

Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Thursday, November 21, 2013 10:25 AM
To: 'Kirsten.Tisdale@ca.ey.com'
Cc: 'Doug.D.Campbell@ca.ey.com'
Subject: RE: Core Review

Hi Kirsten, confirming that the Municipal Auditor General now has a heads up so she knows you will be calling. Staff at CSCD advise that she will have a general understanding of some of the wage issues but it won't be anything she's probably got to doing any analysis on.

As well, Julian Payne, the ADM for Local Government, would like you guys to connect with him. He'd like to offer some insight into the municipal side of things and can include some other folks from his office to assist.

I also have a call with Greg D'Avignon Monday and will introduce him to this exercise. On crown chairs, I gathered some intelligence and hope to be back to you next week on folks to call.

Let me know when you think you are through the 'reconnaissance' phase and let's re-group on where you are at, what data you've been able to gather etc. I would like to include Lee and Christina in that. I see we something set up for Dec 10th and just wondering if that's early enough from your perspective.

Kim.

-----Original Message-----

From: Kirsten.Tisdale@ca.ey.com [mailto:Kirsten.Tisdale@ca.ey.com]
Sent: November-05-13 8:54 PM
To: Henderson, Kim N PREM:EX
Cc: Doug.D.Campbell@ca.ey.com
Subject: Re: Core Review

Thanks Kim - and we understand. Let's see how the first round goes. Do you want to take the same approach with BCBC and the Auditor general for local government?

We kick off with Lee tomorrow.

Kirsten
Kirsten Tisdale
Partner, BC Advisory Services Leader
Ernst and Young LLP
Direct 604 891 8266
Cell S. 22

----- Original Message -----

From: "Henderson, Kim N PREM:EX" [Kim.Henderson@gov.bc.ca]
Sent: 11/05/2013 08:46 PM PST
To: Kirsten Tisdale
Cc: Doug Campbell
Subject: Re: Core Review

Hi Kirsten. Sorry for the delay in responding.

We'd prefer you do the meetings with the internal group first, do initial data gathering and then we can meet again and talk about any gaps and next steps including any external consultations that may be required.

Thanks,
Kim.

On 2013-11-04, at 11:41 AM, "Kirsten.Tisdale@ca.ey.com<mailto:Kirsten.Tisdale@ca.ey.com>"
<Kirsten.Tisdale@ca.ey.com<mailto:Kirsten.Tisdale@ca.ey.com>> wrote:

Many thanks for this Kim. Should we also touch base with a couple of the board chairs (e.g. ICBC, BCH, BCLC) to get their perspectives on the challenge of recruiting/retaining their executive talent? Happy to reach out directly but you may want to give them a heads up first.

Looking forward to working with you,

Kirsten

<ATT00001.gif> Kirsten Tisdale | Partner, British Columbia Advisory Services Leader | Advisory Services

Ernst and Young, LLP

700 West Georgia Street, PO Box 10101, Vancouver, BC V7Y 1C7, Canada

Office: 604 891 8266 | Cell: S. 22 | kirsten.tisdale@ca.ey.com<mailto:kirsten.tisdale@ca.ey.com>

Website: <http://www.ey.com><<http://www.ey.com/>>

Assistant: Vangie Johnson | Phone: 604 648 3642 | vangie.johnson@ca.ey.com<mailto:vangie.johnson@ca.ey.com>

From: "Henderson, Kim N PREM:EX" <Kim.Henderson@gov.bc.ca<mailto:Kim.Henderson@gov.bc.ca>>

To: "Kirsten.Tisdale@ca.ey.com<mailto:Kirsten.Tisdale@ca.ey.com>"

<Kirsten.Tisdale@ca.ey.com<mailto:Kirsten.Tisdale@ca.ey.com>>,

Date: 04/11/2013 10:16 AM

Subject: FW: Core Review

Hi, confirming introductions have been made . . . I would start with Lee if you can.

Kim.

From: Henderson, Kim N PREM:EX

Sent: Monday, November 04, 2013 9:00 AM

To: 'Robert Lee Doney'; Tarras, Lynda PSA:EX; Vincent, Tom PSEC:EX; Foster, Doug FIN:EX; Wenezenki-Yolland, Cheryl FIN:EX; Zacharuk, Christina PSEC:EX

Subject: Core Review

Hi, as you will be aware, core review has an objective to ensure public sector wage levels are appropriate. Confidentially, we have engaged with Ernst and Young to conduct an analysis in the following areas for us:

- Review trends in BC public sector executive, management and bargaining unit compensation in the broader public sector, including the public service, crown corporations and agencies and municipalities over the last eight years;
- Assess the current model for the setting of wage compensation mandates in the broader provincial public sector and make recommendations for improvement should improvements be needed; and
- Assess the current model for the setting of executive and management compensation in the public sector and make recommendations for improvement should improvements be needed.

