

King, Kim J M JAG:EX

From: AG Justice Services AG:EX
Sent: Tuesday, March 10, 2015 9:24 AM
To: s.22
Cc: Kyllö.MLA, Greg LASS:EX
Subject: JAG file 413685 - s.22
Attachments: 413685 - s.22 .pdf

Dear Mr. s.22

Please find attached a response to your correspondence of February 11, 2015.

Thank you,

Ministry of Justice
Province of British Columbia



MAR 09 2015

s.22

Thank you for your email of February 11, 2015, addressed to Greg Kylo, MLA Shuswap, in which you ask what action the Attorney General is taking regarding attrition at the Independent Investigations Office (the IIO). Mr. Kylo referred your letter to the Honourable Suzanne Anton, Minister of Justice and Attorney General, who has asked me to respond on her behalf.

The Government of British Columbia created the IIO to ensure all investigations of death or serious harm involving police officers in BC are dealt with promptly, appropriately and independently. Creation of the IIO is intended to bring more transparency and accountability to policing in the province. The IIO performs an important service for British Columbians. It has an extremely challenging mandate and does a very difficult job. The government has full confidence in the investigative work the organization does.

The Deputy Attorney General has requested the Public Service Agency to investigate and provide advice on what steps, if any, may be necessary to ensure the personnel practices in the IIO meet standards required by law.

Thank you again, for forwarding your concerns to our attention.

Sincerely,

James Deitch
Executive Director
Justice Services Branch

pc: Greg Kylo, MLA Shuswap

King, Kim J M JAG:EX

From: Hughes, Candice JAG:EX
Sent: Friday, February 13, 2015 12:36 PM
To: Green, Greg JAG:EX
Subject: Reply Direct FW: Rosenthal of IIO

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

From: Tennant, Laura JAG:EX
Sent: Friday, February 13, 2015 12:27 PM
To: Hughes, Candice JAG:EX
Subject: FW: Rosenthal of IIO

Hi Candice, please have a reply direct with a cc to the MLA office.

Thank you,
Laura

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

From: Cowan, Holly [mailto:Holly.Cowan@leg.bc.ca]
Sent: Thursday, February 12, 2015 3:01 PM
To: s.22
Subject: RE: Rosenthal of IIO

Dear s.22 Thank you for your email regarding " Rosenthal of IIO". I am responding on behalf of MLA Kylo who is in Victoria while the House is sitting. He has advised that I forward your email to the Ministry of Justice for their information and response.
Thanks again.

Holly Cowan
Constituency Assistant
to Greg Kylo, MLA
Shuswap
Phone: 250-833-7414
Fax: 250-833-7422

www.gregkyllomla.ca

"Whatever I am doing today is important, as I am exchanging a day of my life for it".

Note: If you forward this email, please delete the forwarding history, which includes my email address. It is a courtesy to me and others who may not wish to have their email addresses sent all over the world. Erasing the history also helps prevent Spammers from mining addresses and prevents viruses from being propagated

P Please consider the environment before printing this e-mail Confidentiality Warning: This message and any attachments are intended only for the use of the intended recipient(s), are confidential and may be privileged. If you are not the intended recipient, you are hereby notified that any review, retransmission, conversion to hard copy, copying, circulation or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return e-mail, and delete this message and any attachments from your system. Thank you.

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

From: s.22

Sent: February 11, 2015 4:14 PM

To: Kylo.MLA, Greg

Subject: FW: Rosenthal of IIO

Greg,

I am curious to know what, if any, action the AG is taking to remedy what appears to be serious shortcomings of the IIO, its' lack of credible leadership, and the clear high rate of attrition it is experiencing. I am a s.22 with s.22

I would surmise that if this is not fixed in a timely fashion, the entire process of oversight will become of no credible value to either the police community or the public.

Regards

s.22

B.C.'s top police watchdog faces sex-discrimination suit in Denver

BY SAM COOPER, THE PROVINCE FEBRUARY 11, 2015 7:16 AM

Copyright

Page 05

Withheld pursuant to/removed as

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scooper@theprovince.com

twitter.com/scoopercooper

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<http://www.theprovince.com/news/police+watchdog+faces+discrimination+suit+Denver/10803042/story.html>

Page 07 to/à Page 08

Withheld pursuant to/removed as

s.14

From: Fyfe, Richard J JAG:EX
Sent: Monday, April 20, 2015 10:32 AM
To: Rosenthal, Richard IIO:EX
Cc: Zorn, Sandy PSA:EX; Moen, Susan L PSA:EX
Subject: Re: s.22

Ok. Is today between 12:00 noon and 1:00 pm possible for you?

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General Tel. (250) 356-0149

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s.22

>
> ----- Original Message -----
> From: Zorn, Sandy PSA:EX
> Sent: Monday, April 20, 2015 08:38 AM
> To: Moen, Susan L PSA:EX
> Cc: Rosenthal, Richard IIO:EX
> Subject: FW:s.22

>
> Richard s.22
s.22

>
> Susan - s.22

>
> Thanks,
> Sandy

> -----Original Message-----
> From: Rosenthal, Richard IIO:EX
> Sent: Sunday, April 19, 2015 8:37 AM
> To: Chrisgian, Ourania PSA:EX
> Cc: Zorn, Sandy PSA:EX
> Subject: Re: s.22

>
> Thank you Ourania.
> Sandy: can you please call me on my cell: s.17 at your earliest convenience?

> ----- Original Message -----
> From: Chrisgian, Ourania PSA:EX
> Sent: Sunday, April 19, 2015 08:02 AM
> To: Rosenthal, Richard IIO:EX

> Cc: Zorn, Sandy PSA:EX

> Subject: RE^{s.22}

>

> Good Morning Richard,

> s.22

>

s.22

If there is anything else you require, please advise.

>

> Ourania

>

> -----Original Message-----

> From: Rosenthal, Richard IIO:EX

> Sent: Saturday, April 18, 2015 5:05 PM

> To: Christian. Ourania PSA:EX

> Subject^{s.22}

> Importance: High

s.22

Richter, Connie JAG:EX

From: Fyfe, Richard J JAG:EX
Sent: Monday, April 20, 2015 3:46 PM
To: Rosenthal, Richard IIO:EX
Cc: Taylor, Darleen D PSA:EX
Subject: RE: s.22

Thanks for forwarding this Richard. I have followed up with Darleen at PSA and understand that I can provide the following confirmation for you in my capacity as Deputy Attorney General, and I hereby do so:

s.17,s.22

I have copied this note to Darlene as well so that she is aware of this plan.

RF

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General

Phone: (250) 356-0149
Fax: (250) 387-6224

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From: Rosenthal, Richard IIO:EX
Sent: Monday, April 20, 2015 12:05 PM
To: Fyfe, Richard J JAG:EX
Subject: Fw: s.22

Thank you...

From: Taylor, Darleen D PSA:EX
Sent: Monday, April 20, 2015 10:45 AM
To: Rosenthal, Richard IIO:EX
Subject: s.22

Good morning Richard,

s.13,s.22

If you have any further questions, please don't hesitate to contact me at 250-356-5452 or by email at darleen.taylor@gov.bc.ca.

Kind regards, Darleen

Darleen Taylor, HR Advisor
HR Advisory Interpretation Services
Service Operations | BC Public Service Agency
810 Blanshard Street | Victoria, BC | V8W 2H2 | 250-356-5452
AskMyHR at www.gov.bc.ca/myhr/contact
Phone: 250.952.6000 | Toll Free 1.877.277.0772



Where ideas work

Richter, Connie JAG:EX

From: Fyfe, Richard J JAG:EX
Sent: Friday, April 24, 2015 3:05 PM
To: Schollen, Tasha GCPE:EX
Subject: Re: Issue Note: IIO_Acting CCD_23 Apr 2015_FINAL

Thanks Tasha.

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General
Tel. (250) 356-0149

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On Apr 24, 2015, at 2:59 PM, Schollen, Tasha GCPE:EX <Tasha.Schollen@gov.bc.ca> wrote:

Hi guys,

s.22

with

responsibilities delegated to Clint Sadlemyer, Director of Legal Services at the IIO.

