



**2012**

**City of Brandon**

**Public Sector Compensation Disclosure Report**



Tel: 204 727 0671  
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BDO Canada LLP  
148 - 10th Street  
Brandon MB R7A 4E6 Canada

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## Auditors' Report Schedule of Employee Compensation Disclosure

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### To the Council of the City of Brandon

We have audited the accompanying Schedule of Compensation of the City of Brandon for the year ended December 31, 2012. This Schedule has been prepared by management based on The Public Sector Compensation Disclosure Act.

### Management's Responsibility for the Schedule

Management is responsible for the preparation of the Schedule in accordance with The Public Sector Compensation Disclosure Act and for such internal control as management determines necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on the Schedule based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Schedule is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Schedule. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Schedule, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the Schedule 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, made by management, as well as evaluating the overall presentation of the Schedule.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial information in the Schedule of Compensation of the City of Brandon for the year ended December 31, 2012 is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act.



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### **Basis of Accounting**

Without modifying our opinion, we draw attention to the basis of accounting disclosure. The Schedule is prepared to assist the entity to meet the requirements of Section 2 of The Public Sector Compensation Disclosure Act. As a result, the Schedule may not be suitable for another purpose.

*BDO Canada*

Chartered Accountants

Brandon, Manitoba  
May 17, 2013

**CITY OF BRANDON**

**PUBLIC SECTOR COMPENSATION DISCLOSURE REPORT  
For the Year Ended December 31, 2012**

**PART A:**

Compensation paid to members of Council by The City of Brandon amounted to \$258,884.09 in aggregate.

**PART B:**

Compensation paid to individual members of City Council:

<b>Name</b>	<b>Position</b>	<b>Compensation</b>	<b>Other Payments</b>	<b>Total</b>
Berry, Shawn	Councillor	\$ 12,349.15	\$ 6,096.39	\$ 18,445.54
Blight, Murray	Councillor	\$ 14,459.55	\$ 7,126.34	\$ 21,585.89
Chaboyer, Janet	Councillor	\$ 11,803.73	\$ 6,046.39	\$ 17,850.12
Decter Hirst, Shari	Mayor	\$ 51,663.78	\$ 23,319.49	\$ 74,983.27
Fawcett, Jeff	Councillor	\$ 12,149.15	\$ 5,996.39	\$ 18,145.54
Harwood, Jeff	Councillor	\$ 12,699.15	\$ 6,271.39	\$ 18,970.54
Isleifson, Len	Councillor	\$ 12,249.15	\$ 6,046.39	\$ 18,295.54
McCrae, Jim	Councillor	\$ 11,753.09	\$ 5,796.39	\$ 17,549.48
Montague, Stephen	Councillor	\$ 11,748.93	\$ 5,796.39	\$ 17,545.32
Rice, Garth	Deputy Mayor	\$ 12,026.48	\$ 5,940.83	\$ 17,967.31
Roberts, Corey	Councillor	\$ 11,749.15	\$ 5,796.39	\$ 17,545.54

**PART C:**

The following officers or employees received compensation (gross earnings plus taxable benefits) from the City of Brandon in excess of 50,000.

<b>Employee Name</b>	<b>Job Title</b>	<b>Total Compensation</b>
Wilson, Andrew D K	Asset Management Coordinator	\$ 72,541.85
Gabrielle, Kenneth W	Boiler Operator	\$ 57,289.48
Sul, Scott W	Boiler Operator	\$ 54,890.63
Cumming, Randy	Building Inspector	\$ 63,820.13
Garbutt, Peter	Building Inspector	\$ 61,026.43
Lourenco, David	Building Inspector	\$ 68,236.78
Rainville, Kris	Building Inspector	\$ 58,163.85
Ursel, Brian A	Building Inspector	\$ 63,848.63
Cathcart, Gerald D	Business Development Specialist - Economic Development	\$ 65,868.54

