

March 10, 2017

[REDACTED]

[REDACTED]

[REDACTED]

Dear [REDACTED]

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

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This is to confirm that on *February 22, 2017* the City Clerk's Office of the City of St. John's received your request for access to the following records/information:

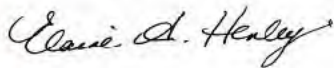
*The complete file on the decision to create the position(s) of assistance City Manager. Any and all documentation. Any and all involvement of Mayor and Council in this matter including minutes of adoption. Employee salaries broken down into top 10%, top 20%, next 20% etc. to bottom 20% by average in each category.*

Please be advised that the City of St. John's did not and currently does not employ a person in the position of Assistant City Manager. Therefore, there is no information to be provided.

With respect to the request for salaries and wages enclosed is the information you requested. As the provision of the information constitutes full disclosure, we now consider this matter completed and will be closing the file.

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

Yours very truly,



Elaine Henley  
City Clerk

**ST. JOHN'S**

**PROGRAM SUPPORT**

Hourly Rates by position  
effective 2017/03/03

<b>POSITION</b>	<b>RATE</b>
Fieldworker IV-Performance Management Plan-Everyone Counts	\$42.73
Fieldworker IV-Systems Plan-Everyone Counts	\$42.73
Project Officer - LIPS	\$31.80
Fieldworker III	\$30.91
Fieldworker II	\$29.30
Fieldworker II-Project Coordinator-Everyone Counts	\$29.30
Fieldworker I	\$24.45
Early Childhood Educator	\$18.56

<b>AVERAGE HOURLY RATES</b>	
Average Hourly Rate	\$31.22

**NAPE LOCAL 7808**

Hourly Rates by position

effective 2017/03/03

<b>POSITION</b>	<b>HOURLY RATE</b>
Industrial Electrician (NAPE)	\$35.94
Instrumentation Technician/Industrial Electrician	\$35.94
Treatment Plant Maintenance Operator	\$34.56
Treatment Plant Operator	\$34.56
Maintenance Person	\$34.46
Laboratory Technologist (NAPE)	\$33.79
Word Processor I (NAPE)	\$27.60
Building Maintenance Person	\$25.94

<b>AVERAGE HOURLY RATES</b>	
Top 10% Average Hourly Rate	\$35.94
Next 20% Average Hourly Rate	\$34.56
Next 20% Average Hourly Rate	\$34.13
Remaining % Average Hourly Rate	\$26.77

## MANAGEMENT GROUP

Annual Salaries by Position  
effective 2017/03/03

<b>POSITION</b>	<b>ANNUAL SALARY</b>
City Manager	\$222,709.50
Deputy City Manager - Planning, Engineering & Regulatory Services	\$186,551.00
Deputy City Manager - Public Works	\$174,730.00
Director - Engineering	\$174,007.00
Deputy City Manager - Community Services	\$169,104.00
Deputy City Manager - Finance & Administration	\$169,104.00
City Solicitor	\$167,946.00
Director, Regional Fire Services (Fire Chief)	\$165,306.00
Director - Economic Development, Culture & Partnership	\$160,957.00
Legal Counsel Senior	\$155,881.00
Director - Environmental Services	\$152,257.00
Manager - Capital Works - Buildings	\$152,256.00
Manager - Infrastructure	\$148,631.00
Manager - Waste & Recycling	\$148,631.00
Director - Corporate Information Services	\$147,907.00
Deputy Chief - Operations	\$145,006.00
Manager - Construction Engineering	\$145,006.00
Manager - Development Engineering	\$145,006.00
Director - Human Resources	\$143,556.00
Manager - IS Planning & Project Mgmt	\$135,549.00
City Internal Auditor	\$134,130.00
Manager - Family & Leisure Services	\$134,130.00
Manager - Human Resources Advisory Services	\$134,130.00
Manager - Parks & Open Spaces	\$134,130.00
Manager - Regional Facilities	\$134,130.00
Manager - Roads	\$134,130.00
Manager - City Buildings	\$130,505.00
Manager - Facilities Division	\$130,505.00
Manager - Fleet	\$130,505.00
Manager - Technical Services	\$130,505.00
Construction Engineer	\$129,245.00
Process Engineer	\$127,305.00
Human Resources Advisor	\$126,093.00
Infrastructure Engineer	\$126,093.00
Manager - Surveying	\$126,093.00
Platoon Chief	\$126,093.00
Chief Municipal Planner	\$123,255.00
Manager - Citizen Services	\$123,255.00

