

Report to Council

To:

Richmond City Council

From:

Andrew Nazareth

General Manager, Finance and Corporate

Services

Re:

2019 Statement of Financial Information

Date: July 20, 2020

File: 03-1180-01/2020-Vol

01

Staff Recommendation

That the 2019 Statement of Financial Information be approved.

Andrew Nazareth

General Manager, Finance and Corporate Services

(604-276-4095)

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

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 attached schedules is captured in the City's 2019 audited consolidated financial statements. Section 5 is not applicable as there were no guarantee and indemnity agreements provided under the Guarantees and Indemnities Regulation (BC Reg. 258/87).

A schedule which shows employee remuneration in excess of \$75,000 and related expenses for the 2019 fiscal year is attached in Section 6.

Remuneration consists of base salary, taxable benefits and lump sum payments. Taxable benefits may include employer paid benefit such as medical services plan, life insurance and vehicle benefits. Lump sum payments may include leave balances owed to employees, union gratuities and union overtime.

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

The remuneration and expenses that are being reported are within the 5 Year Financial Plan Bylaw that was approved by Council. Management is responsible for the design, implementation, and maintenance of all internal controls. Additional internal controls with respect to expenditures include bylaws, policies, administrative procedures, guidelines, and governance through reviews by Senior Management and Council.

July 20, 2020

A statement listing payments to suppliers for goods and services in excess of \$25,000 for the 2019 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 2019 Statement of Financial Information has been prepared in accordance with the *Financial Information Act*.

Jerry Chong Director, Finance (604) 276-4064

JC:mc

CITY OF RICHMOND STATEMENT OF FINANCIAL INFORMATION For the year ended December 31, 2019

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2019 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*.

Andrew Nazareth
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 Statement of Financial Information 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.

As ——	
Andrew Nazareth General Manager, Finance and Corporate Service	es
Dated:	

Consolidated Financial Statements of

CITY OF RICHMOND

And Independent Auditors' Report thereon Year ended December 31, 2019



KPMG LLP PO Box 10426 777 Dunsmuir Street Vancouver BC V7Y 1K3 Canada Telephone (604) 691-3000 Fax (604) 691-3031

INDEPENDENT AUDITORS' 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, 2019;
- 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, 2019, 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 "Auditors' Responsibilities for the Audit of the Financial Statements" section of our auditors' 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.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

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

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

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

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.
 - The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the
 entities or business activities within the group entity to express an opinion on the
 financial statements. We are responsible for the direction, supervision and
 performance of the group audit. We remain solely responsible for our audit opinion.

Chartered Professional Accountants

Vancouver, Canada May 11, 2020

KPMG LLP

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

December 31, 2019, with comparative information for 2018

		2019	2018
Financial Assets			
Cash	\$	389,564	\$ 121,861
Investments (note 3)		830,896	1,004,928
Investment in Lulu Island Energy Company ("LIEC") (note 4)		31,414	29,780
Accrued interest receivable		7,781	7,443
Accounts receivable (note 5)		28,407	29,151
Taxes receivable		11,033	11,844
Development fees receivable		21,144	25,545
Debt reserve fund - deposits (note 6)		508	 508
		1,320,747	1,231,060
Liabilities			
Accounts payable and accrued liabilities (note 7)		107,590	95,231
Development cost charges (note 8)		197,671	158,882
Deposits and holdbacks (note 9)		117,364	113,620
Deferred revenue (note 10)		64,362	67,364
Debt, net of MFA sinking fund deposits (note 11)		27,891	32,842
		514,878	 467,939
Net financial assets		805,869	763,121
Non-Financial Assets			
Tangible capital assets (note 12)	2	2,427,798	2,371,694
Inventory of materials and supplies		2,961	3,602
Prepaid expenses		2,714	2,673
•	2	2,433,473	2,377,969
Accumulated surplus (note 13)	\$ 3	3,239,342	\$ 3,141,090

Contingent demand notes (note 6) Commitments and contingencies (note 18) Subsequent event (note 26)

See accompanying notes to consolidated financial statements.