Thx,

T

Tasha Schollen | Communications Director
Ministry of Justice | Attorney General Communications Office
Phone: 250-387-3672 | ^{s.17}

<IN_IIO_Acting CCD_23 Apr 2015_FINAL.docx>

←
Attachment not
in "Sent" or
NOTE: Archive

Richter, Connie JAG:EX

From: Fyfe, Richard J JAG:EX
Sent: Tuesday, May 5, 2015 3:50 PM
To: Rosenthal, Richard IIO:EX
Subject: Re^{s.22}

s.22

I have asked Connie to track down the form that you need.

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General
Tel. (250) 356-0149

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s.22

From: Taylor, Darleen D PSA:EX
Sent: Tuesday, May 05, 2015 07:44 AM
To: Rosenthal, Richard IIO:EX
Subject: RE: s.22

Good morning Richard,

s.22

Thank you, Darleen

From: Rosenthal, Richard IIO:EX
Sent: Sunday, May 3, 2015 9:37 AM
To: Taylor, Darleen D PSA:EX
Subject: Re: s.22

s.22

From: Fyfe, Richard J JAG:EX
Sent: Wednesday, April 29, 2015 09:17 AM
To: Taylor, Darleen D PSA:EX; Rosenthal, Richard IIO:EX
Subject: RE s.22

s.13,s.22

RF

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General

Phone: (250) 356-0149

Fax: (250) 387-6224

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From: Taylor, Darleen D PSA:EX
Sent: Thursday, April 23, 2015 3:20 PM
To: Rosenthal, Richard IIO:EX
Cc: Fyfe, Richard J JAG:EX
Subject: RE^{s.22}

Good afternoon Richard,

s.22

Thank you, Darleen

From: Rosenthal, Richard IIO:EX
Sent: Wednesday, April 22, 2015 5:00 PM
To: Taylor, Darleen D PSA:EX
Cc: Fyfe, Richard J JAG:EX
Subject: Re: Is.22

Hi Darleen:

s.22

From: Taylor, Darleen D PSA:EX
Sent: April-22-15 12:04 PM
To: Rosenthal, Richard IIO:EX
Subject: RE: s.22

Good afternoon Richard,

As per my voice mail, s.22
s.22

s.22

Please don't hesitate to contact me if you need further assistance or have any questions.

Thank you, Darleen

From: Rosenthal, Richard IIO:EX
Sent: Monday, April 20, 2015 6:42 PM
To: Taylor, Darleen D PSA:EX
Subject: Fw:s.22

Hi Darlene: I left you a voicemail. Please call me at s.22 so that we can discuss how the s.22 program works and how to apply for it. Thanks.

From: Fyfe, Richard J JAG:EX
Sent: April-20-15 3:45 PM
To: Rosenthal, Richard IIO:EX
Cc: Taylor, Darleen D PSA:EX
Subject: RE:s.22

Thanks for forwarding this Richard. s.13,s.22
s.13,s.22

I have copied this note to Darlene as well so that she is aware of this plan.

RF

Richard J.M. Fyfe QC

Deputy Attorney General
Ministry of Justice and Attorney General

Phone: (250) 356-0149
Fax: (250) 387-6224

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From: Rosenthal, Richard IIO:EX
Sent: Monday, April 20, 2015 12:05 PM
To: Fyfe, Richard J JAG:EX
Subject: Fw: s.22

Thank you...

From: Taylor, Darleen D PSA:EX
Sent: Monday, April 20, 2015 10:45 AM
To: Rosenthal, Richard IIO:EX
Subject: s.22

Good morning Richard,

s.22

If you have any further questions, please don't hesitate to contact me at 250-356-5452 or by email at darleen.taylor@gov.bc.ca.

Kind regards, Darleen

Darleen Taylor, HR Advisor
HR Advisory Interpretation Services
Service Operations | BC Public Service Agency
810 Blanshard Street | Victoria, BC | V8W 2H2 | 250-356-5452
AskMyHR at www.gov.bc.ca/myhr/contact
<image001.png>Phone: 250.952.6000 | Toll Free 1.877.277.0772

Richter, Connie JAG:EX

From: Fyfe, Richard J JAG:EX
Sent: Wednesday, June 17, 2015 1:18 PM
To: Richter, Connie JAG:EX
Subject: Re: |s.22

Thanks Connie.

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General

Phone: (250) 356-0149
Fax: (250) 387-6224

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On Jun 17, 2015, at 1:12 PM, Richter, Connie JAG:EX <Connie.Richter@gov.bc.ca> wrote:

I'll write to him. I sent the forms late last week so he should have them very soon, perhaps today/tomorrow.

From: Fyfe, Richard J JAG:EX
Sent: Wednesday, June 17, 2015 12:10 PM
To: Richter, Connie JAG:EX
Subject: Fwd: |s.22

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General

Phone: (250) 356-0149
Fax: (250) 387-6224

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Begin forwarded message:

From: "Rosenthal, Richard IIO:EX" <Richard.Rosenthal@iiobc.ca>
Date: June 15, 2015 at 9:02:01 AM PDT
To: "Fyfe, Richard J JAG:EX" <Richard.Fvfe@gov.bc.ca>
Subject: Re: s.22

Good morning Richard s.22

s.22

From: Rosenthal, Richard IIO:EX
Sent: June-05-15 1:14 PM
To: Fyfe, Richard J JAG:EX
Subject: Re: s.22

s.22

From: Fyfe, Richard J JAG:EX
Sent: June-04-15 5:09 PM
To: Rosenthal, Richard IIO:EX
Subject: RE:s.22

Good afternoon Richard,

s.22

Thanks, I look forward to hearing from you at your earliest convenience.

Richard J.M. Fyfe QC

Deputy Attorney General

Ministry of Justice and Attorney General

Phone: (250) 356-0149

Fax: (250) 387-6224

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From: Rosenthal, Richard IIO:EX
Sent: Wednesday, June 3, 2015 2:22 PM
To: Fyfe, Richard J JAG:EX
Subject: Fw: s.22

s.22

Richter, Connie JAG:EX

From: Rosenthal, Richard IIO:EX
Sent: Wednesday, June 17, 2015 1:17 PM
To: Richter, Connie JAG:EX
Subject: Re s.22

I got them yesterday afternoon. Thanks.

From: Richter, Connie JAG:EX
Sent: Wednesday, June 17, 2015 01:11 PM
To: Rosenthal, Richard IIO:EX
Subject: s.22

Hi Richard,

s.22

Please let me know when they arrive.

Thank you,

Connie Richter | Manager, Executive Operations
Deputy Attorney General's Office | Ministry of Justice
11th Floor, 1001 Douglas Street | Victoria BC V8W 9J7
☎ 250 387-1578

Page 24 to/à Page 27

Withheld pursuant to/removed as

s.12;s.14;s.13

Richter, Connie JAG:EX

From: Fyfe, Richard J JAG:EX
Sent: Monday, July 20, 2015 6:10 PM
To: Anton, Suzanne JAG:EX
Subject: Re: acting jio

s.14

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General
Tel. (250) 356-0149

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On Jul 20, 2015, at 5:40 PM, Anton, Suzanne JAG:EX <Suzanne.Anton@gov.bc.ca> wrote:

Going ahead on Weds?

Hon Suzanne Anton QC
Attorney General and Minister of Justice
MLA Vancouver-Fraserview

Richter, Connie JAG:EX

From: Fyfe, Richard J JAG:EX
Sent: Tuesday, July 21, 2015 9:50 AM
To: Anton, Suzanne JAG:EX
Subject: Re: acting iio

Yes, I just checked with John Dyble and he advised that he has briefed the Premier and that she has agreed to have it proceed tomorrow.

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General

Phone: (250) 356-0149
Fax: (250) 387-6224

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On Jul 20, 2015, at 5:40 PM, Anton, Suzanne JAG:EX <Suzanne.Anton@gov.bc.ca> wrote:

Going ahead on Weds?