Employee Name	Job Title	Total Compensation
Stangherlin, Alexia	Business Development Specialist - Engineering	\$ 52,893.23
Castle, Brent C	By-Law Enforcement Officer	\$ 50,793.54
Fouillard, Rosine	By-Law Enforcement Officer	\$ 51,153.70
Herrmann, Lucy	By-Law Enforcement Officer	\$ 50,132.28
Pettinger, Kelly	By-Law Enforcement Officer	\$ 50,282.27
Stowe, Kathleen	By-Law Enforcement Officer	\$ 50,193.56
Vandale, Nicholas E	By-Law Enforcement Officer	\$ 52,305.55
Planidin, Leonard	Casual Labourer	\$ 51,468.22
Pennycook, Corey S	Chargehand - Airport	\$ 77,615.89
Emrick, Myles R	Chargehand - Building Maintenance	\$ 74,268.10
Everett, H. Bernie	Chargehand - Engineering	\$ 73,668.59
Ross, Curtis L	Chargehand - Fleet Maintenance	\$ 66,674.74
Routledge, Bill	Chargehand - Meter Shop	\$ 63,265.49
Creighton, Darrell A	Chargehand - Parks	\$ 65,810.26
Woods, Donald A	Chargehand - Parks	\$ 65,810.27
Benstead, Timothy G	Chargehand - Rec Centre	\$ 63,448.57
Kowall, Victor	Chargehand - Sanitation	\$ 65,521.57
Paterson, Rod	Chargehand - Streets & Roads	\$ 57,075.87
Rolfe, Larry O	Chargehand - Underground Utilities	\$ 75,016.26
Middleton, Scott W	Chargehand - Wastewater Treatment Facility	\$ 69,495.93
Penner, Brandon A C	Chargehand - Water Treatment Facility	\$ 67,252.72
Smith, Robert	Chargehand - Water Treatment Facility	\$ 69,953.43
Arvisais, Conrad R	City Clerk	\$ 118,448.43
Hildebrand, Scott	City Manager	\$ 190,934.30
Greer, Richard	Community Development Coordinator	\$ 68,512.99
Roberts, Hope	Community Development Coordinator	\$ 59,840.43
Baker, Cora Lee	Community Development Programmer	\$ 53,733.18
Mok, Andrew	Community Planner	\$ 64,473.60
Nickel, Ryan	Community Planner	\$ 69,810.79
Ewasiuk, Heather	Deputy City Clerk	\$ 82,754.66
Swidnicki, Joni D	Deputy City Clerk (on secondment)	\$ 137,183.71
Warren, Karen C	Deputy Director - Emergency Communications	\$ 82,391.94
Pulak, Patrick L	Deputy Director - Engineering & Water Resources	\$ 110,638.38
Poole, Linda L	Deputy Director - Human Resources	\$ 107,633.29
Bell, Garry R	Deputy Fire Chief	\$ 118,094.48
Romanik, Steven P	Deputy Fire Chief	\$ 118,486.75
Collins, Allison	Director of Communications	\$ 67,895.75
Roque, Perry S	Director of Community Services	\$ 110,445.66
Trudel, Sandra G	Director of Economic Development	\$ 113,072.40
Christiansen, Ian M	Director of Engineering & Water Resources	\$ 116,816.06