General Manager, Finance and Corporate Services

Consolidated Statement of Operations (Expressed in thousands of dollars)

Year ended December 31, 2019, with comparative information for 2018

		2019				
		Budget		2019		2018
		(notes 2(p) and 24)				
Revenue:		anu 24)				
Taxation and levies (note 20)	\$	229,903	\$	230,198	\$	216,908
Utility fees	•	105,805	•	111,472	•	102,915
Sales of services		41,977		42,747		39,111
Payments-in-lieu of taxes		14,200		16,277		15,489
Provincial and federal grants		8,362		10,687		10,355
Development cost charges (note 8)		22,764		13,802		17,432
Other capital funding sources		63,197		39,028		95,859
Other revenue:		,		•		·
Investment income		16,062		25,142		20,705
Gaming revenue		16,500		15,140		16,837
Licenses and permits		11,107		13,030		13,637
Other (note 21)		11,244		62,785		48,678
Equity income in government business						
enterprise ("GBE") (note 4)		-		1,634		1,491
		541,121		581,942		599,417
Expenses:						
Community safety		112,526		106,209		98,500
Utilities: water, sewer and sanitation		95,067		98,653		89,959
Engineering, public works and project						
development		74,568		80,940		68,793
Community services		68,627		67,522		61,174
General government		64,603		55,689		52,549
Planning and development		20,273		48,104		18,076
Richmond Olympic Oval		16,595		15,972		15,424
Richmond Public Library		11,079		10,601		9,981
		463,338		483,690		414,456
Annual surplus		77,783		98,252		184,961
Accumulated surplus, beginning of year		3,141,090		3,141,090		2,956,129
Accumulated surplus, end of year	\$	3,218,873	\$	3,239,342	\$	3,141,090

See accompanying notes to consolidated financial statements.

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

Year ended December 31, 2019, with comparative information for 2018

	2019 Budget	2019	2018
	(notes 2(p) and 24)	 2010	 2010
Annual surplus for the year \$	77,783	\$ 98,252	\$ 184,961
Acquisition of tangible capital assets	(118,551)	(93,154)	(92,851)
Contributed tangible capital assets	(50,350)	(28,867)	(88,021)
Amortization of tangible capital assets	61,513	64,228	60,542
Net loss (gain) on disposal of tangible capital	,	,	•
assets	_	(17,637)	324
Proceeds on sale of tangible capital assets	-	19,326	213
	(29,605)	 42,148	65,168
Acquisition of inventory of materials and supplies	_	(2,961)	(3,602)
Acquisition of prepaid expenses	_	(2,714)	(2,673)
Consumption of inventory of materials and supplies	_	`3,602	3,762
Use of prepaid expenses	-	 2,673	 2,376
Change in net financial assets	(29,605)	42,748	65,031
Net financial assets, beginning of year	763,121	763,121	698,090
Net financial assets, end of year \$	733,516	\$ 805,869	\$ 763,121

See accompanying notes to consolidated financial statements.

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

Year ended December 31, 2019, with comparative information for 2018

	 2019	2018
Cash provided by (used in):		
Operating activities:		
Annual surplus	\$ 98,252	\$ 184,961
Items not involving cash:		
Amortization	64,228	60,542
Loss (gain) on disposal of tangible capital assets	(17,637)	324
Contributions of tangible capital assets	(28,867)	(88,021)
Equity income in GBE Change in non-cash operating working capital:	(1,634)	(1,491)
Accrued interest receivable	(338)	(792)
Accounts receivable	744	(2,115)
Taxes receivable	811	(2,868)
Development fees receivable	4,401	(3,169)
Inventory of materials and supplies	641	160
Prepaid expenses	(41)	(297)
Accounts payable and accrued liabilities	12,359	(3,805)
Development cost charges	38,789	28,198
Deposits and holdbacks	3,744	30,834
Deferred revenue	(3,002)	1,077
Net change in cash from operating activities	172,450	203,538
Capital activities:		
Cash used to acquire tangible capital assets	(93,154)	(92,851)
Proceeds on disposal of tangible capital assets	19,326	213
Net change in cash from capital activities	(73,828)	(92,638)
Financing activities:		
Repayments of debt	(4,951)	(4,761)
Investing activities:		
Net sale (purchase) of investments	 174,032	(32,145)
Net change in cash	267,703	73,994
Cash, beginning of year	121,861	47,867
Cash, end of year	\$ 389,564	\$ 121,861

See accompanying notes to consolidated financial statements.

Notes to Consolidated Financial Statements (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

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:

The 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:

The 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 (the "Library") and the Richmond Olympic Oval (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 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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

2. Significant accounting policies (continued):

(b) Basis of accounting:

The City follows the accrual method of accounting for revenue and expenses. Revenue is recognized in the year in which it is earned and measurable. 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) 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.

(e) Investments:

Investments are recorded at cost, adjusted for amortization of premiums or discounts. Provisions for losses are recorded when they are considered to be other than temporary.

(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.

