



City of Richmond

Report to Council

To: Richmond City Council
From: Jerry Chong
General Manager, Finance and Corporate
Services
Re: 2024 Statement of Financial Information

Date: June 13, 2025
File: 03-1200-03/2025-Vol
01

Staff Recommendation

That the 2024 Statement of Financial Information be approved.

Jerry Chong
General Manager, Finance and Corporate Services
(604-276-4064)

REPORT CONCURRENCE	
CONCURRENCE OF GENERAL MANAGER 	
SENIOR MANAGEMENT TEAM REVIEW	INITIALS:
APPROVED BY CAO 	

Staff Report

Origin

Section 2(2) and (3) of the *Financial Information Act* states that a municipality must prepare the “Statement of Financial Information” within six months of the end of each fiscal year. Furthermore, Section 9(2) of the Financial Information Regulation requires that the statement be approved by its Council and by the officer assigned responsibility for financial administration under the *Local Government Act*. The following statements and schedules of financial information must be prepared:

- statement of assets and liabilities;
- an operational statement;
- a schedule of debts;
- a schedule of guarantee and indemnity agreements;
- a schedule showing remuneration and expenses paid to or on behalf of each employee as required by the Act;
- a schedule showing the payments for each supplier of goods and services;
- a schedule of grants and subsidies.

The current prescribed amounts for the purpose of reporting under the Financial Information Regulation for employee remuneration/expenses and payments to suppliers are \$75,000 and \$25,000 respectively.

Analysis

Sections 1 to 4 of the required schedules for the Statement of Financial Information are captured in the City’s 2024 audited consolidated financial statements. There were no guarantee and indemnity agreements provided under the Guarantees and Indemnities Regulation (BC Reg. 258/87) reported for Section 5.

A schedule which shows employee remuneration in excess of \$75,000 and related expenses for the 2024 fiscal year is attached in Section 6.

Remuneration consists of base salary, taxable benefits and lump sum payments. Taxable benefits may include employer paid benefits such as life insurance, accidental death and dismemberment and vehicle benefits. Lump sum payments may include leave balances owed to employees, payouts which are in compliance with collective agreements and policies, union gratuities and union overtime.

Expenses are reported in accordance with the *Financial Information Act*, and may include items such as individual professional memberships, employee tuition, and non-discretionary expenses incurred as part of the employee’s job function.

The remuneration and expenses being reported are within the Consolidated 5 Year Financial Plan Bylaw that was approved by Council.

June 13, 2025

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A statement listing payments to suppliers for goods and services in excess of \$25,000 for the 2024 fiscal year is attached in Section 7.

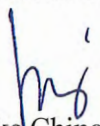
A statement listing payments for the purposes of grants and subsidies is attached in Section 7.

Financial Impact

None.

Conclusion

The attached 2024 Statement of Financial Information has been prepared in accordance with the *Financial Information Act*.



Mike Ching, CPA, CMA
Director, Finance
(604) 276-4137

CITY OF RICHMOND
STATEMENT OF FINANCIAL INFORMATION
For the year ended December 31, 2024

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CITY OF RICHMOND

2024 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*.

Jerry Chong
General Manager, Finance and
Corporate Services

Malcolm D. Brodie
Mayor

Prepared pursuant to the Financial Information Regulation, Schedule 1, Section 9

MANAGEMENT REPORT

The consolidated financial statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with generally accepted accounting principles. The integrity and objectivity of the consolidated financial statements are management's responsibility. Management is responsible for all the schedules prepared for the Statement of Financial Information, and for ensuring that the schedules are consistent, where appropriate, with the information contained in the consolidated 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.

Council is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control and for approving the financial information included in the Statement of Financial Information.

The external auditors, KPMG LLP, conducted an independent examination, in accordance with generally accepted auditing standards, and express their opinion on the consolidated 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 City's system of internal controls and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly. The external auditors presented their findings to the City's Finance Committee.

Jerry Chong
General Manager, Finance and Corporate Services

Dated:

Consolidated Financial Statements of

CITY OF RICHMOND

And Independent Auditor's Report thereon

Year ended December 31, 2024



KPMG LLP
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Vancouver BC V7Y 1K3
Canada
Telephone 604 691 3000
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INDEPENDENT AUDITOR'S REPORT

To the Mayor and Council of the City of Richmond

Opinion

We have audited the consolidated financial statements of the City of Richmond (the "City"), which comprise:

- the consolidated statement of financial position as at December 31, 2024
- the consolidated statement of operations for the year then ended
- the consolidated statement of changes in net financial assets 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 City as at December 31, 2024, and its consolidated results of operations, its consolidated changes in net financial assets 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 "***Auditor's Responsibilities for the Audit of the Financial Statements***" section of our auditor's report.

We are independent of the City 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.



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 City'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 City or to cease operations, or has no realistic alternative but to do so.

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

Auditor's 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 auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of 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 City'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 City's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's 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 auditor's report. However, future events or conditions may cause the City 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.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

KPMG LLP

Chartered Professional Accountants

Vancouver, Canada
May 12, 2025

CITY OF RICHMOND


Consolidated Statement of Financial Position
(Expressed in thousands of dollars)

December 31, 2024, with comparative information for 2023

	2024	2023
Financial Assets		
Cash and cash equivalents	\$ 199,381	\$ 321,479
Investments (note 4)	1,590,310	1,380,383
Investment in Lulu Island Energy Company ("LIEC") (note 5)	39,855	37,098
Accrued interest receivable	22,681	26,614
Accounts receivable (note 6)	45,887	35,067
Taxes receivable	27,123	20,533
Development fees receivable	18,084	20,299
Debt reserve fund - deposits (note 7)	960	1,468
	<u>1,944,281</u>	<u>1,842,941</u>
Liabilities		
Accounts payable and accrued liabilities	125,784	103,234
Asset retirement obligations (note 8)	11,120	11,893
Post-employment benefits (note 9)	37,397	37,881
Development cost charges (note 10)	226,012	241,634
Deposits and holdbacks (note 11)	161,822	148,738
Deferred revenue (note 12)	80,586	75,357
Debt, net of sinking fund deposits (note 13)	89,092	98,629
	<u>731,813</u>	<u>717,366</u>
Net financial assets	1,212,468	1,125,575
Non-Financial Assets		
Tangible capital assets (note 14)	2,840,927	2,694,902
Inventory of materials and supplies	5,759	6,146
Prepaid expenses	5,393	4,909
	<u>2,852,079</u>	<u>2,705,957</u>
Accumulated surplus (note 15)	<u>\$ 4,064,547</u>	<u>\$ 3,831,532</u>
Contingent demand notes (note 7)		
Contingent assets and contractual rights (note 18)		
Commitments and contingencies (note 19)		

See accompanying notes to consolidated financial statements.

Approved on behalf of Council:



General Manager, Finance and Corporate Services

CITY OF RICHMOND

Consolidated Statement of Operations
(Expressed in thousands of dollars)

Year ended December 31, 2024, with comparative information for 2023

	2024 Budget (notes 2(p) and 25)	2024	2023
Revenue:			
Taxation and levies (note 21)	\$ 306,676	\$ 318,093	\$ 297,793
Utility fees	148,459	150,823	132,951
Sales of services	54,556	57,450	50,737
Payments-in-lieu of taxes (note 21)	14,650	20,054	18,114
Provincial and federal contributions	26,637	13,545	38,660
Development cost charges (note 10)	16,607	70,450	10,292
Other capital funding sources	68,118	39,740	83,562
Other revenue:			
Investment income	25,635	69,853	61,503
Gaming revenue	12,500	11,971	13,013
Licences and permits	12,832	19,856	15,934
Other (note 22)	15,175	39,892	23,309
Equity income in LIEC (note 5)	362	2,757	2,070
	702,207	814,484	747,938
Expenses:			
Law and community safety	158,119	152,746	142,001
Utilities: flood, sanitation, sewer and water	147,380	144,647	133,166
General government	84,020	74,564	76,288
Engineering, transportation, public works and project development	83,659	71,322	69,915
Parks, recreation and culture	79,733	78,173	71,328
Planning and development	34,953	27,427	22,144
Richmond Olympic Oval	20,274	20,351	19,200
Richmond Public Library	12,496	12,239	11,533
	620,634	581,469	545,575
Annual surplus	81,573	233,015	202,363
Accumulated surplus, beginning of year	3,831,532	3,831,532	3,629,169
Accumulated surplus, end of year	\$ 3,913,105	\$ 4,064,547	\$ 3,831,532

See accompanying notes to consolidated financial statements.

CITY OF RICHMOND

Consolidated Statement of Changes in Net Financial Assets (Expressed in thousands of dollars)

Year ended December 31, 2024, with comparative information for 2023

	2024 Budget (notes 2(p) and 25)	2024	2023
Annual surplus for the year	\$ 81,573	\$ 233,015	\$ 202,363
Acquisition of tangible capital assets - current year	(211,510)	(187,379)	(90,046)
Contributed tangible capital assets	(45,640)	(31,065)	(75,945)
Amortization of tangible capital assets	72,090	71,703	71,938
Asset retirement obligation	-	(103)	(7,081)
Net gain on disposal of tangible capital assets	-	(2,514)	(2,133)
Proceeds on sale of tangible capital assets	-	3,333	2,577
	(103,487)	86,990	101,673
Acquisition of inventory of materials and supplies	-	(5,759)	(6,146)
Acquisition of prepaid expenses	-	(5,393)	(4,909)
Consumption of inventory of materials and supplies	-	6,146	5,405
Use of prepaid expenses	-	4,909	3,827
Change in net financial assets	(103,487)	86,893	99,850
Net financial assets, beginning of year	1,125,575	1,125,575	1,025,725
Net financial assets, end of year	\$ 1,022,088	\$ 1,212,468	\$ 1,125,575

See accompanying notes to consolidated financial statements.

CITY OF RICHMOND

Consolidated Statement of Cash Flows
(Expressed in thousands of dollars)

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Cash provided by (used in):		
Operating activities:		
Annual surplus	\$ 233,015	\$ 202,363
Items not involving cash:		
Amortization of tangible capital assets	71,703	71,938
Asset retirement obligation	(876)	4,812
Net gain on disposal of tangible capital assets	(2,514)	(2,133)
Contributions of tangible capital assets	(31,065)	(75,945)
Equity income in LIEC	(2,757)	(2,070)
Changes in non-cash operating working capital:		
Accrued interest receivable	3,933	(11,938)
Accounts receivable	(10,820)	947
Taxes receivable	(6,590)	(5,310)
Development fees receivable	2,215	22,920
Inventory of materials and supplies	387	(741)
Prepaid expenses	(484)	(1,082)
Accounts payable and accrued liabilities	22,550	(348)
Post-employment benefits	(484)	(647)
Development cost charges	(15,622)	4,583
Deposits and holdbacks	13,084	(1,269)
Deferred revenue	5,229	16,294
Net change in cash from operating activities	280,904	222,374
Capital activities:		
Cash used to acquire tangible capital assets	(187,379)	(90,046)
Proceeds on disposal of tangible capital assets	3,333	2,577
Net change in cash from capital activities	(184,046)	(87,469)
Financing activities:		
Repayments of debt	(9,537)	(9,187)
Debt reserve fund	508	-
Net change in cash from financing activities	(9,029)	(9,187)
Investing activities:		
Purchase of investments	(209,927)	(458,890)
Net change in cash from investing activities	(209,927)	(458,890)
Decrease in cash and cash equivalents	(122,098)	(333,172)
Cash and cash equivalents, beginning of year	321,479	654,651
Cash and cash equivalents, end of year	\$ 199,381	\$ 321,479
Non-cash transactions, related to asset retirement obligations:		
Tangible capital asset additions	\$ 103	\$ 7,081

See accompanying notes to consolidated financial statements.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

1. Operations:

The City of Richmond (the "City") is incorporated under the Local Government Act of British Columbia. The City's principal activities include the provision of local government services to residents of the incorporated area. These include administrative, protective, transportation, infrastructure, environmental, recreational, water, sewer, and drainage.

2. Significant accounting policies:

These consolidated financial statements of the City have been prepared in accordance with Canadian public sector accounting standards as prescribed by the Public Sector Accounting Board ("PSAB") of the Chartered Professional Accountants of Canada.

(a) Basis of consolidation:

These consolidated financial statements reflect a combination of the City's General Revenue, General Capital and Loan, Waterworks and Sewerworks, and Reserve Funds consolidated with the Richmond Public Library Board (the "Library") and the Richmond Olympic Oval Corporation (the "Oval"). The Library is consolidated as the Library Board is appointed by the City. The Oval is consolidated as they are a wholly-owned municipal corporation of the City. Interfund and inter-entity transactions, fund balances and activities have been eliminated on consolidation. The City's investment in Lulu Island Energy Company ("LIEC"), a wholly-owned government business enterprise ("GBE"), is accounted for using the modified equity method.

(i) General Revenue Fund:

This fund is used to account for the current operations of the City as provided for in the Annual Budget, including collection of taxes, administering operations, policing, and servicing general debt.

(ii) General Capital and Loan Fund:

This fund is used to record the City's tangible capital assets and work-in-progress, including engineering structures such as roads and bridges, and the related debt.

(iii) Waterworks and Sewerworks Funds:

These funds have been established to cover the costs of operating these utilities, with related capital and loan funds to record the related tangible capital assets and debt.

(iv) Reserve Funds:

Certain funds are established by bylaws for specific purposes. They are funded primarily by budgeted contributions from the General Revenue Fund and developer contributions plus interest earned on fund balances.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(b) Basis of accounting:

The City follows the accrual method of accounting for revenue and expenses. Expenses are recognized as they are incurred and measurable as a result of receipt of goods and services and/or the creation of a legal obligation to pay.

(c) Government transfers:

Restricted transfers from governments are deferred and recognized as revenue as the related expenditures are incurred or the stipulations in the related agreement are met. Unrestricted transfers are recognized as revenue when received or if the amount to be received can be reasonably estimated and collection is reasonably assured.

(d) Financial Instruments:

Financial instruments include cash and cash equivalents, investments, accounts receivables, development fees receivables, accounts payable and accrued liabilities and debt.

Financial instruments are recorded at fair value on initial recognition. Equity instruments quoted in an active market and derivatives are subsequently measured at fair value as at the reporting date. All other financial instruments are subsequently recorded at cost or amortized cost unless management elects to carry the financial instrument at fair value. The City has not elected to carry any other financial instruments at fair value.

Unrealized changes in fair value are recognized in the Consolidated Statement of Remeasurement Gains and Losses. They are recorded in the Consolidated Statement of Operations when they are realized. There are no unrealized changes in fair value as at December 31, 2024 and December 31, 2023. As a result, the City does not have a Consolidated Statement of Remeasurement Gains and Losses.

Transaction costs incurred on the acquisition of financial instruments are recorded at cost and expensed as incurred.

Sales and purchases of investments are recorded on the trade date.

Accounts receivables, development fees receivable, investments, accounts payable and accrued liabilities, and debt are measured at amortized cost using the effective interest rate method.

All financial assets are assessed for impairment on an annual basis. When a decline is determined to be other than temporary, the amount of the loss is reported in the Consolidated Statement of Operations.

(e) Cash and cash equivalents:

Cash and cash equivalents consist of cash, highly liquid money market investments and short-term investments with maturities of less than 90-days from date of acquisition.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(f) Investment in government business enterprises:

Government business enterprises are recorded using the modified equity method of accounting. The City's investment in the GBE is recorded as the value of the GBE's shareholder's equity. The investment's income or loss is recognized by the City when it is earned by the GBE. Inter-organizational transactions and balances are not eliminated, except for any gains or losses on assets remaining within the City.

(g) Accounts receivable and development fees receivable:

Accounts receivable and development fees receivable are net of an allowance for doubtful accounts and therefore represent amounts expected to be collected.

(h) Development cost charges:

Development cost charges are restricted by legislation to expenditures on capital infrastructure. These amounts are deferred upon receipt and recognized as revenue when the expenditures are incurred in accordance with the restrictions.

(i) Post-employment benefits:

The City and its employees make contributions to the Municipal Pension Plan. As this plan is a multi-employer plan, contributions are expensed as incurred.

Post-employment benefits also accrue to the City's employees. The liabilities related to these benefits are actuarially determined based on service and best estimates of retirement ages and expected future salary and wage increases. The liabilities under these benefits plans are accrued based on projected benefits prorated as employees render services necessary to earn the future benefits.

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

Asset	Useful life - years
Buildings and building improvements	10 - 75
Infrastructure	5 - 100
Vehicles, machinery and equipment	3 - 40
Library's collections, furniture and equipment	4 - 20

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(j) Non-financial assets (continued):

(i) Tangible capital assets (continued):

Amortization is charged over the asset's useful life commencing when the asset is acquired. Assets under construction are not amortized until the asset is available for productive use.

(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.

(iii) Natural resources, works of art, and cultural and historic assets:

Natural resources, works of art, and cultural and historic assets are not recorded as assets in the consolidated financial statements.

(iv) Interest capitalization:

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

(v) Labour capitalization:

Internal labour directly attributable to the construction, development or implementation of a tangible capital asset is capitalized.

(vi) Leased tangible capital assets:

Leases which transfer substantially all of the benefits and risks incidental to ownership of property 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.

(vii) Impairment of tangible capital assets:

Tangible capital assets are written down when conditions indicate that they no longer contribute to the City's ability to provide goods and services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the Consolidated Statement of Operations.

(viii) Inventory of materials and supplies:

Inventory is recorded at cost, net of an allowance for obsolete stock. Cost is determined on a weighted average basis.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(k) Revenue recognition:

(i) Property taxes, penalties and interest:

The Community Charter provides the City with the ability to impose and enforce collection of property taxes and levies, and to introduce penalties and interest. Property taxes are calculated based on the British Columbia Assessment Authority's (BCAA) assessment value and annually approved tax rates by Council. Tax revenues are recognized when they meet the definition of an asset, have been authorized, and the taxable event occurs. Annual property tax levies and payments-in-lieu of taxes are recorded as taxes for municipal services in the year which they are levied. The BCAA's appeal process may affect current year property assessments by supplementary roll adjustments. Adjustments on taxes are recognized in the year when the appeals are settled.

(ii) Licence and development fees:

Revenue from building and development permits and rezoning fees received in advance of services are provided, is initially deferred and recognized as the performance obligations are fulfilled. The nature of the permit determines the number and type of performance obligation and when the revenue is recognized.

(A) Single performance obligation:

When a permit includes a single performance obligation, revenue is recognized at the time the performance obligation is fulfilled, being either issuance or completion of the permit.

(B) Multiple performance obligations:

For permits with multiple performance obligations, the first performance obligation is the issuance of the permit, subsequent performance obligations include activities such as inspections or compliance related tasks. Revenue is recognized as each performance obligation is fulfilled. When multiple performance obligations exist, revenue is allocated between the performance obligations based on the estimated cost to satisfy each performance obligation.

