

Independent Auditors' Report on Compliance with Act

To the Members of the Council of the City of Brandon:

Opinion

We have audited the Public Sector Compensation Disclosure Report of the City of Brandon the ("City") as at December 31, 2018.

In our opinion, the accompanying Public Sector Compensation Disclosure Report of the City as at December 31, 2018 is prepared, in all material respects, in accordance with the criteria established by the terms and conditions of section 2(1) of The Public Sector Compensation Disclosure Act.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Public Sector Compensation Disclosure Report section of our report. We are independent of the City in accordance with the ethical requirements that are relevant to our audit of the Public Sector Compensation Disclosure Report in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Public Sector Compensation Disclosure Report

Management is responsible for the preparation of the Public Sector Compensation Disclosure Report, in accordance with the criteria established by the terms and conditions of section 2(1) of The Public Sector Compensation Disclosure Act, and for such internal control as management determines is necessary to enable the preparation of the Schedule of Employee Compensation that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the City's financial reporting process.

Auditors' Responsibilities for the Audit of the Schedule of Employee Compensation

Our objectives are to obtain reasonable assurance about whether the Public Sector Compensation Disclosure Report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Public Sector Compensation Disclosure Report.

Independent Auditors' Report on Compliance with Act - Continued

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Public Sector Compensation Disclosure Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the accompanying Public Sector Compensation Disclosure Report and whether the accompanying Public Sector Compensation Disclosure Report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Brandon, Manitoba
June 4, 2019

MNP LLP
Chartered Professional Accountants



2018

City of Brandon

Public Sector Compensation Disclosure Report

**CITY OF BRANDON
PUBLIC SECTOR COMPENSATION DISCLOSURE REPORT
For the Year Ended December 31, 2018**

PART A:

Compensation paid to members of Council by The City of Brandon amounted to \$278,017.14 in aggregate.

PART B:

Compensation paid to individual members of City Council.

Name	Job Title	Compensation	Expense Allowance	Total
Chrest, Rick	Mayor	58,705.67	25,123.20	83,828.87
Berry, Shawn	Councillor	12,947.18	6,160.39	19,107.57
Brown, Ron	Councillor	12,803.93	6,160.39	18,964.32
Cameron, Shaun	Councillor	1,597.02	940.40	2,537.42
Chaboyer, Jan	Councillor	12,647.18	6,010.39	18,657.57
Cullen, Barry	Councillor	13,137.15	6,432.99	19,570.14
Desjarlais, Kris	Councillor	12,647.18	6,010.39	18,657.57
Fawcett, Jeff	Councillor	16,217.46	7,565.53	23,782.99
Harwood, Jeff	Councillor	11,067.81	5,120.08	16,187.89
Loregio, John	Councillor	12,947.18	6,160.39	19,107.57
Luebke, Bruce	Councillor	1,595.40	940.40	2,535.80
Parker, Glen	Councillor	12,647.18	6,010.39	18,657.57
Patterson, Lonnie	Councillor	11,251.78	5,170.08	16,421.86

PART C:

The Public Sector Compensation Disclosure Act (Act) requires disclosure of individual compensation paid to officers or employees where such annual compensation totals Fifty Thousand (\$50,000) or more.

Compensation, as defined in the Act, includes the total value of salary payments, allowances, overtime payments, retirement or severance payments, vacation or other payouts, retroactive earnings and taxable benefits.

The following officers or employees received compensation from The City of Brandon equal to or in excess of Fifty Thousand (\$50,000).

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
WILSON, A	Asset Management Coordinator	81,984.18	-	81,984.18
GABRIELLE, K	Boiler Operator	72,781.55	175.38	72,956.93
MINER, Z	Boiler Operator	57,063.70	3,767.99	60,831.69
WOYCHYSHYN, K	Boiler Operator	62,413.66	7,207.28	69,620.94
CUMMING, R	Building Inspector	73,115.89	-	73,115.89
GARBUTT, P	Building Inspector	71,912.45	380.00	72,292.45
HUBERDEAU, C	Building Inspector	63,755.83	283.84	64,039.67
MURRAY, I	Building Inspector	64,676.66	-	64,676.66
URSEL, B	Building Inspector	71,985.01	-	71,985.01
FONTAINE, D	Business Development Specialist - Economic Development	74,097.12	-	74,097.12
HAULDER, K	Casual Laborer - Sanitation	51,471.90	124.39	51,596.29
AZURE, C	Casual Laborer - Utilities	51,628.34	-	51,628.34
BRYANT, T	Casual Laborer/Equipment Operator	53,743.77	1,290.30	55,034.07
PLANIDIN, L	Casual Laborer/Equipment Operator	53,100.17	-	53,100.17
WATT, S	Casual Laborer/Equipment Operator	50,364.23	-	50,364.23
PENNYCOOK, C	Chargehand - Airport	82,330.22	7,783.13	90,113.35
MESSEL, M	Chargehand - Building Maintenance	81,372.89	961.70	82,334.59
HISCOCK, K	Chargehand - Fleet Maintenance	58,067.59	-	58,067.59
BEDNORSKI, K	Chargehand - In City Maintenance	80,253.42	-	80,253.42
ROUTLEDGE, B	Chargehand - Meter Shop	84,055.08	330.12	84,385.20
ZIESMANN, P	Chargehand - Parks	53,105.62	137.55	53,243.17
MCDONALD, M	Chargehand - Streets & Roads	80,308.69	3,061.65	83,370.34
DYCK, D	Chargehand - Underground Utilities	82,518.41	10,123.68	92,642.09

