

2019 Statement of Financial Information



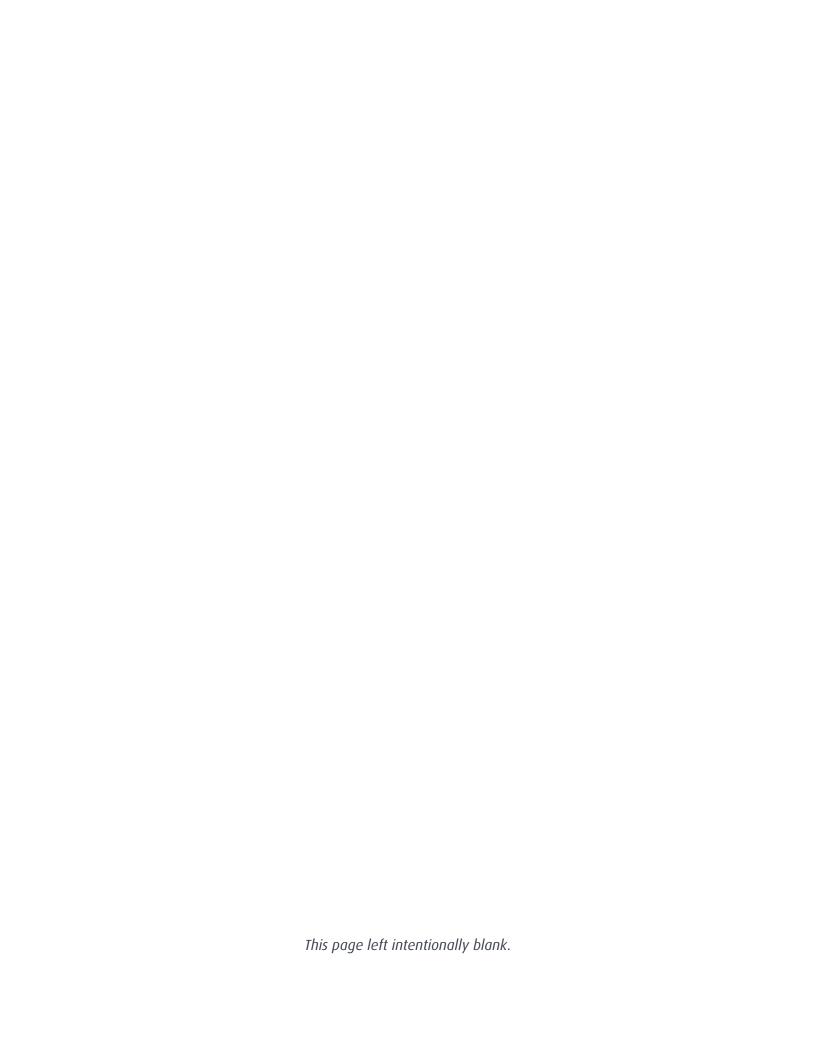


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Capital Regional District Capital Region Housing Corporation

STATEMENT OF FINANCIAL INFORMATION APPROVAL

The undersigned, as authorized by the Financial Information Regulation, Schedule 1, subsection 9(2), approves all the statements and schedules included in this Statement of Financial Information, produced under the Financial Information Act.

Nelson Chan, MBA, CPA, CMA Chief Financial Officer May 13, 2020

Colin Plant Chair, CRD Board On behalf of the Board of Directors May 13, 2020

^{*}Prepared pursuant to the Financial Information Regulation, Schedule 1, section 9



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INDEPENDENT AUDITORS' REPORT

To the Chair and Directors of the Capital Regional District

Opinion

We have audited the consolidated financial statements of the Capital Regional District (the District), which comprise:

- the consolidated statement of financial position as at December 31, 2019
- the consolidated statement of operations for the year then ended
- the consolidated statement of change in net debt for the year then ended
- the consolidated statement of remeasurement gains and losses for the year then ended
- the consolidated statement of cash flows for the year then ended
- and notes to the consolidated financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the consolidated financial position of the District as at December 31, 2019, and its consolidated results of operations, its consolidated change in net debt, its consolidated remeasurement gains and losses, and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

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 Financial Statements" section of our auditors' report.

We are independent of the District in accordance with the ethical requirements that are relevant to our audit of the financial statements 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.

Other Information

Management is responsible for the other information. Other information comprises:

the information, other than the financial statements and the auditors' report thereon, included in the Annual Report.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit and remain alert for indications that the other information appears to be materially misstated.

We obtained the information, other than the financial statements and the auditors' report thereon, included in the Annual Report as at the date of this auditors' report.

If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in the auditors' report.

We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the District's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the District or to cease operations, or has no realistic alternative but to do so.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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 the financial statements.



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 financial statements, 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 District's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the District's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the District to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group entity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

Chartered Professional Accountants

Victoria, Canada May 13, 2020

KPMG LLP



Capital Regional District Capital Region Housing Corporation

MANAGEMENT REPORT

The Financial Statements contained in this Statement of Financial Information under the Financial Information Act have been prepared by management in accordance with Canadian public sector accounting standards. The integrity and objectivity of these statements are management's responsibility. Management is also responsible for all the statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors are responsible for approving the financial statements and for ensuring that management fulfills its responsibilities for financial reporting and internal control.

The external auditors, KPMG LLP, conduct an independent examination, in accordance with Canadian public sector accounting standards, and express their opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the Financial Information Act. Their examination includes a review and evaluation of the District's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly. The external auditors have full and free access to staff and management. The Independent Auditors' Report outlines the scope of the audit for the year ended December 31, 2019.

On behalf of Capital Regional District and Capital Region Housing Corporation,

Nelson Chan, MBA, CPA, CMA

Chief Financial Officer

May 13, 2020

^{*} For municipalities, the officer assigned responsibility for financial administration signs

^{*} Prepared pursuant to Financial Information Regulation, Schedule 1, Section 9

Consolidated Statement of Financial Position

December 31, 2019, with comparative information for 2018

\$ 184,485,660	0 \$	70,065,351
114,190,859	9	168,222,035
23,178,62	5	25,040,217
152,970,00	7	150,834,773
4,037,74	3	3,231,741
8,321,509	9	19,089,854
487,184,40	3	436,483,971
111,297,92 ⁻	1	94,503,068
15,984,95	8	16,393,400
447,348,279	9	384,532,932
10,658,11	1	10,138,652
2,329,179	9	2,790,432
587,618,44	8	508,358,484
(100,434,04	5)	(71,874,513
1,529,572,32	4	1,246,356,024
1,057,676	0	1,049,918
693,76	1	308,650
1,531,323,75	5	1,247,714,592
1,430,889,71	0	1,175,840,079
1,431,805,43	2	1,177,585,223
(915,72	2)	(1,745,144
\$ 1,430,889,71	0 \$	3 1,175,840,079
	114,190,855 23,178,625 152,970,000 4,037,745 8,321,505 487,184,405 111,297,925 15,984,956 447,348,275 10,658,116 2,329,175 587,618,444 (100,434,046 1,529,572,326 1,057,676 693,766 1,531,323,756 1,430,889,716 1,431,805,433 (915,725	114,190,859 23,178,625 152,970,007 4,037,743 8,321,509 487,184,403 111,297,921 15,984,958 447,348,279 10,658,111 2,329,179 587,618,448 (100,434,045) 1,529,572,324 1,057,670 693,761 1,531,323,755 1,430,889,710 1,431,805,432 (915,722)

Contractual obligations (Note 10)

Contractual rights (Note 11)

Contingencies (Note 12)

Subsequent event (Note 20)

The accompanying notes are an integral part of the consolidated financial statements.

Nelson Chan, MBA, CPA, CMA Chief Financial Officer

Consolidated Statement of Operations

For the year ended December 31, 2019, with comparative information for 2018

		Budget (Note 13)	2019	2018
Revenue				
Government transfers (Note 14)	\$	119,467,164	\$ 305,087,780	\$ 174,547,179
Sale of services		84,374,206	77,119,871	75,695,858
Other revenue		15,615,167	15,675,158	13,206,917
Interest earnings		480,265	6,319,254	4,899,837
Developer contributions	-		3,345,898	4,654,953
Affordable housing - rental income		16,070,752	15,700,820	13,390,604
Grants in lieu of taxes		3,332,503	3,331,955	3,163,964
Actuarial adjustment of long-term debt			4,813,405	4,506,463
Total Revenue		239,340,057	431,394,141	294,065,775
Expenses				
General government services		17,368,065	20,421,655	14,600,298
Grants in aid		1,576,370	728,361	468,177
Protective services		10,312,613	10,513,749	10,779,788
Sewer, water, and garbage services		76,732,979	81,364,406	76,415,052
Planning and development services		3,190,130	2,491,166	2,390,279
Affordable housing - rental expense		11,777,043	16,538,812	14,678,457
Recreation and cultural services		26,048,080	28,560,841	28,048,568
Other		4,955,646	884,939	1,151,940
Transportation services		701,140	693,733	648,458
Debt payments for member municipalities (Note 3)		14,976,335	14,976,270	15,513,833
Total Expenses		167,638,401	177,173,932	164,694,850
Annual Surplus		71,701,656	254,220,209	129,370,925
Accumulated Surplus, beginning of year		1,177,585,223	1,177,585,223	1,048,214,298
Accumulated Surplus, end of year (Note 9)	\$	1,249,286,879	\$ 1,431,805,432	\$ 1,177,585,223

Consolidated Statement of Change in Net Debt

For the year ended December 31, 2019, with comparative information for 2018

		Budget (Note 13)		2019	2018
Annual surplus	\$	71,701,656	\$	254,220,209	\$ 129,370,925
Acquistion of tangible capital assets		(447,481,842)		(313,094,185)	(180,254,066)
Contributed tangible capital assets	-			(3,345,898)	(7,214,954)
Amortization of tangible capital assets	-			31,619,369	31,212,233
Loss (gain) on sale of tangible capital assets	-			1,294,394	(294,634)
Proceeds on sale of tangible capital assets	-			310,020	308,579
Land held for resale	-		-		(24,242)
		(375,780,186)		(28,996,091)	(26,896,159)
Acquistion of inventory of supplies	-			(2,552,724)	(2,631,223)
Acquistion of prepaid expenses	-			(675,451)	(309,100)
Consumption of inventory of supplies	-			2,544,972	2,686,928
Use of prepaid expenses				290,340	737,921
				(392,863)	484,526
Net Remeasurement gains (losses)	_			829,422	(418,634)
Change in Net Debt		(375,780,186)		(28,559,532)	(26,830,267)
Net Debt, beginning of year		(71,874,513)		(71,874,513)	(45,044,246)
Net Debt, end of year	\$	(447,654,699)	\$	(100,434,045)	\$ (71,874,513)

Consolidated Statement of Remeasurement Gains and Losses

For the year ended December 31, 2019, with comparative information for 2018

	2019	2018
Accumulated remeasurement loss, beginning of year	\$ (1,745,144) \$	(1,326,510)
Unrealized gains (losses) attributable to:		
Foreign exchange	21,426 -	
Portfolio investments / equity investments	121,534	(418,634)
Amounts reclassified to the statement of operations:		
Portfolio investments / equity investments	686,462 -	
Net remeasurement gains and losses for the year	829,422	(418,634)
Accumulated remeasurement loss, end of year	\$ (915,722) \$	(1,745,144)

Consolidated Statement of Cash Flows

For the year ended December 31, 2019, with comparative information for 2018

	2019	2018
Cash provided by (used in):		
Operating activities:		
Annual surplus	\$ 254,220,209 \$	129,370,925
Items not involving cash:		
Amortization	31,619,369	31,212,233
Contributed tangible capital assets	(3,345,898)	(7,214,954)
Loss/(gain) on sale of assets held for sale	(481,655)	-
Loss/(gain) on sale of tangible capital assets	1,294,394	(294,634)
Actuarial adjustment of long-term debt	(4,813,405)	(4,506,463)
Decrease (increase) in non-cash assets:		
Accounts receivable	1,861,592	(721,826)
Prepaid expenses	(385,111)	428,821
Inventory of supplies	(7,752)	55,705
Increase (decrease) in non-cash liabilities:		
Accounts payable and accrued liabilities	16,794,853	29,773,656
Deferred revenue	(408,442)	2,966,544
Landfill closure and post-closure provision	519,459	632,558
Other liabilities	(461,253)	(1,299,193)
Net change in cash from operating activities	296,406,360	180,403,372
Capital activities:		
Proceeds on sale of assets held for sale	11,250,000	-
Proceeds on sale of tangible capital assets	310,020	308,579
	(242.004.495)	(180,254,066)
Cash used to acquire tangible capital assets	(313,094,185)	
Cash used to acquire tangible capital assets Net change in cash from capital activities	(301,534,165)	(179,945,487)
		(179,945,487)
Net change in cash from capital activities		(179,945,487) (6,020,095)
Net change in cash from capital activities Investing activities:	(301,534,165)	,
Net change in cash from capital activities Investing activities: Net change in investments	(301,534,165) 54,860,598	(6,020,095)
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities: Restricted cash - MFA debt reserve fund	(301,534,165) 54,860,598 54,860,598 (806,002)	(6,020,095) (6,020,095) (163,307)
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities:	(301,534,165) 54,860,598 54,860,598	(6,020,095) (6,020,095)
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities: Restricted cash - MFA debt reserve fund	(301,534,165) 54,860,598 54,860,598 (806,002)	(6,020,095) (6,020,095) (163,307)
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities: Restricted cash - MFA debt reserve fund Additions to long-term debt	(301,534,165) 54,860,598 54,860,598 (806,002) 197,494,141	(6,020,095) (6,020,095) (163,307) 61,335,000
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities: Restricted cash - MFA debt reserve fund Additions to long-term debt Repayment of long-term debt	(301,534,165) 54,860,598 54,860,598 (806,002) 197,494,141 (132,000,623)	(6,020,095) (6,020,095) (163,307) 61,335,000 (17,561,529)
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities: Restricted cash - MFA debt reserve fund Additions to long-term debt Repayment of long-term debt Net change in cash from financing activities	(301,534,165) 54,860,598 54,860,598 (806,002) 197,494,141 (132,000,623) 64,687,516	(6,020,095) (6,020,095) (163,307) 61,335,000 (17,561,529) 43,610,164
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities: Restricted cash - MFA debt reserve fund Additions to long-term debt Repayment of long-term debt Net change in cash from financing activities Net increase in cash and cash equivalents	(301,534,165) 54,860,598 54,860,598 (806,002) 197,494,141 (132,000,623) 64,687,516 114,420,309	(6,020,095) (6,020,095) (163,307) 61,335,000 (17,561,529) 43,610,164 38,047,954 32,017,397
Net change in cash from capital activities Investing activities: Net change in investments Net change in cash from investing activities Financing activities: Restricted cash - MFA debt reserve fund Additions to long-term debt Repayment of long-term debt Net change in cash from financing activities Net increase in cash and cash equivalents Cash and cash equivalents, beginning of year	(301,534,165) 54,860,598 54,860,598 (806,002) 197,494,141 (132,000,623) 64,687,516 114,420,309 70,065,351	(6,020,095) (6,020,095) (163,307) 61,335,000 (17,561,529) 43,610,164 38,047,954 32,017,397 70,065,351

Capital Regional District

Notes to the Consolidated Financial Statements

For the year ended December 31, 2019

The Capital Regional District was incorporated by Letters Patent under the provisions of the British Columbia Local Government Act.

1. SIGNIFICANT ACCOUNTING POLICIES

a) BRITISH COLUMBIA REGIONAL DISTRICTS

The consolidated financial statements of the Capital Regional District (the District) are prepared by management in accordance with Canadian public sector accounting standards for local governments and regional districts as recommended by the Public Sector Accounting Board of the Chartered Professional Accountants of Canada. The resources and operation of the District are segregated into various funds for accounting and financial reporting purposes, each being treated as a separate entity with responsibility for the stewardship of the assets allocated to it. Transactions between funds are eliminated on consolidation.

b) BASIS OF CONSOLIDATION

The consolidated financial statements reflect the assets, liabilities, revenues, and expenses of the District and Capital Region Housing Corporation (CRHC). The CRHC is controlled by the District. All transactions and balances between these entities have been eliminated on consolidation.

c) BASIS OF ACCOUNTING

The District follows the accrual method of accounting for revenues and expenses. Revenues are normally recognized in the year in which they are earned and measurable. Expenses are recognized as they are incurred and measurable as a result of receipt of goods or services and/or the creation of a legal obligation to pay.

d) TAXATION

Each Municipality and Electoral Area within the District is requisitioned for their portion of each service in which they participate. These funds are then levied by the Municipalities and the Province (for Electoral Areas) to individual taxpayers and turned over to the District by August 1 of each year.

e) INTEREST

The District follows the practice of investing individually significant unspent funds within individual funds. Interest earned is allocated on the basis of actual earnings from the specific instruments. Investment income is reported as revenue in the period earned. When required by the funding government or related Act, investment income earned on deferred revenue is added to the investment and forms part of the deferred revenue balance.

Excess funds or temporary borrowings of all functions are pooled and interest income or expense is allocated to the individual functions on a monthly basis.

f) GOVERNMENT TRANSFERS

Government transfers without stipulations restricting their use are recognized in the financial statements as revenues in the period in which the transfers are authorized, any eligibility criteria are met, and reasonable estimates of the amounts can be made. Government transfers with stipulations restricting their use are recognized in the financial statements as revenues in the period in which the eligible expenditures are incurred, providing they are authorized and eligibility criteria are met.

g) DEFERRED REVENUE

Deferred revenue includes amounts received from third parties which may only be used in certain programs, in the completion of specific work, or for the purchase of tangible capital assets. Revenue is recognized in the period when the related expenses are incurred, services performed, or the tangible capital assets are acquired, thereby extinguishing the related liability.

h) LAND HELD FOR RESALE

Land held for resale is recorded at the lower of cost and net realizable value. Cost includes amounts for improvements to prepare the land for sale or servicing.

i) CASH AND CASH EQUIVALENTS

Cash and cash equivalents include short-term highly liquid investments with a term to maturity of less than 90 days at acquisition.

j) FINANCIAL INSTRUMENTS

Financial instruments are classified into two categories: fair value or cost.

i. Fair value category: portfolio investments quoted in an active market are reflected at fair value as at the reporting date. Sales and purchases of investments are recorded on the trade date.

Transaction costs related to the acquisition of investments are recorded as an expense. Unrealized gains and losses on financial assets are recognized in the Statement of Remeasurement Gains and Losses until such time that the financial asset is derecognized due to

disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the Statement of Operations and related balances reversed from the Statement of Remeasurement Gains and Losses.

j) FINANCIAL INSTRUMENTS continued

ii. Cost category: portfolio investment not quoted in an active market, financial assets and liabilities are recorded at cost or amortized cost. Gains and losses are recognized in the Statement of Operations when the financial asset is derecognized due to disposal or impairment. Sales and purchases of investments are recorded on the trade date.

Transaction costs related to the acquisition of financial assets are included in the cost of the related instrument.

Financial assets are assessed for impairment on an annual basis. If there is an indicator of impairment, the District determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the District expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

k) LONG-TERM DEBT

Long-term debt is recorded net of repayments and actuarial adjustments.

I) EMPLOYEE FUTURE BENEFITS

- i. The District and its employees make contributions to the Municipal Pension Plan. These contributions are expensed as incurred.
- ii. Sick leave and other benefits are also available to the District's employees. The costs of these benefits are actuarially determined based on service and best estimates of retirement ages and expected future salary and wage increases. The obligations under these benefit plans are accrued based on projected benefits as the employees render services necessary to earn the future benefits.

m) LANDFILL LIABILITY

The liability for closure costs of operational sites and post-closure care has been recognized based on the present value of estimated future expenses, estimated inflation and the cumulative usage of the site's capacity. The change in this liability during the year is recorded as a charge to operations. These estimates are reviewed and adjusted annually.

n) NON-FINANCIAL ASSETS

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

i. Tangible Capital Assets

Tangible capital assets are recorded at cost which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. The cost, less residual value, of the tangible capital assets, excluding land and the landfill site, are amortized on a straight line basis over their estimated useful lives as follows:

Asset	Useful Life - Years
Engineering Structures	20 to 100 Years
Buildings	20 to 50 Years
Machinery and equipment	5 to 20 Years
Vehicles	8 to 15 Years
Other Assets	5 to 25 Years

The capacity of the landfill site is evaluated using the units of production method based upon capacity used during the year.

Amortization is charged annually, including in the year of acquisition and in the year of disposal. Assets under construction are not amortized until the asset is available for productive use.

Tangible capital assets are written down when conditions indicate that they no longer contribute to the District's ability to provide goods and services or when the value of the future economic benefits associated with the asset is less than the book value of the asset.

The District is fortunate to have many natural assets that reduce the need for engineered infrastructure that would otherwise be required. This includes watersheds, creeks, ditches and wetlands (rain water management). Canadian public sector accounting standards do not allow for the valuation and recording of such assets into the financial statements of the District. As such, these natural assets are not reported in these consolidated financial statements.

Assets acquired by right, such as forests, water and mineral resources, are not recorded in the consolidated financial statements.

ii. Contributions of Tangible Capital Assets

Tangible capital assets received as contributions are recorded at their fair value at the date of receipt and also are recorded as revenue.

n) NON-FINANCIAL ASSETS continued

iii. Works of Art and Cultural and Historic Assets

Works of art and cultural and historic assets are not recorded as assets in these financial statements.

iv. Interest Capitalization

The District does not capitalize interest costs associated with the acquisition or construction of a tangible capital asset.

v. Leased Tangible Capital Assets

Leases which transfer substantially all of the benefits and risks incidental to the District are accounted for as leased tangible capital assets. All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

vi. Inventories of Supplies

Inventories of supplies held for consumption are recorded at the lower of cost and replacement cost.

o) CONTAMINATED SITES

Contaminated sites are defined as the result of contamination being introduced in air, soil, water or sediment of a chemical, organic, or radioactive material or live organism that exceeds an environmental standard. A liability for remediation of contaminated sites is recognized, net of any expected recoveries, when all of the following criteria are met:

- i. an environmental standard exists
- ii. contamination exceeds the environmental standard
- iii. the District is directly responsible or accepts responsibility for the liability
- iv. future economic benefits will be given up, and
- v. a reasonable estimate of the liability can be made.

p) USE OF ESTIMATES

The preparation of financial statements in conforming with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the period. Significant estimates include assumptions used in estimating provisions for accrued liabilities, landfill liability, useful lives of tangible capital assets and in performing actuarial valuations of employee future benefits. Actual results could differ from these estimates.

q) SEGMENTED INFORMATION

A segment is defined as a distinguishable activity or group of activities of a government for which it is appropriate to separately report financial information to achieve the objectives of the standard. The District has provided definitions of the District's segments as well as presented consolidated financial information in segmented format in Note 18.

2. CASH AND CASH EQUIVALENTS AND INVESTMENTS

a) CASH AND CASH EQUIVALENTS

	2019	2018
CRD	\$ 172,111,798 \$	57,741,979
CRHC	12,373,862	12,323,372
	\$ 184,485,660 \$	70,065,351

b) INVESTMENTS

		2019	2018
CRD			
MFA bond fund	\$	41,397,984 \$	40,135,740
MFA intermediate fund	-		21,407,671
Term deposits - short term		72,792,875	106,678,624
	\$	114,190,859 \$	168,222,035

MFA Bond Fund and Intermediate Fund investments are quoted in an active market and therefore recorded at fair market value. Term deposits are recorded at cost.

3. LONG-TERM DEBT

a) DEBT

Debt principal is reported net of repayments and actuarial adjustments, and interest expense is calculated and paid net of actuarial adjustments.

In addition to debt incurred directly by the District, the District has also incurred long-term debt on behalf of its member municipalities through agreements with the Municipal Finance Authority of British Columbia (MFA). The loan agreements with the MFA provide that, if at any time the scheduled payments provided for in the agreements for the District and member municipalities are not sufficient to meet the obligation in respect to such borrowings, the resulting deficiency becomes a liability of the District and member municipalities to the MFA.

The District reports the total principal and interest payments collected from member municipalities of \$8,686,508 (2018 - \$9,082,020) and \$6,219,409 (2018 - \$6,367,034) respectively as expenses in Debt payments for member municipalities and revenue in Government transfers. In addition, \$70,353 (2018 - \$64,779) collected from member municipalities relating to payments into the Debt Reserve Fund (see Note 4) are included as expenses in Debt payments for member municipalities. Debt incurred on behalf of member municipalities is also presented as a receivable from member municipalities on the statement of financial position in the amount of \$152,970,007 (2018 - \$150,834,773).

Debt is comprised of the following and includes varying maturities, with interest rates ranging from 1.55% to 4.50% and an average rate of 2.78%. The District's debt consists of debenture debt held with the MFA and non-debenture debt of \$21,910,000 (2018 - \$49,700,000). This short term financing is fully related to the Core Area Wastewater Treatment Project. The Capital Region Housing Corporation (CRHC) debt consists of mortgages with BC Housing and commercial banks.