(iii) Cost recoveries:

Fees from sewer and water connection permits are initially deferred and subsequently recognized as revenue when the installation of the connection is completed.

(iv) Donations:

Donations for specified purposes are recognized when the related expenditures are incurred. Unrestricted donations are recognized when the donation is received.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(k) Revenue recognition (continued):

(v) Restricted non-government grants:

Grants from non-government sources with externally imposed restrictions are recognized as revenue when spent in accordance with the funder's specified purpose or when the restriction is fulfilled.

(vi) Development cost charges (DCC's):

The City collects development cost charges in accordance with Council-approved bylaws to finance growth-related projects including parks and engineering infrastructure, which includes roads, drainage, sewer and water. DCC's must be spent on projects within defined area boundaries and are recognized as revenue as Council approved expenditures are incurred.

(vii) Prepaid leases:

The City has land leases with terms ranging from 3 to 99 years, some of which have been prepaid. These amounts are recognized as revenue on a straight-line basis over the lease term.

(viii) Capital contributions, government transfers:

Contributions are recognized as revenue as the related expenditures are incurred. Restricted transfers from governments are initially deferred and subsequently recognized as revenue as the related expenditures are incurred or the stipulations in the related agreement are met. Unrestricted transfers are recognized as revenue when received or if the amount to be received can be reasonably estimated and collection is reasonably assured.

(ix) All other revenues:

Unilateral transactions are recognized as revenue when the City has the authority to retain the inflow of economic resources and identifies a past transaction or event giving rise to an asset. Exchange transactions are recognized as revenue when the City's performance obligation, which is usually to provide goods and/or services, is fulfilled.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(l) Taxes:

The City establishes property tax rates based on assessed market values provided by the British Columbia Assessment Authority. Market values are determined as of July 1st of each year. The City records taxation revenue at the time the property tax bills are issued. The City is entitled to collect interest and penalties on overdue taxes.

The City is required to act as the agent for the collection of certain taxes and fees imposed by other authorities. Collections for other authorities are excluded from the City's taxation revenue.

Payments in Lieu of Taxes ("PILT") for federal properties are calculated on the basis of values and rates which would apply if these properties were taxable. The annual tax rates together with the assessed value on the Grant Roll are used to calculate the PILT levy. The PILT revenue is recorded when the payment is received.

(m) Deferred revenue:

The City defers a portion of the revenue collected from permits, licences and other fees and recognizes this revenue in the year in which related performance obligations are met, other related expenses are incurred or services are provided.

Deferred revenue also represents funds received from external parties for specified purposes. This revenue is recognized in the period in which the related expenses are incurred.

(n) Deposits:

Receipts restricted by the legislation of senior governments or by agreement with external parties are deferred and reported as deposits and are refundable under certain circumstances. When qualifying expenses are incurred, deposits are recognized as revenue at amounts equal to the qualifying expenses.

(o) Debt:

Debt is recorded net of related sinking fund balances.

(p) Budget information:

Budget information, presented on a basis consistent with that used for actual results, was included in the City's Consolidated 5 Year Financial Plan (2024-2028) ("Consolidated Financial Plan") and was adopted through Bylaw No. 10515 on January 29, 2024.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(q) Contaminated sites:

Contaminated sites are a result of contamination being introduced into air, soil, water, or sediment of a chemical, organic or radioactive material of live organism that exceeds an environmental standard. Liabilities are recorded net of any expected recoveries.

A liability for remediation of contaminated sites is recognized when a site is not in productive use and the following criteria are met:

- (i) An environmental standard exists;
- (ii) Contamination exceeds the environmental standard;
- (iii) The City is directly responsible or accepts responsibility;
- (iv) It is expected that future economic benefits will be given up; and
- (v) A reasonable estimate of the amount can be made.

The liability is recognized as management's estimate of the cost of post-remediation including operation, maintenance and monitoring that are an integral part of the remediation strategy for a contaminated site.

(r) Use of accounting estimates:

The preparation of consolidated financial statements 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 consolidated financial statements and the reported amount of revenue and expenditures during the reporting period. Areas requiring the use of management estimates relate to performing the actuarial valuation of employee future benefits, the value of contributed tangible capital assets, the value of developer contributions, the value of asset retirement obligations, useful lives for amortization, determination of provisions for accrued liabilities, allowance for doubtful accounts, and provision for contingencies. Actual results could differ from those estimates. Adjustments, if any, will be reflected in the consolidated financial statements in the period that the change in estimate is made, as well as in the period of settlement if the amount is different.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

2. Significant accounting policies (continued):

(s) Segment disclosures:

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 City has provided definitions of segments as well as presented financial information in segment format.

(t) Asset retirement obligations:

An asset retirement obligation is recognized when, as at the financial reporting date, all of the following criteria are met:

- There is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- The past transaction or event giving rise to the liability has occurred;
- It is expected that future economic benefits will be given up; and
- A reasonable estimate of the amount can be made.

The City's asset retirement obligations includes the removal for asbestos and lead in buildings, removal of fuel tanks owned by the City and end-of-life decommissioning costs for certain leases.

Measurement of the asset retirement obligation is recorded at the best estimate of the expenditures required to retire a tangible capital asset. Where available, assessment reports are used with experience and expert advice to determine the liability. The resulting costs are capitalized as part of the carrying amount of the related tangible capital asset that are in productive use. The cost is amortized over the useful life of the tangible capital asset (Note 2 (j)(i)). If the related tangible capital asset is unrecognized or no longer in productive use, the asset retirement costs are expensed.

The carrying value of the liability is reviewed at each financial reporting date and adjusted for any revisions to the timing or amount required to settle the obligation. Changes in the liability due to the passage of time are recorded as an accretion expense in the Consolidated Statement of Operations and all other changes are adjusted to the tangible capital asset. Recoveries related to asset retirement obligations are recognized when the recovery can be appropriately measured, a reasonable estimate of the amount can be made and it is expected that future economic benefits will be obtained. A recovery is recognized on a gross basis from the asset retirement obligations liability.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

3. Adoption of new accounting standards:

(a) Adoption of PS 3160 Public Private Partnerships Standard:

On January 1, 2024, the City adopted Canadian Public Sector Accounting Standard PS 3160, Public Private Partnerships ("PS 3160"). The new standard addresses the recognition, measurement, presentation, and disclosure of infrastructure procured by public sector entities through certain types of public private partnership arrangements. This standard was adopted on a prospective basis. The adoption of this standard did not have any impact on the amounts presented in these consolidated financial statements.

(b) Adoption of PSG-8, Purchased Intangibles:

On January 1, 2024, the City adopted Public Sector Guideline PSG-8, Purchased Intangibles ("PSG-8"), applied on a prospective basis. PSG-8 defines purchased intangibles as identifiable non-monetary economic resources without physical substance acquired through an arm's length exchange transaction between knowledgeable, willing parties who are under no compulsion to act. Intangibles acquired through a transfer, contribution, or inter-entity transaction, are not purchased intangibles. The adoption of this standard did not have any impact on the amounts presented in these consolidated financial statements.

(c) Adoption of PS 3400 Revenue Standard:

On January 1, 2024, the City adopted Canadian Public Sector Accounting Standard PS 3400 Revenue and applied this standard on a prospective basis. The new standard applies to all revenues, except for taxation revenues, government transfers, income from investments in GBE and other revenues which are covered in other Public Sector Accounting Standards.

The standard was adopted prospectively from the date of adoption. As a result, the City's licences and permits revenue increased by \$1,812,934, with a corresponding decrease in deferred revenue. In addition, the City's other revenues increased by \$492,557, with a corresponding decrease in deferred revenue.

4. Investments:

	2024		2023	
	Cost	Market value	Cost	Market value
Short-term notes and deposits	\$ 489,091	\$ 489,091	\$ 443,418	\$ 443,418
Government and government guaranteed bonds	755,104	759,769	599,013	595,015
Bank bonds	333,646	342,568	325,486	328,578
Municipal Finance Authority bonds	12,469	12,758	12,466	12,722
	\$ 1,590,310	\$ 1,604,186	\$ 1,380,383	\$ 1,379,733

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

5. Investment in Lulu Island Energy Company Ltd.:

The City owns 100% of the issued and outstanding shares of LIEC, which was incorporated under the British Columbia Business Corporations Act on August 19, 2013. LIEC develops, manages and operates district energy utilities in the city of Richmond, on the City's behalf, including but not limited to energy production, generation or exchange, transmission, distribution, maintenance, marketing and sales to customers, customer service, profit generation, financial management and advisory services for energy and infrastructure.

Summarized financial information relating to LIEC, prepared in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board, is as follows:

	2024	2023
Cash, cash equivalents, and investments	\$ 21,305	\$ 14,527
Accounts receivable	4,385	4,793
Tangible capital assets	58,128	53,741
Total assets	83,818	73,061
Deferred contributions	22,789	19,236
Project agreement	19,283	14,475
Accounts payable and accrued liabilities	1,291	1,776
Government grants	514	403
Post-employment benefits	86	73
Total liabilities	43,963	35,963
Shareholder's equity	\$ 39,855	\$ 37,098
Total revenue	\$ 9,760	\$ 8,570
Total expenses	7,003	6,500
Net income	\$ 2,757	\$ 2,070

Included in accounts payable and accrued liabilities in the City's Consolidated Statement of Financial Position are payables to LIEC in the amount of \$166,301 (2023 - \$165,059).

On September 22, 2022, LIEC entered into a new concession project agreement (the "Project Agreement") with City Centre Energy Limited Partnership ("Project Contractor") to design, build, finance, operate and maintain City Centre District Energy Utility infrastructure providing heating and cooling services to new residential and mixed use commercial developments within the City Centre area (the "CCDEU project"). The Project Contractor was a wholly owned subsidiary of Corix Utilities Inc. ("Corix"). During 2024, following a re-organization within Corix, the Project Contractor become a wholly owned subsidiary of Corix District Energy Holdings GP Inc.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

6. Accounts receivable:

	2024	2023
Water and sewer utilities	\$ 17,903	\$ 15,429
Casino revenue	2,918	2,940
Grants	12,728	8,416
Other trade receivables	12,338	8,282
	\$ 45,887	\$ 35,067

7. Debt reserve fund deposits and contingent demand notes:

The City issues its debt instruments through the Municipal Finance Authority (the "MFA"). As a condition of these borrowings, a portion of the debt proceeds is withheld by the MFA in a Debt Reserve Fund. The City also executes demand notes in connection with each debt whereby the City may be required to loan certain amounts to the MFA. These demand notes are contingent in nature and are not reflected in the City's accounts. The details of the cash deposits and contingent demand notes at December 31, 2024 are as follows:

	Cash deposits	Contingent demand notes
General Revenue Fund	\$ 960	\$ 2,701

8. Asset retirement obligations:

The City's asset retirement obligation consists of the following obligations:

- (a) Asbestos and Lead Obligation: Once disturbed, the City has a legal obligation to properly remove and dispose of asbestos and lead. As such, asset retirement obligations have been recognized for various City buildings that are known and/or suspected of containing asbestos and lead.
- (b) Fuel Tank Obligation: The City has a legal obligation to adhere to particular practices when removing aboveground storage tanks and underground storage tanks. Asset retirement obligations have been recognized for all known land or buildings where an aboveground storage tank and underground storage tank is known to exist.
- (c) Contractual Obligation: The City is party to various contracts and agreements with entities that dictate various end-of life decommissioning activities associated with properties the City is leasing. Asset retirement obligations have been recognized for the estimated cost of adhering to these contracts.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

8. Asset retirement obligations (continued):

The City has recognized liabilities related to the legal obligations to incur costs to retire a tangible capital asset. A significant part of City's asset retirement obligations results from the removal and disposal of designated materials from buildings and fuel tanks. The City estimates that the majority of the obligations will be paid during fiscal years 2048 to 2073.

	2024	2023
Asset retirement obligation, opening balance	\$ 11,893	\$ -
Asset retirement obligation recorded during the year	103	7,081
Accretion expense during the year	195	290
Asset retirement obligation expenditure incurred during the year	(1,059)	4,522
Asset retirement obligation settled during the year	(12)	-
Asset retirement obligation, closing balance	\$ 11,120	\$ 11,893

When significant obligations have reliable cash flow projections, the liability may be estimated using the present value of future cash flows, otherwise they are recorded at current costs. The discount rate used reflects the risks specific to the asset retirement liability. The discount rate used for 2024 is 4.30% (2023 - 4.10%). There are no liabilities recorded using the present value of future cash flows at December 31, 2024 (2023 - nil).

9. Post-employment benefits:

The City provides certain post-employment benefits, non-vested sick leave, compensated absences, and termination benefits to its employees.

	2024	2023
Accrued benefit obligation, beginning of year	\$ 34,813	\$ 33,637
Opening adjustment due to Oval actuarial valuation January 1, 2023	-	207
Current service cost	2,514	2,434
Interest cost	1,463	1,528
Past service cost / (credit)	411	(440)
Benefits paid	(4,056)	(3,840)
Actuarial loss	2	1,287
Accrued benefit obligation, end of year	\$ 35,147	\$ 34,813

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

9. Post-employment benefits (continued):

An actuarial valuation for these benefits was performed to determine the City's accrued benefit obligation as at December 31, 2024. This actuarial gain is being amortized over a period equal to the employees' expected average remaining service lifetime of 11-years (2023 - 11-years).

	2024	2023
Accrued benefit obligation, end of year	\$ 35,147	\$ 34,813
Unamortized net actuarial gain	2,250	3,068
Accrued benefit liability, end of year	\$ 37,397	\$ 37,881

Actuarial assumptions used to determine the City's accrued benefit obligation are as follows:

	2024	2023
Discount rate	4.30%	4.10%
Expected future inflation rate	2.50%	2.50%
Expected wage and salary range increases	2.50% to 3.00%	2.50% to 3.00%

10. Development cost charges:

	2024	2023
Balance, beginning of year	\$ 241,634	\$ 237,051
Contributions	44,832	4,342
Interest	9,996	10,533
Revenue recognized	(70,450)	(10,292)
Balance, end of year	\$ 226,012	\$ 241,634

11. Deposits and holdbacks:

	Balance December 31, 2023	Deposit contributions / interest earned	Refund/ expenditures	Balance December 31, 2024
Security deposits	\$ 125,713	\$ 24,411	\$ (11,289)	\$ 138,835
Developer contributions	7,919	172	-	8,091
Damage deposits	6,658	827	(958)	6,527
Contract holdbacks	4,767	3,823	(3,882)	4,708
Other	3,681	432	(452)	3,661
	\$ 148,738	\$ 29,665	\$ (16,581)	\$ 161,822

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

12. Deferred revenue:

	Balance December 31, 2023	Externally restricted inflows	Revenue earned	Balance December 31, 2024
Taxes and utilities	\$ 30,008	\$ 33,197	\$ (30,008)	\$ 33,197
Building permits/development	15,082	10,608	(8,368)	17,322
Oval	2,813	8,862	(8,782)	2,893
Grants	16,609	20,890	(17,578)	19,921
Licences	2,613	2,294	(4,064)	843
Parking easement/leased land	2,480	109	(54)	2,535
Other	5,752	5,353	(7,230)	3,875
	\$ 75,357	\$ 81,313	\$ (76,084)	\$ 80,586

13. Debt, net of MFA sinking fund deposits:

The City obtains debt instruments through the MFA pursuant to security issuing bylaws under authority of the Community Charter to finance certain capital expenditures.

Gross amount for the debt less principal payments and actuarial adjustments to date are as follows:

MFA issue	Loan authorization bylaw	Gross amount borrowed	Repayments and actuarial adjustments	Net debt 2024	Net debt 2023
127	9075	\$ 50,815	\$ 50,815	\$ -	\$ 6,024
158	10334	96,000	6,908	89,092	92,605
		\$ 146,815	\$ 57,723	\$ 89,092	\$ 98,629

Current borrowing includes:

MFA issue	Issue date	Term (yrs.)	Maturity date	Interest rate	Refinancing date
158	September 23, 2022	20	September 23, 2042	4.09%	September 23, 2032

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

13. Debt, net of MFA sinking fund deposits (continued):

Interest expense incurred for the year on the long-term debt was \$4,764,848 (2023 - \$5,594,469). Repayments on net outstanding debt over the next five years and thereafter are as follows:

2025	\$	3,636
2026		3,764
2027		3,895
2028		4,032
2029		4,173
Thereafter		69,592
	\$	89,092

14. Tangible capital assets:

Cost	Balance December 31, 2023	Additions and transfers	Disposals	Balance December 31, 2024
Land	\$ 1,191,847	\$ 93,570	\$ (107)	\$ 1,285,310
Building and building improvements	621,743	31,274	(1,048)	651,969
Infrastructure	2,002,755	38,547	(6,728)	2,034,574
Vehicles, machinery and equipment	184,620	12,082	(577)	196,125
Library's collections, furniture and equipment	11,969	1,137	(322)	12,784
Assets under construction	65,736	41,937	-	107,673
	\$ 4,078,670	\$ 218,547	\$ (8,782)	\$ 4,288,435

Accumulated amortization	Balance December 31, 2023	Disposals	Amortization expense	Balance December 31, 2024
Building and building improvements	\$ 265,314	\$ (1,023)	\$ 22,621	\$ 286,912
Infrastructure	984,920	(6,131)	37,392	1,016,181
Vehicles, machinery and equipment	125,139	(487)	10,689	135,341
Library's collections, furniture and equipment	8,395	(322)	1,001	9,074
	\$ 1,383,768	\$ (7,963)	\$ 71,703	\$ 1,447,508

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

14. Tangible capital assets (continued):

Net book value	December 31, 2024	December 31, 2023
Land	\$ 1,285,310	\$ 1,191,847
Buildings and building improvements	365,057	356,429
Infrastructure	1,018,393	1,017,835
Vehicles, machinery and equipment	60,784	59,481
Library's collection, furniture and equipment	3,710	3,574
Assets under construction	107,673	65,736
Balance, end of year	\$ 2,840,927	\$ 2,694,902

(a) Assets under construction:

Assets under construction having a value of \$107,673,230 (2023 - \$65,735,570) have not been amortized. Amortization of these assets will commence when the asset is put into service.

(b) Contributed tangible capital assets:

Contributed tangible capital assets have been recognized at fair value at the date of contribution. The value of contributed assets received during the year is \$31,065,021 (2023 - \$75,944,770) comprised of land in the amount of \$23,144,146 (2023 - \$58,306,673), and infrastructure in the amount of \$7,920,875 (2023 - \$17,638,097).

(c) Tangible capital assets disclosed at nominal values:

Where an estimate of fair value could not be made, the tangible capital asset was recognized at a nominal value.

(d) Works of art and historical treasures:

The City manages and controls various works of art and non-operational historical cultural assets including building, artifacts, paintings, and sculptures located at City sites and public display areas. The assets are not recorded as tangible capital assets and are not amortized.

