

Page 001 to/à Page 091

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s.22

Page 092 to/à Page 095

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s.22;s.13

Mino, Lise FIN:EX

From: Exec Talent Management PSA:EX
Sent: Monday, February 23, 2015 4:20 PM
To: BCPSA Agency Corporate Executive
Subject: Information: Summary of Executive Appointments
Attachments: Executive_Master_List_Final_Feb2015.pdf

A banner for Executive Talent Management featuring a green field, a winding grey path, and stylized mountains in the background. The mountains are composed of various colored triangles (blue, green, yellow, and purple).

Executive Talent Management

Summary of Executive Appointments September 2014 to February 2015

An updated master list of Deputy Ministers, Associate Deputy Ministers, Assistant Deputy Ministers, and Executive Leads is attached.

NR

NR

Current Assistant Deputy Ministers – New Portfolio Appointments

NR

- George Farkas – Assistant Deputy Minister, Deputy Secretary Treasury Board, Ministry of Finance

NR

For any changes or updates, please contact Program Coordinator, Pam Chandla @ [Pam.Chandla@gov](mailto:Pam.Chandla@gov.bc.ca)

Kate Fagan Taylor, Director

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

4th Floor, 810 Blanshard Street | Victoria, BC | V8W 2H2

Ph: 250.387.0432 | Fax: 250.356.7074 | Cell 250.216.3388



Where ideas work

Page 098

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NR

Deputy Minister/Associate Deputy Minister/Assistant Deputy Minister/Executive Leads
Master List 2015

Ministry	Deputy Ministers & Associate Deputy Ministers	Executives (Assistant Deputy Ministers/ Executive Leads)	Ministry Portfolio
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NR

Finance	Milburn, Peter	NR	
	Wenezenki-Yolland, Cheryl - Associate		
		Farkas, George	Deputy Secretary Treasury Board

NR,s.18

Page 100 to/à Page 102

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NR

Page 103

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s.22

Mino, Lise FIN:EX

From: Mandur, Tracy PSA:EX
Sent: Friday, January 8, 2016 5:22 PM
To: Halls, Lori D PSA:EX
Subject: January Exec Reports
Attachments: DTA_DM_Salary_Report_01JAN16.xlsx; DTA_ADM_Salary_Report_01JAN16.xlsx;
DTA_Senior_Exec_Band_A_01JAN16.xlsx

Lori

This is a monthly report that Anita and I receive from Total Compensation.
Let me know if you want copy each month.

Regards,
Tracy

Tracy Mandur, Senior Advisor – Executive Recruitment
Hiring and Service Operations | BC Public Service Agency
4th Floor – 810 Blanshard Street | Victoria BC | V8W 2H2 | 250 507-6245



Where ideas work

Page 105 to/à Page 107

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Count	Ministry	Name	Position Title	Classification	Current Annual Salary	Subject to 10% Holdback	Current Annual Salary Including Holdback
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NR

53	Ministry of Finance	Farkas,George	ADM & Dep Sec Treasury Board	Assistant Deputy Minister Bd D	\$157,500	Yes	\$175,000
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NR

Page 109 to/à Page 111

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Page 112 to/à Page 115

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s.22

Mino, Lise FIN:EX

From: Owens, Anita PSA:EX
Sent: Friday, March 17, 2017 4:26 PM
To: Halls, Lori D PSA:EX
Subject: s.22
Attachments:

As requested.
Anita

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



Where ideas work

*Acknowledging with gratitude the **Lekwungen Peoples, Traditional Keepers of this Land**, where this email is coming to you from.*

Today, Lekwungen refers to the Songhees and Esquimalt First Nations Communities and their descendants.

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Page 120

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Page 121 to/à Page 160

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s.22



Where ideas work

s.22

August 26, 2011

Personal & Confidential
File: 1385-20/FARK

George Farkas
s.22

Dear George:

Re: Temporary Appointment
Assistant Deputy Minister, Management Services
Ministry of Community, Sport and Cultural Development

I am pleased to offer you a temporary appointment to the position of Assistant Deputy Minister, Management Services. Your assignment is effective September 8, 2011 and your salary will be \$125,000 per annum. This assignment is expected to last approximately 2 months, tentatively ending November 18, 2011.

All other terms and conditions of employment remain the same.

Congratulations George, I wish you success and I look forward to working with you in this new role.

Yours truly,

Don Fast
Deputy Minister

pc: Mark McLeod, Director Executive Recruitment and Development Services, Public Service Agency
→ Connie Der, Human Resources Service Representative, Public Service Agency

I accept this offer:

George Farkas

Page 162 to/à Page 167

Withheld pursuant to/removed as

s.22



July 30, 2010

File: 1385-20/ FARK

George Farkas
Sent via email

Dear George:

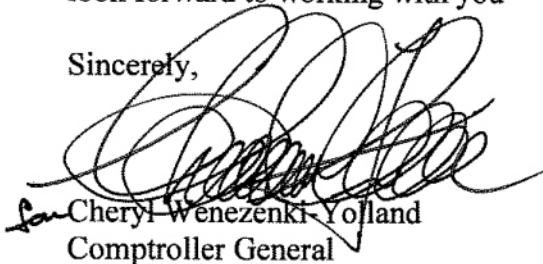
I am very pleased to offer you a temporary appointment to the above noted position for the period July 26th, 2010 to September 17th, 2010. This appointment may be extended upon mutual agreement.

Your salary upon appointment will be \$3,549.81 bi-weekly. I will be your supervisor during this appointment.

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

Please indicate your acceptance of this appointment by signing below. I wish you success and look forward to working with you

Sincerely,



Cheryl Wenezenki-Yolland
Comptroller General

cc: Nicholas Berry, HR Consultant, Client Services, BC Public Service Agency
Strategic Human Resources

 Date: August 9/10

I accept / I decline

Page 169 to/à Page 172

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s.22

Page 173

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s.14



PERSONAL AND CONFIDENTIAL

December 15, 2011

1385-20/FAR

George Farkas

s.22

Dear George:

This letter confirms your appointment as Assistant Deputy Minister, Management Services, Ministry of Community, Sport and Cultural Development, as specified in your appointing Order in Council. In this capacity you will also serve the Ministry of Jobs, Tourism and Innovation.

Salary will be \$145,000 per annum and, consistent with our Executive Compensation Plan, a 10% performance holdback will be applied. I will provide you with the criteria for the performance holdback, these criteria forming part of your annual performance plan. The performance holdback is paid at the end of each annual performance review cycle.

The terms and conditions of employment for Assistant Deputy Ministers are those established for Category A Order in Council appointments.

As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Also, you are subject to the Post Employment Restrictions, a copy of which is attached.

Once you have signed this letter indicating your acceptance, please return the original letter to Mark McLeod, Executive Recruitment and Development Services, BC Public Service Agency.


Best wishes in your new role.

Yours truly,

Don Fast
Deputy Minister

Attachment

I have read and accept the terms and conditions of this appointment.


George Farkas

Dec 16/11
Date

Page 175

Withheld pursuant to/removed as

s.22



October 3, 2014

PERSONAL AND CONFIDENTIAL

George Farkas
s.22

Dear George:

This letter confirms your appointment as Deputy Secretary to Treasury Board and Assistant Deputy Minister, Treasury Board Staff, Ministry of Finance, as specified in your appointing Order in Council, effective November 3, 2014.

Your salary will be \$175,000 per annum and, consistent with our Executive Compensation Plan, a 10% performance holdback will be applied. I will provide you with the criteria for the performance holdback, these criteria forming part of your annual performance plan. The performance holdback is paid at the end of each annual performance review cycle.

The terms and conditions of employment for Assistant Deputy Ministers are those established for Category A Order in Council appointments.

As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees.

Once you have signed this letter indicating your acceptance, please return the original letter to Tracy Mandur, BC Public Service Agency.

Lastly, I want to extend my best wishes for your success in this role.

Yours truly,



Peter Milburn
Deputy Minister

.../2

Ministry of
Finance

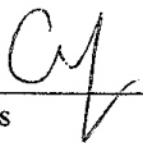
Office of the
Deputy Minister

Mailing Address:
PO Box 9417 Stn Prov Govt
Victoria BC V8W 9V1
www.gov.bc.ca/fin

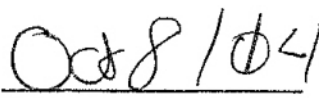
Location Address:
Room 109
817 Government Street
Victoria BC

pc: Tracy Mandur, BC Public Service Agency

I have read and accept the terms and conditions of this appointment.



