



2019

City of Brandon

Public Sector Compensation Disclosure Report

Independent Auditor's 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, 2019.

In our opinion, the accompanying Public Sector Compensation Disclosure Report of the City as at December 31, 2019 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 Auditor's 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.

Auditor's Responsibilities for the Audit of the Public Sector Compensation Disclosure Report

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 auditor's 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 Auditor's 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
April 15, 2020

MNP LLP

Chartered Professional Accountants

**CITY OF BRANDON
PUBLIC SECTOR COMPENSATION DISCLOSURE REPORT
For the Year Ended December 31, 2019**

PART A:

Compensation paid to members of Council by The City of Brandon amounted to \$333,222.66 in aggregate.

PART B:

Compensation paid to individual members of City Council.

Name	Job Title			Total Compensation
Chrest, Rick	Mayor			102,376.41
Berry, Shawn	Councillor			23,467.23
Brown, Ron	Councillor			21,773.45
Cameron, Shaun	Councillor			22,192.23
Chaboyer, Jan	Councillor			22,957.23
Cullen, Barry	Councillor			26,802.65
Desjarlais, Kris	Councillor			23,779.54
Fawcett, Jeff	Councillor			23,127.23
Loregio, John	Councillor			22,532.23
Luebke, Bruce	Councillor			22,277.23
Parker, Glen	Councillor			21,937.23

PART C:

The Public Sector Compensation Disclosure Act (Act) requires disclosure of individual compensation paid to officers or employees where such annual compensation totals Seventy Five Thousand (\$75,000) 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 Seventy Five Thousand (\$75,000).

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
WILSON, A	Asset Management Coordinator	82,013.10	-	82,013.10
WOYCHYSHYN, K	Boiler Operator	68,742.52	8,344.07	77,086.59
PENNYCOOK, C	Chargehand - Airport	81,888.73	5,596.05	87,484.78
MESSEL, M	Chargehand - Building Maintenance	78,766.56	5,418.46	84,185.02
WINTERS, K	Chargehand - Engineering	75,502.85	41,354.74	116,857.59
ROUTLEDGE, B	Chargehand - Meter Shop	92,876.80	440.16	93,316.96
BEDNORSKI, K	Chargehand - Parks	81,366.60	614.39	81,980.99
DYCK, D	Chargehand - Underground Utilities	84,573.03	15,286.39	99,859.42
PENNER, B	Chargehand - Utility Maintenance	91,880.93	2,170.07	94,051.00
MIDDLETON, S	Chargehand - Wastewater Treatment Facility	77,673.37	-	77,673.37
SIMPSON, B	Chargehand - Water Treatment Facility	83,607.77	2,100.95	85,708.72
SAGE, R	City Manager	210,816.91	-	210,816.91
CHAPIN, M	Civil Design Engineer	86,573.17	408.78	86,981.95
GREER, R	Community Development Coordinator	82,829.39	-	82,829.39
REIMER, H	Community Development Coordinator	78,084.48	275.06	78,359.54
LYNCH, S	Contract Administrator	75,682.01	-	75,682.01
WALLACE, S	Corporate HR Officer	87,355.13	-	87,355.13
PARLOW, T	Deputy Fire Chief	149,934.34	-	149,934.34
POTTER, J	Deputy Fire Chief	136,379.29	524.57	136,903.86
ROQUE, P	Director of Community Services	131,735.47	-	131,735.47
COLLINS, A	Director of Corporate Communications	81,733.73	-	81,733.73
TRUDEL, S	Director of Economic Development	138,110.37	-	138,110.37
STEWART, R	Director of Emergency Communications	119,341.90	-	119,341.90
KALUZNIAK, A	Director of Engineering Services (Acting)	96,567.78	-	96,567.78
ROCHELLE, V	Director of Finance	131,502.45	-	131,502.45