## MANAGEMENT GROUP

Annual Salaries by Position

effective 2017/03/03

<b>POSITION</b>	<b>ANNUAL SALARY</b>
Manager - Transportation Engineering	\$123,255.00
Development Engineer	\$119,787.00
Manager - Land Information Systems	\$119,787.00
Operations Supervisor (Roads & Traffic)	\$119,787.00
Program Manager - Employee Wellness	\$119,787.00
Transportation System Engineer	\$119,787.00
City Clerk	\$119,629.00
Manager - Assessments	\$119,629.00
Manager - Laboratory Services	\$119,629.00
Manager - Revenue Accounting	\$119,629.00
Manager - Communications & Program Development	\$116,635.00
Manager - Humane Services	\$116,635.00
Platoon Chief	\$116,635.00
Platoon Chief	\$116,635.00
Platoon Chief	\$116,635.00
Shelter Veterinarian	\$116,635.00
Manager - Community Development	\$116,004.00
Manager - Regulatory Services	\$116,004.00
Supervisor - Mechanical Systems	\$115,127.00
Manager - Supply Chain	\$113,484.00
Operations Supervisor - Fleet	\$113,484.00
Head Foreperson-Traffic	\$112,387.00
Manager - Budget & Treasury	\$112,379.00
Manager - Water Treatment	\$112,379.00
Manager - Administration & Info Services	\$110,330.00
Manager - Organizational Performance & Strategy	\$110,330.00
Operations Supervisor	\$110,330.00
Project Engineer	\$110,330.00
Project Engineer	\$110,330.00
Risk Manager	\$110,330.00
Waste Management Engineer	\$110,330.00
Payroll Supervisor	\$109,645.00
Program Manager - Pension & Benefits	\$109,645.00
Development Engineer	\$107,178.00
Manager - Marketing & Communications	\$107,178.00
Program Manager - HRIS	\$107,178.00
Project Engineer	\$107,178.00
Project Engineer	\$107,178.00

## MANAGEMENT GROUP

Annual Salaries by Position  
effective 2017/03/03

<b>POSITION</b>	<b>ANNUAL SALARY</b>
Supervisor - Wastewater Treatment	\$107,178.00
Foreperson (Water/Wastewater)	\$106,904.00
Lead Foreperson	\$106,904.00
Lead Foreperson	\$106,904.00
Supervisor - Capital Works	\$106,904.00
Supervisor - Facilities Maintenance	\$106,904.00
Foreperson (Fleet)	\$104,162.00
Foreperson (Fleet)	\$104,162.00
Foreperson (Fleet)	\$104,162.00
Foreperson (Roads & Traffic)	\$104,162.00
Foreperson (Water/Wastewater)	\$104,162.00
Occupational Health Nurse	\$104,162.00
Supervisor - Application Management	\$104,162.00
Supervisor - Parking Services	\$104,162.00
Supervisor - Residential Buildings	\$104,162.00
Supervisor - Traffic Signals	\$104,162.00
Development Engineer	\$104,027.00
Human Resources Advisor	\$104,027.00
Human Resources Advisor	\$104,027.00
Lawyer/Solicitor	\$104,027.00
Manager - Emerg Preparedness	\$104,027.00
Manager - Housing	\$104,027.00
Manager - Mechanical Services	\$104,027.00
Supervisor - Water Treatment	\$104,027.00
Foreperson - Traffic	\$102,494.00
Foreperson (Waste/Recycling)	\$102,494.00
Foreperson - Urban Forestry/Horticulture	\$101,421.00
Foreperson (Water/Wastewater)	\$101,421.00
Manager - Events & Services	\$101,421.00
Supervisor - Community Development	\$101,421.00
Supervisor - Waste Diversion	\$101,421.00
Lawyer/Solicitor	\$100,875.00
Operations & Systems Engineer	\$100,875.00
Supervisor - Water Treatment	\$100,875.00
Foreperson - Utility	\$100,111.00
Foreperson (Roads & Traffic)	\$100,111.00
Foreperson (Water/Wastewater)	\$98,680.00
Supervisor - Facilities	\$98,680.00