The leads at Ernst & Young are Doug Campbell and Kirsten Tisdale. They will be in touch with you directly as they scope out this assignment and determine what background and data sets we have to provide for this work. Their work will inform a submission that will go forward to the Cabinet Working Group on Core Review early in the New Year.

If you have any questions please let me know.

Kim.

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Henderson, Kim N PREM:EX

From: Greg D'Avignon <greg.davignon@bccbc.com>
Sent: Friday, December 20, 2013 3:26 PM
To: Henderson, Kim N PREM:EX
Subject: RE: Introduction

Happy to help.

S. 22

S. 22 and talk to you in the New Year

Where Leaders Meet to Unlock British Columbia's Full Potential



Business Council of
British Columbia

Greg D'Avignon
PRESIDENT & CHIEF EXECUTIVE OFFICER

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V6E 3S7

D 604 696 6580
F 604 684 7957
greg.davignon@bccbc.com
www.bccbc.com

From: Henderson, Kim N PREM:EX [<mailto:Kim.Henderson@gov.bc.ca>]
Sent: Friday, December 20, 2013 3:07 PM
To: Greg D'Avignon
Subject: Introduction

Hi Greg. Hope this note finds you well.

I wanted to give you a heads up that Doug Campbell and/or Kirsten Tisdale from E&Y will be in touch with you as we've engaged them to support us on one of the core review objectives around public sector compensation. We've asked them to look at trends in BC public sector executive, management and bargaining unit compensation in the broader public sector and to assess the current model for the setting of executive and management compensation in the public sector and make recommendations for improvement. I'm sure they will value your perspectives on this.

If you have any questions let me know.

Happy holidays.

Kim.

Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Friday, December 20, 2013 3:12 PM
To: S. 22
Subject: Introduction

Hi Judy. Hope this note finds you well.

I wanted to give you a heads up that Doug Campbell and/or Kirsten Tisdale from E&Y will be in touch with you as we've engaged them to support us on one of the core review objectives around public sector compensation. We've asked them to look at trends in BC public sector executive, management and bargaining unit compensation in the broader public sector and to assess the current model for the setting of executive and management compensation in the public sector and make recommendations for improvement. I'm sure they will value your perspectives on this.

If you have any questions let me know.

Happy holidays.

Kim.

Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Friday, December 20, 2013 3:11 PM
To: 'judy.rogers@bcassessment.ca'
Subject: Introduction

Hi Judy. Hope this note finds you well.

I wanted to give you a heads up that Doug Campbell and/or Kirsten Tisdale from E&Y will be in touch with you as we've engaged them to support us on one of the core review objectives around public sector compensation. We've asked them to look at trends in BC public sector executive, management and bargaining unit compensation in the broader public sector and to assess the current model for the setting of executive and management compensation in the public sector and make recommendations for improvement. I'm sure they will value your perspectives on this.

If you have any questions let me know.

Happy holidays.

Kim.

Henderson, Kim N PREM:EX

From: Judy Rogers S. 22
Sent: Thursday, January 9, 2014 4:29 PM
To: Henderson, Kim N PREM:EX
Subject: RE: Introduction

Hi Kim , Thank you for the heads up and I look forward to my discussions with Doug or Kirsten from E&Y !
Wishing you the very best in 2014 , Judy

From: Henderson, Kim N PREM:EX [<mailto:Kim.Henderson@gov.bc.ca>]
Sent: Friday, December 20, 2013 3:12 PM
To: Rogersa, Judy
Subject: Introduction

Hi Judy. Hope this note finds you well.

I wanted to give you a heads up that Doug Campbell and/or Kirsten Tisdale from E&Y will be in touch with you as we've engaged them to support us on one of the core review objectives around public sector compensation. We've asked them to look at trends in BC public sector executive, management and bargaining unit compensation in the broader public sector and to assess the current model for the setting of executive and management compensation in the public sector and make recommendations for improvement. I'm sure they will value your perspectives on this.

If you have any questions let me know.

Happy holidays.

Kim.

Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Wednesday, February 26, 2014 3:25 PM
To: 'Kirsten Tisdale'
Subject: RE: Compensation Review - final draft for your review

I still haven't got the pieces PSA and PSEC were going to provide on Monday, I have sent out reminders.

Here is some core review language, feel free to edit as needed. If you want more let me know:

As part of its ongoing commitment to fiscal responsibility government has initiated a core review process with a goal to ensure the best possible use of government resources and respect for the interests of taxpayers. The Cabinet Working Group on Core Review is tasked with examining all government programs including ministries, SUCH sector organizations (school districts, universities, colleges and health authorities/hospital societies) and all Crown Corporations, agencies, boards and commissions, with a view of positioning the province for sustained economic growth and prosperity.

