON 2015 CRUISE SHIP VISITS: 2015 was a successful year for cruise ships visiting NL.

CBC 8am News - Mon, December 21, 2015

RALLY TO PROTEST AGAINST NEW ST. JOHN'S BUDGET: Members of the arts community will be protesting at City Hall in St. John's this afternoon. ["Rith Lawrence", Producer/Actor]

CBC 9am News - Mon, December 21, 2015

RALLY OPPOSES ARTS FUNDING CUTS: Dissatisfaction over the municipal budget will spill out at City Hall this afternoon. ["Ruth Lawrence", Local Producer/Actor]

NL CRUISE ASSOCIATION ON 2015 CRUISE SHIP VISITS: 2015 was a successful year for cruise ships visiting NL.

VOCM Morning News - Mon, December 21, 2015

COUNCILLOR WANTS CITY TO CONTINUE ARTS FUNDING DISCUSSION: A St. John's City Councillor is going to try to have the budget revisited, specifically cuts to arts funding. ["Dave Lane", St. John's City Councillor; "Noreen Golfman", Co-Chair of Business and Arts NL]

VOCM Morning Show - Mon, December 21, 2015

CITY CONTINUES DISCUSSION ON ARTS BUDGET WILL RE-EXAMINE BUDGET-WRITING PROCESS: City of St. John's Councillor "Dave Lane" says they are not finished discussing the slashed arts budget and Council will re-examine the budget-writing process in the New Year. Lane says he plans to figure out how to re-instate the arts funding.

GALGAY DEFENDS ST. JOHN'S BUDGET: The controversial St. John's budget has drawn the ire of taxpayers, poets, and restaurant owners, to name just a few. It was City Finance Chair "Jonathan Galgay"'s first budget in the position. He says he understands why people are upset, but maintains that the budget is the best for the city in the long-run.

FIRE SAFETY AT CHRISTMAS: "Inspector Cara Parady" of the St. John's Regional Fire Department talks about fire safety during the holiday season.

TELEGRAM - Cheers and Jeers

Jeers: to contractors and workers who don't clean up after themselves or contain site trash. A Telegram reporter gathered up a garbage bag full of construction material packaging, exterior vapour wrap and the workers' sub shop lunch wrappers that had blown into a residential backyard from an adjacent government property where workers were cladding eaves. Expect to see more of this hanging around our dirty ol' town after the St. John's city council scrapped the litter cleanup program in budget cuts.

TELEGRAM - Walter Harding

Citizen of the year willing to play lead role in community

[From page A1](#) Walter Harding spends his work time driving the roads of St. John's, and his free time cleaning them up.

Harding, 47, was recently named Citizen of the Year by Clean St. John's for the work he does every year organizing cleanups of the detritus scattered around the city after the winter snow recedes. The St. John's resident works for the Royal Garage at Dodge City, in sales and marketing for the parts department, and has been there close to 30 years.

Media Headlines - December 20, 2015

TELEGRAM - City touts contributions to arts and culture

St. John's – The City of St. John's, under fire for cuts to arts funding in its latest budget, released a statement Sunday touting some of its recent and future investments in arts and culture. The statement reads that along with investments in arts-related facilities, the city has spent an average of \$760,000 per year on arts and culture-related programs, services, facilities and grants since 2010.

<http://www.thetelegram.com/News/Local/2015-12-20/article-4381814/City-touts-contributions-to-arts-and-culture/1>

CBC - Relish owner says downtown construction taking bite out of burger business

The owner of a burger shop in downtown St. John's says construction on the city's new convention centre is hurting his bottom line.

Roger Andrews owns Relish Gourmet Burgers on Waldegrave Street, right across from the ongoing construction.

<http://www.cbc.ca/news/canada/newfoundland-labrador/relish-downtown-construction-1.3371797>

VOCM Morning News - Sun, December 20, 2015

DOUBLE TROUBLE FOR BUSINESS OWNERS: The controversial St. John's City Budget carries with it what could become a double whammy for some small business owners in the capital city; an increase in the business tax means more pressure for small business particularly restaurants so owners have expressed concerns about shutting their doors and if that happens the elimination of the vacant building allowance means they could have to pay further taxes on the building they used to occupy. ["Jonathan Galgay", Finance Committee Chair]

VOCM 1pm News - Sun, December 20, 2015

DOUBLE TROUBLE FOR BUSINESS OWNERS: The controversial St. John's City Budget carries with it what could become a double whammy for some small business owners in the capital city; an increase in the business tax means more pressure for small business particularly restaurants so owners have expressed concerns about shutting their doors and if that happens the elimination of the vacant building allowance means they could have to pay further taxes on the building they used to occupy. ["Jonathan Galgay", Finance Committee Chair]

NTV Evening Newshour - Sun, December 20, 2015

MAYOR FIRES BACK AT COUNCILLOR: St. John's Mayor "Dennis O'Keefe" is firing back at Councillor Art Puddister after the city budget was released on Monday; the Councillor criticized the cost of staff salaries.

<http://ntv.ca/st-johns-mayor-fires-back-at-councillor-over-city-salaries/>

NTV Issues & Answers - Sun, December 20, 2015

CITY BUDGET: Today Lynn's special guest is St. John's City Councillor "Jonathan Galgay" who talks about the recent City Budget and the reaction to it. He discusses the decisions they made which were tough to make but given the fiscal restraint they were in it was necessary. ["Heather Gillis", Guest Panelist]

<http://ntv.ca/issues-answers-jonathan-galgay/>

Media Headlines - December 19, 2015

CBC - Tax hikes could force St. John's restaurants to close , owners say

The Restaurant Association of Newfoundland and Labrador says tax increases in the recent St. John's budget will be hugely damaging, and could drive some restaurants out of business. "Everybody is outraged. We're in shock that there was so little foresight," said Andrea Maunder, the chair of the association and owner of Bacalao restaurant on Lemarchant Road.

<http://www.cbc.ca/news/canada/newfoundland-labrador/tax-hikes-could-force-st-john-s-restaurants-to-close-owners-say-1.3373273>

CBC 8am News - Sat, December 19, 2015

OUTCRY AGAINST BUDGET: The outcry against the St. John's budget is continuing this weekend; restaurant owners say tax increases will make the difficult job of turning a profit even harder, maybe even impossible for some. ["Andrea Maunder", Owner of Bacalao]

VOCM Morning News - Sat, December 19, 2015

POET LAUREATE RESIGNS: The Poet Laureate of St. John's has resigned to protest cuts to arts funding in the city's budget.

FINANCE COMMITTEE CHAIR FIRING BACK: Chair of the Finance Committee "Jonathan Galgay" is firing back at those displeased with the City budget.

PARADISE BUDGET: In Contrast to the City of St. John's budget, the Town of Paradise says it is maintaining all of it's services in the new year. ["Dan Bobbett", Mayor of Paradise]

VOCM 1pm News - Sat, December 19, 2015

WATER MAIN BREAK: Crews in the St. John's area are on the scene of a water main break in the downtown; residents in the area of Alexander Street can expect a loss of their water with lower pressure and discoloration.

POET LAUREATE RESIGNS: The Poet Laureate of St. John's has resigned to protest cuts to arts funding in the city's budget.

TELEGRAM - 'A huge mistake'

BY TARA BRADBURY

City's poet laureate resigns over funding cuts; councillor agrees; arts budget to be evaluated in the new year

Coun. Dave Lane hadn't had a chance to check his email when The Telegram called him Friday afternoon.

The St. John's city councillor hadn't yet seen a lengthy letter in his inbox, written by the city's poet laureate, George Murphy, announcing he was resigning from the position and requesting his unpaid stipend be allocated instead to funding for the arts.

"Wow. I'm kind of devastated," was Lane's first response when given the gist of the letter. "I was really excited about George being our poet laureate, because he brought a really fresh outlook and approach, and he was really starting to get a lot of people engaged, especially the youth, with his poetry. It's really hard to hear."

Murray was appointed poet laureate for a four-year term in the spring of 2014, tasked with acting as an ambassador for poetry and integrating poetry into a variety of official and unofficial civic events. He has published six books of poetry, including the bestselling "Glimpse: Selected Aphorisms," as well as a children's book.

Murray resigned after the city announced in Monday's budget it was cutting funding for the arts by 50 per cent – to \$100,000 – and suspending its annual \$20,000 art procurement program. The budget was passed by a vote of 7-3, with Lane and fellow councillors Sandy Hickman and Art Puddister voting against it. "With the recent presentation of your shortsighted and offensive new budget, one devoid of both respect for our cultural heritage and economic sense, I cannot in good conscience continue to act as an official representative of this council," Murray wrote in his resignation letter. "If you enact this budget as is, I will be unable to fulfil my duties as your representative and must step down."

Murray accused the city of pandering to the oil industry and big business, and asked what will happen once the oil is gone. He noted the arts sector contributes about seven per cent to the GDP.

"I urge you to repeal these cuts immediately," he continued. "If you do, I would be more than happy to continue in my current position as poet laureate. If you do not, then you cannot pretend to be the sort of city that deserves a poet laureate anyway."

Murray told The Telegram the word "funding" should be changed to "investment," as it is referred to in other industries.

"That's the same word that's used when we invest in mining, we invest in forestry or invest in fishery," he said. "We're investing in the future, and it's going to pay dividends. Using the word 'funding' makes it sound like a handout and it's not, because the sector is actually massively profitable for us. As I said in my letter, people don't come here to see the Irving Oil tank on the Southside Hills. They don't come here to see the Fortis building. They come here despite these things that are marring our actual heritage and culture."

Murray's resignation comes after protests from other members of the arts community who have written to city councillors, and are planning a demonstration to happen outside city hall Monday

afternoon.

Lane, who says residents should have been more included in the budget process, said city officials should look at the budget from an economic development point of view, and not just based on operation and cost.

“I really think it would be a huge mistake to carry on with these cuts, and the reason is two-fold,” he said. “One is that it has so many economic spin-offs, which make for a very obvious return on investment. ... Second, it’s a relatively small line item in a \$300-million budget. I know I’m getting some pushback from my colleagues, but I just feel like this is not one of the things we should cut, and to reverse that cut would be, in its own way, very symbolic, saying we hear you and we have taken the time to really understand the impact that this cut is having.”

Lane said there has been some discussion internally about taking a look at the arts budget in the new year to see how it might be rearranged to have a more minimal impact on grant funding in particular.

“Maybe there’s a solution in there somewhere,” he said. “It’s on the agenda to discuss. That’s a positive sign, but we’ve done some damage here.”

TELEGRAM - Arts are not a luxury ; they are our lifeblood

Peter Jackson Peter Jackson, The Telegram’s news editor, holds a music degree from Memorial University.

In January 2011, St. John’s city councillor Tom Hann stood up in the municipal chamber to talk about frivolous funding.

“It is my understanding – and when I heard this, I could not believe what I was hearing – that a grant was given to a cellist to go to Toronto to quote, ‘renew his creative juices.’ I don’t care if it was five dollars or \$5,000, this is blatantly unacceptable.”

Indeed, what a total waste of money it was for the Newfoundland Symphony Orchestra’s principal cellist Theo Weber to pursue professional development on the mainland.

The problem, perhaps, was that the stated purpose of the grant contained a bit of slang. I suppose if Doc O’Keefe spent thousands to “schmooze with the cruise ship crowd and get a bit of sun,” people might wonder about that line item as well.

As it turns out, Weber’s grant was actually for upgrades to his teaching studio here in the city.

But that’s not really the main issue, is it?

The core problem is that there are just enough philistines and buffoons on council to pass a budget that unfairly targets everything that makes city life worth living in order to prop up white elephants.

When Mile One Centre was built, many on council were adamant the centre not be a drain on public finances. Instead, it has sucked millions out of city coffers in annual operating costs.

Now, the city is adding hundreds of thousands more to subsidize the stadium and convention centre. Between now and 2018, taxpayers will have paid almost \$8 million to keep these facilities running.

A third of the city's \$300-million budget also goes toward an unwieldy workforce of about 1,200, which remains largely unscathed.

For this, \$200,000 in arts grants – already among the lowest in Canada in terms of small cities – had to be chopped in half. What sheer stupidity. You may not convince everyone in this city – certainly not many councillors – that arts really do pay for themselves. Musicians boost the concert and club scene. Most artists and authors sell their works beyond the province's borders, bringing new money into the economy.

To quibble about this or that cellist, or to scoff at some quirky art exhibit, is to miss the point entirely.

The economic spinoff of this activity may be small in scale, but it's cumulative. It adds up significantly. And it contributes to the appeal of this city for newcomers.

None of this even scratches the surface of the social and educational benefits of arts. Music has been proven to complement and boost educational ability in other fields, especially mathematics. On the other hand, arts and recreation are crucial alternatives for those who may be alienated by academic demands.

It is everyone's responsibility to nurture the arts. The unique depth and variety of artistic endeavour in this province did not just arise out of nowhere. It came from a clear understanding by those in power that our culture cannot be taken for granted.

It is incumbent on all levels of government to contribute a responsible amount to this living heritage.

This mayor and council love to tout what St. John's has to offer visitors. And they spend a lot of time and money on dubious tourism initiatives, recruiting cruise ship passengers who may or may not spend a few dollars on knick-knacks or a bite to eat.

How they could now turn around and stab in the back those who help bring our culture alive is unfathomable.

Shame on those who devised and voted for this budget.

It is an insult and a farce.

TELEGRAM - Up, up, up go our taxes

Residents who keep records can verify that taxes they pay to council have increased by 50 to 60 per cent during the past six to eight years.

More tax increases from St. John's city council, but this is hardly a surprise.

There isn't a jurisdiction in North America, whether it is cities, municipalities, provinces, states or federal governments which have handed out pay increases even remotely close during recent

years compared to this council.

And they give these exorbitant pay hikes to all their own employees as well as agencies like Metrobus.

The argument from Mayor Dennis O'Keefe has been that the most recent employee contract will eventually save taxpayers because it removes new hires from the defined pension plan.

Well guess what, Mr. Mayor, this won't lessen council's obligations for pension liabilities for at least 30 years. So stop whitewashing taxpayers with this fallacy.

Residents who keep records can verify that taxes they pay to council have increased by 50 to 60 per cent during the past six to eight years. Council dupes us by continuously increasing water taxes and occasionally increasing property taxes as well.

The provincial and federal governments have actually decreased taxes during the same period of time.

And provincial employees are experiencing another round of wage freezes while the city's employees enjoy four to six per cent annually, in addition to signing bonuses and more generous severance packages.

Yet this council, like most other municipalities, has the gall to go crying to the media about how much more taxing powers and more sharing of the tax base they need from the province and the feds.

Can you imagine how bad it would be if this council actually had access to even more of your money with their incompetent hands in your wallets?

Memo to the new finance minister: don't give in to them.

When development proposals are presented to council, they argue that this will increase the tax base and is good for the economy. They are right in most instances. But then when it comes budget time their cry is that it costs more to service the expanded city. Their arguments only suit their present agenda.

Unfortunately, we are saddled with this lot, so don't expect any improvement or relief from this sort of mismanagement for the foreseeable future. Brian Collins St. John's

TELEGRAM - The arts made us who we are

Remember when you were a child and did something wrong and your parents told you they weren't mad, but they were upset? And somehow that made you feel worse?

Well I'm not mad at St. John's city council. I know they think they are doing the right thing. But they aren't. And it disappoints me to see council flailing about like this.

As a self-employed musician of 20 years, I understand trying to be a businessperson, an artist, a manager and a marketing executive all at the same time.

Sometimes difficult decisions have to be made. I consider myself to be equal parts left brain and right brain; kind of like a liberal conservative.

I understand hacking off an infected limb to save the body. But in the case of the city's recent budget, it is more like hacking off the head and trying to save the body.

It just won't work. You might as well tear the heart out of the city and hope it will continue to survive without it.

Without the head or the heart of the city guiding the way we see ourselves and present ourselves to the world, what are we? We would be a collection of non-descript patterns, houses, big box shopping centres, etc.

The design of our city, the way our heart and our mind present it, is the art which represents us as people.

People may think art is subjective; it isn't for everyone. And maybe that is true.

But I challenge you to live without it for a day or two and see how important it is.

You can have the streets, but take away the sound, the story, the colour and the vibrant soul and all you have is dulling drabness.

Nobody wants to see that. Nobody is going to want to come and see that. Nobody wants to live in that.

Art is who we are. From the much lauded jelly-bean row houses often used to represent the city in tourism ads and keepsakes to the shop windows selling touristy wares downtown, these are the ads our city pushes to bring people in.

They aren't coming from away to see Costco or Walmart or the new subdivision going up by (insert neighbourhood here).

They come to see our heart and our mind. Our spirit. Our people. We pull them here. They bring their money and spend it in our hotels, shops and theatres, restaurants, bars and nightclubs.

In fairness, I couldn't exaggerate more when I say that the amount of money the city spends on sponsoring the arts before these proposed cuts is already a laughable amount.

Only a few years ago council bumped it up to where it was pre-budget to put it at parity with other cities in Canada. Parity?

I have heard the city throw around the statistic that the A1C postal code alone boasts more artists than any other postal code per capita, yet the city only recently managed to swing parity? That wasn't good enough.

But this? This is downright ignorant. We should be spending more on the arts instead of being the hypocrites we are. We claim to love the arts.

We claim they are our heart and soul. They are the bold, brave, weathered, beautiful face we present to the world but then when the TV cameras are off we walk away and leave them to fend

for themselves.

I know there are, sadly, uninformed sorts who say “the artsy types shouldn’t be getting handouts in the first place. If they were worth anything they would be able to make a go of it on their own.”

Maybe they are right. But show me one industry that isn’t somehow subsidized by the government, whether it be municipal, provincial or federal.

There are tons of ways the city could be showing more support for the arts. I fear this letter is already too long so we’ll have to save that for another time.

The purpose of this letter is to plead for better decision making, for the arts but also for the other cuts that have been made; the other poor decisions which will affect our city for years to come if enacted.

I would argue further to equally defend the cuts to sports and tourism, or the ridiculous tax hikes for businesses (some as high as 20 per cent – who can afford a 20 per cent tax hike and be OK with that?) or the homeowners’ taxes which are equally ludicrous, but this letter is about the arts. One argument at a time.

Cutting the arts cuts inspiration for generations of young would-be artists, designers, musicians, playwrights, actors, dancers and more.

When I was young growing up in St. John’s, most folks said things like “I can’t wait to get out of this place.”

There wasn’t much pride here. I think we were starting to buy what we were often told by Canadian media about being a “welfare state” or Canada’s dumber cousin.

But somewhere in there art started to poke fun at that notion. Then it shone a light directly on it and said “we are better than that.”

Then it grew louder and bolder to exclaim, “We are all proud Newfoundlanders and Labradorians and we have heart and mind and soul!”

We have that pride now. We found it. Art helped to lead that charge. Please don’t thank it for all it has done one moment and then leave it to fend for itself the next. Do the right thing. Thank you for your time. Jerry Stamp St. John’s

Media Headlines - December 18, 2015

The Independent - Letters - Same of you, each and every one

Dear Mayor O’Keefe and members of the St. John’s City Council,

It is with great regret (and indeed despair) that I write to tender my resignation as Poet Laureate for the City of St. John’s - coincident with your enactment of budget cuts to the arts and culture sector.

With the recent presentation of your shortsighted and offensive new budget, one devoid of both

respect for our cultural heritage and economic sense, I cannot in good conscience continue to act as an official representative of this council. If you enact this budget as is, I will be unable to fulfill my duties as your representative and must step down.

See more at:

<http://theindependent.ca/2015/12/18/shame-on-you-each-and-every-one/#sthash.2Nq49LUM.dpuf>

VOCM Back Talk - Fri, December 18, 2015

ARTS DEMONSTRATION: Host preamble. There's going to be a demonstration of the cuts to the arts by the City on Monday.'

NO COLLECTION: Host preamble. A lot of residents are talking about the City eliminating the collection of bulk garbage and it won't be surprising if more litter is blowing around. We are already known as being a pretty dirty place.

CITY BUDGET: "Darryl" is calling to talk about the city budget. He comments on homeowners having to do lateral repairs which also includes the shut off valves. He discusses the implications of these changes and how it will impact property owners. He suggests those who own property contact their councillors to determine how they will be affected.

CBC On The Go - Fri, December 18, 2015

POET LAUREATE RESIGNS IN RESPONSE TO ST. JOHN'S ARTS CUTS: The City of St. John's Poet Laureate has tendered his resignation. This comes following the latest City budget. Arts grants were cut 50% - \$100 thousand - and a \$20 thousand a year art procurement program has been cut for the next three years. There has been furor in the arts community. "George Murray" sent a letter today to Dennis O'Keefe and the rest of the council stating he didn't feel he could continue in his publicly-funded position as an ambassador for the arts community because he doesn't think the cuts are wise.'

VOCM Evening News - Fri, December 18, 2015

MAYOR CLARIFIES COMMENTS MADE BY COUNCILLOR: St. John's Mayor Dennis O'Keefe is offering some clarification on comments made by Councillor Art Puddister on the recent city budget. O'Keefe says in interviews following the budget announcement, Puddister left residents with the mistaken impression that city staff, on average, are paid \$95 thousand dollars a year. In a letter to the media today, Mayor Dennis O'Keefe says that's not true.

BUSINESS AND ARTS NL REACT TO CUT IN GRANTS: The co-chair of Business and Arts Newfoundland and Labrador says the capital city has struck a nerve in cutting 100 thousand dollars in funding to arts grants by 50 percent. ["Noreen Golfman", Co-chair]

VACANT ST. JOHN'S PLEASED CITY IS ADDRESSING PROBLEM: The founder of Vacant St. John's says while he's pleased the city is trying to address what appears to be a growing problem, he's disappointed they've chosen to raise business taxes in the city. ["James Langer"]

PILOT PROJECT TO PROVIDE BUS SERVICE TO PARADISE: The province's Environmental Industry Association is applauding Paradise for introducing a pilot project providing Metrobus service to the community starting in June of 2016. ["Dan Bobbett", Mayor]'

WATER MAIN BREAK: A water main break on Poplar avenue is affecting residents in the area. It's expected that the main will be repaired by 9pm.

CBC Here & Now - Fri, December 18, 2015

DOWNTOWN ST. JOHN'S ACCIDENT: Police and fire officials were just at the scene of an incident in downtown St. John's.

BUSINESS OWNERS UPSET OVER TAX INCREASES: There is more outcry against the St. John's budget. Restaurant owners say the tax increases will make the difficult job of turning a profit even harder and maybe even impossible for some. ["Andrea Maunder", Chair with the Restaurant Association of NL]

POET LAUREATE RESIGNS: The Poet Laureate of St. John's has submitted his letter of resignation to the City following Council's decision to cut funding to its arts programs. ["George Murray", Poet Laureate]

NTV Evening Newshour - Fri, December 18, 2015

CUPE CALLS ST. JOHN'S BUDGET AN ATTACK ON PUBLIC SERVICES & JOBS: CUPE is adding its name to the long list of voices criticizing the City of St. John's' new budget. ["Derrick Barrett", CUPE; "Dennis O'Keefe", St. John's Mayor]

WARD 4 BY-ELECTION COSTS: St. John's Mayor "Dennis O'Keefe" says the by-election in Ward 4 to fill Bernard Davis' old seat will now cost half as much as originally planned.

VOCM Night Line - Fri, December 18, 2015

DISPLEASED WITH BUDGET: Host preamble. Nancy Brace of the Restaurant Association of NL weighed in on the displeasure of the association with the city budget.

PILOT PROJECT: Jonathan comments Paradise has introduced a pilot project so that there will be a Metrobus route going out there and this may be a great thing because it could cut down of traffic congestion.

WATER MAIN BREAK: Jonathan says there was a water main break on Poplar Road in St. John's but will the residents have to pay for this to be repaired because of the city budget. He reads a portion of the budget that pertains to this.



Re: Early Retirements 
Derek G Coffey to: Neil Martin

2015/12/21 04:27 PM

Will have this for you in the morning - did an updated spreadsheet and want to run the numbers again with a fresh head.

Derek

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

Neil Martin

Derek: Would you have a look at the attached a...

2015/12/18 03:38:40 PM

From: Neil Martin/CSJ
To: Derek G Coffey/CSJ@CSJ
Cc: Kevin Breen/CSJ@CSJ
Date: 2015/12/18 03:38 PM
Subject: Early Retirements

Derek:

Would you have a look at the attached and update it as of today's date.

[attachment "Early Retirement Info Note 2015-12-02_DC.docx" deleted by Derek G Coffey/CSJ]

Thanks,

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca



Re: Early retirement details 
Derek G Coffey to: Kevin Breen
Cc: Kelly Maguire, Neil Martin

2015/12/22 04:28 PM

See revised



Early Retirement List _ Media Inquiry Decemember 22_2015.pdf

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

Kevin Breen

From: Kevin Breen/CSJ To: Derek G Coffey/CSJ...

2015/12/22 04:23:39 PM

From: Kevin Breen/CSJ
To: Derek G Coffey/CSJ@csj
Cc: Kelly Maguire/CSJ@csj, Neil Martin/CSJ@csj
Date: 2015/12/22 04:23 PM
Subject: Re: Early retirement details

We need to give the salary range for management employees. To give the actual salary puts us in privacy trouble. We can give total savings overall but not exact salaries for each man position.

Sent from my iPhone

On Dec 22, 2015, at 4:15 PM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Kelly - this is what was requested. Couple of items to note for Neil/Kevin.

In the attached we have the current annual salary even for the management group as we have to provide that for the unionized positions. if we left it out it would be very obvious - that said not sure if we are permitted to release it that specifically - kevin maybe you can comment here?

Derek

(See attached file: Early Retirement List _ Media Inquiry Decemember 22_2015.pdf)

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307
Kelly Maguire---2015/12/16 11:43:42 AM---From: Kelly Maguire/CSJ To: Derek G Coffey/CSJ@csj, Jonathan Galgay/CSJ@csj

From: Kelly Maguire/CSJ
To: Derek G Coffey/CSJ@csj, Jonathan Galgay/CSJ@csj
Date: 2015/12/16 11:43 AM
Subject: Fwd: Early retirement details

Derek pls see inquiry below. I told her it may be tomorrow before we have response due to managers meeting.

Sent from my iPhone

Begin forwarded message:

From: "Samantha Long" [REDACTED]
Date: December 16, 2015 at 9:41:35 AM NST
To: kmaguire@stjohns.ca
Subject: **Early retirement details**

Morning Kelly,

Thanks for giving the planning and development committee a heads up I was coming yesterday.

I'm looking for more information regarding the exact numbers of how many people accepted early retirement packages last month.

I would also like to know how many people accepted packages from each dept./division and a salary range for the positions.

I was hoping to write this for today so any additional information will be helpful

Thanks again!
Samantha Long
Business Reporter
St. John's Bureau; allNovaScotia



<Early Retirement List _ Media Inquiry Decemember 22_2015.pdf>



Re: Early retirement details
Kevin Breen to: Kelly Maguire
Cc: Derek G Coffey, Neil Martin

2015/12/23 09:53 AM

Union positions are fine, they can be exact as they fall under a collective agreement which is public. Management positions have a range so we should publish the range. Call me if u are unsure.

Sent from my iPad

On Dec 23, 2015, at 9:20 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Kevin- Some are still showing exact salaries.
Please advise before I send?

Thanks!
Kelly

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491
kmaguire@stjohns.ca

Derek G Coffey---2015/12/22 04:28:45 PM---See revised Derek Coffey, CPA, CA, MBA

From: Derek G Coffey/CSJ
To: Kevin Breen/CSJ@CSJ
Cc: Kelly Maguire/CSJ@CSJ, Neil Martin/CSJ@CSJ
Date: 2015/12/22 04:28 PM
Subject: Re: Early retirement details

See revised

[attachment "Early Retirement List _ Media Inquiry Decemember 22_2015.pdf" deleted
by Kelly Maguire/CSJ]

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307
Kevin Breen---2015/12/22 04:23:39 PM---From: Kevin Breen/CSJ To: Derek G
Coffey/CSJ@csj

From: Kevin Breen/CSJ
To: Derek G Coffey/CSJ@csj
Cc: Kelly Maguire/CSJ@csj, Neil Martin/CSJ@csj
Date: 2015/12/22 04:23 PM
Subject: Re: Early retirement details

We need to give the salary range for management employees. To give the actual salary puts us in privacy trouble. We can give total savings overall but not exact salaries for each man position.

Sent from my iPhone

On Dec 22, 2015, at 4:15 PM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Kelly - this is what was requested. Couple of items to note for Neil/Kevin.

In the attached we have the current annual salary even for the management group as we have to provide that for the unionized positions. if we left it out it would be very obvious - that said not sure if we are permitted to release it that specifically - kevin maybe you can comment here?

Derek

*(See attached file: Early Retirement List _ Media Inquiry
Decemember 22_2015.pdf)*

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307
Kelly Maguire---2015/12/16 11:43:42 AM---From: Kelly
Maguire/CSJ To: Derek G Coffey/CSJ@csj, Jonathan
Galgay/CSJ@csj

From: Kelly Maguire/CSJ
To: Derek G Coffey/CSJ@csj, Jonathan Galgay/CSJ@csj
Date: 2015/12/16 11:43 AM
Subject: Fwd: Early retirement details

Derek pls see inquiry below. I told her it may be tomorrow before we have response due to managers meeting.

Sent from my iPhone

Begin forwarded message:

From: "Samantha Long" <


Date: December 16, 2015 at
9:41:35 AM NST

To: kmaguire@stjohns.ca

Subject: Early retirement
details

Morning Kelly,

Thanks for giving the planning and development committee a heads up I was coming yesterday.

I'm looking for more information regarding the exact numbers of how many people accepted early retirement packages last month.

I would also like to know how many people accepted packages from each dept./division and a salary range for the positions.

I was hoping to write this for today so any additional information will be helpful

Thanks again!
Samantha Long
Business Reporter



Fw: Early retirement details
Kelly Maguire to: Derek G Coffey

2016/01/07 11:02 AM

History: This message has been replied to.

----- Forwarded by Kelly Maguire/CSJ on 2016/01/07 11:02 AM -----

From: Kelly Maguire/CSJ
To: Samantha Long [REDACTED]
Date: 2015/12/23 11:46 AM
Subject: Re: Early retirement details

Sorry for the delay please see attached!
The non union positions are showing in range.

Thanks!
Kelly



Early Retirement List _ Media Inquiry December 22_2015.pdf

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491
kmaguire@stjohns.ca

Samantha Long Thanks, appreciate it! Sam

2015/12/16 03:37:01 PM

From: Samantha Long [REDACTED]
To: Kelly Maguire <kmaguire@stjohns.ca>
Date: 2015/12/16 03:37 PM
Subject: Re: Early retirement details

Thanks, appreciate it!

Sam

From: [Kelly Maguire](#)
Sent: Wednesday, December 16, 2015 10:31 AM
To: [Samantha Long](#)
Subject: Re: Early retirement details

You're welcome.

At a staff meeting now I'll try and get this today but may be tomorrow as many staff are at the managers meeting until 3 pm.

I'll be in touch.
Thanks!

Sent from my iPhone

On Dec 16, 2015, at 9:41 AM, Samantha Long [REDACTED] wrote:

Morning Kelly,

Thanks for giving the planning and development committee a heads up I was coming yesterday.

I'm looking for more information regarding the exact numbers of how many people accepted early retirement packages last month.

I would also like to know how many people accepted packages from each dept./division and a salary range for the positions.

I was hoping to write this for today so any additional information will be helpful

Thanks again!
Samantha Long
Business Reporter
St. John's Bureau; allNovaScotia

[REDACTED]



Re: ATIPP Request - Retirement Packages - 2015 📄

Derek G Coffey to: Kevin Breen
Cc: Elaine Henley, Karen Chafe, Cheryl L Mullett

2016/01/07 11:16 AM

I totally agree

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

Kevin Breen

I do not believe we can break down by employee...

2016/01/07 11:04:33 AM

From: Kevin Breen/CSJ
To: Elaine Henley/CSJ@CSJ
Cc: Derek G Coffey/CSJ@CSJ, Karen Chafe/CSJ@CSJ, Cheryl L Mullett/CSJ@CSJ
Date: 2016/01/07 11:04 AM
Subject: Re: ATIPP Request - Retirement Packages - 2015

I do not believe we can break down by employee, or identify the employee or position, as this would lead to identification. I would like Cheryl to provide an opinion on this one.

Thanks.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Elaine Henley

Good Morning: We have received an ATIPP req...

2016/01/07 10:28:37 AM



Re: Early retirement - costs to city
Derek G Coffey to: Kelly Maguire

2016/01/08 10:01 AM

Call you after SEC

Sent from my iPad

On Jan 8, 2016, at 9:50 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Will call you

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491
kmaguire@stjohns.ca

----- Forwarded by Kelly Maguire/CSJ on 2016/01/08 09:50 AM -----

From: Terry Roberts [REDACTED]
To: Kelly Maguire <kmaguire@stjohns.ca>
Date: 2016/01/08 09:49 AM
Subject: Early retirement - costs to city

Hi Kelly,
Some of those attending the board of trade meeting Thursday approached me, asking that I find out the total cost of the early retirement packages given to the half-dozen or so senior managers.
Can you assist with this?

--

Terry Roberts
CBC News
St. John's, NL
[REDACTED]



Re: Early retirement - costs to city
Derek G Coffey to: Kelly Maguire

2016/01/08 10:03 AM

Kelly,

Have spoken with Neil,

We will not be releasing segments of the information as it becomes too easy to identify the people. We will release a total for the group as a whole.

Derek

Sent from my iPad

On Jan 8, 2016, at 9:50 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Will call you

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491
kmaguire@stjohns.ca

----- Forwarded by Kelly Maguire/CSJ on 2016/01/08 09:50 AM -----

From: Terry Roberts [REDACTED]
To: Kelly Maguire <kmaguire@stjohns.ca>
Date: 2016/01/08 09:49 AM
Subject: Early retirement - costs to city

Hi Kelly,

Some of those attending the board of trade meeting Thursday approached me, asking that I find out the total cost of the early retirement packages given to the half-dozen or so senior managers.

Can you assist with this?

--

Terry Roberts
CBC News



Re: Early retirement - costs to city
Derek G Coffey to: Kelly Maguire

2016/01/08 10:18 AM

Call in a bit

Sent from my iPad

On Jan 8, 2016, at 10:12 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Okay - also he called and asked :

- a- cost of early retirements for senior managers?
- b - the cost of early retirements of other staff? (if possible)

Thanks.
Kelly

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491

kmaguire@stjohns.ca

Derek G Coffey---2016/01/08 10:03:37 AM---From: Derek G Coffey/CSJ To: Kelly Maguire/CSJ@csj

From: Derek G Coffey/CSJ
To: Kelly Maguire/CSJ@csj
Date: 2016/01/08 10:03 AM
Subject: Re: Early retirement - costs to city

Kelly,

Have spoken with Neil,

We will not be releasing segments of the information as it becomes too easy to identify the people. We will release a total for the group as a whole.

Derek

Sent from my iPad

On Jan 8, 2016, at 9:50 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:
Will call you

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491
kmaguire@stjohns.ca

----- Forwarded by Kelly Maguire/CSJ on 2016/01/08 09:50 AM -----

From: Terry Roberts [REDACTED]
To: Kelly Maguire <kmaguire@stjohns.ca>
Date: 2016/01/08 09:49 AM
Subject: Early retirement - costs to city

Hi Kelly,
Some of those attending the board of trade meeting Thursday approached me, asking that I find out the total cost of the early retirement packages given to the half-dozen or so senior managers.
Can you assist with this?

--

Terry Roberts



Budget Issues

██████████ to: DBreen, THann, BTilley, DOKeefe
Cc: JAdams

2016/01/08 12:48 PM

I have not looked in detail at the City Budget, nor do I intend to, but there are a couple of areas which you might want to look further into, if you haven't already;

-The Finance Dept routinely underestimates revenue, sometimes by a significant margin. During my tenure I always increased the projection provided by Finance and even then, actual year end results still exceeded my projection.

-The Finance Dept also routinely overestimated the salary budget because they based their estimate on the assumption that all positions would be filled all the time. I always reduced their estimate by a "vacancy factor" of several hundred thousand dollars.

-There was also a practice of basing both revenue and expenditure budgets for the upcoming year on the budgets for the current year. The more reliable base for projections is the actual expenditure/revenue in the current year. You will note for instance that property tax revenue in 2015 may exceed budget, and is therefore the proper base for calculating the following year. In using actual expenditure to project the following year, one time extraordinary items such as the early retirement incentives should be factored out before making a projection.

Just a few thoughts from a taxpayer

Sent from my iPad



ATTIPA request - Early retirement initiative

Diane Winsor to: Elaine Henley, Linda Bishop, Cheryl L Mullett
Cc: Sarah Hayward, Kevin Breen, Derek G Coffey

2016/01/11 02:15 PM

Hi Elaine

Would you please send us the actual wording of the request for information so that we can formulate a letter to all recipients to advise them accordingly.

My understanding of the legislation is that the 3rd party has the right to appeal to the Privacy Commissioner if they do not want the information released - does that apply in this circumstance?

If so, do we have to wait until that appeal time frame is expired before we release the information.

We need the communication that we send to those who received redundancy/early retirement incentive to be clear and if possible give them information about the legislative requirements/ provisions.

Thank you

Diane



Fw: ATIPPA request

City Clerk and Council to: Kevin Breen

2016/01/12 02:24 PM

Sent by: **Elaine Henley**

Cc: Karen Chafe, Cheryl L Mullett, Diane Winsor, Linda Bishop,
Derek G Coffey

Good Afternoon:

██████████ has provided clarity to his original submission.

As discussed, we now need to gather the information and contact each of the affected employees.

Thanks
Elaine

----- Forwarded by Elaine Henley/CSJ on 2016/01/12 02:23 PM -----

From: ██████████
To: City Clerk and Council <cityclerk@stjohns.ca>
Cc: Karen Chafe <KChafe@stjohns.ca>
Date: 2016/01/12 01:57 PM
Subject: Re: ATIPPA request

From public reports, it looks like the "early retirements incentives" were offered to employees starting in the month of November. So yes, that set of financial packages offered to roughly 30 employees in November/December referred to here:
<http://www.cbc.ca/news/canada/newfoundland-labrador/paul-mackey-retirement-st-johns-city-hall-1.3332389>

Thank you!

██████████

On Tue, 12 Jan 2016 at 06:39 City Clerk and Council <cityclerk@stjohns.ca> wrote:

Good Morning ██████████:

I am looking for clarification on your request to ensure we do not provide you with unnecessary information.

Your application states:

"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 broken down by employee"

"Please clarify whether you would like the information requested for the entire 2015 calendar year as noted or whether you only require the information on the "early retirements incentives" offered to employees in December."

Thanks
Elaine

From: [REDACTED]
To: "cityclerk@stjohns.ca" <cityclerk@stjohns.ca>, "citymgr@stjohns.ca" <citymgr@stjohns.ca>
Cc: "legal@stjohns.ca" <legal@stjohns.ca>
Date: 2016/01/06 11:29 AM
Subject: ATIPPA request

See attached.

Thank you very kindly!

[REDACTED] [attachment "Access-to-Information-Request-severance.pdf" deleted by Elaine Henley/CSJ]



Re: City of St. John's Management Salary Information
Derek G Coffey to: [REDACTED]
Cc: Danny Breen, Kevin Breen

2016/01/29 05:10 PM

Hi [REDACTED]

I will aim to get some answers for you next week
Derek

Sent from my iPad

On Jan 29, 2016, at 4:37 PM, [REDACTED] > wrote:

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey
Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years? Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

On Jul 31, 2015, at 8:56 AM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Hi [REDACTED]

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA
Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM -----

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>> wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>
Date: July 28, 2015 at 10:46:52 AM NDT
To: [REDACTED]
Cc: "Elaine Henley" <Ehenley@stjohns.ca<<mailto:Ehenley@stjohns.ca>>>
Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen

Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

> On Jul 28, 2015, at 9:01 AM, [REDACTED] >

wrote:

>

> Danny

>

> As Chair of the Finance Committee can you please point me in the right direction of where a concerned citizen in the City of St. John's would go to look at the City's expenditure on salaries for Management employees. I'm not interested in the unionized employees. Just the executive and management piece. I would like to compare it to 5 years ago and 10 years ago and I would like to see where the numbers fall. Who could help me with this? I can to an ATTPA application of it necessary but I feel as though this information should be readily available to citizens.

>

> Please guide me.

>

> [REDACTED]

>

> Sent from my iPhone



Fwd: City of St. John's Management Salary Information
Derek G Coffey to: Kris Connors

2016/01/29 05:10 PM

See me on Monday

Sent from my iPad

Begin forwarded message:

From: [REDACTED]
Date: January 29, 2016 at 4:37:10 PM NST
To: "Derek G Coffey" <DCoffey@stjohns.ca>
Cc: "Danny Breen" <DBreen@stjohns.ca>, "Kevin Breen" <KBreen@stjohns.ca>
Subject: RE: City of St. John's Management Salary Information

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey
Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years? Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

Sent from my iPhone

On Jul 31, 2015, at 8:56 AM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Hi [REDACTED],

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA
Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM -----

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332

Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>> wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>
Date: July 28, 2015 at 10:46:52 AM NDT
To: [REDACTED]
Cc: "Elaine Henley" <Ehenley@stjohns.ca<<mailto:Ehenley@stjohns.ca>>>
Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

> On Jul 28, 2015, at 9:01 AM, [REDACTED]

[REDACTED]
wrote:

>

> Danny

>

> As Chair of the Finance Committee can you please point me in the right direction of where a concerned citizen in the City of St. John's would go to look at the City's expenditure on salaries for Management employees. I'm not interested in the unionized employees. Just the executive and management piece. I would like to compare it to 5 years ago and 10 years ago and I would like to see where the numbers fall. Who could help me with this? I can to an ATTPA application of it necessary but I feel as though this information should be readily available to citizens.