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
MIDDLETON, S	Chargehand - Wastewater Treatment Facility	77,556.33	550.20	78,106.53
PENNER, B	Chargehand - Water Treatment Facility	90,786.27	2,976.36	93,762.63
SAGE, R	City Manager	200,823.95	-	200,823.95
CHAPIN, M	Civil Design Engineer	81,328.28	1,892.30	83,220.58
GREER, R	Community Development Coordinator	82,934.08	-	82,934.08
REIMER, H	Community Development Coordinator	78,606.65	1,054.40	79,661.05
BAKER, C	Community Development Programmer	60,817.14	-	60,817.14
LI, S	Community Planner	64,569.79	-	64,569.79
MOK, A	Community Planner	80,703.02	-	80,703.02
LYNCH, S	Contract Administrator	69,687.08	-	69,687.08
MCDONALD, S	Deputy Fire Chief	146,910.18	-	146,910.18
PARLOW, T	Deputy Fire Chief	146,824.60	-	146,824.60
STOKES, T	Development Coordinator - Engineering	75,835.69	-	75,835.69
HOULIHAN, J	Development Services Coordinator	79,430.87	-	79,430.87
COLLINS, A	Director of Communications	78,967.33	593.67	79,561.00
ROQUE, P	Director of Community Services	129,972.35	-	129,972.35
TRUDEL, S	Director of Economic Development	133,210.00	-	133,210.00
STEWART, R	Director of Emergency Communications	61,853.25	-	61,853.25
ROCHELLE, V	Director of Finance	128,731.27	-	128,731.27
POOLE, L	Director of Human Resources	121,551.86	-	121,551.86
BURTON, T	Director of Information Technology	133,324.45	-	133,324.45
EWASIUK, H	Director of Legislative Services	122,027.88	-	122,027.88
VEILLEUX, A	Director of Planning, Property & Buildings	59,225.94	-	59,225.94
MERKE, G	Director of Planning, Property & Buildings (Acting)	114,789.84	-	114,789.84
YEOMANS, M	Director of Public Works	117,550.51	-	117,550.51
KAYES, B	Director of Risk & Emergency Management	122,350.28	-	122,350.28
RICHARDSON, C	Director of Transportation Services	123,781.84	-	123,781.84
STANGHERLIN, A	Director of Utilities	122,249.92	-	122,249.92
BATES, L	Emergency Communications Dispatcher	52,674.43	149.34	52,823.77
BEAM, J	Emergency Communications Dispatcher	49,412.71	3,799.09	53,211.80
BROWN, S	Emergency Communications Dispatcher	74,876.75	3,113.55	77,990.30
CAMERON, C	Emergency Communications Dispatcher	71,393.78	7,966.77	79,360.55
DALRYMPLE, H	Emergency Communications Dispatcher	53,191.87	5,012.25	58,204.12
DYCK, J	Emergency Communications Dispatcher	73,873.63	980.91	74,854.54
ERSKINE, K	Emergency Communications Dispatcher	73,396.34	8,202.07	81,598.41
FROESE, K	Emergency Communications Dispatcher	74,156.10	201.78	74,357.88
JORDAN, A	Emergency Communications Dispatcher	60,123.49	2,288.79	62,412.28
KEEPING, M	Emergency Communications Dispatcher	71,251.23	747.36	71,998.59
LACOSTE, D	Emergency Communications Dispatcher	73,443.77	9,219.22	82,662.99
LOPEZ-MENJIVAR, A	Emergency Communications Dispatcher	64,458.70	2,355.27	66,813.97
MCDONALD, R	Emergency Communications Dispatcher	72,120.65	2,264.40	74,385.05
STRUTHERS, E	Emergency Communications Dispatcher	66,995.45	9,856.12	76,851.57
STRUTHERS, M	Emergency Communications Dispatcher	53,362.30	753.78	54,116.08
TRELFORD, A	Emergency Communications Dispatcher	72,764.18	10,484.65	83,248.83
TUTTOSI, A	Emergency Communications Dispatcher	59,704.40	9,337.23	69,041.63
WELLS, K	Emergency Communications Dispatcher	71,372.97	7,740.18	79,113.15
WOYCHYSHYN, A	Emergency Communications Dispatcher	59,349.63	6,553.15	65,902.78
SCOTT, L	Emergency Communications Quality Assurance	76,939.42	804.61	77,744.03
BROWN, D	Emergency Communications Shift Supervisor	79,270.56	3,662.40	82,932.96
MCLEOD, D	Emergency Communications Shift Supervisor	79,541.46	4,302.17	83,843.63
TWERDOSKI, D	Emergency Communications Shift Supervisor	81,966.88	3,601.27	85,568.15
BRAUER, A	Engineering Technician	56,905.25	1,615.21	58,520.46
MALAZDREWICZ, N	Engineering Technician	51,480.99	-	51,480.99
MEAGHER, E	Engineering Technician	51,300.54	-	51,300.54
NEVIN, T	Engineering Technician	51,132.34	7,123.33	58,255.67
SCOTT, J	Engineering Technician	51,080.89	336.94	51,417.83
SMITZNIUK, K	Engineering Technician	54,721.71	241.72	54,963.43
WALLACE, D	Engineering Technician	56,974.10	2,287.58	59,261.68
WHELPTON, D	Engineering Technician	51,480.98	325.68	51,806.66