Employee Name	Job Title	Total Compensation
Rochelle, Valerie J	Director of Finance	\$ 105,541.98
Fifi, Vicki C	Director of Human Resources	\$ 125,773.54
Burton, Todd J L	Director of Information Technology	\$ 107,694.44
Garbo, Louisa	Director of Planning & Building Safety	\$ 100,997.91
Broome, Ian S	Director of Public Works	\$ 115,302.39
Kayes, Brian A	Director of Risk and Emergency Management	\$ 100,304.26
Sanderson, Timothy	Director of Transportation Services	\$ 112,771.31
Bonnett, Darren C	Electrician	\$ 61,928.29
Maxwell, Dustin	Electrician	\$ 60,457.80
McLeod, Chris	Electrician	\$ 58,299.83
Smith, Richard A	Electrician	\$ 60,337.72
Tucker, William	Electrician	\$ 60,541.61
Windsor, Brent	Electrician	\$ 60,411.38
Brown, Shelly	Emergency Communications Shift Supervisor	\$ 59,083.52
Darling, Johanna	Emergency Communications Shift Supervisor	\$ 56,932.22
McLeod, Debra	Emergency Communications Shift Supervisor	\$ 57,040.01
Russell, Lisa A	Emergency Communications Shift Supervisor	\$ 56,940.26
Brown, Donna L	Emergency Communications Dispatcher	\$ 53,068.64
Curtis, Oralee D	Emergency Communications Dispatcher	\$ 53,276.09
Dyck, Jennifer A	Emergency Communications Dispatcher	\$ 54,879.31
Ehnes, Melissa S	Emergency Communications Dispatcher	\$ 52,188.85
Erskine, Karen E	Emergency Communications Dispatcher	\$ 54,539.64
Lapointe, Amy M	Emergency Communications Dispatcher	\$ 50,252.39
McDonald, Rodney D	Emergency Communications Dispatcher	\$ 53,725.37
McFaddin, Cheryl L	Emergency Communications Dispatcher	\$ 53,778.57
Scott, Linda G	Emergency Communications Dispatcher	\$ 53,503.92
Trelford, Alexis A	Emergency Communications Dispatcher	\$ 54,233.67
Twerdoski, Danna	Emergency Communications Dispatcher	\$ 50,163.71
Wark, Carly L	Emergency Communications Dispatcher	\$ 53,056.83
Penner, Heather D	Emergency Communications Quality Assurance	\$ 65,556.54
Alexander, Marvin W	Engineering Technician	\$ 53,186.41
Johnson, Patricia K	Engineering Technician	\$ 50,293.40
Lynch, Stefanie A	Engineering Technician	\$ 52,074.40
Rothnie, Derek E	Engineering Technician	\$ 61,290.04
Sims, Christopher D	Engineering Technician	\$ 57,133.61
Wiebe, Timothy J	Engineering Technician	\$ 50,388.54
Keep, Thomas J	Environmental Initiatives Coordinator	\$ 75,795.15
Fleming, Daniel R	Equipment Operator	\$ 50,498.22
Hallett, Blake A	Equipment Operator	\$ 52,035.68
Jordan, Neil T	Equipment Operator	\$ 51,192.21

Employee Name	Job Title	Total Compensation
Kachan, Eugene T	Equipment Operator	\$ 50,988.75
Massina, Gary R	Equipment Operator	\$ 50,187.14
Matiowsky, Conrad	Equipment Operator	\$ 56,718.77
Williams, James C	Equipment Operator	\$ 50,678.84
Vandale, Kathryn A	Executive Assistant - City Manager	\$ 65,107.20
Miller, Phyllis D	Executive Assistant - Mayor	\$ 59,394.77
Poersch, Travis R	Facility Operator - Sportsplex	\$ 55,046.49
Polwarth, Tyler W	Facility Operator - Sportsplex	\$ 50,868.61
Penner, Pamela A	Finance Supervisor- Operations	\$ 71,175.36
Stuckless, Tara D	Financial Analyst - Treasury	\$ 66,196.36
Browett, Terry M	Fire Acting Lieutenant	\$ 91,664.36
Dornn, Lance	Fire Acting Lieutenant	\$ 81,835.81
Dyck, Brent	Fire Acting Lieutenant	\$ 88,623.46
Houlihan, John F	Fire Acting Lieutenant	\$ 85,694.40
Matthews, Donald G	Fire Acting Lieutenant	\$ 89,143.44
Parlow, Terry	Fire Acting Lieutenant	\$ 90,842.92
Collister, Shayne	Fire Acting Lieutenant I	\$ 87,118.09
Groff, Kevin B	Fire Captain	\$ 121,459.52
McDonald, Scott M	Fire Captain	\$ 91,527.00
Moore, Ralph L	Fire Captain	\$ 108,673.87
Ritchie, Wade M	Fire Captain	\$ 113,213.42
Dane, Brent J	Fire Chief	\$ 133,406.42
Benson, Dennis	Fire Inspector	\$ 83,889.26
Lamerz, Troy N	Fire Inspector	\$ 85,270.10
McCurry, Richard	Fire Inspector	\$ 83,544.20
Cumming, Dallas J	Fire Lieutenant	\$ 67,770.51
Holder, Kevin T	Fire Lieutenant	\$ 100,291.67
Janzen, Marvin	Fire Lieutenant	\$ 92,638.60
Smit, Robert J	Fire Lieutenant	\$ 106,366.12
MacKay, Bradley M	Fire Prevention Officer	\$ 87,131.94
Boudreault, Eric L	Fire Training Officer	\$ 87,356.31
Parrott, Cory J	Fire Training Officer	\$ 86,272.39
Aitken, Darcy	Firefighter	\$ 82,554.73
Arndt, Jonathon S	Firefighter	\$ 78,007.70
Bailey, Mark R	Firefighter	\$ 75,753.98
Brick, Robert D	Firefighter	\$ 75,233.90
Brown, Robbie A	Firefighter	\$ 82,861.49
Chant, Robin	Firefighter	\$ 76,507.15
Coates, Braden K	Firefighter	\$ 74,858.06
Falk, Trevor	Firefighter	\$ 79,056.73