2040

		 20)19		
	Outstanding December 31, 2018	Additions		Total Debt Retirement	Outstanding December 31, 2019
General Capital	\$ 24,140,391	\$ 14,400,000	\$	(2,826,360)	\$ 35,714,031
Sewer Capital	94,797,656	145,250,000		(118,979,326)	121,068,330
Water Capital	69,958,352			(9,474,539)	60,483,813
Accrued actuarial	188,896,399	159,650,000		(131,280,225)	217,266,174
valuation - CRD Debt	(2,474,735)			(340,455)	(2,815,190)
CRD Debt	186,421,664	159,650,000		(131,620,680)	214,450,984
Member Municipalities	150,834,773	13,670,000		(11,534,766)	152,970,007
CRD Total CRHC	337,256,437 47,276,495	173,320,000 37,844,141		(143,155,446) (5,193,348)	367,420,991 79,927,288
	\$ 384,532,932	\$ 211,164,141	\$	(148,348,794)	

3. LONG-TERM DEBT continued

b) DEMAND NOTES - CONTINGENT LIABILITY

The MFA holds demand notes related to the District's debenture debt in the amount of \$16,983,374 (2018 - \$15,358,324) of which \$6,716,866 (2018 - \$6,461,799) is held by the District for the member municipalities (see Note 4). The demand notes are not recorded in the financial statements as they will only be called upon if the MFA does not have sufficient funds to meet its payment obligations.

c) LONG-TERM DEBT PAYABLE/MATURING

The following amounts included in long-term debt are payable/maturing over the next five years and thereafter:

						amount after
	2020	2021	2022	2023	2024	2024
CRD						
General	\$ 2,965,586	\$ 2,840,733	\$ 2,803,278	\$ 2,803,278	\$ 2,463,678	\$ 12,030,327
Water	5,042,679	4,699,975	4,374,126	3,842,414	3,254,108	46,206,914
Sewer	6,814,921	6,634,623	6,609,653	6,583,224	2,806,824	10,592,507
Total CRD Member	14,823,186	14,175,331	13,787,057	13,228,916	8,524,610	68,829,748
Municipalities	9,210,128	8,962,199	8,743,845	8,223,274	7,915,249	54,031,366
0.000	24,033,314	23,137,530	22,530,902	21,452,190	16,439,859	122,861,114
CRHC	5,000,637	4,203,547	4,138,261	4,197,976	4,026,052	56,015,757
	\$ 29,033,951	\$ 27,341,077	\$ 26,669,163	\$ 25,650,166	\$ 20,465,911	\$178,876,871

Aggregate

4. MFA DEBT RESERVE FUND

The MFA provides capital financing for regional districts and their member municipalities. The MFA is required to establish a Debt Reserve Fund into which each regional district and member municipality, who shares in the proceeds of a debt issue through the District, is required to pay certain amounts set out in the debt agreements. Interest earned on these funds (less administrative expenses) becomes an obligation of the MFA to the regional district. If at any time insufficient funds are provided by the regional district or their member municipalities or any other MFA borrower, the MFA may then use these funds to meet payments on its obligations. Should this occur, the regional district and member municipalities may be called upon to restore the fund. The MFA has not required the debt reserve fund to meet obligations in its history. The cash deposits of the member municipalities \$3,138,303 (2018 - \$2,960,229) are not recorded in these financial statements. The District's restricted cash on its direct debt is \$4,037,743 (2018 - \$3,231,741).

	2019	2018
Cash Deposits		
Restricted cash: MFA Debt Reserve Fund	\$ 4,037,743 \$	3,231,741
Cash deposits - Member Municipalities	3,138,303	2,960,229
Demand Notes		
Demand notes - Capital Regional District	10,266,508	8,896,525
Demand notes - Member Municipalities	6,716,866	6,461,799
	\$ 24,159,420 \$	21,550,294

5. DEFERRED REVENUE

Continuity of deferred revenue is as follows:

	2019	2018
Balance, beginning of year	\$ 16,393,400 \$	13,426,856
Externally restricted contributions received:		
Development cost charges	4,192,290	4,879,070
Developer advances for construction	3,940,765	5,328,109
Total contributions received	8,133,055	10,207,179
Contributions used and recognized in revenue	(8,191,176)	(8,448,303)
Net change in externally restricted contributions	(58,121)	1,758,876
Change in deposits and other deferred revenues	(350,321)	1,207,668
Balance, end of year	\$ 15,984,958 \$	16,393,400

The deferred revenue reported on the consolidated statement of financial position consists of the following:

	2019	2018
Deferred revenue - general	\$ 5,878,111	\$ 6,063,768
Deferred revenue - sewer	-	186,866
Deferred revenue - water	1,043,731	1,059,017
Development cost charges	7,904,206	7,721,736
Developer advances for construction	488,095	728,686
Deferred revenue - CRHC	670,815	633,327
Balance, end of year	\$ 15,984,958	\$ 16,393,400

6. LANDFILL CLOSURE AND POST-CLOSURE LIABILITY

A post closure liability of \$10,658,111 (2018 - \$10,138,652) is recorded for the estimated capacity of the landfill used and estimated total landfill closure and post-closure costs of \$37,000,000. The estimated liability for these costs is recognized as the landfill site's capacity is used and the reported liability represents the portion of the estimated total costs recognized as at December 31, 2019, based on the cumulative capacity used to that date, compared to the total estimated landfill capacity. Estimated total cost represents the sum of the discounted future cash flows for closure and post closure care activities discounted at 2%. Estimates were updated in 2019 based on approved fill plan optimizations which expanded the landfill site. This resulted in extending the current landfill to 2051 and increasing estimated total landfill closure and post-closure costs.

The estimated remaining capacity of the landfill site is 44% of its total capacity and its estimated remaining life is 31 years after which the period for post closure care is estimated to be 30 years.

Landfill closure and post-closure care requirements have been defined in accordance with industry standards and include final covering and landscaping of the landfill, post-closure monitoring and management of leachate from the site. The reported liability is based on estimates and assumptions with respect to events over a 30 year period using the best information available to management. Future events may result in significant changes to the estimated remaining useful life, estimated total expenses, total or used capacity and the estimated liability. These would be recognized prospectively, as a change in estimate, when applicable. Management periodically performs an assessment of the underlying assumptions related to the reported liability.

7. OTHER LIABILITIES

	2019	2018
Post employment benefits	\$ 495,400	\$ 516,500
Contaminated sites	1,799,335	2,216,336
Other benefits payable	34,444	57,596
	\$ 2,329,179	\$ 2,790,432

a) POST EMPLOYMENT BENEFITS

The District provides sick leave and certain other benefits to its employees. The accrued benefit obligation is included in other liabilities on the consolidated statement of financial position and has been estimated by an actuarial valuation completed at December 31, 2019. The District's accrued benefit obligation is \$495,400 (2018 - \$516,500).

The significant actuarial assumptions adopted in measuring the District's accrued benefit obligation are as follows:

	2019	2018
Discount rates	2.70%	3.30%
Expected future inflation rates	2.50%	2.50%
Expected wage and salary increases	2.50%	3.00%

b) CONTAMINATED SITES

The District estimated a liability of \$1,799,335 as at December 31, 2019 (2018 - \$2,216,336) for remediation of a total of eight known contaminated sites, including the Millstream Meadows site identified in previous years. This estimate has been discounted to present value using current Municipal Finance Authority lending rates. The nature of the contamination includes heavy metals, chlorinated solvents, hydrocarbons, biosolids, sludge, septage waste, and other organic and inorganic compounds. The source of the contamination includes disposal of excess soil from utility projects, underground storage tanks, fuel bulk storage facilities, sewage lagoons, wastewater treatment facilities, disposal of septage and other trucked liquid and solid waste, illicit disposal of vehicles and other debris, and unregulated use of gravel pits for fire arms practice and waste dumping.

3. TANGIBLE CAPITAL ASSETS

			Cost				Accumulated Amortization	Amortization		
	Balance at December 31, 2018	Additions	Disposals	Transfers	Balance at December 31, 2019	Balance at December 31, 2018	Disposals	Amortization Expense	Balance at December 31, 2019	Net Book Value December 31, 2019
Work in Progress CRD	\$ 282,641,279	\$233,677,081	· &	\$ (29,170,562) \$	\$ 487,147,798	- &	- 6	- -	•	\$ 487,147,798
Engineering Structures CRD	840,453,295	11,694,274	(2,621,030)	14,654,462		287,731,165	(1,126,862)	17,108,507	303,712,810	560,468,191
Buildings CRD CRHC	129,917,323 108,955,407	39,069,432 9,154,553		11,687,403	180,674,158 118,109,960	43,645,351		3,001,692	46,647,043 78,387,702	134,027,115 39,722,258
	238,872,730	48,223,985		11,687,403	298,784,118	118,836,028		6,198,717	125,034,745	173,749,373
Machinery & Equipment										
CRD	69,352,425		(5,289,203)	765,919	68,944,170	47,315,196	(5,289,203)	3,324,484	45,350,477	23,593,693
טבאט	103,789,174	6,977,499	(5,289,203)	765,919	106,243,389	73,343,201	(5,289,203)	5,577,550	73,631,548	32,611,841
Vehicles										
CRD	21,562,070	2,364,094	(1,267,944)		22,658,220	13,252,754	(1,157,698)	1,553,174	13,648,230	9,009,990
Land										
CRD	232,699,569	10,727,099	,	1,713,535	245,140,203	,	,	,		245,140,203
CRHC	9,496,053				9,496,053					9,496,053
	242,195,622	10,727,099		1,713,535	254,636,256					254,636,256
Land Depletion CRD	648,301				648,301	165,163		18,523	183,686	464,615
Land Under Prepaid Lease										
CRHC	3,861,438	2,178,655			6,040,093	1,830,475		70,768	1,901,243	4,138,850
Other Assets	16 817 065	597 396		349 243	17 763 704	9 376 164		1 092 130	10 418 294	7 345 410
	\$ 1,750,840,974	\$316,440,083	\$ (9,178,177)	1 1	\$ 2,058,102,880	\$ 504,484,950	\$ (7,573,763)	\$ 31,619,369	\$528,530,556	\$ 1,529,572,324
Totals										
CRD	1,594,091,327	302,244,405	(9,178,177)		1,887,157,555	401,435,793	(7,573,763)	26,098,510	419,960,540	1,467,197,015
CRHC	156,749,647	14,195,678			170,945,325	103,049,157		5,520,859	108,570,016	62,375,309
	\$ 1,750,840,974	\$316,440,083	\$ (9,178,177)	- &	\$ 2,058,102,880	\$ 504,484,950	\$ (7,573,763)	\$ 31,619,369	\$528,530,556	\$ 1,529,572,324

During 2019, \$3,345,898 in water distribution infrastructure was contributed to the District (2018 - \$2,560,000 in land and \$4,654,954 in water distribution infrastructure).

. TANGIBLE CAPITAL ASSETS continued

			Cost				Accumulated Amortization	Amortization		
	Balance at December 31, 2017	Additions	Disposals	Transfers	Balance at December 31, 2018	Balance at December 31, 2017	Disposals	Amortization Expense	Balance at December 31, 2018	Net Book Value December 31, 2018
Work in Progress CRD	\$ 140,232,876	\$156,578,896	<u>,</u>	\$ (14,170,493)	\$ 282,641,279	\$	- -	\$	\$	\$ 282,641,279
Engineering Structures CRD	815,936,875	13,426,411		11,090,009	840,453,295	270,674,039		17,057,126	287,731,165	552,722,130
Buildings CRD CRHC	127,793,442 106,342,714	1,303,584 2,612,693		820,297	129,917,323 108,955,407	40,818,759 71,866,715		2,826,592 3,323,962	43,645,351 75,190,677	86,271,972 33,764,730
	234,136,156	3,916,277		820,297	238,872,730	112,685,474		6,150,554	118,836,028	120,036,702
Machinery & Equipment										
CRD CRHC	66,246,014 32,356,323	3,075,089 2,080,426	(1,218,620)	1,249,942	69,352,425 34,436,749	45,049,340 23,930,077	(1,218,620)	3,484,476 2,097,928	47,315,196 26,028,005	22,037,229 8,408,744
	98,602,337	5,155,515	(1,218,620)	1,249,942	103,789,174	68,979,417	(1,218,620)	5,582,404	73,343,201	30,445,973
Vehicles										
CRD	20,460,265	2,129,089	(1,027,284)		21,562,070	12,834,219	(1,013,339)	1,431,874	13,252,754	8,309,316
Land										
CRD	226,902,032	5,704,416		93,121	232,699,569					232,699,569
שואט	8,480,053				9,490,055					9,490,000
	236,398,085	5,704,416		93,121	242,195,622					242,195,622
Land Depletion CRD	648,301				648,301	146,640		18,523	165,163	483,138
Land Under Prepaid Lease CRHC	3.861.438				3.861.438	1.759.706		70.769	1.830.475	2.030.963
Other Assets										
CRD	15,317,283	558,416		941,366	16,817,065	8,425,181		900,983	9,326,164	7,490,901
	\$ 1,565,593,616	\$187,469,020	\$ (2,245,904)	\$ 24,242	\$1,750,840,974	\$ 475,504,676	\$ (2,231,959) \$	31,212,233	\$504,484,950	\$ 1,246,356,024
Totals										
CRD	1,413,537,088	182,775,901	(2,245,904)	24,242	1,594,091,327	377,948,178	(2,231,959)	25,719,574	401,435,793	1,192,655,534
CKHC	152,056,528	4,693,119			156,749,647	97,556,498		5,492,659	103,049,157	53,700,490
	\$ 1,565,593,616	\$187,469,020	\$ (2,245,904)	\$ 24,242	\$1,750,840,974	\$ 475,504,676	\$ (2,231,959)	\$ 31,212,233	\$504,484,950	\$1,246,356,024

9. ACCUMULATED SURPLUS

	2019	2018
Surplus:		
Invested in tangible capital assets	\$ 1,243,515,548 \$	1,027,347,709
Operating Funds:		
CRD	49,200,805	15,696,250
CRHC	1,275,364	512,426
Total surplus	1,293,991,717	1,043,556,385

Reserve funds set aside for specific purposes:

	2019	2018
Regional		
Equipment Replacement Fund	22,437,534	21,878,440
Feasibility Study Reserve Fund	24,976	21,853
Office Facilities & Equipment Reserve Fund	7,623,364	6,628,076
Regional Parks Capital Reserve Fund	7,744,117	9,563,025
Solid Waste Capital Reserve Fund	7,962,569	10,353,696
Regional Parks Land Capital Reserve Fund	1,067,017	1,037,811
Regional Parks Legacy Operating Reserve Fund	14,375	13,662
Regional Parks Operating Reserve Fund	83,135	72,548
Regional Planning Services Operating Reserve Fund	1,945,734	1,777,688
Regional Growth Strategy Operating Reserve Fund	1,343,697	994,610
Climate Action & Adapt Operating Reserve Fund	14,163	13,775
Regional Source Control Operating Reserve Fund	474,320	461,337
Land Bank & Housing Operating Reserve Fund	56,371	54,828
HAZMAT Incident Response Operating Reserve Fund	33,941	33,012
Emergency Response 911 Operating Reserve Fund	87,691	85,291
Emergency Response 911 Communications Project Operating		
Reserve Fund	174,650	169,870
Solid Waste Operating Reserve Fund	33,724,173	27,540,044
GIS Data Maintenance Operating Reserve Fund	1,728	•
IW ES Ops Operating Reserve Fund	621,308	662,339
ES Water Quality Operating Reserve Fund	171,579	157,206
ES HQ Admin Operating Reserve Fund	43,245	42,061
ES Engineering Operating Reserve Fund	362,443	296,280
ES Protection Operating Reserve Fund	758,097	550,071
Leg&Gen Operating Reserve	680,615	1,106,887
Regional Emergency Program Op Rsv	86,610	•
Facility Management Operating Rsv	45,000	•
HQ Facility Operating Reserve	35,000	•

9. ACCUMULATED SURPLUS continued

	2019	2018
Sub-Regional		
Royal Theatre Capital Reserve Fund	823,906	553,765
S.P.W.W.S. Sewer Debt Reserve Fund	3,676,176	4,230,275
Saanich Peninsula Ice Arena Facility Capital Reserve Fund	3,185,858	2,151,614
Sooke and Electoral Area Recreation & Facilities Capital Reserve	, ,	, ,
Fund	519,172	1,359,331
Trunk Sewers and Sewage Disposal Facilities Capital Reserve Fund	8,834,808	8,101,384
Northwest Trunk Sewer Capital Reserve Fund	1,263	1,228
Northeast Trunk Sewer Capital Reserve Fund	29,029	28,235
Sidney Treatment Plant Capital Reserve Fund	949,275	703,057
Saanich Peninsula Water Supply Capital Reserve Fund	7,644,951	7,126,514
McPherson Theatre Capital Reserve Fund	1,664,880	1,339,943
Juan De Fuca Water Development Costs	(6,817) -	
Seaparc Legacy Operating Reserve Fund	1,894	1,843
North West Trunk Sewer Operating Reserve Fund	1,116,273	1,105,983
North East Trunk Sewer Operating Reserve Fund	1,156,260	1,210,132
North East Trunk #2 Operating Reserve Fund	334,094	313,083
East Coast Interceptor Operating Reserve Fund	268,296	252,546
S.P.W.W.S. Sewer Operating Reserve Fund	460,448	482,988
Arts and Culture Grants Operating Reserve Fund	199,240	166,844
Sooke & EA Rec Facilities Operating Reserve Fund	16,224	15,780
Panorama Recreation Operating Reserve Fund	54,255	45,302
JDF Community Planning Operating Reserve Fund	224,178	172,477
Stormwater Quality Sooke Operating Reserve Fund	55,674	33,808
Stormwater Quality Core Operating Reserve Fund	68,696	66,816
Stormwater Quality Sannich Pen Operating Reserve Fund	27,114	2,605
Saanich Peninsula Source Control Operating Reserve Fund	48,986	47,645
LWMP Onsite Operating Reserve Fund	109,413	106,418
LWMP Peninsula Operating Reserve Fund	59,471	47,117
LWMP Core & WS Operating Reserve Fund	1,641,960	1,598,311
Local Shirley Fire Reserve Fund	52,217	34,709
•	202,916	185,204
Southern Gulf Islands Emergency Capital Fund Sooke Community Park Capital Fund	556,126	380,687
Pender Island Park Land Reserve Fund	35,486	34,515
Salt Spring Island Park Land Acquisition Reserve Fund	829,790	746,823
Salt Spring Island Parks & Recreation Capital Reserve Fund	282,225	466,585
Southern Gulf Islands Small Craft Harbour Capital Reserve Fund	466,134	617,065
Galiano Island Parks & Recreation Capital Reserve Fund	80,482	60,286
Saturna Island Park Land Reserve Fund	3,136	3,050
Mayne Island Park Land Reserve Fund	99,633	89,363
North Pender Island Fire Capital Reserve Fund	427,093	360,343
Horari onder island i ne odpital Neselve i dna	721,000	500,545

9. ACCUMULATED SURPLUS continued

	2019	2018
Pender Island Parks & Recreation Commission Fund	231,170	182,827
Saturna Island Parks & Recreation Commission Fund	79,605	73,909
Willis Point Fire & Recreation Capital Reserve	123,888	184,463
Port Renfrew Solid Waste Capital Reserve Fund	67,364	55,443
Magic Lake Sewerage System Capital Reserve Fund	137,087	172,061
Maliview Estates Sewer Capital Reserve Fund	18,933	36,355
Ganges Sewer LSA Capital Reserve Fund	754,283	827,367
Cedars of Tuam Water Capital Reserve Fund`	13,155	6,562
Port Renfrew Sewer System Capital Reserve Fund	19,828	57,548
Magic Lake Estates Water System Capital Reserve Fund	754,542	676,988
Port Renfrew Sewer & Water System Capital Reserve Fund	72,955	62,461
Lyall Harbour/Boot Cove Water Service Area Capital Reserve Fund	6,193	6,024
Surfside Park Estates Water Capital Reserve Fund	35,820	16,013
Skana Water Service Capital Reserve Fund	77,042	53,429
Sticks Allison Water Capital Reserve Fund	2,688	16,839
Wilderness Mountain Water Capital Reserve Fund	40,732	39,617
Cedar Lane Water Capital Reserve Fund	92,334	84,599
Beddis Water Capital Reserve Fund	50,869	75,255
Fulford Water Capital Reserve Fund	89,131	99,187
Salt Spring Island Park Service Area Capital Reserve Fund	1,354	1,314
Salt Spring Island Park Capital Reserve Fund	118,536	195,236
Salt Spring Island Pool Facility Capital Reserve Fund	294,023	307,182
Salt Spring Island Emergancy Capital Reserve Fund	41,149	52,518
East Sooke Fire Capital Reserve Fund	43,893	19,117
Salt Spring Island Harbours Capital Reserve Fund	146,911	97,560
Family Court Building Capital Reserve	240,649	190,865
Galiano Community Use Building Capital Reserve	61,990	48,322
SSI Library Building Capital Reserve	72,279	57,089
North Galiano Fire Capital Reserve	61,119	59,446
Salt Spring Island Transport Capital Reserve Fund	1,394,164	1,206,862
Salt Spring Island Septage Capital Reserve Fund	154,793	159,375
East Sooke System Development Charge Capital Reserve Fund	(563,047) -	
Highland/Fernwood Water SSI Capital Reserve Fund	55,892	103,201
Port Renfrew Fire Capital Reserve Fund	45,814	44,560
Otter Point Fire	98,836	90,057
Salt Spring Island Transit Capital Reserve Fund	42,680	28,270
Animal Care Legacy Operating Reserve Fund	99	97
Highland/Fernwood Water Operating Reserve Fund	17,345	28,840
Beddis Water Operating Reserve Fund	10,679	19,652
Fulford Water Operating Reserve Fund	16,956	17,212
Cedar Lane Water Operating Reserve Fund	23,935	20,832
SSI Septage Composting Operating Reserve Fund	1,398	25,992
Ganges Sewer Operating Reserve Fund	41,360	68,138

9. ACCUMULATED SURPLUS continued

	2019	2018
Maliview Sewer Operating Reserve Fund	51,504	32,294
Magic Lake Estates Water Operating Reserve Fund	106,481	96,595
Lyall Harbour Boot Cove Operating Reserve Fund	12	-
Skana Water Operating Reserve Fund	8,604	8,818
Sticks Allison Water Operating Reserve Fund	1,299	7,873
Surfside Park Water Operating Reserve Fund	4,188	3,713
Magic Lake Sewer Operating Reserve Fund	30,744	26,515
Cedar Tuam Water operating Reserve	10,977	8,007
Durrance Road Fire Operating Reserve Fund	2,002	1,780
SGI Emergency Program Operating Reserve Fund	104,320	76,950
SSI Emergency Program Operating Reserve Fund	23,189	17,206
Nuisance & Unsightly Premises Operating Reserve Fund	15,264	14,846
Electoral Area Fire Services Operating Reserve Fund	257,382	195,698
Electoral Area Soil Deposits & Removal Operating Reserve Fund	62,948	61,196
Noise Control Operating Reserve Fund	2,494	2,426
Animal Care Services Operating Reserve Fund	3,223	3,135
SSI Transit Operating Reserve Fund	273,132	285,958
Electoral Area Elections Operating Reserve Fund	46,620	51,585
Stormwater Quality SSI Operating Reserve Fund	47,729	41,485
Stormwater Quality SGI Operating Reserve Fund	6,568	5,960
SSI Economic Development Op Rsv	31,284	33,705
SSI Transportation Operating Rsv	5,000	-
Capital Region Housing Corporation	7,810,658	9,726,325
Total reserves	137,813,715	134,028,838
Accumulated Surplus	\$ 1,431,805,432	\$ 1,177,585,223

10. CONTRACTUAL OBLIGATIONS

a) CAPITAL PROJECTS AND OPERATING CONTRACTS

At December 31, 2019, the District has outstanding commitments to capital projects and operating contracts totaling \$144,162,453. The Core Area Wastewater Treatment Project accounts for \$98,955,517 of the outstanding commitments.

b) LONG TERM LEASES

The District rents facilities and leases machinery and equipment under long-term operating leases. Future minimum lease payments are as follows:

	1	Long Term Leases
2020	\$	3,710,476
2021		2,338,674
2022		143,980
2023		137,350
2024		101,950
Total future minimum lease payments	\$	6,432,430

The above noted future minimum lease payments include \$1,687,807 for leases relating to the Core Area Wastewater Treatment Project.

11. CONTRACTUAL RIGHTS

a) THIRD PARTIES AGREEMENTS

At December 31, 2019, the District has entered into a number of multi-year contracts with third parties totaling \$29,887,372.

b) LONG TERM LEASES

The District has entered into various contracts for rental revenue. The estimated contractual rights under these contracts are as follows:

	Long Term Lease Revenue	
2020	\$ 2,313,991	
2021	1,865,755	
2022	1,752,142	
2023	1,483,044	
2024	453,926	
	\$ 7,868,858	

12. CONTINGENCIES

a) LAWSUITS

In the normal course of operations, the District is faced with lawsuits for damages of a diverse nature. At year-end, the District's estimated exposure to each such liability is either not determinable or is not considered to be significant. Claims paid by the District as a result of litigation are reported as expenses. Liabilities are recorded upon a determination that a loss is likely and a determination can be made of the estimated amounts.

b) BUILDING ENVELOPE REMEDIATION (BER) - (CRHC)

A number of low income housing buildings are operated by the Capital Region Housing Corporation (CRHC) under agreements with BC Housing Management Commission (BCHMC). Prior to the signing of the new Umbrella Agreement in 2012, BCHMC provided funding for building envelope failure remediation for BCMHC and Homes BC buildings. In the event CRHC is unable to comply with agreement terms, BCHMC may require repayment of certain BER subsidies. Repayment would be funded by second mortgages.

Funding for future BER for all buildings except for buildings with no operating agreements is subject to future negotiations with BCHMC.

13. BUDGET DATA

The budget data presented in these consolidated financial statements is based upon the 2019 budget approved by the Board on March 20, 2019. Amortization was not contemplated on development of the budget and, as such, has not been included. The chart below reconciles the approved budget to the budget figures reported in these consolidated financial statements.

