

Page 0001 of 1121 to/à Page 0017 of 1121

Withheld pursuant to/removal as

s.13

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Withheld pursuant to/removed as

s.12 ; s.13

APPROVALS:

| | | | |
|--|--|--|--|
| <i>I accept the delivery responsibility for the project described in this document and approve the project to proceed:</i> | | | |
| | | | |
| Lisa Lapointe | | | |
| Vince Stancato | | | |
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Withheld pursuant to/removed as

s.13

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Withheld pursuant to/removed as

s.13 ; s.22

| | | | |
|-----------------------|-----------------------|------|--|
| 5/14/2022 12:00 AM | 5/14/2022 4:00 PM | 0MEL | |
| 5/17/2022 12:00 AM | 5/17/2022 9:00 AM | 0NP | |
| 5/17/2022 7:00 PM | 5/18/2022 12:00 AM | 1NP | |
| 6/1/2022 12:00 AM | 6/2/2022 12:00 AM | 0FRA | |
| 6/3/2022 12:00 PM | 6/4/2022 12:00 AM | 0FRA | |
| 6/5/2022 12:00 AM | 6/5/2022 12:00 PM | 0FRA | |
| 6/6/2022 12:00 AM | 6/7/2022 12:00 AM | 0FRA | |
| 6/7/2022 12:00 AM | 6/7/2022 12:00 PM | 0FRA | |
| 6/8/2022 12:00 AM | 6/8/2022 4:00 PM | 0FRA | |
| 6/9/2022 12:00 PM | 6/10/2022 12:00 AM | 0FRA | |
| 6/12/2022 12:00 AM | 6/12/2022 12:00 PM | 0FRA | |
| 6/13/2022 12:00 AM | 6/14/2022 12:00 AM | 0FRA | |
| 6/14/2022 12:00 AM | 6/14/2022 12:00 PM | 0FRA | |
| 6/15/2022 12:00 AM | 6/15/2022 12:00 PM | 0FRA | |
| 6/16/2022 12:00 AM | 6/17/2022 12:00 AM | 0FRA | |
| 6/18/2022 12:00 AM | 6/19/2022 12:00 AM | 0FRA | |
| 6/20/2022 12:00 AM | 6/20/2022 12:00 PM | 0FRA | |
| 6/21/2022 12:00 AM | 6/21/2022 12:00 PM | 0FRA | |
| 6/22/2022 12:00 AM | 6/22/2022 4:00 PM | 0FRA | |
| 6/23/2022 12:00 PM | 6/24/2022 12:00 AM | 0FRA | |

| | | |
|-----------------------|-----------------------|------|
| 6/24/2022 12:00 AM | 6/25/2022 12:00 AM | 0FRA |
| 6/26/2022 12:00 AM | 6/26/2022 12:00 PM | 0FRA |
| 6/27/2022 12:00 AM | 6/28/2022 12:00 AM | 0FRA |
| 6/28/2022 12:00 AM | 6/28/2022 12:00 PM | 0FRA |
| 6/29/2022 1:00 PM | 6/30/2022 12:00 AM | 0ADG |
| 7/1/2022 12:00 AM | 7/1/2022 12:00 PM | 0FRA |
| 7/3/2022 12:00 AM | 7/4/2022 12:00 AM | 0FRA |
| 7/4/2022 12:00 AM | 7/4/2022 12:00 PM | 0FRA |
| 7/5/2022 12:00 AM | 7/5/2022 12:00 PM | 0FRA |
| 7/7/2022 12:00 AM | 7/8/2022 12:00 AM | 0FRA |
| 7/8/2022 12:00 PM | 7/8/2022 9:00 PM | 0ADW |
| 7/10/2022 12:00 AM | 7/11/2022 12:00 AM | 0FRA |
| 7/11/2022 12:00 AM | 7/11/2022 12:00 PM | 0FRA |
| 7/12/2022 12:00 AM | 7/12/2022 4:00 PM | 0FRA |
| 7/12/2022 11:45 PM | 7/13/2022 4:00 PM | 0FRA |
| 7/15/2022 12:00 AM | 7/15/2022 12:00 PM | 0FRA |
| 7/17/2022 12:00 AM | 7/18/2022 12:00 AM | 0FRA |
| 7/18/2022 12:00 PM | 7/19/2022 12:00 AM | 0FRA |
| 7/19/2022 12:00 AM | 7/19/2022 12:00 PM | 0FRA |
| 7/21/2022 12:00 PM | 7/22/2022 12:00 AM | 0NP |

| | | |
|-----------------------|-----------------------|------|
| 7/22/2022 12:00 PM | 7/23/2022 12:00 AM | 0FRA |
| 7/23/2022 12:00 PM | 7/24/2022 12:00 AM | 0FRA |
| 7/25/2022 11:30 AM | 7/26/2022 12:00 AM | 0FRA |
| 7/26/2022 12:00 AM | 7/26/2022 4:00 PM | 0FRA |
| 7/28/2022 12:00 AM | 7/28/2022 1:00 PM | 0DEZ |
| 7/30/2022 12:00 PM | 7/31/2022 12:00 AM | 0FRA |
| 8/1/2022 12:00 AM | 8/1/2022 12:00 PM | 0FRA |
| 8/2/2022 12:00 AM | 8/2/2022 12:00 PM | 0FRA |
| 8/4/2022 12:00 AM | 8/4/2022 12:00 PM | 0FRA |
| 8/5/2022 12:00 AM | 8/6/2022 12:00 AM | 0FRA |
| 8/7/2022 12:00 AM | 8/7/2022 12:00 PM | 0FRA |
| 8/9/2022 12:00 AM | 8/9/2022 12:00 PM | 0FRA |
| 8/10/2022 12:00 AM | 8/10/2022 12:00 PM | 0FRA |
| 8/12/2022 12:00 AM | 8/12/2022 12:00 PM | 0FRA |
| 8/13/2022 12:00 AM | 8/13/2022 12:00 PM | 0ADW |
| 8/15/2022 12:00 AM | 8/15/2022 6:00 PM | 0FRA |
| 8/17/2022 12:00 AM | 8/18/2022 12:00 AM | 0FRA |
| 8/18/2022 12:00 AM | 8/18/2022 12:00 PM | 0FRA |
| 8/19/2022 12:00 AM | 8/20/2022 12:00 AM | 0FRA |
| 8/20/2022 12:00 PM | 8/21/2022 12:00 AM | 0FRA |

| | | |
|-----------------------|-----------------------|------|
| 8/22/2022 12:00 PM | 8/23/2022 12:00 AM | 0FRA |
| 8/24/2022 12:00 AM | 8/25/2022 12:00 AM | 0FRA |
| 8/25/2022 12:00 AM | 8/26/2022 12:00 AM | 0FRA |
| 8/26/2022 12:00 PM | 8/27/2022 12:00 AM | 0FRA |
| 8/27/2022 2:00 PM | 8/28/2022 12:00 AM | 0MEL |
| 8/29/2022 12:00 AM | 8/30/2022 12:00 AM | 0FRA |
| 8/30/2022 12:00 AM | 8/30/2022 12:00 PM | 0FRA |
| 8/31/2022 12:00 AM | 9/1/2022 12:00 AM | 0FRA |
| 9/1/2022 12:00 AM | 9/1/2022 12:00 PM | 0FRA |
| 9/2/2022 12:00 AM | 9/3/2022 12:00 AM | 0FRA |
| 9/5/2022 12:00 AM | 9/5/2022 12:00 PM | 0FRA |
| 9/6/2022 12:00 AM | 9/6/2022 12:00 PM | 0FRA |
| 9/7/2022 12:00 AM | 9/8/2022 12:00 AM | 0FRA |
| 9/9/2022 12:00 AM | 9/9/2022 12:00 PM | 0FRA |
| 9/10/2022 12:00 AM | 9/10/2022 12:00 PM | 0FRA |
| 9/11/2022 8:45 PM | 9/12/2022 4:00 PM | 0NP |
| 9/13/2022 12:00 AM | 9/13/2022 12:00 PM | 0FRA |
| 9/15/2022 12:00 AM | 9/15/2022 8:00 PM | 0ADG |
| 9/16/2022 6:00 AM | 9/16/2022 9:00 AM | 0ADG |
| 9/17/2022 12:00 AM | 9/17/2022 12:00 PM | 0FRA |

| | | |
|------------------------|------------------------|------|
| 9/19/2022 12:00 AM | 9/19/2022 12:00 PM | 0FRA |
| 9/24/2022 12:00 AM | 9/25/2022 12:00 AM | 0FRA |
| 9/26/2022 12:00 AM | 9/26/2022 5:45 PM | 0NP |
| 9/27/2022 12:00 AM | 9/27/2022 12:00 PM | 0FRA |
| 9/28/2022 12:00 AM | 9/29/2022 12:00 AM | 0FRA |
| 9/30/2022 12:00 AM | 9/30/2022 12:00 PM | 0FRA |
| 10/2/2022 12:00 PM | 10/3/2022 12:00 AM | 0FRA |
| 10/3/2022 12:00 AM | 10/3/2022 12:00 PM | 0FRA |
| 10/4/2022 12:00 AM | 10/4/2022 4:00 PM | 0FRA |
| 10/5/2022 12:00 AM | 10/5/2022 12:00 PM | 0FRA |
| 10/6/2022 4:00 PM | 10/7/2022 12:00 AM | 0FRA |
| 10/7/2022 12:00 AM | 10/8/2022 12:00 AM | 0FRA |
| 10/8/2022 6:00 PM | 10/9/2022 12:00 AM | 0FRA |
| 10/9/2022 12:00 PM | 10/10/2022 12:00 AM | 0FRA |
| 10/10/2022 12:00 PM | 10/11/2022 12:00 AM | 0FRA |
| 10/11/2022 12:00 AM | 10/11/2022 4:00 PM | 0FRA |
| 10/12/2022 12:00 AM | 10/13/2022 12:00 AM | 0FRA |
| 10/14/2022 12:00 AM | 10/14/2022 12:00 PM | 0FRA |

| | |
|--|------|
| 10/15/2022 10/15/2022 12:00 AM 12:00 PM | 0FRA |
| 10/15/2022 10/16/2022 12:00 PM 12:00 AM | 0FRA |
| 10/17/2022 10/18/2022 12:00 PM 12:00 AM | 0FRA |
| 10/18/2022 10/18/2022 12:00 AM 11:00 AM | 0MEL |
| 10/19/2022 10/20/2022 12:00 AM 12:00 AM | 0FRA |
| 10/22/2022 10/23/2022 12:00 AM 12:00 AM | 0FRA |
| 10/24/2022 10/25/2022 12:00 AM 12:00 AM | 0FRA |
| 10/26/2022 10/27/2022 12:00 AM 12:00 AM | 0FRA |
| 10/27/2022 10/28/2022 12:00 PM 12:00 AM | 0FRA |
| 10/28/2022 10/29/2022 12:00 AM 12:00 AM | 0FRA |
| 10/31/2022 10/31/2022 12:00 AM 12:00 PM | 0FRA |

| Wed | Thu | Fri |
|----------|------|------|
| 1130s.22 | | |
| 1200 | | |
| 1230 | | |
| 1300 | | |
| 1330 | | |
| 1400 | 1400 | |
| 1430 | 1430 | 1430 |
| 1500 | | 1500 |
| 1530 | 1530 | 1530 |
| 1600 | 1600 | 1600 |
| 1630 | 1630 | 1630 |
| 1700 | 1700 | 1700 |
| 1730 | | 1730 |
| 1800 | | 1800 |

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Withheld pursuant to/removed as

s.12 ; s.13

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s.13 ; s.22

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s.13 ; s.22

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s.13

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OnCall Schedule - ^{s.22}

| <u>Schedule</u> | <u>Start Date</u> | <u>End Date</u> | <u>Rank</u> | <u>Admin</u> | <u>Comment</u> |
|-----------------|-------------------|-------------------|-------------|--------------|----------------|
| FRASER | 5/19/2022 9:00 PM | 5/20/2022 5:00 AM | 0 | NP | |
| VANCOUVER | 5/31/2022 8:00 PM | 6/1/2022 5:00 AM | 0 | PG | |
| VANCOUVER | 6/1/2022 1:00 PM | 6/1/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 6/2/2022 4:00 PM | 6/3/2022 5:00 AM | 0 | NP | |
| VANCOUVER | 6/3/2022 1:00 PM | 6/3/2022 9:00 PM | 0 | MEL | |
| VANCOUVER | 6/4/2022 1:00 PM | 6/4/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 6/7/2022 9:00 PM | 6/8/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 6/8/2022 1:00 PM | 6/8/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 6/9/2022 9:00 PM | 6/10/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 6/11/2022 5:00 AM | 6/11/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 6/21/2022 9:00 PM | 6/22/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 6/22/2022 1:00 PM | 6/22/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 6/23/2022 9:00 PM | 6/24/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 6/25/2022 1:00 PM | 6/25/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 6/26/2022 5:00 AM | 6/26/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 6/28/2022 9:00 PM | 6/29/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 6/29/2022 1:00 PM | 6/29/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 6/30/2022 9:00 PM | 7/1/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 7/3/2022 1:00 PM | 7/3/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 7/5/2022 9:00 PM | 7/6/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 7/6/2022 1:00 PM | 7/6/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 7/9/2022 1:00 PM | 7/10/2022 1:00 AM | 0 | FRA | |
| VANCOUVER | 7/10/2022 1:00 PM | 7/10/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 7/12/2022 9:00 PM | 7/13/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 7/15/2022 1:00 PM | 7/16/2022 1:00 AM | 0 | FRA | |
| VANCOUVER | 7/16/2022 1:00 PM | 7/16/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 7/17/2022 5:00 AM | 7/17/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 7/19/2022 9:00 PM | 7/20/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 7/20/2022 1:00 PM | 7/20/2022 4:30 PM | 0 | MEL | |
| VANCOUVER | 7/21/2022 9:00 PM | 7/22/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 8/1/2022 5:00 AM | 8/1/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 8/2/2022 1:00 PM | 8/2/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/3/2022 1:00 PM | 8/3/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/5/2022 9:00 PM | 8/6/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 8/8/2022 1:00 PM | 8/8/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/9/2022 1:00 PM | 8/9/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/11/2022 1:00 PM | 8/11/2022 5:00 PM | 0 | FRA | |
| VANCOUVER | 8/12/2022 9:00 PM | 8/13/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 8/13/2022 9:00 PM | 8/14/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 8/16/2022 1:00 PM | 8/16/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/18/2022 1:00 PM | 8/18/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/19/2022 1:00 PM | 8/19/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/20/2022 5:00 AM | 8/20/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 8/22/2022 1:00 PM | 8/22/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/23/2022 1:00 PM | 8/23/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/24/2022 1:00 PM | 8/24/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/25/2022 9:00 PM | 8/26/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 8/26/2022 9:00 PM | 8/27/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 8/28/2022 1:00 PM | 8/28/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 8/29/2022 9:00 PM | 8/30/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/1/2022 5:00 AM | 9/1/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 9/2/2022 1:00 PM | 9/2/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 9/3/2022 1:00 PM | 9/3/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 9/4/2022 9:00 PM | 9/5/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/5/2022 9:00 PM | 9/6/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/10/2022 5:00 AM | 9/10/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 9/11/2022 5:00 AM | 9/11/2022 1:00 PM | 0 | NP | |
| VANCOUVER | 9/12/2022 1:00 PM | 9/12/2022 9:00 PM | 0 | FRA | |
| FRASER | 9/16/2022 9:00 PM | 9/17/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/16/2022 9:00 PM | 9/17/2022 5:00 AM | 0 | FRA | |
| FRASER | 9/17/2022 9:00 PM | 9/18/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/17/2022 9:00 PM | 9/18/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/19/2022 1:00 PM | 9/19/2022 9:00 PM | 0 | FRA | |
| FRASER | 9/23/2022 9:00 PM | 9/24/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/23/2022 9:00 PM | 9/24/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 9/25/2022 1:00 PM | 9/25/2022 9:00 PM | 0 | FRA | |
| VANCOUVER | 9/26/2022 5:00 PM | 9/26/2022 9:00 PM | 1 | ADG | |
| VANCOUVER | 9/30/2022 9:00 PM | 10/1/2022 5:00 AM | 0 | FRA | |
| FRASER | 9/30/2022 9:00 PM | 10/1/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 10/1/2022 9:00 PM | 10/2/2022 5:00 AM | 0 | FRA | |
| FRASER | 10/1/2022 9:00 PM | 10/2/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 10/2/2022 9:00 PM | 10/3/2022 5:00 AM | 0 | FRA | |
| FRASER | 10/2/2022 9:00 PM | 10/3/2022 5:00 AM | 0 | FRA | |
| VANCOUVER | 10/8/2022 5:00 AM | 10/8/2022 1:00 PM | 0 | FRA | |
| VANCOUVER | 10/9/2022 5:00 AM | 10/9/2022 1:00 PM | 0 | FRA | |

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OnCall Schedule ^{s.22}

| <u>Schedule</u> | <u>Start Date</u> | <u>End Date</u> | <u>Rank</u> | <u>Admin</u> | <u>Comment</u> |
|-----------------|--------------------|--------------------|-------------|--------------|----------------|
| WILLIAMS LK | 5/1/2022 12:00 AM | 5/2/2022 8:00 AM | 0 | FRA | |
| WILLIAMS LK | 5/6/2022 12:00 PM | 6/1/2022 12:00 AM | 0 | FRA | |
| WILLIAMS LK | 7/16/2022 4:00 PM | 8/1/2022 12:00 AM | 0 | MEL | |
| WILLIAMS LK | 8/1/2022 12:00 AM | 8/14/2022 5:00 PM | 0 | DEZ | |
| WILLIAMS LK | 8/16/2022 5:00 PM | 9/1/2022 12:00 AM | 1 | DEZ | |
| WILLIAMS LK | 9/1/2022 12:00 AM | 9/24/2022 12:00 AM | 0 | FRA | |
| WILLIAMS LK | 10/1/2022 7:00 PM | 11/1/2022 12:00 AM | 0 | FRA | |
| WILLIAMS LK | 11/1/2022 12:00 AM | 11/1/2022 5:00 PM | 0 | NP | |
| WILLIAMS LK | 11/6/2022 7:00 PM | 12/1/2022 12:00 AM | 1 | NP | |
| WILLIAMS LK | 12/1/2022 12:00 AM | 1/1/2023 12:00 AM | 0 | PG | |

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OnCall Schedule ^{s.22}

| <u>Schedule</u> | <u>Start Date</u> | <u>End Date</u> | <u>Rank</u> | <u>Admin</u> | <u>Comment</u> |
|-----------------|--------------------|---------------------|-------------|--------------|----------------|
| S OKANAGAN | 5/16/2022 6:30 AM | 5/16/2022 7:00 PM | 1 | NP | |
| S OKANAGAN | 5/27/2022 6:00 PM | 6/1/2022 6:00 AM | 0 | FRA | |
| S OKANAGAN | 6/10/2022 6:00 PM | 6/17/2022 6:00 PM | 0 | FRA | |
| S OKANAGAN | 7/8/2022 12:00 AM | 7/12/2022 7:00 AM | 0 | MEL | |
| S OKANAGAN | 7/12/2022 4:00 PM | 7/16/2022 7:00 AM | 0 | NP | |
| S OKANAGAN | 8/4/2022 6:30 PM | 8/5/2022 6:30 AM | 1 | ADG | |
| S OKANAGAN | 8/5/2022 6:00 PM | 8/12/2022 6:00 PM | 0 | FRA | |
| S OKANAGAN | 8/19/2022 6:00 PM | 8/21/2022 8:00 AM | 0 | MEL | |
| S OKANAGAN | 8/24/2022 6:00 PM | 8/26/2022 6:00 PM | 0 | MEL | |
| S OKANAGAN | 9/9/2022 6:00 PM | 9/16/2022 6:00 PM | 0 | FRA | |
| S OKANAGAN | 9/17/2022 6:30 PM | 9/18/2022 6:30 AM | 0 | MEL | |
| S OKANAGAN | 9/30/2022 6:00 PM | 10/7/2022 6:00 PM | 0 | FRA | |
| S OKANAGAN | 10/11/2022 6:00 PM | 10/12/2022 12:00 PM | 0 | MEL | |
| S OKANAGAN | 10/23/2022 9:00 AM | 10/28/2022 8:00 AM | 0 | NP | |
| S OKANAGAN | 10/29/2022 8:00 AM | 10/29/2022 5:00 PM | 0 | FRA | |
| S OKANAGAN | 11/11/2022 6:00 PM | 11/18/2022 6:00 PM | 0 | FRA | |
| S OKANAGAN | 12/27/2022 6:00 PM | 1/12/2023 6:00 PM | 0 | FRA | |

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OnCall Schedule ^{s.22}

| <u>Schedule</u> | <u>Start Date</u> | <u>End Date</u> | <u>Rank</u> | <u>Admin</u> | <u>Comment</u> |
|-----------------|--------------------|--------------------|-------------|--------------|----------------|
| NANAIMO | 5/2/2022 8:30 AM | 5/5/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 5/9/2022 8:30 AM | 5/12/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 5/14/2022 4:00 PM | 5/15/2022 7:00 AM | 0 | MEL | |
| NANAIMO | 5/16/2022 8:30 AM | 5/19/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 5/23/2022 8:30 AM | 5/26/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 5/30/2022 8:30 AM | 6/2/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 6/6/2022 8:30 AM | 6/8/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 6/13/2022 8:30 AM | 6/16/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 6/20/2022 8:30 AM | 6/23/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 6/27/2022 8:30 AM | 6/30/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 7/4/2022 8:30 AM | 7/7/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 7/11/2022 8:30 AM | 7/13/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 7/18/2022 8:30 AM | 7/21/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 7/25/2022 8:30 AM | 7/28/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 8/1/2022 8:30 AM | 8/4/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 8/8/2022 8:30 AM | 8/11/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 8/17/2022 8:30 AM | 8/18/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 8/23/2022 8:30 AM | 8/25/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 8/29/2022 8:30 AM | 9/1/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 9/5/2022 8:30 AM | 9/8/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 9/12/2022 8:30 AM | 9/15/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 9/26/2022 8:30 AM | 9/28/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 10/2/2022 8:30 AM | 10/6/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 10/9/2022 8:30 AM | 10/12/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 10/17/2022 8:30 AM | 10/20/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 10/23/2022 8:30 AM | 10/27/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 10/31/2022 8:30 AM | 11/4/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 11/9/2022 8:30 AM | 11/9/2022 9:30 AM | 0 | MEL | |
| NANAIMO | 11/9/2022 11:30 AM | 11/12/2022 8:30 AM | 0 | MEL | |
| NANAIMO | 11/14/2022 8:30 AM | 11/18/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 11/21/2022 8:30 AM | 11/24/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 11/28/2022 8:30 AM | 12/1/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 12/5/2022 8:30 AM | 12/8/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 12/11/2022 8:30 AM | 12/15/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 12/19/2022 8:30 AM | 12/22/2022 8:30 AM | 0 | FRA | |
| NANAIMO | 12/25/2022 8:30 AM | 12/29/2022 8:30 AM | 0 | FRA | |

REPLAY MESSAGE CENTER

PRINT CANCEL

| | | | | |
|---------------|---------------------|---------------------|---|-----|
| FRASER VALLEY | 9/10/2022 12:00 AM | 9/10/2022 12:00 PM | 0 | FRA |
| FRASER | 9/10/2022 5:00 AM | 9/10/2022 1:00 PM | 0 | FRA |
| FRASER VALLEY | 9/11/2022 8:45 PM | 9/12/2022 4:00 PM | 0 | NP |
| FRASER VALLEY | 9/13/2022 12:00 AM | 9/13/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 9/15/2022 12:00 AM | 9/15/2022 8:00 PM | 0 | ADG |
| FRASER VALLEY | 9/16/2022 6:00 AM | 9/16/2022 9:00 AM | 0 | ADG |
| FRASER | 9/16/2022 10:00 AM | 9/16/2022 9:00 PM | 0 | FRA |
| FRASER VALLEY | 9/17/2022 12:00 AM | 9/17/2022 12:00 PM | 0 | FRA |
| FRASER | 9/17/2022 1:00 PM | 9/17/2022 9:00 PM | 0 | FRA |
| FRASER | 9/18/2022 9:00 PM | 9/19/2022 5:00 AM | 0 | FRA |
| FRASER VALLEY | 9/19/2022 12:00 AM | 9/19/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 9/24/2022 12:00 AM | 9/25/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 9/26/2022 12:00 AM | 9/26/2022 5:45 PM | 0 | NP |
| FRASER VALLEY | 9/27/2022 12:00 AM | 9/27/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 9/28/2022 12:00 AM | 9/29/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 9/30/2022 12:00 AM | 9/30/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 10/2/2022 12:00 PM | 10/3/2022 12:00 AM | 0 | FRA |
| FRASER | 10/2/2022 1:00 PM | 10/2/2022 9:00 PM | 0 | FRA |
| FRASER VALLEY | 10/3/2022 12:00 AM | 10/3/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 10/4/2022 12:00 AM | 10/4/2022 4:00 PM | 0 | FRA |
| FRASER VALLEY | 10/5/2022 12:00 AM | 10/5/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 10/6/2022 4:00 PM | 10/7/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 10/7/2022 12:00 AM | 10/8/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 10/8/2022 6:00 PM | 10/9/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 10/9/2022 12:00 PM | 10/10/2022 12:00 AM | 0 | FRA |
| FRASER | 10/9/2022 1:00 PM | 10/9/2022 9:00 PM | 0 | ADG |
| FRASER VALLEY | 10/10/2022 12:00 PM | 10/11/2022 12:00 AM | 0 | FRA |
| FRASER | 10/10/2022 9:00 PM | 10/11/2022 5:00 AM | 0 | FRA |
| FRASER VALLEY | 10/11/2022 12:00 AM | 10/11/2022 4:00 PM | 0 | FRA |
| FRASER VALLEY | 10/12/2022 12:00 AM | 10/13/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 10/14/2022 12:00 AM | 10/14/2022 12:00 PM | 0 | FRA |
| FRASER | 10/14/2022 1:00 PM | 10/14/2022 9:00 PM | 0 | FRA |
| FRASER VALLEY | 10/15/2022 12:00 AM | 10/15/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 10/15/2022 12:00 PM | 10/16/2022 12:00 AM | 0 | FRA |
| FRASER | 10/17/2022 12:00 AM | 10/17/2022 5:00 AM | 0 | NP |
| FRASER VALLEY | 10/17/2022 12:00 PM | 10/18/2022 12:00 AM | 0 | FRA |
| FRASER | 10/17/2022 1:00 PM | 10/17/2022 9:00 PM | 0 | FRA |
| FRASER VALLEY | 10/18/2022 12:00 AM | 10/18/2022 11:00 AM | 0 | MEL |
| FRASER VALLEY | 10/19/2022 12:00 AM | 10/20/2022 12:00 AM | 0 | FRA |
| FRASER | 10/20/2022 5:00 AM | 10/20/2022 1:00 PM | 0 | FRA |
| FRASER | 10/21/2022 11:00 AM | 10/21/2022 9:00 PM | 0 | FRA |
| FRASER VALLEY | 10/22/2022 12:00 AM | 10/23/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 10/24/2022 12:00 AM | 10/25/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 10/26/2022 12:00 AM | 10/27/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 10/27/2022 12:00 PM | 10/28/2022 12:00 AM | 0 | FRA |
| FRASER | 10/27/2022 1:00 PM | 10/27/2022 9:00 PM | 0 | FRA |
| FRASER VALLEY | 10/28/2022 12:00 AM | 10/29/2022 12:00 AM | 0 | FRA |
| FRASER | 10/30/2022 1:00 PM | 10/30/2022 9:00 PM | 0 | FRA |
| FRASER VALLEY | 10/31/2022 12:00 AM | 10/31/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 11/1/2022 12:00 AM | 11/1/2022 4:00 PM | 0 | FRA |
| FRASER VALLEY | 11/2/2022 12:00 PM | 11/3/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/4/2022 12:00 AM | 11/4/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 11/5/2022 12:00 AM | 11/6/2022 12:00 AM | 0 | FRA |
| FRASER | 11/6/2022 9:00 PM | 11/7/2022 5:00 AM | 0 | FRA |
| FRASER VALLEY | 11/7/2022 12:00 AM | 11/8/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/8/2022 12:00 AM | 11/9/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/10/2022 12:00 AM | 11/10/2022 12:00 PM | 0 | FRA |
| FRASER VALLEY | 11/11/2022 12:00 AM | 11/11/2022 12:00 PM | 0 | FRA |
| FRASER | 11/11/2022 5:00 AM | 11/11/2022 1:00 PM | 0 | FRA |
| FRASER VALLEY | 11/12/2022 12:00 AM | 11/13/2022 12:00 AM | 0 | FRA |
| FRASER | 11/13/2022 5:00 AM | 11/13/2022 1:00 PM | 0 | FRA |
| FRASER VALLEY | 11/14/2022 12:00 AM | 11/15/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/15/2022 12:00 AM | 11/15/2022 4:00 PM | 0 | FRA |
| FRASER VALLEY | 11/16/2022 12:00 AM | 11/17/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/18/2022 12:00 AM | 11/19/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/20/2022 12:00 AM | 11/20/2022 12:00 PM | 0 | FRA |
| FRASER | 11/20/2022 5:00 AM | 11/20/2022 1:00 PM | 0 | FRA |
| FRASER | 11/21/2022 5:00 AM | 11/21/2022 1:00 PM | 0 | FRA |
| FRASER VALLEY | 11/23/2022 12:00 AM | 11/24/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/24/2022 12:00 PM | 11/25/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/25/2022 12:00 AM | 11/26/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/26/2022 12:00 PM | 11/27/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/28/2022 12:00 AM | 11/29/2022 12:00 AM | 0 | FRA |
| FRASER VALLEY | 11/29/2022 12:00 AM | 11/29/2022 4:00 PM | 0 | FRA |
| FRASER VALLEY | 11/30/2022 12:00 PM | 12/1/2022 12:00 AM | 0 | FRA |
| FRASER | 12/12/2022 9:00 PM | 12/13/2022 5:00 AM | 0 | FRA |
| FRASER | 12/17/2022 9:00 PM | 12/18/2022 5:00 AM | 0 | FRA |
| FRASER | 12/22/2022 5:00 AM | 12/22/2022 1:00 PM | 0 | FRA |
| FRASER | 12/27/2022 1:00 PM | 12/27/2022 9:00 PM | 0 | FRA |
| FRASER | 12/31/2022 5:00 AM | 12/31/2022 1:00 PM | 0 | FRA |

| <u>Schedule</u> | <u>Start Date</u> | <u>End Date</u> | <u>Rank</u> | <u>Admin</u> | <u>Comment</u> |
|------------------|-----------------------|-----------------------|-------------|--------------|----------------|
| FRASER VALLEY | 5/14/2022 12:00 AM | 5/14/2022 4:00 PM | | 0MEL | |
| FRASER VALLEY | 5/17/2022 12:00 AM | 5/17/2022 9:00 AM | | 0NP | |
| FRASER VALLEY | 5/17/2022 7:00 PM | 5/18/2022 12:00 AM | | 1NP | |
| FRASER | 5/26/2022 9:00 PM | 5/27/2022 12:02 AM | | 0NP | |
| FRASER VALLEY | 6/1/2022 12:00 AM | 6/2/2022 12:00 AM | | 0FRA | |
| FRASER VALLEY | 6/3/2022 12:00 PM | 6/4/2022 12:00 AM | | 0FRA | |
| FRASER | 6/3/2022 9:00 PM | 6/4/2022 5:00 AM | | 0FRA | |
| FRASER VALLEY | 6/5/2022 12:00 AM | 6/5/2022 12:00 PM | | 0FRA | |
| FRASER | 6/5/2022 5:00 AM | 6/5/2022 1:00 PM | | 0FRA | |
| FRASER VALLEY | 6/6/2022 12:00 AM | 6/7/2022 12:00 AM | | 0FRA | |
| FRASER VALLEY | 6/7/2022 12:00 AM | 6/7/2022 12:00 PM | | 0FRA | |
| FRASER VALLEY | 6/8/2022 12:00 AM | 6/8/2022 4:00 PM | | 0FRA | |
| FRASER VALLEY | 6/9/2022 12:00 PM | 6/10/2022 12:00 AM | | 0FRA | |
| FRASER VALLEY | 6/12/2022 12:00 AM | 6/12/2022 12:00 PM | | 0FRA | |
| FRASER | 6/12/2022 5:00 AM | 6/12/2022 1:00 PM | | 0FRA | |
| FRASER VALLEY | 6/13/2022 12:00 AM | 6/14/2022 12:00 AM | | 0FRA | |
| FRASER VALLEY | 6/14/2022 12:00 AM | 6/14/2022 12:00 PM | | 0FRA | |
| FRASER VALLEY | 6/15/2022 12:00 AM | 6/15/2022 12:00 PM | | 0FRA | |
| FRASER VALLEY | 6/16/2022 12:00 AM | 6/17/2022 12:00 AM | | 0FRA | |
| FRASER | 6/16/2022 3:00 PM | 6/16/2022 6:00 PM | | 1ADG | |

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| FRASER VALLEY | 6/18/2022 12:00 AM | 6/19/2022 12:00 AM | 0FRA |
| FRASER | 6/18/2022 5:00 AM | 6/18/2022 1:00 PM | 0FRA |
| FRASER | 6/19/2022 2:30 PM | 6/19/2022 9:00 PM | 0MEL |
| FRASER VALLEY | 6/20/2022 12:00 AM | 6/20/2022 12:00 PM | 0FRA |
| FRASER | 6/20/2022 5:00 AM | 6/20/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 6/21/2022 12:00 AM | 6/21/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 6/22/2022 12:00 AM | 6/22/2022 4:00 PM | 0FRA |
| FRASER VALLEY | 6/23/2022 12:00 PM | 6/24/2022 12:00 AM | 0FRA |
| FRASER | 6/23/2022 9:00 PM | 6/24/2022 5:00 AM | 0FRA |
| FRASER VALLEY | 6/24/2022 12:00 AM | 6/25/2022 12:00 AM | 0FRA |
| FRASER VALLEY | 6/26/2022 12:00 AM | 6/26/2022 12:00 PM | 0FRA |
| FRASER | 6/26/2022 1:00 PM | 6/26/2022 9:00 PM | 0FRA |
| FRASER VALLEY | 6/27/2022 12:00 AM | 6/28/2022 12:00 AM | 0FRA |
| FRASER | 6/27/2022 5:00 AM | 6/27/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 6/28/2022 12:00 AM | 6/28/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 6/29/2022 1:00 PM | 6/30/2022 12:00 AM | 0ADG |
| FRASER VALLEY | 7/1/2022 12:00 AM | 7/1/2022 12:00 PM | 0FRA |
| FRASER | 7/1/2022 5:00 AM | 7/1/2022 1:00 PM | 0FRA |
| FRASER | 7/2/2022 9:00 PM | 7/3/2022 5:00 AM | 0FRA |
| FRASER VALLEY | 7/3/2022 12:00 AM | 7/4/2022 12:00 AM | 0FRA |

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|--------|-----------|-----------|------|
| FRASER | 7/4/2022 | 7/4/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 PM | |
| FRASER | 7/4/2022 | 7/4/2022 | 0FRA |
| | 5:00 AM | 1:00 PM | |
| FRASER | 7/5/2022 | 7/5/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 PM | |
| FRASER | 7/7/2022 | 7/8/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 AM | |
| FRASER | 7/8/2022 | 7/8/2022 | 0ADW |
| VALLEY | 12:00 PM | 9:00 PM | |
| FRASER | 7/9/2022 | 7/10/2022 | 0FRA |
| | 9:00 PM | 5:00 AM | |
| FRASER | 7/10/2022 | 7/11/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 AM | |
| FRASER | 7/11/2022 | 7/11/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 PM | |
| FRASER | 7/11/2022 | 7/12/2022 | 0FRA |
| | 9:00 PM | 5:00 AM | |
| FRASER | 7/12/2022 | 7/12/2022 | 0FRA |
| VALLEY | 12:00 AM | 4:00 PM | |
| FRASER | 7/12/2022 | 7/13/2022 | 0FRA |
| VALLEY | 11:45 PM | 4:00 PM | |
| FRASER | 7/15/2022 | 7/15/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 PM | |
| FRASER | 7/17/2022 | 7/18/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 AM | |
| FRASER | 7/18/2022 | 7/19/2022 | 0FRA |
| VALLEY | 12:00 PM | 12:00 AM | |
| FRASER | 7/18/2022 | 7/19/2022 | 0FRA |
| | 9:00 PM | 5:00 AM | |
| FRASER | 7/19/2022 | 7/19/2022 | 0FRA |
| VALLEY | 12:00 AM | 12:00 PM | |
| FRASER | 7/21/2022 | 7/22/2022 | 0NP |
| VALLEY | 12:00 PM | 12:00 AM | |
| FRASER | 7/22/2022 | 7/23/2022 | 0FRA |
| VALLEY | 12:00 PM | 12:00 AM | |
| FRASER | 7/23/2022 | 7/24/2022 | 0FRA |
| VALLEY | 12:00 PM | 12:00 AM | |
| FRASER | 7/23/2022 | 7/23/2022 | 0FRA |
| | 1:00 PM | 9:00 PM | |

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| FRASER VALLEY | 7/25/2022 11:30 AM | 7/26/2022 12:00 AM | 0FRA |
| FRASER | 7/25/2022 12:00 PM | 7/25/2022 9:00 PM | 0FRA |
| FRASER VALLEY | 7/26/2022 12:00 AM | 7/26/2022 4:00 PM | 0FRA |
| FRASER VALLEY | 7/28/2022 12:00 AM | 7/28/2022 1:00 PM | 0DEZ |
| FRASER | 7/28/2022 11:00 AM | 7/28/2022 7:30 PM | 0NP |
| FRASER | 7/29/2022 5:00 PM | 7/29/2022 9:00 PM | 0FRA |
| FRASER VALLEY | 7/30/2022 12:00 PM | 7/31/2022 12:00 AM | 0FRA |
| FRASER | 7/30/2022 1:00 PM | 7/30/2022 9:00 PM | 0FRA |
| FRASER VALLEY | 8/1/2022 12:00 AM | 8/1/2022 12:00 PM | 0FRA |
| FRASER | 8/1/2022 5:00 AM | 8/1/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 8/2/2022 12:00 AM | 8/2/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 8/4/2022 12:00 AM | 8/4/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 8/5/2022 12:00 AM | 8/6/2022 12:00 AM | 0FRA |
| FRASER | 8/5/2022 5:00 AM | 8/5/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 8/7/2022 12:00 AM | 8/7/2022 12:00 PM | 0FRA |
| FRASER | 8/7/2022 5:00 AM | 8/7/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 8/9/2022 12:00 AM | 8/9/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 8/10/2022 12:00 AM | 8/10/2022 12:00 PM | 0FRA |
| FRASER | 8/10/2022 5:00 AM | 8/10/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 8/12/2022 12:00 AM | 8/12/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 8/13/2022 12:00 AM | 8/13/2022 12:00 PM | 0ADW |

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|------------------|-----------------------|-----------------------|------|
| FRASER VALLEY | 8/15/2022 12:00 AM | 8/15/2022 6:00 PM | 0FRA |
| FRASER | 8/15/2022 5:00 AM | 8/15/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 8/17/2022 12:00 AM | 8/18/2022 12:00 AM | 0FRA |
| FRASER | 8/17/2022 1:00 PM | 8/17/2022 2:00 PM | 0FRA |
| FRASER VALLEY | 8/18/2022 12:00 AM | 8/18/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 8/19/2022 12:00 AM | 8/20/2022 12:00 AM | 0FRA |
| FRASER VALLEY | 8/20/2022 12:00 PM | 8/21/2022 12:00 AM | 0FRA |
| FRASER | 8/20/2022 1:00 PM | 8/20/2022 9:00 PM | 0FRA |
| FRASER | 8/21/2022 5:00 AM | 8/21/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 8/22/2022 12:00 PM | 8/23/2022 12:00 AM | 0FRA |
| FRASER | 8/22/2022 1:00 PM | 8/22/2022 9:00 PM | 0FRA |
| FRASER VALLEY | 8/24/2022 12:00 AM | 8/25/2022 12:00 AM | 0FRA |
| FRASER VALLEY | 8/25/2022 12:00 AM | 8/26/2022 12:00 AM | 0FRA |
| FRASER VALLEY | 8/26/2022 12:00 PM | 8/27/2022 12:00 AM | 0FRA |
| FRASER | 8/26/2022 9:00 PM | 8/27/2022 5:00 AM | 0FRA |
| FRASER VALLEY | 8/27/2022 2:00 PM | 8/28/2022 12:00 AM | 0MEL |
| FRASER | 8/27/2022 9:00 PM | 8/28/2022 5:00 AM | 0FRA |
| FRASER VALLEY | 8/29/2022 12:00 AM | 8/30/2022 12:00 AM | 0FRA |

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|---------------|-----------------------|-----------------------|------|
| FRASER VALLEY | 8/30/2022 12:00 AM | 8/30/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 8/31/2022 12:00 AM | 9/1/2022 12:00 AM | 0FRA |
| FRASER VALLEY | 9/1/2022 12:00 AM | 9/1/2022 12:00 PM | 0FRA |
| FRASER | 9/1/2022 5:00 AM | 9/1/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 9/2/2022 12:00 AM | 9/3/2022 12:00 AM | 0FRA |
| FRASER | 9/3/2022 9:00 PM | 9/4/2022 5:00 AM | 0FRA |
| FRASER VALLEY | 9/5/2022 12:00 AM | 9/5/2022 12:00 PM | 0FRA |
| FRASER | 9/5/2022 5:00 AM | 9/5/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 9/6/2022 12:00 AM | 9/6/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 9/7/2022 12:00 AM | 9/8/2022 12:00 AM | 0FRA |
| FRASER VALLEY | 9/9/2022 12:00 AM | 9/9/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 9/10/2022 12:00 AM | 9/10/2022 12:00 PM | 0FRA |
| FRASER | 9/10/2022 5:00 AM | 9/10/2022 1:00 PM | 0FRA |
| FRASER VALLEY | 9/11/2022 8:45 PM | 9/12/2022 4:00 PM | 0NP |
| FRASER VALLEY | 9/13/2022 12:00 AM | 9/13/2022 12:00 PM | 0FRA |
| FRASER VALLEY | 9/15/2022 12:00 AM | 9/15/2022 8:00 PM | 0ADG |
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| FRASER | 12/12/2022 9:00 PM | 12/13/2022 5:00 AM | 0FRA |
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Job Details

CORONER - Community Coroner, Kelowna - (93391)

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Posting Title

CORONER - Community Coroner, Kelowna

Position Classification

Community Coroner

Union

N/A

Location

Kelowna, BC V1Z 2S9 CA (Primary)

Salary Range

\$32.32 hourly

Close Date

12/4/2022

Job Type

If and As When Needed

Temporary End Date**Ministry/Organization**

BC Public Service -> Public Safety & Sol General

Ministry Branch / Division

BC Coroners Service

Job Summary**Community Coroner
Coroner**

This position is excluded from union membership.

This position is part time (If-and-As When Needed). The successful candidate must reside in or surrounding areas. The minimum availability for on-call scene coverage is an average of one week (168 hours) every three weeks, with the exact scheduling to be discussed and confirmed by the successful candidate's Senior Coroner supervisor during the on-boarding interview. An eligibility list may be established.

On November 1, 2021 the BC Public Service announced the COVID-19 Vaccination Policy that defines the conditions and expectations for BC Public Service employees regarding vaccination against COVID-19. Among other possible measures, proof of vaccination will be

vaccination against COVID-19. Among other possible measures, proof of vaccination will be required. It is a term of acceptance of employment that you agree to comply with all vaccination requirements that apply to the public service. More information can be found [here](#).