George Farkas



Date



The Best Place on Earth

October 1, 2010

George Farkas
A/Executive Director
Financial Management Branch
Office of the Comptroller General
Sent via email – George.Farkas@gov.bc.ca

Dear George:

**Re: Executive Director, Financial Management Branch
Position # 8711 Paylist 022-2672
Office of the Comptroller General
Ministry of Finance**

Further to your interview for the above-noted competition, I am pleased to inform you that the selection panel has recommended that you be appointed to this position.

Your salary upon appointment will be \$3,806.16 bi weekly. I will remain your supervisor.

Consistent with normal practice, you will be subject to a probationary period of 913 hours, which is equivalent to six (6) months of full-time employment, following which you will be recommended for confirmation provided that your performance is satisfactory.

A copy of the "Standards of Conduct for Public Service Employees" can be found at:
<http://www.bcpublicservice.ca/policies/Directives/5-8/05-4soc.htm>.

By accepting this position it is our understanding that you have read and agree to abide by these standards.

To indicate your acceptance of this offer and agreement with the terms outlined in this letter, we ask that you sign in the appropriate space provided and return a photocopy of this letter to this office.

I wish you success in your new position.

Yours truly,

Cheryl Wenezenki-Yolland
Comptroller General

pc: BC Public Service Agency

I accept this position and have read and agree to abide by the Standards of Conduct for Public Service Employees.

Date: Oct 1 / 10

Page 179 to/à Page 282

Withheld pursuant to/removed as

s.22



Ministry for
Children and Families

Internet Usage Agreement

V39-0006

- "User" – includes employees, co-op students and contractors authorized to access the Internet using government facilities.
- When granted Internet access using government facilities in order to carry out work, the use of Internet is to be conducted in an ethical and professional manner.
- Use of the Internet is identifiable by others as a Government activity and users are responsible to ensure that usage does not contravene any laws or regulations, including copyright and licensing issues and laws respecting obscene and discriminatory material.
- Users are not to transmit sensitive material (personal, confidential or protected information whose release is unauthorized i.e. information which is reasonably likely to be excepted or excluded from access under the *Freedom of Information and Protection Privacy Act*) via the Internet.
- All work-related postings to Newsgroups that do not represent an official Ministry position will include the following disclaimer: "Material and opinions contained within are solely those of the author and do not represent in whole or in part the position of the Ministry or the Government of British Columbia.
- Personal use of the Internet during scheduled hours of work is not permitted. Inappropriate Personal use includes:
 - Access to or downloading offensive material which includes but is not limited to pornography, hate literature or any material which contravenes the Human Rights Act);
 - Personal (non work-related) postings to Internet forums such as Newsgroups or Listservers;
 - Use that results in additional or incremental cost to government; or
 - Activities for personal financial gain.
- Users are not to establish any government workstation as an Internet service provider or download any files from the Internet directly to a LAN server.
- All files downloaded from Internet sources must be virus scanned by the user.

This INTERNET USAGE AGREEMENT is to be used in addition to and is intended to supplement existing published policies, Operational Directives, INTERNET GUIDELINES, CONDITIONS FOR USE OF COMPUTING FACILITY and the Government of British Columbia's INTERNET USAGE POLICY (General Management Operating Policy – Chapters 8.2.3 and 8.3).

Internet usage may be monitored without warning and inappropriate usage may be cause for disciplinary action up to and including dismissal or cancellation of contract.

I (print) George Farkas have received and read the Internet Usage Agreement.

Signed [Signature] s.22 Sept 6, 2000 Date

User (Employee) Number [Blank] Witness R Bawre



Conditions for Use of Computing Facility

V39-0006

Ministry for
Children and Families

"User" – includes employees, co-op students and contractors authorized to use government computer facilities.

- As a condition for use of the government computer facilities and access to government-stored data, users are not to:
 - ♦ Permit any use of their User ID by any other individual;
 - ♦ Divulge, share, or compromise their password;
 - ♦ Attempt to access or modify the data of another user;
 - ♦ Enable other users to access data belonging to a third party without their consent;
 - ♦ Use the facility for activities different from those for which access was granted;
 - ♦ Use programs or create situations that adversely impact computer services to other users;
 - ♦ Make unauthorized copies of data or software;
 - ♦ Reveal to any unauthorized persons the details of any checking, editing, validating, balancing or security mechanisms included in any software;
 - ♦ Take any action that might reasonably be construed as injurious or detrimental to the interests of any other user or to the facility
- Users are responsible for all actions performed by their User ID.
- Users are to adhere to all policies, standards, procedures, acts and regulations pertaining to confidentiality, data security and good data processing practices, as issued by the Government of British Columbia.
- Users will take full advantage of security mechanisms built into the system and change passwords frequently.
- Users are to advise Information System Security of any circumstances, incidents or events that may impact or are related to the privacy, availability or security of the facility, applications or data.
- Users wishing to test the security of the facility, or to perform actions that may not satisfy the conditions for use as specified in this document, must contact Information System Security for direction prior to conducting any tests or performing these actions.
- Remote access to Ministry systems and data must be via a Ministry approved and issued Dial ID only, and that access via a private internet service provider is not permitted.
- Monitoring of usage of the facility will be carried out periodically by security staff, to ensure adherence to Government policy, standards and guidelines.
- Any breach of these conditions may result in disciplinary action up to and including dismissal or cancellation of contract.
- Information System Security are to be contacted for policy clarification.

I (print) George Forkes have received and read the Conditions For Use of Computing Facility Agreement.

Signed

s.22

Date

Sept 15 / 00

RBawri

User (Employee) Number

Witness



Conditions for Use of Remote Access Agreement

V39-0006

Ministry for
Children and Families

1. As a condition for REMOTE ACCESS to the government computer facilities, I agree NOT to:
 - a) access Ministry workstations (personal computers);
 - b) access the internet without signing the INTERNET USAGE Agreement.
2. I will restrict my use of REMOTE ACCESS to approved business-related purposes only.
3. The REMOTE ACCESS AGREEMENT is to be used in addition to and is intended to supplement existing published policies, Operational Directives, INTERNET USAGE AGREEMENT and CONDITIONS FOR USE OF COMPUTING FACILITY.

Georgi Fortas
Name (Please Print)

Chris
Signed s.22

Employee Number

Sept 15 / 00

Date

R. Bawre

Witness

Page 286 to/à Page 307

Withheld pursuant to/removed as

s.22



PERSONAL & CONFIDENTIAL

December 14, 1999

George Farkas

s.22

Dear George Farkas:

Re: CLASSIFICATION: Co-op Level 3
LOCATION: Tobacco Reduction
Ministry of Health and Ministry Responsible for Seniors

It is my pleasure to confirm your appointment to the above noted Co-op placement effective December 15, 1999, and limited to April 30, 2000. Your salary on appointment will be \$1,257.28 bi-weekly. Please ensure the salary rate reflected in your first full paycheque including compensation in lieu of benefits, corresponds with the rate quoted in this letter. Any discrepancy should be immediately reported to your supervisor who will contact Payroll to investigate further.

A performance appraisal will be conducted upon completion of your work term and a copy will be submitted to your co-op coordinator.

Under the terms of the current Collective Agreement you are required to join the British Columbia Government Employee's Union within 30 days of commencing employment. All terms and conditions of employment, including compensation in lieu of health and welfare benefits (\$.54 per hour), are outlined in Article 31 of the B.C.G.E.U. Master Agreement.

For your information, your entire co-op work term may not exceed eight months. At the completion of your assignment you **WILL NOT** retain your classification or service seniority should you accept an auxiliary placement or otherwise be rehired within the Public Service.

.../2

As a condition of employment you will be required to take and subscribe the Oath of Employment within thirty days of commencing employment. You will also be expected to understand and comply with the enclosed Standards of Conduct for Public Service Employees. Please contact Julie Deveson, Human Resources Assistant, at 952-2129 to set up a suitable time to ensure these and any related employment agreements are appropriately executed.

Enclosed are documents that will assist this office in putting you on staff. Please complete all forms and return them to Human Resources, 6th floor, on your first day at work. Should you have any questions regarding these forms, please contact Julie Deveson at the above number.

