

## Severances 2011-2014 inclusive

### Highlights

- Of the 79 severances in this four-year period, 24 percent (19) of the positions were permanently eliminated.
- The 19 positions eliminated in this four-year period represented \$2,608,323 in annual salaries and benefits.
- These efficiencies are part of \$240 million, referenced in the 2014 Statutory Annual Report, that TransLink has achieved while keeping spending below inflation since 2010.

### TransLink (including CMBC and BCRTC) severances 2011-2014

Year	Total # staff*	Total payroll	Severances	Positions permanently eliminated	Total severance payments
2011	6,625.70	441,002,473	33	8	3,663,808.29
2012	6,563.72	425,057,559	24	11	2,031,267.22
2013	6,318.28	413,286,435	13	0	1,103,457.47
2014	6,346.91	425,607,448	9	0	167,117.69
Totals			79	19	6,965,650.67

\* FTE count

### Severances

Like all employers, TransLink is obligated by law to provide severance to staff when they are released from employment.

Factors that determine severance amounts include: years of service, age, level of responsibility, ability to find comparable work, and, in cases where there is an employment contract, contract terms. How the final severance amount is determined for each individual is confidential to protect the privacy of the affected employee.

**The numbers of employees severed by year (see table) reflects a period of restructuring TransLink and its subsidiaries underwent beginning in 2011.**

TransLink regularly reviews its organization to ensure it has the appropriate staffing. All organizations have to adjust staffing levels over time to meet their changing business environments. Staffing changes can also be necessary to ensure that an organization has the required skillsets and expertise to meet changing business needs.