Play a critical role in your community

The BC Coroners Service (BCCS) is responsible for determining the circumstances of all sudden, unexpected and unnatural deaths in the province. The BCCS is seeking mature, compassionate and community minded individuals to work as Coroners on an "as and when required" basis. These unique positions offer an opportunity for individuals to use various skills in serving their communities in a high profile role. In this role you will conduct a preliminary investigation into all unnatural, sudden and unexpected deaths in the designated area you serve. This will include attending scenes of sudden death, liaising with police and other emergency responders, conducting an examination of the body, providing information and guidance to families, and entering information into an electronic case management system. Upon completion of the scene and field work, the community coroner's responsibilities are fulfilled, and follow-up investigation is performed by a full-time coroner in the regional office. Community coroners are an integral part of the investigative team, providing critical initial information that allows for timely, thorough and accurate investigations.

Terms of employment for these positions are governed by the Employment Standards Act. These are "as and when required" positions and a minimum number of hours of work is not guaranteed. There is considerable flexibility in scheduling, depending on the local staffing structure. Community Coroners generally need to be available on a 24/7 basis during their scheduled "on-call" periods and are currently remunerated at the rate of \$32.32 per hour, plus vacation premium in lieu of benefits. Compensation is dependent upon the number of cases and hours worked, which may vary significantly in each community. This position is not open to current provincial government employees, current civilian employees of any police force or anyone in a position which may create potential conflict of interest or perception of bias or interfere with the impartiality of your role. This may include individuals working with any of our stakeholders and agency partners. For additional information about the role of Coroner, please visit the [Community Coroners Webpage](#).

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For information about the Indigenous Applicant Advisory Service please visit: [Indigenous Applicant Advisory Service - Province of British Columbia \(gov.bc.ca\)](#).

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Parveen.Thind@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to create or update your profile and how to submit your application, please refer to the [Job Application](#) page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, before the stated closing time, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date

of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Completion of an undergraduate degree in the health, legal, or social sciences, or a related field plus 5 years' experience; or
- An equivalent combination of education and relevant experience may be considered.
- Minimum 5 years experience working collaboratively with multiple agencies.
- Minimum 5 years experience producing a variety of documents, such as case notes, briefing materials and reports
- Minimum 5 years experience gathering, synthesizing, evaluating and interpreting information from diverse sources.
- Minimum 5 years experience in effectively communicating with individuals in sensitive or emotional circumstances
- Preference may be given to applicants with an undergraduate degree or greater in the health, legal or social sciences disciplines
- Preference may be given to applicants who self-identify as having Indigenous heritage (First Nations, Métis or Inuit)

PROVISOS/Willingness Statements:

- Must have a valid class 5 driver's license and use of a personal vehicle that is maintained in good and safe working condition and with appropriate insurance at all times when on-call.
- Must be willing and able to accurately document scene events through head-to-toe examinations, case notes and photographic evidence.
- Must be physically able to attend a variety of scenes and work in challenging environments, including attending scenes on foot (e.g. wilderness, elevated terrain, driving long distances).
- Must be willing and able to travel at all times of the day, in differing weather conditions within the designated geographic area, when on-call.
- Must be willing and able to routinely deal with traumatic death scenes including deceased with catastrophic injuries and/or decomposition.
- Must be willing and available 24 hours/day for the assigned on-call period and for consultation with a Senior Coroner and/or the Unit Director following the on-call shift.
- Must be willing and able to effectively communicate with individuals in sensitive and emotional circumstances.
- Must be willing and able to demonstrate cultural humility, supporting a culturally safe environment for families of the deceased, stakeholders and colleagues.
- Coroners work from home and their home office must comply with the Office of the Chief Information Officer (OCIO) and BC Coroners Service standards, policies and practices (ie: File Security).
- Must be willing and able to manage sensitive, graphic, and confidential information.
- Must have internet access as a condition of employment, and a strong working knowledge of computer technologies with the ability to enter data into the BCCS database.

- May be required to attend autopsies.
- Subject to a satisfactory police record check including enhanced security screening.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Police Record Check and Enhanced Security Screening will be required.

APPLICATION REQUIREMENTS:

Cover letter required: NO - Please do not submit a cover letter as it will not be reviewed. Please select "SKIP" on the cover letter screen to continue with your application.

Resume required: YES - A resume is required as part of your application, however, it may not be used for initial shortlisting purposes. Please read the instructions on how to complete the Online Questionnaire below.

Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire – YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category
Health Services

Additional Information

TITLE: COMMUNITY CORONER**CLASSIFICATION:****MINISTRY:** PUBLIC SAFETY & SOLICITOR GENERAL**WORK UNIT:** FIELD OPERATIONS UNIT**SUPERVISOR TITLE:** SENIOR CORONER**SUPERVISOR POSITION #:** VARIOUS**JOB OVERVIEW**

The BC Coroners Service is responsible, under the Coroners Act, for conducting thorough, impartial investigations of all factors contributing to unexpected, unattended or unexplained deaths in BC; and for issuing recommendations, where warranted, to prevent future deaths and improve community safety and quality of life for all British Columbians. Additional details may be found at: www.gov.bc.ca/coroners/

The Community Coroner is a death investigator appointed under section 55 of the *Coroners Act* by the Chief Coroner and is responsible within a specific geographic area to attend the scene of a death in order to gather information to help determine the identity of the deceased and when, where, how and by what means the person died. The “as and when required” Community Coroner concludes their portion of the investigation by documenting their findings and submitting them into an electronic case management system for transfer to a full-time Coroner for further investigation. The Community Coroner will utilize an established algorithm to determine appropriate transfer of files. The *Public Service Act* does not apply to persons appointed under s. 55 of the *Coroners Act*.

The “as and when required” Community Coroner, under the direction of a Senior Coroner, works in a challenging environment by conducting initial scene investigations into sudden and unexpected deaths in the community. Primary activities include attendance at the scene of death to collect information from the immediate environment and body and conducting follow-up work as directed by the Senior Coroner. Compensation is based on an hourly wage when actively working and will vary greatly depending on caseload volume. Due to the variability of caseload, there is no guarantee of regular compensation. Those working as community coroners must be available a minimum of 36 hours per week (based on a 24-hour clock). This position works closely with:

- Law enforcement agencies – to collect information, provide relevant investigative direction at the scene
- Physicians/hospital staff – to collect relevant medical information, to provide information
- Family/Nearest Relative – to provide information, support, and direction
- Other agencies (ex. WorkSafeBC, TSB, Public Trustee) – liaising and exchanging relevant investigative information

ACCOUNTABILITIES

Required:

Date: September 22, 2022

- Responds to notification of sudden and unexpected deaths on a 24-hour basis when on call.
- Gathers information in support of establishing the identity of the deceased, how, when, where and by what means he/she died, including attending scenes of death, and conducting a head-to-toe examination of the body.
- Provides culturally safe respectful service that reflects an awareness of different cultural traditions and laws.
- Enters and updates accurate information in the Coroners Service case management system in a timely manner to facilitate transfer of jurisdiction to the appropriate investigative unit by using the established algorithm.
- Exercises legislative power to enter places to examine deceased persons and records relevant to an investigation.
- Initiates and maintains effective relationships with agencies, organizations and institutions who have a vested interest in the death investigation.
- Contributes to the positive image of the Province of British Columbia, the Ministry of Public Safety and Solicitor General, and the BC Coroners Service by providing prompt, courteous and effective service to the public in connection with the administration of the BC *Coroners Act* and related statutes dealing with death.
- Reports any cases to the Senior Coroner or Unit Director that are significant or likely to become controversial or high profile.
- Undertakes any other duties as assigned by the Senior Coroner or Unit Director.

SELECTION CRITERIA:

EDUCATION REQUIREMENTS:

Completion of an undergraduate degree in a health, legal, or social sciences or a related field plus 5 years' experience;
or, an equivalent combination of education and/or relevant experience may be considered.

EXPERIENCE AND/OR ACHIEVEMENTS:

- Minimum 5 years experience working collaboratively with multiple agencies
- Minimum 5 years experience producing a variety of documents, such as case notes, briefing materials and reports
- Minimum 5 years experience gathering, synthesizing, evaluating and interpreting information from diverse sources
- Minimum 5 years experience in effectively communicating with individuals in sensitive or emotional circumstances
- Preference may be given to applicants with an undergraduate degree or greater in the health, legal or social sciences disciplines
- Preference may be given to applicants who self-identify as having Indigenous heritage (First Nations, Métis or Inuit)

PROVISOS/Willingness Statements:

- Must have a valid class 5 driver's license and use of a personal vehicle that is maintained in good and safe working condition and with appropriate insurance at all times when on-call.
- Must be willing and able to accurately document scene events through head-to-toe examinations, case notes and photographic evidence.
- Must be physically able to attend a variety of scenes and work in challenging environments, including attending scenes on foot (e.g. wilderness, elevated terrain, driving long distances).
- Must be willing and able to travel at all times of the day, in differing weather conditions within the designated geographic area, when on-call.

Date: September 22, 2022

- Must be willing and able to routinely deal with traumatic death scenes including deceased with catastrophic injuries and/or decomposition.
- Must be willing and available 24 hours/day for the assigned on-call period and for consultation with a Senior Coroner and/or the Unit Director following the on-call shift.
- Must be willing and able to effectively communicate with individuals in sensitive and emotional circumstances.
- Must be willing and able to demonstrate cultural humility, supporting a culturally safe environment for families of the deceased, stakeholders and colleagues.
- Coroners work from home and their home office must comply with the Office of the Chief Information Officer (OCIO) and BC Coroners Service standards, policies and practices (ie: File Security).
- Must be willing and able to manage sensitive, graphic, and confidential information.
- Must have internet access as a condition of employment, and a strong working knowledge of computer technologies with the ability to enter data into the BCCS database.
- May be required to attend autopsies.
- Subject to a satisfactory police record check including enhanced security screening.

TOOLS AND EQUIPMENT (PROVIDED)

- Computer
- Phone
- Personal Safety Monitoring Device
- Coroner's Investigation Kit
- Personal Protective Equipment

BEHAVIOURAL COMPETENCIES

Building Partnerships with Stakeholders

Building Partnerships with Stakeholders is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.

Flexibility

Flexibility is the ability and willingness to adapt to and work effectively within a variety of diverse situations, and with diverse individuals or groups. Flexibility entails understanding and appreciating different and opposing perspectives on an issue, adapting one's approach as situations change and accepting changes within one's own job or organization.

Integrity

Integrity refers to actions that are consistent with what one says are important. People with integrity "walk the talk" by communicating intentions, ideas and feelings openly and directly, and welcoming openness and honesty even in difficult negotiations.

Organizational Commitment

Organizational Commitment is the ability and willingness to align one's own behaviour with the needs, priorities and goals of the organization, and to promote organizational goals to meet organizational needs. It also includes acting in accordance with organizational decisions and behaving with integrity.

Results Orientation

Results Orientation is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.

Information Seeking

Information Seeking is driven by a desire to know more about things, people or issues. It implies going beyond the questions that are routine or required in the job. It may include "digging" or pressing for exact information; resolution of discrepancies by asking a series of questions; or less-focused environmental "scanning" for potential opportunities or miscellaneous information that may be of future use.

Problem Solving/Judgement

Problem Solving/Judgement is the ability to analyse problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.

Listening, Understanding, and Responding

Listening, Understanding and Responding is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.

Teamwork and Cooperation

Teamwork and Co-operation is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

INDIGENOUS BEHAVIOURAL COMPETENCIES

Building a Trust-Based Relationship

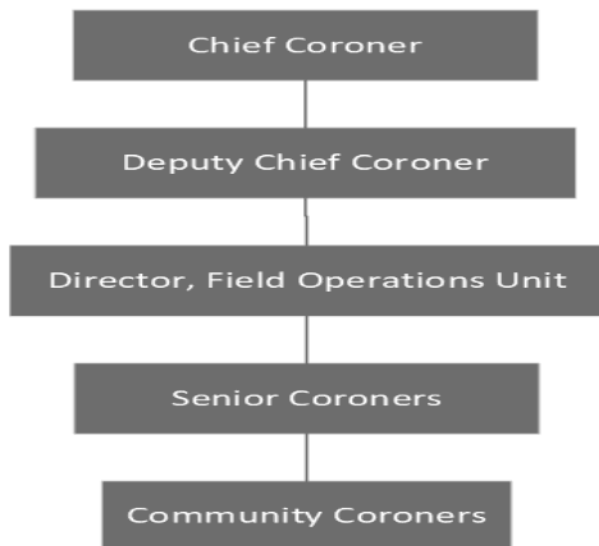
Building a trust-based relationship requires a fundamental understanding that "relationship" is the foundation from which all activities happen and that building a good relationship takes time and commitment. It is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture. It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency. Building a trust-based relationship requires a high level of consciousness of the

experience of Indigenous people with Crown relations. It assumes that strengths abound in Indigenous people, cultures and communities.

Cultural Agility

Cultural agility is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

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Job Details

BAND 3 - Coroner - (93084)

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Posting Title
BAND 3 - Coroner

Position Classification
Band 3

Union

N/A

Location

Burnaby, BC V3J 1N3 CA (Primary)

Kelowna, BC V1Z 2S9 CA

Multiple Locations, BC CA

Prince George, BC V2N4P7 CA

Salary Range

\$77,700.20 - \$110,000.05 annually

Close Date

11/18/2022

Job Type

Regular Full Time

Temporary End Date**Ministry/Organization**

BC Public Service -> Public Safety & Sol General

Ministry Branch / Division

BC Coroners Service

Job Summary**BAND 3 - Coroner****Management Band 3**

This position is excluded from union membership.

An eligibility list may be established.

This position may be performed from either, Burnaby, Kelowna, Prince George.

On November 1, 2021 the BC Public Service announced the COVID-19 Vaccination Policy that

defines the conditions and expectations for BC Public Service employees regarding

defines the conditions and expectations for BC Public Service employees regarding vaccination against COVID-19. Among other possible measures, proof of vaccination will be required. It is a term of acceptance of employment that you agree to comply with all vaccination requirements that apply to the public service. More information can be found [here](#).

A great opportunity to take the next step in your career!

The BC Coroners Service is responsible, under the Coroners Act, for conducting thorough, independent investigations of all factors contributing to the unexpected, unattended or unexplained deaths of persons in BC; and for issuing related recommendations to assist in preventing future deaths and improving community safety and quality of life for all British Columbians. Additional details may be found at: <http://gov.bc.ca/coroners/>

Coroners are responsible for establishing and making public the identity of the decedent, when, where, how and by what means the decedent died. The Coroner concludes the investigation by way of a formal public coroner's report or may preside over a formal jury at an Inquest. In addition, the Coroner makes recommendations where appropriate to prevent future loss of life under similar circumstances.

The Coroner, under the direction of the Director, works in a challenging and time-sensitive environment, conducting investigations that may be complex or high profile in nature. Primary activities include assuming jurisdiction in investigations initially attended by a Community Coroner, analysis of scene and medical history, and identifying necessary investigative follow-up including the need for postmortem examinations. In some circumstances attendance at the scene of death for collection of information may be required. As such, a personal vehicle will be a requirement. The Coroner monitors trends to ensure that information in support of public safety is collected and disseminated in a timely manner. He/she is a vital link to family members or next-of-kin ensuring that they are informed of investigative activities and information about the death as available. Each investigation is concluded by a coroner's report or public inquest where the aspects of death prevention can be addressed.

The initial focus for the Coroner will be to investigate most types of deaths that occur within the regional geographic boundary of the vacant position. Over the course of the next 6-12 months, the organization intends to shift away from geographic/regional boundaries, and towards functional/specialty investigative units. As a consequence, the Coroner can expect to become redeployed towards focusing on a certain specialized type of death investigation in the future.

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For information about the Indigenous Applicant Advisory Service please visit: [Indigenous Applicant Advisory Service - Province of British Columbia \(gov.bc.ca\)](#).

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Alin.Florea@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to create or update your profile and how to submit your application, please refer to the [Job Application](#) page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an email to

technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, before the stated closing time, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Completion of a diploma in a health, legal, or social sciences field and ***related** experience ; or, an equivalent combination of education and/or ***related** experience may be considered.

Related experience must include each of the following:

- Minimum 5 years' experience working collaboratively with multiple agencies.
- Minimum 5 years' experience producing a variety of documents, such as case notes, briefing materials and reports.
- Minimum 5 years' experience gathering, synthesizing, evaluating and interpreting information from diverse sources.
- Minimum 5 years' experience in effectively communicating with individuals in sensitive or emotional circumstances.
- Minimum 5 years' experience in working independently and managing cases to timely completion.

Preference may be given to applicants with the following:

- Applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) will be required.

Enhanced – Enhanced Security Screening will be required.

APPLICATION REQUIREMENTS

Cover letter required: NO - Please do not submit a cover letter as it will not be reviewed.

Resume required: YES - A resume is required as part of your application; however, it may not be used for initial shortlisting purposes.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your

educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category
Health Services

Additional Information

v17.0.3

Last sync: 2022-11-16 04:10:07

| | | | |
|--|--|---------------------|---|
| POSITION TITLE: | Coroner | POSITION NUMBER(S): | 00010992, 00127573, 00132673, 00089990, 00132670, 00132671 00132672 00116529 |
| DIVISION: (e.g., Division, Region, Department) | BC Coroners Service | | |
| UNIT: (e.g., Branch, Area, District) | Coroner Investigations | LOCATION: | |
| SUPERVISOR'S TITLE: | Director, Regional or Specialty Investigative Unit | POSITION NUMBER: | |
| SUPERVISOR'S CLASSIFICATION: | Band 4 | PHONE NUMBER: | |
| FOR AGENCY USE ONLY | | NOC CODE: | |
| APPROVED CLASSIFICATION: | | CLASS CODE: | |
| ENTERED BY: | | PHONE NUMBER: | |

PROGRAM

The BC Coroners Service is responsible, under the Coroners Act, for conducting thorough, independent investigations of all factors contributing to the unexpected, unattended or unexplained deaths of persons in BC; and for issuing related recommendations to assist in preventing future deaths and improving community safety and quality of life for all British Columbians. Additional details may be found at: <http://gov.bc.ca/coroners/>

PURPOSE OF POSITION

The Coroner is a medical/legal death investigator with primary focus on complex death investigations. The Coroner is responsible for establishing and making public the identity of the decedent, when, where, how and by what means the decedent died. The Coroner concludes the investigation by way of a formal public coroner's report or may preside over a formal jury at an Inquest. In addition, the Coroner makes recommendations where appropriate to prevent future loss of life under similar circumstances.

NATURE OF WORK AND POSITION LINKS

The Coroner, under the direction of the Director, works in a challenging and time-sensitive environment, conducting investigations that may be complex or high profile in nature. Primary activities include assuming jurisdiction in investigations initially attended by a Community Coroner, analysis of scene and medical history, and identifying necessary investigative follow-up including the need for post mortem examinations. In some circumstances attendance at the scene of death for collection of additional information may be required. The Coroner monitors trends to ensure that information in support of public safety is collected and disseminated in a timely manner. He/she is a vital link to family members or next-of-kin ensuring that they are informed of investigative activities and information about the death as available. Each investigation is concluded by a coroner's report or public inquest where the aspects of death prevention can be addressed.

Position links:

- Law enforcement agencies – to collect information, provide relevant investigative direction
- Physicians/hospital staff – to collect relevant medical information, to provide information
- Family/Next-of-kin – to provide factual information, support and direction
- Pathologists/toxicologists – to provide relevant information, to consult during the investigation
- Other agencies (i.e. WorkSafeBC, TSB, IIO, Public Trustee) – liaising and exchanging relevant investigative information

SPECIFIC ACCOUNTABILITIES / DELIVERABLES

- Receives reports of death from Community Coroners, and attends the scene of death, as necessary, to gather additional information.
- Determines the nature and extent of the investigation required to establish the identity of the decedent, how, when and where the decedent died and the means of death in all cases where jurisdiction is accepted
- In cases where jurisdiction is accepted by another coroner, the Special Investigations Coroner supports the investigation by providing advice, assistance and expertise.
- Enters, updates, and maintains accurate information in the Coroners Service database in a timely manner.
- Certifies unnatural deaths under the *Vital Statistics Act*
- Exercises legislative power to enter places to examine deceased persons and records germane to an investigation
- Directs investigations and concludes the investigation by way of a formal public report or public Inquest
- Assumes jurisdiction or provides advice on a subset of deaths as determined by the Director to ensure uniformity of investigations, timely exchange of relevant information and accurate and timely reports.
- Makes recommendations which will prevent future loss of life under similar circumstances, focusing public attention on and initiating public response to preventable deaths
- Develops and maintains effective relationships with agencies, organizations and institutions who have a vested interest in the death investigation
- Contributes to the positive image of the Province of British Columbia, Ministry of Public Safety and Solicitor General, and the Coroners Service by providing prompt, courteous and effective service to the public in connection with the administration of the *Coroners Act* and related statutes dealing with death
- Reports to the Deputy Chief Coroner, Chief Coroner and Manager, Strategic Communications any cases that are significant or likely to become controversial or high profile

DIRECT SUPERVISION (i.e., responsibility for signing the employee appraisal form)

| Role | # of Regular FTE's | # of Auxiliary FTE's |
|--|---------------------------|-----------------------------|
| Directly supervises staff | 0 | 0 |
| Supervises staff through subordinate supervisors | 0 | 0 |

PROJECT / TEAM LEADERSHIP OR TRAINING (Check the appropriate boxes)

| Role | # of FTE's | Role | # of FTE's |
|--|-------------------|---|-------------------|
| Supervises students or volunteers <input type="checkbox"/> | 0 | Provides formal training to other staff <input type="checkbox"/> | 0 |
| Lead project teams <input type="checkbox"/> | 0 | Assigns, monitors and examines the work of staff <input type="checkbox"/> | 0 |

SPECIAL REQUIREMENTS

- Required to be available 24 hours/7days per week while on call.
- Required to travel on short notice to other, often remote, locations in the province upon direction of the Director.
- At all times acts to sustain and enhance the reputation and credibility of the Office of the Chief Coroner
- Ability to manage sensitive and confidential information.
- Strong working knowledge of medical terminology or successfully complete a medical terminology course within the probationary period.
- Strong working knowledge of computer technologies and ability to effectively utilize software to conduct research, enter data and prepare reports.

TOOLS / EQUIPMENT

- Computer/Phone (provided)
- Coroner's Investigation Kit (provided)
- Personal protective equipment (provided)
- Vehicle (required)

WORKING CONDITIONS

- The work will require travel within the province as required.
- The work will require interaction with law enforcement officers and agencies in highly charged circumstances.
- The work will regularly include difficult/unpleasant situations; traumatic injuries, etc.
- The work will regularly include interactions with distraught members of the public.
- The work may involve working in physically challenging environments and the need to negotiate difficult terrain on foot.
- The work will require regular attendance at autopsies.

PREPARED BY

| | | |
|------------------------|------------------------|--|
| NAME: Lisa Lapointe | DATE: July 11, 2018 | |
|------------------------|------------------------|--|

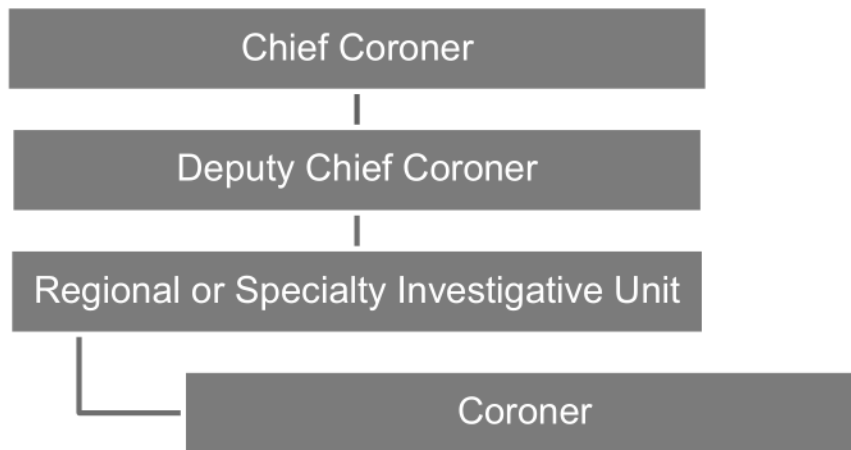
EXCLUDED MANAGER AUTHORIZATION

I confirm that:

1. the accountabilities / deliverables were assigned to this position effective: September 10, 2012.
2. the information in this position description reflects the actual work performed.
3. a copy has / will be provided to the incumbent(s).

| | | |
|------------------------|------------|------------------------|
| NAME: Lisa Lapointe | SIGNATURE: | DATE: July 11, 2018 |
|------------------------|------------|------------------------|

ORGANIZATION CHART



SELECTION CRITERIA

EDUCATION REQUIREMENTS and EXPERIENCE AND/OR ACHIEVEMENTS:

Completion of an undergraduate degree in a health, legal, or social sciences or a related field and ***related** experience; or an equivalent combination of education and/or ***related** experience may be considered.

***Related experience must include each of the following:**

- Minimum 5 years experience working collaboratively with multiple agencies.
- Minimum 5 years experience producing a variety of documents, such as case notes, briefing materials and reports.
- Minimum 5 years experience gathering, synthesizing, evaluating and interpreting information from diverse sources.
- Minimum 5 years experience in effectively communicating with individuals in sensitive or emotional circumstances.
- Minimum 5 years experience in working independently and managing cases to timely completion.

Preference may be given to applicants with the following:

- Applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.

SKILLS & ABILITIES:

- Excellent analytical and problem-solving skills.
- Excellent leadership, decision making and communication (verbal and written) skills.
- Excellent interpersonal skills.
- Ability to use standard computer applications and software.
- Excellent organizational and prioritizing skills.
- Demonstrated cultural agility.
- Ability to provide advice in the implementation of strategies to teams.
- Ability to produce comprehensive reports based on research.
- Accuracy in work performance.
- Ability to demonstrate tact, diplomacy, and good judgement.
- Ability to work under pressure, both independently and in a team environment.
- Ability to deal effectively with families and physicians.
- Ability to effectively resolve difficult and sensitive problems.
- If required, able to use authority appropriately.

BEHAVIORIAL COMPETENCIES

Building Partnerships with Stakeholders

Building Partnerships with Stakeholders is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.

Flexibility

Flexibility is the ability and willingness to adapt to and work effectively within a variety of diverse situations, and with diverse individuals or groups. Flexibility entails understanding and appreciating different and opposing perspectives on an issue, adapting one's approach as situations change and accepting changes within one's own job or organization.

Integrity

Integrity refers to actions that are consistent with what one says are important. People with integrity "walk the talk" by communicating intentions, ideas and feelings openly and directly, and welcoming openness and honesty even in difficult negotiations.

Organizational Commitment

Organizational Commitment is the ability and willingness to align one's own behaviour with the needs, priorities and goals of the organization, and to promote organizational goals to meet organizational needs. It also includes acting in accordance with organizational decisions and behaving with integrity.

Results Orientation

Results Orientation is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.

Information Seeking

Information Seeking is driven by a desire to know more about things, people or issues. It implies going beyond the questions that are routine or required in the job. It may include "digging" or pressing for exact information; resolution of discrepancies by asking a series of questions; or less-focused environmental "scanning" for potential opportunities or miscellaneous information that may be of future use.

Problem Solving/Judgement

Problem Solving/Judgement is the ability to analyse problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.

Listening, Understanding, and Responding

Listening, Understanding and Responding is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to both spoken, and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.

Teamwork and Cooperation

Teamwork and Co-operation is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES

Building a Trust-Based Relationship

Building a trust-based relationship requires a fundamental understanding that "relationship" is the foundation from which all activities happen and that building a good relationship takes time and commitment. It is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture. It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency. Building a trust-based relationship requires a high level of consciousness of the experience of Indigenous people with Crown relations. It assumes that strengths abound in Indigenous people, cultures and communities.

Cultural Agility

Cultural agility is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

| | | | | |
|---------|------------|----------|-----------|----------------|
| SeL54 | Annual | Monthly | Bi-weekly | Hourly |
| Minimum | 77,700.20 | 6,475.02 | 2,978.24 | 42,5463 |
| Maximum | 110,000.05 | 9,166.67 | 4,216.29 | 60.2327 |

EDUCATION REQUIREMENTS and EXPERIENCE AND/OR ACHIEVEMENTS:

Completion of an undergraduate degree in a health, legal, or social sciences or a related field and *related experience; or an equivalent combination of education and/or *related experience may be considered.

x x

Related experience must include each of the following

Minimum 5 years experience working collaboratively with multiple agencies
 Minimum 5 years experience producing a variety of documents, such as case notes, briefing materials and reports.
 Minimum 5 years experience gathering, synthesizing, evaluating and interpreting information from diverse sources.
 Minimum 5 years experience in effectively communicating with individuals in sensitive or emotional circumstances.
 Minimum 5 years experience in working independently and managing cases to timely completion

x x
 x x
 x x
 x x
 x

Preference given to

Applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.

x x

Skills and Abilities

Excellent analytical and problem-solving skills.
 Excellent leadership, decision making and communication (verbal and written) skills.
 Excellent interpersonal skills.
 Ability to use standard computer applications and software.
 Excellent organizational and prioritizing skills.
 Demonstrated cultural agility.
 Ability to provide advice in the implementation of strategies to teams.
 Ability to produce comprehensive reports based on research.
 Accuracy in work performance.
 Ability to demonstrate tact, diplomacy, and good judgement.
 Ability to work under pressure, both independently and in a team environment.
 Ability to deal effectively with families and physicians.
 Ability to effectively resolve difficult and sensitive problems.
 If required, able to use authority appropriately.

x x

| | |
|--------|-----------------------|
| Sec55 | 80% |
| Hourly | 32.32 34.03704 |

EDUCATION REQUIREMENTS:

Completion of an undergraduate degree in a health, legal, or social sciences or a related field plus 5 years' experience; or, an equivalent combination of education and/or relevant experience may be considered.

Preference may be given to applicants with an undergraduate degree or greater in the health, legal or social sciences disciplines

Preference given to

Preference may be given to applicants who self-identify as having Indigenous heritage (First Nations, Métis or Inuit)

Must be willing and able to effectively communicate with individuals in sensitive and emotional circumstances.

Must have internet access as a condition of employment, and a strong working knowledge of computer technologies with the ability to enter data into the BCCS database.

Must be willing and able to demonstrate cultural humility, supporting a culturally safe environment for families of the deceased, stakeholders and colleagues.

Page 0082 of 1121 to/à Page 0119 of 1121

Withheld pursuant to/removed as

s.13

SELECTION CRITERIA:

EDUCATION REQUIREMENTS:

Completion of an undergraduate degree in a health, legal, or social sciences or a related field plus 5 years' experience;

or, an equivalent combination of education and/or relevant experience may be considered.

EXPERIENCE AND/OR ACHIEVEMENTS:

- Minimum 5 years experience working collaboratively with multiple agencies
- Minimum 5 years experience producing a variety of documents, such as case notes, briefing materials and reports
- Minimum 5 years experience gathering, synthesizing, evaluating and interpreting information from diverse sources
- Minimum 5 years experience in effectively communicating with individuals in sensitive or emotional circumstances
- Preference may be given to applicants with an undergraduate degree or greater in the health, legal or social sciences disciplines

EDUCATION REQUIREMENTS and EXPERIENCE AND/OR ACHIEVEMENTS:

Completion of an undergraduate degree in a health, legal, or social sciences or a related field and *related experience; or an equivalent combination of education and/or *related experience may be considered.

*Related experience must include each of the following:

- Minimum 5 years experience working collaboratively with multiple agencies.
- Minimum 5 years experience producing a variety of documents, such as case notes, briefing materials and reports.
- Minimum 5 years experience gathering, synthesizing, evaluating and interpreting information from diverse sources.
- Minimum 5 years experience in effectively communicating with individuals in sensitive or emotional circumstances.
- Minimum 5 years experience in working independently and managing cases to timely completion.

Page 0122 of 1121 to/à Page 0142 of 1121

Withheld pursuant to/removed as

s.13

Page 0143 of 1121 to/à Page 0144 of 1121

Withheld pursuant to/removed as

s.13 ; s.17

Page 0145 of 1121 to/à Page 0170 of 1121

Withheld pursuant to/removal as

s.13

Page 0171 of 1121 to/à Page 0172 of 1121

Withheld pursuant to/removed as

s.13 ; s.17

Page 0173 of 1121 to/à Page 0183 of 1121

Withheld pursuant to/removed as

s.13

Page 0184 of 1121 to/à Page 0185 of 1121

Withheld pursuant to/removed as

s.22


FW: Compensation options - Message (HTML) (Read-Only)

Search

FileMessageHelp

DeleteArchiveMoveReplyReply AllForwardBCCS AllTo ManagerMark UnreadCategorizeFollow UpTranslateFindSearchRead AloudImmersive ReaderZoom

FW: Compensation options

Lapointe, Lisa PSSG:EX
To: Stancato, Vincent PSSG:EX

ReplyReply AllForward

Wed 2023-01-18 2:53 PM

Added a link to the current MCCF plan.

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, January 18, 2023 2:52 PM
To: Stancato, Vincent PSSG:EX <vincent.stancato@gov.bc.ca>
Subject: Compensation options

Hi Vince, here are the options as discussed. Please let me know if I've misrepresented anything.


s.12; s.13


:

:

Thanks,
Lisa

Lisa Lapointe
Chief Coroner, British Columbia Coroners Service
Ministry of Public Safety and Solicitor General
5th floor, 910 Government Street
Victoria, BC V8W 1X3
778-974-5110
Pronouns: she/her
I acknowledge with gratitude that I work on the traditional territories of the Songhees and Esquimalt First Nations
lisa.lapointe@gov.bc.ca
<http://www.gov.bc.ca/coroners>

Coroners Service
Ministry of Public Safety and Solicitor General



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From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: RE: CWG update in FOU meeting
Sent: 06/13/2023 16:40:43
Attachments: image001.png, image002.jpg, image003.png, image004.jpg
Message Body:

You have the nice, calming demeanor Andy, go for it.

john

From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Tuesday, June 13, 2023 9:34 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: RE: CWG update in FOU meeting

Hi everyone.

Thanks Andy. I am totally good with you providing an update. I have to drop off the meeting early as I chair the local situation table..

Thanks , debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

This email is from the BC Coroners Service and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient and have received this email in error, please notify the sender immediately and delete the email along with any copies you may have. Any unauthorized distribution, copying or disclosure is strictly prohibited.

I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Tuesday, June 13, 2023 8:49 AM

To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: CWG update in FOU meeting

Hi Everyone

Today's FOU meeting (at 10am) includes a two minute update on the work of the CWG. I am happy to just reiterate the information we emailed out on June 2. But would one of you like to do this instead. Just for a different face/voice being presented to your colleagues on the subject.

Let me know ?😊?

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.









From: BCCS CWG PSSG:EX (Andrew.Cave@gov.bc.ca)

To: Dureau, Daniel PSSG:EX (Daniel.Dureau@gov.bc.ca)

Bcc:s.15

s.15

Subject: RE: As a new Section 55 coroner

Sent: 06/09/2023 19:03:38

Attachments: image001.png, image002.jpg

Message Body:

Hi Dan

I'm replying on behalf of the group.

s.13

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Dureau, Daniel PSSG:EX <Daniel.Dureau@gov.bc.ca>
Sent: Thursday, June 8, 2023 1:54 PM
To: BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Subject: As a new Section 55 coroner

Can you advise what is being proposed?

Dan Dureau

Community Coroner

Cell:604-841-2178

BC Coroners Service, Lower Mainland Region

Metrotower II

Suite 800 - 4720 Kingsway,

Burnaby, BC V5H 4N2

Coast Salish Territory





From: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
To: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
Subject: June 2, 2023: Update from CWG
Sent: 06/02/2023 18:24:38
Message Body:

Hi everyone

We know it has been a number of months since we last had anything to update you with in regard to this process. Thanks for your patience. The Compensation Working Group met with Lisa and Vince on Wednesday. We apologise for not being able to share specifics, but in broad terms the update is as follows.

Lisa has had the opportunity to meet with the PSA to discuss the options the CWG brought to her.
s.12; s.13

If you want to get in touch the bccscwg@gov.bc.ca email is still the best option.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

From: BCCS CWG PSSG:EX (Andrew.Cave@gov.bc.ca)

To: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)

Bcc: Moen, Lori K PSSG:EX (Lori.Moen@gov.bc.ca); Janzen, Margaret PSSG:EX (Margaret.Janzen@gov.bc.ca); Springinotic, Carla PSSG:EX (Carla.Springinotic@gov.bc.ca); Paonessa, Marj PSSG:EX (Marj.Paonessa@gov.bc.ca); FOU complete unit (bccsfou@victoria1.gov.bc.ca) (FOU complete unit (bccsfou@victoria1.gov.bc.ca))

Subject: June 2, 2023: Update from CWG

Sent: 06/02/2023 18:24:38

Message Body:

Hi everyone

We know it has been a number of months since we last had anything to update you with in regard to this process. Thanks for your patience. The Compensation Working Group met with Lisa and Vince on Wednesday. We apologise for not being able to share specifics, but in broad terms the update is as follows.

Lisa has had the opportunity to meet with the PSA to discuss the options the CWG brought to her.
s.12; s.13

If you want to get in touch the bccscwg@gov.bc.ca email is still the best option.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

From: Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca)
Subject: RE: Compensation options
Sent: 05/31/2023 17:09:31
Attachments: image001.jpg, image002.png
Message Body:

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Monday, February 6, 2023 3:04 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Subject: FW: Compensation options

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, January 18, 2023 2:53 PM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: FW: Compensation options

Added a link to the current MCCF plan.

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, January 18, 2023 2:52 PM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Compensation options

Hi Vince, here are the options as discussed. Please let me know if I've misrepresented anything.

s.12; s.13; s.15

Thanks,

Lisa

Lisa Lapointe

Chief Coroner, British Columbia Coroners Service

Ministry of Public Safety and Solicitor General

5th floor, 910 Government Street

Victoria, BC V8W 1X3

778-974-5110

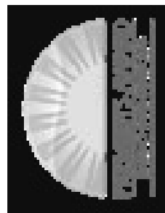
Pronouns: she/her

I acknowledge with gratitude that I work on the traditional territories of the Songhees and Esquimalt First Nations

lisa.lapointe@gov.bc.ca

<http://www.gov.bc.ca/coroners>

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From: Hembree, Sara PSSG:EX (Sara.Hembree@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Subject: RE: Community Coroner Compensation
Sent: 05/25/2023 22:28:51
Attachments: image001.jpg, image002.png, image003.jpg, image004.png, image005.jpg
Message Body:

Just added them.

Let me know if you need anything else

Thanks!

Sara Hembree
Executive Assistant to

Chief Coroner Lisa Lapointe

BC Coroners Service

778 974-6049

<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Thursday, May 25, 2023 3:07 PM
To: Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community Coroner Compensation

Hi Sara

Could you please also send the invite to the other Compensation group members

john.gelinas@gov.bc.ca

nancy.wilson@gov.bc.ca

sam.tobias@gov.bc.ca

stacie.beck@gov.bc.ca

Thanks

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX

Sent: Thursday, May 25, 2023 1:04 PM

To: Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: RE: Community Coroner Compensation

Hi Sara

Please set things up for May 31 at 11am

Thanks,

Andy

From: Cave, Andrew I PSSG:EX
Sent: Thursday, May 25, 2023 11:02 AM
To: Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community Coroner Compensation

Thanks Sara

I'll forward this to the team and get back to you.

Andy

From: Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Sent: Thursday, May 25, 2023 10:57 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community Coroner Compensation

Good morning,

Could you let me know if any of the dates below work and if there is a preference?

Wednesday, May 31 – 11:00am

Thursday, June 1 – 11:00am or 3:30pm

Friday, June 2 – 1:30pm

Thanks!

Sara Hembree

Executive Assistant to

Chief Coroner Lisa Lapointe

BC Coroners Service

778 974-6049

<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Thursday, May 25, 2023 10:48 AM

To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>

Cc: Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>

Subject: RE: Community Coroner Compensation

Hi Lisa

Meeting up to talk through the initial verbal response from PSA would be great. The compete CWG would like to be present. We appreciate that depending on when it is all members may not be able to make it, but we will try! Would Sara be able to make some suggestions, maybe towards the end of next week?

Thanks so much,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>

Sent: Thursday, May 25, 2023 10:11 AM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Cc: Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>

Subject: RE: Community Coroner Compensation

Thanks Debbie. Vince

Vincent Stancato | Deputy Chief Coroner | BCCS

BC Coroners Service

PHONE 604.398.5837

CELL 604.220-2177

FAX 604.775-1049

Coast Salish Territory

<http://www.gov.bc.ca/coroners>

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Thursday, May 25, 2023 10:10 AM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: Community Coroner Compensation

Thanks Lisa. Stay tuned as Andy and I will chat with the rest of the team.

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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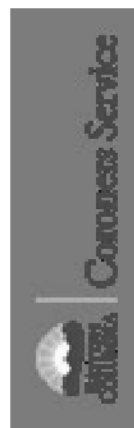
From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Wednesday, May 24, 2023 3:57 PM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: Community Coroner Compensation

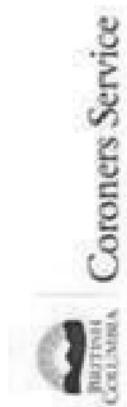
Hi Debbie and Andy, I met with the PSA on Friday about options for community coroner compensation. They're still forming their advice, but it may be helpful for me to meet with both of you or with the entire committee to provide what little update I can. No path forward has been identified but some of the challenges and potential options were discussed.

Please let me know your preference in terms of a meeting.

Many thanks,

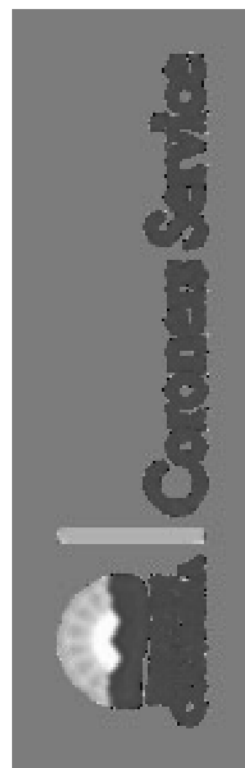
Lisa











From: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)

To: s.15

s.15

Subject: CWG - discussion prior to meeting exec at 11am

Sent: 05/25/2023 20:09:20

Message Body:

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: s.15; s.17

Passcode: s.15; s.17

[Download Teams](#) | [Join on the web](#)

Or call in (audio only)

s.15; s.17

Canada, Victoria

Phone Conference ID: s.15; s.17

[Find a local number](#) | [Reset PIN](#)

Toll-free (audio only): s.15; s.17

[Learn More](#) | [Meeting options](#)

From: Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: Compensation check in
Sent: 05/09/2023 00:42:18
Attachments: image001.png, image002.jpg, image003.png, image004.jpg
Message Body:

Thank you Andy,

Nancy Wilson

Coroner

B.C. Coroners Service
800 - 4720 Kingsway
Burnaby, BC V5H 4N2
1-866-200-2676

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Monday, May 8, 2023 3:25 PM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: RE: Compensation check in

Hi Everyone

Lisa did respond on Wednesday, apologies for the delay sending it out, I'd been senior coroner On-Call and lost track of this, but this is important.

Andy

Hi Andy and Debbie, I've not heard back from Alyson and coincidentally, had emailed her again this morning to see if there's an update. I also spoke with the DM today to let him know that we

s.13

If I don't hear from Alyson by next week, I'll nudge her again. I know the wait is very hard for everyone.

Many thanks,

Lisa

From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Sunday, May 7, 2023 9:45 PM
To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: RE: Compensation check in

The update...and will forward one which includes Lisa's update from a conversation with the DM.

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Friday, May 5, 2023 11:27 AM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Thanks for this good news Lisa.

We'll wait for their update.

Andy

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Thursday, May 4, 2023 1:43 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Andy and Debbie, Alyson has replied today to advise that she'll touch base with her team next week and then loop back to me with a status update. I'll forward it to you as soon as I receive it.

Thanks,

Lisa

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, May 3, 2023 5:16 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Andy and Debbie, I've not heard back from Alyson and coincidentally, had emailed her again this morning to see if there's an update. I also spoke with the DM today to let him know that we

s.13

If I don't hear from Alyson by next week, I'll nudge her again. I know the wait is very hard for everyone.

