

DATE

Dear :

Re: Notice of Termination of Employment

It is with regret, I am writing to confirm that your employment with the Government of the Province of British Columbia will end effective end of day, July 17, 2017.

We are prepared to conclude a settlement with you, on a without prejudice basis, as set out in the attached severance information package. This package describes the amount of severance payable and your options for finalizing severance disbursement and is open for your consideration until the date stated therein.

Confidential career and/or financial counselling support is available to assist in your transition from your current position to other employment. To access these services, please contact Lori Fischer of the BC Public Service Agency at 778-698-4115 or by e-mail at Lori.Fischer@gov.bc.ca.

I would like to sincerely thank you for the contributions you have made to the BC Public Service and I wish you well in your future endeavors.

Yours sincerely,

Kim Henderson
Deputy Minister to the Premier, Cabinet Secretary, and Head of the BC Public Service

pc: Lori Fischer, Workforce Restructuring Services, BCPSA

Durand, Nicole L FIN:EX

From: Halls, Lori D PSA:EX
Sent: Wednesday, July 26, 2017 8:15 AM
To: Roe, Sandra PSA:EX
Subject: FW: Executive Termination Letters
Attachments: KH July 17.doc

From: Halls, Lori D PSA:EX
Sent: Thursday, July 13, 2017 7:38 PM
To: Henderson, Kim N PREM:EX
Subject: Executive Termination Letters

Kim

Attached for your review is the draft template letter (that I am presuming you will be signing for those Executives who will be severed) once that is known. This letter would then be retrieved and provided to them when they are presented with their severance pkgs.

Don will not have the authority to sign this until Tuesday and I assume that after he calls individuals, he will want the pkgs to get to DMs asap.

Report to								
	Effective Date	Act	Terms and Conditions	OIC to Rescind	Other (if applicable)	Legal Name	Position Title	Ministry
1	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	681/2014	674/2014, 130/2011	John Paul Fraser	Deputy Minister	Advanced Education – GCPE
2	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	234/2013		John Jacobson	Deputy Minister	Ministry of Technology and Citizens' Services
3	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	089/2012		Timothy McEwan	Deputy Minister	Ministry of Small Business and Red Tape Reduction
4	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	054/2016	436/2014,360/2011	Athana Mentzelopoulos	Deputy Minister	Ministry of Finance
5	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	182/2016	234/2013	Neil E. Sweeney	Deputy Minister	Office of the Premier
6	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	436/2014	234/2013	Dave Byng	Deputy Minister	Ministry of Education
7	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	182/2016	496/2013	Clark Roberts	Deputy Minister	Ministry of International Trade
8	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	234/2013	669/2012, 19/2012, 69/2011	Derek Sturko	Deputy Minister	Ministry of Agriculture
9	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	234/2013		Cheryl Wenezenki-Yolland	Associate Deputy Minister	Ministry of Finance
10	18-Jul-17	Public Service Act, R.S.B.C. 1996, c 385, s. 12	Category A	054/2016	475/2015	Kim Henderson	Deputy Minister to the Premier & Cabinet Secretary	Office of the Premier

Durand, Nicole L FIN:EX

From: Halls, Lori D PSA:EX
Sent: Wednesday, July 26, 2017 8:17 AM
To: Roe, Sandra PSA:EX
Subject: FW: Report to Leg Council RESCINDED APPOINTMENTS 16July2017_11_39am.xlsx
Attachments: Report to Leg Council RESCINDED APPOINTMENTS 16July2017_11_39am.xlsx

From: Owens, Anita PSA:EX
Sent: Sunday, July 16, 2017 12:43 PM
To: Halls, Lori D PSA:EX
Subject: Report to Leg Council RESCINDED APPOINTMENTS 16July2017_11_39am.xlsx

Updated

Durand, Nicole L FIN:EX

From: Halls, Lori D PSA:EX
Sent: Wednesday, July 26, 2017 8:12 AM
To: Roe, Sandra PSA:EX
Subject: FW: Termination Letters
Attachments: AM July 17.doc.docx; CR July 17.doc.docx; CWY July 17.doc.docx; DB July 17.docx; DS July 17.docx; JJ July 17.docx; JPF July 17.docx; NS July 17.docx; TM July 17.docx

From: Halls, Lori D PSA:EX
Sent: Sunday, July 16, 2017 2:41 PM
To: Henderson, Kim N PREM:EX
Subject: Termination Letters

Kim

Termination letters for your signature. Let me know if you'd rather me sign CWYs.

Durand, Nicole L FIN:EX

From: Halls, Lori D PSA:EX
Sent: Wednesday, July 26, 2017 8:12 AM
To: Roe, Sandra PSA:EX
Subject: FW: Termination Letters

From: Halls, Lori D PSA:EX
Sent: Sunday, July 16, 2017 3:19 PM
To: Henderson, Kim N PREM:EX
Subject: RE: Termination Letters

Perfect.