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
WIEBE, T	Engineering Technician	60,878.05	-	60,878.05
WILLIAMSON, W	Engineering Technician	58,944.80	6,006.19	64,950.99
WINTERS, K	Engineering Technician	70,199.26	26,563.17	96,762.43
HARGREAVES, L	Environmental Initiative Coordinator	77,037.78	-	77,037.78
BIGELOW, J	Equipment Operator	57,611.17	1,441.85	59,053.02
DOBBYN, K	Equipment Operator	53,050.10	2,408.36	55,458.46
FLAMAND, M	Equipment Operator	58,820.95	-	58,820.95
HARRISON, J	Equipment Operator	53,344.54	18.98	53,363.52
LAROUCHE, V	Equipment Operator	53,242.04	-	53,242.04
LYNCH, A	Equipment Operator	51,491.88	113.85	51,605.73
NEUFELD, P	Equipment Operator	53,243.24	-	53,243.24
PARLOW, J	Equipment Operator	55,602.18	1,272.86	56,875.04
PAWICH, D	Equipment Operator	52,055.08	-	52,055.08
TUCKER, B	Equipment Operator	62,570.13	1,671.72	64,241.85
WAGNER, C	Equipment Operator	52,320.58	626.64	52,947.22
WILCOX, I	Equipment Operator	54,123.36	202.40	54,325.76
WOODS, C	Equipment Operator	50,687.53	2,770.35	53,457.88
ANDERSON, R	Equipment Operator	53,406.14	-	53,406.14
BEHRENS, A	Equipment Operator	51,200.75	1,078.29	52,279.04
BUTLER, M	Equipment Operator	59,932.01	1,662.78	61,594.79
CHARLES, A	Equipment Operator	54,690.03	3,421.29	58,111.32
CREIGHTON, C	Equipment Operator	58,565.04	-	58,565.04
DALKE, W	Equipment Operator	54,695.69	-	54,695.69
GERRARD, R	Equipment Operator	53,375.14	-	53,375.14
JOLLIFFE, C	Equipment Operator	54,575.08	3,642.37	58,217.45
QUELLE, F	Equipment Operator	62,807.06	697.71	63,504.77
RICHARDSON, S	Equipment Operator	54,637.88	-	54,637.88
WILLIAMS, J	Equipment Operator	56,403.85	39.16	56,443.01
WOLOSHEN, T	Equipment Operator	53,905.15	3,076.33	56,981.48
RAUCH, C	Executive Assistant - City Manager	65,005.00	-	65,005.00
MILLER, P	Executive Assistant - Mayor	68,694.45	-	68,694.45
LENTZ, J	Facility Operator - Material Recovery Facility	52,694.20	243.54	52,937.74
VIVIENE, G	Facility Operator - Material Recovery Facility	52,593.40	186.84	52,780.24
BLAIR, A	Facility Operator - Sportsplex	54,248.20	-	54,248.20
DYCK, S	Facility Operator - Sportsplex	57,029.78	104.12	57,133.90
SUROVY, J	Facility Operator - Sportsplex	56,097.69	-	56,097.69
ZIMMER, K	Facility Operator - Sportsplex	58,676.51	3,975.34	62,651.85
HOWE, L	Finance Quality Assurance Specialist	69,805.45	-	69,805.45
AVERILL, T	Finance Supervisor - Operations	82,848.65	-	82,848.65
SIMPSON, T	Financial Analyst	76,027.07	-	76,027.07
GARRIOCH, K	Fire Acting Lieutenant I	98,831.86	9,736.43	108,568.29
HOULIHAN, J	Fire Acting Lieutenant I	97,612.11	6,028.44	103,640.55
WILTON, D	Fire Acting Lieutenant I	98,924.70	2,075.72	101,000.42
WOWK, T	Fire Acting Lieutenant I	97,113.38	2,370.84	99,484.22
BROWETT, T	Fire Acting Lieutenant II	105,123.21	3,573.14	108,696.35
DYCK, B	Fire Acting Lieutenant II	102,277.56	1,138.96	103,416.52
WHEATLAND, D	Fire Acting Lieutenant II	101,206.25	4,258.99	105,465.24
HOLDER, K	Fire Captain	111,580.68	11,150.83	122,731.51
MATTHEWS, D	Fire Captain	112,163.38	2,991.15	115,154.53
RITCHIE, W	Fire Captain	112,941.60	2,068.36	115,009.96
SMIT, R	Fire Captain	111,440.56	6,550.71	117,991.27
DANE, B	Fire Chief	164,992.52	-	164,992.52
LAMERZ, T	Fire Inspector	102,568.36	814.98	103,383.34
SZABO, J	Fire Inspector	102,464.54	-	102,464.54
COLLISTER, S	Fire Lieutenant	106,435.40	2,306.39	108,741.79
JANZEN, M	Fire Lieutenant	108,405.51	10,099.72	118,505.23
POTTER, J	Fire Lieutenant	99,403.07	2,238.98	101,642.05
DORNN, L	Fire Lieutenant	108,253.18	-	108,253.18
GROFF, K	Fire Prevention Officer	108,811.12	-	108,811.12