Many thanks,

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, May 3, 2023 3:18 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Lisa

We have had a couple of field coroners approach us for an update. Obviously nothing shared, but felt I should send you a quick follow up to see if you have heard anything from Alyson.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Thursday, April 13, 2023 5:15 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Andy, I haven't heard anything but will touch base with Alyson tomorrow. I recall she said it may take awhile, but she also understood how far behind our s. 55 coroners are in getting a compensation increase.

Thanks for touching base,

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Thursday, April 13, 2023 4:46 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation check in

Hi Lisa

Have you had any further information or advice from PSA? As the compensation group, we just wanted to check in as time is passing, trying to be ahead of any questions from the Sec55s at large.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

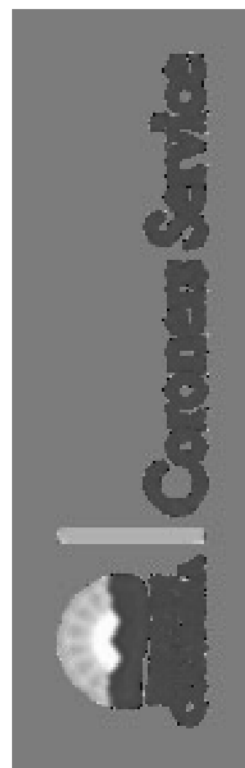
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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: Meeting with PSA on s. 55 coroner compensation
Sent: 05/08/2023 04:43:03
Attachments: image001.png, image002.jpg
Message Body:

Hi everyone.

Totally fine to be enquiring !! Will forward Lisa's response if Andy hasn't already.

Have a great week. s.22

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: Wednesday, May 3, 2023 2:13 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX

<Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>;
Gelinias, John PSSG:EX <John.Gelinias@gov.bc.ca>; Beck, Stacie PSSG:EX
<Stacie.Beck@gov.bc.ca>

Subject: RE: Meeting with PSA on s. 55 coroner compensation

Hi Andy and Debbie,

I don't want to be annoying (but I will be), but once again at my team meeting there were questions regarding an update and I had to re-deliver that there is no news.

Is there any chance you have an update? I feel obligated to be the squeaky wheel on behalf of everyone.

Sam

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Thursday, April 13, 2023 5:10 PM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinias, John PSSG:EX <John.Gelinias@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>

Subject: RE: Meeting with PSA on s. 55 coroner compensation

I emailed Lisa about half an hour ago.

Andy

From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Sent: Thursday, April 13, 2023 5:09 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinias, John PSSG:EX <John.Gelinias@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>

Subject: Re: Meeting with PSA on s. 55 coroner compensation

Thanks Sam and Andy... will wait to hear.

debbie

Get [Outlook for iOS](#)

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Thursday, April 13, 2023 12:03 PM

To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Scarborough, Debbie PSSG:EX

<Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>;
Gelinias, John PSSG:EX <John.Gelinias@gov.bc.ca>; Beck, Stacie PSSG:EX
<Stacie.Beck@gov.bc.ca>

Subject: RE: Meeting with PSA on s. 55 coroner compensation

Hi Sam

I agree, I had my team meeting yesterday and it was an awkward moment when my update was the same as the two previous months – in hand with the Chief Coroner.

I will send something out shortly.

Andy

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: Thursday, April 13, 2023 11:58 AM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinias, John PSSG:EX <John.Gelinias@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Subject: Re: Meeting with PSA on s. 55 coroner compensation

Hi all,

I was cornered a bit during my team meeting today and I feel obligated to bring up that it's been a month since Lisa met with PSA and it might be time for a nudge.

Hope you're all doing well,

Sam

From: Scarborough, Debbie PSSG:EX

Sent: April 2, 2023 10:15:00 PM

To: Wilson, Nancy C PSSG:EX; Gelinias, John PSSG:EX; Beck, Stacie PSSG:EX; Tobias, Sam PSSG:EX; Cave, Andrew I PSSG:EX

Subject: Re: Meeting with PSA on s. 55 coroner compensation

Hopefully we will hear something soon!

Have a great week everyone.

debbie

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From: Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Sent: Saturday, April 1, 2023 8:36:39 AM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: Re: Meeting with PSA on s. 55 coroner compensation

Thanks Debbie and Andy.

I appreciate the update.

Nancy Wilson

BC Coroner Service

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Saturday, April 1, 2023 7:32:23 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: Re: Meeting with PSA on s. 55 coroner compensation

Thanks for the update, onward and upward.

John

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Friday, March 31, 2023 19:51
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam

PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: FW: Meeting with PSA on s. 55 coroner compensation

Hi everyone.

It has been a long time since we have connected. Our apologies if this was not already forwarded to you. Hope you are all well.

Andy/debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>

Sent: Wednesday, March 15, 2023 2:51 PM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>

Subject: Meeting with PSA on s. 55 coroner compensation

Hi everyone, I met with Alyson Blackstock of the Public Service agency and two of her colleagues at 1:30 pm and shared some background on the history of s. 55 coroner compensation as well as on the current situation. Turns out she was involved in the last increase and so is aware of the challenges.

s.13

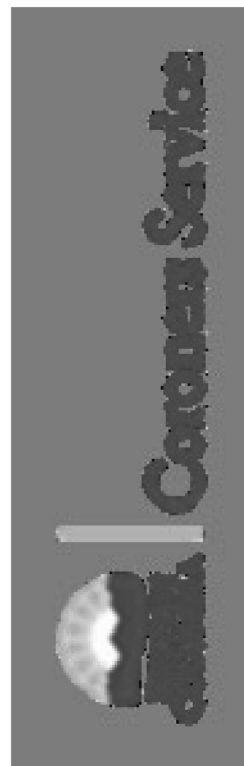
Once I hear from Alyson, I'll set up the next meeting for all of you to attend as well as it will be important for the working group to be represented.

I'm sorry this is such a slow process, and I know the field coroners are probably feeling a bit frustrated. Hopefully, the eventual outcome will make the process worthwhile.

Many thanks,

Lisa





From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca); Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Cc: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: RE: meeting with PSA
Sent: 03/12/2023 04:21:18
Attachments: image001.png, image002.jpg
Message Body:

No worries, thanks for the update Lisa.

I was supposed to be in Victoria for over a week however I flew in for a lunch and afternoon meeting last Tuesday and out Wednesday morning. Next time hopefully we can meet up!

Have a great weekend!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Thursday, March 9, 2023 2:49 PM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: RE: meeting with PSA

Hi Debbie, my apologies for the long delay in replying. I have a meeting with Alyson Blackstock of the PSA next Wednesday afternoon when I will introduce the current situation, challenges, and request to her. I expect she will then go away to meet with her team before coming back with options or advice. It will be important for you, Andy and Vince to be at that follow-up meeting and I'll ask Sara to consult with you all when scheduling. A meeting with the PSA and the CWG can then be arranged. Everybody's so busy these days that everything takes longer than we'd all hope!

Please let me know if you have any questions.

Many thanks,

Lisa

From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Friday, March 3, 2023 3:35 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: meeting with PSA

Happy Friday Lisa and Vince.

Wondering if you have been able to pin PSA down for a meeting with the CWG? We understand that it is a busy time for them however we don't want to lose momentum.

Thanks and have a great weekend!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: RE: CWG meeting Monday
Sent: 03/03/2023 23:35:57
Attachments: image001.png, image002.jpg
Message Body:

Andy and I sent an email to Lisa and Vince asking if they have been able to pin down a meeting between us and PSA...waiting to hear back.

Thanks and happy Friday !

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

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1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Friday, March 3, 2023 11:53 AM

To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: Re: CWG meeting Monday

Thanks for the update, John

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Friday, March 3, 2023 11:34:47 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: Re: CWG meeting Monday

Hi Andy and Debbie,

Wondering if there is an update or any news?

Sam

From: Cave, Andrew I PSSG:EX
Sent: February 10, 2023 11:10:22 AM
To: Gelinas, John PSSG:EX; Scarborough, Debbie PSSG:EX; Beck, Stacie PSSG:EX; Tobias, Sam PSSG:EX; Wilson, Nancy C PSSG:EX
Subject: RE: CWG meeting Monday

Hi Everyone

Monday meeting is cancelled.

Thanks to Sam for chasing me up, you're clearly a mind reader as Lisa has just emailed this morning with an update on the next steps. She has a meeting arranged with the HR for our ministry on Thu 16th. Debbie and I will try to attend, less to have input, but Lisa wants transparency around her conversation.

I say "try and attend" as I am off that day, and Debbie is travelling. But this is only a quick 30 min

call on Thu afternoon so we are hopeful one or both of us will make it.

I will send out a cancelation for the Monday meeting. Following Thursday's meeting we will work out when we are getting together again.

Andy

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Friday, February 10, 2023 11:04 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: CWG meeting Monday

Hi Andy,

Was the CWG meeting this coming Monday confirmed?

Thanks,

Sam





From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca); McKeown, Kayla AG:EX (Kayla.McKeown@gov.bc.ca); Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: Re: s. 55 coroner compensation - Kayla, Vince, Lisa
Sent: 02/17/2023 13:21:54
Message Body:

Thanks Lisa, that's good news.
Have a great Friday!

debbie

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Thursday, February 16, 2023 12:52:59 PM
To: McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: Canceled: s. 55 coroner compensation - Kayla, Vince, Lisa
When: February 16, 2023 3:00 PM-3:30 PM.
Where: Microsoft Teams Meeting

Hi all, cancelling this meeting. PSA has returned my email and Alyson Blackstock has reached out to advise that her team will assist.

Thanks for agreeing to meet Kayla, but I think we can take this off your full plate for now!

Lisa

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: s.15; s.17
Passcode: s.15; s.17

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s.15; s.17

Canada, Victoria

Phone Conference ID: s.15; s.17

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"https://dialin.teams.microsoft.com/usp/pstnconferencing" \n

Toll-free (audio only): s.15; s.17

[Learn More](#) |

[Meeting options](#)

From: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
To: Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: Notes from Feb 06 Meeting
Sent: 02/06/2023 23:14:20
Attachments: image001.png
Message Body:

You should all have it now. Lisa sent it a few minutes ago.

From: Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Sent: Monday, February 6, 2023 3:13 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: Re: Notes from Feb 06 Meeting

I didn't either.

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From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Monday, February 6, 2023 3:01:08 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: Re: Notes from Feb 06 Meeting

Nope, John.

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Monday, February 6, 2023 2:59:37 PM
To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Subject: RE: Notes from Feb 06 Meeting

Thanks Sam

I didn't get the email forwarded from Lisa with the three options...but I did get a screen shot, which I have attached.

Did anyone else get it?

Andy

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Monday, February 6, 2023 2:35 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Subject: Notes from Feb 06 Meeting

They're brief, but here's what I recorded today.

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: RE: CWG meeting today 1330
Sent: 02/06/2023 19:36:25
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Thanks Andy – see everyone at 1:30!

Regards;

Debbie Scarborough (she/her)
Field Coroner / Field Operations Unit

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Monday, February 6, 2023 11:23 AM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: CWG meeting today 1330

Hi everyone.

Just a reminder that we are meeting with Lisa and Vince today at 1.30pm. Aaron will be joining too.

In the last meeting it was good to hear Lisa's ideas, I know we were all a bit blown away with the speed in which the conversation flowed from one idea to another. We need to be respectful of Lisa's authority in the service, but it is OK to step in and ground things too. Remember, we have had a number of weeks to think things through and Lisa and Vince are really just getting up to speed.

Please feel free to raise your hand as questions or thoughts arise, and make sure that your voice is heard (on behalf of all Sec55s)

Thanks, see you all at 1.30.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

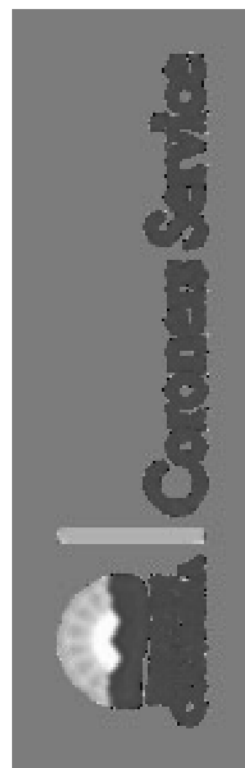
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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: RE: FOU budget diverted to Operation Support Team
Sent: 01/07/2023 21:45:25
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Thanks Sam!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Wednesday, January 4, 2023 2:47 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: FOU budget diverted to Operation Support Team

Sam

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, January 4, 2023 11:51 AM
To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: FOU budget diverted to Operation Support Team

Thanks Sam

See you all at 1.30

Andy

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Wednesday, January 4, 2023 11:49 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: FOU budget diverted to Operation Support Team

Hi everyone,

Here is the final slide deck for today. This is not the version that will be shared with others.

Sam

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, January 3, 2023 9:51 PM
To: Debbie Scarborough (dscarborough11@gmail.com) <dscarborough11@gmail.com>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: FOU budget diverted to Operation Support Team

Hi All

Sam – I have attached the amended Power Point, please feel free to do what ever you feel is needed. If it does not need to be included that is OK too. Slide 16 is the new slide.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

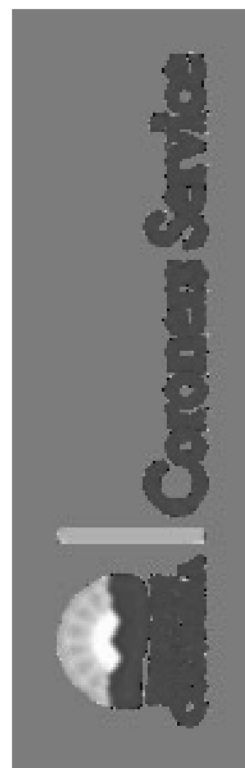
<http://www.gov.bc.ca/coroners>

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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Cc: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca)
Subject: RE: Compensation Working Group Presentation
Sent: 01/07/2023 21:45:08
Attachments: image002.png, image003.jpg, image004.png
Message Body:

Thank you Lisa, we appreciate the opportunity to be a part of this important work and CWG team!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Wednesday, January 4, 2023 3:01 PM
To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>
Subject: RE: Compensation Working Group Presentation

Sincere thanks to all of you for the excellent presentation and your hard work! This is incredibly helpful and will go a long way towards helping us achieve a positive outcome on the salary and on-call compensation issues.

Debbie and Andy, my compliments to you for assembling such an amazing group for this project.

Lisa

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Wednesday, January 4, 2023 2:58 PM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>
Subject: Compensation Working Group Presentation

Dear Lisa and Vince,

Please find attached the Compensation Working Group's presentation from today.

Thank you again for taking the time to meet with us,

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

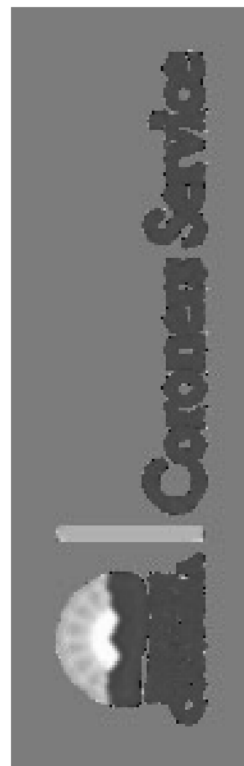
Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

<http://www.gov.bc.ca/coroners>

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From: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
To: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
Subject: Jan 5, 2023: Update from CWG
Sent: 01/05/2023 23:26:09
Message Body:

Hi everyone

s.12; s.13

The CWG wants to thank you all for your input and ideas sent to the group. If you want to get in touch the bccscwg@gov.bc.ca email is the best option.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

From: s.22

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)

Subject: RE: Next CWG meeting - Week of January 16-20

Sent: 01/05/2023 07:54:41

Attachments: image001.png, image002.jpg

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi Andy.

Would you mind including my gov email as well as this one please....that way it doubles my chances of reading it asap!!

Thanks! d

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: January 4, 2023 3:17 PM

To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Debbie Scarboroughs.22

s.22; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Cc: Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>

Subject: Next CWG meeting - Week of January 16-20

Hi Lisa and Vince

Would you both be free in two weeks on the same day/time as today's meeting? January 18 at 1.30pm.

Otherwise we can make most days and times work thorough that week, except January 17 at 10-11.30 as there is an Field Operations Unit meeting at that time.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

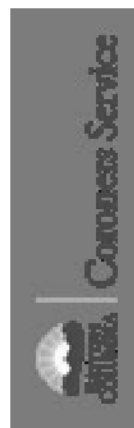
103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.





PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca)
Subject: RE: Final presentation and slide numbers
Sent: 01/04/2023 06:34:01
Attachments: image002.png, image003.jpg, image004.png
Message Body:

Thanks Sam and everyone! Will see you all tomorrow.

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Tuesday, January 3, 2023 11:48 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>
Subject: Final presentation and slide numbers

6-8, offscreen: Nancy

9-11, **onscreen**: John

12-16, offscreen: Andy (please confirm slides on or off)

17-19, **onscreen**: Sam

20-22, **onscreen**: Stacie

23-24, **onscreen**: Andy

25-end, offscreen: Debbie

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

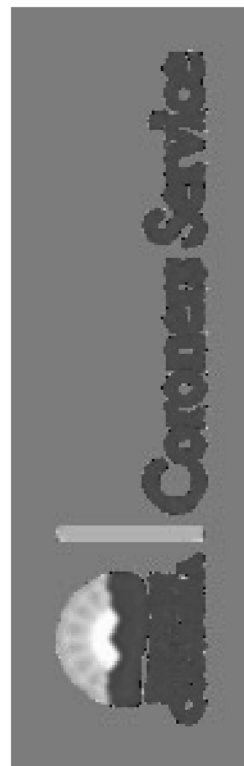
Territory of the Coast Salish Peoples

<http://www.gov.bc.ca/coroners>

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From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: Re: CWG Presentation
Sent: 01/02/2023 21:29:16
Attachments: image001.png, image001.png
Message Body:

Also,
s.22

John

Get [Outlook for iOS](#)

From: Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Sent: Monday, January 2, 2023 12:59:50 PM
To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Subject: RE: CWG Presentation

Thank you, Sam,

FYI, I went back through some messages and found some of the lower mainland S.55 coroners who left in late 2021 and 2022:

s.22

The asterisks indicate coroners with several years in the service.

Nancy Wilson

Coroner

B.C. Coroners Service
800 - 4720 Kingsway
Burnaby, BC V5H 4N2
1-866-200-2676

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: Monday, January 2, 2023 11:41 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>

Subject: CWG Presentation

Feel free to make changes to your slide content as necessary and we will bring together during tomorrow's meeting.

1-5: Debbie

6-8: Nancy

9-12: John

12-13: Andy

14-16: Sam

17-19: Stacie

20-22: Andy

23-24: Debbie

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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From: Debbie Scarborough s.22

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)

Subject: Debbie Scarborough shared "2022-12-19 CWG Presentation" with you.

Sent: 01/01/2023 18:12:16

Attachments: AttachedImage, AttachedImage, AttachedImage

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Debbie Scarborough shared a file with you

Debbie Scarborough shared "2022-12-19 CWG Presentation" with you.

s.15

From: s.22
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: FW: PowerPoint Presentation
Sent: 01/01/2023 17:36:21
Attachments: image001.png,^{s.13}
Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi Andy.

Happy New Year! Were you able to review the slide deck yesterday? I just dropped off^{s.22} for a visit so sitting in Starbucks reviewing the slide deck...have a few thoughts but think it is a good compilation of the work done by CWG.... ?☺?

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: December 19, 2022 9:18 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>^{s.22}; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: PowerPoint Presentation

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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Page 0288 of 1121 to/à Page 0303 of 1121

Withheld pursuant to/removed as

s.13

From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); dscarborough11@gmail.com; Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: References
Sent: 12/27/2022 00:19:07
Attachments: image001.png, image002.jpg
Message Body:

Wow John.

I thought you would have an extensive list, thank you!!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Wednesday, December 21, 2022 4:39 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>^{s.22}
Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: References

Greetings All,

Hope you're staying out of the snow (or sand or London Fog, as the case may be).

I've attached my list of references for the stuff I've been working on, I think it's complete but I'll double check.

Cheers.

john

John Gelinas

Community Coroner

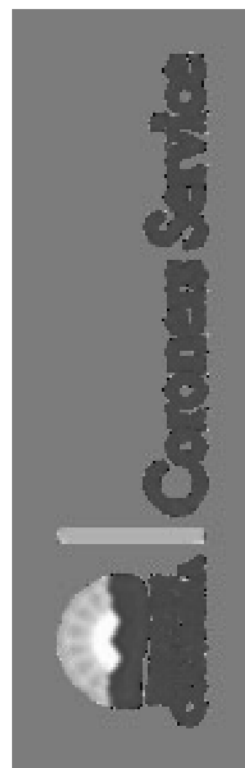
BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)





From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); s.22

Tobias, Sam PSSG:EX

(Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)

Subject: COLA Rational Update

Sent: 12/19/2022 03:05:24

Attachments: s.13

Message Body:

Hi All,

Here is the rational updated with Sam's new graph.

Stay Warm.

John

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

Page 0309 of 1121 to/à Page 0312 of 1121

Withheld pursuant to/removal as

s.13

From: s.22

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)

Subject: Monday meeting ?

Sent: 12/14/2022 23:14:44

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi everyone!

We missed you Nancy and John had to attend to a call so we are proposing a meeting Monday morning December 19 at 0800 hrs if that works for everyone.....Sam and possibly Stacie will work on a draft power point deck so we can start the conversation and planning with regards to our presentation to Lisa and Vince. Sam is flying out Monday night so I will send an invite for 0800 hrs unless it doesn't work for some of us....and then I will revise and resend the invitation for the time that works.

Thanks everyone !! debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
To: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
Subject: Dec 12, 2022: Update from CWG
Sent: 12/14/2022 02:34:00
Message Body:

Hi everyone

The Compensation Working Group would like to provide you with a broad update. Unfortunately we are not yet in a position to report on actual numbers.

We have met nine times since inception in November, and reviewed areas specific to compensation such as hourly rate, on-call, seniority recognition and benefits equivalency. This has required examining the Regulations, payroll processes, geographical scheduling differences, management pay bands, other agencies in BC, other provincial coroner services and the role and expectations of a coroner.

s.12; s.13

We are continuing to meet once or twice a week, so please email the group on bccscwg@gov.bc.ca if you have any suggestions or ideas. We have looked at everything received so far.

Further updates will be sent as this progresses.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

From:s.22
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: RE: Meeting with Lisa and Vince
Sent: 12/13/2022 23:45:51
Attachments: image001.png, image002.jpg
Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Perfect..thanks Andy!

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: December 13, 2022 2:50 PM
To: Debbie Scarboroughs.22
Subject: RE: Meeting with Lisa and Vince

Debbie

I sent your invite to
debbie.scarborough@gov.bc.ca as you'll be back in Canada by then.

Andy

From: Cave, Andrew I PSSG:EX
Sent: Tuesday, December 13, 2022 2:26 PM
To:s.22, Gelinas, John PSSG:EX
<John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam
PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: RE: Meeting with Lisa and Vince

And....so we had a last minute change of plan from Vince. We are now going with January 4 at 13.30.

TEAMs invite on the way

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX

Sent: Tuesday, December 13, 2022 10:40 AM

To: s.22

>; Gelinas, John PSSG:EX

<John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam

PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: RE: Meeting with Lisa and Vince

Thanks guys, so much faster at responding than I am!

I am going with Jan 6 at 10am.

Confirmation email being sent to Lisa and Vince at 1300 today in case you want to get hold of me before then.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: s.22

Sent: Tuesday, December 13, 2022 10:38 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: RE: Meeting with Lisa and Vince

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

I can likely make any of these work...thanks!

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: December 13, 2022 9:59 AM

To: Debbie Scarborough s.22

; Gelinas,
John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>;
Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX
<Nancy.Wilson@gov.bc.ca>

Subject: RE: Meeting with Lisa and Vince

Importance: High

Hi all

Please advise your availability ASAP on the following. This is a significant meeting so we need to get as many of us there as possible.

January 4 @ 1:30pm

January 5 @ 11:00am

January 6 @ 10:00am

January 9 @ 2:00pm

Thanks

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General**BC Coroners Service,**

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX

Sent: Tuesday, December 13, 2022 9:47 AM

To: Debbie Scarborough s.22

; John

PSSG:EX Gelinias (John.Gelinias@gov.bc.ca) <John.Gelinias@gov.bc.ca>; Stacie PSSG:EX Beck (Stacie.Beck@gov.bc.ca) <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX

(Sam.Tobias@gov.bc.ca) <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX

(Nancy.Wilson@gov.bc.ca) <Nancy.Wilson@gov.bc.ca>

Subject: Meeting with Lisa and Vince

Hi

Vince was available on the 19th but Lisa is on leave. Planning for early January, date to be confirmed.

I will send out the update email to the Sec55's very shortly. I wasn't intentionally waiting for Lisa's response to the meeting before sending, but it does cover up the fact I forget yesterday.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.





From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Debbie Scarborough
s.22 ; Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Tobias,
Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy
C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: FW:s.13
Sent: 12/12/2022 00:37:51
Attachments:s.13
Message Body:

Sorry, that should have read

“What’s missing from this is the recommendation for including an annual COLA increase tied to the
wage”

Johng

From: Gelinas, SoryJohn PSSG:EX
Sent: Sunday, December 11, 2022 4:31 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Debbie Scarborough
s.22 ; Scarborough, Debbie PSSG:EX
<Debbie.Scarborough@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Beck,
Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX
<Nancy.Wilson@gov.bc.ca>
Subject: s.13

Hi All,

Please find attached a bit on s.13 all comments & suggestions welcome. What’s missing
from this is the recommendation for including an s.13 tied to the age.

John

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

Page 0325 of 1121 to/à Page 0328 of 1121

Withheld pursuant to/removed as

s.13

From: Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
To: s.22 Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: Re: Update email from CWG
Sent: 12/10/2022 19:08:59
Message Body:

Looks good.
Thanks everyone.

Nancy Wilson
BC Coroners Service

sent from my iPhone

From: s.22
Sent: Thursday, December 8, 2022 9:25:15 PM
To: 'Tobias, Sam PSSG:EX' <Sam.Tobias@gov.bc.ca>; 'Cave, Andrew I PSSG:EX' <Andrew.Cave@gov.bc.ca>; 'Gelinas, John PSSG:EX' <John.Gelinas@gov.bc.ca>; 'Beck, Stacie PSSG:EX' <Stacie.Beck@gov.bc.ca>; 'Wilson, Nancy C PSSG:EX' <Nancy.Wilson@gov.bc.ca>
Subject: RE: Update email from CWG

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

?☺?thanks Sam.

debbie

A Reason To Be
Debbie Scarborough, Consultant
s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

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

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: December 8, 2022 8:51 PM
To: s.22 Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: Re: Update email from CWG

Thanks Andy and Debbie,

Looks good with Debbie's changes.

Sam

From: s.22
Sent: December 8, 2022 8:45:44 PM
To: Cave, Andrew I PSSG:EX; Gelinas, John PSSG:EX; Beck, Stacie PSSG:EX; Tobias, Sam PSSG:EX; Wilson, Nancy C PSSG:EX
Subject: RE: Update email from CWG

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Awesome and thanks Andy for the draft....my thoughts are in black. ?😊?

d

A Reason To Be
Debbie Scarborough, Consultant

s.22

>

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

Hi everyone

The CWG (Compensation Working Group) would like to provide you with a broad update.

We have met nine times since inception in November, and reviewed areas specific to compensation such as hourly rate, on-call, seniority recognition and benefits equivalency. This has required examining the Regulations, payroll processes, geographical scheduling differences, management pay bands, other agencies in BC, other provincial coroner services and the role and expectations of a coroner.

s.12; s.13

Please email the group on bccscwg@gov.bc.ca<<mailto:bccscwg@gov.bc.ca>> if you have any suggestions or ideas. We have looked at everything received so far.

We will be sending further updates as this progress.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

Andy Cave
Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

Ministry of Public Safety and Solicitor General BC Coroners Service,
103 - 1420 St. Paul Street
Kelowna, BC V1Y 2E6
<http://www.gov.bc.ca/coroners>

[cid:image001.png@01D90B44.9B67E7E0][EvidenceBased]

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); s.22 ; Wilson, Nancy C

PSSG:EX (Nancy.Wilson@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Gelinas, John

PSSG:EX (John.Gelinas@gov.bc.ca)

Subject: CWG Dec 8 Meeting Minutes

Sent: 12/08/2022 18:29:10

Attachments: s.13

Message Body.

Hi everyone,

Here are the notes from today's meeting.

Action items:

s.13

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

<http://www.gov.bc.ca/coroners>

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Page 0332 of 1121 to/à Page 0333 of 1121

Withheld pursuant to/removed as

s.13

From: s.22

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)

Subject: FW: Zoom meeting for BCCS CWG

Sent: 12/08/2022 17:51:12

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

This is much easier than scheduling the Zoom meeting...apologies that you will need to copy into your calendar.

Thanks and have a great weekend!

debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Stefanie Gale s.22

Sent: November 23, 2022 11:45 AM

To: Debbie Scarborough s.22

Subject: Zoom

Zoom Meeting

s.15; s.17

Meeting ID: s.15; s.17

From: s.22

To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)

Subject: RE: Dec 5 2022 Meeting Minutes

Sent: 12/06/2022 00:13:32

Attachments: image001.png

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Thanks so much Sam!!

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: December 5, 2022 11:03 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Debbie Scarborough <s.22>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>

Subject: CWG: Dec 5 2022 Meeting Minutes

Meeting minutes attached

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

<http://www.gov.bc.ca/coroners>

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From: Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Debbie Scarborough s.22 ; Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: CWG: Dec 5 2022 Meeting Minutes
Sent: 12/05/2022 22:57:07
Attachments: image001.png
Message Body:

Thank you Sam,

Nancy Wilson

Coroner

B.C. Coroners Service
800 - 4720 Kingsway
Burnaby, BC V5H 4N2
1-866-200-2676

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Monday, December 5, 2022 11:03 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Debbie Scarborough s.22 Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: CWG: Dec 5 2022 Meeting Minutes

Meeting minutes attached

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Debbie Scarborough s.22
Cc: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: FW: Compensation Working Group (CWG) Meeting
Sent: 12/05/2022 20:01:34
Attachments: s.13
Message Body:

Hi Debbie,

Sent this to Aaron, wasn't sure if you wanted your personal email on the original message, so I'll forward this instead.

Andy, I created a new mailbox as per the directions, but it keeps attaching to my regular work email.

John

From: Gelinas, John PSSG:EX
Sent: Monday, December 5, 2022 11:59 AM
To: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Subject: Compensation Working Group (CWG) Meeting

Hi Aaron,

Thanks for joining us at the meeting this morning, your expertise is greatly appreciated. I've attached a Briefing Note for your review & comment. This is a document we are using to organize ourselves.

We appreciate you must be pretty busy, but if you have time to look at it today and get back to us with your thoughts, that would be great (or at your earliest convenience).

We've come up with a few more questions,

s.13

Thanks for your time, could you please reply to

BCCS CWG PSSG:EX BCCSCWG@gov.bc.ca,

Much thanks,

John g

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

Page 0345 of 1121 to/à Page 0355 of 1121

Withheld pursuant to/removal as

s.13

From: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)
To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Debbie Scarborough s.22 ; Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: BN Update
Sent: 12/05/2022 16:49:28
Attachments: image001.png, image002.jpg, image003.png
Message Body:

1.
s.13

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Monday, December 5, 2022 7:14 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Debbie Scarborough s.22 ; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: RE: BN Update

Morning Folks,

I've updated the BN with Andy's info and Sam's graph, also I've edited the information found in the environmental scan regarding satisfaction with the current compensation for 55's on page 3.

Cheers,

john

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Sunday, December 4, 2022 8:54 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Debbie Scarborough s.22 ; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: RE: BN Update

Hi John

The current BCCS staff directory shows 39 Sec 54 coroners.

Thanks for working on this.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Sent: Sunday, December 4, 2022 12:32 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Debbie Scarborough 's.22 >; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>

Subject: BN Update

Hi All,

Please find attached the updated Briefing Note {BN} based on our last meeting.

A couple things,

- I wasn't sure of the current number of 54 coroners, so just need to confirm;
- I included a pay comparison graph, which should be replaced by Sam's graph;
- I've added some narrative, highlighted in yellow, for your viewing pleasure & comments.

A BN should only be a few pages long, so I didn't want to include the economic rationale (i.e. the CPI graph's etc) cause that would really add to the numbers of pages, perhaps we should include a second document which would include the basic reasons why there should be a pay increase? Food for discussion maybe.

Anyways, off to finish shovelling the driveway.

john

John Gelinias

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinias@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)



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From: s.22

To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca)

Subject: RE: Nov 28 Minutes and budget calculator

Sent: 11/30/2022 21:54:18

Attachments: image001.png, image002.png, image003.png

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Thanks Sam...I am wondering for impact, if we can somehow show all the years there is no increase....? And to make it interesting....to add the Sec. 54's increase in a different colour.....? Thoughts?

Thanks, d

A Reason To Be

Debbie Scarborough, Consultant

s.22

|

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: November 30, 2022 1:01 PM

To: s.22 Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>

Subject: RE: Nov 28 Minutes and budget calculator

Hi Debbie,

Here is a quick mock-up. I can work on refining it, but I feel it's a good start.

Note that the % increase is only each 'jump' and does not account for number of year since the last.

Sam

From: s.22

Sent: Tuesday, November 29, 2022 9:02 AM

To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Subject: RE: Nov 28 Minutes and budget calculator

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

s.13

Thanks, debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: November 28, 2022 11:00 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; s.22

Subject: CWG: Nov 28 Minutes and budget calculator

Hi everybody,

Sorry that there were not many notes taken from today's meeting as it was mostly comments on the document.

Also, I've attached a budget calculator tool in an Excel file to see what the increase in s.55 salaries would do to the budget. Note that it does *not* include on-call.

Example:

Please let me know if you have any questions,

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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Page 0366 of 1121

Withheld pursuant to/removed as

s.13 ; s.17

Page 0367 of 1121

Withheld pursuant to/removed as

s.13

From: s.22)

To: Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)

Subject: RE: S.55 survey

Sent: 11/30/2022 21:41:41

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

It was attached in my email Nancy..... ?😊?

Thanks, debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Sent: November 29, 2022 3:25 PM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>;
s.22 ; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>

Subject: S.55 survey

Hi all,

The document didn't attach in my last email.

Nancy Wilson

Coroner

B.C. Coroners Service
800 - 4720 Kingsway
Burnaby, BC V5H 4N2
1-866-200-2676

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From: s.22

To: Burns, Aaron PSSG:EX (Aaron.Burns@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)

Subject: RE: Meeting with the Sec55 compensation group

Sent: 11/29/2022 05:06:30

Attachments: image001.png, image002.jpg

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Thanks Aaron. I will send a Zoom link in the morning!

debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>

Sent: November 28, 2022 10:37 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Cc: Debbie Scarborough s.22

Subject: RE: Meeting with the Sec55 compensation group

Sounds good.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Monday, November 28, 2022 10:35 AM

To: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>

Cc: Debbie Scarborough s.22

Subject: RE: Meeting with the Sec55 compensation group

Hi Aaron

The group just met this morning and feel we are ready to run a few thing by you. Can we connect for 30mins next week on Monday Dec 5 at 9am?

Debbie will send a zoom link (teams is not working for one of our group). We'll actually be meeting from 0830-1000, so you would be able to just drop in at 9 to join us.

Thanks,

Andy

From: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Sent: Monday, November 28, 2022 8:34 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: RE: Meeting with the Sec55 compensation group

Hi Andy,

I'm here on Mondays. I'm willing to spare the time.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 23, 2022 12:55 PM
To: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Subject: Meeting with the Sec55 compensation group

Hi Aaron

The Compensation Working Group tasked with examining potential changes to the Sec55 pay is needing your expert advice. As we go through a few aspects to any changes we can see where we lack knowledge. We are hoping you would be able to join us in two or three weeks time, probably just a hour.

Most of us in the group have a fairly flexible schedule, one member is also working on his PHD so

any dates I'll have to run by him.

Looking for sometime within office hours (0830-1700) from Dec 7 onwards, preferably by Dec 16.
Do you have any space for us?

I have also attached an email we sent out to all the Sec55s so can see how we are functioning.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

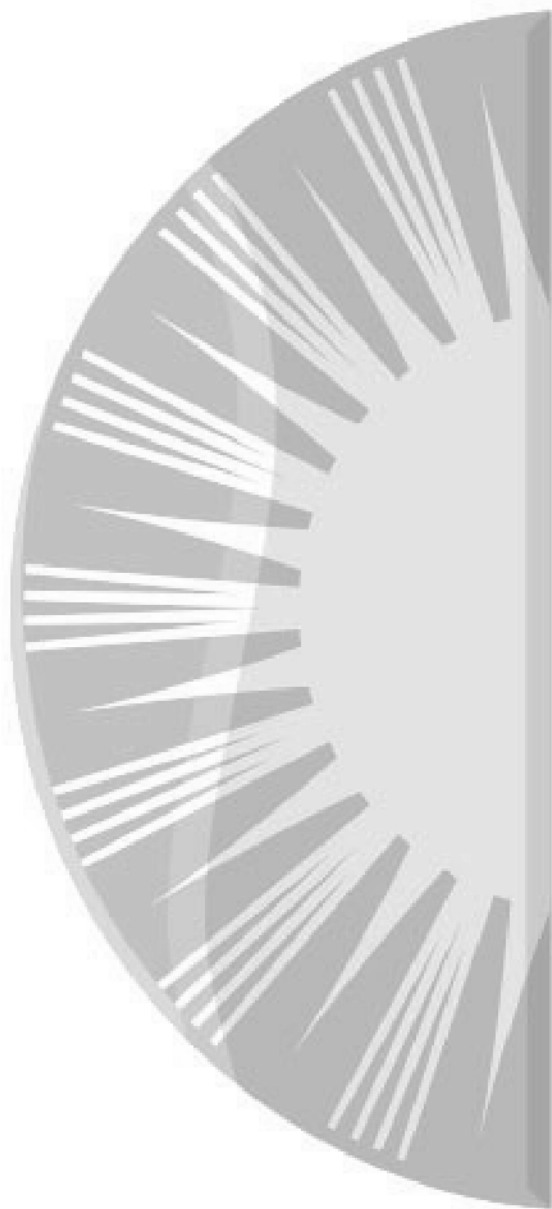
103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018



From: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); dscarborough11@gmail.com
Subject: CWG: Nov 28 Minutes and budget calculator
Sent: 11/28/2022 19:00:01
Attachments: s.13
Message Body:

Hi everybody,

Sorry that there were not many notes taken from today's meeting as it was mostly comments on the document.

Also, I've attached a budget calculator tool in an Excel file to see what the increase in s.55 salaries would do to the budget. Note that it does *not* include on-call.

Example:

Please let me know if you have any questions,

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

<http://www.gov.bc.ca/coroners>

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Page 0376 of 1121 to/à Page 0378 of 1121

Withheld pursuant to/removal as

s.13



Page 0380 of 1121

Withheld pursuant to/removed as

s.13

From: s.22

To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)

Subject: RE: Briefing Note on Sec 55 functional Roles, P/T v F/T

Sent: 11/28/2022 05:26:14

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Thanks for drafting this John!

debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Sent: November 27, 2022 4:31 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Debbie Scarborough s.22

Subject: Briefing Note on Sec 55 functional Roles, P/T v F/I

Hi Folks,

This is some info I put together after our last meet. It includes a bit about the P/T versus F/T hours we work, the functional roles between 54's & 55's, interchangeability within the roles and a few other items.

I put some links in the flow chart, just hit Control and click on the box. If it doesn't work (as happen

sometimes when emailing these things) all the info is in the Appendix at the end, just scroll down.

john

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

From: s.22

To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)

Subject: RE: Nov 23 Meeting Minutes

Sent: 11/25/2022 19:20:34

Attachments: image001.png

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Awesome Sam...thanks for the clarification, makes sense !

debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: November 25, 2022 10:30 AM

To: s.22 Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: RE: Nov 23 Meeting Minutes

Thanks Debbie,

I amended the minutes and updated the version in Google.

I also want to clarify that the s54/s55 sentence refers to someone like s.22 who assists with MIU or DDIT, she is still paid at s.55 rate when conducting s.54 work. But it goes both ways!

Sam

From: s.22

Sent: Friday, November 25, 2022 7:52 AM

To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: RE: Nov 23 Meeting Minutes

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi Sam.

Thanks for excellent minutes once again. My thoughts for the minutes are perhaps to revise that
s.13

Thanks from sunny and very warm Zihuatzenjo!

debbie

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: November 23, 2022 12:29 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca> s.22

Subject: CWG: Nov 23 Meeting Minutes

Hi everybody,

Here are the minutes from today's meeting.

Next meeting times:

- Mon November 28th 8:30 Pacific (10:30 Debbie)
- Thu December 1st 8:30 Pacific (10:30 Debbie)

Agenda item next meeting:

Discuss the route for rationale going forward.

Thanks,

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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From: s.22

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)

Subject: RE: Pay in lieu of benefits

Sent: 11/23/2022 16:11:55

Attachments: image001.png, image002.png, image003.jpg

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Interesting ..thanks Andy!

A Reason To Be

Debbie Scarborough, Consultant

s.22

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: November 22, 2022 11:32 AM

To: Debbie Scarborough s.22 ; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: Pay in lieu of benefits

Found this tucked away by following some links in the auxiliary employee info page

https://www2.gov.bc.ca/assets/gov/careers/all-employees/new-employees/auxiliary_appointments_explained.pdf

We do not qualify as auxiliary staff – this issue has already been explored by previous groups. But it is interesting to see a \$ amount allocated to benefits.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

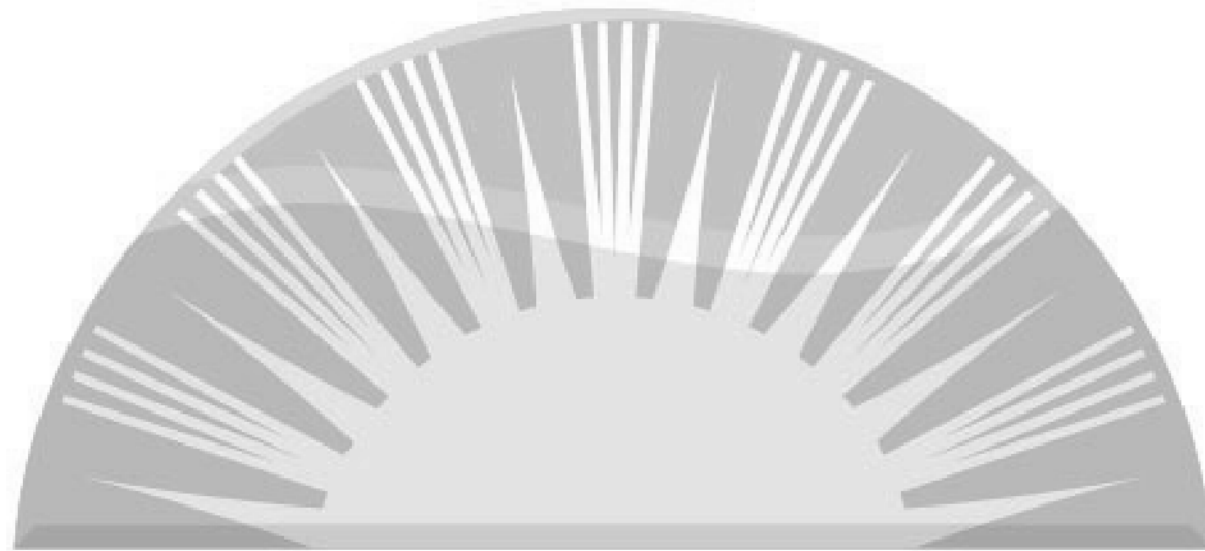
103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018



Health and welfare allowance (auxiliary employees)

In lieu of health and welfare benefits, auxiliary employees receive a compensation allowance of:

| Effective date | Per working hour | Maximum per biweekly pay period |
|----------------|------------------|---------------------------------|
| April 1, 2019 | \$0.75 | \$52.20 |
| April 1, 2020 | \$0.77 | \$53.90 |
| April 1, 2021 | \$0.79 | \$55.30 |

From: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
To: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: RE: CWG question on 80%
Sent: 11/23/2022 17:34:24
Attachments: image001.png, image002.jpg
Message Body:

Thanks again Andy for all of your work on this. Vince

Vincent Stancato | Deputy Chief Coroner | BCCS

BC Coroners Service

PHONE 604.398.5837

CELL 604.220-2177

FAX 604.775-1049

Coast Salish Territory

<http://www.gov.bc.ca/coroners>

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: November 23, 2022 9:29 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: RE: CWG question on 80%

Hi Andy, thanks for taking the time to be on the Town Hall call. I agree that the conversation around the compensation committee was positive. An increase and on call pay are clearly overdue and I'm really grateful that you and Debbie are leading this.