## MANAGEMENT GROUP

Annual Salaries by Position  
effective 2017/03/03

<b>POSITION</b>	<b>ANNUAL SALARY</b>
Supervisor - Traffic Analysis	\$98,680.00
Foreperson (Parks/Open Spaces)	\$97,728.00
Foreperson (Waste/Recycling)	\$97,728.00
Foreperson (Waste/Recycling)	\$97,728.00
Tenant Relations Officer	\$97,728.00
Lawyer/Solicitor	\$97,722.00
Operations Supervisor-Parks & Open Spaces	\$97,722.00
Project Manager	\$95,939.00
Safety Advisor	\$95,939.00
Senior Internal Auditor	\$95,939.00
Supervisor - Infrastructure	\$95,939.00
Community Wellness & Aquatic Supervisor	\$95,344.00
Foreperson - Utility	\$95,344.00
Foreperson (Roads & Traffic)	\$95,344.00
Foreperson (Roads & Traffic)	\$95,344.00
Foreperson (Roads & Traffic)	\$95,344.00
Manager - Admin Services	\$95,344.00
Community Advisor	\$93,333.90
Development Supervisor	\$93,199.00
Foreperson (Water/Wastewater)	\$93,199.00
Manager - Financial Services	\$93,199.00
Supervisor - Materials	\$93,199.00
Supervisor - Revenue Accounting	\$93,199.00
Foreperson (Roads & Traffic)	\$92,960.00
Safety Coordinator	\$90,577.00
Foreperson (Water/Wastewater)	\$90,456.00
Foreperson (Water/Wastewater)	\$90,456.00
Quality Control Coordinator	\$90,456.00
Supervisor - Family & Leisure Services	\$90,456.00
Supervisor - Citizen Services	\$87,716.00
Supervisor - Facilities	\$87,716.00
Communications & Public Relations Officer	\$85,809.00
Pension & Benefits Coord	\$85,809.00
Regional Foreperson	\$85,809.00
Supervisor - Office of the City Clerk	\$85,809.00
Executive Assistant City Manager/Mayor	\$84,980.00
Foreperson (Fleet)	\$84,975.00
Housing Program Officer	\$83,426.00

## MANAGEMENT GROUP

Annual Salaries by Position  
effective 2017/03/03

<b>POSITION</b>	<b>ANNUAL SALARY</b>
Organizational Development Strategist	\$83,426.00
Office Services Supervisor - Legal	\$82,907.00
Paralegal II	\$82,907.00
Foreperson - Parks	\$81,042.00
Tenant Relations Officer	\$81,042.00
HRIS Coordinator	\$80,834.00
Communications & Public Relations Officer	\$78,658.00
Foreperson - Public Works	\$78,658.00
Foreperson - Utility	\$78,658.00
Human Resources Officer	\$78,658.00
Office Services Supervisor	\$78,658.00
Foreperson (Roads & Traffic)	\$77,916.00
HRIS Coordinator	\$76,689.00
Foreperson (Roads & Traffic)	\$76,275.00
Foreperson (Water/Wastewater)	\$76,275.00
Supervisor - Sport Field Maintenance	\$76,275.00
Admin Assistant	\$72,093.00
Legislative Assistant	\$72,093.00
Legislative Assistant	\$70,293.00
Confidential Secretary (SJRFD)	\$68,741.00
Office Services Supervisor - Information Services	\$68,399.00
Supervisor - Administrative Services (PW)	\$66,326.00
HRIS Coordinator	\$64,252.00
Legislative Assistant	\$61,280.00
Legislative Assistant	\$59,478.00
Paralegal I	\$55,872.00
Corporate Security Manager/Sergeant-at-Arms	\$35,437.00

<b>AVERAGE ANNUAL SALARIES</b>	
Top 10% Average Salary	\$162,833.08
Next 20% Average Salary	\$125,384.81
Next 20% Average Salary	\$108,714.78
Next 20% Average Salary	\$100,471.56
Next 20% Average Salary	\$87,784.69
Remaining % Average Salary	\$68,020.71



**IAFF LOCAL 1075**

Annual Salaries by Position

effective 2017/03/03

<b>POSITION</b>	<b>ANNUAL SALARY</b>
Fire Captain	\$102,056.66
Fire Prevention Officer	\$102,056.66
Training Officer	\$102,056.66
Assistant Training Officer	\$93,622.12
Fire Lieutenant	\$93,622.12
Communications Supervisor	\$84,342.66
Fire Equipment Technician	\$84,342.66
Fire Fighter-Level III	\$84,342.66
Fire Inspector	\$84,342.66
Fire Fighter-Level II	\$75,908.12
Asst Fire Equipment Technician	\$63,257.72
Dispatcher - Level III	\$63,257.72
Fire Fighter-Level I	\$63,257.72
Fire Fighter Rec-Level II (80)	\$54,823.16
Dispatcher - Level I	\$50,605.91

