



Decision Letter

Budget Committee

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|---------------------|-----------------------------|----------------|------------------------------------------|
| Meeting No. | 15 | Contact | Merle MacDonald, Committee Administrator |
| Meeting Date | Tuesday, October 18, 2011 | Phone | 416-392-7340 |
| Start Time | 9:30 AM | E-mail | buc@toronto.ca |
| Location | Committee Room 1, City Hall | Chair | Councillor Mike Del Grande |

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| BU15.9 | ACTION | Amended | | Ward:All |
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Voluntary Separation Program - Toronto Public Library

Committee Decision

The Budget Committee recommends to the Executive Committee that:

1. City Council approve funding for a Voluntary Separation Program to be implemented at the Toronto Public Library Board, which has the same terms and conditions as the Voluntary Separation Program at the City, and will be extended to employees who are bargaining unit, non-union exempt and management staff to provide for:
 - a. a payment, to eligible employees, of an amount not to exceed 26 weeks' salary as a lump-sum payment (or salary continuation to bridge to age 55), based upon her/his salary, and her/his continuous years of service, at a rate of:
 - i. three weeks' salary per year of service for union and exempt staff; and
 - ii. four weeks' salary per year of service for management staff;
 - b. a transition allowance, for non-retiring employees, of up to \$3,000 depending upon service and employee type; and
 - c. payment of any ancilliary payments for vacation and sick-leave payouts that are required to effect permanent, sustainable savings.
2. The Toronto Public Library's Voluntary Separation Program be funded from the projected 2011 Year-End Operating Surplus.

Origin

(October 18, 2011) Report from the City Librarian

Summary

The purpose of this report is to request City Council approval to fund a Voluntary Separation

Program to be implemented at Toronto Public Library.

Background Information

(October 18, 2011) Report from the City Librarian on Voluntary Separation Program - Toronto Public Library

(<http://www.toronto.ca/legdocs/mmis/2011/bu/bqrd/backgroundfile-41443.pdf>)