Thanks again,

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, November 22, 2022 3:09 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: CWG question on 80%

Hi Lisa and Vince

A question on behalf of the Compensation Working Group (CWG)

s.13

Also, thanks for letting me share a little in this mornings Town Hall. I felt the questions raised by the 55s were good, and I got no sense of frustration in the process we are working through.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

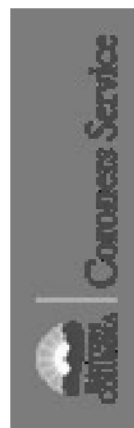
Kelowna, BC V1Y 2E6

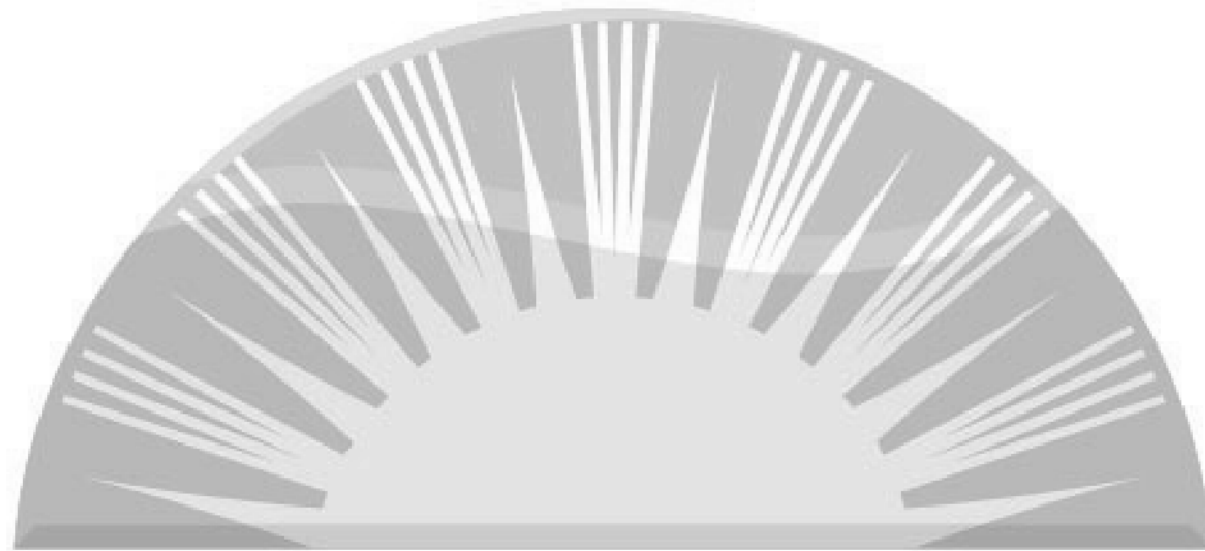
<http://www.gov.bc.ca/coroners>

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: s.22

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)

Subject: RE: Info to Ponder

Sent: 11/21/2022 19:34:24

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Thanks Andy...will review the docs from you John!

debbie

A Reason To Be

Debbie Scarborough, Consultant

Dscarborough11@gmail.com

Mobile 250-488-9869

Naramata BC

"I acknowledge that I am an uninvited guest where I work, live, and play on the ancestral, traditional, and unsundered territory of the Syilx Peoples"

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: November 21, 2022 11:26 AM

To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Cc: s.22

Subject: RE: Info to Ponder

Thanks John

I've cc'd Debbie at s.22

Andy

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Sent: Monday, November 21, 2022 11:04 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Subject: Info to Ponder

Hi All,

I've been doing a bit of background work on the economic rational for getting a pay increase. I've put a few in this attached document for discussion purposes, it may help us or not help us, depending on how we look at it.

Disclaimer: I'm not a financial person by any means, so I strongly suggest that someone have a look at this to check for accuracy and/or relevance (I.e. Aaron?).

Included are

s.13

Happy reading

john

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca); Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: RE: Compensation Working Group email for all Sec55s
Sent: 11/22/2022 01:15:29
Attachments: image001.png, image002.jpg
Message Body:

Thanks very much Andy and Debbie, this is excellent. I agree that the email should come from you two. We can put a link to the TOR in the chat during the meeting. Adding the in and out of scope details is very helpful. We may still get questions about that, which I'm happy to address. I like your group email drop box – great idea!

Please feel free to send this out tonight or tomorrow morning. My apologies for the delay in replying.

Many thanks,

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Monday, November 21, 2022 8:23 AM
To: BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Subject: RE: Compensation Working Group email for all Sec55s

Vince – Here is my amendments based on your suggestion. ^{s.13}

s.13

Our submission will be supported with clear rationale and evidence.

Andy

From: BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Sent: Friday, November 18, 2022 7:23 PM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Subject: RE: Compensation Working Group email for all Sec55s

Thanks for this Vince. As you mentioned, we will wait to hear from Lisa.

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Sent: Friday, November 18, 2022 8:39 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Subject: Re: Compensation Working Group email for all Sec55s

Hi Andy, this looks good. Thanks you all for your work so far on this. I have a few comments:

s.13

Lisa may have a different opinion than me on point 1 so please wait for her feedback as well.

Regards, Vince

Get [Outlook for iOS](#)

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Thursday, November 17, 2022 4:48:51 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Cc: BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Subject: Compensation Working Group email for all Sec55s

Hi Lisa and Vince

We have drafted an email (in black below) for release to all the Field Coroners to explain our processes in the areas of

- Objectives
- Terms of Reference
- Team Members (including Bio's)
- Team Selection
- Timeframes for the process, and expected steps
- How to contact the group

We have set up a group government email drop box, bccscwg@gov.bc.ca to receive communication from Sec55 coroners.

Our hope that this could be sent out prior to the Nov 22 Townhall so that our colleagues are aware that this is well underway. The timeframe section should be reviewed to ensure we are accurate in referencing the fiscal year expectations. We are happy to send it out, but felt it may be more appropriate to come from the Executive.

Thanks for your consideration of this.

Andy Cave

On behalf of the Compensation Working Group

s.12; s.13

Terms of Reference

s.13

Compensation Working Group Team Members

Co-Chair Debbie Scarborough

Co-Chair Andy Cave

John Gelinis

Nancy Wilson

Sam Tobias

Page 0403 of 1121 to/à Page 0404 of 1121

Withheld pursuant to/removed as

s.13 ; s.22

The CWG acknowledges the hard work done by previous groups to address pay and compensation. Not all of these proposals were able to obtain a pay increase, but past efforts have assisted the CWG in their current research and process.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie





From: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
To: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
Subject: Field Coroner Compensation Working Group
Sent: 11/22/2022 01:50:19
Message Body:

To all Field Coroners

Update on the Compensation Working Group (CWG)

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

s.12; s.13

s.12; s.13

..

Compensation Working Group Team Members

Co-Chair Debbie Scarborough

Co-Chair Andy Cave

John Gelinas

Page 0409 of 1121 to/à Page 0410 of 1121

Withheld pursuant to/removed as

s.13 ; s.22

This drop box is accessible by all of the group.

The CWG acknowledges the hard work done by previous groups to address pay and compensation. Not all of these proposals were able to obtain a pay increase, but past efforts have assisted the CWG in their current research and process.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Cc: BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
Subject: RE: CWG email active
Sent: 11/18/2022 01:43:53
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Close indeed...thanks Andy!

Regards;

Debbie Scarborough (she/her)
Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Thursday, November 17, 2022 3:36 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Cc: BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Subject: RE: CWG email active

For set up the GAL is **BCCS CWG PSSG:EX**

And the actual address we have been given is BCCSCWG@gov.bc.ca

Close enough I guess

Andy

From: Cave, Andrew I PSSG:EX

Sent: Thursday, November 17, 2022 3:28 PM

To: John PSSG:EX Gelinas (John.Gelinas@gov.bc.ca) <John.Gelinas@gov.bc.ca>; Scarborough, Debbie JAG:EX <Debbie.Scarborough@gov.bc.ca>; Stacie PSSG:EX Beck (Stacie.Beck@gov.bc.ca) <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca) <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca) <Nancy.Wilson@gov.bc.ca>

Subject: CWG email active

Hi everyone

I have been advised that the CWG email is active. cwg@gov.bc.ca

I have amended the email to Lisa to reflect this so Nancy should not be getting emails relating to the group.

Please follow the attached instructions to add this to your outlook.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

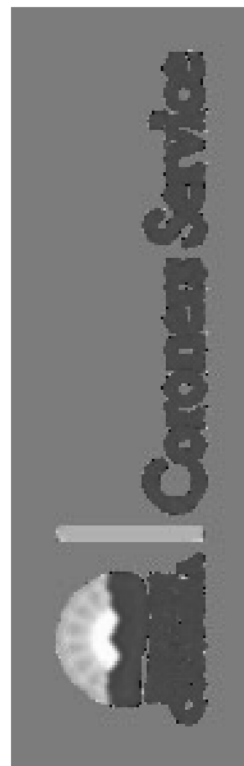
<http://www.gov.bc.ca/coroners>

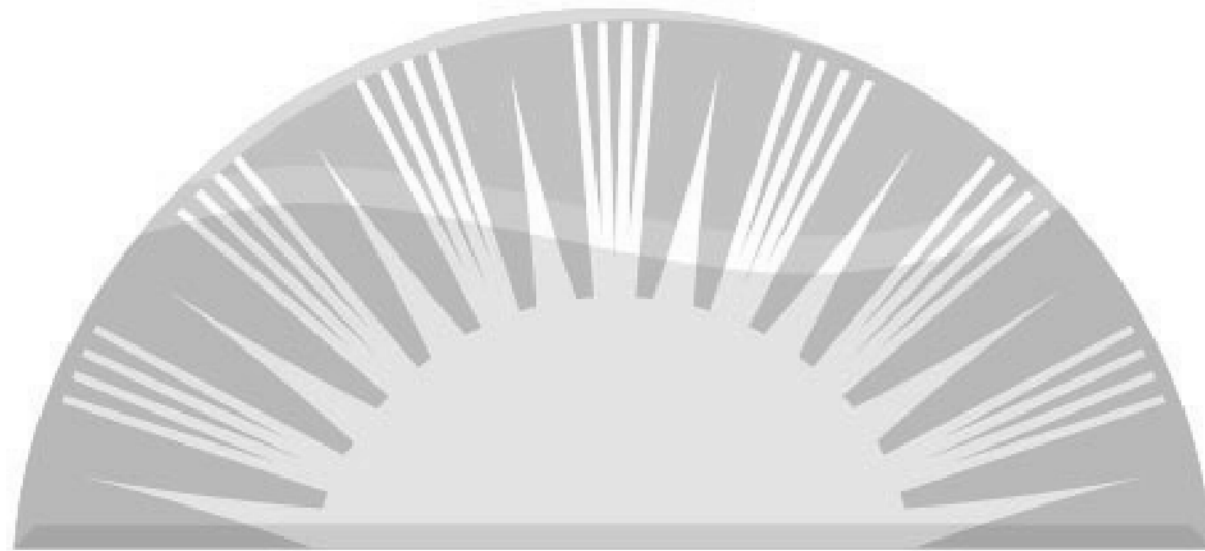
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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: Michalski, Voitek PSSG:EX (Voitek.Michalski@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: FW: ACCOUNT Update: Create New Email Services for Voitek Michalski
Sent: 11/17/2022 20:06:56
Attachments: QM AAR Header.jpgx, image001.png, image002.jpg, Add a Mailbox to Outlook.pdf
Message Body:

Good morning Andy, requested mailbox has been created. Please provide attached instructions to Debbie.Scarborough@gov.bc.ca John.Gelinas@gov.bc.ca Stacie.Beck@gov.bc.ca sam.tobias@gov.bc.ca nancy.wilson@gov.bc.ca. To all of you, owners rights have been granted.

Thank you

Voitek Michalski

Desktop Support Analyst

BC Coroners Service

Office 778 621 2293

Cell 604 831-6245

<http://www.gov.bc.ca/coroners>

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From: AG SN PROD AG:EX <jagsnprod@service-now.com>
Sent: Thursday, November 17, 2022 11:45 AM
To: Michalski, Voitek PSSG:EX <Voitek.Michalski@gov.bc.ca>
Subject: ACCOUNT Update: Create New Email Services for Voitek Michalski

REQUEST: REQ0081432 / RITM0092691
Create New Email Services for Voitek Michalski

REQUESTED BY: Voitek Michalski

REQUESTED FOR: Voitek Michalski

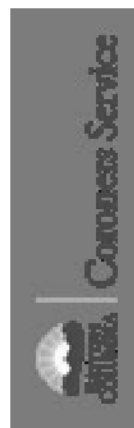
The following generic/shared mailbox has been created as requested:

Page 0420 of 1121

Withheld pursuant to/removal as

s.15





Add a Mailbox to Outlook

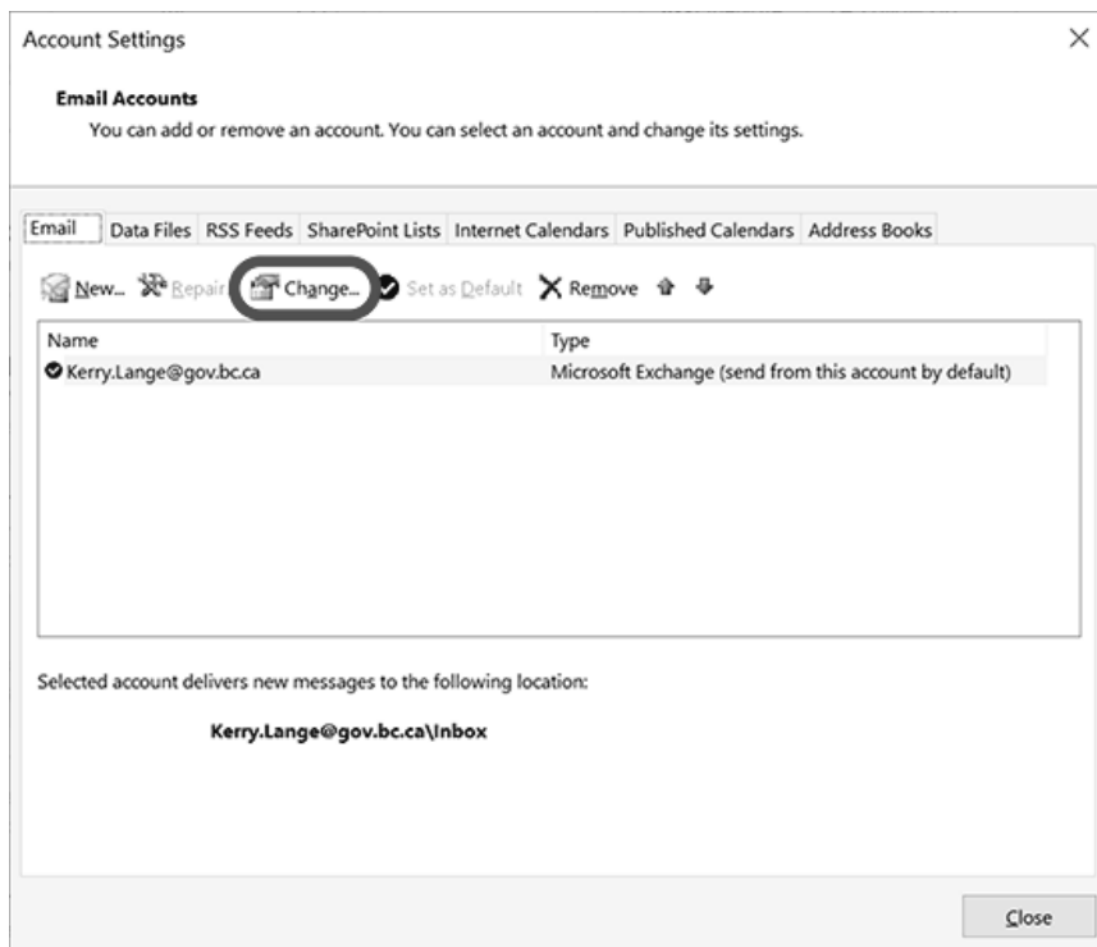
IT Knowledge Hub - Add a Mailbox to Outlook (service-now.com)

Microsoft Outlook can manage more than one email account. To add a second mailbox (or third or fourth) to Outlook, follow these steps:

1. In Outlook, click **File** > **Info** > **Account Settings**.



2. Select **Account Settings** from the list.
3. On the "Email" tab, click **Change**.



4. Click the **More Settings** button (see image below) and the "Microsoft Exchange Server" box opens.

✕

Exchange Account Settings

Kerry.Lange@gov.bc.ca

Offline Settings

☐

Use Cached Exchange Mode to download email to an Outlook data file

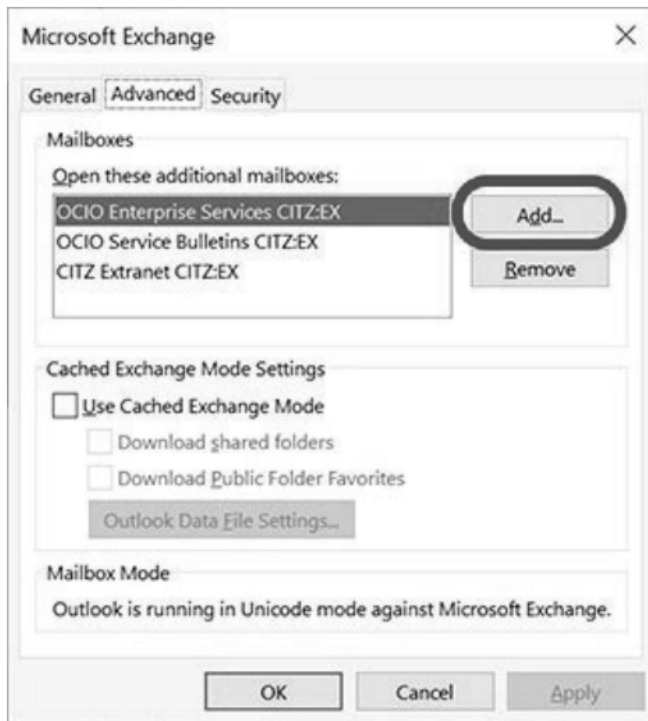
Download email for the past:

All

More Settings

Next

5. Select the **Advanced** tab.
6. Click **Add**.



7. Enter the name of the mailbox as it is shown in the Global Address List (GAL), and click **OK**.
8. If the "Check Name" box appears, highlight the correct name of the mailbox you want to add in the "Change to" list, and click **OK**.
9. Click **OK**.
10. Click the **Cancel** button.
11. Click **Close** to return to Outlook and the new mailbox will now show in the Outlook Folder list.

If you require more information, please contact the 7-7000 Service Desk at **250-387-7000** (Option 1) or 77000@gov.bc.ca.

From: s.22

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)

Subject: FW: Email to Lisa - final draft

Sent: 11/17/2022 04:44:18

Attachments: image001.png, image002.jpg

Message Body:

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi everyone.

This is the email to use until I return home on December 22. I have Teams so please send the meeting invites as well. Enjoy the town hall and will chat on the Wednesday.

Thanks, debbie

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Wednesday, November 16, 2022 1:00 PM

To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: Email to Lisa - final draft

The following will be sent to Lisa this afternoon. Last chance for changes....

Amended:

Names and bios alphabetically (of sorts)

Added Nancy's bio

Corrected the spelling mistake John found

Amended the group contact to Nancy.wilson@gov.bc.ca until we can update with the official email

Signed off the bottom with our individual names

Hi Lisa

We have drafted an email for release to all the Field Coroners to explain our processes in the areas of

- Objectives
- Terms of Reference
- Team Members (including Bio's)
- Team Selection
- Timeframes for the process, and expected steps
- How to contact the group

We have requested a group government email drop box to be made, which is in progress, but until this comes through Nancy.wilson@gov.bc.ca is our point person to receive communication into the group from Sec55 coroners.

Our hope that this could be sent out prior to the Nov 22 Townhall so that our colleagues are aware that this is well underway. The timeframe section should be reviewed to ensure we are accurate in referencing the fiscal year expectations.

Thanks for your consideration of this.

Andy Cave

On behalf of the Compensation Working Group

s.12; s.13

Compensation Working Group Team Members

Co-Chair Debbie Scarborough

Co-Chair Andy Cave

John Gelinias

Nancy Wilson

Sam Tobias

Stacie Beck

s.13; s.22

s.13; s.22

Page 0430 of 1121

Withheld pursuant to/removed as

s.13 ; s.22

The CWG acknowledges the hard work done by previous groups to address pay and compensation. Not all were able to obtain a pay increase, but past efforts have assisted the CWG in their current research and process.

Regards,

Debbie, Andy, John, Nancy, Sam and Stacie

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.





From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: RE: Lisa away - 80% question not asked
Sent: 11/16/2022 23:01:22
Attachments: image001.png, image002.jpg
Message Body:

Thanks Andy

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 16, 2022 1:17 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: Lisa away - 80% question not asked

Hi all

Lisa is away until Nov 21. I will not be sending the question about the rationale about how 80% was determined. I suspect that following the Townhall we will have a few more questions. Might as well bundle them together rather than have this question get lost in her inbox during a few days away.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

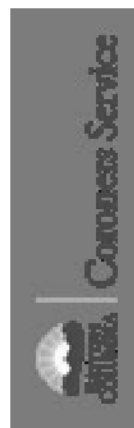
Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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attachments or links that you are expecting from a known sender.

From: Sonya Powell s.22
Sent: November 15, 2022 5:33 PM
To: Gary Manson s.22
Subject: Fwd: Conversation with BCGEU organizer Sarah tomorrow

Hi Debbie and Gary, I am writing you both whiles.22 . Debbie I am thrilled that you will be representing our group in the newly formed compensation project. I thought I would throw in my two cents. Attached are the two previous proposals that failed and Chief Coroner LL's response letter in case that is helpful to you and the team in creating a viable proposal.

s.13

Public Service Labour Relations Act (gov.bc.ca)

"employee" means an employee as defined in the Public Service Act, or a person employed by or holding office at the pleasure of the government, but does not include any of the following:

(a) a deputy minister, associate deputy minister or assistant deputy minister;

(b) a practising lawyer or articulated student as defined in section 1 (1) of the Legal Profession Act, who is engaged in the practice of law;

(c) a justice;

(d) a person authorized under an enactment to practise as a medical practitioner in British Columbia who is engaged in and working in the practice of that profession;

(e) a registrar, district registrar, deputy registrar or assistant deputy registrar of a registry of a court;

(f) a sheriff;

- (f.1) a person employed as an industrial relations officer or employment standards officer of the Employment Standards Branch;
- (f.2) a person appointed under the Public Service Act to exercise the powers of or perform the duties of
 - (i) the director under Parts 5 and 5.1 of the Residential Tenancy Act, or
 - (ii) the director under Parts 6 and 6.1 of the Manufactured Home Park Tenancy Act;
- (f.3) a person appointed under the Public Service Act to perform the duties of a workers' adviser or employers' adviser under Division 6 of Part 8 of the Workers Compensation Act;
- (f.4) a person appointed under section 54 of the Coroners Act or retained under section 55 of that Act to perform the duties of a coroner;
- (f.5) a person appointed to serve as an investigator under section 38.06 (2) [ILO investigators] of the Police Act;
- (g) [Repealed 1998-37-35.]
- (h) a person employed as a personnel officer;
- (i) [Repealed 1998-37-35.]
- (j) a person employed for a period of less than 31 days;
- (k) [Repealed 1998-37-35.]
- (l) a person who is not appointed under the Public Service Act and is employed by or in the service of any of the following:
 - (i) a Crown corporation;
 - (ii) the Queen's Printer under the Queen's Printer Act, other than clerical or administrative employees;
 - (iii) the British Columbia Utilities Commission under the Utilities Commission Act;
 - (iv) the Insurance Corporation of British Columbia under the Insurance Corporation Act;
- (m) a chief court administrator or regional court administrator;
- (n) a person employed as a member of the staff of the Auditor General;
- (o) a person principally engaged in carrying out duties that protocol requires the government to perform;
- (p) a member of the staff of the Ombudsperson;
- (q) a person employed in the Provincial Treasury Division, the Treasury Board Staff Division, the Office of the Chief Investment Officer, the Economics and Policy Division, the Financial Management Branch and the Internal Audit Branch of the Ministry of Finance;

- (r) a person employed in the division;
- (s) a person employed as a trade development officer;
- (t) a person employed in the Office of Legislative Counsel;
- (u) a person employed in the Legal Services Branch of the Ministry of Attorney General;
- (v) a person employed in the office of Government Communications and Public Engagement;
- (w) an internal auditor in a ministry;
- (x) a person employed with the Cabinet Secretariat;
- (y) a person employed to provide administrative or clerical support services to a judge of a court in British Columbia;
- (z) and (aa) [Repealed 1998-37-35.]
- (bb) [Repealed 2019-14-59.]
- (cc) a person employed under section 9 of the Securities Act;
- (dd) a person employed by the property assessment appeal board;
- (ee) a member of the staff of the Chief Electoral Officer;
- (ff) a member of the staff of the Representative for Children and Youth;
- (gg) a person employed in the Teacher Regulation Branch of the Ministry of Education;
- (hh) [Repealed 2022-15-88.]

Thanks for your consideration, thanks for reading if you made it this far!

Sonya

--

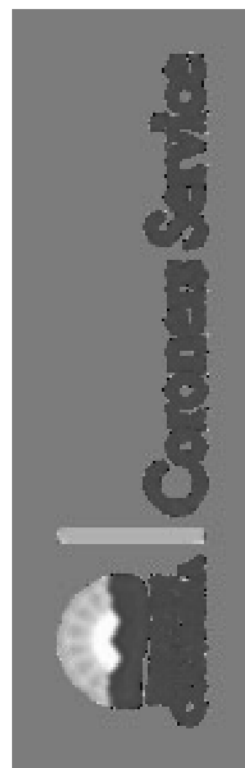
Sonya Powell RN(c) MSc BSN BSc Community Coroner

Page 0443 of 1121 to/à Page 0462 of 1121

Withheld pursuant to/removed as

s.13





From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: Draft email to Lisa
Sent: 11/15/2022 06:17:22
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Hi everyone.

I highlighted my suggestions in green and put the team in alphabetical order...we could say chairs, and list both our names...but good with how it is currently ?😊?.

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Sunday, November 13, 2022 9:20 PM
To: Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: Draft email to Lisa

Hi everyone

This is the draft of the email to Lisa, hoping for her to agree to distribution to the Sec55 prior to the Townhall.

Thoughts etc?

Also Nancy – I could not find your Bio. I'm possibly demonstrating my poor skills in organisation. Could you send it again (or write one) – thanks.

See you all tomorrow at 1030.

Andy

Hi Lisa

We have drafted an email for release to all the Field Coroners to explain our processes in the areas of

- Objectives
- Terms of Reference
- Team Members (including Bio's)
- Team Selection
- Timeframes for the process, and expected steps
- How to contact the group cwg@gov.bc.ca

...and hope that this could be sent out prior to the Nov 22 Townhall so that our colleagues are aware that this is well underway.

s.12; s.13

Compensation Working Group Team Members

Co-Chair Debbie Scarborough

Co-Chair Andy Cave

John Gelinas

Nancy Wilson

Sam Tobias

Stacie Beck

Page 0468 of 1121

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s.13 ; s.22

The CWG acknowledges the hard work done by previous groups to address pay and compensation. Not all were able to obtain a pay increase, but past efforts have assisted the CWG in their current research and process.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

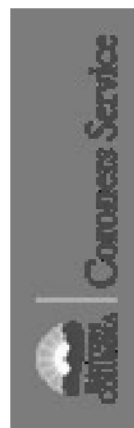
Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

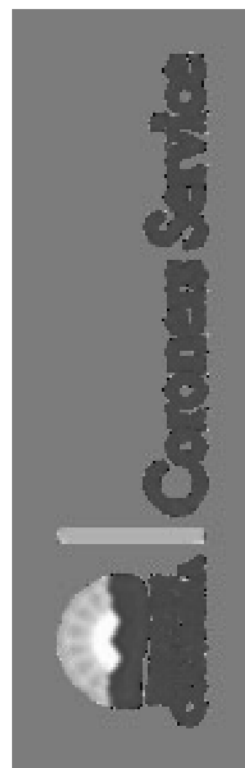
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From: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)

To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)

Subject: CWG Nov 14 Minutes

Sent: 11/14/2022 19:56:21

Attachments: 5.13

Message Body.

Hi everyone,

Here are this morning's minutes—sorry they are less detailed than previous.

Action item for all: Please send personal or work Google account email to Sam who will add you to shared drive where we will hold shared working documents.

How to create a google account: [Create a Google Account - Google Account Help](#)

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

<http://www.gov.bc.ca/coroners>

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Page 0476 of 1121 to/à Page 0477 of 1121

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s.13

From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)
Subject: Band 3 posting
Sent: 11/14/2022 18:44:15
Message Body:

[Job Seekers - Province of British Columbia \(hrsmart.com\)](#)

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)
Subject: 55 and 54 comparisons
Sent: 11/14/2022 18:36:33
Attachments: s.13; s.16
Message Body:

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

Page 0481 of 1121 to/à Page 0483 of 1121

Withheld pursuant to/removed as

s.13 ; s.16

From: Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Subject: meeting
Sent: 11/14/2022 18:30:45
Message Body:

Hi,

I'm just on a call – will joint the meeting shortly.

Nancy Wilson

Coroner

B.C. Coroners Service
800 - 4720 Kingsway
Burnaby, BC V5H 4N2
1-866-200-2676

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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: RE: 54 and 55 comparisons
Sent: 11/14/2022 03:29:07
Attachments: image001.png, image002.jpg
Message Body:

Interesting ...I think this information may be helpful. ?😊?

Thanks John.

Regards;

Debbie Scarborough (she/her)
Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Friday, November 11, 2022 4:19 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: 54 and 55 comparisons

FYI, I went thru a couple of job postings to see what the job requirements were for sec 54's and 55's, this is what i came up with.

Thought I should pass it on to you guys first as co-chairs to see if it's useful.

John g

John Gelinas

Community Coroner

BC Coroners Service

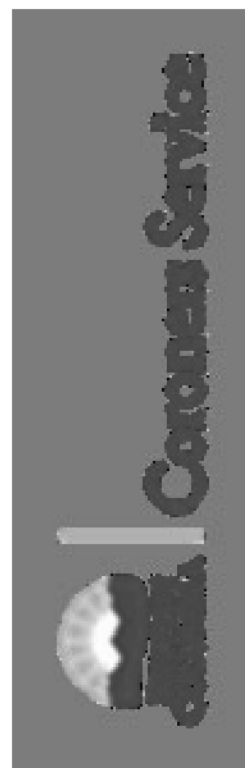
Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)





From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca)
Subject: RE: CWG Minutes Nov 7 2022
Sent: 11/10/2022 04:08:41
Attachments: image004.png, image005.jpg, image006.png, image007.jpg, image008.png
Message Body:

Hi Andy.

s.22

?☺? debbie

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Wednesday, November 9, 2022 12:54 PM
To: Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Subject: RE: CWG Minutes Nov 7 2022

Hi Andy and all,

Hope this works for a bio:

s.22

Sam

From: Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Sent: Monday, November 7, 2022 2:05 PM
To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Subject: RE: CWG Minutes Nov 7 2022

s.22

Stacie Beck

Williams Lake Community Coroner

BC Coroners Service

<http://www.gov.bc.ca/coroners>

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: November 7, 2022 12:30 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Subject: CWG Minutes Nov 7 2022

Dear all,

Please find attached the minutes from today's CWG meeting.

Please let me know if I made any mischaracterizations or errors and I will amend them.

Thanks,

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

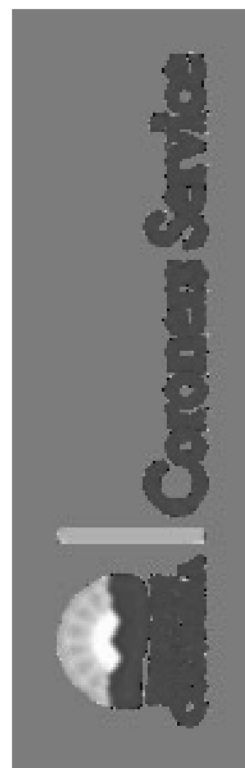
<http://www.gov.bc.ca/coroners>

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From: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)

Subject: CWG Minutes Nov 9 2022

Sent: 11/09/2022 21:05:40

Attachments:^{s.13}

Message Body:

Dear all,

Please find attached the minutes from today's CWG meeting. Let me know if I made any errors and I will fix them.

New this time: action items are yellow and important points are highlighted green.

Thanks,

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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Page 0499 of 1121 to/à Page 0501 of 1121

Withheld pursuant to/removal as

s.13

From: Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: Stats
Sent: 11/09/2022 21:03:12
Attachments: image001.png, image002.jpg, image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Hey Sam,

I thought I would give you some stats (which may save time for Andy having to run them) 2022 cases. I choose coroners who are on 24/7, vs a coroner in PG which have shifts. Just to help with the cross section of 24/7 coroners.s.22 is another coroner who is 24/7, however he would be considered an outlier as he does shipping cert.

Williams Lake (1st 10 months of the year)

- 117 cases
- On call schedule 24/7
- 1st 9 moths of the year (projecting taking a total of one month off) = 6528 hours on call

100 Mile

- 73 cases
- On Call 24/7
- 6528 hours on call (with one month off)

Prince Rupert (Joy)

- 56 Cases
- On call 24/7
- 6528 hours on call (with one month off)

Month

Number of Days

Number of Hours

January

31

744

February

28

672

February

29

696

March

31

744

April

30

720

May

31

744

June

30

720

July

31

744

August

31

744

September

30

720

October

31

744

Stacie Beck

Williams Lake Community Coroner

BC Coroners Service

<http://www.gov.bc.ca/coroners>

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Sent: November 9, 2022 12:18 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: RE: Coroner Act and Regulations

Thanks Andy!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Wednesday, November 9, 2022 11:45 AM

To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: Coroner Act and Regulations

Act

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/07015_01

Regulations

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/298_2007

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

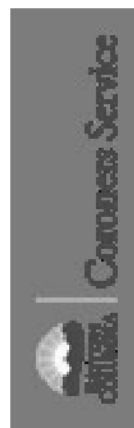
BC Coroners Service,

103 - 1420 St. Paul Street

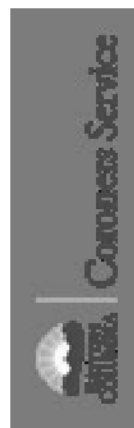
Kelowna, BC V1Y 2E6

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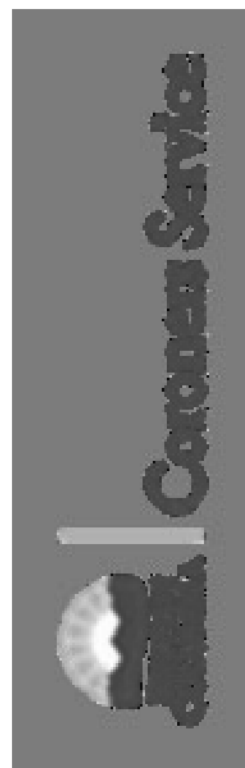
I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.













From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: RE: Coroner Act and Regulations
Sent: 11/09/2022 20:18:09
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Thanks Andy!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 9, 2022 11:45 AM
To: Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: Coroner Act and Regulations

Regulations

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/298_2007

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

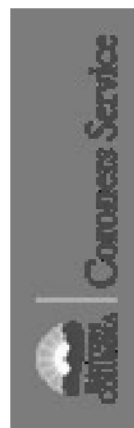
Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

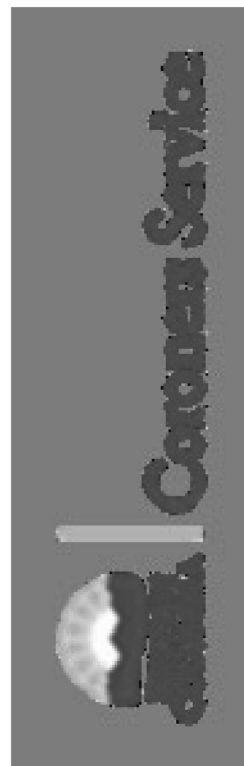
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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)

To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)

Subject: RE: Cave, Andrew I PSSG:EX shared "CWG Minutes Nov 7 2022 (002)" with you.

Sent: 11/09/2022 16:29:42

Attachments: image001.png, image002.jpg, image003.png, image004.jpg, image005.png, image006.png, image007.png, image008.png, image009.png, image010.png

Message Body:

3 minutes !!! Yup not going to work for me ?☺? lol

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Wednesday, November 9, 2022 8:28 AM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: RE: Cave, Andrew I PSSG:EX shared "CWG Minutes Nov 7 2022 (002)" with you.

Ok.

Went I sent it a note came up stating the link was valid for 3 minutes. Which clearly is of no use to use. I'll keep digging around.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Sent: Wednesday, November 9, 2022 8:27 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Subject: RE: Cave, Andrew I PSSG:EX shared "CWG Minutes Nov 7 2022 (002)" with you.

Hi Andy.

I am unable to access the document..... ?☺? I receive a message saying "sorry..something has gone wrong"..

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <no-reply@sharepointonline.com>

Sent: Tuesday, November 8, 2022 2:23 PM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Subject: Cave, Andrew I PSSG:EX shared "CWG Minutes Nov 7 2022 (002)" with you.

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Cave, Andrew I PSSG:EX shared a file with you

Here's the document that Cave, Andrew I PSSG:EX shared with you.

3 min to read this.

This link will work for anyone in Government of BC.

[Privacy Statement](#)

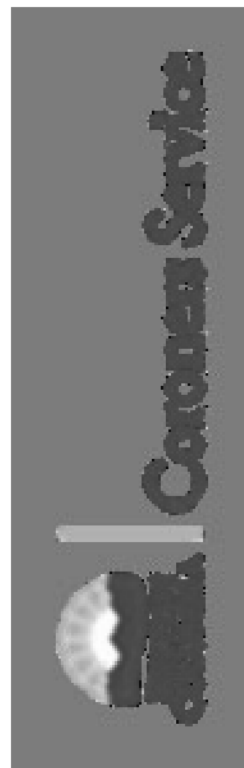














Open





From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: Coroners Comparison Spread sheet
Sent: 11/06/2022 06:07:47
Attachments: s.13; s.16
Message Body:

Hi Folks,

So I've gone through the info sent to me (thanks Andy) and have made up a table of sorts. There really isn't a lot of data provided, not all Coroner Services provided the same info,

so there are some blank cells.

I've added Saskatchewan, Nunavut and Yukon on the bottom as their services follow the BCCS model. I was only able to get a bit of info from Sask. & Nunavut from their websites and I included their URL's if you wanted to have a look.

I think it may be worthwhile to contact people in these offices to obtain some more information for the project. If you see that I've left something out, please let me know and I'll fix it and re-send.

Cheers,

john

PS

I'm not one to cite Wikipedia, but they have a brief overview of what Canada has to offer for coroner's services, so I've added it here.

The provinces of [Alberta](#),^[12] [Manitoba](#),^[13] [Nova Scotia](#)^[14] and [Newfoundland and Labrador](#)^[15] now have a Medical Examiner system, meaning that all death investigations are conducted by specialist physicians trained in [Forensic Pathology](#), with the assistance of other medical and law enforcement personnel. All other provinces run on a coroner system. In [Prince Edward Island](#), and [Ontario](#), all coroners are, by law, [physicians](#). In the other provinces and territories with a coroner system, namely [British Columbia](#), [Saskatchewan](#), [Quebec](#), [New Brunswick](#), [Northwest Territories](#), [Nunavut](#), and [Yukon](#), coroners are not necessarily physicians but generally have legal, medical, or investigative backgrounds

1. [""Office of the Chief Medical Examiner""](#). [justice.alberta.ca](#). Alberta Justice and Solicitor General. Retrieved 26 May 2013.
2. [^ ""The Role of the Chief Medical Examiner's Office""](#). [www.gov.mb.ca](#). Manitoba Justice. Archived from [the original](#) on 30 March 2014. Retrieved 28 May 2013.
3. [^ ""Nova Scotia Medical Examiner Service""](#). [www.gov.ns.ca](#). Nova Scotia. Retrieved 28 May 2013.

4. [^] ""Office of the Chief Medical Examiner"". www.justice.gov.nl.ca. Newfoundland - Labrador Department of Justice. Retrieved 28 May 2013.

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

Page 0536 of 1121

Withheld pursuant to/removed as

s.13 ; s.16

From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: Re: Other jurisdiction compensation
Sent: 11/04/2022 23:39:11
Attachments: image001.png, image002.jpg, image001.png, image002.jpg
Message Body:

Thanks Andy

Get [Outlook for iOS](#)

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Friday, November 4, 2022 4:37:51 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: Other jurisdiction compensation

Hi John

Four Provinces/Territories provided info to the Chief. Emails attached.

Quebec

NWT

Ontario

New Brunswick

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Gelin, John PSSG:EX (John.Gelin@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca); Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
Subject: RE: CWG Meeting Minutes Nov 4, 2022
Sent: 11/04/2022 23:31:49
Attachments: image002.png, image003.jpg, image004.png
Message Body:

Fabulous minutes Sam – thank you!!

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: Friday, November 4, 2022 4:29 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Subject: CWG Meeting Minutes Nov 4, 2022

Dear all,

Please find the minutes from our first meeting attached.

See you all at our next meeting Monday Nov 7 at 10:30.

Thank you,

Sam Tobias

Field Coroner

BC Coroners Service

PHONE 1 866 200-2676

CELL 604 690-7241

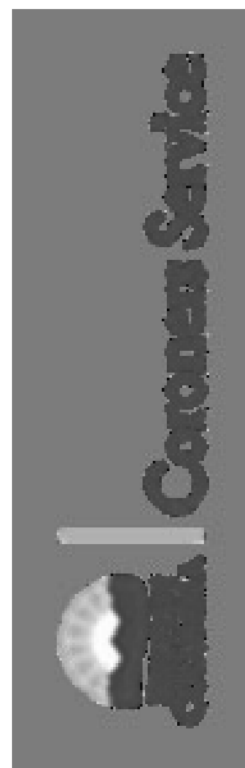
Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2

Territory of the Coast Salish Peoples

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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: RE: Compensation group established
Sent: 11/04/2022 20:14:17
Attachments: image001.png, image002.jpg, image003.png, image004.jpg
Message Body:

That's great thank you Andy!! I will sit back in the flight and know things are taken care of. I will be doing work s.22 as Andy shared.

Thanks and happy Friday everyone!

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Friday, November 4, 2022 9:36 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: RE: Compensation group established

Thanks Debbie and Andy. Debbie, enjoy your holiday! If Andy's ok representing you both at the meeting on Nov 22, that's fine with me. I think most people will just be very relieved to hear this work is back on-track and that it's being led by you, and the committee you've assembled.

Have a great weekend!

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Friday, November 4, 2022 6:42 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: RE: Compensation group established

Hi Lisa

Debbie and I did discuss this timeframe, and how to access meeting etc. It does not involve any use of BC Gov equipment out of country as Debbie is also continuing in her other roles electronically and is well "connected" via other devices.

On Nov 22 I have no concerns sharing at the meeting if needed.

Andy

From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Thursday, November 3, 2022 10:26 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: RE: Compensation group established

Thanks so much Lisa.^{s.22}

s.22

s.22

I am also totally fine should you go ahead without me, whatever works for
Page 547 of 1121 OCC-2023-32398

the majority and I know Andy can handle it !!

