



MODG Council Fully Backs the wishes of Staff at Canso Seaside Manor, Milford Haven Home for Special Care and Municipal Departmental Staff

At a Committee of the Whole meeting held Wednesday, December 7th, Council considered a request from a resident of the Municipality through the Freedom of Information and Protection of Privacy Act (FOIPOP) to release individual employee payroll and benefit information from employees at our nursing homes and our departmental staff.

What did Council originally release to the Resident of the Municipality?

The Municipality would not release individual names and specific salaries. Council released the job categories, the salary ranges for each job category, the number of employees in each job category, the total amount of overtime in each category, and a copy of the employee benefits policy for Departmental Staff.

The Resident wasn't happy with the response, appealed it to the FOIPOP Office, and now continues to seek individual employee names and specific payroll information for each employee, and have now added that they want the nursing home staff information as well.

What would it mean for each employee?

For each of the employees, the Municipality would have to release the employee name with the exact regular salary they received in each fiscal year (2014 & 2015), the exact amount of overtime that they were paid, a list of benefits that they received from the Municipality, the amount of money they themselves paid for health, life, disability, pharmaceutical and dental insurances either for an individual or family plan, and the amount of money that they themselves contributed to their pension. The Municipality would have to provide what they paid on behalf of the employee for the same health, life, disability, pharmaceutical, and dental insurances, any monies paid to the employee for a clothing/safety boot allowance if applicable, and the amount of money that the Municipality contributed towards their pension plan if applicable.

What did the employees say to this request?

The employees of all Municipal workplaces including the two nursing homes were provided with a form where they could consent to the release of this information or not to consent to the release of this information.

Employees with Canso Seaside Manor, Milford Haven Home for Special Care, and Departmental Staff filled out the forms and 100% of the responses on the forms stated **"I do not consent to the further release of my personal payroll and benefits information to a third party."** Each form was signed by the individual employee.

What would a Resident want with this information?

The Council has agreed to provide all of the required information in totality. Total salaries, job classifications, benefit information, etc., but not specific individual information. Most would think that that would satisfy the information wants of any taxpaying resident but not in this case.

Does the person receiving it intend to distribute it to other parties, provide it to media outlets, post it on social media platforms including but not limited to Facebook, to demean or shame an individual employee and their family through the public dissemination of the information, or for other purposes that the person requesting the information deems appropriate?

Council's decision

The Municipal Council unanimously passed a motion at the December 7th Committee of the Whole meeting not to release the employee name and individual payroll and benefit information. Council has decided to stand firmly with their employees and will fight this every step of the way to not release the individual information.

For More Information

If residents wish to discuss this matter, please feel free to contact Warden Vernon Pitts or Barry Carroll, CAO at (902) 533-3705.