

Severance Management Employees Policy

1.0 Policy Statement

The City of Mount Pearl will pay Severance pay to management staff only in the event that their position is declared redundant. The City will assess each situation independently and determine a severance payout amount considering age, years of service and nature of position.

2.0 Scope

This policy applies to City of Mount Pearl employees employed in management positions.

3.0 Purpose

The purpose of this policy is to outline the severance provisions for employees employed in management positions.

4.0 Severance Pay Assessment Guidelines


Years of Service	Less than Age 45			Ages 45-55			Over Age 55		
	<10	10-20	>20	<10	10-20	>20	<10	10-20	>20
Weeks of Pay for each year of service in a Non-Union Non Manager Position	2	3	4	3	3	4	4	4	4
Weeks of Pay for each year of service in a Manager/Director/CAO position	3	3	4	3	3	4	4	4	4

5.0 Severance Pay Eligibility

Severance payouts for retirement and normal termination have ceased for all employees employed in classifications deemed as management.

An employee is only eligible following five (5) years of service from the date of commencement of duties in a non-union, management position; i.e., start of six (6) years of service.

6.0 Approvals



Steve Kent, Chief Administrative Officer
October 16, 2018

Date