



May 12, 2003

Larry Gardner

s 22

Dear Larry Gardner:

This is to advise you that the appeal period for Competition HR2003:14502 has now expired and your appointment to the position of, Section Head LSO Engineer in Kamloops has been confirmed. The effective date of your appointment is May 20, 2003. You will report to ?? , ??.

Should you have any questions or require further information, please call me at (250) 571-5251.

May I take this opportunity to wish you success in your new position.

Yours truly,

Rick Adams  
Regional Manager  
Ministry of Water, Land and Air Protection

pc: Aaron Canuel, HR Consultant  
Eleanor White, Payroll Clerk  
Payroll, payroll # 048-1310  
Competition File

---

• THE GOVERNMENT OF BRITISH COLUMBIA IS AN \* EMPLOYMENT EQUITY EMPLOYER \* •

---



SOUTHERN INTERIOR REGION  
BC PUBLIC  
SERVICE AGENCY

JUL 30 2003

KAMLOOPS, BC

July 24, 2003

Larry Gardner

s 22

Dear Larry:

This is to advise you that the appeal period for Competition HR2003:14502 has now expired and your appointment to the position of, Environmental Management Section Head LSO4 Engineer in Kamloops has been confirmed. The effective date of your appointment is May 20, 2003. You will report to Rick Adams, Regional Manager.

You are reminded that a condition of your continuing employment is you must obtain a limited licence to practice from the Association of Professional Engineers and Geoscientists of BC within 6 months of your appointment date.

Should you have any questions or require further information, please call me at (250) 371-6225.

May I take this opportunity to wish you success in your new position.

Sincerely,

Rick Adams  
Regional Manager  
Thompson Okanagan Region

pc: Aaron Canuel, HR Consultant  
Ramona Epp, CSD  
Payroll, payroll # 048-1317



MAY 06 2003  
NORTHERN REGION  
RECEIVED



March 26, 2003

File No: 1385-20/Gardner L

PERSONAL AND CONFIDENTIAL

Larry Gardner

s 22

Dear Larry Gardner:

Re: Competition WL2003:14502  
Section Head LSO Engineer 4  
Position number 38991  
Environmental Management – Kamloops  
Ministry of Water Land and Air Protection

FEED FAX THIS END

<b>FAX</b>	
To:	Michelle Macko
Dept.:	
Fax No.:	307-4473
No. of Pages:	2
From:	Betty Ann
Date:	8 May 10
Company:	
Fax No.:	PL 565 4217
Comments:	fax 565 4249
Post-it	fax pad 7803E

It is my pleasure to inform you that you are the successful applicant for the above-noted competition. The current salary range for this position is \$2,148.62 to \$2,542.65 bi-weekly. Upon acceptance, your salary will be \$2,346.35 bi-weekly which represents Step 3 of the salary range.  
*+COLA = \$2421.43*

You will be on probation until the completion of your assignment, or until you have worked the equivalent of six months (913 hours) full time employment. At the end of that time, if your performance has been satisfactory, your appointment will be confirmed.

A condition of this offer is that you successfully obtain a Limited License from the Association of Professional Engineers and Geoscientist within the six month probationary period

Benefits are included in the Agreement negotiated between the Government of British Columbia and the Professional Employees' Association.

To indicate your acceptance of our offer, please sign in the appropriate space provided and return a photocopy of this letter to this office or fax to 250-356-7286.

- 2 -

I wish you success in your new position. Please call me if you have any questions.

Sincerely,



Dave Glockzin  
Human Resource Advisor  
Telephone: 387-9820

/eg

cc: Lynn Bailey  
David Brown  
Cathy Tuominen  
Michele Scott  
Norma Omstead

I accept/decline this offer of employment.



Larry Gardner

Date

April 4/2003

LARRY GARDNER

Work: (250) 565-6442

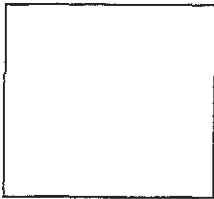
s 22

(17)

Page 6 redacted for the following reason:

-----

s 22



Ministry of  
Environment,  
Lands and Parks

Pollution Prevention  
Omineca-Peace Region

~~LA~~

File.