>

> Please guide me.

>

> [REDACTED]

>

> Sent from my iPhone



Re: Memo for councillor Puddister

Neil Martin to: Karen Chafe

Cc: Janet Adams, Kevin Breen, Elaine Henley, Art Puddister

2016/01/31 04:46 PM

Karen:

I'll check my files. I should have a copy which I can provide to Councillor Puddister.

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

> On Jan 31, 2016, at 4:41 PM, Karen Chafe <KChafe@stjohns.ca> wrote:

>

> I'm sure I don't have a copy. I checked already for councillor Puddister on this. This was likely an in camera session.

>

> Sent from my iPhone

>

>> On Jan 31, 2016, at 4:23 PM, Neil Martin <NMartin@stjohns.ca> wrote:

>>

>> Karen:

>>

>> If you can't find a copy in your files, I should have one. Just let me know and I'll make sure Councillor Puddister gets a copy.

>>

>> Neil

>>

>> Neil A. Martin

>> City Manager

>> City of St. John's

>> P. O. Box 908

>> St. John's NL A1C 3M5

>>

>>

>>> On Jan 31, 2016, at 4:17 PM, Janet Adams <JAdams@stjohns.ca> wrote:

>>>

>>> Sorry but I have never seen it.

>>>

>>> Sent from my iPhone

>>>

>>>> On Jan 31, 2016, at 1:31 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

>>>>

>>>> Hello ladies...

>>>>

>>>> Art called me Friday afternoon and wanted a copy of the November 16th decision note from Neil on the early retirement program. I believe it was Carried in and then returned after the meeting. Would you please provide a copy to him on Monday? Paper or electronic would be fine. Thanks.

>>>>

>>>> Sent from my iPhone



Re: Can tell me if this is true

Jonathan Galgay to: [REDACTED]

Cc: Council_group

2016/02/01 01:56 PM

[REDACTED],

I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Feb 1, 2016, at 1:51 PM, [REDACTED] wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighbor-hood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.

[REDACTED]



Fwd: Can tell me if this is true
Jonathan Galgay to: citycouncil

2016/02/01 02:36 PM

FYI

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

Begin forwarded message:

From: "Neil Martin" <NMartin@stjohns.ca>
Date: February 1, 2016 at 2:05:42 PM NST
To: "Kevin Breen" <KBreen@stjohns.ca>
Cc: "Jonathan Galgay" <jgalgay@stjohns.ca>
Subject: Fwd: Can tell me if this is true

Kevin:

We do not release information relating to specific employees in accordance with our obligations under the privacy sections of ATIPPA. Would you draft a suitable response to [REDACTED] in response to her questions, in particular the City's policy on severance upon retirement.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

Begin forwarded message:

From: "Jonathan Galgay" <jgalgay@stjohns.ca>
Date: February 1, 2016 at 1:56:38 PM NST
To: [REDACTED]
Cc: "Council_group" <Q291bmNpbF9ncm91cA==@Int.noninternet.sub>
Subject: Re: Can tell me if this is true

[REDACTED]
I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan



Release of ATTIP Information

Kevin Breen to: Neil Martin

Cc: Derek G Coffey

2016/02/02 11:19 AM

Neil:

Prior to us releasing the ATTIP request info on the costs of the early retirement program on February 8th, I suggest Council receive a copy of what we plan to release ahead of time. They asked about this yesterday and I advised them we would. Also, they should also review a copy of the MR that we will be sending out in advance. In this case and given the atmosphere of yesterdays meeting, I suggest we invite council to a briefing on this so they can ask any questions and we (senior staff) can attempt to get them all on the same page.

We have to release this to the requestor on Monday so I am suggesting we do this tomorrow or thursday morning at the latest.

Thanks.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213



Re: Release of ATTIP Information 
Derek G Coffey to: Kevin Breen
Cc: Neil Martin

2016/02/02 11:29 AM

Here is the listing for the ATIP request



FINAL_DC.pdf

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

Kevin Breen

[Neil: Prior to us releasing the ATTIP request info...](#)

2016/02/02 11:19:05 AM

From: Kevin Breen/CSJ
To: Neil Martin/CSJ@CSJ
Cc: Derek G Coffey/CSJ@CSJ
Date: 2016/02/02 11:19 AM
Subject: Release of ATTIP Information

Neil:

Prior to us releasing the ATTIP request info on the costs of the early retirement program on February 8th, I suggest Council receive a copy of what we plan to release ahead of time. They asked about this yesterday and I advised them we would. Also, they should also review a copy of the MR that we will be sending out in advance. In this case and given the atmosphere of yesterdays meeting, I suggest we invite council to a briefing on this so they can ask any questions and we (senior staff) can attempt to get them all on the same page.

We have to release this to the requestor on Monday so I am suggesting we do this tomorrow or thursday morning at the latest.

Thanks.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213



Re: Release of ATTIP Information 
Derek G Coffey to: Kevin Breen
 Cc: Neil Martin

2016/02/02 11:44 AM

the ATIP request is for amounts paid to employees - this would not include those costs

the news release speaks to that

summarized version attached



FINAL_DC.pdf

Derek Coffey, CPA, CA, MBA
 Deputy City Manager, Financial Management
 Finance Department
 City of St. John's
 Email: dcoffey@stjohns.ca
 Work: (709) 576-8332
 Mobile: (709) 693-9307

Kevin Breen	Derek, the last total had benefits included so it w...	2016/02/02 11:37:27 AM
-------------	--------------------------------------------------------	------------------------

From: Kevin Breen/CSJ
 To: Derek G Coffey/CSJ@CSJ
 Cc: Neil Martin/CSJ@CSJ
 Date: 2016/02/02 11:37 AM
 Subject: Re: Release of ATTIP Information

Derek, the last total had benefits included so it was grossed up 20%.....so the incentive was 3.8 million inclusive of benefits. Here it is 3.1. Which figure are we using? Just need to be consistent....

Kevin Breen,
 Associate City Manager
 City of St. John's
 P.O. Box 908
 A1C 5M2
 (709) 576-8213

Derek G Coffey	Here is the listing for the ATIP request Derek C...	2016/02/02 11:29:23 AM
Kevin Breen	Neil: Prior to us releasing the ATTIP request info...	2016/02/02 11:19:05 AM



Re: Can tell me if this is true
Kevin Breen to: Sarah Hayward

2016/02/02 12:45 PM

Perfect what a memory u have !

Sent from my iPhone

On Feb 2, 2016, at 12:22 PM, Sarah Hayward <SHayward@stjohns.ca> wrote:

How's this?

Dear [REDACTED]

Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to severance pay, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employees hired after December 31, 1979 receive one week's pay for each year of service

I trust this is satisfactory.

Regards,

Sarah Hayward
Manager, Human Resources Operations
City of St. John's
709-576-8069

Kevin Breen---2016/02/01 02:14:17 PM---can you draft a response for me and I will have a look at it.....nothing long, just along the lines

From: Kevin Breen/CSJ
To: Sarah Hayward/CSJ@CSJ
Date: 2016/02/01 02:14 PM
Subject: Fw: Can tell me if this is true

can you draft a response for me and I will have a look at it.....nothing long, just along the lines of what Neil has stated and our policy at retirement. thanks.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

----- Forwarded by Kevin Breen/CSJ on 2016/02/01 02:13 PM -----

From: Neil Martin/CSJ
To: Kevin Breen/CSJ@csj
Cc: Jonathan Galgay/CSJ@csj
Date: 2016/02/01 02:05 PM
Subject: Fwd: Can tell me if this is true

Kevin:

We do not release information relating to specific employees in accordance with our obligations under the privacy sections of ATIPPA. Would you draft a suitable response to [REDACTED] in response to her questions, in particular the City's policy on severance upon retirement.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

Begin forwarded message:

From: "Jonathan Galgay" <jgalgay@stjohns.ca>
Date: February 1, 2016 at 1:56:38 PM NST

To: "[REDACTED]"
Cc: "Council_group" <Q291bmNpbF9ncm91cA==@lnt.noninternet.sub>
Subject: **Re: Can tell me if this is true**

[REDACTED]
I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Feb 1, 2016, at 1:51 PM, [REDACTED]
[REDACTED] wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighbor-hood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.

[REDACTED]



RE: City of St. John's Management Salary Information 
Derek G Coffey to: Kevin Breen, Neil Martin

2016/02/02 01:02 PM

History: This message has been replied to.

Gents,

see inquiry below and my proposed response - any issues?

Derek

Hi 

Answers to your questions are as follows:

1. Total management salaries for 2015 were \$20.2M
2. The early retirement packages did not impact 2015 amounts paid to employees. The salary savings will be realized over budget 2016-2018.
3. The salary budget would have increase due to a combination of new personnel hired and collective agreement increases. Collective agreement increases have been as follows

	2010	4.50%
	2011	4.50%
	2012	3.50%
	2013	3%
	2014	5%
	2015	4%
	Cumulative:	24.50%
	Compounded:	27.13%

4. The increases are across various departments as contained in this document



Mgmt Salaries Inquiry.pdf

5. The current collective agreement expires June 30, 2018.

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

[REDACTED] Derek, Are you able to answer some of my quest...

2016/01/29 04:37:10 PM

From: [REDACTED]
To: Derek G Coffey <DCoffey@stjohns.ca>
Cc: Danny Breen <DBreen@stjohns.ca>, Kevin Breen <KBreen@stjohns.ca>
Date: 2016/01/29 04:37 PM
Subject: RE: City of St. John's Management Salary Information

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey
Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years? Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

On Jul 31, 2015, at 8:56 AM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Hi [REDACTED],

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other

concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA
Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM -----

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>> wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>

Date: July 28, 2015 at 10:46:52 AM NDT

To: [REDACTED]

Cc: "Elaine Henley" <Ehenley@stjohns.ca<<mailto:Ehenley@stjohns.ca>>>

Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

> On Jul 28, 2015, at 9:01 AM, [REDACTED]

[REDACTED] wrote:

>
> Danny
>
> As Chair of the Finance Committee can you please point me
in the right direction of where a concerned citizen in the
City of St. John's would go to look at the City's
expenditure on salaries for Management employees. I'm not
interested in the unionized employees. Just the executive
and management piece. I would like to compare it to 5 years
ago and 10 years ago and I would like to see where the
numbers fall. Who could help me with this? I can to an ATTPA
application of it necessary but I feel as though this
information should be readily available to citizens.
>
> Please guide me.
>
> 
>
> Sent from my iPhone



ATIPPA request

Sarah Hayward to: Kevin Breen
Cc: Cheryl L Mullett, Derek G Coffey

2016/02/02 01:42 PM

As discussed...here is the ATIPPA request info that will be sent out after our press release. Note: The press release will provided total cost & long term savings only.

CITY OF ST. JOHN'S - EARLY RETIREMENT INCENTIVE PACKAGES

Position	Value of <u>Normal</u> Entitlements Upon Retirement	
	Annual Leave	Retirement Allowance
Citizen Services Representative I	\$12,886.59	\$35,1
Citizen Services Representative II	\$16,995.02	\$55,0
City Solicitor	\$45,879.92	\$88,8
Clerk - Inventory Control	\$15,270.59	\$39,2
Deputy City Manager - Community Services	\$44,827.10	\$114,1
Deputy City Manager - Financial Management	\$118,648.37	\$85,2
Deputy City Manager - Planning, Development & Engineering	\$48,970.32	\$151,4
Deputy City Manager - Public Works	\$203,423.28	\$106,6
Director - Roads & Traffic	\$2,083.48	\$9,6
Drafting Technician	\$13,781.09	\$48,9
Electrical Inspector II	\$10,576.94	\$39,0
Environmental Services Operator (A)	\$14,666.50	\$40,9
Environmental Services Operator (B)	\$13,032.97	\$38,6
Financial Accountant III	\$19,499.62	\$64,9
First Class Operator - Excavator	\$14,282.12	\$46,0
Foreperson - Water & Wastewater	\$18,733.25	\$78,0
Maintenance Repairperson I	\$14,384.45	\$39,6
Manager - Community Development	\$38,100.92	\$77,4
Manager - Information Services	\$19,086.92	\$98,0
Manager Inspection Services	\$33,377.87	\$103,0
Office Services Supervisor	\$10,635.38	\$44,1
Operations Assistant - Fleet Services	\$17,412.93	\$37,1
Planner III	\$14,019.81	\$58,2
Senior Building Inspector	\$20,564.51	\$60,0
Stockroom Clerk	\$11,989.15	\$38,9
Streets Inspector III	\$12,089.72	\$45,7
Supervisor - Capital Works*	\$41,297.21	\$88,5
Tenant Relations Officer	\$10,618.91	\$53,2
Tourism Development Coordinator	\$9,338.62	\$54,5

Sarah Hayward
Manager, Human Resources Operations

City of St. John's
709-576-8069



Re: ATIPPA request 
Derek G Coffey to: Sarah Hayward
Cc: Cheryl L Mullett, Kevin Breen

2016/02/02 01:45 PM

here is a pdf copy



FINAL_DC.pdf

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

Sarah Hayward

[As discussed...here is the ATIPPA request info t...](#)

2016/02/02 01:42:31 PM

From: Sarah Hayward/CSJ
To: Kevin Breen/CSJ@CSJ
Cc: Cheryl L Mullett/CSJ@CSJ, Derek G Coffey/CSJ@CSJ
Date: 2016/02/02 01:42 PM
Subject: ATIPPA request

As discussed...here is the ATIPPA request info that will be sent out after our press release. Note: The press release will provided total cost & long term savings only.

CITY OF ST. JOHN'S - EARLY RETIREMENT INCENTIVE PACKAGES

Position	Value of <u>Normal</u> Entitlements Upon Retirement	
	Annual Leave	Retirement Allowance
Citizen Services Representative I	\$12,886.59	\$35,1
Citizen Services Representative II	\$16,995.02	\$55,0
City Solicitor	\$45,879.92	\$88,8
Clerk - Inventory Control	\$15,270.59	\$39,2
Deputy City Manager - Community Services	\$44,827.10	\$114,1
Deputy City Manager - Financial Management	\$118,648.37	\$85,2
Deputy City Manager - Planning, Development & Engineering	\$48,970.32	\$151,4
Deputy City Manager - Public Works	\$203,423.28	\$106,6
Director - Roads & Traffic	\$2,083.48	\$9,6
Drafting Technician	\$13,781.09	\$48,9
Electrical Inspector II	\$10,576.94	\$39,0
Environmental Services Operator (A)	\$14,666.50	\$40,9
Environmental Services Operator (B)	\$13,032.97	\$38,6
Financial Accountant III	\$19,499.62	\$64,9
First Class Operator - Excavator	\$14,282.12	\$46,0
Foreperson - Water & Wastewater	\$18,733.25	\$78,0
Maintenance Repairperson I	\$14,384.45	\$39,6
Manager - Community Development	\$38,100.92	\$77,4
Manager - Information Services	\$19,086.92	\$98,0
Manager Inspection Services	\$33,377.87	\$103,0
Office Services Supervisor	\$10,635.38	\$44,1
Operations Assistant - Fleet Services	\$17,412.93	\$37,1
Planner III	\$14,019.81	\$58,2
Senior Building Inspector	\$20,564.51	\$60,0
Stockroom Clerk	\$11,989.15	\$38,9
Streets Inspector III	\$12,089.72	\$45,7
Supervisor - Capital Works*	\$41,297.21	\$88,5
Tenant Relations Officer	\$10,618.91	\$53,2
Tourism Development Coordinator	\$9,338.62	\$54,5

Sarah Hayward
 Manager, Human Resources Operations
 City of St. John's
 709-576-8069



Re: Release of ATTIP Information 

Kevin Breen to: Neil Martin
Cc: Derek G Coffey, Kelly Maguire

2016/02/02 02:10 PM

My only thought is that if our goal is to get out ahead of this, the media release should be done at least a couple of days in advance of the ATIPP info going out. We could send the MR to council in advance.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Neil Martin | [Kevin: Council will be briefed at the Special Mee...](#) | 2016/02/02 01:58:40 PM

From: Neil Martin/CSJ
To: Derek G Coffey/CSJ@CSJ
Cc: Kevin Breen/CSJ@CSJ, Kelly Maguire/CSJ@CSJ
Date: 2016/02/02 01:58 PM
Subject: Re: Release of ATTIP Information

Kevin:

Council will be briefed at the Special Meeting on Monday and then the ATIPPA information and then MR can be released. All that documentation should be forwarded to me ASAP and I will put a cover memo on it for the agenda. Need by tomorrow morning at the latest and then we get together and review prior to placing it on the agenda.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Derek G Coffey	I thought it would be done in conjunction with the...	2016/02/02 01:54:43 PM
Kevin Breen	OK, what about the timing of our media release?...	2016/02/02 01:52:02 PM
Neil Martin	Kevin: We are not going to get all of Council tog...	2016/02/02 12:06:39 PM
Kevin Breen	Neil: Prior to us releasing the ATTIP request info...	2016/02/02 11:19:05 AM



Re: Can tell me if this is true

Kevin Breen to: [REDACTED]
Cc: Council_group

2016/02/02 02:15 PM

[REDACTED]

Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to retirement allowance, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employees hired after December 31, 1979 receive one week's pay for each year of service

I trust this is satisfactory.

Regards,

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

From: "Jonathan Galgay" <jgalgay@stjohns.ca>

Date: February 1, 2016 at 1:56:38 PM NST

To: [REDACTED]

Cc: "Council_group" <Q291bmNpbF9ncm91cA==@Int.noninternet.sub>

Subject: **Re: Can tell me if this is true**

[REDACTED]

I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Feb 1, 2016, at 1:51 PM, [REDACTED] > wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighbor-hood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.





RE: City of St. John's Management Salary Information 

Derek G Coffey to: [redacted]
Cc: Danny Breen, Kevin Breen

2016/02/02 03:03 PM

Hi [redacted]

answers to your questions are as per below

Derek

1. Total management salaries for 2015 were \$20.2M
2. The early retirement packages did not impact 2015 amounts paid to employees. The salary savings will be realized over budget 2016-2018.
3. The salary budget would have increase due to a combination of new personnel hired and collective agreement increases. Collective agreement increases have been as follows

	2010	4.50%
	2011	4.50%
	2012	3.50%
	2013	3%
	2014	5%
	2015	4%
	Cumulative:	24.50%
	Compounded:	27.13%



4. The increases are across various departments as contained in this document 

5. The current collective agreement expires June 30, 2018.

Derek Coffey, CPA, CA, MBA
 Deputy City Manager, Financial Management
 Finance Department
 City of St. John's
 Email: dcoffey@stjohns.ca
 Work: (709) 576-8332
 Mobile: (709) 693-9307

[redacted] Derek, Are you able to answer some of my quest... 2016/01/29 04:37:10 PM

From: [redacted]
 To: Derek G Coffey <DCoffey@stjohns.ca>
 Cc: Danny Breen <DBreen@stjohns.ca>, Kevin Breen <KBreen@stjohns.ca>
 Date: 2016/01/29 04:37 PM

Subject: RE: City of St. John's Management Salary Information

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey
Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years? Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

On Jul 31, 2015, at 8:56 AM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Hi [REDACTED]

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA
Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM -----

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>> wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>
Date: July 28, 2015 at 10:46:52 AM NDT
To: [REDACTED]
Cc: "Elaine Henley" <Ehenley@stjohns.ca<<mailto:Ehenley@stjohns.ca>>>
Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

> On Jul 28, 2015, at 9:01 AM, [REDACTED] wrote:

>

> Danny

>

> As Chair of the Finance Committee can you please point me in the right direction of where a concerned citizen in the City of St. John's would go to look at the City's

expenditure on salaries for Management employees. I'm not interested in the unionized employees. Just the executive and management piece. I would like to compare it to 5 years ago and 10 years ago and I would like to see where the numbers fall. Who could help me with this? I can to an ATTPA application of it necessary but I feel as though this information should be readily available to citizens.

>

> Please guide me.

>

> 

>

> Sent from my iPhone



Re: Can tell me if this is true
Art Puddister to: Kevin Breen

2016/02/02 03:05 PM

Do employees hired prior to 1979 get the one week pay for each year worked, in other words what is the severance?

Art Puddister

Sent from my iPad

On Feb 2, 2016, at 2:15 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

Ms. [REDACTED]

Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to retirement allowance, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employees hired after December 31, 1979 receive one week's pay for each year of service

I trust this is satisfactory.

Regards,

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

From: "Jonathan Galgay" <jgalgay@stjohns.ca>

Date: February 1, 2016 at 1:56:38 PM NST

To: [REDACTED]

Cc: "Council_group" <Q291bmNpbF9ncm91cA==@lnt.noninternet.sub>

Subject: Re: Can tell me if this is true

██████████
I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Feb 1, 2016, at 1:51 PM, ██████████
██████████ wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighbor-hood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.

██████████



Re: Can tell me if this is true 
Kevin Breen to: Art Puddister

2016/02/02 03:11 PM

History: This message has been replied to.

No. Prior to 79 you get the balance of your sick leave to a max of 200 days. Thats it.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Art Puddister

From: Art Puddister/CSJ To: Kevin Breen/CSJ@csj

2016/02/02 03:05:22 PM

From: Art Puddister/CSJ
To: Kevin Breen/CSJ@csj
Date: 2016/02/02 03:05 PM
Subject: Re: Can tell me if this is true

Do employees hired prior to 1979 get the one week pay for each year worked,in other words what is the severance?

Art Puddister

Sent from my iPad

On Feb 2, 2016, at 2:15 PM, Kevin Breen <KBreen@stjohns.ca> wrote:



Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to retirement allowance, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employees hired after December 31, 1979 receive one week's pay for each year of service

I trust this is satisfactory.

Regards,

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

From: "Jonathan Galgay" <jgalgay@stjohns.ca>

Date: February 1, 2016 at 1:56:38 PM NST

To: "[REDACTED]"

Cc: "Council_group" <Q291bmNpbF9ncm91cA==@Int.noninternet.sub>

Subject: Re: Can tell me if this is true

[REDACTED]
I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Feb 1, 2016, at 1:51 PM, [REDACTED]
[REDACTED] wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighbor-hood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.





Re: Can tell me if this is true 
Kevin Breen to: Art Puddister

2016/02/03 09:19 AM

History: This message has been replied to.

Art, see below in red.....anything further let me know.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Art Puddister

From: Art Puddister/CSJ To: Kevin Breen/CSJ@cs

2016/02/02 04:52:36 PM

From: Art Puddister/CSJ
To: Kevin Breen/CSJ@csj
Date: 2016/02/02 04:52 PM
Subject: Re: Can tell me if this is true

Am I correct in saying that sick leave and severance is the same ,after 1980 people get one week for every year,that is both severance and sick leave.

For people hired before 1980, yes. Whatever balance is left in their sick leave bank at retirement, they get it paid out as a severance/retiring allowance. For people hired after 1980, employees get sick leave for their use while they are employed up to 260 days. When they retire they do not get a sick leave payout, the balance is forfeited. They get 1 weeks pay for every year of service.

Also if someone was hired in 1976 and had 40 years service what is the pay out assuming they did not use any sick leave, 200 days. Employees hired prior to 1980 accumulate 18 days of sick leave a year to a maximum of 200 days. If the balance was 40 days at retirement, that would be their retiring allowance/severance.

I am just trying to understand this,thank you .

Art

Sent from my iPad

On Feb 2, 2016, at 3:42 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

The term severance pay and retirement allowance have been used interchangeably here over the years. Employees who are hired on or before Dec. 31, 1979 get their sick leave balance paid out as their severance/retirement allowance and they get it if they leave for any reason.

Employees who are hired on January 1, 1980 or later do not get a sick leave payout as

severance/retirement allowance. **On retirement only**, they receive one weeks pay for every year of service.

Any further questions, let me know.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Art Puddister---2016/02/02 03:33:28 PM---From: Art Puddister/CSJ To: Kevin Breen/CSJ@csj

From: Art Puddister/CSJ
To: Kevin Breen/CSJ@csj
Date: 2016/02/02 03:33 PM
Subject: Re: Can tell me if this is true

Please clarify severance pay .

Art

Sent from my iPad

On Feb 2, 2016, at 3:11 PM, Kevin Breen <KBreen@stjohns.ca> wrote:
No. Prior to 79 you get the balance of your sick leave to a max of 200 days. Thats it.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Art Puddister---2016/02/02 03:05:22 PM---From: Art Puddister/CSJ To: Kevin Breen/CSJ@csj

From: Art Puddister/CSJ
To: Kevin Breen/CSJ@csj
Date: 2016/02/02 03:05 PM
Subject: Re: Can tell me if this is true

Do employees hired prior to 1979 get the one week pay for each year worked, in other words what is the severance?

Art Puddister

Sent from my iPad

On Feb 2, 2016, at 2:15 PM, Kevin Breen <KBreen@stjohns.ca> wrote:



Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection

of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to retirement allowance, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employee

s hired
after
December
31,
1979
receive
one
week's
pay for
each year
of service

I trust this is satisfactory.

Regards,

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

From: "Jonathan
Galgay" <
jgalgay@stjohns.ca>

Date: February 1,

2016 at 1:56:38 PM
NST

To:

[REDACTED]

Cc: "Council_group"

<

[Q291bmNpbF9ncm91
cA==@lnt.noninterne
t.sub](mailto:Q291bmNpbF9ncm91cA==@lnt.noninterne
t.sub)>

**Subject: Re: Can tell
me if this is true**



Re: Can tell me if this is true 
Kevin Breen to: [REDACTED]
Cc: Council_group

2016/02/03 09:23 AM

Hi [REDACTED], this information will be sent to you on or before Feb. 8th.

Kevin.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

[REDACTED] Dear Kevin, Thank you for your response to my i... 2016/02/02 03:53:51 PM

From: [REDACTED]
To: Kevin Breen <KBreen@stjohns.ca>
Cc: Council_group@stjohns.ca
Date: 2016/02/02 03:53 PM
Subject: Re: Can tell me if this is true

Dear Kevin,

Thank you for your response to my inquiry. I would like to be copied when you have the information.

I want to have accurate information as the below mentioned amount was very disturbing. When do you expect this information to be available?

Best Regards,

[REDACTED]

On 2016-02-02, at 2:15 PM, Kevin Breen wrote:

[REDACTED]

Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to retirement allowance, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employees hired after December 31, 1979 receive one week's pay for each year of service

I trust this is satisfactory.

Regards,

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

From: "Jonathan Galgay" <jgalgay@stjohns.ca>
Date: February 1, 2016 at 1:56:38 PM NST
To: [REDACTED]
Cc: "Council_group" <Q291bmNpbF9ncm91cA==@Int.noninternet.sub>
Subject: Re: Can tell me if this is true

[REDACTED]
I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:7095767144)

On Feb 1, 2016, at 1:51 PM, [REDACTED] wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighborhood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.



Fw: Can tell me if this is true
Kevin Breen to: Council_group

2016/02/03 09:48 AM

The first time my message did not get through to you for some reason....here it is again.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

----- Forwarded by Kevin Breen/CSJ on 2016/02/03 09:47 AM -----

From: Kevin Breen/CSJ
To: [REDACTED]
Cc: Council_group@stjohns.ca
Date: 2016/02/03 09:23 AM
Subject: Re: Can tell me if this is true

Hi [REDACTED], this information will be sent to you on or before Feb. 8th.

Kevin.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

[REDACTED] Dear Kevin, Thank you for your response to my i... 2016/02/02 03:53:51 PM

From: [REDACTED]
To: Kevin Breen <KBreen@stjohns.ca>
Cc: Council_group@stjohns.ca
Date: 2016/02/02 03:53 PM
Subject: Re: Can tell me if this is true

Dear Kevin,

Thank you for your response to my inquiry. I would like to be copied when you have the information.

I want to have accurate information as the below mentioned amount was very disturbing. When do you expect this information to be available?

Best Regards,

[REDACTED]

On 2016-02-02, at 2:15 PM, Kevin Breen wrote:

[REDACTED]

Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to retirement allowance, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employees hired after December 31, 1979 receive one week's pay for each year of service

I trust this is satisfactory.

Regards,

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

From: "Jonathan Galgay" <jgalgay@stjohns.ca>
Date: February 1, 2016 at 1:56:38 PM NST
To: [REDACTED]
Cc: "Council_group" <Q291bmNpbF9ncm91cA==@lnt.noninternet.sub>
Subject: Re: Can tell me if this is true

[REDACTED]

I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:7095767144)

On Feb 1, 2016, at 1:51 PM, [REDACTED] wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighborhood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.





Re: Can tell me if this is true
Art Puddister to: Kevin Breen

2016/02/03 10:33 AM

Thank you I have a good understanding of this now,
Art

Sent from my iPad

On Feb 3, 2016, at 9:19 AM, Kevin Breen <KBreen@stjohns.ca> wrote:

Art, see below in red.....anything further let me know.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Art Puddister---2016/02/02 04:52:36 PM---From: Art Puddister/CSJ To: Kevin Breen/CSJ@csj

From: Art Puddister/CSJ
To: Kevin Breen/CSJ@csj
Date: 2016/02/02 04:52 PM
Subject: Re: Can tell me if this is true

Am I correct in saying that sick leave and severance is the same ,after 1980 people get one week for every year,that is both severance and sick leave. For people hired before 1980, yes. Whatever balance is left in their sick leave bank at retirement, they get it paid out as a severance/retiring allowance. For people hired after 1980, employees get sick leave for their use while they are employed up to 260 days. When they retire they do not get a sick leave payout, the balance is forfeited. They get 1 weeks pay for every year of service.

Also if someone was hired in 1976 and had 40 years service what is the pay

out assuming they did not use any sick leave, 200 days. Employees hired prior to 1980 accumulate 18 days of sick leave a year to a maximum of 200 days. If the balance was 40 days at retirement, that would be their retiring allowance/severance.

I am just trying to understand this,thank you .

Art

Sent from my iPad

On Feb 2, 2016, at 3:42 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

The term severance pay and retirement allowance have been used interchangeably here over the years. Employees who are hired on or before Dec. 31, 1979 get their sick leave balance paid out as their severance/retirement allowance and they get it if they leave for any reason.

Employees who are hired on January 1, 1980 or later do not get a sick leave payout as severance/retirement allowance. **On retirement only**, they receive one weeks pay for every year of service.

Any further questions, let me know.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Art Puddister---2016/02/02 03:33:28 PM---From: Art Puddister/CSJ To: Kevin Breen/CSJ@csj

From: Art Puddister/CSJ
To: Kevin Breen/CSJ@csj
Date: 2016/02/02 03:33 PM

Subject: Re: Can tell me if this is true

Please clarify severance pay .

Art

Sent from my iPad

On Feb 2, 2016, at 3:11 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

No. Prior to 79 you get the balance of your sick leave to a max of 200 days. Thats it.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

Art Puddister---2016/02/02
03:05:22 PM---From: Art
Puddister/CSJ To: Kevin
Breen/CSJ@csj

From: Art Puddister/CSJ
To: Kevin Breen/CSJ@csj
Date: 2016/02/02 03:05 PM
Subject: Re: Can tell me if this is true

Do employees hired prior to 1979 get the one week pay for each year worked, in other words what is the severance?

Art Puddister

Sent from my iPad

On Feb 2, 2016, at 2:15 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighborhood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.





Re: Can tell me if this is true
Dennis O'Keefe to: Kevin Breen

2016/02/03 12:08 PM

I did get it!

Sent from my iPhone

On Feb 3, 2016, at 9:48 AM, Kevin Breen <KBreen@stjohns.ca> wrote:

The first time my message did not get through to you for some reason....here it is again.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

----- Forwarded by Kevin Breen/CSJ on 2016/02/03 09:47 AM -----

From: Kevin Breen/CSJ
To: [REDACTED]
Cc: Council_group@stjohns.ca
Date: 2016/02/03 09:23 AM
Subject: Re: Can tell me if this is true

Hi [REDACTED], this information will be sent to you on or before Feb. 8th.

Kevin.

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

[REDACTED] e ---2016/02/02 03:53:51 PM---Dear Kevin, Thank you for your response to my inquiry. I would like to be copied when you have the i

From [REDACTED]
To: Kevin Breen <KBreen@stjohns.ca>
Cc: Council_group@stjohns.ca
Date: 2016/02/02 03:53 PM
Subject: Re: Can tell me if this is true

Dear Kevin,

Thank you for your response to my inquiry. I would like to be copied when you have the information.

I want to have accurate information as the below mentioned amount was very disturbing. When do you expect this information to be available?

Best Regards,
[REDACTED]

On 2016-02-02, at 2:15 PM, Kevin Breen wrote:

[REDACTED]

Thank you for your inquiry. We do not release employment information about specific employees due to privacy reasons. However, the City has recently received a request through the Access to Information and Protection of Privacy Act (ATIPPA) to release retirement incentive package information. This will include a list of positions that received a retirement package in December, 2015, and the total monetary value paid to each. We can copy you when we send this out if you wish.

Generally speaking, with respect to retirement allowance, here is what City employees are entitled to upon retirement:

- employees hired on or before December 31, 1979 are paid the balance of their sick leave up to a maximum of 200 days
- employees hired after December 31, 1979 receive one week's pay for each year of service

I trust this is satisfactory.

Regards,

Kevin Breen,
Associate City Manager
City of St. John's
P.O. Box 908
A1C 5M2
(709) 576-8213

From: "Jonathan Galgay" <jgalgay@stjohns.ca>
Date: February 1, 2016 at 1:56:38 PM NST
To: [REDACTED]
Cc: "Council_group" <
Q291bmNpbF9ncm91cA==@lnt.noninternet.sub>
Subject: Re: Can tell me if this is true

[REDACTED]
I am personally not aware of the specifics related to the retirements, it is a HR issue and therefore I will refer to the city manager.

Jonathan

Jonathan P. Galgay
Councillor, Ward 2
City of St. John's
[\(709\) 576 7144](tel:(709)5767144)

On Feb 1, 2016, at 1:51 PM, [REDACTED]
[REDACTED] wrote:

Dear Jonathan,

I recently had a conversation with someone who told me a story that had me so mad I had to write to you and ask for truth. I was told that Dave Blackmore the city employee I was dealing with about the garbage on Albany Place from the recycling depot in our neighbor-hood, has retired. I was told that he and his wife who also was an employee with the city, received a severance package, which between both of them was six hundred thousand dollars. Can you tell me if this is true and do city employees when they retire get severance packages?

With everything going on with the city budgets, I would like to have this clarified and the

truth said.

I am one that would like to see Denis O'Keef resign. I do think he is a good mayor and I am disgusted at this council.

I hope you can shed some light on this before I repeat what was told to me.

Thank you for a quick reply.





Re: Fw: Memo for councillor Puddister 

Neil Martin to: Karen Chafe
Cc: Art Puddister, Elaine Henley

2016/02/03 12:33 PM

History: This message has been replied to.

Karen:

I have searched in my files. I cannot find a copy of it either. Check with Elaine, she may have a copy.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Karen Chafe

Neil - Councillor Puddister is enquiring about the...

2016/02/03 12:28:24 PM

From: Karen Chafe/CSJ
To: Neil Martin/CSJ@CSJ
Date: 2016/02/03 12:28 PM
Subject: Fw: Memo for councillor Puddister

Neil - Councillor Puddister is enquiring about the request below. Did you send this memo to him yet? He cannot find it and I don't have a copy.

Thanks

Karen Chafe
Supervisor of Legislative Services
City Clerk's Department
City of St. John's
PO Box 908
St. John's, NL A1C 5M2
work: (709) 576-8619
fax: (709) 576-8474
www.stjohns.ca

----- Forwarded by Karen Chafe/CSJ on 2016/02/03 12:27 PM -----

From: Neil Martin/CSJ
To: Karen Chafe/CSJ@csj
Cc: Janet Adams/CSJ@csj, Kevin Breen/CSJ@csj, Elaine Henley/CSJ@csj, Art Puddister/CSJ@csj
Date: 2016/01/31 04:46 PM
Subject: Re: Memo for councillor Puddister

Karen:

I'll check my files. I should have a copy which I can provide to Councillor Puddister.

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

> On Jan 31, 2016, at 4:41 PM, Karen Chafe <KChafe@stjohns.ca> wrote:

>

> I'm sure I don't have a copy. I checked already for councillor Puddister on this. This was likely an in camera session.

>

> Sent from my iPhone

>

>> On Jan 31, 2016, at 4:23 PM, Neil Martin <NMartin@stjohns.ca> wrote:

>>

>> Karen:

>>

>> If you can't find a copy in your files, I should have one. Just let me know and I'll make sure Councillor Puddister gets a copy.

>>

>> Neil

>>

>> Neil A. Martin

>> City Manager

>> City of St. John's

>> P. O. Box 908

>> St. John's NL A1C 3M5

>>

>>

>>> On Jan 31, 2016, at 4:17 PM, Janet Adams <JAdams@stjohns.ca> wrote:

>>>

>>> Sorry but I have never seen it.

>>>

>>> Sent from my iPhone

>>>

>>>> On Jan 31, 2016, at 1:31 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

>>>>

>>>> Hello ladies...

>>>>

>>>> Art called me Friday afternoon and wanted a copy of the November 16th decision note from Neil on the early retirement program. I believe it was Carried in and then returned after the meeting. Would you please provide a copy to him on Monday? Paper or electronic would be fine. Thanks.

>>>>

>>>> Sent from my iPhone



Re: Memo for councillor Puddister
Art Puddister to: Neil Martin
Cc: Karen Chafe, Elaine Henley

2016/02/03 01:20 PM

A copy should exist on someone's computer ,I trust I will receive this by tomorrow.
Art Puddister

Sent from my iPad

On Feb 3, 2016, at 12:33 PM, Neil Martin <NMartin@stjohns.ca> wrote:

Karen:

I have searched in my files. I cannot find a copy of iy either. Check with Elaine, she may have a copy.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474

e-mail: nmartin@stjohns.ca

Karen Chafe---2016/02/03 12:28:24 PM---Neil - Councillor Puddister is enquiring about the request below. Did you send this memo to him yet

From: Karen Chafe/CSJ
To: Neil Martin/CSJ@CSJ
Date: 2016/02/03 12:28 PM
Subject: Fw: Memo for councillor Puddister

Neil - Councillor Puddister is enquiring about the request below. Did you send this memo to him yet? He cannot find it and I don't have a copy.

Thanks

Karen Chafe
Supervisor of Legislative Services

City Clerk's Department
City of St. John's
PO Box 908
St. John's, NL A1C 5M2
work: (709) 576-8619
fax: (709) 576-8474
www.stjohns.ca

----- Forwarded by Karen Chafe/CSJ on 2016/02/03 12:27 PM -----

From: Neil Martin/CSJ
To: Karen Chafe/CSJ@csj
Cc: Janet Adams/CSJ@csj, Kevin Breen/CSJ@csj, Elaine Henley/CSJ@csj, Art Puddister/CSJ@csj
Date: 2016/01/31 04:46 PM
Subject: Re: Memo for councillor Puddister

Karen:

I'll check my files. I should have a copy which I can provide to Councillor Puddister.

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

> On Jan 31, 2016, at 4:41 PM, Karen Chafe <KChafe@stjohns.ca> wrote:
>
> I'm sure I don't have a copy. I checked already for councillor Puddister on this. This was likely an in camera session.
>
> Sent from my iPhone
>
>> On Jan 31, 2016, at 4:23 PM, Neil Martin <NMartin@stjohns.ca> wrote:
>>
>> Karen:
>>
>> If you can't find a copy in your files, I should have one. Just let me know and I'll make sure Councillor Puddister gets a copy.
>>
>> Neil
>>
>> Neil A. Martin
>> City Manager

>> City of St. John's
>> P. O. Box 908
>> St. John's NL A1C 3M5

>>

>>

>>> On Jan 31, 2016, at 4:17 PM, Janet Adams <JAdams@stjohns.ca> wrote:

>>>

>>> Sorry but I have never seen it.

>>>

>>> Sent from my iPhone

>>>

>>>> On Jan 31, 2016, at 1:31 PM, Kevin Breen <KBreen@stjohns.ca> wrote:

>>>>

>>>> Hello ladies...

>>>>

>>>> Art called me Friday afternoon and wanted a copy of the November 16th decision note from Neil on the early retirement program. I believe it was Carried in and then returned after the meeting. Would you please provide a copy to him on Monday? Paper or electronic would be fine. Thanks.

>>>>

>>>> Sent from my iPhone



Draft for consideration - early retirements

Kelly Maguire to: Neil Martin, Derek G Coffey, Kevin Breen,
Susan Bonnell, Elizabeth Lawrence

2016/02/03 02:25 PM

Please see draft release. Feedback/changes welcome.
The date for release is TBD.