The Core Review process has six objectives:

- Ensure that the programs and activities of ministries are focused on achieving government's vision of a strong economy and secure tomorrow;
- Ensure that government is operating as efficiently and effectively as possible
- Confirm government's core responsibilities and eliminate programs that could provide better service at less cost through alternative service delivery models;
- Ensure budget targets are achieved consistent with Budget 2013 (June Update);
- Identify opportunities where further savings can be re-directed to high priority programs;
- Ensure public sector management wage levels are appropriate while recognizing the need for leaders who can positively impact the effectiveness and productivity of public sector agencies.

From: Kirsten Tisdale [<mailto:kirsten.tisdale@ca.ey.com>]

Sent: Monday, February 24, 2014 12:11 PM

To: Sweeney, Neil PREM:EX; Foster, Doug FIN:EX; Henderson, Kim N PREM:EX; lee.doney@gov.bc.ca; Tarras, Lynda PSA:EX

Cc: Doug Campbell; David Josling; Denise Ho

Subject: Compensation Review - final draft for your review

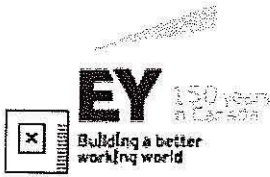
Hi Steering Committee,

Please find attached a final draft of our report which would benefit from your review and input. In particular, we want to make sure that the sections that deal with PSEC, collective bargaining as well as core government compensation philosophy are technically accurate, so we have flagged these for Lynda and Lee in particular.

We can take your feedback in whatever form is easiest for you – you can mark up a hard copy and scan it back to us, send me an email, or we can have a couple of one on one calls to go through your thoughts. Our goal would be to gather this input and have a final Steering Committee late next week (ideally Friday) to finalize.

Thanks very much,

Kirsten



Kirsten Tisdale | Partner, Global Government and Public Sector Advisory Leader
British Columbia Advisory Services Leader |

Ernst and Young, LLP

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Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Thursday, February 27, 2014 8:10 AM
To: 'Kirsten.Tisdale@ca.ey.com'
Subject: PSA Info

Hi Kirsten. Here are some details from the PSA as we discussed.

On our exit survey, the data on people who resign shows:

- 51% of respondents who resigned said they were leaving the BC Public Service for another employment opportunity.
- 50% of those who left for another employment opportunity went to another public sector organization.
- For those who left for other employment, 66% stated compensation was one of the factors that attracted them to the new employment.

We can't break our exit survey down by classification. However, our attrition rate for SLs is low at 5.98% (inclusive of retirements and voluntary exits). So I'm not sure that the anecdotal comments you received are reflected in the data. If we don't however focus on SLs, the exit survey data I think is important. Another interesting fact, of the 288 employees hired in to SL positions over the last five years, 232 were internal redeployments. Until the recent hiring freeze government's policy was to post all permanent positions externally, and we are not been successful in recruiting external candidates and we think compensation is part of the reason.

On DM salaries, when we look at base compensation (no holdbacks, bonuses or incentives), BC ranks 6th for actual average base salary.

Other jurisdictions compensate much closer to their salary range maximum. Not including BC, the average pay point on the range for other jurisdictions is 97%. For BC the average pay point is 75% of achievable base pay. Much of the data on actual DM salaries was provided to us in confidence with the provision we did not publish or share it. We can say that based on public accounts that are available to us, other jurisdictions compensate at or near the maximum of the range while BC compensates around 75% of the range maximum. It may be worth noting the current average base salary for DMs is \$203,800, average achievable salary (including holdbacks) is \$223,639 (well below the range maximum).

Kim.

Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Friday, February 28, 2014 11:47 AM
To: Kirsten.Tisdale@ca.ey.com
Subject: Fwd: Data for E&Y: Top-level comparison table

This is good stuff although I don't think it is what Lee was referring to. We'll see what else she sends me this aft.

Begin forwarded message:

From: "Zacharuk, Christina PSEC:EX" <Christina.Zacharuk@gov.bc.ca>
Date: February 28, 2014 at 8:07:17 AM PST
To: "Henderson, Kim N PREM:EX" <Kim.Henderson@gov.bc.ca>
Subject: Data for E&Y: Top-level comparison table

Hi Kim,

Below is a top-level table comparing the strategic leadership range with other public sector organizations. As we understand it, this comparison is not as easily done at the applied and business band level, due to overlap in various classification systems and discrepancies caused by the degree of unionization at different orgs. Hoping this is helpful for E&Y.

The use of these ranges as comparators is based on conversations the PSA has had with their colleagues at each of the organizations.

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We will have more on individual job comparators later today.