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
PENNER, H	Fire Public Education Officer	89,072.04	-	89,072.04
LEFEBVRE, M	Fire Training Officer	108,811.18	1,268.06	110,079.24
PARROTT, C	Fire Training Officer	108,811.15	-	108,811.15
AITKEN, D	Firefighter	96,165.55	2,591.75	98,757.30
ARNDT, J	Firefighter	100,011.23	13,386.90	113,398.13
BELL, T	Firefighter	94,444.08	9,576.43	104,020.51
BOUDREAU, E	Firefighter	96,453.32	8,577.54	105,030.86
BROWN, R	Firefighter	96,425.02	3,769.25	100,194.27
CHANT, R	Firefighter	96,317.70	941.96	97,259.66
COATES, B	Firefighter	94,816.90	3,679.81	98,496.71
DESJARDIN, A	Firefighter	92,856.82	9,567.90	102,424.72
FALK, T	Firefighter	95,847.07	2,331.47	98,178.54
FRAIJO, J	Firefighter	92,739.38	11,341.34	104,080.72
FUNK, J	Firefighter	94,401.45	9,420.43	103,821.88
HODGINS, C	Firefighter	94,655.00	-	94,655.00
HOLE, M	Firefighter	96,923.48	16,873.36	113,796.84
JONES, K	Firefighter	98,131.41	4,434.31	102,565.72
KETCHESON, M	Firefighter	97,124.21	38,573.66	135,697.87
KIMPINSKI, K	Firefighter	88,455.93	4,545.97	93,001.90
KLASSEN, M	Firefighter	92,068.66	3,628.93	95,697.59
KLEMICK, S	Firefighter	94,587.53	8,989.25	103,576.78
LANG, M	Firefighter	84,894.60	-	84,894.60
LEES, V	Firefighter	95,414.99	1,717.09	97,132.08
MARSHALL, R	Firefighter	84,175.47	3,188.29	87,363.76
MARTIN, K	Firefighter	80,741.12	5,826.25	86,567.37
MCCORMACK, A	Firefighter	74,808.90	-	74,808.90
MCGREGOR, A	Firefighter	92,643.31	2,635.86	95,279.17
MCLEOD, M	Firefighter	94,765.88	3,759.78	98,525.66
MURKIN, K	Firefighter	84,108.96	8,852.90	92,961.86
NAMAKA, L	Firefighter	84,544.98	2,619.97	87,164.95
PAZIUK, J	Firefighter	95,804.49	5,341.80	101,146.29
PETO, S	Firefighter	95,147.90	1,569.56	96,717.46
PRANYS, M	Firefighter	92,681.01	988.45	93,669.46
REDEKOP, C	Firefighter	94,453.61	2,026.91	96,480.52
REYNOLDS, S	Firefighter	95,120.88	12,072.23	107,193.11
ROBBINS, T	Firefighter	93,152.07	4,606.88	97,758.95
RYBACK, M	Firefighter	97,537.15	3,938.59	101,475.74
SHERB, S	Firefighter	96,468.51	4,249.60	100,718.11
STOTT, C	Firefighter	92,893.36	466.67	93,360.03
TANNAS, M	Firefighter	94,700.13	7,999.58	102,699.71
TANNAS, T	Firefighter	94,355.79	6,146.89	100,502.68
THIESSEN, C	Firefighter	87,460.90	8,758.86	96,219.76
THOMAS, S	Firefighter	94,520.00	777.16	95,297.16
TIEL, M	Firefighter	95,552.32	24,179.37	119,731.69
WILSON, R	Firefighter	68,635.26	18,201.50	86,836.76
WORRALL, K	Firefighter	93,075.59	10,110.95	103,186.54
YANICK, J	Firefighter	92,871.31	1,173.77	94,045.08
MURKIN, M	Fleet Maintenance Clerk	53,264.59	1,810.74	55,075.33
BRADLEY, S	Fleet Service Coordinator	62,727.98	-	62,727.98
HAMMOND, D	General Manager - Corporate Services & City Treasurer	144,005.34	-	144,005.34
EAST, J	General Manager - Development Services	123,575.25	-	123,575.25
PULAK, P	General Manager - Development Services (Acting)	132,791.84	-	132,791.84
HILLS, K	Human Resource/Payroll Administrator	53,826.07	-	53,826.07
CRAIG, J	Human Resources Generalist	71,788.35	-	71,788.35
DANNERS, R	Human Resources Generalist	75,561.20	-	75,561.20
VINCK, M	Human Resources Generalist	72,432.40	-	72,432.40
CELS, C	Human Resources Officer	79,911.61	256.94	80,168.55
WALLACE, S	Human Resources Officer	85,797.54	-	85,797.54
BARTKO, J	Human Resources Recruitment Assistant	55,099.86	-	55,099.86