Thanks,
Kelly



MR_Early Retirement Details_02_04_2016.docx

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491
kmaguire@stjohns.ca



CD ~ Early Retirement Incentives for Selected Positions
Karen Chafe to: apuddister, kbreen, nmartin

2016/02/03 05:33 PM

To view Council Directive Click the Icon





Re: CD ~ Early Retirement Incentives for Selected Positions

Kevin Breen to: Karen Chafe

Cc: Art Puddister, Neil Martin

2016/02/03 06:05 PM

Thanks Karen. Karen and I have looked for the memo, no luck.
Kevin.

Sent from my iPad

On Feb 3, 2016, at 5:33 PM, Karen Chafe <KChafe@stjohns.ca> wrote:

To view Council Directive Click the Icon
[<[notesdoclink.gif](#)> | [Link](#)]



Re: Early Retirement Memo
Kevin Breen to: Neil Martin

2016/02/04 02:06 PM

Ok, thanks

Sent from my iPad

> On Feb 4, 2016, at 1:58 PM, Neil Martin <NMartin@stjohns.ca> wrote:

>

> Kevin:

>

> Found it!!! I looked everywhere and realized that we had tossed the various drafts back and forward via e-mail until we arrived at the final version. Looked in the "Send" file and there it was. I just gave a copy to Karen who will pass it on to Puddister.

>

> Neil

>

>

> Neil A. Martin

> City Manager

> City of St. John's

> P.O. Box 908

> St. John's, NL

> A1C 5M2

> Phone: (709) 576-8446

> Fax: (709) 576-8474

> e-mail: nmartin@stjohns.ca



Re:
Dennis O'Keefe to: Neil Martin

2016/02/05 06:00 PM

How does Council line up on it form Monday. Is support there? What happened at business meeting today. Any demands? Council wobbled?

Sent from my iPhone

> On Feb 5, 2016, at 4:18 PM, Neil Martin <NMartin@stjohns.ca> wrote:

>

> Dennis:

>

> Yes to your questions on the early retirement Information Note. Explains everything clearly. As to the business meeting, Susan has done an excellent summary of what went on there and distributed it.

>

> Neil

>

> Neil A. Martin

> City Manager

> City of St. John's

> P. O. Box 908

> St. John's NL A1C 3M5

>

>

>> On Feb 5, 2016, at 1:36 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

>>

>> Neil

>>

>> Janet tells me the report on packages will be on Monday's Agenda. Will it

>> stress the long term gain achieved by the retirements? Will it separate out the benefit package which would eventually have to be paid out anyway? Anything on business meeting this morning?

>> Sent from my iPhone



Re:
Dennis O'Keefe to: Neil Martin

2016/02/05 06:32 PM

Neil

You can count on Puddister to oppose it, grandstand and say it is one of the reasons he opposed the Budget. He may also come at staff. Is Ron solid? Jonathan? It is really a broad Council issue now and I should take the lead.

Sent from my iPhone

> On Feb 5, 2016, at 4:56 PM, Neil Martin <NMartin@stjohns.ca> wrote:

>

> The retirement package was approved by Council and the numbers are pretty well dead on that we forecast. Puddister will probably make an issue out of it but that's seems to be his game plan on everything. I think the rest of Council shouldn't have a problem.

>

> Neil

>

> Neil A. Martin

> City Manager

> City of St. John's

> P. O. Box 908

> St. John's NL A1C 3M5

>

>

>> On Feb 5, 2016, at 6:00 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

>>

>> How does Council line up on it form Monday. Is support there? What happened at business meeting today. Any demands? Council wobbled?

>>

>>

>>

>> Sent from my iPhone

>>

>>> On Feb 5, 2016, at 4:18 PM, Neil Martin <NMartin@stjohns.ca> wrote:

>>>

>>> Dennis:

>>>

>>> Yes to your questions on the early retirement Information Note. Explains everything clearly. As to the business meeting, Susan has done an excellent summary of what went on there and distributed it.

>>>

>>> Neil

>>>

>>> Neil A. Martin

>>> City Manager

>>> City of St. John's

>>> P. O. Box 908

>>> St. John's NL A1C 3M5

>>>

>>>

>>>> On Feb 5, 2016, at 1:36 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

>>>>

>>>> Neil

>>>>

>>>> Janet tells me the report on packages will be on Monday's Agenda. Will it

> > > stress the long term gain achieved by the retirements?' Will it separate out the benefit package which would eventually have to be paid out anyway? Anything on business meeting this morning?
> > > Sent from my iPhone



Council Statement RE: Budget 2016-18 Retirement Incentive
Kelly Maguire to:
Bcc: Tom Hann

2016/02/08 04:48 PM

RE: BUDGET 2016-18 RETIREMENT INCENTIVE

In early November, Council approved an Early Retirement Incentive Program for individuals who were eligible to retire or close to being eligible to retire in 2015. The program was to take the form of salary continuation for a specific period of time depending on the level of the position that the individual occupied and was estimated to cost \$3.7 million.

Projected savings over the 2016-2018 Three Year Operating Budget are anticipated to be in the range of \$8,648,198. It should be noted that the annual and sick leave allowances are items that are contained in each year's operating budget. The retirement incentive allowance is a one-time, non-budgeted item charged to the 2015 wage budget.

Compensation Details

The total compensation paid to each individual, inclusive of a 20 per cent top up for the City's portion of standard payroll benefit costs, is comprised of a number of elements:

- the value of the individual's early retirement salary continuation allowance;
- the value of the individual's accrued annual leave allowance; and
- the value of the individual's severance pay allowance.

The **early retirement salary continuation allowance** was calculated on the basis of a specific number of weeks as negotiated between the individual and the City, multiplied by the value of the weekly rate of pay of the individual during the last pay period. It also included any negotiated wage increases that would have been realized during the salary continuation period. The calculation for this type of payout is based on the standard payouts for "dismissal without cause" case law at the provincial level.

The total paid as of January 31, 2016 is \$3,839,817.

All employees, upon retirement, are entitled to the **payout of any annual leave** that they would have accrued in their vacation leave bank. The annual leave bank is capped at no more than two times their annual leave allowance to a maximum of twelve weeks. As per approved policy, the Deputy City Managers have no cap on the maximum. In addition, for this specific case only, they are entitled to the annual leave they would have accrued while on salary continuation.

The total paid as of January 31, 2016 is \$1,039,768.

All employees, upon retirement, are entitled to **severance pay**. Employees who were on the City's payroll prior to December 31, 1979 are entitled to the payout of their unused days of sick leave in their respective sick leave banks up to a maximum of 200 days. The payout is based on the individual's daily rate as at the last day of pay times the number of unused days in their sick

leave bank.

The total paid as of January 31, 2016 is \$1,002,896.

All other employees, upon retirement, are entitled to one week's pay for each year of service. The payout is based on the individual's weekly rate as at the last week of pay times the number of years of service, both whole and partial.

The total paid as of January 31, 2016 is \$1,206,327.

Total Allowances Paid Out as of January 31, 2016

Category	Salary \$	Benefits @ 20%	Total
Retirement Incentive	3,199,848	639,970	3,839,817
Annual Leave	866,474	173,295	1,039,768
Retiring Allowance	1,841,019	368,204	2,209,223
	5,907,341	1,181,468	7,088,809



STMT_Early Retirement Details_02_08_2016.pdf



Re: Retirements

Derek G Coffey to: Neil Martin

Cc: Susan Bonnell, Kelly Maguire, Dennis O'Keefe, Janet Adams, Kevin Breen

2016/02/09 09:58 AM

29! I counted yesterday

Sent from my iPhone

On Feb 9, 2016, at 9:52 AM, Neil Martin <NMartin@stjohns.ca> wrote:

Susan:

Not to sound cynical but you could etch the details of the early retirement program (or anything else related to the budget) onto a piece of 2X4 and slam it into their collective foreheads and the media would still get it wrong.

I think the number on the list provided to Council is 26.

Neil

Sent from my iPad

On Feb 9, 2016, at 9:43 AM, Susan Bonnell <sbonnell@stjohns.ca> wrote:

They are misreporting that this package is for the 5 senior staff. We need to get that clarified immediately. Do we use the 26 number or 29?

S

Sent from my iPhone

On Feb 9, 2016, at 9:34 AM, Neil Martin <NMartin@stjohns.ca> wrote:

Kelly:

Staff will have no comment on the statement that was issued. Council agreed that any comments on the file would be handled by the Mayor.

Neil

Sent from my iPad

On Feb 9, 2016, at 9:29 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Good Morning,
CBC looking for comment on retirements this afternoon. Are you available?

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 9, 2016 at 9:07:14 AM NST
To: "Kelly Maguire" <kmaguire@stjohns.ca>
Subject: Retirements

Kelly,

Can we get someone from the City to walk us through the numbers for these retirement incentives on OTG today, please ?

--

Ted Blades,
Host of On The Go,
Weekdays at 4:00 - 6:30
(3:30 - 6:00 in most of Labrador)
on CBC Radio One, in St. John's
Ph) [REDACTED]
[REDACTED]



Fwd: City of St. John's Management Salary Information
Derek G Coffey to: Neil Martin, Kevin Breen

2016/02/09 10:09 AM

Gents,

See below. I certainly don't mind responding and answering that council approves the parameters of negotiations, it is staffs job to negotiate, etc. But wanted to run it by you first

If you wish I can draft something and let you guys review?

Derek

Sent from my iPad

Begin forwarded message:

From: [REDACTED]
Date: February 9, 2016 at 10:04:48 AM NST
To: "Derek G Coffey" <DCoffey@stjohns.ca>
Subject: Re: City of St. John's Management Salary Information

Derek

Is it correct that Management receives the same pay increases as Unionized employees?

Who negotiated with the Union that would benefit from salaries being kept lower, benefits not increasing?

There was only one signature on the Collective Agreement I couldn't read. Neil...?

If the majority of negotiators from the City stand to benefit from increases in the collective agreement 2012-2018, what incentive is there to keep costs down?

Who were the decision makers that balanced out this perceived conflict of interest and consider costs to taxpayers?

[REDACTED]

On Feb 2, 2016, at 3:01 PM, Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>> wrote:

Hi [REDACTED]

answers to your questions are as per below

Derek

1. Total management salaries for 2015 were \$20.2M
2. The early retirement packages did not impact 2015 amounts paid to employees. The salary savings will be realized over budget 2016-2018.
3. The salary budget would have increase due to a combination of new personnel hired and collective agreement increases. Collective agreement increases have been as follows<mime-attachment.gif>
- 4.
5. The increases are across various departments as contained in this document
- 6.
- 7.
- 8.
9. The current collective agreement expires June 30, 2018.
- 10.

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca<<mailto:dcoffey@stjohns.ca>>
Work: (709) 576-8332
Mobile: (709) 693-9307

From: [REDACTED]
To: Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>>
Cc: Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>, Kevin Breen <KBreen@stjohns.ca<<mailto:KBreen@stjohns.ca>>>
Date: 2016/01/29 04:37 PM
Subject: RE: City of St. John's Management Salary Information

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey
Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years? Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

On Jul 31, 2015, at 8:56 AM, Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>> wrote:

Hi [REDACTED]

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA

Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca<<mailto:dcoffey@stjohns.ca>>
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM -----

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>> wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>
<mailto:DBreen@stjohns.ca>>>

Date: July 28, 2015 at 10:46:52 AM NDT

To: [REDACTED]

Cc: "Elaine Henley" <Ehenley@stjohns.ca<<mailto:Ehenley@stjohns.ca>>>
<mailto:Ehenley@stjohns.ca>>>

Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

On Jul 28, 2015, at 9:01 AM, [REDACTED]

[REDACTED] wrote:

Danny

As Chair of the Finance Committee can you please point me in the right direction of where a concerned citizen in the City of St. John's would go to look at the City's expenditure on salaries for Management employees. I'm not interested in the unionized employees. Just the executive and management piece. I would like to compare it to 5 years ago and 10 years ago and I would like to see where the numbers fall. Who could help me with this? I can to an ATTPA application of it

necessary but I feel as though this information should be readily available to citizens.

Please guide me.



Sent from my iPhone

<Mgmt Salaries.pdf>

	2010	4.50%
	2011	4.50%
	2012	3.50%
	2013	3%
	2014	5%
	2015	4%
	Cumulative:	24.50%
	Compounded:	27.13%



Re: City of St. John's Management Salary Information

Derek G Coffey to: Neil Martin
Cc: Kevin Breen

2016/02/09 11:34 AM

Draft response below. Her last two questions are open for debate so I thought it best to give her the parameters and she can answer that herself as her and I will not agree on it anyway. She will suggest the negotiating team has no integrity and there is no point in having that debate. Especially over email and will only inflame her response more.

Nor did I get into naming the names of the people on the negotiating teams.

Derek

Hi [REDACTED],

You are correct in that management staff receive the same raises as per the collective agreements.

The negotiating teams were comprised of various senior management staff with the necessary experience depending on the particular union and/or issue being discussed in negotiations. The negotiating teams for the City are approved by Council.

As for the signing of the collective agreement I am not sure what document you are looking at but the agreements were properly signed by all parties.

As for the responsibility to keep costs down that rests with Council and Management. Prior to negotiations commencing a framework for such discussions is developed and brought forward for discussion and approval by Council. If at any time during the negotiations the discussions vary from the pre approved framework management would have to go back to Council for approval.

Hopefully this clarifies it for you

Derek

Sent from my iPad

On Feb 9, 2016, at 11:04 AM, Neil Martin <NMartin@stjohns.ca> wrote:

Derek:

Go ahead and draft a response. I have heard her arguments a hundred times before from divergent people over the years. I think the first time I heard it was when I was with Treasury Board back in the 70s. It was a specious argument then and remains so today.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Feb 9, 2016, at 10:09 AM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Gents,

See below. I certainly don't mind responding and answering that council approves the parameters of negotiations, it is staffs job to negotiate, etc. But wanted to run it by you first

If you wish I can draft something and let you guys review?

Derek

Sent from my iPad

Begin forwarded message:

From: [REDACTED]
Date: February 9, 2016 at 10:04:48 AM NST
To: "Derek G Coffey" <DCoffey@stjohns.ca>
Subject: Re: City of St. John's Management Salary Information

Derek

Is it correct that Management receives the same pay increases as Unionized employees?

Who negotiated with the Union that would benefit from salaries being kept lower, benefits not increasing?

There was only one signature on the Collective Agreement I couldn't read. Neil...?

If the majority of negotiators from the City stand to benefit from increases in the collective agreement 2012-2018, what incentive is there to keep costs down?

Who were the decision makers that balanced out this perceived conflict of interest and consider costs to taxpayers?

[REDACTED]

On Feb 2, 2016, at 3:01 PM, Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>> wrote:

Hi [REDACTED]

answers to your questions are as per below

Derek

1. Total management salaries for 2015 were \$20.2M
2. The early retirement packages did not impact 2015 amounts paid to employees. The salary savings will be realized over budget 2016-2018.
3. The salary budget would have increase due to a combination of new personnel hired and collective agreement increases. Collective agreement increases have been as follows<mime-attachment.gif>
- 4.
5. The increases are across various departments as contained in this document
- 6.
- 7.
- 8.
9. The current collective agreement expires June 30, 2018.
- 10.

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca<<mailto:dcoffey@stjohns.ca>>
Work: (709) 576-8332
Mobile: (709) 693-9307

From: [REDACTED]
To: Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>>
Cc: Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>, Kevin Breen <KBreen@stjohns.ca<<mailto:KBreen@stjohns.ca>>>
Date: 2016/01/29 04:37 PM
Subject: RE: City of St. John's Management Salary Information

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey
Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years? Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

On Jul 31, 2015, at 8:56 AM, Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>> wrote:

Hi [REDACTED]

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA
Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca<<mailto:dcoffey@stjohns.ca>>
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM -----

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year

one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>><<mailto:DBreen@stjohns.ca>>> wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>><<mailto:DBreen@stjohns.ca>>>

Date: July 28, 2015 at 10:46:52 AM NDT

To: [REDACTED]

Cc: "Elaine Henley" <Ehenley@stjohns.ca<<mailto:Ehenley@stjohns.ca>>><<mailto:Ehenley@stjohns.ca>>>

Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

On Jul 28, 2015, at 9:01 AM, [REDACTED]

[REDACTED] wrote:

Danny

As Chair of the Finance Committee can you please point me in the right direction of where a concerned citizen in the City of St. John's would go to look at the City's expenditure on salaries for Management employees. I'm not interested in the unionized employees. Just the executive and management piece. I would like to compare it to 5 years ago and 10 years ago and I would like to see where the numbers fall. Who could help me with this? I can to an ATTPA application of it necessary but I feel as though this information should be readily available to citizens.

Please guide me.

[REDACTED]

Sent from my iPhone

<Mgmt Salaries.pdf>

<ATT00001.gif>



Re: Retirements

Kevin Breen to: Derek G Coffey

2016/02/09 11:39 AM

Cc: Neil Martin, Susan Bonnell, Kelly Maguire, Dennis O'Keefe, Janet Adams

29. Danny Breen was on open line and corrected it when asked. It would not hurt to correct it and issue another statement.

Sent from my iPhone

On Feb 9, 2016, at 9:58 AM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

29! I counted yesterday

Sent from my iPhone

On Feb 9, 2016, at 9:52 AM, Neil Martin <NMartin@stjohns.ca> wrote:

Susan:

Not to sound cynical but you could etch the details of the early retirement program (or anything else related to the budget) onto a piece of 2X4 and slam it into their collective foreheads and the media would still get it wrong.

I think the number on the list provided to Council is 26.

Neil

Sent from my iPad

On Feb 9, 2016, at 9:43 AM, Susan Bonnell <sbonnell@stjohns.ca> wrote:

They are misreporting that this package is for the 5 senior staff. We need to get that clarified immediately. Do we use the 26 number or 29?

S

Sent from my iPhone

On Feb 9, 2016, at 9:34 AM, Neil Martin <NMartin@stjohns.ca> wrote:

Kelly:

Staff will have no comment on the statement that was issued.

Council agreed that any comments on the file would be handled by the Mayor.

Neil

Sent from my iPad

On Feb 9, 2016, at 9:29 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Good Morning,
CBC looking for comment on retirements this afternoon.
Are you available?

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 9, 2016 at 9:07:14 AM NST
To: "Kelly Maguire" <kmaguire@stjohns.ca>
Subject: Retirements

Kelly,
Can we get someone from the City to walk us
through the numbers for these retirement incentives
on OTG today, please ?

--

Ted Blades,
Host of On The Go,
Weekdays at 4:00 - 6:30
(3:30 - 6:00 in most of Labrador)
on CBC Radio One, in St. John's
Ph [REDACTED]
[REDACTED]



Re: City of St. John's Management Salary Information
Derek G Coffey to: Kevin Breen
Cc: Neil Martin

2016/02/09 11:49 AM

I can certainly add that sentence

Sent from my iPad

On Feb 9, 2016, at 11:45 AM, Kevin Breen <KBreen@stjohns.ca> wrote:

Ultimately council decides, not the negotiating team. That is the answer. If council believed we were negotiating for ourselves and not getting the best deal for the city, we should be dismissed.

Sent from my iPhone

On Feb 9, 2016, at 11:04 AM, Neil Martin <NMartin@stjohns.ca> wrote:

Derek:

Go ahead and draft a response. I have heard her arguments a hundred times before from divergent people over the years. I think the first time I heard it was when I was with Treasury Board back in the 70s. It was a specious argument then and remains so today.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Feb 9, 2016, at 10:09 AM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Gents,

See below. I certainly don't mind responding and answering that council approves the parameters of negotiations, it is staffs job to negotiate, etc. But wanted to run it by you first

If you wish I can draft something and let you guys review?

Derek

Sent from my iPad

Begin forwarded message:

From: [REDACTED]
Date: February 9, 2016 at 10:04:48 AM NST
To: "Derek G Coffey" <DCoffey@stjohns.ca>
Subject: Re: City of St. John's Management Salary Information

Derek

Is it correct that Management receives the same pay increases as Unionized employees?

Who negotiated with the Union that would benefit from salaries being kept lower, benefits not increasing?

There was only one signature on the Collective Agreement I couldn't read. Neil...?

If the majority of negotiators from the City stand to benefit from increases in the collective agreement 2012-2018, what incentive is there to keep costs down?

Who were the decision makers that balanced out this perceived conflict of interest and consider costs to taxpayers?

[REDACTED]

On Feb 2, 2016, at 3:01 PM, Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>> wrote:

Hi [REDACTED]

answers to your questions are as per below

Derek

1. Total management salaries for 2015 were \$20.2M
2. The early retirement packages did not impact 2015 amounts paid to employees. The salary savings will be realized over budget 2016-2018.
3. The salary budget would have increase due to a combination of new personnel hired and collective agreement increases. Collective agreement increases have been as follows<[mime-attachment.gif](#)>

- 4.
5. The increases are across various departments as contained in this document
- 6.
- 7.
- 8.
9. The current collective agreement expires June 30, 2018.
- 10.

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca <<mailto:dcoffey@stjohns.ca>>
Work: (709) 576-8332
Mobile: (709) 693-9307

From: [REDACTED]
To: Derek G Coffey <DCoffey@stjohns.ca> <<mailto:DCoffey@stjohns.ca>>>
Cc: Danny Breen <DBreen@stjohns.ca> <<mailto:DBreen@stjohns.ca>>>, Kevin Breen <KBreen@stjohns.ca> <<mailto:KBreen@stjohns.ca>>>
Date: 2016/01/29 04:37 PM
Subject: RE: City of St. John's Management Salary Information

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey

Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years?
Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

On Jul 31, 2015, at 8:56 AM, Derek G Coffey <DCoffey@stjohns.ca<<mailto:DCoffey@stjohns.ca>>> wrote:
Hi [REDACTED]

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA

Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca<<mailto:dcoffey@stjohns.ca>>
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>>>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>><<mailto:DBreen@stjohns.ca>>>>
wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen" <DBreen@stjohns.ca<<mailto:DBreen@stjohns.ca>><<mailto:DBreen@stjohns.ca>>>>

Date: July 28, 2015 at 10:46:52 AM NDT

To: [REDACTED]

>>

Cc: "Elaine Henley" <Ehenley@stjohns.ca<<mailto:Ehenley@stjohns.ca>><<mailto:Ehenley@stjohns.ca>>>>

Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

On Jul 28, 2015, at 9:01 AM, [REDACTED]

[REDACTED] wrote:

Danny

As Chair of the Finance Committee can you please point me in the right direction of where a concerned citizen in the City of St. John's would go to look at the City's expenditure on salaries for Management employees. I'm not interested in the unionized employees. Just the executive and management piece. I would like to compare it to 5 years ago and 10 years ago and I would like to see where the numbers fall. Who could help me with this? I can to an ATTPA application of it necessary but I feel as though this information should be readily available to citizens.

Please guide me.

[REDACTED]

Sent from my iPhone

<Mgmt Salaries.pdf>

<ATT00001.gif>



Re: City of St. John's Management Salary Information

to: Derek G Coffey

2016/02/09 12:31 PM

Thank you it does.

[Redacted]

On Feb 9, 2016, at 12:24 PM, Derek G Coffey <DCoffey@stjohns.ca<mailto:DCoffey@stjohns.ca>> wrote:

Hi [Redacted]

You are correct in that management staff receive the same raises as per the collective agreements.

The negotiating teams were comprised of various senior management staff with the necessary experience depending on the particular union and/or issue being discussed in negotiations. The negotiating teams for the City are approved by Council.

As for the signing of the collective agreement I am not sure what document you are looking at but the agreements were properly signed by all parties.

As for the responsibility to keep costs down that rests with Council and Management. Prior to negotiations commencing, a framework for such discussions is developed and brought forward for discussion and approval by Council. If at any time during the negotiations the discussions vary from the pre approved framework management would have to go back to Council for approval.

Ultimately council decides, not the negotiating team. If council believed the senior management team were negotiating for themselves and not getting the best deal for the city, then Council should dismiss them.

Hopefully this clarifies it for you.

Derek

Sent from my iPad

On Feb 9, 2016, at 10:04 AM, [Redacted] wrote:

Derek

Is it correct that Management receives the same pay increases as Unionized employees?

Who negotiated with the Union that would benefit from salaries being kept lower, benefits not increasing?

There was only one signature on the Collective Agreement I couldn't read. Neil...?

If the majority of negotiators from the City stand to benefit from

increases in the collective agreement 2012-2018, what incentive is there to keep costs down?

Who were the decision makers that balanced out this perceived conflict of interest and consider costs to taxpayers?

[REDACTED]

On Feb 2, 2016, at 3:01 PM, Derek G Coffey
<DCoffey@stjohns.ca<mailto:DCoffey@stjohns.ca><mailto:DCoffey@stjohns.ca>>>
wrote:

Hi [REDACTED]

answers to your questions are as per below

Derek

1. Total management salaries for 2015 were \$20.2M
2. The early retirement packages did not impact 2015 amounts paid to employees. The salary savings will be realized over budget 2016-2018.
3. The salary budget would have increase due to a combination of new personnel hired and collective agreement increases. Collective agreement increases have been as follows<mime-attachment.gif>
- 4.
5. The increases are across various departments as contained in this document
- 6.
- 7.
- 8.
9. The current collective agreement expires June 30, 2018.
- 10.

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca<mailto:dcoffey@stjohns.ca><
mailto:dcoffey@stjohns.ca>
Work: (709) 576-8332
Mobile: (709) 693-9307

From: [REDACTED]

To: Derek G Coffey <DCoffey@stjohns.ca<mailto:DCoffey@stjohns.ca><
mailto:DCoffey@stjohns.ca>>>
Cc: Danny Breen <DBreen@stjohns.ca<mailto:DBreen@stjohns.ca><
mailto:DBreen@stjohns.ca>>>, Kevin Breen <KBreen@stjohns.ca<mailto:KBreen@stjohns.ca><
mailto:KBreen@stjohns.ca>>>
Date: 2016/01/29 04:37 PM
Subject: RE: City of St. John's Management Salary Information

Derek,

Are you able to answer some of my questions below?

[REDACTED]

From: [REDACTED]
Sent: Monday, January 25, 2016 3:31 PM
To: Derek G Coffey
Cc: Danny Breen; Kevin Breen
Subject: Re: City of St. John's Management Salary Information

Danny

I inquired about the management salary budgets last summer. I received this reply below and a follow up email estimating the 2015 total to be approximately 19.7 million. I am wondering if the estimate was accurate.

Further, do you anticipate the early retirement packages helped or hurt these numbers?

Why has the budget for Salaries increased by 25% in 5 years? Where have the greatest increases been seen?

What year is the City in with regards to the collective agreement with unionized city employees?

[REDACTED]

On Jul 31, 2015, at 8:56 AM, Derek G Coffey
<DCoffey@stjohns.ca<mailto:DCoffey@stjohns.ca><mailto:DCoffey@stjohns.ca>>
wrote:
Hi [REDACTED]

your request was forwarded to me through Councillor Danny Breen. From what I read you wanted the total salaries of the management group for 2015 and 5 years ago. Below are the totals for 2010, 2014, and 2015. I added 2014 as 2015 is only a partial fiscal year. As you can see 2015 is only current to July 27th. If this does not answer your request or you have other concerns please let me know.

Thanks

Derek

<mime-attachment.gif>

Derek Coffey, CPA, CA, MBA

Acting Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca<mailto:dcoffey@stjohns.ca><
mailto:dcoffey@stjohns.ca>
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2015/07/31 09:18 AM -----

From: Danny Breen/CSJ
To: Kevin Breen/CSJ@csj, Derek G Coffey/CSJ@csj
Date: 2015/07/29 08:41 PM
Subject: Fwd: Finance Committee

Can we get the five year information on management remuneration as requested in the attached email completed and sent to [REDACTED]

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: [REDACTED]
[REDACTED]
Date: July 29, 2015 at 8:13:34 PM NDT
To: "Danny Breen" <DBreen@stjohns.ca<mailto:DBreen@stjohns.ca><
mailto:DBreen@stjohns.ca>>
Subject: Re: Finance Committee

How about current (2015) and 5 years ago, for now. If I need the 10 year one I will apply.

[REDACTED]

Sent from my iPhone

On Jul 28, 2015, at 10:59 AM, Danny Breen
<DBreen@stjohns.ca<mailto:DBreen@stjohns.ca><mailto:DBreen@stjohns.ca><
mailto:DBreen@stjohns.ca>>
wrote:

Just to clarify if it is five years City can provide but if it's ten years would require an ATIPP request.

Sent from my iPhone

Danny Breen
Councillor, Ward 1

City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

Begin forwarded message:

From: "Danny Breen"
<DBreen@stjohns.ca<mailto:DBreen@stjohns.ca><mailto:DBreen@stjohns.ca><mailto:DBreen@stjohns.ca>>>
Date: July 28, 2015 at 10:46:52 AM NDT
To: [REDACTED]
mailto:[REDACTED]
Cc: "Elaine Henley"
<Ehenley@stjohns.ca<mailto:Ehenley@stjohns.ca><mailto:Ehenley@stjohns.ca><mailto:Ehenley@stjohns.ca>>>
Subject: Re: Finance Committee

Hi [REDACTED]

I have been advised by the City Clerk that an ATIPP request is most appropriate for requesting this information.

Thanks,

Sent from my iPhone

Danny Breen
Councillor, Ward 1
City of St. John's, NL
Office (709) 576-2332
Mobile (709) 725-9259

On Jul 28, 2015, at 9:01 AM, [REDACTED]

[REDACTED]
wrote:

Danny

As Chair of the Finance Committee can you please point me in the right direction of where a concerned citizen in the City of St. John's would go to look at the City's expenditure on salaries for Management employees. I'm not interested in the unionized employees. Just the executive and management piece. I would like to compare it to 5 years ago and 10 years ago and I would like to see where the numbers fall. Who could help me with this? I can to an ATTPA application of it necessary but I feel as though this information should be readily available to citizens.

Please guide me.

[REDACTED]
Sent from my iPhone
<Mgmt Salaries.pdf>
<ATT00001.gif>



Media Headlines - February 09, 2016

Kelly Maguire to: Council_group, Executives, Directors, Cindy McGrath, kobrien, Strategy & Engagement

2016/02/09 02:21 PM



Media Headlines - February 09,2016.docx

Media Headlines - February 09, 2016

VOCM Open Line - Tue, February 09, 2016

CITY COUNCIL: Host preamble. The City council in St. John's has been under siege and this council hasn't performed up to the standards we expect.

MUNICIPAL ISSUES: Host preamble. There are some fairly strange issues with councils lately so it's not just in St. John's. There are issues in Marystown as well and now in Spaniard's Bay the Town Manager has resigned. It would be great if Tony Ryan would call in to give some perspective of what is going on in the town.

CITY ISSUES: "Councillor Danny Breen" talks about the retirement package and says they the city has reduced jobs by 29 and has saved the city money in the long run. He says that they went into bargaining with the unions and 18 per cent was the cost of that but people will be glad that the this was done in the long term. He says at the end of 2015 they had a surplus and that goes towards lowering the mil rate. They did this to accommodate the city from moving to one kind of pension to the other. He also talks about the tax assessments that people have been talking about. Appealing your assessment is really the only option that you have. He talks about the report from Clyde Wells and he says a lot of it is common sense and they need to get a code of ethics so that everyone knows what is expected of them.

REVENUE NEUTRAL TAXATION: "Debbie Hanlon" is calling to comment on issues affecting the city. She says that taxes need to set and there need to be revenue neutral taxation. That way the people in the city can make a budget just like how the city makes a budget. It would still be property tax but it would not move on the basis of the value of your home.

COMMENTS ON GRAND CONCOURSE: "Dave" is calling to say that he has heard the Mayor and councillors to say that they don't know why the Grand Concourse had to layoff people. He says what company can keep employees once funding is cut? He says it was insulting that Ron Ellsworth said that the banner was not truthful. It was because of the budget cuts.

CBC East Coast Morning Show - Tue, February 09, 2016

MAYOR TO WAIVE MARRIAGE FEES: From now on "Dennis O'Keefe" will offer his marriage councillor services for free. The Mayor confirmed at all fees would be waived to avoid a conflict of interest.

CITY COPING WITH BLIZZARD: "Lynnann Winsor" is St. John's Deputy City Manager in charge of Public Works and we talks about the impact of the storm on city.

CBC 8am News - Tue, February 09, 2016

FORMER GRAND CONCOURSE WORKERS PROTESTS AT ST. JOHN'S COUNCIL

MEETING: Workers from the Grand Concourse Authority disrupted yesterday's Council meeting in St. John's. ["Dennis O'Keefe", St. John's Mayor; "Matthew Walsh", Former Grand Concourse Employee]

VOCM Morning News - Tue, February 09, 2016

METROBUS UNION DEAL: Metrobus and the Amalgamated Transit Union, local 1462, have reached a deal on a new four-year collective agreement.

VOCM Morning Show - Tue, February 09, 2016

MESSAGE TO COUNCIL: Businesses continuing to turn the heat up on St. John's City Council of raising taxes in the latest municipal budget. Business owners gathered at Rocket Bakery on Water Street Friday calling for immediate tax relief. Now Johnny Ruth and Living Planet drawing some attention for the latest message to council. ["David Hopley", Owner]

TELEGRAM- Grand Concourse of action

BY DANIEL MACEACHERN Protesters who say they've lost jobs stage quiet demonstration at city hall

"We hear them, but we maintain our position vis-à-vis the Grand Concourse Authority."
Mayor Dennis O'Keefe

Ten people who said they lost their jobs with the Grand Concourse Authority because of a cut in funding from St. John's held a silent protest at city hall Monday.

Shortly after city council's weekly public meeting began, 10 men in the gallery stood and unfurled a banner that read, "10 Hard Working Family Men; Dedicated & Proud! Casualties of COSJ Budget 2016!"

Mayor Dennis O'Keefe cited council decorum rules in asking that the banner be removed – signs or placards are prohibited in the public gallery – and the men left peacefully.

They declined comment to the media, save for one man who identified himself only as "Matt."

"We've lost, as of Friday past, 10 full-time employees, due to the cuts at the Grand Concourse," said Matt.

Later during the meeting, Deputy Mayor Ron Ellsworth took issue with the sign, calling it "factually incorrect," and said the funding has been cut from the authority because it has not been tendering out work as it's required to under the authority's own legislation.

See BIDS, page A4 "This is not about a budget cut," he said. "There's actually no savings from that coming out of this process. The work will still be done, the work required to go out to tender will go out to tender, and will be done in a proper, clear, transparent process, which will allow our business community to bid fairly and equitably on any and all work in our community," he said.

Mayor Dennis O'Keefe said he welcomed the protesters to city hall.

"We hear them, but we maintain our position vis-à-vis the Grand Concourse Authority," he said, adding that the city's funding will continue to pay for the maintenance of trails on city property, and it is up to the Grand Concourse Authority to confirm whether the job cuts were the result of the cut in funding.

"They may very well be, or some portion of it may very well be, given the fact that some of the

trails, the winter maintenance, we've taken over here at city hall, so that would mean work that would not be done by the GCA."

TELERGAM - Mayor, deputy spar over wedding fees

BY DANIEL MACEACHERN

The mayor of St. John's says he'll waive his fee for performing weddings at city hall, but the deputy mayor says he misses the point.

Responding Monday to last week's leaked report on conflicts of interest at city hall, which noted he is paid for weddings that make use of city staff and facilities, Mayor Dennis O'Keefe said it's an important function of his office.

"The issue here is not fees. The issue is the openness here at city hall, the whole concept of having a quiet and dignified venue for people in this city, all kinds of people throughout the community," said O'Keefe. "I have provided that ceremony to the LGBT community here at city hall. I have provided that wedding ceremony to gay couples here at city hall, and to straight couples here at city hall, and to any other couple, young or old."

O'Keefe added: "Immediately upon hearing last week that there might be conflict of interest, I referred it immediately to the city solicitor for her review, and that review will be forthcoming."

The report was completed in late September.

The mayor said weddings should continue at city hall.

"I'm going to remove any possibility of conflict of interest, and I'm going to invite any couples, who want to come to city hall and have a brief marriage ceremony, to come to city hall and have a brief marriage ceremony, and there will be no fees. I will perform the ceremonies free as a marriage commissioner, which I am as a result of being mayor, and city hall will continue to be a welcoming city hall."

But Deputy Mayor Ron Ellsworth criticized the mayor's comments.

"I take some exception to your use of the LGBT community, the gay community, and even the straight community, on this issue," he said, adding that the issue isn't whether the mayor should perform the weddings, but whether the mayor should be personally paid for something that uses city resources.

"Identifying those communities out there that work very hard for fairness and equality, for us to try and use those communities to justify your actions, I find it personally insulting, to be totally honest," he said.

However, Ellsworth also said he appreciated the mayor's actions to address the conflict of interest concern in the matter.

TELEGRAM- St. John's early retirement bill : \$7 million

DANIEL MACEACHERN

Early retirement has cost the City of St. John's more than \$7 million.

The city Monday released more details on an early retirement incentive program announced in November for any employee eligible or close to eligibility for retirement in 2015.

The total, according to the figures released Monday, is more than \$7 million, as of Jan. 31, for 29 retirements:

- Early retirement salary continuation allowance: \$3,839,817
- Annual leave payout: \$1,039,768
- Severance pay/retirement allowance: \$2,209,223.

Mayor Dennis O'Keefe on Monday emphasized the salary savings: a projected \$8.6 million from 2016-18.

"Therein lies the value of what this council has done in the budget cycle 2016 in order to reduce our expenditures, and at the same time take the action that was needed to assure the community of St. John's and the residents and businesses of St. John's that the next budget cycle of 2019, '20,'21, would not be as harsh as it would have been had actions not been taken," said O'Keefe.

VOCM - O'Keefe says Closed-Door Council Meeting 'Not about Me'

Tuesday , February 9 2016 | 1:19:02 PM

The mayor of St. John's says Sunday's closed-door meeting involving all members of council is not about his leadership, but to talk about all of the issues which are dividing council.

It has been a tough few months with leaks, backbiting and friction at City Hall leading up to the budget and continuing to this day.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60443&latest=1>

VOCM - City, Mayor, Defend \$7 Million Retirement Package

Tuesday , February 9 2016 | 1:18:36 PM

The city of St. John's is defending its decision to offer early retirement to a large number of city staff.

The move cost taxpayers \$7 million dollars, but the city says it's short-term pain for long-term gain.

The city has been under fire as of late for a hike in property and business taxes and cuts to funding and programs. <http://www.vocm.com/newsarticle.asp?mn=2&id=60450&latest=1>

VOCM - Metrobus Drivers Receive Big Raise

Tuesday , February 9 2016 | 11:58:13 AM

Despite facing a barrage of criticism from the public about spending too much, St. John's is giving its bus drivers a big increase in pay.

They will get an 18 per cent raise over the next four years.

It's similar to what other unions who work with the city have received.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60448&latest=1>

VOCM - Former Grand Concourse Employees Protest at City Council Meeting

Tuesday , February 9 2016 | 10:45:44 AM

A protest in the public gallery at St. John's city council last night. VOCM's Gerri Lynn Mackey was there and filed this report.

A group of former workers with the Grand Concourse Authority filled the gallery, holding a sign that read: "10 hard working family men, dedicated and proud" who are now victims of the city's budget.

The banner was removed and they were asked to leave the public gallery.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60441&latest=1>

VOCM - Downtown St. John's Businesses Call for Tax Relief

Tuesday , February 9 2016 | 12:48:31 PM

Businesses are continuing to turn the heat up on St. John's city council for raising taxes in the latest municipal budget.

Business owners gathered at Rocket Bakery on Water Street on Friday calling for immediate tax relief. Now, Johnny Ruth and Living Planet is drawing some attention for its latest message to council.

Co-owner Dave Hopley says they decided to paint a piece of board being used to fill the gap while they await a new piece of glass to replace their broken front window.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60436&latest=1>

CBC - Private St. John's council meeting not about my leadership , says Dennis O'Keefe

The mayor of St. John's says a closed-door meeting that's called for Sunday will not be about his leadership, even though city sources say there are divisions at city hall.

"The meeting in fact is about council and how to get council together working as a team," said Dennis O'Keefe of the Feb. 14 meeting.

The private meeting comes after weeks of protest from business leaders, taxpayers and arts supporters about a controversial budget that increased city taxes and cut services.

St. John's Coun. Jonathan Galgay expects many issues will be discussed at the private meeting including the O'Keefe's performance.

<http://www.cbc.ca/news/canada/newfoundland-labrador/private-stjohns-meeting-okeefe-1.3439848>

CBC - \$7M early retirement incentive bill for city of St . John's senior staff

The city of St. John's has released numbers on how much it is paying out to encourage city staff to retire early.

The total, which includes the payout of annual leave and severance pay along with the retirement incentive, added up to \$7,088,809, as of Jan. 31, said the city in a news release Monday.

In all, 29 staff, including five senior managers, accepted the early-retirement offer.

<http://www.cbc.ca/news/canada/newfoundland-labrador/st-john-s-early-retirement-incentive-cost-1.3439256>

CBC - Piatto given green light to open in former Canadian Tire building

A popular pizzeria that has restaurants right across Atlantic Canada has been given approval to open a second location in St. John's.

Piatto Pizzeria, which is known for its wood-fire pizza and wine, is set to open at 60 Elizabeth Avenue, in the former Canadian Tire building.

At St. John's city council Monday evening, Coun. Art Puddister said there were no objections to the project.

Piatto already has one location on Duckworth Street in St. John's, as well as other restaurants in New Brunswick, P.E.I. and Nova Scotia.