	Total
Revenues:	
Operating Budget	\$ 246,503,713
Less:	
Transfers from other funds	(1,937,811)
Opening surplus	(5,225,845)
Total Revenue	239,340,057
Expenses:	
Operating budget	244,660,657
Less:	
Transfers to other funds	(58,902,499)
Debt principal payments	(18,119,757)
Total Expenses	167,638,401
Annual Surplus	\$ 71,701,656

14. GOVERNMENT TRANSFERS

The following government transfers have been included in revenues:

	2019		2018
Federal	\$ 106,99	2,746 \$	48,096,312
Provincial	82,1	9,182	18,627,801
Local	115,97	'5,852	107,823,066
	\$ 305,00	37,780 \$	174,547,179

Federal Government transfers include \$75,860,342 (2018 - \$47,965,539) relating to the Core Area Wastewater Treatment Project and \$30,000,000 (2018 - nil) relating to the Regional Housing First Program (RHFP). Provincial Government transfers include \$62,000,000 (2018 - nil) relating to the Core Area Wastewater Treatment Project. Local Government transfers include tax levies collected by the Province and municipalities on behalf of the District.

15. PENSION PLAN

The District and its employees contribute to the Municipal Pension Plan (a jointly trusteed pension plan). The board of trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan. Basic pension benefits are based on a formula. As at December 31, 2018, the plan has about 205,000 active members and approximately 101,000 retired members. Active members include approximately 697 contributors from the District.

Every three years, an actuarial valuation is performed to assess the financial position of the plan and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plan. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plan. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent valuation for the Municipal Pension Plan as at December 31, 2018, indicated a \$2,866 million funding surplus for basic pension benefits on a going concern basis.

The District paid \$4,623,299 (2018 - \$4,413,098) for employer contributions to the plan in fiscal 2019, while employees contributed \$4,090,624 (2018 - \$3,935,587) to the plan in fiscal 2019.

The next valuation will be as at December 31, 2021, with results available later in 2022.

Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plan records accrued liabilities and accrued assets for the plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plan.

16. RELATED PARTY TRANSACTIONS

The Capital Regional Hospital District (CRHD) is a related party to the CRD. The Board of Directors for each entity is comprised of the same individuals. As legislated by the Hospital District Act, the officers and employees of the CRD are the corresponding officers and employees of the CRHD. The CRD and CRHD are separate legal entities as defined by separate Letters Patent and authorized by separate legislation. During the year the CRHD purchased, at cost, \$795,300 (2018 - \$770,723) of administrative support and project management services from the CRD, of which \$141,985 (2018 - \$131,346) of project management services was capitalized.

The Regional Housing First Program (RHFP) is a partnership between the CRD, and the Provincial and Federal governments to provide capital funding to affordable housing projects in the region. The CRD, CRHC and CRHD will invest a combined \$30 million towards projects. In 2018, a RHFP project management office was created to support the delivery of the program. During the year, the CRHD contributed \$138,387 (2018 - \$149,341) to the CRD, to cost share in administrative support and project management services.

17. GVLRA - CUPE LONG-TERM DISABILITY TRUST

The Trust was established January 1, 1987 as a result of negotiations between the Greater Victoria Labour Relations Association (GVLRA) representing a number of employers and the Canadian Union of Public Employees (CUPE) representing a number of CUPE locals. The Trust's sole purpose is to provide a long-term disability income benefit plan. The employers and employees each contribute equal amounts into the Trust. The District paid \$351,329 (2018 - \$369,037) for employer contributions and District employees paid \$351,329 (2018 - \$369,037) for employee contributions to the plan in fiscal 2019. Based upon most recent information, at December 31, 2018, the total plan provision for approved and unreported claims was \$18,160,100 with a net surplus of \$3,016,917.

18. SEGMENTED REPORTING

The District is a diversified regional government that provides a wide range of services to its stakeholders. For management reporting purposes, the District's operations and activities are organized and reported by Fund. Funds were created for the purpose of recording specific activities to attain certain objectives in accordance with special regulations, restrictions or limitations.

District services are provided by departments and their activities are reported within these funds. Certain functions have been separately disclosed as segmented information, along with accounting for the services they provide as follows:

Water Services:

Water Services operations include responsibility for the supply of wholesale water to the core municipalities, distribution to the Saanich Peninsula, the Westshore Communities, and Sooke. This segment also includes accountability for a number of local water service areas in Port Renfrew, Saltspring Island, and the Southern Gulf Islands.

Sewer Services:

Sewer Services operations include responsibility for the design, build, and operation of sewage collection, treatment, and disposal systems in the District. This includes the accountability for liquid waste in the core area and a number of local sewer service areas in Port Renfrew, Saltspring Island, and the Southern Gulf Islands.

Environmental Health Services:

Environmental Health Services operations are responsible for solid waste management and related environmental assessment and regulatory programs. The department provides municipal solid waste disposal and recycling services.

Recreation and Cultural Services:

Recreation and Cultural Services operations provide a wide variety of facilities and programs to residents of the capital region. Regional Parks is responsible for establishing and protecting a network of regional parks. Three recreation centers are operated in Sooke, Sidney, and Ganges. There are a number of parks and recreation programs located throughout the Southern Gulf Islands.

18. SEGMENTED REPORTING continued

General Government Services:

General Government Services operations are responsible for providing the functions of Corporate Services (Financial Services, GIS & Information Technology, Business Development, Risk Management, Payroll, Arts Development, and Facilities Management), Administration (Human Resources and Corporate Communications), and Planning and Protective Services.

Capital Region Housing Corporation:

The CRHC is a wholly-owned subsidiary of the Capital Regional District. It was incorporated under the laws of British Columbia Company in 1982 and its principal activity is the provision of rental accommodation for citizens of the District. The CRHC operates properties with 1,418 housing units.

The following page provides additional Segmented Information. The accountings policies used in these segments are consistent with those followed in preparation of the financial statements as disclosed in Note 1.

Notes to the Consolidated Financial Statements continued

18. SEGMENTED REPORTING continued

Year ended December 31, 2019

	Water Services	Sewer Services	Environmental Health Services	Recreation and cultural services	General government services	Capital Region Housing Corporation	2019
Revenue Government transfers	\$ 5.409.720	\$185.971.666	\$ 906.678	\$ 30.480.817	\$ 72.823.103	\$ 9.495.796	\$ 305.087.780
Sale of services	4		20,522,659	4,519,620	1,333,542		77,119,871
Other revenue	3,951,108	2,834,086	7,993,296	4,421,240	9,472,535		28,672,265
Affordable housing - revenues of subsidiary	1		1	1	•	15,700,820	15,700,820
Actuarial adjustment of long-term debt	2,834,615	1,361,750	(225,617)	(1,043,398)	1,886,055		4,813,405
	60,997,000	192,109,995	29,197,016	38,378,279	85,515,235	25,196,616	431,394,141
Expenses							
Salaries, wages and benefits	14,083,882	106,046	2,544,434	14,194,127	32,083,432	2,171,900	65,183,821
Contract for services and consultants	2,295,661	1,279,041	7,940,400	562,906	4,830,354	2,978,748	19,887,110
Repairs and maintenance	82,878	277,789	2,458,522	558,746	763,404	1,031,410	5,172,749
Supplies	235,265	661,811	160,636	867,794	1,281,051	516,494	3,723,051
Utilities	1,081,896	899,824	81,253	810,332	483,916	1,387,271	4,744,492
Amortization of tangible capital assets	12,200,246	4,972,620	2,225,564	3,676,580	3,023,500	5,520,859	31,619,369
Interest on debt	3,925,256	4,706,600	204,900	583,331	6,691,687	2,209,671	18,321,445
Other expenses	1,841,979	11,277,712	5,820,191	7,307,025	1,552,529	722,459	28,521,895
	35,747,063	24,181,443	21,435,900	28,560,841	50,709,873	16,538,812	177,173,932
Annual Surplus	\$ 25,249,937	\$ 25,249,937 \$167,928,552	\$ 7,761,116	\$ 9,817,438	\$ 34,805,362	\$ 8,657,804	\$ 254,220,209

Notes to the Consolidated Financial Statements continued

18. SEGMENTED REPORTING continued

Year ended December 31, 2018

	Water Services	Sewer Services	Environmental Health Services	Recreation and cultural services	General government services	Capital Region Housing Corporation	2018
Revenue							
Government transfers	\$ 6,480,997	\$ 91,375,176	\$ 883,748	\$ 31,192,098	\$ 39,378,408	\$ 5,236,752	\$174,547,179
Sale of services	48,149,308	1,812,663	20,184,121	4,268,352	1,281,414	1	75,695,858
Other revenue	1,924,976	3,387,649	6,953,988	6,466,326	7,192,732	1	25,925,671
Affordable housing - revenues of subsidiary	•	,	•	1	1	13,390,604	13,390,604
Actuarial adjustment of long-term debt	2,659,606	1,292,865	(1,131,222)	(833,090)	2,518,304		4,506,463
	59,214,887	97,868,353	26,890,635	41,093,686	50,370,858	18,627,356	294,065,775
Expenses							
Salaries, wages and benefits	13,100,428	25,556	2,338,015	13,517,977	29,763,902	2,000,986	60,746,864
Contract for services and consultants	1,854,316	1,074,257	7,472,228	544,428	4,574,072	2,572,636	18,091,937
Repairs and maintenance	113,848	131,140	1,767,400	509,355	757,124	764,328	4,043,195
Supplies	1,237,692	480,268	136,621	866,808	1,197,623	70,462	3,989,474
Utilities	1,093,813	904,166	66,610	792,431	410,654	1,189,514	4,457,188
Amortization of tangible capital assets	12,844,331	4,311,246	2,065,119	3,568,225	2,930,653	5,492,659	31,212,233
Interest on debt	4,658,271	3,108,634	296,330	642,025	6,674,063	1,564,608	16,943,931
Other expenses	(32,994)	11,395,369	5,972,388	7,607,319	(755,318)	1,023,264	25,210,028
	34,869,705	21,430,636	20,114,711	28,048,568	45,552,773	14,678,457	164,694,850
Annual Surplus	\$ 24,345,182	\$ 24,345,182 \$ 76,437,717 \$		\$ 13,045,118	\$ 4,818,085	6,775,924 \$ 13,045,118 \$ 4,818,085 \$ 3,948,899 \$129,370,925	\$ 129,370,925

19. FINANCIAL RISKS AND CONCENTRATION OF RISK

The District is potentially exposed to credit risk, market and interest rate risk, liquidity risk, and foreign exchange risk from the District's financial instruments. Qualitative and quantitative analysis of the significant risks from the District's financial instruments is provided below by type of risk.

a) CREDIT RISK

Credit risk primarily arises from the District's cash and cash equivalents, accounts receivable and portfolio investments. The risk exposure is limited to their carrying amounts at the date of the statement of financial position.

Accounts receivable primarily consist of amounts receivable from government organizations, residents and financial institutions. To reduce the risk, the District regularly reviews the collectability of its accounts receivable and if needed, will establish an allowance based on its best estimate of potentially uncollectible amounts. As at December 31, 2019, the amount of allowance for doubtful debts was nil (2018 - nil). The District historically has not had difficulty collecting receivables, nor have counterparties defaulted on any payments.

b) MARKET AND INTEREST RATE RISK

Market risk is the risk that changes in market prices and inputs, such as interest rates, will affect the District's income. The objective of market risk management is to control market risk exposures within acceptable parameters while optimizing the return on risk.

The District manages market risk by holding cash balances with top rated Canadian Schedule I financial institutions. The portfolio investments are managed following the investment policy which is approved by the District's Board of Directors. The District periodically reviews its investments and is satisfied that the portfolio investments are being managed in accordance with the investment policy.

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. The District's investments are disclosed in Note 2 and changes in the fair value of investments have parallel changes in unrealized gains or losses until realized on disposal. The District's mortgage interest rates are fixed rate mortgages and are subject to interest rate risk upon renewal. The interest rate risk is mitigated by the subsidy assistance received from BCHMC and CMHC which is based on mortgage principal and interest payments.

There has been no change to the interest rate risk exposure from 2018.

c) LIQUIDITY RISK

Liquidity risk is the risk that the District will not be able to meet its financial obligations as they become due. The District manages liquidity risk by continually monitoring actual and forecasted cash flows from operations, anticipated investing, and financial activities to ensure that its financial obligations are met.

19. FINANCIAL RISKS AND CONCENTRATION OF RISK continued

d) FOREIGN EXCHANGE RISK

The District has not entered into any agreements or purchased any foreign currency hedging arrangements to hedge possible currency risks, as management believes that the foreign exchange risk derived from currency conversions is not significant. The foreign currency financial instruments are short-term in nature and do not give rise to significant foreign currency risk.

20. SUBSEQUENT EVENT

COVID-19

Subsequent to December 31, 2019, the COVID-19 outbreak was declared a pandemic by the World Health Organization and has had a significant financial, market and social dislocating impact. At this time these factors present uncertainty over future cash flows, may cause significant changes to the assets or liabilities and may have a significant impact on future operations. An estimate of the financial effect is not practicable at this time.

21. COMPARATIVE INFORMATION

Certain 2018 comparative information has been reclassified to conform with the financial statement presentation adopted for the current year.

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Schedule of Remuneration & Expenses: Employees

ACOSTA, GUILLERMO ADAMS, DOUGLAS Environmental Science Officer 2 ALLAN, MARK ALSDORF, MELANIE ANDREWS, DAVE ANDREWS, DAVE ARTHUR, DEREK ASPINALL, ANTHONY BAGH, SIGNE BARNES, DEVON BARNES, DEVON BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BERGNER, ANKE BETANZO, ADRIAN BETANZO, ADRIAN BESSENDEN, LEIGH BIGSS, RYAN BISSENDEN, LEIGH BISSENDEN, LEIGH BISSENDEN, LEIGH BISSENDEN, LEIGH BISSENDEN, LEIGH BISSENDEN, LEIGH Utility Operator 1 denicion 2 Invironmental Science Officer 3 Technical Services Technician 2 BISSENDEN, LEIGH Utility Operator 4	\$ 77,827	\$ 1,178 \$	
ALLAN, MARK ALSDORF, MELANIE ALSDORF, MELANIE ANDREWS, DAVE ANDREWS, DAVE ARNET, JESSICA ARTHUR, DEREK ARTHUR, DEREK ASPINALL, ANTHONY BAGH, SIGNE BANDRINGA, NATALIE BARNARD, KEVIN BARNES, DEVON BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BUSINESS Systems Analyst BENNETT, SCOTT BERGNE, ANKE BERGNER, ANKE BERG		(۱٬۱/۵ ب	79,005
ALSDORF, MELANIE ANDREWS, DAVE ANDREWS, DAVE ARNET, JESSICA ARTHUR, DEREK ARTHUR, DEREK ASPINALL, ANTHONY BAGH, SIGNE BARNARD, KEVIN BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BETANZO, ADRIAN BETANZO, ADRIAN BETANZO, ADRIAN BETANZO, ADRIAN BESSICA Project Manager, CAWTP Construction Project Manager, CAWTP Construction Project Manager, CAWTP Construction Rechnical Services Technician 2 BETANZO, ADRIAN BETANZO, ADRIAN BETEAU, JEAN PAUL BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	77,745	755	78,500
ANDREWS, DAVE ARNET, JESSICA ARTHUR, DEREK ARTHUR, DEREK ASPINALL, ANTHONY BAGH, SIGNE BANDRINGA, NATALIE BARNARD, KEVIN BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BETANZO, ADRIAN BETANZO, ADRIAN BEWLEY, GRAHAM BINKS, ROB BINKS, ROB Project Manager, CAWTP Construction Property Systems Officer Rechnical Services Technical Services Bernard Systems Analyst Bethanzo, Adrian Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	82,731	380	83,111
ARNET, JESSICA ARTHUR, DEREK Technical Services Technician 3 ASPINALL, ANTHONY BAGH, SIGNE BANDRINGA, NATALIE BARNARD, KEVIN BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BETANZO, ADRIAN BETANZO, ADRIAN BEWLEY, GRAHAM BUSINESS BISSICA Property Systems Officer Technical Services Technician 3 Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BINKS, ROB Field Supervisor, Water Operations	117,761	3,727	121,488
ARTHUR, DEREK ASPINALL, ANTHONY Fitter BAGH, SIGNE BANDRINGA, NATALIE BARNARD, KEVIN BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BETANZO, ADRIAN BETANZO, ADRIAN BEWLEY, GRAHAM BINKS, ROB Technical Services Technician 2 BINKS, ROB	223,093	35	223,127
ASPINALL, ANTHONY BAGH, SIGNE BANDRINGA, NATALIE BARNARD, KEVIN BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BETANZO, ADRIAN BETANZO, ADRIAN BEZEAU, JEAN PAUL BINKS, ROB Sr Mgr, Regional & Strategic Planning Research Planner Bresearch Planner Bevironmental Science Officer 2 Sr Supv., Wildfire Sec. & Emerg Resp. Sr. Mgr, Capital Health&Plng Strategies Business Systems Analyst Manager, Technical Services Benvironmental Science Officer 3 Betwices Technician 2 Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL BINKS, ROB Field Supervisor, Water Operations	84,699	113	84,813
BAGH, SIGNE BANDRINGA, NATALIE BARNARD, KEVIN BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BETANZO, ADRIAN BETANZO, ADRIAN BEWLEY, GRAHAM BUSINESS SYSTEMS Watershed Technician 2 BIGGS, RYAN BINKS, ROB Sr Mgr, Regional & Strategic Planning Research Planner	81,997	325	82,323
BANDRINGA, NATALIE BARNARD, KEVIN BARNES, DEVON BARNES, MICHAEL BENJAMIN, TOM BENNETT, SCOTT BERGNER, ANKE BETANZO, ADRIAN BEWLEY, GRAHAM BESTANZO, ADRIAN BESTANZO,	94,079	148	94,227
BARNARD, KEVIN BARNES, DEVON Sr Supv., Wildfire Sec. & Emerg Resp. BARNES, MICHAEL Sr. Mgr, Capital Health&Plng Strategies BENJAMIN, TOM Business Systems Analyst BENNETT, SCOTT Manager, Technical Services BERGNER, ANKE Environmental Science Officer 3 BETANZO, ADRIAN Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	104,355	1,708	106,063
BARNES, DEVON Sr Supv., Wildfire Sec. & Emerg Resp. Sr. Mgr, Capital Health&Plng Strategies BENJAMIN, TOM Business Systems Analyst BENNETT, SCOTT Manager, Technical Services BERGNER, ANKE Environmental Science Officer 3 BETANZO, ADRIAN Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL GIS Technologist 2 BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	92,439	-	92,439
BARNES, MICHAEL Sr. Mgr, Capital Health&Plng Strategies BENJAMIN, TOM Business Systems Analyst BENNETT, SCOTT Manager, Technical Services BERGNER, ANKE Environmental Science Officer 3 BETANZO, ADRIAN Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL GIS Technologist 2 BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	77,132	2,366	79,499
BENJAMIN, TOM Business Systems Analyst BENNETT, SCOTT Manager, Technical Services BERGNER, ANKE Environmental Science Officer 3 BETANZO, ADRIAN Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL GIS Technologist 2 BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	100,623	1,812	102,436
BENNETT, SCOTT Manager, Technical Services BERGNER, ANKE Environmental Science Officer 3 BETANZO, ADRIAN Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	132,861	216	133,077
BERGNER, ANKE Environmental Science Officer 3 BETANZO, ADRIAN Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	100,320	-	100,320
BETANZO, ADRIAN Technical Services Technician 2 BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	126,085	401	126,486
BEWLEY, GRAHAM Waterworks/Wastewater Supervisor BEZEAU, JEAN PAUL GIS Technologist 2 BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	88,438	1,038	89,476
BEZEAU, JEAN PAUL BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	77,412	959	78,371
BIGGS, RYAN Watershed Technician 2 BINKS, ROB Field Supervisor, Water Operations	123,340	199	123,539
BINKS, ROB Field Supervisor, Water Operations	82,819	131	82,950
	86,882	1,240	88,122
BISSENDEN, LEIGH Utility Operator 4	105,119	348	105,467
	102,727	183	102,910
BLACKWELL, WARREN Utility Operator 4	96,588	173	96,761
BLANEY, JENNIFER Manager Water Quality Laboratory	116,206	674	116,879
BLUNDELL, GREG Treatment Plant Operator 2	105,150	1,913	107,063
BOOTH, MONIQUE Manager, Communication Services	104,168	397	104,565
BOYCHUK, DIANE Systems Officer	76,338	-	76,338
BOYNE, NATHAN Fire Warden Protection Assistant	86,124	116	86,240
BRADLEY, JAMES Utility Operator 2	89,361	2,462	91,824
BRADLEY, PATRICIA GVLRA Executive Director	127,670	-	127,670
BREWSTER, LORRAINE Senior Manager, Panorama Recreation	136,808	5,674	142,482
BRIDGES, GEORGE Utility Operator 2	77,347	183	77,530
BRIDGES, GORDIE Utility Operator 4	94,690	480	95,170
BRIDGEWOOD, DAVID JOHN Senior Financial Officer	84,644	1,223	85,866
BROWN, DONALD Manager Bylaw Enforcement & Animal Care	125,779	337	126,116
BROWN, ROGER Utility Operator 4	75,922	555	76,477
BUCKLAND, NIGEL Watershed Technician 2	86,533	495	87,028
BURR, RICHARD Local Utility Operator 2	89,214	646	89,860
BURRELL, MICHAEL GIS Technologist 2	81,618	90	81,708
BURROWS, NIGEL Mgr, Wildfire, Security & Emergency Resp	108,054	849	108,902
BYRCH, SHARON Manager, Information Services	106,613	873	107,486
CAIN, CAMERON Electrical & Instrumental Team Lead	116,369	1,692	118,062
CAMERON, ROSS Manager, Risk and Insurance	117,279	1,363	118,642
CAMPBELL, KARLA Senior Manager, SSI Administration	137,159	2,957	140,116
CANNEN, ROMULO Systems Officer	88,320	1,323	89,643

Name	Position	Salary	Expenses	Total
CARBY, SHAWN	Senior Manager, Protective Services	137,168	3,726	140,894
CAREY, STEVEN	Manager Legal Services	118,605	3,756	122,361
CARLSON, RICHARD	Senior Heavy Duty Mechanic	97,546	414	97,961
CHAN, NELSON	Chief Financial Officer	237,343	3,491	240,834
CHEN, YI (ANGEL)	Manager Financial Systems & Reporting	94,796	2,483	97,278
CHYTILOVA, VANDA	Manager Enterprise Resource Planning	136,808	7,578	144,386
CLANCY, DAVE	Program Director, CAWTP	378,172	24,978	403,151
CONSTABEL, ANNETTE	Senior Manager, Watershed Protection	154,221	2,750	156,971
COWLEY, MALCOLM	Manager, Wastewater Eng & Planning	132,869	1,974	134,842
CRANWELL, MARK	Building Plumbing Inspector	84,625	4,437	89,062
CULHAM, CHRISTINE	Senior Manager, Regional Housing	154,951	3,784	158,735
CULLEN, CLAYTON	Utility Operator Team Lead	94,020	2,283	96,304
CURNOW, STEVEN	Manager Watershed Protection Operations	116,216	1,641	117,857
CURTIS, MATTHEW	Manager Facilities & Operations	89,270	736	90,005
CYBULSKI, COLLEEN	Manager Construction & Capital Projects	90,553	1,283	91,837
DALES, JASON	Field Supervisor, Water Operations	131,138	432	131,570
DAVARIDOUST, FATEMEH	Senior Cost Engineer	122,571	-	122,571
DAVIES, LINDSAY	Payroll & Disbursements Supervisor	80,662	1,379	82,041
DE SILVA, KALU (BANDULA)	Engineer 3	92,527	803	93,331
DEANE, VICTOR	Manager Water Treatment & Operations	115,847	3,027	118,874
DEELSTRA, CHRISTY	Maintenance Management Coordinator	82,593	90	82,683
DILLABAUGH, NADINE	Manager, Human Resources & Org Dev	107,165	583	107,747
DOBOS, TONY	Assistant Bylaw Enforcement Officer	80,539	-	80,539
DONALDSON, AMBER	Manager, Financial Planning & Performance	81,504	1,524	83,027
DOUILLARD, JAY	Research Planner	84,802	12	84,814
DREW, BRAD	Parks Facility Coordinator	82,872	1,673	84,544
DUNN, WENDY	Environmental Science Officer 2	78,686	4,326	83,011
DUPUIS, JESSICA	Environmental Science Officer 2	75,642	2,208	77,850
DUTHIE, TANYA	Manager, IWS Administration	75,667	477	76,144
EAM, SAMBO	Financial Advisor	93,928	3,995	97,922
EARLE, HAYDEN	Field Supervisor, Water Operations	137,659	239	137,897
EDWARDS, KELLY	GIS Technologist 2	83,720	90	83,810
EDWARDS, RICHARD	Engineer 5	109,434	2,337	111,771
ELDER, ELENA	Senior Financial Analyst	99,967	2,132	102,099
ELLIOTT, DONALD	Manager First Nations Relations	91,822	386	92,208
ELLIOTT, NICOLE	Environmental Science Officer 3	90,517	-	90,517
FAFARD, DREW	Supervisor Technical Services	119,677	2,296	121,973
FALCONER, KEVIN	Utility Operator 4	83,461	390	83,851
FERNANDEZ, CARLOS	Electronics Technologist	120,174	1,251	121,425
FERRIS, ELIZABETH	Environmental Science Officer 4	90,753	1,372	92,126
FORBES, SARAH	GIS Technologist 2	80,213	383	80,595
FOWLER, LARAINE	Safety Advisor	84,735	1,096	85,832
FRANK, BEATRICE	Research Planner	89,642	47	89,689
FRANKLIN, PHILLIP	Mechanic 4 - Heavy Duty	85,149	327	85,476
FREDERICK, JOSHUA	Manager, Project Engineering	133,589	4,564	138,153
	g,jgg	.55,557	.,55.	.50,.55