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
HOBSON, S	Human Resources Recruitment Assistant	55,156.24	-	55,156.24
MCLEOD, C	ICI Journey Person Electrician	82,643.06	3,016.79	85,659.85
TUCKER, W	ICI Journey Person Electrician	80,531.63	-	80,531.63
BARNETT, J	ICI Journey Person Millwright	79,175.66	-	79,175.66
BONNETT, D	ICI Journey Person Millwright	74,757.90	739.62	75,497.52
TUFTS, L	ICI Journey Person Millwright	74,898.47	3,294.75	78,193.22
KING, J	ICI Journey Person Plumber	80,159.21	-	80,159.21
MAXWELL, D	ICI Journey Person Plumber	80,416.82	1,066.75	81,483.57
AUCOIN, E	Information Technologist	63,166.10	50.07	63,216.17
COOK, S	Information Technologist	63,065.96	275.39	63,341.35
GREEN, J	Information Technologist	71,664.33	-	71,664.33
MCCONKEY, A	Information Technologist	71,808.95	-	71,808.95
MILLER, M	Information Technologist	74,686.95	224.04	74,910.99
PRICE, M	Information Technologist	72,008.11	-	72,008.11
ROBB, M	Information Technologist	63,065.96	-	63,065.96
SCHMULAND, P	Information Technologist	79,854.47	4,414.76	84,269.23
SUKHADIYA, N	IT Help Desk Support	58,185.58	2,368.65	60,554.23
SMITH, R	Journey Person Electrician	68,207.21	343.67	68,550.88
ANDERSON, W	Journey Person Mechanic	65,549.53	119.68	65,669.21
ASHLEY, G	Journey Person Mechanic	65,213.61	2,623.00	67,836.61
BALLEGEER, K	Journey Person Mechanic	64,406.92	-	64,406.92
LECHNER, H	Journey Person Mechanic	68,884.84	488.00	69,372.84
LOW, B	Journey Person Mechanic	68,515.57	1,113.25	69,628.82
MAROFKE, E	Journey Person Mechanic	64,534.81	-	64,534.81
ROSS, C	Journey Person Mechanic	64,502.08	45.75	64,547.83
SMITH, B	Journey Person Mechanic	64,630.02	976.00	65,606.02
WAREHAM, K	Journey Person Mechanic	64,667.55	-	64,667.55
WOZNEY, D	Journey Person Mechanic	60,547.79	-	60,547.79
PLESIUK, G	Journey Person Plumber	68,275.84	196.38	68,472.22
HADDOW, S	Leadhand - Sanitation	58,896.75	-	58,896.75
KACHAN, E	Leadhand - Underground Utilities	64,301.06	3,066.62	67,367.68
PEARCE, T	Manager - Accounting	86,290.42	-	86,290.42
NESBITT, R	Manager - Airport	83,944.60	-	83,944.60
FISCHER, M	Manager - Building Safety (Acting)	91,962.90	-	91,962.90
BRYAN, E	Manager - Community Development	94,652.56	-	94,652.56
DYKUN, W	Manager - Emergency Communications	82,043.34	280.05	82,323.39
APPELT, D	Manager - Fleet Services	52,319.71	-	52,319.71
CRAIG, C	Manager - Information Technology	85,560.71	-	85,560.71
KELUSKY, J	Manager - Information Technology	106,292.11	-	106,292.11
KALUZNIAK, A	Manager - Infrastructure	94,898.08	-	94,898.08
OSIVWEMU, R	Manager - Legal Services	76,857.48	-	76,857.48
HART, J	Manager - Municipal Assets	90,120.16	-	90,120.16
WILSON, B	Manager - Parks Operations	88,963.28	-	88,963.28
LOREE, L	Manager - Procurement	87,977.07	-	87,977.07
PENNER, P	Manager - Public Works	97,124.31	-	97,124.31
RICHARDS, I	Manager - Records & Information	85,291.22	-	85,291.22
ELLIOTT, J	Manager - Sportsplex	96,033.27	-	96,033.27
BRISTER, C	Manager - Transit Services	87,490.48	-	87,490.48
KNIGHT, W	Manager - Wastewater Treatment Facility	103,130.74	-	103,130.74
SMITH, R	Manager - Water Treatment Facility	95,780.71	-	95,780.71
BROWN, G	Occupational Safety & Health Coordinator	92,264.11	-	92,264.11
STREYKO, R	Occupational Safety & Health Educator	77,009.40	-	77,009.40
HOULDEN, C	Payroll Administrator	53,791.20	-	53,791.20
ADDISON, T	Payroll Officer	81,310.16	-	81,310.16
SINCLAIR, S	Planning Technician	51,543.44	-	51,543.44
CORY, J	Plumbing Inspector	71,610.43	471.77	72,082.20
QUANE, K	Plumbing Inspector	71,842.28	-	71,842.28
150	Police Acting Sergeant	117,442.27	2,418.75	119,861.02
CASTLE, B	Police By-law Enforcement Officer	58,520.93	559.59	59,080.52