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
POOLE, L	Director of Human Resources	126,091.47	-	126,091.47
BURTON, T	Director of Information Technology	130,857.98	-	130,857.98
EWASIUUK, H	Director of Legislative Services	125,393.83	-	125,393.83
MERKE, G	Director of Planning & Buildings	85,379.13	-	85,379.13
NICKEL, R	Director of Planning & Buildings	118,360.34	-	118,360.34
YEOMANS, M	Director of Public Works	119,800.12	-	119,800.12
KAYES, B	Director of Risk & Emergency Management	124,227.94	-	124,227.94
RICHARDSON, C	Director of Transportation Services	125,088.28	-	125,088.28
STANGHERLIN, A	Director of Utilities	121,838.13	-	121,838.13
BROWN, S	Emergency Communications Dispatcher	76,702.25	2,477.84	79,180.09
CAMERON, C	Emergency Communications Dispatcher	74,011.72	10,578.58	84,590.30
ERSKINE, K	Emergency Communications Dispatcher	74,804.40	4,372.65	79,177.05
KEEPING, M	Emergency Communications Dispatcher	74,053.43	1,034.26	75,087.69
LACOSTE, D	Emergency Communications Dispatcher	74,442.44	9,019.69	83,462.13
STRUTHERS, E	Emergency Communications Dispatcher	69,712.82	13,983.56	83,696.38
TRELFORD, A	Emergency Communications Dispatcher	76,005.27	10,008.51	86,013.78
WELLS, K	Emergency Communications Dispatcher	73,947.81	5,035.34	78,983.15
SCOTT, L	Emergency Communications Quality Assurance	80,139.39	-	80,139.39
BROWN, D	Emergency Communications Shift Supervisor	80,936.96	1,212.30	82,149.26
MCLEOD, D	Emergency Communications Shift Supervisor	82,663.52	1,921.72	84,585.24
TWERDOSKI, D	Emergency Communications Shift Supervisor	84,907.55	13,137.74	98,045.29
HARGREAVES, L	Environmental Initiative Coordinator	78,058.53	-	78,058.53
AVERILL, T	Finance Supervisor - Operations	83,704.31	-	83,704.31
SIMPSON, T	Financial Analyst	79,774.93	-	79,774.93
HOULIHAN, J	Fire Acting Lieutenant I	100,232.12	1,691.75	101,923.87
WILTON, D	Fire Acting Lieutenant I	99,134.12	1,636.11	100,770.23
WOWK, T	Fire Acting Lieutenant I	100,336.28	4,953.78	105,290.06
BROWETT, T	Fire Acting Lieutenant II	103,374.36	4,745.82	108,120.18
DYCK, B	Fire Acting Lieutenant II	104,980.43	-	104,980.43
GARRIOCH, K	Fire Acting Lieutenant II	102,834.65	10,563.10	113,397.75
WHEATLAND, D	Fire Acting Lieutenant II	105,625.40	2,465.55	108,090.95
COLLISTER, S	Fire Captain	109,271.25	5,309.35	114,580.60
HOLDER, K	Fire Captain	115,138.27	16,863.80	132,002.07
MATTHEWS, D	Fire Captain	116,018.52	3,562.46	119,580.98
RITCHIE, W	Fire Captain	92,744.00	-	92,744.00
SMIT, R	Fire Captain	115,934.50	3,097.29	119,031.79
MCDONALD, S	Fire Chief	167,525.90	-	167,525.90
DANE, B	Fire Chief (Retired)	95,193.83	-	95,193.83
LAMERZ, T	Fire Inspector	105,580.01	-	105,580.01
SZABO, J	Fire Inspector	105,479.78	1,034.80	106,514.58
JANZEN, M	Fire Lieutenant	109,198.93	8,052.87	117,251.80
DORNN, L	Fire Lieutenant	108,988.53	-	108,988.53
GROFF, K	Fire Prevention Officer	112,006.69	-	112,006.69
PENNER, H	Fire Public Education Officer	91,807.93	-	91,807.93
LEFEBVRE, M	Fire Training Officer	112,006.70	-	112,006.70
PARROTT, C	Fire Training Officer	112,006.67	-	112,006.67
AITKEN, D	Firefighter	99,964.11	3,316.95	103,281.06
ARNDT, J	Firefighter	97,899.29	19,965.88	117,865.17
BELL, T	Firefighter	97,123.19	7,541.90	104,665.09
BONAR, P	Firefighter	79,038.14	1,830.66	80,868.80
BOUDREAU, E	Firefighter	98,386.66	14,690.10	113,076.76
BROWN, R	Firefighter	99,489.21	2,204.80	101,694.01
CHANT, R	Firefighter	99,072.69	-	99,072.69
COATES, B	Firefighter	98,208.95	8,243.97	106,452.92
DESJARDIN, A	Firefighter	96,396.89	9,187.71	105,584.60
DORAN, L	Firefighter	85,687.44	1,202.04	86,889.48
FALK, T	Firefighter	97,318.02	3,394.99	100,713.01
FRAIJO, J	Firefighter	95,432.15	8,669.86	104,102.01
FUNK, J	Firefighter	97,921.58	10,920.56	108,842.14