Hon Suzanne Anton QC
Attorney General and Minister of Justice
MLA Vancouver-Fraserview

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, May 29, 2015 12:44 PM
To: Deitch, James JAG:EX; Faganello, Tara JAG:EX
Cc: Chalke, Jay JAG:EX
Subject: Re: IIO

s.13

Sent from my BlackBerry 10 smartphone on the TELUS network.

From: Deitch, James JAG:EX
Sent: Friday, May 29, 2015 11:47 AM
To: Faganello, Tara JAG:EX
Cc: Chalke, Jay JAG:EX; Spiteri, Julie R JAG:EX
Subject: RE: IIO

s.14

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

www.criminaljusticereform.gov.bc.ca
<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: 250.777.7777

Please consider the environment before printing this e-mail

From: Faganello, Tara JAG:EX
Sent: Friday, May 29, 2015 11:41 AM
To: Deitch, James JAG:EX
Cc: Chalke, Jay JAG:EX; Spiteri, Julie R JAG:EX
Subject: Re: IIO

Sorry I don't know, I just meant it's not an excluded management position. Is there direction in the act?

From: Deitch, James JAG:EX
Sent: Friday, May 29, 2015 11:38 AM
To: Faganello, Tara JAG:EX
Cc: Chalke, Jay JAG:EX; Spiteri, Julie R JAG:EX

Subject: RE: IIO

Would this require an OIC to accomplish or can you actually do a TA directly?

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

www.criminaljusticereform.gov.bc.ca
<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: s.17

Please consider the environment before printing this e-mail

From: Faganello, Tara JAG:EX
Sent: Thursday, May 28, 2015 3:40 PM
To: Deitch, James JAG:EX
Cc: Chalke, Jay JAG:EX; Spiteri, Julie R JAG:EX
Subject: FW: IIO

Per below, substitution pay restrictions do apply to the IIO for excluded management. However, this is an OIC and it can be done through a temporary appointment, usually restricted to his current pay plus 10% (or less) additional pay and acting in the role for at least 4 weeks. s.13,s.22
s.13

From: Spiteri, Julie R JAG:EX
Sent: Thursday, May 28, 2015 3:32 PM
To: Faganello, Tara JAG:EX
Subject: RE: IIO

Correct, anyone in an excluded management classification does not get substitution pay. It must be done through a temporary appointment. General rule individual needs to be acting in the role for at least 4 weeks for a TA to apply.

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

Our Vision: Providing excellence in corporate services and partnering in our ministry's outcomes.

Our Mission: A high performing consolidated corporate services organization supporting all the program areas in the Ministry of Justice.

{please be green with this email content}

From: Faganello, Tara JAG:EX
Sent: Thursday, May 28, 2015 3:25 PM
To: Spiteri, Julie R JAG:EX
Subject: RE: IIO

Thanks, does the below mean no sub pay for excluded managers?

From: Spiteri, Julie R JAG:EX
Sent: Thursday, May 28, 2015 2:48 PM
To: Faganello, Tara JAG:EX
Subject: RE: IIO

s.13

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

Our Vision: Providing excellence in corporate services and partnering in our ministry's outcomes.

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{please be green with this email content}

From: Faganello, Tara JAG:EX
Sent: Thursday, May 28, 2015 2:45 PM
To: Spiteri, Julie R JAG:EX
Subject: FW: IIO

Hi
Per below, what is the rule on substitution pay?

From: Deitch, James JAG:EX
Sent: Thursday, May 28, 2015 10:57 AM
To: Chalke, Jay JAG:EX; Faganello, Tara JAG:EX
Subject: IIO

Jay and Tara:

I understand that ^{s.22}

s.13

I am not sure if the current restriction on

substitution pay applies to the IIO but I presume the DAG would forward any request to Tara to advise on so thought it helpful if you were aware in advance. s.22

s.22

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

www.criminaljusticereform.gov.bc.ca
<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109

Fax: 250.356.6552

Cell: s.17

Please consider the environment before printing this e-mail

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, May 29, 2015 4:56 PM
To: Mandur, Tracy PSA:EX
Subject: RE: Chief Civilian Director IIO

Thanks for checking Tracy, really appreciate your support. And... s.22
☺

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

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Our Mission: A high performing consolidated corporate services organization supporting all the program areas in the Ministry of Justice.

{please be green with this email content}

From: Mandur, Tracy PSA:EX
Sent: Friday, May 29, 2015 3:01 PM
To: Spiteri, Julie R JAG:EX
Subject: RE: Chief Civilian Director IIO

Hi there

I'm just looking into this one for you as the OIC falls under the Police Act and not the PSA. Usually for acting appointments we don't need to do an OIC rather just a temporary appointment letter. However because this one falls under other legislation I want to do a double check.

s.22

From: Spiteri, Julie R JAG:EX
Sent: Friday, May 29, 2015 2:42 PM
To: Mandur, Tracy PSA:EX
Subject: Chief Civilian Director IIO

Hi Tracy, we have a question regarding above position. s.22

s.22 We want to have Clint (the legal counsel 2 ic) to act in the CCD role. Given this is an OIC position how would we TA Clint into the role? Thanks!

Julie Spiteri

Executive Director, Organization Development Team

Supporting all Branches

Corporate Management Services Branch, Ministry of Justice

5th Fl., 910 Government Street

250 415-7580

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Our Mission: A high performing consolidated corporate services organization supporting all the program areas in the Ministry of Justice.

{please be green with this email content}

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 3, 2015 3:08 PM
To: Faganello, Tara JAG:EX
Subject: FW: Acting appt under Police Act

Julie Spiteri

Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

Our Vision: Providing excellence in corporate services and partnering in our ministry's outcomes.

Our Mission: A high performing consolidated corporate services organization supporting all the program areas in the Ministry of Justice.

{please be green with this email content}

From: Mandur, Tracy PSA:EX
Sent: Wednesday, June 3, 2015 1:23 PM
To: Spiteri, Julie R JAG:EX
Subject: FW: Acting appt under Police Act

From: AG LSB OIC Requests, AG:EX
Sent: Monday, June 1, 2015 3:54 PM
To: Mandur, Tracy PSA:EX
Subject: FW: Acting appt under Police Act

I didn't notice that he responded to me instead of you – so sorry. I can prepare an order tomorrow morning.



Cat

Catherine Alexander
Paralegal/OIC Coordinator
Office of Legislative Counsel
Ministry of Justice
Tel: (250) 356-5742
Fax: (250) 356-5758

The contents of this email are subject to solicitor-client privilege and may not be disclosed to anyone other than British Columbia government personnel without the express written consent of the writer.

From: Alexander, Catherine JAG:EX
Sent: Monday, June 1, 2015 7:38 AM
To: AG LSB OIC Requests, AG:EX
Subject: Acting appt under Police Act

s.14

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, June 5, 2015 9:30 AM
To: Faganello, Tara JAG:EX; Deitch, James JAG:EX
Subject: fyi: IIO and Clint Acting

Hello Tara and Jamie, as you will read below it is confirmed that any pay increase for Clint in his acting capacity (or anyone else who would act in the role) would need to be done via OIC with a letter following confirming the pay amount and the TA duration. Tracy Mandur in the PSA will assist us in that process. Please let me know if we should proceed with an OIC and I can coordinate with the PSA. I will need to confirm details as to amount and duration from you. Thanks!

Julie Spiteri

Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

Our Vision: Providing excellence in corporate services and partnering in our ministry's outcomes.

Our Mission: A high performing consolidated corporate services organization supporting all the program areas in the Ministry of Justice.

{please be green with this email content}

From: Mandur, Tracy PSA:EX
Sent: Friday, June 5, 2015 9:26 AM
To: Spiteri, Julie R JAG:EX; Deitch, James JAG:EX
Subject: RE: IIO

Hi Julie

Thanks for your patience on this. You are correct on your understanding and application of the pay component.

I noticed in Richard's OIC his salary was stated. So we should continue with that process for the Acting OIC and of course it will be stated in the appointment letter.