<http://www.cbc.ca/news/canada/newfoundland-labrador/piatto-given-green-light-new-restaurant-1.3439924>

Media Headlines - February 08, 2016

VOCM Open Line - Mon, February 08, 2016

NARROW WALKWAYS FOR PEDESTRIANS: Host Preamble - There isn't much space for pedestrians on narrow streets and it's not anyone's fault. But, getting into yelling and sticking up your finger or throwing things is out of hand.

CONFLICT OF INTEREST/ETHICS REPORT: Ward 4 Candidate "Sheilagh O'Leary" shares her

thoughts on the Clyde Wells report on conflict of interest and ethics at St. John's City Council. She says it is very important because it has to do with gaining and retaining public confidence in the municipal government. Paddy says what gets him about the report is that it was a big expense for some awfully common sense results. It's not something that should even up for debate, especially by individuals who are accused of being a part of the problem. It should be sent to a committee to figure out the implementation and then it should be put through and that's it.

VOCM 1pm News - Mon, February 08, 2016

BOT CONTINUES TO HOPE: St. John's Deputy Mayor Ron Ellsworth says immediate tax relief for business owners in the capital city is not a possibility but the St. John's Board of Trade remains hopeful. ["Des Whalen", St. John's Board of Trade]

VOCM NL Today - Mon, February 08, 2016

BUSINESS OWNERS DEMAND IMMEDIATE TAX RELIEF: Members of the St. John's business community are demanding immediate tax relief from the City, a removal of the new vacancy tax, and cuts to City spending. Business owners met on Friday to voice their concerns about the City's 2016 budget. ["Des Whelan", St. John's Board of Trade]

VOCM Back Talk - Mon, February 08, 2016

VARIOUS TOPICS: An e-mail about Dennis O'Keefe, Mayor of St. John's not being at the big mayors meeting in Ottawa and one about military personnel with disabilities who can qualify for a disability tax credit. Another e-mail about the UN Canadian field Hospital in the 1970's.

CBC 5pm News - Mon, February 08, 2016

CITY OF ST. JOHN'S PREPS FOR STORM: The City of St. John's is working hard to prepare for the series of incoming storm systems. ["Lynn-Anne Windsor", Deputy City Manager]

CBC On The Go - Mon, February 08, 2016

BUSINESS COMMUNITY UNITED IN THEIR DISLIKE OF CITY BUDGET: The St. John's business community is united right now in their dislike of the latest city budget. Representatives from Destination St. John's, the Restaurant Association, the George Street Association, Downtown St. John's, the Building Owners and Managers Association and independent business owners all gathered on Friday at The Rocket to voice their displeasure with the budget. "Caller" called Talk Back to express his concerns over this situation.

CBC 6pm News - Mon, February 08, 2016

CITY OF ST. JOHN'S PREPS FOR STORM: The City of St. John's is working hard to prepare for the series of incoming storm systems. ["Lynn-Anne Windsor", Deputy City Manager]

VOCM Evening News - Mon, February 08, 2016

PROTEST AT CITY HALL TODAY: A protest in the public gallery at City Hall today by former Grand Concourse Authority workers. ["Matthew Walsh", wants city council to know the impact of their actions]

BOT CONTINUES TO HOPE: St. John's Deputy Mayor Ron Ellsworth says immediate tax relief for business owners in the capital city is not a possibility but the St. John's Board of Trade remains hopeful. ["Des Whalen", St. John's Board of Trade]

GRAND CONCOURSE WORKERS ATTEND CITY COUNCIL MEETING: Some people showed

up at this afternoon's St. John's City Council meeting to protest recent cuts to funding for the Grand Concourse. ["Matthew Walsh", Former Grand Concourse Employee]

NTV Evening Newshour - Mon, February 08, 2016

JOHNNY RUTH STOREFRONT SEND MESSAGE TO ST. JOHN'S CITY COUNCIL: A storefront in downtown St. John's has been transformed into an effort to send a message to City Council. ["Kim Winsor", Co-Owner of Johnny Ruth & Living Planet]

GRAND CONCOURSE WORKERS ATTEND CITY COUNCIL MEETING: The Grand Concourse has been an issue which has come up again and again at City Hall in St. John's, and it has done so yet again. ["Ron Ellsworth", St. John's Deputy Mayor]

VOCM Night Line - Mon, February 08, 2016

PROTEST AT CITY HALL: Host preamble. Former workers of the Grand Concourse Authority showed up at City Hall today and protested the recent budget which resulted in the loss of their jobs. If you can find a cheaper way of doing things shouldn't you do it?

GARBAGE AROUND THE CITY: Host preamble. There is a lot of garbage around the city and some pictures of it have been snapped lately.

ROUGH WEATHER: "Dave Lane", St. John's City Councillor comments the weather is going to be rough for the next couple of days so the crews are ready to go but garbage collection is being moved ahead by a day. Given the weather that is expected residents will have to be patient because keep the fire hydrants clear and keeping the main artery streets open have to be priorities. He also comments on the public tendering act and how it ensures people tender in fairness. He says there was a new location approved for Piatto Pizzeria at tonight's council meeting.



Re: Council Statement RE: Budget 2016-18 Retirement Incentive

Art Puddister to: Kelly Maguire

2016/02/09 02:38 PM

I believe the 3.8 million was paid out as at December 31, 2015 as it is being charged to last year. The facts should be clear. I ask the deputy city manager of finance to comment
Art Puddister

Sent from my iPad

On Feb 8, 2016, at 4:48 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

RE: BUDGET 2016-18 RETIREMENT INCENTIVE

In early November, Council approved an Early Retirement Incentive Program for individuals who were eligible to retire or close to being eligible to retire in 2015. The program was to take the form of salary continuation for a specific period of time depending on the level of the position that the individual occupied and was estimated to cost \$3.7 million.

Projected savings over the 2016-2018 Three Year Operating Budget are anticipated to be in the range of \$8,648,198. It should be noted that the annual and sick leave allowances are items that are contained in each year's operating budget. The retirement incentive allowance is a one-time, non-budgeted item charged to the 2015 wage budget.

Compensation Details

The total compensation paid to each individual, inclusive of a 20 per cent top up for the City's portion of standard payroll benefit costs, is comprised of a number of elements:

- the value of the individual's early retirement salary continuation allowance;
- the value of the individual's accrued annual leave allowance; and
- the value of the individual's severance pay allowance.

The **early retirement salary continuation allowance** was calculated on the basis of a specific number of weeks as negotiated between the individual and the City, multiplied by the value of the weekly rate of pay of the individual during the last pay period. It also included any negotiated wage increases that would have been realized during the salary continuation period. The calculation for this type of payout is based on the standard payouts for

“dismissal without cause” case law at the provincial level.

The total paid as of January 31, 2016 is \$3,839,817.

All employees, upon retirement, are entitled to the **payout of any annual leave** that they would have accrued in their vacation leave bank. The annual leave bank is capped at no more than two times their annual leave allowance to a maximum of twelve weeks. As per approved policy, the Deputy City Managers have no cap on the maximum. In addition, for this specific case only, they are entitled to the annual leave they would have accrued while on salary continuation.

The total paid as of January 31, 2016 is \$1,039,768.

All employees, upon retirement, are entitled to **severance pay**. Employees who were on the City’s payroll prior to December 31, 1979 are entitled to the payout of their unused days of sick leave in their respective sick leave banks up to a maximum of 200 days. The payout is based on the individual’s daily rate as at the last day of pay times the number of unused days in their sick leave bank.

The total paid as of January 31, 2016 is \$1,002,896.

All other employees, upon retirement, are entitled to one week’s pay for each year of service. The payout is based on the individual’s weekly rate as at the last week of pay times the number of years of service, both whole and partial.

The total paid as of January 31, 2016 is \$1,206,327.

Total Allowances Paid Out as of January 31, 2016

<0.495A.gif>

(See attached file: *STMT_Early Retirement Details_02_08_2016.pdf*)

<STMT_Early Retirement Details_02_08_2016.pdf>  0.495A.gif



Re: Early retirement
Derek G Coffey to: Kelly Maguire

2016/02/09 03:07 PM

Yes. Just for clarity the one weeks pay for every year worked is also severance
There are three components, retirement incentive, annual leave and severance
That's it

Sent from my iPad

On Feb 9, 2016, at 2:25 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Derek-

Please see below.

3.7 is the incentive.

The rest of the 7 million is made up of annual leave, severance pay and the one weeks pay per year of service, which would have been paid to these employees regardless of incentive date.

Is my response correct? Anything to add?

----- Forwarded by Kelly Maguire/CSJ on 2016/02/09 02:21 PM -----

From: "MacEachern, Daniel" [REDACTED]
To: Kelly Maguire <kmaguire@stjohns.ca>
Date: 2016/02/09 02:14 PM
Subject: Early retirement

Kelly, I was wondering about something in the press release — the press release notes it was expected to cost but \$3.7 million but the actual cost is \$7 million? Or is there a factor I'm missing?

Dan

--

Daniel MacEachern
Municipal affairs reporter, St. John's Telegram





closed meeting

to: Dave Lane

2016/02/09 03:24 PM

History:

This message has been replied to.

Hey Dave, [REDACTED] here.

Did council express lack of leadership for the mayor? He didn't think so.

Business community is ramping up again, this time there is additional information on hidden line items on expenses and found a couple smoking guns.

Mackey's retirement package, cruise ship contributions (mayor's cruise convention and free cruise), Ms Govern, and a couple extras.

Ron is not able to keep everyone organized, four councillors about to come out against the mayor.

I can't believe you haven't jumped yet.

The old money in town are coming on side now with Crosbie's, Collingwoods and Cook's to head up the "C" category.

Yes i read your Facebook page and was very disappointed. Inaction is not an action and you should be a lot more vocal than you are.

Unfortunately your inexperience is showing and by now you understand that trying to be everyone's friend doesn't work. Pick a side and go to it.

I hope someone up there comes to their senses soon because we are getting to a mouse click away from complete anarchy.

FYI, We are getting help from the pros now.

Cheers





Re: Early retirement
Derek G Coffey to: Kelly Maguire
Cc: Susan Bonnell

2016/02/09 03:28 PM

Yes but it's actually 3.8. Not 3.7 :)

Sent from my iPad

On Feb 9, 2016, at 3:19 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

Okay, revised. Good?

3.7 is the incentive.

The rest is made up of annual leave, and severance pay which is due to employees regardless of retirement date.

Kelly Maguire
Communications & Public Relations Officer
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL
A1C 5M2
(709) 576-8491

kmaguire@stjohns.ca

Derek G Coffey---2016/02/09 03:07:08 PM---From: Derek G Coffey/CSJ To: Kelly Maguire/CSJ@csj

From: Derek G Coffey/CSJ
To: Kelly Maguire/CSJ@csj
Date: 2016/02/09 03:07 PM
Subject: Re: Early retirement

Yes. Just for clarity the one weeks pay for every year worked is also severance

There are three components, retirement incentive, annual leave and severance

That's it

Sent from my iPad

On Feb 9, 2016, at 2:25 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:
Derek-

Please see below.

3.7 is the incentive.

The rest of the 7 million is made up of annual leave, severance pay and the one weeks pay per year of service, which would have been paid to these employees regardless of incentive date.

Is my response correct? Anything to add?

----- Forwarded by Kelly Maguire/CSJ on 2016/02/09 02:21 PM -----

From: "MacEachern, Daniel" [REDACTED]
To: Kelly Maguire <kmaguire@stjohns.ca>
Date: 2016/02/09 02:14 PM
Subject: Early retirement

Kelly, I was wondering about something in the press release — the press release notes it was expected to cost but \$3.7 million but the actual cost is \$7 million? Or is there a factor I'm missing?

Dan

--

Daniel MacEachern
Municipal affairs reporter, St. John's Telegram

[REDACTED]



Re: Council Statement RE: Budget 2016-18 Retirement Incentive 
Kelly Maguire to: Art Puddister

2016/02/10 04:40 PM

Hello Councillor Puddister,

I am issuing a correction to the media release now.

Thanks,
Kelly

Art Puddister

From: Art Puddister/CSJ To: Kelly Maguire/CSJ...

2016/02/09 02:38:33 PM

From: Art Puddister/CSJ
To: Kelly Maguire/CSJ@csj
Date: 2016/02/09 02:38 PM
Subject: Re: Council Statement RE: Budget 2016-18 Retirement Incentive

I believe the 3.8 million was paid out as at December 31,2015 as it is being charged to last year.
The facts should be clear. I ask the deputy city manager of finance to comment
Art Puddister

Sent from my iPad

On Feb 8, 2016, at 4:48 PM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

RE: BUDGET 2016-18 RETIREMENT INCENTIVE

In early November, Council approved an Early Retirement Incentive Program for individuals who were eligible to retire or close to being eligible to retire in 2015. The program was to take the form of salary continuation for a specific period of time depending on the level of the position that the individual occupied and was estimated to cost \$3.7 million.

Projected savings over the 2016-2018 Three Year Operating Budget are anticipated to be in the range of \$8,648,198. It should be noted that the annual and sick leave allowances are items that are contained in each year's operating budget. The retirement incentive allowance is a one-time, non-budgeted item charged to the 2015 wage budget.

Compensation Details

The total compensation paid to each individual, inclusive of a 20 per cent top up for the City's portion of standard payroll benefit costs, is comprised

of a number of elements:

- the value of the individual's early retirement salary continuation allowance;
- the value of the individual's accrued annual leave allowance; and
- the value of the individual's severance pay allowance.

The **early retirement salary continuation allowance** was calculated on the basis of a specific number of weeks as negotiated between the individual and the City, multiplied by the value of the weekly rate of pay of the individual during the last pay period. It also included any negotiated wage increases that would have been realized during the salary continuation period. The calculation for this type of payout is based on the standard payouts for "dismissal without cause" case law at the provincial level.

The total paid as of January 31, 2016 is \$3,839,817.

All employees, upon retirement, are entitled to the **payout of any annual leave** that they would have accrued in their vacation leave bank. The annual leave bank is capped at no more than two times their annual leave allowance to a maximum of twelve weeks. As per approved policy, the Deputy City Managers have no cap on the maximum. In addition, for this specific case only, they are entitled to the annual leave they would have accrued while on salary continuation.

The total paid as of January 31, 2016 is \$1,039,768.

All employees, upon retirement, are entitled to **severance pay**. Employees who were on the City's payroll prior to December 31, 1979 are entitled to the payout of their unused days of sick leave in their respective sick leave banks up to a maximum of 200 days. The payout is based on the individual's daily rate as at the last day of pay times the number of unused days in their sick leave bank.

The total paid as of January 31, 2016 is \$1,002,896.

All other employees, upon retirement, are entitled to one week's pay for each year of service. The payout is based on the individual's weekly rate as at the last week of pay times the number of years of service, both whole and partial.

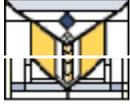
The total paid as of January 31, 2016 is \$1,206,327.

Total Allowances Paid Out as of January 31, 2016

<0.495A.gif>

(See attached file: STMT_Early Retirement Details_02_08_2016.pdf)

<STMT_Early Retirement Details_02_08_2016.pdf>[attachment "0.495A.gif" deleted by Kelly Maguire/CSJ]



MUN Economist Analyzes City Budget

Neil Martin to: Council_group
Cc: Kevin Breen, Derek G Coffey

2016/02/12 12:59 PM

I attaching for your information a transcript of a discussion on the City's budget that took place this morning on VOXM between Fred Hutton and Alison Coffin who is an economist in the Memorial University Department of Economics. Some specific quotes she made with respect to our budget that you may want to highlight/reference in your discussions with the media, business groups and the residential taxpayers of the City would include:

1. " But if you want to look at the framework in which they've analyzed this, they've actually taken a fairly proactive approach to the economic conditions that we're facing."
2. " ... let's pay off some of our pensions. Let's start at some cost savings with early retirements, let's put a fund together for future capital development. There's a recognition of these changing economic conditions and the changing demographics."
3. "... the actual cost of these people retiring is an additional \$3.8 million. Now the rationale behind it was, we say, we pay out this 3.8 in additional revenues this year and we save 8 million in the next two years. So that's pretty reasonable as long as you don't plan to replace these people, as long as you're not bringing extra people and as long as you don't cut services as a result of that."
4. " ... if you pay down a pension deficit, the sooner you pay it off the better off you are because that will only accrue; further into the future we go the bigger that deficit becomes. If we look at two years down the road when maybe tax revenues are down a little bit more and we have to increase our spending because we need a little bit more social spending, then at least we've saved the extra money from this pension deficit."
5. " ... plus the city has also gone through a ah, the transition to a defined contribution plan, from a defined benefit plan. So they're going find some cost savings there as well. So in terms of a, we want to get to a budget that's going be reasonably sustainable, that's a good point of view."



NLNewsNow_Transcript_VOXM_Morning_Show_20160212-075600.pdf

Neil A. Martin

City Manager

City of St. John's

P.O. Box 908

St. John's, NL

A1C 5M2

Phone: (709) 576-8446

Fax: (709) 576-8474

e-mail: nmartin@stjohns.ca



Re: MUN Economist Analyzes City Budget

Dennis O'Keefe to: Neil Martin

Cc: Council_group, Kevin Breen, Derek G Coffey

2016/02/12 09:37 PM

All

So how come there is little or no media coverage on this? If it was a bad review, it would be headlines. You all know the answer! Let's see Dan tomorrow in the Tely! Any bets!

Sent from my iPhone

On Feb 12, 2016, at 12:59 PM, Neil Martin <NMartin@stjohns.ca> wrote:

I attaching for your information a transcript of a discussion on the City's budget that took place this morning on VOXM between Fred Hutton and Alison Coffin who is an economist in the Memorial University Department of Economics. Some specific quotes she made with respect to our budget that you may want to highlight/reference in your discussions with the media, business groups and the residential taxpayers of the City would include:

1. " But if you want to look at the framework in which they've analyzed this, they've actually taken a fairly proactive approach to the economic conditions that we're facing."
2. " ... let's pay off some of our pensions. Let's start at some cost savings with early retirements, let's put a fund together for future capital development. There's a recognition of these changing economic conditions and the changing demographics."
3. "... the actual cost of these people retiring is an additional \$3.8 million. Now the rationale behind it was, we say, we pay out this 3.8 in additional revenues this year and we save 8 million in the next two years. So that's pretty reasonable as long as you don't plan to replace these people, as long as you're not bringing extra people and as long as you don't cut services as a result of that."
4. " ... if you pay down a pension deficit, the sooner you pay it off the better off you are because that will only accrue; further into the future we go the bigger that deficit becomes. If we look at two years down the road when maybe tax revenues are down a little bit more and we have to increase our spending because we need a little bit more social spending, then at least we've saved the extra money from this pension deficit."
5. " ... plus the city has also gone through a ah, the transition to a defined contribution plan, from a defined benefit plan. So they're going find some cost savings there as well. So in terms of a, we want to get to a budget that's going be reasonably sustainable, that's a good point of view."

(See attached file:

NLNewsNow_Transcript_VOCM_Morning_Show_20160212-075600.pdf)

Neil A. Martin

City Manager

City of St. John's

P.O. Box 908

St. John's, NL

A1C 5M2

Phone: (709) 576-8446

Fax: (709) 576-8474

e-mail: nmartin@stjohns.ca

<NLNewsNow_Transcript_VOCM_Morning_Show_20160212-075600.pdf>



Re: MUN Economist Analyzes City Budget

Neil Martin to: Dennis O'Keefe

Cc: Dave Lane, Council_group, Kevin Breen, Derek G Coffey

2016/02/14 07:52 AM

Dave:

I understand where your coming from on the issue and I agree that it is a matter of context but I see things a bit differently, i.e.,

1. The tax increases became a known factor on December 14 when the mil rates were set. As with every other municipality in the province, we can only "announce" tax increases when those mil rates are set. Prior to that, the only thing we could say, if anything, would be that tax increases are "probable".
2. The Mayor, Deputy Mayor, and the Chair of the Finance Committee have been making these points repeatedly since day one. The difference with the Coffin interview is that an external expert said them all at the same time in the same place.
3. The vast majority of the costs have to be bourne by taxpayers seeing as 75% of our revenues are derived through property taxes. We can certainly reduce those costs by reducing expenditures, which is what we have done.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Feb 13, 2016, at 7:01 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

Dave

Yes! It is a recognition of the validity of the budget. Your points are well taken!

Sent from my iPhone

On Feb 13, 2016, at 6:22 PM, Dave Lane <dlane@stjohns.ca> wrote:

All,

It's great to finally see some honest, expert analytics on the rationale behind the budget. And good on VOCM for hiring her and doing an in-depth interview during the morning commute.

We can definitely point to this when dealing with people who are mad about the budget, but we can't lose sight of some important points:

- the tax increases are relatively high and came as a surprise to everyone
- this clear explanation is coming two months after the budget, and from an outside source. How come we weren't able to do this ourselves?
- the sound decision making in this budget sets us up very well for many

sustainable years ahead, but the vast majority of the costs are borne by taxpayers. I can't stress enough how much I agree with the conclusions drawn by Ms. Coffey, but like yourselves I am in a privileged position to understand the context. If we expect people to understand and appreciate why their taxes went up, we should bring them into the process in a meaningful way. When interacting with groups like Board of Trade we have to remember they do not have this context, and we shouldn't expect them to have it unless we share it in a meaningful way. I think we can have very productive discussions with businesses and residents; I just caution against us taking a told-you-so attitude when, in essence, we kind of didn't.

Dave

--

Dave Lane
Councillor at Large, St. John's
dlane@stjohns.ca - 709-576-8243
www.DaveLaneStJohns.ca
www.facebook.com/DaveLaneStJohns
www.twitter.com/DaveLaneTweets

On Feb 12, 2016, at 23:38, Neil Martin <NMartin@stjohns.ca> wrote:

Dennis:

You can rest assured that the media will not cover this as a newsworthy event. God forbid that we might be right and the decisions that were made and the budget that was prepared and approved has been supported by a credible academic source with the credentials to say what she has said with authority. The media's preferred approach is to provide a tonne of coverage to loudmouths like Bob Hallett who spout crap by the truck load because it will "sell papers" and ignore the solid economic analysis of our financial strategy by people who have the academic ability to do so.

I can assure you that the strategic financial direction we are taking is the best one to deal with the difficult times ahead. I won't be around to see it but, within the next three to five years, we will be in a position to say to the media and all the naysayers "I told you so".

In the meantime, from here on in you can say to the nattering nabobs of negativity that "If you don't believe us when we say that the financial strategy we have implemented with Budget 2016-2018 is the best approach to dealing with the impending fiscal difficulties that we face as a City, then ask Dr. Alison Coffin in MUN's Department of Economics as she seems to think that we've got it right."

At last we now have a solid come back to the prevailing Board of Trade type of negativity. If I were you I'd use it with a certain degree of relish.

Neil

Neil A. Martin
City Manager
City of St. John's
P. O. Box 908
St. John's NL A1C 3M5

On Feb 12, 2016, at 9:37 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

All

So how come there is little or no media coverage on this? If it was a bad review, it would be headlines. You all know the answer! Let's see Dan tomorrow in the Tely! Any bets!

Sent from my iPhone

On Feb 12, 2016, at 12:59 PM, Neil Martin <NMartin@stjohns.ca> wrote:

I attaching for your information a transcript of a discussion on the City's budget that took place this morning on VOXM between Fred Hutton and Alison Coffin who is an economist in the Memorial University Department of Economics. Some specific quotes she made with respect to our budget that you may want to highlight/reference in your discussions with the media, business groups and the residential taxpayers of the City would include:

1. " But if you want to look at the framework in which they've analyzed this, they've actually taken a fairly proactive approach to the economic conditions that we're facing."
2. " ... let's pay off some of our pensions. Let's start at some cost savings with early retirements, let's put a fund together for future capital development. There's a recognition of these changing economic conditions and the changing demographics."
3. "... the actual cost of these people retiring is an additional \$3.8 million. Now the rationale behind it was, we say, we pay out this 3.8 in additional revenues this year

and we save 8 million in the next two years. So that's pretty reasonable as long as you don't plan to replace these people, as long as you're not bringing extra people and as long as you don't cut services as a result of that."

4. " ... if you pay down a pension deficit, the sooner you pay it off the better off you are because that will only accrue; further into the future we go the bigger that deficit becomes. If we look at two years down the road when maybe tax revenues are down a little bit more and we have to increase our spending because we need a little bit more social spending, then at least we've saved the extra money from this pension deficit."

5. " ... plus the city has also gone through a ah, the transition to a defined contribution plan, from a defined benefit plan. So they're going find some cost savings there as well. So in terms of a, we want to get to a budget that's going be reasonably sustainable, that's a good point of view."

(See attached file:

NLNewsNow_Transcript_VOCM_Morning_Show_20160212-075600.pdf)

Neil A. Martin

City Manager

City of St. John's

P.O. Box 908

St. John's, NL

A1C 5M2

Phone: (709) 576-8446

Fax: (709) 576-8474

e-mail: nmartin@stjohns.ca

<NLNewsNow_Transcript_VOCM_Morning_Show_20160212-075600.pdf>



Severance packages

[REDACTED] to: Art Puddister

2016/02/16 08:48 AM

History:

This message has been replied to.

Good morning Art,

Has any documentation been made public from the City regarding the severance package?

If yes where can I find it?

[REDACTED]

[REDACTED]

“ If today were the last day of your life, would you want to do what you are about to do today?”
-Steve Jobs



The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.



Severance Packages

[REDACTED] to: citycouncil@stjohns.ca
Please respond to [REDACTED]

2016/02/16 10:32 AM

I, like most taxpayers, was shocked to learn of the enormous severance packages we paid to city staff. Thanks to Councillor Puddester for making this public. Without him we would have no idea of what is going on at Council. If the rest of you listened to him we would not have had the huge tax increases we are now dealing with.

The Mayor says we are saving \$1.5 million per year for the next two years and \$3 million per year thereafter because of this action. I believe there is no savings after 2 years because of this action. Staff would be removed from salary to pension when they retire without this huge payout.

I want a detailed explanation of the savings to we taxpayers because of this action. We deserve nothing less.

[REDACTED]



Media Headlines - February 16, 2016

Kelly Maguire to: Council_group, Executives, Directors, Cindy McGrath, kobrien, Strategy & Engagement

2016/02/16 10:41 AM



Media Headlines - February 16, 2016.docx

Media Headlines - February 16, 2016

CBC 7am News - Tue, February 16, 2016

FIGURES OF SEVERANCE PACKAGE MADE PUBLIC: Details of a \$7 million payout to St. John's city staffers have been made public. ["Councillor Art Puddister"]

CBC 8am News - Tue, February 16, 2016

CITY SEVERANCE PAYOUTS: A St. John's city councillor has released payroll documents to show where severance payouts are going. ["Councillor Art Puddister"]

CBC 9am News - Tue, February 16, 2016

FIGURES OF SEVERANCE PACKAGE MADE PUBLIC: Details of a \$7 million payout to St. John's city staffers have been made public. ["Councillor Art Puddister"]

VOCM Morning Show - Tue, February 16, 2016

EASTERN HEALTH FLUSHING OUT WATER PIPES: Eastern Health is testing and flushing out its water pipes after stains that forced the cancellation of 250 elective surgeries at the Health Science's Centre turned out to be water-based. The stains were found on towels on which sterilized surgical tools had been placed, prompting officials to cancel elective surgeries. ["David Diamond", CEO]

CITY OF ST. JOHN'S SEVERANCE PACKAGE DETAILS RELEASED: Some numbers are out on the severance packages for the City Managers during the reorganization at City Hall. Some of the deals appear to be on the rich side, at first glance. But, the Mayor says the City will save money by giving early retirement. Councillor "Art Puddister" tabled the documents at last night's City Council Meeting. For example, the man who used to run the Public Works Department, Paul Mackey, gets about \$535 thousand.

CITY HALL SEVERANCE PACKAGES: 'Outrage' might sum up the reaction of some after news of the severance payouts broke at a St. John's City Council meeting last night. Councillor Art Puddister released the information. The packages were part of the City's reorganization plan contained in the City Budget. We are looking at some pretty big numbers with this. ["Brian Madore", Municipal Affairs Reporter]

CANDIDATES FORUM ON HERITAGE: The NL Historic Trust is hosting a candidates forum on heritage in the Capital City tomorrow evening at the Arts and Culture Centre. All five candidates in the ward 4 byelection have agreed to take part in the discussion. ["Cory Thorn", Vice President NL Historic Trust]

VOCM - \$535,000 Tops City Severance Packages

Tuesday , February 16 2016 | 9:03:54 AM

Some numbers are now out on those severance packages offered up to St. John's city managers during the reorganization at City Hall, and, at first glance, some of the deals appear to be on the rich side.

But mayor Dennis O'Keefe maintains the city will save money by giving early retirement.

Councillor Art Puddister tabled the documents at last night's city council meeting. For example, the man who used to run the public works department, Paul Mackey, gets about \$535,000.

Other managers walked away with \$520,000, \$425,000, \$384,000 and so on.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60574&latest=1>

CBC - Top early retirement for senior St. John's staff over \$500K

A St. John's city councillor has released the amount of money paid out to individual senior city staff members who availed of an early retirement offer, totalling nearly \$7.1 million.

Coun. Art Puddister released how much each former staff member will receive in their severance packages.

The highest payout at nearly \$535,000 went to Paul Mackey, the former deputy city manager of public works. Close behind is Dave Blackmore, former deputy city manager of planning, development and engineering, with a nearly \$520,000 package.

<http://www.cbc.ca/news/canada/newfoundland-labrador/art-puddister-early-retirement-amounts-1.3449681>

TELEGRAM- Top severance package is nearly \$535,000

BY DANIEL MACEACHERN

"We're told it's going to save money, about \$1.5 million a year, and after the next two years we're going to save about \$3 million. I'll take the staff, at their word."

Coun. Art Puddister

Severance packages paid out by St. John's for its early retirement incentive program topped half a million dollars.

Coun. Art Puddister tabled the individual packages at council's regular meeting Monday, breaking down the \$7.1 million paid to 29 senior employees.

"I hope the general public will understand, although some of these packages, especially to some of the senior people, may exceed a half-million dollars," he said.

Puddister noted that in addition to owed severance, some packages included pay in other areas, such as sick leave and annual leave employees would have been entitled to had they stayed.

Puddister said he has some concerns about the packages, but accepts that the city will save money in the long run.

"We're told it's going to save money, about \$1.5 million a year, and after the next two years we're going to save about \$3 million. I'll take the staff at their word," he said, noting it's the salary continuance – \$3.2 million in total – that will be paid to retiring employees for the next four to 18 months, depending on the package.

"I am a bit concerned about the precedent that it sets, that somebody (with) their years of service in with the city now are going to expect a salary continuance of 12 to 18 months."

Mayor Dennis O'Keefe said the payouts were geared to a net savings to the city.

"There's a long-term net benefit to that expenditure," he said, adding that the numbers were not "flimsily" calculated.

“Most of those numbers were arrived at through our human resources department, and they go through it in detail with the individuals based upon salary continuance to bring them up to their retirement. ... If you can spend a dollar and save two, then in the long run that’s a good deal.”

O’Keefe said he wasn’t upset Puddister tabled the numbers.

“I’ve said time and time again, we’ve got an open city hall, and there are some things that have to remain confidential in terms of what happens at special meetings, because they could be of a legal nature, they could involve intergovernmental affairs, they could involve personnel issues, privacy issues, but when it comes to figures and facts and things like the information Coun. Puddister tabled today, that’s the way it should be.”

TELEGRAM - No danger of contaminated surgical gear

Eastern Health holds news conference on surgery delays

Eastern Health called reporters to the Health Sciences Centre Monday afternoon to assure everyone that there is no danger to the public, despite the fact hundreds of surgeries have been cancelled due to concerns about inadequate sterilization of equipment.

About 250 patients have been affected by the cancelled surgeries, and as of deadline, Eastern Health still hadn’t made a decision on whether to resume elective surgeries on Wednesday.

Eastern Health CEO David Diamond apologized to patients affected, and explained that the health authority is still working to figure out what exactly the problem is.

But the brown stains that have been showing up on sterilized surgical gear have been tested, and they’re not biological.

Diamond stressed there is a rigorous, multi-step process for sterilization, with checks and mechanisms to make sure everything is working properly.

At the final step, when the surgical kit is opened, a visual inspection is done, and Diamond said from time to time a kit has a tear in the packaging or a discoloration, and in those cases, it’s rejected by the operating room staff.

He said that’s normal, but since the beginning of February, there have been more rejected kits than usual.

“We had patients who were ready for surgery in the operating room. We opened up the packs, and we couldn’t do the surgery,” Diamond said.

“We had a case where somebody was in the operating room, they opened and rejected the pack, and in a timely manner we weren’t able to replace that. That’s really what caused us to be concerned.”

But both Diamond and Oscar Howell, Eastern Health’s vicepresident responsible for medical services, stressed that the brown spots are mineral, and therefore non-infectious.

The health authority is still doing emergency and urgent surgeries; Diamond said the main reason they suspended elective surgeries is because so many surgical kits were being rejected, there was a concern they might run out of clean kits for the more serious procedures.

Eastern Health sterilizes equipment at five sites across the region – St. Clare’s and the Health Sciences Centre in St. John’s, as well as Carbonear, Clarenville and Burin.

Both of the St. John’s sites are causing problems, leading investigators to believe the problem might have something to do with the water.

“We don’t know whether that’s water from the city supply, or water internal, going through our own piping, so engineers have been working all weekend trying to sort that out, and flushing lines,” Howell said.

Once Eastern Health solves the problem, Diamond said, it will have to turn its attention to the logistical challenge of rescheduling hundreds of surgeries as quickly as possible.

He said the whole mess will likely have a financial cost for Eastern Health, too, at least partly because the health authority is having to use disposable surgical kits. However, Diamond said money is not a primary concern. He said patient safety is what matters.

TELEGRAM - Mayor caught off guard by city manager’s retirement

BY DANIEL MACEACHERN

St. John’s Mayor Dennis O’Keefe says he was surprised by city manager Neil Martin’s retirement, announced last week.

“I knew Neil was suffering from cancer, but he seemed to be getting through it,” O’Keefe said after Monday’s weekly city council meeting.

Martin’s retirement was announced by the city in a news release last week.

O’Keefe noted the city recently renewed Martin’s city manager contract for another two years.

“Recently Coun. (Jonathan) Galgay and I did a performance evaluation of Neil and he received an excellent rating,” said O’Keefe. “He came to me, I guess about a week ago, to say that he just felt it was time. He was still wrestling with cancer, still going through the chemo treatments, and he just felt he needed, at this point in his life, time to enjoy his family and spend time with his wife.”

O’Keefe praised Martin’s work and said his retirement leaves “a gap” at city hall.

“Whenever you have an employee of Neil’s qualifications and ability and experience – he had nearly 30 years’ experience in a number of job positions here at the city, and that’s a lot of experience and ability – that’s going to be missed.”

Associate city manager Kevin Breen will serve as interim manager until a replacement is hired. Breen filled in for Martin recently when the city manager took time off for health reasons.

Martin’s contract paid about \$220,000 a year, said O’Keefe, and what happens to the remainder of the contract is still being worked out.

Martin has not responded to a request for comment.

TELEGRAM - EDITORIAL

Opening doors

“Councillors took all of these sores that were festering and put them on the table,” St. John’s Mayor Dennis O’Keefe told reporters Sunday at city hall.

Awkward metaphor aside, his point was clear: all 10 councillors had a chance to let off steam in a “very candid” discussion. They hope to do it again in a couple of weeks.

Sunday’s private airing of grievances did not come out of the blue.

This has been one of the most cantankerous councils in a long time. And the troubles started before last November’s budget. Serious conflicts within the ranks have been brewing for well

over a year.

Some councillors feel too much is being done behind closed doors – deeds and deals that either don't get released to the public or are hidden away on line items in the budget. It's a legitimate complaint. If everything was hammered out in private meetings, what would be the point of public meetings? What would be the point of quietly passing or rejecting every item without debate?

That's not to say things haven't been debated. Development proposals crop up regularly, and are debated in public. Some are accepted or rejected by narrow margins.

Private meetings are important, too. Privacy must be protected in some cases, and having a dry run at the agenda behind closed doors is not intrinsically bad – that is, unless councillors are pressured into toeing the line and clamming up in the public chamber.

And as much as it would have fed the public's appetite for schadenfreude, even Sunday's closed doors were justified.

The problem seems to be that some electees – including O'Keefe – have grown too fond of opacity. Every time something is "leaked" to the public, it's treated like some major breach of trust.

A conflict of interest report? In what universe is this not the kind of thing the public should see? It goes to the heart of transparency.

Backroom negotiations on a major land purchase? At what point should we have expected such a potentially huge expenditure to come to light?

Pushback on assessments and the budget? This could hardly have been unexpected. The fact that some of the groups affected were a little slow off the mark to complain is immaterial.

The mayor has been critical of the way the media covers city hall.

That's his prerogative, and is neither here nor there.

The point is that nosy media serve a purpose, especially when a governing body decides secrecy is more important than accountability to those that elected them.

It's time to stop shooting the messenger and start listening to the message.

Media Headlines - February 15, 2016

VOCM - Surgical Stains Possibly Stem from Water Supply : Eastern Health

Monday , February 15 2016 | 8:25:52 PM

Eastern Health says visible stains found on towels that led to a postponement in elective surgeries appear to have come from water.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60567&latest=1>

CBC - Cancelled surgeries at Eastern Health 'the right thing to do', says John Haggie

Newfoundland and Labrador's Health Minister says Eastern Health made the right decision to postpone surgeries at St. John's hospitals after finding stains on towels used in operating rooms.

"From a patient's point of view, it's very frustrating, and quite agitating," John Haggie said Monday.

<http://www.cbc.ca/news/canada/newfoundland-labrador/eastern-health-cancelled-surgeries-1.3448611>

VOCM Open Line - Mon, February 15, 2016

RUNNING IN WARD 4: "Matt White" is running to be ward 4 councillor. He says that with there being an issue with the ballots there is a problem with the integrity of the election. He worries about the future of democracy in city elections. He does not like the mail-in ballot and he does not know why we rely on it.

CBC 12 Noon News - Mon, February 15, 2016

WATER CAUSING AN ISSUE WITH STERILIZING SURGICAL EQUIPMENT: Eastern Health says something in the water is likely causing an issue with sterilized surgical equipment; elective surgeries in St. John's have been postponed because surgical tools were leaving stains on the towels they are wrapped in. ["David Diamond", Board CEO]

CBC Crosstalk - Mon, February 15, 2016

ST. JOHN'S CITY COUNCIL BUDGET: St. John's City Council brought in a harsh budget and there have been calls for resignations from council. Yesterday there was a private meeting of council to talk about the state of affairs. Is calling for a change of leadership at St. John's City Council going too far? ["Marie Ryan", Former Deputy Mayor]

NTV Mid-Day News - Mon, February 15, 2016

UNITED FRONT: City Council in St. John's is presenting a united front following a closed door meeting called after questions about the mayors leadership. ["Mayor Dennis O'Keefe"]

CANCELLED ELECTIVE SURGERIES: Sterilization concerns have forced Eastern Health to cancel elective surgeries at St. John's hospitals. ["Dr. Oscar Howell", President of Medical Affairs]

VOCM Back Talk - Mon, February 15, 2016

ST. JOHN'S COUNCIL TO BE MORE UNITED: Host preamble. St. John's City Council held a meeting on Sunday and a somewhat contrite Mayor emerged to promise a more united council. They are certainly under the gun from the business community.

COUNCIL MEETING: "Gerald" is calling to talk about the council meeting in St. John's. He wonders if this is the first time they have had such a meeting. He says it is ridiculous especially the city budget.

CBC Here & Now - Mon, February 15, 2016

CORDIAL ST. JOHN'S CITY COUNCIL MEETING: St. John's City Council just wrapped up its weekly meeting. It comes one day after councillors held a special meeting to thaw relations among them.'

NTV Evening Newshour - Mon, February 15, 2016

ST. JOHN'S CITY COUNCIL'S CLOSED-DOOR MEETING: St. John's Mayor "Dennis O'Keefe" says you will see a different attitude on Council after Sunday's closed-door meeting.

PAYOUTS FOR EARLY RETIREMENT FROM CITY OF ST. JOHN'S: St. John's City Councillor

"Art Puddister" released numbers of what each individual who retired early from City senior staff will get. ["Dennis O'Keefe", St. John's Mayor]

VOCM Night Line - Mon, February 15, 2016

MUNICIPAL MONDAY: Jonathan welcomes "Craig Pollett" of Municipalities NL and "Dave Lane", St. John's City Councillor to the studio for the Municipal Monday edition of Night Line. Councillor Lane discusses the meeting of council this evening and the proclamation regarding heritage properties awards including 55 Rennie's Mill Road. He comments on the balance he has been trying to strike while being on council but also supporting businesses in the City. They all discuss locally owned small businesses and the U.S. utility recently acquired by Fortis.

SHORT MEETING: A tweet about how short the City council meeting was this evening and Councillor "Dave Lane" responds that it was a very short meeting but they did have proclamations plus they were there anyway so it was just as well to have a meeting.

CITY BUDGET: "Dave" is calling to talk about the City Budget. He hopes the City realizes the damage that this budget is doing to small business owners. He asks why private meetings of the council are held and Councillor "Dave Lane" comments there are meetings held every week but minutes are taken so that they are available to the public. Dave extends thanks to Councillor Lane and suggests Jonathan have Councillor Galgay on the show.