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
HODGINS, C	Firefighter	98,369.46	-	98,369.46
HOLE, M	Firefighter	98,637.45	17,250.66	115,888.11
JONES, K	Firefighter	99,740.16	3,524.77	103,264.93
KETCHESON, M	Firefighter	100,416.16	30,106.07	130,522.23
KIMPINSKI, K	Firefighter	95,485.33	1,707.37	97,192.70
KLEMICK, S	Firefighter	101,471.01	7,722.47	109,193.48
LEES, V	Firefighter	97,145.74	2,616.52	99,762.26
MARSHALL, R	Firefighter	91,508.62	857.87	92,366.49
MARTIN, K	Firefighter	87,568.93	7,095.37	94,664.30
MCCORMACK, A	Firefighter	85,326.25	2,527.46	87,853.71
MCLEOD, M	Firefighter	97,680.80	6,682.09	104,362.89
MURKIN, K	Firefighter	90,805.17	9,804.41	100,609.58
NAMAKA, L	Firefighter	91,972.88	2,050.97	94,023.85
PETO, S	Firefighter	98,624.14	2,336.43	100,960.57
PRANYS, M	Firefighter	96,218.47	4,436.10	100,654.57
REDEKOP, C	Firefighter	97,583.15	3,827.46	101,410.61
REYNOLDS, S	Firefighter	97,516.51	17,981.76	115,498.27
ROBBINS, T	Firefighter	97,342.58	8,555.19	105,897.77
RYBACK, M	Firefighter	97,098.62	4,656.51	101,755.13
SHERB, S	Firefighter	98,766.84	3,302.68	102,069.52
STOTT, C	Firefighter	95,432.35	2,035.20	97,467.55
TANNAS, M	Firefighter	95,661.28	6,850.73	102,512.01
TANNAS, T	Firefighter	96,379.31	4,536.19	100,915.50
THIESSEN, C	Firefighter	91,256.20	5,984.25	97,240.45
THOMAS, S	Firefighter	99,017.68	2,252.08	101,269.76
TIEL, M	Firefighter	98,738.90	16,043.75	114,782.65
WILSON, R	Firefighter	83,343.31	16,460.02	99,803.33
WOOD, G	Firefighter	70,959.52	8,535.47	79,494.99
WORRALL, K	Firefighter	96,919.93	14,177.25	111,097.18
YANICK, J	Firefighter	97,168.82	4,388.46	101,557.28
VOGEL, C	Fleet Manager	78,366.69	-	78,366.69
HAMMOND, D	General Manager - Corporate Services & City Treasurer	148,080.70	-	148,080.70
PULAK, P	General Manager - Development Services (Acting)	138,545.88	-	138,545.88
O'BRIEN, L	General Manager - Operations	143,707.55	-	143,707.55
DANNERS, R	Human Resources Generalist	76,340.38	-	76,340.38
CELS, C	Human Resources Officer	81,141.15	-	81,141.15
MILLER, M	Information Technologist	77,125.38	456.86	77,582.24
SCHMULAND, P	Information Technologist	79,729.63	3,807.12	83,536.75
MCLEOD, C	Journey Person Electrician	81,667.75	2,779.22	84,446.97
TUCKER, W	Journey Person Electrician	81,122.49	699.66	81,822.15
BARNETT, J	Journey Person Millwright	77,032.94	-	77,032.94
TUFTS, L	Journey Person Millwright	74,952.57	1,310.72	76,263.29
KING, J	Journey Person Plumber	80,217.43	-	80,217.43
MAXWELL, D	Journey Person Plumber	80,821.86	-	80,821.86
PEARCE, T	Manager - Accounting	88,178.31	-	88,178.31
FISCHER, M	Manager - Building Safety	102,155.77	-	102,155.77
DYKUN, W	Manager - Emergency Communications	86,316.51	-	86,316.51
CRAIG, C	Manager - Information Technology	86,529.07	-	86,529.07
KELUSKY, J	Manager - Information Technology	102,242.63	-	102,242.63
OSIVWEMU, R	Manager - Legal Services	97,261.77	-	97,261.77
HART, J	Manager - Municipal Assets	93,168.38	-	93,168.38
WILSON, B	Manager - Parks Operations	90,050.05	-	90,050.05
LOREE, L	Manager - Procurement	88,959.36	-	88,959.36
PENNER, P	Manager - Public Works	98,748.25	-	98,748.25
RICHARDS, I	Manager - Records & Information	87,840.01	-	87,840.01
ELLIOTT, J	Manager - Sportsplex	97,003.40	-	97,003.40
BRISTER, C	Manager - Transit Services	94,915.22	-	94,915.22
KNIGHT, W	Manager - Wastewater Treatment Facility	104,181.85	-	104,181.85
SMITH, R	Manager - Water Treatment Facility	96,985.05	-	96,985.05