From: Henderson, Kim N PREM:EX
Sent: Sunday, July 16, 2017 3:15 PM
To: Halls, Lori D PSA:EX
Subject: Re: Termination Letters

I will sign them all first thing when I can print. I will get them sent over to your office by 830 if that works?

On Jul 16, 2017, at 2:41 PM, Halls, Lori D PSA:EX <Lori.D.Halls@gov.bc.ca> wrote:

Kim

Termination letters for your signature. Let me know if you'd rather me sign CWYs.

Page 007 to/à Page 015

Withheld pursuant to/removed as

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Page 016 to/à Page 025

Withheld pursuant to/removed as

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Page 026 to/à Page 061

Withheld pursuant to/removed as

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Page 062 to/à Page 071

Withheld pursuant to/removed as

s.22

"A"

WITHOUT PREJUDICE

July 17, 2017

Athana Mentzelopoulos

s.22

Dear Athana Mentzelopoulos:

s.22

s.22

months salary and benefits, in the amount of \$450,360 s.22

s.22

your settlement is equal to 18.00

with respect to the Executive Holdback:

- \$13,437.51 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2017 to March 31, 2018 s.22
- \$10,755.00 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

Page 1 of 7

Page 073 to/à Page 105

Withheld pursuant to/removed as

s.22



Where ideas work

"A"

WITHOUT PREJUDICE

July 17, 2017

Clark Roberts
s.22

Dear Clark Roberts:

s.22

s.22

months salary and benefits, in the amount of \$231,762 s.22

your settlement is equal to 12.00

s.22

with respect to the Executive Holdback:

- \$21,800 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22 s.22
s.22
- \$6,461 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to July 17, 2018 s.22 s.22
s.22

s.22

Page 1 of 8

Page 107 to/à Page 143

Withheld pursuant to/removed as

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"A"

WITHOUT PREJUDICE

July 17, 2017

Cheryl Wenezenki-Yolland
s.22

Dear Cheryl Wenezenki-Yolland:

s.22

s.22
your settlement is equal to 18.00
months salary and benefits, in the amount of \$351,685 s.22

s.22

with respect to the Executive Holdback:

- \$22,000 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22
s.22
- \$17,527 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22
s.22

s.22

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Page 145 to/à Page 194

Withheld pursuant to/removed as

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Page 195 to/à Page 202

Withheld pursuant to/removed as

s.14;s.22

Page 203 to/à Page 225

Withheld pursuant to/removed as

s.22



Where ideas work

"A"

WITHOUT PREJUDICE

July 17, 2017

Cheryl Wenezenki-Yolland
s.22

Dear Cheryl Wenezenki-Yolland:

s.22

s.22

months salary and benefits, in the amount of \$351,685 s.22

your settlement is equal to 18.00

s.22

with respect to the Executive Holdback:

- \$22,000 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22

s.22

- \$17,527 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

Page 1 of 7

BC Public Service Agency

Workforce Restructuring Services

Mailing Address:

Box 9404 Stn Prov Govt
Victoria BC V8W 9V1

Telephone: 250-387-0500

Facsimile: 250-387-0527

Page 227 to/à Page 251

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"A"

WITHOUT PREJUDICE

July 17, 2017

Dave Byng

s.22

s.22

s.22

months salary and benefits, in the amount of \$386,501 s.22 , your settlement is equal to 18.00

s.22

with respect to the Executive Holdback:

- \$12,687.51 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2017 to March 31, 2018 s.22 s.22
- \$10,158.00 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2018 to January 16, 2019 s.22 s.22

s.22

Page 253 to/à Page 333

Withheld pursuant to/removed as

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"A"

WITHOUT PREJUDICE

July 17, 2017

Denise Champion

s.22

Dear Denise Champion:

s.22

Your settlement is equal to 18.00 months salary and benefits, in the amount of \$232,202 s.22

s.22

s.22

with respect to the Executive Holdback:

- \$14,783.40 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22

s.22

- \$11,836.00 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

s.22

Page 1 of 7

Page 335 to/à Page 363

Withheld pursuant to/removed as

s.22

"A"

WITHOUT PREJUDICE

July 17, 2017

Derek Sturko

s.22

Dear Derek Sturko:

s.22

s.22

months salary and benefits, in the amount of \$354,084 s.22

s.22

your settlement is equal to 18.00

with respect to the Executive Holdback:

- \$22,200 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22

s.22

- \$17,766 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

s.22

Page 1 of 8

Page 365 to/à Page 428

Withheld pursuant to/removed as

s.22



Where ideas work

"A"

WITHOUT PREJUDICE

July 17, 2017

John Jacobson

s.22

Dear John Jacobson:

s.22

s.22

months salary and benefits, in the amount of \$316,240 s.22 , your settlement is equal to 16.00

s.22

with respect to the Executive Holdback:

- \$22,500 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22 s.22
- \$14,138 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to November 15, 2018 s.22 s.22

s.22

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Page 430 to/à Page 448

Withheld pursuant to/removed as

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Page 449 to/à Page 453

Withheld pursuant to/removed as

s.14;s.22

Page 454 to/à Page 458

Withheld pursuant to/removed as

s.22



Where ideas work

"A"