EITCHER, DAVID Abaintenance Management Coordinator 83,119 240 83,860 GANNA, MARK Forestry Crew 4 78,060 55.81 10,78 GARDNER, DAVID Senior Operator 3 Team Leader 106,622 1,119 107,80 GARDNER, DAVID Senior Operator 3 Team Leader 104,789 5,218 110,00 GAULIER, LAURIN Manager, IRR Systems 8 Alignment 194,762 94,56 992,718 GODDARD, LAURING Manager Corporate Fleet 110,216 944 117,160 GODRAMA, BMILE Depuly Corporate Officer 110,309 345 110,564 GODRAMA, SMILE Depuly Corporate Officer 110,309 345 110,564 GORFRE, DAMON Fingineer 5 111,472 3,954 118,181 GRAY, DE Moy. Website 6 Multimedia Development 110,275 363 110,564 GRAY, DE Moy. Website 6 Multimedia Development 110,215 363 110,276 GRAY, DE Moy. Website 6 Multimedia Development 110,215 363 110,276 GRAY, DE	Name	Position	Salary	Expenses	Total
GARDINER, DAVID Senior Operator's Team Leader 106,821 1,019 107,840 GARDINER, JAMIS (100) Engineer 4 104,789 5,278 90,218 GARDIER, JAMEN Manager, RR Systems & Aligiment 104,789 5,278 609,218 GRARDEL, JEHLEY Water Maint, Op 4/Heavy Duty Equip, Op. 87,392 556 87,948 GDDDARD, DAVID Manager Croproate Fieed 110,269 344 110,669 GDRAMA, ROB Network Analysi 107,669 3.95 1110,669 GOSPER, DAMON Engineer S 1114,227 3,954 1113,765 GRAY, JOB Engineer S 113,765 3.95 113,765 GRAY, JOB Engineer S 113,765 3.95 113,765 GRAY, JOB Magy, Website & Multimedia Development 116,215 3.94 100,285 GRAY, JOB Senior Environmental Science Officer 99,274 1,02 100,285 GREEN, DATE Bestite & Multimedia Development 111,235 343 112,078 GILLESSON, GEOFF Bettorics Technologist	FUTCHER, DAVID	Maintenance Management Coordinator	83,119	240	83,360
GARDNER, JAMÉS (TOBIO) Engineer 4 104,789 5,218 110,007 GAULIER, LAUREN Manager, IR Systems & Alignment 94,762 4,566 99,218 GAUDIER, LAUREN Manager Corporate Fleet 116,216 944 117,100 GORDAND, DAVID Manager Corporate Fleet 110,309 345 110,654 GORMAN, EMULE Deput Corporate Officer 110,309 345 110,654 GORMAN, EMULE Deput Corporate Officer 110,269 345 110,654 GORMAN, EMULE Deput Corporate Officer 114,227 3,954 118,181 GOVAN, JAMES Facility Maintenance Supervisor 27,755 212 30,345 GARY, ZOE Mgr. Website à Multimedia Development 116,215 363 116,275 GEREN, DAIE Senior Frairier Multimedia Development 116,215 363 116,275 GERES, CHIRSTOPHER Ectomois Teambologist 19,241 1,024 100,265 GERIG, SHARON Manager of Operations 111,235 343 100,255 GUELEKSON, GEDFT El	GANN, MARK	Forestry Crew 4	78,060	558	78,617
GAULITIEN, LAUREN Manager, IR Systems & Allgament 94,762 7,456 99,218 GIRARDET, IFFERY Water Maint, Op 4/Heary Duly Equip. Op. 87,392 556 87,948 GODDARD, DAVID Manager Corporate Fleel 116,216 94 57,948 GORMAN, EMILIE Deputy Corporate Officer 110,309 345 110,669 GORMAN, EMILIE Deputy Corporate Officer 110,309 345 110,669 GORMAN, DOB Network Analyst 107,669 1 707,669 GOVAN, JAMES Facility Maintenance Supervisor 92,725 121 92,818 GRAYS, COE Mgr. Website & Multimedia Development 116,215 363 110,278 GRAY, ZOE Mgr. Website & Multimedia Development 116,215 363 110,278 GRIGG, SHARON Manager of Operations 111,235 363 110,278 GRIGG, SHARON Manager of Operations 111,235 343 110,278 GULLESON, EGOFT Electronics Technologist 99,787 433 100,279 GULLERSON, GEOFT	GARDNER, DAVID	Senior Operator 3 Team Leader	106,821	1,019	107,840
GIRARDET, JEFFERY Water Maint. Op J/Heavy Duty Equip. Op. 87,392 556 87,948 GODDARD, DAVID Manager Corporate Fieet 116,216 944 117,160 GODRAMI, EMILIE Deputy Corporate Officer 110,699 34 110,654 GORMAN, EMILIE Deputy Corporate Officer 110,669 35 110,656 GORMAN, ROB Network Analyst 107,669 35 110,656 GOSPER, DAMON Engineer S 111,227 3,954 118,181 GOVAN, JAMES Facility Maintenance Supervisor 92,275 121 92,845 GRAY, COE Mgr, Websile & Multimedia Development 116,215 363 116,578 GRAY, SOE Mgr, Websile & Multimedia Development 111,215 363 116,578 GRAY, COE Mgr, Websile & Multimedia Development 111,6215 363 111,278 GRAY, COE Mgr, Websile & Multimedia Development 111,6215 363 110,278 GREEN, DALE Senote Facility Multimedia Development 111,6216 363 110,278 GULLEKSON, GOTF <td>GARDNER, JAMES (TOBI)</td> <td>Engineer 4</td> <td>104,789</td> <td>5,218</td> <td>110,007</td>	GARDNER, JAMES (TOBI)	Engineer 4	104,789	5,218	110,007
GODDARD, DAVID Manager Corporate Fileet 116,216 944 117,160 GORMAN, EMILLE Deputy Corporate Officer 110,099 345 110,654 GORMAN, ROB Network Analyst 107,669 1 107,669 GORMAN, ROB Engineer 5 1114,227 3,954 118,181 GOVAN, JAMES Englineer 5 1113,765 7 121 92,845 GRAY, ZOR Mag, Website & Multimedia Development 116,215 363 116,578 GRER, DALE Senior Environmental Science Officer 99,241 1,024 100,265 GRIG, SHARON Manager Of Operations 111,235 843 112,072 GUILEKSON, EGOFF Electronics Technologist 99,787 483 112,020 GUILEKSON, EGOFF Electronics Technologist 99,787 483 112,020 GUILEKSON, EGOFF Electronics Technologist 83,511 90 89,417 HALL, FEASER Technical Services Technician 4 83,511 97 81,252 HARRIS, GAMID Mechanic 4 - Commercial Transport	GAULTIER, LAUREN	Manager, HR Systems & Alignment	94,762	4,456	99,218
GORMAN, EMILLE Deputy Corporate Officer 110,309 345 110,656 GORFER, DAMON Network Analyst 107,669 - 107,669 GOSPER, DAMON Engineer 5 114,227 3,94 118,181 GOANS, JAIRSTOPHER Engineer 5 113,765 - 113,765 GRAY, ZOE Mgr, Website & Multimedia Development 116,215 363 116,785 GREEN, DALE Senior Environmental Science Officer 92,241 1,024 100,526 GRIGG, SHARON Manager of Operations 111,235 843 112,078 GULLESON, GEOFF Electronics Technologist 97,872 433 102,070 GULLESON, GEOFF Electronics Technologist 97,872 433 102,072 GULLESON, GEOFF Electronics Technologist 97,872 433 102,072 GULLESON, GEOFF Electronics Technologist 97,872 433 102,072 GULLESON, GEOFF Electronics Technologist 97,871 433 102,525 HASA Manager Building Inspection 18,772	GIRARDET, JEFFERY	Water Maint. Op 4/Heavy Duty Equip. Op.	87,392	556	87,948
GORMAN, ROB Network Analyst 107,669 - 107,669 GOSPER, DAMON Engineer 5 114,227 3,94 118,181 GOVAN, JAMES Facility Maintenance Supervisor 92,725 121 92,845 GRAV, E. Engineer 5 113,765 - 113,765 GRAY, D.E. Myr. Website 6 Multimedia Development 111,215 3,63 116,758 GREN, DALE Senior Environmental Science Officer 99,241 1,02 400,262 GREN, DALE Benote Formal Control 111,275 843 110,078 GULEKSON, GEOFF Electronics Technologist 99,787 483 110,078 GULEKSON, GEOFF Electronics Technologist 99,787 483 110,079 GULEKSON, GEOFF Electronics Technologist 99,787 483 110,079 GULEKSON, GEOFF Electronics Technologist 99,787 483 110,079 HARAS, HIM Supervisor Industrial Automation 118,727 3,55 132,381 HAAS, LIM Supervisor Industrial Automation 18,82 <td>GODDARD, DAVID</td> <td>Manager Corporate Fleet</td> <td>116,216</td> <td>944</td> <td>117,160</td>	GODDARD, DAVID	Manager Corporate Fleet	116,216	944	117,160
GOSPER, DAMON Engineer 5 114,227 3,954 118,181 GOVAN, JAMES Facility Maintenance Supervisor 92,725 121 29,848 GRAYES, CIRISTOPHER Engineer 5 113,765 121,3765 2 13,765 GREAR, ZOE Mgy, Website & Multimedia Development 116,275 363 116,578 GREEN, DALE Senior Environmental Science Officer 99,241 1,024 100,265 GRIGG, SHARON Manager of Operations 111,235 443 112,078 GUILERSOR, GEOFF Electronics Technologist 99,787 433 112,078 GUILERSOR, GEORET Manager building inspection 118,772 2,747 121,520 HAAS, IIM Supervisor Industrial Automation 128,827 3,555 132,381 HAALL, FRASER Technical Services Technicals 48,811 30 99,411 HANDOCK, ADAM Parks Operations Team Lead 101,581 31 97,881 HARRIS, DAVID Mechanic 4 - Commercial Transport 48,481 32 102,59 HARRIS, GLENN <td>GORMAN, EMILIE</td> <td>Deputy Corporate Officer</td> <td>110,309</td> <td>345</td> <td>110,654</td>	GORMAN, EMILIE	Deputy Corporate Officer	110,309	345	110,654
GOVAN, JAMES Facility Maintenance Supervisor 92,725 121 92,845 GRAVES, CHRISTOPHER Engineer 5 113,765 - 113,765 GRAY, ZOE Mgr, Website & Multimedia Development 116,215 36 116,757 GRAS, ZOE Mgr, Website & Multimedia Development 116,215 36 116,578 GRIGG, SHARON Manager of Operations 111,235 843 110,078 GULLEKSON, GEOFF Electronics Technologist 99,787 483 100,270 GUTERREZ, ROBERT Manager Building Inspection 118,772 274 121,250 HAAS, TIM Supervisor Industrial Automation 18,887 3,555 132,381 HALL, FRASER Technical Services Technician 4 88,511 906 89,417 HANDIS, DAVID Mechanic 4 - Commercial Transport 84,841 375 816,382 HARRIS, GNATIO Mechanic 4 - Commercial Transport 85,494 80 86,344 HARRIS, DAVID Mechanic 4 - Commercial Transport 85,494 85 86,344 HARRIS, MULLIAM	GORMAN, ROB	Network Analyst	107,669	-	107,669
GRAVES, CHRISTOPHER Engineer 5 113,765 - 113,765 GRAY, ZOE Mgr, Website & Multimedia Development 116,215 363 116,578 GREEN, DALE Senior Environmental Science Officer 99,241 10,24 100,265 GRICKG, SHARON Manager of Operations 111,235 483 112,078 GUITERRY, ROBERT Manager Building Inspection 118,772 2,747 121,526 HAAS, TIM Supervisor Industrial Automation 128,827 3,555 132,381 HALL, FRASER Technical Services Technician 4 48,511 90 89,417 HARLIS, DAVID Mechanic 4 - Commercial Transport 48,841 337 85,168 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 483 157,395 HARRIS, GLENN Senior Manager, Environmental Protection 58,494 80 68,344 HARRIS, DAVILLAM Senior Davis Aminemance Worker 88,491 105,456 48,636 HARRIS, DAVILLAM Senior Manager, Environmental Protection 104,441 1,06 105,454 </td <td>GOSPER, DAMON</td> <td>Engineer 5</td> <td>114,227</td> <td>3,954</td> <td>118,181</td>	GOSPER, DAMON	Engineer 5	114,227	3,954	118,181
GRAY, ZOE Mgr, Website & Multimedia Development 116,215 363 116,578 GREEN, DALE Senior Environmental Science Officer 99,241 1,024 100,265 GRIGG, SHARON Manager of Operations 111,237 843 110,076 GUILEKSOR, GEOFF Electronics Technologist 99,787 483 110,272 GUITERREZ, ROBERT Manager Building Inspection 118,777 2,747 121,520 HAAS, TIM Supervisor Industrial Automation 128,827 3,555 132,381 HAAL, FRASER Technical Services Technician 4 88,511 906 89,417 HAAROCK, ADAM Parks Operations Izeam Lead 101,581 327 85,558 HARRIS, ONUD Mechanic 4 - Commercial Transport 84,941 327 85,158 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRISON, JEFFRY Treatment Plant Operator 2 99,841 1,026 105,467 HAWITES, PHILIP Mechanic 4 82,636 7 27,473 HAWITES, PHILIP	GOVAN, JAMES	Facility Maintenance Supervisor	92,725	121	92,845
GREEN, DALE Senior Environmental Science Officer 99,241 1,024 100,265 GRIGG, SHARON Manager of Operations 111,235 843 112,078 GULLEKSON, GEOFF Electronics Technologist 99,787 483 102,072 GULLEKSON, GEOFF Electronics Technologist 99,787 483 102,072 GULLEKSON, GEOFF Electronics Technologist 118,772 478 102,152 HAAR, IIM Supervisor Industrial Automation 128,827 3,555 132,381 HALL, FRASER Technical Services Technician 4 88,511 906 89,417 HARRIS, DAVID Mechanic 4 - Commercial Transport 84,841 327 85,668 HARRIS, DAVID Mechanic 4 - Commercial Transport 84,841 327 85,168 HARRIS, DAVID Senior Manager, Environmental Protection 156,561 85,944 850 86,348 HARRIS, DAVID Teatment Plant Operator 2 99,841 903 100,755 HARVIS, JAMIDA Senior Parks 82,635 102,447 102,647 <	GRAVES, CHRISTOPHER	Engineer 5	113,765	-	113,765
GRIGG, SHARON Manager of Operations 111,235 843 112,078 GUILEKSON, GEOFF Electronics Technologist 99,787 483 100,270 GUIREKSON, GEOFF Electronics Technologist 99,787 483 100,270 GUIREKSON, GEOFF Electronics Technical services Technician 118,772 2,747 121,520 HAAS, TIIM Supervisor Industrial Automation 128,827 3,555 132,381 HALL, FRASER Technical Services Technician 4 88,511 906 89,417 HANDCOK, ADAM Parks Operations Team Lead 101,581 378 102,559 HARRIS, DAVID Mechanic 4 - Commercial Transport 48,441 327 85,168 HARRIS, SULLIAM Senior Parks Maintenance Worker 85,494 850 86,344 HARRIS, SULLIAM Senior Parks Maintenance Worker 85,494 80 105,467 HARRIS, SULLIAM Senior Parks Maintenance Worker 82,636 - 82,636 HEDDARYKHAGEPOOR, PARISA Mechanic 4 82,636 - 215,335 HEMUSA, JOH	GRAY, ZOE	Mgr, Website & Multimedia Development	116,215	363	116,578
GULLEKSON, GEOFF Electronics Technologist 99,787 483 100,270 GUTIERREZ, ROBERT Manager Building Inspection 118,772 2,747 121,520 HAAS, IIM Supervisor Industrial Automation 128,827 3,555 132,381 HALL, FRASER Technical Services Technician 4 88,511 906 89,417 HANDCOK, ADAM Parks Operations Team Lead 101,581 978 102,559 HARRIS, DAVID Mechanic 4 - Commercial Transport 48,441 327 85,668 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAWTHORNE, SURN Operations Chargehand 77,470 7 2215,335 HEILDARYKHAGEPOOR, PARISA Manager, Real Estate Services 133,580 3,203 136,783 HENNIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 <td>GREEN, DALE</td> <td>Senior Environmental Science Officer</td> <td>99,241</td> <td>1,024</td> <td>100,265</td>	GREEN, DALE	Senior Environmental Science Officer	99,241	1,024	100,265
GUTIERREZ, ROBERT Manager Building Inspection 118,772 2,747 121,520 HAAS, TIM Supervisor Industrial Automation 128,827 3,555 132,381 HALL, FRASER Technical Services Technician 4 88,511 906 89,417 HANCOCK, ADAM Parks Operations Team Lead 101,581 978 102,559 HARRIS, OAVID Mechanic 4 - Commercial Transport 84,841 327 85,168 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRIS, WILLIAM Senior Parks Maintenance Worker 85,494 850 86,344 HARRIS, WILLIAM Senior Parks Maintenance Worker 85,494 850 86,344 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 10,26 105,466 HAYES, PHILIP Mechanic 4 482,636 7 215,333 HEMYS, BURN Operations Chargehand 77,470 7 7 HENDIS, BURN <	GRIGG, SHARON	Manager of Operations	111,235	843	112,078
HAAS, TIM Supervisor Industrial Automation 128,827 3,555 132,381 HALL, FRASER Technical Services Technician 4 88,511 906 89,417 HANDOCK, ADAM Parks Operations Team Lead 101,581 978 102,559 HARRIS, DAVID Mechanic 4 - Commercial Transport 84,841 327 85,668 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRIS, GLENN Senior Parks Maintenance Worker 88,494 850 86,344 HARRIS, DLILLIAM Senior Parks Maintenance Worker 88,494 850 86,344 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAWTS, PHILIP Mechanic 4 82,636 - 82,636 HEIDARS, BURN Operations Chargehand 77,470 - 715,335 HEMUS, BURN Operations Chargehand 77,470 - 72,784 HENDERSON, STEPHEN Mana	GULLEKSON, GEOFF	Electronics Technologist	99,787	483	100,270
HALL, FRASER Technical Services Technician 4 88,511 906 89,417 HANCOCK, ADAM Parks Operations Team Lead 101,581 978 102,559 HARRIS, DAVID Mechanic 4 - Commercial Transport 84,841 327 85,168 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 950 80,444 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,456 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,456 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,457 HAWTE, PHILIP Mechanic 4 82,636 - 82,636 HAWTE, SPHILIP Mechanic 4 82,636 - 77,470 HENDERSON, STEPHEN Manager, Project Controls 215,335 - 215,335 HENDERSON, STEPHEN Manager, Beal Estate Services 133,580 3,203 136,783 HENDERSON, STEPHEN	GUTIERREZ, ROBERT	Manager Building Inspection	118,772	2,747	121,520
HANCOCK, ADAM Parks Operations Team Lead 101,581 978 102,585 HARRIS, DAVID Mechanic 4 - Commercial Transport 84,841 327 85,168 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRIS, WILLIAM Senior Parks Maintenance Worker 85,494 850 86,344 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAYES, PHILIP Mechanic 4 82,636 - 82,636 HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,335 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENJIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 1 2,889 1 2,889 <td>HAAS, TIM</td> <td>Supervisor Industrial Automation</td> <td>128,827</td> <td>3,555</td> <td>132,381</td>	HAAS, TIM	Supervisor Industrial Automation	128,827	3,555	132,381
HARRIS, DAVID Mechanic 4 · Commercial Transport 84,841 327 85,168 HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRIS, WILLIAM Senior Parks Maintenance Worker 85,494 850 86,344 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAYES, PHILIP Mechanic 4 82,636 - 82,636 HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,335 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HEMUS, BURN Manager, Real Estate Services 133,580 3,203 316,783 HEMUS, DAVID Sr May, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEDNARD Landfill Maintenance Worker 82,889 2 82,951 HICKS, JOHN T	HALL, FRASER	Technical Services Technician 4	88,511	906	89,417
HARRIS, GLENN Senior Manager, Environmental Protection 156,561 835 157,395 HARRIS, WILLIAM Senior Parks Maintenance Worker 85,494 850 86,344 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAYES, PHILIP Mechanic 4 82,636 - 82,636 HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,335 HEMDERSON, STEPHEN Manager, Real Estate Services 133,800 3,203 136,783 HENDERSON, STEPHEN Manager, Real Estate Services 135,895 3,203 136,783 HENDIGAN, DAVID Sr Mgr, Information Technology & GIS 134,951 2,784 157,734 HENDIGENON, STEPHEN Ananger, Real Estate Services 82,889 2 8,899 4 157,734 HENDIGAN, DAVID Sr Mgr, Information Technology & GIS 134,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889	HANCOCK, ADAM	Parks Operations Team Lead	101,581	978	102,559
HARRIS, WILLIAM Senior Parks Maintenance Worker 85,494 850 86,344 HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAYES, PHILIP Mechanic 4 82,636 - 82,636 HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,335 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENJIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,899 HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HILVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,623 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW <	HARRIS, DAVID	Mechanic 4 - Commercial Transport	84,841	327	85,168
HARRISON, JEFFREY Treatment Plant Operator 2 99,841 953 100,795 HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAYES, PHILIP Mechanic 4 82,636 - 82,636 HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,335 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENNIGAN, DAVID 5r Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,889 1 82,889 1 157,734 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 79,244 HOGGARTH, JARROD Utility Operator I 78,009 43 79,244 HOGE, ANDREW Manager, Oroporate Finance & Treasury 114,684 4,055 118,783 HOGLUND, COLLEEN Manager, Program Services SEAPARC <td>HARRIS, GLENN</td> <td>Senior Manager, Environmental Protection</td> <td>156,561</td> <td>835</td> <td>157,395</td>	HARRIS, GLENN	Senior Manager, Environmental Protection	156,561	835	157,395
HAWTHORNE, SCOTT Utility Operator Team Lead 104,441 1,026 105,467 HAYES, PHILIP Mechanic 4 82,636 - 82,636 HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,335 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENNIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,891 HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOUZACK, J	HARRIS, WILLIAM	Senior Parks Maintenance Worker	85,494	850	86,344
HAYES, PHILIP Mechanic 4 82,636 - 82,636 HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,335 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENNIGAN, DAVID 5r Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,891 HILVA, ADAM Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTMACHER, MELODIE <td>HARRISON, JEFFREY</td> <td>Treatment Plant Operator 2</td> <td>99,841</td> <td>953</td> <td>100,795</td>	HARRISON, JEFFREY	Treatment Plant Operator 2	99,841	953	100,795
HEIDARYKHAGEPOOR, PARISA Manager, Project Controls 215,335 - 215,336 HEMUS, BURN Operations Chargehand 77,470 - 77,470 HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENNIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,891 HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733	HAWTHORNE, SCOTT	Utility Operator Team Lead	104,441	1,026	105,467
HEMUS, BURN Operations Chargehand 77,470 - 77,470 HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENNIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,891 HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676	HAYES, PHILIP	Mechanic 4	82,636	-	82,636
HENDERSON, STEPHEN Manager, Real Estate Services 133,580 3,203 136,783 HENNIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,891 HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 <td>HEIDARYKHAGEPOOR, PARISA</td> <td>Manager, Project Controls</td> <td>215,335</td> <td>-</td> <td>215,335</td>	HEIDARYKHAGEPOOR, PARISA	Manager, Project Controls	215,335	-	215,335
HENNIGAN, DAVID Sr Mgr, Information Technology & GIS 154,951 2,784 157,734 HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,891 HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942	HEMUS, BURN	Operations Chargehand	77,470	-	77,470
HESJEDAL, LEONARD Landfill Maintenance Worker 82,889 2 82,891 HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 <tr< td=""><td>HENDERSON, STEPHEN</td><td>Manager, Real Estate Services</td><td>133,580</td><td>3,203</td><td>136,783</td></tr<>	HENDERSON, STEPHEN	Manager, Real Estate Services	133,580	3,203	136,783
HICKS, JOHN Transportation Planner 102,965 2,445 105,410 HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IR	HENNIGAN, DAVID	Sr Mgr, Information Technology & GIS	154,951	2,784	157,734
HLIVA, ADAM Field Supervisor, Waterworks/Wastewater 130,417 2,607 133,023 HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HESJEDAL, LEONARD	Landfill Maintenance Worker	82,889	2	82,891
HOGARTH, JARROD Utility Operator 1 78,809 435 79,244 HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HICKS, JOHN	Transportation Planner	102,965	2,445	105,410
HOGE, ANDREW Manager, Corporate Finance & Treasury 114,684 4,055 118,738 HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HLIVA, ADAM	Field Supervisor, Waterworks/Wastewater	130,417	2,607	133,023
HOGLUND, COLLEEN Manager, Program Services SEAPARC 99,045 20 99,065 HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HOGARTH, JARROD	Utility Operator 1	78,809	435	79,244
HOWARD, KEITH Treatment Plant Operator 105,141 182 105,323 HOZACK, JOHN Supervisor Hartland Maintenance & Ops 82,251 481 82,733 HUTCHESON, LARISA GM, Parks & Environmental Services 210,681 2,171 212,852 HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HOGE, ANDREW	Manager, Corporate Finance & Treasury	114,684	4,055	118,738
HOZACK, JOHN Supervisor Hartland Maintenance & Ops HUTCHESON, LARISA GM, Parks & Environmental Services CM, Parks & Envir	HOGLUND, COLLEEN	Manager, Program Services SEAPARC	99,045	20	99,065
HUTCHESON, LARISAGM, Parks & Environmental Services210,6812,171212,852HUTMACHER, MELODIEAdministrative Coordinator 287,9753,70191,676INGRAHAM, ROBERTManager, Occupational Health and Safety126,2233,718129,942INNESS, JACOBWeigh Scale Attendant75,665-75,665IRG, SHAYNEEngineer 5113,8861,370115,257IRWIN, MARIEEnvironmental Science Officer 387,8241,44089,264	HOWARD, KEITH	Treatment Plant Operator	105,141	182	105,323
HUTMACHER, MELODIE Administrative Coordinator 2 87,975 3,701 91,676 INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HOZACK, JOHN	Supervisor Hartland Maintenance & Ops	82,251	481	82,733
INGRAHAM, ROBERT Manager, Occupational Health and Safety 126,223 3,718 129,942 INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HUTCHESON, LARISA	GM, Parks & Environmental Services	210,681	2,171	212,852
INNESS, JACOB Weigh Scale Attendant 75,665 - 75,665 IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	HUTMACHER, MELODIE	Administrative Coordinator 2	87,975	3,701	91,676
IRG, SHAYNE Engineer 5 113,886 1,370 115,257 IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	INGRAHAM, ROBERT	Manager, Occupational Health and Safety	126,223	3,718	129,942
IRWIN, MARIE Environmental Science Officer 3 87,824 1,440 89,264	INNESS, JACOB	Weigh Scale Attendant	75,665	-	75,665
	IRG, SHAYNE	Engineer 5	113,886	1,370	115,257
IAV CARV Hillity Operator Team Load	IRWIN, MARIE	Environmental Science Officer 3	87,824	1,440	89,264
JAT, DAKT UTIIITY UPERATUI TERIT LERU 115,052 183 115,834	JAY, GARY	Utility Operator Team Lead	115,652	183	115,834