If there is anything else, just let me know.

Thanks.

Tracy

From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 3, 2015 5:40 PM

To: Mandur, Tracy PSA:EX; Deitch, James JAG:EX

Subject: FW: IIO

s.14

Julie Spiteri

Executive Director, Organization Development Team

Supporting all Branches

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s.14

Page 40

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s.14

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 17, 2015 9:15 PM
To: Faganello, Tara JAG:EX
Subject: Re: OIC for acting Chief Civilian Director of Independent Investigations Office

Yes very helpful, I'm pretty sure that salary and date will be in letter and OIC will just state appointment. Wasn't sure if there was anything else to include so that was reference to other conditions. I'll follow up with PSA tomorrow. Thanks

Sent from my BlackBerry 10 smartphone on the TELUS network.

From: Faganello, Tara JAG:EX
Sent: Wednesday, June 17, 2015 2:59 PM
To: Spiteri, Julie R JAG:EX
Subject: RE: OIC for acting Chief Civilian Director of Independent Investigations Office

I don't know if the DAG got into specifics with Clint so I would have to verify with him but my proposal would be:

s.13

From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 17, 2015 1:33 PM
To: Faganello, Tara JAG:EX
Subject: OIC for acting Chief Civilian Director of Independent Investigations Office

Hi Tara, I can contact Tracy to get OIC going but would like a little bit of direction please. Was there an acting salary discussed with Clint? Do we know how long the appointment will be for? Any other conditions I should be aware of before I approach the PSA? Thanks!

Julie Spiteri
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{please be green with this email content}

From: Deitch, James JAG:EX
Sent: Monday, June 15, 2015 5:06 PM
To: Spiteri, Julie R JAG:EX; Faganello, Tara JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Great. Will you speak with her then?

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
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<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: s.17

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From: Spiteri, Julie R JAG:EX
Sent: Monday, June 15, 2015 3:04 PM
To: Faganello, Tara JAG:EX; Deitch, James JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Tracy Mandur with PSA is waiting for our direction and said that she will initiate the process.

Julie

From: Faganello, Tara JAG:EX
Sent: Monday, June 15, 2015 2:43 PM
To: Deitch, James JAG:EX; Spiteri, Julie R JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Good idea. Julie do you want to do this or ok for Jamie?

From: Deitch, James JAG:EX
Sent: Monday, June 15, 2015 2:40 PM
To: Faganello, Tara JAG:EX; Fyfe, Richard J JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Tara:

I wonder if we should check with PSA to see if they should prepare the OIC since they prepared the original OIC for the CCD?

Shall I check with them or do you want to ask Julie to do so?

Thanks.

James Deitch
Executive Director
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From: Faganello, Tara JAG:EX
Sent: Monday, June 15, 2015 11:33 AM
To: Fyfe, Richard J JAG:EX; Deitch, James JAG:EX
Subject: FW: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Thanks Jamie. I believe from verbal discussion with the DAG this AM,^{s.13}
s.13

From: Deitch, James JAG:EX
Sent: Saturday, June 13, 2015 6:30 PM
To: Faganello, Tara JAG:EX
Subject: FW: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

FYI

Let me know if there is anything else you need from me at this point.

Thanks.

James Deitch
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Criminal Justice and Legal Access Policy Division
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Victoria, BC V8W 9J2

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Page 44 to/à Page 47

Withheld pursuant to/removed as

s.14

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, June 19, 2015 7:30 PM
To: Mandur, Tracy PSA:EX
Cc: Paine, Alison PSA:EX
Subject: RE: Missed conversation with Mandur, Tracy PSA:EX

Thanks, we would still like to acknowledge the acting part for Clint especially with s.22
s.22 Is that possible via the TA letter?

Julie Spiteri
Executive Director, Organization Development Team
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250 415-7580

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{please be green with this email content}

From: Mandur, Tracy PSA:EX
Sent: Friday, June 19, 2015 5:59 PM
To: Spiteri, Julie R JAG:EX
Cc: Paine, Alison PSA:EX
Subject: RE: Missed conversation with Mandur, Tracy PSA:EX

Thanks. I'm just checking into another point re s.13
s.13

Between Anita and I we will confirm this for you s.22

Anita is aware of what is needed and will connect with you on Monday once we have this piece sorted out.

Thanks – Tracy.

From: Spiteri, Julie R JAG:EX
Sent: Friday, June 19, 2015 12:55 PM
To: Mandur, Tracy PSA:EX
Subject: RE: Missed conversation with Mandur, Tracy PSA:EX

Sorry its Clint Sadlemyer

Julie

From: Mandur, Tracy PSA:EX [<mailto:tracy.mandur@gov.bc.ca>]
Sent: Friday, June 19, 2015 12:40 PM
To: Mandur, Tracy PSA:EX; Spiteri, Julie R JAG:EX
Subject: Missed conversation with Mandur, Tracy PSA:EX

tracy.mandur@gov.bc.ca [12:38 PM]:
is Clint Saddlemeyer, Keith Saddlemeyer?

Spiteri, Julie R JAG:EX

From: Owens, Anita PSA:EX
Sent: Tuesday, June 23, 2015 4:52 PM
To: Faganello, Tara JAG:EX; Spiteri, Julie R JAG:EX
Subject: RE: Confirming Advice

Yes it is ^{s.13} his current. He is at \$161,772.96

From: Faganello, Tara JAG:EX
Sent: Tuesday, June 23, 2015 4:26 PM
To: Owens, Anita PSA:EX; Spiteri, Julie R JAG:EX
Subject: RE: Confirming Advice

Can you confirm this is ^{s.13} what Clint is getting now?

From: Owens, Anita PSA:EX
Sent: Tuesday, June 23, 2015 2:56 PM
To: Spiteri, Julie R JAG:EX; Faganello, Tara JAG:EX
Subject: RE: Confirming Advice

Hi Tara and Julie:

^{s.13}

I will need to provide salary for the OIC that was requested. I will let you know what the turnaround time will be once I connect back with them on salary.

Thank you.
Anita

Anita Owens, Senior Advisor – Executive Talent Management
Executive Talent Management | Talent Management Division | BC Public Service Agency
4th Floor – 810 Blanshard Street | Victoria BC | V8W 2H2 | 250 361-8614



Where ideas work

From: Deitch, James JAG:EX
Sent: Tuesday, June 23, 2015 11:59 AM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX; Owens, Anita PSA:EX
Subject: RE: Confirming Advice

Thanks Julie.

James Deitch
Acting Assistant Deputy Minister
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Fax: 250.356.6552
Cell: s.17.-----

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From: Spiteri, Julie R JAG:EX
Sent: Tuesday, June 23, 2015 9:30 AM
To: Deitch, James JAG:EX
Cc: Faganello, Tara JAG:EX; Owens, Anita PSA:EX
Subject: RE: Confirming Advice

Hi Jamie, yes the PSA (cc'd on e-mail Anita Owens) is working on the OIC and the draft TA letter which will outline salary/terms and conditions. OIC will just be to appoint as Acting CCD. Re timeframe I will leave it to Anita to let us know when anticipated that it will go to Cabinet. Anita, any estimation for us?

Jamie, s.22 but I have kept Tara apprised of progress and will brief Rich Brown as well if there is anything to coordinate. Thanks!

Julie Spiteri
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From: Deitch, James JAG:EX
Sent: Monday, June 22, 2015 5:46 PM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: FW: Confirming Advice

Julie:

Coming out of the briefing with the DAG today just wanted to confirm that the OIC to appoint Clint as acting CCD is in progress and will make it to^{s.12}

DAG is going to confirm terms with Clint this week so subject to that then OIC can proceed.

Thanks.

James Deitch
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Cell: s.17

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From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM
To: Deitch, James JAG:EX
Subject: FW: Confirming Advice

Sorry meant to copy you....