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
CHAPIL, A	Manager of Corporate Policy	87,817.96	-	87,817.96
BROWN, G	Occupational Safety & Health Coordinator	93,980.98	-	93,980.98
STREYKO, R	Occupational Safety & Health Educator	77,877.98	-	77,877.98
ADDISON, T	Payroll Officer	83,897.70	-	83,897.70
150	Police Acting Sergeant	119,676.99	459.00	120,135.99
3863	Police Chief	182,690.71	-	182,690.71
149	Police Constable	111,842.07	6,785.48	118,627.55
439	Police Constable	109,137.18	7,134.92	116,272.10
445	Police Constable	108,059.96	5,073.54	113,133.50
446	Police Constable	109,715.27	11,705.28	121,420.55
574	Police Constable	102,103.62	31,104.98	133,208.60
661	Police Constable	101,950.60	15,507.58	117,458.18
859	Police Constable	102,326.77	379.34	102,706.11
926	Police Constable	101,515.30	4,006.80	105,522.10
1041	Police Constable	100,503.88	19,145.57	119,649.45
1195	Police Constable	100,848.01	8,226.95	109,074.96
1251	Police Constable	92,819.59	9,072.31	101,891.90
2238	Police Constable	108,182.71	6,206.96	114,389.67
2592	Police Constable	111,292.31	13,643.44	124,935.75
3293	Police Constable	118,387.47	18,697.50	137,084.97
3319	Police Constable	112,295.91	8,303.84	120,599.75
4738	Police Constable	116,098.73	933.01	117,031.74
5075	Police Constable	107,906.02	1,640.65	109,546.67
6577	Police Constable	110,252.26	2,300.24	112,552.50
10008	Police Constable	107,081.00	2,312.09	109,393.09
10021	Police Constable	110,899.98	3,653.99	114,553.97
11024	Police Constable	115,594.95	3,781.59	119,376.54
11168	Police Constable	105,781.15	853.52	106,634.67
41026	Police Constable	77,227.43	4,556.91	81,784.34
41027	Police Constable	75,335.11	11,081.48	86,416.59
41097	Police Constable	77,084.30	2,010.51	79,094.81
41098	Police Constable	101,883.34	4,220.17	106,103.51
41099	Police Constable	75,719.33	4,630.34	80,349.67
41184	Police Constable	99,791.18	7,278.60	107,069.78
41185	Police Constable	91,080.74	2,456.23	93,536.97
41222	Police Constable	96,335.91	7,501.46	103,837.37
95107	Police Constable	103,547.04	5,434.45	108,981.49
95407	Police Constable	75,053.03	3,793.42	78,846.45
95408	Police Constable	101,520.86	12,816.52	114,337.38
95412	Police Constable	98,126.00	10,574.14	108,700.14
95449	Police Constable	101,074.68	5,512.29	106,586.97
95566	Police Constable	102,952.57	11,416.83	114,369.40
95732	Police Constable	85,743.04	5,519.42	91,262.46
95742	Police Constable	92,527.52	20,232.80	112,760.32
95743	Police Constable	103,573.93	7,648.47	111,222.40
95787	Police Constable	86,819.96	10,119.40	96,939.36
1173	Police Deputy Chief	163,111.92	-	163,111.92
TRIPP, T	Police Financial Analyst	75,902.71	-	75,902.71
4564	Police Inspector	145,266.37	-	145,266.37
13739	Police Inspector	145,078.41	-	145,078.41
148	Police Sergeant	122,435.18	14,724.35	137,159.53
351	Police Sergeant	121,112.08	12,776.70	133,888.78
2188	Police Sergeant	124,639.58	1,334.34	125,973.92
2213	Police Sergeant	120,557.51	2,524.51	123,082.02
2262	Police Sergeant	130,407.09	8,318.93	138,726.02
2485	Police Sergeant	124,270.55	4,291.73	128,562.28
2618	Police Sergeant	120,803.54	-	120,803.54
3285	Police Sergeant	117,074.83	1,241.39	118,316.22
3392	Police Sergeant	124,041.18	1,147.50	125,188.68