Also, as a condition of employment, all employees are required to return the Public Service Workforce Profile survey form that will be sent to you shortly at your home address from BC STATS branch. The information you provide on the form is important for gathering accurate statistical data on the diversity of the workforce in the public service. Your quick response to completing and returning the form is greatly appreciated.

If you have any questions or concerns, please do not hesitate to give Julie Deveson a call at 952-2129.

Yours truly,



Sharon Nantes
Human Resources Advisor
Human Resources Division

SN/jd

Enclosures

pc: Simon Barton, Supervisor
✓ Payroll, Paylist 3715
Personnel File

Page 310 to/à Page 317

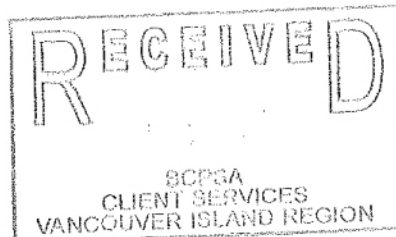
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1385-20/ Farkas, G.
1665-20/16532

June 25, 2004



s.22

George Farkas
s.22

Dear George:

Re: PR2004:16532 160-2705
Policy/Legislative Analyst – Financial Officer-N27 posn 80289.
Administration Policy & Legislative Branch
Ministry of Provincial Revenue

Once again I would like to extend my congratulations to you on having been the successful candidate in the above-noted competition. July 26/04

My earlier offer of employment can now be confirmed as the review period has now concluded. Your start date to this position is to be negotiated.

As indicated in the previous letter, as a new employee you are required to complete certain documents and forms. The completion of these forms is necessary to commence the various benefits you are entitled to while other documents are a condition of employment. These forms are available through the following website:
http://www.bcpublicservice.ca/employees/new_employees.htm At the time of reporting to work, you will receive additional instruction regarding completion and submission of these various forms.

I wish you success in your new position. If you have any questions or if I can be of any assistance to you, please call me at (250) 356-5340.

Sincerely,

Noreen Marshall
Panel Chair

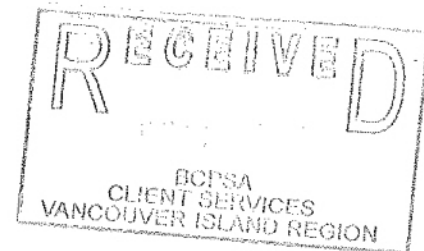
pc: Aman Nijjar, HR Consultant
Sandy Tice, HR Technician
Sandra Westfall, Customer Service & Information Branch

Ministry of
Provincial Revenue

1385-20/ Farkas, G.
1665-20/16532

June 21, 2004

George Farkas
s.22



Dear George:

Re: PR2004:16532
Policy /Legislative Analyst – Financial Officer N27
Administration Policy & Legislative Branch
Ministry of Provincial Revenue

I am very pleased to advise you have been selected as the successful applicant for the above-noted position.

The current salary range for this appointment is \$2139.35 to \$2453.36 bi-weekly. Your salary upon appointment will be \$2139.35 bi-weekly, which represents step 1 of the salary range.

Your bi-weekly salary will be \$2139.35 plus a temporary ~~market~~ adjustment of \$70.60 bi-weekly. The continuation of this market adjustment will be reviewed at a future date.

Please confirm the salary rate reflected in your first full pay with the rate quoted in this letter. Any discrepancy should be immediately reported to your supervisor who will contact Payroll to investigate further.

Unsuccessful employee applicants may request a review of the staffing decision. Please ensure you do not make any final commitments in your present circumstances until I contact you to advise that the review period has concluded and that this offer of employment is confirmed.

As a condition of employment you will be required to join the British Columbia Government and Service Employees' Union (BCGEU) within thirty (30) days after beginning employment. Please contact Vikki Copp, Shop Steward at 356-1985 for information regarding union membership and for a copy of the collective agreement. Benefits for employees in the BCGEU are included in a collective agreement negotiated between the Government of British Columbia and the BCGEU. As per the collective agreement, union dues will be deducted from your earnings.

As a new employee, there are certain documents necessary to commence payroll and others that are required as a condition of employment. You will be given these documents to complete on your first day of work.

.../2

In accordance with the Public Service Act, you will be required to swear or affirm an oath of employment. If you were previously employed by the BC public service and have already completed an oath, please advise this office. Your acceptance of this offer also confirms your agreement to comply with the Standards of Conduct for Public Service Employees. The relevant documents are also available at the above-noted web site.

Upon appointment, you will begin to contribute to the Public Service Pension Plan. Enrolment is automatic.

We are pleased to be able to offer you a \$1500 lump sum payment toward all relocation costs incurred due to your move. Please note that you are required to repay, on a pro-rata basis, any relocation expenses paid to you if you resign within the two-year period immediately following the relocation. Further relocation information will be provided to you upon confirmation of this offer of employment.

Also, please be advised that on posted competitions, you will be ineligible for a lateral transfer or demotion from one geographic location to another with less than two years at the previous location. This limitation can only be waived by the applicant's Deputy Minister or designate. On posted competitions constituting a promotion for you, this does not apply.

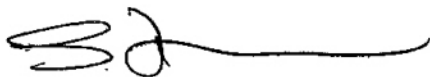
A Public Service Workforce Profile survey form will be sent to you shortly at your home address from BC STATS branch. The information you provide on the form is important for gathering accurate statistical data on the diversity of the workforce in the public service. Your quick response to completing and returning the form is greatly appreciated.

Consistent with normal practice, you will be subject to a probationary period of 913 hours which is equivalent to six (6) months of full-time employment. At the end of that time, if your performance has been satisfactory, your appointment will be confirmed.

To indicate your acceptance of this offer and agreement with the terms outlined in this letter, we ask that you sign in the appropriate space provided, include all requested information and return a photocopy of this letter to this office.

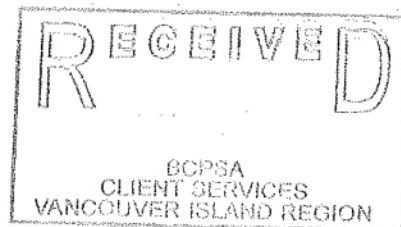
I wish you success in your new position and look forward to working with you. Please do not hesitate to contact Noreen Marshall at (250) 356-5340 should you have any questions.

Sincerely,



Simone Decosse
A/Director

pc: Noreen Marshall, Panel Chair
Aman Nijjar, HR Consultant
Sandy Tice, HR Technician
Sandra Westfall, Customer Service & Information Branch



I accept / decline this offer of employment.

George Farkas

Date: _____

Page 321 to/à Page 322

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s.22



RECEIVED
JUL 05 2004

ADMINISTRATIVE POLICY
AND LEGISLATION BRANCH

1385-20/ Farkas, G.
1665-20/16532

June 21, 2004

s.22

George Farkas
s.22

Dear George:

Re: PR2004:16532
Policy /Legislative Analyst – Financial Officer N27
Administration Policy & Legislative Branch
Ministry of Provincial Revenue

Position # 80289
160-2705

I am very pleased to advise you have been selected as the successful applicant for the above-noted position.

The current salary range for this appointment is \$2139.35 to \$2453.36 bi-weekly. Your salary upon appointment will be \$2139.35 bi-weekly, which represents step 1 of the salary range.

Your bi-weekly salary will be \$2139.35 plus a temporary market adjustment of \$70.60 bi-weekly. The continuation of this market adjustment will be reviewed at a future date.

Please confirm the salary rate reflected in your first full pay with the rate quoted in this letter. Any discrepancy should be immediately reported to your supervisor who will contact Payroll to investigate further.

Unsuccessful employee applicants may request a review of the staffing decision. Please ensure you do not make any final commitments in your present circumstances until I contact you to advise that the review period has concluded and that this offer of employment is confirmed.

As a condition of employment you will be required to join the British Columbia Government and Service Employees' Union (BCGEU) within thirty (30) days after beginning employment. Please contact Vikki Copp, Shop Steward at 356-1985 for information regarding union membership and for a copy of the collective agreement. Benefits for employees in the BCGEU are included in a collective agreement negotiated between the Government of British Columbia and the BCGEU. As per the collective agreement, union dues will be deducted from your earnings.

As a new employee, there are certain documents necessary to commence payroll and others that are required as a condition of employment. You will be given these documents to complete on your first day of work.

