



Questions and Answers - Executive Downsizing Announcement

Through this announcement, what positions were impacted and what is the total amount saved?

A total of three positions have been eliminated:

- General Manager of Corporate Services (vacant)
- General Manager of Community Services
- General Manager of Community Development and Protective Services

A fourth position has been frozen:

- Manager of Parking Services (vacant)

The elimination of the three General Managers and freezing of the Manager position will save the City \$816,000 in 2016 and \$4.2 million over the next five years.

Will this decision impact tax rates?

Yes, the money saved, along with no increases to staffing levels, will eliminate the projected 0.85 per cent property tax increase for 2016.

Has the City provided severance to individuals who occupied the three impacted positions?

- Of the impacted positions, two (General Manager of Corporate Services and Manager of Parking Services) are currently vacant. No severance for either position is required.
- The staff member fulfilling the role of General Manager (responsible for Community Development and Protective Services) was acting in this role while maintaining their original position of Director of Social and Protective Services. Going forward, they will continue as a Senior Director overseeing strategic operations. No severance is required.
- The position of General Manager of Community Services will be subject to negotiation between parties.

Why is this decision being made now, why not wait until after the Core Review is completed?

Making this decision now allows the City to avoid a 0.85 per cent tax increase for 2016.