From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM
To: Mandur, Tracy PSA:EX; Spiteri, Julie R AG:EX (Julie.Spiteri@gov.bc.ca); Owens, Anita PSA:EX
Cc: Fyfe, Richard J JAG:EX
Subject: FW: Confirming Advice

Hi Tracy or Anita,

The DAG may need some confirmation when speaking with Clint Sadlemyer on^{s.22}
s.22

Thank you
Tara

s.14

Page 53 to/à Page 54

Withheld pursuant to/removed as

s.14

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 24, 2015 2:55 PM
To: Owens, Anita PSA:EX
Cc: Richter, Connie AG:EX (Connie.Richter@gov.bc.ca)
Subject: RE: Salary for Clint Sadlemeyer

Hi Anita, chatted with Tara and she just needs to hear back from Richard Fyfe re the salary. Other than that we are good to go. Tara or I will get back to you as soon as we hear. I'm cc'ing Connie to keep her in the loop for when letter is ready for Richard F sign off. Cheers!

Julie Spiteri

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From: Owens, Anita PSA:EX
Sent: Wednesday, June 24, 2015 12:13 PM
To: Spiteri, Julie R JAG:EX
Subject: Salary for Clint Sadlemeyer

Hi Tara and Julie:

I need to provide a salary for the OIC that has been requested for Clint Sadlemeyer.^{s.13}
s.13

s.13 Does this make sense? Please contact me for clarification.

Thank you.
Anita

Anita Owens, Senior Advisor – Executive Talent Management
Executive Talent Management | Talent Management Division | BC Public Service Agency

4th Floor – 810 Blanshard Street | Victoria BC | V8W 2H2 | 250 361-8614



Where ideas work

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 24, 2015 10:27 PM
To: Deitch, James JAG:EX
Subject: Re: IIO and OIC appointment

OK thanks Jamie

Sent from my BlackBerry 10 smartphone on the TELUS network.

From: Deitch, James JAG:EX
Sent: Wednesday, June 24, 2015 9:01 PM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: RE: IIO and OIC appointment

Julie:

I understand that the DAG may not have had time to chat with Clint so probably wait until next week to move further on this unless he is able to make the call tomorrow.

Thanks.

James Deitch
Acting Assistant Deputy Minister
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Victoria, BC V8W 9J2

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<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: 250.580.5612

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From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 24, 2015 2:59 PM
To: Deitch, James JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: IIO and OIC appointment

Hi Jamie, just to keep you in the loop. The OIC is ready and Anita Owens is also working on letter. Tara is following up with Richard F. on whether he is ok with proposed acting salary. Re timing for OIC signoff. PSA processes these frequently and they are not tied to cabinet dates. OIC can be processed within a couple of days. Cheers!

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From: Deitch, James JAG:EX
Sent: Tuesday, June 23, 2015 11:59 AM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX; Owens, Anita PSA:EX
Subject: RE: Confirming Advice

Thanks Julie.

James Deitch
Acting Assistant Deputy Minister
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From: Spiteri, Julie R JAG:EX
Sent: Tuesday, June 23, 2015 9:30 AM
To: Deitch, James JAG:EX
Cc: Faganello, Tara JAG:EX; Owens, Anita PSA:EX
Subject: RE: Confirming Advice

Hi Jamie, yes the PSA (cc'd on e-mail Anita Owens) is working on the OIC and the draft TA letter which will outline salary/terms and conditions. OIC will just be to appoint as Acting CCD. Re timeframe I will leave it to Anita to let us know when anticipated that it will go to Cabinet. Anita, any estimation for us?

Jamie, FYI ^{s.22} but I have kept Tara apprised of progress and will brief Rich Brown as well if there is anything to coordinate. Thanks!

Spiteri, Julie R JAG:EX

From: Mandur, Tracy PSA:EX
Sent: Saturday, August 15, 2015 10:40 AM
To: Richter, Connie JAG:EX
Cc: Owens, Anita PSA:EX; Spiteri, Julie R JAG:EX
Subject: RE: Draft letter for Clint Sadlemeyer

Hi Connie

s.22 , so I'm going to ask Anita to look into this for you next week.

Thanks.

Tracy

From: Richter, Connie JAG:EX
Sent: Friday, August 14, 2015 10:53 AM
To: Mandur, Tracy PSA:EX
Cc: Owens, Anita PSA:EX; Spiteri, Julie R JAG:EX
Subject: RE: Draft letter for Clint Sadlemeyer

Good morning, Tracy.

I'm wondering about the status of Clint's appointment letter? Was it prepared and sent to him, perhaps when I was
s.22

I'm asking because Anita forwarded me the draft letter on July 10th and I still have it pending as I have not received the signed OIC. The copy that Anita forwarded to me on July 20th for the MO was unsigned.

Thank you, C

From: Owens, Anita PSA:EX
Sent: Monday, July 20, 2015 10:49 AM
To: Richter, Connie JAG:EX; Spiteri, Julie R JAG:EX
Cc: Mandur, Tracy PSA:EX
Subject: RE: Draft letter for Clint Sadlemeyer

Copy attached.

Anita

From: Richter, Connie JAG:EX
Sent: Monday, July 20, 2015 10:30 AM
To: Spiteri, Julie R JAG:EX; Owens, Anita PSA:EX
Subject: RE: Draft letter for Clint Sadlemeyer
Importance: High

Good morning,

Our Minister's office has just called looking for a copy of the above OIC as it's scheduled to be tabled at
s.12 s.12 Could you pls. forward me a copy asap?

Has it been signed? If so, I will also prepare the letter for signature.

Thank you, C

From: Spiteri, Julie R JAG:EX
Sent: Friday, July 10, 2015 1:06 PM
To: Owens, Anita PSA:EX
Cc: Richter, Connie JAG:EX
Subject: RE: Draft letter for Clint Sadlemeyer

Wonderful, thank you for the update Anita!

Julie Spiteri
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From: Owens, Anita PSA:EX
Sent: Friday, July 10, 2015 12:41 PM
To: Spiteri, Julie R JAG:EX
Cc: Richter, Connie JAG:EX
Subject: FW: Draft letter for Clint Sadlemeyer

Julie:

Regarding your question - has the letter for Clint gone to Connie? No, possibly not... We are waiting for the OIC to be signed and then that date added to the letter. Attached is the draft for you Connie. I will advise when the OIC is signed and effective.

s.22

Thanks Anita

From: Spiteri, Julie R JAG:EX
Sent: Thursday, June 25, 2015 11:26 AM
To: Owens, Anita PSA:EX; Brown, Richard J JAG:EX
Subject: Draft letter for Clint Sadlemeyer

Hi Anita, I like the wording of the letter. I'm including Rich as he is over there today. Rich, do you know if Clint has already had s.22 Thanks!

Julie Spiteri
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{please be green with this email content}

From: Owens, Anita PSA:EX
Sent: Thursday, June 25, 2015 11:00 AM
To: Spiteri, Julie R JAG:EX
Subject: Draft letter for Clint Sadlemeyer

Hi Julie – here is a draft letter. I know we are ^{s.13} on salary but what do you think of the wording?

Anita Owens, Senior Advisor – Executive Talent Management
Executive Talent Management | Talent Management Division | BC Public Service Agency
4th Floor – 810 Blanshard Street | Victoria BC | V8W 2H2 | 250 361-8614



Where ideas work

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From: Deitch, James JAG:EX
Sent: Monday, June 22, 2015 5:46 PM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: FW: Confirming Advice

Julie:

Coming out of the briefing with the DAG today just wanted to confirm that the OIC to appoint Clint as acting CCD is in progress and will make it to s.12

DAG is going to confirm terms with Clint this week so subject to that then OIC can proceed.

Thanks.

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From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM

To: Deitch, James JAG:EX
Subject: FW: Confirming Advice

Sorry meant to copy you....