.../2

Ministry of
Provincial Revenue

July 26/04 start

In accordance with the Public Service Act, you will be required to swear or affirm an oath of employment. If you were previously employed by the BC public service and have already completed an oath, please advise this office. Your acceptance of this offer also confirms your agreement to comply with the Standards of Conduct for Public Service Employees. The relevant documents are also available at the above-noted web site.

Upon appointment, you will begin to contribute to the Public Service Pension Plan. Enrolment is automatic.

We are pleased to be able to offer you a \$1500 lump sum payment toward all relocation costs incurred due to your move. Please note that you are required to repay, on a pro-rata basis, any relocation expenses paid to you if you resign within the two-year period immediately following the relocation. Further relocation information will be provided to you upon confirmation of this offer of employment.

Also, please be advised that on posted competitions, you will be ineligible for a lateral transfer or demotion from one geographic location to another with less than two years at the previous location. This limitation can only be waived by the applicant's Deputy Minister or designate. On posted competitions constituting a promotion for you, this does not apply.

A Public Service Workforce Profile survey form will be sent to you shortly at your home address from BC STATS branch. The information you provide on the form is important for gathering accurate statistical data on the diversity of the workforce in the public service. Your quick response to completing and returning the form is greatly appreciated.

Consistent with normal practice, you will be subject to a probationary period of 913 hours which is equivalent to six (6) months of full-time employment. At the end of that time, if your performance has been satisfactory, your appointment will be confirmed.

To indicate your acceptance of this offer and agreement with the terms outlined in this letter, we ask that you sign in the appropriate space provided, include all requested information and return a photocopy of this letter to this office.

I wish you success in your new position and look forward to working with you. Please do not hesitate to contact Noreen Marshall at (250) 356-5340 should you have any questions.

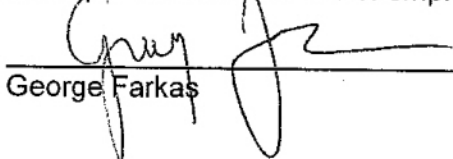
Sincerely,



Simone Decosse
A/Director

pc: Noreen Marshall, Panel Chair
Aman Nijjar, HR Consultant
Sandy Tice, HR Technician
Sandra Westfall, Customer Service & Information Branch

I accept / decline this offer of employment.


George Farkas

Date: June 28, 2004



1385-20/ Farkas, G.
1665-20/16532

June 25, 2004

George Farkas
s.22

Dear George:

Re: PR2004:16532
Policy /Legislative Analyst – Financial Officer N27
Administration Policy & Legislative Branch
Ministry of Provincial Revenue

Once again I would like to extend my congratulations to you on having been the successful candidate in the above-noted competition.

My earlier offer of employment can now be confirmed as the review period has now concluded. Your start date to this position is to be negotiated.

As indicated in the previous letter, as a new employee you are required to complete certain documents and forms. The completion of these forms is necessary to commence the various benefits you are entitled to while other documents are a condition of employment. These forms are available through the following website:
http://www.bcpublicservice.ca/employees/new_employees.htm At the time of reporting to work, you will receive additional instruction regarding completion and submission of these various forms.

I wish you success in your new position. If you have any questions or if I can be of any assistance to you, please call me at (250) 356-5340.

Sincerely,

Noreen Marshall
Panel Chair

pc: Aman Nijjar, HR Consultant
Sandy Tice, HR Technician
Sandra Westfall, Customer Service & Information Branch

Ministry of
Provincial Revenue

Page 326 to/à Page 355

Withheld pursuant to/removed as

s.22

Page 356 to/à Page 358

Withheld pursuant to/removed as

NR

Page 359 to/à Page 376

Withheld pursuant to/removed as

s.22

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 093 , Approved and Ordered February 24, 2016


Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that effective February 29, 2016,

- (a) the appointment of David Galbraith as an Assistant Deputy Minister, Ministry of Social Development and Social Innovation, made by Order in Council 88/2014, is rescinded,
- (b) the appointment of George Farkas as Deputy Secretary to Treasury Board and Assistant Deputy Minister, Treasury Board Staff, Ministry of Finance, made by Order in Council 545/2014, is rescinded,
- (c) David Galbraith is appointed Deputy Secretary to Treasury Board and Assistant Deputy Minister, Treasury Board Staff, Ministry of Finance, and
- (d) George Farkas is appointed as an Assistant Deputy Minister, Ministry of Education.



Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Public Service Act, R.S.B.C. 1996, c. 385, s. 12; Interpretation Act, R.S.B.C. 1996, c. 238, s. 22

Other: OIC 88/2014; OIC 545/2014

February 23, 2016

page 1 of 1

O/165/2016/33

PROVINCE OF BRITISH COLUMBIA
ORDER OF LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No.

635

, Approved and Ordered

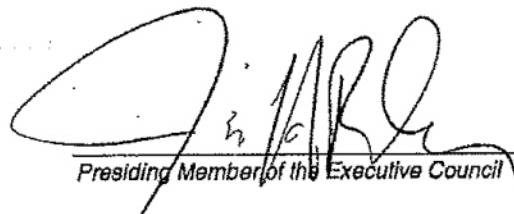
DEC 14 2011



Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that George Parkas is appointed as an Assistant Deputy Minister, Ministry of Community, Sport and Cultural Development.



Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Public Service Act, R.S.B.C. 1996, c. 385, s. 12

Other: _____

December 13, 2011

page 1 of 1

O/901/2011/12

Page 379 to/à Page 383

Withheld pursuant to/removed as

s.22

Page 384 to/à Page 387

Withheld pursuant to/removed as

NR

Page 388 to/à Page 562

Withheld pursuant to/removed as

s.22



PERSONAL AND CONFIDENTIAL

March 8, 2016

George Farkas

s.22

Dear George:

This letter confirms your appointment as Assistant Deputy Minister, Ministry of Education, as specified in the appointing Order in Council, effective February 29th, 2016.

Your salary will be \$175,000 per annum and, consistent with our Executive Compensation Plan, a 10% performance holdback will be applied. I will provide you with the criteria for the performance holdback, these criteria forming part of your annual performance plan. The performance holdback is paid at the end of each annual performance review cycle.

The terms and conditions of employment for Assistant Deputy Ministers are those established for Category A Order in Council appointments.

As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Also, you are subject to the Post Employment Restrictions, a copy of which is attached.

Once you have signed this letter indicating your acceptance, please return the original letter to Tracy Mandur, BC Public Service Agency.

Best wishes for your success in this role.

Yours truly,

Dave Byng
Deputy Minister
Ministry of Education

Attachment
pc: Tracy Mandur, Executive Recruitment, BC Public Service Agency

I have read and accept the terms and conditions of this appointment.

George Farkas

Date

March 14/16

Page 564 to/à Page 578

Withheld pursuant to/removed as

s.22

Page 579 to/à Page 580

Withheld pursuant to/removed as

s.14;s.22

Page 581 to/à Page 588

Withheld pursuant to/removed as

s.22

Page 589 to/à Page 596

Withheld pursuant to/removed as

s.14;s.22

Page 597 to/à Page 599

Withheld pursuant to/removed as

s.22

Page 600 to/à Page 602

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s.14;s.22

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Page 604 to/à Page 607

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s.22

Page 608 to/à Page 610

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s.14;s.22

Page 611 to/à Page 615

Withheld pursuant to/removed as

s.22

Page 616 to/à Page 618

Withheld pursuant to/removed as

s.14;s.22

Page 619 to/à Page 627

Withheld pursuant to/removed as

s.22

"A"

WITHOUT PREJUDICE

June 5, 2017

George Farkas

s.22

Dear George Farkas:

s.22

Your settlement is equal to 11.25 months salary and benefits, in the amount of \$173,733 subject to the provisions contained herein. In addition, the Province agrees to provide you with the following lump sum payments with respect to the Executive Holdback:

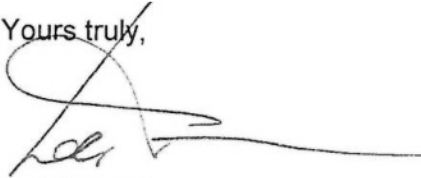
- \$17,500 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 and will be paid to you at the conclusion of your bi-weekly severance installments period, or at the time of the corporate awarding of the FY18 holdback payments, whichever is sooner;
- \$2,085 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to May 14, 2018 and will be paid to you at the conclusion of your bi-weekly severance installments period, or at the time of the corporate awarding of the FY19 holdback payments, whichever is sooner;

These Executive Holdback lump sum payments will be subject to the same repayment obligations outlined on page 5 of this package.

s.22

s.22

Yours truly,

A handwritten signature in black ink, appearing to be 'Lori Fischer', with a long horizontal flourish extending to the right.