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>

Sent: Thursday, November 3, 2022 9:30 AM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>

Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: RE: Compensation group established

Thanks for this update Andy and Debbie. Your careful consideration of the optimal membership is appreciated and the group you've assembled sounds excellent; a great range of age, experience, geographical realities and skills.

We were thinking of a s. 55 coroner Town Hall on Nov 22. Does that date fit with your timelines? I'll speak with you both in advance but I'm thinking we could share the TOR, have you both speak

about membership and process and entertain questions.

I have to say that I'm truly thrilled that you two are leading this project. Please don't hesitate to reach out any time if there's anything I can do to support.

Many thanks,

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 2, 2022 9:02 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation group established

Lisa and Vince

Debbie and I have been able to gather together the FCs for the compensation group.

These are:

Sam Tobias (Metro)

Nancy Wilson (Fraser Valley)

John Gelinis (Nanaimo)

Stacie Beck (Williams Lake)

We went through a selection process, first asking the Senior Coroners to consider and recommend their FC's who have demonstrated skills that would work in the group, and then narrowing down to try and capture diversity in gender, geographical location, scheduling type, current and past experience. Still having a couple too many we spoke to each one about their perspective on the group and then narrowed it down further.

With the inclusion of Debbie and myself I believe we have a really great cross section of staff.

We know that these selections will excite some FCs and possibly frustrate others. Debbie or myself would be happy to address any concerns raised should you receive any.

We will be having our first meeting early next week, (twice weekly for two weeks) and hope to have developed a timeframe by November 18. The Project Charter Overview has Nov 27 as the workplan target so we have some scope for delay and exploration of options built in.

One of the common remarks by all we spoke to was the importance of keeping this process to a tight timeline as often these projects can spiral on and on.

When decided, please advise if you would like to email out to the FC's/All staff, or if you will be arranging a townhall. My suggestion would be to allow us to meet a couple of times before any townhall as it allows us to have a clearer picture to pass on to the FCs. Although the Townhall date of November 15 you suggested would have allowed us to meet 3 times.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

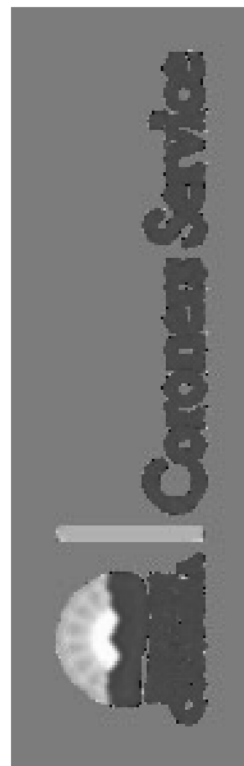
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From: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)

To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca) (Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca) (Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)); Stacie PSSG:EX Beck (Stacie.Beck@gov.bc.ca) (Stacie PSSG:EX Beck (Stacie.Beck@gov.bc.ca)); John PSSG:EX Gelinias (John.Gelinias@gov.bc.ca) (John PSSG:EX Gelinias (John.Gelinias@gov.bc.ca))

Subject: Comp group intro

Sent: 11/03/2022 16:48:11

Attachments: image001.png, image002.jpg

Message Body:

Hi everyone,

Everything seems to be moving forward at an accelerated rate, Debbie and I met with the Chief on Monday, we had reached out to you all by Tuesday, conversations yesterday and now the emails begin...

Firstly thank you so much for be willing to be part of this project.

The group consists of

Debbie Scarborough (South Okanagan)

Andy Cave (Senior Coroner FOU)

Sam Tobias (Metro)

Nancy Wilson (Fraser Valley)

John Gelinias (Nanaimo)

Stacie Beck (Williams Lake)

We have some preliminary aspects of the project to discuss and I am proposing our first meeting on **Friday Nov 4, at 1500**. Unfortunately Stacie will be unable to join us, but we will get her up to speed next week.

TEAMS invite to be sent shortly. Don't panic if you can't make it, but please suggest an alternate time. Email to "reply all"

This meeting will not involve any discussion on pay etc, but is just to get a chance to meet each other and cover of some housekeeping items.

Project Charter Overview

Working title for the group

Minutes

Other Provincial pay information dissemination

Team Availability, management of absences.

Key dates

In preparation I am going to suggest the Twitter style of introduction to the team...can you sum up your skill set and past experience in 280 characters or less? Don't overthink it, just do your best...and if you can't, no problem either.

You can get a character count in a Word document by selecting the "Review" tab and clicking "Word Count."

It just stops any one of us getting carried away with our own story and gives us a chance to hear everyone. This will be Friday afternoon!

Hope to see you all tomorrow.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

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BC Coroners Service,

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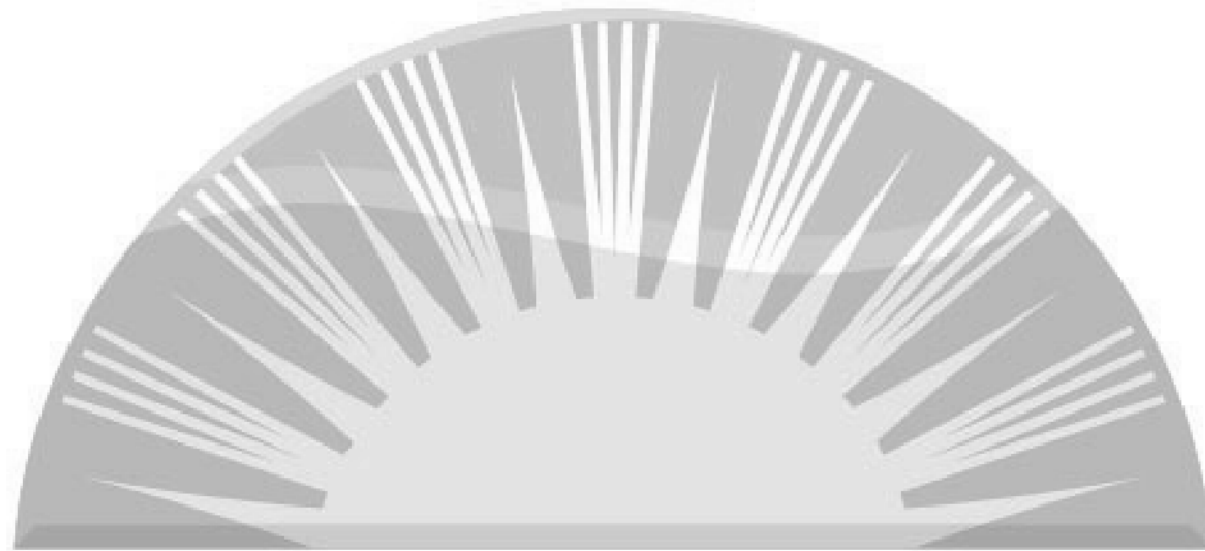
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prohibited.

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EVIDENCE-BASED DESIGN 2018



From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: Re: Compensation team
Sent: 11/03/2022 15:49:23
Attachments: image001.png, image002.jpg, image003.png, image004.jpg, image001.png, image002.jpg, image003.png, image004.jpg
Message Body:

? ?

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Thursday, November 3, 2022 8:48:05 AM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: RE: Compensation team

A sense of humour will be helpful on the Comp Team John!

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

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From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Thursday, November 3, 2022 8:47 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: Re: Compensation team

Hi Andrew & Debbie,

No problem, I've been called much worse ?☺?. Had a good laugh!

John

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Sent: Thursday, November 3, 2022 8:44:43 AM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: RE: Compensation team

?☺?

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

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From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Wednesday, November 2, 2022 3:31 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Re: Compensation team

Thank you Andrew, I enjoyed meeting with Debbie and yourself. I look forward to the challenge and glad to assist in any way I can.

Cheers,

John

Get [Outlook for iOS](#)

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 2, 2022 3:20:30 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation team

Hi John

Thanks for talking with Debbie and myself earlier today. We feel you would make an excellent addition to the team and look forward to working with you if you are interested in being part of this.

Please let us know if this works for you, and then we can start moving forward with setting things up.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

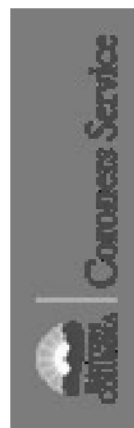
Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

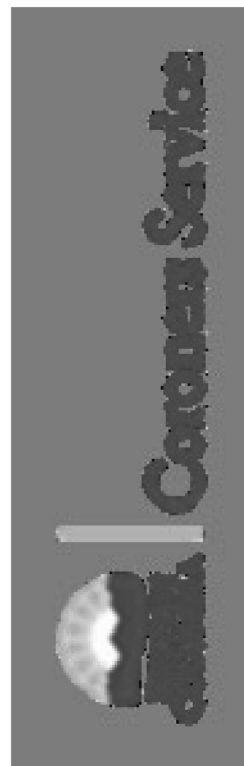
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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: RE: Compensation review team
Sent: 11/03/2022 15:46:29
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

?☺?

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

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From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Wednesday, November 2, 2022 9:52 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation review team

Hi Andrew,

Thanks for the note and the offer to join the team. My expertise lays more in complaining about things {

?☺? } ,but I'm happy to help out in any way I can.

John

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, November 1, 2022 5:18 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation review team

Hi John

The Chief has asked Debbie Scarborough and myself to co-chair a team of Field Coroners to discuss and propose the compensation/pay for Field Coroners. Your name was given to us as someone who may be good on this team. We would be interested in talking to you about this.

Please let us know either way, and we will set up a time for a quick chat in the next day or so. – I know you're swamped with scenes today!

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

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Kelowna, BC V1Y 2E6

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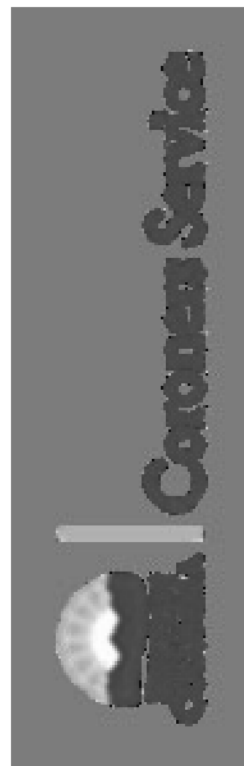
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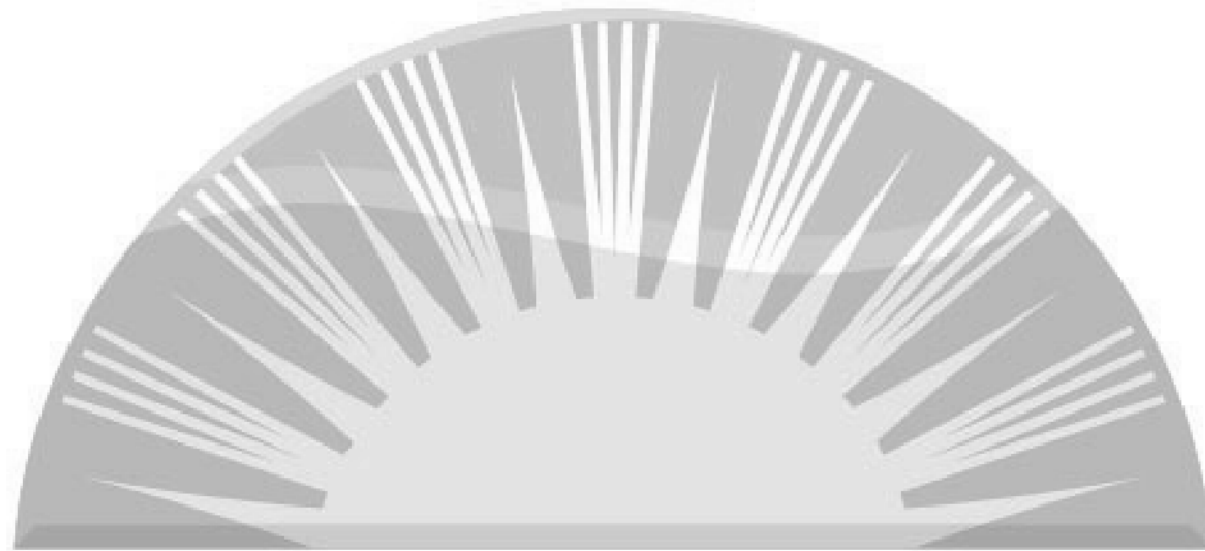
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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: RE: Compensation team reject email draft
Sent: 11/03/2022 15:45:26
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Looks good to me ... ?😊?

Thanks Andy for crafting and sending all the emails!!

d

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

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1-778-309-9685 (From outside North America)

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 2, 2022 3:23 PM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation team reject email draft

Debbie....

This will be my email to^{s.22} Let me know if you have any suggestions.

Will wait for a response from the successful team members before sending.

Thanks for talking with Debbie and myself earlier today. I'm sorry to let you know that you were not chosen to be on the team.

We only have a limited capacity on the team, and were able to speak to a number of Field Coroners. In trying to represent multiple areas and scheduling styles we could not choose everyone we spoke to.

This in no way reflects anything that came up in our conversation and some of the perspectives on this process you brought up were extremely insightful. E.g. Retention of staff, expectations on qualifications vs wages, balancing what is achievable for the team, and your experience as a Field Coroner role.

Moving forward we will be keeping all the Field Coroners updated on the process.

Thanks again,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

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BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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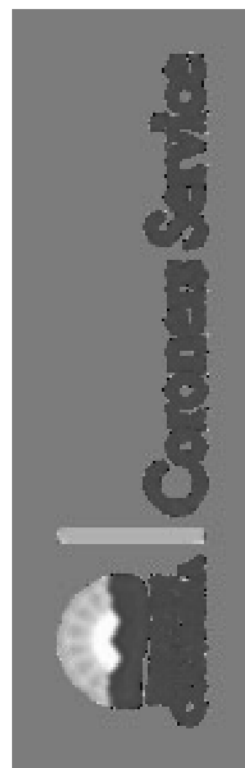
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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Wilson, Nancy C PSSG:EX (Nancy.Wilson@gov.bc.ca)
Subject: RE: Compensation team
Sent: 11/03/2022 15:42:07
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

?☺?

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 2, 2022 8:44 PM
To: Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation team

Thanks Nancy. Info will be sent out in the next day or so.

Andy

From: Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Sent: Wednesday, November 2, 2022 4:44 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation team

Hi Andy,

Thank you.

I am pleased to be included on the team.

Nancy Wilson

Coroner

B.C. Coroners Service
800 - 4720 Kingsway
Burnaby, BC V5H 4N2
1-866-200-2676

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 2, 2022 3:20 PM
To: Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation team

Hi Nancy

Thanks for talking with Debbie and myself earlier today. We feel you would make an excellent addition to the team and look forward to working with you if you are interested in being part of this.

Please let us know if this works for you, and then we can start moving forward with setting things up.

Thanks

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

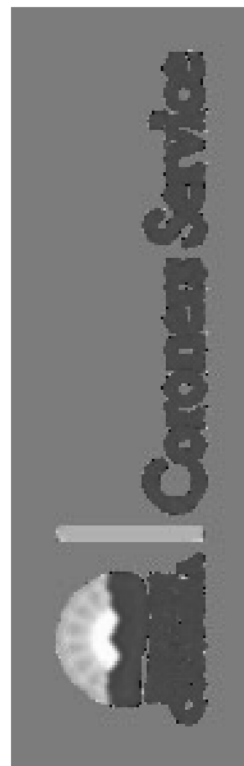
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From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: s.22 Cave, Andrew I PSSG:EX
(Andrew.Cave@gov.bc.ca)
Subject: RE: Compensation group
Sent: 11/03/2022 15:39:28
Attachments: image003.png, image004.jpg, image005.png, image006.jpg
Message Body:

Thanks^{s.22}

Take good care of yourself.

debbie

Regards;

Debbie Scarborough (she/her)
Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

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From: ^{s.22}
Sent: Wednesday, November 2, 2022 9:07 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: RE: Compensation group

Thank you Andy, wishing best of luck to you and your team moving forward with this important task.

Kindest regards,

s.22

s.22

Coroner

BC Coroners Service

PHONE: **1 866 200-2676**

Coast Salish Territory

<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Wednesday, November 2, 2022 8:42 PM

To: s.22

Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: Compensation group

s.22

Thanks for talking with Debbie and myself earlier today. I'm sorry to let you know that you were not chosen to be on the team.

We only have a limited capacity on the team, and we were able to speak to a number of Field Coroners. In trying to represent multiple areas and scheduling styles we could not choose everyone we spoke to.

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Moving forward we will be keeping all the Field Coroners updated on the process.

Thanks again,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

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BC Coroners Service,

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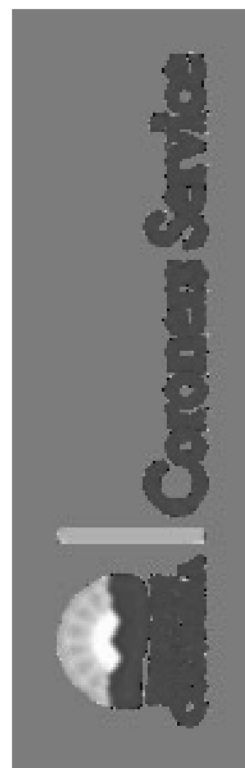
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From: Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Subject: Re: Compensation review team
Sent: 11/02/2022 04:14:11
Attachments: image001.png, image002.jpg, image001.png, image002.jpg
Message Body:

Hey Andy,

Yes, it is something we can chat about for sure.^{s.22}
afternoon, but will be around in the morning.

Thanks

Stacie

Get [Outlook for iOS](#)

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, November 1, 2022 4:44:15 PM
To: Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation review team

Hi Stacie

The Chief has asked Debbie Scarborough and myself to co-chair a team of Field Coroners to discuss and propose the compensation/pay for Field Coroners. Your name was given to us as someone who may be good on this team. We would be interested in talking to you about this.

Please let us know either way, and we will set up a time for a quick chat in the next day or so.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

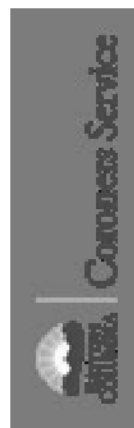
103 - 1420 St. Paul Street

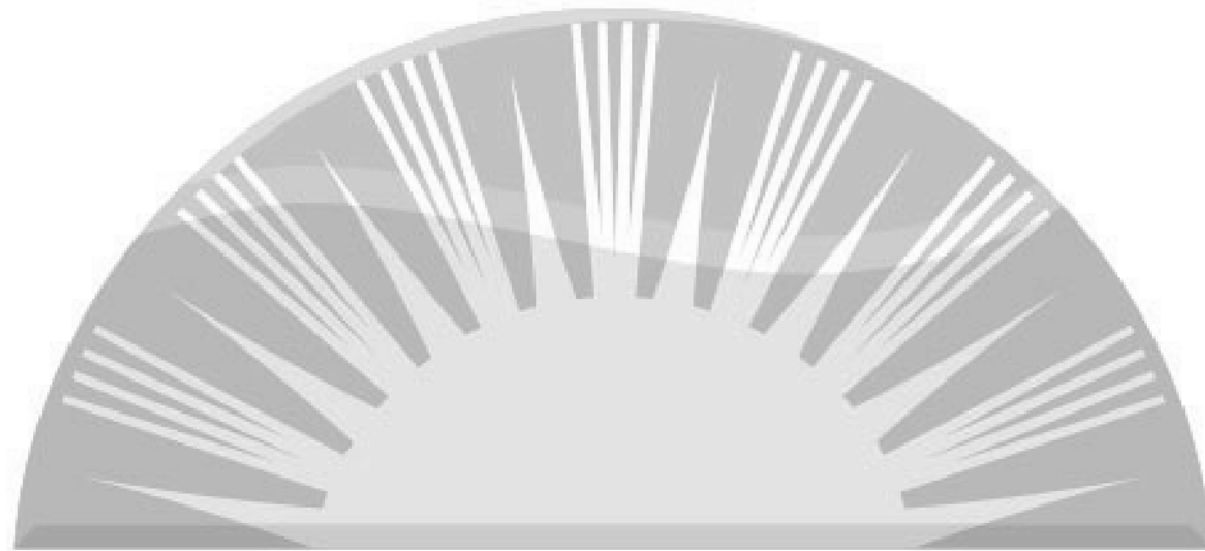
Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Subject: Re: Compensation review team
Sent: 11/02/2022 03:04:16
Attachments: image001.png, image002.jpg
Message Body:

Hi Andy (and Debbie),

Thanks for the email and sorry I missed your call.

I'd be happy to hear more about what participation would entail—thanks for thinking of me.

Andy—I'm around tomorrow morning if you want to have a call then (or really anytime since I can have my phone with me during the day).

Sam

From: Cave, Andrew I PSSG:EX
Sent: November 1, 2022 4:44:12 PM
To: Tobias, Sam PSSG:EX
Cc: Scarborough, Debbie PSSG:EX
Subject: Compensation review team

Hi Sam

I called and left you a voicemail, but see you are not on shift for a couple of days.

The Chief has asked Debbie Scarborough and myself to co-chair a team of Field Coroners to discuss and propose the compensation/pay for Field Coroners. Your name was given to us as someone who may be good on this team. We would be interested in talking to you about this.

Please let us know either way, and we will set up a time for a quick chat in the next day or so.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

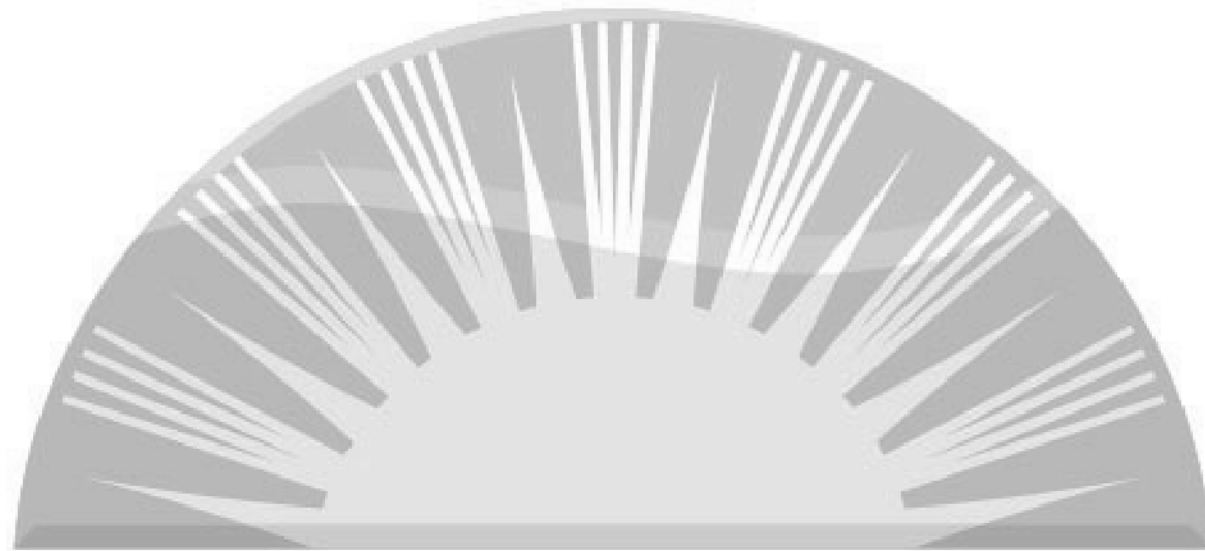
Kelowna, BC V1Y 2E6

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: s.22
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Subject: RE: Compensation review team
Sent: 11/02/2022 02:50:03
Attachments: image001.png, image002.jpg
Message Body:

Hi Andy,

Thank you for your message. Yes, I would be interested in this.

I am available tomorrow, November 2nd anytime after my FOU meeting ending at approximately 1130, or on November 3rd anytime after the JOSH Committee meeting. I'm otherwise pretty open next week also.

Thank you,

s.22

Coroner

BC Coroners Service

PHONE: 1 866 200-2676

Coast Salish Territory

<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, November 1, 2022 4:44 PM
To: s.22
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation review team

Hi Heather

I called and left you a voicemail, but see you are not on shift for a couple of days.

The Chief has asked Debbie Scarborough and myself to co-chair a team of Field Coroners to discuss and propose the compensation/pay for Field Coroners. Your name was given to us as someone who may be good on this team. We would be interested in talking to you about this.

Please let us know either way, and we will set up a time for a quick chat in the next day or so.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

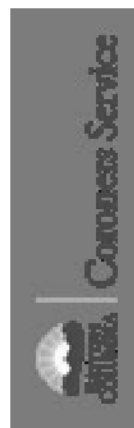
103 - 1420 St. Paul Street

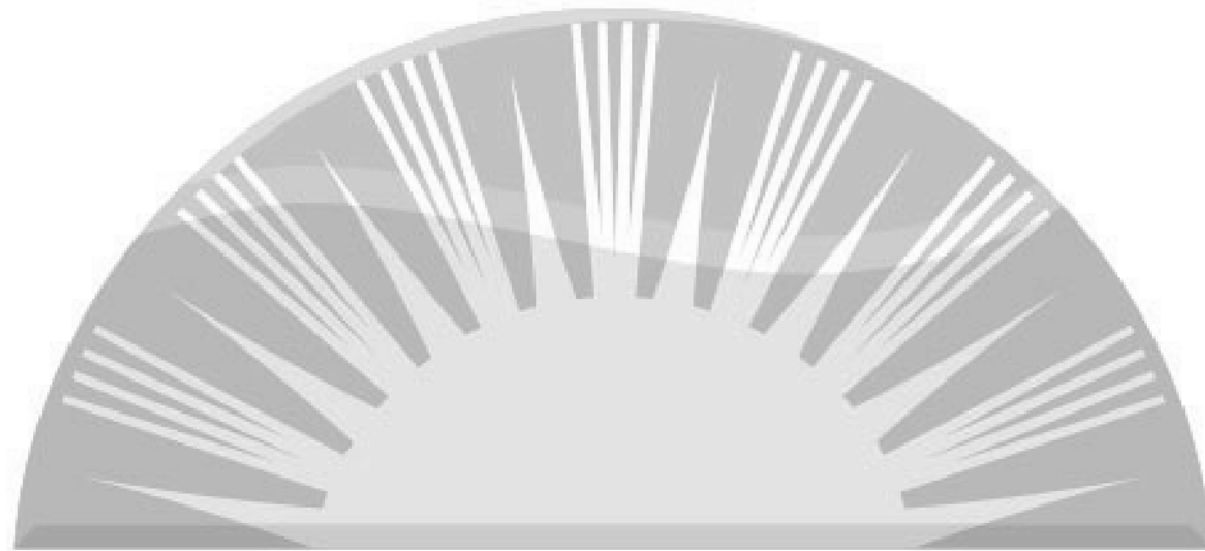
Kelowna, BC V1Y 2E6

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Subject: RE: Comp Team
Sent: 11/02/2022 00:15:58
Attachments: image001.png, image002.jpg, image003.png, image004.jpg
Message Body:

Absolutely support this! Thanks for doing this Andy.

d

Regards;

Debbie Scarborough (she/her)
Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, November 1, 2022 5:00 PM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Comp Team

Notes looks accurate.

Chris Dicks is unable to join as he is away Dec and Jan.

s.22

I'm good connecting with him, do you support this?

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Sent: Tuesday, November 1, 2022 4:48 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Subject: Comp Team

Hi Andy.

So what I gathered from our conversation is: ?😊?

Suggested compensation team participants:

- s.13; s.22
- Sam
- Nancy
- Chris
- Staci

No alternate as Roger is away so will ask Chris who was going to be our alternate.

Andy will reach out to each of the five and let them know we have been asked to form a team to work on a compensation proposal for the field coroners, and that their names were suggested for the team. If they are interested we would like to have a conversation with them. Andy and I went over available hours for the conversations including evenings and weekends.

Conversation may look like:

“The compensation team will be comprised of field coroners from around the province. What do you think is important for the individuals on the team to have on this compensation team (ie: skills or characteristics)?”

Examples are:

- Collaborator
- Decision maker
- Fair
- Realistic
- Effective listener
- Not take things personally
- Independent worker for the required reading
- Non-judgemental
- Confidentiality

Other possible questions:

- What do you think you will bring to the team?
- Time commitment
 - Team suggestions from senior coroners
 - Conversations with suggested team members
 - Team identified
 - Sharing of information from Lisa, independent reading and notes
 - Meetings to share thoughts/options why or why not and other suggestions
 - Time line....from now until completion

Did I miss anything?

Thanks Andy!

debbie

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

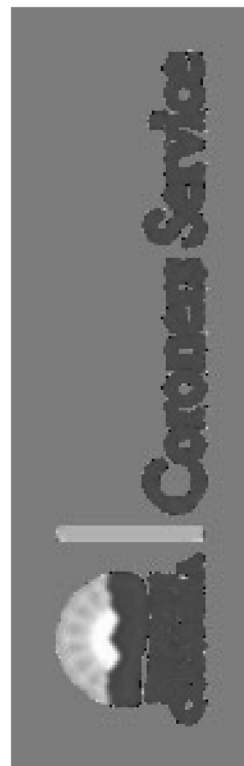
<http://www.gov.bc.ca/coroners>

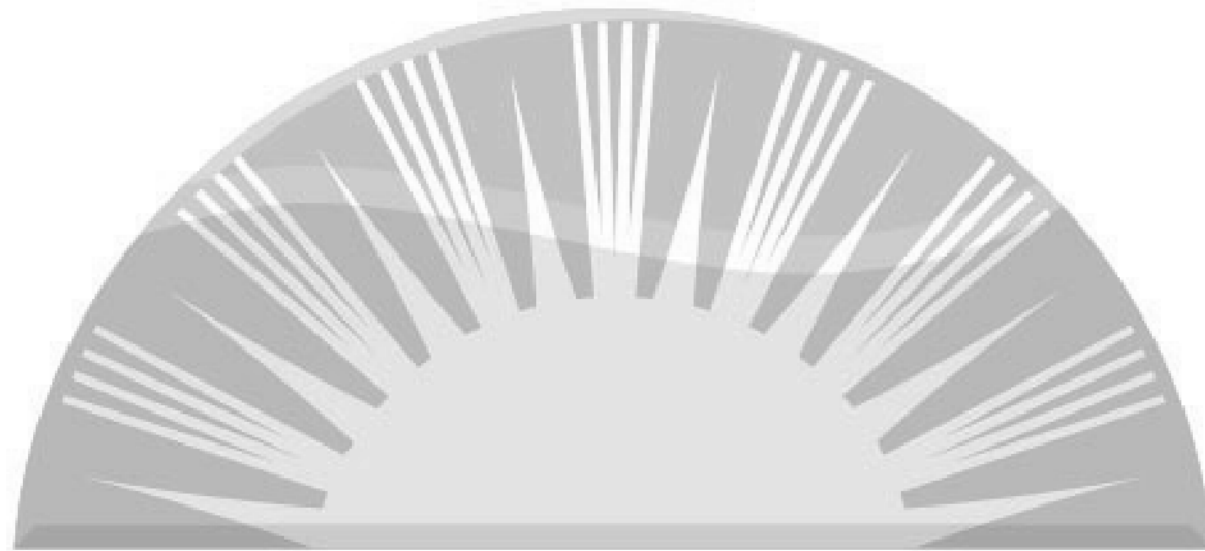
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EVIDENCE-BASED DESIGN 2018

From: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
To: Flanagan, Wendy PSSG:EX (Wendy.Flanagan@gov.bc.ca); Dennison, Nicki L PSSG:EX (Nicki.Dennison@gov.bc.ca); Barth, Susan PSSG:EX (Susan.Barth@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Blenkinsop, Lyn PSSG:EX (Lyn.Blenkinsop@gov.bc.ca)
Cc: Marzinzik, Larry PSSG:EX (Larry.Marzinzik@gov.bc.ca)
Subject: Re: Compensation team member suggestions
Sent: 11/01/2022 15:51:48
Attachments: image001.png, image002.jpg, image001.png, image002.jpg
Message Body:

Thanks Wendy- appreciate the suggested names.

debbie

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From: Flanagan, Wendy PSSG:EX <Wendy.Flanagan@gov.bc.ca>
Sent: Tuesday, November 1, 2022 8:50:27 AM
To: Dennison, Nicki L PSSG:EX <Nicki.Dennison@gov.bc.ca>; Barth, Susan PSSG:EX <Susan.Barth@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Blenkinsop, Lyn PSSG:EX <Lyn.Blenkinsop@gov.bc.ca>
Cc: Marzinzik, Larry PSSG:EX <Larry.Marzinzik@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation team member suggestions

Hi Andy and Debbie

s.13; s.22

Wendy

From: Dennison, Nicki L PSSG:EX <Nicki.Dennison@gov.bc.ca>
Sent: Monday, October 31, 2022 12:32 PM
To: Barth, Susan PSSG:EX <Susan.Barth@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Flanagan, Wendy PSSG:EX <Wendy.Flanagan@gov.bc.ca>; Blenkinsop, Lyn PSSG:EX <Lyn.Blenkinsop@gov.bc.ca>
Cc: Marzinzik, Larry PSSG:EX <Larry.Marzinzik@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation team member suggestions

s.13; s.22

Nicki Dennison

Senior Coroner, Field Operations Unit

B.C. Coroners Service
800 - 4720 Kingsway
Burnaby BC V5H 4N2
Office (604) 660-7708

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From: Barth, Susan PSSG:EX <Susan.Barth@gov.bc.ca>
Sent: Monday, October 31, 2022 12:04 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Flanagan, Wendy PSSG:EX <Wendy.Flanagan@gov.bc.ca>; Dennison, Nicki L PSSG:EX <Nicki.Dennison@gov.bc.ca>; Blenkinsop, Lyn PSSG:EX <Lyn.Blenkinsop@gov.bc.ca>
Cc: Marzinzik, Larry PSSG:EX <Larry.Marzinzik@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation team member suggestions

Hi Andy,

s.13; s.22

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Monday, October 31, 2022 11:21 AM
To: Barth, Susan PSSG:EX <Susan.Barth@gov.bc.ca>; Flanagan, Wendy PSSG:EX <Wendy.Flanagan@gov.bc.ca>; Dennison, Nicki L PSSG:EX <Nicki.Dennison@gov.bc.ca>; Blenkinsop, Lyn PSSG:EX <Lyn.Blenkinsop@gov.bc.ca>
Cc: Marzinzik, Larry PSSG:EX <Larry.Marzinzik@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation team member suggestions

Hi all Seniors

Cc'd to Larry M, and Debbie Scarborough

The Field Coroner Compensation Project is beginning and the team is being co-chaired by Debbie Scarborough and myself.

We require 4 to 5 Sec55's to join the team and are looking for suggestions. Once received, Debbie and I will review and chat with each prospective member to see if they would be suitable.

Please consider who in your team may be a good fit based on the criteria Debbie and I have brainstormed below.

-

Criteria/skill set

Collaborative

Fair

Realistic

Experienced the on-call lifestyle challenges

Available

There are a number of steps to go through to get the complete compensation plan put together, selecting the team is a small but critical part so we hope to do this in a very short time frame. There will be plenty other aspects to delay us as it moves forward! Debbie and I are meeting tomorrow afternoon to discuss any names. I know Susan is at her inquest today, but I think all the other SC's will be at today's 1pm meeting.

Thanks.

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: FW: Part-time Coroner compensation question
Sent: 10/31/2022 22:41:51
Attachments: image001.png, image002.png
Message Body:

From Quebec.

From: PASCALE DESCARY <pascale.descary@coroner.gouv.qc.ca>
Sent: Thursday, June 30, 2022 1:04 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Subject: RE: Part-time Coroner compensation question

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi Lisa,

Hope you are well and that you all had a great meeting in June!

You can see my comments/answers in your email.

Hope this helps.

Have a nice summer!

Pascale Descary, avocate

Coroner en chef

Bureau du coroner

Édifice Le Delta 2, bureau 390

2875, boulevard Laurier

Québec (Québec) G1V 5B1

Sans frais : 1 888 CORONER (267-6637), poste 20260

Télec. : 418 644-4157

www.coroner.gouv.qc.ca

De : Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>

Envoyé : 30 juin 2022 14:43

À : Weighill, Clive JU <clive.weighill@gov.sk.ca>; Johnston, Michael (JPS/JSP) <Michael.Johnston@gnb.ca>; Heather.Jones@yukon.ca; PASCALE DESCARY <pascale.descary@coroner.gouv.qc.ca>; Sagadraca, Khen <KSagadraca@GOV.NU.CA>; Garth Eggenberger <Garth_Eggenberger@gov.nt.ca>; Huyer, Dirk (SOLGEN) <Dirk.Huyer@ontario.ca>

Objet : Part-time Coroner compensation question

s.13; s.16

s.13; s.16

s.13; s.16

I know you're all busy people so any information you can provide will be greatly appreciated.

Take care and have a great long weekend!

Lisa

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Pour la vie!



From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: Ontario: Part-time Coroner compensation question
Sent: 10/31/2022 22:39:54
Message Body:

And now Ontario.

Lisa

From: Huyer, Dirk (SOLGEN) <Dirk.Huyer@ontario.ca>
Sent: Sunday, July 3, 2022 5:12 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Subject: RE: Part-time Coroner compensation question

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

See below

Dirk

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Thursday, June 30, 2022 2:43 PM
To: Weighill, Clive JU <clive.weighill@gov.sk.ca>; Johnston, Michael (JPS/JSP) <Michael.Johnston@gnb.ca>; Heather.Jones@yukon.ca; PASCAL.DESCARY@coroner.gouv.qc.ca; Sagadraca, Khen <KSagadraca@GOV.NU.CA>; Garth Eggenberger <Garth_Eggenberger@gov.nt.ca>; Huyer, Dirk (SOLGEN) <Dirk.Huyer@ontario.ca>
Subject: Part-time Coroner compensation question

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s.13; s.16

s.13; s.16

s.13; s.16

I know you're all busy people so any information you can provide will be greatly appreciated.

Take care and have a great long weekend!

Lisa

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: FW: Addressing issues related to the employment status of part-time "community" coroners
Sent: 10/31/2022 18:41:42
Attachments: image002.jpg, image003.png, image004.png, image005.png
Message Body:

Hi all, at the bottom of this email string, is the response I received from PSA following discussions about the possibility of adding s. 55 coroners as *Public Service Act* employees. Though we didn't receive a positive response on that proposal, the PSA did agree to treat s. 55 coroners as "in-service" employees for the purposes of hiring and training.

Thanks again,

Lisa

From: Gadsby, Sean C PSA:EX
Sent: Thursday, November 29, 2012 3:11 PM
To: Lapointe, Lisa JAG:EX
Cc: Cullinane, Pat M JAG:EX; Phipps, Bert PSA:EX; Weltz, Angela D PSA:EX; Bowman, Kimberley PSA:EX; Killam, Elizabeth PSA:EX
Subject: RE: Addressing issues related to the employment status of part-time "community" coroners

Hi Lisa,

In response to your questions, I have confirmed with our Hiring Centre that in-service status for community coroners is effective immediately.

Training services are also available immediately provided: (i) your employees are using a valid IDIR and (ii) they are accessing services from within the Span BC government network. Users outside the Span BC network but who are using DTS or VPN services will also have access. Users who reside outside the Span BC government network and who are not using DTS/VPN may not be able to access learning services. This includes users attempting to access learning using SpanDial.

To confirm these access requirements as they apply to community coroners, I recommend you pass this information along to your ministry systems representative. If they have any questions, they may contact John Ricard in our office by email or phone at 250.356.6302.

Please let us know if you have any other questions. Thanks.

Sean Gadsby, Policy Analyst

Policy and Research Branch | Employee Relations Division | BC Public Service Agency

810 Blanshard St. | Victoria, BC | V8W 9V1 | 250.356.8310

www.gov.bc.ca/myhr/contact | 250.952.6000 | Toll Free 1.877.277.0772

From: Lapointe, Lisa JAG:EX

Sent: Monday, November 26, 2012 11:08 AM

To: Gadsby, Sean C PSA:EX

Cc: Cullinane, Pat M JAG:EX; Phipps, Bert PSA:EX; Weltz, Angela D PSA:EX; Bowman, Kimberley PSA:EX; Killam, Elizabeth PSA:EX

Subject: RE: Addressing issues related to the employment status of part-time "community" coroners

Thanks very much Sean. Your detailed reply is much appreciated. I understand the complexities involved with changing the employment status of our part-time coroners and appreciate your advice on moving forward. We will continue to explore ways to address the challenges of this unique category of employees.

In the meantime, thank you for confirming that community coroners are eligible for government training services. They already all have IDIR accounts and are provided with government laptops and access to the government network. Is this eligibility in place now?

I am also pleased that PSA will be providing in-service status for the community coroners for internal government competitions. Please let me know the effective date for this change.

Thanks again for your help in reviewing the status and options for part-time coroners. I'll be speaking with all of our coroners within the next couple of weeks and will follow up with you if there are questions.

Lisa

Lisa Lapointe

Chief Coroner, British Columbia Coroners Service

Ministry of Justice

5th floor, 910 Government Street

Victoria, BC V8V 1X4

lisa.lapointe@gov.bc.ca

www.pssg.gov.bc.ca/coroners

<http://www.pssg.gov.bc.ca/coroners>

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From: Gadsby, Sean C PSA:EX

Sent: Friday, November 23, 2012 2:04 PM

To: Lapointe, Lisa JAG:EX

Cc: Cullinane, Pat M JAG:EX; Phipps, Bert PSA:EX; Weltz, Angela D PSA:EX; Bowman, Kimberley PSA:EX; Killam, Elizabeth PSA:EX

Subject: Addressing issues related to the employment status of part-time "community" coroners

Hi Lisa,

Further to our meeting in October, we have reviewed your proposal to change the employment status of part-time coroners as part of a new investigative model being adopted by the BC Coroners Service (BCCS).

Currently, part-time coroners are appointed under the *Coroners Act* subject to the terms and conditions of the *Employment Standards Act*. The change proposed by the BCCS would see part-time coroners appointed under the *Public Service Act* subject to the Terms and Conditions of

s.12; s.13

s.13

s.13

Thank you for the opportunity to learn more about your new investigative model and to provide the comments above. Please let us know if there is anything further we can do to assist.

Sean Gadsby, Policy Analyst

Policy and Research Branch | Employee Relations Division | BC Public Service Agency

810 Blanshard St. | Victoria, BC | V8W 9V1 | 250.356.8310

www.gov.bc.ca/myhr/contact | 250.952.6000 | Toll Free 1.877.277.0772



Where ideas work







From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: FW: Compensation committee project
Sent: 10/31/2022 18:35:55
Attachments:s.13
Message Body:

Apologies for all of the emails, but I want to be sure you have all available information. This was the reply to my reply, along with another reply from me. Shortly after this (in April 2020), we received notice that the BCGEU had applied to the LRB for the s. 55 coroners to join the union. The application was withdrawn by the BCGEU in November 2020.

Many thanks,

Lisa

From: Keath, Jacqollyne PSSG:EX <Jacqollyne.Keath@gov.bc.ca>
Sent: Thursday, January 30, 2020 4:38 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Stiglich, Tiara PSSG:EX <Tiara.Stiglich@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Subject: Compensation committee project

?Hello Lisa,

Thank you for your email we received on January 27/20. Through our environmental scan that also
s.13

Respectfully submitted,

Jacqollyne Keath

Tracy Christensen

Chris Lafrance

Ron Sharein

Page 0640 of 1121 to/à Page 0645 of 1121

Withheld pursuant to/removed as

s.13

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Keath, Jacqollyne PSSG:EX (Jacqollyne.Keath@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca); Stiglich, Tiara PSSG:EX (Tiara.Stiglich@gov.bc.ca); Burns, Aaron PSSG:EX (Aaron.Burns@gov.bc.ca); McNamee, John PSSG:EX (John.McNamee@gov.bc.ca)
Subject: RE: Compensation committee project
Sent: 02/07/2020 22:15:12
Attachments: image001.png, image002.jpg
Message Body:

Hi Jacqollyne, thank you for your reply.

I'm pleased to hear that there's a willingness on the part of the community coroner representatives on the Compensation Committee to continue to collaborate on this project.

I will leave it to Tiara to arrange the group's next meeting.

