



**CITY OF SALEM, MASSACHUSETTS**

Kimberley Driscoll  
Mayor

April 26, 2018

Honorable Salem City Council  
Salem City Hall  
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Chris Drucas, of 68 Cavendish Circle, to the Salem Zoning Board of Appeals for a term of 3 years to expire April 26, 2021.

I enthusiastically recommend confirmation of his reappointment to the Zoning Board of Appeals and ask that you join me in thanking him for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink that reads "Kimberley Driscoll". The signature is written in a cursive, flowing style.

Kimberley Driscoll  
Mayor  
City of Salem



## CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll  
Mayor

April 26, 2018

To the City Council  
City Hall  
Salem, Massachusetts

Ladies and Gentlemen of the Council:

Enclosed herewith is a request for an appropriation of Eighty-Two Thousand Two Hundred and Fifty-One Dollars and Ninety-Five cents from the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) to fund the retirement buyback cost to be expended for the following employee listed below.

NAME	DEPARTMENT	AMOUNT
David Cody	Fire	\$82,251.95
Total:		<u>\$82,251.95</u>

While we are incredibly grateful for the many years of dedicated service Chief Cody provided to the Salem Fire Department, we do recognize that a contractually required buy-back of this amount does stand out and has an impact on city finances. Please know that several years ago we worked with all of our collective bargaining units to institute a new policy ending the practice of retirement sick leave buybacks for new hires. We have scaled back these payouts in our union contracts and, for department heads and management level employees hired after 2013, ended them entirely. Chief Cody represents one of the final department head level employees who will benefit from this based on his date of hire.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kim Driscoll", is written over a horizontal line.

Kimberley Driscoll  
Mayor  
City of Salem



# CITY OF SALEM

In City Council, April 26, 2018

**Ordered:**

That the sum of Eighty-Two Thousand Two Hundred and Fifty-One Dollars and Ninety-Five cents (\$82,251.95) in the "Retirement Stabilization Fund-Vacation/Sick Leave Buyback" account (83113-5146) to be expended for the FY 2018 contractual buyback listed below.

NAME	DEPARTMENT	AMOUNT
David Cody	Fire	\$82,251.95
Total:		\$82,251.95



KIMBERLEY DRISCOLL  
MAYOR

LISA B. CAMMARATA  
DIRECTOR OF HUMAN RESOURCES

## CITY OF SALEM, MASSACHUSETTS

HUMAN RESOURCES  
120 WASHINGTON STREET  
TEL. (978) 745-9595 EXT. 5630  
FAX (978) 745-7298

### MEMORANDUM

**TO:** Laurie Giardella, Finance Director  
**DATE:** April 24, 2018  
**RE:** Retirement Stabilization Fund

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Fire Chief David Cody has retired. Below is a breakdown of his sick and vacation leave buyback:

4.8 weeks vacation @ \$2,489.51 per week:	\$	11,949.65
2.6 weeks vacation @ \$2,417.82 per week:	\$	6,286.33
90 sick days at \$711.29 per day:	\$	64,015.97
Total:	\$	82,251.95

In accordance with the July 2008 Policy, I am requesting you verify the availability of the funds from the Retirement Stabilization Fund, prepare the Council Order, and continue the process in order that my staff can input the information in MUNIS and issue payments to this former employee upon Council approval.

Thank you for your cooperation, and if you should have any questions, please do not hesitate to contact me.

LBC