Lori Fischer
Specialist, Workforce Restructuring

s.22

Page 630 to/à Page 648

Withheld pursuant to/removed as

s.22



October 16, 2009

File: 1385-20/FARK

George Farkas
s.22

Dear George Farkas:

Re: Director, Procurement Governance, Business Leadership
s.22, 022-2672
Ministry of Finance, Office of the Comptroller General, Financial Management Branch

I am pleased to offer you the above noted appointment, with the effective date to be October 26, 2009, as agreed between Capital Planning Secretariat and Financial Management Branch. Your salary upon appointment will be \$89,050.12 annually. Your supervisor will be Sheila Dodds, Executive Director, Financial Management Branch. Please call Sheila at 250 387-0279 if you have any questions.

You will be excluded from union or association membership. The terms and conditions of your employment are available at http://www.bcpubli-service.ca/policies/policy_manual/Terms_Conditions/.

To indicate your acceptance of this offer and agreement with the terms outlined in this letter, we ask that you sign in the appropriate space provided and return a photocopy of this letter to this office.

I wish you success and look forward to working with you.

Yours truly,

Cheryl Wenezenki-Yolland, CMA, FCMA
Comptroller General
Ministry of Finance

p.c.: Jill Woods, HR Consultant, Client Services, BC Public Service Agency
Sheila Dodds, Financial Management Branch

I accept this position and agree to the terms outlined in this letter.

I **decline** this offer of employment.

Signature: _____

George Farkas

Date: _____

Oct 16/09.

Page 651 to/à Page 652

Withheld pursuant to/removed as

s.22



November 2, 2007

s.22

George Farkas

s.22

File: 1385-20/FARK

Via E-Mail

Dear Mr. Farkas:

Re: Competition No. FC2007:38499
Senior Advisor, Business Leadership
76696, 22-2825
Ministry of Finance, Crown Agencies Secretariat, Victoria

I am pleased to offer you the above noted appointment.

Once again, I would like to congratulate you for choosing to work in the Ministry of Finance. My earlier offer can now be confirmed as all required information has been received and the review period has concluded.

I look forward to working with you on November 13, 2007. Please call me if you have any questions.

Yours truly,

Original signed by:

Molly Harrington
Chief Executive Officer
and Assistant Deputy Minister
250 952-0755

p.c.: Stella Reese, HR Consultant, Client Services, BC Public Service Agency

CUIPS 07/11/15 JMR



October 23, 2007

File: 1385-20/FARK
1665-20/38499-SABL

George Farkas
s.22

Dear Mr. Farkas:

Re: Competition No. FC2007:38499
Senior Advisor, Business Leadership
76696, 22-2825
Ministry of Finance, Crown Agencies Secretariat, Victoria

Further to your interview for the above-noted competition, I am pleased to inform you that the selection panel has recommended that you be appointed to this position.

Your salary upon appointment will be \$3,094.10 bi-weekly, which represents 96 percent of Management Level 6 of the Management Compensation Framework.

Your supervisor upon appointment will be Molly Harrington.

Please confirm the salary rate reflected in your first full pay with the rate quoted in this letter. Any discrepancy should be immediately reported to your supervisor who will contact Payroll to investigate further.

Consistent with normal practice, you will be subject to a probationary period of 913 hours, which is equivalent to six months of full-time employment, following which you will be recommended for confirmation provided that your performance is satisfactory.

Unsuccessful employee applicants may request a review of the staffing decision. Please ensure you do not make any final commitments in your present circumstances until you have been informed that this offer of employment can be finalized.

You will be excluded from union or association membership. The terms and conditions of your employment are available at
http://www.bcpublicservice.ca/policies/policy_manual/Terms_Conditions/

.../2

A copy of the "Standards of Conduct for Public Service Employees" can be found at:

<http://www.bcpublicservice.ca/policies/Directives/5-8/05-4soc.htm>.

By accepting this position it is our understanding that you have read and agree to abide by these standards.

To indicate your acceptance of this offer and agreement with the terms outlined in this letter, we ask that you sign in the appropriate space provided and return a photocopy of this letter to this office.

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

Yours truly,

Molly Harrington
Chief Executive Officer
and Assistant Deputy Minister
250 952-0755

p.c.: Stella Reese, HR Consultant, Client Services, BC Public Service Agency

I **accept** this position and have read and agree to abide by the Standards of Conduct for Public Service Employees.

I **decline** this offer of employment.

George Farkas

Date: _____

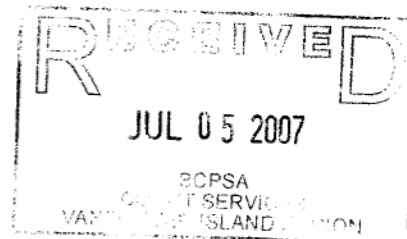
Page 656

Withheld pursuant to/removed as

s.22



The Best Place on Earth



July 3, 2007

File: 1385-20/FARK

George Farkas
Room 109 – 617 Government Street
Victoria BC V8W 9V1

Dear Mr. Farkas:

Re: Compensation Rate Change
Business Leadership Band
00007953, 022-2645
Ministry of Finance, Financial and Corporate Sector Policy Branch

I am pleased to advise you that I have approved a pay rate change for you, based on the principles, considerations, and guidelines laid out in the ministry's compensation plan/strategy.

Effective July 4, 2007, your salary will be \$2799.81 biweekly, which represents \$73,045.08 annually. The BC Public Service Agency and Payroll will be advised of your new classification and compensation rate, and you should receive your new salary within the next two pay periods.

The terms and conditions of your employment remain the same.

Please feel free to contact me should you have any questions about this.

Yours truly,

Joann Cain
Director

pc: Darleen Taylor, HR Consultant, Client Services, BC Public Service Agency
Leanne Allen/Gina Wong, Office Manager
Shelly Cormier, A/Coordinator

Ministry of Finance

Financial and Corporate
Sector Policy Branch

Mailing Address:
PO Box 9418 Stn Prov Govt
Victoria BC V8W 9V1

Telephone: 250 387-1269
Facsimile: 250 387-9093

Location:
Room 109
617 Government Street
Victoria

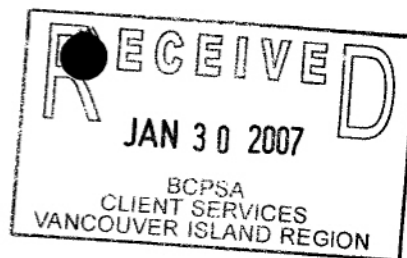
Page 658 to/à Page 660

Withheld pursuant to/removed as

s.22



The Best Place on Earth



January 25, 2007

File: 1385-20/Fark

George Farkas
Room 109 – 617 Government Street
Victoria BC V8W 9V1

Dear Mr. Farkas:

Re: Probationary Period and Salary Increase

Policy Analyst, ML4

00007953, 022-2645

Ministry of Finance, Financial and Corporate Sector Policy Branch

I am very pleased to confirm your successful completion of the probationary period related to the above noted position.

During the last six months, you have demonstrated a good understanding of the role of a policy analyst, together with strong analytical and organizational skills and a commendable work ethic.

I am also pleased to advise you that your salary will be increased to \$2567.63 bi-weekly which is 94% of ML4. This salary increase is retroactive from January 9, 2007.

I look forward to continuing to work with you in the future. Congratulations and thank you for a job well done.

Yours truly,

Joann Cain
Director

pc: Darleen Taylor, HR Consultant
Client Services, BC Public Service Agency

Ministry of Finance

Financial and Corporate
Sector Policy Branch

Mailing Address:
PO Box 9418 Stn Prov Govt
Victoria BC V8W 9V1

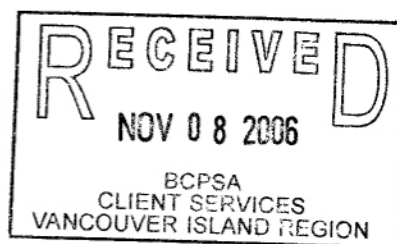
Telephone: 250 387-1269
Facsimile: 250 387-9093

Location:
Room 109
617 Government Street
Victoria



The Best Place on Earth

November 1, 2006



George Farkas
Policy Analyst
Financial & Corp Sector Policy

Dear George Farkas:

In April 2006, government announced the introduction of a new Management Classification and Compensation Framework (MCCF) for the BC Public Service. The framework replaces the current nine management levels with three broad leadership roles, and is meant to modernize our classification and compensation systems, bringing the public service into line with other progressive organizations. The new framework will also decrease the administration and time involved with classification, and gives our ministry the opportunity to manage classification and compensation ourselves.