(e) Write-down of tangible capital assets:

There were no write-down of tangible capital assets in 2024 (2023 - nil).

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

15. Accumulated surplus:

	General and Reserve Funds	Waterworks Utility Fund	Sewerworks Utility Fund	Richmond Olympic Oval	Library	2024 Total	2023 Total
Investment in tangible capital assets	\$ 2,814,071	\$ -	\$ -	\$ 8,297	\$ 3,711	\$ 2,826,079	\$ 2,687,860
Reserves (note 16)	792,544	51,864	35,195	13,133	-	892,736	789,710
Appropriated surplus	237,862	18,847	12,556	590	3,199	273,054	285,974
Investment in LIEC	39,855	-	-	-	-	39,855	37,098
Surplus	18,344	1,068	6,661	606	536	27,215	24,930
Other equity	5,608	-	-	-	-	5,608	5,960
Balance, end of year	\$ 3,908,284	\$ 71,779	\$ 54,412	\$ 22,626	\$ 7,446	\$ 4,064,547	\$ 3,831,532

16. Reserves:

	Balance, December 31, 2023	Change during year	Balance, December 31, 2024
Affordable housing	\$ 16,924	\$ (76)	\$ 16,848
Arts, culture and heritage	4,126	184	4,310
Capital building and infrastructure	145,902	20,509	166,411
Capital reserve	287,961	49,586	337,547
Capstan station	15,009	6,459	21,468
Child care development	10,866	1,907	12,773
Community legacy and land replacement	1,671	129	1,800
Flood protection BL 7812 and BL 10403	65,719	5,458	71,177
Equipment replacement	29,894	1,496	31,390
Growing communities fund	21,067	461	21,528
Hamilton area plan community amenity	3,767	168	3,935
Leisure facilities	29,059	6,096	35,155
Local improvements	8,109	361	8,470
Neighborhood improvement	9,153	678	9,831
Oval	11,586	1,547	13,133
Public art program	4,987	315	5,302
Sanitary sewer BL 7812 and BL 10401	58,139	4,977	63,116
Solid waste	-	256	256
Steveston off-street parking	354	5	359
Steveston road ends	143	(31)	112
Waterfront improvement	187	8	195
Water supply BL 7812 and BL 10402	65,087	2,533	67,620
	\$ 789,710	\$ 103,026	\$ 892,736

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

17. Pension plan:

The City and its employees contribute to the Municipal Pension Plan (a jointly trustee 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, 2023, the plan has about 256,000 active members and approximately 129,000 retired members. Active members include approximately 45,000 contributors from local governments.

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, 2021, indicated a \$3,761 million funding surplus for basic pension benefits on a going concern basis.

The next valuation will be as at December 31, 2024, with results available in later 2025.

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.

The City paid \$17,270,093 (2023 - \$15,534,932) for employer contributions while employees contributed \$15,099,053 (2023 - \$13,023,437) to the plan in fiscal 2024.

18. Contingent assets and contractual rights:

(a) Contingent assets:

Contingent assets are possible assets arising from existing conditions or situations involving uncertainty. That uncertainty will ultimately be resolved when one or more future events not wholly within the City's control occurs or fails to occur.

The City has legal claims, service agreements, and land dedications that may qualify as contingent assets. Amounts cannot be estimated as of December 31, 2024. Contingent assets are not recorded in the consolidated financial statements.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

18. Contingent assets and contractual rights:

(b) Contractual rights:

The City has entered into contracts or agreements in the normal course of operations that it expects will result in revenue and assets in future fiscal years. The City's contractual rights are comprised of leases, licences, grants and various other agreements, including the provision of police services with the Vancouver Airport Authority. The following table summarizes the expected revenue from the City's contractual rights:

2025	\$ 39,375
2026	8,492
2027	5,697
2028	3,607
2029	2,704
Thereafter	5,534

The City is entitled to receive revenue from certain other agreements. The revenue from these agreements cannot be quantified and has not been included in the amounts noted above.

19. Commitments and contingencies:

(a) Joint and several liabilities:

The City has a contingent liability with respect to debentures of the Greater Vancouver Water District, Greater Vancouver Sewerage and Drainage District and Metro Vancouver Regional District, to the extent provided for in their respective Enabling Acts, Acts of Incorporation and Amending Acts. Management does not consider payment under this contingency to be likely and therefore no amounts have been accrued.

(b) Lease payments:

The City is committed to operating lease payments for premises and equipment in the following approximate amounts:

2025	\$ 4,547
2026	2,870
2027	954
2028	583
2029 and thereafter	4,513

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

19. Commitments and contingencies:

(c) Litigation:

As at December 31, 2024, there were a number of claims or risk exposures in various stages of resolution. The City has made no specific provision for those where the outcome is presently not determinable.

(d) Municipal Insurance Association of British Columbia ("Association"):

The City is a participant in the Association. Should the Association pay out claims in excess of premiums received, it is possible that the City, along with other participants, would be required to contribute towards the deficit. Management does not consider external payment under this contingency to be likely and therefore, no amounts have been accrued.

(e) Contractual obligation:

The City has entered into various contracts for services and construction with periods ranging beyond one year. These commitments are in accordance with budgets passed by Council.

(f) E-Comm Emergency Communications for Southwest British Columbia Incorporated ("E-Comm"):

The City is a shareholder of the E-Comm whose services provided include: regional 9-1-1 call centre for the Greater Vancouver Regional District; Wide Area Radio network; dispatch operations; and records management. The City has 2 Class A shares and 1 Class B share (of a total of 37 Class A and 18 Class B shares issued and outstanding as at December 31, 2024). As a Class A shareholder, the City shares in both funding the future operations and capital obligations of E-Comm (in accordance with a cost sharing formula), including any lease obligations committed to by E-Comm up to the shareholder's withdrawal date.

(g) Community associations:

The City has agreements with the various community associations which operate the community centers throughout the City. The City generally provides the buildings and grounds, pays the operating costs of the facilities, and provides certain staff and other services such as information technology. Typically the community associations are responsible for providing programming and services to the community. The community associations retain all revenue which they receive.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

20. Trust funds:

Certain assets have been conveyed or assigned to the City to be administered as directed by agreement or statute. The City holds the assets for the benefit of and stands in fiduciary relationship to the beneficiary. The following trust fund is excluded from the City's consolidated financial statements.

	2024	2023
Richmond Community Associations	\$ -	\$ 724

21. Taxation and levies:

	2024	2023
Taxes collected:		
Property taxes	\$ 621,165	\$ 572,078
Payment-in-lieu of taxes and grants	35,264	31,496
Local improvement levies	74	76
Municipal and Regional District Tax (MRDT)	9,315	9,073
	665,818	612,723
Less transfers to other authorities:		
Province of British Columbia - School taxes	(247,616)	(230,746)
TransLink	(60,588)	(48,562)
Metro Vancouver	(11,701)	(10,197)
BC Assessment Authority	(7,724)	(7,270)
Other	(42)	(41)
	(327,671)	(296,816)
Less payment-in-lieu of taxes retained by the City	(20,054)	(18,114)
	\$ 318,093	\$ 297,793

22. Other revenue:

	2024	2023
Developer contributions	\$ 15,967	\$ 3,102
Tangible capital assets gain on sale of land	3,008	2,497
Penalties and fines	5,958	5,080
Parking program	2,930	2,335
Recycle BC	3,326	3,274
Oval - Other revenue	2,712	2,987
Other	5,991	4,034
	\$ 39,892	\$ 23,309

CITY OF RICHMOND

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Year ended December 31, 2024

23. Government transfers:

Government transfers are received for operating and capital activities. The operating transfers consist of gaming revenue and provincial and federal contributions. Capital transfers are included in other capital funding sources revenue. The source of the government transfers are as follows:

	2024	2023
Operating:		
Government of British Columbia	\$ 16,650	\$ 23,943
Government of Canada	8,468	7,355
Capital:		
Government of British Columbia	7,099	26,123
Government of Canada	1,405	1,566
	\$ 33,662	\$ 58,987

24. Segmented reporting:

The City provides a wide variety of services to its residents. For segment disclosure, these services are grouped and reported under service areas/departments that are responsible for providing such services. They are as follows:

- (a) **Law and community safety** brings together the City's public safety providers such as police (RCMP), fire-rescue, emergency programs, and community bylaws along with sections responsible for legal and regulatory matters. It is responsible for ensuring safe communities by providing protection services with a focus on law enforcement, crime prevention, emergency response, protection of life and properties and legal services.
- (b) **Utilities** provide such services as planning, designing, constructing, operating, and maintaining the City's infrastructure of water and sewer networks, flood protection and sanitation and recycling.
- (c) **Engineering, transportation, public works and project development** comprises of general public works, roads and construction, fleet operations, engineering, transportation, project development, and facility management. The services provided are construction and maintenance of the City's infrastructure and City owned buildings, maintenance of the City's road networks, managing and operating a mixed fleet of vehicles, heavy equipment and an assortment of specialized work units for the City operations, development of current and long-range engineering planning and construction of major projects.
- (d) **Parks, recreation and culture** comprises of parks, recreation, arts, and culture and heritage services. These departments ensure recreation opportunities in Richmond by maintaining a variety of facilities such as arenas, community centres, pools, etc. It designs, constructs and maintains parks and sports fields to ensure there is adequate open green space and sports fields available for Richmond residents. It also addresses the arts, culture, and community issues that the City encounters.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

24. Segmented reporting (continued):

- (e) **General government** comprises of Mayor and Council, corporate administration, finance and corporate services. It is responsible for adopting bylaws, effectively administering city operations, levying taxes, providing sound management of human resources, information technology, finance, and ensuring high quality services to Richmond residents.
- (f) **Planning and development** is responsible for land use plans, developing bylaws and policies for sustainable development in the City.
- (g) **Richmond Olympic Oval Corporation** is formed as a wholly owned subsidiary of the City. The City uses the Richmond Olympic Oval facility as a venue for a wide range of sports, business and community activities.
- (h) **Richmond Public Library** provides public access to information by maintaining five branches throughout the City.

	Law and community safety	Utilities	Engineering, transportation, public works and project development	Parks, recreation and culture	General government	Planning and development	Total city subtotal
Revenue:							
Taxation and levies	\$ -	\$ -	\$ -	\$ 400	\$ 317,693	\$ -	\$ 318,093
User fees	-	150,823	-	-	-	-	150,823
Sales of services	9,322	5,021	2,933	13,611	13,497	1,320	45,704
Payments-in-lieu of taxes	-	-	-	-	20,054	-	20,054
Provincial and federal grants	1,305	15	(849)	281	3,317	5,892	9,961
Development cost charges	-	720	9,691	31,119	28,920	-	70,450
Other capital funding sources	-	4,756	10,951	162	23,323	548	39,740
Other revenue:							
Investment income	-	366	-	-	69,457	-	69,823
Gaming revenue	914	-	-	-	11,057	-	11,971
Licences and permits	7,608	32	542	-	17	11,657	19,856
Other	3,371	4,687	1,457	743	26,822	27	37,107
Equity income in LIEC	-	-	-	-	2,757	-	2,757
	22,520	166,420	24,725	46,316	516,914	19,444	796,339
Expenses:							
Wages and salaries	66,833	24,171	30,703	45,324	32,590	15,097	214,718
Public works maintenance	70	10,211	5,252	2,321	(1,447)	-	16,407
Contract services	78,483	11,123	6,975	3,807	13,184	1,086	114,658
Regional district utility charges	-	66,161	-	-	-	-	66,161
Supplies and materials	4,058	10,839	1,372	12,493	14,273	8,674	51,709
Interest and finance	588	2	4	176	5,910	-	6,680
Transfer from (to) capital for tangible capital assets	(498)	4,469	1,514	2,700	443	505	9,133
Amortization of tangible capital assets	3,212	17,033	25,630	11,338	9,620	2,063	68,896
Loss (gain) on disposal of tangible capital assets	-	638	(128)	14	(9)	2	517
	152,746	144,647	71,322	78,173	74,564	27,427	548,879
Annual surplus (deficit)	\$ (130,226)	\$ 21,773	\$ (46,597)	\$ (31,857)	\$ 442,350	\$ (7,983)	\$ 247,460

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

24. Segmented reporting (continued):

	Total city subtotal	Richmond Public Library	Richmond Olympic Oval	2024 Consolidated	2023 Consolidated
Revenue:					
Taxation and levies	\$ 318,093	\$ -	\$ -	\$ 318,093	\$ 297,793
User fees	150,823	-	-	150,823	132,951
Sales of services	45,704	81	11,665	57,450	50,737
Payments-in-lieu of taxes	20,054	-	-	20,054	18,114
Provincial and federal grants	9,961	435	3,149	13,545	38,660
Development cost charges	70,450	-	-	70,450	10,292
Other capital funding sources	39,740	-	-	39,740	83,562
Other revenue:					
Investment income	69,823	30	-	69,853	61,503
Gaming revenue	11,971	-	-	11,971	13,013
Licences and permits	19,856	-	-	19,856	15,934
Other	37,107	73	2,712	39,892	23,309
Equity income in LIEC	2,757	-	-	2,757	2,070
	796,339	619	17,526	814,484	747,938
Expenses:					
Wages and salaries	214,718	8,800	12,727	236,245	211,637
Public works maintenance	16,407	37	-	16,444	16,087
Contract services	114,658	547	-	115,205	109,548
Regional district utility charges	66,161	-	-	66,161	60,743
Supplies and materials	51,709	2,125	5,818	59,652	53,164
Interest and finance	6,680	1	-	6,681	8,246
Transfer from (to) capital for tangible capital assets	9,133	(256)	-	8,877	13,848
Amortization of tangible capital assets	68,896	1,001	1,806	71,703	71,938
Loss (gain) on disposal of tangible capital assets	517	(16)	-	501	364
	548,879	12,239	20,351	581,469	545,575
Annual surplus (deficit)	\$ 247,460	\$ (11,620)	\$ (2,825)	\$ 233,015	\$ 202,363

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

25. Budget data:

The budget data presented in these consolidated financial statements is based on the Consolidated 5 Year Financial Plan adopted by Council on January 29, 2024. The table below reconciles the adopted Consolidated 5 Year Financial Plan to the budget amounts reported in these consolidated financial statements.

	Financial plan Bylaw No. 10515	Financial statement budget
Revenue from Consolidated financial plan	\$ 702,207	\$ 702,207
Expenses from Consolidated financial plan	620,634	620,634
Annual surplus	81,573	81,573
Less:		
Acquisition of tangible capital assets - current year	(211,510)	-
Acquisition of tangible capital assets - prior years	(231,528)	-
Contributed tangible capital assets	(45,640)	-
Transfer to reserves	(97,079)	-
Debt principal	(9,612)	-
Add:		
Capital funding	492,725	-
Operating reserve funding	7,934	-
Transfer from surplus	13,137	-
Annual surplus	\$ -	\$ 81,573

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

26. Financial risk management:

Financial instruments include cash and cash equivalents, investments, receivables, payables, and debt. The City has exposure to the following financial risks from its use of financial instruments: credit risk, market risk, interest rate risk and liquidity risk. Management is responsible for safeguarding resources, managing risks, and implementing appropriate policies and framework. This note presents information on how the City manages those financial risks.

(a) Credit risk:

Credit risk is the risk of economic loss should the counterparty to a transaction default or otherwise fail to meet its obligation. The City is exposed to credit risk primarily through its cash and cash equivalents, investments and accounts receivables. The maximum exposure to credit risk on these instruments is their carrying value.

Credit risk associated with cash and cash equivalent is minimized by ensuring that these assets are held at financial institutions with a high credit ratings. The City has deposited cash with reputable financial institutions, from which management believes the risk of loss to be remote.

The City mitigates credit risk in its investments by adhering to its restrictive investment Policy 3703 which limits the type and distribution of investments.

Accounts receivables mainly consist of property taxes, utilities, trade and other receivables. The Community Charter grants legislative authority for the City to enforce the collection of unpaid property taxes. As at December 31, 2024 and 2023, there were no significant collection issues related to outstanding receivable accounts. The City assesses, on a continuous basis, accounts receivables and provides for any amounts that are not collectible.

(b) Market risk:

Market risk is the risk that changes in market prices, as a result of changes in foreign exchange rates or interest rate will affect the City's value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters while optimizing return on investments.

(i) Interest rate risk:

Interest rate risk relates to the risk that changes in interest rates will affect the fair value or future cash flows of financial instruments held by the City. There is no interest rate risk regarding the City's short terms notes and deposits, government guaranteed bonds, bank guaranteed bonds and Municipal Finance Authority bonds.

The City exposed to interest rate risk related to its debt issued by the Municipal Finance Authority which is subject to fixed interest rate. Fluctuations in rates could impact future payments upon renewal.

(ii) Currency risk:

Investments in foreign securities would be exposed to currency risk due to fluctuations in foreign exchange rates. The City does not hold investments in foreign currencies.

CITY OF RICHMOND

Notes to Consolidated Financial Statements

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

26. Financial risk management (continued):

(b) Market risk (continued):

(iii) General risk:

Tariffs, other potential changes to tariff and import/export regulations, and ongoing trade disputes between the United States and other jurisdictions may have a negative effect on global economic conditions and the stability of global financial markets.

These tariffs are relatively recent and are subject to a number of uncertainties as they are implemented, and the impact cannot be predicted at this time.

(c) Liquidity risk:

Liquidity risk arises when the City is not able to meet its financial obligations as they fall due. The City manages liquidity risk by monitoring actual and forecasted cash flows from operations and anticipated investing and financing activities to ensure, as far out as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the City's reputation.

With the exception of note 26(b)(iii), there has been no significant change to the risk exposure from 2023.

27. Comparative information:

Certain comparative information has been reclassified to conform to the consolidated financial statement presentation adopted for the current year. These reclassifications do not impact the annual surplus reported in the prior year or accumulated surplus.

CITY OF RICHMOND

Schedule 1 – Unaudited Statement of Growing Communities Fund

(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

In 2023, the Provincial Government announced funding of up to \$1 billion in direct grants provided to local governments to help support all B.C. communities. The objective of this funding is to help local government to invest into infrastructure and amenities that will help facilitate the increase in housing supply throughout the community. In 2023, the City received a Growing Communities Grant of \$20.3 million. A requirement of the Growing Communities Fund is to include a schedule to the financial statements presenting the amount of funding received, use of funds, and year-end balance of unused funds. A schedule will continue to be reported annually until funds are fully drawn down.

	2024	2023
Growing Communities Fund opening balance	\$ 21,067	\$ -
Growing Communities Fund received		20,354
Total eligible costs incurred	(7)	-
Interest earned	468	713
Balance, end of year	\$ 21,528	\$ 21,067

CITY OF RICHMOND

Schedule 2 – Unaudited Statement of Local Government Housing Initiatives Capacity Fund
(Tabular amounts expressed in thousands of dollars, unless otherwise indicated)

Year ended December 31, 2024

In 2023, the Provincial Government announced funding of \$51 million in grant-based funding to help facilitate implementation and support local governments' implement of the legislative changes to support housing initiatives, including small-scale multi-unit housing and proactive planning, development finance, and transit-oriented development.