From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM
To: Mandur, Tracy PSA:EX; Spiteri, Julie R AG:EX (Julie.Spiteri@gov.bc.ca); Owens, Anita PSA:EX
Cc: Fyfe, Richard J JAG:EX
Subject: FW: Confirming Advice

Hi Tracy or Anita,

The DAG may need some confirmation when speaking with Clint Sadlemeyer on s.22
s.22

d

Thank you
Tara

s.13,s.14

Page 64

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s.14;s.13

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, June 19, 2015 8:46 AM
To: Mandur, Tracy PSA:EX
Cc: Richter, Connie JAG:EX; Faganello, Tara JAG:EX
Subject: FW: OIC for acting Chief Civilian Director of Independent Investigations Office

Hi Tracy, it's a go for the OIC and temporary assignment letter for Clint Saddlemeyer acting in CCD role for the IIO. As you will see below it will be s.13 o Clint's pay until end of August. I'm still confirming with Clint when the actual start date is and will get back to as soon as I know. Richard Fyfe will be signatory on letter. Connie FYI as Tracy may need your assistance coordinating with Richard Fyfe for signing. Let me know if you need anything to proceed. Cheers!

From: Faganello, Tara JAG:EX
Sent: Wednesday, June 17, 2015 2:59 PM
To: Spiteri, Julie R JAG:EX
Subject: RE: OIC for acting Chief Civilian Director of Independent Investigations Office

I don't know if the DAG got into specifics with Clint so I would have to verify with him but my proposal would be:

s.13

From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 17, 2015 1:33 PM
To: Faganello, Tara JAG:EX
Subject: OIC for acting Chief Civilian Director of Independent Investigations Office

Hi Tara, I can contact Tracy to get OIC going but would like a little bit of direction please. Was there an acting salary discussed with Clint? Do we know how long the appointment will be for? Any other conditions I should be aware of before I approach the PSA? Thanks!

Julie Spiteri

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Sent: Monday, June 15, 2015 5:06 PM
To: Spiteri, Julie R JAG:EX; Faganello, Tara JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Great. Will you speak with her then?

James Deitch
Executive Director
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From: Spiteri, Julie R JAG:EX
Sent: Monday, June 15, 2015 3:04 PM
To: Faganello, Tara JAG:EX; Deitch, James JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Tracy Mandur with PSA is waiting for our direction and said that she will initiate the process.

Julie

From: Faganello, Tara JAG:EX
Sent: Monday, June 15, 2015 2:43 PM
To: Deitch, James JAG:EX; Spiteri, Julie R JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Good idea. Julie do you want to do this or ok for Jamie?

From: Deitch, James JAG:EX
Sent: Monday, June 15, 2015 2:40 PM
To: Faganello, Tara JAG:EX; Fyfe, Richard J JAG:EX
Subject: RE: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Tara:

I wonder if we should check with PSA to see if they should prepare the OIC since they prepared the original OIC for the CCD?

Shall I check with them or do you want to ask Julie to do so?

Thanks.

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

www.criminaljusticereform.gov.bc.ca
<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: s.17

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From: Faganello, Tara JAG:EX
Sent: Monday, June 15, 2015 11:33 AM
To: Fyfe, Richard J JAG:EX; Deitch, James JAG:EX
Subject: FW: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

Thanks Jamie. I believe from verbal discussion with the DAG this AM, we should proceed in getting an OIC drafted, that has Clint acting. There are still a few outstanding things we are pursuing like s.13

From: Deitch, James JAG:EX
Sent: Saturday, June 13, 2015 6:30 PM
To: Faganello, Tara JAG:EX
Subject: FW: Advice on appointment of acting Chief Civilian Director of Independent Investigations Office

FYI

Let me know if there is anything else you need from me at this point.

Thanks.

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt

Victoria, BC V8W 9J2

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Fax: 250.356.6552

Cell: s.17

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s.14

Page 69 to/à Page 72

Withheld pursuant to/removed as

s.14

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, July 10, 2015 12:24 PM
To: Faganello, Tara JAG:EX; Deitch, James JAG:EX
Subject: FW: Acting CCD OIC

Hi Tara and Jamie, here's the latest re the OIC for any briefing you may need to do. Still waiting for a response on the letter.

The order will go tcs.12

Sandy Wharf from the Office of the Premier advised that DM Fyfe is aware.

Anita

Anita Owens, Senior Advisor – Executive Talent Management

Executive Talent Management | Talent Management Division | BC Public Service Agency
4th Floor – 810 Blanshard Street | Victoria BC | V8W 2H2 | 250 361-8614



Where ideas work

From: Spiteri, Julie R JAG:EX
Sent: Thursday, July 09, 2015 10:34 AM
To: Owens, Anita PSA:EX
Subject: FW: Acting CCD OIC

Hi Anita, s.22 and just following up on whether OIC is done and whether letter was sent to Connie, thanks!

Julie Spiteri

Executive Director, Organization Development Team

Supporting all Branches

Corporate Management Services Branch, Ministry of Justice

5th Fl., 910 Government Street

250 415-7580

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{please be green with this email content}

From: Deitch, James JAG:EX
Sent: Thursday, July 9, 2015 9:49 AM

To: Spiteri, Julie R JAG:EX
Subject: Acting CCD OIC

Julie:

Any update on this?

I am meeting with Bert and Clint on Monday and wanted to be able to advise if I could.

Thanks.

James Deltch
Acting Assistant Deputy Minister
Justice Services Branch
Ministry of Justice
8th floor, 1001 Douglas Street
PO Box 9222, Stn Prov Govt
Victoria, BC V8W 9J1

www.criminaljusticereform.gov.bc.ca
<http://www.gov.bc.ca/ag/index.html>

Phone: 250.356.6582
Fax: 250.356.2721
Cell: .s.17

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Spiteri, Julie R JAG:EX

From: Owens, Anita PSA:EX
Sent: Monday, July 20, 2015 10:49 AM
To: Richter, Connie JAG:EX; Spiteri, Julie R JAG:EX
Cc: Mandur, Tracy PSA:EX
Subject: RE: Draft letter for Clint Sadlemeyer
Attachments: Sadlemeyer, Clint OIC unsigned.pdf

Copy attached.
Anita

From: Richter, Connie JAG:EX
Sent: Monday, July 20, 2015 10:30 AM
To: Spiteri, Julie R JAG:EX; Owens, Anita PSA:EX
Subject: RE: Draft letter for Clint Sadlemeyer
Importance: High

Good morning,

Our Minister's office has just called looking for a copy of the above OIC as it's scheduled to be tabled at ^{s.12}
s.12 Could you pls. forward me a copy asap?

Has it been signed? If so, I will also prepare the letter for signature.

Thank you, C

From: Spiteri, Julie R JAG:EX
Sent: Friday, July 10, 2015 1:06 PM
To: Owens, Anita PSA:EX
Cc: Richter, Connie JAG:EX
Subject: RE: Draft letter for Clint Sadlemeyer

Wonderful, thank you for the update Anita!

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
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250 415-7580

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From: Owens, Anita PSA:EX
Sent: Friday, July 10, 2015 12:41 PM
To: Spiteri, Julie R JAG:EX
Cc: Richter, Connie JAG:EX
Subject: FW: Draft letter for Clint Sadlemeyer

Julie:

Regarding your question - has the letter for Clint gone to Connie? No, possibly not... We are waiting for the OIC to be signed and then that date added to the letter. Attached is the draft for you Connie. I will advise when the OIC is signed and effective.

s.22

Thanks Anita

From: Spiteri, Julie R JAG:EX
Sent: Thursday, June 25, 2015 11:26 AM
To: Owens, Anita PSA:EX; Brown, Richard J JAG:EX
Subject: Draft letter for Clint Sadlemeyer

Hi Anita, I like the wording of the letter. I'm including Rich as he is over there today. Rich, do you know if Clint has already had as.22 Thanks!

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

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{please be green with this email content}

From: Owens, Anita PSA:EX
Sent: Thursday, June 25, 2015 11:00 AM
To: Spiteri, Julie R JAG:EX
Subject: Draft letter for Clint Sadlemeyer

Hi Julie – here is a draft letter. I know we are not firm yet from Richard on salary but what do you think of the wording?