Regards,
Lisa

Lisa Lapointe
Chief Coroner, British Columbia Coroners Service
Ministry of Public Safety and Solicitor General
5th floor, 910 Government Street
Victoria, BC V8V 1X4
250-356-9326
Traditional territory of the Songhees and Esquimalt First Nations
lisa.lapointe@gov.bc.ca
<http://www.gov.bc.ca/coroners>

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From: Keath, Jacqollyne PSSG:EX <Jacqollyne.Keath@gov.bc.ca>
Sent: Thursday, January 30, 2020 4:38 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Stiglich, Tiara PSSG:EX <Tiara.Stiglich@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Subject: Compensation committee project

Hello Lisa,
Thank you for your email we received on January 27/20. Through our environmental scan that also included seeking
s.13

Respectfully submitted,
Jacqollyne Keath
Tracy Christensen
Chris Lafrance
Ron Sharein





From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca); Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: Community Coroner Compensation - 2019 proposal and chief coroner reply
Sent: 10/31/2022 18:28:47
Attachments: s.13

s.13

message body:

Hi again, here are the documents submitted in support of the 2019 proposal, along with my reply. There are some valuable arguments in the proposal that could be helpful in drafting a new one.

Thanks,

Lisa

From: Christensen, Tracy R PSSG:EX <Tracy.R.Christensen@gov.bc.ca>
Sent: Friday, December 20, 2019 6:26 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; Stiglich, Tiara PSSG:EX <Tiara.Stiglich@gov.bc.ca>
Cc: Lafrance, Chris PSSG:EX <Chris.Lafrance@gov.bc.ca>; Sharein, Ronald PSSG:EX <Ronald.Sharein@gov.bc.ca>; Keath, Jacquollyne PSSG:EX <Jacquollyne.Keath@gov.bc.ca>; Christensen, Tracy R PSSG:EX <Tracy.R.Christensen@gov.bc.ca>
Subject: Compensation

Respectfully submitted,

Tracy Christensen

Coroner

BC Coroners Service

MINISTRY OF PUBLIC SAFETY

AND SOLICITOR GENERAL

Metrotower II, Suite 800?

4720 Kingsway.

Burnaby BC? V5H 4N2

Cell: 604-819-9479

Main Office Phone: 604-660-7708

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Page 0652 of 1121 to/à Page 0701 of 1121

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s.13

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: Community Coroner compensation - 2015 proposal and recent s.55 WES
Sent: 10/31/2022 18:24:08
Attachments: s.13
Community Coroner Proposal.docx
Message Body:

2015

Hi Debbie and Andy, it was great to meet with you this morning. Thanks so much for agreeing to support this work, which is of such importance to our agency.

I've cut the most meaningful sections from a previous DM briefing note, as well as from the TB submission and pasted them into the word document attached. Don't worry about format when working on this proposal; it's more important to include the various options considered along with benefits and challenges of each. When it comes time for us to submit for DM approval and TB approval, there are specific ministry and TB templates our finance folks will use.

In 2015, we focused on recruitment and retention and the costs – both financially and less tangible – of continual turnover and loss of experience. The current committee may also want to add a comment about the s. 55 mini-Workplace Engagement survey scores. Clearly, compensation is a significant issue for those coroners who work in the field. I've attached those results as well.

I'll send additional information in separate emails.

Many thanks,

Lisa

ISSUE: Community Coroner compensation

DECISION REQUIRED/ RECOMMENDATION:

Support an amendment to the Coroners Act Regulation to establish the s. 55 (community coroner) wage as 80% of the regular coroner salary.

SUMMARY:

Section 55 of the *Coroners Act* permits the chief coroner to retain persons as necessary to act as coroners. These coroners work part time and are not *Public Service Act* employees. Compensation for community coroners is set by *Coroners Act Regulation*. The current rate of \$25/hr has been in effect since 2004 when it was raised from \$20/hr. In contrast, full-time coroners are appointed in accordance with the *Public Service Act* and are compensated at approximately \$42/hr plus benefits. The responsibilities of the different categories of coroner are substantially similar however, there are some differences. Though these differences support a small wage difference, they do not justify the current disparity.

BACKGROUND:

- It is becoming increasingly difficult to recruit qualified individuals for the important community coroner role; over 50% of the postings for this role across the province did not identify qualified candidates or identified only one candidate suitable for the role
- Voluntary turnover for community coroners is high resulting in inexperience in the field, risks to investigations, and significant hiring and training costs (appendix 1)
- The Auditor General's 2011 audit of the Coroners Service recommended that the community coroner staffing model be reviewed and options explored to better support the long-term effectiveness of the agency

OPTIONS:

- Status quo
- Amend regulation to increase the hourly wage to a set amount (ie from \$25/hr to \$35/hr)
- Recommended: Amend regulation to a fixed 80% percent of the full-time coroner salary (Appendix 2) to be phased in over 3 years.

Retention and Recruitment

- PSSG indicates a wage increase is not likely to address all retention and recruitment issues. TBS are concerned with PSSG's ability to address a longer term solution, yet recognizes the wage increase will have a positive impact on morale and engagement.
- PSSG is projecting the CC turnover rate will reduce and stabilize to 10 community coroners per year. CC are appointed under section 55 of the *Coroners Act* vs being appointed under the *Public Service Act* for the following reasons:

- It is under this section that the Chief Coroner can “retain persons as necessary to act as coroners.” This is the main difference between FTE Coroners and CC. With FTE Coroners falling under the *PSA*, they are required to be appointed based on the principle of merit. The Coroners Service utilizes the same merit based process when hiring Community Coroners, to ensure a vigorous and defensible competitive process. Appointments are then made by the Chief Coroner as and when required; and
- Section 55 of the *Coroners Act* is also the place in legislation in which the Chief Coroner delegates “to those persons any power or duty of a coroner.” Without this authority CC would not be able to conduct the work necessary to perform the functions.
- Community coroners must be available to respond at any time during an assigned shift including nights, weekends, remote locations, and are only remunerated hourly when called.

Page 0705 of 1121 to/à Page 0740 of 1121

Withheld pursuant to/removed as

s.13

From: Zorn, Sandy PSA:EX (Sandy.Zorn@gov.bc.ca)
To: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
Cc: Cohen, Sharon PSA:EX (Sharon.Cohen@gov.bc.ca); Chow, Teresa PSA:EX (Teresa.Chow@gov.bc.ca)
Subject: RE: Community Coroner compensation
Sent: 08/14/2023 15:16:32
Attachments: image003.png, image004.png, image005.png, image006.jpg
Message Body:

Hi Andrew,

Thanks for your email. I will follow up directly with Lisa to discuss the approach further s.12; s.13
s.12; s.13

Thanks,

Sandy

Sandy Zorn, Director, Total Compensation

(she/her/hers)

Employee Relations Division | BC Public Service Agency

1st Floor, 810 Blanshard Street | Victoria BC | V8W 9V1 | Office (778) 698-7903

AskMyHR: www.gov.bc.ca/myhr/contact

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, August 8, 2023 1:45 PM
To: Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>
Subject: Community Coroner compensation

Hi Sandy

I was unsure of who to follow up within your group of PSA colleagues who met with our chief

coroner and myself on June 27th, regarding the Community Coroner compensation, so if my email is abetter addressed by someone else, please forward it on.

Following the June 27th meeting I was aware that there was deliberation going to take place within PSA about the best way address the on-call aspect of the role, and I would be happy to meet again to see your thoughts on this, and see how this best reflects the different communities that our coroners work in.

I look forward to connecting again to see how to help this progress.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

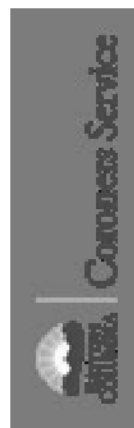
103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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Where ideas work

From: Cave, Andrew I PSSG:EX (Andrew.Cave@gov.bc.ca)
To: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca); Scarborough, Debbie PSSG:EX (Debbie.Scarborough@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca); Hembree, Sara PSSG:EX (Sara.Hembree@gov.bc.ca)
Subject: RE: Community coroner compensation
Sent: 06/21/2023 18:24:39
Attachments: image001.png, image002.jpg, image003.png, image004.jpg, image005.png
Message Body:

That sounds great.

Thanks, Andy

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Wednesday, June 21, 2023 11:24 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: Community coroner compensation

Hi Andy, I'm not sure the PSA group will have much to report next week but I wanted to set the meeting to make sure this continues to be on everyone's radar. Let's wait until we've had the meeting to determine whether it would be helpful to have Sam or John or the other members of the group attend moving forward.

Does that sound ok? I don't want to exclude anyone, but my thought is that having you and Debbie attend as the committee co-chairs is appropriate for this meeting.

Many thanks,

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, June 21, 2023 9:59 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: Community coroner compensation

Hi Lisa

Thanks for setting this up. Is this the meeting you had suggested other compensation group members might attend. Not all of us, but someone like Sam who has a good grasp on the numbers, or John who has a strong understanding of the Regs?

I would be more than happy to step back from meeting to allow one of the others to be present.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Sent: Monday, June 19, 2023 10:24 AM

To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: Community coroner compensation

Thanks Lisa. Looking forward to a meeting!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Monday, June 19, 2023 10:11 AM
To: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>

Subject: RE: Community coroner compensation

Hi everyone, my apologies for the delay. As always, calendars have been challenging.

I've cc'd Sara Hembree, my EAA, on this email. I'm hoping Sara can help to arrange a one-hour meeting for the week of June 26th. The Monday afternoon or Tuesday morning would be ideal if we can make that work.

Many thanks for your help,

Lisa

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Friday, June 2, 2023 9:39 PM
To: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Re: Community coroner compensation

Thanks Sandy and Kayla, I appreciate your support with this.

I'll work to arrange a touch base meeting next week.

Lisa

Get [Outlook for iOS](#)

From: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>
Sent: Friday, June 2, 2023 5:16:58 PM
To: Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community coroner compensation

Thank you, Sandy. That was my understanding as well. Happy to attend a call to discuss this further.

Page 0751 of 1121

Withheld pursuant to/removed as

s.12 ; s.13 ; s.17

Happy to attend a meeting next week to discuss further.

Thanks,

Sandy

From: McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>
Sent: Friday, June 2, 2023 2:21 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>; Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community coroner compensation

My apologies for the delay, but I did receive the attached information from the Corporate Policy team who had previously conducted some work around the compensation for community coroners.

Please let me know if you need any additional information.

From: Lapointe, Lisa PSSG:EX Lisa.Lapointe@gov.bc.ca
Sent: Friday, June 2, 2023 2:08 PM
To: Zorn, Sandy PSA:EX Sandy.Zorn@gov.bc.ca; Forman, Ken PSA:EX Ken.Forman@gov.bc.ca; Cohen, Sharon PSA:EX Sharon.Cohen@gov.bc.ca; Chow, Teresa PSA:EX Teresa.Chow@gov.bc.ca; Tsui, Korina PSA:EX Korina.Tsui@gov.bc.ca; McKeown, Kayla AG:EX Kayla.McKeown@gov.bc.ca
Cc: Stancato, Vincent PSSG:EX Vincent.Stancato@gov.bc.ca; Cave, Andrew I PSSG:EX Andrew.Cave@gov.bc.ca; Scarborough, Debbie PSSG:EX Debbie.Scarborough@gov.bc.ca
Subject: Community coroner compensation

Hi everyone, thank you all again for our meeting on May 19th. I appreciate you sharing your time and expertise on the community coroner compensation issue, which is a significant one for our branch.

I'm mindful that MCCF increases were just adjusted with effective date of April 1, 2023, and are consistent with the recent general wage increases for the GEU. s.13

s.13

Is it feasible to arrange a date to meet in the next week or so to discuss progress to date and next steps?

Thanks again and have a great weekend everyone,

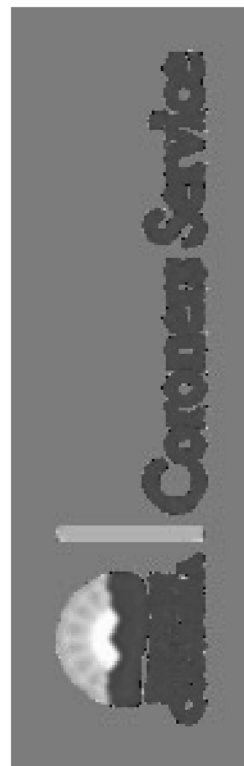
Lisa

Lisa Lapointe

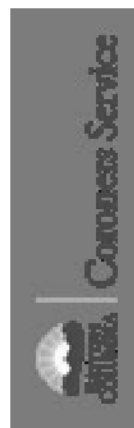
Chief Coroner, BC Coroners Service











From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>
Sent: Friday, August 25, 2023 11:55 AM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; BCCS Legal Services PSSG:EX <BCCSLegalServices@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: New FOI Request | PSS-2023-32162 - Due August 30th 2023 Re: s. 55 Coroners compensation project

Good eye Vince, sorry that should be:

*Date Range for Record Search: **From 9/1/2022 To 8/15/2023***

From: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Sent: Friday, August 25, 2023 10:45 AM
To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; BCCS Legal Services PSSG:EX <BCCSLegalServices@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: New FOI Request | PSS-2023-32162 - Due August 30th 2023 Re: s. 55 Coroners compensation project

Tej, that date range does not seem correct. Vince

Vincent Stancato | Deputy Chief Coroner | BCCS
BC Coroners Service
PHONE 604.398.5837
CELL 604.220-2177
FAX 604.775-1049
Coast Salish Territory
<http://www.gov.bc.ca/coroners>

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From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>

Sent: Friday, August 25, 2023 10:41 AM

To: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; BCCS Legal Services PSSG:EX <BCCSLegalServices@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Cc: BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>

Subject: FW: New FOI Request | PSS-2023-32162 - Due August 30th 2023 Re: s. 55 Coroners compensation project

Hi Aaron, John, Lisa, Vince, Andy,

We have received the following FOI request and you are included in this email as you likely have related emails/documents:

- If you can please forward me any correspondence that you have fits the criteria below
- Andy, is there a project inbox that your team is using? I can gather documents from any inboxes if easier.
- Date range from Sept 1, 2022 to August 15, 2022
- We are just gathering records at this point, this does not mean that anything will be released. The correspondence will be reviewed against the harms pursuant to the FOIPPA Act. As this project is in progress, it is unlikely that discussion documents or anything involving a TB submission will be released.
- If you can forward to me by August 30, 2023

All correspondence and documents concerning proposed hourly wage increases/adjustments for S55 (Section 55 Coroners/Field Coroners/Community Coroners) and all correspondence and documents concerning any research, investigations or discussions related to the consideration of on-call compensation for S55 (Section 55 Coroners/Field Coroners/Community Coroners). (Date Range for Record Search: **From 9/1/2022 To 8/15/2023**)

Thanks

Tej.

From: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>

Sent: Wednesday, August 23, 2023 10:29 AM

To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>; BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>

Cc: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>

Subject: New FOI Request | PSS-2023-32162 - Due Aug 31, 2023

Good Morning,

Please see the below new FOI request for BCCS:

All correspondence and documents concerning proposed hourly wage increases/adjustments for S55 (Section 55 Coroners/Field Coroners/Community Coroners) and all correspondence and documents concerning any research, investigations or discussions related to the consideration of on-call compensation for S55 (Section 55 Coroners/Field Coroners/Community Coroners). (Date Range for Record Search: **From 9/1/2022 To 8/15/2023**)

Applicant Type: Individual

Can you please canvass and advise if **BC Coroner?s** would hold any records relating to the above subject. Records Due **August 31, 2023**. If no records are located, please provide an approved NRR by **September 1, 2023**.

Thank you

Holly Skogstad

Central FOI Coordinator

Information Systems Branch

Ministry of Attorney General

(778) 698-3889 | agpssg.foicoordinator@gov.bc.ca







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Withheld pursuant to/removed as

s.14



From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)

To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)

Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Sent: 09/01/2023 01:50:02

Attachments: Rational for COLA pay increase.docx, RE: wage chart.msg, s.13

s.13

s.13 , On call employee wants to be on the clock.docx, Provincial - 54 55 -s.13; s.16

s.13; s.16

Message Body:

2/2

Cheers,
John

John Gelinas
Community Coroner
BC Coroners Service
Nanaimo, Island Region
john.gelinas@gov.bc.ca
1 866 229-2226 {Regional Office}
250-713-4807 {cell}

From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>

Sent: Tuesday, August 29, 2023 5:26 PM

To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi John,

Thank you for letting me know?.the FOU All is likely not the best place after all. I don?t have access to your H:

It may have to be via email if that isn?t too unwieldy for you to send?

Tej.

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Sent: Tuesday, August 29, 2023 3:28 PM

To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>

Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi Tej,

Sorry to bother you again, it looks like I can access the folder BCCS_FOU_All in the following drive

Is this where you want the docs, and in which folder?

Otherwise I can put in a folder in my H drive {JGELINAS\$}?

Thanks,
John

From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>

Sent: Tuesday, August 29, 2023 1:45 PM

To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi John,

If you can save it to the FOU drive, I can pick up from there?that may be easier.

Thank you!

Tej.

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>

Sent: Tuesday, August 29, 2023 11:06 AM

To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>

Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi Tej

Did you want the docs sent back by email or is there another file sharing program available? I have 19 docs and 5 website shortcuts to send in.

john

From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>

Sent: Monday, August 28, 2023 11:19 AM

To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>

Subject: FW: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi team,

Andy has likely already let you know that we have a FOI request for documents related to the S. 55 Coroner Compensation project.

As you are on the committee, can you please forward me the following:

- **Any documents that you have gathered to support your work on this project**
- **That you have received between Sept 1, 2022 and August 15, 2023**
- **We are just gathering records at this point, this does not mean that anything will be released. The correspondence will be reviewed against the harms pursuant to the FOIPPA Act.**
- **If you can forward to me by the end of this week, Sept 1st.**

Andy is forwarded me all his material so I will have any emails that have been circulated among you (so no need to send me those).

Thank you and let me know if any questions.

Tej.

From: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>

Sent: Wednesday, August 23, 2023 10:29 AM

To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>; BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>

Cc: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>

Subject: New FOI Request | PSS-2023-32162 - Due Aug 31, 2023

Good Morning,

Please see the below new FOI request for BCCS:

All correspondence and documents concerning proposed hourly wage increases/adjustments for S55 (Section 55 Coroners/Field Coroners/Community Coroners) and all correspondence and documents concerning any research, investigations or discussions related to the consideration of on-call compensation for S55 (Section 55 Coroners/Field Coroners/Community Coroners). (Date Range for Record Search: From 9/1/2022 To 8/15/2023)

Applicant Type: Individual

Can you please canvass and advise if **BC Coroner?s** would hold any records relating to the above subject. Records Due **August 31, 2023**. If no records are located, please provide an approved NRR by **September 1, 2023**.

Thank you

Holly Skogstad

Central FOI Coordinator

Information Systems Branch

Ministry of Attorney General

(778) 698-3889 | agpssg.foicoordinator@gov.bc.ca

Overtime entitlements for on-call workers

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By Colin Gibson

Feb 28, 2018

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Link: [Pay for time spent on call | Canadian HR Reporter](#)

Colin Gibson is a partner with Harris and Company in Vancouver.

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s.13

On-call employee wants to be on the clock You make the call

<https://www.hrreporter.com/focus-areas/employment-law/on-call-employee-wants-to-be-on-the-clock/333029>

Sep 08, 2020
Share

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For more information, see:

- Kenneth A. MacAulay (Re), 2020 BCEST 31 (B.C. Emp. Stdnds. Trib.).

A: Increase in CPI from 2016-2022

\$100 CAD in 2016 would be worth \$115.49 CAD in 2022

Inflation Rate from 2016 to 2022: 15.49%

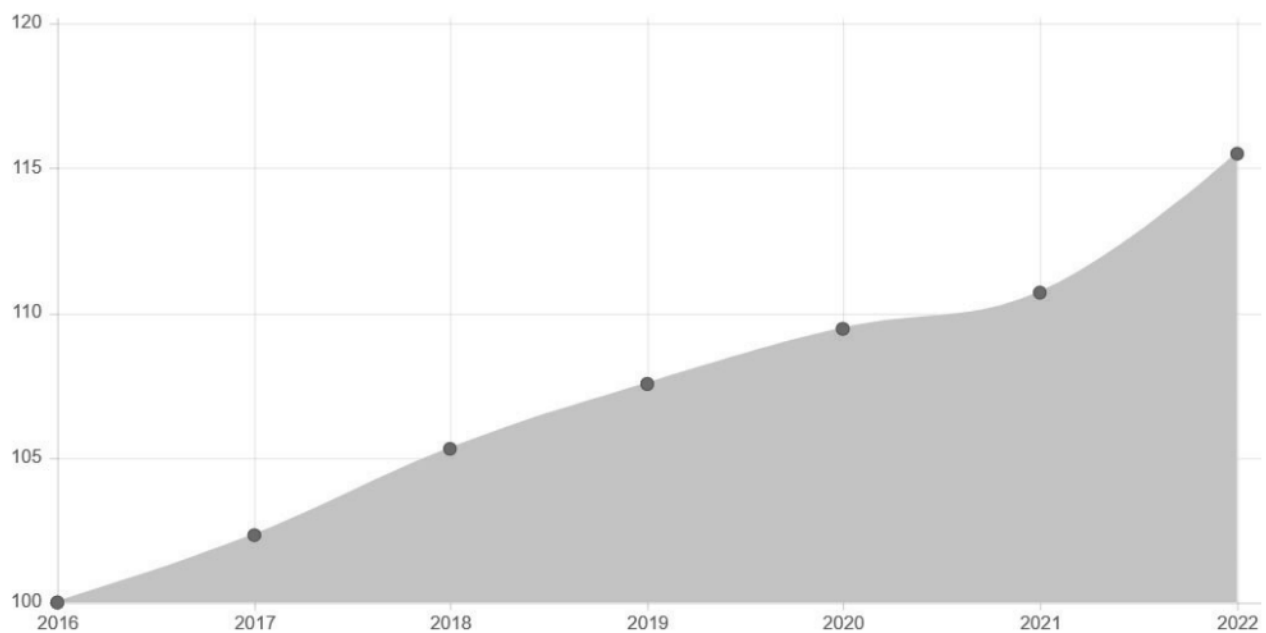
Total Number of Years: 6

Average Annual Inflation Rate: 2.43%

Annual CPI for 2016: 120.7

Annual CPI for 2022: 139.4

This graph shows the trend for the selected dates:



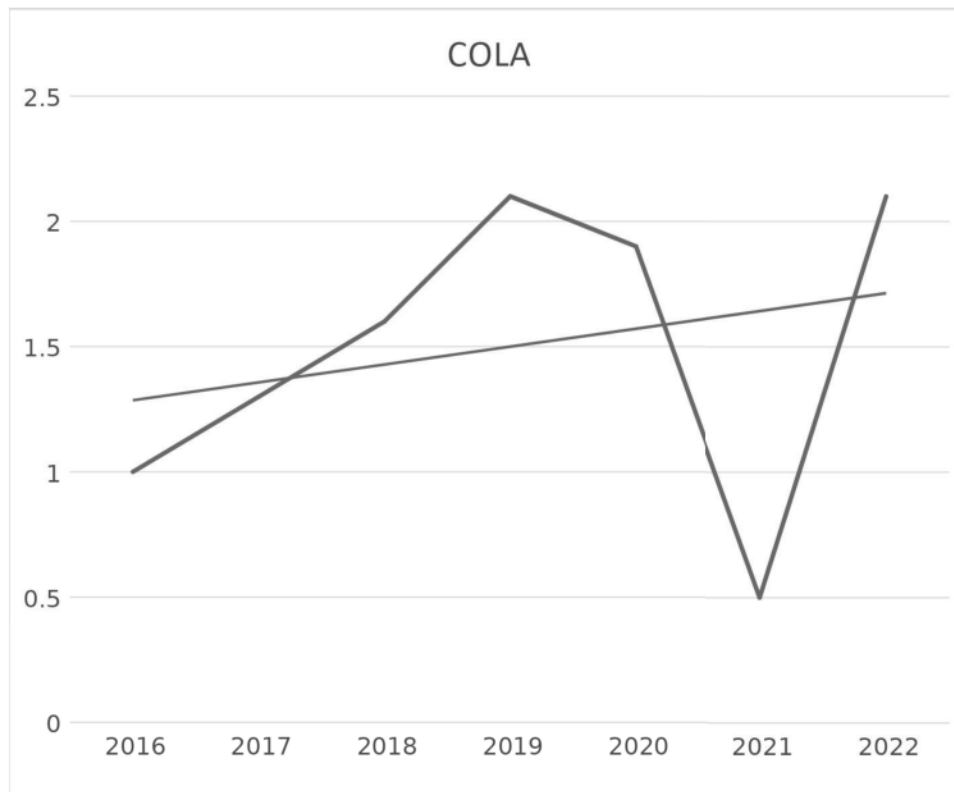
<https://inflationcalculator.ca/british-columbia/>

B: Cost- of-living adjustment {COLA}

This info is from BC Pensions, it includes their COLA increases (%) from 2016-2022.

When the Consumer Price Index is used as an escalation tool, a clause is written into a contract by which a sum of money to be paid in the future is automatically adjusted by changes in the CPI. This type of clause is called an escalation clause. In many contracts, they are called cost-of-living adjustment or COLA clauses

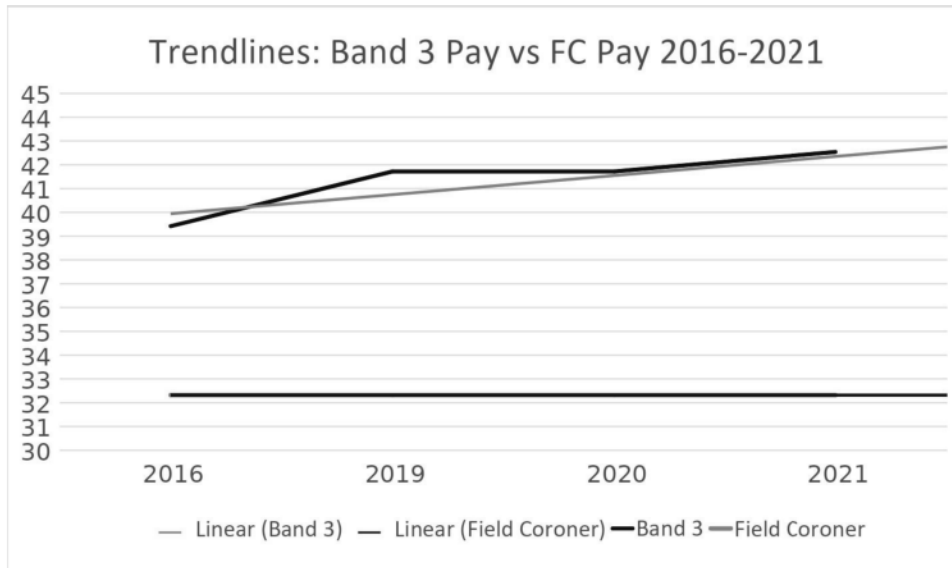
<https://mpp.pensionsbc.ca/cost-of-living-adjustments>



C: MCCF Pay Increase from 2016-2022

This info refers to the pay increase that Band 3 employees (which I believe covers Sec 54 coroners) have received since 2016. I couldn't find data for 2017,2018. If I did the math correct, this represents a 7.9 % increase.

| | Band 3 | FC |
|------|--------|-------|
| 2016 | 39.42 | 32.32 |
| 2019 | 41.72 | 32.32 |
| 2020 | 41.72 | 32.32 |
| 2021 | 42.54 | 32.32 |



References

1. Statistics Canada: Your Guide to the Consumer Price Index (1996)
(<https://www150.statcan.gc.ca/n1/pub/62-557-x/4194961-eng.pdf>)
2. City News Vancouver February 2022
(<https://vancouver.citynews.ca/2022/02/16/canada-inflation-january-2022/>)
3. Management Classification and Compensation Framework (MCCF) Band 3
(<https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/pay-benefits/salaries/salarylookuptool/management/management-bands>)
4. Management Classification & Compensation Framework: Compensation Rule, July 01. 2021.
([file:///C:/Users/sanil/Downloads/mccf-compensation-rules%20\(3\).pdf](file:///C:/Users/sanil/Downloads/mccf-compensation-rules%20(3).pdf))
5. The Public Sector Employers' Council Secretariat (PSEC Secretariat)
(<https://www2.gov.bc.ca/gov/content/employment-business/employers/public-sector-employers/public-sector-bargaining/mandates-and-agreements>).
6. The Union of BC Municipalities
(<https://www.ubcm.ca/sites/default/files/2021-08/Council%20%26%20Board%20Remuneration%20Guide%20%28September%2C%202019%29.pdf>).
7. MEMBERS' REMUNERATION AND PENSIONS ACT [RSBC 1996] CHAPTER 257
(https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96257_01)
8. BC General Employees' Union (BCGEU) (https://www2.gov.bc.ca/assets/gov/careers/managers-supervisors/managing-employee-labour-relations/memorandum_settlement_2022.pdf)
9. BC Coroners Service: Mission, Vision and Value: Mandate
(<https://www2.gov.bc.ca/gov/content/life-events/death/coroners-service/about-us>)
10. Comprehensive Report on the tentative agreement reached between the Health Science Professionals Bargaining Association (HSPBA) and the Health Employers Association of BC (HEABC) November 2022.
(<https://hsabc.org/sites/default/files/uploads/FOR%20WEB%20Ratification%20Booklet%202022.pdf>).
11. CUPE Local 116 UBC staff Agreement
(<https://news.gov.bc.ca/releases/2022FIN0063-001601>).
12. Local 379 Burnaby Schools Non-Teaching staff
(<https://www.cupe379.ca/>).
13. B.C.'s Consumer Price Index (CPI) for Minimum Wage jobs
(<https://news.gov.bc.ca/releases/2015JTST0040-000324>) .
14. Job Posting: CORONER - Community Coroner - Nanaimo - (93392) Close Date 2022 Dec 04
(<https://bcpublicservice.hua.hrsmart.com/hr/ats/Posting/view/93392>)
15. The Coroners regulations, 2000 Saskatchewan
(<https://publications.saskatchewan.ca/#/products/1010>)
16. Nunavut Coroner Service
(<http://www.nupli.ca/index.php/website-en>)
17. Yukon Coroner's Service
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18. Coroners Act, RSNB 1973, c C-23 New Brunswick
(<https://canlii.ca/t/55lg2>)

19. Office of the Chief Coroner and the Ontario Forensic Pathology Service
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25. The BC Coroners Service Strategic Plan 2023-2025 (Proposed)
26. BCCS Section 55 Coroners Work Environment Survey
27. BCCS Section 55 Coroners Auditor General's Report of 2011

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Withheld pursuant to/removed as

s.13 ; s.16

The Consumer Price Index (CPI) is a measure of the rate of price change for goods and services bought by Canadian consumers. It is the most widely used indicator of price changes in Canada and it is a widely used measure of inflation ¹.

Canada's annual pace of inflation topped five per cent for the first time in more than 30 years in January 2022. Statistics Canada says the rate of inflation rose to 5.1 per cent on a year-over-year basis in January. That's up from 4.8 per cent recorded in December. In comparison, the agency says the consumer price index increased 1.0 per cent on an annual basis in January 2021 ².

As described by Statistics Canada, *The CPI is relevant to all those who earn and spend money. When prices rise, the purchasing power of money drops. When prices drop, it means the purchasing power of money increases. The CPI is frequently used to estimate the extent to which this purchasing power of money changes in Canada. The CPI is defined, more precisely, as an indicator of the changes in consumer prices experienced by Canadians. It is obtained by comparing, through time, the cost of a fixed basket of commodities purchased by Canadian consumers in a particular year. Since the basket contains commodities of unchanging or equivalent quantity and quality, the index reflects only pure price movement* ¹.

For example, a comparison of a basket of goods from 2016 to 2022 is offered, as the last pay increase for section 55 coroners was in 2016. Figure 1 shows the CPI trend for the selected dates:

\$100 CAD in 2016 would be worth \$115.49 CAD in 2022

| | |
|-----------------------------------|--------|
| Inflation Rate from 2016 to 2022: | 15.49% |
| Total Number of Years: | 6 |
| Average Annual Inflation Rate: | 2.43% |
| Annual CPI for 2016: | 120.7 |
| Annual CPI for 2022: | 139.4 |

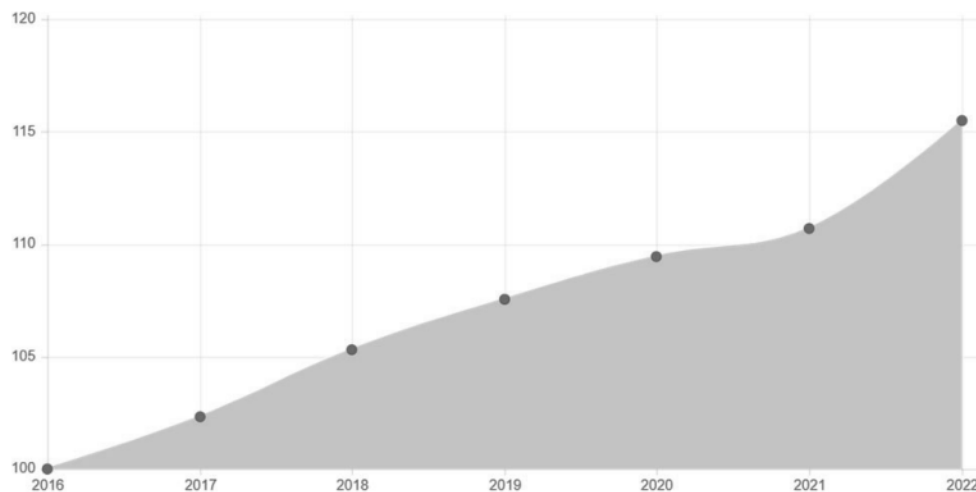


Figure 1 CPI Trend 2016-2022

Figure 2 shows the pay scale increases from 1995 to present for both section 54 and section 55 coroners. The section 54 wage has had annual increases (based on the BC General Employees' Union (BCGEU) raises). Section 55 coroners had a pay increase last in 2016. Neither wage had been tied to the rate of inflation for this time period.

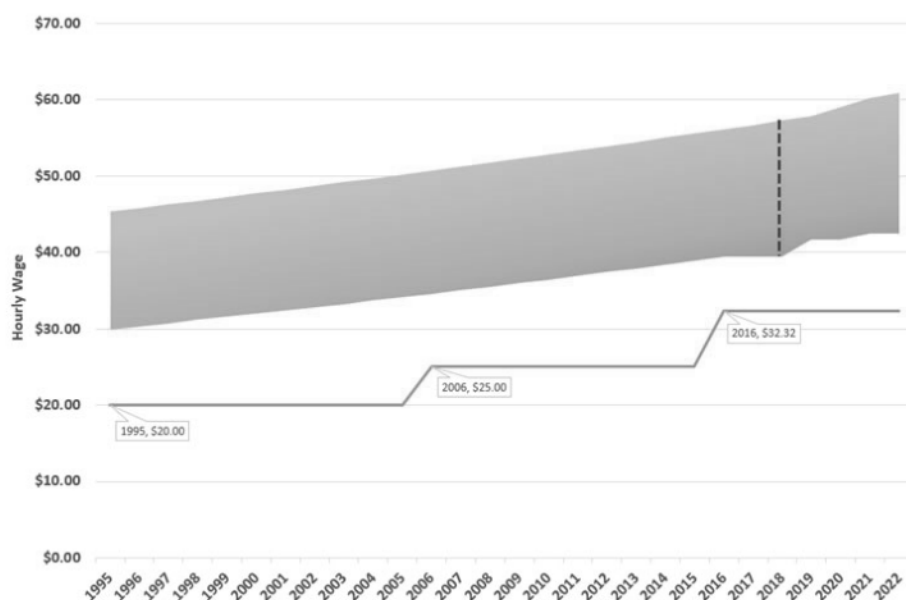


Figure 2: Section 55 Coroner pay (blue line) compared with Section 54 Coroner pay band (green area). The pay band uses true values from 2019 onward and projected values before 2019.

Cost-of-living adjustment (COLA) clauses link wage-increases to movements in the CPI. When the CPI is used as a wage escalation tool, a clause is written into a contract by which a sum of money to be paid in the future is automatically adjusted by changes in the CPI. This type of clause is called an escalation clause. In many contracts, they are called cost-of-living adjustment or COLA clauses.

Labour contracts governing the wages of many Canadian workers include COLA clauses. Wages adjusted for inflation usually use the CPI often referred to as a COLA. Indexing an annual CPI increase or COLA accommodation in wage escalation is becoming the benchmark in negotiated and adjusted compensation packages. This practice is found in both the public and private sectors, and for unionized and excluded employees. The following examples are offered:

- The Management Classification and Compensation Framework (MCCF) Band 3, currently being used to compensate Investigative Coroners.

- The MCCF salary ranges are typically adjusted each year based on the negotiated general wage increases for the BCGEU. As such, the MCCF salary range annual increases are a function of the CPI adjustments received by BCGEU members ³ .
-
- The Public Sector Employers' Council Secretariat (PSEC Secretariat), as a central agency, coordinates union and non-union compensation across the public sector and utilizes the Shared Recovery Mandate. This mandate applies to all public sector employers with unionized employees whose collective agreements expire on or after December 31, 2021. Negotiations are focused on providing a fair and reasonable offer to public-sector workers that includes significant inflation protection. Elements of the 2022 mandate include Cost of Living Adjustments ⁴ .
- The Union of BC Municipalities consider it Best Practice to include a provision for an automatic cost-of-living adjustment, using the CPI, as an Annual Adjustment ⁵ .
- BC sitting MLA's receive compensation which *"must be adjusted every year on April 1, commencing April 1, 2008, by the percentage increase of the consumer price index, if any, for the 12-month period ending on December 31 of the previous year"*, as defined in the MEMBERS' REMUNERATION AND PENSIONS ACT [RSBC 1996] CHAPTER 257 ⁶ .
- The tentative agreement between the BC General Employees' Union (BCGEU) and the government's Public Service Agency (PSA), offers general wage increases of between 10.74 and 12.99 per cent over three years, from April 1, 2022, to March 31, 2025.
 - MEMORANDUM OF SETTLEMENT for the NINETEENTH MAIN PUBLIC SERVICE AGREEMENT between the GOVERNMENT OF THE PROVINCE OF BRITISH COLUMBIA represented by the BC PUBLIC SERVICE AGENCY and the B.C. GENERAL EMPLOYEES' UNION (BCGEU) - *Re Cost of Living Adjustments (Appendix 3 – Classifications and Rates of Pay) p.60* ⁷ .
- Comprehensive Report on the tentative agreement reached between the Health Science Professionals Bargaining Association (HSPBA) and the Health Employers Association of BC (HEABC) November 2022 ⁸ .
 - Cost of Living Adjustment p.17
- Members of CUPE have agreements which include COLA, including
 - Local 116 employed by the University of British Columbia (UBC) have ratified a new agreement under government's Shared Recovery Mandate which includes COLA's ⁹ .
 - Local 379 Burnaby Schools Non-Teaching staff, COLA is according to the BC consumer price index annual average ¹⁰ .
- The B.C. government is indexing increases in the general minimum hourly wage and liquor server wage to B.C.'s Consumer Price Index (CPI), Minister for Jobs, Tourism and Skills Training, and Minister Responsible for Labour, Shirley Bond announced ¹¹ .

References

1. Statistics Canada: Your Guide to the Consumer Price Index (1996)
(<https://www150.statcan.gc.ca/n1/pub/62-557-x/4194961-eng.pdf>)
2. City News Vancouver February 2022
(<https://vancouver.citynews.ca/2022/02/16/canada-inflation-january-2022/>)
3. The Management Classification and Compensation Framework (MCCF) Band 3
(<https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/pay-benefits/salaries/salarylookuptool/management/management-bands>)
4. The Public Sector Employers' Council Secretariat (PSEC Secretariat)
(<https://www2.gov.bc.ca/gov/content/employment-business/employers/public-sector-employers/public-sector-bargaining/mandates-and-agreements>)
5. The Union of BC Municipalities
(<https://www.ubcm.ca/sites/default/files/2021-08/Council%20%26%20Board%20Remuneration%20Guide%20%28September%2C%202019%29.pdf>).
6. MEMBERS' REMUNERATION AND PENSIONS ACT [RSBC 1996] CHAPTER 257
(https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96257_01)
7. BC General Employees' Union (BCGEU) (https://www2.gov.bc.ca/assets/gov/careers/managers-supervisors/managing-employee-labour-relations/memorandum_settlement_2022.pdf)
8. Comprehensive Report on the tentative agreement reached between the Health Science Professionals Bargaining Association (HSPBA) and the Health Employers Association of BC (HEABC) November 2022.
(<https://hsabc.org/sites/default/files/uploads/FOR%20WEB%20Ratification%20Booklet%202022.pdf>).
9. CUPE Local 116 UBC staff Agreement
(<https://news.gov.bc.ca/releases/2022FIN0063-001601>).
10. Local 379 Burnaby Schools Non-Teaching staff
(<https://www.cupe379.ca/>).
11. B.C.'s Consumer Price Index (CPI) for Minimum Wage jobs
(<https://news.gov.bc.ca/releases/2015JTST0040-000324>) .

s.15



MANAGEMENT CLASSIFICATION & COMPENSATION FRAMEWORK: COMPENSATION RULES

JULY 1, 2021



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MANAGEMENT CLASSIFICATION AND COMPENSATION FRAMEWORK

The Management Classification and Compensation Framework (MCCF) is designed to meet a Ministry's strategic and operational needs, while providing a consistent approach to management compensation that differentiates the diversity of work and provides managers with clear guidance and tools to assist making appropriate compensation decisions. MCCF applies to excluded management employees and positions covered under the *Public Service Act*.

These guidelines are consistent with the Public Sector Employers' Council (PSEC) Secretariat's public sector compensation philosophy, which was implemented across the public sector in 2015 and builds on our four shared principles of **Performance**, **Differentiation**, **Transparency**, and **Accountability**. This common philosophy provides a standardized foundation for compensation decisions across the broader public sector.

Delegated Authority Model

MCCF utilizes a delegated authority model which provides Deputy Ministers the authority to approve classification and compensation decisions for excluded management positions within their Ministry, organization or area of control. Under a delegated authority model, Ministries are responsible for managing excluded management classification and compensation decisions consistent with the MCCF Job Evaluation Plan and the MCCF Compensation Rules. Some of this authority can be delegated further down the command structure in an organization. The following table outlines the levels that classification and compensation decisions can be delegated to.

| Area of Delegation | Delegation Level | Details |
|--|--|--|
| Compensation – Approving salaries for excluded managers when they are hired or as the result of a staffing action or reclassification. | DM Associate DM ADM Exec Leads Excluded Mgrs | Deputy Ministers are responsible for all excluded management compensation decisions within their Ministry or organization. Compensation decisions can be delegated to ADM or senior excluded levels. Areas that delegate to the ADM level or lower are expected to adopt consistent policies and practices within their business unit or sector. Ministries must ensure excluded managers are aware of their internal practices and policies regarding compensation decisions for excluded managers. |
| Annual Performance Based In-Range | DM Associate DM ADM | Annual performance based in-range movement decisions can be delegated to the ADM level only. Ministries must ensure that all performance based increases provided adhere to the MCCF |

| Area of Delegation | Delegation Level | Details |
|---|--------------------|--|
| Compensation Adjustments | | Compensation Rules, the performance based in-range eligibility criteria and the four principles outlined by PSEC Secretariat. |
| Special Management Compensation Adjustments | DM Associate DM | Special management compensation adjustments may only be approved by a Deputy Minister or an Associate DM. Approval of special management compensation adjustments cannot be delegated to the ADM level or lower. |
| Classification Bands 1 - 5 | DM Associate DM | Deputy Minister's and Associate DMs have the authority to approve the MCCF band/classification for bands 1-5 after they have received a recommendation from Classification Services, PSA. Existing positions cannot be reclassified by more than one band. |
| Classification Band 6 | DM, PSA | Only the Deputy Minister of the PSA has the authority to approve band 6 roles. Ministries should have approval of their Deputy Minister prior to submitting a band 6 request to the PSA. |

Exclusions

All BC Public Service positions belong to a union unless there is an agreement between the Province and the appropriate union that allows a position to be “excluded” from union membership. All new positions must be submitted to the union for exclusion approval prior to posting for hiring unless the position is statutorily excluded in the *Public Service Labour Relations Act*. As well positions must be included in the Union database for tracking prior to posting. If an existing excluded position has significantly changed, the reason for the exclusion approval from the union may no longer apply and the position should be submitted to Classification Services, PSA for the exclusion approval process to confirm whether exclusion from the union continues to be valid.