In 2024, the City received the Local Government Housing Initiatives Capacity Fund of \$1.1 million. A requirement of the Local Government Housing Initiatives Capacity Fund is to include a schedule to the financial statements. A schedule will continue to be reported annually until funds are fully drawn down.

		2024
Local Government Housing Initiatives Capacity Fund received	\$	1,146
Total eligible costs incurred		(192)
Balance December 31, 2024	\$	954

CITY OF RICHMOND
Schedule of Guarantee and Indemnity Agreements for 2024

Section 5

A Schedule of Guarantees and Indemnity agreements has not been prepared as the City of Richmond has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

Prepared under the Financial Information Regulation, Schedule 1, Section 5

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Elected Officials for 2024

Name	Title	Base Salary	Benefits & Other ¹	Expenses
Brodie, Malcolm	Mayor	\$ 207,510	\$ 27,290	\$ 1,814
Au, Chak	Councillor	82,783	14,127	828
Day, Carol	Councillor	94,089	17,026	2,341
Gillanders, Laura	Councillor	94,089	17,100	1,990
Heed, Kash	Councillor	94,089	16,647	-
Hobbs, Andrew	Councillor	94,089	17,100	1,767
Loo, Alexa	Councillor	94,089	17,026	6,662
McNulty, William	Councillor	94,089	16,789	741
Wolfe, Michael	Councillor	94,089	17,122	1,028
Total		\$ 948,916	\$ 160,227	\$ 17,171

1. Consists of taxable benefits (i.e. life insurance, accidental death and dismemberment, critical illness, vehicle allowance and lump sum payments)

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Aarons, David	\$ 162,206	\$ 13,650	\$ 1,667
Absolon, Iris	72,806	4,495	-
Achiam, Cecilia	190,390	164,775	1,249
Ackerman, Laurie	93,357	7,885	808
Adair, Darrin	75,492	13,687	-
Adams, Clay	201,427	20,141	380
Adams, Matthew	61,485	16,365	-
Adamson, Claire	156,851	26,352	16
Agawin, Rustico	74,811	15,132	-
Alabi, Tolulope	106,686	6,204	1,570
Allas, Benjamin	89,596	17,898	-
Allen, Michael	152,001	23,420	55
Alves, Luis	146,812	60,315	-
Alyasin, Abdul Karim	70,383	9,302	-
Alyasin, Khaled	70,383	20,698	-
Alyasin, Zakarya	70,383	15,841	-
Anderson, Adam	120,335	31,917	-
Anderson, Christopher	59,086	23,093	-
Anderson, Lorraine	89,763	9,192	-
Anderson, Mark	57,837	42,404	-
Andres, Randall	108,003	19,227	-
Andrews, Nathaniel	99,458	10,744	-
Angman, Shelley	84,638	7,639	-
Anselmo, David	94,267	9,743	178
Araki, Stephen	72,148	21,677	180
Arcand, Daniel	96,800	39,618	650
Archer, Melanie	68,497	8,105	81
Armstrong, David	67,908	10,770	-
Arneson, Christina	89,763	6,977	2,567
Arora, Neha	55,051	21,489	1,267
Arrigo, Stephen	102,387	37,574	180
Askwith, Stephanie	118,003	12,984	-
Atwall, Devin	70,383	25,509	-
Atwall, Ranji	69,748	26,805	-
Au, Micah	116,802	32,759	-
Au, Victor	72,792	16,885	-
Aubichon, Christopher	68,982	11,971	-
Aujla, Jag	125,997	32,318	-
Aw, Davies	87,049	5,200	22
Ayers, Elizabeth	294,932	76,771	2,673
Ayoola, Alex	65,286	12,847	125
Babalos, Alexander	120,311	25,661	-
Bachynski, Laurie	176,604	127,561	276
Badesha, Geetanjli	77,380	10,598	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Badesha, Jasvir	65,138	24,572	-
Badra, Marcos	132,630	9,144	6,323
Badyal, Sara	130,714	9,353	265
Bah, El Hadj	69,972	15,119	-
Bailey, Casey	116,825	20,493	-
Bains, Akash	70,383	8,591	-
Bains, Hardeep	162,750	15,343	1,622
Bains, Jerry	69,972	16,492	-
Bains, Mandeep	162,206	32,800	547
Bains, Rajinder	103,287	14,370	29
Bajwa, Akhtar	76,217	16,771	-
Baker, Danny	120,412	15,614	35
Baker, Gillian	116,598	12,156	5
Baker, Steven	105,912	8,581	-
Balsara, Arzan	108,187	2,564	-
Baluyot, Hilario	78,836	22,092	180
Banzet, Calvin	116,769	38,929	-
Barkley, Matthew	120,302	34,596	-
Barlow, Kenneth	151,068	13,107	-
Barlow, Paul Graham	115,139	44,666	-
Barn, Rav	79,094	4,892	24
Barnett, Mitchell	107,972	20,921	-
Barstow, Murray	107,185	14,343	178
Bartley-Smith, Brenda	132,780	11,964	1,157
Barwin, Simon	116,769	33,561	-
Baryer, Jerry	71,134	10,005	215
Basford, Adam	70,383	26,436	-
Basraon, Avtar	92,836	47,767	1,032
Bath, Paul	102,387	52,652	1,643
Batra, Amritpal	101,497	7,921	2,755
Baumeister, Richard	94,017	17,036	-
Baumgardner, Sherry	102,766	1,306	2,263
Bavis, Nathan	124,424	54,078	-
Baylon, John	75,932	7,009	125
Beare, Adam	120,493	41,497	-
Beauchamp, Alexandre	69,781	13,676	178
Bedi, Govind	108,359	46,105	-
Beeby, James	146,856	55,892	-
Beeksma, Jordan	106,736	30,858	-
Beetstra, Matthew	68,558	12,171	573
Begg, Pam	90,230	17,935	-
Behnia, Babak	119,125	12,370	-
Beley, Scott	90,217	4,622	-
Bennett, Shayne	120,369	43,261	659

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Benning, Dal	149,406	28,865	-
Berenger, Matthew	70,383	19,143	120
Berenguer Vieira, Gabriel	108,187	2,730	595
Berezay, Tyler	91,172	5,393	2,957
Bergsma, Jacob	69,840	41,713	-
Bergsma, Nolan	96,800	14,375	2,980
Best, Merrill	113,116	7,450	3,923
Bhangu, Gurinder	70,383	20,329	-
Bhathal, Mandip	75,492	13,278	180
Bhattacharya, Neha	82,714	7,820	-
Bhoparai, Ashley	62,217	15,241	-
Biason, Evangel	150,623	18,232	-
Bie, Lloyd	201,427	31,022	2,304
Billings, Alan	146,911	40,935	-
Bishay, Soraya	85,961	6,206	-
Bishop, Donna-Lee	75,842	20,368	-
Black, David	75,932	4,693	-
Bleidistel, Michael	110,310	13,828	-
Blondheim, Kurt	72,148	3,375	-
Bloomfield, Derrick	93,357	8,866	-
Bodenbender, Philip	86,218	6,555	1,896
Bohonos, Elaine	83,432	4,373	168
Boivin, Michael	87,778	7,964	-
Bola, Kulwinder	120,369	48,383	-
Bolina, Sunjeev	70,383	16,206	-
Bonato, Steven	146,881	16,955	-
Bosch, Kevin	98,840	13,804	-
Bouman, Elena	67,248	8,404	-
Bourque, Arlen	67,248	8,168	-
Bowley-Cowan, Laura	122,049	14,234	138
Bowman, Joshua	116,802	24,161	-
Boyal, Amarjit	75,492	15,067	-
Brace, Michael	90,688	26,446	-
Bramhill, Geoffrey	129,033	14,454	1,115
Brannen, Andrew	143,890	23,529	3,989
Bredeson, Lance	195,625	18,024	4,588
Brisson, Montgomery	196,727	14,459	3,046
Brodowich-Humchitt, Dillon	70,383	18,669	178
Broughton, Skyler	101,835	27,569	-
Brown, Susan	72,806	5,424	-
Bruce, Ian	80,740	4,728	2,079
Brunskill, Jason	146,836	22,308	-
Buchannon, William	146,892	101,677	-
Buemann, Mitchell	70,383	18,060	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Buie, Dovelie	110,310	7,199	342
Bulick, John	120,437	33,978	-
Burbidge, Scott	94,017	12,656	305
Burdett, Errol	74,448	6,549	215
Burgess, Tyson	90,217	16,108	-
Buric, Tony	140,780	29,694	2,463
Burner, Melanie	132,283	12,561	391
Burns, Brendan	195,625	19,765	3,052
Burns, Christina	71,879	5,993	20
Burt, Christopher	111,894	22,254	-
Bustillo, Michael	70,564	33,170	1,275
Butler, Jason	94,017	26,565	178
Buttar, Onkar	97,336	12,315	28
Bycraft, Brent	75,898	12,449	-
Bycraft, Suzanne	201,576	49,937	3,207
Byrne, Daisy	126,660	8,109	21
Cabatic, Allan	102,976	27,723	-
Camacho, Alexander	89,596	52,733	463
Cameron, David	115,301	31,911	-
Campbell, Robert	105,037	21,691	-
Campedelli, Marco	70,383	16,589	-
Candusso, Giorgio	102,387	9,157	-
Canizo, Miguel	65,888	10,127	-
Canlas, Nicholas	69,246	30,481	-
Cantarella, Lorraine	116,668	21,524	3,284
Canteras, Rhea	79,621	8,055	-
Capuccinello Iraci, Anthony	310,626	103,265	3,392
Carey, Alisa	126,660	7,676	230
Carlile, Tanner	112,730	30,456	-
Carron, Kimberley	101,497	6,323	125
Carter, Chris	130,083	34,219	-
Carter-Huffman, Suzanne	145,853	9,316	28
Cathcart, Kathleen	83,290	2,609	788
Catherwood, Jesse	70,383	12,068	178
Cauilan, Jeffrey	72,122	3,379	-
Celones, Christopher	70,383	25,712	-
Cerantola, Davin	146,812	30,571	-
Chahal, Jashanpreet	67,723	12,120	-
Chahal, Kashmiro	85,961	26,803	-
Chai, Sandra	151,180	11,806	1,286
Chaichian, Camyar	122,643	10,815	61
Chan, Chi-Huen	68,582	13,036	-
Chan, Ka Hing	162,206	13,975	353
Chan, Kavid	110,310	17,534	125

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Chan, Milton	229,891	53,309	1,240
Chan, Zoe	99,319	7,041	-
Chand, Amit	90,217	35,300	-
Chandler, Jordan	70,082	22,824	-
Chandra, Ryan	116,825	20,862	-
Chang, Yvonne	101,497	11,010	1,157
Cheah, Xin Ning	89,596	8,354	2,368
Cheema, Felicia	89,384	14,025	-
Chen, Christine	85,961	13,357	-
Chen, Nicholas	70,383	36,402	-
Chen, Peggy	101,835	6,085	526
Chen, Qi	90,755	9,868	-
Cheng, Eric	126,660	9,506	2,952
Cheng, Reinaldo	120,066	14,368	1,157
Cheng, Wing Yung York	120,417	1,797	1,157
Cheuk, Chun Yu	96,800	10,984	-
Cheung, Helen	106,980	9,663	3,362
Chew, Peter	69,972	8,064	53
Chiang, Paul	110,310	12,904	1,154
Chichak, Sam	70,383	26,652	-
Chien, Johnny	115,179	11,305	-
Chim, Justin	55,054	22,844	-
Chima, Jaspal	93,357	9,573	-
Ching, Ka Wai	123,776	6,941	2,831
Ching, Mike	221,623	31,850	1,208
Chiu, Fernando	72,148	3,353	-
Chiu, I Lin	66,583	23,389	279
Chiu, Jan	76,943	8,556	172
Choi, Gary	85,961	53,609	-
Choiselat, Sasha	93,357	10,340	1,231
Chong, Jerry	310,626	114,085	5,109
Chong, Stanley	70,932	8,163	-
Chou, Yu-Hsuan	93,357	19,249	-
Chow, Jane	83,483	6,776	1,309
Chow, Lindsay	70,365	26,379	1,210
Chu, Anthony	76,703	33,638	-
Chu, Ka Wing	102,766	7,452	1,697
Chu, Lesa	78,944	8,457	-
Chu, Vincent	162,692	15,600	2,805
Chung, Leon	116,769	24,813	50
Cindric, Brendan	163,464	13,545	299
Cinquemani, Leonardo	78,836	20,207	-
Ciprut, Samuel	85,961	7,258	4,522
Cirillo, Nicola	116,792	19,838	-

1. Consists of taxable benefits (i.e. group life, accidental death and disability benefits, vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Clark, Alison	120,414	24,970	-
Clarke, Rebecca	138,624	13,163	6,309
Clarke, Tristan	46,634	32,834	-
Clarkson, Neil	93,357	6,084	363
Clarkson, Reena	87,654	8,875	8
Close, Kirsten	162,638	18,403	169
Colby, Traci	82,907	7,304	-
Collinge, Chris	93,357	24,975	9
Combs, Aric	107,982	19,153	-
Comfort, Yvonne	153,533	17,968	2,164
Connolly, Norm	151,180	11,619	1,318
Connor, Shamira	72,806	5,050	306
Cooper, Bradley	146,911	39,341	-
Cooper, James	201,576	45,819	2,614
Cooper, Simone	84,146	5,122	-
Cornelssen, Kelvin	146,828	32,572	6,573
Cornils, Kevin	96,800	7,657	-
Corrado, Mark	201,427	33,421	337
Costack, Cherilyn	72,148	3,595	-
Costin, Alexander	81,932	7,307	1,220
Cowan, Michael	66,121	15,003	-
Cox, Taylor	68,576	23,655	-
Craddock, Jeffrey	97,336	7,280	-
Craig, Wayne	258,935	81,197	659
Craney, Jodi	72,048	14,944	215
Cravino, Claudia	87,500	9,038	139
Crocker, John	75,408	15,345	338
Cromie, Kevin	93,357	6,940	-
Cromie, Spencer	104,828	8,970	978
Cruz, Louella	90,212	10,693	4,795
Csepany, Andras	102,387	14,320	-
Culzoni, Rosalina	78,519	23,418	497
Cuthbert, Cameron	70,383	37,341	-
Dabiri, Pouria	69,877	11,038	451
Dacey, Shaun	110,310	8,853	1,312
Dadwal, Kam	126,660	25,931	1,400
Dalla, Rajneesh	101,497	17,238	1,267
Dalla, Ridhi	128,352	12,002	1,290
Dalziel, Jeffrey	141,121	40,026	-
Davidson, Frank	107,185	13,132	-
Davies, Dean	75,732	32,142	802
Davies, Sean	108,160	9,403	834
Davies, Sean D.L.	82,541	38,793	178
Davies, Tammy	71,846	4,484	203

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Davis, Egan	156,492	17,861	2,972
Day, Koral	70,383	16,887	-
De Guzman, Mark	76,187	2,441	1,694
De Sousa, Steven	119,995	10,299	742
De Visser, Chee	129,636	11,092	1,200
Dean, Roy	72,148	29,229	180
Decker, Kim	132,284	9,558	70
Deer, Angela	49,757	71,400	-
Deeth, Robert	87,324	5,364	-
DeGianni, Rod	146,836	41,235	-
Del Rosario, Susan	88,173	5,450	-
DeMatos, Steve	82,512	8,026	-
Demers, Erika	69,181	12,354	-
Demers, Michel	87,987	8,115	-
Dennis, Alison	57,602	59,481	-
Deqani, Besim	72,148	4,763	-
Desgroseillers, Julie	71,838	4,399	-
Dewsbury, Dalton	87,718	9,365	-
Dezordo, Peter	84,638	6,618	-
Dhaliwal, Jordan	70,383	46,995	-
Dhaliwal, Kamaljit	105,912	25,935	-
Dhanowa, Dalvinder	94,017	9,436	178
Dhatt-Sandhu, Mandy	141,073	15,399	2,051
Dhillon, Darshan	72,148	17,709	-
Dhillon, Jovandeep	86,250	4,664	178
Dhillon, Kearnbir	120,388	20,920	-
Dhillon, Navtej	117,755	31,883	-
Dias, Ben	170,317	31,754	410
Dickson, James	146,911	19,000	-
Dietz, Richard	99,915	6,034	2,833
Dineen, Scott	108,246	22,082	300
Dionne, Andre	94,261	4,714	853
Discusso, Matthew	90,186	6,588	172
Discusso, Peter	131,929	32,982	783
Dixon, Scott	144,927	36,015	38
Dobie, Adam	116,802	27,874	-
Donald, Brian	70,383	27,379	-
Donald, Gary	82,423	36,943	214
Dorey, Jacob	89,582	19,941	-
Dos Santos, Francisco	72,148	8,935	-
Douglas, Justin	108,086	22,495	-
Douglas, Stewart	120,414	38,051	-
Drake, Connor	87,725	10,380	-
Draper, Jason	133,938	68,989	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Drown, Jacob	69,268	8,607	1,152
Duarte, Victor	105,912	40,032	301
Dube, Danielle	116,219	16,209	-
Dubnov, Shawn	107,185	42,226	359
Duddles, Kevin	96,800	9,324	-
Duggan, Christine	159,620	19,692	3,300
Duncan, Nathaniel	101,497	7,530	1,267
Duncan, Scott	-	98,718	-
Dunn, David	120,436	30,086	-
Duran, Rogelio	89,080	8,737	178
Duranleau, Sonia	128,214	51,514	-
Dusanj, Sukhjjevan	86,250	16,809	-
Ebert, Marcus	96,800	5,721	-
Edwards, Heather	89,763	6,235	-
Edwards, Sara	120,352	28,608	-
Egglefield, Keith	73,314	15,790	338
Ellis, Joshua	70,383	38,833	-
Elshof, Eric	146,836	60,659	-
Enefer, John	146,881	51,432	-
Eng, Kevin	130,714	15,049	-
Epp, Dylan	53,143	27,715	197
Erceg, Joe	83,353	438,492	1,434
Ernst, Rachelle	132,208	7,344	2,475
Espino, Julian	132,213	31,014	1,187
Estabrook, Russell	99,985	20,040	-
Evanger, Todd	93,857	13,607	757
Eviston, Elma	73,084	11,645	-
Eyton, Laurel	75,999	4,139	-
Facone, Steven	70,383	35,281	180
Falcon, Cindy	105,912	8,773	742
Falkenham, Gregory	72,148	49,259	-
Fasciani, Mary Ann	97,336	8,490	-
Fatiaki, Kamoe	72,148	29,229	-
Fawcett, Mackenzie	99,027	15,723	-
Featherstone, Hoi May	76,616	4,451	860
Fengstad, Grant	229,891	25,706	837
Fenwick, Marie	201,088	20,247	1,139
Ferland, Khadija	189,944	18,418	559
Fernandes, Carlos	94,017	11,795	-
Ferraro, Domenic	107,185	15,679	180
Firoozi, Bitu	83,722	4,429	-
Fisher, Taylor	69,075	16,364	-
Fitton, Russell	146,836	25,407	-
Fitzmaurice, Dianne	86,781	5,913	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Fitzpatrick, Tanya	93,357	8,362	-
Fleming, Andrew	61,763	29,733	-
Fletcher, Mark	70,383	21,040	178
Fleury, Jason	70,552	26,552	-
Fleury, Shane	70,383	26,984	-
Fok, Ben	73,481	1,835	-
Fok, Kai Sang	75,932	6,816	-
Fong, Mindy	83,928	30,479	-
Fong, Patrick	116,020	11,367	20
Ford, Larry	162,414	30,079	784
Frampton, Michael	120,352	24,322	-
Fraser, Kevin	115,179	7,733	-
Galano-Tan, John	101,497	8,408	1,157
Galbraith, Adam	146,856	42,502	-
Gallant, Roger	72,148	32,037	-
Galloway, Shane	94,017	24,188	-
Gao, Zhan	64,805	12,921	-
Garcha, Jared	67,659	8,612	-
Gardner, Brittany	69,757	8,971	-
Gardner, Derek	78,835	14,846	178
Gauvin, Darnell	72,148	23,531	180
Gee, Karl	67,382	12,939	-
Gee, Peter	96,800	9,349	-
Gellard, Noah	75,492	18,915	-
George, Andrew	96,800	8,925	-
George, Trevor	96,800	4,549	-
Georgescu, Ian	72,148	9,304	178
Gerlach, Daniel	76,317	8,880	314
Gewargis, Martin	70,383	37,153	-
Ghose, Tarun	102,943	31,563	-
Giammarco, Leanne	82,328	5,434	787
Gibson, Christina	93,357	19,710	211
Gilbert, Daniel	94,017	28,903	2,168
Gilfillan, Cindy	161,115	17,399	1,210
Gilfillan, Kris	107,185	12,895	-
Gill, Ajay	107,411	19,455	-
Gill, Jaspreet	76,855	17,785	-
Gill, Manraj	117,575	31,234	758
Gill, Raminder	140,760	35,645	-
Giroux, Daniel	86,250	4,034	178
Girvin, Wayne	72,111	21,815	178
Godoy Borges dos Santos, Adam	116,802	34,186	-
Gondos, Nicholas	70,383	28,988	-
Gong, Xiao Ning	85,119	4,990	452