(q) Accounts receivable:

Accounts 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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

2. Significant accounting policies (continued):

(i) Post-employment benefits:

The City and its employees make contributions to the Municipal Pension Plan. As this plan is a multi-employee 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 recorded at cost, which includes amounts that are directly attributable to acquisition, construction, development, or betterment of the assets. The cost, less the 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 Infrastructure Vehicles, machinery and equipment Library's collections, furniture and equipment	10 - 75 5 - 100 3 - 40 4 - 20

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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

2. Significant accounting policies (continued):

- (j) Non-financial assets (continued):
 - (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.

(k) Revenue recognition:

Revenue is recognized in the period in which the transactions or events occurred that gave rise to the revenue. All revenue is recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impractical.

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.

(I) Property taxes:

The City establishes property tax rates based on assessed market values provided by the British Columbia Assessment Authority (BCA). 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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

2. Significant accounting policies (continued):

(m) Deferred revenue:

The City defers a portion of the revenue collected from permits, licenses and other fees and recognizes this revenue in the year in which related inspections are performed, 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 (2019-2023) ("Consolidated Financial Plan") and was adopted through Bylaw No. 9979 on March 11, 2019.

(g) 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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

2. Significant accounting policies (continued):

(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. Significant areas requiring the use of management estimates relate to the value of contributed tangible capital assets, value of developer contributions, useful lives for amortization, determination of provisions for accrued liabilities, performing actuarial valuation of employee future benefits, 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.

(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.

3. Investments:

		2019		2	018	
	Cost		Market value	Cost		Market value
Short-term notes and deposits Government and government	\$ 409,759	\$	409,874	\$ 577,416	\$	577,060
guaranteed bonds Municipal Finance Authority	192,314		194,229	164,943		165,401
pooled investment fund	47,306		46,123	46,150		44,716
Other bonds	181,517		182,039	216,419		213,577
	\$ 830,896	\$	832,265	\$ 1,004,928	\$	1,000,754

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

4. 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 is as follows:

		2019		2018
Cash, cash equivalents, and investments	\$	11,826	\$	8,596
Accounts receivable	•	1,303	•	2,242
Tangible capital assets		33,412		32,361
Total assets		46,541		43,199
Accounts payable and accrued liabilities		778		414
Deferred contributions		6,183		5,375
Concession liability		8,166		7,630
Total liabilities		15,127		13,419
Shareholder's equity	\$	31,414	\$	29,780
Total revenue	\$	5,295	\$	4,888
Total expenses	·	3,661	•	3,397
Net income	\$	1,634	\$	1,491

Included in accounts payable and accrued liabilities in the City's consolidated statement of financial position are payables to LIEC in the amount of \$136,168 (2018 - \$1,375,799).

On October 30, 2014, LIEC and the Oval Village district energy utility developer ("the Concessionaire") entered into a 30-year Concession Agreement, which is a public-private partnership project ("P3"), where the Concessionaire will design, construct, finance, operate, and maintain the infrastructure for the district energy utility at the Oval Village community. As part of the Agreement, the infrastructure will be owned by LIEC.

On October 30, 2014, the Concessionaire and the City entered into a Limited Guarantee Agreement. The City is the Guarantor and guarantees the performance of some of LIEC's obligations under the Concession Agreement to a maximum of \$18.2 million (2018 - \$18.2 million).

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

5. Accounts receivable:

	2019 2	018
Water and sewer utilities Casino revenue Capital grants Other trade receivables	3,903 4 1,291 5	999 010 003 139
	\$ 28,407 \$ 29	151

6. 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 debenture proceeds is withheld by the MFA in a Debt Reserve Fund. The City also executes demand notes in connection with each debenture 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, 2018 and 2019 are as follows:

		C	ontingent
	Cash		demand
	deposits		notes
General Revenue Fund	\$ 508	\$	2,447

7. Accounts payable and accrued liabilities:

	2019	2018
Trade and other liabilities Post-employment benefits (note 15)	\$ 73,403 34,187	\$ 64,917 30,314
	\$ 107,590	\$ 95,231

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

8. Development cost charges:

	2019	2018
Balance, beginning of year Contributions Interest Revenue recognized	\$ 158,882 48,740 3,851 (13,802)	\$ 130,684 42,792 2,838 (17,432)
Balance, end of year	\$ 197,671	\$ 158,882