As I have communicated previously, every excluded management position in the ministry has been reviewed and assigned to a leadership role by a committee comprised of ministry executive, Strategic Human Resources, and BC Public Service Agency (BCPSA) representation. This process was rigorous and as inclusive as possible, and the insight and information required to assign each position correctly was provided directly by executive and/or directors for their respective work area. The final ministry assignments were put forward from the committee to the BCPSA for approval.

The BCPSA has approved your position, Policy Analyst, to be assigned to the Business Leadership role. The assignment is based on application of the Leadership Role criteria document that is included as Appendix 2.

It is important to note that you will transition to your assigned leadership role with no increase or decrease in your current salary. Although your position will no longer be associated with an "ML" level, all terms and conditions of employment remain unchanged. Information sessions with respect to the new Management Classification and Compensation Plan will be provided shortly after the framework is implemented.

.../2

If you have any immediate questions please contact the Ministry Strategic Human Resource office or reference the FAQs which are included in this package and also available at the following link:

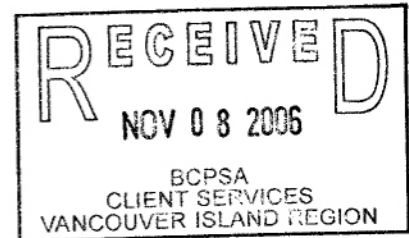
<http://www.hrtoolkit.gov.bc.ca/compensation/mccf/questions.html>

Sincerely,



Tamara Vrooman
Deputy Minister

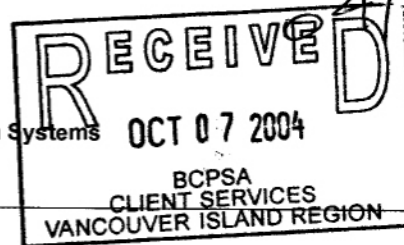
cc: Division ADM
Human Resource Consultant, BC Public Service Agency



Page 664 to/à Page 669

Withheld pursuant to/removed as

s.22



Information and Communications Technology Resource Usage Agreement

Acceptance of Agreement

I, George Forkas, have read and understand the *Information and Communications Technology Resource Usage Policy*.

Signature: _____

Date: _____

George Forkas
July 26, 2004

The following text is a copy of the Government *Information and Communications Technology Resource Usage Policy*. The official text can be found in the Core Policy Manual, Chapter 12 (http://www.fin.gov.bc.ca/ocg/finb/manuals/CPM/12_Info_Mgmt_and_Info_Tech.htm#1232iid)

Refer to the Ministry of Provincial Revenue Security Services Intranet web site (<http://gww.revenue.fin.gov.bc.ca/Revis/default.asp>) for additional relevant policies, such as the MPR Network Acceptable Use Policy that prohibits accessing non-Government email systems.

Information and Communications Technology Resource Usage Policy

Government uses information and communications technologies ("ICTs") to support employees in their work as well as efficiently delivering services to citizens. Proper usage of these technologies, such as computers, e-mail systems or the Internet, saves time and money, reduces administrative overhead and improves service. However, improper usage may jeopardize systems integrity, security, service levels and put government at risk.

1. All ICT resources are provided as business tools to users and are government property. When using ICT resources, users must:
 - comply with all applicable legislation, regulations, policies and standards (e.g., Standards of Conduct);
 - respect copyright and other intellectual property rights in relation to both programs and data; and
 - not detrimentally affect the productivity, integrity or security of ICT systems and/or harm government's reputation.

This usage is subject to the same restrictions and the same review process as for any other government-furnished resource provided to conduct business (e.g., telephone, facsimile).

2. Employees may use government Internet services for personal improvement, outside of scheduled hours of work, provided that such use is consistent with professional conduct and is not used for personal financial gain. Users must avoid accessing sites that might bring the public service into disrepute, such as those that carry offensive material. Reasonable, incidental use of e-mail for personal purposes is acceptable, as long as it does not jeopardize the productivity, integrity and security of ICT systems and/or harm government's reputation.
3. Messaging forums (e.g., Internet Relay Chat, Internet newsgroups) may be used only to conduct work-related business or to exchange technical or analytical information. Users who wish to express personal opinions must use a private Internet provider and a personal identifier (see the CIO Bulletin on Using the Government Computer Network Responsibly).
4. Users must not:
 - divulge, share or compromise their own or another's government authentication credentials;
 - transmit or otherwise expose sensitive information to the Internet;
 - use ICT resources for commercial solicitation or for conducting or pursuing their own business interests or those of another organization;
 - distribute hoaxes, chain letters, or advertisements;
 - send rude, obscene or harassing messages;
 - send, forward and/or reply to large distribution lists concerning non-government business. In addition, users must consider the impact on the network when creating and using large, work-related distribution lists;
 - attempt to obscure the origin of any message or download material under an assumed Internet address;
 - attempt to circumvent or subvert system or network security measures; and
 - propagate viruses knowingly or maliciously.
5. Executive Financial Officers must ensure that all users sign an ICT Resource Usage Agreement before access to government ICT resources is allowed.
6. The Common IT Services (CITS) monitors the use of government networks and may monitor selected network traffic or Internet sites at the request of a Ministry. Monitoring is done for operational reasons (e.g., to resolve problems). Normal routine analysis does not involve reading the content of email or files.
7. Alleged inappropriate use of ICT resources will be reviewed by ministries on a case-by-case basis, and may lead to bringing disciplinary action (which may include dismissal or cancellation of contract) or pursuing other legal remedies.

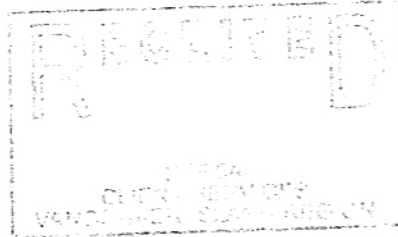


1385-20/ Farkas, G.
1665-20/16532

June 25, 2004

George Farkas

s.22



Dear George:

Re: PR2004:16532 160-2705
Policy / Legislative Analyst – Financial Officer N27 POSN 80289
Administration Policy & Legislative Branch
Ministry of Provincial Revenue

Once again I would like to extend my congratulations to you on having been the successful candidate in the above-noted competition.

July 26/04

My earlier offer of employment can now be confirmed as the review period has now concluded. Your start date to this position is to be negotiated.

As indicated in the previous letter, as a new employee you are required to complete certain documents and forms. The completion of these forms is necessary to commence the various benefits you are entitled to while other documents are a condition of employment. These forms are available through the following website:
http://www.bcpublicservice.ca/employees/new_employees.htm At the time of reporting to work, you will receive additional instruction regarding completion and submission of these various forms.

I wish you success in your new position. If you have any questions or if I can be of any assistance to you, please call me at (250) 356-5340.

Sincerely,

Noreen Marshall
Panel Chair

pc: Aman Nijjar, HR Consultant
Sandy Tice, HR Technician
Sandra Westfall, Customer Service & Information Branch

Ministry of
Provincial Revenue



RECEIVED
JUL 05 2004

ADMINISTRATIVE POLICY
AND LEGISLATION BRANCH

1385-20/ Farkas, G.
1665-20/16532

June 21, 2004

George Farkas

s.22

Dear George:

Re: PR2004:16532
Policy /Legislative Analyst – Financial Officer N27
Administration Policy & Legislative Branch
Ministry of Provincial Revenue

Position # 80289
160-2705

I am very pleased to advise you have been selected as the successful applicant for the above-noted position.

The current salary range for this appointment is \$2139.35 to \$2453.36 bi-weekly. Your salary upon appointment will be \$2139.35 bi-weekly, which represents step 1 of the salary range.

Your bi-weekly salary will be \$2139.35 plus a temporary market adjustment of \$70.60 bi-weekly. The continuation of this market adjustment will be reviewed at a future date.