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Goodwin, Tyler	68,335	8,192	-
Gossard, Jeremy	70,383	29,011	192
Goswami, Shant	121,436	3,799	1,707
Gould, Joshua	116,769	28,804	-
Gounder, Krishna	93,357	5,771	-
Grant, Liam	87,718	6,887	-
Grauer, Craig	70,780	18,470	178
Gray, Kevin	189,635	40,193	942
Greenlees, Matthew Dow	102,387	9,973	-
Greenlees, Matthew Frederick	64,808	11,598	-
Grewal, Raman	87,254	10,673	-
Griffin, Michael	120,414	35,557	-
Griffith, Michael	107,185	5,839	1,838
Griffith, Michelle	70,674	8,288	180
Groetelaars, Brittney	76,107	1,491	134
Gronlund, Todd	146,812	27,413	-
Gross, Todd	201,427	26,775	4,480
Grozdanich, Kristina	155,311	14,358	586
Grunlund, Darin	78,836	6,901	-
Guglani, Amita	39,281	37,274	9
Gushel, Brad	107,185	46,069	214
Gushel, Tanner	67,592	10,389	-
Guthro, Michael	75,492	10,683	178
Hackston, Stephanie	97,890	16,513	-
Hadfield, Mandy	126,660	11,394	2,222
Haer, Sunny	116,792	22,189	-
Hagong, Samuel	67,248	8,104	-
Hahn, Ruth	115,179	9,239	1,088
Hakin, Alexandra	66,770	9,394	-
Haklander, Wesley	67,248	18,342	-
Haldeman, Ethan	75,327	4,658	-
Hamaguchi, Trevor	117,739	31,934	250
Hamalainen, Juha	96,800	7,404	-
Hamilton, Jameson	93,813	10,043	-
Hamilton, Richard	116,769	27,843	-
Hamley, Carolyn	71,625	5,808	-
Hand, Donna	82,010	6,514	26
Hands-Verbian, Joshua	70,709	13,449	624
Hanna, Fadi	96,800	23,799	-
Harada, Gordon	72,148	15,781	-
Haraguchi, Nicole	98,944	7,582	2,948
Harms, Steven	72,838	9,123	-
Harris, Benjamin	68,748	17,123	-
Harris, David	133,279	23,343	-

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1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Hassan, Hala	106,717	2,727	581
Hatzistamatis, Stamatis	84,166	6,943	-
Hau, Hei Man	88,294	7,077	-
Hawley, Jason	104,982	21,972	50
Hayduk, Mark	67,610	13,102	-
Hayes, Jennifer	199,937	17,933	3,801
Hayes, Jennifer A.	79,825	21,107	-
Heap, Nicholas	132,284	7,079	-
Heathe, Gerina	118,376	9,104	-
Heidrich, George	96,800	8,277	1,242
Heinrich, Aida	70,383	7,573	215
Heinrich, George	107,185	36,938	180
Henderson, Derek	94,261	8,881	1,390
Henderson, Dillan	69,479	10,050	215
Henrickson, Matthew	92,451	26,636	467
Herbert, Nicholas	89,207	8,712	178
Herder, Kendall	92,451	5,521	-
Hesketh, Taryn	79,460	1,584	438
Hicks, Alexander	104,859	5,000	125
Hicks, Christopher	90,076	6,675	570
Higgs-Lockie, Lucy	67,294	23,176	-
Hill, James	117,716	18,826	2,988
Hill, Sheila	93,357	6,115	249
Hilton, Vanessa	116,769	23,676	-
Hingorani, Sonali	153,513	13,728	1,666
Hinman, Gregory	92,446	12,424	-
Hirayama, Nathan	108,086	29,970	-
Hirayama, Ryan	116,825	28,832	-
Hnatowich, James	83,862	2,391	633
Ho, Japhie	89,763	8,552	588
Ho, Jason	153,986	15,538	947
Ho, Mei Ping	162,206	10,013	1,344
Ho, Michael	90,172	22,080	-
Ho, William	72,792	19,764	-
Ho, Wing Chun	89,596	6,723	-
Hobbs, Katelin	91,794	5,530	1,241
Hobman, Lisa	196,727	15,946	4,416
Hodgson, Evan	108,057	16,134	1,673
Hoff, Tresse	107,177	5,672	2,709
Hogan, Angela	93,357	6,460	-
Homeniuk, Alexander	105,912	9,360	132
Hopkins, John	201,576	24,440	1,029
Horita, Miwako	91,590	6,028	718
Horstmann, Michelle	90,213	10,004	1,925

¹ Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Hosseiniarahdar, Mohammad	132,284	9,587	2,582
Houston, Cristina	93,357	12,599	17
Howard, Justin	102,495	13,970	-
Howe, Shawn	96,800	9,742	-
Hui, Albert	89,596	10,803	1,267
Hui, Gerry	101,497	9,625	1,157
Hui, Ka Yi	110,310	7,681	-
Huie, Kevin	78,717	3,701	178
Huk, Matthew	85,961	6,435	1,188
Humhej, Jerry	146,911	62,918	-
Humphreys, Joseph	108,086	28,196	-
Hung, Edward	132,283	11,194	-
Hunt, Evan	70,383	18,946	-
Hunter, Derek	107,185	36,541	180
Hutchison, Colin	70,627	9,639	178
Huynh, Linh	95,711	14,008	2,283
Ircandia, Michael	136,351	21,254	-
Irvine, Katherine	97,336	6,815	-
Irving, John	321,652	168,843	1,641
Irwin, Lisa	77,881	4,795	-
Irwin, Margaret	117,741	7,795	24
Isaac, Darryl	120,414	53,179	-
Ison, Marvin	126,412	35,040	-
Jacobo, Erwin	96,800	4,598	-
Jacobsen, Carl	68,623	13,395	-
Jacobson, Jaclyn	157,735	11,062	-
Jaggs, Gordon	132,284	9,818	-
Jang, Jessica	84,725	9,851	456
Jauk, Liesl	137,007	13,463	198
Javadi-Doodran, Yashar	89,596	11,746	-
Jeffrey, Preston	70,383	14,566	-
Jennejohn, Zachary	91,296	4,479	548
Jesson, Claudia	201,576	57,803	-
Jessop, Kyle	70,383	23,273	180
Jesty, Brian	70,383	41,397	-
Jewell, Joshua	108,003	14,790	-
Jo, Dorothy	131,675	15,438	-
Jochimski, Colin	94,267	13,764	-
Joel, Marissa	132,284	6,283	6
Johal, Bill	110,310	32,529	-
Johal, Jatinder	150,976	37,083	1,461
Johal, Raminder	69,972	7,155	53
Johnson, Craig	65,868	21,398	-
Jones, Alan	170,851	100,175	280

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Name	Base Salary	Benefits and Other ¹	Expenses
Jones, Debra	98,131	7,432	-
Jones, Glen	93,357	6,643	-
Jones, Michele	82,328	7,659	-
Jones, Riley	108,003	16,759	-
Jong, Wayne	97,216	5,901	3,302
Jut, Jeffrey	70,383	27,528	-
Kallianpur, Virendra	151,180	11,571	664
Kam, Brendan	87,778	14,630	-
Kam, Marilyn	132,284	11,068	571
Kam, Richard	120,437	22,431	-
Kaminsky, Serguei	116,769	37,330	-
Kaplun, Shannon	86,103	4,084	22
Karan, Vicky	71,135	19,863	847
Karpun, Alexander	69,972	17,115	-
Kaufman, Julie	74,432	12,589	3,222
Keating, Roger	132,284	9,628	668
Keenan, Bernadette	93,357	25,673	1,267
Kelly, Michael	27,283	97,957	-
Kelly, Patrick	91,128	37,292	-
Kenny, Richard	89,579	6,388	-
Khatkar, Parmveer	116,802	37,026	-
Khudhur, Omar	97,646	16,630	11
Kiesewetter, Harold	133,953	45,295	-
King, Eileen	107,403	29,421	3,781
King, Sara	86,799	2,781	-
Kirichuk, Iryna	110,310	8,483	-
Kirk, Wes	86,250	4,832	-
Kita, Jason	181,104	55,979	5,012
Klomp, Frederik	120,311	23,201	-
Ko, Charmaine	83,965	10,299	-
Ko, Sing	71,718	11,623	-
Kornerup, John	110,310	15,125	125
Koroglu, Abdulvahap	65,257	25,404	-
Kosteckyj, Nicholas	87,611	9,030	-
Kostromine, Max	161,297	13,635	245
Kovacs, James	71,718	6,946	180
Kovich, John	95,448	10,536	-
Kruk, Robert	73,976	17,472	-
Krumenacker, Kurtis	70,383	38,924	-
Krungtanmueng, Bunruen	72,148	17,590	-
Kube-Njenga, Jennifer	132,284	8,374	4,854
Kucher, Leanne	85,961	6,025	1,552
Kumar, Amit	70,383	9,174	-
Kump, Will	93,357	16,652	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Name	Base Salary	Benefits and Other ¹	Expenses
Kurji, Candice	71,229	6,010	1,203
Kurnicki, Alexander	132,284	15,064	1,961
Kuzik, Jared	133,620	10,931	1,779
Kuznik, Gregory	79,038	13,105	-
Kwan, Ashley Yee Teng	105,308	6,851	605
Kwan, June	76,652	4,247	9
Kwan, Vivian	72,675	12,647	-
La Rocque, Gail	86,173	8,703	944
Labeeb, Azzam	75,932	13,466	125
Laboucane, Kenneth	78,836	32,684	178
LaBoucane, Sherry	76,729	10,875	-
Lade, Camilla	83,080	11,901	-
Lafortune, Deryck	108,067	14,874	-
Lai, Patrick	126,252	12,374	726
Lai, Victor	144,753	13,795	1,396
Laird, Scott	102,387	5,824	342
Lam, Chun Kit	126,660	10,853	-
Lam, Gordon	112,730	22,497	-
Lam, Joshua	70,383	12,867	180
Lambert, Sarah	108,086	20,642	545
Lamoureux, David	72,148	6,489	-
Lander, Ross	69,070	9,344	-
Lander, Scott	63,698	11,609	-
Lannard, Kevin	101,497	6,932	1,267
Larson, Harold	116,769	21,719	1,481
Lau, Arnold	91,753	6,305	-
Lau, Brian	97,565	2,132	145
Lauridsen, Cole	108,086	25,260	-
Law, Hsiang	97,336	8,161	-
Lawless, Ann	106,932	4,821	846
Laxa, Brandon	87,725	3,780	-
Lazar-Schuler, Christina	93,357	6,902	48
LeBlanc, Braeden	104,359	3,211	286
Ledezma, Gonzalo	144,615	40,076	-
Leduc, Mark	98,398	7,514	27
Lee, Andrea	92,671	8,314	254
Lee, Donna	121,732	7,499	699
Lee, Edwin	120,066	8,471	615
Lee, James	97,336	12,280	-
Lee, Jeff	160,927	16,282	2,352
Lee, Thadene	68,858	6,552	125
Lee, Tsz Hin	70,584	4,646	-
Lee, Vicky	109,719	8,116	1,118
Lee, Wun Fung	97,336	14,052	125

¹ Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Lee, Ya-Hsin	72,806	14,004	-
Lee, Zachary	70,383	19,553	99
Lefebvre, Eamon	70,383	16,991	215
Legear, Loryn	93,357	7,125	-
Lehbauer, Jordan	146,822	29,543	2,021
Leiva, Anastacio	120,302	31,120	-
Lemaire, Joel	146,812	23,848	-
Lemire, Tyler	96,800	7,248	-
Leney, Kyle	146,911	59,934	-
Lenting, Tanner	68,905	23,261	-
Leong, Karen	82,328	6,514	-
Leung, Alan	89,596	26,506	-
Leung, Cynthia	88,254	5,266	-
Leung, Kwan Pui	82,328	5,646	11
Leung, Michael	90,217	14,759	2,192
Leung, Simon	89,596	22,375	-
Lewis, Arthur	70,889	89,171	-
Li, Lynsey	76,615	5,029	250
Li, Xiaoxue	89,095	9,350	1,193
Lian, George	85,961	5,414	1,193
Lima, Trevor	70,383	20,451	-
Lin, Chin	36,162	39,546	-
Lin, I-Fang	110,771	9,251	-
Lin, Pei Shi	92,595	25,136	1,267
Lin, Yi Tong	105,077	2,284	-
Linares, David	72,779	46,115	1,879
Lindenbach, Greg	49,131	72,563	-
Lindsay, Colton	70,383	30,642	-
Liu, Douglas	161,516	13,077	232
Liu, Xiahui	77,121	1,487	1,344
Lloyd, Adrian	96,800	14,879	-
Lloyd, Susan	109,985	13,637	-
Lo, Judy	85,961	8,873	-
Lo, Kin Ming	98,986	45,150	1,668
Lo, Man Yi	88,875	5,493	502
Lochbaum, Kim	85,959	27,940	351
Loewen, Brian	87,611	8,913	-
Loftus, Zachary	98,847	29,519	-
Long, Wayne	70,245	14,303	178
Lopez Velarde, Monica	79,094	7,899	-
Lou, Faythe	106,990	6,317	-
Louie, Beayue	110,310	6,543	-
Lovett, Andrew	140,780	31,317	1,374
Lowe, Aaron	68,877	31,194	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other¹	Expenses
Lowson, Kyle	96,800	4,175	215
Luk, Becky	116,985	10,175	85
Luk, Yun	97,336	50,433	773
Lukacs, Laura	67,138	15,595	53
Lusk, Serena	369,777	92,286	1,353
Lussier, Cynthia	120,066	15,114	-
Ma, Cliff	116,079	26,920	-
Ma, Ming Yi	138,103	19,831	729
Ma, Nicole	77,417	5,795	-
Ma, Stephanie	72,583	11,586	-
Maan, Amildeep	92,984	20,383	451
Macalisang, Antoni	112,030	7,439	951
MacArthur, Gordon	90,217	5,647	215
MacDonald, Kylie	134,766	66,492	1,484
MacDonald, Lisa	89,596	9,617	1,828
MacDonald, Ryan	116,825	32,367	-
Mack, Rodney	86,250	32,802	178
Mack, Tyler	68,577	17,948	-
MacKay, Hamish	94,512	4,487	3,109
MacKinnon, Cameron	115,798	7,988	2,002
MacKowski, Igor	68,877	15,587	215
MacLachlan, Brennan	132,284	11,231	540
MacLeod, Brian	146,812	68,571	1,023
MacNeill, Skye	70,383	23,814	-
Mah, Cheryl	82,404	5,826	-
Mah, Spenser	65,317	10,286	-
Mahon, Steve	105,912	6,554	275
Malawiya, Sophia	89,596	9,336	-
Maldonado, Tanya	85,961	5,660	-
Mallen, Tiffany	106,524	5,604	35
Mand, Paul	96,800	4,526	215
Mander, Daljit	93,357	30,686	575
Mann, Amraj	94,017	16,633	180
Mann, Jagtar	70,383	13,146	-
Manning, Thomas	109,663	12,536	-
Marchal, Luke	116,802	33,018	905
Marcotte, Ford	70,383	44,856	-
Markham, Monique	121,530	9,458	-
Marlowe, Kevin	67,963	14,359	-
Marquez, Christopher	93,357	19,142	463
Marsh, Andrew	86,169	5,652	-
Marsh, Nick	71,082	4,265	-
Martens, Dustin	87,148	5,656	-
Martin, Bryan	70,383	7,673	29