Anita Owens, Senior Advisor – Executive Talent Management

Executive Talent Management | Talent Management Division | BC Public Service Agency

4th Floor – 810 Blanshard Street | Victoria BC | V8W 2H2 | 250 361-8614



Where ideas work

Spiteri, Julie R JAG:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, July 10, 2015 1:08 PM
To: Faganello, Tara JAG:EX; Deitch, James JAG:EX
Subject: FW: Draft letter for Clint Sadlemeyer
Attachments: Sadlemeyer, Clint - Acting.docx

As you will see below, letter is drafted and just sent to Connie. They are just waiting for date of OIC to put in letter. Cheers!

Julie

From: Owens, Anita PSA:EX
Sent: Friday, July 10, 2015 12:41 PM
To: Spiteri, Julie R JAG:EX
Cc: Richter, Connie JAG:EX
Subject: FW: Draft letter for Clint Sadlemeyer

Julie:

Regarding your question - has the letter for Clint gone to Connie? No, possibly not... We are waiting for the OIC to be signed and then that date added to the letter. Attached is the draft for you Connie. I will advise when the OIC is signed and effective.

s.22

Thanks Anita

From: Spiteri, Julie R JAG:EX
Sent: Thursday, June 25, 2015 11:26 AM
To: Owens, Anita PSA:EX; Brown, Richard J JAG:EX
Subject: Draft letter for Clint Sadlemeyer

Hi Anita, I like the wording of the letter. I'm including Rich as he is over there today. Rich, do you know if Clint has already had a s.22 Thanks!

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
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250 415-7580

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From: Owens, Anita PSA:EX
Sent: Thursday, June 25, 2015 11:00 AM
To: Spiteri, Julie R JAG:EX
Subject: Draft letter for Clint Sadlemeyer

Hi Julie – here is a draft letter. I know we are not firm yet from Richard on salary but what do you think of the wording?

Anita Owens, Senior Advisor – Executive Talent Management
Executive Talent Management | Talent Management Division | BC Public Service Agency
4th Floor – 810 Blanshard Street | Victoria BC | V8W 2H2 | 250 361-8614



Where ideas work

Andrade, Ana CSCD:EX

From: Fyfe, Richard J JAG:EX
Sent: Wednesday, July 1, 2015 8:22 AM
To: Richter, Connie JAG:EX; Dayman, Marlene JAG:EX
Cc: Deitch, James JAG:EX; Faganello, Tara JAG:EX
Subject: Fwd: s.14
Attachments: image003.png

We need to initiate an OIC appointing Clint Sadlemyer as Acting CCD.

Richard J.M. Fyfe QC
Deputy Attorney General
Ministry of Justice and Attorney General
Tel. (250) 356-0149

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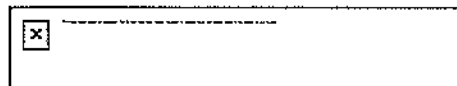
Begin forwarded message:

From: "Sadlemyer, Clinton IIO:EX" <Clinton.Sadlemyer@iiobc.ca>
Date: June 30, 2015 at 3:27:27 PM PDT
To: "Fyfe, Richard J JAG:EX" <Richard.Fyfe@gov.bc.ca>
Cc: "Faganello, Tara JAG:EX" <Tara.Faganello@gov.bc.ca>, "Azam, Salman IIO:EX" <Salman.Azam@iiobc.ca>
Subject: s.14

Mr. Fyfe

s.14

Clinton J. Sadlemyer, QC
Director of Legal Services
Acting Chief Civilian Director



12th Floor, 13450 102 Avenue, Surrey BC V3T 5X3
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Mobile: s.17
Fax: (604) 586.5662
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Andrade, Ana CSCD:EX

From: Sadlemyer, Clinton IO:EX
Sent: Tuesday, June 30, 2015 3:27 PM
To: Fyfe, Richard J JAG:EX
Cc: Faqanello, Tara JAG:EX; Azam, Salman IO:EX
Subject: s.14

Mr. Fyfe

s.14

Clinton J. Sadlemyer, QC
Director of Legal Services
Acting Chief Civilian Director



12th Floor, 13450 102 Avenue, Surrey BC V3T 5X3

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Andrade, Ana CSCD:EX

From: Deitch, James JAG:EX
Sent: Wednesday, June 24, 2015 9:01 PM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: RE: IIO and OIC appointment

Julie:

I understand that the DAG may not have had time to chat with Clint so probably wait until next week to move further on this unless he is able to make the call tomorrow.

Thanks.

James Deitch
Acting Assistant Deputy Minister
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

www.criminaljusticereform.gov.bc.ca
<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
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Cell: s.17

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From: Spiteri, Julie R JAG:EX
Sent: Wednesday, June 24, 2015 2:59 PM
To: Deitch, James JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: IIO and OIC appointment

Hi Jamie, just to keep you in the loop. The OIC is ready and Anita Owens is also working on letter. Tara is following up with Richard F. on whether he is ok with proposed acting salary. Re timing for OIC signoff. PSA processes these frequently and they are not tied to cabinet dates. OIC can be processed within a couple of days. Cheers!

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches
Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

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From: Deitch, James JAG:EX
Sent: Tuesday, June 23, 2015 11:59 AM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX; Owens, Anita PSA:EX
Subject: RE: Confirming Advice

Thanks Julie.

James Deitch
Acting Assistant Deputy Minister
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

www.criminaljusticereform.gov.bc.ca
<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: s.17

Please consider the environment before printing this e-mail

From: Spiteri, Julie R JAG:EX
Sent: Tuesday, June 23, 2015 9:30 AM
To: Deitch, James JAG:EX
Cc: Faganello, Tara JAG:EX; Owens, Anita PSA:EX
Subject: RE: Confirming Advice

Hi Jamie, yes the PSA (cc'd on e-mail Anita Owens) is working on the OIC and the draft TA letter which will outline salary/terms and conditions. OIC will just be to appoint as Acting CCD. Re timeframe I will leave it to Anita to let us know when anticipated that it will go to Cabinet. Anita, any estimation for us?

Jamie, FYI I will be s.22 but I have kept Tara apprised of progress and will brief Rich Brown as well if there is anything to coordinate. Thanks!

Julie Spiteri
Executive Director, Organization Development Team
Supporting all Branches

Corporate Management Services Branch, Ministry of Justice
5th Fl., 910 Government Street
250 415-7580

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From: Deitch, James JAG:EX
Sent: Monday, June 22, 2015 5:46 PM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: FW: Confirming Advice

Julie:

Coming out of the briefing with the DAG today just wanted to confirm that the OIC to appoint Clint as acting CCD is in progress and will make it to s.12

DAG is going to confirm terms with Clint this week so subject to that then OIC can proceed.

Thanks.

James Deitch
Acting Assistant Deputy Minister
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

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<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: s.17

Please consider the environment before printing this e-mail

From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM
To: Deitch, James JAG:EX
Subject: FW: Confirming Advice

Sorry meant to copy you....

From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM
To: Mandur, Tracy PSA:EX; Spiteri, Julie R AG:EX (Julie.Spiteri@gov.bc.ca); Owens, Anita PSA:EX
Cc: Fyfe, Richard J JAG:EX
Subject: FW: Confirming Advice

Hi Tracy or Anita,

The DAG may need some confirmation when speaking with Clint Sadlemyer on ^{s.22}
s.22

Thank you
Tara

s.14

Page 87

Withheld pursuant to/removed as

s.14

Andrade, Ana CSCD:EX

From: Deitch, James JAG:EX
Sent: Monday, June 22, 2015 5:46 PM
To: Spiteri, Julie R JAG:EX
Cc: Faganello, Tara JAG:EX
Subject: FW: Confirming Advice

Julie:

Coming out of the briefing with the DAG today just wanted to confirm that the OIC to appoint Clint as acting CCD is in progress and will make it to s.12

DAG is going to confirm terms with Clint this week so subject to that then OIC can proceed.

Thanks.

James Deitch
Acting Assistant Deputy Minister
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

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<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109
Fax: 250.356.6552
Cell: s.17

Please consider the environment before printing this e-mail

From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM
To: Deitch, James JAG:EX
Subject: FW: Confirming Advice

Sorry meant to copy you....