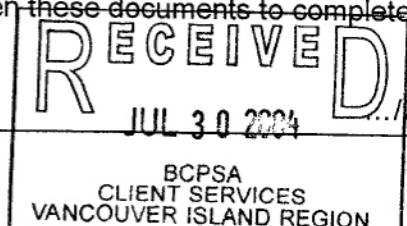
Please confirm the salary rate reflected in your first full pay with the rate quoted in this letter. Any discrepancy should be immediately reported to your supervisor who will contact Payroll to investigate further.

Unsuccessful employee applicants may request a review of the staffing decision. Please ensure you do not make any final commitments in your present circumstances until I contact you to advise that the review period has concluded and that this offer of employment is confirmed.

As a condition of employment you will be required to join the British Columbia Government and Service Employees' Union (BCGEU) within thirty (30) days after beginning employment. Please contact Vikki Copp, Shop Steward at 356-1985 for information regarding union membership and for a copy of the collective agreement. Benefits for employees in the BCGEU are included in a collective agreement negotiated between the Government of British Columbia and the BCGEU. As per the collective agreement, union dues will be deducted from your earnings.

As a new employee, there are certain documents necessary to commence payroll and others that are required as a condition of employment. You will be given these documents to complete on your first day of work.

Ministry of
Provincial Revenue



In accordance with the Public Service Act, you will be required to swear or affirm an oath of employment. If you were previously employed by the BC public service and have already completed an oath, please advise this office. Your acceptance of this offer also confirms your agreement to comply with the Standards of Conduct for Public Service Employees. The relevant documents are also available at the above-noted web site.

Upon appointment, you will begin to contribute to the Public Service Pension Plan. Enrolment is automatic.

We are pleased to be able to offer you a \$1500 lump sum payment toward all relocation costs incurred due to your move. Please note that you are required to repay, on a pro-rata basis, any relocation expenses paid to you if you resign within the two-year period immediately following the relocation. Further relocation information will be provided to you upon confirmation of this offer of employment.

Also, please be advised that on posted competitions, you will be ineligible for a lateral transfer or demotion from one geographic location to another with less than two years at the previous location. This limitation can only be waived by the applicant's Deputy Minister or designate. On posted competitions constituting a promotion for you, this does not apply.

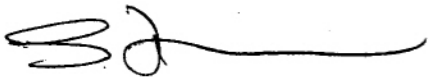
A Public Service Workforce Profile survey form will be sent to you shortly at your home address from BC STATS branch. The information you provide on the form is important for gathering accurate statistical data on the diversity of the workforce in the public service. Your quick response to completing and returning the form is greatly appreciated.

Consistent with normal practice, you will be subject to a probationary period of 913 hours which is equivalent to six (6) months of full-time employment. At the end of that time, if your performance has been satisfactory, your appointment will be confirmed.

To indicate your acceptance of this offer and agreement with the terms outlined in this letter, we ask that you sign in the appropriate space provided, include all requested information and return a photocopy of this letter to this office.

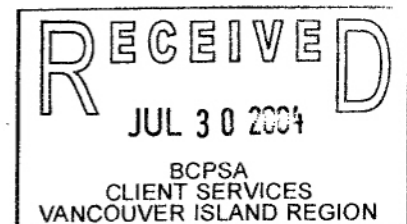
I wish you success in your new position and look forward to working with you. Please do not hesitate to contact Noreen Marshall at (250) 356-5340 should you have any questions.

Sincerely,



Simone Decosse
A/Director

pc: Noreen Marshall, Panel Chair
Aman Nijjar, HR Consultant
Sandy Tice, HR Technician
Sandra Westfall, Customer Service & Information Branch



I accept / decline this offer of employment.


George Farkas

Date:

June 28, 2004



1385-20/ Farkas, G.
1665-20/16532

June 25, 2004

George Farkas
s.22

Dear George:

Re: PR2004:16532
Policy /Legislative Analyst – Financial Officer N27
Administration Policy & Legislative Branch
Ministry of Provincial Revenue

Once again I would like to extend my congratulations to you on having been the successful candidate in the above-noted competition.

My earlier offer of employment can now be confirmed as the review period has now concluded. Your start date to this position is to be negotiated. *July 26/04*

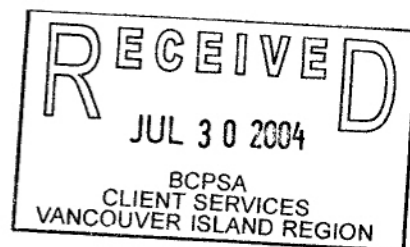
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http://www.bcpublicservice.ca/employees/new_employees.htm At the time of reporting to work, you will receive additional instruction regarding completion and submission of these various forms.

I wish you success in your new position. If you have any questions or if I can be of any assistance to you, please call me at (250) 356-5340.

Sincerely,

Noreen Marshall
Panel Chair

pc: Aman Nijjar, HR Consultant
Sandy Tice, HR Technician
Sandra Westfall, Customer Service & Information Branch



Ministry of
Provincial Revenue

Page 676

Withheld pursuant to/removed as

s.22



OATH OF EMPLOYMENT

Employees are to swear or affirm and sign one of the following forms of the oath.

1. I, George Forkas, do swear/affirm that

1. I am/am not a Canadian citizen and all facts and representations made by me for the purpose of becoming a public servant are true to the best of my knowledge and belief.
2. I will truly and faithfully, according to my skill, ability and knowledge, execute the duties, powers and trusts placed in me as a servant of the Crown.

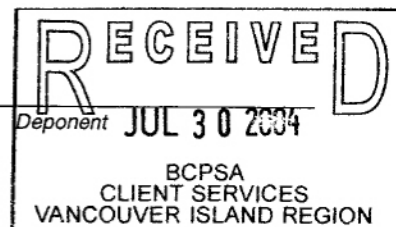
Sworn/Affirmed by me, at _____

on

YYYY MM DD

Person Administering Oath

OR



2. I, George Forkas, do swear/affirm that

1. All facts and representations made by me for the purpose of becoming a public servant are true to the best of my knowledge and belief.
2. I will truly and faithfully, according to my skill, ability and knowledge, execute the duties, powers and trusts placed in me as a servant of the Crown.
3. I am a Canadian citizen and I will be faithful and bear true allegiance to Her Majesty and Her Successors.

Sworn/Affirmed by me, at Victoria

on

YYYY MM DD

2004/07/25

Person Administering Oath

Deponent

**A Commissioner for Taking Affidavits
in the Province of British Columbia**

Re: Policy Statement - Standards of Conduct

Page 678 of 689 PSA-2017-72050

Information and Communications Technology (ICT) Agreement

CORE POLICY MANUAL

Information Management and Information Technology Management

12.3.2 Information Management, II Information Utilization

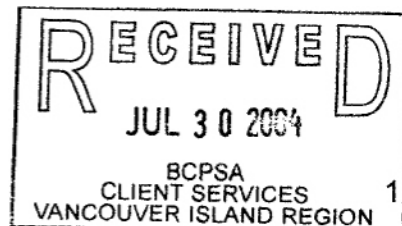
d. *Information and Communications Technology (ICT) Resource Usage*

Government uses information and communications technologies ("ICTs") to support employees in their work as well as efficiently delivering services to citizens. Proper usage of these technologies, such as computers, e-mail systems or the Internet, saves time and money, reduces administrative overhead and improves service. However, improper usage may jeopardize systems integrity, security, service levels and put government at risk.

1. All ICT resources are provided as business tools to users and are government property. When using ICT resources, users must:
 - comply with all applicable legislation, regulations, policies and standards (e.g., Standards of Conduct);
 - respect copyright and other intellectual property rights in relation to both programs and data; and
 - not detrimentally affect the productivity, integrity or security of ICT systems and/or harm government's reputation.

This usage is subject to the same restrictions and the same review process as for any other government-furnished resource provided to conduct business (e.g., telephone, facsimile).

2. Employees may use government Internet services for personal improvement, outside of scheduled hours of work, provided that such use is consistent with professional conduct and is not used for personal financial gain. Users must avoid accessing sites that might bring the public service into disrepute, such as those that carry offensive material. Reasonable, incidental use of e-mail for personal purposes is acceptable, as long as it does not jeopardize the productivity, integrity and security of ICT systems and/or harm government's reputation.
3. Messaging forums (e.g., Internet Relay Chat, Internet newsgroups) may be used only to conduct work-related business or to exchange technical or analytical information. Users who wish to express personal opinions must use a private Internet provider and a personal identifier (see the CIO Bulletin on Using the Government Computer Network Responsibly).