A new exclusion process is being piloted based on the 18th Main Agreement with the BCGEU. The exclusion process is outlined below along with the classification process.

Merit

Hiring decisions in the BC public service are based on merit to ensure they are non-partisan and reflect competence and ability to do the job. Please refer to the *Public Service Act* for more information on merit.

To meet the requirements of the *Public Service Act*, new positions or altered vacant positions need to be classified and filled through a merit-based process. If there is a significant change to the role of an excluded management position that indicates an upward reclassification of more than one band, the position is considered a new role and reclassification is not an option. Permanent and temporary appointments over seven months are subject to the requirements under the *Public Service Act* and additional information on how to fill a vacancy is available on MyHR. The PSA can provide advice on the best course of action.

Exclusion and Classification Process Bands 1 - 5

When a new excluded position is created, or an existing excluded position is out-dated, or the accountabilities and responsibilities of the role have changed, the position needs to be excluded from the bargaining unit and assessed for its classification level using the MCCF Job Evaluation Plan. The following steps outline the process for getting a position classified. Please note positions cannot be reclassified by two band levels. Any position that a Ministry considers requires a two band reclassification represents a new position and must go through the classification and exclusion process. New positions that represent benchmark jobs, job store profiles that have not been altered, and well established pattern jobs in a Ministry do not need to be submitted to PSA for classification review as their band level has already been determined.

Positions cannot be reclassified more than once per 12 month period. Positions that are represented by benchmarks cannot be reclassified to a different band by the Ministry. Proposed changes to the band for positions represented by benchmarks must be approved by the Deputy Minister of the Public Service Agency.

Step 1: Develop the job profile, organization chart and the proposed band with supporting rationale. The supervisor's job profile is also required for the exclusion process unless the position reports to an ADM or higher. The supervising manager is accountable for ensuring the job profile accurately reflects the duties of the new or revised position. The org chart must include accurate information showing job titles, position numbers and classifications, and reporting relationships.

Step 2: Submit all of the documents to MyHR for the PSA exclusion and classification review process.

Step 3: The PSA will confirm if the position is viable for exclusion in accordance with the *Public Service Labour Relations Act*.

Step 4: Once exclusion viability is determined by the PSA, Classification Services will provide the Ministry with an MCCF band allocation recommendation. The position will then be submitted to the union for exclusion approval/determination. If the position does not appear to meet the exclusion viability as per the *Public Service Labour Relations Act*, Classification Services will inform the Ministry of the appropriate bargaining unit classification.

Step 5: For positions with an approved exclusion, the Ministry can then seek final approval for the classification level from their Deputy Minister.

Step 6: Once a classification level has been approved by your Ministry's Deputy Minister submit a request noting DM approval to MyHR to update the position's classification level or to initiate a staffing action.

Classification Process Band 6

Band 6 classifications can only be approved by the Deputy Minister, PSA. Requests for band 6 positions must be submitted to the Total Compensation Branch, PSA who will review the request and provide analysis and a recommendation to the Deputy Minister, PSA for consideration. Requests should be submitted via MyHR to the attention of Total Compensation Branch. The information submitted must include a job profile and an org chart. The org chart must clearly demonstrate reporting relationships and include details such as position titles, position numbers and classification levels. Ministries must have the approval of their Deputy Minister before they submit a band 6 request to the Deputy Minister, PSA. If a Ministry wishes to repurpose a band 6 role it must be submitted to the Deputy Minister, PSA for review to confirm the band 6 allocation. The Deputy Minister, PSA will monitor the allocation of positions to band 6 on an ongoing basis.

COMPENSATION IN A BROADBAND SALARY MODEL

Broadband salary models provide for a range of compensation levels for each classification level. MCCF utilizes six broadband. Positions are assigned to a band level using the MCCF Job Evaluation Plan. The full time annual salary ranges and bi-weekly salary amounts are shown for each band, including the maximum, midpoint (50th quartile) and minimum salaries.

APRIL 1, 2021 MCCF SALARY RANGES: ANNUAL, FULL TIME

| Band | Minimum | 25th | 50th | 75th | Maximum |
|--------|--------------|--------------|--------------|--------------|--------------|
| Band 1 | \$57,100.09 | \$63,175.11 | \$69,250.14 | \$75,325.16 | \$81,400.18 |
| Band 2 | \$66,900.01 | \$73,825.02 | \$80,750.04 | \$87,675.05 | \$94,600.06 |
| Band 3 | \$77,700.20 | \$85,775.16 | \$93,850.13 | \$101,925.09 | \$110,000.05 |
| Band 4 | \$92,700.24 | \$100,325.23 | \$107,950.22 | \$115,575.21 | \$123,200.20 |
| Band 5 | \$107,800.20 | \$115,225.15 | \$122,650.10 | \$130,075.05 | \$137,500.00 |
| Band 6 | \$124,000.09 | \$130,950.09 | \$137,900.08 | \$144,850.08 | \$151,800.07 |

APRIL 1, 2021 MCCF SALARY RANGES: BI-WEEKLY, FULL TIME

| Band | Minimum | 25th | 50th | 75th | Maximum |
|--------|------------|------------|------------|------------|------------|
| Band 1 | \$2,188.64 | \$2,421.50 | \$2,654.35 | \$2,887.21 | \$3,120.06 |
| Band 2 | \$2,564.27 | \$2,829.70 | \$3,095.14 | \$3,360.57 | \$3,626.01 |
| Band 3 | \$2,978.24 | \$3,287.75 | \$3,597.26 | \$3,906.78 | \$4,216.29 |
| Band 4 | \$3,553.19 | \$3,845.46 | \$4,137.72 | \$4,429.99 | \$4,722.25 |
| Band 5 | \$4,131.97 | \$4,416.57 | \$4,701.16 | \$4,985.76 | \$5,270.36 |
| Band 6 | \$4,752.91 | \$5,019.30 | \$5,285.69 | \$5,552.09 | \$5,818.48 |

The MCCF salary ranges are typically adjusted each year based on the negotiated general wage increases for the BCGEU. When the band minimums of the MCCF salary ranges are increased, any MCCF classified employee that now falls below their position's salary band minimum should have their compensation brought up to the new salary band minimum. Bringing up an employee to the salary band minimum as the result of salary range adjustments is not a requirement for employees in a temporarily assignment into an MCCF classified position. Any MCCF classified employee who is on leave on the effective date of salary range adjustments, and whose compensation now falls below their position's new salary band minimum should have their compensation adjusted to the new salary band minimum upon their return from leave.

Employees in a permanent position must be paid within their position's respective salary range. Paying more than a position's maximum salary is not permitted. Employees who are involuntarily moved into a band where the maximum of the range is lower than their current salary will be salary protected. For further details on the salary protection process, see the Appendix.

Employees can be paid below the range minimum while on a temporary appointment if the hiring manager assesses the employee as not yet qualified to perform the full scope of the role. A supervisor and subordinate cannot be in the same salary band.

Note: Please see the Appendix for tips on calculating salaries.

Differentiation

One of the key features of the BC public service excluded management compensation framework and PSEC Secretariat's direction for the BC public sector is salary differentiation. It is expected that employees within the same salary band and/or role will be compensated different amounts within their position's salary range. Salary differentiation is expected due to several factors. Employee performance, work experience and job qualifications can all factor into where an employee is placed on the salary range. It is appropriate for employees to have different rates of pay as it is unlikely they were all hired at the same time with the exact same qualifications and experience. With performance based in-range movement, all good or exceptional performing excluded managers will have the opportunity to reach the maximum of their position's salary range over time.

Performance Based In-Range Pay Progression

A second key feature of the BC public service excluded management compensation framework is performance based in-range pay progression. The intention of performance based in-range compensation adjustments is for employees to progress up through their position's salary range over time thus rewarding employees for being solid performers in their current position. MCCF employs annual performance based in-range compensation adjustments which are effective July 1 of each year based on the employee's good performance over the previous 12 months. This approach ensures excluded manager wage increases are based on an employee's performance in their most recent work history.

Starting Salary Considerations

Ministries may develop accompanying compensation tools and practices to assist hiring managers in making consistent and appropriate compensation decisions. All Ministry practices must align with the MCCF Compensation Rules and PSEC Secretariat's four principles. For any conflicting interpretations that arise between Ministry practices and the MCCF Compensation

Rules, the MCCF Compensation Rules will apply. Based on a Ministry's compensation strategy, ministries may identify a typical starting salary for all their excluded positions to assist hiring managers.

Each starting salary decision is unique and there is no prescribed increase that suits all cases. Typically, new employees should be hired in the bottom quarter of their management salary band. Operational reasons for starting salary at more than the bottom quarter of the band may include differentiation from other positions classified within the same management salary band but performing a different range of duties. In these cases, positions with a wider range of duties typically start at the midpoint of the salary band.

For example, an Analyst and a Senior Analyst are both rated in band 1 of the MCCF. The salary band ranges from a minimum of \$57,100 to a maximum of \$81,400. The Ministry has determined that new Analysts should receive a starting salary in the bottom quarter of the band 1 salary range (for example a starting salary of \$63,175), while new Senior Analysts should receive a starting salary at the midpoint of band 1 (for example a starting salary of \$69,250). Although the two positions start at different points in the salary range, both will have the potential to reach the maximum of the salary range dependent on performance based in-range movement.

The following are considerations regarding the candidate for determining a starting salary.

| Position on Salary Range | Considerations |
|------------------------------|---|
| Minimum to 25 th | Appropriate for staff coming from a lower classification, or for candidates with minimal experience directly related to the role or level of work. |
| 25 th to Midpoint | Appropriate for staff coming from a lower classification or for those with limited experience directly related to the role or level of work. |
| Midpoint to 75 th | Appropriate for staff with multiple years of experience or subject matter expertise directly related to responsibilities and accountabilities of the role and level of work. |
| 75 th to Maximum | Reserved for senior experienced, high performing employees with considerable experience or expertise directly related to responsibilities and accountabilities of the role and level of work. |

When determining a starting salary, the hiring manager must balance the candidate's work experience, qualifications and salary expectations with the compensation levels of existing staff in similar roles. Initial placement of an employee should not be near or at the top of the band so that the Ministry will have the ability to move the employee through the salary range based on performance. The hiring manager must consider several factors:

- The successful candidate's current level of pay
- Level of directly related work experience the candidate brings to the new role

- Salaries of existing staff
- Salaries (including market adjustments) of positions the role directly supervises

The following approaches are not recommended:

- The new recruit must be paid the same amount the previous employee was paid
- The employee expects to be provided a minimum of a 10% increase from their previous position regardless of where that places the employee relative to others
- The top candidate will not accept the position unless their salary demands are met

Salary Compression or Salary Inversion

Salary compression occurs when a subordinate's salary is almost at the same level as their direct supervisor. Salary inversion occurs when a supervisor's compensation is lower than their direct subordinate. There is no best practice to define the appropriate pay gap between a supervisor and subordinate employee. As each supervisor-subordinate situation is unique, there is no prescribed salary gap that must be achieved or maintained in all instances. In most cases, a supervisor's compensation should be higher than their direct subordinate's. This is not feasible in all instances. The following are instances where salary compression or inversion may be acceptable:

- Instances where the supervisor is new to their role, but supervises excluded staff with extensive experience. For example, a recently hired band 4 employee could be paid in the lower quartile of band 4, while experienced subordinates may be compensated near the top of band 3. This could result in a small salary gap between the band 4 supervisor and the band 3 subordinate. This is acceptable as over time the supervisor will gain further experience and progress through their position's salary range.
- Managers that supervise salaried physicians, licensed psychologists, nurses or other specialized professional level roles. In instances like these, the subordinate may be paid close to or more than their supervisor. This is appropriate if the supervisor's role does not require similar professional expertise and knowledge that the subordinate's role requires.
- Managers that supervise high level bargaining unit jobs with significant market adjustments. For example, an IS30 with a 9.9% market adjustment receives an annual salary of \$99,881 (effective April 11, 2021). For example, to achieve a 10% salary gap, the supervisor's salary would have to be \$109,869, which is almost at the top of band 3. If you were hiring someone with little management experience into this band 3 role, it would not be appropriate to start them near or at the top of the salary band, simply to achieve a predefined pay gap with the IS30, especially if the supervisor requires a different skill set.
- The timing of compensation adjustments for different employee groups could result in a small degree of salary compression over the short term. Bargaining unit positions typically receive general wage increases in April. Excluded managers progress through their salary ranges based on the annual performance based in-range movement process, which is effective on July 1st. These timing issues can result in compression for a short

period of time which is acceptable and does not merit an increase for the supervising excluded manager.

ANNUAL PERFORMANCE BASED IN-RANGE COMPENSATION ADJUSTMENTS

MCCF Compensation Rules allow for increased flexibility in rewarding good or exceptional performance for excluded managers. Performance based in-range pay increases are not an annual entitlement but are earned by demonstrating good or exceptional performance (as determined by executive) during the performance period. The performance based in-range movement is an independent process from the MyPerformance ratings, and MyPerformance ratings should not be used for this process.

The provision of performance based in-range increases for the public service must be approved each year by the Deputy Minister of the PSA. If approved, excluded employees may be eligible for annual performance based in-range increases effective July 1 as outlined in the table below. Ministries are expected to adhere to the expected distribution of performance ratings. The amounts and distribution of performance based in-range adjustments will be monitored and reported to Deputy Ministers' Council.

The following table outlines the intended percentage of the increases depending upon an employee's performance as identified by Ministry executive.

| Decision Criteria | New or Under-Performing | Good Performers | Exceptional Performers (as identified by Executive) |
|--|-------------------------|-----------------|---|
| Percentage of Salary Increase | 0% | Up to 3% | Up to 5% |
| Expected Distribution of Increases based on ministry's total number of excluded managers | As needed | Approx. 85% | Up to 10% |

Important Note: For increases effective July 1, 2021, the Deputy Ministers' Council has determined that excluded managers who are eligible for a performance based in-range adjustment will receive a 2% salary increase effective July 1, 2021. There will be no differentiation in increases between good and exceptional performers. This decision was based on the current fiscal context as a result of the COVID 19 pandemic.

All increases must be managed within existing budgets. Ministries should provide the same size increase for employees who are in the same performance category. For example, a Ministry can provide all of their employees deemed good performers with the same size of increase. Ministries cannot differentiate for employees with the same performance rating.

Performance based in-range adjustments cannot result in an employee being paid above their position's salary range maximum. Employees who have performance issues are not eligible for these adjustments. Employees who are developing in a new role may also be deemed ineligible for these adjustments by their executive. To ensure employees are not penalized for accepting temporary appointments, it is recommended the in-range increase be applied to the base and temporary position of any eligible, well performing employees.

Eligibility Criteria

The effective dates of performance based in-range adjustments is July 1 of each year, pending notification from the Deputy Minister, PSA. Increases are provided to recognize employees meeting performance criteria (as identified by their executive). The following outline the corporate eligibility criteria Ministry executives should apply:

- Increases are contingent upon employee's performance within the previous performance cycle.
- Eligible excluded managers must normally have been in the position for one full year from July 1 to June 30 to allow for a proper performance assessment.
- Employees on long term temporary assignments and long term auxiliary assignments may be eligible for performance based in-range increases.
- Employees whose performance **cannot** be assessed due to an extended absence from work, who would otherwise be eligible, and who are on one of the leaves listed below will receive an in-range adjustment of solid performer. If an employee has been at work long enough to assess their performance, then that rating should apply. Any adjustments will be applied following the employee's return to work if they are on leave as of July 1st. These leaves include:
 - Maternity/Parental Leave
 - Compassionate Care Leave
 - Leave Respecting Disappearance/Death of Child
 - Jury Duty
 - Critical Illness and Injury Leave
 - Leave respecting domestic or sexual violence
 - Education Leave with Pay
 - Short term illness and injury plan (STIIP). Effective date for increase on return from STIIP is first day employee returns to perform the full scope of their duties.

SPECIAL MANAGEMENT COMPENSATION ADJUSTMENTS

In addition to the annual performance based in-range compensation increases that occur on July 1 of each year, the MCCF Compensation Rules allow for nominal compensation adjustments to excluded staff in permanent roles in exceptional circumstances.

Special management compensation adjustments (SMCA) are limited to no more than 3% of a Ministry's employees classified under MCCF in a calendar year. A standard report showing your Ministry's 3% allocation and use of SMCAs within the current calendar year to date can be found in the suite of Strategic HR self service reports provided by the PSA. The DM, PSA can approve an exception to the 3% rule in unique circumstances. Possible reasons for requesting an exception to the 3% rule include retention challenges for smaller Ministries or the requirement of an employee to take on a significant new project or priority after a Ministry has already reached their 3% limit.

Special management compensation adjustments cannot be provided to people on temporary assignments or developmental assignments. Special management compensation adjustments cannot result in an employee being paid above their position's salary band maximum. Typically, SMCA compensation adjustments should not be made retroactive beyond the current calendar year.

These types of increases came into effect September 1, 2019. For these types of increases, Deputy Ministers can approve up to a 5% permanent compensation increase. The employee must be a good or exceptional performer with no performance issues. These increases **can only be approved by a Deputy Minister or Associate DM** and approvals cannot be delegated to the ADM level or lower. If a Deputy Minister wants to provide an increase of greater than 5%, a rationale supporting the increase needs to be submitted to Total Compensation, PSA for approval by the DM, PSA. Only a single adjustment of this kind is permitted for an employee in a calendar year (in addition to the annual performance based in-range process).

The PSA will be monitoring these compensation adjustments and reporting the results to the Deputy Minister, PSA. A template letter for special management compensation increases should be used for these types of increases and is available upon request from your Strategic HR Branch or Total Compensation Branch, PSA.

Examples where a special management compensation adjustment may be appropriate include taking on significant additional program responsibilities or a new project or initiative of significant size and scope outside of the normal scope of their current role. Other instances where this may be appropriate include:

- Addressing salary inversion (where a supervisor's salary is lower than their direct subordinate)

- Addressing severe salary compression (where a subordinate's salary is almost at the same level as their direct supervisor)
- Recognizing the assignment of significant additional duties or responsibilities
- Addressing retention and recruitment concerns

Situations where a special management compensation adjustment is not appropriate include:

- Catching up an employee who missed out on an annual performance based in-range increase
- Adjusting employees' salaries so that all individuals in similar roles are paid exactly the same
- Adjusting an employee's salary to match the salary of a recent hire in a similar role
- Adjusting an excluded manager's salary in response to bargaining unit increases
- An excluded employee is taking on new duties that would normally fall within their position's responsibilities and accountabilities
- Adjusting a newly hired employee's salary because they are a superior performer

STAFFING ACTION BASED COMPENSATION ADJUSTMENTS

To ensure consistent practices, the following rules apply to all compensation adjustments that result from a staffing action. Merit based staffing actions allow for the greatest amount of flexibility for determining a starting salary. Compensation adjustments based on non-merit based staffing actions are more restrictive as they do not adhere to our merit based hiring principles. In all instances, compensation increases occurring as a result of a staffing action should be calculated based on the applicant's salary in their base position. Retroactive compensation adjustments or amendments to offer letters will only be permitted within 60 days of the effective date of the original offer letter.

MCCF STAFFING ACTION COMPENSATION RULES SUMMARY

| Staffing Action | Definition | Pay Considerations | Comments |
|---|--|---|---|
| Promotion (merit based) | Movement to another position in a higher band. | Flexibility on initial increase. Maximum 5% probationary increase after 913 hours. | Initial increase depends on peer salaries and successful candidates' salary in previous role. Probationary increase amount must be outlined in initial offer letter. |
| Lateral Transfer (merit based) | Movement to another position in the same band through a competitive process. | Flexibility on initial increase. Maximum 5% probationary increase after 913 hours. | Initial increase depends on peer salaries and successful candidate's salary in previous role. Probationary increase amount must be outlined in initial offer letter. |
| Lateral Transfer (non-merit based) | Movement to another position in the same band without a competitive process. | In exceptional circumstances, a DM may approve a nominal increase, strongly recommended to be no more than a 5% increase. No probationary increase permitted. | A lateral transfer implies the same level of work will be performed, and should not result in a salary increase. If a position is noticeably different or requires a much larger compensation increase, for example, 8% to 10% then it is considered a promotion and a competitive process to fill the role is recommended. |
| Voluntary Demotion | Employee initiated movement to another position with a lower maximum salary. For example, applying for a job at a lower level. | No salary increases permitted. Salary must be within new position's salary band. | Following a voluntary demotion, an employee's new rate of pay must be within the new salary range. No exceptions can be made. Salary protection is not an option for voluntary demotions. |
| Involuntary Demotion | Employer initiated movement to another position with a lower maximum salary. | No salary increases permitted. Salary must be within new position's salary band. | If the demotion results in the employee being paid above their new position's band maximum, they must begin the salary protection process (see salary protection calculations in the Appendix). |
| Temporary Assignment (merit based) | Temporary movement to another position in a | Flexibility on initial increase. Typically, a 10% increase for a promotional TA. Maximum 5% | Compensation below the minimum of the salary band is permitted. TAs are typically not permitted for less than |

| | | | |
|---|--|---|---|
| | higher band through a competitive process. | probationary increase after 913 hours. | four weeks. No increases permitted for extensions. Long term TAs may be eligible for performance based in-range increases. |
| Temporary Assignment (non-merit based) | Temporary movement to another position in a higher band without a competitive process. | Recommend no more than 5% for a lateral TA. Typically 10% for a promotional TA. No probationary increase permitted. | Compensation increases are typically not permitted for TAs for periods of less than four weeks. No additional compensation increases are permitted for TA extensions. Long term TAs may be eligible for the annual performance based in-range movement. |
| Developmental Assignment | When an employee is assigned significant additional responsibilities for a limited duration while remaining in their current position. | Increases permitted for taking on higher level work for an extended period of time. Typically, a nominal increase of 5% but not to exceed the maximum of the salary band. | Cannot pay above the band maximum. No increases permitted for extensions. Typically, not permitted for assignments of less than four weeks. In exceptional circumstances, a DM may approve additional compensation for a developmental assignment of less than 4 weeks. |
| Reclassification | When a position is reclassified to a higher band. | Flexibility on initial increase. No more than 10% recommended. No probationary increase. | Effective date is the date the reclassification is submitted or the date the work changed, whichever is later. No retro beyond that date. |

Staffing Action Letter Tips

All staffing actions are initiated through submitting a letter to the PSA via MyHR. In order to facilitate the timely and accurate processing of staffing actions in the payroll system, managers should ensure all of the required information is included in the letter and is accurate and up-to-date. The letter should include the bi-weekly and/or annual salary amount, not a percentage increase. For part-time employees please include the hourly rate.

Please ensure the following information is included:

- Staffing action being requested (lateral transfer, in-range adjustment etc.)
- Indicate if a competition process through either a PSA posting or expression of interest was used to fill the position
- Effective date of staffing action
- Employee Name and Employee ID
- Position number, position title and position classification
- Ministry number and payroll, ministry, branch or department

APPENDIX

Calculating a Salary

Annual Salary = hourly rate X standard bi-weekly hours worked X 26.0893 pay periods

Example: \$100,000 = \$54.7570 X 70 Hours X 26.0893

Bi-weekly Salary = annual salary / 26.0893 pay periods

Example: \$100,000 / 26.0893 = \$3,832.99 bi-weekly

Hourly Rate = annual salary / (70 bi-weekly hours X 26.0893 pay periods)

Note: The number of pay periods per year varies between 26 and 27. The average number of pay periods per year is 26.0893. This number should be used in all salary calculations.

Part-time Salary Calculations

Annual Rate = hourly rate X actual bi-weekly hours worked X 26.0893 pay periods

Example: Employee works four 7 hour days per week or 56 hours bi-weekly.

$\$54.7570 \times 56 \text{ Hours} \times 26.0893 = \$80,000$

Note: Payroll uses four decimal points to calculate hourly rates.

Salary Protection Calculations for Involuntary Moves

Under MCCF Compensation Rules, excluded managers cannot be paid above the maximum of their position's salary band. Salary protection normally occurs when an employee involuntarily moves into a position with a lower salary band relative to their current position. The salary protection process involves the reduction of an employee's compensation to within the salary range for their new position over a period of two years.

If an employee's salary will be reduced as a result of an involuntary demotion, the Deputy Minister will provide written notice to the employee confirming that the salary rate will be maintained for the first 12 months (no wage increases during this period) and explain the process and time frame for subsequent salary reductions.

Once the salary protection is in place, there is no reduction in pay for one full calendar year from the effective date of the salary protection. On the first day of the second calendar year since salary protection was implemented, there is a 50% reduction in the salary protection. On the first day of the third calendar year since salary protection was initiated, the employee's salary is reduced to the maximum of the position's salary band. If an employee on salary protection voluntarily moves into another position, the salary protection ends effective the start date in the new position.

Example:

Employee is in a band 5 position compensated annually at \$124,000. The employee is moved into a band 4 position which has a maximum annual salary of \$123,200. The start date of salary protection is January 1st.

On January 1st, a salary protection add to pay is created based on the difference between the employee's current annual salary and the maximum of the position's salary band.

$\$124,000 - \$123,200 = \$800$ annual salary protection or $\$30.66$ bi-weekly salary protection

$\$800$ annually / 26.0893 pay periods = $\$30.66$ bi-weekly

During the first year of salary protection, there is no reduction to the employee's salary. The employee is paid \$124,000 annually or \$4,752.91 bi-weekly. The bi-weekly pay the employee receives consists of \$4,722.24 bi-weekly (\$123,200 annually) plus the \$30.66 bi-weekly salary protection add to pay for a total bi-weekly pay of \$4,752.91.

At the start of the second calendar year, the bi-weekly add to pay is reduced by 50%. As of January 1st in the second year, the bi-weekly pay the employee receives consists of \$4,630.25 bi-weekly (\$123,200 annually) plus the \$15.33 bi-weekly salary protection add to pay for a total bi-weekly pay of \$4,737.57. This results in a new annual salary of \$123,600.

At the start of the third calendar year, the salary protection add to pay ends and the employee's salary reverts to the maximum of their position's salary band. This example is outlined below.

| Effective Date | Annual Salary | Bi-weekly SPP Add to Pay | Employee's Actual Annual Pay | Employee's Bi-weekly Pay |
|----------------|---------------|--------------------------|------------------------------|--------------------------|
| Dec. 31, 2021 | \$124,000.00 | \$0.00 | \$124,000.00 | \$4,752.91 |
| Jan. 1, 2022 | \$123,200.00 | \$30.66 | \$124,000.00 | \$4,752.91 |
| Jan. 1, 2023 | \$123,200.00 | \$15.33 | \$123,600.00 | \$4,737.57 |
| Jan. 1, 2024 | \$123,200.00 | \$0.00 | \$123,200.00 | \$4,722.24 |

From: Tobias, Sam PSSG:EX (Sam.Tobias@gov.bc.ca)
To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
Subject: RE: wage chart
Sent: 12/14/2022 22:49:42
Attachments: image001.png, image002.png, image003.png
Message Body:

Fixed

From: Tobias, Sam PSSG:EX
Sent: Wednesday, December 14, 2022 2:22 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; 'dscarborough11@gmail.com' <dscarborough11@gmail.com>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Subject: wage chart

Updated graph for the rationale.

Title recommendation:

s.13

Sam Tobias

Field Coroner

BC Coroners Service

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Territory of the Coast Salish Peoples

<http://www.gov.bc.ca/coroners>

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Withheld pursuant to/removed as

s.13

From: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project
Sent: 09/01/2023 01:48:09
Attachments: s.13

s.13

Message Body:

Hi Tej,
I'll send the docs over 2 emails, it should work.
This is ½
John

From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>
Sent: Tuesday, August 29, 2023 5:26 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi John,

Thank you for letting me know?.the FOU All is likely not the best place after all. I don't have access to your H:

It may have to be via email if that isn't too unwieldy for you to send?

Tej.

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Tuesday, August 29, 2023 3:28 PM
To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>
Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi Tej,
Sorry to bother you again, it looks like I can access the folder BCCS_FOU_All in the following drive

Is this where you want the docs, and in which folder?
Otherwise I can put in a folder in my H drive {s.15; s.22
Thanks,
John

From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>
Sent: Tuesday, August 29, 2023 1:45 PM
To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi John,

If you can save it to the FOU drive, I can pick up from there?that may be easier.

Thank you!

Tej.

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Tuesday, August 29, 2023 11:06 AM
To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>
Subject: RE: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi Tej

Did you want the docs sent back by email or is there another file sharing program available? I have 19 docs and 5 website shortcuts to send in.

john

From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>
Sent: Monday, August 28, 2023 11:19 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>
Cc: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>
Subject: FW: New FOI Request | PSS-2023-32162 - Due Sept 1st 2023 Re: s. 55 Coroners compensation project

Hi team,

Andy has likely already let you know that we have a FOI request for documents related to the S. 55 Coroner Compensation project.

As you are on the committee, can you please forward me the following:

- **Any documents that you have gathered to support your work on this project**
- **That you have received between Sept 1, 2022 and August 15, 2023**
- **We are just gathering records at this point, this does not mean that anything will be released. The correspondence will be reviewed against the harms pursuant to the FOIPPA Act.**
- **If you can forward to me by the end of this week, Sept 1st.**

Andy is forwarded me all his material so I will have any emails that have been circulated among you (so no need to send me those).

Thank you and let me know if any questions.

Tej.

From: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>
Sent: Wednesday, August 23, 2023 10:29 AM
To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>; BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>
Cc: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>
Subject: New FOI Request | PSS-2023-32162 - Due Aug 31, 2023

Good Morning,

Please see the below new FOI request for BCCS:

All correspondence and documents concerning proposed hourly wage increases/adjustments for S55 (Section 55 Coroners/Field Coroners/Community Coroners) and all correspondence and documents concerning any research, investigations or discussions related to the consideration of on-call compensation for S55 (Section 55 Coroners/Field Coroners/Community Coroners). (Date Range for Record Search: From 9/1/2022 To 8/15/2023)

Applicant Type: Individual

Can you please canvass and advise if **BC Coroner?s** would hold any records relating to the above subject. Records Due **August 31, 2023**. If no records are located, please provide an approved NRR by **September 1, 2023**.

Thank you

Holly Skogstad

Central FOI Coordinator

Information Systems Branch

Ministry of Attorney General

(778) 698-3889 | agpssg.foicoordinator@gov.bc.ca

Page 0825 of 1121 to/à Page 0826 of 1121

Withheld pursuant to/removed as

s.12 ; s.13

APPROVALS:

| | | | |
|--|--|--|--|
| <i>I accept the delivery responsibility for the project described in this document and approve the project to proceed:</i> | | | |
| | | | |
| Lisa Lapointe | | | |
| Vince Stancato | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Page 0828 of 1121 to/à Page 0848 of 1121

Withheld pursuant to/removal as

s.13

s.15



Page 0850 of 1121 to/à Page 0924 of 1121

Withheld pursuant to/removal as

s.13

From: Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)

To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)

Subject: FW: Stats

Sent: 08/28/2023 21:03:48

Attachments: image001.png, image002.jpg, image003.png, image004.jpg, image005.png, image006.jpg

Message Body:

Stacie Beck

Williams Lake Community Coroner

BC Coroners Service

<http://www.gov.bc.ca/coroners>

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From: Beck, Stacie PSSG:EX

Sent: Wednesday, November 9, 2022 1:03 PM

To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Subject: Stats

Hey Sam,

I thought I would give you some stats (which may save time for Andy having to run them) 2022 cases. I choose coroners who are on 24/7, vs a coroner in PG which have shifts. Just to help with the cross section of 24/7 coroners. Merrill is another coroner who is 24/7, however he would be considered an outlier as he does shipping cert.

Williams Lake (1st 10 months of the year)

- 117 cases
- On call schedule 24/7
- 1st 9 months of the year (projecting taking a total of one month off) = 6528 hours on call

100 Mile

- 73 cases
- On Call 24/7
- 6528 hours on call (with one month off)

Prince Rupert (Joy)

- 56 Cases
- On call 24/7
- 6528 hours on call (with one month off)

| Month | Number of Days | Number of Hours |
|-----------|----------------|-----------------|
| January | 31 | 744 |
| February | 28 | 672 |
| February | 29 | 696 |
| March | 31 | 744 |
| April | 30 | 720 |
| May | 31 | 744 |
| June | 30 | 720 |
| July | 31 | 744 |
| August | 31 | 744 |
| September | 30 | 720 |

Stacie Beck

Williams Lake Community Coroner

BC Coroners Service

<http://www.gov.bc.ca/coroners>

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From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Sent: November 9, 2022 12:18 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: RE: Coroner Act and Regulations

Thanks Andy!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Wednesday, November 9, 2022 11:45 AM

To: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>

Subject: Coroner Act and Regulations

Act

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/07015_01

Regulations

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/298_2007

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

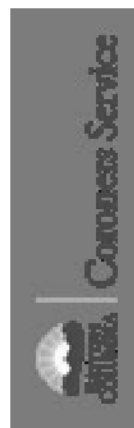
Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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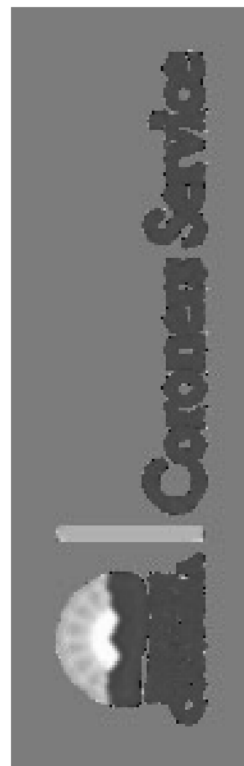












From: Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: FW: CWG Minutes Nov 7 2022
Sent: 08/28/2023 21:03:33
Attachments: image002.png, image003.jpg, image004.png, image005.jpg, image006.png
Message Body:

Stacie Beck
Williams Lake Community Coroner
BC Coroners Service
<http://www.gov.bc.ca/coroners>

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From: Beck, Stacie PSSG:EX
Sent: Tuesday, November 8, 2022 2:04 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>
Subject: RE: CWG Minutes Nov 7 2022

12 hour shifts ? 2 days, 2 nights (4 on and 4 off)
Full time employee with benefits

There are part time Employees with BCAS (or what they refer to as on-call employee) and they get put into the schedule based on vacancies not filled by FT staff. They have their schedules by the 15th of every month. They are paid 11% in lieu of benefits and 4 % in lieu of vacation based on their wage.

Prior to this recent change with BCAS:

- It use to be \$7 an hour on call and than min 4 hours paid when called out.

Stacie Beck
Williams Lake Community Coroner
BC Coroners Service
<http://www.gov.bc.ca/coroners>

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From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: November 8, 2022 12:44 PM
To: Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>
Subject: RE: CWG Minutes Nov 7 2022

Hi Stacie

Thanks for this.

The questions I have (which you may not know)
How long would he be on call for? 8, 12, 24/7 hours?

Is he considered a full time gov employee, who provides additional on-call service, or is he always a part-time employee?

Andy Cave

Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>

Sent: Tuesday, November 8, 2022 12:41 PM

To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>

Subject: RE: CWG Minutes Nov 7 2022

Hey Everyone,

So while on a call last night, I spoke with a member of BC Ambulance Service.

He is a 10 year vet to BCAS, so his rate of pay is \$35.38 an hour (they have different tiers based on years of service)

He gets paid min wage (\$15.20) an hour when on call. When he gets a call he gets paid min 4 hours. Anything after 4 hours is based per hour.

If you need me to get more details or hard copies let me know.

Stacie Beck

Williams Lake Community Coroner

BC Coroners Service

<http://www.gov.bc.ca/coroners>

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From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>

Sent: November 7, 2022 12:30 PM

To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelin, John PSSG:EX <John.Gelin@gov.bc.ca>

Subject: CWG Minutes Nov 7 2022

Dear all,

Please find attached the minutes from today's CWG meeting.

Please let me know if I made any mischaracterizations or errors and I will amend them.

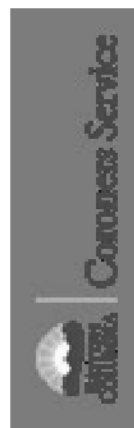
Thanks,

Sam Tobias

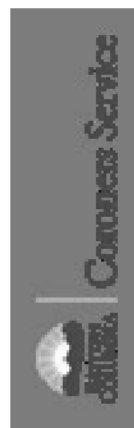
Field Coroner
BC Coroners Service
PHONE 1 866 200-2676
CELL 604 690-7241
Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2
Territory of the Coast Salish Peoples
<http://www.gov.bc.ca/coroners>

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From: Beck, Stacie PSSG:EX (Stacie.Beck@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: FW: CWG Minutes Nov 7 2022
Sent: 08/28/2023 21:03:23
Attachments: image002.png, image003.jpg, image004.png
Message Body:

Stacie Beck
Williams Lake Community Coroner
BC Coroners Service
<http://www.gov.bc.ca/coroners>

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From: Beck, Stacie PSSG:EX
Sent: Tuesday, November 8, 2022 12:41 PM
To: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinis, John PSSG:EX <John.Gelinis@gov.bc.ca>
Subject: RE: CWG Minutes Nov 7 2022

Hey Everyone,

So while on a call last night, I spoke with a member of BC Ambulance Service.
He is a 10 year vet to BCAS, so his rate of pay is \$35.38 an hour (they have different tiers based on years of service)
He gets paid min wage (\$15.20) an hour when on call. When he gets a call he gets paid min 4 hours. Anything after 4 hours is based per hour.

If you need me to get more details or hard copies let me know.

Stacie Beck
Williams Lake Community Coroner
BC Coroners Service
<http://www.gov.bc.ca/coroners>

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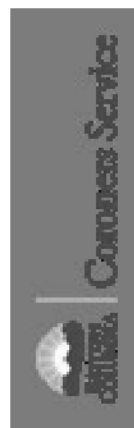
From: Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>
Sent: November 7, 2022 12:30 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinis, John PSSG:EX <John.Gelinis@gov.bc.ca>
Subject: CWG Minutes Nov 7 2022

Dear all,
Please find attached the minutes from today's CWG meeting.
Please let me know if I made any mischaracterizations or errors and I will amend them.
Thanks,

Sam Tobias
Field Coroner
BC Coroners Service

PHONE 1 866 200-2676
CELL 604 690-7241
Metrotower II Suite 800 - 4720 Kingsway, Burnaby, BC V5H 4N2
Territory of the Coast Salish Peoples
<http://www.gov.bc.ca/coroners>

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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 20:27:24
Message Body:

From: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
Sent: Thursday, May 4, 2023 11:46 AM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Bowman, Kimberley PSA:EX <Kimberley.Bowman@gov.bc.ca>
Subject: RE: Advice for Coroners Service employment model

Hi Lisa,

I've been in estimates all week so haven't had a chance to touch base with my team. Let me check in with them next week and I'll loop back to you with a status update.

Alyson Blackstock, Assistant Deputy Minister, Employee Relations
| Employee Relations Division | BC Public Service Agency
First Floor, 810 Blanshard Street | Victoria, BC | V8W 2H3 | 778-698-7912 | 250-893-2980|

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Wednesday, May 3, 2023 10:45 AM
To: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
Cc: Bowman, Kimberley PSA:EX <Kimberley.Bowman@gov.bc.ca>
Subject: RE: Advice for Coroners Service employment model

Hi Alyson, touching base to see if there's any updates on your team's review of our suggested potential options for community coroner compensation. If it would be easier to discuss in person, please let me know and we'll work to find a mutually suitable meeting date.

Many thanks,
Lisa

From: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
Sent: Monday, February 13, 2023 2:52 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Bowman, Kimberley PSA:EX <Kimberley.Bowman@gov.bc.ca>
Subject: RE: Advice for Coroners Service employment model

Hi Lisa,

I will get a meeting set up for us and some of my team to start the conversation.

Alyson Blackstock, Assistant Deputy Minister, Employee Relations
| Employee Relations Division | BC Public Service Agency
First Floor, 810 Blanshard Street | Victoria, BC | V8W 2H3 | 778-698-7912 | 250-893-2980|
AskMyHR: www.gov.bc.ca/myhr/contact

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Monday, February 13, 2023 8:42 AM
To: Godfrey, Debbie PSA:EX <Debbie.Godfrey@gov.bc.ca>
Cc: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>; Korchinski, Jaime PSA:EX <Jaime.Korchinski@gov.bc.ca>
Subject: RE: Advice for Coroners Service employment model

That's much appreciated ? thanks Debbie.

Alyson, I look forward to connecting at your convenience.
Many thanks,
Lisa

From: Godfrey, Debbie PSA:EX <Debbie.Godfrey@gov.bc.ca>
Sent: Saturday, February 11, 2023 11:50 AM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>; Korchinski, Jaime PSA:EX <Jaime.Korchinski@gov.bc.ca>
Subject: RE: Advice for Coroners Service employment model

Lisa, thank you so much for your note and my apologies for the late response. Via this note, I am connecting you with Alyson Blackstock who can connect with you and provide advice. Thx Deb

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: January 23, 2023 2:30 PM
To: Godfrey, Debbie PSA:EX <Debbie.Godfrey@gov.bc.ca>
Subject: Advice for Coroners Service employment model

Hi Debbie, congratulations again on your new position! It's wonderful to have your experience and expertise in the Deputy role, and the move is definitely well-deserved.

I'm wondering if you can suggest who can assist us with some advice on the following: Our field coroners are ?as and when required? employees appointed by the chief coroner under the *Coroners Act*. Their compensation is directed by the *Coroners Regulation*. They aren't *Public Service Act* employees, so their terms and conditions of employment are governed by the *Employment Standards Act*.

s.12; s.13

We haven't met with the PSA on this issue for a number of years and I'm not sure who's the best person to reach out to for advice. Can you let me know who may be able to assist us with this conversation?

Many thanks,
Lisa

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 20:25:12
Attachments: image001.png, image001.png
Message Body:

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Friday, June 2, 2023 9:39 PM
To: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Re: Community coroner compensation

Thanks Sandy and Kayla, I appreciate your support with this.
I'll work to arrange a touch base meeting next week.
Lisa

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From: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>
Sent: Friday, June 2, 2023 5:16:58 PM
To: Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community coroner compensation

Thank you, Sandy. That was my understanding as well. Happy to attend a call to discuss this further.

Korina K.H. Tsui, Executive Director, Labour Relations and Total Compensation
Labour Relations Branch | Employee Relations | BC Public Service Agency
800 ? 865 Hornby Street | Vancouver BC | V6Z 2G3
Phone: 604.360.4169

AskMyHR: www.gov.bc.ca/myhr/contact

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From: Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>
Sent: Friday, June 2, 2023 3:21 PM
To: McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>; Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community coroner compensation

Happy to attend a meeting next week to discuss further.

Thanks,
Sandy

From: McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>
Sent: Friday, June 2, 2023 2:21 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>; Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Community coroner compensation

My apologies for the delay, but I did receive the attached information from the Corporate Policy team who had previously conducted some work around the compensation for community coroners.

Please let me know if you need any additional information.

From: Lapointe, Lisa PSSG:EX Lisa.Lapointe@gov.bc.ca
Sent: Friday, June 2, 2023 2:08 PM
To: Zorn, Sandy PSA:EX Sandy.Zorn@gov.bc.ca; Forman, Ken PSA:EX Ken.Forman@gov.bc.ca; Cohen, Sharon PSA:EX Sharon.Cohen@gov.bc.ca; Chow, Teresa PSA:EX Teresa.Chow@gov.bc.ca; Tsui, Korina PSA:EX Korina.Tsui@gov.bc.ca; McKeown, Kayla AG:EX Kayla.McKeown@gov.bc.ca
Cc: Stancato, Vincent PSSG:EX Vincent.Stancato@gov.bc.ca; Cave, Andrew I PSSG:EX Andrew.Cave@gov.bc.ca; Scarborough, Debbie PSSG:EX Debbie.Scarborough@gov.bc.ca
Subject: Community coroner compensation

Hi everyone, thank you all again for our meeting on May 19th. I appreciate you sharing your time and expertise on the community coroner compensation issue, which is a significant one for our branch.