Employee Name	Job Title	Total Compensation
Funk, Jason D	Firefighter	\$ 80,917.09
Garrioch, Kevin G	Firefighter	\$ 82,408.34
Hemstad, Scott	Firefighter	\$ 76,006.36
Hodgins, Cameron E	Firefighter	\$ 74,651.03
Hole, Michael T	Firefighter	\$ 95,701.61
Hunter, Dean	Firefighter	\$ 107,984.78
Jones, Kyle	Firefighter	\$ 75,614.68
Ketcheson, Michael T	Firefighter	\$ 106,267.02
Klemick, Sean N	Firefighter	\$ 81,407.91
Kroeker, Kenneth M A	Firefighter	\$ 64,871.61
Kyle, Brent J	Firefighter	\$ 76,806.21
Lang, Michael G	Firefighter	\$ 87,042.82
Lees, V. Michael	Firefighter	\$ 86,547.37
Lefebvre, Marc R	Firefighter	\$ 99,591.81
Martens, Trevor L	Firefighter	\$ 74,409.48
McGregor, Andrea	Firefighter	\$ 57,350.29
McLeod, Matthew P	Firefighter	\$ 81,876.45
Paziuk, Josh	Firefighter	\$ 60,205.90
Peto, Sarah M	Firefighter	\$ 79,673.87
Potter, Jason J	Firefighter	\$ 92,734.81
Redekop, C. Ted	Firefighter	\$ 75,038.13
Reynolds, Sheldon E	Firefighter	\$ 79,409.59
Ryback, Mark G	Firefighter	\$ 79,696.74
Semenchuk, C. Stephen	Firefighter	\$ 76,139.21
Sherb, Steven M	Firefighter	\$ 93,185.96
Szabo, Jozsef	Firefighter	\$ 95,220.29
Thomas, Shane B	Firefighter	\$ 87,101.61
Tiel, Michael A	Firefighter	\$ 90,974.90
Watt, Marc A	Firefighter	\$ 75,095.40
Wheatland, Douglas L	Firefighter	\$ 77,694.40
Wilton, D. Shane	Firefighter	\$ 80,570.25
Wowk, Trevor D	Firefighter	\$ 80,642.24
Yanick, Joel	Firefighter	\$ 63,409.90
Hammond, Dean	General Manager - Corporate Services & City Treasurer	\$ 126,652.59
Snure, Theodore E	General Manager - Development Services	\$ 132,605.47
Sage, Rodney B	General Manager - Operations	\$ 124,728.46
Anderson, Ward E	Heavy Duty Mechanic	\$ 57,686.08
Ballegeer, Kenneth S	Heavy Duty Mechanic	\$ 61,337.21
Fontaine, Michael G	Heavy Duty Mechanic	\$ 54,568.37
Hiscock, Kelly J	Heavy Duty Mechanic	\$ 57,710.97