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Martin, Melissa	90,624	5,577	-
Martin, Paul	146,881	21,867	-
Mascarina, Ave Nina	79,094	6,834	405
Matheson, Kathy	75,619	6,832	-
Matson, Jason	62,412	18,073	178
Matsuzaki, Spencer	69,446	23,878	180
Maxwell, Mark	96,800	10,482	-
McCall, Robert	120,380	24,114	-
McCluskey, Ryan	94,421	17,592	-
McCluskey, Shawn	17,871	141,408	-
McConkey, Patrick	120,278	29,794	-
McCulley, Amanda-Rose	93,173	1,559	287
McCullough, Cameron	120,335	15,282	-
McDonald, Julia	116,802	21,542	1,673
McDonald, Michael	116,769	25,438	-
McDonald, Tyler	75,363	10,604	-
McDougall, Joe	67,247	10,003	-
McDougall, Mitch	69,470	13,109	-
McElgunn, Jennifer	117,706	26,691	439
McGee, David	93,357	5,782	-
McGrath, Alan	190,526	22,407	573
McKenzie-Cook, Christopher	108,579	14,279	520
McLeod, Carleen	60,081	27,794	-
McLoughlin, Kris	116,792	23,241	-
McMillan, Allison	76,458	7,113	-
McPhedrian, Matthew	70,383	24,007	-
McQuistin, Dylan	74,050	23,234	307
McQuistin, Scott	74,634	10,933	314
McQuistin, Shawn	72,732	20,038	178
Mearns, Jonathan	140,424	32,134	4,924
Medhurst, Colin	146,856	50,694	3,560
Melnychuk, John	101,497	6,268	1,267
Melnyk, Andre	96,800	4,855	215
Memon, Wasim	110,310	45,556	350
Mercer, Barry	107,185	56,392	160
Mercer, Noel	72,148	32,537	31
Metzak, Brian	120,414	43,847	3,418
Miele, Michael	82,512	8,729	860
Milaire, Pratima	97,642	8,276	3,814
Miletich, Lori	151,180	13,644	3
Millar, Alexander	110,899	16,860	-
Miller, Carmen	82,402	7,213	91
Miller, Chad	107,185	47,937	274
Miller, Clay	67,248	10,374	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Miller, Jesse	70,054	10,969	-
Miller, Keith	197,388	25,671	1,030
Miller, Shawn	70,667	14,552	-
Minshall, Travis	95,474	8,114	-
Mitchell, Dwayne	70,383	16,258	-
Mladin, Luka	83,152	6,140	1,267
Modhwadia, Samir	101,788	5,873	1,304
Moffat, Thomas	70,383	24,216	-
Mohammadi, Mohadeseh	124,044	9,121	2,181
Mohan, Dharam	70,357	27,950	-
Mok, Natalie	77,354	4,569	85
Mol, Brandie	82,328	7,142	-
Molema, Kenneth	146,881	43,305	-
Molle, Sean	97,966	14,778	-
Montague, Eli	90,217	16,922	180
Moore-Dempsey, Erin	120,375	22,532	-
Mora, Jamie	120,437	28,099	-
Morache, Tanner	76,895	10,928	-
Morin, Michel	93,357	5,819	-
Morison, Douglas	120,335	16,997	-
Moritz, Bradley	69,377	13,154	-
Morris, Aila	106,430	11,045	3,326
Morris, Allen	133,601	14,241	2,420
Morrison, Amber	85,961	9,283	-
Morrison, Taylor	70,383	36,405	-
Mosley, Judith	80,818	1,388	1,301
Moss, Kelly	146,861	62,705	-
Mossman, Cody	89,720	23,449	180
Moxin, Greg	102,387	22,442	178
Muir, Morgan	110,310	6,820	-
Mulgrew, Damien	69,583	18,298	-
Mulgrew, Pauline	67,138	9,407	-
Mulhall, Laoise	91,986	11,152	176
Muller, Shane	86,250	24,293	-
Mullock, Kevin	170,808	19,494	-
Mumblo, Ian	116,825	17,469	-
Murao, Dustin	117,716	24,742	2,613
Murao, Ryan	78,281	3,080	-
Murphy, Liam	82,418	25,695	1,193
Murray, Ken	146,881	25,951	-
Muter, Heather	128,195	10,791	776
Nagata, Darren	107,185	24,417	-
Naguit, Christian	70,383	6,851	180
Naidu, Denis	61,965	26,099	-

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Naidu, Jotishna	67,569	13,698	-
Nanka, Eric	116,769	21,875	-
Naraina, Jagdish	89,596	6,395	1,553
Naso, Marcela	90,816	7,119	35
Nathorst, Dave	102,387	12,679	-
Nelson, Russell	148,381	15,129	633
Nesbitt, Christine	89,944	1,507	-
Neufeld, Matthew	90,076	4,529	2,381
Neufeld, Tammy	96,800	4,769	176
Newell, Allan	120,427	13,103	-
Newman, Gregory	130,371	17,320	2,248
Newstead, Blair	98,056	5,844	-
Ng, Beata	146,494	14,021	1,702
Ng, Brenda	77,690	1,823	1,157
Ng, Justin	120,856	11,677	1,664
Ng, Kristy	73,185	3,960	-
Ng, Thomas	138,588	9,893	1,631
Ngan, Venus	161,935	19,161	1,422
Nguyen, Dang Anh Thi	129,137	2,943	275
Nguyen, Duc Nhu Quynh	98,777	4,704	573
Nguyen, Lisa	93,892	6,140	1,093
Nickel, Christel	117,711	33,674	-
Nickel, Sarah	93,357	18,636	366
Nikitin, Amelie	82,776	6,899	1,552
Nikolic, Diana	161,116	19,855	633
Nishi, Casey	94,017	15,831	180
Nishi, Grant	105,912	13,494	1,529
Nivens, Michael	93,357	20,756	-
Nixon, John	86,250	4,037	176
Niyaz, Omeid	92,136	14,139	3,805
Nomellini, Samuel	70,383	15,860	-
Normann, Spencer	70,383	16,970	-
Northrup, Trevor	167,163	22,959	3,938
Oborne, Renata	94,001	10,697	24
O'Brien, Richard	43,357	33,040	-
Ogis, Peter	120,335	24,009	-
O'Keefe, Jacqueline	72,122	6,920	-
Oliver, Ian	93,357	17,212	-
Olson, Brandon	133,131	26,192	4,475
Olson, Mike	89,416	5,366	2,531
Ooi, Emily	93,357	7,492	-
Otero, Diego	70,383	5,866	-
Ouellet, Justin	96,800	35,369	-
Oviedo, Frankie	68,281	11,402	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Oviedo, Jose	94,267	14,798	176
Owens, Camille	89,345	6,270	111
Paller, Elena	132,284	9,827	1,290
Pang, Serene	93,357	12,204	-
Panni, Daianna	82,328	5,565	-
Parhar, Gurdawar	127,993	25,704	-
Park, Minhee	126,788	8,057	851
Parker, Lorilyn	67,138	20,012	-
Parminter, Kelsey	116,802	13,929	-
Paterson, Kenneth	96,800	12,595	-
Paterson, Kimberly	82,328	5,886	270
Patkau, Brad	146,881	54,389	-
Pattullo, Chris	93,357	32,247	581
Paulin, Chad	167,535	27,229	1,696
Pedersen, Brian	76,353	10,952	-
Penman, Geordie	63,606	20,381	-
Penney, Daniel	120,437	25,938	-
Pennier, Colin	112,138	6,926	-
Penrose, Trevor	102,766	7,088	377
Percival Smith, Beverly	82,328	5,807	532
Perkins, Michael	146,859	53,864	-
Persick, Christy	112,538	17,339	-
Peters, Cassidy	96,800	4,209	-
Phaysith, Matthew	85,408	8,942	125
Philipson, Neil	70,587	12,693	180
Phillips, Kaia	87,725	7,242	-
Pighin, Darren	146,852	26,478	-
Piluso, Riccardo	85,566	11,753	176
Pingoy, Aliah	67,582	7,485	371
Pinkewycz, Alicia	72,482	6,751	-
Pinkney, Jason	170,821	30,147	-
Plishka, Miriam	112,186	8,787	-
Pockett, Kyle	101,405	9,521	-
Pommier, Leland	70,383	4,705	215
Poole, Jeremy	68,576	39,463	-
Poole, Travis	72,148	45,405	180
Poon, Debra	93,316	6,269	3,559
Porlier, Sheila	116,536	22,372	3,818
Pow, Olivia	91,581	4,489	-
Powell, Jo	89,763	14,028	2,637
Poxon, Gerald	146,881	22,900	-
Prentice, Blake	70,383	21,499	-
Preston, Cole	72,122	3,627	-
Protz, Gregory	136,677	34,266	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment, dental, vision, health and dental insurance, vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Prystay, Deborah	126,948	10,094	919
Puddicombe, Alan	82,512	11,894	180
Pugsley, Brandon	98,951	24,736	-
Punn, Ariel	78,749	11,879	-
Purewal, Pawandeep	115,294	9,229	1,157
Quan, Stanley	94,267	21,186	-
Quiambao, James	110,310	7,197	-
Quinn, Star of Peace	120,306	13,982	1,520
Quiring, Angelica	123,776	13,104	2,044
Quiroz, Jimmy	67,809	7,772	215
Racic, Mile	156,675	16,534	2,733
Rajan, Omar	70,667	6,014	890
Raman, Dinesh	70,383	16,473	-
Raman, Rithik	68,093	14,532	-
Ramirez, Antonio	89,596	23,862	-
Ramos, Dinos	107,153	12,662	-
Rea, Keenan	87,611	4,498	-
Rebiffe, Taylor	79,143	9,468	-
Recavarren, Mario	84,394	8,228	7,230
Reddy, Nandini	79,941	7,461	401
Reddy, Ram	72,148	9,154	-
Redlinski, Jacek	101,497	9,730	692
Reel, Ravinder	67,125	10,864	-
Rehwald, Jessie	106,272	5,399	70
Reid, Sheldon	63,783	17,859	355
Reis, Joshua	181,733	19,920	-
Rempel, Graeme	116,825	29,231	50
Rempel, Timothy	96,800	5,582	-
Rende, Michael	146,812	22,006	-
Revell, Michael	96,800	14,524	-
Reyes, Maurice	75,492	15,076	-
Richards, Tom	86,250	4,097	-
Richardson, April	108,004	20,489	796
Ricketts, Terry	93,357	13,228	54
Rienzo, Adam	98,821	16,150	-
Roberts, Cattleya	78,499	5,281	66
Roberts, Kevin	153,269	25,884	1,507
Roberts, Merrick	70,417	16,669	-
Robertson, Kirsten	74,868	5,233	-
Robie, Colin	107,185	11,065	534
Robinson, Tyler	72,122	3,129	-
Robles, Miguel	96,800	6,003	-
Robson, Mark	146,881	27,702	-
Rocha, Carlos	120,264	10,015	463

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Rodriguez, Edgar	112,113	39,558	2,453
Rogal, Peter	86,250	7,190	-
Roldan, Arvin	68,735	11,969	215
Romas, Mike	151,180	9,967	3,805
Ronquillo, Danny	79,403	5,213	64
Roorda, Stephanie	107,982	17,480	-
Roper, Ryan	80,525	26,934	-
Rose, Elizabeth	108,003	12,277	-
Rosenberg, Suzanne	93,357	7,881	-
Rosner, Anthony	69,297	8,129	3,626
Roszkowski, Ailie	92,451	5,392	176
Rowley, Darren	146,836	60,849	1,708
Ru, Zhi	101,497	38,669	1,157
Ruan, Emily	67,571	8,510	11
Ruiz, Garret	66,712	21,646	-
Rushton, Wade	82,512	22,985	180
Russell, Paul	131,459	39,645	-
Russell, Peter	201,961	43,586	1,563
Ryan, Bhavani	116,825	18,146	-
Safar, Yousif	107,982	19,736	-
Safi, Hashir	85,220	1,401	906
Saggers, Paul	115,179	10,200	1,794
Sahota, Bhavdeep	81,469	3,975	34
Saimovici, Ethan	66,960	12,922	-
Saito, Aaron	146,812	45,142	-
Sakai, Richard	65,231	11,342	-
Sakai, Ross	93,357	15,672	388
Sakurai, Hanae	82,958	6,648	1,922
Salameh, Alexander	120,302	18,040	-
Salmasi, Kamran	101,497	16,250	-
Samson, Brent	120,437	30,311	-
Sandeem, Devon	96,800	18,555	-
Sander, Amarjit	96,800	6,771	247
Sandhu, Amritpal	132,284	9,031	1,122
Sandhu, Parmel	99,765	6,242	-
Sandhu, Pulvinder	78,836	22,228	-
Sangara, Jaren	69,656	11,288	-
Sangha, Rajvinder	129,766	32,843	-
Santos, Manuel	96,800	11,456	-
Santos, Victor	96,800	4,567	180
Sarai, Lovepreet	70,383	20,694	279
Saretsky, Ryan	70,383	15,337	-
Sargent, Emily	103,426	6,985	150
Sato, Kelly	68,504	21,713	-

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1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

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Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Savoie, Gilbert	97,336	12,330	227
Sawada, Stephen	120,335	47,309	-
Sayson, Jared	72,778	21,100	-
Schell, Terry	9,650	125,382	-
Schiedel, Tyler	120,311	40,309	2,394
Schlossarek, Teresa	97,336	6,011	-
Schmidt, Michael	70,383	24,312	180
Schouten, Geoff	75,732	17,520	845
Schouten, Stacey	120,374	27,825	-
Schroeder, Scott	106,711	6,886	193
Schuck, Adam	67,248	19,390	-
Schuler, Terry	82,328	5,088	-
Schultz, Jeremy	120,352	44,095	-
Schultz, Kim	72,148	17,778	215
Schultz, Susan	80,875	20,219	-
Scott, Jason	91,603	5,063	180
Scott, Sean	116,802	31,271	-
Segal, Brandon	107,982	18,530	-
Selinger, Edward	170,774	30,130	-
Shariff, Aliya	102,766	7,956	56
Sharma, Amen	89,596	7,039	1,807
Sharma, Reecha	71,524	4,804	-
Sharma, Shyreen	87,511	8,760	11
Sharp, Gabrielle	89,596	5,539	76
Shaw, Geoffrey	89,735	5,115	-
Shaw, Trevor	99,985	31,498	2,040
Shay, Horace	81,356	7,501	144
Sheikh, Mehrazin	102,507	6,631	-
Shek, Rita	69,972	7,435	53
Shepherd, Bryan	162,206	29,956	352
Shepherd, Lisa	70,823	21,099	180
Shergill, Kiranjeet	92,561	2,360	41
Shiau, Melissa	161,893	15,181	1,162
Shigeoka, Shannon	102,387	12,761	806
Shimonek, Todd	90,217	6,329	-
Shirey, Jill	151,688	14,904	1,025
Shiu, Josephine	72,806	4,495	-
Shiu, Priscilla	74,437	4,527	-
Sholdra, Brian	120,278	19,942	-
Shum, Chi Ting	110,310	23,821	125
Sidhu, Baldev	70,383	26,659	-
Siemens, Gregory	146,879	40,162	284
Sikora, Rose	116,536	13,584	650
Sim, Ming Teck	69,531	7,584	-

¹. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Simkin, Eric	119,817	31,791	-
Simmons, Norman	96,800	9,169	215
Simonson, Brock	85,961	48,009	-
Simpkins, Brodie	71,619	7,046	215
Sinclair, Magnus	88,505	7,026	2,282
Sinclair, Owen	155,311	13,075	5,375
Siu, Nicholas	85,961	6,905	-
Slater, Tanya	120,311	23,478	-
Smail, Jamie	96,615	11,919	271
Smail, Robert	72,148	29,647	180
Smith, Carly	83,049	17,989	176
Smith, Mark	80,897	78,316	-
Smith, Michael	144,046	28,269	-
Smith, Mitchell	85,810	8,047	-
Smith, Samantha	76,060	11,187	276
Smith, Suzanne	161,855	17,103	-
Smithers, Todd	61,558	35,799	176
Snowball, Joanne	81,890	6,358	871
Socias, Roberto	71,908	20,708	180
Sodi, Sunjeev	140,780	38,158	138
Somerville, Kim	201,427	55,280	261
Sooch, Himat	64,663	14,639	-
Soronow, Benjamin	69,407	11,816	-
Sparolin, Eric	163,478	22,082	1,413
Sparolin, Jennifer	71,174	5,023	9
Specht, Darren	82,512	7,823	-
Spolowicz, Ryan	96,800	8,295	-
Squarci, Leigh	86,250	4,240	176
Stancioff Clayton, Abbas	126,660	10,423	2,881
Standerwick, Jeffrey	168,696	43,220	-
Staples, Kaitlynn	94,939	5,825	11
Steeves, Susan	91,720	5,545	2,315
Stene, Ryan	146,812	56,185	-
Stephens, Larry	72,148	6,642	860
Stewardson, Kevin	146,887	28,212	-
Stewart, Aaron	72,251	23,097	-
Stewart, James	116,983	35,967	-
Stewart, Kathleen	101,497	6,316	1,267
Stockdale, Todd	133,086	40,206	-
Stocking, Nicole	157,674	6,710	860
Stockley, Ivan Scott	72,336	19,719	-
Stokes, Ryan	107,050	25,928	-
Stone, Brett	70,383	29,137	-
Streit, Hans-Peter	82,328	7,541	-

1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Strome, Chris	70,383	12,382	-
Sturrock, Mark	105,208	5,263	-
Su, Guang	95,557	3,473	215
Suleyman, Ferman	130,511	12,067	1,783
Sun, Shi Lin	84,754	4,442	1,267
Swail, Stefanie	108,960	7,338	-
Swan, Cathy	69,972	6,884	28
Swanson, Brad	97,336	6,011	-
Sy, Anthony	84,204	23,093	124
Sze, Patsy	68,884	6,766	-
Tabay, Kathleen	67,138	11,865	111
Tabay, Rafael	67,707	29,973	-
Tack, Troy	115,016	82,059	-
Tahir, Edwin	108,175	15,005	554
Tai, Fergus	73,987	5,527	-
Tai, Mavis	72,806	5,236	1,150
Tait, Kyle	787	100,800	-
Takagawa, Michael	75,492	5,238	-
Takiya, James	94,458	17,294	-
Takizawa, James	75,986	3,455	-
Tallosi, James	78,664	4,669	-
Talmey Jr, Patrick	94,267	50,291	180
Tanyag, Wilbert	90,217	5,404	-
Tatchen, Elisabeth	120,311	42,319	-
Tate, Bryce	70,383	27,761	-
Taylor, Kirk	201,427	17,693	2,111
Taylor, Mervyn	146,911	59,085	-
Teichrieb, Craig	120,335	30,068	-
Tellis, Peter	142,674	16,638	4,729
Teo, James	132,869	8,621	-
Tewfik, Frederic	169,557	13,684	1,993
Thandi, Neera	101,497	7,478	1,186
Thind, Prabhjot	70,383	21,614	-
Thomas, Bryan	96,800	7,417	-
Thome, John	82,328	5,075	-
Thomson, Dylan	69,565	14,284	-
Tikanmaki, Anna	174,055	30,474	305
Tillmanns, Mike	96,800	5,986	-
Tillyer, Curtis	97,336	7,394	475
Tillyer, Justin	59,444	21,670	180
Tinkley, Clayton	68,204	14,759	-
Tinney, Lucas	116,769	36,801	-
Tiu, Miriam	112,045	4,074	143
Tjepkema, Nicole	93,357	7,492	657

