

RE: ENDORSEMENT OF DECISIONS TAKEN BY COUNCIL  
"IN CAMERA" 1983 NOVEMBER 07

ITEM	2
MANAGER'S REPORT NO.	71
COUNCIL MEETING 1983 11	21

MUNICIPAL MANAGER'S RECOMMENDATION:

1. THAT the recommendation of the Municipal Clerk be adopted.

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TO: MUNICIPAL MANAGER DATE: 1983 November 15

FROM: MUNICIPAL CLERK FILE: 2004

SUBJECT: Endorsement of decisions taken by Council  
"In Camera" 1983 November 07.

RECOMMENDATION:

1. THAT Council endorse at an "open" Council Meeting the decisions that have been taken by Council at a Caucus Meeting "In Camera" 1983 November 07 as enumerated in the following report.

R E P O R T

Municipal Manager's "In Camera" Report No. 68, 1983

1. B.N.R. Grade Separation  
Property Acquisition  
Lot 16, D.L. 130, Plan 47649 NWD  
6250 Loughheed Hwy. (Art Knapp Ltd.)

The Municipal Manager submitted a report from the Municipal Solicitor regarding negotiations that were initiated by the municipality for acquiring a portion of the property at 6250 Loughheed Highway.

The Municipal Manager recommended:

- (1) That the subject 15,823 square feet or 1,469.95 m<sup>2</sup> of right-of-way be acquired as outlined in the report of the Municipal Solicitor.

MOVED BY ALDERMAN MCLEAN  
SECONDED BY ALDERMAN STUSIAK:

"THAT the recommendation of the Municipal Manager be adopted."

CARRIED  
OPPOSED: ALDERMAN DRUMMOND

2. Proposed Byrne Creek Relocation  
Acquisition of Rear portion of 5113 Byrne Road  
1.19 acres, Pcl. 1, Expl. Plan 11361, D.L. 162,  
Plan 5177 - Billan Enterprises Ltd.

The Municipal Manager submitted a report from the Municipal Solicitor advising that approximately 1.19 acres of the rear portion of 5113 Byrne Road, Pcl. 1, Exp. Plan 11361, D.L. 162, Plan 5177 be purchased in concurrence with Council's direction that the municipality open negotiations for the acquisition of the subject property.

The Municipal Manager recommended:

- (1) THAT the rear portion of 5113 Byrne Road, Pcl. 1, Exp. 11361, D.L. 162, Plan 5177 comprising of approximately 1.19 acres be purchased for the relocation of the Byrne Creek on the terms and conditions as set out in the report of the Municipal Solicitor.

MOVED BY ALDERMAN STUSIAK:  
SECONDED BY ALDERMAN CONSTABLE:

"THAT the recommendation of the Municipal Manager be adopted."

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3. Early Retirement

The Municipal Manager submitted a report advising that the subject of early retirement has received significant amount of publicity recently as one means of achieving reductions of staff to meet the objective of economic restraint. Generally, organizations have used early retirement incentives as a supplement to layoffs, hiring freezes, technological change and reductions in hours of work. Additionally, the B.C. government has added an incentive program to the Public Sector Restraint Act. Other employers, public and private, have early retirement schemes in place.

The Municipal Manager recommended:

- (1) THAT Council grant authority to the Municipal Manager to approve terms and conditions including compensation for the early retirement of individual employees in cases where an economic or organizational benefit to the Corporation will be realized.

MOVED BY ALDERMAN CONSTABLE:  
SECONDED BY ALDERMAN SIUSIAK:

"THAT the recommendation of the Municipal Manager be adopted."

CARRIED UNANIMOUSLY

REPORT


The subject of early retirement has received a significant amount of publicity recently as one means of achieving reductions in staff to meet the objective of economic restraint. Generally, organizations have used early retirement incentives as a supplement to layoffs, hiring freezes, technological change, and reductions in hours of work. Recently the Burnaby School Board offered a one year retirement incentive program to all interested and eligible employees. Additionally, the B.C. Government has added an incentive program to the Public Sector Restraint Act. Other employers, public and private, have early retirement schemes in place.

Although we are not faced with a situation requiring a global policy for large numbers of employees, such as those mentioned above, there are occasional instances where a significant cost saving can be realized through the provision of an incentive for early retirement, particularly when the retiree will not be replaced or when the retirement will facilitate the elimination of a position. Similarly there may be instances where organizational development or succession planning would be facilitated by an early retirement.

In such cases it would be of benefit to the Corporation of Burnaby to compensate the employee as an incentive to take early retirement. The level of compensation would vary according to each individual case and would reflect such factors as income level, years remaining until normal retirement, years of service, and other mitigating factors.

Further, we expect that in many situations the employee would benefit from the opportunity for early retirement with some reduction of the usual income loss and, in many cases, would welcome the opportunity to pursue other interests.

Accordingly, I recommend that Council grant the Municipal Manager the authority to approve terms and conditions including compensation for early retirement of individual employees as deemed appropriate in each case.

  
James Hudson  
MUNICIPAL CLERK