IFFERIO, ANDREW	Name	Position	Salary	Expenses	Total
ESNEY, IAN	JEFFERIES, ANDREW	Treatment Plant Operator 2	98,876	183	99,059
JO, KYU CHANG Financial Analyst 4 75,016 998 76,013 JOBSIS, AMARK Business Systems Analyst 88,036 -0 88,036 JOHANSSON, KENNETH Willing Operator 4 18,845 -0 88,445 JOHANSSON, KENNETH Utility Operator 4 88,445 -113,295 305 114,229 KELLY, JARD Engineer 5 113,295 305 174,229 506 114,229 506 174,229 507,000 176,000 176,000 176,000 176,000 176,000 176,000 176,000 176,000 177,752 471 177,752 177,502 177,502 177,502 177,752 177,752 177,502 177,752 177,752 177,777 177,752	JENKINSON, CAROLYN	Manager, Executive Admin/Exec.Assist.	78,156	1,235	79,391
DBASSSON, KENNETH Manager, Business Analysis & Land Systems 115,847 2,064 117,911 100KS, WATNE Unlifty Operator 4 88,445 - 88,445 124,220 113,225 1305 114,229 113,225 1305 114,229 113,225 1305 114,229 113,225 1305 114,229 113,225 1305 114,229 113,225 1305 114,229 113,225 1305 114,229 113,225 1305 114,229 113,225 1305 114,229 1305 114,229 1305 114,229 1305 1305 1305 114,229 1305 130	JESNEY, IAN	Sr Manager, Infrastructure Engineering	154,949	1,786	156,736
JOHANSSON, KENNETH Manager, Business Analysis & Land Systems 115,847 2,064 117,911 JONES, WATNE Ullilry Operator 4 88,445 3 88,445 KERLUY, JARED Engineer 5 113,255 30 114,229 KERLUS, KERSTIN Property Manager 3 71,410 3,655 75,065 KILAR, LESAMA Network Analyst 99,245 61,75 105,040 KILVERI, TODO Technical Services Technician 2 77,422 77 77,717 KILVERI, TODO Technical Services Technician 2 77,422 77 77,717 KILVERI, TODO Technical Services Technician 2 77,422 77 77,717 KILVERI, TODO Technical Services Technician 2 172,64 2,05 77,717 KILVERI, TODO Technical Services Technician 2 172,62 2,78 77,717 KILVERI, TODO Technical Services 110,167 2,133 112,300 KOZAK, CRAIG Technical Services 13,055 7,752 137,807 KUZHAN, JAMES Senior Operator 2 1	JO, KYU CHANG	Financial Analyst 4	75,016	998	76,013
JONES, WAYNE Utility Operator 4 88,445 - 88,445 KILLY, JARD Engineer 5 113,925 305 114,229 KELLY, JARD Engineer 5 113,925 305 114,229 KEMLE, KRISTIN Property Manager 3 71,410 3,655 75,065 KIJAMA Network Analyst 97,445 471 105,040 KICKHAM, PETER Amanager Environmental Regulations 97,425 471 197,717 KINGK, MARIINE Recreation Program Coordinator 3 74,458 1,365 75,822 KINGK, MARIINE Recreation Program Coordinator 3 74,458 1,365 75,822 KINGK, MARIINE Recreation Program Coordinator 3 125,166 2,085 127,252 KINGK, STEPHEN Amanager SchPARC Recreation 126,232 2,717 128,480 KOULC, JOE Electricion 2 97,182 29 97,481 KRODENING, JAMES Senior Operator 3 Team Leader 93,133 677 93,830 KRUGER, ALLAN Senior Operator 3 Team Leader 93,135	JOBSIS, MARK	Business Systems Analyst	88,036	-	88,036
KELLY, JARED Engineer S 113,925 305 114,229 KEMIL, KRISTIN Property Manager 3 71,410 3,655 75,065 KEMIL, KRISTIN Property Manager Fortrommental Regulations 98,865 6,175 105,065 KILVERT, TODD Technical Services Technician 2 77,422 726 78,148 KING, MARTINE Receasition Program Condinator 3 74,458 1,365 75,822 KINGON, PAUL Manager, Major Capital Projects 125,166 2,055 172,522 KNOKE, STEPHEN Manager, Salor Capital Projects 110,167 2,133 112,300 KOLL, DE Electrician 2 110,167 2,133 112,300 KOZAK, CRALGA Treatment Plant Operator 2 97,182 29 97,813 17,230 KROER, ALLAN Senior Operator 2 136,055 1,752 137,807 KUZHANA, MICHAEL Utility Operator 3 2,275 2,350 94,624 LAM, JAMES Manager, Community Arts 99,046 1,722 100,768 LAM, JAMES Manager, Eni	JOHANSSON, KENNETH	Manager,Business Analysis & Land Systems	115,847	2,064	117,911
KEMLE, KRISTIN Properly Manager 3 71,410 3,655 75,060 KHAN, USMAM Network Analyst 98,655 6,175 105,040 KICKHAM, PEIER Manager Environmental Regulations 97,245 471 97,175 KILVERT, TODO Technical Services Technician 2 77,422 726 78,184 KING, MARTINE Becreation Program Coordinator 3 74,458 1,365 152,822 KITSON, PAUL Manager SAPARK Recreation 126,623 2,717 128,948 KOLK, JOE Electrician 2 110,167 2,133 112,300 KOZAK, CRAIC Treatment Plant Operator 2 97,182 299 97,481 KOZAK, CRAIC Treatment Plant Operator 2 97,182 299 97,481 KUZMAN, MICHAEL Utility Operator 3 22,275 2,350 94,624 LACHANCE, RIANINA Senior Operator 2 313,635 15,722 157,922 175,007 187,807 KUZMAN, MICHAEL Utility Operator 3 22,22 5,703 195,627 12,24 1,702 19,6	JONES, WAYNE	Utility Operator 4	88,445	-	88,445
KHAN, USAMA Network Analyst 98,865 6,175 105,040 KICKHAN, PETER Manager Environmental Regulations 97,245 471 97,717 KICKHAN, PETER Manager Environmental Regulations 97,425 474 97,172 KILVERT, TODD Technical Services Technician 2 174,648 1,365 75,822 KITSON, PAUL Manager, Major Capital Projects 125,166 2,085 127,252 KNOKE, STEPHEN Manager SEAPARC Recreation 126,232 2,717 128,948 KOLIC, JOE Electrician 2 110,167 2,133 112,300 KOZAK, CRAIG Treatment Plant Operator 3 131,300 67 33,830 KRUGER, ALLAN Senior Operator 3 Team Leader 31,533 677 39,836 KRUGER, ALLAN Senior Operator 3 22,275 2,530 46,624 LACHANCE, RIANNA Senior Manager, Financial Services 133,924 5,70 150,622 LAPHAM, ROBERT Chief Administrative Officer 29,90 1,72 100,78 LAPHAM, ROBERT Chief Ad	KELLY, JARED	Engineer 5	113,925	305	114,229
KICKHAM, PETER Manager Environmental Regulations 97,245 471 97,717 KILYRER, TOOD Technical Services technician 2 77,422 726 78,148 KING, MARTINE Recreation Program Coordinator 3 74,458 1,365 75,822 KING, DA, DUL Manager, Audior Capital Projects 125,166 2,085 127,252 KNOKE, STEPHEN Manager SEAPARC Recreation 126,232 2,717 128,948 KOLL, JOE Electrician 2 110,167 2,133 112,309 KOZAK, CRAIG Treatment Plant Operator 2 97,182 299 97,481 KROENING, JAMES Senior Operator 3 Team Leader 30,153 677 133,800 KUZMAN, MICHAEL Utility Operator 3 22,275 2,350 146,262 LACHANCE, RIANNA Senior Operator 3 133,324 5,703 159,627 LAM, JAMES Manager, Community Arts 99,046 1,722 215,036 LAMPHAM, ROBERT Chief Administrative Officer 28,265 12,977 295,636 LAMIGUER, RIC Maintena	KEMLE, KRISTIN	Property Manager 3	71,410	3,655	75,065
KILVERT, TODD Technical Services Technician 2 77,422 726 78,148 KING, MARTINE Recreation Program Coordinator 3 74,458 1,365 75,822 KITSON, PAUL Manager, Major Capital Projects 125,166 2,085 127,252 KINDK, SIFPHEN Manager SAPARC Recreation 126,232 2,777 128,948 KOLIC, JOE Electrician 2 110,167 2,133 112,000 KOZAK, CRAIG Treatment Plant Operator 2 97,182 299 97,481 KROENING, JAMES Senior Operator 3 Team Leader 313,53 679 3,380 KUZMAN, MICHAEL Utility Operator 3 22,75 2,550 94,624 LACHANCE, RIANNA Senior Manager Financial Services 133,924 5,703 159,627 LAMILAGE, JONATHAN Senior Manager, Enderida Services 133,924 5,703 159,627 LAHINGEE, JONATHAN Senior Gif Administrative Officer 282,659 12,977 295,636 LAHINGEE, JONATHAN Senior Gal Area Planning 123,41 159,247 158,248 L	KHAN, USAMA	Network Analyst	98,865	6,175	105,040
KING, MARTINE Recreation Program Coordinator 3 74,458 1,365 75,822 KITSON, PAUL Manager, Major Capital Projects 125,166 2,085 127,252 KNOKE, STEPHEN Manager SEAPARC Recreation 126,232 2,717 128,948 KOLIC, JOE Electrician 2 110,167 2,133 112,300 KOZAK, CRAIG Treatment Plant Operator 2 97,182 299 97,481 KROENING, JAMES Senior Operator 3 Team Leader 93,153 677 93,830 KRUGER, ALLAN Senior Operator 2 136,055 1,752 137,807 KRUGER, ALLAN Senior Manager Financial Services 153,224 5,703 159,627 LAHAMAN Senior Manager, Community Arts 99,046 1,722 100,768 LAHAMAN, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGGER, JONATHAN Senior GIS Administrator 103,491 143 19,313 613 38,745 LAVAROL ER, ERIC Maintenance Management Coordinator 31,312 613 38,745	KICKHAM, PETER	Manager Environmental Regulations	97,245	471	97,717
KITSON, PAUL Manager, Major Capital Projects 125,166 2,085 127,252 KNOKE, STEPHEN Manager SEAPARC Recreation 126,232 2,717 128,948 KOLL, DIE Electrician 2 110,167 2,133 112,300 KOZAK, CRAIG Treatment Plant Operator 2 97,182 299 97,481 KROENING, JAMES Senior Operator 3 93,153 677 93,830 KRUGER, ALLAN Senior Operator 2 136,055 1,752 137,807 KUZHAN, MICHAEL Utility Operator 3 92,275 2,350 94,624 LACHANCE, RIANNA Senior Manager Financial Services 153,924 9,703 159,627 LAM, JAMES Manager, Community Altrice 282,659 1,297 295,636 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LAHINGER, JONATHAN Senior GIS Administrative Officer 282,659 1,297 295,636 LAWRENCE, LINE Assistance Manager, Environmental Science Officer 3 38,132 613 38,745 LAWRENCE, JANNA <td>KILVERT, TODD</td> <td>Technical Services Technician 2</td> <td>77,422</td> <td>726</td> <td>78,148</td>	KILVERT, TODD	Technical Services Technician 2	77,422	726	78,148
KNOKE, STEPHEN Manager SEAPARC Recreation 126,232 2,717 128,948 KOLIC, JOE Electricina 2 110,167 2,133 112,300 KOZAK, CRAIG Treatment Plant Operator 2 97,182 299 97,481 KROENING, JAMES Senior Operator 3 Team Leader 33,153 677 33,830 KRUGER, ALIAN Senior Operator 3 32,275 2,350 94,624 LACHANCE, RIANNA Senior Manager Financial Services 153,924 5,703 159,627 LAM, JAMES Manager, Community Arts 99,046 1,722 100,68 LAPHIAM, ROBERT Chief Administrator 108,949 1,722 100,68 LATHIGE, JONATHAN Senior GIS Administrator 108,949 1,327 295,636 LATHIGUEUR, ERIC Maintenance Management Coordinator 33,132 613 83,745 LAWEGUEUR, ERIC Maintenance Managerent Coordinator 31,322 613 83,745 LAYARO, DIANNE Systems Officer 19,247 568 159,811 LEALY, JEFFEY Senior Manager, Regi	KING, MARTINE	Recreation Program Coordinator 3	74,458	1,365	75,822
KOLIC, JOE Electrician 2 110,167 2,133 112,300 KOZAK, CRAIG Treatment Plant Operator 2 97,182 299 97,481 KROENING, JAMES Senior Operator 3 Team Leader 93,153 677 93,830 KRUGER, ALLAN Senior Operator 2 136,055 1,752 137,807 KUZMAN, MICHAEL Utility Operator 3 22,275 2,350 159,627 LACHANCE, RIANNA Senior Manager, Community Arts 99,046 1,722 100,768 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGEE, JONATHAN Senior GIS Administrator 108,949 184 109,133 LAWIGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,745 LAWIGUEUR, ERIC Manager, Local Area Planning 123,244 1,520 124,788 LAVIGUEUR, ERIC Manager, Evejoinal Parks 159,247 568 159,815 LEA, HONY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HORY Erifice yex	KITSON, PAUL	Manager, Major Capital Projects	125,166	2,085	127,252
KOZAK, CRAIG Treatment Plant Operator 2 97,182 299 97,481 KROENING, JAMES Senior Operator 3 Team Leader 93,153 677 93,830 KRUGER, ALLAN Senior Operator 2 136,055 1,752 137,807 KUZMAN, MICHAEL Utility Operator 3 92,275 2,350 94,662 LACHANCE, RIANNA Senior Manager Financial Services 153,924 5,703 196,627 LAM, JAMES Manager, Community Arts 99,046 1,722 100,768 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGEE, JONATHAN Senior GIS Administrator 108,949 184 109,133 LAVIGUEUR, ERIC Maintenance Management Coordinator 81,312 613 83,745 LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 120,201 LAYIGUEUR, ERIC Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENDY Environmental Science Officer 3 88,480 - 88,480 LEE, WERDY	KNOKE, STEPHEN	Manager SEAPARC Recreation	126,232	2,717	128,948
KROENING, JAMES Senior Operator 3 Team Leader 93,153 677 93,830 KRUGER, ALLAN Senior Operator 2 136,055 1,752 137,807 KUZMAN, MICHAEL Utility Operator 3 92,275 2,350 94,624 LACHANCE, RIANINA Senior Manager Financial Services 153,924 5,703 159,622 LAM, JAMES Manager, Community Arts 99,046 1,722 107,668 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LAPHAM, ROBERT Chief Administrator 108,949 184 109,133 LAVIGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,745 LAWRENCE, JAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANINE Systems Officer 97,754 1,337 99,091 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinato	KOLIC, JOE	Electrician 2	110,167	2,133	112,300
KRUGER, ALIAN Senior Operator 2 136,055 1,752 137,807 KUZMAN, MICHAEL Utility Operator 3 92,275 2,350 94,624 LACHANCE, RIANNA Senior Manager, Financial Services 153,924 5,703 159,627 LAM, JAMES Manager, Community Arts 99,046 1,722 100,768 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGEE, JONATHAN Senior GIS Administrator 108,949 184 109,133 LAWIGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,745 LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PARRICIA Senior Financial Officer 90,324 - 90,324 LESPERANCE, BRUCE Faci	KOZAK, CRAIG	Treatment Plant Operator 2	97,182	299	97,481
KUZMAN, MICHAEL Utility Operator 3 92,275 2,350 94,624 LACHANCE, RIANNA Senior Manager Financial Services 153,924 5,703 159,627 LAM, JAMES Manager, community Arts 99,046 1,722 100,768 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGEE, JONATHAN Senior GIS Administrator 108,699 184 109,133 LAVIGUEUR, ERIC Maintenance Management Coordinator 33,132 150 124,783 LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LESPERANCE, BRUCE Laboratory Coordinator 77,389 47 77,369 LESPERANCE, BRUCE	KROENING, JAMES	Senior Operator 3 Team Leader	93,153	677	93,830
LACHANNER, RIANNA Senior Manager, Financial Services 153,924 5,703 159,627 LAM, JAMES Manager, Community Arts 99,046 1,722 100,768 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGEE, JONATHAN Senior GIS Administrator 108,949 184 109,133 LAWGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,745 LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 6 48,480 6 88,480 LEE, PATRICIA Senior Financial Officer 90,324 6 90,324 6 77,436 188,480 47 48,893 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,688 102,868 10,003 1	KRUGER, ALLAN	Senior Operator 2	136,055	1,752	137,807
LAM, JAMES Manager, Community Arts 99,046 1,722 100,768 LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGEE, JONATHAN Senior GIS Administrator 108,949 184 109,133 LAVIGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,745 LAVARO, DIANNE Systems Officer 97,754 1,520 124,783 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,688 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LOWE, CHRIS Envir	KUZMAN, MICHAEL	Utility Operator 3	92,275	2,350	94,624
LAPHAM, ROBERT Chief Administrative Officer 282,659 12,977 295,636 LATHIGEE, JONATHAN Senior GIS Administrator 108,949 184 109,133 LAVIGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,745 LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, PATRICIA Senior Financial Officer 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,689 LOWE, CHBIS	LACHANCE, RIANNA	Senior Manager Financial Services	153,924	5,703	159,627
LATHIGEE, JONATHAN Senior GIS Administrator 108,949 184 109,133 LAVIGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,745 LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,599 2,049 135,638 LOWETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOWE, CHRIS	LAM, JAMES	Manager, Community Arts	99,046	1,722	100,768
LAVIGUEUR, ERIC Maintenance Management Coordinator 83,132 613 83,742 LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 76,422 318 76,732 LYON, GORDON Utility Operator	LAPHAM, ROBERT	Chief Administrative Officer	282,659	12,977	295,636
LAWRENCE, IAIN Manager, Local Area Planning 123,264 1,520 124,783 LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LOKETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 76,422 318 76,732 LYONS, SHIRLEY Environmenta	LATHIGEE, JONATHAN	Senior GIS Administrator	108,949	184	109,133
LAZARO, DIANNE Systems Officer 97,754 1,337 99,091 LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,815 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOWES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYON, GORDON Utility Operator 3 77,210 - 77,206 MACDONALD, MIEKO Systems Officer <td>LAVIGUEUR, ERIC</td> <td>Maintenance Management Coordinator</td> <td>83,132</td> <td>613</td> <td>83,745</td>	LAVIGUEUR, ERIC	Maintenance Management Coordinator	83,132	613	83,745
LEAHY, JEFFREY Senior Manager, Regional Parks 159,247 568 159,818 LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOWES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 76,422 318 76,732 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO System	LAWRENCE, IAIN	Manager, Local Area Planning	123,264	1,520	124,783
LEE, HENRY Environmental Science Officer 3 88,480 - 88,480 LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Oper	LAZARO, DIANNE	Systems Officer	97,754	1,337	99,091
LEE, PATRICIA Senior Financial Officer 90,324 - 90,324 LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYON, GORDON Utility Operator 3 77,319 199 77,518 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MAGI, JOHN Waterworks/Wastewat	LEAHY, JEFFREY	Senior Manager, Regional Parks	159,247	568	159,815
LEE, WENDY Laboratory Coordinator 77,389 47 77,436 LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MAGI, JOHN Waterworks/Wastewater Sup	LEE, HENRY	Environmental Science Officer 3	88,480	-	88,480
LESPERANCE, BRUCE Facility Maintenance Coordinator 88,456 474 88,930 LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACIONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MAGII, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LEE, PATRICIA	Senior Financial Officer	90,324	-	90,324
LITTLEJOHN, WARREN Senior Supervisor, Roads 102,865 1,003 103,868 LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYON, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACIONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LEE, WENDY	Laboratory Coordinator	77,389	47	77,436
LIU, ANDY Manager, Environmental Engineering 133,589 2,049 135,638 LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LESPERANCE, BRUCE	Facility Maintenance Coordinator	88,456	474	88,930
LORETTE, KEVIN GM, Planning & Protective Services 207,971 1,528 209,499 LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LITTLEJOHN, WARREN	Senior Supervisor, Roads	102,865	1,003	103,868
LOUKES, ROBYN Senior Financial Advisor 103,628 998 104,625 LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LIU, ANDY	Manager, Environmental Engineering	133,589	2,049	135,638
LOWE, CHRIS Environmental Science Officer 4 93,855 - 93,855 LYNK, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LORETTE, KEVIN	GM, Planning & Protective Services	207,971	1,528	209,499
LYNK, TYLER Utility Operator 3 77,319 199 77,518 LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LOUKES, ROBYN	Senior Financial Advisor	103,628	998	104,625
LYON, GORDON Utility Operator 3 76,422 318 76,739 LYONS, SHIRLEY Environmental Science Officer 2 77,206 - 77,206 MACDONALD, MIEKO Systems Officer 85,726 798 86,524 MACINTYRE, MICHAEL Manager Park Operations 116,718 4,087 120,805 MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	LOWE, CHRIS	Environmental Science Officer 4	93,855	-	93,855
LYONS, SHIRLEYEnvironmental Science Officer 277,206-77,206MACDONALD, MIEKOSystems Officer85,72679886,524MACINTYRE, MICHAELManager Park Operations116,7184,087120,805MADILL, KENProject Manager, CAWTP Plant232,807735233,542MAGI, JOHNWaterworks/Wastewater Supervisor127,465432127,897	LYNK, TYLER	Utility Operator 3	77,319	199	77,518
MACDONALD, MIEKOSystems Officer85,72679886,524MACINTYRE, MICHAELManager Park Operations116,7184,087120,805MADILL, KENProject Manager, CAWTP Plant232,807735233,542MAGI, JOHNWaterworks/Wastewater Supervisor127,465432127,897	LYON, GORDON	Utility Operator 3	76,422	318	76,739
MACINTYRE, MICHAELManager Park Operations116,7184,087120,805MADILL, KENProject Manager, CAWTP Plant232,807735233,542MAGI, JOHNWaterworks/Wastewater Supervisor127,465432127,897	LYONS, SHIRLEY	Environmental Science Officer 2	77,206	-	77,206
MADILL, KEN Project Manager, CAWTP Plant 232,807 735 233,542 MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	MACDONALD, MIEKO	Systems Officer	85,726	798	86,524
MAGI, JOHN Waterworks/Wastewater Supervisor 127,465 432 127,897	MACINTYRE, MICHAEL	Manager Park Operations	116,718	4,087	120,805
	MADILL, KEN	Project Manager, CAWTP Plant	232,807	735	233,542
MAHER, KELLY Utility Operator 3 76,392 355 76,748	MAGI, JOHN	Waterworks/Wastewater Supervisor	127,465	432	127,897
	MAHER, KELLY	Utility Operator 3	76,392	355	76,748