Employee Name	Job Title	Total Compensation
Low, Baron D	Heavy Duty Mechanic	\$ 58,079.69
Marofke, Edwin E	Heavy Duty Mechanic	\$ 58,226.27
Savage, Ryan A	Heavy Duty Mechanic	\$ 57,535.46
Smith, Bruce G	Heavy Duty Mechanic	\$ 54,119.21
Wareham, Kevin E	Heavy Duty Mechanic	\$ 57,496.64
Cels, Christa R	Human Resources Generalist	\$ 64,261.46
Harrowen, Donna L	Human Resources Generalist	\$ 68,393.58
Wallace, Sandra Y	Human Resources Officer	\$ 74,396.33
Adriaansen, Danielle N	Information Technologist	\$ 53,644.42
Colli, Stephanie A	Information Technologist	\$ 56,381.38
Craig, Colin	Information Technologist	\$ 67,406.04
Dykun, William Michael	Information Technologist	\$ 67,376.49
Green, Jeffrey M	Information Technologist	\$ 55,884.72
Hyde, David A D	Information Technologist	\$ 72,426.81
McConkey, Allan	Information Technologist	\$ 79,210.60
Miller, Mike	Information Technologist	\$ 67,510.75
Oleski, Mark J P	Information Technologist	\$ 56,106.12
Price, Merrilea N	Information Technologist	\$ 56,322.34
Ritchie, Shelby	Information Technologist	\$ 50,338.13
Schmuland, Prentis D	Information Technologist	\$ 62,696.92
Skulmoski, Judy A	Information Technologist	\$ 55,909.06
Harburn, Sheldon J	Journey Person	\$ 60,425.85
Tataryn, Shelley L	Manager - Accounting	\$ 72,886.27
Bryan, Esther	Manager - Community Development	\$ 76,949.01
Hayward, Stephen A	Manager - Construction and Design	\$ 106,022.25
Verner, Henry D	Manager - Fleet and Materials	\$ 71,068.59
Kelusky, Jason A	Manager - Information Technology	\$ 87,913.41
Hart, James E	Manager - Municipal Assets	\$ 74,987.98
Lockerby, Vivianne	Manager - Purchasing	\$ 82,341.19
Richards, Ian R	Manager - Records and Information	\$ 72,312.76
Wilson, Bryce J	Manager - Recreation Development	\$ 72,168.11
Elliott, Jeff K	Manager - Sportsplex	\$ 73,674.63
Richardson, Carla	Manager - Transit	\$ 87,580.24
Knight, Wesley	Manager - Waste Water Treatment Facility	\$ 87,244.71
McIntosh, Bradley W	Manager - Water Treatment Facility	\$ 93,919.95
Brown, Greg A	Occupational Safety & Health Coordinator	\$ 74,304.81
Addison, Tanya D	Payroll Officer	\$ 66,227.89
Houlihan, Jennifer L	Planning & Building Safety - Office Manager	\$ 59,673.55
Plesiuk, Geoff S	Plumber	\$ 60,425.79
Atkinson, Keith J	Police Chief	\$ 149,886.56

<b>Employee Name</b>	<b>Job Title</b>	<b>Total Compensation</b>
Kshymensky, Jo-Ann	Police Clerical Support Assistant	\$ 51,340.33
Solonychny, Michelle	Police Clerical Support Assistant	\$ 50,791.43
Downey, Corinne D	Police Clerical Support Supervisor	\$ 60,135.17
Anderson, Gregory B	Police Constable	\$ 96,308.86
Baranyk, Michael	Police Constable	\$ 90,241.86
Barbeau, Jordan R	Police Constable	\$ 75,667.43
Basaraba, Tanis L	Police Constable	\$ 83,403.55
Bradshaw, Neil A	Police Constable	\$ 97,150.61
Brossart, Ronald E	Police Constable	\$ 102,410.96
Burgess, Ronald A	Police Constable	\$ 89,767.89
Creighton, Darren B	Police Constable	\$ 92,441.16
Dedecker, Marc J	Police Constable	\$ 68,545.88
Ethier, Lucien	Police Constable	\$ 89,162.78
Foster, Travis S	Police Constable	\$ 81,913.71
Gudnason, Jason W	Police Constable	\$ 87,622.32
Haggarty, Shawn D	Police Constable	\$ 71,363.33
Hamm, Myran K	Police Constable	\$ 96,505.18
Hoad, Jeffrey T	Police Constable	\$ 91,043.13
James, Christopher C	Police Constable	\$ 99,818.69
Johnson, Earl P	Police Constable	\$ 63,820.71
Karvonen, Trent T	Police Constable	\$ 99,499.21
Kowal, Marc G	Police Constable	\$ 95,287.97
Kroeker, Andrea D	Police Constable	\$ 81,886.34
Latreille, Michel G	Police Constable	\$ 65,013.13
Law, Jeffrey E	Police Constable	\$ 102,462.45
Lawford, Jacqueline C	Police Constable	\$ 87,725.87
McCallum, Dana L	Police Constable	\$ 81,679.12
McKay, D. Grant	Police Constable	\$ 96,191.04
McLean, Kevin	Police Constable	\$ 97,737.47
Medwechuk, Jason R	Police Constable	\$ 87,991.04
Nicol, Kevin G	Police Constable	\$ 83,702.66
Paddock, F. Gerald	Police Constable	\$ 89,767.89
Palmer, Jay W	Police Constable	\$ 88,460.25
Paterson, Russell W	Police Constable	\$ 90,587.62
Potter, Adam B	Police Constable	\$ 67,899.68
Potter, Alice C	Police Constable	\$ 62,503.44
Praznik, Gary W	Police Constable	\$ 91,326.02
Preston, Erl J	Police Constable	\$ 94,487.99
Puteran, John G	Police Constable	\$ 89,870.37
Puteran, Meghan R S	Police Constable	\$ 69,972.41