9. Deposits and holdbacks:

	Balance nber 31, 2018	Deposit ibutions/ it earned	exp	Refund/ enditures	Dece	Balance mber 31, 2019
Security deposits Developer contributions Contract holdbacks Other	\$ 89,557 7,313 6,650 10,100	\$ 25,949 222 2,658 6,184	\$	(21,342) - (3,891) (6,036)	\$	94,164 7,535 5,417 10,248
	\$ 113,620	\$ 35,013	\$	(31,269)	\$	117,364

10. Deferred revenue:

	Dece	Balance mber 31, 2018	estricted inflows	Revenue earned	Dec	Balance ember 31, 2019
Taxes and utilities Building permits/development Oval Capital grants Business licenses Parking easement/leased land Other	\$	20,450 15,598 1,876 19,558 2,523 2,430 4,929	\$ 22,836 9,454 10,625 2,728 2,251 58 5,920	\$ (20,450) (5,207) (11,067) (11,434) (2,123) (47) (6,546)	\$	22,836 19,845 1,434 10,852 2,651 2,441 4,303
	\$	67,364	\$ 53,872	\$ (56,874)	\$	64,362

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

11. Debt, net of MFA sinking fund deposits:

The interest rate for the year ended December 31, 2019 on the principal amount of the MFA debenture was 3.30% (2018 - 3.30%) per annum. Interest expense incurred for the year on the long-term debt was \$1,676,895 (2018 - \$1,676,895). The maturity date of the MFA debt is April 7, 2024.

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:

	Gross amount borrowed	Repayments and actuarial adjustments	Net debt 2019	Net debt 2018
General Fund	\$ 50,815	\$ 22,924	\$ 27,891	\$ 32,842
Repayments on net out	standing debt over the	next five years are	as follows:	
2020 2021 2022				\$ 5,149 5,355 5,570
2023 2024				5,792 6,025

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

12. Tangible capital assets:

Cost	De	Balance cember 31, 2018	Additions and transfers	С	Disposals	De	Balance ecember 31, 2019
Land Building and building	\$	984,001	\$ 34,517	\$	(955)	\$	1,017,563
improvements		442,181	45,398		(338)		487,241
Infrastructure		1,741,680	66,647		(7,436)		1,800,891
Vehicles, machinery and equipment Library's collections,		142,793	10,255		(3,163)		149,885
furniture and equipment		9,445	1,068		(575)		9,938
Assets under construction		151,296	(35,864)		-		115,432
	\$	3,471,396	\$ 122,021	\$	(12,467)	\$	3,580,950

Accumulated amortization	De	Balance cember 31, 2018	Disposals		Am	Amortization expense		Balance ember 31, 2019
Building and building improvements Infrastructure Vehicles, machinery and equipment Library's collections, furniture and equipment	\$	186,279 820,387 86,826 6,210	\$	(302) (6,919) (2,982) (575)	\$	16,332 36,524 10,244 1,128	\$	202,309 849,992 94,088 6,763
	\$	1,099,702	\$	(10,778)	\$	64,228 \$	1,1	53,152

Net book value	December 31, 2019	December 31, 2018
Land Buildings and building improvements Infrastructure Vehicles, machinery and equipment Library's collection, furniture and equipment Assets under construction	\$ 1,017,563 284,932 950,899 55,797 3,175 115,432	\$ 984,001 255,902 921,293 55,967 3,235 151,296
Balance, end of year	\$ 2,427,798	\$ 2,371,694

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

12. Tangible capital assets (continued):

(a) Assets under construction:

Assets under construction having a value of \$115,432,086 (2018 - \$151,295,702) 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 market value at the date of contribution. The value of contributed assets received during the year is \$28,866,769 (2018 - \$88,020,879) comprised of land in the amount of \$14,665,393 (2018 - \$69,654,386), infrastructure in the amount of \$14,191,349 (2018 - \$13,666,004), buildings had no contributed tangible capital assets in 2019 (2018 - \$4,700,489), and library collections in the amount of \$10,027 (2018 - nil).

(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:

Tangible capital assets were written down by \$1,754,513 (2018 - nil) related to estimated repair costs associated with one of the lap pools at the Minoru Center for Active Living. The costs to repair the deficiencies will be recovered through insurance.

