

File No.: 04-1000-20-2017-280

August 8, 2017

s.22(1)

Dear s.22(1)

Re: Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the "Act")

I am responding to your request of July 24, 2017 for:

The employment contract for general manager of development services, buildings and licensing Kaye Matheny Krishna and the moving expenses report, (showing individual expenses, payments and reimbursements), related to Kaye Matheny Krishna's move to Vancouver, after being hired by City of Vancouver.

All responsive records are attached. Some information in the records has been severed, (blacked out), under s.22(1) of the Act. You can read or download this section here: http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/96165_00

Please note: there were no moving expenses.

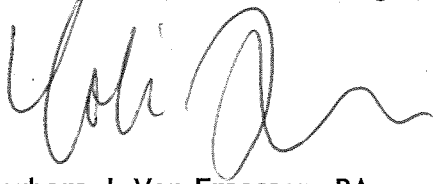
Under section 52 of the Act you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your request. The Act allows you 30 business days from the date you receive this notice to request a review by writing to: Office of the Information & Privacy Commissioner, info@oipc.bc.ca or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number assigned to your request (#04-1000-20-2017-280); 2) a copy of this letter; 3) a copy of your original request for information sent to the City of Vancouver; and 4) detailed reasons or grounds on which you are seeking the review.

Please do not hesitate to contact the Freedom of Information Office at foi@vancouver.ca if you have any questions.

Yours truly,

Cobi Falconer, FOI Case Manager, for

A handwritten signature in black ink, appearing to read 'Cobi Falconer', written over a horizontal line.

Barbara J. Van Fraassen, BA
Director, Access to Information

Barbara.vanfraassen@vancouver.ca
453 W. 12th Avenue Vancouver BC V5Y 1V4
Phone: 604.873.7999
Fax: 604.873.7419

Encl.

:cf

June 8, 2016

Kaye Matheny Krishna

s.22(1)

Re: Offer of Employment - Kaye Matheny Krishna

Dear Kaye:

I very much enjoyed our recent discussions and am pleased to confirm an offer of employment for the regular full-time position of General Manager, Licensing, Building and Development Services at the City of Vancouver. Subject to your acceptance of the other elements of this offer, we will determine a mutually-agreeable date for commencement of your employment. In this role, you will report to me through the Deputy City Manager.

Based on your qualifications and experience, I am pleased to confirm a base salary of \$250,000. This annual base salary amount is exclusive of benefits, pension contributions, or any additional payments of money or perquisites of any kind. Continued employment and future salary increases will be aligned with performance, and with the City's salary administration policies.

As this is a designated position of trust, you will be required to have and maintain your employment check clearance in accordance with the City's AE-025-01 Hiring and Employment for Positions of Trust Policy. This offer is conditional on a cleared employment check as a condition of your ongoing employment while working in this position, and contingent upon your ability to legally work in Canada and the ongoing maintenance of your status.

The City has a comprehensive and very generous benefit plan and vacation package as detailed in the attached *Flexible Benefits Plan - Exempt Employee Handbook*. As a regular full-time employee, participation in the Municipal Pension Plan is mandatory; details about the plan can be found at mpp.pensionsbc.ca. During your first couple of weeks of employment, you will be contacted by our Benefits Coordinator to discuss your benefits and arrange enrolment in the plans. As a member of the Corporate Management Team, you are eligible for a transportation allowance to a value of \$8,700, pro-rated for 2016.

In this role, you are entitled to a combination of annual vacation and participation in an earned time off plan. The City's Earned Days Off (EDO) plan provides for 15 days annually in recognition for extended hours worked up to and exceeding a standard work day without overtime or other additional compensation. In addition, you are entitled to annual vacation time totaling 23 days. Please note that your EDO and vacation entitlements will be prorated for the 2016 calendar year.

More information about EDO and vacation, including the parameters for scheduling and payout of earned time, can be found in the Exempt Employee Handbook.

As part of this offer of employment, the City feels it is important to be clear about other key terms and conditions. The terms and conditions with regard to termination of your employment with the City are attached as Appendix A to this offer letter.

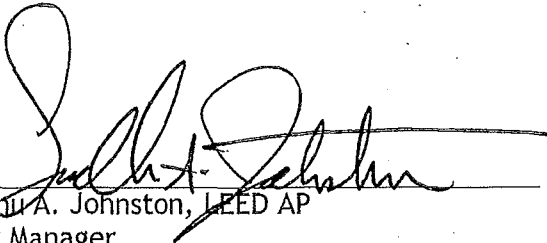
Please sign this letter and return it to me by June 17th, 2016. Please keep a copy for your records. In signing your acceptance of this offer, you acknowledge that it is your decision to accept this position.

Congratulations! I am delighted to have you join our team and we have a lot of interesting work ahead of us. On behalf of the City of Vancouver and our Corporate Management Team, we look forward to working with you in your new role.

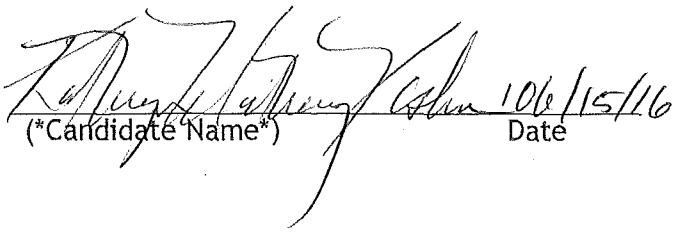
Welcome to the City of Vancouver, Kaye!

Yours truly,

I understand and accept the offer of employment and terms and conditions as outlined in this letter and all attachments including Appendix A



Sadhu A. Johnston, LEED AP
City Manager



(*Candidate Name*)

106/15/16
Date

tel: 604.873.7627
fax: 604.873.7641
sadhu.johnston@vancouver.ca

Attachments

cc: Employee personnel file

Appendix A

Throughout our recruiting process, the City of Vancouver seeks to ensure mutual understanding, clarity and fairness with all prospective employees with regard to the terms and conditions of employment. Therefore, it has become the City's practice to include the City's standard termination clauses as they relate to your annual base salary.

You may be terminated for just cause at any time by the City without notice and without payment in lieu of notice. In the event that you are terminated without cause, appropriate notice or pay in lieu of notice will apply based on the following schedule:

- Should such a termination occur within the first three months of employment, notice or pay in lieu of notice will be one month of your annual base salary.
- Upon completion of three months of employment and within the first six years of your start date, notice or pay in lieu of notice will be equal to twelve months of your annual base salary.
- Between six and sixteen years of your start date, notice or pay in lieu of notice will be one additional month per each completed year of service up to a maximum of fifteen months of your annual base salary.
- After sixteen years of continuous service, notice or pay in lieu of notice will be eighteen months of your annual base salary.

It is understood you hereby waive claim for further notice of compensation and you agree that the foregoing notice periods are deemed conclusively to be reasonable notice of termination. Should the City opt for working notice, the same above-mentioned notice periods will apply.

If you choose to resign, you will be required to give the City not less than 20 business days' written notice prior to your termination date.