MARQUIS, WILFRED Senior Bylaw Officer 100,707 120 100,707 MARRIN, DENPH Manager, Water Dis. Engineering&Planning 126,040 1,337 712,738 MARRIN, DENJAMIN Engineer S 107,333 1,79 109,313 MARTIN, DARREN Database Administrator 152,185 35 152,220 MASON, SCOTT Manager, Water Engineering & Planning 133,899 2,392 135,967 MALO, MICIAL Building impsector 3 87,303 1,048 88,413 MAY, STEPHEN Sr Manager, Facilities Mgmt & Eng Serv 149,665 4,013 153,677 MCALOON, JAMICS Engineer Technicien 2 77,422 7 7,422 7,742 7,742 7,742 2 77,422 7,742 2 7,742 2 7,742 2 7,742 2 7,742 2 2 7,742 2 2 82,717 2 82,717 2 82,717 2 82,717 3 112,75 112,56 3 12,72 3,75 12,75 112,75	Name	Position	Salary	Expenses	Total
MARRIN, JOSEPH Manager, Water Dis. EngineeringéPlanning 126,040 1,397 127,436 MARTIN, LBHJAMIN Engineer S 107,333 1,979 103,515 MARRIN, DARRIN Darbabsex Administrator 152,152 35 152,220 MASON, SCOTT Manager, Water Engineering & Planning 133,589 2,392 135,890 MALLO, MICHAEL Building inspector 3 87,330 1,084 88,431 MALLO, MICHAEL Building inspector 3 87,303 1,084 88,135,477 MCALDON, JAMES Engineer Technician 2 77,422 77,422 77,422 MCCOURSEY, PATRICK Security Chargehand 83,336 1,292 84,528 MCCOURSEY, PATRICK Security Chargehand 83,336 1,292 82,717 MCCOURSEY, PATRICK Security Chargehand 83,336 1,292 82,717 MCPHESON, SCOTT Teatment Plant Operator 2 109,716 2,578 111,725 MCPHESON, SCOTT Manager, Infrastructure Operator 2 109,716 2,578 111,725 MCPLESON, SCOTT	MALONEY, JEFFREY	Senior Operator 3 Team Leader	108,997	373	109,370
MARTIN, DARREN Engineer S 107,333 1,979 109,313 MARTIN, DARREN Dalabase Administrator 152,185 35 152,220 MASON, SOTT Manager, free Ingineering & Planning 133,589 2,392 133,598 MATIO, MICHAEL Building Inspector 3 87,330 1,084 88,413 MAY, SFEPHEN St Manager, Facilities Mignit & Eng Serv 149,665 4,013 153,677 MCCOUNTEY, PAIRICK Security Chargehand 83,336 1,292 84,628 MCCORAIK, MATTHEW St. Manager, Infrastructure Operations 154,942 3,794 158,737 MCCORAIK, MATTHEW St. Manager, Infrastructure Operations 154,942 3,794 158,737 MCPHERSON, SCOTT Treatment Plant Operator 2 109,176 2,578 111,754 MCQUARRIE, CHRISTINE Manager, Human Resources 125,863 287 122,517 MCLAILES, CURIS Utility Operator 3 78,117 2,237 89,354 MELDAND, JOHN (MICHAL) Engineer 3 105,744 7.5 40,22 MILLAR, SCU	MARQUIS, WILFRED	Senior Bylaw Officer	100,579	129	100,707
MARTIN, DARREN Database Administrator 152,185 35 152,220 MASON, SCOTT Manager, Water Engineering & Planning 133,589 2,392 135,980 MATIO, MICHAEL Building Inspector 3 87,330 1,084 88,4113 MAY, STEPHEN Sr Manager, Facilities Mignit & Eng Serv 140,665 4,013 153,677 MCALOON, JAMES Engineer Technician 2 77,422 77,422 77,422 MCCOUREY, PATRICK Security Chargehand 83,336 1,292 84,628 MCCORANK, MATTHEW Sr. Manager, Infrastructure Operations 154,942 3,794 158,737 MCPHERSON, SCOTT Treatment Plant Operator 2 109,76 2,578 111,754 MCPHERSON, SCOTT Treatment Plant Operator 3 78,117 2,277 82,717 MCPHERSON, SCOTT Uniting Operator 3 78,117 2,237 80,354 MEDIAND, JOHN (MICHAEL) Senior Financial Advisor 92,409 1,339 93,748 MENIZE, CURITS Utility Operator 3 78,117 2,222 10,754 MENDARD,	MARR, JOSEPH	Manager, Water Dis. Engineering&Planning	126,040	1,397	127,436
MASON, SCOTT Manager, Water Engineering & Planning 133,589 2,392 135,980 MATIO, MICHAEL Building Inspector 3 87,330 1,084 88,413 MAY, STEPHEN Sr Manager, Facilities Mgmt & Eng Serv 149,665 4,013 181,841 MCCORANK, JAMIS Engineer Technician 2 77,422 77,422 77,422 MCCORANK, MATTHEW Sc. Manager, Infrastructure Operations 154,942 3,794 185,873 MCDER, MICHAEL Gis Technologist 2 182,717 2. 28,717 MCPIERSON, SCOTT I reatment Plant Operator 2 109,176 2,578 111,754 MCQUARRIE, CHISTINE Manager, Human Resources 125,803 287 125,150 MEDLAND, JOHN MICHAEL) Senior Financial Advisor 92,409 1,33 40,25 MEDLAND, JOHN MICHAEL) Financial Analyst 4 76,940 7 7,940 MITTAL, MADITU Engineer 5 105,744 1,752 107,546 MOCH, GHIRSTOPH Manager, Sinking Water Quality 125,12 2,621 131,744 MOORE, ALL	MARTIN, BENJAMIN	Engineer 5	107,333	1,979	109,313
MATIO, MICHAEL Building Inspector 3 8,7,30 1,084 88,413 MAY, SIPPIEN f Manager, Facilities Mgmt & Eng Serv 149,665 4,013 153,677 MCALODN, JAMES Engineer Technician 2 77,422 - 77,422 MCCOBAK, MATTHEW Sceutily Chargehand 38,336 1,792 84,628 MCCORAK, MATTHEW Sr. Manager, Infrastructure Operations 154,942 3,794 158,737 MCLIORG, MICHAEL GIS Technologist 2 109,176 2,578 111,754 MCLORARIE, CHRISTINE Manager, Human Resources 125,863 287 126,150 MCDLAND, JOHN (MICHAEL) Senior Financial Advisor 92,409 1,339 93,748 MEDLAND, JOHN (MICHAEL) Senior Financial Analyst 4 76,940 1,752 107,546 MCLIARD, JOHN (MICHAEL) Financial Analyst 4 76,940 1,752 107,546 MONER, JOHN Paris Operations Supervisor 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Diriching Waler Quality 125,12 6,231 131,032	MARTIN, DARREN	Database Administrator	152,185	35	152,220
MAY, STEPHEN Sr Manager, Facilities Mgmt & Eng Serv 149,665 4,013 153,677 MCALOON, JAMES Engineer Iechnician 2 77,422 - 77,422 MCCOUBREY, PATRICK Security Chargehand 83,336 1,292 84,628 MCCORANK, MATHEW Sr. Manager, Infristructure Operations 154,942 3,794 158,737 MCDIRG, MICHAEL GIS Technologist 2 82,717 - 82,717 MCPHERSON, SCOTT Treatment Plant Operator 2 109,176 2,588 287 111,754 MCQUARRIC, CHRISTINE Manager, Human Resources 125,863 287 126,150 MEDIAND, JOHN (MICHAEL) Senior Financial Advisor 92,409 1,339 3,748 MEDIAND, JOHN (MICHAEL) Engineer 5 105,794 76,940 - 76,940 MEDIAND, JOHN (MICHAEL) Engineer 5 105,794 7,752 107,546 MENTES, LURIS Utility Operator 3 78,117 2,237 80,354 MENTES, LURIS Milland Manager, Drinking Water Quality 105,794 1,752 107,546 <td>MASON, SCOTT</td> <td>Manager, Water Engineering & Planning</td> <td>133,589</td> <td>2,392</td> <td>135,980</td>	MASON, SCOTT	Manager, Water Engineering & Planning	133,589	2,392	135,980
MCALOON, JAMES Enginer Technician 2 77,422 - 77,422 MCCOBERY, PAIRICK Security Chargehand 83,336 1,292 84,628 MCCORAIK, MATTHEW Sr. Manager, Infrastructure Operations 154,942 3,794 158,737 MCLORG, MICHAEL Gis Technologist 2 109,176 2,578 111,754 MCQUARRIE, CHRESINE Manager, Human Resources 12,863 287 122,150 MCDLAND, JOHN (MCHAEL) Senior Financial Advisor 92,409 1,339 9,748 MENZIES, CURTIS Utility Operator 3 78,117 2,237 80,354 MENZIES, CURTIS Utility Operator 3 78,117 2,237 80,354 MITLAL, MADHU Enjonical Analyst 4 76,940 7,524 107,546 MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,717 9 101,325 MOCH, CHRISTOPH Parks Operations Supervisor 101,317 9 101,325 101,325 MOCH, CHRISTOPH Parks Operations Supervisor 101,317 9 101,325	MATLO, MICHAEL	Building Inspector 3	87,330	1,084	88,413
MCCOUBREY, PATRICK Security Chargehand 83,336 1,292 84,628 MCCRAM, MATTHEW Sr. Manager, Infrastructure Operations 154,942 3,794 158,737 MCLORG, MICHAEL GIS Technologist 2 82,717 - 82,717 MCPLAND, SCOTT Treatment Plant Operator 2 109,176 2,578 111,754 MCQUARRIE, CHRISTINE Manager, Human Resources 125,863 287 126,150 MEDLAND, JOHN (MCHAEL) Senior Financial Ardivisor 92,409 1,339 93,748 MEDLAND, JOHN (MCHAEL) Senior Financial Ardivisor 78,117 2,237 80,354 MINTAL, AMDHU Engineer 5 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Joinking Water Quality 125,512 6,31 131,745 MOCH, CHRISTOPH Manager, Joinking Water Quality 125,512 6,31 131,742 MOCH, CHRISTOPH Manager, Joinking Water Quality 125,512 6,31 131,742 MOCH, CHRISTOPH Manager, Systems Officer 82,988 - 82,988 MORLEY,	MAY, STEPHEN	Sr Manager, Facilities Mgmt & Eng Serv	149,665	4,013	153,677
MCCRANK, MATTHEW Sr. Manager, Infrastructure Operations 154,942 3,794 158,737 MCLORG, MICHAEL GIS Technologist 2 82,717 - 82,717 MCLORG, MICHAEL GIS Technologist 2 190,176 2,578 111,754 MCQUARRIE, CHRISTINE Manager, Human Resources 125,863 287 126,150 MEDIAND, JOHN (MICHAEL) Senior Financial Advisor 92,409 1,339 93,748 MENDES, CURTIS Utility Operator 3 76,940 - 76,940 MINARD, KAREN (CLAIRE) Financial Analyst 4 76,940 - 76,940 MINTAL, MADHU Engineer 5 105,794 1,752 107,546 MOCHY, CHRISTOPH Manager Dirinking Water Quality 125,512 6,231 131,744 MOORY, JOHN Parks Operations Supervisor 101,317 9 101,325 MOOREY, KRISTON Parks Operator Services 189,194 3,849 193,643 MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,92 94,020 MULRE, DAVID Water	MCALOON, JAMES	Engineer Technician 2	77,422	-	77,422
MCLORG, MICHAEL GIS Technologist 2 82,717 - 82,717 MCPHERSON, SCOTT Treatment Plant Operator 2 109,176 2,578 111,754 MCQUARRIE, CHRISTINE Manager, Human Resources 125,863 28,78 126,150 MEDLAND, JOHN (MICHAEL) Senior Financial Advisor 29,409 1,339 93,748 MENZIES, CURTIS Utility Operator 3 78,117 2,237 80,354 MINARD, KAREN (CLAIRE) Financial Analyst 4 76,940 - 76,940 MITTAL, MADHU Engineer 5 105,794 1,75 107,546 MOCH, CHRISTOPH Manager, Orinking Water Quality 125,512 6,231 131,744 MOORE, JOHN Parks Operations Supervisor 101,317 9 101,325 MOORE, KIRSTEN GM, Corporate Services 189,194 3,849 130,434 MOORE, KIRSTEN GM, Corporate Services 189,194 39,467 38,49 190,202 MULETT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MULETT, DAVID <td>MCCOUBREY, PATRICK</td> <td>Security Chargehand</td> <td>83,336</td> <td>1,292</td> <td>84,628</td>	MCCOUBREY, PATRICK	Security Chargehand	83,336	1,292	84,628
MCPHERSON, SCOTT Treatment Plant Operator 2 109,176 2,578 111,754 MCQUARRIE, CHRISTINE Manager, Human Resources 125,863 287 126,150 MEDIAND, JOHN (MICHAEL) Senior Financial Advisor 92,409 1,339 93,748 MENZIES, CURIIS Utility Operator 3 78,117 2,23 80,554 MINTAL, MADHU Engineer 5 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,744 MOONEY, JOHN Parks Operations Supervisor 101,317 9 101,325 MOORE, ALIAN Systems Officer 82,988 - 82,988 - 82,988 MORIEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svc's & Community Devel 91,628 2,392 94,020 MULIETT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineer 3 93,667 3,655 97,522 NAXARE	MCCRANK, MATTHEW	Sr. Manager, Infrastructure Operations	154,942	3,794	158,737
MCQUARRIE, CHRISTINE Manager, Human Resources 125,863 287 126,150 MEDIAND, JOHN (MICHAEL) Senior Financial Advisor 92,409 1,339 93,748 MENZIES, CURTIS Utility Operator 3 78,117 2,237 80,354 MINARD, KAREN (CLAIRE) Financial Analyst 4 76,940 - 76,940 MITTAL, MADHU Engineer 5 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,744 MOORE, JLAN Parks Operations Supervisor 101,317 9 101,325 MOORE, ALLAN Systems Officer 82,988 - 82,988 MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 29,020 MULLEIT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineer 3 93,667 3,655 97,522 NAXATA, TONY Engineer 3 <th< td=""><td>MCLORG, MICHAEL</td><td>GIS Technologist 2</td><td>82,717</td><td>-</td><td>82,717</td></th<>	MCLORG, MICHAEL	GIS Technologist 2	82,717	-	82,717
MEDIAND, JOHN (MICHAEL) Senior Financial Advisor 92,409 1,339 93,748 MENZIES, CURTIS Utility Operator 3 78,117 2,237 80,354 MINARD, KAREN (CLAIRE) Financial Analyst 4 76,940 7 76,940 MITTAL, MADHU Engineer 5 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,744 MOONEY, JOHN Parks Operations Supervisor 101,317 9 101,325 MOORE, ALLAN Systems Officer 82,988 - 82,988 MORLEY, KRISTEN GM, Corporate Services 189,194 2,389 94,020 MULLETT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineer 3 93,667 3,855 97,522 NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAKATA, TONY Engineer 3 10,467 10,41 11,707 2,02 173,729 NELSON, CAMERON Utility Operator 4	MCPHERSON, SCOTT	Treatment Plant Operator 2	109,176	2,578	111,754
MENZIES, CURTIS Utility Operator 3 78,117 2,237 80,354 MINARD, KAREN (CLAIRE) Financial Analyst 4 76,940 - 76,940 MITTAL, MADHU Engineer 5 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,748 MOONEY, JOHN Parks Operations Supervisor 101,317 9 101,325 MOORE, ALLAN Systems Officer 82,988 - 82,988 MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svc & Community Devel 91,628 2,392 94,020 MULIET, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MULRO, BRAD Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NELSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NELSON, CHRISTOPHER	MCQUARRIE, CHRISTINE	Manager, Human Resources	125,863	287	126,150
MINARD, KAREN (CLAIRE) Financial Analyst 4 76,940 - 76,940 MITTAL, MADHU Engineer 5 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,744 MOONEY, JOHN Parks Operations Supervisor 101,317 9 101,325 MOORE, ALLAN Systems Officer 82,988 - 82,988 MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 240,020 MULIEIT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 33,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 22.8 110,043 NELISON, CHRISTOPHER Senior Manager, Human Resources & Org Dev 171,707 2,022 173,729 NELISON, ERISTOR <td>MEDLAND, JOHN (MICHAEL)</td> <td>Senior Financial Advisor</td> <td>92,409</td> <td>1,339</td> <td>93,748</td>	MEDLAND, JOHN (MICHAEL)	Senior Financial Advisor	92,409	1,339	93,748
MITTAL, MADHU Engineer 5 105,794 1,752 107,546 MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,744 MOORE, ALLAN Parks Operations Supervisor 101,317 9 101,325 MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 133,033 MOSES, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 94,020 MULIEIT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 10,815 228 110,043 NEILSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORS,	MENZIES, CURTIS	Utility Operator 3	78,117	2,237	80,354
MOCH, CHRISTOPH Manager, Drinking Water Quality 125,512 6,231 131,744 MOONEY, JOHN Parks Operations Supervisor 101,317 9 101,325 MOORE, ALLAN Systems Officer 82,988 - 82,988 MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 94,020 MULLETT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 93,667 3,885 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NELISON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'EVER, LANI Technical Services Technician 2 77,702 401 78,103 OSEO, KELLY<	MINARD, KAREN (CLAIRE)	Financial Analyst 4	76,940	-	76,940
MOONEY, JOHN Parks Operations Supervisor 101,317 9 101,325 MOORE, ALLAN Systems Officer 82,988 - 82,988 MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 94,020 MULIET, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NELSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWIS, RELLY Manager, Safety 119,701 199 119,000 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT	MITTAL, MADHU	Engineer 5	105,794	1,752	107,546
MOORE, ALLAN Systems Officer 82,988 - 82,988 MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 94,020 MULRET, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NEISON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, Safety 116,087 3,059 119,146 PACHECO, JOE Superviso	MOCH, CHRISTOPH	Manager, Drinking Water Quality	125,512	6,231	131,744
MORLEY, KRISTEN GM, Corporate Services 189,194 3,849 193,043 MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 94,020 MULIETT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NELSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NELSON, DOUGLAS Watershed Operator/Equiptment Operator 105,467 - 105,467 NESTOR, CAMERON Utility Operator 4 82,974 270 83,743 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146	MOONEY, JOHN	Parks Operations Supervisor	101,317	9	101,325
MOSS, TRACEY Manager Visitor Svcs & Community Devel 91,628 2,392 94,020 MULLETT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NEISON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NESON, DOUGLAS Watershed Operator/Equiptment Operator 105,467 - 105,467 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 PAGE	MOORE, ALLAN	Systems Officer	82,988	-	82,988
MULIETT, DAVID Water Maint. Op 4/Heavy Duty Equip. Op. 87,762 184 87,946 MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NELISON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NELSON, DOUGLAS Watershed Operator / Equiptment Operator 105,467 - 105,467 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PAGE	MORLEY, KRISTEN	GM, Corporate Services	189,194	3,849	193,043
MUNRO, BRAD Engineering Technician 5 95,566 5,061 100,627 NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NELSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PAKKER, DAVID Manager, Systems	MOSS, TRACEY	Manager Visitor Svcs & Community Devel	91,628	2,392	94,020
NAKATA, TONY Engineer 3 93,667 3,855 97,522 NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NEILSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NEISON, DOUGLAS Watershed Operator/Equiptment Operator 105,467 - 105,467 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID M	MULLETT, DAVID	Water Maint. Op 4/Heavy Duty Equip. Op.	87,762	184	87,946
NAVARRETE, MAURICIO Building Services Maintenance Supervisor 100,815 228 101,043 NEILSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NEISON, DOUGLAS Watershed Operator/Equiptment Operator 105,467 - 105,467 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PAGE, RYAN<	MUNRO, BRAD	Engineering Technician 5	95,566	5,061	100,627
NEILSON, CHRISTOPHER Senior Manager Human Resources & Org Dev 171,707 2,022 173,729 NELSON, DOUGLAS Watershed Operator/Equiptment Operator 105,467 - 105,467 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES	NAKATA, TONY	Engineer 3	93,667	3,855	97,522
NELSON, DOUGLAS Watershed Operator/Equiptment Operator 105,467 - 105,467 NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Office	NAVARRETE, MAURICIO	Building Services Maintenance Supervisor	100,815	228	101,043
NESTOR, CAMERON Utility Operator 4 82,974 270 83,243 O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 <td>NEILSON, CHRISTOPHER</td> <td>Senior Manager Human Resources & Org Dev</td> <td>171,707</td> <td>2,022</td> <td>173,729</td>	NEILSON, CHRISTOPHER	Senior Manager Human Resources & Org Dev	171,707	2,022	173,729
O'DWYER, LANI Technical Services Technician 2 77,702 401 78,103 OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARS	NELSON, DOUGLAS	Watershed Operator/Equiptment Operator	105,467	-	105,467
OLSEN, KELLY Manager, Safety 119,701 199 119,900 ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	NESTOR, CAMERON	Utility Operator 4	82,974	270	83,243
ORR, ANDY Senior Manager, Corporate Communications 137,159 353 137,512 OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	O'DWYER, LANI	Technical Services Technician 2	77,702	401	78,103
OSBORNE, SCOT Utility Operator 4 83,846 162 84,008 OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	OLSEN, KELLY	Manager, Safety	119,701	199	119,900
OVINGTON, DAN Manager, SSI Parks & Recreation 116,087 3,059 119,146 PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	ORR, ANDY	Senior Manager, Corporate Communications	137,159	353	137,512
PACHECO, JOE Supervisor, Weigh Scale 89,577 8 89,586 PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	OSBORNE, SCOT	Utility Operator 4	83,846	162	84,008
PAGE, RYAN Utility Operator 4 103,177 3,152 106,329 PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	OVINGTON, DAN	Manager, SSI Parks & Recreation	116,087	3,059	119,146
PARKER, DAVID Manager, Systems Maintenance 116,215 1,163 117,378 PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	PACHECO, JOE	Supervisor, Weigh Scale	89,577	8	89,586
PARKER, ROBERT Senior Operator 3 Team Lead 129,997 2,534 132,531 PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	PAGE, RYAN	Utility Operator 4	103,177	3,152	106,329
PIOTROWSKI, AGNES Manager, Finance 127,492 1,036 128,528 POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	PARKER, DAVID	Manager, Systems Maintenance	116,215	1,163	117,378
POWERS, SCENI Senior Financial Officer (Term) 100,255 1,869 102,124 PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	PARKER, ROBERT	Senior Operator 3 Team Lead	129,997	2,534	132,531
PRENGER, NATHAN Watershed Technician 2 78,692 2,878 81,570 PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	PIOTROWSKI, AGNES	Manager, Finance	127,492	1,036	128,528
PUSKAS, DALE Manager, Capital Projects 132,252 1,108 133,360 QUAN, CARSON Network Analyst 100,922 - 100,922	POWERS, SCENI	Senior Financial Officer (Term)	100,255	1,869	102,124
QUAN, CARSON Network Analyst 100,922 - 100,922	PRENGER, NATHAN	Watershed Technician 2	78,692	2,878	81,570
	PUSKAS, DALE	Manager, Capital Projects	132,252	1,108	133,360
REES, PAT Treatment Plant Operator 103,400 2,601 106,001	QUAN, CARSON	Network Analyst	100,922	-	100,922
	REES, PAT	Treatment Plant Operator	103,400	2,601	106,001