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1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
To, Tik Hang	92,029	6,437	878
Tobin, Sean	116,792	28,336	-
Toda-Sinclair, Julie-Anne	62,661	32,169	-
Tong, Dominic	72,778	16,398	-
Tongohan, Darwin	93,357	9,162	1,393
Tooth, Gregory	97,336	6,011	-
TorabiMoghaddam, Niloufar	162,692	15,151	523
Towers, Brett	108,003	18,853	-
Tran, Ton	93,357	5,888	125
Tran, Vu	93,357	6,115	1,267
Trapier, Johanna	79,813	15,002	-
Tremayne, Brent	116,769	19,647	-
Tremblay, Alex	70,383	32,956	-
Tremblay, Gail	70,385	6,583	176
Trim, Victoria	107,982	21,796	-
Trott, Eric	70,383	17,739	176
Trott, Ryan	70,383	24,569	-
Trotter, Nicole	96,262	4,806	-
Truscott, Loic	120,335	45,828	-
Tsang, Hing Wai	95,701	6,997	-
Tsang, Jonathan	117,723	18,803	75
Tse, Kelvin	147,791	13,753	1,884
Turick, Julia	110,711	9,023	-
Turner, Jeffrey	140,740	19,094	54
Tycholis, Kathy	93,357	6,731	-
Underwood, Brandon	116,802	30,938	-
Unrau, Shannon	88,972	8,282	-
Valana, Mariannina	72,214	5,702	-
Vallance, Scott	93,357	6,804	96
Van Iperen, Aaron	140,382	17,483	-
Van Neck, Caitlyn	120,311	26,714	-
Van Niekerk, Stuart	116,802	34,456	-
Vance, Justin	82,888	38,468	176
Vanderwel, Christopher	117,739	36,750	949
Vargas, Arthur	78,879	2,337	-
Vaughn, Jerret	133,953	20,837	-
Velkova, Biliana	110,310	7,272	862
Vellani, Omar	116,792	29,377	-
Velo, Vanessa	108,086	23,767	-
Venturas, Byron	75,492	17,704	-
Verbian, Liana	78,345	10,412	532
Villaluz, Jaime	101,497	11,631	1,577
Vint, Owen	63,366	15,327	-
Vo, Tuan	70,383	24,093	-

¹ Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Vodchenko, Ivan	90,217	8,703	-
Vrba, Karol	120,352	43,578	-
Vrooman, Rowan	146,911	81,832	-
Vuletin, Johana	77,907	16,954	151
Waddell, Matthew	108,086	36,736	-
Waddington, Nathaniel	116,792	24,404	-
Wahl, Kevin	146,911	31,128	-
Wakefield, Richard	75,254	8,067	-
Wakelin, Frank	108,397	9,701	125
Walker, Brendan	78,895	5,593	-
Walker, Tracy	109,156	5,614	1,836
Wall, Anthony	146,881	40,666	-
Wallace, James	81,199	3,602	1,074
Wallinger, Nolan	72,007	7,536	215
Walrond, Randall	79,917	15,798	11
Walters, Bryan	146,911	41,840	-
Wan, King-Lun	93,357	24,692	9
Wang, Ge	65,709	32,856	-
Wang, Xue Song	75,492	12,428	-
Waraich, Jasraj	77,171	4,034	-
Warder, Simon	96,800	4,624	-
Warren, Darren	101,497	7,016	280
Warzel, Edward	172,362	31,723	332
Watson, Nicholas	70,383	24,914	-
Watson, Ryan	68,759	12,683	-
Watt, Devon	72,838	5,378	260
Watters, Sandra	76,703	6,530	-
Wei, Daniel	116,792	35,039	375
Weissler, Forrest	170,510	33,442	2,886
Welsh, Michael	146,911	49,669	-
Weststrate, Jason	107,181	12,075	464
Wheeler, Gregg	150,962	28,115	1,032
Whitaker, Lauren	96,800	4,742	-
White, Jason	82,328	5,228	-
Whitmarsh, Kevin	101,893	10,055	-
Whittam, Jonathan	103,328	37,827	576
Whitter, Glen	72,075	17,057	-
Whyman, Max	72,148	52,426	13
Wicken, Trevor	96,800	2,786	-
Wild, Danyon	103,772	74,633	-
Wilding, Marianne	85,961	7,104	-
Wilke, Steve	102,387	17,533	-
Willett, Ryan	70,383	28,368	180
Williams, Lazar	68,445	11,909	-

¹ Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other ¹	Expenses
Williams, Mary	79,302	5,734	309
Williams, Sam	75,664	14,376	573
Wilmink, Tracey	72,806	4,677	-
Wilson, Dennis	72,806	5,810	-
Wilson, Jordyn	70,383	19,352	-
Wilson, Tracy	105,912	6,475	-
Windsor, Ryan	125,518	38,273	180
Wishlove, James	228,753	34,200	5,257
Wong, Desmond	110,310	11,344	-
Wong, Edbert	77,021	1,908	1,255
Wong, Isabel Anne	83,646	6,808	-
Wong, John	72,148	12,125	-
Wong, Kai Chun	116,536	8,901	247
Wong, William	107,185	26,858	19
Woodcock, Taylor	87,725	6,602	-
Woof, Thomas	55,947	19,541	-
Wringe, Iain	116,825	37,085	-
Wu, Yongjia	115,819	14,784	-
Wyatt, Sail	105,201	14,199	172
Wyenberg, Grant	167,939	34,994	215
Xavier, Victor	72,148	19,814	-
Xie, Xichen	85,961	25,897	1,157
Xu, Dajiang	93,357	20,768	-
Yang, Gongxia	115,733	13,853	-
Yee, Stephen	105,912	20,841	1,617
Yeung, Lap Man	110,310	16,934	2,358
Yeung, Yuen	101,497	6,987	1,456
Yin, Tze Chieh	82,541	4,922	85
Yon, Elisa	87,036	5,393	657
Yoo, John	120,369	42,860	-
Yoo, Wonwook	91,524	13,037	220
Yoshida, Tomoko	72,806	4,495	1,157
Young, Jim	-	94,619	-
Young, Thomas	68,939	11,921	-
Younis, Munkith	201,576	44,797	3,025
Zanardo, Wilma	153,797	11,345	53
Zellweger, Joey	96,800	4,978	-
Zerbinos, George	70,383	9,738	-
Zhang, Feng	85,961	9,662	1,186
Zhang, Ling Yi	89,596	28,935	-

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1. Consists of taxable benefits (i.e. group life, accidental death and dismemberment and vehicle) and lump sum payments such as leave balances owed to employees, union gratuities and union overtime.

CITY OF RICHMOND
Schedule of Remuneration and Expenses

Section 6

Employee Earnings in Excess of \$75,000 and Related Expenses for 2024

Name	Base Salary	Benefits and Other¹	Expenses
Zhang, Zihang	84,116	142	-
Zhu, Michael	147,013	11,658	114
Zimmer, Marden	75,492	6,493	176
Zukowsky, Doug	86,250	40,901	217
Zwaag, Roeland	118,638	31,312	1,265
Total	124,813,440	23,773,440	577,893

	Remuneration[*]	Expenses
Employees Over \$75,000	\$ 148,586,879	\$ 577,893
Employees Under \$75,000	37,711,940	48,872
Total	\$ 186,298,819	\$ 626,765

*Combines salary, taxable benefits and other lump sum payouts

The variance between the Schedule of Remuneration and the salaries and benefit expenses reported in the consolidated financial statements of the City are due to various factors including:

- The remuneration schedule is based on actual cash payments made during the fiscal year (including payouts of vacation, union gratuities and union overtime banks) whereas the consolidated financial statement is on an accrual basis;

CITY OF RICHMOND
Statement of Severance Agreements for 2024

Section 6

There were three severance agreements made between the City of Richmond and its employees during fiscal year 2024.

The agreements represent a range of 4 to 15 months of salary and benefits.

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
1166618 BC Ltd dba Save on Blacktop	\$ 6,036,660
11911 Cambie Holdings Ltd	39,821
1215621 BC Ltd	25,794
13887715 Canada Inc	62,084
14 Oranges Software Inc	25,460
1st Trauma Scene Clean Up Ltd	25,937
3M Canada Company	28,958
4imprint	26,617
4Refuel Canada LP	40,808
A J Forsyth - A Division of Russel Metals Inc	40,290
A R Mower & Supply Ltd	96,429
Acceo Solutions Inc	60,731
Access Information Management of Canada	45,107
Ace Link Fence Ltd	26,995
Acklands Grainger Inc	75,203
Acme Fire and Safety Co Ltd	29,442
Active Earth Engineering Ltd	25,404
Advanced Mobility Analytics Group	52,100
Aecom Canada Ltd	74,785
Aigo Technology Inc	40,543
Aimpoint Security Solutions Inc	29,784
Ainsworth Inc	352,781
Airon Heating & Air Conditioning Ltd	337,415
Akhurst Machinery Ltd	32,491
Alithya Canada Inc	91,650
All Roads Construction Ltd	78,646
Allmar Inc	49,684
Amazon	199,296
Amds - Aukusti Media Design Studio	43,155
Andrew Sheret Ltd	997,474
Anigraph Productions Ltd	278,056
Aon Canada Inc	3,741,074
Aplin & Martin Consultants Ltd	563,771
Apple Canada Inc	78,132
Applus Velosi Canada Ltd	156,676
Aquam	40,367
Arsalan Construction Ltd	492,159

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Ashton Mechanical Ltd	1,490,416
Aspac Projects Ltd	154,933
ASSA ABLOY Entrance Systems	134,254
Associated Engineering (BC) Ltd	218,464
Associated Fire Safety Group Inc	193,226
Astrographic Industries Ltd	39,775
Atlas Power Sweeping Ltd	156,826
ATS Traffic Ltd	57,116
Ausenco Sustainability ULC	27,120
Austria Vancouver Club	33,793
Avenue Machinery Corp	774,187
Avison Young Consulting Services, LP	35,438
Avolve Software Corporation	94,863
A-Z Lockmasters Canada Inc	35,039
B.A. Blacktop Infrastructure Inc	1,773,071
BA Blacktop Ltd	1,011,406
Barnes Wheaton GM	641,415
Barry Hamel Equipment Ltd	39,049
BC Assessment*	7,698,602
BC Corps of Commissioners	162,236
BC Earth Exchange Inc	148,541
BC Employer Health Tax*	3,356,456
BC Hydro	5,256,174
BC Legal Management Association	96,395
BC Life & Casualty*	1,939,170
BC Society for the Prevention of Cruelty to Animals	1,265,583
BCD Holdings Ltd	94,460
Beaufort Forest Products Ltd	31,791
Beneva Inc	49,688
Best Buy	27,364
Big Red Cedar	44,180
BI Associates Corporate Psychologists	44,500
Blackmamba Tree Service Inc	36,865
B-Line Tire & Auto Supply (BC)	44,772
Blue Pine Enterprises	36,185
Bowden, Tony	34,793
Brogan Fire & Safety	152,763

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Bulldog Bag Ltd	33,708
Bunzl Cleaning & Hygiene	586,882
Burnaby Hitch	43,476
Busch Systems International Inc	52,086
CC Equipment Ltd	29,832
Cactus Club Cafe	42,695
Cadeon Inc	26,452
Canada Post	256,810
Canada Revenue Agency*	55,045,508
Canadian Dewatering	48,809
Canadian Mattress Recycling Inc	88,376
Canadian National Railway Company	89,071
Canadian Red Cross*	103,000
Canadian Stainless Fasteners Inc	69,359
Canadian Tire	36,932
Canadian Western Trust	55,000
Canex Building Supplies Ltd	103,918
Cansel Survey Equipment	139,614
Carscadden Stokes McDonald Architects	123,277
CDW Canada	124,905
Cedar Crest Lands (BC) Ltd	697,079
Cedar Rim Nursery Ltd	78,991
Centralsquare Canada Software Inc	233,781
Chase Paymentech	1,037,107
Chilled Rentals Ltd	97,774
Chinese Informedia Consulting Group Inc	35,847
CIBC*	25,807
CIMA Canada Inc	40,500
Cimco Refrigeration	289,305
Cintas Canada Ltd	128,140
Circle Economy Foundation	221,300
Citizencentric Consulting Inc	132,520
City Electric Supply	166,076
City of Nanaimo	86,799
City of New Westminster	357,005
City of Vancouver	1,641,186
Cleanriver Recycling Solutions	26,720

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Cleantech Service Group Ltd	36,099
Cleartech Industries Inc	289,654
Cloud Software Group Inc	798,884
Cloverdale Paint Inc	189,563
Cobra Electric Services Ltd	2,508,903
Coencorp Consultant Corporation Inc	65,352
Cold Fire Canada Ltd	52,980
Columbia Chrysler	68,944
Commander Warehouse Equipment Ltd	86,812
Commercial Lighting Products Ltd	115,063
Commercial Truck Equipment	95,357
CommunityLogiq Software Inc	26,750
Compugen Inc	513,281
Connect Landscape Architecture Inc	59,169
Core6 Environmental Ltd	156,897
Corix Utilities Inc	57,408
Coronation Recognition Ltd	26,538
CSR Consultants Ltd	35,983
CT Projects	28,109
CUPE 394*	827,234
CUPE 718*	1,270,812
Cyberscout Inc	53,320
D Chouhan Trucking	51,293
Dafco Filtration Group	69,588
DB Perks & Associates	202,824
Dell Canada Inc	231,439
Deloitte LLP	147,000
Dennis James Aitken LLP	58,790
Dentons Canada LLP	196,380
Dexterra Group Inc	136,003
DHI Water & Environment Inc	27,492
Dialog BC Architecture Engineering	105,955
Diamond Head Consulting Ltd	35,730
Dillon Consulting	73,237
Dinesen Nurseries Ltd	65,868
Division Mechanical Ltd	25,101
Digi-Key Corp	26,070

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
DLA Piper (Canada) LLP	316,646
DLA Piper (Canada) LLP, In Trust	84,679,698
DMD & Associates Ltd	51,235
Docusign Inc	25,890
Door Ace Your Garage Door & Gates Co Ltd	101,634
Dorset Realty Group	908,521
Double R Rentals	124,579
Douglas Lake Equipment Ltd	46,868
Dragonetti Group Public Works Training	41,008
Dueck Chevrolet Buick Cadillac GMC Ltd	26,931
Dyna Engineering Ltd	46,430
Dynamic Facility Services Ltd	357,358
Dynamo Designs Inc	40,500
E B Horsman & Son Ltd	29,572
East Richmond Nurseries	88,522
EBB Environmental Consulting Inc	73,066
Eclipsys Solutions Inc	265,364
Eco-Compteur Inc	130,564
E-Comm, Emergency Communications for BC	6,721,593
Econolite Canada Inc	525,635
Ecotainer Sales Inc	112,858
Ecowaste Industries Ltd	692,955
ECS Electrical Cable Supply Ltd	100,574
Edifice Construction Inc	3,995,799
Elemental Architecture and Interiors Inc	49,154
Elite Fire Protection Ltd	240,894
Elite Tents & Events (2019) Ltd	27,777
EMCO Corporation	60,111
Emelle's Catering Ltd	73,160
Enterprise Paper Co Ltd	59,549
Entity Mechanical Ltd	504,825
Entro Communications Inc	47,368
Entuitive Corporation	117,063
ESI Acquisition Inc	52,402
Esri Canada Ltd	253,590
Everbridge Inc	58,050
EXP Services Inc	53,041

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Extreme Glass Ltd	47,981
Factory Outlet Trailers Inc	42,131
Falcon Equipment Ltd	282,118
Family Services Employee Assistance Program	132,072
Faster Asset Solutions	25,834
Federation of Canadian Municipalities	47,552
Finning (Canada)	408,368
Fireball Excavating & Transport Inc	210,080
Flir Unmanned Aerial Systems ULC	38,920
Flocor Inc	1,502,223
Flowsystems Distribution Inc	790,622
FM Systems Inc	45,345
Foreseeson Technology Inc	237,759
FortisBC - Natural Gas	783,581
Fountain Tire Ltd	132,843
Fraser River Pile and Dredge Ltd	69,000
Fraser Valley Equipment Ltd	84,321
Fraser Valley Refrigeration Ltd	43,613
Fred Surridge Ltd	1,523,050
G B Bobcat Service	273,432
Garda Canada Security Corporation	156,445
Gardaworld Cash Services Canada Corp	25,038
Gargoyle Protective Services	30,656
GFL Environmental Inc	4,143,823
GHD Digital (Canada) Ltd	31,030
Gibson Waterworks Supply Inc	59,885
Gladiuk Contracting Ltd	349,514
Glasshouse Systems Inc	227,489
Global Industrial Canada Inc	51,912
Global Rental Canada ULC	88,147
Goodyear Canada Inc	114,233
GPM Civil Contracting Inc	53,615
Granicus Canada Holdings ULC	77,924
Granicus LLC	126,367
Gravity Union Solutions Ltd	56,619
Greater Vancouver Regional District*	47,881,809
Greater Vancouver Sewerage & Drainage	202,169

*Payment includes tax transfers and third party remittances
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Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Greater Vancouver Water District	33,826,495
Green Admiral Nature Restoration	44,285
Gregg Distributors Ltd	310,681
Grimco	28,379
Grover, Elliott & Co Ltd	37,519
GS Bhullar Trucking	28,239
Guillevin International Inc	30,534
Habitat Systems Inc	535,969
Haeccity Studio Architecture Inc	38,700
Hallmark Painting & Constructions Ltd	36,450
Hanscomb Ltd	69,550
Harris & Company LLP	197,891
HDR Architecture Associates Inc	413,657
Heatherbrae Builders Co Ltd	2,795,721
Heidelberg Materials Canada Ltd	258,382
Heritage Office Furnishings Ltd	395,596
Hexcel Construction Ltd	5,433,954
Hi-Cube Storage Products	32,689
Holaco Construction Ltd	1,679,544
Holland Imports Inc	27,027
Homan Roofing Ltd	82,675
Hootsuite Inc	26,411
Horizon Landscape Contractors Inc	98,190
Hubcycling	139,912
Hunter McCorquodale	96,644
Hybrid Audio Visual	199,386
ICONIX Waterworks LP	187,815
Icsclean Supplies Ltd	89,631
Ideaspace Consulting Inc	113,359
IDRS	137,908
Image Sign & Lighting Ltd	66,844
Imperial Parking Canada Corporation	91,992
Infor Canada Ltd	159,071
Inland Kenworth	34,304
Interprovincial Traffic Service Ltd	428,834
Inventa Sales And Promotions Inc	43,200
iON United Inc	247,076