LOST MAIL-IN BALLOT: Jonathan comments on losing his mail-in ballot for the upcoming municipal by-election in ward four and Councillor "Dave Lane" urges him to call 311 for information on what he should do.

UNITY WITHIN COUNCIL: Jonathan asks about the secret city council meeting on Sunday and Councillor "Dave Lane" comments on the new effort put forward to have unity within council. He also discusses how a council meeting is run and the process of using Robert's Rules.

CITY MEETING/CETA: "Mike Keough" is calling to talk about the city meeting on Sunday. He hopes they can work things out. He also asks if Municipalities NL has any say in negotiations when it comes to CETA and "Craig Pollett" replies that they aren't actually at the table but they have been briefed by the government about CETA. Mike also comments on the fishing industry and how MNL should have an advocacy role on behalf of this province.

SNOW CLEARING: A tweet regarding snow clearing in downtown St. John's and Councillor "Dave Lane" explains the process.

RETIREMENT PACKAGES: Councillor "Dave Lane" and Jonathan discuss the retirement packages at City Hall and the importance of looking at the larger picture.



Retirement packages
Art Puddister to: Elaine Henley

2016/02/16 11:40 AM

I suggest you put this on our web site as I am getting a lot of requests.

Art

Begin forwarded message:

From: [REDACTED]
Date: February 16, 2016 at 9:38:46 AM NST
To: apuddister@stjohns.ca
Subject: Minutes

Art,

How to I get access to the retirement payout documents you tabled yesterday?

I checked the minutes but there are no documents there.

Thanks

[REDACTED]

[REDACTED]

[REDACTED], St. John's, NL, Canada. A1C 3T3

email: [REDACTED]

CONFIDENTIALITY NOTICE

This message (including any attachments) is intended only for the use of the individual person or entity to which it is addressed and contains information that is solicitor client privileged

and confidential. If you are not the intended recipient, or have otherwise received this message in error, please notify [REDACTED] immediately by return email and be advised that any disclosure, copying, distributing or taking of any action in reliance on the contents of this message is prohibited by law.

Please delete the original message without making a copy.

Thank you.



Re: Severance packages

Art Puddister to: [REDACTED]

2016/02/16 11:41 AM

I have asked the city clerk to put it on the web site,
You can contact Elaine Henley at ehenley@stjohns.ca
Art

Sent from my iPad

On Feb 16, 2016, at 8:48 AM, [REDACTED] wrote:

Good morning Art,

Has any documentation been made public from the City regarding the severance package?

If yes where can I find it?

[REDACTED]

[REDACTED]

“ *If today were the last day of your life, would you want to do what you are about to do today?*

” -Steve Jobs

<image001.jpg>

The contents of this email message and any attachments are intended solely for the recipient(s) and may contain confidential and/or privileged information. If you believe this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.



image001.jpg



Fwd: Early retirement packages .
Art Puddister to: Elaine Henley

2016/02/16 11:45 AM

Please forward all of the information to [REDACTED]. The press release should answer his questions,

Best regards,
Art

Sent from my iPad

Begin forwarded message:

From: "[REDACTED]"
Date: February 16, 2016 at 11:19:50 AM NST
To: rellsworth@stjohns.ca, dbreen@stjohns.ca, jgalgay@stjohns.ca,
apuddister@stjohns.ca, dlane@stjohns.ca, shickman@stjohns.ca, thann@stjohns.ca,
wcollins@stjohns.ca, btilley@stjohns.ca
Subject: FW: Early retirement packages.

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM
To: 'dokeefe@stjohns.ca'
Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.

Regards,



Re: Early retirement packages .
Art Puddister to: [REDACTED]

2016/02/16 11:46 AM

I have asked the city clerk to forward you all of the information we have,
Best regards,
Art Puddister

Sent from my iPad

On Feb 16, 2016, at 11:19 AM, [REDACTED] wrote:

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM
To: 'dokeefe@stjohns.ca'
Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.

Regards,

[REDACTED]



Re: Retirement packages 
Elaine Henley to: Art Puddister
Cc: Elizabeth Lawrence

2016/02/16 11:54 AM

Hi Art:

I will speak with Strategy and Engagement re having this posted to the Internet.

Elaine

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202
Cell - (709) 691-0451

Art Puddister

From: Art Puddister/CSJ To: Elaine Henley/CSJ...

2016/02/16 11:40:08 AM

From: Art Puddister/CSJ
To: Elaine Henley/CSJ@csj
Date: 2016/02/16 11:40 AM
Subject: Retirement packages

I suggest you put this on our web site as I am getting a lot of requests.

Art

Begin forwarded message:

From: [REDACTED]
Date: February 16, 2016 at 9:38:46 AM NST
To: apuddister@stjohns.ca
Subject: Minutes

Art,

How to I get access to the retirement payout documents you tabled yesterday?

I checked the minutes but there are no documents there.

Thanks

[REDACTED]

--

[REDACTED]



Fwd: Early retirement packages .
Tom Hann to: Neil Martin

2016/02/16 11:54 AM

Can we have a note prepared to answer these emails

Sent from my iPad

Begin forwarded message:

From: [REDACTED]
Date: February 16, 2016 at 11:19:50 AM NST
To: rellsworth@stjohns.ca, dbreen@stjohns.ca, jalgay@stjohns.ca,
apuddister@stjohns.ca, dlane@stjohns.ca, shickman@stjohns.ca, thann@stjohns.ca,
wcollins@stjohns.ca, btiley@stjohns.ca
Subject: FW: Early retirement packages.

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM
To: 'dokeefe@stjohns.ca'
Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.

Regards,

[REDACTED]



Early Retirement Program 2016 Budget

Danny Breen to: [REDACTED]
Cc: Dennis O'Keefe

2016/02/16 12:22 PM

History: This message has been forwarded.

Attached is the detailed information on the early retirement program. This will explain fully the financial aspects of the program. I would also like to point out that this was passed unanimously by Council and as you can see the details have been previously released to the media, including the spreadsheet.

The basis of the package was it would only be offered to employees where at least one job position would be eliminated. Furthermore with respect to the Deputy City Manager positions that were filled, they were filled at lower salaries. This generates the savings that were noted.

As you are also aware the province eliminated the mandatory retirement age several years ago so there was no requirement for those eligible for pension to retire. As you can see also some of the payouts included benefits accrued prior to 1979 that have since been discontinued.

The 3.8 M salary continuation portion was funded from the 2015 accumulated surplus while the remainder was funded from already budgeted funds.

The total cost of the program is \$7.1 million and cost savings are 8.6 m. As 3.3 m of the savings would have been spent in usual retirements the savings for the program for 2016 thru 2018 are 1.5M per year and increase to 3.0 m a year after that.

If you need anything further please do not hesitate to contact me.

Annotations in the attached document can be seen with Acrobat Reader on the computer. To view annotations on iOS device, use compatible app like PDF Expert.

Danny Breen
Councillor, Ward 1
City of St. John's
(p)576-2332
(c)687-9513



Early Retirement Incentives

Elaine Henley to: [REDACTED]
Cc: Council_group

2016/02/16 12:25 PM

History: This message has been forwarded.

Good Afternoon [REDACTED]

As per your request to Council, which is noted below, I have attached a Council Statement that provides an answer to your questions. If you require anything further, please advise.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

**Please explain how this is a saving now or in the future?
Please let us know at your convenience.**



STMT_Early Retirement Details_02_04_2016.pdf

Thanks

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202
Cell - (709) 691-0451



Re: Fwd: Early retirement packages . 
Elaine Henley to: Art Puddister

2016/02/16 12:25 PM

History: This message has been replied to.

Good Afternoon:

Information sent to [REDACTED] as per your request.

Elaine

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202
Cell - (709) 691-0451

Art Puddister

From: Art Puddister/CSJ To: Elaine Henley/CSJ...

2016/02/16 11:45:49 AM

From: Art Puddister/CSJ
To: Elaine Henley/CSJ@csj
Date: 2016/02/16 11:45 AM
Subject: Fwd: Early retirement packages.

Please forward all of the information to [REDACTED]. The press release should answer his questions,

Best regards,

Art

Sent from my iPad

Begin forwarded message:

From: "[REDACTED]"
Date: February 16, 2016 at 11:19:50 AM NST
To: rellsworth@stjohns.ca, dbreen@stjohns.ca, jgalgay@stjohns.ca,
apuddister@stjohns.ca, dlane@stjohns.ca, shickman@stjohns.ca, thann@stjohns.ca,
wcollins@stjohns.ca, btiley@stjohns.ca
Subject: FW: Early retirement packages.

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM

To: 'dokeefe@stjohns.ca'

Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.

Regards,

A black rectangular redaction box covering the signature area.



Fw: Early retirement packages .
Neil Martin to: Council_group

2016/02/16 12:39 PM

History:

This message has been forwarded.

Should anyone wish to respond to e-mails regarding the early retirement incentive package, the attached information can be used.

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2

Phone: (709) 576-8446

Fax: (709) 576-8474

e-mail: nmartin@stjohns.ca

----- Forwarded by Neil Martin/CSJ on 2016/02/16 12:38 PM -----

From: Derek G Coffey/CSJ
To: Neil Martin/CSJ@CSJ
Date: 2016/02/16 12:33 PM
Subject: Re: Fw: Early retirement packages.

How is this? Also attached

What is the true cost of the retirement packages ?

The total cost of the retirement incentive is \$3.8M - not the \$7.1M that is being quoted. The difference between the \$7.1M and \$3.8M is amounts owed for annual leave not taken and severance payments that such employees would receive regardless of when they retire - the costs are not incremental and are thus not a cost of the retirement package.

As an example - it has been quoted that the "retirement package" for the former Deputy City Manager of Public Works is \$534,615. This is not correct. Of this amount \$310,081 is their normal entitlement for annual leave and severance as mentioned above - this is **not** part of the retirement package. The cost of the retirement incentive for this position is \$224,534 - this amount is included in the \$3.8M above and is the true cost of the retirement incentive.

What are the savings ?

Projected salary savings over 2016-2018 are \$8.6M. Thus by the end of 2018 the net gain to the City is \$4.8M = \$8.6M savings less \$3.8M cost. In addition, from 2019 onwards the estimated salary savings is \$3 million per annum which thus saves this amount on a go forward basis.

How are the salaries being saved ?

The salary savings come from not filling positions. For those individuals who retired either that direct position or another senior high level position was not replaced. As two examples:

1. The Manager of inspection Services is a position which has been eliminated.
2. The Deputy City Manager of Public Works was replaced but a Senior Director Position within that department was not replaced.

It is by not replacing these positions where the salary savings come from.



Response to severance email questions.docx

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

Neil Martin

Derek: Would you put together a template e-mai...

2016/02/16 12:14:57 PM

From: Neil Martin/CSJ
To: Derek G Coffey/CSJ@CSJ
Cc: Kevin Breen/CSJ@CSJ
Date: 2016/02/16 12:14 PM
Subject: Fw: Early retirement packages.

Derek:

Would you put together a template e-mail rezone for Councillors to use.

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

----- Forwarded by Neil Martin/CSJ on 2016/02/16 12:14 PM -----

From: Tom Hann/CSJ
To: Neil Martin/CSJ@csj
Date: 2016/02/16 11:54 AM
Subject: Fwd: Early retirement packages.

Can we have a note prepared to answer these emails

Sent from my iPad

Begin forwarded message:

From: "[REDACTED]"
Date: February 16, 2016 at 11:19:50 AM NST
To: rellsworth@stjohns.ca, dbreen@stjohns.ca, jalgay@stjohns.ca,
apuddister@stjohns.ca, dlane@stjohns.ca, shickman@stjohns.ca, thann@stjohns.ca,
wcollins@stjohns.ca, btillery@stjohns.ca
Subject: FW: Early retirement packages.

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM
To: 'dokeefe@stjohns.ca'
Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.

Regards,

[REDACTED]



RE: Early retirement packages .

to: 'Art Puddister'

2016/02/16 01:19 PM

Thanks very much



From: Art Puddister [mailto:apuddister@stjohns.ca]

Sent: Tuesday, February 16, 2016 11:46 AM

To: [Redacted]

Subject: Re: Early retirement packages.

I have asked the city clerk to forward you all of the information we have,

Best regards,

Art Puddister

Sent from my iPad

On Feb 16, 2016, at 11:19 AM, [Redacted] > wrote:

From: [Redacted]

Sent: Tuesday, February 16, 2016 8:51 AM

To: 'dokeefe@stjohns.ca'

Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.



Re: Early retirement packages .
Art Puddister to: Elaine Henley

2016/02/16 02:02 PM

Thank you, can it be put on the web site,
Art

Sent from my iPad

On Feb 16, 2016, at 12:25 PM, Elaine Henley <Ehenley@stjohns.ca> wrote:

Good Afternoon:

Information sent to [REDACTED] as per your request.

Elaine

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202
Cell - (709) 691-0451

Art Puddister---2016/02/16 11:45:49 AM---From: Art Puddister/CSJ To: Elaine Henley/CSJ@csj

From: Art Puddister/CSJ
To: Elaine Henley/CSJ@csj
Date: 2016/02/16 11:45 AM
Subject: Fwd: Early retirement packages.

Please forward all of the information to [REDACTED]. The press release should answer his questions,

Best regards,

Art

Sent from my iPad

Begin forwarded message:

From: "[REDACTED]"
Date: February 16, 2016 at 11:19:50 AM NST
To: rellsworth@stjohns.ca, dbreen@stjohns.ca,
jgalgay@stjohns.ca, apuddister@stjohns.ca, dlane@stjohns.ca,
shickman@stjohns.ca, thann@stjohns.ca, wcollins@stjohns.ca,
btilley@stjohns.ca
Subject: FW: Early retirement packages.

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM
To: 'dokeefe@stjohns.ca'
Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.

Regards,

[REDACTED]



Re: Retirement Packages
Derek G Coffey to: Susan Bonnell
Cc: Elizabeth Lawrence

2016/02/16 02:32 PM

No worries. I was only forwarding the document. Other than that I will use Kelly

Sent from my iPad

On Feb 16, 2016, at 2:30 PM, Susan Bonnell <sbonnell@stjohns.ca> wrote:

Probably best that you use Kelly as your go-between. Otherwise you are opening yourself up to engagement with the reporter.

Sent from my iPhone

On Feb 16, 2016, at 2:29 PM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Councillor Hann asked me to forward for him

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307
Susan Bonnell---2016/02/16 02:27:40 PM---From: Susan Bonnell/CSJ To: Derek
G Coffey/CSJ@csj

From: Susan Bonnell/CSJ
To: Derek G Coffey/CSJ@csj
Cc: Elizabeth Lawrence/CSJ@csj
Date: 2016/02/16 02:27 PM
Subject: Fwd: Retirement Packages

Why did you respond to [REDACTED] directly?

Sent from my iPhone

Begin forwarded message:

From: "Kelly Maguire" <kmaguire@stjohns.ca>
Date: February 16, 2016 at 1:47:38 PM NST
To: "Susan Bonnell" <sbonnell@stjohns.ca>, "Elizabeth Lawrence" <ELawrence@stjohns.ca>
Subject: Fw: Retirement Packages

----- Forwarded by Kelly Maguire/CSJ on 2016/02/16 01:47 PM

From: Derek G Coffey/CSJ
To: [REDACTED]
Cc: Tom Hann/CSJ@CSJ
Date: 2016/02/16 01:46 PM
Subject: Retirement Packages

Hi [REDACTED]

Councillor Hann asked I forward you the attached.

Regards,

Derek

(See attached file: Response to severance email questions.pdf)

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307[attachment "Response to severance email questions.pdf" deleted by Derek G Coffey/CSJ]



Fwd: Retirement Packages
Derek G Coffey to: Kelly Maguire

2016/02/16 02:56 PM

Got my hands slapped!

Sent from my iPad

Begin forwarded message:

From: "Susan Bonnell" <sbonnell@stjohns.ca>
Date: February 16, 2016 at 2:34:15 PM NST
To: "Derek G Coffey" <DCoffey@stjohns.ca>
Cc: "Elizabeth Lawrence" <ELawrence@stjohns.ca>
Subject: Re: Retirement Packages

I would prefer that you remind councillors of their media policy and tell them that u will send requests along to media relations to handle. Thanks for understanding Derek.

Sent from my iPhone

On Feb 16, 2016, at 2:32 PM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

No worries. I was only forwarding the document. Other than that I will use Kelly

Sent from my iPad

On Feb 16, 2016, at 2:30 PM, Susan Bonnell <sbonnell@stjohns.ca> wrote:

Probably best that you use Kelly as your go-between. Otherwise you are opening yourself up to engagement with the reporter.

Sent from my iPhone

On Feb 16, 2016, at 2:29 PM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Councillor Hann asked me to forward for him

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca

Work: (709) 576-8332
Mobile: (709) 693-9307
Susan Bonnell---2016/02/16 02:27:40 PM---From: Susan
Bonnell/CSJ To: Derek G Coffey/CSJ@csj

From: Susan Bonnell/CSJ
To: Derek G Coffey/CSJ@csj
Cc: Elizabeth Lawrence/CSJ@csj
Date: 2016/02/16 02:27 PM
Subject: Fwd: Retirement Packages

Why did you respond to [REDACTED] directly?

Sent from my iPhone

Begin forwarded message:

From: "Kelly Maguire" <kmaguire@stjohns.ca>
Date: February 16, 2016 at 1:47:38 PM
NST
To: "Susan Bonnell" <sbonnell@stjohns.ca>, "Elizabeth Lawrence" <ELawrence@stjohns.ca>
Subject: Fw: Retirement Packages

----- Forwarded by Kelly Maguire/CSJ on
2016/02/16 01:47 PM -----

From: Derek G Coffey/CSJ
To: [REDACTED]
Cc: Tom Hann/CSJ@CSJ
Date: 2016/02/16 01:46 PM
Subject: Retirement Packages

Hi [REDACTED]

Councillor Hann asked I forward you the

attached.

Regards,

Derek

*(See attached file: Response to severance
email questions.pdf)*

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial
Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307[attachment
"Response to severance email questions.pdf"
deleted by Derek G Coffey/CSJ]



Re: Early retirement packages . 
Elaine Henley to: Art Puddister
Cc: Elizabeth Lawrence

2016/02/16 03:05 PM

Hi Art:

Yes we are going to place on the Internet but prior to doing so, we are reformatting the information contained in the original memo to Council (not changing it but putting it in a format other than memo).

Elaine

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202
Cell - (709) 691-0451

Art Puddister

From: Art Puddister/CSJ To: Elaine Henley/CSJ...

2016/02/16 02:02:37 PM

From: Art Puddister/CSJ
To: Elaine Henley/CSJ@csj
Date: 2016/02/16 02:02 PM
Subject: Re: Early retirement packages.

Thank you, can it be put on the web site,
Art

Sent from my iPad

On Feb 16, 2016, at 12:25 PM, Elaine Henley <Ehenley@stjohns.ca> wrote:

Good Afternoon:

Information sent to [REDACTED] as per your request.

Elaine

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202

Cell - (709) 691-0451

Art Puddister---2016/02/16 11:45:49 AM---From: Art Puddister/CSJ To: Elaine Henley/CSJ@csj

From: Art Puddister/CSJ
To: Elaine Henley/CSJ@csj
Date: 2016/02/16 11:45 AM
Subject: Fwd: Early retirement packages.

Please forward all of the information to [REDACTED]. The press release should answer his questions,

Best regards,

Art

Sent from my iPad

Begin forwarded message:

From: "[REDACTED]"
Date: February 16, 2016 at 11:19:50 AM NST
To: rellsworth@stjohns.ca, dbreen@stjohns.ca, jgalgay@stjohns.ca, apuddister@stjohns.ca, dlane@stjohns.ca, shickman@stjohns.ca, thann@stjohns.ca, wcollins@stjohns.ca, btilley@stjohns.ca
Subject: FW: Early retirement packages.

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM
To: 'dokeefe@stjohns.ca'
Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years

going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?

Please let us know at your convenience.

Regards,





Re: Early retirement packages . 
Elizabeth Lawrence to: Elaine Henley
Cc: Art Puddister

2016/02/16 03:38 PM

Content is now on the website.

Elizabeth Lawrence, Director
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL, Canada, A1C 5M2
tel 709 576 8203/8149
fax 709 576 8300
mailto:elawrence@stjohns.ca
http://www.stjohns.ca

~~~~~  
Airport Location YYT  
~~~~~

Elaine Henley

Hi Art: Yes we are going to place on the Internet...

2016/02/16 03:05:07 PM

From: Elaine Henley/CSJ
To: Art Puddister/CSJ@CSJ
Cc: Elizabeth Lawrence/CSJ@CSJ
Date: 2016/02/16 03:05 PM
Subject: Re: Early retirement packages.

Hi Art:

Yes we are going to place on the Internet but prior to doing so, we are reformatting the information contained in the original memo to Council (not changing it but putting it in a format other than memo).

Elaine

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202
Cell - (709) 691-0451

Art Puddister

From: Art Puddister/CSJ To: Elaine Henley/CSJ...

2016/02/16 02:02:37 PM



The overly Generous Pay out of City Staff

██████████ to: St. John's City Council
Please respond to ██████████

2016/02/16 03:41 PM

History:

This message has been replied to.

As a tax paying citizen of this city I am sickened to see the amount of money this city paid out to staff in the form of "an early retirement package". How can this be justified?? I just spent 36 years working for the Federal Government and when I retired I did not get anywhere near this amount. Make any wonder the city is in financial trouble and we all have to pay more taxes. I have a background in accounting and in finance, and there is no doubt in my mind this was a very bad decision. There is no way the city will come out ahead on this one.

With this kind of mismanagement at City Hall, the city will never (at least not with the present council), move ahead. When a stockroom clerk get over \$103K in a retirement package and someone who is about to retire gets over \$500K, then there is obviously something very wrong. How can you say you are doing your best to serve the residents of this city?? It is time for the Minister of Municipal Affairs to step in.

I am disgusted.

██████████
A disgusted taxpayer who just had his taxes increased by 15% to cover the very generous payout.



Re: Early retirement packages .
Elaine Henley to: Art Puddister
Cc: Elizabeth Lawrence

2016/02/16 05:00 PM

Good afternoon

Thanks to Elizabeth this information is now posted to the Internet.

Sent from my iPhone

On Feb 16, 2016, at 2:02 PM, Art Puddister <apuddister@stjohns.ca> wrote:

Thank you, can it be put on the web site,
Art

Sent from my iPad

On Feb 16, 2016, at 12:25 PM, Elaine Henley <Ehenley@stjohns.ca> wrote:

Good Afternoon:

Information sent to [REDACTED] as per your request.

Elaine

ELAINE A. HENLEY
City Clerk
Office of the City Clerk
10 New Gower Street
P.O. Box 908
St. John's NL A1C 5M2
Telephone - (709) 576-8202
Cell - (709) 691-0451

Art Puddister---2016/02/16 11:45:49 AM---From: Art Puddister/CSJ To: Elaine Henley/CSJ@csj

From: Art Puddister/CSJ
To: Elaine Henley/CSJ@csj
Date: 2016/02/16 11:45 AM
Subject: Fwd: Early retirement packages.

Please forward all of the information to [REDACTED]. The press release should answer his questions,

Best regards,

Art

Sent from my iPad

Begin forwarded message:

From: "[REDACTED]" >
Date: February 16, 2016 at 11:19:50 AM NST
To: rellsworth@stjohns.ca, dbreen@stjohns.ca,
jalgay@stjohns.ca, apuddister@stjohns.ca,
dlane@stjohns.ca, shickman@stjohns.ca,
thann@stjohns.ca, wcollins@stjohns.ca,
btalley@stjohns.ca
Subject: FW: Early retirement packages.

From: [REDACTED]
Sent: Tuesday, February 16, 2016 8:51 AM
To: 'dokeefe@stjohns.ca'
Subject: Early retirement packages.

Would you please explain/show to me, and several others who have requested that I ask you, how the city is going to save money in the years going forward in relation to the early retirement packages?

We see several managers retiring and getting large severance packages and then these same people getting replaced . (MR. Mackay accepting more than half million dollar package and also getting replaced with new city manager.)

This is only one example above and we know there are several others getting large severance pay and also getting replaced.

Please explain how this is a saving now or in the future?



Re: Retirement Package

Dennis O'Keefe to: [REDACTED]

2016/02/16 08:46 PM



You make eminent sense! Thank you
Dennis

Sent from my iPhone

On Feb 16, 2016, at 7:45 PM, [REDACTED] > wrote:

Hi Art:

I am disappointed with the approach you have taken with the exposure of the "early retirement package" offered to City staff.

For me, all you have done, is totally confuse the situation.

Sadly, your colleagues have not offered their opinions and I believe the citizens of St. John's have a misleading and inaccurate picture of what the city was trying to achieve.

What the city should have done is provide information on "the package".

- What was the city offering to staff to encourage to take early retirement?.
- What was the city trying to achieve?
- How much will it save?
- What did it cost to achieve this aim?
- How many staff qualified for the package?

You have managed to divert the focus of what the city was trying to achieve.

Is it really costing the city \$7.4 million to achieve it's aim? - of course not!!!

As you have said, although this is lost amongst the hysteria of the \$7.4 million figure (which you willingly promoted), is some of the payments would have been made - no matter when the individual retired. These payments are:-

- Untaken sick leave - for employees hired pre-1980
- Annual leave
- "normal" retirement leave.

What do we have left?

The cost of the incentive package!

Are you able to inform the citizens the cost of the incentive package?

How much did the incentive package cost and what savings will the city make in the coming years?

Why did the city offer this incentive package, especially when the “high profile” employees have been replaced? Where are the savings?

Another concern I have is for the former city staff who have been named in the media as receiving the package.

It has created a distorted picture of what they, as individuals, were trying to achieve for themselves. They accepted a package offered to them. As I have said previously, they would have received many of the payments upon “normal” retirement. Goodness knows how much the city has paid out for untaken sick leave over the years. This payment, quietly done, with no media attention or council indignation at all.

Sadly, your approach has made the recipients of this package to appear selfish and avaricious and they have now become victims of misleading information. I strongly suggest you, if you have not already done so, offer them an apology and explain to them your intent in releasing the information in the manner you did.

I agree citizens should be informed, but the information they receive, should be accurate.

On this occasion, I believe this is not the case.

You have let citizens down! - as have your fellow councillors, who weren't willing to challenge your facts and provide an accurate summation of the retirement package.



Sent from Windows Mail



Re: The overly Generous Pay out of City Staff

Dennis O'Keefe to: [REDACTED]

Cc: [REDACTED]

Bcc: jadams

2016/02/17 10:13 AM

[REDACTED]

Here are the facts:

The total cost of the retirement incentive is \$3.8 million not \$7.1 that is being quoted. The difference between the two is the amounts owed for annual leave not taken and severance those employees would have to receive whenever they retired. This cost is not part of the retirement incentive. For example the cost of the retirement incentive for the DCM of Public Works is \$224.534 not the \$534.615 that is being quoted.

Savings: As a result of retirements the , projected savings over 2016-2018 is \$8.6 million less the 3.8 million cost which brings a net benefit to the City of \$ 4.8 million. From 2019 on the savings will be \$3 million per year.

The savings come from not filling the positions. For those individuals who retired either that position or another senior high level position WAS NOT replaced.. it is by not replacing these positions where the savings come from.

Thanks for your email.
Dennis

Dennis O'Keefe
Mayor
City of St. John's
City Hall, P.O. Box 908
10 New Gower Street
St. John's, NL, A1C 5M2
Tel: 709-576-8477
Fax: 709-576-8250
Email: dokeefe@stjohns.ca
website: www.stjohns.ca

[REDACTED]

To: "St. John's City Council" <citycouncil@stjohns.ca>

From: [REDACTED]

Date: 02/16/2016 03:41PM

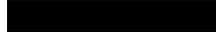
Subject: The overly Generous Pay out of City Staff

As a tax paying citizen of this city I am sickened to see the amount of money this city paid out to staff in the form of "an early retirement package". How can this be justified?? I just spent 36 years working for the Federal Government and when I retired I did not get anywhere near this amount. Make any wonder the city is in financial trouble and we all have to pay more taxes. I have a background in accounting and in finance, and there is no doubt in my mind this was a very bad decision. There is no way the city will come out ahead on this one.

With this kind of mismanagement at City Hall, the city will never

(at least not with the present council), move ahead. When a stockroom clerk get over \$103K in a retirement package and someone who is about to retire gets over \$500K, then there is obviously something very wrong. How can you say you are doing your best to serve the residents of this city?? It is time for the Minister of Municipal Affairs to step in.

I am disgusted.

 A disgusted taxpayer who just had his taxes increased by 15% to cover the very generous payout.



Re: Retirement Package

Art Puddister to: [REDACTED]

2016/02/17 10:24 AM

Cc: Dennis O'Keefe, Ron Ellsworth, Tom Hann, Sandy Hickman, Dave Lane, Danny Breen, Jonathan Galgay, Bruce Tilley, Wally Collins

Sorry you feel that way, we will have to disagree, I asked council to table the information in the agenda, no luck. I believed that it was in the best interest of the city to make this public, not only because it is public information but also it was released under the freedom of information act.

It was in my view in the best interest of the city to make this public as all financial matters are available to the public. I was interviewed at length and the media decide what to report.

Of the 7 million, 3.2 was regular severance, and all employees were entitled to that, I made that clear. The extra 3.8 million is additional salary continuance for periods of six to some cases eighteen months, for a total of 29 employees. I believe I made that clear.

All of this information with our full press release explaining the matter is on our web site.

Staff tell us we will save 1.5 million a year for the next two years and then 3 million

A year after that. The mayor in fact explained this. I read the telegram and believe that the information is correct.

Also the document I presented was a staff document and given out under the ATIPPA Rules.

I trust this explains some of this.

Regards,

Art Puddister

Sent from my iPad

On Feb 16, 2016, at 7:45 PM, [REDACTED] wrote:

Hi Art:

I am disappointed with the approach you have taken with the exposure of the "early retirement package" offered to City staff.

For me, all you have done, is totally confuse the situation.

Sadly, your colleagues have not offered their opinions and I believe the citizens of St. John's have a misleading and inaccurate picture of what the city was trying to achieve.

What the city should have done is provide information on "the package".

- What was the city offering to staff to encourage to take early retirement?
- What was the city trying to achieve?
- How much will it save?
- What did it cost to achieve this aim?
- How many staff qualified for the package?

You have managed to divert the focus of what the city was trying to achieve.

Is it really costing the city \$7.4 million to achieve it's aim? - of course not!!!

As you have said, although this is lost amongst the hysteria of the \$7.4 million figure (which you willingly promoted), is some of the payments would have been made - no matter when the individual retired. These payments are:-

- Untaken sick leave - for employees hired pre-1980
- Annual leave
- "normal" retirement leave.

What do we have left?

The cost of the incentive package!

Are you able to inform the citizens the cost of the incentive package?

How much did the incentive package cost and what savings will the city make in the coming years?

Why did the city offer this incentive package, especially when the "high profile" employees have been replaced? Where are the savings?

Another concern I have is for the former city staff who have been named in the media as receiving the package.

It has created a distorted picture of what they, as individuals, were trying to achieve for themselves. They accepted a package offered to them. As I have said previously, they would have received many of the payments upon "normal" retirement. Goodness knows how much the city has paid out for untaken sick leave over the years. This payment, quietly done, with no media attention or council indignation at all.

Sadly, your approach has made the recipients of this package to appear selfish and avaricious and they have now become victims of misleading information. I strongly suggest you, if you have not already done so, offer them an apology and explain to them your intent in releasing the information in the manner you did.

I agree citizens should be informed, but the information they receive, should be accurate.

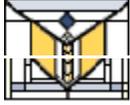
On this occasion, I believe this is not the case.

You have let citizens down! - as have your fellow councillors, who weren't willing to challenge your facts and provide an accurate

summation of the retirement package.



Sent from Windows Mail



Re: Media Headlines - February 17, 2016 

Neil Martin to: Kelly Maguire

Cc: Sandy Hickman, Kevin Breen, Council_group

2016/02/17 10:48 AM

Kelly:

Please get a transcript of the interview and circulate to Council and senior staff.

Thanks,

Neil

Neil A. Martin
City Manager
City of St. John's
P.O. Box 908
St. John's, NL
A1C 5M2
Phone: (709) 576-8446
Fax: (709) 576-8474
e-mail: nmartin@stjohns.ca

Sandy Hickman

From: Sandy Hickman/CSJ To: Kelly Maguire/C...

2016/02/17 10:42:35 AM

From: Sandy Hickman/CSJ
To: Kelly Maguire/CSJ@csj
Cc: Council_group, Executives, Directors, Cindy McGrath/CSJ@csj, Ken O'Brien/CSJ@csj, Strategy & Engagement
Date: 2016/02/17 10:42 AM
Subject: Re: Media Headlines - February 17, 2016

Just a comment...

I listened to Bill Parsons on CBC this morning and I thought he gave a very clear & thorough description of all aspects of severance and payouts upon retirement. Anyone who listened intently would have had a much better understanding of the process we went through.

He caught Anthony off guard, for sure. I don't think he was expecting it at all.

S.

Sent from my iPad

On Feb 17, 2016, at 10:15 AM, Kelly Maguire <kmaguire@stjohns.ca> wrote:

(See attached file: Media Headlines - February 17, 2016.docx)

Media Headlines – February 17, 2016

CBC East Coast Morning Show - Wed, February 17, 2016

PARSONS ON SEVERANCE PAY: Senior staffers at St. John's City Hall who left the job last year with hundreds of thousands in severance pay. Two seniors managers got about half a million dollars each, the average payout for the other 27 people was a quarter million. ["Bill Parsons", Former Union Leader]

CBC 7am News - Wed, February 17, 2016

TIME NOT RIGHT FOR METROBUS ROUTE TO AIRPORT: A City Councillor says the time isn't right to create a dedicated Metrobus route to the airport. ["Tom Hann", St. John's City Councillor]

CBC 8am News - Wed, February 17, 2016

HANN DOESN'T WANT METROBUS RUN TO AIRPORT: It could be some time before Metrobus offers service to St. John's Airport if Councillor "Tom Hann" has his way.

CBC 9am News - Wed, February 17, 2016

HANN DOESN'T WANT METROBUS RUN TO AIRPORT: It could be some time before Metrobus offers service to St. John's Airport if Councillor "Tom Hann" has his way.

VOCM Morning Show - Wed, February 17, 2016

CONCERN FOR FUTURE OF HERITAGE PROPERTIES: Last night, all the Ward 4 candidates in the upcoming City of St. John's Council by-election presented their views on the need to preserve the city's wealth of Heritage properties. The event was organized by the NL Historic Trust. ["Peter Jackson", NL Historic Trust President]

STREETER - HOW DO YOU FEEL ABOUT CITY OF ST. JOHN'S SEVERANCE PACKAGES?: Some of the severance packages offered up to City managers during the reorganization at St. John's City Hall, at first glance, appears to be rather generous. Mayor Dennis O'Keefe maintains the City did this to save money - millions, in the long run. ["Local Residents"]

BUSINESS OWNERS GET A LOOK AT FULL ST. JOHN'S CITY BUDGET: It is all sweetness and light inside Council chambers after the St. John's City Council emerged from a closed-door meeting resolved to respect each other for the sake of good City governance. But, all is not well with some of the City's citizens. Downtown business owners have finally received a copy of the 96-page St. John's City Budget and they have been taking a close look. ["Bob Hallett", Restuarant Owner]

WARD 4 CANDIDATES ON PRESERVING HERITAGE PROPERTIES: Last night, the five Ward 4 candidates in the upcoming City of St. John's Council by-election

presented their views on the need to preserve the City's wealth of Heritage properties. The event was organized by the NL Historic Trust. ["Debbie Hanlon", Ward 4 Candidate; "Sheilagh O'Leary", Ward 4 Candidate; "Matthew White", Ward 4 Candidate; "Janet Kovich", Ward 4 Candidate; "Jill Bruce", Ward 4 Candidate]

TELEGRAM - Surgeries cancelled for the week

BY JOSH PENNELL

Eastern Health working to find source of stains on surgical tools

“We still feel the cause is related to water.” Eastern Health CEO David Diamond

Routine surgeries at Eastern Health facilities are off the operating table for the rest of the week as the health authority deals with a sterilization issue it hasn't been able to eliminate.

Eastern Health CEO David Diamond made the announcement at the Health Sciences Centre in St. John's Tuesday afternoon.

“While there has been a lot of work done around testing and we're making progress, we're not at a point yet where we feel we can resume our normal operating room schedule for tomorrow,” Diamond said.

The concerns began Valentine's Day when a discoloration was noticed on a towel in a surgical tray at St. Clare's Hospital. Brown stains then began showing up on more and more surgical gear. Testing revealed the stains were not biological. The culprit is thought to be water.

“We still feel the cause is related to water,” Diamond told the media on Tuesday.

The health authority is still doing emergency surgeries, and Diamond assured that infection is not an issue. Cancelling more routine surgeries while the investigation continues ensures equipment is available for the more pressing health issues.

“Safety is our major concern and we do need to protect the equipment that we have for the emergency surgeries that need to happen for the life and limb sort of things that come through our door on a daily basis,” Diamond said.

About 250 elective surgeries had already been postponed, and by cancelling those planned for the rest of the week that number is expected to hit 600 or more.

“That would allow us to continue the testing and to continue to get ourselves internally to a point where we can resume our normal operations using our sterilization equipment here at Eastern Health,” the health authority's CEO said.

Eastern Health vice-president Dr. Oscar Howell joined Diamond and said no emergency surgeries have been cancelled, but they did run into some trouble with attempting to bump up some surgeries.

“We had three urgent cases that we tried to move into the operating room today and we had to postpone those cases once again,” Howell said.

One delay was due to an unrelated issue.

“The other two failed the quality-control measure once again and until we’re satisfied that that quality-control piece is intact we will not proceed,” Howell added.

The sterile packs aren’t opened until a patient is on the operating table. Howell wasn’t sure how many packs were opened before the surgeons made the decision to call off the surgery.

Diamond said teams were working 24 hours a day on the sterilization issue. Water lines at the health facilities are being flushed to ensure additional mineral and salt content aren’t contributing to the stains.

Other measures such as special cleansing of washers are also being done. In addition to its regular staff, Eastern Health has brought in an external expert in sterilization who has been working with them since the weekend.

“That person from out of the province is on-site at St. Claire’s today and helping us to work through, and again we’re optimistic that we’ll get to the bottom of this,” said Diamond.

Investigators have also been distinguishing between the stains that are causing the concern and those instruments that are stained from years of use.

“My understanding of that is that’s wear and tear. There’s nothing new in what we’ve found around that,” said Diamond, adding that such equipment is older but perfectly sterile and effective for operating use.

The health authority has also been working with a supplier in Toronto who can not only provide them with more surgical equipment, but can provide a sterilization process of their own.

Eastern Health has been relying on some of its rural sites to aid in sterilization. Eastern Health sterilizes equipment at five sites across the region — St. Clare’s and the Health Sciences Centre in St. John’s, as well as Carbonear, Clarenville and Burin.

The stains have been found at the two St. John’s sites, leading investigators to think it has something to do with the water in town.

As equipment is brought in and sterilized by the Toronto supplier, Diamond said there would be less reliance on rural areas.

It was also announced that full surgery schedules from routine to emergency would resume at Carbonear, Clarenville and Burin this week.

The health authority is looking at how it will catch up on the roughly 600 surgeries that have been postponed and is looking at a combination of increasing its inventory of surgical equipment and sending some patients to other locations in the province for operations, as well as other possibilities.

TELEGRAM

City of St. John's heritage awards announced

The City of St. John's has awarded certificates of recognition to several residents and businesses for their outstanding heritage restoration efforts.

RHONDA HAYWARD/THE TELEGRAM55 Rennie's Mill Rd.

This year, certificates of recognition have been awarded to the following:

- Ann Marie Whelan, general manager of O'Brien Farm Foundation, for Thimble Cottage, 150 Oxen Pond Rd.;
- Kim Shipp, director of MUN Botanical Gardens, and Gail Pearcey, president of Friends of MUN Botanical Garden Inc., for Squires Carriage House, 315-317 Mount Scio Rd.;
- Lindsay Loveless on behalf of Roosevelt Properties Ltd. for the Victoria Park Condominiums (former CEI Club), 181 Hamilton Ave.;
- Bruce Blackwood on behalf of Spaces for 55 Rennie's Mill Rd.;
- David Young on behalf of Carrick Enterprises Ltd. for 312 Water St.

The City of St. John's said in a news release its built heritage is a significant part of the city's culture. Each year on Heritage Day, the third Monday in February, the city recognizes people and businesses for their outstanding heritage restoration efforts.

"Our built heritage is part of what makes St. John's unique," said Coun. Sandy Hickman. "I commend the award recipients for their hard work and accomplishment in restoring and celebrating our heritage."

Coun. Dave Lane also congratulated the award recipients on a job well done.

“These properties are a wonderful illustration of what can be accomplished when owners take pride in their homes, businesses and city,” Lane said.

TELEGRAM - The votes are in

Molson-Coors St. John’s Athlete of the Years Awards banquet tonight at City Hall

Last year’s winners are among the finalists for the 2015 Molson-Coors St. John’s Athlete of the Years Awards which will be handed out tonight at St. John’s City Hall.