I'm mindful that MCCF increases were just adjusted with effective date of April 1, 2023, and are consistent with the recent general wage increases for the GEU. This is likely to land with some difficulty for our community coroners whose last compensation increase was in 2016.

I'm hopeful that we can move forward soon to a recommended option or options for this group, including some form of standby or on-call compensation. I know Kayla has already been in touch with our ministry policy shop and they're looking back to the process by which the regulation was changed in 2016.

Is it feasible to arrange a date to meet in the next week or so to discuss progress to date and next steps?

Thanks again and have a great weekend everyone,

Lisa

Lisa Lapointe
Chief Coroner, BC Coroners Service



From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:16:49
Attachments: s.12; s.13
Message Body.

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, October 5, 2022 4:04 PM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Community Coroner Compensation Committee

Hi Debbie, I hope you're doing well.

As you know, a community coroner compensation committee was established in 2018 with the goal of developing a submission for on-call compensation for our s. 55 coroners. For a variety of reasons, the committee was unable to achieve consensus. It's a priority for me, the BCCS leadership team, and our s. 55 coroners, to address both the need for on-call compensation as well as an increase to the regulated s. 55 coroner hourly rate.

I'm very mindful that any committee struck needs to have the confidence of the s. 55 coroners but also needs to be led by people experienced with our operations and experienced with building consensus to achieve a positive outcome. I believe that you have that experience and skill.

I know that you already have a very busy role, but I believe that you've previously mentioned that this is a project you'd be willing to work on. I'm wondering if you'd consider chairing this committee with Andy Cave? You and Andy would determine the best way to establish a project team, and I'd assign Aaron Burns to assist from a financial advisory perspective and because of his familiarity with government approval processes and building successful Treasury Board submissions.

I've attached the draft Terms of Reference for your review. If you have an interest in leading this project with Andy, please let me know. We can then have a quick chat for any questions, etc. As Andy is currently on leave, I can't confirm his participation until after October 17th, but I believe Larry has mentioned the possibility of this project to him, and he was agreeable.

Thanks Debbie. All the best,
Lisa

Page 0954 of 1121 to/à Page 0955 of 1121

Withheld pursuant to/removed as

s.12 ; s.13

APPROVALS:

| | | | |
|--|--|--|--|
| <i>I accept the delivery responsibility for the project described in this document and approve the project to proceed:</i> | | | |
| | | | |
| Lisa Lapointe | | | |
| Vince Stancato | | | |
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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:16:19
Attachments: image001.jpg, image002.png, community coroner compensation_project charter, Oct 2022.docx
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Tuesday, October 18, 2022 4:20 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Subject: Community Coroner compensation project

Hi Andy, as you likely know, there's significant desire to assemble a team to draft a proposal for increase of the s. 55 coroner hourly wage and provide some compensation for on call periods.

I think this may have been mentioned to you by Larry, but I'm wondering if you'd be willing to be co-chair of this project with Debbie Scarborough? Debbie has expressed a willingness, and I'm hoping to have a chat with both of you to discuss.

Would you be available for a call with me, Vince and Debbie sometime next week? I'll ask Sara to find a time that's convenient for all.

Thanks Andy,
Lisa

*Lisa Lapointe
Chief Coroner, British Columbia Coroners Service
Ministry of Public Safety and Solicitor General
5th floor, 910 Government Street
Victoria, BC V8W 1X3
778-974-5110
Pronouns: she/her
I acknowledge with gratitude that I work on the traditional territories of the Songhees and Esquimalt First Nations
lisa.lapointe@gov.bc.ca
<http://www.gov.bc.ca/coroners>*

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We acknowledge that for thousands of years the Coast Salish, Nuuchah-nulth, and Kwakwaka'wakw peoples have walked gently on the unceded territories where we now live, work, worship, and play. We seek a new relationship with the first peoples here; one based in honour and respect.

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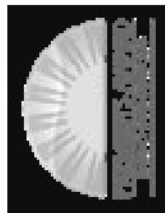
Page 0958 of 1121 to/à Page 0959 of 1121

Withheld pursuant to/removed as

s.12 ; s.13

APPROVALS:

| | | | |
|--|--|--|--|
| <i>I accept the delivery responsibility for the project described in this document and approve the project to proceed:</i> | | | |
| | | | |
| Lisa Lapointe | | | |
| Vince Stancato | | | |
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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for Records - PSS 2023-32162
Sent: 08/28/2023 19:15:54
Attachments: s.13
Community Coroner Proposal.docx
Message Body:

2015

From: Lapointe, Lisa PSSG:EX
Sent: Monday, October 31, 2022 11:24 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Community Coroner compensation - 2015 proposal and recent s.55 WES

Hi Debbie and Andy, it was great to meet with you this morning. Thanks so much for agreeing to support this work, which is of such importance to our agency.

s.12; s.13

s.13

I'll send additional information in separate emails.

Many thanks,
Lisa

ISSUE: Community Coroner compensation

DECISION REQUIRED/ RECOMMENDATION:

Support an amendment to the Coroners Act Regulation to establish the s. 55 (community coroner) wage as 80% of the regular coroner salary.

SUMMARY:

Section 55 of the *Coroners Act* permits the chief coroner to retain persons as necessary to act as coroners. These coroners work part time and are not *Public Service Act* employees. Compensation for community coroners is set by *Coroners Act Regulation*. The current rate of \$25/hr has been in effect since 2004 when it was raised from \$20/hr. In contrast, full-time coroners are appointed in accordance with the *Public Service Act* and are compensated at approximately \$42/hr plus benefits. The responsibilities of the different categories of coroner are substantially similar however, there are some differences. Though these differences support a small wage difference, they do not justify the current disparity.

BACKGROUND:

- It is becoming increasingly difficult to recruit qualified individuals for the important community coroner role; over 50% of the postings for this role across the province did not identify qualified candidates or identified only one candidate suitable for the role
- Voluntary turnover for community coroners is high resulting in inexperience in the field, risks to investigations, and significant hiring and training costs (appendix 1)
- The Auditor General's 2011 audit of the Coroners Service recommended that the community coroner staffing model be reviewed and options explored to better support the long-term effectiveness of the agency

OPTIONS:

- Status quo
- Amend regulation to increase the hourly wage to a set amount (ie from \$25/hr to \$35/hr)
- Recommended: Amend regulation to a fixed 80% percent of the full-time coroner salary (Appendix 2) to be phased in over 3 years.

Retention and Recruitment

- PSSG indicates a wage increase is not likely to address all retention and recruitment issues. TBS are concerned with PSSG's ability to address a longer term solution, yet recognizes the wage increase will have a positive impact on morale and engagement.
- PSSG is projecting the CC turnover rate will reduce and stabilize to 10 community coroners per year. CC are appointed under section 55 of the *Coroners Act* vs being appointed under the *Public Service Act* for the following reasons:

- It is under this section that the Chief Coroner can “retain persons as necessary to act as coroners.” This is the main difference between FTE Coroners and CC. With FTE Coroners falling under the *PSA*, they are required to be appointed based on the principle of merit. The Coroners Service utilizes the same merit based process when hiring Community Coroners, to ensure a vigorous and defensible competitive process. Appointments are then made by the Chief Coroner as and when required; and
- Section 55 of the *Coroners Act* is also the place in legislation in which the Chief Coroner delegates “to those persons any power or duty of a coroner.” Without this authority CC would not be able to conduct the work necessary to perform the functions.
- Community coroners must be available to respond at any time during an assigned shift including nights, weekends, remote locations, and are only remunerated hourly when called.

Page 0966 of 1121 to/à Page 1001 of 1121

Withheld pursuant to/removal as

s.13

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:15:17
Attachments:s.13

s.13

Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Monday, October 31, 2022 11:29 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Community Coroner Compensation - 2019 proposal and chief coroner reply

Hi again, here are the documents submitted in support of the 2019 proposal, along with my reply. There are some valuable arguments in the proposal that could be helpful in drafting a new one.

Thanks,
Lisa

From: Christensen, Tracy R PSSG:EX <Tracy.R.Christensen@gov.bc.ca>
Sent: Friday, December 20, 2019 6:26 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; Stiglich, Tiara PSSG:EX <Tiara.Stiglich@gov.bc.ca>
Cc: Lafrance, Chris PSSG:EX <Chris.Lafrance@gov.bc.ca>; Sharein, Ronald PSSG:EX <Ronald.Sharein@gov.bc.ca>; Keath, Jacqollyne PSSG:EX <Jacqollyne.Keath@gov.bc.ca>; Christensen, Tracy R PSSG:EX <Tracy.R.Christensen@gov.bc.ca>
Subject: Compensation

Respectfully submitted,

Tracy Christensen
Coroner
BC Coroners Service
MINISTRY OF PUBLIC SAFETY
AND SOLICITOR GENERAL
Metrotower II, Suite 800
4720 Kingsway,
Burnaby BC V5H 4N2
Cell: 604-819-9479
Main Office Phone: 604-660-7708
Fax: 250-953-0472

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Page 1003 of 1121 to/à Page 1052 of 1121

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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:14:49
Attachments: ^{s.13}
Message Body.

From: Lapointe, Lisa PSSG:EX
Sent: Monday, October 31, 2022 11:36 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: FW: Compensation committee project

Apologies for all of the emails, but I want to be sure you have all available information. This was the reply to my reply, along with another reply from me. Shortly after this (in April 2020), we received notice that the BCGEU had applied to the LRB for the s. 55 coroners to join the union. The application was withdrawn by the BCGEU in November 2020.

Many thanks,
Lisa

From: Keath, Jacqollyne PSSG:EX <Jacqollyne.Keath@gov.bc.ca>
Sent: Thursday, January 30, 2020 4:38 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Stiglich, Tiara PSSG:EX <Tiara.Stiglich@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Subject: Compensation committee project

Hello Lisa,
Thank you for your email we received on January 27/20. Through our environmental scan that also included seeking feedback from our community coroner colleagues it is apparent the B.C. Coroners Service is at crossroads/turning point. Some of our research showed that the status quo would not be acceptable. A lot of discussion took place looking at options with the larger committee. This is why you see more than the tight scope in the proposal and having more than one option was intended as a way to have further discussion and address some retention concerns. Given scheduling conflicts for the committee of the whole the four community coroners went away to adjust the proposal which you received in December.

In order to expedite the process we have removed the hourly rate from our original proposal which is attached. We recognize that the ask for extra budget needs to have a solid argument and we welcome continued collaboration on this project.

Respectfully submitted,
Jacqollyne Keath
Tracy Christensen
Chris Lafrance
Ron Sharein

Page 1054 of 1121 to/à Page 1059 of 1121

Withheld pursuant to/removed as

s.13

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Keath, Jacqollyne PSSG:EX (Jacqollyne.Keath@gov.bc.ca)
Cc: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca); Stiglich, Tiara PSSG:EX (Tiara.Stiglich@gov.bc.ca); Burns, Aaron PSSG:EX (Aaron.Burns@gov.bc.ca); McNamee, John PSSG:EX (John.McNamee@gov.bc.ca)
Subject: RE: Compensation committee project
Sent: 02/07/2020 22:15:12
Attachments: image001.png, image002.jpg
Message Body:

Hi Jacqollyne, thank you for your reply.

I'm pleased to hear that there's a willingness on the part of the community coroner representatives on the Compensation Committee to continue to collaborate on this project.

I will leave it to Tiara to arrange the group's next meeting.

Regards,
Lisa

Lisa Lapointe
Chief Coroner, British Columbia Coroners Service
Ministry of Public Safety and Solicitor General
5th floor, 910 Government Street
Victoria, BC V8V 1X4
250-356-9326
Traditional territory of the Songhees and Esquimalt First Nations
lisa.lapointe@gov.bc.ca
<http://www.gov.bc.ca/coroners>

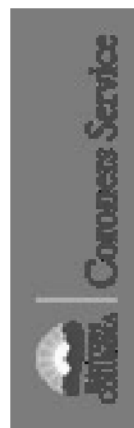
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From: Keath, Jacqollyne PSSG:EX <Jacqollyne.Keath@gov.bc.ca>
Sent: Thursday, January 30, 2020 4:38 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Stiglich, Tiara PSSG:EX <Tiara.Stiglich@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Subject: Compensation committee project

Hello Lisa,
Thank you for your email we received on January 27/20. Through our environmental scan that also included seeking feedback from our community coroner colleagues it is apparent the B.C. Coroners Service is at crossroads/turning point. Some of our research showed that the status quo would not be acceptable. A lot of discussion took place looking at options with the larger committee. This is why you see more than the tight scope in the proposal and having more than one option was intended as a way to have further discussion and address some retention concerns. Given scheduling conflicts for the committee of the whole the four community coroners went away to adjust the proposal which you received in December.

In order to expedite the process we have removed the hourly rate from our original proposal which is attached. We recognize that the ask for extra budget needs to have a solid argument and we welcome continued collaboration on this project.

Respectfully submitted,
Jacqollyne Keath
Tracy Christensen
Chris Lafrance
Ron Sharein





From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:12:29
Attachments: image001.png, image002.jpg
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Thursday, November 3, 2022 9:30 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation group established

Thanks for this update Andy and Debbie. Your careful consideration of the optimal membership is appreciated and the group you've assembled sounds excellent; a great range of age, experience, geographical realities and skills.

We were thinking of a s. 55 coroner Town Hall on Nov 22. Does that date fit with your timelines? I'll speak with you both in advance but I'm thinking we could share the TOR, have you both speak about membership and process and entertain questions.

I have to say that I'm truly thrilled that you two are leading this project. Please don't hesitate to reach out any time if there's anything I can do to support.

Many thanks,
Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, November 2, 2022 9:02 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation group established

Lisa and Vince

Debbie and I have been able to gather together the FCs for the compensation group.

These are:
Sam Tobias (Metro)
Nancy Wilson (Fraser Valley)
John Gelinas (Nanaimo)
Stacie Beck (Williams Lake)

We went through a selection process, first asking the Senior Coroners to consider and recommend their FC's who have demonstrated skills that would work in the group, and then narrowing down to try and capture diversity in gender, geographical location, scheduling type, current and past experience. Still having a couple too many we spoke to each one about their perspective on the group and then narrowed it down further.

With the inclusion of Debbie and myself I believe we have a really great cross section of staff.

We know that these selections will excite some FCs and possibly frustrate others. Debbie or myself would be happy to address any concerns raised should you receive any.

We will be having our first meeting early next week, (twice weekly for two weeks) and hope to have developed a timeframe by November 18. The Project Charter Overview has Nov 27 as the workplan target so we have some scope for delay and exploration of options built in.

One of the common remarks by all we spoke to was the importance of keeping this process to a tight timeline as often these projects can spiral on and on.

When decided, please advise if you would like to email out to the FC?s/All staff, or if you will be arranging a townhall. My suggestion would be to allow us to meet a couple of times before any townhall as it allows us to have a clearer picture to pass on to the FCs. Although the Townhall date of November 15 you suggested would have allowed us to meet 3 times.

Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

BC Coroners Service,

103 - 1420 St. Paul Street

Kelowna, BC V1Y 2E6

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.



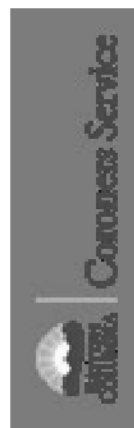


Page 1068 of 1121 to/à Page 1069 of 1121

Withheld pursuant to/removed as

s.13 ; s.14





From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:11:13
Attachments: image001.png, image002.jpg
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, November 23, 2022 9:29 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: RE: CWG question on 80%

Hi Andy, thanks for taking the time to be on the Town Hall call. I agree that the conversation around the compensation committee was positive. An increase and on call pay are clearly overdue and I'm really grateful that you and Debbie are leading this.

s.13

Thanks again,
Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Tuesday, November 22, 2022 3:09 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: CWG question on 80%

Hi Lisa and Vince

A question on behalf of the Compensation Working Group (CWG)

Was there a rationale for selecting 80% of the Sec54 pay for Sec55s? Perhaps based on side by side comparison of the two roles.

Also, thanks for letting me share a little in this mornings Town Hall. I felt the questions raised by the 55s were good, and I got no sense of frustration in the process we are working through.

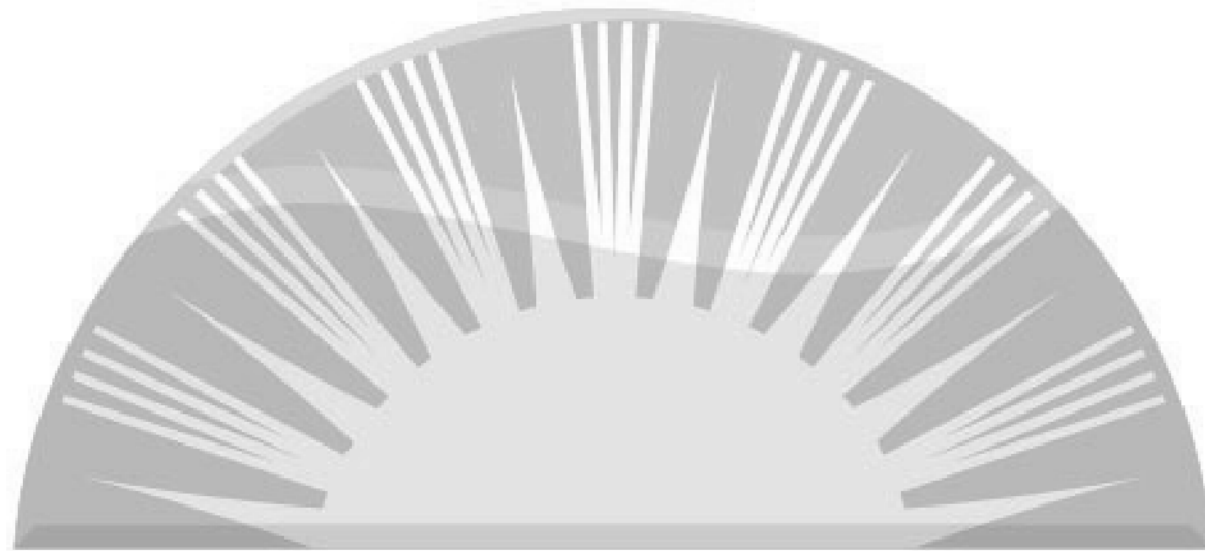
Andy Cave
Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

Ministry of Public Safety and Solicitor General
BC Coroners Service,
103 - 1420 St. Paul Street
Kelowna, BC V1Y 2E6
<http://www.gov.bc.ca/coroners>

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PREMIER'S AWARD

EVIDENCE-BASED DESIGN 2018

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - 2023-32162
Sent: 08/28/2023 19:09:35
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Thursday, February 9, 2023 4:36 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Community coroner compensation

Hi Andy and Debbie, I connected with Kayla McKeown of our ministry's Strategic HR shop this week and asked for some time to go over the options that have come forward from the community compensation committee. We've set up a meeting for next Thursday, Feb 16th from 3 ? 3:30. The plan is for Kayla to then reach out to the PSA to find the right person to meet with us to see what's feasible/possible.

I don't think it's necessary to bring together the full committee for the short meeting with Kayla but I do think there would be real value in both of you attending. It will be an introduction to Kayla and will ensure that there's transparency in meetings that Vince and I are having on this issue.

If you'd like to attend next week, please let me know, and I'll forward the invitation.

Given that our meeting with Kayla isn't until next Thursday, I think we can cancel the meeting currently scheduled for Monday afternoon. We can then discuss options for our next meeting next week.

Many thanks,
Lisa

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records: 2023-32162
Sent: 08/28/2023 19:09:04
Attachments: image001.jpg, image002.png
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Monday, February 6, 2023 1:38 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Tobias, Sam PSSG:EX <Sam.Tobias@gov.bc.ca>; Wilson, Nancy C PSSG:EX <Nancy.Wilson@gov.bc.ca>; Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>; Beck, Stacie PSSG:EX <Stacie.Beck@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>
Subject: FW: Compensation options

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, January 18, 2023 2:53 PM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: FW: Compensation options

Added a link to the current MCCF plan.

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, January 18, 2023 2:52 PM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Compensation options

Hi Vince, here are the options as discussed. Please let me know if I've misrepresented anything.

s.13

Thanks,
Lisa

*Lisa Lapointe
Chief Coroner, British Columbia Coroners Service
Ministry of Public Safety and Solicitor General*

5th floor, 910 Government Street

Victoria, BC V8W 1X3

778-974-5110

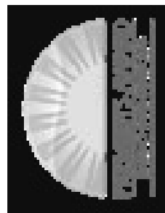
Pronouns: she/her

I acknowledge with gratitude that I work on the traditional territories of the Songhees and Esquimalt First Nations

lisa.lapointe@gov.bc.ca

<http://www.gov.bc.ca/coroners>

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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: REquest for records - PSS 2023-32162
Sent: 08/28/2023 19:06:05
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, March 15, 2023 2:51 PM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Meeting with PSA on s. 55 coroner compensation

Hi everyone, I met with Alyson Blackstock of the Public Service agency and two of her colleagues at 1:30 pm and shared some background on the history of s. 55 coroner compensation as well as on the current situation. Turns out she was involved in the last increase and so is aware of the challenges.

Alyson is going to discuss with their policy folks to see what may be possible. She thought that bringing our field coroners onboard as regular Public Service Act employees might be difficult given the unique nature of the work (on call for lengthy periods with irregular call-outs) but they'll explore options. She cautioned that it may take some time as everyone there is very busy.

Once I hear from Alyson, I'll set up the next meeting for all of you to attend as well as it will be important for the working group to be represented.

I'm sorry this is such a slow process, and I know the field coroners are probably feeling a bit frustrated. Hopefully, the eventual outcome will make the process worthwhile.

Many thanks,
Lisa

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Records request - PSS 2023-32162
Sent: 08/28/2023 19:05:40
Attachments: image001.png, image002.jpg
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Thursday, April 13, 2023 5:15 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Andy, I haven't heard anything but will touch base with Alyson tomorrow. I recall she said it may take awhile, but she also understood how far behind our s. 55 coroners are in getting a compensation increase.

Thanks for touching base,

Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Thursday, April 13, 2023 4:46 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation check in

Hi Lisa

Have you had any further information or advice from PSA? As the compensation group, we just wanted to check in as time is passing, trying to be ahead of any questions from the Sec55s at large.

Thanks,

Andy Cave
Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

Ministry of Public Safety and Solicitor General
BC Coroners Service,
103 - 1420 St. Paul Street
Kelowna, BC V1Y 2E6
<http://www.gov.bc.ca/coroners>

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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:05:06
Attachments: image001.png, image002.jpg
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Thursday, May 4, 2023 1:43 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Andy and Debbie, Alyson has replied today to advise that she'll touch base with her team next week and then loop back to me with a status update. I'll forward it to you as soon as I receive it.

Thanks,
Lisa

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, May 3, 2023 5:16 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Andy and Debbie, I've not heard back from Alyson and coincidentally, had emailed her again this morning to see if there's an update. I also spoke with the DM today to let him know that we hope to accomplish community coroner compensation increases within the next few months and that a budget lift will be required. He's supportive, which is an important step.

If I don't hear from Alyson by next week, I'll nudge her again. I know the wait is very hard for everyone.
Many thanks,
Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, May 3, 2023 3:18 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Lisa

We have had a couple of field coroners approach us for an update. Obviously nothing shared, but felt I should send you a quick follow up to see if you have heard anything from Alyson.

Thanks,

Andy Cave
Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Thursday, April 13, 2023 5:15 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
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Thanks for touching base,

Lisa

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To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: Compensation check in

Hi Lisa

Have you had any further information or advice from PSA? As the compensation group, we just wanted to check in as time is passing, trying to be ahead of any questions from the Sec55s at large.

Thanks,

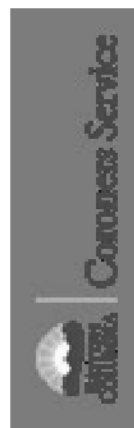
Andy Cave
Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records - PSS 2023-32162
Sent: 08/28/2023 19:04:34
Attachments: image001.png, image002.jpg
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, May 3, 2023 5:16 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

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s.13

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Many thanks,
Lisa

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Sent: Wednesday, May 3, 2023 3:18 PM
To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

Hi Lisa

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Thanks,

Andy Cave
Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

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From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Sent: Thursday, April 13, 2023 5:15 PM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Subject: RE: Compensation check in

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Thanks for touching base,
Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>

Sent: Thursday, April 13, 2023 4:46 PM

To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>

Cc: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: Compensation check in

Hi Lisa

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Thanks,

Andy Cave

Senior Coroner, Field Operations Unit

Tel: 236.766.7147

Fax: 250.861.7515

Ministry of Public Safety and Solicitor General

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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records PSS 2023-32162
Sent: 08/28/2023 19:03:47
Message Body:

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, May 24, 2023 3:57 PM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: Community Coroner Compensation

Hi Debbie and Andy, I met with the PSA on Friday about options for community coroner compensation. They're still forming their advice, but it may be helpful for me to meet with both of you or with the entire committee to provide what little update I can. No path forward has been identified but some of the challenges and potential options were discussed.

Please let me know your preference in terms of a meeting.
Many thanks,
Lisa

From: Burns, Aaron PSSG:EX (Aaron.Burns@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: RE: New FOI Request | PSS-2023-32162 - Due August 30th 2023 Re: s. 55 Coroners compensation project
Sent: 08/28/2023 17:55:47
Attachments: RE: Compensation Working Group (CWG) Meeting.msg, Community coroner compensation.msg
Message Body:

Here's what I have.

From: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>
Sent: Friday, August 25, 2023 10:41 AM
To: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; BCCS Legal Services PSSG:EX <BCCSLegalServices@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Cc: BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: FW: New FOI Request | PSS-2023-32162 - Due August 30th 2023 Re: s. 55 Coroners compensation project

Hi Aaron, John, Lisa, Vince, Andy,

We have received the following FOI request and you are included in this email as you likely have related emails/documents:

- If you can please forward me any correspondence that you have fits the criteria below
- Andy, is there a project inbox that your team is using? I can gather documents from any inboxes if easier.
- Date range from Sept 1, 2022 to August 15, 2022
- We are just gathering records at this point, this does not mean that anything will be released. The correspondence will be reviewed against the harms pursuant to the FOIPPA Act. As this project is in progress, it is unlikely that discussion documents or anything involving a TB submission will be released.
- If you can forward to me by August 30, 2023

All correspondence and documents concerning proposed hourly wage increases/adjustments for S55 (Section 55 Coroners/Field Coroners/Community Coroners) and all correspondence and documents concerning any research, investigations or discussions related to the consideration of on-call compensation for S55 (Section 55 Coroners/Field Coroners/Community Coroners). (Date Range for Record Search: **From 9/1/2022 To 8/15/2023**)

Thanks

Tej.

From: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>
Sent: Wednesday, August 23, 2023 10:29 AM
To: Sidhu, Tej PSSG:EX <Tej.Sidhu@gov.bc.ca>; BCCS FOI Inbox PSSG:EX <BCCSFOI.Inbox@gov.bc.ca>
Cc: AG PSSG FOI Coordinator AG:EX <AGPSSG.FOICoordinator@gov.bc.ca>
Subject: New FOI Request | PSS-2023-32162 - Due Aug 31, 2023

Good Morning,

Please see the below new FOI request for BCCS:

All correspondence and documents concerning proposed hourly wage increases/adjustments for S55 (Section 55 Coroners/Field Coroners/Community Coroners) and all correspondence and documents concerning any research, investigations or discussions related to the consideration of on-call compensation for S55 (Section 55 Coroners/Field Coroners/Community Coroners). (Date Range for Record Search: From 9/1/2022 To 8/15/2023)

Applicant Type: Individual

Can you please canvass and advise if **BC Coroner's** would hold any records relating to the above subject. Records

Due **August 31, 2023**. If no records are located, please provide an approved NRR by **September 1, 2023**.

Thank you

Holly Skogstad

Central FOI Coordinator

Information Systems Branch

Ministry of Attorney General

(778) 698-3889 | agpssg.foicoordinator@gov.bc.ca

From: Burns, Aaron PSSG:EX (Aaron.Burns@gov.bc.ca)
To: Gelinas, John PSSG:EX (John.Gelinas@gov.bc.ca); BCCS CWG PSSG:EX (BCCSCWG@gov.bc.ca)
Subject: RE: Compensation Working Group (CWG) Meeting
Sent: 12/13/2022 00:58:30
Attachments: image001.png, Decision Briefing Note.docx, T&L change request.docx
Message Body:

Hi John and rest,

Sorry for the delay. I've attached a Decision Briefing Note template. This is how government is accustomed to seeing problems/solutions so you might want to conform to this format. (Not to suggest that yours is necessarily wrong/bad.)

I've attached some comments and the service request where I asked for changes to the Time & Leave system (without result so far).

I haven't yet had a chance to pull reports back to 1996 for the S.54 coroners wages, but I can try to do that next week.

Aaron.

From: Gelinas, John PSSG:EX <John.Gelinas@gov.bc.ca>
Sent: Monday, December 5, 2022 11:59 AM
To: Burns, Aaron PSSG:EX <Aaron.Burns@gov.bc.ca>; BCCS CWG PSSG:EX <BCCSCWG@gov.bc.ca>
Subject: Compensation Working Group (CWG) Meeting

Hi Aaron,

Thanks for joining us at the meeting this morning, your expertise is greatly appreciated. I've attached a Briefing Note for your review & comment. This is a document we are using to organize ourselves.

We appreciate you must be pretty busy, but if you have time to look at it today and get back to us with your thoughts, that would be great (or at your earliest convenience).

We've come up with a few more questions,

s.13

<https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/pay-benefits/salaries/salarylookuptool/management/management-bands>

Thanks for your time, could you please reply to
BCCS CWG PSSG:EX BCCSCWG@gov.bc.ca,

Much thanks,

John g

John Gelinas

Community Coroner

BC Coroners Service

Nanaimo, Island Region

john.gelinas@gov.bc.ca

250.356.9133 (Regional Office)

250-713-4807 (cell)

[The ministry that drafted the DBN is listed first.]
**MINISTRY OF ATTORNEY GENERAL AND
MINISTRY OF PUBLIC SAFETY AND SOLICITOR GENERAL
[ORIGINATING BRANCH NAME]
DECISION BRIEFING NOTE**

PURPOSE: For DECISION of David Eby, QC,
Attorney General
and
Mike Farnworth,
Minister of Public Safety and Solicitor General.

ISSUE:

[What is the main issue or question that the Ministers should focus on? Use a short key phrase to explain the main issue for decision.]

DECISION REQUIRED/ RECOMMENDATION:

[Briefly describe the decision required or the recommended option.]

SUMMARY:

- [Provide one or two bullet points to succinctly outline the issue, and why it is important for the Ministers. If possible, do not extend this section past page one.]
 -
 -
- **[Formatting note:** No space between sub (○) bullets. Single space between main (●) bullets, and between the sub bullets and the main bullets. Use this template as an example.]

BACKGROUND:

- [Usually in point form, describe the current situation and context of the issue such as why has this issue come up? What are the implications? What do the Ministers need to consider when making a decision?]

DISCUSSION:

[Insert text as required in point form, a numbered list, and/or paragraphs.]

INDIGENOUS PEOPLES CONSIDERATIONS:

- [State whether this issue(s) may have implications (acknowledged or claimed) for Indigenous Peoples in BC. Implications may include, but are not limited to harm to land, practises, community and families, culture, physical wellbeing and spirituality. If so, identify who may be impacted, the nature of the potential impacts and how those impacts are being addressed. Discuss how the Draft Principles that Guide the Province of BC's Relationship with Indigenous Peoples are being applied to the issue(s).]

OPTIONS:

Option 1: (Recommended)

[Insert text as required in point form, sentences, and/or a pros and cons list, as formatted below, explaining the options.]

Pros:

-

Cons:

-

Option 2:

Pros:

-

Cons:

-

OTHER MINISTRIES IMPACTED/CONSULTED:

- [List the Ministries in point form. Indicate if consultation is required or completed. If there are no Ministries impacted or consulted, indicate that by typing 'None'.]

Richard J. M. Fyfe, QC
Deputy Attorney General

Date

Mark Sieben
Deputy Solicitor General

Date

[Select format] **DECISION IS APPROVED** ☐ **NOT APPROVED** ☐ *or*
OPTION NUMBER ____ APPROVED

David Eby, QC
Attorney General

Date

[Select format] DECISION IS APPROVED ☐ NOT APPROVED ☐ Or
OPTION NUMBER ____ APPROVED

Mike Farnworth
Minister of Public Safety and Solicitor General

Date

PREPARED BY:

[Name]
[Title]
[Branch]
[Phone Number]

APPROVED [DATE] BY:

[AG Branch ADM]
[Title]
[Branch]
[Phone Number]

APPROVED [DATE] BY:

[PSSG Branch ADM]
[Title]
[Branch]
[Phone Number]

ATTACHMENT(S):

[List the attachments. If there is one attachment, remove the (s) and if there are no attachments please remove this section. If an attachment or appendix are mentioned in the IBN, do not forget to include it here.]

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Communication History

Customer Aaron Burns via CSS Web 08/06/2021 03:52 PM

Can I trouble you for an update on the progress with this?

See attached "timesheet adjustment.pdf" email and "Timesheet Felker" for more examples where the program area is spending time troubleshooting payroll challenges best addressed by a PSA solution.

Staff Account Natasha Cao via Email 01/28/2021 12:21 PM

Hello Aaron,

Thank you for your response. I have forwarded the information to my Director for review.

Customer Aaron Burns via CSS Email 01/28/2021 10:45 AM

Thanks Natasha. My answers below.

Hello Aaron,

I will need to escalate your ask to my Director. To ensure we are best equipped to consider your request, please provide the following background information:

- **What issues require solving?**

s.13

Page 1102 of 1121

Withheld pursuant to/removed as

s.13

Thank you for contacting the BC Public Service Agency.

Visit [AskMyHR](#) to create, update, track or retrieve your service requests. Service Requests that have been solved will be viewable for one year then they will be archived.

Natasha Cao

BC Public Service Agency

[AskMyHR](#)

MyHR 250.952.6000 | Toll Free 1.877.277.0772

Staff Account Natasha Cao via Email 01/27/2021 09:07 AM

Hello Aaron,

I will need to escalate your ask to my Director. To ensure we are best equipped to consider your request, please provide the following background information:

- What issues require solving?
- How many people are impacted by these issues?
- How are the issues currently managed?
- What results are you hoping to achieve?
- Are you asking on behalf of Coroners Service as a whole?
- Who in the Ministry supports this request? (ex. ADM's name)

Once I receive your reply I will escalate the information for review.

Customer Aaron Burns via CSS Email 01/21/2021 02:30 PM

Thanks for looking into it...

Page 1104 of 1121 to/à Page 1105 of 1121

Withheld pursuant to/removal as

s.13

<https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/pay-benefits/salaries/salarylookuptool/legal-judiciary/community-coroner>

Additional Details

Email Address
aaron.burns@gov.bc.ca
ReferenceNumber
181227-000681
NamedIDOptList
Updated
Created
12/27/2018 03:19 PM
UpdateTime
07/22/2022 11:02 AM

| STOB | Actuals YTD +Yr Open |
|-----------------------------------|-------------------------|
| 15COMCO Community Coroner Project | |

s.13

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Burns, Aaron PSSG:EX (Aaron.Burns@gov.bc.ca); Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: Community coroner compensation
Sent: 01/23/2023 19:27:41
Attachments: FW: Compensation options.msg
Message Body:

Do you both have time for a 30 minute chat this afternoon about community coroner compensation proposals? I'm attaching a summary of our meeting with the group last week.

I'm free anytime after 2 pm this afternoon.

Thanks,

Lisa

From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Stancato, Vincent PSSG:EX (Vincent.Stancato@gov.bc.ca)
Subject: FW: Compensation options
Sent: 01/18/2023 22:53:03
Attachments: image001.jpg, image002.png
Message Body:

Added a link to the current MCCF plan.

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, January 18, 2023 2:52 PM
To: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>
Subject: Compensation options

Hi Vince, here are the options as discussed. Please let me know if I've misrepresented anything.

s.13

s.13

Thanks,

Lisa

Lisa Lapointe

Chief Coroner, British Columbia Coroners Service

Ministry of Public Safety and Solicitor General

5th floor, 910 Government Street

Victoria, BC V8W 1X3

778-974-5110

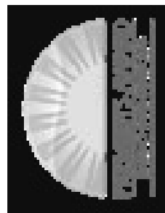
Pronouns: she/her

I acknowledge with gratitude that I work on the traditional territories of the Songhees and Esquimalt First Nations

lisa.lapointe@gov.bc.ca

<http://www.gov.bc.ca/coroners>

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From: Lapointe, Lisa PSSG:EX (Lisa.Lapointe@gov.bc.ca)
To: Sidhu, Tej PSSG:EX (Tej.Sidhu@gov.bc.ca)
Subject: Request for records: PSS 2023-32162
Sent: 08/28/2023 17:41:58
Attachments: image001.png, image002.jpg, image003.png, image004.jpg, image005.png
Message Body:

Hi Tej, is it ok to just forward the correspondence I have to you?
Thanks,
Lisa

From: Lapointe, Lisa PSSG:EX
Sent: Wednesday, June 21, 2023 11:24 AM
To: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: Community coroner compensation

Hi Andy, I'm not sure the PSA group will have much to report next week but I wanted to set the meeting to make sure this continues to be on everyone's radar. Let's wait until we've had the meeting to determine whether it would be helpful to have Sam or John or the other members of the group attend moving forward.

Does that sound ok? I don't want to exclude anyone, but my thought is that having you and Debbie attend as the committee co-chairs is appropriate for this meeting.

Many thanks,
Lisa

From: Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>
Sent: Wednesday, June 21, 2023 9:59 AM
To: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>
Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>
Subject: RE: Community coroner compensation

Hi Lisa

Thanks for setting this up. Is this the meeting you had suggested other compensation group members might attend. Not all of us, but someone like Sam who has a good grasp on the numbers, or John who has a strong understanding of the Regs?

I would be more than happy to step back from meeting to allow one of the others to be present.

Thanks,

Andy Cave
Senior Coroner, Field Operations Unit
Tel: 236.766.7147
Fax: 250.861.7515

Ministry of Public Safety and Solicitor General
BC Coroners Service,
103 - 1420 St. Paul Street
Kelowna, BC V1Y 2E6
<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Sent: Monday, June 19, 2023 10:24 AM

To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>

Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>

Subject: RE: Community coroner compensation

Thanks Lisa. Looking forward to a meeting!

Regards;

Debbie Scarborough (she/her)

Field Coroner / Field Operations Unit

1-866-200-2676 (Toll free from within Canada and the U.S.)

1-778-309-9685 (From outside North America)

<http://www.gov.bc.ca/coroners>

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I acknowledge that my work place is within the ancestral, traditional, and unceded territory of the Syilx Nation.

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>

Sent: Monday, June 19, 2023 10:11 AM

To: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>

Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>; Hembree, Sara PSSG:EX <Sara.Hembree@gov.bc.ca>

Subject: RE: Community coroner compensation

Hi everyone, my apologies for the delay. As always, calendars have been challenging.

I?ve cc?d Sara Hembree, my EAA, on this email. I?m hoping Sara can help to arrange a one-hour meeting for the week of June 26th. The Monday afternoon or Tuesday morning would be ideal if we can make that work.

Many thanks for your help,
Lisa

From: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>

Sent: Friday, June 2, 2023 9:39 PM

To: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>

Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX

<Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: Re: Community coroner compensation

Thanks Sandy and Kayla, I appreciate your support with this.

I'll work to arrange a touch base meeting next week.

Lisa

Get [Outlook for iOS](#)

From: Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>

Sent: Friday, June 2, 2023 5:16:58 PM

To: Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>

Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: RE: Community coroner compensation

Thank you, Sandy. That was my understanding as well. Happy to attend a call to discuss this further.

Korina K.H. Tsui, Executive Director, Labour Relations and Total Compensation

Labour Relations Branch | Employee Relations | BC Public Service Agency

800 ? 865 Hornby Street | Vancouver BC | V6Z 2G3

Phone: 604.360.4169

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From: Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>

Sent: Friday, June 2, 2023 3:21 PM

To: McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>; Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>; Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>

Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX <Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: RE: Community coroner compensation

My understanding is that the ministry would take the lead to draft the regulation change. My team will provide support and input from the compensation perspective.

In the table below, we have calculated the hourly rate based on the MCCF salary range increases since the previous compensation increase in 2016 for Coroners. My team will also meet internally early next week to discuss options around a monthly incentive payment. We will also provide suggestions around language to adjust the Coroners' pay based on the MCCF salary range adjustments.

| Date | % Increase | Rate |
|---------------|------------|----------|
| Coroners | | |
| June 1, 2016 | Hrly | \$ 32.32 |
| July 1, 2018 | 1.90% | \$ 32.93 |
| April 1, 2019 | 3.75% | \$ 34.17 |
| April 1, 2020 | 2.00% | \$ 34.85 |
| April 1, 2021 | 2.00% | \$ 35.55 |
| April 1, 2022 | 4.00% | \$ 36.97 |

Happy to attend a meeting next week to discuss further.

Thanks,
Sandy

From: McKeown, Kayla AG:EX <Kayla.McKeown@gov.bc.ca>

Sent: Friday, June 2, 2023 2:21 PM

To: Lapointe, Lisa PSSG:EX <Lisa.Lapointe@gov.bc.ca>; Zorn, Sandy PSA:EX <Sandy.Zorn@gov.bc.ca>; Forman, Ken PSA:EX <Ken.Forman@gov.bc.ca>; Cohen, Sharon PSA:EX <Sharon.Cohen@gov.bc.ca>; Chow, Teresa PSA:EX <Teresa.Chow@gov.bc.ca>; Tsui, Korina PSA:EX <Korina.Tsui@gov.bc.ca>

Cc: Stancato, Vincent PSSG:EX <Vincent.Stancato@gov.bc.ca>; Cave, Andrew I PSSG:EX

<Andrew.Cave@gov.bc.ca>; Scarborough, Debbie PSSG:EX <Debbie.Scarborough@gov.bc.ca>

Subject: RE: Community coroner compensation

My apologies for the delay, but I did receive the attached information from the Corporate Policy team who had previously conducted some work around the compensation for community coroners.

Please let me know if you need any additional information.

From: Lapointe, Lisa PSSG:EX Lisa.Lapointe@gov.bc.ca

Sent: Friday, June 2, 2023 2:08 PM

To: Zorn, Sandy PSA:EX Sandy.Zorn@gov.bc.ca; Forman, Ken PSA:EX Ken.Forman@gov.bc.ca; Cohen, Sharon PSA:EX Sharon.Cohen@gov.bc.ca; Chow, Teresa PSA:EX Teresa.Chow@gov.bc.ca; Tsui, Korina PSA:EX Korina.Tsui@gov.bc.ca; McKeown, Kayla AG:EX Kayla.McKeown@gov.bc.ca

Cc: Stancato, Vincent PSSG:EX Vincent.Stancato@gov.bc.ca; Cave, Andrew I PSSG:EX Andrew.Cave@gov.bc.ca; Scarborough, Debbie PSSG:EX Debbie.Scarborough@gov.bc.ca

Subject: Community coroner compensation

Hi everyone, thank you all again for our meeting on May 19th. I appreciate you sharing your time and expertise on the community coroner compensation issue, which is a significant one for our branch.

I'm mindful that MCCF increases were just adjusted with effective date of April 1, 2023, and are consistent with the recent general wage increases for the GEU. This is likely to land with some difficulty for our community coroners whose last compensation increase was in 2016.

I'm hopeful that we can move forward soon to a recommended option or options for this group, including some form of standby or on-call compensation. I know Kayla has already been in touch with our ministry policy shop and they're looking back to the process by which the regulation was changed in 2016.

Is it feasible to arrange a date to meet in the next week or so to discuss progress to date and next steps?

Thanks again and have a great weekend everyone,
Lisa

Lisa Lapointe
Chief Coroner, BC Coroners Service