Employee Name	Job Title	Total Compensation
Raga, Karen A	Police Constable	\$ 88,123.56
Russill, Dustin	Police Constable	\$ 65,581.49
Sararas, Kirby D	Police Constable	\$ 86,122.13
Scott, Dave M	Police Constable	\$ 82,763.31
Shewchuk, Darren W	Police Constable	\$ 90,279.12
Stephenson, G. Shane	Police Constable	\$ 95,005.20
Stupak, Christopher A	Police Constable	\$ 83,106.70
Savy, Marc	Police Constable (on secondment)	\$ 102,594.29
Hanlon, Kimberley	Police Identification Technician	\$ 59,680.50
Corley, Shane F	Police Inspector	\$ 133,143.18
Grant, Ian R	Police Inspector	\$ 132,080.65
Andrew, David W	Police Sergeant	\$ 108,314.87
Brown, Stewart D	Police Sergeant	\$ 100,782.10
Brown, V. William	Police Sergeant	\$ 101,390.00
Conway, Edward P	Police Sergeant	\$ 107,869.25
Hebert, Gregory A	Police Sergeant	\$ 104,581.11
Klassen, Bruce G	Police Sergeant	\$ 99,664.04
Lockhart, Dallas J	Police Sergeant	\$ 109,677.56
Loewen, Kevin D	Police Sergeant	\$ 100,836.67
McNutt, Earl	Police Sergeant	\$ 110,824.88
Melanson, Michael L	Police Sergeant	\$ 107,051.63
Partridge, Brian	Police Sergeant	\$ 98,735.17
Pelechaty, Michael P	Police Sergeant	\$ 105,347.49
Bullee, R. Scott	Police Specialist	\$ 90,546.04
Calcut, Curtis R	Police Specialist	\$ 97,080.44
Dupuis, Jason J	Police Specialist	\$ 89,766.72
Ewanyshyn, Bruce	Police Specialist	\$ 102,859.67
Friesen, Ryan J	Police Specialist	\$ 95,791.80
Gale, Robert J	Police Specialist	\$ 95,830.50
Kulchyski, Michael W	Police Specialist	\$ 103,791.26
Mahoney, Erin S	Police Specialist	\$ 85,999.66
McBeth, Paul D	Police Specialist	\$ 95,128.62
Palmer, Shanna-Lee	Police Specialist	\$ 93,074.14
Roberts, Guy K	Police Specialist	\$ 110,122.35
Robins, Trevor N	Police Specialist	\$ 95,861.72
Tosh, Michael J	Police Specialist	\$ 102,086.11
Valera, Darwin R	Police Specialist	\$ 92,811.24
Verhelst, Bruce	Police Specialist	\$ 95,265.66
Conway, Brent R	Police Specialist (on secondment)	\$ 93,507.17
Alain, Marc J	Police Staff Sergeant	\$ 108,397.97