Employer	Minimum	Maximum	Effective Date	Hours Worked	Abi
Translink	\$ 124,766	\$ 155,958	2012	37.5	Yes
HEABC	\$ 102,644	\$ 147,551	2009	37.5	Yes
BC Assessment	\$ 95,000	\$ 111,800	2008	35	Yes
BC Hydro	\$ 129,000	\$ 162,000	2009	37.5	Yes
BCLC	\$ 99,539	\$ 136,866	2009	37.5	Yes
City of Vancouver	\$ 142,000	\$ 178,000	2011	35	Yes
UBC	\$ 115,270	\$ 144,088	2012	35	Yes
BCIT	\$ 102,000	\$ 138,000	2009	37.5	Yes
BC Transit	\$ 80,000	\$ 135,000	2009	37.5	Yes
AVERAGE	\$ 110,024	\$ 145,474			
50th Percentile	\$ 102,644	\$ 144,088			
Government BC	\$ 80,767	\$ 113,074	29-Mar-09	35	No

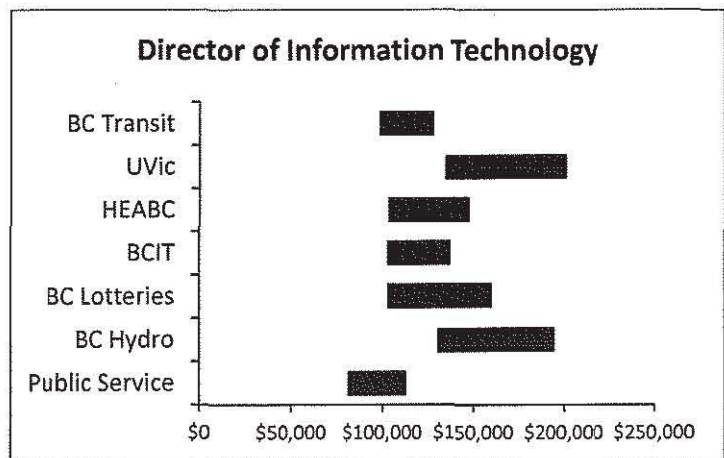
Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Monday, March 3, 2014 7:33 AM
To: Kirsten.Tisdale@ca.ey.com
Subject: Last batch
Attachments: Comparators.docx; Data for E&Y: Top-level comparison table

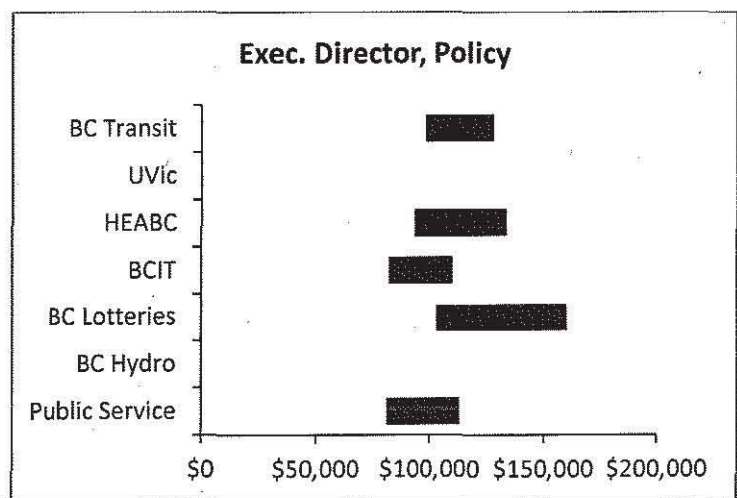
Here is the last set of data from PSEC.

Appendix B – Selected Job Comparators

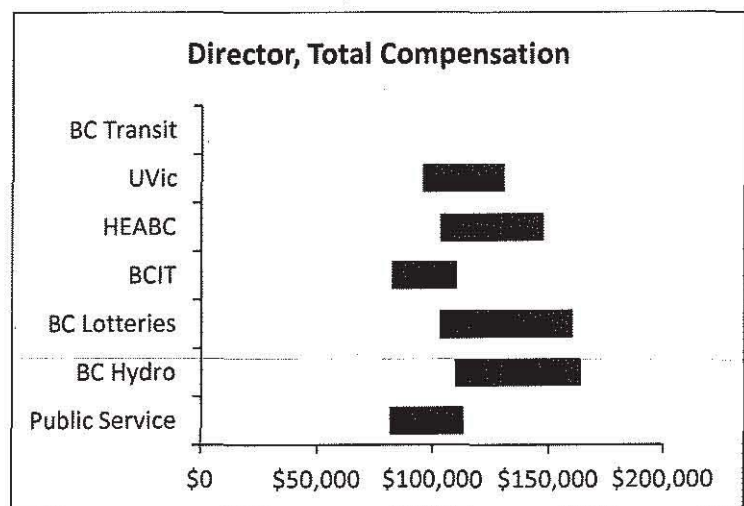
Director of Information Technology		
	Min	Max
Public Service	\$80,767	\$113,074
BC Hydro	\$129,900	\$194,800
BC Lotteries	\$102,535	\$160,211
BCIT	\$102,229	\$137,587
HEABC	\$102,644	\$147,551
UVic	\$133,860	\$201,082
BC Transit	\$98,000	\$128,000