## MEMORANDUM

### PERSONAL AND CONFIDENTIAL

To: Larry Gardner  
Pollution Prevention Officer

Date: 11/30/98

File: 1325-20  
Gardner

Re: 1998/99 Performance Plan

Please find attached your work plan taken from the Municipal & Environmental Safety's annual plan for the 1998/99 fiscal year. It's intended that this plan be used as a guide for setting priorities for yourself and staff. If there are extenuating circumstances in meeting the priorities set out by this plan, consideration will be given at the time the plan is reviewed.

s 22

The  
1998/99 budget is a continuation of this process with attention given to the  
municipal program.

s 22

s 22

s 22

s 22

A handwritten signature in black ink, appearing to read "Blake Medlar". The signature is fluid and cursive, with the first name "Blake" and last name "Medlar" clearly distinguishable.

Blake Medlar  
Head, Municipal & Environmental Safety Section  
Omineca-Peace Region





***Ministry of Environment,  
Lands, and Parks***

***Ministry of Health, and  
the Ministry Responsible  
for Seniors***

---

**Biomedical Waste Processing Strategy  
Implementation Coordinator**

The proposal is to second Mr. Larry Gardner, Municipal Environmental Protection Officer of the Ministry of Environment, Lands, and Parks, Prince George Regional Headquarters, to the Ministry of Health.

s 22

Mr. Gardner's responsibilities would, in general terms, be to implement the best strategy for the processing of this waste stream taking into account the following:

- existing methods
- other available methods
- geographic impact
- singular and multiple facility use
- regionalization
- business case development
- proposal requests
- purchasing protocol

It is intended that Mr. Gardner's headquarters would remain in Prince George during the secondment.

The term of secondment would be until strategy implementation is complete, which is estimated to be five months. At project completion Mr. Gardner will return to his previous position on a full time basis. Mr. Gardner will be provided with an appraisal of the work performed.

Mr. Gardner has some continued project responsibility with his home office and estimates this to be 50% of his work. The Ministry of Health, therefore, would provide 50% salary and benefits, travel expenses, and clerical support. Actual expenditures will be determined based on a time reporting schedule.

Effective date: July 8, 1996 to November 29, 1996

**APPROVED**

---

Al Sanderson, Regional Director  
Omineca-Peace Region  
Ministry of Environment, Lands, and Parks

---

Roald Anderson, Executive Director  
Design and Construction Division  
Ministry of Health

---

Ann Sutherland  
Regional Human Resources Advisor  
Ministry of Environment, Lands, and Parks

---

Laura Samalack  
Human Resources Officer  
Ministry of Health

---

Larry Gardner  
Omineca-Peace Region  
Ministry of Environment, Lands, and Parks



TO: Rich Girard  
Manager

DATE: May 29, 1996

FILE: 1385-20  
Larry Gardner

RE: Secondment to Health

The Ministry of Health has approached our office with a Biomedical Waste Processing Strategy. This strategy involves the secondment of Larry Gardner to act as a coordinator for the health care facilities in the Province. His role will be similar to his existing role on the Cariboo & Omineca-Peace Region, Biomedical Waste Working Group (BWWG).

The strategy document outlines the implementation of provincial strategy for the processing of biomedical waste taking into account the following:

- existing methods
- other available methods
- geographic impact
- singular and multiple facility use
- regionalization
- business case development
- proposal requests
- purchase protocol

MOH would like the term of the secondment until the strategy implementation, estimated to be four months. In consideration of his existing work responsibilities, Health is prepared to pay 90% of his salary and benefits, travel expenses and clerical support. The strategy proposal does not identify a reporting structure.

s 22

I am prepared, conceptually, to support the secondment, however, there are many areas that will need exploring before a final decision can be made. We would first need the support of Municipal Reduction Branch in Victoria. Ron Driedger's memo

dated May 13, 1996 may conflict with this proposal. Secondly, we would have to receive backing from all regional offices.

Locally, I would have to review Larry's workload and define what activities that can be delegated to other staff or postponed until his return. I am not comfortable with his departure from solid waste management planning (SWMP) as we are in the crunch period between finalization of plans and their implementations. s 22

s 22 I believe greater than 10% of his time must be devoted to SWMP, somewhere in the order of 40%. There will also be need for clarification on supervisory reporting role.

This strategy would provide BC Environment an opportunity to address nonconforming facilities as well as put Larry's skills, developed from the BWWG, to good use by providing cost effective strategies for all aspects of biomedical waste management for the province.