13. Accumulated surplus:

	General and Reserve Funds	Waterworks Utility Fund	Sewerworks Utility Fund	Richmond Olympic Oval	Library	2019 Total	2018 Total
Investment in							
tangible capital	\$ 2,385,747	\$ -	\$ -	\$ 8,553	\$ 3,176	\$ 2,397,476	\$ 2,336,489
Reserves (note 14)	548,720	-	_	8,856	-	557,576	540,153
Appropriated surplus	193,455	18,316	10,420	1,471	390	224,052	207,173
Investment in LIEC	31,414		· -		-	31,414	29,780
Surplus	17,717	446	6,276	604	951	25,994	24,029
Other equity	2,830	-	-	-	-	2,830	3,466
Balance, end of year	\$ 3,179,883	\$ 18,762	\$ 16,696	\$ 19,484	\$ 4,517	\$ 3,239,342	\$ 3,141,090

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

14. Reserves:

		Balance,			***	Balance,
	Dece	mber 31,		Change	Dece	ember 31,
		2018	0	luring year		2019
Affordable housing	\$	10,836	9	869	\$	11,705
Arts, culture and heritage	•	4,003	`	(277		3,726
Capital building and infrastructure		81,763		18,923	,	100,686
Capital reserve		176,142		(4,166		171,976
Capstan station		32,332		(14	,	32,318
Child care development		6,806		2,116	•	8,922
Community legacy and land replacement		8,852		(7,542		1,310
Drainage improvement		56,132		(487	,	55,645
Equipment replacement		19,600		603	,	20,203
Hamilton area plan community amenity		752		968		1,720
Leisure facilities		18,765		(1,089))	17,676
Local improvements		7,155		172		7,327
Neighborhood improvement		7,520		340		7,860
Oval		6,324		2,532		8,856
Public art program		4,860		(2))	4,858
Sanitary sewer		44,107		3,624		47,731
Steveston off-street parking		317		8		325
Steveston road ends		155		(5))	150
Waterfront improvement		317		(115)		202
Watermain replacement		53,415		965		54,380
	\$	540,153	\$	17,423	\$	557,576

15. Post-employment benefits:

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

	2019	2018
Accrued benefit obligation, beginning of year Current service cost Interest cost Past service cost (credit) Benefits paid Actuarial loss (gain)	\$ 28,423 1,881 954 3,155 (1,953) 2,724	\$ 29,892 1,947 879 (397) (2,508) (1,390)
Accrued benefit obligation, end of year	\$ 35,184	\$ 28,423

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

15. Post-employment benefits (continued):

An actuarial valuation for these benefits was performed to determine the City's accrued benefit obligation as at December 31, 2019. This actuarial loss is being amortized over a period equal to the employees' average remaining service lifetime of 10 years (2018 - 10 years).

	2019	2018
Post-employment benefit liability:		
Post-employment benefit liability, end of year Unamortized net actuarial (loss) gain	\$ 35,184 (997)	\$ 28,423 1,891
Balance, end of year	\$ 34,187	\$ 30,314

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

	2019	2018
Discount rate Expected future inflation rate Expected wage and salary range increases	2.40% 2.00% 2.50% to 3.00%	3.30% 2.00% 2.50% to 3.00%

16. Pension plan:

The City and its employees contribute to the Municipal Pension Plan (a jointly trusteed pension plan). The board of trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan. Basic pension benefits are based on a formula. As at December 31, 2018, the plan has about 205,000 active members and approximately 101,000 retired members. Active members include approximately 40,000 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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

16. Pension plan (continued):

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

The City paid \$13,251,994 (2018 - \$12,759,865) for employer contributions while employees contributed \$11,120,458 (2018 - \$10,615,884) to the plan in fiscal 2019.

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

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

17. 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, 2019. Contingent assets are not recorded in the consolidated financial statements.

In 2019, the City had requested payment from the Office of the Minister of Public Services and Procurement Canada, for outstanding payments-in-lieu of taxes in the amount of \$11,139,593. As of December 31, 2019, collectability of the requested amount is not determinable and has not been accrued for in the City's consolidated financial statements.

(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, licenses, 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:

2020	\$ 15,157
2021	11,574
2022	4,887
2023	3,437
2024	2,011
Thereafter	9,768

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

17. Contingent assets and contractual rights (continued):

(b) Contractual rights (continued):

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.

18. 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 Greater 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:

2020	\$ 3,368
2021	3,311
2022	2,583
2023	2,569
2024	2,369
Thereafter	7,748

(c) Litigation:

As at December 31, 2019, 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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

18. Commitments and contingencies (continued):

(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 34 Class A and 20 Class B shares issued and outstanding as at December 31, 2019). 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.

19. 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.