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
FOUILLARD, R	Police By-law Enforcement Officer	58,437.88	-	58,437.88
HERRMANN, L	Police By-law Enforcement Officer	58,383.56	-	58,383.56
JORDAN, N	Police By-law Enforcement Officer	57,563.97	-	57,563.97
PETTINGER, K	Police By-law Enforcement Officer	58,465.87	-	58,465.87
SOLONYCZNY, M	Police By-law Enforcement Officer	57,591.43	-	57,591.43
3863	Police Chief	179,178.78	-	179,178.78
GUNN, M	Police Clerical Front Desk Attendant	52,445.70	6,980.77	59,426.47
JOHNSTON, S	Police Clerical Front Desk Attendant	51,067.07	1,861.53	52,928.60
KASKIW, M	Police Clerical Front Desk Attendant	57,633.76	4,151.04	61,784.80
PRINGLE, S	Police Clerical Front Desk Attendant	56,711.17	3,170.38	59,881.55
SNOW, T	Police Clerical Front Desk Attendant	53,218.19	3,717.95	56,936.14
VINCENT, K	Police Clerical Front Desk Attendant	57,943.23	5,454.11	63,397.34
DOWNEY, C	Police Clerical Front Desk Supervisor	68,524.99	-	68,524.99
BOUCHARD, K	Police Clerical Support Assistant	51,140.69	-	51,140.69
KOLESAR, K	Police Clerical Support Assistant	55,920.02	-	55,920.02
LEE, H	Police Clerical Support Assistant	57,290.14	322.41	57,612.55
MACKAY, E	Police Clerical Support Assistant	55,976.44	725.42	56,701.86
MCWILLIAMS, M	Police Clerical Support Assistant	57,233.37	-	57,233.37
NELSON, T	Police Clerical Support Assistant	61,844.00	-	61,844.00
SEENS, T	Police Clerical Support Assistant	57,038.60	-	57,038.60
YEOMANS, B	Police Clerical Support Supervisor	67,732.18	-	67,732.18
149	Police Constable	107,651.96	6,481.34	114,133.30
437	Police Constable	76,005.90	1,998.97	78,004.87
439	Police Constable	105,945.47	8,775.04	114,720.51
445	Police Constable	103,832.95	3,401.60	107,234.55
446	Police Constable	103,644.97	7,174.93	110,819.90
574	Police Constable	101,016.72	23,731.30	124,748.02
660	Police Constable	97,829.90	5,076.45	102,906.35
859	Police Constable	97,931.39	1,106.63	99,038.02
926	Police Constable	100,359.28	4,744.01	105,103.29
1041	Police Constable	100,979.14	20,361.87	121,341.01
1195	Police Constable	93,597.29	6,447.85	100,045.14
1251	Police Constable	76,202.43	8,228.30	84,430.73
2238	Police Constable	108,390.74	-	108,390.74
2592	Police Constable	114,000.72	12,284.30	126,285.02
3293	Police Constable	114,988.16	16,524.52	131,512.68
3319	Police Constable	109,629.67	3,385.22	113,014.89
4738	Police Constable	116,545.63	9,320.84	125,866.47
5075	Police Constable	104,617.22	1,682.85	106,300.07
6577	Police Constable	109,809.18	2,786.92	112,596.10
10008	Police Constable	107,640.94	1,147.32	108,788.26
10021	Police Constable	105,793.75	562.50	106,356.25
11024	Police Constable	109,364.32	9,558.77	118,923.09
11168	Police Constable	103,978.55	46.49	104,025.04
13722	Police Constable	109,011.86	-	109,011.86
41026	Police Constable	64,733.60	516.02	65,249.62
41027	Police Constable	63,734.96	7,163.00	70,897.96
41097	Police Constable	64,280.21	1,417.87	65,698.08
41098	Police Constable	94,724.63	1,506.20	96,230.83
41099	Police Constable	64,917.15	3,103.06	68,020.21
41184	Police Constable	89,366.56	1,481.72	90,848.28
41185	Police Constable	76,669.82	-	76,669.82
41222	Police Constable	50,706.55	418.39	51,124.94
95107	Police Constable	100,706.69	5,810.97	106,517.66
95407	Police Constable	57,015.90	-	57,015.90
95408	Police Constable	99,847.75	8,457.99	108,305.74
95412	Police Constable	98,837.94	2,045.48	100,883.42
95449	Police Constable	95,955.79	5,189.17	101,144.96
95467	Police Constable	105,611.65	4,695.28	110,306.93