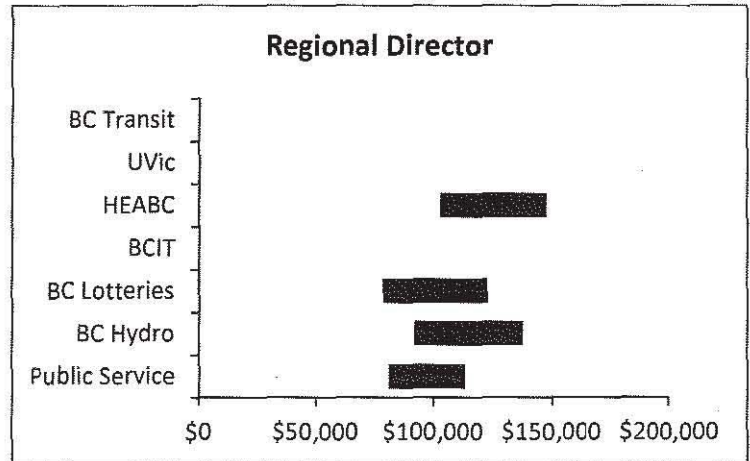
Exec. Director, Policy		
	Min	Max
Public Service	\$80,767	\$113,074
BC Hydro	N/A	N/A
BC Lotteries	\$102,535	\$160,211
BCIT	\$81,782	\$110,061
HEABC	\$92,841	\$133,458
UVic	N/A	N/A
BC Transit	\$98,000	\$128,000



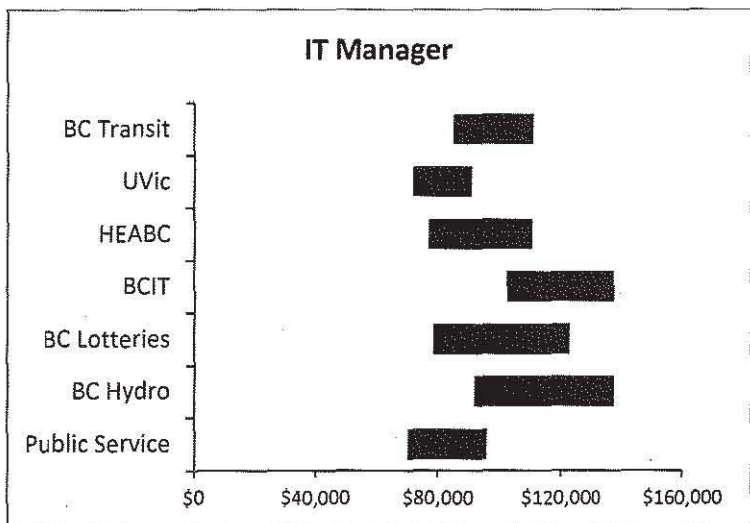
Director, Total Compensation		
	Min	Max
Public Service	\$80,767	\$113,074
BC Hydro	\$109,200	\$163,700
BC Lotteries	\$102,535	\$160,211
BCIT	\$81,782	\$110,061
HEABC	\$102,644	\$147,551
UVic	\$94,736	\$130,262
BC Transit	N/A	N/A



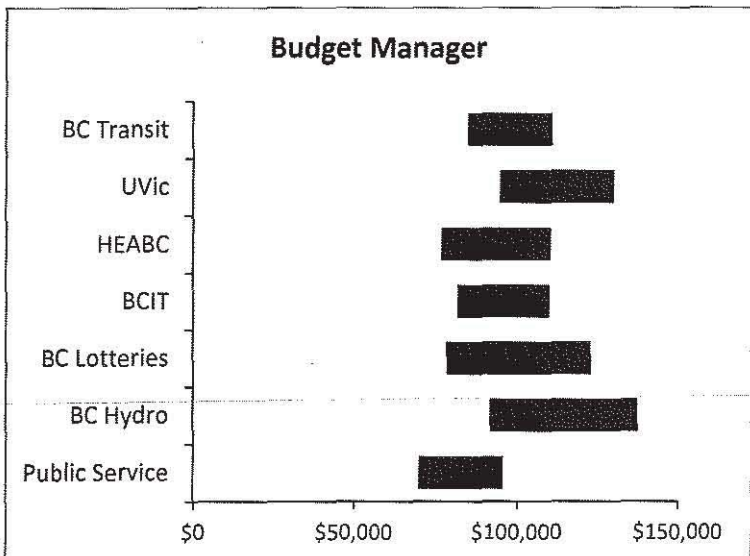
Regional Director		
	Min	Max
Public Service	\$80,767	\$113,074
BC Hydro	\$91,800	\$137,600
BC Lotteries	\$78,540	\$122,718
BCIT	N/A	N/A
HEABC	\$102,644	\$147,551
UVic	N/A	N/A
BC Transit	N/A	N/A



