

# Early retirement incentives save University money

by Ken Bosman

An early retirement incentive program for University of Alberta support staff, administrative professional officers (APOs), and librarians has "allowed the university to

minimize the pain of laying people off," according to U of A Associate VP Administration A.M. Rennie.

By December 1987 the program, modeled on a Government of Alberta version, is expected to have

induced 149 of 410 eligible support staff plus 11 of 49 eligible APOs and librarians to retire early, according to information provided by U of A Personnel Services.

"The major benefit has been to

allow us flexibility in down-sizing," said Rennie.

The university administration had hoped that the provincial government would fund the \$3 million initial cost of the program. Non-Academic Staff Association (NASA) President Brendon O'Neill and U of A President Myer Horowitz jointly requested provincial funds in a February 10th letter to Advanced Education Minister Dave Russell, but the request was rejected.

A later request by Horowitz was also rejected.

The absence of a provincial

grant means "We're going to have to borrow the money and repay it over time," said Rennie. The expected savings from the program, which result from positions being left vacant or filled by less senior workers, will allow the program "to pay for itself over five years with some residual savings after that," said Rennie.

One source has estimated 1987 savings at \$260,000. Dick Spilsted, U of A director of Budget and Statistics, is on vacation and could not verify the estimate.

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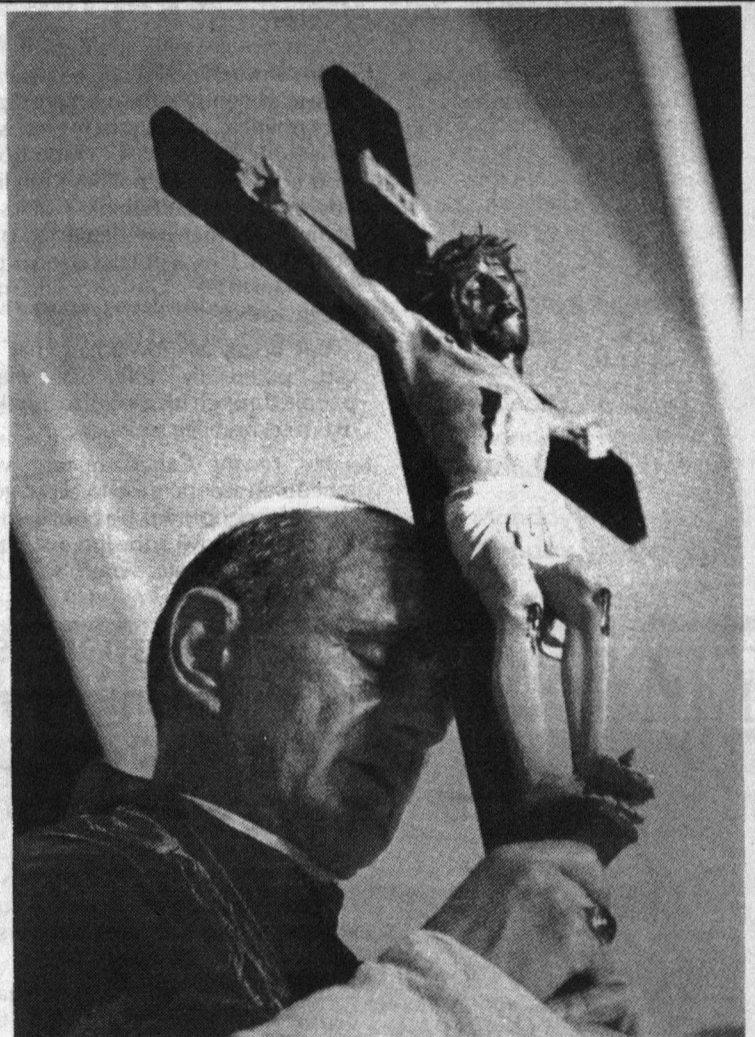
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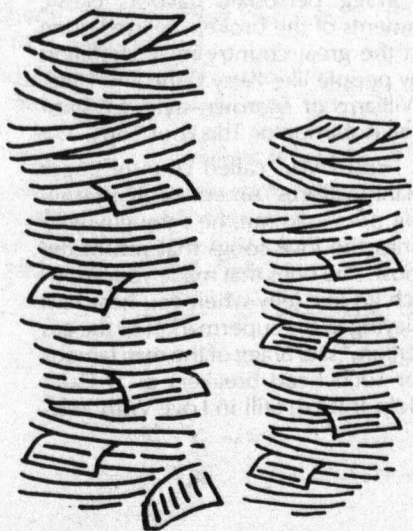
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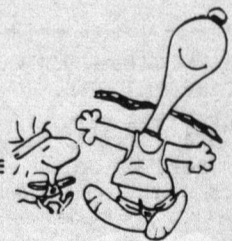
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