As an alternative to MOH's proposal, Larry could carry out this task under BC Environment in concert with MOH. Since this issue is crucial due to the Ministry's commitment to biomedical waste management, I would like to discuss a plan of action with you at your earliest convenience.



Blake Medlar  
Head, Municipal &  
Environmental Safety Section  
Omineca-Peace Region

:BWM

cc: Larry Gardner

Biomedical Waste Processing Strategy  
Implementation Coordinator

The proposal is to second Mr. Larry Gardner, Municipal Environmental Protection Officer of the Ministry of Environment, Lands and Parks, Prince George Regional Headquarters.

s 22

Mr. Gardner's responsibilities, would in general terms be, to implement the best strategy for the processing of this waste stream, taking into account the following:

- a) existing methods
- b) other available methods
- c) geographic impact
- d) singular and multiple facility use
- e) regionalization
- f) business case development
- g) proposal requests
- h) purchasing protocol

It is intended that Mr. Gardner's headquarters would remain in Prince George.

The term of secondment would be until strategy implementation is complete, this is estimated to be four months.

Mr. Gardner has some continuing project responsibility with his home office and estimates this to be 10% of his work schedule hours.

Our Division responsibility therefore would be to provide 90% salary and benefits, travel expenses and clerical support.

*Appreciated ?*

Effective date: *June 17, 1992* to: *October 18*

*Current ED  
Env.*

*MOH (Reald)*

*H.R. (Laurie Woodland) H*



TO: Larry Gardner  
Environmental Protection Program  
Northern Interior Region

DATE: December 9, 1992

FILE: Comp. PG-9210

RE: Competition No. PG-9210  
Environmental Protection Officer - STO 5  
Ministry of Environment, Lands and Parks

I am pleased to confirm your appointment to the above referenced position.

It is understood that your commencement date in the above position is December 8, 1992. As this position is at the same pay scale as your current rate, there will be no salary adjustment.

Congratulations and best wishes for success in your new position.

Richard B. Krehbiel  
Regional Director  
Northern Interior Region

RBK:cl

cc: R. Girard  
B. Collins

DISTRIBUTION	DATE	INITIALS
	12/13	RKB
BWM		
C.L.		
File: KAG		Personal File



September 19, 1989

Mr. Larry A. Gardner

s 22

Dear Mr. Gardner:

Re: Competition EN89:1660  
Waste Management Officer- STO 5  
Ministry of Environment - Prince George

I am pleased to confirm your appointment to the above-mentioned position now that the fourteen day appeal period has elapsed.

It is understood that you will started in your new position on September 17 1989. Pay action form has been forwarded to payroll to reflect this date.

If you have any questions concerning your terms and conditions of employment, please contact me at 374-9717.

Congratulations and best wishes for success in your new position.

Yours truly,

A.M. Sutherland  
Regional Personnel Officer

AMS/sc

cc: E. Warnock                      R. Fairservice  
     B. Medlar                       K. Gower  
     R. Driedger



August 24, 1989

Mr. Larry A. Gardner

s 22

Dear Mr. Gardner:

Re: Competition EN89:1660  
Waste Management Officer  
Scientific Technical Officer 5  
Ministry of Environment - Prince George

It is my pleasure to inform you that you are the successful applicant for the above-referenced position. The current salary range for this position is \$1355.23 to \$1560.82 and your starting salary will be \$1355.23 bi-weekly. You will be employed on the usual probationary basis until six months work has been completed, following which you will be recommended for confirmation provided your performance is satisfactory.

Other candidates may appeal the results of this competition and no appointment may be confirmed until the appeal period of 14 days has elapsed. Please ensure that the appointment is free of appeal before making final commitments with regard to your present circumstances. Following the appeal period, we will advise you in writing of the status of your appointment.

Once the offer is accepted and confirmed, the start date in your new position will be arranged by B. Medlar in consultation with your present supervisor and yourself.

Yours truly,

A.M. Sutherland  
Regional Personnel Officer

AMS/sc

cc: E. Warnock  
B. Medlar  
R. Driedger  
R. Fairservice  
K. Gower



**LARRY GARDNER**

**Work: 565-6452**

s 22

PERSONAL & CONFIDENTIAL

October 6, 1986

Mr. Larry Gardner  
c/o Ministry of Environment  
1011 - Fourth Avenue  
Prince George, B.C.  
V2L 3H9

Dear Mr. Gardner:

Re: Competition EN86:1732  
Technician 1 (Municipal)  
Waste Management Program  
Prince George

I am pleased to confirm your appointment to the above mentioned position now that the 14 day appeal period has elapsed.