Employee Name	Job Title	Total Compensation
Balcaen, Wayne M	Police Staff Sergeant	\$ 112,212.26
Jones, Gay E	Police Staff Sergeant	\$ 111,649.74
Koscielny, Rod R	Police Staff Sergeant	\$ 108,139.31
Lewis, Randy S	Police Staff Sergeant	\$ 111,350.73
Semler, Rick C	Police Staff Sergeant	\$ 111,025.97
Thompson, Douglas	Police Staff Sergeant	\$ 117,305.57
Yanick, Larry W	Police Staff Sergeant	\$ 108,236.88
Bartley-Ricketts, Georgina	Police Victim Assistance Coordinator	\$ 55,617.78
Peto, Nathan	Policy Analyst	\$ 67,532.32
Bradley, Shelley D	Process Technician - Fleet Services	\$ 55,508.28
Merke, Greg E	Senior Building Inspector	\$ 76,332.24
Veilleux, Angela N	Senior Planner	\$ 61,638.33
Beaton, Kathleen D	Sportsplex Program & Events Coordinator	\$ 80,066.14
Dauphinais, Chris J	Trades Worker	\$ 50,744.57
Jacobson, Ritchie N	Trades Worker	\$ 50,531.77
Messel, Mike	Trades Worker	\$ 53,214.06
Perkins, Jeff R	Trades Worker	\$ 53,412.34
Quelle, Ferdinand	Trades Worker	\$ 51,051.11
Rey, Tim	Trades Worker	\$ 56,255.71
Watt, Warren H	Trades Worker	\$ 50,522.01
Bourns, James L	Transit Dispatcher	\$ 52,316.14
Farthing, Marty	Transit Dispatcher	\$ 55,188.82
Wozney, Adam	Transit Dispatcher	\$ 50,575.51
Adams, Eric H	Transit Operator	\$ 50,330.10
Agland, Brian G	Transit Operator	\$ 52,391.66
Beyene, Behailu G	Transit Operator	\$ 54,786.40
Boulet, Eugene	Transit Operator	\$ 51,645.16
Brooks, Lloyd A	Transit Operator	\$ 53,658.65
Brown, George	Transit Operator	\$ 50,941.93
Cameron, Stewart	Transit Operator	\$ 51,578.93
Dixon, R. Daryl	Transit Operator	\$ 50,580.94
Eckberg, Arnold	Transit Operator	\$ 51,524.85
Fraser, Ian B	Transit Operator	\$ 51,111.61
Friesen, James R	Transit Operator	\$ 56,851.68
George, Perry	Transit Operator	\$ 50,077.24
Gross, Shane M	Transit Operator	\$ 50,163.73
Hawkins, Bruce A	Transit Operator	\$ 53,138.75
Hersey, Brian K	Transit Operator	\$ 51,276.23
Hidayat, Nur	Transit Operator	\$ 55,542.13
Jenks, Norman F	Transit Operator	\$ 52,336.31

<b>Employee Name</b>	<b>Job Title</b>	<b>Total Compensation</b>
Little, Ruth E	Transit Operator	\$ 52,053.40
Loewen, Henry R	Transit Operator	\$ 50,855.78
Martens, Herman	Transit Operator	\$ 51,805.62
Martens, Kenneth G	Transit Operator	\$ 50,617.08
Martin, Raymond C	Transit Operator	\$ 52,403.84
Penner, Douglas M J	Transit Operator	\$ 50,743.38
Peterson, Brenda L	Transit Operator	\$ 53,522.24
Roberts, Peter F	Transit Operator	\$ 52,174.99
Ruckle, Kevin	Transit Operator	\$ 53,112.00
Walters, David N	Transit Operator	\$ 51,472.48
Young, Wendy A	Transit Operator	\$ 50,822.61
Kurys, Thomas P	Transit Quality Assurance Supervisor	\$ 67,662.47
Dyck, Barry	Waste Water Treatment Operator	\$ 56,640.66
Gibb, Matthew	Waste Water Treatment Operator	\$ 62,323.79
Grant, Darrell G	Waste Water Treatment Operator	\$ 60,870.64
Hackywicz, Chad S	Waste Water Treatment Operator	\$ 61,057.86
MacKay, Jason A	Waste Water Treatment Operator	\$ 56,138.31
Olyowsky, Warren J	Waste Water Treatment Operator	\$ 51,231.45
Scott, Derrick A	Waste Water Treatment Operator	\$ 51,533.98
Wheaton, Kent M	Waste Water Treatment Operator	\$ 52,685.93
Bessette, Kelly M	Water Treatment Operator	\$ 63,300.72
Fergusson, Eric R	Water Treatment Operator	\$ 52,375.46
Harvatt, Gary T	Water Treatment Operator	\$ 52,411.18
Haverstock, Robert C	Water Treatment Operator	\$ 54,776.33
Maxon, Paul D	Water Treatment Operator	\$ 61,737.16
Munro, Samford A	Water Treatment Operator	\$ 62,933.77
Obijiaku, Anthony N	Water Treatment Operator	\$ 62,258.15
Preston, Scott L	Water Treatment Operator	\$ 61,783.72
Simpson, Brian D	Water Treatment Operator	\$ 64,353.87
Wiltsey, Mark E	Water Treatment Operator	\$ 51,957.14