<b>AVERAGE ANNUAL SALARIES</b>	
Top 10% Average Salary	\$102,056.66
Next 20% Average Salary	\$93,410.89
Next 20% Average Salary	\$82,234.03
Remaining % Average Salary	\$59,040.45

## CUPE LOCAL 1289

Hourly Rates by position  
effective 2017/03/03

POSITION	HOURLY RATE
Assessor - Senior	\$48.13
Coordinator-Inspection Services	\$48.13
Electrical Inspector - Senior	\$48.13
Financial Accountant III	\$48.13
Planner III	\$48.13
Planner III - Urban Design & Heritage	\$48.13
Building Inspector Senior	\$45.26
Business System Analyst	\$45.26
Business System Analyst (E-Bus)	\$45.26
DBase/Security Administrator	\$45.26
GIS Analyst	\$45.26
Network Analyst	\$45.26
Plans Examiner/Senior Building Inspector	\$45.26
Development Officer	\$42.62
Electrical Inspector II	\$42.62
Engineering Assistant	\$42.62
Engineering Technician	\$42.62
Financial Accountant II	\$42.62
Hydrological Technician	\$42.62
Planning Technician	\$42.62
Plumbing Inspector Senior	\$42.62
Strategic & Economic Development Officer	\$42.62
Traffic Analyst	\$42.62
Web Application Developer	\$42.62
Affordable Housing & Development Facilitator	\$40.38
Archivist - Lead Hand	\$40.38
Business & Research Officer	\$40.38
Claims Officer - Senior	\$40.38
Arts & Cultural Development Coordinator	\$38.29
Assistant Development Officer	\$38.29
Buyer - Garage	\$38.29
Buyer - Senior	\$38.29
Cross Connection Control Technician	\$38.29
Electrician - BOMI	\$38.29
Engagement Officer	\$38.29
Environmental Landfill Technician	\$38.29
GIS Technologist	\$38.29
Marketing Associate	\$38.29
Payroll Administrator - Senior	\$38.29
Plumbing Inspector	\$38.29
Program Coordinator - Inclusive Services	\$38.29
Special Projects Coordinator	\$38.29
Account Representative - Senior	\$36.28

**CUPE LOCAL 1289**Hourly Rates by position  
effective 2017/03/03

<b>POSITION</b>	<b>HOURLY RATE</b>
Administrative Coordinator	\$36.28
Buyer	\$36.28
Drafting Technician	\$36.28
IT Desktop Support Technician	\$36.28
IT Service Desk Technician	\$36.28
Program Coordinator - Children's Programs	\$36.28
Recreation Account Representative	\$36.28
Recreation Information Services Administrator	\$36.28
Research Assistant	\$36.28
Streets Inspector II	\$36.28
Surveyor II	\$36.28
Electrical Inspector I	\$34.88
Accounting Clerk/Word Processor	\$34.41
Citizen Services Representative II	\$34.41
Community Services Coordinator	\$34.41
Construction Inspector II	\$34.41
Electrician - Journey person	\$34.41
Fleet Support Specialist	\$34.41
Payroll Administrator	\$34.41
Plumber - Journey person	\$34.41
Program & Operations Coordinator	\$34.41
Program Coordinator - Fitness & A L/S	\$34.41
Program Coordinator - Outdoor & Youth	\$34.41
Senior Parts Clerk	\$34.41
Account Representative	\$32.60
Accounts Payable Clerk	\$32.60
Assessor Development Trainee - Level III	\$32.60
Records Analyst	\$32.60
Revenue Accounting Analyst	\$32.60
Tax Certificate Specialist	\$32.60
Waste Diversion Comm Assistant	\$32.60
Archives Technician	\$30.91
Assessor Development Trainee - Level II	\$30.91
Capital Works Financial Clerk	\$30.91
Citizen Services Representative I	\$30.91
Construction Inspector I	\$30.91
GPS Technician	\$30.91
Licensing/By-Law Enforcement Officer	\$30.91
Materials Mgmt Administrative Clerk	\$30.91
Revenue Accounting Billing Clerk	\$30.91
Administrative Clerk	\$29.30
Assessor Development Trainee - Level I	\$29.30
Assistant Hydrological Technician	\$29.30