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
95565	Police Constable	91,145.37	-	91,145.37
95566	Police Constable	99,263.83	15,615.72	114,879.55
95732	Police Constable	74,005.55	7,052.18	81,057.73
95742	Police Constable	79,015.95	6,764.51	85,780.46
95743	Police Constable	95,528.20	725.21	96,253.41
95787	Police Constable	74,704.64	9,313.79	84,018.43
95489	Police Crime Analyst	59,861.88	-	59,861.88
1173	Police Deputy Chief	160,755.37	-	160,755.37
TRIPP, T	Police Financial Analyst	75,130.21	-	75,130.21
HANLON, K	Police Identification Technician	68,826.94	-	68,826.94
4564	Police Inspector	145,460.79	1,128.86	146,589.65
13739	Police Inspector	137,600.36	-	137,600.36
MCBETH, J	Police Property Clerk	57,096.33	-	57,096.33
148	Police Sergeant	120,894.68	2,503.13	123,397.81
351	Police Sergeant	118,646.92	9,112.51	127,759.43
2188	Police Sergeant	118,113.35	487.19	118,600.54
2262	Police Sergeant	124,411.41	6,365.55	130,776.96
2485	Police Sergeant	120,648.10	3,757.80	124,405.90
2618	Police Sergeant	118,084.97	3,150.01	121,234.98
3392	Police Sergeant	122,239.00	937.19	123,176.19
6734	Police Sergeant	123,327.68	1,068.75	124,396.43
12708	Police Sergeant	121,382.99	6,102.67	127,485.66
12823	Police Sergeant	119,720.45	18,069.81	137,790.26
13747	Police Sergeant	117,406.93	3,825.00	121,231.93
532	Police Specialist	107,178.44	3,924.73	111,103.17
661	Police Specialist	109,254.85	17,325.06	126,579.91
669	Police Specialist	103,690.88	11,340.69	115,031.57
925	Police Specialist	121,339.86	602.48	121,942.34
1124	Police Specialist	107,990.69	16,788.36	124,779.05
1152	Police Specialist	107,678.14	11,531.30	119,209.44
1153	Police Specialist	108,147.01	12,699.09	120,846.10
1154	Police Specialist	108,686.95	18,613.71	127,300.66
1270	Police Specialist	108,002.92	3,528.42	111,531.34
2196	Police Specialist	110,283.41	6,110.81	116,394.22
2213	Police Specialist	108,124.49	2,214.47	110,338.96
2626	Police Specialist	107,953.46	8,488.68	116,442.14
3252	Police Specialist	106,679.49	-	106,679.49
3285	Police Specialist	110,386.39	4,459.10	114,845.49
3797	Police Specialist	108,082.69	6,392.07	114,474.76
3822	Police Specialist	106,945.23	255.68	107,200.91
10007	Police Specialist	110,955.96	11,065.95	122,021.91
10011	Police Specialist	107,060.22	15,432.64	122,492.86
10232	Police Specialist	106,679.32	-	106,679.32
95240	Police Specialist	107,168.41	17,916.63	125,085.04
268	Police Staff Sergeant	130,179.00	5,225.43	135,404.43
1017	Police Staff Sergeant	136,677.35	4,080.22	140,757.57
1116	Police Staff Sergeant	131,148.38	5,024.17	136,172.55
2576	Police Staff Sergeant	127,724.87	-	127,724.87
4424	Police Staff Sergeant	130,587.31	3,044.95	133,632.26
6949	Police Staff Sergeant	138,707.23	4,858.17	143,565.40
BARTLEY-RICKETTS, G	Police Victim Assistance Coordinator	63,786.50	-	63,786.50
NICKEL, R	Principal Planner	113,282.10	-	113,282.10
SINGLETON, T	Procurement Specialist	61,905.78	-	61,905.78
ROBERTSON, A	Property Coordinator	72,132.45	-	72,132.45
RAE, D	Risk Management Coordinator	60,487.34	-	60,487.34
YEASMIN, T	Senior Engineer/Modeler	95,901.21	-	95,901.21
HABOK, M	Solid Waste Facility Supervisor	83,488.06	836.55	84,324.61
CAMERON, E	Sportsplex Clerk	49,981.75	1,297.72	51,279.47
LOW, K	Sportsplex Program & Events Coordinator	79,537.11	-	79,537.11