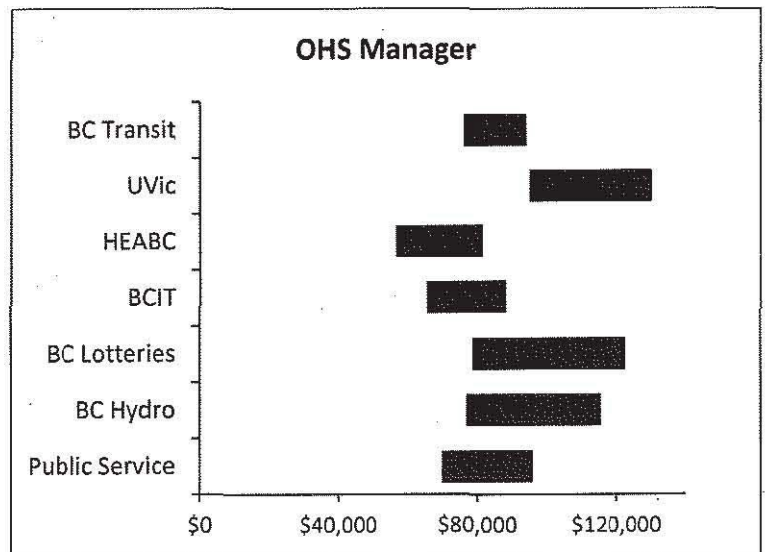
IT Manager		
	Min	Max
Public Service	\$69,998	\$95,843
BC Hydro	\$91,800	\$137,600
BC Lotteries	\$78,540	\$122,718
BCIT	\$102,229	\$137,587
HEABC	\$76,906	\$110,552
UVic	\$71,871	\$91,045
BC Transit	\$85,000	\$111,000



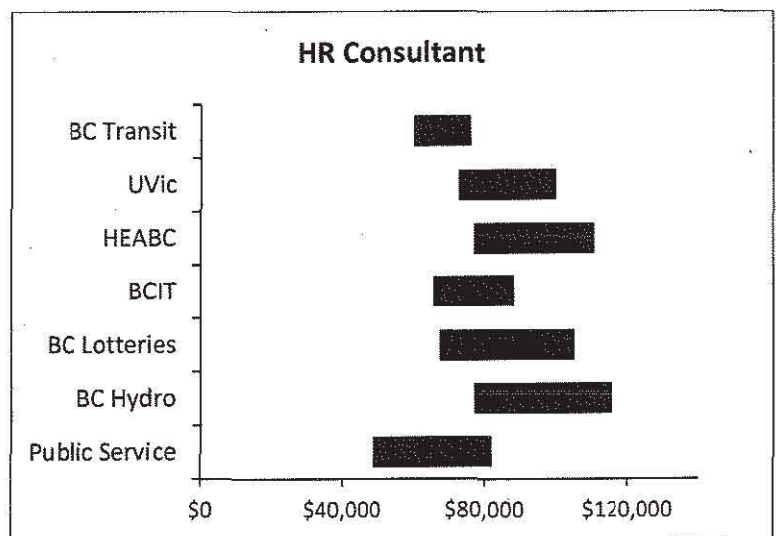
Budget Manager		
	Min	Max
Public Service	\$69,998	\$95,843
BC Hydro	\$91,800	\$137,600
BC Lotteries	\$78,540	\$122,718
BCIT	\$81,782	\$110,061
HEABC	\$76,906	\$110,552
UVic	\$94,736	\$130,262
BC Transit	\$85,000	\$111,000



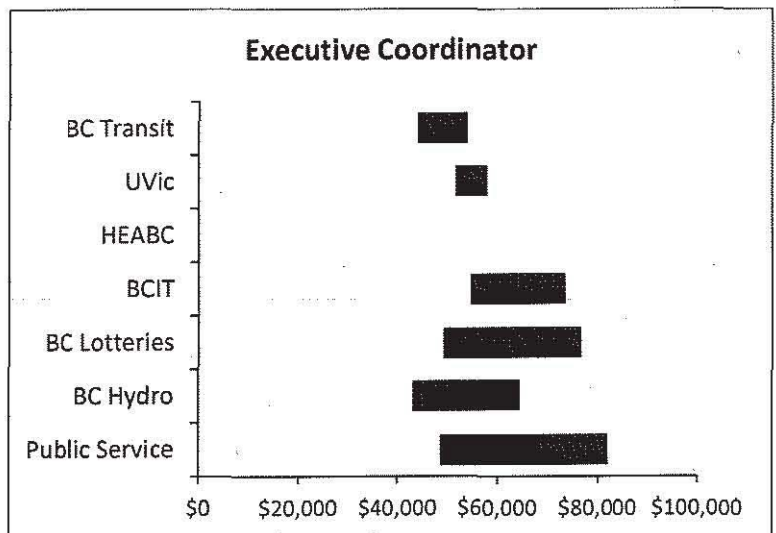
OHS Manager		
	Min	Max
Public Service	\$69,998	\$95,843
BC Hydro	\$76,800	\$115,300
BC Lotteries	\$78,540	\$122,718
BCIT	\$65,426	\$88,055
HEABC	\$56,737	\$81,559
UVic	\$94,736	\$130,262
BC Transit	\$76,000	\$94,000