	2019	2018
Richmond Community Associations	\$ 1,877	\$ 1,837

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

20. Taxation and levies:

	2019	2018
Taxes collected:		
Property taxes	\$ 463,679	\$ 433,319
Payment-in-lieu of taxes and grants	27,597	26,369
Local improvement levies	88	265
	491,364	459,953
Less transfers to other authorities:		
Province of British Columbia – School taxes	(190,650)	(177,521)
TransLink	(40,800)	(37,813)
Metro Vancouver	(7,224)	(6,178)
BC Assessment Authority	(6,185)	(6,016)
Other	(30)	(28)
	(244,889)	(227,556)
Less payment-in-lieu of taxes retained by the City	(16,277)	(15,489)
	\$ 230,198	\$ 216,908

21. Other revenue:

	2019	2018
Developer contributions Tangible capital assets gain on sale of land Penalties and fines Parking program Other	\$ 27,394 18,205 4,303 2,091 10,792	\$ 33,672 - 3,784 2,054 9,168
	\$ 62,785	\$ 48,678

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

22. Government transfers:

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

	2019	2018
Operating Province of British Columbia TransLink Government of Canada	\$ 20,602 3,666 1,560	\$ 21,899 3,593 1,700
Capital Province of British Columbia TransLink Government of Canada	3,968 1,010 4,056	5,685 1,666 50
	\$ 34,862	\$ 34,593

23. 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) Community Safety brings together the City's public safety providers such as Police (RCMP), Fire-Rescue, Emergency Programs, and Community Bylaws. It is responsible for ensuring safe communities by providing protection services with a focus on law enforcement, crime prevention, emergency response, and protection of life and properties.
- (b) **Utilities** provide such services as planning, designing, constructing, operating, and maintaining the City's infrastructure of water and sewer networks and sanitation and recycling.
- (c) Engineering, Public Works and Project Development comprises of General Public Works, Roads and Construction, Storm Drainage, Fleet Operations, Engineering, Project Development, and Facility Management. The services provided are construction and maintenance of the City's infrastructure and all 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.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

23. Segmented reporting (continued):

- (d) Community Services 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 economic, arts, culture, and community issues that the City encounters.
- (e) General Government comprises of Mayor and Council, Corporate Administration, and Finance and Corporate Services. It is responsible for adopting bylaws, effectively administering city operations, levying taxes, legal services, providing sound management of human resources, information technology, City 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 including the City's transportation systems, and community social development.
- (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 5 branches throughout the City.

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

23. Segmented reporting (continued):

	Community safety	Utilities	Engineering, public works and project development	Community services	General government	Planning and development	Total City subtotal
Revenue:							
Taxation and levies	\$ -	\$ -	\$ -	\$ -	\$ 230,198	\$ -	\$ 230,198
User fees	-	99,426	12,046	-	-	-	111,472
Sales of services	6,732	4,235	2,476	9,917	7,786	2,284	33,430
Payments-in-lieu of taxes	-	-	-	-	16,277	-	16,277
Provincial and federal grants	99	-	3,707	37	3,545	40	7,428
Development cost charges	-	668	2,412	2,988	2,203	5,531	13,802
Other capital funding sources	-	3,432	11,448	3,783	14,666	5,689	39,018
Other revenue:							
Investment income	-	542	-	-	24,580	-	25,122
Gaming revenue	706	-		-	14,434	-	15,140
Licenses and permits	4,588	42	1,009	-	15	7,376	13,030
Other	2,652	3,608	1,202	1,173	51,453	153	60,241
Equity income	_	-	_	-	1,634	_	1,634
	14,777	111,953	34,300	17,898	366,791	21,073	566,792
Expenses:							
Wages and salaries	45,582	13,962	25,595	33,372	29,366	12,425	160,302
Public works maintenance	22	7,465	7,060	1,894	(1,481)	337	15,297
Contract services	55,027	8,944	4,978	4,446	3,673	1,585	78,653
Supplies and materials	2,719	33,219	1,397	13,056	10,748	1,035	62,174
Interest and finance	78	22,918	-	72	3,017	-	26,085
Transfer from (to) capital for							
tangible capital assets	(27)	3,140	12,829	5,695	275	30,621	52,533
Amortization of tangible	, ,	•				•	
capital assets	2,765	8,778	28,888	8,930	10,088	2,023	61,472
Loss (gain) on disposal of	,	,		,		•	
tangible capital assets	43	227	193	57	3	78	601
	106,209	98,653	80,940	67,522	55,689	48,104	457,117
Annual surplus (deficit)	\$ (91,432)	\$ 13,300	\$ (46,640)	\$ (49,624)	\$ 311,102	\$ (27,031)	\$ 109,675