EBLLY, JOHN Mgy, Bussing Planning, Policy@friegrams 126,232 5,252 131,737 ERYNOLDS, PATRICK ST Technical Services Technician 33,129 109 39,232 BILKOFF, JERNBAH (JERBAY) Financial Analyst 2 31,133 1,268 82,401 ROBBINS, TD GM. Integrated Waler Services 207,980 4,140 127,171 ROBSON, DAN Manager, Samich Pent, & Guilf Island, Ops 115,186 1,391 116,787 ROY, STEPHEN PRV/CW Mechanic 92,713 423 95,136 ROY, STEPHEN PRV/CW Mechanic 30,431 249 43,437 116,677 RYAN, BARRY Technical Services Technician 3,451 1,600 86,427 SANDHARA, AMBIT Engineering Technician 3 45,421 2,488 97,012 SARPUNOFE, DAN Environmental Science Officer 2 77,385 56.6 106,322 75,643 76,643 77,612 77,643 76,643 77,612 77,642 77,642 77,642 77,642 77,642 77,642 77,642 77,642	Name	Position	Salary	Expenses	Total
RIKOFF, JEREMAH (JEREMY) Financial Analyst 2 8,133 1,268 8,240 ROBBRIS, TED GM, Integrated Water Services 207,980 4,140 221,110 ROBERS, NA, MABIE Senior Supervisor, Watershed Operations 102,40 2,312 114,472 ROBSON, DAN Manager, Saanich Pen. & Gulf Islands Ops 115,486 1,391 116,876 ROY, STEPHEN PRV/CW Mechanic 92,713 423 93,136 RYAN, BARRY Technical Services Technician 3 84,618 1,809 86,427 SANDIARA, AMRIT Engineering Technician 5 94,524 2,488 97,012 SCABER, TODO Manager, Water System Operations 116,215 716 116,930 SCHULER, DANEEN Electronicis Technologist 74,649 776 116,930 SCHULER, DANEEN Biectronic Stechnologist 104,445 78.6 105,532 SCHULER, DANEEN Biectronic Stechnologist 104,459 74.649 79.7 75,632 SCHULER, DANEEN Biectronic Stechnologist 104,000 74,649 74,649 74,	REILLY, JOHN	Mgr, Housing Planning, Policy&Programs	126,232	5,525	131,757
ROBBINS, TED GM, Integrated Water Services 207,980 4,140 212,119 ROBERTSON, MARIE Senior Supervisor, Watershed Operations 102,460 2,312 104,072 ROSISON, DAN Manager, Sanchi Pen. & Gulf Islands Ops 115,486 1,391 110,672 ROY, STEPHEN PRY/CV Mechanic 20,713 423 93,136 RUIJANGIG, SHANE Chief Draftsperson 80,891 269 81,100 STARLINGE, SHANE Chief Draftsperson 80,891 269 84,122 SANRUINGF, DAN Erivinicant Services Chinician 3 48,461 110,209 84,222 SARRUINGF, DAN Environmental Science Officer 2 77,365 565 780,41 SARRUNGF, DAN Electronics Technologist 104,45 786 105,222 SCHULIZ, GLENN (RANDIN) Manager, Planning Resource Mgmt 5 Devel 74,649 993 75,643 SCHULIZ, GLENN (RANDIN) Manager, Planning Resource Mgmt 5 Devel 74,649 993 75,643 SCHULIZ, GLENN (RANDIN) Manager, Flannial Planning 6 200 72,762 75,643	REYNOLDS, PATRICK	Sr Technical Services Technician	93,129	109	93,238
ROBERTSON, MARIE Senior Supervisor, Watershed Operations 102,400 2,312 104,772 ROBSON, DAN Manager, Saanich Pen. 6 Gulf Islands Ops 115,486 1,391 110,876 ROY, STEPHEN PBV/CV Mechanic 22,713 232 91,160 RUJANCIGI, SHANE Chief Draftsperson 80,891 269 81,160 RYAN, BARRY Technical Services Technician 5 94,54 2,888 1,809 86,427 SAPRUINOFF, DAN Eminering Technician 5 94,54 2,888 70,701 SCABER, TODO Manager, Water System Operations 110,215 716 111,930 SCHUBER, DAN Maintenance Worker - Depot 74,649 798 75,643 SCHULTZ, GLENN (BRANDIN) Manager, Planning Resource Mgmt & Devel 93,726 - 93,726 SCOTT, ELIZABETH Deputy Project Director, CAWTP 272,601 34,067 300,668 SCOTT, SHARON Palisa Operations Supervisor 114,465 2,026 114,491 SHANDN, TODD Palis Operation Supervisor 19,45 2,026 114,491 </td <td>RILKOFF, JEREMIAH (JEREMY)</td> <td>Financial Analyst 2</td> <td>81,133</td> <td>1,268</td> <td>82,401</td>	RILKOFF, JEREMIAH (JEREMY)	Financial Analyst 2	81,133	1,268	82,401
ROBSON, DAN Manager, Saanich Pen. 6 Gulf Islands Ops 115,486 1,391 116,876 ROY, SIPHEN PRYCV Mechanic 92,713 423 93,136 ROYA, BAREY Technical Services Technician 3 84,618 1,009 86,427 SANDIAR, AMRIT Enpincial Services Technician 5 94,524 2,488 97,012 SAPRUNOFF, DAN Environmental Science Officer 2 77,385 656 670,014 SCABER, TODO Manager, Water System Operations 116,215 786 116,523 SCHUERER, DANKEN Electronics Technologist 104,445 786 105,232 SCHUERER, DANKEN Maintenance Worker - Depot 74,649 993 75,643 SCHULTZ, GERNARD Manager, Enlanding Sesource Mynt & Devel 97,276 97.276 375,643 SCOTT, ELIZABETH Deputy Project Director, CAWTP 272,601 34,067 306,668 SCOTT, ELIZABETH Deputy Project Director, CAWTP 272,601 34,067 300,668 SCOTT, BLAZON Enjager Financial Planning & Performance 108,166 2,031 101,402	ROBBINS, TED	GM, Integrated Water Services	207,980	4,140	212,119
ROY, STEPHEN PRV/CV Mechanic 92,713 423 93,136 RULJANCIG, SHANE Chief Draftsperson 80,981 269 81,100 STAND, RARRY Technical Services Technician 3 84,618 1,200 86,727 SANDHAR, AMRIT Engineering Technician 5 94,524 2,488 97,012 SARRUNOFI, DAN Empireering Technician 5 194,524 2,488 97,012 SCABER, TODO Manager, Water System Operations 110,215 716 116,930 SCHULT, GLENN (BRANDIN) Manager, Water System Operations 74,649 99.93 75,643 SCHULT, GLENN (BRANDIN) Manager, Flanching Resource Might & Devel 93,726 97.76 37,662 SCHULT, GLENN (BRANDIN) Manager, Flanchild Planning & Performance 108,156 2,607 110,402 SHAMER, BENJAMIN Manager, Efinacial Planning & Performance 108,156 2,602 110,402 SHAMER, BENJAMIN Manager, Efinacial Planning & Performance 108,156 2,626 110,402 SHAND, TAIL System Officer 111,202 2,626 110,	ROBERTSON, MARIE	Senior Supervisor, Watershed Operations	102,460	2,312	104,772
RUIJANCICI, SIANE Chief Draftsperson 80,891 269 81,160 RYAN, BARRY Technical Services Technician 3 84,618 1,809 86,427 SANDHARA, AMRITI Engineering Technician 5 94,524 2,488 97,012 SARPUNOFF, DAN Environmental Science Officer 2 77,385 656 78,041 SCHEUR, DARREN Electronics Technologist 116,215 716 116,293 SCHEURER, DARREN Maintenance Worker - Depot 74,649 993 75,643 SCHULIZ, GLENN (BRANDIN) Manager, Planning Resource Mgmt & Devel 93,726 34,677 30,668 SCOTT, SLEABETH Depuly Project Director, CAWTP 272,011 34,677 30,668 SCOTT, SLRADN Amager Financial Planning A Performance 108,156 2,263 110,420 SHARP, ALLISON Amager Financial Planning & Performance 108,156 2,263 110,420 SHAW, PSYAN Systems Officer 111,420 40 111,620 SHAWE, ALLISON Manager, Financial Planning & Performance 108,156 2,263 116,649	ROBSON, DAN	Manager, Saanich Pen. & Gulf Islands Ops	115,486	1,391	116,876
RYNN, BARRY Technical Services Technician 3 84,618 1,809 86,427 SANDHAR, AMRIT Engineering Technician 5 94,524 2,488 97,012 SAPRUNOFF, DAN Environmental Science Officer 2 77,385 656 78,041 SCABER, TODO Manager, Water System Operations 116,215 716 116,930 SCHUBER, DARREN Electronics Technologist 104,445 786 105,232 SCHUBER, DANA Maintenance Worker - Depot 74,649 993 75,643 SCHULTI, GLENN (BRANDIN) Manager, Planning Resource Mgmt & Devel 93,726 34,067 30,668 SCOTT, SHARON Engineer 4 (Senior Geoscientist) 99,278 2,031 101,020 SEMMENS, BENJAMIN Manager, Falmacial Planning & Performance 108,156 2,03 110,420 SHANDN, OLDO Paiks Operations Supervisor 114,465 2,03 110,420 SHANDR, ALLISON Manager, Administrative Services 19,599 998 98,898 SHEVER, DRONNEY Utility Operator 4 111,228 462 111,690	ROY, STEPHEN	PRV/CV Mechanic	92,713	423	93,136
SANDINAR, AMRIT Engineering Technician 5 94,524 2,488 97,012 SAPRUNOF, DAN Environmental Science Officer 2 77,385 656 78,041 SCABER, TODD Manager, Water System Operations 116,215 716 116,925 SCHULER, DARREN Bectronics Technologist 104,445 786 105,232 SCHULER, GLENN (BRANDIN) Maintenance Worker - Depot 74,649 993 75,643 SCHULE, GLENN (BRANDIN) Manager, Planning Resource Mgmt & Devel 93,726 2 93,726 SCOTT, ELIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, ELIZABETH Deputy Project Director, CAWIP 272,601 34,067 310,302 SEMARDA, SLISON Manager, Administrative Services 193,156 2,02 110,409 SHARD, ALISON Manager, Administrative Services 193,807 1,468 31,25 SHARD, RODNEY Utility Operator 4 111,22 462 111,60 SHEPCARD, RODNEY Utility Operator 4 93,603 229 9,898	RULJANCICH, SHANE	Chief Draftsperson	80,891	269	81,160
SAPRUNOFF, DAN Environmental Science Officer 2 77,385 656 78,041 SCABER, TODD Manager, Water System Operations 116,215 716 116,932 SCHEUER, DARREN Electronics Technologist 104,445 786 05,232 SCHULITZ, GLENN (BRANDIN) Maintenance Worker - Depot 476,649 993 375,643 SCHULITZ, GLENN (BRANDIN) Manager, Planning Resource Mgmt & Devel 93,726 - 93,726 SCOTT, SHARON Engineer 4 (Senior Geoscientis) 92,728 2,013 101,020 SCOTT, SHARON Engineer 4 (Senior Geoscientis) 99,278 2,023 101,042 SHANDNIN Manager, Francial Phaning & Performance 108,156 2,026 1116,49 SHANDNIN Manager, Administrative Services 95,899 998 99,897 SHAW, RYAN Systems Officer 111,228 42 111,690 SHEPPARD, RODNEY Utility Operator 4 111,228 42 111,690 SHEPARD, RODNEY Utility Operator 4 118,627 10 118,657 SIMART, J	RYAN, BARRY	Technical Services Technician 3	84,618	1,809	86,427
SCABER, TODD Manager, Water System Operations 116,215 716 116,930 SCHEUER, DARREN Electronics Technologist 104,445 786 105,232 SCHUBERT, DAN Maniterance Worker - Depot 74,649 39,726 - 59,725 SCOTT, ELIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, ELIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, SLIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, SLIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, SLIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, SLIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, SLIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,668 SCOTT, SLIZABETH Deputy Project Director, CAWIP 272,601 34,067 306,689 SHARP, ALLISON Manager, First Nations and Regulatory MGR 313,037	SANDHAR, AMRIT	Engineering Technician 5	94,524	2,488	97,012
SCHEUER, DARREN Electronics Technologist 104,445 786 105,232 SCHUBER, DAN Maintenance Worker - Depot 74,649 993 75,643 SCHULTZ, GLENN (BRANDIN) Manager, Planning Resource Mgmt 6 Devel 93,726 - 99,776 SCOTT, SHARON Engineer 4 (Senior Geoscientist) 99,278 2,031 101,309 SEMMENS, BENJAMIN Manager Financial Planning & Performance 108,156 2,263 110,420 SHANDON, TODO Parks Operations Supervisor 114,465 2,026 176,491 SHARP, ALLISON Manager, Administrative Services 95,899 5,899 96,897 SHAUR, KARA Systems Officer 108,156 - 108,156 SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,690 SHUCK, ROBERT Environmental Science Officer 3 79,757 1,468 181,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 310,307 29,89,895 SMERY, LAWES Treatment Plant Operator 2 116,677 190 116,867 SMEREV,	SAPRUNOFF, DAN	Environmental Science Officer 2	77,385	656	78,041
SCHUBERT, DAN Maintenance Worker - Depot 74,649 993 75,63 SCHULTZ, GLENN (BRANDIN) Manager, Planning Resource Mgmt & Devel 93,726 - 93,726 SCOTT, ELIZABETH Deputy Project Director, CAWTP 272,001 34,067 306,668 SCOTT, SHARON Engineer 4 (Senior Geoscientist) 99,278 2,031 110,309 SEMMENS, BENJAMIN Manager, Flancial Planning & Performance 108,156 2,263 110,429 SHAN, DA, LUSON Manager, Administrative Services 95,899 998 96,897 SHAW, RYAN Systems Officer 108,156 12,62 116,649 SHUCK, ROBERT Utility Operator 4 111,228 4 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 1 130,307 SLADEN, TREVOR Utility Operator 4 98,693 292 98,985 SMART, JAMES Treatment Plant Operator 2 116,677 109 116,867 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224	SCABER, TODD	Manager, Water System Operations	116,215	716	116,930
SCHULTZ, GLENN (BRANDIN) Manager, Planning Resource Mgmt & Devell 93,726 . 93,726 SCOTT, ELLZABETH Deputy Project Director, CAWTP 272,601 34,667 306,668 SCOTT, SHARON Engineer 4 (Senior Geoscientist) 99,278 2,031 101,309 SEMMENS, BENJAMIN Manager Financial Planning & Performance 108,156 2,036 110,430 SHANDON, TODD Parks Operations Supervisor 114,465 2,036 106,491 SHARP, ALLISON Manager, Administrative Services 95,899 998 96,897 SHAW, RYAN Systems Officer 108,156 - 108,156 SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,693 SHUCK, ROBERT Environmental Science Officer 3 19,037 1,468 18,225 SIMDESON, EVIN Manager, First Nations and Regulatory MGR 10,030 - 10,030 SLAZEY Treatment Plant Operator 2 116,677 190 116,687 SMERY, JAMES Treatment Plant Operator 2 116,677 190 172,222 SMITH,	SCHEUER, DARREN	Electronics Technologist	104,445	786	105,232
SCOTT, ELIZABETH Deputy Project Director, CAWTP 272,601 34,667 306,668 SCOTT, SHARON Engineer 4 (Senior Geoscientist) 99,278 2,031 101,309 SEMMENS, BENJAMIN Manager Filoancial Planning & Performance 108,156 2,263 110,420 SHANNON, TODO Parks Operations Supervisor 114,465 2,026 110,420 SHARP, ALLISON Manager, Administrative Services 108,156 2,026 108,156 SHAW, RYAN Systems Officer 108,156 2 108,156 SHEVER, ROBERT Environmental Science Officer 3 79,757 1,468 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 1 130,307 SALDEN, TREVOR Utility Operator 4 98,693 22 98,985 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 16,677 109 116,867 SMITH, RUSS Senior Manager, Firw. Resource Management 156,525 5,699 172,224 SMITH, WINCE Industrial Mechanic 77,452 1,890 79,343 <	SCHUBERT, DAN	Maintenance Worker - Depot	74,649	993	75,643
SCOTT, SHARON Engineer 4 (Senior Geoscientist) 99,278 2,031 101,030 SEMMENS, BENJAMIN Manager Financial Planning & Performance 108,156 2,263 110,420 SHANNON, TODO Parks Operations Supervisor 114,465 2,026 1116,491 SHARP, ALLISON Manager, Administrative Services 95,899 998 96,897 SHAW, RYAN Systems Officer 108,156 - 108,156 SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,690 SHUCK, ROBERT Environmental Science Officer 3 79,757 1,468 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 150,309 SLADEN, TREVOR Utility Operator 4 98,693 292 98,895 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMART, VINCE Industrial Mechanic 77,452 1,99 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 110,599 13,36 72,011 SOLOMON, MARC </td <td>SCHULTZ, GLENN (BRANDIN)</td> <td>Manager, Planning Resource Mgmt & Devel</td> <td>93,726</td> <td>-</td> <td>93,726</td>	SCHULTZ, GLENN (BRANDIN)	Manager, Planning Resource Mgmt & Devel	93,726	-	93,726
SEMMENS, BENJAMIN Manager Financial Planning & Performance 108,156 2,263 110,420 SHANNON, TODD Parks Operations Supervisor 114,465 2,026 116,491 SHARP, ALLISON Manager, Administrative Services 95,899 998 96,897 SHAW, RYAN Systems Officer 108,156 - 108,156 SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,690 SHUCK, ROBERT Environmental Science Officer 3 79,757 1,468 18,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 130,307 SLADEN, TREVOR Utility Operator 4 98,693 292 98,985 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERY, HYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SMERK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operation	SCOTT, ELIZABETH	Deputy Project Director, CAWTP	272,601	34,067	306,668
SHANNON, TODD Parks Operations Supervisor 114,465 2,026 116,491 SHARP, ALLISON Manager, Administrative Services 95,899 998 96,897 SHAW, RYAN Systems Officer 108,156 - 108,156 SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,690 SHUCK, ROBERT Environmental Science Officer 3 79,757 1,468 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 130,307 SLADEN, TREVOR Utility Operator 4 98,693 292 98,985 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEK, JEFF Welder 90,679 1,336 92,015 SOUTHERN, EVAN Director of Comm/Stake	SCOTT, SHARON	Engineer 4 (Senior Geoscientist)	99,278	2,031	101,309
SHARP, ALLISON Manager, Administrative Services 95,899 998 96,897 SHAW, RYAN Systems Officer 108,156 - 108,156 SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,690 SHUKK, ROBERT Environmental Science Officer 3 79,757 1,468 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 130,307 SLADEN, TREVOR Utility Operator 4 98,693 929 98,985 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 STEEWART, CAROLYN Plann	SEMMENS, BENJAMIN	Manager Financial Planning & Performance	108,156	2,263	110,420
SHAW, RYAN Systems Officer 108,156 - 108,156 SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,690 SHUCK, ROBERT Environmental Science Officer 3 79,757 1,468 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 130,307 SLADEN, TREVOR Utility Operator 4 98,693 292 98,895 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, VINCE Industrial Mechanic 77,452 1,80 79,243 SMITH, VINCE Industrial Mechanic 77,452 1,80 79,34 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,121 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Ser	SHANNON, TODD	Parks Operations Supervisor	114,465	2,026	116,491
SHEPPARD, RODNEY Utility Operator 4 111,228 462 111,690 SHUCK, ROBERT Environmental Science Officer 3 79,757 1,468 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 130,307 SLADEN, TREVOR Utility Operator 4 98,693 292 98,985 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERY CHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, NUNCE Industrial Mechanic 77,452 1,890 79,343 SMEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 131 111,121 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 88,969 374 89,343 STEWART, ACROLYN Ad	SHARP, ALLISON	Manager, Administrative Services	95,899	998	96,897
SHUCK, ROBERT Environmental Science Officer 3 79,757 1,468 81,225 SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 130,307 SLADEN, TREVOR Utility Operator 4 98,693 292 98,985 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 STEED, MARC Manager IS Security Architect 111,716 4,418 116,133 STEWART, CAROLYN Planner 88,969 374 89,434 STEWART, NATHAN Admin	SHAW, RYAN	Systems Officer	108,156	-	108,156
SIMPSON, KEVIN Manager, First Nations and Regulatory MGR 130,307 - 130,307 SLADEN, TREVOR Utility Operator 4 98,693 292 98,985 SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,333 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 81,505 620 82,125 STOCK, MARY Manager, H	SHEPPARD, RODNEY	Utility Operator 4	111,228	462	111,690
SLADEN, TREVOR Utility Operator 4 98,693 292 98,985 SMART, JAMES Treatment Plant Operator 2 1116,677 190 116,867 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science O	SHUCK, ROBERT	Environmental Science Officer 3	79,757	1,468	81,225
SMART, JAMES Treatment Plant Operator 2 116,677 190 116,867 SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Bui	SIMPSON, KEVIN	Manager, First Nations and Regulatory MGR	130,307	-	130,307
SMERYCHYNSKI, ANTHONY Field Supervisor Wastewater 67,785 11,759 79,544 SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD <td< td=""><td>SLADEN, TREVOR</td><td>Utility Operator 4</td><td>98,693</td><td>292</td><td>98,985</td></td<>	SLADEN, TREVOR	Utility Operator 4	98,693	292	98,985
SMITH, RUSS Senior Manager, Env. Resource Management 156,525 5,699 162,224 SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader <td>SMART, JAMES</td> <td>Treatment Plant Operator 2</td> <td>116,677</td> <td>190</td> <td>116,867</td>	SMART, JAMES	Treatment Plant Operator 2	116,677	190	116,867
SMITH, VINCE Industrial Mechanic 77,452 1,890 79,343 SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STURDY, LUKE Local Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Lea	SMERYCHYNSKI, ANTHONY	Field Supervisor Wastewater	67,785	11,759	79,544
SNEEK, JEFF Welder 90,679 1,336 92,015 SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 <t< td=""><td>SMITH, RUSS</td><td>Senior Manager, Env. Resource Management</td><td>156,525</td><td>5,699</td><td>162,224</td></t<>	SMITH, RUSS	Senior Manager, Env. Resource Management	156,525	5,699	162,224
SOLOMON, MARC Parks Operations Supervisor 110,599 613 111,212 SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA P	SMITH, VINCE	Industrial Mechanic	77,452	1,890	79,343
SOUTHERN, EVAN Director of Comm/Stakeholder Engagement 191,163 1,177 192,341 SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3	SNEEK, JEFF	Welder	90,679	1,336	92,015
SPEED, MARC Manager IT Security Architect 111,716 4,418 116,133 STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	SOLOMON, MARC	Parks Operations Supervisor	110,599	613	111,212
STARKE, JUSTINE Manager Service Delivery SGI 92,863 3,885 96,748 STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	SOUTHERN, EVAN	Director of Comm/Stakeholder Engagement	191,163	1,177	192,341
STEWART, CAROLYN Planner 88,969 374 89,343 STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	SPEED, MARC	Manager IT Security Architect	111,716	4,418	116,133
STEWART, NATHAN Administrative Officer 2 81,505 620 82,125 STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STARKE, JUSTINE	Manager Service Delivery SGI	92,863	3,885	96,748
STOCK, MARY Manager, Human Resources 125,864 2,316 128,180 STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STEWART, CAROLYN	Planner	88,969	374	89,343
STOKES, CHASE Environmental Science Officer 2 (CCInsp) 75,385 1,605 76,990 STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STEWART, NATHAN	Administrative Officer 2	81,505	620	82,125
STORIE, ROB Building Services Coordinator 110,046 1,562 111,608 STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STOCK, MARY	Manager, Human Resources	125,864	2,316	128,180
STOTT, BRAD Utility Operator 4 83,064 - 83,064 STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STOKES, CHASE	Environmental Science Officer 2 (CCInsp)	75,385	1,605	76,990
STURDY, LUKE Local Utility Operator Team Leader 144,618 1,559 146,177 TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STORIE, ROB	Building Services Coordinator	110,046	1,562	111,608
TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STOTT, BRAD	Utility Operator 4	83,064	-	83,064
TATES, RON Field Supervisor, Mechanical 100,701 54 100,756 TAYLOR, EMMA Planner 81,618 3,970 85,588 TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	STURDY, LUKE	Local Utility Operator Team Leader	144,618	1,559	146,177
TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	TATES, RON	Field Supervisor, Mechanical	100,701	54	100,756
TESCHKE, KYLE Engineer 3 96,874 1,403 98,278	TAYLOR, EMMA	Planner		3,970	85,588
	TESCHKE, KYLE	Engineer 3			
	TIWANA, NAVJEET	Deputy Conveyance Manager	141,089	18,796	159,885

Name	Position		Salary	Expenses	Total
TOKGOZ, NATALIE	Engineer 5		92,972	1,568	94,539
TORNEY, KORENE	Environmental Science Officer 4		93,645	2,428	96,073
TRADEWELL, KELLY	Environmental Contaminants Officer		83,826	2,175	86,001
TUCKWELL, DAVID	Manager, Quality		121,566	617	122,183
USSERY, JOEL	Manager Resource Planning		126,232	-	126,232
VAN NIEKERK, JAN	Sr Manager Customer & Technical Services		139,858	1,733	141,590
VIJANDRE, CARLO	Manager Asset Management		118,030	1,701	119,731
WANG, ROBIN	Electronics Technologist		105,310	626	105,935
WARDELL, ALAN	Construction Scheduler		149,799	-	149,799
WATKINS, TOM	Manager, ERM Policy and Planning		112,849	1,663	114,512
WATSON, CHRISTOPHER	Building Inspector 2		80,271	2,769	83,040
WATSON, JODY	Environmental Science Officer 4		93,596	885	94,481
WATTS, CATHERINE	Recreation Program Coordinator 3		75,679	2,214	77,892
WEAVER, MIKE	Field Supervisor Water Treatment Ops		141,787	642	142,429
WEIGHTMAN, JEFF	Research Planner	89,287	1,293	90,580	
WERFL, BRYAN	Equipment Operator 3	Equipment Operator 3 81,75			81,755
WEST, ADAM	Facility Maintenance Worker 4		86,588	837	87,425
WESTON, JACQUELINE	Project Manager, Plant		179,231	2,694	181,925
WHIPP, CHAZ	Manager, Facilities		116,207	2,714	118,921
WHIPPS, STEVEN	Utility Operator 4		107,609	1,426	109,035
WILKINSON, DAVID	Project Manager Summit		127,502	212	127,714
WILSON, KRISTI	Demand Management Coordinator		81,610	3,121	84,732
WILSON, LYNN	Planner		88,331	854	89,186
WU, PEI (EMMA)	Financial Advisor		80,671	6,505	87,176
WYATT, TREVOR	Water Maint. Op 4/Heavy Duty Equip. Op.		94,714	611	95,324
XU, LIAOXIN	Manager Financial Services		103,966	1,964	105,929
Total for Employees > \$75,000		\$	32,012,715	\$ 514,471	\$ 32,527,186
Total of Employees with remune	ration of \$75,000 or less	\$	25,049,173	\$ 255,108	\$ 25,303,896
Total Employee Remuneration		\$	57,061,888	\$ 769,579	\$ 57,831,083