**CUPE LOCAL 1289**

Hourly Rates by position  
effective 2017/03/03

<b>POSITION</b>	<b>HOURLY RATE</b>
Clerk - Print & Mail Room	\$29.30
Parking Meter Technician	\$29.30
Parts Clerk	\$29.30
Project Assistant	\$29.30
Word Processor III	\$29.30
Parking Enforcement Officer/Patrolperson	\$27.60
Records Management Clerk	\$27.60
Word Processor I	\$27.60
Facility Services Worker	\$25.94
Facility Services Worker - Desk	\$25.94
Facility Services Worker - Office of the City Clerk	\$25.94
Facility Services Worker - Operations	\$25.94
Head Lifeguard	\$25.94
Janitor	\$25.94
Tourism Information Counsellor	\$25.94
Field Assistant	\$23.54
Activity Assistant	\$20.79
Clerk - Snow Clearing	\$18.87
Lifeguard Instructor	\$18.87
Lifeguard Instructor New	\$15.75

<b>AVERAGE HOURLY RATES</b>	
Top 10% Average Hourly Rate	\$46.83
Next 20% Average Hourly Rate	\$41.47
Next 20% Average Hourly Rate	\$37.04
Next 20% Average Hourly Rate	\$33.36
Remaining % Average Hourly Rate	\$26.97

**CUPE LOCAL 569**

Hourly Rates by position

effective 2017/03/03

<b>POSITION</b>	<b>HOURLY RATE</b>
Facilities Technologist	\$35.25
Wastewater Maintenance Operator II	\$35.25
Water Treatment Maint Operator	\$35.25
Fire Apparatus Technician II	\$34.80
Environmental Services Operator-Senior	\$34.38
HVAC Senior Service Technician	\$34.38
Mechanic - Dual	\$34.38
Mechanical Systems Operator	\$34.38
Millwright	\$34.38
Wastewater Maintenance Operator I	\$34.38
Veterinarian Assistant	\$33.79
Wastewater Analyst	\$33.79
Laboratory Technologist	\$33.78
Animal Control Officer/Provincial Inspector	\$33.19
Heavy Duty Equipment Technician	\$33.19
Mechanic	\$33.19
Tool Maintenance Operator	\$33.19
Welder	\$33.19
Mechanic Apprentice (4th Year)	\$32.68
First Class Operator - Senior	\$32.67
Autobody Repairperson	\$31.48
Arborist I	\$30.56
Environmental Services Operator	\$30.56
Hardware Technician	\$30.56
HVAC Service Technician	\$30.56
Leak Detection Operator	\$30.56
Maintenance Repair I	\$30.56
Maintenance Repairperson I	\$30.56
Animal Technician/Receptionist	\$29.67
First Class Operator	\$29.67
First Class Operator-Excavator	\$29.67
Utility Crewperson	\$29.67
Stockroom Clerk	\$29.30
Tire Repairperson	\$29.30
Maintenance Repair II	\$27.89
Park Service Worker (PWP/7121)	\$27.89
Scale House Attendant	\$27.89
Second Class Operator-Refuse	\$27.89
Second Class Operator	\$27.16
Second Class Operator-Fleet	\$27.16
Labourer	\$26.56

<b>AVERAGE HOURLY RATES</b>	
Top 10% Average Hourly Rate	\$35.14
Next 20% Average Hourly Rate	\$34.23
Next 20% Average Hourly Rate	\$33.14
Next 20% Average Hourly Rate	\$30.68
Next 20% Average Hourly Rate	\$29.13
Remaining % Average Hourly Rate	\$27.33

## CASUAL GROUP

Hourly Rates by position

effective 2017/03/03

<b>POSITION</b>	<b>HOURLY RATE</b>
Fitness Instructor III	\$21.95
Fitness Instructor II	\$20.08
Fitness Instructor I	\$18.36
Co-Op Student	\$17.25
Co-Op Student	\$15.18
Outdoor Recreation Instructor	\$14.67
Recreation Assistant	\$14.67
Crossing Guard	\$13.96
Inclusion Counsellor	\$13.96
Recreation Counsellor	\$13.96
Tourism Information Officer	\$13.96
Crossing Guard	\$13.29
Crossing Guard	\$12.59
Rental Attendant	\$12.59

<b>AVERAGE HOURLY RATES</b>	
Top 10% Average Hourly Rate	\$21.02
Next 20% Average Hourly Rate	\$16.37
Next 20% Average Hourly Rate	\$14.14
Remaining % Average Hourly Rate	\$13.11