Soccer player Malorie Harris is actually up for her third straight annual city female athlete of the year honours, having won in 2013 and 2014. The other female finalists for 2015 are target shooter Samantha Marsh and ball hockey player April Drake.

Marsh is nominated for two awards this year, as she and Canada Winter Games teammate Hayley Marsh comprise the gold medal-winning duo that is up for 2015 team of the year honours, which also will be revealed today. Other team of the year finalists are Brad Gushue’s curling rink and the Galway Hitmen, national senior men’s softball champions.

The inclusion of the Hitmen among the team of the year finalists means Sean Cleary also has a chance for double honours. Cleary, who was the 2014 capital city male athlete of the year, was a member of the Hitmen. Other finalists for the 2015 male award are powerlifter Josh Hancott and wheelchair basketball and sledge hockey player Liam Hickey.

The awards banquet starts 7:30 tonight in the E.B. Foran Room at City Hall.

FEMALE

Malorie Harris

- Led the provincial Jubilee Trophy senior women’s soccer league with 31 goals for C.B.S. Kirby United SC. She was named regularseason MVP and all-star striker.
- At the 2015 national championships, led Kirby United with three goals in four games.
- Named Newfoundland and Labrador Soccer Association’s senior female player of the year for a sixth straight year.
- Scored 16 goals in five games to help Reign FC, an Alberta-based team, to a bronze medal in women’s soccer at the World Police and Fire Games.

Samantha Marsh

- At the 2015 Canada Winter Games in Prince George, B.C., won gold in women’s

individual air rifle and teamed with Barrett to win gold in women's team air rifle.

- Finished third at the North Atlantic air gun championships.
- Finished fourth in the women's 10-metre event at the Canadian national rifle championships, and also competed at the ISSF World Cup and Junior Cup rifle/pistol championships.

April Drake

- Scored five goals and added two assists to help Canada to a gold medal at the world ball hockey championships in Zug, Switzerland.
- Scored three goals and had two assists in seven games for Newfoundland United, silvermedal winner at the Canadian Ball Hockey Association's women's A nationals.

MALE

Sean Cleary

- St. John's senior league: 6-2, 1.48 ERA, 106 strikeouts; playoff MVP (5-4, 3.37 ERA, 103K; .300BA, 8R, 5HR, 10RBI) as he helped the Kelly's Pub Molson Bulldogs win
- Provincial championship: Tournament MVP (3-0, 2.80 ERA, 38K, 7-11, .636BA) and top batter as Bulldogs won a third straight provincial title.
- National championship: playoff MVP. Pitched a pair of wins in the playoffs, including the final, which saw him strike out 16 batters to help the Galway Hitmen win a fourth straight Canadian title. Also tossed a 13-strikeout one-hitter in the semifinal. In 17 innings pitched at nationals, Cleary surrendered just five runs and fanned 36 batters.
- World championship (Team Canada): 50, 33IP, 2.97 ERA, 47K... 3-0, 17IP, 1.35 ERA, 23K in the preliminary round; went 2-0, 16IP, 4.37 ERA, 24K in playoff round. Canada won gold.
- Pan American Games (Team Canada): 4-0, .97 ERA, 40K. 2-0 in round robin; tossed one-hitter in 2-0 win over Argentina in playoff round; 7IP, 1R, 1H, 3W, 6K vs. Venezuela in final. Canada won gold.
- Other: Played with the Toronto Gators at the ISC World Fastball Tournament, winning silver. Named to second team AllWorld pitcher. 38.8IP, 2.02 ERA, 67K; Voted top Canadian pitcher in an informal poll of non-Canadians conducted by Al's Fastball, a website dedicated to the coverage of men's fastpitch softball.

Josh Hancott

- Arnold Sports Festival: set four world records, including a new open and junior division standard in the squat with a lift of 573 pounds; also set a new world record with a 374pound bench press and his total meet lift of 1,520 pounds was a new world junior mark; won his weight class in both the open and junior divisions, was named best junior overall, and was second place overall in the pound for pound measurement.
- National championships: named the Canadian Powerlifting Union male powerlifter of the year and the best overall junior; claimed gold medal in the 74 kilogram classic division, hitting seven of nine lifts attempts (squat of 553 pounds, benched 364 pounds, and dead lifted 595 pounds). His total combined weight of 1512 pounds was just four pounds off the world record set at Arnold Sports Festival.
- World Classic Championships: was on track for another title, having squat 242.5 kilos and benched 171kg, but due to a nagging back injury he wasn't able to deadlift 250kg in three attempts.

Liam Hickey

- Parapan American Games: helped Canada win silver; had 16 points in a 73-34 quarter-final win over Puerto Rico; came off the bench to finish sixth in Canadian team scoring at the with 55 points in six games.
- 2015 Canada Winter Games: led the tournament in scoring (130 pts and 39 assists) and helped the underdog P.E.I. squad to a best-ever fourth place finish.
- Americas Wheelchair Basketball Challenge: Helped Canada to a 3-2 record.
- Maritime Wheelchair Basketball League: Playing with P.E.I. Mustangs, averaged 17.3 points per game in the league's third tournament.
- Other: Named to Canadian wheelchair basketball team for the 2016 Paralympics in Rio de Janeiro; on the camp roster for Hockey Canada's 2015-16 sledge hockey team; named Wheelchair Basketball Canada's junior male athlete of the year.

TEAMS

Team Brad Gushue

- Brad Gushue, Mark Nichols, Brett Gallant and Geoff Walker defeated Gary Wesman in three straight games at Tankard provincial men's curling championship; ninth straight for Gushue as skip, 12th overall.
- At 2015 Tim Hortons Brier, posted a 9-2 round robin record and finished fourth overall after losing 7-5 in an extra end to Steve Laycock in the bronze-medal game.

- Other: The team played in 11 World Curling Tour events, reached the final nine times and won six. They've played in three Grand Slam finals, winning one. Gushue and Co. are atop the World Curling Tour's money and points list.

Galway Hitmen

- Team won a fourth straight national senior men's championship. Posted a 4-1 preliminary round record, and blanked opponents 4-0 and 8-0 in the first two playoff games. The Hitmen defeated East Hants, N.S. 4-3 in the championship game.
- Jeremy O'Reilly named top batter, Brad Ezekiel named MVP, Sean Cleary playoff MVP, Ryan Kirk all-star catcher, Jason Hill all-star utility.

Hayley Barrett & Samantha Marsh

- 2015 Canada Winter Games: Duo combined to win gold in women's 10-metre air rifle with a score of 798.6. Marsh shot 399.8, while Barrett had 398.8.
- North Atlantic air gun championships: Shot 155.7 to finish fourth.

VOCM - St. John's City Workers Discussing Fiscal Situation

Wednesday , February 17 2016 | 5:59:25 AM

A meeting is scheduled for this morning for union representatives with the city of St. John's to get a "complete overview" of the impact of the city's fiscal plans on workers.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60601&latest=1>

VOCM - Ward 4 Candidates Discuss Importance of Heritage in City

Wednesday , February 17 2016 | 6:46:30 AM

The Historic Trust hosted all five Ward Four by-election candidates to talk about the importance of city heritage last night. VOCM's Gerri Lynn Mackey reports.

The relationship between Historic Trust and the City of St. John's has a lot of water under the bridge.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60602&latest=1>

Media Headlines – February 16, 2016

VOCM - Unions Concerned with Capital City's Plans

Tuesday , February 16 2016 | 7:23:03 PM

VOCM News has learned that a meeting is set to take place tomorrow involving representatives of each of the city's unions to get what's being called a "complete overview" of the short and long-term impact on members as a result of the city's fiscal plans.

<http://www.vocm.com/newsarticle.asp?mn=2&id=60591&latest=1>

VOCM - \$535,000 Tops City Severance Packages

Tuesday , February 16 2016 | 7:19:44 PM

Some numbers are now out on those severance packages offered up to St. John's city managers during the reorganization at City Hall, and, at first glance, some of the deals appear to be on the rich side.

But mayor Dennis O'Keefe maintains the city will save money by giving early retirement. Councillor Art Puddister tabled the documents at last night's city council meeting. For example, the man who used to run the public works department, Paul Mackey, gets about \$535,000. Other managers walked away with \$520,000, \$425,000, \$384,000 and so on. <http://www.vocm.com/newsarticle.asp?mn=2&id=60574&latest=1>

VOCM Open Line - Tue, February 16, 2016

CITY OF ST. JOHN'S: Host Preamble - Councillor Art Puddister tabled a document on the severance packages for the City Managers who recently went into early retirement. Property taxes and business taxes are exploding, services have not. And yet, there were some hefty severance packages handed out. The timing doesn't seem right for this. Mr. Puddister is concerned that this might be setting a precedent for future packages.

CITY OF ST. JOHN'S SEVERANCE PACKAGES/NL HYDRO POWER

GENERATION: "Lindy" wonders how the hefty City of St. John's severance packages affect the ordinary worker. Paddy says this is not a contracted deal, but an offer given to the City Managers, so your average worker is not going to be offered anything like that. -- Lindy doesn't understand the situation with NL Hydro's request for a rate hike due to low water levels in the province's reservoirs. He feels the water levels cannot be as big an issue as Hydro is saying. He figures this is a fabricated reason to need more money.

VOCM NL Today - Tue, February 16, 2016

CITY OF ST. JOHN'S SEVERANCE PACKAGE DETAILS RELEASED: Some numbers are out on the severance packages for the City Managers during the reorganization at City Hall. Some of the deals appear to be on the rich side, at first glance. But, the Mayor says the City will save money by giving early retirement. Councillor "Art Puddister" tabled the documents at last night's City Council Meeting. For example, the man who used to run the Public Works Department, Paul Mackey, gets about \$535 thousand.

CANDIDATES FORUM ON HERITAGE: The NL Historic Trust is hosting a candidates forum on heritage in the Capital City tomorrow evening at the Arts and Culture Centre. All five candidates in the ward 4 byelection have agreed to take part in the discussion. ["Cory Thorn", Vice President NL Historic Trust]

VOCM Back Talk - Tue, February 16, 2016

PENSION BUYOUT: "Darryl" is calling to talk about the pension buyout in the City of St. John's. He finds it hard to understand that the City would pay a half a million dollars to an employee just to get them to leave. He discusses companies that have paid out big

pensions to people but then found they couldn't make it and how it would make more sense to lay workers off from the bottom instead of having to pay out big pensions.

CITY COUNCIL: "Anonymous Caller" is calling to talk about City council. She comments that she feels like she missed her calling because she would have done much better to be a city worker and in her opinion these workers agreed to retire.

CBC On The Go - Tue, February 16, 2016

AIRPORT BUS: In many cities around the world you can take a bus to the airport. Even a regular city bus but not in St. John's. There has recently been some renewed interest in getting a Metrobus on the go to the airport. "Tom Hann", St. John's City Councillor spoke out about that suggestion saying it would cut into the taxi driver's business of shuttling people back and forth to the airport.

CBC Here & Now - Tue, February 16, 2016

OUTSTANDING RESTORATION AWARDS: Five Heritage properties in St. John's have been awarded Certificates of Recognition by City Council.

<Media Headlines - February 17, 2016.docx>



Telegram City Minute

Susan Bonnell to: Neil Martin, Kevin Breen, Dennis O'Keefe,
Ron Ellsworth

2016/02/17 01:32 PM

Cc: Elizabeth Lawrence, Derek G Coffey

We have some room in the City Minute (Telegram) this weekend, and I would like permission to run an article answering some of the "difficult" questions we have been getting on the budget.

What do you think?

Answering the Tough Questions About Budget 2016-2018

In December, the City of St. John's announced its three-year budget plan.

Unlike the budgets over the last three years, this budget has had to address some difficult and challenging issues, including a changing economy, increasing demand for services, securing long term pension security, limited options for generating new revenue, and of course inflationary pressures..

"We want you to understand the decisions we made and why we made them," says Mayor Dennis O'Keefe, "and we hope these questions and answers help you appreciate the reasons for this budget.

"Our goal is to operate the City in a stable and efficient way, and to ensure that the core services you rely on from the City are available, no matter the challenges we face," adds Deputy Mayor Ron Ellsworth. "We welcome open and honest dialogue with you, and we encourage all residents and constituent groups to keep the conversation going."

Q: Didn't the City see these budgetary issues coming?

We did see the downturn in the economy coming. Over the past decade, St. John's has experienced significant growth in residential and commercial activity, supported by higher household incomes and lower unemployment rates. Economists call this sort of growth a 'boom;' unfortunately however, booms are usually followed by 'busts.'

Although Budget 2016 may be a challenging one, it is intended to guard against deep, arbitrary cuts to the services our community has come to expect. Our goal is to put a plan in place that thinks long-term and ensures stability through a difficult period.

Q: Are expenditures out of control at the City? It seems that budgets have been increasing rapidly over the past five years.

It is true that the City's budget has grown in the past five years. Here are the reasons why:

- Increased demand for services: the City's growth has resulted in more streets and sidewalks to be maintained and more garbage and recycling to be collected. Services such as paratransit are in growing demand, GoBus for example has seen a steady 10,000 rides extra, year-over-year.
- Salary costs: In 2015, the City signed new collective agreements with our employees and addressed the growing problem with our pension plan, ensuring long-term financial security for that plan and making our salaries more competitive to attract and retain the best people we can to provide those essential services. Associated costs are \$23 million over three

years in compensation and just over one million per year in special payments to our pension plan.

- Debt charges - as the City continues to move forward on an aggressive infrastructure plan and pays the financing costs associated with such debt this increases the City's budget.

Are these costs out-of-control? We say no, but we recognize that there is a limit to how much budget growth the City can sustain, which is why we have announced a comprehensive program review, underway now, to identify opportunities for efficiency.

Q: Why would this City provide such costly retirement incentives to employees? Where are the savings if you provided retirement incentives and have replaced the top level staff?

Here's the breakdown of what was paid to retiring employees:

Category	Salary \$	Benefits @ 20%	Total
Retirement Incentive	3,199,848	639,970	3,839,817
Annual Leave	866,474	173,295	1,039,768
Retiring Allowance	1,841,019	368,204	2,209,223
	5,907,341	1,181,468	7,088,809

According to our negotiated agreements with employees, individuals leaving are entitled to be paid for their unused vacation pay, and are also entitled to severance pay. The retirement incentive provided is also standard in the public sector and in many private sector employee contracts.

As an example - it has been quoted that the "retirement package" for the former Deputy City Manager of Public Works is correct. Of this amount \$310,081 is their normal entitlement for annual leave and severance as mentioned above. The retirement package is standard.

While there was a cost to this incentive in 2015, the City will save, on average, \$1.5 million a year for 2016, 2017 and thereafter.

The salary savings come from not filling positions. For those individuals who retired, either that direct position or a similar position was not replaced. Although the five Deputy City Managers who retired were replaced, a Senior Director position was not replaced.

It is by not replacing these positions where the salary savings come from.

Susan Bonnell
Manager, Marketing and Communications
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL, Canada, A1C 5M2
tel (709) 576-3906

www.st.johns.ca



Re: Unreasonable Taxes and Extravagant Management

to: dokeefe, rellsworth

2016/02/17 05:54 PM

History:

This message has been replied to.

What a great job guys, you should be totally ashamed. What an abuse and waste of my hard earned tax dollars. I know, I know we will save in the long run. But in this case the end doesn't justify the means. I didn't get a response to the last email so I don't expect one now.

Retirement package offers

Below are the amounts paid out to each positions, from highest to lowest.

- Deputy city manager, public works: \$534,615.10
- Deputy city manager, planning, development and engineering: \$519,654.41
- Deputy city manager, financial management: \$424,311.79
- City solicitor: \$383,294.23
- Deputy city manager, community services: \$376,580.51
- Manager, inspection services: \$353,623.95
- Supervisor, capital works: \$269,599.10
- Manager, information services: \$262,509.39
- Manager, community development: \$259,409.19
- Foreperson, water and wastewater: \$201,842.78
- Financial accountant III: \$157,963.36
- Senior building inspector: \$150,892.11
- Tenant relations officer: \$144,800.71
- Planner III: \$144,464.42
- Citizen services representative II: \$134,128.33
- Streets inspector III: \$130,725.16
- Office Services Supervisor: \$129,413.62
- Tourism development co-ordinator: \$126,823.44
- Drafting technician: \$117,958.58
- Director, roads and traffic: \$115,851.02
- Electrical inspector II: \$114,475.75
- First class operator, excavator: \$113,854.07
- Clerk, inventory control: \$112,083.62
- Environmental services operator: \$110,739.81
- Maintenance repairperson I: \$109,159.63
- Environmental services operator: \$106,773.45
- Citizen services representative I: \$103,786.04
- Stockroom clerk: \$103,739.96
- Operations assistant, fleet services (retires June 30, 2016): \$94,267.03

On Tue, Feb 9, 2016 at 5:21 PM, [REDACTED] wrote:

The way I see it, the problem here is you work for government. A completely different culture from private industry. A culture of just charge the customer (tax payer) more if we need more money, never look at your costs or trying to be more efficient. I just saw a city truck with the

blade up, she was about 30 minutes behind a city plow. They must be playing tag. Was it reasonable to just give the city workers an 18% raise? Is it true that most garbage collectors are finished work by 1:30 each day, paid until 4:30? You can play with the numbers any way you want, but I believe the councillor who said the average city salary is \$95,000.00. Could be more than that if you consider the benefits. I can't comprehend this policy of paying someone to retire. Someone who has a defined benefit pension on top of that. They should be so lucky. They couldn't have been very busy to start with. Is there a city policy the a city employee can't be alone in a vehicle? I never see a city vehicle with one person in it. Anyone can manage when there's lots of money. And anyone can manage when all they do is pass on additional costs. Private industry would have to worry about being put out of business from the competition or pricing themselves out of the market. I believe city workers have reached that stage, they have priced themselves out of the market. Please become responsible with my hard earned money that I give you in the form of taxes. Thank you



Fwd: The overly Generous Pay out of City Staff
Dennis O'Keefe to: Derek G Coffey
Cc: Kevin Breen

2016/02/17 06:26 PM

Derek

Can you do up a short response for me on each of his points. I will then put together a response.

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 17, 2016 at 2:07:49 PM NST
To: "Dennis O'Keefe" <DOKeefe@stjohns.ca>
Subject: Re: The overly Generous Pay out of City Staff
Reply-To: [REDACTED]

Thank you Mayor O'Keefe for your explanation.

I suppose time will tell if you will save any money. It has been my experience as a manager in the Federal Government that there will be "Mission Creep". What I mean by that is with time you will see many, if not all, of these positions being replaced.

I hope you will agree, that at a time when we see our taxes being drastically increased (Mine went up almost \$500.00) and then see these generous payouts, it looks very, very bad. It is even worst when in addition to the payouts these employees will continue to draw a pension from the city.

Here are a few suggestions for you and your council, if you have not already moved on this. (1) Back in 2012 the Federal Government did away with Severance Pay and that was followed by the Provincial Government. If the City has not already done so they should also do away with Severance pay. It was save the Taxpayers of this city millions of dollars.

(2) You should also restrict sick leave to a set number of days per year and employees should not be allowed to accumulate sick leave. This is how most companies operate.

(3) As for annual leave, employees should not be allowed to accumulate hundreds of hours of annual leave. In my previous role as a Manager of over 300 people I kept very strict controls on the accumulation of leave as it was a large financial liability.

(4) Lastly giving employees 12 to 18 months of paid leave as part of the early retirement package is overly generous, in my view too generous. At most this should be held to six months, and this in itself would save the taxpayers of this city a lot of money.

I believe you will have to agree that this payout is still

OVERLY generous. According to your response the DCM of Public Works received \$310,081.00 as a payout, plus his severance and his severance and his annual leave, which brought him up to \$534,615.00. In my view and I believe the vast majority of the citizens of St. John's would agree, \$310,081.. is a generous payout. Too generous when you take into account all of the cuts you have made such as Automated Garbage pick up, bulk garbage pick up and the 10 week summer clean up. I'm afraid these cuts will lead to a lot more garbage around our city.

Thanks again for your response.

[REDACTED]

From: Dennis O'Keefe <DOKeefe@stjohns.ca>
To: [REDACTED]
Cc: [REDACTED]
Sent: Wednesday, February 17, 2016 10:13 AM
Subject: Re: The overly Generous Pay out of City Staff
[REDACTED]

Here are the facts:

The total cost of the retirement incentive is \$3.8 million not \$7.1 that is being quoted. The difference between the two is the amounts owed for annual leave not taken and severance those employees would have to receive whenever they retired. This cost is not part of the retirement incentive. For example the cost of the retirement incentive for the DCM of Pulbic Works is \$224.534 not the \$534.615 that is being quoted.

Savings: As a result of retirements the , projected savings over 2016-2018 is \$8.6 million less the 3.8 million cost which brings a net benefit to the City of \$ 4.8 million. From 2019 on the savings will be \$3 million per year.

The savings come from not filling the positions. For those individuals who retired either that position or another senior high level position WAS NOT replaced.. it is by not replacing these positions where the savings come from.

Thanks for your email.
Dennis

Dennis O'Keefe
Mayor
City of St. John's
City Hall, P.O. Box 908
10 New Gower Street
St. John's, NL, A1C 5M2

Tel: 709-576-8477
Fax: 709-576-8250
Email: dokeefe@stjohns.ca
website: <http://www.stjohns.ca/>

[REDACTED]
To: "St. John's City Council" <citycouncil@stjohns.ca>

From: [REDACTED]

Date: 02/16/2016 03:41PM

Subject: The overly Generous Pay out of City Staff

As a tax paying citizen of this city I am sickened to see the amount of money this city paid out to staff in the form of "an early retirement package". How can this be justified?? I just spent 36 years working for the Federal Government and when I retired I did not get anywhere near this amount. Make any wonder the city is in financial trouble and we all have to pay more taxes. I have a background in accounting and in finance, and there is no doubt in my mind this was a very bad decision. There is no way the city will come out ahead on this one.

With this kind of mismanagement at City Hall, the city will never (at least not with the present council), move ahead. When a stockroom clerk get over \$103K in a retirement package and someone who is about to retire gets over \$500K, then there is obviously something very wrong. How can you say you are doing your best to serve the residents of this city?? It is time for the Minister of Municipal Affairs to step in.

I am disgusted.

[REDACTED]
A disgusted taxpayer who just had his taxes increased by 15% to cover the very generous payout.



Re: Telegram City Minute

Dennis O'Keefe to: Susan Bonnell

Cc: Neil Martin, Kevin Breen, Ron Ellsworth, Elizabeth Lawrence, Derek G Coffey

2016/02/17 06:28 PM

If space is available we should use it wisely but use it! Key messaging!

Sent from my iPhone

On Feb 17, 2016, at 1:32 PM, Susan Bonnell <sbonnell@stjohns.ca> wrote:

We have some room in the City Minute (Telegram) this weekend, and I would like permission to run an article answering some of the "difficult" questions we have been getting on the budget.

What do you think?

Answering the Tough Questions About Budget 2016-2018

In December, the City of St. John's announced its three-year budget plan.

Unlike the budgets over the last three years, this budget has had to address some difficult and challenging issues, including a changing economy, increasing demand for services, securing long term pension security, limited options for generating new revenue, and of course inflationary pressures..

"We want you to understand the decisions we made and why we made them," says Mayor Dennis O'Keefe, "and we hope these questions and answers help you appreciate the reasons for this budget.

"Our goal is to operate the City in a stable and efficient way, and to ensure that the core services you rely on from the City are available, no matter the challenges we face," adds Deputy Mayor Ron Ellsworth. "We welcome open and honest dialogue with you, and we encourage all residents and constituent groups to keep the conversation going."

Q: Didn't the City see these budgetary issues coming?

We did see the downturn in the economy coming. Over the past decade, St. John's has experienced significant growth in residential and commercial activity, supported by higher household incomes and lower unemployment rates. Economists call this sort of growth a 'boom;' unfortunately however, booms are usually followed by 'busts.'

Although Budget 2016 may be a challenging one, it is intended to guard against deep,

arbitrary cuts to the services our community has come to expect. Our goal is to put a plan in place that thinks long-term and ensures stability through a difficult period.

Q: Are expenditures out of control at the City? It seems that budgets have been increasing rapidly over the past five years.

It is true that the City's budget has grown in the past five years. Here are the reasons why:

- Increased demand for services: the City's growth has resulted in more streets and sidewalks to be maintained and more garbage and recycling to be collected. Services such as paratransit are in growing demand, GoBus for example has seen a steady 10,000 rides extra, year-over-year.
- Salary costs: In 2015, the City signed new collective agreements with our employees and addressed the growing problem with our pension plan, ensuring long-term financial security for that plan and making our salaries more competitive to attract and retain the best people we can to provide those essential services. Associated costs are \$23 million over three years in compensation and just over one million per year in special payments to our pension plan.
- Debt charges – as the City continues to move forward on an aggressive infrastructure plan and pays the financing costs associated with such debt this increases the City's budget.

Are these costs out-of-control? We say no, but we recognize that there is a limit to how much budget growth the City can sustain, which is why we have announced a comprehensive program review, underway now, to identify opportunities for efficiency.

Q: Why would this City provide such costly retirement incentives to employees? Where are the savings if you provided retirement incentives and have replaced the top level staff?

Here's the breakdown of what was paid to retiring employees:

<0.AC5E.gif>

According to our negotiated agreements with employees, individuals leaving are entitled to be paid for their unused vacation pay, and are also entitled to severance pay. The retirement incentive provided is also standard in the public sector and in many private sector employee contracts.

As an example – it has been quoted that the “retirement package” for the

former
Deputy
City
Manager of
Public
Works is
\$534,615.
This is not
correct. Of
this amount
\$310,081 is
their
normal
entitlement
for annual
leave and
severance
as
mentioned
above –
this is not
part of the
retirement
package.

While there
was a cost
to this
incentive in
2015, the
City will
save, on
average,
\$1.5
million a
year for
2016, 2017
and 2018,
and \$3
million a
year
thereafter.

The salary
savings
come from

not filling
positions.
For those
individuals
who
retired,
either that
direct
position or
another
senior high
level
position
was not
replaced.
Although
the five
Deputy
City
Managers
who retired
were
replaced, a
Senior
Director
position
within that
department
was not
replaced.
It is by not
replacing
these
positions
where the
salary
savings
come from.

Susan Bonnell
Manager, Marketing and Communications
Office of Strategy & Engagement
City of St. John's
348 Water St.



Re: The overly Generous Pay out of City Staff
Kevin Breen to: Derek G Coffey
Cc: Dennis O'Keefe

2016/02/17 11:34 PM

Well said. The next round of bargaining will be very difficult.

Sent from my iPhone

On Feb 17, 2016, at 7:47 PM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Hi Dennis please see my comments point by point

1) Severance pay is a negotiated right contained in the collective agreements and would have to be negotiated away. While clearly this does not apply to the management group, The City's practice from a fairness and equity perspective is to align the management benefits with unionized employees.

2) Again this benefit is in accordance with the comments immediately above. Sick leave is restricted to a certain number of days per year in accordance with the collective agreements. Sick leave can be banked for employees hired after January 1, 1980 however it is not paid out to those employees on retirement. It can be accumulated and used by an employee in times of serious illness.

3) all city employees are now restricted to only being allowed to carry forward whatever their annual leave entitlement is. As a result the most an employee can have in their bank at one time is twice their annual leave entitlement. There is no more unlimited carry forward of annual leave.

4) the terms of the retirement incentive were done in consultation with the City solicitor and are based on court decisions in this area. The offers were based on years of service and level within the organization and within the parameters established by case law. To try and make unreasonably low offers in this regard could expose the City and ultimately taxpayers to expensive litigation.

Derek

Sent from my iPad

On Feb 17, 2016, at 6:26 PM, Dennis O'Keefe <DOKeefe@stjohns.ca> wrote:

Derek

Can you do up a short response for me on each of his points. I will then put together a response.

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 17, 2016 at 2:07:49 PM NST
To: "Dennis O'Keefe" <DOKeefe@stjohns.ca>
Subject: Re: The overly Generous Pay out of City Staff
Reply-To: [REDACTED]

Thank you Mayor O'Keefe for your explanation. I suppose time will tell if you will save any money. It has been my experience as a manager in the Federal Government that there will be "Mission Creep". What I mean by that is with time you will see many, if not all, of these positions being replaced.

I hope you will agree, that at a time when we see our taxes being drastically increased (Mine went up almost \$500.00) and then see these generous payouts, it looks very, very bad. It is even worst when in addition to the payouts these employees will continue to draw a pension from the city.

Here are a few suggestions for you and your council, if you have not already moved on this. (1) Back in 2012 the Federal Government did away with Severance Pay and that was followed by the Provincial Government. If the City has not already done so they should also do away with Severance pay. It was save the Taxpayers of this city millions of dollars.

(2) You should also restrict sick leave to a set number of days per year and employees should not be allowed to accumulate sick leave. This is how most companies operate.

(3) As for annual leave, employees should not be allowed to accumulate hundreds of hours of annual leave. In my previous role as a Manager of over 300 people I kept very strict controls on the accumulation of leave as it was a large financial liability.

(4) Lastly giving employees 12 to 18 months of paid leave as part of the early retirement package is overly generous, in my view too generous. At most this should be held to six months, and this in itself would save the taxpayers of this city a lot of money.

I believe you will have to agree that this payout is still OVERLY generous. According to your response the DCM of Public Works received \$310,081.00 as a payout, plus his severance and his severance and his annual leave, which brought him up to \$534,615.00. In my view and I believe the vast majority of the citizens of St. John's would agree, \$310,081.. is a generous payout. Too

generous when you take into account all of the cuts you have made such as Automated Garbage pick up, bulk garbage pick up and the 10 week summer clean up. I'm afraid these cuts will lead to a lot more garbage around our city.

Thanks again for your response.

[REDACTED]

From: Dennis O'Keefe <DOKeefe@stjohns.ca>
To: [REDACTED]
Cc: [REDACTED]
Sent: Wednesday, February 17, 2016 10:13 AM
Subject: Re: The overly Generous Pay out of City Staff

[REDACTED]

Here are the facts:

The total cost of the retirement incentive is \$3.8 million not \$7.1 that is being quoted. The difference between the two is the amounts owed for annual leave not taken and severance those employees would have to receive whenever they retired. This cost is not part of the retirement incentive. For example the cost of the retirement incentive for the DCM of Pulbic Works is \$224.534 not the \$534.615 that is being quoted.

Savings: As a result of retirements the , projected savings over 2016-2018 is \$8.6 million less the 3.8 million cost which brings a net benefit to the City of \$ 4.8 million. From 2019 on the savings will be \$3 million per year.

The savings come from not filling the positions. For those individuals who retired either that position or another senior high level position WAS NOT replaced.. it is by not replacing these positions where the savings come from.

Thanks for your email.
Dennis

Dennis O'Keefe
Mayor
City of St. John's
City Hall, P.O. Box 908
10 New Gower Street
St. John's, NL, A1C 5M2
Tel: 709-576-8477

Fax: 709-576-8250
Email: dokeefe@stjohns.ca
website: <http://www.stjohns.ca/>

[REDACTED] wrote: -----
To: "St. John's City Council" <citycouncil@stjohns.ca>
From: [REDACTED]
Date: 02/16/2016 03:41PM
Subject: The overly Generous Pay out of City Staff

As a tax paying citizen of this city I am sickened to see the amount of money this city paid out to staff in the form of "an early retirement package". How can this be justified?? I just spent 36 years working for the Federal Government and when I retired I did not get anywhere near this amount. Make any wonder the city is in financial trouble and we all have to pay more taxes. I have a background in accounting and in finance, and there is no doubt in my mind this was a very bad decision. There is no way the city will come out ahead on this one.

With this kind of mismanagement at City Hall, the city will never (at least not with the present council), move ahead. When a stockroom clerk get over \$103K in a retirement package and someone who is about to retire gets over \$500K, then there is obviously something very wrong. How can you say you are doing your best to serve the residents of this city?? It is time for the Minister of Municipal Affairs to step in.

I am disgusted.

[REDACTED]
A disgusted taxpayer who just had his taxes increased by 15% to cover the very generous payout.



Headlines: February 17

Susan Bonnell to: Council_group, Executives, Strategy & Engagement, Directors

2016/02/18 09:54 AM

Just to let you know, Kelly is off until Monday morning (skiing in Corner Brook!) and I will be handling media inquiries in her absence.

Reminder that we have a news conference with the RNC on Humane Services' new pet fostering program at 11 a.m. this morning at Higgins Line.

Susan Bonnell
Manager, Marketing and Communications
Office of Strategy & Engagement
City of St. John's
348 Water St.
PO Box 908, St. John's, NL, Canada, A1C 5M2
tel (709) 576-3906

www.st.johns.ca

From the Web:

Not prepared to talk layoffs, CUPE tells St. John's city council

Union admits to 'a degree of venting' at Wednesday meeting with managers

<http://www.cbc.ca/news/labour-leaders-stjohn-s-program-review-1.3451958>

City Job Losses on the Table: Galgay

Thursday , February 18 2016 | 9:03:23 AM

<http://www.vocm.com/newsarticle.asp?mn=2&id=60628&latest=1>

City Workers Raising Red Flags on St. John's Fiscal Direction

Wednesday , February 17 2016 | 8:25:16 PM

<http://www.vocm.com/newsarticle.asp?mn=2&id=60601&latest=1>

Telegram:

Talking heritage

Former mayor of St. John's Shannie Duff addresses a small crowd at the Arts and Culture Centre on Tuesday night. Duff was speaking at a heritage forum put off by the Newfoundland and Labrador Historic Trust that was held to give the candidates for the St. John's Ward 4 byelection a chance to answer some questions on heritage in their ward and in St. John's as a whole. Shown from left are: Peter Jackson of the Historic Trust and Ward 4 candidates Jill Bruce; Debbie Hanlon; Janet Kovich; Sheilagh O'Leary; and Matthew White.



Surgeries cancelled for the week

Eastern Health working to find source of stains on surgical tools

“We still feel the cause is related to water.” Eastern Health CEO David Diamond

[From page A1](#) Routine surgeries at Eastern Health facilities are off the operating table for the rest of the week as the health authority deals with a sterilization issue it hasn't been able to eliminate.

Eastern Health CEO David Diamond made the announcement at the Health Sciences Centre in St. John's Tuesday afternoon.

“While there has been a lot of work done around testing and we're making progress, we're not at a point yet where we feel we can resume our normal operating room schedule for tomorrow,” Diamond said.

The concerns began Valentine's Day when a discoloration was noticed on a towel in a surgical tray at St. Clare's Hospital. Brown stains then began showing up on more and more surgical gear. Testing revealed the stains were not biological. The culprit is thought to be water.

“We still feel the cause is related to water,” Diamond told the media on Tuesday.

The health authority is still doing emergency surgeries, and Diamond assured that infection is not an issue. Cancelling more routine surgeries while the investigation continues ensures equipment is available for the more pressing health issues.

“Safety is our major concern and we do need to protect the equipment that we have for the emergency surgeries that need to happen for the life and limb sort of things that come through our door on a daily basis,” Diamond said.

About 250 elective surgeries had already been postponed, and by cancelling those planned for the rest of the week that number is expected to hit 600 or more.

“That would allow us to continue the testing and to continue to get ourselves internally to a point where we can resume our normal operations using our sterilization equipment here at Eastern

Health,” the health authority’s CEO said.

Eastern Health vice-president Dr. Oscar Howell joined Diamond and said no emergency surgeries have been cancelled, but they did run into some trouble with attempting to bump up some surgeries.

“We had three urgent cases that we tried to move into the operating room today and we had to postpone those cases once again,” Howell said.

One delay was due to an unrelated issue.

“The other two failed the quality-control measure once again and until we’re satisfied that that quality-control piece is intact we will not proceed,” Howell added.

The sterile packs aren’t opened until a patient is on the operating table. Howell wasn’t sure how many packs were opened before the surgeons made the decision to call off the surgery.

Diamond said teams were working 24 hours a day on the sterilization issue. Water lines at the health facilities are being flushed to ensure additional mineral and salt content aren’t contributing to the stains.

Other measures such as special cleansing of washers are also being done. In addition to its regular staff, Eastern Health has brought in an external expert in sterilization who has been working with them since the weekend.

“That person from out of the province is on-site at St. Claire’s today and helping us to work through, and again we’re optimistic that we’ll get to the bottom of this,” said Diamond.

Investigators have also been distinguishing between the stains that are causing the concern and those instruments that are stained from years of use.

“My understanding of that is that’s wear and tear. There’s nothing new in what we’ve found around that,” said Diamond, adding that such equipment is older but perfectly sterile and effective for operating use.

The health authority has also been working with a supplier in Toronto who can not only provide them with more surgical equipment, but can provide a sterilization process of their own.

Eastern Health has been relying on some of its rural sites to aid in sterilization. Eastern Health sterilizes equipment at five sites across the region — St. Clare’s and the Health Sciences Centre in St. John’s, as well as Carbonear, Clarenville and Burin.

The stains have been found at the two St. John’s sites, leading investigators to think it has something to do with the water in town.

As equipment is brought in and sterilized by the Toronto supplier, Diamond said there would be

less reliance on rural areas.

It was also announced that full surgery schedules from routine to emergency would resume at Carbonear, Clarenville and Burin this week.

The health authority is looking at how it will catch up on the roughly 600 surgeries that have been postponed and is looking at a combination of increasing its inventory of surgical equipment and sending some patients to other locations in the province for operations, as well as other possibilities.

City of St. John's heritage awards announced

The City of St. John's has awarded certificates of recognition to several residents and businesses for their outstanding heritage restoration efforts.



This year, certificates of recognition have been awarded to the following:

- Ann Marie Whelan, general manager of O'Brien Farm Foundation, for Thimble Cottage, 150 Oxen Pond Rd.;
- Kim Shipp, director of MUN Botanical Gardens, and Gail Pearcey, president of Friends of MUN Botanical Garden Inc., for Squires Carriage House, 315-317 Mount Scio Rd.;
- Lindsay Loveless on behalf of Roosevelt Properties Ltd. for the Victoria Park Condominiums (former CEI Club), 181 Hamilton Ave.;

- Bruce Blackwood on behalf of Spaces for 55 Rennie’s Mill Rd.;
- David Young on behalf of Carrick Enterprises Ltd. for 312 Water St.

The City of St. John’s said in a news release its built heritage is a significant part of the city’s culture. Each year on Heritage Day, the third Monday in February, the city recognizes people and businesses for their outstanding heritage restoration efforts.

“Our built heritage is part of what makes St. John’s unique,” said Coun. Sandy Hickman. “I commend the award recipients for their hard work and accomplishment in restoring and celebrating our heritage.”

Coun. Dave Lane also congratulated the award recipients on a job well done.



“These properties are a wonderful illustration of what can be accomplished when owners take pride in their homes, businesses and city,” Lane said.

CBC East Coast Morning Show - Wed, February 17, 2016	
2	PARSONS ON SEVERANCE PAY: Senior staffers at St. John's City Hall who left the job last year with hundreds of thousands in severance pay. Two seniors managers got about half a million dollars each, the average payout for the other 27 people was a quarter million. ["Bill Parsons", Former Union Leader]
	CBN - St. John's - East Coast Morning Show @ 08:12:00am Duration: 00:09:00 Reporter: Anthony Germain
	Ref Id: i6B-3h5-17 (Transcript ordered yesterday)
CBC 7am News - Wed, February 17, 2016	
8	TIME NOT RIGHT FOR METROBUS ROUTE TO AIRPORT: A City Councillor says the time isn't right to create a dedicated Metrobus route to the airport. ["Tom Hann", St. John's City Councillor]
	CBN - St. John's - 7am News @ 07:03:15am Duration: 00:00:40 Reporter: Nancy Walsh
	Ref Id: u3q-6s2-17
CBC 8am News - Wed, February 17, 2016	
CBC 9am News - Wed, February 17, 2016	
13	HANN DOESN'T WANT METROBUS RUN TO AIRPORT: It could be some time before Metrobus offers service to St. John's Airport if Councillor "Tom Hann" has his way.

	CBN - St. John's - 8am News @ 08:04:15am Duration: 00:00:30 Reporter: Nancy Walsh
	Ref Id: W9d-5A3-17
VOCM Morning Show - Wed, February 17, 2016	
21	CONCERN FOR FUTURE OF HERITAGE PROPERTIES : Last night, all the Ward 4 candidates in the upcoming City of St. John's Council by-election presented their views on the need to preserve the city's wealth of Heritage properties . The event was organized by the NL Historic Trust. ["Peter Jackson", NL Historic Trust President]
	VOCM - St. John's - Morning Show @ 06:51:40am Duration: 00:03:00 Reporter: Gerri Lynn Mackey
	Ref Id: A5R-9n7-17
22	STREETER - HOW DO YOU FEEL ABOUT CITY OF ST. JOHN'S SEVERANCE PACKAGES? : Some of the severance packages offered up to City managers during the reorganization at St. John's City Hall, at first glance, appears to be rather generous. Mayor Dennis O'Keefe maintains the City did this to save money - millions, in the long run. ["Local Residents "]
	VOCM - St. John's - Morning Show @ 07:12:45am Duration: 00:02:50 Reporter: Gerri Lynn Mackey
	Ref Id: V5F-5w9-17
23	BUSINESS OWNERS GET A LOOK AT FULL ST. JOHN'S CITY BUDGET : It is all sweetness and light inside Council chambers after the St. John's City Council emerged from a closed-door meeting resolved to respect each other for the sake of good City governance. But, all is not well with some of the City's citizens. Downtown business owners have finally received a copy of the 96-page St. John's City Budget and they have been taking a close look. ["Bob Hallett", Restuarant Owner]
	VOCM - St. John's - Morning Show @ 08:12:30am Duration: 00:04:20 Reporter: Fred Hutton
	Ref Id: e5U-4V8-17
25	WARD 4 CANDIDATES ON PRESERVING HERITAGE PROPERTIES : Last night, the five Ward 4 candidates in the upcoming City of St. John's Council by-election presented their views on the need to preserve the City's wealth of Heritage properties . The event was organized by the NL Historic Trust. ["Debbie Hanlon", Ward 4 Candidate; "Sheilagh O'Leary", Ward 4 Candidate; "Matthew White", Ward 4 Candidate; "Janet Kovich", Ward 4 Candidate; "Jill Bruce", Ward 4 Candidate]
	VOCM - St. John's - Morning Show @ 08:42:05am Duration: 00:02:10 Reporter: Gerri Lynn Mackey
	Ref Id: D5v-8c5-17
VOCM Open Line - Wed, February 17, 2016	
29	CITY SITUATION : "Wally" is calling to talk about the City situation. He comments the unions are finally going to get involved and try to get something done about the positions

that are retired. He questions why they would get involved now that it's already done and it frustrates him that it's difficult to get anything done. He says the union leader won't open his mouth to say anything and it's not right.