It is understood that your commencement date in this position is October 6, 1986.

Congratulations on your success in this competition and welcome to the Ministry of Environment.

Yours truly,

A.M. Sutherland  
Regional Personnel Officer

AMS/sc

cc: M. Reed  
H. Olson  
R. Driedger  
D. Brown



Province of  
British Columbia

Ministry of  
Environment

Personnel Services  
1259 Dalhousie Drive  
Kamloops  
British Columbia  
V2C 5Z5  
Telephone: 374-9717

September 19, 1986

Mr. Larry Gardner

s 22

OCT. 6/86

Dear Mr. Gardner:

Re: Competition EN86:1732  
Technician 1 (Municipal)  
Waste Management Program  
Prince George

It is my pleasure to inform you that you are the successful applicant for the above-referenced position. The current salary range for this position is \$904.35 to \$1061.78 and your starting salary will be \$904.35 bi-weekly. You will be employed on the usual probationary basis for six months, following which you will be recommended for confirmation provided your performance is satisfactory.

The terms of the Collective Agreement require that you join the British Columbia Government Employees' Union within 30 days after beginning employment. Benefits for employees of the BCGEU bargaining unit are included in a collective agreement negotiated between the Government of B.C. and the BCGEU. Details will be available upon commencement of employment.

We are able to offer you \$1500.00 assistance toward all relocation costs (moving and living expenses) incurred due to your move. To claim this amount, please find enclosed an "Application for Assistance of Removal Costs and Assignment of Wages" form. This form, along with other documentation which will be indicated in your confirmation letter, is to be submitted to the Personnel Services Branch, Ministry of Environment & Parks, immediately upon commencement of employment.

In-service candidates may appeal the results of this competition and no appointment may be confirmed until the appeal period of 14 days has elapsed. Please ensure that the appointment is free of appeal before making final commitments with regard to your present circumstances. Following the appeal period, we will advise you in writing of the status of your appointment.

Yours truly,

*A.M. Sutherland*

A.M. Sutherland  
Regional Personnel Officer

AMS/sc

cc: M. Reed  
H. Olson  
R. Driedger  
D. Brown  
Page 19  
PSA-2012-00199

Pages 20 through 23 redacted for the following reasons:

-----

s 22



October 28, 2011

File: 1385-20/Gardner, L.

Larry Gardner

s 22

Dear Larry:

Re: Temporary Appointment  
A/Regional Manager, Kamloops, Business Leadership  
Position 00039003, Paylist #048-1310  
Ministry of Environment, EP Regional Operations, Kamloops

I am very pleased to offer you a temporary appointment to the above noted position for the period July 18, 2011 to December 30, 2011.. This appointment may be extended upon mutual agreement.

Your salary upon appointment will be \$3641.34 bi-weekly.

Your supervisor will be Ken Howes, A/Regional Director.

You will be subject to a probationary period of 913 hours.

You will be excluded from union or association membership. The terms and conditions of your employment are available at <https://employee.gov.bc.ca/src/sections.cfm?sectionID=362>.

As the duties of this position meet the requirements of the Security Screening Policy, a check must be completed. Please go to <http://eow.tssi.ca/sites/default/files/documents/ConsentforDisclosureofaCriminalRecord.pdf> for the Consent for Disclosure of Criminal Record Information Form. Complete this form and return it to this office as soon as possible. This offer of employment is subject to a satisfactory outcome of this search. New criminal records checks will be conducted periodically and at least every five years.

During your employment with the BC Public Service, you will be required to notify your manager or supervisor in the event that you are arrested, charged or convicted of any criminal offence.

.../2

I wish you success and look forward to working with you. Please call me if you have any questions.

Yours truly,



Ken Howes  
A/Director, Regional Operations

cc: [MyHR@gov.bc.ca](mailto:MyHR@gov.bc.ca)

Kerrie Hilborne, Manager, Client Services Branch, (NRO)

Linda Stephens, Financial Officer, Client Services Branch (NRO)

Lea Walsh, Pay/Leave Coordinator, Client Services Branch, (NRO)

I accept \_\_\_\_\_ Date: \_\_\_\_\_

I decline \_\_\_\_\_ Date: \_\_\_\_\_