4. Users must not:

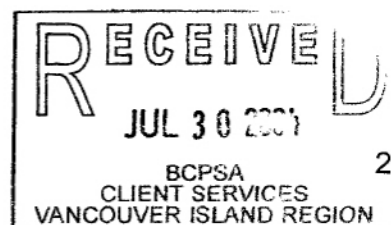
- divulge, share or compromise their own or another's government authentication credentials;
 - transmit or otherwise expose sensitive information to the Internet;
 - use ICT resources for commercial solicitation or for conducting or pursuing their own business interests or those of another organization;
 - distribute hoaxes, chain letters, or advertisements;
 - send rude, obscene or harassing messages;
 - send, forward and/or reply to large distribution lists concerning non-government business. In addition, users must consider the impact on the network when creating and using large, work-related distribution lists;
 - attempt to obscure the origin of any message or download material under an assumed Internet address;
 - attempt to circumvent or subvert system or network security measures; and
 - propagate viruses knowingly or maliciously.
5. Executive Financial Officers must ensure that all users sign an ICT Resource Usage Agreement before access to government ICT resources is allowed.
6. The Common IT Services (CITS) monitors the use of government networks and may monitor selected network traffic or Internet sites at the request of a Ministry. Monitoring is done for operational reasons (e.g., to resolve problems). Normal routine analysis does not involve reading the content of email or files.
7. Alleged inappropriate use of ICT resources will be reviewed by ministries on a case-by-case basis, and may lead to bringing disciplinary action (which may include dismissal or cancellation of contract) or pursuing other legal remedies.

I, George Forkan, have received and read a copy of the Information and Communications Technology (ICT) Agreement.

George Forkan
Employee Signature

July 26/04
Date

Pc: BCPSA HR Client Services for Employee Personnel File



Page 681

Withheld pursuant to/removed as

s.22



PERSONAL & CONFIDENTIAL

Ref: 1385-20/FARK

November 24, 2011

George Farkas
s.22

Dear George:

Re: Temporary Appointment
Assistant Deputy Minister, Management Services
Ministry of Community, Sport and Cultural Development

I am pleased to offer you a temporary appointment to the position of Assistant Deputy Minister, Management Services Division serving the Ministry of Community, Sport and Cultural Development and the Ministry of Jobs, Tourism and Innovation. Your assignment is effective November 28, 2011 and your salary will be \$125,000 per annum. This assignment is expected to last approximately four months, ending March 31, 2012.

All other terms and conditions of employment remain the same.

Please call me to confirm acceptance of this offer. If you have any questions, feel free to contact me.

Sincerely,

Don Fast
Deputy Minister
Ministry of Community, Sport and Cultural Development

Page 2

p.c. Dana Hayden, Deputy Minister, Ministry of Jobs, Tourism and Innovation
Connie Der, BC Public Service Agency



October 3, 2014

PERSONAL AND CONFIDENTIAL

George Farkas

s.22

Dear George:

This letter confirms your appointment as Deputy Secretary to Treasury Board and Assistant Deputy Minister, Treasury Board Staff, Ministry of Finance, as specified in your appointing Order in Council, effective November 3, 2014.

Your salary will be \$175,000 per annum and, consistent with our Executive Compensation Plan, a 10% performance holdback will be applied. I will provide you with the criteria for the performance holdback, these criteria forming part of your annual performance plan. The performance holdback is paid at the end of each annual performance review cycle.

The terms and conditions of employment for Assistant Deputy Ministers are those established for Category A Order in Council appointments.

As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees.

Once you have signed this letter indicating your acceptance, please return the original letter to Tracy Mandur, BC Public Service Agency.

Lastly, I want to extend my best wishes for your success in this role.

Yours truly,



Peter Milburn
Deputy Minister

.../2

Ministry of
Finance

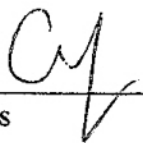
Office of the
Deputy Minister

Mailing Address:
PO Box 9417 Stn Prov Govt
Victoria BC V8W 9V1
www.gov.bc.ca/fin

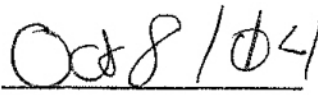
Location Address:
Room 109
817 Government Street
Victoria BC

pc: Tracy Mandur, BC Public Service Agency

I have read and accept the terms and conditions of this appointment.



George Farkas



Date



Where ideas work

September 14, 2010

File: 1385-20/FARK

George Farkas
George.Farkas@gov.bc.ca

Dear George:

Re: TEMPORARY APPOINTMENT,
ACTING EXECUTIVE DIRECTOR, FINANCIAL MANAGEMENT BRANCH
STRATEGIC LEADERSHIP, 00008711, 022-2672
MINISTRY OF FINANCE, OFFICE OF THE COMPTROLLER GENERAL

I am very pleased to offer you an extension to your temporary appointment to the above noted position for the period September 18, 2010 to October 18, 2010. This appointment may be shortened pending the outcome of the competition in progress, or extended upon mutual agreement to meet organizational needs.

Your salary will continue to be \$3,549.81 bi-weekly. I will be your supervisor for the duration of your temporary appointment.

Please indicate your acceptance of this offer and sign below.

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

Yours truly,

Cheryl Wenezenki-Yolland
Comptroller General

☒ I accept/ ☐ I decline

George Farkas

Sep 15 / 10.
Date

p.c. list attached

Ministry of

Branch Name

Mailing Address:

Telephone:

Facsimile:

Website:

p.c.: Nicholas Berry, HR Consultant, Client Services, BC Public Service Agency

BCPSAHRTechnicalOperations@gov.bc.ca, Client Services, BC Public Service Agency

PROVINCE OF BRITISH COLUMBIA

ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 545

, Approved and Ordered September 29, 2014


Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that, effective November 3, 2014,

- (a) the appointment of Elaine McKnight as Associate Deputy Minister and Chief Administrative Officer, Ministry of Health, made by Order in Council 234/2013, is rescinded,
- (b) Elaine McKnight is appointed Deputy Minister and Agency Head of the BC Public Service Agency, Ministry of Finance,
- (c) the appointment of Sabine Feulgen as Deputy Secretary to Treasury Board and Assistant Deputy Minister, Treasury Board Staff, Ministry of Finance, made by Order in Council 241/2011, is rescinded,
- (d) Sabine Feulgen is appointed Associate Deputy Minister and Chief Administrative Officer, Ministry of Health,
- (e) the appointment of George Farkas as an Assistant Deputy Minister, Ministry of Community, Sport and Cultural Development, made by Order in Council 635/2011, is rescinded, and
- (f) George Farkas is appointed Deputy Secretary to Treasury Board and Assistant Deputy Minister, Treasury Board Staff, Ministry of Finance.


Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Public Service Act, R.S.B.C. 1996, c. 385, ss. 5 and 12; Interpretation Act, R.S.B.C. 1996, c. 238, s. 22

Other: OIC 234/2013; OIC 635/2011; OIC 241/2011

September 26, 2014

page 1 of 1

O/748/2014/27



PERSONAL AND CONFIDENTIAL

December 15, 2011

1385-20/FAR

George Farkas

s.22

Dear George:

This letter confirms your appointment as Assistant Deputy Minister, Management Services, Ministry of Community, Sport and Cultural Development, as specified in your appointing Order in Council. In this capacity you will also serve the Ministry of Jobs, Tourism and Innovation.

Salary will be \$145,000 per annum and, consistent with our Executive Compensation Plan, a 10% performance holdback will be applied. I will provide you with the criteria for the performance holdback, these criteria forming part of your annual performance plan. The performance holdback is paid at the end of each annual performance review cycle.

The terms and conditions of employment for Assistant Deputy Ministers are those established for Category A Order in Council appointments.

As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Also, you are subject to the Post Employment Restrictions, a copy of which is attached.

Once you have signed this letter indicating your acceptance, please return the original letter to Mark McLeod, Executive Recruitment and Development Services, BC Public Service Agency.


Best wishes in your new role.

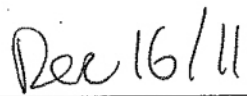
Yours truly,

Don Fast
Deputy Minister

Attachment

I have read and accept the terms and conditions of this appointment.


George Farkas


Date