VOCM - St. John's - Open Line @ 11:09:00am Duration: 00:09:00 Reporter: Paddy Daly

Ref Id: D8u-3B5-17

VOCM 1pm News - Wed, February 17, 2016

33 CONCERN WITH **CITY'S** FISCAL DIRECTION: Union leaders at **St. John's City** Hall have emerged from a closed-door meeting with **city** management where they discussed their concerns over the **city's** fiscal direction.

VOCM - St. John's - 1pm News @ 01:06:52pm Duration: 00:01:24 Reporter: Brian Madore

Ref Id: e5f-2W7-17

VOCM NL Today - Wed, February 17, 2016

36 STREETER - HOW DO YOU FEEL ABOUT **CITY OF ST. JOHN'S** SEVERANCE PACKAGES?: Some of the severance packages offered up to **City** managers during the reorganization at **St. John's City** Hall, at first glance, appears to be rather generous. Mayor **Dennis O'Keefe** maintains the **City** did this to save money - millions, in the long run. ["Local **Residents**"]

VOCM - St. John's - NL Today @ 01:49:40pm Duration: 00:02:50 Reporter: Gerri Lynn Mackey

Ref Id: S3S-6G3-17

VOCM Back Talk - Wed, February 17, 2016

41 CONCERN FOR FUTURE OF **HERITAGE PROPERTIES**: Last night, all the **Ward 4** candidates in the upcoming **City of St. John's** Council by-election presented their views on the need to preserve the **city's** wealth of **Heritage properties**. The event was organized by the NL Historic Trust.

VOCM - St. John's - Back Talk @ 03:56:00pm Duration: 00:06:00 Reporter: Pete Soucy

Ref Id: u5e-3U6-17

CBC On The Go - Wed, February 17, 2016

46 UNION LEADERS MEET WITH **CITY** MANAGEMENT: Now that the **City of St. John's** is reviewing it's services workers are getting nervous. Union leaders met with **City** management this morning, some of the talk turned to last years contract negotiations when the **City** gave CUPE workers an 18 percent salary increase over four years. There were also changes to the pension plan at the **bar**gaining table, previously hired employees would be allowed to continued with their defined benefit plan as it currently exists but new hires would have to pay into the plan. Now the **City** is looking at layoffs and the union is wondering why that didn't come up at the **bar**gaining table. "Brian Farewell", National Representative for CUPE in the **St. John's** Office discusses the negotiations and the decisions made on pensions.

	CBN - St. John's - On The Go @ 05:41:30pm Duration: 00:06:00 Reporter: Maggie Gillis
	Ref Id: I3c-2T5-17
VOCM Evening News - Wed, February 17, 2016	
51	UNION LEADERS HOLD CLOSED DOOR MEETING: Union leaders at City Hall had a closed door meeting with City management over the lunch hour where they discussed their concerns over the City's fiscal direction. ["
	VOCM - St. John's - Evening News @ 05:36:07pm Duration: 00:01:34 Reporter: Brian Madore
	Ref Id: E2G-6w2-17
52	COUNCIL DOING IT'S BEST TO KEEP LINES OF COMMUNICATION OPEN: Councillor "Jonathan Galgay" says he understands workers are concerned and have questions so council is doing it's best to keep the lines of communication open but he can't guarantee there won't be any job losses.
	VOCM - St. John's - Evening News @ 05:37:41pm Duration: 00:00:36 Reporter: David Maher
	Ref Id: w3j-8Y4-17
CBC Here & Now - Wed, February 17, 2016	
5 8	CITY WORKERS WORRIED ABOUT THEIR JOBS: There is more concern tonight over the St. John's City Budget and the plan to move forward from it. ["Brian Farewell", CUPE National; " Jonathan Galgay ", St. John's City Councillor]
	CBNT (CBC TV) - Here & Now @ 06:04:40pm Duration: 00:02:45 Reporter: Krissy Holmes
	Ref Id: A3S-5k7-17
NTV Evening Newshour - Wed, February 17, 2016	
6 4	CITY OF ST. JOHN'S LOOKS INTO PUBLIC-PRIVATE PARTNERSHIPS: Some unionized workers in the City of St. John's fear their jobs will be cut. ["Brian Farewell", Union Representative; "Doug Cadigan", St. John's Firefighters Association; " Jonathan Galgay ", St. John's Finance Chair]
	CJON (NTV) - Evening Newshour @ 06:06:25pm Duration: 00:02:35 Reporter: Heather Gillis
	Ref Id: s2V-9A8-17
6 5	PRESERVING HERITAGE PROPERTIES: Preserving heritage in St. John's was again a hot button topic at a forum held last night with all Ward 4 candidates. ["Shannie Duff", Heritage Advocate]
	CJON (NTV) - Evening Newshour @ 06:20:45pm Duration: 00:02:10 Reporter: Jodi Cooke
	Ref Id: Y5n-9C6-17
VOCM Night Line - Wed, February 17, 2016	

6 8	<p>ST. JOHN'S CITY COUNCIL: "George" is calling to talk about St. John's City Council. He comments they may be cutting some jobs and there are two unions involved but he has concerns about the City bringing in outside companies to do the work.</p>
	<p>VOCM - St. John's - Night Line @ 09:17:00pm Duration: 00:05:00 Reporter: Jonathan Richler</p>
	<p>Ref Id: v7Q-8F4-17</p>
6 9	<p>STATE OF CITY OF ST. JOHN'S: "Melanie" is calling to talk about the state of the City of St. John's. She clarifies that the union representing the workers there is CUPE. She would like to call out Jonathan Galgay who chairs the Finance Committee. She says the Union Rep, Mr. Baker was suppose to be looking into an issue with a relative of hers who lost their job but he never did get back to this person.</p>
	<p>VOCM - St. John's - Night Line @ 09:32:00pm Duration: 00:08:00 Reporter: Jonathan Richler</p>
	<p>Ref Id: C4h-6J4-17</p>



Re: Unreasonable Taxes and Extravagant Management

Dennis O'Keefe to: [REDACTED]

Cc: Ron Ellsworth

Bcc: Janet Adams

2016/02/18 02:09 PM

[REDACTED] No Name

Here are the facts:

The total cost of the Retirement Incentive is \$3.8 million not \$7.1 million that is being quoted. The difference between the two is the amount owed for annual leave not taken and severance those employees would legitimately have to receive whenever they retire. This is a budgeted cost and in not part of the Retirement Incentive. For example the cost of the Retirement Incentive for the DCM Public Works is \$224.534 not the \$534.615 being quoted. The same applies to all other positions.

Savings: As a result of the Retirement Incentive Program, the projected savings over 2016-2018 is \$8.6 million which becomes a net saving of \$4.8 million once the \$ 3.8 million cost is subtracted. This means for the City a saving of \$ \$1.5 million a year for the next three years and \$3 million a year from then on.

The savings come from not filling positions. For those who retired either that position or another senior high level position WAS NOT replaced...it is by not replacing those position where the savings come from

Thanks for your interest in the future of our City.

Dennis O'Keefe
Mayor
City of St. John's
City Hall, P.O. Box 908
10 New Gower Street
St. John's, NL, A1C 5M2
Tel: 709-576-8477
Fax: 709-576-8250
Email: dokeefe@stjohns.ca
website: www.stjohns.ca

----- [REDACTED] wrote: -----
To: dokeefe@stjohns.ca, rellsworth@stjohns.ca
From: [REDACTED]
Date: 02/17/2016 05:54PM
Subject: Re: Unreasonable Taxes and Extravagant Management

What a great job guys , you should be totally ashamed . What an abuse and waste of my hard earned tax dollars. I know, I know we will save in the long run . But in this case the end doesn 't justify the means . I didn't get a response to the last email so I don 't expect one now .

Retirement package offers

Below are the amounts paid out to each positions, from highest to lowest.

- Deputy city manager, public works: \$534,615.10
- Deputy city manager, planning, development and engineering: \$519,654.41
- Deputy city manager, financial management: \$424,311.79
- City solicitor: \$383,294.23
- Deputy city manager, community services: \$376,580.51
- Manager, inspection services: \$353,623.95

- Supervisor, capital works: \$269,599.10
- Manager, information services: \$262,509.39
- Manager, community development: \$259,409.19
- Foreperson, water and wastewater: \$201,842.78
- Financial accountant III: \$157,963.36
- Senior building inspector: \$150,892.11
- Tenant relations officer: \$144,800.71
- Planner III: \$144,464.42
- Citizen services representative II: \$134,128.33
- Streets inspector III: \$130,725.16
- Office Services Supervisor: \$129,413.62
- Tourism development co-ordinator: \$126,823.44
- Drafting technician: \$117,958.58
- Director, roads and traffic: \$115,851.02
- Electrical inspector II: \$114,475.75
- First class operator, excavator: \$113,854.07
- Clerk, inventory control: \$112,083.62
- Environmental services operator: \$110,739.81
- Maintenance repairperson I: \$109,159.63
- Environmental services operator: \$106,773.45
- Citizen services representative I: \$103,786.04
- Stockroom clerk: \$103,739.96
- Operations assistant, fleet services (retires June 30, 2016): \$94,267.03

On Tue, Feb 9, 2016 at 5:21 PM, [REDACTED] wrote:

The way I see it, the problem here is you work for government. A completely different culture from private industry. A culture of just charge the customer (tax payer) more if we need more money, never look at your costs or trying to be more efficient. I just saw a city truck with the blade up, she was about 30 minutes behind a city plow. They must be playing tag. Was it reasonable to just give the city workers an 18% raise? Is it true that most garbage collectors are finished work by 1:30 each day, paid until 4:30? You can play with the numbers any way you want, but I believe the councillor who said the average city salary is \$95,000.00. Could be more than that if you consider the benefits. I can't comprehend this policy of paying someone to retire. Someone who has a defined benefit pension on top of that. They should be so lucky. They couldn't have been very busy to start with. Is there a city policy the a city employee can't be alone in a vehicle? I never see a city vehicle with one person in it. Anyone can manage when there's lots of money. And anyone can manage when all they do is pass on additional costs. Private industry would have to worry about being put out of business from the competition or pricing themselves out of the market. I believe city workers have reached that stage, they have priced themselves out of the market. Please become responsible with my hard earned money that I give you in the form of taxes. Thank you



Re: The overly Generous Pay out of City Staff

Dennis O'Keefe to: [REDACTED]

Cc: Kevin Breen

Bcc: Derek G Coffey

2016/02/18 02:55 PM

Hi [REDACTED]

Severance pay is a negotiated right contained in our Collective Agreements and would have to be negotiated away. While this does not apply to the management group, our practice from a fairness and equity perspective is the align the management benefits with unionized employees.

Again this benefit is in accordance with the above. Sick leave is restricted to a certain number of days per year in accordance with the collective agreements. Sick leave can be banked for employees after January 1980, however it is not paid out to those employees on retirement It can be accumulated and used by those employees in times of serious illness.

All city employees are now restricted to only being allowed to carry forward whatever their annual leave entitlement is. As a result, the most an employee can have in their bank at one time is twice their annual leave entitlement. There is no more unlimited carry over of annual leave.

The terms of the Retirement Incentive were done in consultation with the City Solicitor and are based on Court decisions in this area. The offers were based on years of service and level within the organization and within the parameters established by case law. To try and make unreasonably low offers in this regard could expose the City and ultimately taxpayers to very expensive litigation.

Again, [REDACTED], thanks for your interest and your advice based on your knowledge and experience.

Dennis O'Keefe
Mayor
City of St. John's
City Hall, P.O. Box 908
10 New Gower Street
St. John's, NL, A1C 5M2
Tel: 709-576-8477
Fax: 709-576-8250
Email: dokeefe@stjohns.ca
website: www.stjohns.ca

----- [REDACTED] : -----
To: Dennis O'Keefe <DOKeefe@stjohns.ca>
From: [REDACTED]
Date: 02/17/2016 02:07PM
Subject: Re: The overly Generous Pay out of City Staff

Thank you Mayor O'Keefe for your explanation.

I suppose time will tell if you will save any money. It has been my experience as a manger in the Federal Government that there will be "Mission Creep". What I mean by that is with time you will see many, if not all, of these positions being replaced.

I hope you will agree, that at a time when we see our taxes being drastically increased (Mine went up almost \$500.00) and then see

these generous payouts, it looks very, very bad. It is even worst when in addition to the payouts these employees will continue to draw a pension from the city.

Here are a few suggestions for you and your council, if you have not already moved on this. (1) Back in 2012 the Federal Government did away with Severance Pay and that was followed by the Provincial Government. If the City has not already done so they should also do away with Severance pay. It was save the Taxpayers of this city millions of dollars.

(2) You should also restrict sick leave to a set number of days per year and employees should not be allowed to accumulate sick leave. This is how most companies operate.

(3) As for annual leave, employees should not be allowed to accumulate hundreds of hours of annual leave. In my previous role as a Manager of over 300 people I kept very strict controls on the accumulation of leave as it was a large financial liability.

(4) Lastly giving employees 12 to 18 months of paid leave as part of the early retirement package is overly generous, in my view too generous. At most this should be held to six months, and this in itself would save the taxpayers of this city a lot of money.

I believe you will have to agree that this payout is still OVERLY generous. According to your response the DCM of Public Works received \$310,081.00 as a payout, plus his severance and his severance and his annual leave, which brought him up to \$534,615.00. In my view and I believe the vast majority of the citizens of St. John's would agree, \$310,081.. is a generous payout. Too generous when you take into account all of the cuts you have made such as Automated Garbage pick up, bulk garbage pick up and the 10 week summer clean up. I'm afraid these cuts will lead to a lot more garbage around our city.

Thanks again for your response.

[REDACTED]

From: Dennis O'Keefe <DOKeefe@stjohns.ca>
To: [REDACTED]
Cc: [REDACTED]
Sent: Wednesday, February 17, 2016 10:13 AM
Subject: Re: The overly Generous Pay out of City Staff

[REDACTED]

Here are the facts:

The total cost of the retirement incentive is \$3.8 million not \$7.1 that is being quoted. The difference between the two is the amounts owed for annual leave not taken and severance those employees would have to receive whenever they retired. This cost is not part of the retirement incentive. For example the cost of the retirement incentive for the DCM of Pulbic Works is \$224.534 not the \$534.615 that is being quoted.

Savings: As a result of retirements the , projected savings over 2016-2018 is \$8.6 million

less the 3.8 million cost which brings a net benefit to the City of \$4.8 million. From 2019 on the savings will be \$3 million per year.

The savings come from not filling the positions. For those individuals who retired either that position or another senior high level position WAS NOT replaced.. it is by not replacing these positions where the savings come from.

Thanks for your email.
Dennis

Dennis O'Keefe
Mayor
City of St. John's
City Hall, P.O. Box 908
10 New Gower Street
St. John's, NL, A1C 5M2
Tel: 709-576-8477
Fax: 709-576-8250
Email: dokeefe@stjohns.ca
website: <http://www.stjohns.ca/>

----- [REDACTED] wrote: -----
To: "St. John's City Council" <citycouncil@stjohns.ca>
From: [REDACTED]
Date: 02/16/2016 03:41PM
Subject: The overly Generous Pay out of City Staff

As a tax paying citizen of this city I am sickened to see the amount of money this city paid out to staff in the form of "an early retirement package". How can this be justified?? I just spent 36 years working for the Federal Government and when I retired I did not get anywhere near this amount. Make any wonder the city is in financial trouble and we all have to pay more taxes. I have a background in accounting and in finance, and there is no doubt in my mind this was a very bad decision. There is no way the city will come out ahead on this one.

With this kind of mismanagement at City Hall, the city will never (at least not with the present council), move ahead. When a stockroom clerk get over \$103K in a retirement package and someone who is about to retire gets over \$500K, then there is obviously something very wrong. How can you say you are doing your best to serve the residents of this city?? It is time for the Minister of Municipal Affairs to step in.

I am disgusted.

[REDACTED]
A disgusted taxpayer who just had his taxes increased by 15% to

cover the very generous payout.



Re: Budget Questions
Derek G Coffey to: Kris Connors

2016/02/18 03:01 PM

Perfect
Thanks

Sent from my iPad

On Feb 18, 2016, at 2:55 PM, Kris Connors <kconnors@stjohns.ca> wrote:

Take 2. Was easier to do it this way. Let mow if ok.

(See attached file: 2015-2016 Salary Budget (51010) Comparison (With 2015 Actuals).pdf)

Kris

Kristopher Connors, CPA, CMA
Financial Accountant III
Department of Finance
City of St. John's
Tel: (709) 576-8451
Fax: (709) 576-8564
Email: kconnors@stjohns.ca
Website: www.stjohns.ca

Derek G Coffey---2016/02/18 11:55:08 AM---yes but - can we get the detail to go with it? Derek Coffey, CPA, CA, MBA

From: Derek G Coffey/CSJ
To: Kris Connors/CSJ@CSJ
Date: 2016/02/18 11:55 AM
Subject: Re: Fw: Budget Questions

yes but - can we get the detail to go with it?

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

Kris Connors---2016/02/18 11:27:36 AM---Let me know if this is ok. Kris

From: Kris Connors/CSJ
To: Derek G Coffey/CSJ@CSJ
Date: 2016/02/18 11:27 AM
Subject: Re: Fw: Budget Questions

Let me know if this is ok.

[attachment "2015-2016 Salary Budget Comparison.pdf" deleted by Derek G Coffey/CSJ]

Kris

Kristopher Connors, CPA, CMA
Financial Accountant III
Department of Finance
City of St. John's
Tel: (709) 576-8451
Fax: (709) 576-8564
Email: kconnors@stjohns.ca
Website: www.stjohns.ca

Derek G Coffey---2016/02/11 04:29:08 PM---Let us chat on this tomorrow Derek

From: Derek G Coffey/CSJ
To: Kris Connors/CSJ@CSJ
Date: 2016/02/11 04:29 PM
Subject: Fw: Budget Questions

Let us chat on this tomorrow

Derek

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

----- Forwarded by Derek G Coffey/CSJ on 2016/02/11 04:28 PM -----

From: [REDACTED]
To: Derek G Coffey <DCoffey@stjohns.ca>
Cc: jadams@stjohns.ca
Date: 2016/02/11 03:57 PM
Subject: Re: Budget Questions

Are you now in a position to answer my earlier question on the salary budget, actual 2015 versus budget 2016? I will follow up with you later on actual 2015 tax revenue versus 2016 budget, which was my other question. Took note of Puddester saying bureaucrats were running the place, was glad to here someone was in charge!

Sent from my iPhone

On Jan 25, 2016, at 12:55 PM, Derek G Coffey <DCoffey@stjohns.ca> wrote:

Hi [REDACTED]

good to hear from you.

With regards to your questions below I can answer some but for fiscal 2015 we are not yet at the point where I can give definitive answers so I will have to hold off on those ones.

As for some of the others:

1. the reduction in assessments and transfers is where the surplus from prior years was used to budget 2015 and this is not the case for 2016 as a result the substantial reduction]
2. avalon convention visitors bureau os merely a change in the way

we have been recording the transfers to and from the reserve for the accommodation taxes and the fact that this year is the first year there will be payments from the reserve on the new debt
3. the increase in sick and severance is a general increase in severance given expected retirements. You may notice Appendix 4 shows and increase of \$1M - this is not correct - look at appendix 2 - the increase is \$450K. There was a last minute change that got fixed in appendix 2 but missed in appendix 4.

Cheers,

Derek

Derek Coffey, CPA, CA, MBA
Deputy City Manager, Financial Management
Finance Department
City of St. John's
Email: dcoffey@stjohns.ca
Work: (709) 576-8332
Mobile: (709) 693-9307

From: [REDACTED]
To: DCoffey@stjohns.ca
Cc: NMartin@stjohns.ca, JAdams@stjohns.ca
Date: 2016/01/24 10:53 AM
Subject: Budget Questions

Hey Derek,
I had a couple of questions about the budget, and thought it expedient to ask the person who knows the numbers best,
- Budget shows "budget revenue" for 2015, can you now provide what the "actual revenue" is expected for 2015 for residential and commercial property tax
-Please provide actual total salary budget for 2015 compared to budget for 2016, and advise how much was paid out in early retirement incentives,

and where that expenditure is reflected in 2015 budget

-What is the last item "assessments/transfers" in the revenue summary, and why the large swing

-Why the big increase in severance/sick liabilities

-Why the big increase in Avalon Convention Bureau

-What is now the new projected surplus for 2015

Thanks

Sent from my iPad

<2015-2016 Salary Budget (51010) Comparison (With 2015 Actuals).pdf>



Re: Severance Pay for Managers
Art Puddister to: [REDACTED]

2016/02/23 05:00 PM

I agree and I am trying,
Art Puddister

Sent from my iPad

On Feb 23, 2016, at 3:09 PM, [REDACTED] wrote:

Gentleman

As a taxpayer I have concerns with the amount of severance, sick, vacation and other monies paid to some of the managers who recently elected to take early retirement. Seems to me to be extremely generous package especially given the fact that some of these managers were planing on retirement anyway. Its all well and good to state that monies will be saved in the long run but I believe this is an unreasonable expectation to have the taxpayers of this city pay anyone a half million dollars. No one is worth that.

I know from my own experience that 6 months salary, at the most, to take early retirement is fair and reasonable. As for paid sick time I believe people should get X number of days a year and if its not used the slate is wiped clean. Furthermore, employees shouldn't have the right to build up a couple of years of sick time and then take all of it in payment just before retirement.

Vacation pay payouts should also be limited and managers should keep close watch and controls on same. When I retired in 2013 after 38 years service in the Federal Government the most total vacation pay I could carry over and have on the books into the next year was 200 hrs. Its been my experience that employees were told that they must take vacation time when the hours exceeded those amounts. In these cases a mutually agreeable vacation dates was reached between the manager and the employee. That way things didn't get out of hand.

I believe things have now gotten out of hand with some of these payouts. Unfortunately, the taxpayers are on the hook.

Gentlemen I believe that as our elected representatives you have to find a better way of doing business especially when it comes to management employee benefits and salaries. It may not be easy but I believe it's necessary.

My two cents.

[REDACTED]



Fwd: Early retirees
Bruce Tilley to: Derek G Coffey

2016/03/01 11:57 AM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 15, 2016 at 12:30:29 PM NST
To: btalley@stjohns.ca
Subject: Early retirees

Councillor Tilley, I would appreciate if you could tell me how many city employees took advantage of the early retirement package. Also, as a result of those retirements, how many new people were hired.

Thank you.

[REDACTED]

Sent from my iPad



Re: Early retirees

Derek G Coffey to: [REDACTED]

Cc: Bruce Tilley

2016/03/01 12:39 PM

Hi [REDACTED],

Councillor Tilley forwarded me your email and asked I get in touch with you. Below I have pasted a link which should answer all your questions. I will add that in all cases of where an employee retired either that direct position or another comparable position was not filled.

If there are any other questions you have please let me know.

Derek

<http://www.stjohns.ca/media-release/council-statement-budget-2016-18-retirement-incentive>

Sent from my iPad

On Mar 1, 2016, at 11:57 AM, Bruce Tilley <BTilley@stjohns.ca> wrote:

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]

Date: February 15, 2016 at 12:30:29 PM NST

To: btalley@stjohns.ca

Subject: Early retirees

Councillor Tilley, I would appreciate if you could tell me how many city employees took advantage of the early retirement package. Also, as a result of those retirements, how many new people were hired.

Thank you.

[REDACTED]

Sent from my iPad



Re: Garbage problems in Kenmout Terrace and around our city
Sheilagh O'Leary to: [REDACTED]

2016/03/07 12:38 PM

Thanks for the suggests!

Sent from my iPhone

> On Mar 7, 2016, at 12:37 PM, [REDACTED] wrote:

>

> Hi Councillor O'Leary.

>

> Maybe the Anglican Church on Ladysmith or the Pentecostal Church on Kenmount Road..

> -----

> On Mon, 3/7/16, Sheilagh O'Leary <SOLeary@stjohns.ca> wrote:

>

> Subject: Re: Garbage problems in Kenmout Terrace and around our city

> To: [REDACTED]

> Date: Monday, March 7, 2016, 12:23 PM

>

>

>

>

> I fully intend on holding a
> town hall in Kenmount Terrace.

> Today is

> first day in the chamber and next week I am meeting with

> a

> prominent developer of the area to discuss

> some practical things that could

> improve

> life in KT until this overall 'plan' gets

> underway.

> As there is no community space, I

> was wondering if you had any thoughts or

> suggestions on where the best location would be

> to hold such a function?

> Cheers

> Sheilagh

>

> Sent

> from my iPhone

>

>> On Mar 1, 2016, at

> 9:06 PM, [REDACTED]

> wrote:

>>

>>

>> DEar Councillor O'Leary

>>

>> Thank you so much for

> your response. I appreciate you taking the time to

> respond. First of all, congratulations on your

> successful election. My wife

> and I supported

> you and voted for you, as we believe you are not one to

> take a back seat and you will not be afraid to
> challenge the Mayor and the
> deplorable
> decisions they are making.
>>
>> I cannot express in words how disgusted I
> am with the GENEROUS payout
> they just gave
> to staff for them to take an early retirement. When I see
> one DCM getting a \$535K payment, all I can do
> is shake my head in disgust.
> When a DCM is
> allowed to accumulate 1802 hours of annual leave (with 0
> hours in sick leave) something is wrong, then
> on top of that give him 56
> weeks in pay in
> addition to his generous severance. I'm sure you have
> seen
> the figures and I hope I am correct in
> stating if you were on council at the
> time
> you would not have supported this Generous payout. Of course
> this is
> even more difficult to accept when
> you see your property tax being
> increased by
> \$500.00 per year and such IMPORTANT services at automated
> garbage collection being postponed and the bulk
> garbage collection and the
> 10 week summer
> clean up being cancelled. As you know these terrible
> decisions will only mean more garbage around
> our city streets and
> neighbourhoods.
>>
>> The tell us the city
> is struggling financially, yet Mayor O'Keefe sees no
> problem in going to a Crusie Ship Conference.
> He tells us the return is
> worth the while. I
> for one have serious doubts on the figures he quoted. I
> believe he is way off base.
>>
>> Your predecessor
> Councillor Bernard Davis was excellent in getting results
> on issues that I brought to his attention. I
> feel very certain you will try
> just as hard
> and get those results as well. I know you have the
> experience
> and I know you are not afraid to
> challenge the Mayor or other council
> members. I wish you all the very best and I
> look forward to working with
> you. I would be
> more than happy to meet with you to discuss issues
> pertaining to our City and in particular Ward 4.

> We are lacking many
> amenities here in
> Kenmout Terrace. I'm certain the residents here would
> welcome a town hall session with you to discuss
> issues relating to Kenmount
> Terrace. Thank
> you.
>>
>> Best
> regards
>> [REDACTED]
> n Tue, 3/1/16, Sheilagh O'Leary <SOLeary@stjohns.ca>
> wrote:
>>
>> Subject:
> Re: Garbage problems in Kenmout Terrace and around our
> city
>> To: [REDACTED]
>> Date: Tuesday, March 1, 2016, 5:01 PM
>>
>> [REDACTED], Thanks for forwarding
>> this issue and you are my first
> constituency email, but not
>> a new one
> for me. I was just sworn in as Ward 4
> Councillor.
>> In my former role as
>> councillor at large, I was full tilt on
> the garbage issue,
>> as Clean and
> Beautiful rep (now Clean St. John's). I
>> will do my bit to advocate for more
> aggressive city clean up
>> efforts as I
> also encourage residents to stoop and clean up
>> the front of their own properties.
>> I never voted for this
>> budget and do not support it and would
> never have supported
>> litter reduction
> services as have unfolded. Moving
> forward....
>> Regards, Sheilagh
>> Sent
>> from my
> iPhone
>> On Mar 1,
> 2016, at 3:56 PM, [REDACTED]
>> wrote:
>>
>> Folks. I
> have written to you a number of times before on the issue
> of
>> Garbage in and around our city. Now
> that the snow has melted

>> of course we
> see all the garbage that is littering our city.
>> The major source of the problem is from
> people putting out
>> their garbage on
> garbage day with it not being covered. I
>> have attached two photos which were taken
> in Kenmount
>> Terrace yesterday, February
> 29th, 2016. What you see is
>> the
> remnants of the garbage being torn open by the gulls, or
>> whatever, and then the garbage blows all
> over the place.
>> My wife and I walk
> almost daily and this is a regular
> occurrence. Until such time as we get automated garbage
>> collection like Mount Pearl has this
> problem will persist.
>>
>> Of course
>> our council
> has decided to postpone automated garbage
>> collection, along with the bulk garbage
> pick up and the 10
>> week summer clean
> up, so we will see lots of garbage around
>> our city this summer. Just take a drive up
> Kelsey Drive and
>> the amount of garbage
> along the roadway is despicable. The
> \$7.1M dollars that was used to provide the Very
>> Generous pay out to the 18 or so city
> staff could have been
>> used to pay for
> the Automated Garbage collection.
>> I
> trust
>> you will have the wisdom and
> vision to re think your
>> decisions
> regarding these matters and do what is right and
>> just for this city, re instate automated
> garbage collection,
>> bulk garbage pick
> up and the 10 week summer clean up.
>>
>> Thank you
>> for your
> time and attention to these matter
>

>> eastern.jpg<Garbage on Great
>> eastern.jpg><Garbage on Petite
> Fort



Re: The Latest from City Hall
[Redacted] to: Councillor Dave Lane

2016/03/09 10:07 AM

History: This message has been replied to.

Dave,

This is just fantastic and I learned a lot reading it.

I was delighted to see you mention about issues around how the City operates. Productivity is an issue near and dear to my heart and many people don't seem to realize that if processes are efficient and staff motivated), there is less pressure to simply cut services or increase fees/taxes.

Lori and I recently renovated a house and the inspection process was a nightmare. Inspectors were inconsistent, disagreed with each other, failed to advise us of requirements and then came back later and said "too bad" despite the delays it caused. I got a real taste of what contractors who do a lot of work must go through. I was shocked that people with that kind of attitude could operate like that, seemingly without fear of any kind of accountability- We hesitant to complain because it could make them even worse. I was going to give Sylvester Crocker a call as he's a good guy but I threw up my hands as I'm not sure what he could have done to fix some of this.

Luckily the property is sold now but the issues around inspection and delays pretty well destroyed the profitability of the project.

I wish more of the bunch down there were as open with your communications as you – I think it would have avoided a lot of the turmoil being dealt with now.

[Redacted]

From: Councillor Dave Lane <dlane=stjohns.ca@mail16.suw13.rsgsv.net> on behalf of Councillor Dave Lane <dlane@stjohns.ca>

Reply-To: Councillor Dave Lane <dlane@stjohns.ca>

Date: Wednesday, March 9, 2016 at 9:47 AM

To: [Redacted]

Subject: The Latest from City Hall

Salaries, retirements, travel spending, tax relief, and a full program review.

[View this email in your browser](#)

City finances are a hot topic.

Hi [Redacted]

Since the budget was announced, there

On the Web

has been a lot of inquiry and discussion about City spending. There have been various reactions to this from Council, so I'd like to share with you my perspective.

- [Salaries](#)
- [Retirement Packages](#)
- [Travel Spending](#)
- [Tax Relief](#)
- [Program Review](#)

Staff Salaries

The salaries of all City employees were recently published at the stjohns.ca website, and it has caused quite a stir. [Many of our upper management are paid handsomely.](#)

This is hard to swallow in a year where taxes have gone up and the economy is entering a slow patch. Can anything be done?

My first response is that we can't go any higher with these salaries. Now that we've agreed a significant raise across the board in order to achieve an important pension solution, it's time to take a breather.

I appreciate calls to cut salaries, and I believe it should be seriously considered as an option. However that is not an easy ask to make right now because the previous contract was agreed just one and a half years ago.

The national groups representing our unionized employees would push back very hard on salary reductions (leading to strikes and horrible morale), so it's important we choose our battles. I believe we should first look at stalling salaries in the next negotiating round, as well as cut benefits that led to recent significant retirement packages.

Speaking of which...

[It's Time to Change the Way City Hall Writes Its Budgets.](#)

[Why St. John's Budget Was So Insane This Year](#)

[Citizen-Council Collaborations are Reimagining the City](#)

On the Radio

[Dave's in studio on VOCM every second Monday at 8PM](#)

[Like Dave's Page](#)

[Follow Dave's Tweets](#)

[Give Dave a +1](#)

[Link up with Dave](#)

[See Dave's Pins](#)

[Visit Dave's Website](#)

[Send Dave an Email](#)

Retirement Packages

As part of cost-cutting efforts, the City let go of about 29 positions at the end of 2015. Many of these were among our highest paid and longest-serving staff, which meant their retirement packages were large.

I've detailed the reasoning behind these numbers in a [Facebook post which you can read here](#) (you don't need an account to view it).

The basic gist is that we are reducing our staffing levels which will mean ongoing yearly savings in the millions. But to lay people off like that ("without reason") means they must be offered a "payment in lieu" of the months they would have worked otherwise. This is on top of other mandated compensation, like unused vacation pay and sick days that were negotiated years ago when they started work.

Many of these costs going forward will have to be negotiated out, in my opinion, the next time we sit down for contract talks.

Council Travel Spending

And of course, staff costs are not the only expenses under the microscope. There was a [recent report in the Telegram detailing Council travel spending](#) over the past two years.

For my part, I went on one trip to Calgary and Edmonton for an intensive week of conference sessions and one-on-one meetings with professionals and practitioners in Economic Development.

I felt this was extremely worthwhile as I am chair of the Economic Development, Tourism, and Public Engagement Standing Committee and am very much

focused on strengthening our local economy. I've used my copious notes to inform and drive decision making ever since.

That's a good use of travel, and most of the trips reported are equally important. However, we do not have a clear policy of when and why (and for how much) a Council member can travel on taxpayer dime, so I made a specific request in Council that we update this policy based on best practices in other cities.

Tax Relief

Given the tax increases in this year's budget, along with the spending "revelations" in recent weeks, there has been a sustained call for tax relief for businesses and residents.

I've grappled with this request pretty intensely, and continue to explore the options to provide that relief as soon as possible.

The challenge with providing immediate relief is that it would mean making a relatively quick-and-dirty decision that could lead to unintended consequences which I've partially outlined in a piece I wrote for The Overcast called "[It's Time to Change the Way City Hall Writes Its Budgets.](#)"

It's important that we be thoughtful about how we make cuts or change spending. This is exemplified by the ill-considered choices that were made in the budget like cutting our already-paltry arts grants funding and ending bulk garbage pickup.

Program Review

The better approach, in my mind, is to look closely and deeply at how City Hall works and operates. To that end, we have kicked off an extremely robust

"Program Review".

I will be writing about this in detail soon, but the general gist is that we have developed a comprehensive exploration of everything that happens City Hall. Using a standardized approach across all departments with multiple levels of oversight (led by an experienced, relatively new-to-City Hall staff person), everything will be on the table for process improvement, budget re-allocation, and spending reduction.

In my opinion it's a huge opportunity to enhance service delivery because it will force employees and managers to question how things are done as well as offer creative solutions. So it's not just about "cuts;" it's about making things better.

What's Next?

The above are some pretty heavy, but important, topics. They have taken up a lot of our bandwidth but there are still a lot of great initiatives ongoing at City Hall.

My next newsletter (which should come in a couple of weeks) will have updates on the [Bike Task Force](#) (we've met once and are meeting again soon!), Richmond Cottage (update extremely imminent), Water Street (the "big dig" is complex but we're having a lot of dialogue), and anything else you'd like to hear about - let me know by clicking "Reply!"

Talk soon,
Dave

p.s. I'm on [VOCM Nightline every second Monday night](#). It's a great opportunity for you to connect with me directly and also raise an issue you think is important for people to hear about.

Consider calling in!

Copyright ©2016 Dave Lane for St. John's, All rights reserved.

You're receiving this email because you signed up to receive periodic information from Dave Lane, St. John's Councillor-at-Large.
Thanks!

You can contact Dave directly:

Dave Lane for St. John's
10 New Gower St.
P.O. Box 908
St. John's, NL A1C 5M2
Canada

[Add us to your address book](#)

[unsubscribe from this list](#) [update subscription preferences](#)



Re: The Latest from City Hall
[REDACTED] to: Councillor Dave Lane

2016/03/09 08:46 PM

History:

This message has been replied to.

Hey Davey, thanks for the update. I heard some disturbing stories over the Christmas holidays about packages at City hall and I was shocked. I even emailed the CBC to suggest they check into the packages but since then, information has been released. The only question that hasn't been addressed is whether packages were offered to positions that were replaced. Could you please ask on my behalf? By packages, I mean redundancy pay being offered to vacate positions. You garnered respect for voting against this budget, in many people's minds. Galgay says he was set up but in reality, the budget was not properly vetted by council. Council should have known that this budget would have been unpalatable by the citizens. Enough said about that. Looking forward to the future, it is patently obvious that salaries are a major problem at cit hall. The first issue is the scales at which positions are compensated and the second is the number of positions that are required to execute the duties required. Your Program Review "should " address this. Every single position should be evaluated. You have brought a common sense approach to city management. I'm proud of what you've done so far. Carry on with this approach in the future. You have my support.



Sent from my iPad

On Mar 9, 2016, at 9:47 AM, Councillor Dave Lane <dlane@stjohns.ca> wrote:

Salaries, retirements, travel spending, tax relief, and a full program review.

[View this email in your browser](#)

City finances are a hot topic.

Hi Bob,

Since the budget was announced, there has been a lot of inquiry and discussion about City spending. There have been various reactions to this from Council, so I'd like to share with you my perspective.

- [Salaries](#)

On the Web

[It's Time to Change the Way City Hall Writes Its Budgets.](#)

- [Retirement Packages](#)
- [Travel Spending](#)
- [Tax Relief](#)
- [Program Review](#)

Staff Salaries

The salaries of all City employees were recently published at the stjohns.ca website, and it has caused quite a stir. [Many of our upper management are paid handsomely.](#)

This is hard to swallow in a year where taxes have gone up and the economy is entering a slow patch. Can anything be done?

My first response is that we can't go any higher with these salaries. Now that we've agreed a significant raise across the board in order to achieve an important pension solution, it's time to take a breather.

I appreciate calls to cut salaries, and I believe it should be seriously considered as an option. However that is not an easy ask to make right now because the previous contract was agreed just one and a half years ago.

The national groups representing our unionized employees would push back very hard on salary reductions (leading to strikes and horrible morale), so it's important we choose our battles. I believe we should first look at stalling salaries in the next negotiating round, as well as cut benefits that led to recent significant retirement packages.

Speaking of which...

Retirement Packages

As part of cost-cutting efforts, the City let go of about 29 positions at the end of 2015. Many of these were among our highest paid and longest-serving staff,

[Why St. John's Budget Was So Insane This Year](#)

[Citizen-Council Collaborations are Reimagining the City](#)

On the Radio

[Dave's in studio on VOXM every second Monday at 8PM](#)

[Like Dave's Page](#)

[Follow Dave's Tweets](#)

[Give Dave a +1](#)

[Link up with Dave](#)

[See Dave's Pins](#)

[Visit Dave's Website](#)

[Send Dave an Email](#)

which meant their retirement packages were large.

I've detailed the reasoning behind these numbers in a [Facebook post which you can read here](#) (you don't need an account to view it).

The basic gist is that we are reducing our staffing levels which will mean ongoing yearly savings in the millions. But to lay people off like that ("without reason") means they must be offered a "payment in lieu" of the months they would have worked otherwise. This is on top of other mandated compensation, like unused vacation pay and sick days that were negotiated years ago when they started work.

Many of these costs going forward will have to be negotiated out, in my opinion, the next time we sit down for contract talks.

Council Travel Spending

And of course, staff costs are not the only expenses under the microscope. There was a [recent report in the Telegram detailing Council travel spending](#) over the past two years.

For my part, I went on one trip to Calgary and Edmonton for an intensive week of conference sessions and one-on-one meetings with professionals and practitioners in Economic Development.