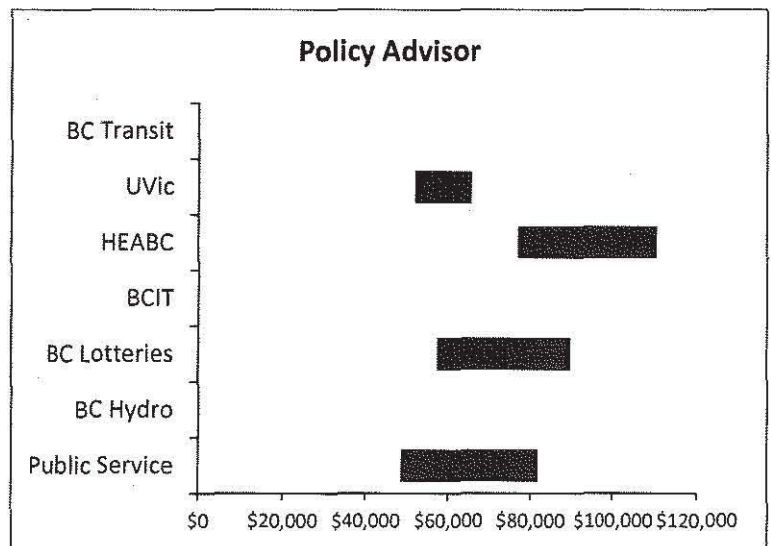
HR Consultant		
	Min	Max
Public Service	\$48,460	\$81,843
BC Hydro	\$76,800	\$115,300
BC Lotteries	\$67,128	\$104,888
BCIT	\$65,426	\$88,055
HEABC	\$76,906	\$110,552
UVic	\$72,504	\$99,693
BC Transit	\$60,000	\$76,000



Executive Coordinator		
	Min	Max
Public Service	\$48,460	\$81,843
BC Hydro	\$43,000	\$64,400
BC Lotteries	\$49,039	\$76,621
BCIT	\$54,522	\$73,379
HEABC	N/A	N/A
UVic	\$51,590	\$57,936
BC Transit	\$44,000	\$54,000



Policy Advisor		
	Min	Max
Public Service	\$48,460	\$81,843
BC Hydro	N/A	N/A
BC Lotteries	\$57,374	\$89,647
BCIT	N/A	N/A
HEABC	\$76,906	\$110,552
UVic	\$51,773	\$65,584
BC Transit	N/A	N/A



Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Monday, March 31, 2014 7:37 AM
To: Kirsten Tisdale
Subject: Re: Briefing of MBB

Hi. No, no extra materials.

Our current thinking is this will end up being a Min de Jong submission so this is just a chance for MBB to have an overview as chair given it's one of his six objectives.

I will do that set up and turn it over to you to walk him through the approach and the report. It was provided to his office last week so hopefully he will have had a bit of a look at it.

See you this aft.

FYI John has read it and is good. I am briefing others later in the week for which I will do a draft submission. I don't expect I will need any support on the submission itself. We are tentatively looking at June for release since there are other pieces scheduled for then we want to link it to (a new charter for crowns as mentioned in throne).

On Mar 30, 2014, at 6:25 PM, "Kirsten Tisdale" <kirsten.tisdale@ca.ey.com> wrote:

Hi Kim. Regarding our meeting tomorrow with Min Bennett, I assume this is a straight forward conversation highlighting the recommendations and implications. Do you want any additional materials prepared?

s.22

Thanks

Kirsten

Kirsten Tisdale
Partner, Global Government and Public Sector Advisory Leader
Direct: 604 891-8266
Mobile: s. 22

From: Henderson, Kim N PREM:EX
Sent: Thursday, March 13, 2014 6:00:35 PM
To: Warren, Keira PREM:EX
Cc: Kirsten Tisdale
Subject: Briefing of MBB

Hi Keira, can you coordinate a briefing of Min Bennett that will include me and Kirsten Tisdale and Lee Doney for the week of March 24th (later in the week is better). We will need an hour. The topic is the BC Public Sector Compensation Review.

Kirsten, we will have the briefing take about 45 mins for your portion then Lee and I will stay on with the Minister to talk about next steps with the committee. We can talk about approach as we get closer.

Kim.

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Henderson, Kim N PREM:EX

From: Kirsten Tisdale <kirsten.tisdale@ca.ey.com>
Sent: Wednesday, April 2, 2014 1:54 PM
To: Henderson, Kim N PREM:EX
Subject: RE: Bc Compensation Project - need to confirm final billing

Thanks Kim for your consideration of this. I accept this outcome and look forward to the chance to support you in the brief with Minister de Jong and on other initiatives going forward. This has been a very interesting project and I personally have really enjoyed the chance to work with you.