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

23. Segmented reporting (continued):

	Total City subtotal	Richmond Olympic Oval	Richmond Public Library	2019 Consolidated	2018 Consolidated
Revenue:					
Taxation and levies	\$ 230,198	\$ -	\$ -	\$ 230,198	\$ 216,908
User fees	111,472	-	-	111,472	102,915
Sales of services	33,430	9,228	89	42,747	39,111
Payments-in-lieu of taxes	16,277	-	-	16,277	15,489
Provincial and federal grants	7,428	2,883	376	10,687	10,355
Development cost charges	13,802	· -	-	13,802	17,432
Other capital funding sources	39,018	-	10	39,028	95,859
Other revenue:					
Investment income	25,122	-	20	25,142	20,705
Gaming revenue	15,140	-	-	15,140	16,837
Licenses and permits	13,030	-	_	13,030	13,637
Other	60,241	2,289	255	62,785	48,678
Equity income	1,634	-	-	1,634	1,491
	566,792	14,400	750	581,942	599,417
Expenses:					
Wages and salaries	160,302	9,298	7,763	177,363	162,331
Public works maintenance	15,297	-	2	15,299	13,405
Contract services	78,653	-	445	79,098	73,479
Supplies and materials	62,174	5,042	1,585	68,801	67,919
Interest and finance	26,085	-	4	26,089	23,149
Transfer from (to) capital for					
tangible capital assets	52,533	-	(289)	52,244	13,307
Amortization of tangible capital					
assets	61,472	1,628	1,128	64,228	60,542
Loss (gain) on disposal of					
tangible capital assets	601	4	(37)	568	324
	457,117	15,972	10,601	483,690	414,456
Annual surplus (deficit)	\$ 109,675	\$ (1,572)	\$ (9,851)	\$ 98,252	\$ 184,961

Notes to Consolidated Financial Statements (continued) (Tabular amounts expressed in thousands of dollars)

Year ended December 31, 2019

24. Budget data:

The budget data presented in these consolidated financial statements is based on the Consolidated Financial Plan adopted by Council on March 11, 2019. The table below reconciles the adopted Consolidated Financial Plan to the budget amounts reported in these consolidated financial statements.

	Financial plan Bylaw No. 9979			Financial statement budget
Consolidated financial plan: Revenue Expenses	\$	541,121 463,338	\$	541,121 463,338
Annual surplus		77,783		77,783
Less: Acquisition of tangible capital assets Contributed tangible capital assets Transfer to reserves Debt principal		(399,171) (50,350) (69,403) (4,951)		- - - -
Add: Capital funding Transfer from surplus		417,161 28,931		-
Annual surplus	\$	-	\$	77,783

25. Comparative information:

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

26. Subsequent event:

Subsequent to December 31, 2019, the COVID-19 outbreak was declared a pandemic by the World Health Organization. This situation presents uncertainty over the City's future cash flows, and may have a significant impact on the City's future operations. In response to the outbreak, the City has temporarily closed some of its facilities. Potential impacts on the City's business could include future decreases in revenue and delays in completing capital project work. As the situation is dynamic and the ultimate duration and magnitude of the impact on the economy are not known, an estimate of the financial effect on the City is not practicable at this time.

CITY OF RICHMOND Schedule of Guarantee and Indemnity Agreements for 2019

A Schedule of Guarantees and Indemnity payments 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

Elected Officials for 2019

			Benefits &	
Name	Title	Base Salary	Other 1	Expenses
Brodie, Malcolm	Mayor	\$ 174,314 \$	22,397 \$	6,612
Au, Chak	Councillor	69,539	12,258	4,870
Dang, Derek	Councillor	-	110,205 2	-
Day, Carol	Councillor	79,037	13,646	1,296
Greene, Kelly	Councillor	69,539	11,358	2,816
Johnston, Ken	Councillor	-	75,230 ²	-
Loo, Alexa	Councillor	79,037	13,671	6,970
McNulty, William	Councillor	79,037	13,584	963
McPhail, Linda	Councillor	79,037	12,869	6,737
Steves, Harold	Councillor	79,037	13,478	2,241
Wolfe, Michael	Councillor	79,037	12,684	1,189
Total		\$ 787,614 \$	311,380 \$	33,694

¹Consists of taxable benefits (i.e. MSP, group life and vehicle allowance)