I felt this was extremely worthwhile as I am chair of the Economic Development, Tourism, and Public Engagement Standing Committee and am very much focused on strengthening our local economy. I've used my copious notes to inform and drive decision making ever since.

That's a good use of travel, and most of

the trips reported are equally important. However, we do not have a clear policy of when and why (and for how much) a Council member can travel on taxpayer dime, so I made a specific request in Council that we update this policy based on best practices in other cities.

Tax Relief

Given the tax increases in this year's budget, along with the spending "revelations" in recent weeks, there has been a sustained call for tax relief for businesses and residents.

I've grappled with this request pretty intensely, and continue to explore the options to provide that relief as soon as possible.

The challenge with providing immediate relief is that it would mean making a relatively quick-and-dirty decision that could lead to unintended consequences which I've partially outlined in a piece I wrote for The Overcast called "[It's Time to Change the Way City Hall Writes Its Budgets.](#)"

It's important that we be thoughtful about how we make cuts or change spending. This is exemplified by the ill-considered choices that were made in the budget like cutting our already-paltry arts grants funding and ending bulk garbage pickup.

Program Review

The better approach, in my mind, is to look closely and deeply at how City Hall works and operates. To that end, we have kicked off an extremely robust "Program Review".

I will be writing about this in detail soon, but the general gist is that we have developed a comprehensive exploration of everything that happens

City Hall. Using a standardized approach across all departments with multiple levels of oversight (led by an experienced, relatively new-to-City Hall staff person), everything will be on the table for process improvement, budget re-allocation, and spending reduction.

In my opinion it's a huge opportunity to enhance service delivery because it will force employees and managers to question how things are done as well as offer creative solutions. So it's not just about "cuts;" it's about making things better.

What's Next?

The above are some pretty heavy, but important, topics. They have taken up a lot of our bandwidth but there are still a lot of great initiatives ongoing at City Hall.

My next newsletter (which should come in a couple of weeks) will have updates on the [Bike Task Force](#) (we've met once and are meeting again soon!), Richmond Cottage (update extremely imminent), Water Street (the "big dig" is complex but we're having a lot of dialogue), and anything else you'd like to hear about - let me know by clicking "Reply!"

Talk soon,
Dave

p.s. I'm on [VOCM Nightline every second Monday night](#). It's a great opportunity for you to connect with me directly and also raise an issue you think is important for people to hear about. Consider calling in!

Copyright © 2016 Dave Lane for St. John's, All rights reserved.

You're receiving this email because you signed up to receive periodic information from Dave Lane, St. John's Councillor-at-Large. Thanks!

You can contact Dave directly:

Dave Lane for St. John's
10 New Gower St.
P.O. Box 908
St. John's, NL A1C 5M2
Canada

[Add us to your address book](#)

[unsubscribe from this list](#) [update subscription preferences](#)



RE: recent payouts

to: rellsworth@stjohns.ca

2016/03/10 10:07 AM

History:

This message has been replied to.

Mr. Ellsworth

It sounds to me like these employees are making quite exorbitant salaries for what they do. Is this a matter of too many managers, and why are these salaries so high. I don't know what your severance payout consists of but Prov Govt paid me one week's salary for every year I worked. Same with my husband's Federal severance.

The thing that bothers me about all this is that our population are not made up of everyone making 6 figure salaries. On the contrary, with so many unemployed, government assisted, poverty stricken, low income and middle income people, seniors on fixed incomes just making ends meet from paycheque to paycheque and without getting any increases to keep up with the cost of living, how long are we going to be able to withstand paying these increases year after year. We are not a bottomless pittance, upon which to draw money. I think officials forget to take all of this into account at the end of the day. Between the City, our Provincial Govt, and Revenue Canada, where will people continue to get this money. Maybe we'll all end up declaring bankruptcy.

To: [REDACTED]

Date: Mon, 7 Mar 2016 21:46:12 -0330

From: rellsworth@stjohns.ca

Subject: Re: recent payouts

Thanks for your email and sharing your concerns . Listed below is some detailed info . After going through it please give me a call to discuss . 576 8363

Thank you

What is the true cost of the retirement packages?

The total cost of the retirement incentive is \$3.8M – not the \$7.1M that is being quoted. The difference between the \$7.1M and \$3.8M is amounts owed for annual leave not taken and severance payments that such employees would receive regardless of when they retire – the costs are not incremental and are thus not a cost of the retirement package.

As an example – it has been quoted that the “retirement package” for the former Deputy City Manager of Public Works is \$534,615. This is not correct. Of this amount \$310,081 is their normal entitlement for annual leave and severance as mentioned above – this is **not** part of the retirement package. The cost of the retirement incentive for this position is \$224,534 – this amount is included in the \$3.8M above and is the true cost of the retirement incentive.

What are the savings?

Projected salary savings over 2016-2018 are \$8.6M. Thus by the end of 2018 the net gain to the City is \$4.8M = \$8.6M savings less \$3.8M cost. In addition, from 2019 onwards the estimated salary savings is \$3 million per annum which thus saves this amount on a go forward basis.

How are the salaries being saved?

The salary savings come from not filling positions. For those individuals who retired either that direct position or another senior high level position was not replaced. As two examples:

1. The Manager of inspection Services is a position which has been eliminated.
2. The Deputy City Manager of Public Works was replaced but a Senior Director Position within that department was not replaced.

It is by not replacing these positions where the salary savings come from.

Sent from my iPhone

On Mar 6, 2016, at 9:57 PM, [REDACTED] wrote:

Mr. Mayor and Councillors,

I am appalled by the recent payouts to employees at City Hall.

Sick Leave is a benefit to be used in case of illness and should never be accumulated to be paid out at retirement. This benefit should never be looked at in any other way except to be grateful if they retire healthy without needing it. Whomever is responsible for putting together these kind of formulas for retirements at City Hall, should be fired. Didn't any of you Councillors see anything morally wrong with these payouts and didn't these amounts seem a tad high. And, this shouldn't set a precedent either because one mistake shouldn't lead to two. Measures should be taken to ensure that this doesn't happen again, whether it is agreed between yourselves or at the next agreement and signing of the Union contract. My husband worked with the Federal Government for 30 years and his pension was based on a regular 40 hour week (not overtime hours), any unused annual leave, and certainly didn't include unused sick leave. I worked at Eastern Health under NAPE agreement, for 25 years and my pension was based exactly the same way. In comparison, between these organizations and City Hall, there is something quite wrong with the way the City does their calculations

Doesn't anyone in your Chambers see something seriously wrong about someone getting 1/2 million dollar plus pension on retirement. Mr. Mackey is surely laughing his way all the way to the bank, and at our expense. How do you sleep nights gouging taxpayers the way you do and not see anything wrong with this. And yet, keep having the nerve to justify what you're doing and why. Get your act together and stop wasting our money. Raising our taxes should always be a last resort **after** you clean up your own house.

Regards



Re: The Latest from City Hall
[Redacted] to: Councillor Dave Lane

2016/03/16 10:28 AM

History: This message has been replied to.

Hi Dave, (BTW: I have a new email address: [Redacted])

It is really fantastic that you keep everyone up to date with the goings on at city hall and your positions on things.

However, I think there is ONE very important thing missing from this update. It is the issue of improving services levels. I think it is a grave mistake to only highlight the issue of controlling cost. Of course cost matters, but it matters even more how much we get in return for the property tax we pay. Some of the best places to live in in the world have much higher taxation levels than people have in St. John's. But people are content with that because they get a very high service level in return.

So instead of focusing only on reducing cost, we need to talk more about using resources better and more efficiently. In my opinion, council and mayor need to put much higher demands on managers to make sure service is top notch. Sidewalk snow clearing is a prime example of this. While there are limited resources, there are countless examples of very inefficient use of labour and equipment, such as when a street plow pushes snow back on a sidewalk that just has been cleared. From the sounds I hear from city hall, I don't see anyone taking these kinds of management problems seriously.

But sidewalks is just one example of a problem I have seen in action. I'm sure there are other areas where management could be improved.

Otherwise, keep up the good work.



On 2016-03-09 9:47 AM, Councillor Dave Lane wrote:

Salaries, retirements, travel spending, tax relief, and a full program review.

[View this email in your browser](#)

City finances are a hot topic.

Hi [Redacted]

On the Web

Since the budget was announced, there has been a lot of inquiry and discussion about City spending. There have been various reactions to this from Council, so I'd like to share with you my perspective.

- [Salaries](#)
- [Retirement Packages](#)
- [Travel Spending](#)
- [Tax Relief](#)
- [Program Review](#)

Staff Salaries

The salaries of all City employees were recently published at the stjohns.ca website, and it has caused quite a stir. [Many of our upper management are paid handsomely.](#)

This is hard to swallow in a year where taxes have gone up and the economy is entering a slow patch. Can anything be done?

My first response is that we can't go any higher with these salaries. Now that we've agreed a significant raise across the board in order to achieve an important pension solution, it's time to take a breather.

I appreciate calls to cut salaries, and I believe it should be seriously considered as an option. However that is not an easy ask to make right now because the previous contract was agreed just one and a half years ago.

The national groups representing our unionized employees would push back very hard on salary reductions (leading to strikes and horrible morale), so it's important we choose our battles. I believe we should first look at stalling salaries in the next negotiating round, as well as cut benefits that led to recent significant retirement packages.

Speaking of which...

[It's Time to Change the Way City Hall Writes Its Budgets.](#)

[Why St. John's Budget Was So Insane This Year](#)

[Citizen-Council Collaborations are Reimagining the City](#)

On the Radio

[Dave's in studio on VOXM every second Monday at 8PM](#)

[Like Dave's Page](#)

[Follow Dave's Tweets](#)

[Give Dave a +1](#)

[Link up with Dave](#)

[See Dave's Pins](#)

[Visit Dave's Website](#)

[Send Dave an Email](#)

Retirement Packages

As part of cost-cutting efforts, the City let go of about 29 positions at the end of 2015. Many of these were among our highest paid and longest-serving staff, which meant their retirement packages were large.

I've detailed the reasoning behind these numbers in a [Facebook post which you can read here](#) (you don't need an account to view it).

The basic gist is that we are reducing our staffing levels which will mean ongoing yearly savings in the millions. But to lay people off like that ("without reason") means they must be offered a "payment in lieu" of the months they would have worked otherwise. This is on top of other mandated compensation, like unused vacation pay and sick days that were negotiated years ago when they started work.

Many of these costs going forward will have to be negotiated out, in my opinion, the next time we sit down for contract talks.

Council Travel Spending

And of course, staff costs are not the only expenses under the microscope. There was a [recent report in the Telegram detailing Council travel spending](#) over the past two years.

For my part, I went on one trip to Calgary and Edmonton for an intensive week of conference sessions and one-on-one meetings with professionals and practitioners in Economic Development.

I felt this was extremely worthwhile as I am chair of the Economic Development, Tourism, and Public Engagement Standing Committee and am very much focused on strengthening our local

economy. I've used my copious notes to inform and drive decision making ever since.

That's a good use of travel, and most of the trips reported are equally important. However, we do not have a clear policy of when and why (and for how much) a Council member can travel on taxpayer dime, so I made a specific request in Council that we update this policy based on best practices in other cities.

Tax Relief

Given the tax increases in this year's budget, along with the spending "revelations" in recent weeks, there has been a sustained call for tax relief for businesses and residents.

I've grappled with this request pretty intensely, and continue to explore the options to provide that relief as soon as possible.

The challenge with providing immediate relief is that it would mean making a relatively quick-and-dirty decision that could lead to unintended consequences which I've partially outlined in a piece I wrote for The Overcast called "[It's Time to Change the Way City Hall Writes Its Budgets.](#)"

It's important that we be thoughtful about how we make cuts or change spending. This is exemplified by the ill-considered choices that were made in the budget like cutting our already-paltry arts grants funding and ending bulk garbage pickup.

Program Review

The better approach, in my mind, is to look closely and deeply at how City Hall works and operates. To that end, we have kicked off an extremely robust "Program Review".

I will be writing about this in detail soon, but

the general gist is that we have developed a comprehensive exploration of everything that happens City Hall. Using a standardized approach across all departments with multiple levels of oversight (led by an experienced, relatively new-to-City Hall staff person), everything will be on the table for process improvement, budget re-allocation, and spending reduction.

In my opinion it's a huge opportunity to enhance service delivery because it will force employees and managers to question how things are done as well as offer creative solutions. So it's not just about "cuts;" it's about making things better.

What's Next?

The above are some pretty heavy, but important, topics. They have taken up a lot of our bandwidth but there are still a lot of great initiatives ongoing at City Hall.

My next newsletter (which should come in a couple of weeks) will have updates on the [Bike Task Force](#) (we've met once and are meeting again soon!), Richmond Cottage (update extremely imminent), Water Street (the "big dig" is complex but we're having a lot of dialogue), and anything else you'd like to hear about - let me know by clicking "Reply!"

Talk soon,
Dave

p.s. I'm on [VOCM Nightline every second Monday night](#). It's a great opportunity for you to connect with me directly and also raise an issue you think is important for people to hear about. Consider calling in!

Copyright © 2016 Dave Lane for St. John's, All rights reserved.

You're receiving this email because you signed up to receive periodic information from Dave Lane, St. John's Councillor-at-Large. Thanks!

You can contact Dave directly:

Dave Lane for St. John's
10 New Gower St.
P.O. Box 908
St. John's, NL A1C 5M2
Canada

[Add us to your address book](#)

[unsubscribe from this list](#) [update subscription preferences](#)





Re: The Latest from City Hall
[REDACTED] to: Councillor Dave Lane

2016/03/18 11:20 AM

History:

This message has been replied to.

Dave,

Morning. Hope this finds you well. I'm afraid I'm writing an e-mail that you will have already received from other constituents, and not a happy one.

The snowclearing this week has been the worst I have seen since moving here. Both Monday and this morning, it was snowing when I made my normal way to my work in Mount Pearl. About half of that drive is within St. John's, along the parkway, a major thoroughfare. Adding the number of plows I saw out on Monday morning to the number I saw out today during my drive brings me to a grand total of one. One plow, during a busy travel time, on two mornings this week that saw an unpredictable amount of snow.

Where was the equipment? It's troubling to see a tweet this morning of where all the plows are at 9:25 (on the tail end of the morning rush) and to see a story this week on how much the City saved this month because of not needing so much snow clearing. What happened? As of writing this e-mail, there appear to be seven plows active right now. That seems awfully low.

It's troubling to see a Council that is, time and time again, issue after issue, out of touch with the people in the city. The arts, the businesses down town, the trips to Florida for a cruise convention, the incredible (and partially tax-free) rates of pay, and now snow clearing. It is deeply disappointing. Engagement with the people seems to be in your bailiwick, but the Council seems disengaged from the city.

I've said this to you before, Dave, and I truly believe. We COULD be an amazing city, a jewel of a place in the North Atlantic, filled with culture, a fun place to be. We are not this yet. And lately, we aren't even moving in the direction remotely.

Thanks for reading, Dave. I appreciate it and any guidance you can give me on this. As a side note, has Ms. O'Leary been sworn in? I'd like to copy this e-mail to her, as she is my new Ward Councillor. I was not able to vote, as you know, through an archaic and curious regulation, but I would still like to contact her.

Thank you.



On Wed, Mar 9, 2016 at 10:47 AM, Councillor Dave Lane <dlane@stjohns.ca> wrote:

Salaries, retirements, travel spending, tax relief, and a full program review.

[View this email in your browser](#)

City finances are a hot topic.

Hi [REDACTED]

Since the budget was announced, there has been a lot of inquiry and discussion about City spending. There have been various reactions to this from Council, so I'd like to share with you my perspective.

- [Salaries](#)
- [Retirement Packages](#)
- [Travel Spending](#)
- [Tax Relief](#)
- [Program Review](#)

Staff Salaries

The salaries of all City employees were recently published at the stjohns.ca website, and it has caused quite a stir. [Many of our upper management are paid handsomely.](#)

This is hard to swallow in a year where taxes have gone up and the economy is entering a slow patch. Can anything be done?

My first response is that we can't go any higher with these salaries. Now that we've agreed a significant raise across the board in order to achieve an important pension solution, it's time to take a breather.

I appreciate calls to cut salaries, and I believe it should be seriously considered as an option. However that is not an easy ask to make right now because the previous contract was agreed just one and a half years ago.

The national groups representing our unionized employees would push back very hard on salary reductions (leading to strikes and horrible morale), so it's important we choose our battles. I believe we should first look at stalling salaries in the next negotiating round, as well as cut benefits that led to recent significant retirement packages.

On the Web

[It's Time to Change the Way City Hall Writes Its Budgets.](#)

[Why St. John's Budget Was So Insane This Year](#)

[Citizen-Council Collaborations are Reimagining the City](#)

On the Radio

[Dave's in studio on VOXM every second Monday at 8PM](#)

[Like Dave's Page](#)

[Follow Dave's Tweets](#)

[Give Dave a +1](#)

[Link up with Dave](#)

[See Dave's Pins](#)

[Visit Dave's Website](#)

[Send Dave an Email](#)

Speaking of which...

Retirement Packages

As part of cost-cutting efforts, the City let go of about 29 positions at the end of 2015. Many of these were among our highest paid and longest-serving staff, which meant their retirement packages were large.

I've detailed the reasoning behind these numbers in a [Facebook post which you can read here](#) (you don't need an account to view it).

The basic gist is that we are reducing our staffing levels which will mean ongoing yearly savings in the millions. But to lay people off like that ("without reason") means they must be offered a "payment in lieu" of the months they would have worked otherwise. This is on top of other mandated compensation, like unused vacation pay and sick days that were negotiated years ago when they started work.

Many of these costs going forward will have to be negotiated out, in my opinion, the next time we sit down for contract talks.

Council Travel Spending

And of course, staff costs are not the only expenses under the microscope. There was a [recent report in the Telegram detailing Council travel spending](#) over the past two years.

For my part, I went on one trip to Calgary and Edmonton for an intensive week of conference sessions and one-on-one meetings with professionals and practitioners in Economic Development.

I felt this was extremely worthwhile as I am chair of the Economic Development, Tourism, and Public Engagement

Standing Committee and am very much focused on strengthening our local economy. I've used my copious notes to inform and drive decision making ever since.

That's a good use of travel, and most of the trips reported are equally important. However, we do not have a clear policy of when and why (and for how much) a Council member can travel on taxpayer dime, so I made a specific request in Council that we update this policy based on best practices in other cities.

Tax Relief

Given the tax increases in this year's budget, along with the spending "revelations" in recent weeks, there has been a sustained call for tax relief for businesses and residents.

I've grappled with this request pretty intensely, and continue to explore the options to provide that relief as soon as possible.

The challenge with providing immediate relief is that it would mean making a relatively quick-and-dirty decision that could lead to unintended consequences which I've partially outlined in a piece I wrote for The Overcast called "[It's Time to Change the Way City Hall Writes Its Budgets.](#)"

It's important that we be thoughtful about how we make cuts or change spending. This is exemplified by the ill-considered choices that were made in the budget like cutting our already-paltry arts grants funding and ending bulk garbage pickup.

Program Review

The better approach, in my mind, is to look closely and deeply at how City Hall works and operates. To that end, we have kicked off an extremely robust "Program Review".

I will be writing about this in detail soon, but the general gist is that we have developed a comprehensive exploration of everything that happens City Hall. Using a standardized approach across all departments with multiple levels of oversight (led by an experienced, relatively new-to-City Hall staff person), everything will be on the table for process improvement, budget re-allocation, and spending reduction.

In my opinion it's a huge opportunity to enhance service delivery because it will force employees and managers to question how things are done as well as offer creative solutions. So it's not just about "cuts;" it's about making things better.

What's Next?

The above are some pretty heavy, but important, topics. They have taken up a lot of our bandwidth but there are still a lot of great initiatives ongoing at City Hall.

My next newsletter (which should come in a couple of weeks) will have updates on the [Bike Task Force](#) (we've met once and are meeting again soon!), Richmond Cottage (update extremely imminent), Water Street (the "big dig" is complex but we're having a lot of dialogue), and anything else you'd like to hear about - let me know by clicking "Reply!"

Talk soon,
Dave

p.s. I'm on [VOCM Nightline every second Monday night](#). It's a great opportunity for you to connect with me directly and also raise an issue you think is important for people to hear about. Consider calling in!

Thanks!

You can contact Dave directly:
Dave Lane for St. John's
10 New Gower St.
P.O. Box 908
St. John's, NL A1C 5M2
Canada

[Add us to your address book](#)

[unsubscribe from this list](#) [update subscription preferences](#)

--





Re: [Released from Quarantine] RE: The Latest from City Hall

to: Dave Lane, [REDACTED]
Cc: [REDACTED]

2016/03/20 10:49 AM

Thanks Dave.

As stated so many times, the "elephant in the room" in all our financial woes is the closed door negotiations and failure of anyone to fully disclose to the taxpayers exactly what these deals are costing. They are all in it together, especially in light of the manner they obtain these benefits, and when James compiles his sunshine list and adds in the cost of all these "negotiated" plums, we will all see exactly how unfair this is. Next stop, Confederation Hill, MUN, Hydro and all those other bastions of corruption and entitlement, funded as always by the uninformed taxpayer.

Keep it going, please!!

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Dave Lane

Sent: Sunday, March 20, 2016 10:25 AM

To: [REDACTED]

Cc: [REDACTED]

Subject: Re: [Released from Quarantine] RE: The Latest from City Hall

Thanks [REDACTED],

Interestingly, if you years ago counsel changed the way that their raises and salaries are determined. They are now pegged to the same increases that the union receives. I believe this is a big part of the reason why management salaries have skyrocketed.

I agree that we need more transparency around negotiated salaries and benefits across the board, not just re: Council and management. If the public were aware of the 18% increase that the unions were given before they were finalized, we would never have given them. I'm not saying it was the wrong move, per se, but the council would have had more strength and keeping that number down if public sentiment were informed.

Dave

--

Dave Lane

Councillor at Large, St. John's

dlane@stjohns.ca - 709-576-8243

[www.DaveLaneStJohns.ca](http://www.davelanestjohns.ca/)

www.facebook.com/DaveLaneStJohns

www.twitter.com/DaveLaneTweets

On Mar 11, 2016, at 11:33, [REDACTED]

[REDACTED] rote:

Thank you for the update, Dave.

We have developed quite a "whip for our backs" at the City with salaries and benefits totally unjustified based on what the average taxpayer earns doing similar work.

As indicated in the enclosed comments, Gerry Earle of UNIFOR feels that its entirely unfair to negotiate wages and benefits behind closed doors without input and approval from those paying the tab. Brian Farewell was on Pete Soucy's show indicating a similar sentiment so it certainly seems we are on the cusp of some real honesty and Jim McLeod at the Telegram is championing that initiative. .

Once this "sunshine list" is made public, including the wages, benefits and Pension costs, it will become abundantly clear why taxpayers are so upset.

Should be an interesting month J

From: Councillor Dave Lane [mailto:dlane=stjohns.ca@mail16.suw13.rsgsv.net]
On Behalf Of Councillor Dave Lane
Sent: Wednesday, March 09, 2016 9:48 AM
To: [REDACTED]
Subject: The Latest from City Hall

Salaries, retirements, travel spending, tax relief, and a full program review.

View this email in your browser<

<http://us4.campaign-archive2.com/?u=92e12362d526f452b7a1b681b&id=8cd35f7374&e=3bf95a12d4>>

[
<https://gallery.mailchimp.com/92e12362d526f452b7a1b681b/images/202f3200-dd9b-486b-acb7-17df7fce5c55.jpg>]
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=922e5bb59a&e=3bf95a12d4>>

City finances are a hot topic.

Hi [REDACTED],

Since the budget was announced, there has been a lot of inquiry and discussion about City spending. There have been various reactions to this from Council, so I'd like to share with you my perspective.

- * Salaries
- * Retirement Packages
- * Travel Spending
- * Tax Relief
- * Program Review

Staff Salaries

The salaries of all City employees were recently published at the stjohns.ca<<http://stjohns.ca>> website, and it has caused quite a stir. Many of our upper management are paid handsomely.<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=23acd86c0c&e=3bf95a12d4>>

This is hard to swallow in a year where taxes have gone up and the economy is entering a slow patch. Can anything be done?

My first response is that we can't go any higher with these salaries. Now that we've agreed a significant raise across the board in order to achieve an important pension solution, it's time to take a breather.

I appreciate calls to cut salaries, and I believe it should be seriously considered as an option. However that is not an easy ask to make right now because the previous contract was agreed just one and a half years ago.

The national groups representing our unionized employees would push back very hard on salary reductions (leading to strikes and horrible morale), so it's important we choose our battles. I believe we should first look at stalling salaries in the next negotiating round, as well as cut benefits that led to recent significant retirement packages.

Speaking of which...

Retirement Packages

As part of cost-cutting efforts, the City let go of about 29 positions at the end of 2015. Many of these were among our highest paid and longest-serving staff, which meant their retirement packages were large.

I've detailed the reasoning behind these numbers in a Facebook post which you can read here<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=dbeb95a2a2&e=3bf95a12d4>> (you don't need an account to view it).

The basic gist is that we are reducing our staffing levels which will mean ongoing yearly savings in the millions. But to lay people off like that ("without reason") means they must be offered a "payment in lieu" of the months they would have worked otherwise. This is on top of other mandated compensation, like unused vacation pay and sick days that were negotiated years ago when they started work.

Many of these costs going forward will have to be negotiated out, in my opinion, the next time we sit down for contract talks.

Council Travel Spending

And of course, staff costs are not the only expenses under the microscope. There was a recent report in the Telegram detailing Council travel spending<
<http://davelanestjohns.us4.list-manage1.com/track/click?u=92e12362d526f452b7a1b681b&id=b42fc32e70&e=3bf95a12d4>> over the past two years.

For my part, I went on one trip to Calgary and Edmonton for an intensive week of conference sessions and one-on-one meetings with professionals and practitioners in Economic Development.

I felt this was extremely worthwhile as I am chair of the Economic Development, Tourism, and Public Engagement Standing Committee and am very much focused on strengthening our local economy. I've used my copious notes to inform and drive decision making ever since.

That's a good use of travel, and most of the trips reported are equally important. However, we do not have a clear policy of when and why (and for how much) a Council member can travel on taxpayer dime, so I made a specific request in Council that we update this policy based on best practices in other cities.

Tax Relief

Given the tax increases in this year's budget, along with the spending "revelations" in recent weeks, there has been a sustained call for tax relief for businesses and residents.

I've grappled with this request pretty intensely, and continue to explore the options to provide that relief as soon as possible.

The challenge with providing immediate relief is that it would mean making a

relatively quick-and-dirty decision that could lead to unintended consequences which I've partially outlined in a piece I wrote for The Overcast called "It's Time to Change the Way City Hall Writes Its Budgets.<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=f60b8be0a1&e=3bf95a12d4>>"

It's important that we be thoughtful about how we make cuts or change spending. This is exemplified by the ill-considered choices that were made in the budget like cutting our already-paltry arts grants funding and ending bulk garbage pickup.

Program Review

The better approach, in my mind, is to look closely and deeply at how City Hall works and operates. To that end, we have kicked off an extremely robust "Program Review".

I will be writing about this in detail soon, but the general gist is that we have developed a comprehensive exploration of everything that happens City Hall. Using a standardized approach across all departments with multiple levels of oversight (led by an experienced, relatively new-to-City Hall staff person), everything will be on the table for process improvement, budget re-allocation, and spending reduction.

In my opinion it's a huge opportunity to enhance service delivery because it will force employees and managers to question how things are done as well as offer creative solutions. So it's not just about "cuts;" it's about making things better.

What's Next?

The above are some pretty heavy, but important, topics. They have taken up a lot of our bandwidth but there are still a lot of great initiatives ongoing at City Hall.

My next newsletter (which should come in a couple of weeks) will have updates on the Bike Task Force<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=5749cbd0f5&e=3bf95a12d4>> (we've met once and are meeting again soon!), Richmond Cottage (update extremely imminent), Water Street (the "big dig" is complex but we're having a lot of dialogue), and anything else you'd like to hear about - let me know by clicking "Reply!"

Talk soon,

Dave

p.s. I'm on VOCM Nightline every second Monday night<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=3b94715070&e=3bf95a12d4>>. It's a great opportunity for you to connect with me directly and also raise an issue you think is important for people to hear about. Consider calling in!

[

https://gallery.mailchimp.com/92e12362d526f452b7a1b681b/images/dave_lane_councilor_vertical.png<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=3b783bd85e&e=3bf95a12d4>>

On the Web

[
<https://gallery.mailchimp.com/92e12362d526f452b7a1b681b/images/954f5424-02d0-4e5a-bf9d-230878a7f814.jpg>]<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=5ff6fa6b36&e=3bf95a12d4>>

It's Time to Change the Way
City Hall Writes Its Budgets.<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=0ad8357a73&e=3bf95a12d4>>

[
<https://gallery.mailchimp.com/92e12362d526f452b7a1b681b/images/abb47a62-f645-4124-ab95-808e1eeb7f44.jpg>]<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=f8d772b7fd&e=3bf95a12d4>>

Why St. John's Budget Was
So Insane This Year<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=dlee68c65f&e=3bf95a12d4>>

[
<https://gallery.mailchimp.com/92e12362d526f452b7a1b681b/images/8603768d-944d-44fb-b145-be809d2332d7.jpg>]<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=4b4ce3b2b8&e=3bf95a12d4>>

Citizen-Council Collaborations
are Reimagining the City<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=b79a0fbda6&e=3bf95a12d4>>

On the Radio

[
<https://gallery.mailchimp.com/92e12362d526f452b7a1b681b/images/89e0c183-ac25-471e-80f2-ac4da8638bc7.jpg>]<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=a31326e37a&e=3bf95a12d4>>

D<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=5d8df16258&e=3bf95a12d4>>ave's in studio on VPCM
every second Monday at 8PM<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=eac1b546b3&e=3bf95a12d4>>

[<http://cdn-images.mailchimp.com/icons/social-block-v2/color-facebook-48.png>]
<
<http://davelanestjohns.us4.list-manage1.com/track/click?u=92e12362d526f452b7a1b681b&id=587bf28a6a&e=3bf95a12d4>>

Like Dave's Page<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=64b329a381&e=3bf95a12d4>>

[<http://cdn-images.mailchimp.com/icons/social-block-v2/color-twitter-48.png>]
<
<http://davelanestjohns.us4.list-manage1.com/track/click?u=92e12362d526f452b7a1b681b&id=8193649241&e=3bf95a12d4>>

Follow Dave's Tweets<

<http://davelanestjohns.us4.list-manage1.com/track/click?u=92e12362d526f452b7a1b681b&id=72cfd8e67d&e=3bf95a12d4>>

[<http://cdn-images.mailchimp.com/icons/social-block-v2/color-googleplus-48.png>]
<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=7397a411a7&e=3bf95a12d4>>

Give Dave a +1<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=74cd153731&e=3bf95a12d4>>

[<http://cdn-images.mailchimp.com/icons/social-block-v2/color-linkedin-48.png>]
<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=56a06575db&e=3bf95a12d4>>

Link up with Dave<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=c12f05a729&e=3bf95a12d4>>

[<http://cdn-images.mailchimp.com/icons/social-block-v2/color-pinterest-48.png>]
<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=2e2e17ef80&e=3bf95a12d4>>

See Dave's Pins<

<http://davelanestjohns.us4.list-manage2.com/track/click?u=92e12362d526f452b7a1b681b&id=936823cb19&e=3bf95a12d4>>

[<http://cdn-images.mailchimp.com/icons/social-block-v2/color-link-48.png>]
<
<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=2a73e4f0e0&e=3bf95a12d4>>

Visit Dave's Website<

<http://davelanestjohns.us4.list-manage.com/track/click?u=92e12362d526f452b7a1b681b&id=16e371e375&e=3bf95a12d4>>

[

<http://cdn-images.mailchimp.com/icons/social-block-v2/color-forwardtofriend-48.png>]<<mailto:dlane@stjohns.ca>>

Send Dave an Email<<mailto:dlane@stjohns.ca>>

Copyright © 2016 Dave Lane for St. John's, All rights reserved.
You're receiving this email because you signed up to receive periodic information from Dave Lane, St. John's Councillor-at-Large. Thanks!

You can contact Dave directly:

Dave Lane for St. John's
10 New Gower St.
P.O. Box 908
St. John's, NL A1C 5M2
Canada

Add us to your address book<

<http://davelanestjohns.us4.list-manage.com/vcard?u=92e12362d526f452b7a1b681b&id=147c66f9f2>>

unsubscribe from this list<

<http://davelanestjohns.us4.list-manage.com/unsubscribe?u=92e12362d526f452b7a1b681b&id=147c66f9f2&e=3bf95a12d4&c=8cd35f7374>> update subscription preferences<

<http://davelanestjohns.us4.list-manage.com/profile?u=92e12362d526f452b7a1b681b&id=147c66f9f2&e=3bf95a12d4>>

[http://cdn-images.mailchimp.com/monkey_rewards/MC_MonkeyReward_15.png]<
http://www.mailchimp.com/monkey-rewards/?utm_source=freemium_newsletter&utm_medium=email&utm_campaign=monkey_rewards&aid=92e12362d526f452b7a1b681b&afl=1>

<Telegram letter..pdf>



Re: The Latest from City Hall

to: Dave Lane

2016/03/21 02:12 PM

History:

This message has been replied to.

Hi Dave,

Thanks for this. I did see those things things in your email. I guess I should stress that I was reading your email in the context of the overall discussion on the city budget (I guess the Province's budget too). And overwhelmingly, the discussion has been about maintain or cutting costs. Unfortunately, a small mention of "program review" in this context looks mainly as a review of which programs to keep and which ones to cut.

My big concern is that if cost is set as the main agenda items, cost-cutting advocates will win. In public policy, there is FAR too little emphasis put on quality of service.

In my opinion, a program review, while a necessary tool, is far too modest a goal. I think we need bolder thinking than that. As some business consultants will say, we need some BHAGs (Big Hairy Audacious Goals). :)

I strongly believe that if citizens feel they get value for money, they will not complain that much about the amount taxes they pay (of course the taxes have to be reasonably distributed). As you can see, I am a firm believer on focusing on quality over cost.

You don't have to agree with me, but at least you know where I'm coming from. :)

Keep up the good work.



On 2016-03-20 11:07 AM, Dave Lane wrote:

Hi [redacted] thanks for this.

If you read closely, I actually did note service improvements :) We have kicked off a full and comprehensive "program review" at City Hall which will look much more deeply than "what can we cut" and asking the question "how can we do better." I will be writing about this review in the near future with some detail on how we intend to roll out the process.

I will update your email address!

Cheers,

Dave

--

Dave Lane

Councillor at Large, St. John's

dlane@stjohns.ca - [709-576-8243](tel:709-576-8243)

www.DaveLaneStJohns.ca
www.facebook.com/DaveLaneStJohns
www.twitter.com/DaveLaneTweets

On Mar 16, 2016, at 10:28, [REDACTED] wrote:

Hi Dave, (BTW: I have a new email address: [REDACTED])

It is really fantastic that you keep everyone up to date with the goings on at city hall and your positions on things.

However, I think there is ONE very important thing missing from this update. It is the issue of improving services levels. I think it is a grave mistake to only highlight the issue of controlling cost. Of course cost matters, but it matters even more how much we get in return for the property tax we pay. Some of the best places to live in in the world have much higher taxation levels than people have in St. John's. But people are content with that because they get a very high service level in return.

So instead of focusing only on reducing cost, we need to talk more about using resources better and more efficiently. In my opinion, council and mayor need to put much higher demands on managers to make sure service is top notch. Sidewalk snow clearing is a prime example of this. While there are limited resources, there are countless examples of very inefficient use of labour and equipment, such as when a street plow pushes snow back on a sidewalk that just has been cleared. From the sounds I hear from city hall, I don't see anyone taking these kinds of management problems seriously.

But sidewalks is just one example of a problem I have seen in action. I'm sure there are other areas where management could be improved.

Otherwise, keep up the good work.

[REDACTED]

On 2016-03-09 9:47 AM, Councillor Dave Lane wrote:

Salaries, retirements, travel spending, tax relief, and a full program review.

[View this email in your browser](#)

City finances are a hot

topic.

Hi

Since the budget was announced, there has been a lot of inquiry and discussion about City spending. There have been various reactions to this from Council, so I'd like to share with you my perspective.

- [Salaries](#)
- [Retirement Packages](#)
- [Travel Spending](#)
- [Tax Relief](#)
- [Program Review](#)

Staff Salaries

The salaries of all City employees were recently published at the stjohns.ca website, and it has caused quite a stir. [Many of our upper management are paid handsomely.](#)

This is hard to swallow in a year where taxes have gone up and the economy is entering a slow patch. Can anything be done?

My first response is that we can't go any higher with these salaries. Now that we've agreed a significant raise across the board in order to achieve an important pension solution, it's time to take a breather.

I appreciate calls to cut salaries, and I believe it should be seriously considered as an option. However that is not an easy ask to make right now because the previous contract was agreed just one and a half years ago.

The national groups representing our unionized employees would push back very hard on salary reductions (leading to strikes and horrible morale), so it's important we choose our battles. I believe we should first look at stalling salaries in the next negotiating round, as well as cut benefits that led to recent significant

On the Web

[It's Time to Change the Way City Hall Writes Its Budgets.](#)

[Why St. John's Budget Was So Insane This Year](#)

[Citizen-Council Collaborations are Reimagining the City](#)

On the Radio

[Dave's in studio on VOXM every second Monday at 8PM](#)

[Like Dave's Page](#)

[Follow Dave's Tweets](#)

[Give Dave a +1](#)

[Link up with Dave](#)

[See Dave's Pins](#)

[Visit Dave's Website](#)

[Send Dave an Email](#)

retirement packages.

Speaking of which...

Retirement Packages

As part of cost-cutting efforts, the City let go of about 29 positions at the end of 2015. Many of these were among our highest paid and longest-serving staff, which meant their retirement packages were large.

I've detailed the reasoning behind these numbers in a [Facebook post which you can read here](#) (you don't need an account to view it).

The basic gist is that we are reducing our staffing levels which will mean ongoing yearly savings in the millions. But to lay people off like that ("without reason") means they must be offered a "payment in lieu" of the months they would have worked otherwise. This is on top of other mandated compensation, like unused vacation pay and sick days that were negotiated years ago when they started work.

Many of these costs going forward will have to be negotiated out, in my opinion, the next time we sit down for contract talks.

Council Travel Spending

And of course, staff costs are not the only expenses under the microscope. There was a [recent report in the Telegram detailing Council travel spending](#) over the past two years.

For my part, I went on one trip to Calgary and Edmonton for an intensive week of conference sessions and one-on-one meetings with professionals and practitioners in Economic Development.

I felt this was extremely worthwhile as I am chair of the Economic Development,

Tourism, and Public Engagement Standing Committee and am very much focused on strengthening our local economy. I've used my copious notes to inform and drive decision making ever since.

That's a good use of travel, and most of the trips reported are equally important. However, we do not have a clear policy of when and why (and for how much) a Council member can travel on taxpayer dime, so I made a specific request in Council that we update this policy based on best practices in other cities.

Tax Relief

Given the tax increases in this year's budget, along with the spending "revelations" in recent weeks, there has been a sustained call for tax relief for businesses and residents.

I've grappled with this request pretty intensely, and continue to explore the options to provide that relief as soon as possible.

The challenge with providing immediate relief is that it would mean making a relatively quick-and-dirty decision that could lead to unintended consequences which I've partially outlined in a piece I wrote for The Overcast called "[It's Time to Change the Way City Hall Writes Its Budgets.](#)"

It's important that we be thoughtful about how we make cuts or change spending. This is exemplified by the ill-considered choices that were made in the budget like cutting our already-paltry arts grants funding and ending bulk garbage pickup.

Program Review

The better approach, in my mind, is to look closely and deeply at how City Hall works and operates. To that end, we have kicked

of an extremely robust "Program Review".

I will be writing about this in detail soon, but the general gist is that we have developed a comprehensive exploration of everything that happens City Hall. Using a standardized approach across all departments with multiple levels of oversight (led by an experienced, relatively new-to-City Hall staff person), everything will be on the table for process improvement, budget re-allocation, and spending reduction.

In my opinion it's a huge opportunity to enhance service delivery because it will force employees and managers to question how things are done as well as offer creative solutions. So it's not just about "cuts;" it's about making things better.

What's Next?

The above are some pretty heavy, but important, topics. They have taken up a lot of our bandwidth but there are still a lot of great initiatives ongoing at City Hall.

My next newsletter (which should come in a couple of weeks) will have updates on the [Bike Task Force](#) (we've met once and are meeting again soon!), Richmond Cottage (update extremely imminent), Water Street (the "big dig" is complex but we're having a lot of dialogue), and anything else you'd like to hear about - let me know by clicking "Reply!"

Talk soon,
Dave

p.s. I'm on [VOCM Nightline every second Monday night](#). It's a great opportunity for you to connect with me directly and also raise an issue you think is important for people to hear about. Consider calling in!

You're receiving this email because you signed up to receive periodic information from Dave Lane, St. John's Councillor-at-Large.
Thanks!

You can contact Dave directly:
Dave Lane for St. John's
10 New Gower St.
P.O. Box 908
St. John's, NL A1C 5M2
Canada

[Add us to your address book](#)

[unsubscribe from this list](#) [update subscription preferences](#)

--
[Redacted]

--
[Redacted]