Thanks and kind regards,

Kirsten

From: Henderson, Kim N PREM:EX [mailto:Kim.Henderson@gov.bc.ca]
Sent: April-02-14 1:26 PM
To: Kirsten Tisdale
Subject: RE: Bc Compensation Project - need to confirm final billing

Hi Kirsten.

Thanks for your note, I have given it some thought.

S. 13

Thanks for your work on this file. I know E&Y has a few active and upcoming engagements with the province so look forward to having the chance to continue to work with you and your colleagues.

Kim.

From: Kirsten Tisdale [mailto:kirsten.tisdale@ca.ey.com]
Sent: Monday, March 31, 2014 7:10 PM
To: Henderson, Kim N PREM:EX
Subject: Bc Compensation Project - need to confirm final billing

Hi Kim. Thanks for today ...I hope it went alright from your perspective. Min Bennett sent a nice text afterwards thanking us for the work which was incredibly thoughtful.

I known it is year end and Doug Foster is rightly anxious that we close this contract out. I wanted to have a quick chat with you on where we are with our hours but we didn't get a moment today. So to quickly lay it out:

Many thanks. It has been personally a real privilege to work with you on such an important engagement.

Best regards

Kirsten

Kirsten Tisdale
Partner, Global Government and Public Sector Advisory Leader
Direct: 604 891-8266
Mobile: S. 22

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Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Thursday, April 17, 2014 8:35 AM
To: 'Kirsten.Tisdale@ca.ey.com'
Subject: Report

Hi Kirsten. Updating on a couple of things. It doesn't look like a briefing of Min de Jong will be required but I will let you know if anything changes on that front. Minister Bennett will now take this to the cabinet committee in May with still a tentative plan for release in June, we would absolutely have you guys in the loop on communications.

One sentence I've noticed in the final draft that isn't factually correct. Sorry for not picking up on this before. It's page 10 "In considering that all CEOs . . . are ultimately accountable to Deputy Ministers . . .". The accountability of the CEOs is to their board and the board is accountable to the Minister. There is no "ultimate accountability" to the DM. In practicality though the DM manages the relationship with the CEO. I think the simple fix on this is to say "are ultimately accountable to government".

Would you mind providing a revised pdf version with this edit? Many thanks.

k.

Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Thursday, July 17, 2014 3:09 PM
To: 'Kirsten.Tisdale@ca.ey.com'
Cc: Haslam, David GCPE:EX; Zacharuk, Christina PSEC:EX
Subject: Update

Hi Kirsten, hope this note finds you well.

I am writing to let you know that we tentatively plan on releasing your compensation report on September 4th as part of a broader update on core review.

I have copied Christina as she is the project lead for us as we move on to implementation. There are a few last typos that were identified that she will follow up with you on. As well the cover of the report will need to be updated to remove "confidential for the advice of cabinet" (also needs to be removed from the footer of each page).

I have copied David Haslam who works in the communications shop for Minister Bennett. He can be your contact on anything comms related with the announcement.

k.

Henderson, Kim N PREM:EX

From: Henderson, Kim N PREM:EX
Sent: Thursday, July 17, 2014 3:53 PM
To: 'Kirsten Tisdale'
Cc: Warren, Keira PREM:EX
Subject: RE: Update

Yes happy to do that. I've copied Keira so she can find us a time.

From: Kirsten Tisdale [mailto:kirsten.tisdale@ca.ey.com]
Sent: Thursday, July 17, 2014 3:14 PM
To: Henderson, Kim N PREM:EX
Cc: Haslam, David GCPE:EX; Zacharuk, Christina PSEC:EX
Subject: RE: Update

Many thanks Kim. You've been on my mind and I've been wondering how it was received by Cabinet and where you finally landed. Can I give you a call next week to touch base?

Thanks and hope you are really well.
Kirsten

Kirsten Tisdale
Partner, Global Government and Public Sector Advisory Leader
Direct: 604 891-8266
Mobile S. 22

From: Henderson, Kim N PREM:EX
Sent: Friday, July 18, 2014 12:09:05 AM
To: Kirsten Tisdale
Cc: Haslam, David GCPE:EX; Zacharuk, Christina PSEC:EX
Subject: Update

Hi Kirsten, hope this note finds you well.

I am writing to let you know that we tentatively plan on releasing your compensation report on September 4th as part of a broader update on core review.

I have copied Christina as she is the project lead for us as we move on to implementation. There are a few last typos that were identified that she will follow up with you on. As well the cover of the report will need to be updated to remove "confidential for the advice of cabinet" (also needs to be removed from the footer of each page).

I have copied David Haslam who works in the communications shop for Minister Bennett. He can be your contact on anything comms related with the announcement.

k.

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