WITHOUT PREJUDICE

July 17, 2017

John Jacobson

s.22

Dear John Jacobson:

s.22

s.22

months salary and benefits, in the amount of \$316,240 s.22

your settlement is equal to 16.00

s.22

with respect to the Executive Holdback:

- \$22,500 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22

s.22

- \$14,138 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to November 15, 2018 s.22

s.22

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Page 460 to/à Page 481

Withheld pursuant to/removed as

s.22



Where ideas work

"A"

WITHOUT PREJUDICE

July 17, 2017

John Paul Fraser

s.22

Dear John Paul Fraser:

s.22

s.22
your settlement is equal to 18.00
months salary and benefits, in the amount of \$356,239 s.22

s.22
with respect to the Executive Holdback:

- \$22,200 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22
- \$17,766 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

Page 1 of 7

Page 483 to/à Page 500

Withheld pursuant to/removed as

s.22

"A"

WITHOUT PREJUDICE

July 17, 2017

John Paul Fraser

s.22

Dear John Paul Fraser:

s.22

months salary and benefits, in the amount of \$356,239 s.22

s.22

with respect to the Executive Holdback:

- \$22,200 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22
- \$17,766 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

Page 1 of 7

Page 502 to/à Page 520

Withheld pursuant to/removed as

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"A"

WITHOUT PREJUDICE

July 17, 2017

Kimberly N. Henderson

s.22

Dear Kimberly N. Henderson:

s.22

s.22

....., your settlement is equal to 18.00 months salary and benefits, in the amount of \$513,107 s.22

s.22

with respect to the Executive Holdback:

- \$15,500 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2017 to March 31, 2018 s.22
- \$12,348 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

s.22

Page 1 of 7

Page 522 to/à Page 552

Withheld pursuant to/removed as

s.22

"A"

WITHOUT PREJUDICE

July 17, 2017

Neil E Sweeney

s.22

Dear Neil E Sweeney:

s.22

s.22

months salary and benefits, in the amount of \$392,673 s.22

s.22

your settlement is equal to 18.00

with respect to the Executive Holdback:

- \$11,637.51 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2017 to March 31, 2018 s.22

s.22

- \$9,321.00 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2018 to January 16, 2019 s.22

s.22

s.22

Page 1 of 7

Page 554 to/à Page 565

Withheld pursuant to/removed as

s.22

"A"

WITHOUT PREJUDICE

July 17, 2017

Neil E Sweeney
s.22

Dear Neil E Sweeney:

s.22

s.22

months salary and benefits, in the amount of \$392,673 s.22

s.22 with respect to the Executive Holdback:

- \$11,637.51 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2017 to March 31, 2018

s.22

- \$9,321.00 (minus standard withholding tax). This amount represents 100% of the 5% holdback for the period April 1, 2018 to January 16, 2019

s.22

s.22

Page 1 of 7

Page 567 to/à Page 588

Withheld pursuant to/removed as

s.22

"A"

WITHOUT PREJUDICE

July 17, 2017

Kelly Gleeson

s.22

Dear Kelly Gleeson:

s.22

Your settlement is equal to 16.00 months salary and benefits, in the amount of \$217,148 s.22
s.22

s.22

with respect to the Executive Holdback:

- \$15,206.49 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22
s.22

- \$9,602.00 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to November 15, 2018 s.22
s.22

s.22

Page 1 of 7

Page 590 to/à Page 633

Withheld pursuant to/removed as

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"A"

WITHOUT PREJUDICE

July 17, 2017

Timothy M. McEwan

s.22

Dear Timothy M. McEwan:

s.22

s.22

months salary and benefits, in the amount of \$348,012 ; your settlement is equal to 18.00

s.22

with respect to the Executive Holdback:

- \$21,900 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018
- \$17,447 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019

s.22

s.22

s.22

s.22

Page 1 of 7

Page 635 to/à Page 661

Withheld pursuant to/removed as

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"A"

WITHOUT PREJUDICE

July 17, 2017

Timothy M. McEwan
s.22

Dear Timothy M. McEwan:

s.22

s.22 your settlement is equal to 18.00
months salary and benefits, in the amount of \$348,012 s.22
s.22

with respect to the Executive Holdback:

- \$21,900 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22
s.22
- \$17,447 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22
s.22

s.22

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Page 663 to/à Page 666

Withheld pursuant to/removed as

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"A"

WITHOUT PREJUDICE

July 17, 2017

Timothy M. McEwan

s.22

Dear Timothy M. McEwan:

s.22

s.22

months salary and benefits, in the amount of \$348,012 s.22 , your settlement is equal to 18.00

s.22

with respect to the Executive Holdback:

- \$21,900 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2017 to March 31, 2018 s.22 s.22

- \$17,447 (minus standard withholding tax). This amount represents 100% of the 10% holdback for the period April 1, 2018 to January 16, 2019 s.22 s.22

s.22

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Page 668 to/à Page 674

Withheld pursuant to/removed as

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