From: Faganello, Tara JAG:EX
Sent: Monday, June 22, 2015 2:35 PM
To: Mandur, Tracy PSA:EX; Spiteri, Julie R AG:EX (Julie.Spiteri@gov.bc.ca); Owens, Anita PSA:EX
Cc: Fyfe, Richard J JAG:EX
Subject: FW: Confirming Advice

Hi Tracy or Anita,

The DAG may need some confirmation when speaking with Clint Sadlemyer or s.22
s.22

Thank you
Tara

s.14

Page 90

Withheld pursuant to/removed as

s.14

Andrade, Ana CSCD:EX

From: Spiteri, Julie R JAG:EX
Sent: Friday, June 19, 2015 9:01 AM
To: Faganello, Tara JAG:EX
Subject: FYI only: start date as acting CCD

This is the date I just sent to PSA. Cheers!

From: Sadlemyer, Clinton IIO:EX
Sent: Friday, June 19, 2015 8:59 AM
To: Spiteri, Julie R JAG:EX
Subject: RE: start date as acting CCD

Good morning Julie
s.22

Thanks
Clint

Clinton J. Sadlemyer, QC
Director of Legal Services
Acting Chief Civilian Director



INDEPENDENT
Investigations Office of BC

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From: Spiteri, Julie R JAG:EX
Sent: June-19-15 8:41 AM
To: Sadlemyer, Clinton IIO:EX
Subject: start date as acting CCD

Good morning Clint, I'm giving directions to PSA re your temporary assignment and was hoping to get the date when you started acting in Richard's position. Thanks!

Andrade, Ana CSCD:EX

From: Deitch, James JAG:EX
Sent: Wednesday, June 17, 2015 6:00 PM
To: Faganello, Tara JAG:EX
Subject: FW: IIO Director Legal Services

I see Clint has been calling us both on this. Sorry I did not copy you last night.

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

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Phone: 250.387.2109
Fax: 250.356.6552
Cell: s.17

Please consider the environment before printing this e-mail

From: Deitch, James JAG:EX
Sent: Tuesday, June 16, 2015 10:11 PM
To: Sadlemyer, Clinton IIO:EX
Subject: RE: IIO Director Legal Services

Clint:

As promised I made inquiries and the work is under way to get this^{s.14}

Trust this addresses your concern.

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

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<http://www.gov.bc.ca/ag/index.html>

Phone: 250.387.2109

Fax: 250.356.6552
Cell: 250.580.5612

Please consider the environment before printing this e-mail

From: Sadlemyer, Clinton IIO:EX
Sent: Monday, June 15, 2015 2:33 PM
To: Deitch, James JAG:EX
Subject: IIO Director Legal Services

Mr. Deitch

Thank you for stepping up to the plate in the^{s.22} I'm confident you'll thrive.

This is now week 11 for me doing double duty as the Director of Legal Services and as the Acting CCD.

At the beginning of week 5^{s.13}

At the end of week 8 I:^{s.13}

During week 9 I:^{s.13}

Last week, at Tara's suggestion^{s.14}
s.14

Is there anything else I ought to be doing? Is there anything you can do?

Clint

Clinton J. Sadlemyer, QC
Director of Legal Services
Acting Chief Civilian Director

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12th Floor, 13450 102 Avenue, Surrey BC V3T 5X3

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Please consider the environment before printing this e-mail.

Andrade, Ana CSCD:EX

From: Deitch, James JAG:EX
Sent: Monday, June 15, 2015 5:01 PM
To: Faganello, Tara JAG:EX
Subject: FW: IIO Director Legal Services

Tara:

We should chat so I am sure what the message to Clint is on this issue. Was your thought that ^{s.13,s.14}
^{s.13,s.14}

Thanks.

James Deitch
Executive Director
Criminal Justice and Legal Access Policy Division
Justice Services Branch
Ministry of Justice
3rd floor, 703 Broughton Street
PO Box 9243, Stn Prov Govt
Victoria, BC V8W 9J2

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Fax: 250.356.6552
Cell: ^{s.17}

Please consider the environment before printing this e-mail

From: Sadlemyer, Clinton IIO:EX
Sent: Monday, June 15, 2015 2:33 PM
To: Deitch, James JAG:EX
Subject: IIO Director Legal Services

Mr. Deitch

Thank you for stepping up to the plate in the ^{s.22} I'm confident you'll thrive.

This is now week 11 for me doing double duty as the Director of Legal Services and as the Acting CCD.

At the beginning of week 5 ^{s.13}

At the end of week 8 ^{s.13}

During week 9 ^{s.14}

Last week, at Tara's suggestion, ^{s.14}
^{s.14}

Is there anything else I ought to be doing? Is there anything you can do?

Clint

Clinton J. Sadlemyer, QC
Director of Legal Services
Acting Chief Civilian Director

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Andrade, Ana CSCD:EX

From: Chalke, Jay JAG:EX
Sent: Tuesday, May 19, 2015 5:37 PM
To: Sadlemyer, Clinton IIO:EX
Cc: Faganello, Tara JAG:EX
Subject: Meeting today

Clint,

Thanks for taking the time to meet with Tara and me today. It was good to have a frank discussion about the challenges facing the organization and how best to address questions of leadership roles during the CCD's absence. The fact that you have stepped up and done double duty for the past month has been a tremendous support to the organization generally and Richard R. specifically and certainly has been appreciated by the senior staff of the Ministry.

s.13,s.22

s.13,s.22
be s.22
s.22

It appears that Richard R. will

s.13

Our goal in this advice is to support the IIO in the best possible way during this difficult time, to regain momentum on the improvements in the office that had been underway, to ensure the regular work of the office gets done and generally to ensure the office is in the best possible shape for when Richard R. returns to work while also providing him with the utmost confidence that the organization is being well managed during his absence. Our intention is to support the establishment of a stable and sustainable structure so that s.22

s.22
not want s.22

The CCD role is, as I know you have come to appreciate, a demanding one and so we do

Please let us know your thoughts on this issue and, as Tara said when we met, please do not hesitate to contact either of us to discuss it further. We are here to support you and the organization.

Jay

Jay Chalke, QC
Assistant Deputy Minister
Justice Services Branch
Ministry of Justice
Government of British Columbia

Andrade, Ana CSCD:EX

From: Chalke, Jay JAG:EX
Sent: Wednesday, April 22, 2015 4:40 PM
To: Faganello, Tara JAG:EX; Spiteri, Julie R JAG:EX; Brown, Richard J JAG:EX
Subject: FW: Our Good Work Continues

FYI; see below. A good message from Clint about interim mgmt at IIO.

J.

PS, s.22
s.22

From: Sadlemyer, Clinton IIO:EX
Sent: Wednesday, April 22, 2015 3:39 PM
To: IIO All Staff
Cc: Chalke, Jay JAG:EX; Schollen, Tasha GCPE:EX; Jackson, Wendy JAG:EX; Pecknold, Clayton JAG:EX
Subject: Our Good Work Continues

Good afternoon IIO staff,

The CCD, Richard Rosenthal, s.22
s.22

. As an Executive Team, we will be working together to ensure that the work we do at the IIO will carry on s.22

I have been appointed as acting CCD and the authority that goes with the position has been delegated.

The program heads will continue to run the day to day operations of their areas - John for Investigations, Kellie for Public Accountability; Barbara for Corporate and myself for Legal. Each program head will be responsible for ensuring coverage in their absence.

For the broader IIO agency related functions, in addition to working as an Executive Team, we will adopt a matrix model to ensure decisions made will be well-informed, thoughtful and considered. As an example, for operational/legal matters, we (Clint, Kellie and John) will work together. For those issues that have corporate or financial implications, Barbara will be involved.

For the most part, as IIO staff, you should not be impacted by this – the goal is to ensure continued work flow with no interruption of services. To assist with that, we will be providing messaging to our stakeholders, in particular, BC's policing agencies.

If you have any concerns, please speak to your supervisor or to a member of the Executive Team.

Clinton J. Sadlemyer, QC
Director of Legal Services

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