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Iredale Architecture Inc	312,338
Iridia Medical Inc	49,957
Iritex Pumps And Irrigation Inc	27,300
ISL Engineering and Land Services Ltd	203,174
Island Key Computer Ltd	200,458
J & T Sports	40,100
Jack Cewe Construction Ltd	611,073
Janisan	29,992
Jarislowsky Fraser Ltd	120,000
Jenkins Marzban Logan LLP "In Trust"	898,561
JK49 City Consulting Services	129,824
Johnston Ross & Cheng Ltd	44,061
JSP Enterprises	112,106
Kal Tire	31,967
Kaleidoscope Training and Consulting	53,738
Kasian Architecture Interior Design And Planning	222,119
Keg Restaurants Ltd	33,039
Kendrick Equipment (2003) Ltd	50,799
Kennedy Landscaping Ltd	30,906
Kern BSG Management Ltd	236,731
Kerr Wood Leidal Associates Ltd	384,810
Kifinti Solutions Inc	335,653
Kimbo Design Inc	32,583
Kinetic OHS Services	39,421
KMS Tools and Equipment	70,566
Konecranes Canada Inc	49,783
KPMG LLP	106,419
Krogh Holdings Ltd dba Cap-Tex	36,247
Kronos Canadian Systems Inc	343,743
Kutny's Richmond Soils	62,984
Kwela Leadership & Talent Management	44,115
Kwok, Laura Hoi Won	28,600
Lafarge Canada Inc	1,423,575
Lamar Companies	31,780
Lanesafe Traffic Control Ltd	972,865
Langley Concrete Group	103,768
Latoplast Ltd	40,544

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Lawson Lundell LLP	35,340
Layfield Canada Ltd	169,391
Leavitt Machinery	167,897
Licker Geospatial Consulting Ltd	58,512
Lifesaving Society	35,457
Linde Canada Inc	87,945
LIT Aquatics Ltd	307,877
Local Group Industries	39,060
Lock-Block Ltd	116,676
London Eye Renovations Inc	35,700
Long View Systems	350,038
Lordco Parts Ltd	241,723
M. Van Noort & Sons Bulb Co Ltd	36,774
Macaulay Trucking Ltd	339,576
Mackin Architects Ltd	66,748
Madrone Environmental Services Ltd	29,429
Mainland Construction Materials ULC	910,060
Mainland Ford Ltd	818,403
Mainroad Maintenance Products	241,732
Mallen Gowing Berzins Architecture	231,829
Marathon Surfaces Inc	48,022
Marine Roofing Repair & Maintenance	109,946
Mastech Infotrellis Digital Ltd	45,631
Matha Civil Construction Ltd	64,509
Matson Peck & Topliss	39,918
Maydanyk Trucking Ltd	131,144
McElhanney Consulting Services Ltd	1,434,607
Mcgregor Hardware Distribution	34,511
McRae's Environmental Services Ltd	2,028,857
MDBS Quattro Constructors Ltd	233,959
MDT Technical Services Inc	27,465
Medteq Solutions CA Ltd	55,138
Meraki IT Consulting	57,120
Merletti Construction (1999) Ltd	89,026
Metro Motors Ltd	151,411
Metro Vancouver Regional District	12,439,633
Metrosystems	28,571

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
MG Collision Repairs Ltd	35,112
Mickelson Consulting Inc	186,348
Microsoft	26,650
Mills Office Productivity	62,569
Min, Ines	56,730
Minister of Finance*	211,021,251
Minoru Seniors Society	52,223
MIZA Architects Inc	43,753
Modern Transmissions Ltd	31,824
Movik Constructions Ltd	76,475
Mulholland Parker Land Economists Ltd	27,500
Mundie Trucking	156,461
Municipal Finance Authority of BC*	42,544
Municipal Insurance Association of BC	1,077,553
Municipal Pension Plan*	28,307,461
Myhsa Ltd	744,500
NAPA Auto Parts	95,229
ND Graphics Inc	26,448
Nearmap US, Inc	93,990
Nedco	53,034
Neptune Technology Group Canada Co	156,783
Nova Pole International Inc	118,177
Novamodus Solutions Inc	442,200
Nutech Facility Services Ltd	142,137
Nutrien Ag Solution	91,887
Oakcreek Golf & Turf Inc	241,053
Octiscapes Site Services Ltd	153,840
Olthuis van Ert	89,704
Omicron Canada Inc	250,759
Open Green Building Society	29,200
Open Road Toyota Richmond	201,688
Optiv Canada Inc	460,083
Oracle Canada ULC	909,790
Organized Crime Agency of BC	86,358
Ornamental Bronze Ltd	28,660
P D Trucking	174,853
Pacific Aerobarrier Systems Inc	39,400

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Pacific Blue Cross*	7,848,720
Pacific Cutting & Coring Ltd	325,090
Pacific Flow Control Ltd	47,078
Pacific Mattress Recycling Inc	235,303
Pacific Net & Twine Ltd	34,415
Palmieri Bros Paving Ltd	34,650
Parkworks Solutions Corp	158,719
Paul Sahota Trucking	226,816
PCL Constructors Westcoast Inc	4,116,419
Peel's Nurseries Ltd	39,189
Perfectmind Inc	212,930
Performance Objects Inc	42,158
Peterbilt Pacific Inc	848,058
Peters Industries (2012) Ltd	72,493
Petro-Canada	30,484
Pickering Safety	252,397
Pinchin Ltd	33,480
Ping Identity Corporation	187,525
Pinton Forrest & Madden Group Inc	168,556
Pit Stop Portable Toilet Services Ltd	74,953
PitneyWorks	90,000
PJB Mechanical Plumbing & Heating	299,057
Plan Group	140,905
Platinum Professional Claims Services Ltd	35,168
Point One Consulting	36,800
Postmedia Network Inc	26,230
Pottinger Gaherty Environmental	63,287
Potus Consulting Inc	113,333
PrairieCoast Equipment	190,111
Printadvantage Marketing Communications	27,366
Profire Emergency Equipment Inc	45,702
PSE Equipment Ltd	35,454
Puma Utility Monitoring Inc	34,000
PW Trenchless Construction Inc	1,582,599
PWL Partnership Landscape Architects Inc	43,466
Qualichem Industrial Products	284,643
Quantum Lighting Inc	27,923

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Quilchena Golf & Country Club	31,571
R. F. Binnie & Associates Ltd	646,942
Radical I/O Technology Inc	87,640
Raybern Erectors Ltd	40,296
Receiver General For Canada*	112,930
Receiver General for Canada (RCMP)	65,708,047
Recycle It Canada	29,797
Renov8T.Com Construction Inc	28,031
Rescue Canada Resource Group Inc	34,271
Reshape Infrastructure Strategies Ltd	30,271
RGC Trucking & Excavating Ltd	74,743
Richelieu Hardware Ltd	66,754
Richmond Agricultural & Industrial Society	26,277
Richmond Air Sweep Enterprises 1986 Inc	29,904
Richmond Art Gallery Association	46,237
Richmond Building Supplies Co Ltd	73,175
Richmond Firefighter Assn RFFA Local 1286*	735,062
Richmond Fitness & Wellness Association	30,563
Richmond Hotel Association*	973,469
Richmond Museum Society	31,808
Richmond Pest Management	26,034
Richmond Potters' Club	56,665
Ricoh Canada Inc	26,934
Rikur Energy Inc	39,320
River White Homes Ltd	2,120,337
Riverside Banquet Hall Ltd	33,059
Riverside Recycling Ltd	225,486
Riverwest General Contractors Ltd	222,859
Roadway Traffic Products	166,751
Rocky Point Engineering Ltd	26,750
Rogers Wireless Inc	54,858
Rollins Machinery Ltd	310,251
RONA	48,351
Rose Security Services Inc	66,762
Rowley And Reynolds Forensic Engineering	55,362
Royal Roads University	45,000
Rusty's Auto Towing	40,882

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
S.I. Systems Partnership	276,748
Safe & Sound Security Systems Ltd	248,484
Safe Software Inc	26,750
Salsbury Industries	25,468
Sandhu, Dalip	254,897
School District 38 Richmond*	1,723,249
Scotia Bank	147,973
Scott Construction Ltd	15,071,244
Scott DB Services Ltd	2,161,106
Scott Special Projects Ltd	898,183
Searidge Ventures Ltd	29,100
Secure Energy	88,990
Shaw Cablesystems GP	26,439
Sherine Industries Ltd	43,101
Shop3D Canada Printing Supplies Ltd	31,294
Sierra Waste Services Ltd	11,843,379
Siteimprove Inc	29,012
Softchoice LP	661,158
Solid Caddgroup Inc	65,267
Sonnevera International Corporation	32,520
South Arm Excavating	391,924
South Coast British Columbia	1,075,867
Special T Cleaning (2012) Ltd	177,379
Stantec Consulting Ltd	133,669
Staples	239,097
Steveston Historical Society	40,415
Stormtec Water Management Inc	37,775
Streamline Fencing & Contracting Ltd	64,855
Streetlight Data, Inc	35,511
Sunbelt Rentals	163,132
Suncor Energy Products Partnership	2,117,206
Sunrise Trailer Sales	25,605
Super Save Disposal Inc	89,563
Superior Propane Inc	106,285
Suttle Recreation Inc	137,492
Sutton Road Marking Ltd	58,021
Syntronic Research & Development Canada	82,375

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Tacel Ltd	210,751
Talbot Marketing	41,507
Target Products Ltd	48,258
Thomson Reuters	33,079
TD Canada Trust*	53,852
TEC Floor Coverings Ltd	31,495
Technical Safety BC	57,095
Telus Communications Inc	980,752
Terran Geotechnical Consultants Ltd	27,363
The AME Consulting Group Ltd	105,325
The Driving Force Inc	116,331
The Gordian Group, Inc	96,103
The Gourmet Lunch Ladies Ltd	32,982
The Home Depot	148,633
Thibault Industries Ltd	43,124
Thinkspace Architecture Planning	30,789
Thomas Trucking	214,311
Thurber Engineering Ltd	85,037
Tinbox Energy Software	55,131
TK Graphics	35,692
TKA+D Architecture + Design Inc	230,774
TNT Work & Rescue	26,310
Toinko Sports Systems Inc	113,211
Total Power Ltd	37,454
Touchstone Family Association	651,356
Tourism Richmond*	6,064,231
Tower Fitness Equipment Services Inc	55,446
HR Path Canada	96,056
Trane Canada	149,347
TransLink*	60,096,630
Triple Five Quality Wood Inc	26,569
Truffles Fine Foods Ltd	152,113
Turning Point Housing Society	5,167,138
Turning Point Recovery Society	860,888
Turning Point Technology Services Inc	211,313
Twining, Short & Haakonson, Barristers	78,693
UBS Industries	38,961

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Uline Canada Corporation	192,521
Ulmer Contracting Ltd	1,144,162
Union of BC Municipalities*	27,890
United Rentals	40,407
United Way of the Lower Mainland*	25,158
Universal Coach Line Ltd	60,240
Universal Traffic (258) Ltd	32,862
Uno Digital Screen Press	40,340
Valid Manufacturing Ltd	28,134
Valley Paint Product Ltd	39,496
Vancouver Circus School Inc	25,565
Vanport Enterprises Ltd	519,844
Vecima Networks Inc	187,705
Versalift Canada Industries Ulc	421,622
VFA Canada Corporation	71,899
Vimar Equipment Ltd	299,726
Wajax	449,390
Walker, Aubrey	33,856
Walker's Gradall Services Ltd	233,928
Wedler Engineering	38,461
Wesco Distribution Canada Inc	34,311
West Coast Elevator Ltd	91,031
Westburne	333,422
Westcoast Connections Ltd	25,470
Westcoast Drainage & Contracting	159,949
Western Weed Control Ltd	118,200
Westerra Equipment LP	129,436
Westmar Advisors Inc	32,790
Westview Sales Ltd	272,674
WFR Wholesale Fire & Rescue Ltd	55,527
White Cap Supply Canada Inc	238,102
Whitewater West Industries Ltd	27,039
Wilco Civil Inc	270,489
Willis Canada Inc	99,384
Willscot Mobile Mini	29,274
Wiseworth Canada Industries Ltd	47,364
Wolseley Canada Inc	156,718

*Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers for Goods and Services
in Excess of \$25,000 for 2024

Section 7

Supplier Name	Payment Amount
Wong's Greenhouse & Nursery	34,149
Work Truck West	81,812
WorkSafe BC	6,866,771
WSP Canada Inc	405,993
Wurth Canada	85,411
Xerox Canada Ltd	211,047
Young Anderson Barristers & Solicitors	455,103
Zeemac Vehicle Lease Ltd	216,149
Payments Over \$25,000	817,790,976
Payment Under \$25,000	8,981,956
Total Payments	\$ 826,772,932

The City prepares the Schedule of Payments to Suppliers For Goods and Services based on actual cash disbursements processed through its financial system.

The total figure will vary from the expenses shown in the consolidated financial statements due to various factors including:

- Timing differences between the cash basis and accrual method;
- There are disbursements that are not considered expenditures for other taxing authorities and employee payroll deductions;
- The Schedule of Payments excludes the payments made to and by the Richmond Public Library, Richmond Olympic Oval Corporation and Lulu Island Energy Company;
- There are payments that are externally recovered, these recoveries are recorded against expenditures or as revenue in the consolidated financial statements.

CITY OF RICHMOND
Statement of Grants and Subsidies for 2024

Section 7

Organization	Payment Amount
10th Richmond Sea Scouts	\$ 1,000
Air Cadet League of Canada	1,189
Amyotrophic Lateral Sclerosis Society	4,361
Archibald Blair Elementary School (PAC)	1,224
Arison Yue Opera Society	3,000
Aspire Richmond	19,262
Atira Women's Resource Society	643
BC Philharmonic Society	4,500
Beth Tikvah Congregation and Centre	1,328
Big Brothers of Greater Vancouver	6,150
Big Sisters of BC Lower Mainland	4,264
Birds Canada	2,450
Boys & Girls Clubs of South Coast BC	7,088
Canada Chinese Performing Arts Society	4,500
Canadian International Dragon Boat	4,000
Canadian Mental Health Association	10,658
Canadian YC Chinese Orchestra	7,464
Casa Meshiko Cultural Society	787
Chabad Richmond	1,259
Chang, Allen	500
Chau, Desmond	500
Chimo Community Services	51,250
Church on Five	90,609
Cinevolution Media Arts Society	9,000
City Centre Community Association	45,288
Community Arts Council of Richmond	9,000
Community Mental Wellness Association	12,790
Connections Community Services Society	17,055
Daum, Aniela	500
Dhari, Neetu	500
Direct Theatre Collective Society	4,500
Dolotallas, Amy	500
East Richmond Community Association	7,185
Evangelical Formosan Church	734
Family Services of Greater Vancouver	51,166
Fay, Wong	500
Feng, Jenny Qirong	500
Ferris Elementary School (PAC)	1,224
Freedman, Deborah	500
Garden City Conservation Society	2,500

CITY OF RICHMOND
Statement of Grants and Subsidies for 2024

Section 7

Organization	Payment Amount
Gillanders, Chaslynn	500
Green Teams of Canada	2,500
Greenseeds Music Society	2,500
Gulf of Georgia Cannery Society	1,227
Hamilton Community Association	14,854
Hamm, Alison	500
Heart of Richmond Aids Society	13,891
Immigrant Link Centre Society	10,000
International Elite Club Association	2,000
Islamic Art of BC	909
James Gilmore Elementary School	1,573
Josiah Kicks Academy	500
Kidsport - Richmond Chapter	20,000
Kingswood Elementary School (PAC)	682
Kobe Memory Basketball Club	1,101
Krehel, Jeanette	500
Kwantlen St. Farmers Market Society	8,240
Leung, Diana	500
Little Wings Day Care Centre Society	2,678
London Heritage Farm Society	5,961
Louie, Jinny	500
Marchant, Alan	500
Matheson, Donna	500
Mckay Elementary School (PAC)	385
Milaire, Paul	500
Minoru Seniors Society	8,846
Mishra, Jo	500
More Than a Roof Housing Society	699
Multicultural Helping House Society	8,556
Parish of St. Alban's (Richmond)	50,000
Pathways Clubhouse	60,000
Pathways Clubhouse Society of Richmond	1,618,186
Plea Community Services Society of BC	5,000
R.J. Tait Elementary School (PAC)	821
Rabbitats Rescue Society	2,500
Richmond Addiction Services Society	226,860
Richmond Agricultural & Industrial	5,910
Richmond Art Gallery Association	6,276

CITY OF RICHMOND
Statement of Grants and Subsidies for 2024

Section 7

Organization	Payment Amount
Richmond Arts Coalition	10,000
Richmond Cares Richmond Gives	49,385
Richmond Centre For Disability	199,809
Richmond Child Care Resource	5,000
Richmond City Centre Community	1,259
Richmond Community Band Society	5,400
Richmond Community Orchestra & Chorus	9,000
Richmond Cosom Floor Hockey Association	2,926
Richmond Delta Youth Orchestra	10,000
Richmond Family Place Society	42,796
Richmond Food Security Society	16,000
Richmond Garden Club	2,500
Richmond Gateway Theatre Society	1,488,547
Richmond Improv Theatre Society	5,000
Richmond Intermediate Care Society	1,311
Richmond Jewish Day School	5,934
Richmond Kiwanis Senior Citizens Housing	1,224
Richmond Martial Arts	1,325
Richmond Mental Health Consumer and Friends Society	6,928
Richmond Minor Football League	1,206
Richmond Multicultural Community	15,178
Richmond Music School Society	10,000
Richmond Nature Park Society	3,759
Richmond Poverty Reduction Coalition	7,244
Richmond Presbyterian Church	5,000
Richmond Singers	8,100
Richmond Therapeutic Riding Association	67,633
Richmond Winter Club	1,433
Richmond Women's Resource Centre	30,909
Richmond Youth Choral Society	7,650
Sagert, Alex	500
Santos, Lisa	55
Se, Miranda	500
Sea Island Community Association	5,558
Sengsavanh, Seng	500
Sharing Farm Society	38,420
Society for Youth Empowerment and Strength	2,500
South Arm Community Association	1,276
Southeast Asian Cultural Heritage	3,000
St. Alban's Anglican Church	1,224

CITY OF RICHMOND
Statement of Grants and Subsidies for 2024

Section 7

Organization	Payment Amount
St. Joseph The Worker Parish	1,154
Steveston Community Society	41,604
Steveston Historical Society	6,224
Steveston Judo Club	10,000
Steveston-London Secondary Eco Team	500
Textile Arts Guild of Richmond	1,250
Tham, Jennifer	500
The Kehila Society of Richmond	5,000
The Richmond Sports Council	5,000
The Salvation Army Richmond Corps	804
The Society of St. Vincent De Paul	10,000
Thompson Community Association	17,702
Tian, Sue	500
To, Tuan	500
Touchstone Family Association	5,000
Tu, Diem	500
Tumble Town Gymnastics Club Ltd	1,000
Turning Point Housing Society	136,228
Turning Point Recovery Society	1,224
Tzu Chi Foundation of Canada	1,119
University of British Columbia	15,000
Urban Bounty	11,581
Vancouver Cantonese Opera	4,500
Vaughan, Chelsea	283
Wang, Sheng	500
West Richmond Community Association	6,626
Westwind Elementary School (PAC)	1,259
WS Immigrant and Multicultural Services	1,653
Total Payments	\$ 4,841,781