Name	Job Title	Regular Earnings	Overtime Earnings	Total Earnings
6734	Police Sergeant	98,330.68	-	98,330.68
12708	Police Sergeant	123,283.10	5,665.81	128,948.91
12823	Police Sergeant	120,376.85	1,262.25	121,639.10
437	Police Specialist	108,816.86	5,450.81	114,267.67
532	Police Specialist	111,982.00	3,338.22	115,320.22
660	Police Specialist	101,728.75	4,907.06	106,635.81
669	Police Specialist	110,708.38	14,283.94	124,992.32
925	Police Specialist	121,957.84	2,712.28	124,670.12
1124	Police Specialist	110,224.02	17,824.49	128,048.51
1152	Police Specialist	111,135.04	12,547.98	123,683.02
1153	Police Specialist	111,835.55	4,631.77	116,467.32
1154	Police Specialist	113,522.02	15,535.99	129,058.01
1270	Police Specialist	109,853.78	5,993.10	115,846.88
2196	Police Specialist	111,601.59	3,721.22	115,322.81
2626	Police Specialist	116,557.87	8,215.12	124,772.99
3252	Police Specialist	109,227.88	-	109,227.88
3797	Police Specialist	111,319.55	5,494.65	116,814.20
3822	Police Specialist	109,332.14	-	109,332.14
10007	Police Specialist	113,587.82	5,867.95	119,455.77
10011	Police Specialist	110,605.98	12,684.48	123,290.46
10232	Police Specialist	109,356.34	-	109,356.34
95240	Police Specialist	110,538.85	18,851.41	129,390.26
95467	Police Specialist	115,593.44	10,139.79	125,733.23
268	Police Staff Sergeant	131,118.11	2,288.59	133,406.70
1017	Police Staff Sergeant	92,788.90	-	92,788.90
1116	Police Staff Sergeant	136,227.62	496.94	136,724.56
2576	Police Staff Sergeant	131,063.42	-	131,063.42
4424	Police Staff Sergeant	132,804.10	1,242.35	134,046.45
6949	Police Staff Sergeant	137,990.28	4,130.79	142,121.07
13747	Police Staff Sergeant	127,401.43	-	127,401.43
YEASMIN, T	Senior Engineer/Modeler	96,891.32	-	96,891.32
MOK, A	Senior Planner	81,548.02	-	81,548.02
HOULIHAN, J	Service Delivery Coordinator	80,927.04	-	80,927.04
HABOK, M	Solid Waste Facility Supervisor	77,701.17	-	77,701.17
FARTHING, M	Transit Quality Assurance Supervisor	79,922.30	-	79,922.30
VANHUIZEN, S	Transportation Technologist	77,534.18	443.80	77,977.98
BESSETTE, K	Water Treatment Operator	71,298.89	4,194.54	75,493.43
HOWE, A	Water Treatment Operator	74,776.49	1,797.66	76,574.15
MUNRO, S	Water Treatment Operator	72,775.01	2,629.91	75,404.92
OBIJAKU, A	Water Treatment Operator	74,397.15	1,830.95	76,228.10