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
ATKINS, M	Trades Worker	58,505.92	384.44	58,890.36
AVERY, M	Trades Worker	53,910.87	-	53,910.87
BOISVERT, R	Trades Worker	57,159.46	-	57,159.46
CAMPBELL, T	Trades Worker	59,004.40	1,183.98	60,188.38
CHARTRAND, K	Trades Worker	52,802.34	-	52,802.34
CLARK, S	Trades Worker	59,574.67	-	59,574.67
CRONK, J	Trades Worker	54,052.00	75.90	54,127.90
GOLDSWORTHY, T	Trades Worker	54,049.74	-	54,049.74
HUTCHINGS, M	Trades Worker	54,734.26	-	54,734.26
JACOBSON, R	Trades Worker	57,299.99	-	57,299.99
MILLS, R	Trades Worker	53,083.49	-	53,083.49
PAVLICK, B	Trades Worker	60,725.48	-	60,725.48
PEARSON, T	Trades Worker	58,042.14	333.75	58,375.89
RICHARDSON, K	Trades Worker	57,204.54	37.95	57,242.49
SWITZER, K	Trades Worker	54,569.91	81.10	54,651.01
TIMMER, T	Trades Worker	54,337.81	63.25	54,401.06
UKRAINEC, M	Trades Worker	58,696.74	-	58,696.74
WOODS, S	Trades Worker	52,856.13	-	52,856.13
BOURNS, J	Transit Coordinator	62,686.55	22.06	62,708.61
CLARK, J	Transit Coordinator	64,482.73	941.14	65,423.87
DOUBLEDAY, R	Transit Coordinator	64,499.15	1,706.09	66,205.24
OLSON, A	Transit Coordinator	65,094.31	1,299.38	66,393.69
WALTERS, D	Transit Coordinator	64,840.39	441.15	65,281.54
WOZNEY, A	Transit Coordinator	65,584.16	2,338.11	67,922.27
AGLAND, B	Transit Operator	59,535.01	1,842.53	61,377.54
BEAVIS, S	Transit Operator	57,843.97	19.70	57,863.67
BINIONS, B	Transit Operator	58,211.68	124.73	58,336.41
BOULET, E	Transit Operator	57,800.81	19.70	57,820.51
BUHLER, G	Transit Operator	57,525.21	26.26	57,551.47
CATCHEWAY, W	Transit Operator	57,186.36	492.38	57,678.74
CUADROS DUARTE, W	Transit Operator	60,044.35	3,324.78	63,369.13
DECHKA, B	Transit Operator	47,792.49	2,647.45	50,439.94
DIETRICH, J	Transit Operator	58,599.52	-	58,599.52
DIXON, R	Transit Operator	57,981.56	26.26	58,007.82
FRIESEN, J	Transit Operator	61,254.52	4,445.95	65,700.47
GIRMAY, S	Transit Operator	54,429.01	1,014.76	55,443.77
GUNGARAM, D	Transit Operator	61,740.13	5,407.62	67,147.75
HERSEY, B	Transit Operator	56,782.36	39.26	56,821.62
HIDAYAT, N	Transit Operator	59,795.14	4,655.08	64,450.22
JAUNE, A	Transit Operator	57,502.80	649.46	58,152.26
JENKS, N	Transit Operator	57,135.63	26.26	57,161.89
MAINI, M	Transit Operator	48,178.01	2,679.20	50,857.21
MARTENS, K	Transit Operator	58,749.51	-	58,749.51
NOCTOR, D	Transit Operator	57,184.54	-	57,184.54
RAVINA, J	Transit Operator	60,705.94	6,555.42	67,261.36
ROBERTS, P	Transit Operator	60,586.98	26.26	60,613.24
SHANNACAPPO, C	Transit Operator	52,614.63	425.61	53,040.24
YANDA, D	Transit Operator	57,500.43	1,404.92	58,905.35
FARTHING, M	Transit Quality Assurance Supervisor	77,956.31	-	77,956.31
SIMMS, R	Transit Trainer	65,588.34	-	65,588.34
DUPUIS, A	Transportation Systems Analyst	73,639.02	162.33	73,801.35
VANHUIZEN, S	Transportation Technologist	72,827.88	462.51	73,290.39
BOUTILIER, D	Waste Water Treatment Operator	65,427.32	306.71	65,734.03
BOUTILIER, R	Waste Water Treatment Operator	59,507.07	-	59,507.07
BURTON, M	Waste Water Treatment Operator	71,054.54	1,117.30	72,171.84
DOMINGUEZ BARRETO, M	Waste Water Treatment Operator	66,607.54	349.55	66,957.09
DYCK, B	Waste Water Treatment Operator	71,049.27	73.46	71,122.73
ELLINGHAUS, S	Waste Water Treatment Operator	52,444.42	325.80	52,770.22
GIBB, M	Waste Water Treatment Operator	71,033.84	-	71,033.84

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
GRANT, D	Waste Water Treatment Operator	70,854.73	-	70,854.73
HACKYWICZ, C	Waste Water Treatment Operator	70,808.07	3,075.52	73,883.59
LINDSEY, V	Waste Water Treatment Operator	59,911.42	126.86	60,038.28
MACKAY, J	Waste Water Treatment Operator	71,079.77	3,143.11	74,222.88
MCKINNON, R	Waste Water Treatment Operator	56,654.96	-	56,654.96
OLYOWSKY, W	Waste Water Treatment Operator	62,565.61	2,307.62	64,873.23
WHEATON, K	Waste Water Treatment Operator	71,064.85	349.55	71,414.40
BESSETTE, K	Water Treatment Operator	71,029.31	3,595.32	74,624.63
CURLE, A	Water Treatment Operator	53,998.09	2,458.94	56,457.03
HOLOVAN, O	Water Treatment Operator	53,449.91	451.89	53,901.80
HOWE, A	Water Treatment Operator	63,761.51	715.65	64,477.16
MUNRO, S	Water Treatment Operator	73,358.12	2,996.10	76,354.22
OBIJAKU, A	Water Treatment Operator	74,395.11	2,588.30	76,983.41
PRESTON, S	Water Treatment Operator	71,417.21	3,994.80	75,412.01
REIMER, L	Water Treatment Operator	53,858.98	891.23	54,750.21
SIMPSON, B	Water Treatment Operator	77,534.42	1,519.69	79,054.11
SMAGYTEL, S	Water Treatment Operator	57,177.02	2,136.53	59,313.55
SMENDZIUK, B	Water Treatment Operator	59,529.46	1,593.87	61,123.33
SMITH, J	Water Treatment Operator	70,013.28	674.12	70,687.40
WILTSEY, M	Water Treatment Operator	62,945.68	1,752.60	64,698.28
FRIESEN, J	Youth Centre Coordinator	50,896.73	27.07	50,923.80