Schedule of Remuneration & Expenses: Directors & Alternate Directors

Name	Position	Salary	Allowances	Expenses	Total
ALTO BOND, MARIANNE	Alternate Director	\$ 953	\$ 477	\$ -	\$ 1,430
BATEMAN, JEFF	Alternate Director	1,320	660	406	2,386
BLACKWELL, DENISE	CRHD Chair	22,963	11,481	109	34,553
BRICE, SUSAN	Board Director, Saanich	19,071	9,535	-	28,606
BROWNOFF, JUDITH	Alternate Director	1,247	623	=	1,870
COLLINS, LAUREL	Alternate Director	513	257	-	770
DESJARDINS, BARBARA	Board Director, Esquimalt	19,071	9,535	-	28,606
FALLOT, BARBARA	Alternate Director	147	73	Ξ	220
HARPER, KAREN	Alternate Director	1,100	550	=	1,650
HAYNES, FREDERICK	Board Director, Saanich	17,125	8,562	Ξ	25,687
HELPS, LISA	Board Director, Victoria	19,071	9,535	13	28,620
HICKS, MIKE	Electoral Area Director - JDF	45,746	22,873	2,941	71,560
HOLMAN, GARY	Board Director, SSI	42,633	21,316	4,013	67,963
HOWE, DAVID	Electoral Area Director - SGI	42,633	21,316	7,055	71,005
ISITT, BENJAMIN	Board Director, Victoria	19,511	9,755	Ξ	29,266
KOBAYASHI, DOUGLAS	Alternate Director	220	110	=	330
LOVEDAY, JEREMY	Board Director, Victoria	19,657	9,829	Ξ	29,486
MABBERLEY, BEN	Alternate Director	1,100	550	1,602	3,252
MARTIN, ROBERT	Board Director, Colwood	17,125	8,562	Ξ	25,687
MCNEIL SMITH, CLIFF	Board Director, Sidney	19,288	9,644	Ξ	28,933
MERSEREAU, REBECCA	Board Director, Saanich	19,075	9,538	-	28,613
MURDOCH, KEVIN	Board Director, Oak Bay	18,895	9,448	=	28,343
ORR, GEOFF	Board Director, North Saanich	17,125	8,562	-	25,687
PLANT, COLIN	CRD Board Chair	32,764	16,384	1,599	50,747
POTTS HALPIN, SARAH	Alternate Director	293	147	Ξ	440
QUIGLEY, DAN	Alternate Director	73	37	=	110
RANNS, JOHN	Board Director, Metchosin	17,125	8,562	490	26,177
SAHLSTROM, MATT	Alternate Director	73	37	-	110
SCREECH, DAVID	Board Director, View Royal	17,125	8,562	-	25,687
SEATON, LANNY	Board Director, Langford	17,125	8,562	-	25,687
STOCK, CELIA	Alternate Director	440	220	114	774
TAIT, MAJA	Board Director, Sooke	19,123	9,562	571	29,256
TAYLOR, EDWARD (NED)	Board Director, Saanich	17,711	8,856	-	26,567
THOMPSON, ROBERT	Alternate Director	1,173	587	10	1,770
WILLIAMS, KENNETH	Board Director, Highlands	17,418	8,709	-	26,127
WINDSOR, RYAN	Board Director, Central Saanich	16,450	8,225	-	24,675
YOUNG, GEOFFREY	Board Director, Victoria	 17,711	8,856	<u>-</u>	26,567
Total		\$ 540,193	\$ 270,098	\$ 18,925	\$ 829,216

Schedule of Remuneration & Expenses: Committee & Commission Members

Name	Position	Salar	у	Allowances	Expenses	Total
BAIRD, GORDON	Water Commission	\$ 5	87	\$ 293	\$ -	\$ 880
BRAME, MEAGAN	Water Commission	4	40	220	-	660
CHAMBERS, NATALIE	Water Commission	5	87	293	-	880
DE VRIES, ZAC*	Water Commission	1,0	27	513	-	1,540
DUNCAN, SARA	Water Commission	5	87	293	-	880
GARTSHORE, HEATHER	Water Commission	1	47	73	-	220
GRAHAM, CHRISTOPHER	Water Commission	3	67	183	-	550
JENSEN, STANLEY	Land Use Committee	5	80	290	115	985
KAHAKAUWILA, KYARA	Water Commission	8	80	440	-	1,320
LITTLE, MARIE TERESE	Water Commission		73	37	-	110
LOGAN, GORDIE	Water Commission	4	40	220	-	660
MCCONNELL, VERNON	Land Use Committee	4	33	217	321	971
MCINTYRE, ROY	Land Use Committee	ϵ	53	327	564	1,544
MORRISON, TIMOTHY	Water Commission	5	13	257	-	770
PARKINSON, BRENDA	Water Commission	2	93	147	-	440
RAMSAY, RONALD	Land Use Committee	5	80	290	-	870
RISVOLD, DALE	Land Use Committee	4	33	217	71	721
ROGERS, JOHN	Water Commission	5	13	257	-	770
SINCLAIR, GEORGE (SANDY)	Land Use Committee	6	53	327	-	980
ST PIERRE, MARCEL (TONY)	Water Commission	4	40	220	-	660
STEWART, NORMA	Water Commission		73	37	-	110
SZPAK, LILLIAN	Water Commission	1,0	27	513	-	1,540
WADE, ROGER	Water Commission	4	40	220	-	660
WYNANS, ART	Land Use Committee		67	33	-	100
ZHELKA, ERIC	Water Commission	5	13	257	-	770
Total		\$ 12,3	46	\$ 6,174	\$ 1,071	\$ 19,591

^{*}Position held since September 2019

Schedule of Remuneration & Expenses: Project Board Members

Name	Position	Salary	Allowances	Ex	penses	Total
EATON, BRENDA	Project Board	\$ 28,500		\$	-	\$ 28,500
FAIRBAIRN, DON	Project Board	43,500			8,590	52,090
HAYDEN, DANA	Project Board	28,500			88	28,588
HOWE, DAVID	Project Board	25,500			-	25,500
LAPHAM, ROBERT	Project Board	-			-	-
SMITH, COLIN	Project Board	28,500			14	28,514
STANLEY, JOHN (TIM)	Project Board	28,500			5,820	34,320
Total		\$ 183,000	\$ -	\$	14,512	\$ 197,512

Severance Agreements

For the year ended December 31, 2019

\$56,630.40

There were 2 severance agreements under which payment commenced between the Capital Regional District and its unionized employees during fiscal year 2019.

These agreements represent 8.83 months of compensation.

Schedule of Payments to Suppliers for Goods and Services

Vendor	Total
0950119 BC LTD	\$ 39,569.60
3 Phase Power Systems Inc	33,504.80
6362222 Canada Inc.	194,154.55
Aboriginal Coalition to End	25,979.84
Absolute Energy Inc.	124,595.68
Accent Refrigeration Systems	38,625.73
ACME SUPPLIES	117,604.12
Acme Supplies Limited	125,662.34
AdEdge Technologies Inc	30,128.15
Advanced Energy Systems Management	398,233.21
AECOM Canada Limited	93,728.31
AES Engineering Ltd	38,100.20
Agora Consulting Partners Inc	32,480.00
Alco Building Management	40,782.00
Alive Painting & Contracting Inc	32,555.12
Alliance Scientific	54,022.85
Allteck Line Contractors Inc.	75,661.49
Alpha Roofing & Cladding Inc	406,638.36
Alpha Wildlife Research & Management	42,087.06
Alpine Transmission & Auto Repair	122,060.84
AMAZON	94,426.54
Andrew Sheret Limited	145,509.58
Aon Reed Stenhouse Inc.	662,411.78
Apex Steel & Gas Limited	73,211.85
Aqua Irrigation	33,670.13
Aqua-Tex Scientific Consulting	40,324.47
Aral Construction (2014) Ltd.	191,658.62
Archipelago Marine Research Ltd	105,843.23
Arctic Decorating Inc.	120,744.75
Armtec Inc	25,368.62

Vendor	Total
Associated Engineering (BC) Ltd	254,142.58
Associated Fire Safety Equipment	32,480.65
Aura Cabinet Works Limited	323,083.96
Bartlett Tree Experts	123,046.05
Basic Rock Products Limited	32,685.23
BC FERRIES	51,301.84
BC Housing Management Commission	616,278.56
BC HYDRO	4,249,218.07
BC Life (Pacific Blue Cross) #43746	308,748.03
BC Sustainable Energy Association	37,700.00
BC Transit	407,863.15
BDO Canada LLP	107,099.49
Bear Mountain Adventures Ltd	3,148,874.44
Bee-Clean Building Maintenance Inc	198,198.25
Bell Media Inc.	36,117.69
Ben Patterson	88,873.07
Ben Symons	38,969.90
Bennett Mechanical Installatio	25,000.00
BEST BUY	26,796.72
Black Press Ltd	105,693.80
Blue Water Systems Ltd	45,270.40
Brandt Tractor Limited	31,871.79
Brandt Tractor Ltd	626,844.59
BRENNTAG CANADA INC.	76,122.48
Brenntag Canada Incorporated	351,451.90
Brent Jansen Plumbing & Heating	41,991.62
Brentwood Excavating Ltd	36,225.00
Brigitte Prochaska	65,370.22
BRITISH COLUMBIA WATER AN	29,834.95
BTY Consultancy Group Inc	101,188.36

Vendor	Total
Bullet Security Cameras, Inc	89,703.46
BullfrogControl.com Inc	75,458.00
Bureau Veritas Canada (2019) Inc	487,735.31
Canadian Springs	50,551.16
CANADIAN TIRE	33,565.20
Cansel Professional Services	29,165.47
Cantex Okanagan Construction Ltd	1,493,956.61
Cap-It Victoria	55,156.72
Capital City Paving Limited	492,747.87
CARO Analytical Services	52,872.49
CDN LINEN & UNIFORM	54,011.82
Ceangal Professional Consulting, In	170,916.53
Central Island Powerline	33,285.00
CentralSquare Canada Software Inc.	59,928.37
Centrix Control Solutions Limited	37,480.17
CH2M Hill Canada Ltd.	67,403.31
Charter Telecom Inc.	283,654.38
Chase Office Interiors Inc.	220,039.29
Citizens Bank of Canada	199,782.59
City of Langford	1,085,150.91
City of Victoria	1,144,311.48
City Spaces Consulting Ltd	27,430.28
Citywide Concrete Company	39,112.50
Coast Capital Savings Federal Credit	754,897.45
Coast Environmental Ltd	1,040,743.01
Coast Wholesale Appliances Ltd	31,693.59
Coastal Green & Clean	30,599.94
Colquitz Engineering Ltd	81,769.97
Columbia Fuels	31,578.16
Columbia Promotions	36,127.84

Vendor	Total
Community Carpet Cleaning	32,856.95
Community Social Planning Council	28,446.00
Cook Street Castle Building Centre	29,409.43
Corrosion Service Company Limited	46,786.54
Cowichan Valley Regional District	63,871.00
CREST Inc	2,022,402.50
Crombie REIT	289,828.80
Crystal Blue Pool Services	51,136.23
Cubex Limited	211,019.35
Cubicle Fugitive Inc.	26,131.87
CUPE Local 1978	685,952.70
Custom Craftsman Contracting	45,702.18
D B Birch Ltd.	92,612.86
Da Silva Garden & Landscaping	37,973.25
Dalmation Fire Equipment	38,527.98
David Babbage	34,190.66
Dead Boats Disposal Society	284,042.76
Depend-A-Dor Repairs & Installation	51,951.64
Detection Instruments Corporation	41,605.71
dHKarchitects Inc	421,530.18
District of Central Saanich	1,023,838.36
District of North Saanich	320,423.52
District of Saanich	12,501,620.75
District of Sooke	35,500.88
DL's Bins Ltd	2,457,881.98
Dodd's Furniture Ltd	29,999.42
Dogwood Tree Services Limited	33,432.00
Don Mann Excavating Limited	24,279,103.46
Downs Construction Limited	121,028.48
DPOC Neopost Canada Ltd.	171,150.00

Vendor	Total
Driftwood Brewery	61,745.89
Driftwood Publishing Limited	39,266.89
Drillwell Enterprises Limited	97,574.67
Duncan Dodge	45,821.60
Durwest Construction Limited	424,160.62
E.H. Emery Electric Ltd.	836,239.29
Ecklundson Construction	528,628.54
Eco-Counter Inc	114,858.09
E-Comm, Emergency Communications	294,487.29
EcoPlan International	26,425.40
Eecol Electric Corp.	29,627.48
Ellice Recycle Limited	30,212.92
Emco Corporation	722,655.71
Emterra Environmental	5,501,863.13
Envirosystems Inc.	402,145.14
Ernst & Young LLP	152,710.24
Esri Canada Limited	99,366.75
Evergreen Industries	60,371.93
Evoqua Water Technologies Ltd	194,152.20
Excel Contracting Limited	231,054.33
Fasken Martineau DuMoulin LLP	196,218.55
Finishing Touch Painting Ltd	92,650.37
Finning (Canada)	251,635.40
First Capital (Millstream) Corp.	42,528.80
First National Financial LP	231,000.00
Fisher Scientific	34,075.32
Fitness Town Commercial	33,577.60
Five Star Paving Company	105,598.24
Footprints Security Patrol Ltd	34,671.80
Forest Technology Systems	202,332.59

Vendor	Total
Fortis BC-Natural Gas	241,815.78
Fred Surridge Limited	35,659.51
Futura Properties Ltd	156,082.56
Fuzzy Wuzzy Carpets	41,679.45
Gablecraft RB Homes LP	35,040.80
Garden City Tree and Landscape	331,748.64
Geo Scientific Limited	27,344.80
GeoAdvice Engineering Inc.	56,943.81
GFL Environmental Inc	55,903.50
Glass-Smith & Company Limited	26,047.33
Golder Associates Ltd.	45,460.73
Goldstream Rock Products Ltd	37,090.08
Gord's Stonework	196,947.91
GRAND & TOY A0	54,773.48
Granicus Inc.	40,261.33
Grant In Aids (1999 to 2010)	117,820.79
Graphic FX Signworks	34,000.00
Graphic Office Interiors Limited	274,978.53
Great West Life Assurance	154,396.75
Greater Victoria Labour Relations	69,094.96
Green Roots Play Equipment Inc.	184,013.55
Greenlight Ventures Ltd	33,499.20
Gregg Distributors LP	73,090.53
Griff's Lawn & Garden Care	29,956.50
Guillevin International Co.	44,412.14
Gulf Islands Septic Limited	61,194.13
Gulf Pacific ITF - Creekside Mall	38,484.13
GVLRA/CUPE Long Term Disabliltiy	702,657.36
Hach Sales & Service Canada Ltd	63,640.37
Harbour Resource Partners LP	110,429,595.57

Vendor	Total
Hardal Management Inc	48,139.86
Hartland Resource Management Genera	743,978.97
Hatch Ltd	94,657.98
Hazmasters Inc.	67,888.06
Heavy Metal Marine	1,014,658.49
Heightsafe Fall Protection Systems	34,177.42
HELIJET	79,267.13
Hoel Contracting Ltd.	1,190,201.97
Home Depot Credit Services	28,764.62
Hoskin Scientific Limited	68,933.29
Houle Electric Limited	59,460.09
Hughes Painting	71,152.09
Hunterston Homes Limited	168,777.91
Iconix Waterworks LP	412,699.74
IEL Projects Ltd	2,563,511.88
Infosat Communications LP	30,564.65
Info-Tech Research Group Inc.	40,131.00
Innov8 Digital Solutions Inc	150,955.09
Innovyze	31,598.36
Insurance Corporation of BC (ICBC)	366,750.14
Integrated Sustainability Consultan	36,342.42
INTERNATIONAL WEB EXPRESS	59,900.96
Interra Solutions Inc	29,213.20
IPI Tech Incorporated	25,215.97
ISCO Canada Inc	180,088.79
ISL Engineering and Land Services	70,225.23
Island Asphalt Company	217,378.48
Island Floor Centre Ltd	233,162.58
Island Key Computer Limited	704,399.44
Island Temperature Controls Ltd	139,430.47

Vendor	Total
Island Window Coverings Limited	67,787.48
IslandEarth Landscape Services Ltd.	413,847.30
iTel Networks Inc	32,664.18
IWA - FI Pension & Ltd Plans	240,583.11
J E Anderson & Associates	80,591.66
Jacobson Ford Sales Ltd	152,116.05
Janox Fluid Power Ltd	30,605.30
Jawl & Bundon	66,612.23
Jenner Chevrolet Buick GMC	261,016.29
Jim Dent Construction Ltd	443,641.57
JLB Services Limited	26,588.76
Joe Newell Architects	85,372.37
John McCrea	72,330.00
Judith Cullington & Associates	76,391.99
Justice Institute of BC	35,197.34
K2 Services	36,809.90
Kal Tire	32,153.78
Ken MacKay and Son	28,366.54
Kenaidan Contracting Ltd	30,476,052.04
Kerr Wood Leidal Associates Ltd	2,312,356.82
Kinetic Construction Ltd	604,497.77
Kirk & Co. Consulting Ltd	179,271.16
KMS Tools & Equipment Ltd.	41,202.98
Knappett Projects Inc.	5,043,916.58
Knight Contracting Ltd.	2,057,003.38
KPMG LLP T4348	135,796.63
KTI Limited	464,110.59
Lectranator Systems Inc.	27,710.05
LFG Parts Supply, INC	48,495.08
Lightlever Systems Inc.	30,405.34

Vendor	Total
Lorax Environmental	64,081.50
Lordco Auto Parts Ltd	33,898.10
LOWES	29,824.87
Luxton Construction Inc	200,915.19
M3 Mechanical Consultants Inc	29,440.99
Mac's Heating Limited	38,946.89
Madison Paving (1976) Limited	53,109.00
Madrone Environmental Services Ltd	129,224.20
MarkR Management Inc.	36,939.00
Marsh Canada Limited	859,333.00
Matullia Holdings Ltd Partnership	605,500.05
Mayne Island Recycling Society	85,911.86
MCAP Financial Corporation	159,383.23
McElhanney Associates Land	46,956.20
McElhanney Consulting Services Ltd	205,496.29
MCM Excavating	38,094.02
McRae's Environmental Services	519,080.13
Medical Services Plan of BC	353,400.00
Melody Pender	28,373.03
Metro Motors Ltd	330,988.00
Metro Testing & Engineering Ltd.	60,435.01
MFR Resolutions Consulting Corp	26,889.49
Michael Carrothers	46,319.65
Microsoft Licensing, GP	216,853.46
Millennia Research Limited	437,069.77
Milner Electric & Mechanical	193,756.96
Minister of Finance	959,066.12
Mitsubishi Motor Sales of Canada	42,921.76
Moffatt & Nichol	74,989.34
Monk Office	138,935.97

Vendor	Total
Morrison Hershfield Limited	139,015.77
Mr. Plow Snow Removal Services	46,950.36
Murdoch de Greeff Inc.	26,686.28
Mustard Seed Street Church	25,336.74
N & N Courier	53,310.66
NAC Constructors Ltd	4,000,823.84
Namaste Janitorial Service Inc.	45,227.71
Nautilus Environmental	107,871.75
Navair Technologies	45,172.70
Nayab Sultan	67,190.46
North Park Manor Society	45,000.00
North Salt Spring Waterworks	237,621.86
North West Environmental Group Ltd	49,809.18
Northwest Hydraulic Consultants	225,726.65
Norton Rose Fulbright Canada LLP	540,909.82
Ocean Edge Sustainable	94,016.88
On the Island Bath Liners Ltd	43,919.40
On-Line Ventures Inc	206,785.45
Open Business Process Inc.	40,194.00
Optrics Inc	34,363.51
Orkin Canada Corp.	30,878.76
Osborne Electro-Mechanics Ltd	42,285.16
Osprey Silviculture Operations	36,236.46
Pacific Audio Works Ltd.	73,903.17
Pacific Blue Cross	2,140,572.90
Pacific Coast Fire Equipment	130,098.85
Pacific Industrial & Marine Ltd.	621,965.26
Pacific NorthWest Raptors Ltd	149,562.30
Paladin Security Group	123,963.09
Paradigm Software LLC	42,862.37

Vendor	Total
Parkland Fuel Corporation	43,832.71
Parsons Inc.	2,092,823.96
Peninsula Appliance Service	33,796.51
Peninsula Consumer Services Co-op	29,369.73
Peoples Trust Company	244,664.76
PerfectMind Inc.	50,675.52
Piers Island Improvement District	50,000.00
Playsted Sheet Metal Ltd	58,502.78
Precision Crane	76,580.53
Precision Service & Pumps Inc	25,007.80
Price's Alarm Systems Ltd.	76,115.89
Prices Lock & Safe	107,188.21
Protex Fence Services	58,848.30
Pruftechnik Maintenance Technology	46,596.27
Pure Technologies Ltd	61,863.48
Purple Tuque Productions	30,014.21
QM LP	255,405.50
R & D Janitorial Services Ltd	60,959.76
R G Excavating Ltd	26,145.00
R PARKING - MP CC	36,047.25
Radio Works	63,024.61
Ralmax Contracting Ltd	1,827,028.18
Ramsay Painting Ltd	149,268.12
Ramtech Environmental Products	73,020.75
Receiver General for Canada	16,126,317.71
Reshape Infrastructure Strategies	74,782.50
Revolution Environmental Solutions	53,341.73
Ridgeline Mechanical Ltd.	303,965.15
ROGERS	243,297.40
Ryzuk Geotechnical	87,019.46

Vendor	Total
Saanichton Development Ltd.	115,329.84
Salt Spring and Southern Gulf	50,000.00
Salt Spring Island Farmland Trust	75,000.00
SAP Canada Inc	434,721.52
Saturna Community Club Recycling	32,570.96
Saturna Recreation Centre	27,559.59
Save-On-Septic Services Inc	113,517.53
Scalar Decisions Inc	214,375.18
School District #63 (Saanich)	27,139.00
Scho's Line Painting Ltd.	32,585.05
Securiguard Services Limited	143,876.49
Seismic 2000 Construction Ltd	400,430.32
SGI Community Resource Centre	82,800.00
SGS AXYS Analytical Services Ltd	647,094.00
Shades Tankers (1976) Ltd	30,363.08
Shal Friesen	28,258.18
SHAW CABLESYSTEMS	81,063.42
Shell Canada Products	327,789.43
Sheringham Water Works Ltd	50,000.00
SHRED-IT INTERNATIONAL	33,255.41
SideLines Promotional Products Inc.	63,066.25
Simark Controls Limited	98,690.23
Simcic & Uhrich Architects	58,367.40
Slegg Building Materials	90,650.56
Smith Cameron Pump Solutions	586,570.17
SNC Lavalin Inc.	1,478,440.84
Softchoice Corporation LP	232,761.95
SolidCAD	35,514.08
Sooke Slinger Service Ltd	313,764.22
South Island Mechanical	47,321.50

Vendor	Total
Southern Gulf Islands Tourism	39,150.41
Southern Railway of Vancouver	164,608.69
Spartan Controls Ltd	103,744.46
Sperling Hansen Associates	104,901.39
SPR Traffic Services LP	353,846.63
Stantec Consulting Limited	5,294,432.82
STAPLES	33,587.05
STERICYCLE	26,708.31
Stewart McDannold Stuart In Trust	16,793,088.11
Stone Pacific Contracting Ltd.	681,491.00
Stream Line Plumbing Ltd	30,316.23
Studio 531 Architects Inc	78,825.33
Suburban Motors	393,123.44
Suez Water Technologies &	44,418.55
Sunbelt Rentals of Canada Inc	65,944.40
Suncor Energy Products	202,439.75
Sylvis Environmental Service Inc	44,590.36
Tavola Strategy Group	34,560.37
Technical Safety BC	33,151.27
TELUS Communications Inc.	819,201.20
Tetra Tech Canada Inc	46,327.20
The Appian Way Traffic Data Service	76,650.00
The Drain Camera Shop	40,577.60
THE HOME DEPOT #7074	26,694.28
The Information Professionals	28,643.33
The Manufacturers Life Insurance Co	276,282.28
The Salvation Army NRO Thrift Store	47,096.50
Thurber Engineering Ltd	38,317.18
Timberwolf Carpentry	75,222.72
Times - Colonist	38,246.15

Vendor	Total
Top Quality Coatings Ltd	153,471.99
Tower Fence Products Limited	353,230.25
Town of Sidney	2,480,434.77
Township of Esquimalt	190,425.29
Trail Appliances Ltd.	92,429.21
Trane Canada ULC T42324C	366,395.41
Trimble Europe B.V.	57,603.14
Tritech Group Ltd (BC)	396,887.16
Tri-X Excavating Ltd.	765,938.92
Trustees of the USW-Coastal Forest	26,222.94
T'Sou-ke Nation	52,281.11
Uni-Select Canada Stores Inc.	41,257.05
Unitech Construction Management	34,069,531.56
Unitech Construction Management Ltd	2,369,462.97
United Rentals of Canada, Inc.	633,290.72
United Steelworkers, Local 1-1937	27,797.82
Universal Sheet Metal Ltd	178,421.25
University of Victoria	137,756.12
University of Waterloo	25,000.00
Urban Systems Limited	40,057.40
Van Isle Water Services Limited	73,953.35
Versatech Systems Inc.	40,843.61
VI Rentals Ltd.	27,624.51
Victoria Drain Services Ltd	78,636.75
Victoria Mobile Radio Limited	105,328.88
Victoria Pest Control Ltd.	27,466.90
Victoria Window Cleaning	146,471.85
VWR International Co	25,305.42
WASTE CONNECTIONS OF CANA	26,810.04
Waste Management	212,426.57

Wasteline Containers Ltd Water Street Engineering Ltd Waterhouse Environmental Services Watt Consulting Group Wayne's Tractor Services		69,042.12 47,799.26 110,877.51
Waterhouse Environmental Services Watt Consulting Group Wayne's Tractor Services		,
Watt Consulting Group Wayne's Tractor Services		110,877.51
Wayne's Tractor Services		
•		47,118.54
ME Consultants C. Donofits		98,752.50
WE Consultants & Benefits		51,424.88
Wesco Distribution - Canada		46,920.31
West Coast Elevator Services Ltd.		42,687.16
West Coast Helicopters		25,633.14
West Shore Environmental Services		64,782.61
Westbrook Consulting Ltd		53,441.81
Western Grater Contracting Ltd		55,542.02
Western Tank & Lining Ltd		33,369.73
Westerra Equipment		73,890.46
Wholesale Fire & Rescue Limited		88,183.84
Windley Contracting Ltd		21,663,269.99
Windsor Plywood		25,141.63
Wisdom Enterprises Ltd		26,245.87
WSP Canada Group Ltd		121,126.36
WSP Canada Inc		258,157.99
Total of aggregate payments exceeding \$25,000		\$ 382,550,016.58
Consolidated total of payments of \$25,000 or less		\$ 13,201,058.76
Consolidated total of grants exceeding \$25,000	\$ 3,659,276.06	
Consolidated total of contributions exceeding \$25,000	\$ 10,776,331.52	
Consolidated total of grants and contributions exceeding \$25,000	 	\$ 14,435,607.58
Total Payments		\$ 410,186,682.92

Schedule of Guarantee & Indemnity Agreements

For the year ended December 31, 2019

NIL

The Capital Regional District has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