² Lump sum payouts due at the termination of service

Nomeo	Page Calami	Benefits &	Evnancas
Name	Base Salary	Other 1	Expenses
Aarons, David	\$ 126,683 \$	7,381 \$	2,730
Achiam, Cecilia	220,083	41,382	1,948
Adair, Darrin	64,209	17,635	99
Adams, Clay	88,178	7,696	-
Adams, Reg	96,456	2,853	-
Adamson, Claire	104,653	4,682	6,215
Allas, Benjamin	62,676	13,729	-
Allen, Michael	114,628	10,451	419
Alves, Luis	103,659	31,001	-
Anderson, Adam	98,474	8,188	-
Anderson, Christopher	61,855	19,038	222
Anderson, Mark	43,128	45,830	-
Anderson, Matthew	68,124	7,921	796
Andersson, Bengt	80,562	2,147	1,243
Anselmo, David	80,902	1,964	194
Araki, Stephen	61,695	16,540	307
Arcand, Daniel	83,017	6,639	99
Armstrong, Warren	65,213	33,254	-
Arneson, Christina	77,338	6,059	428
Arrigo, Stephen	87,735	28,950	1,015
Askwith, Stephanie	83,520	983	-
Atva, Tina	69,889	9,382	1,135
Atwal, Bhupinder	83,097	7,211	-
Aujla, Jag	98,855	5,508	705
Ayers, Elizabeth	155,355	16,648	8,187
Babalos, Alexander	98,490	17,646	-
Bachynski, Laurie	163,536	12,544	-
Badra, Marcos	110,404	2,085	873
Badyal, Sara	100,701	3,766	773
Bains, Mandeep	116,481	4,763	5,554
Bajwa, Akhtar	66,139	30,072	-
Baker, Danny	98,479	2,082	-
Baker, Steven	92,599	11,905	3
Baluyot, Hilario	67,409	16,390	1,366
Bardin, Harjap	106,670	9,409	475
Bardock, Jason	72,923	3,312	794
Barkley, Matthew	98,463	14,249	-
Barlow, Kenneth	114,000	8,091	-

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

Name Base Salary Other I Expenses Barlow, Paul Graham 101,426 9,271 - Barres, Richard 144,028 5,062 - Barrs, Jeff 77,368 963 - Barstow, Murray 92,145 10,545 810 Bartley-Smith, Brenda 113,991 5,567 1,650 Barkow, Murray 92,165 19,844 1,351 Barsy, Saryan 62,619 42,463 1,351 Barke, Wilfred 81,629 11,945 - Batke, Wilfred 81,629 1,945 - Batke, Wilfred 80,603 15,898 86 Batkin, Wayne 10,141 3,050 364		_	Benefits &	
Barlow, Paul Graham 101,426 9,271 ————————————————————————————————————	Name	Base Salary		Expenses
Barr, Jeff 77,368 963 - Barstow, Murray 92,145 10,545 810 Bartley-Smith, Brenda 113,991 5,567 1,650 Barwin, Simon 92,165 19,844 - Basraon, Avtar 62,619 42,463 1,351 Bath, Paul 87,658 19,350 - Batke, Wilfred 81,629 11,945 - Batkin, Wayne 120,774 12,093 - Batta, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Bauter, Jennifer 70,611 10,373 - Bezer, Adam 101,424 3,050 364	Barlow, Paul Graham	101,426		-
Barstow, Murray 92,145 10,545 810 Bartley-Smith, Brenda 113,991 5,567 1,650 Barwin, Simon 92,165 19,844 - Basraon, Avtar 62,619 42,463 1,351 Bath, Paul 87,658 19,350 - Batke, Wilfred 81,629 11,945 - Batkin, Wayne 120,774 12,093 - Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Bauder, Kristine 92,599 7,894 197 Bausik, Nathan 101,431 26,276 - Baxier, Jennifer 70,611 10,373 - Beaver, Jennifer 70,614 10,373 - Beaville, Guy 70,624 6,928 - Beebty, James 101,442 3,062 112 Beetstra, Jack 105,951 7,185 - Beetstra, Jack 105,951 7,185 -	Barnes, Richard	144,028	5,062	-
Bartley-Smith, Brenda 113,991 5,567 1,650 Barwin, Simon 92,165 19,844 - Basraon, Avtar 62,619 42,463 1,351 Batk, Paul 87,658 19,350 - Batke, Wilfred 81,629 11,945 - Batkin, Wayne 120,774 12,093 - Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Bauder, Kristine 80,063 15,898 86 Bavis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beedby, James 101,442 23,462 112 Beetstra, Jack 105,951 7,185 - Beegg, Pam 67,782 7,923 - Benety, Shayne 101,440 12,351 - B	Barr, Jeff	77,368	963	-
Barwin, Simon 92,165 19,844 - Basraon, Avtar 62,619 42,463 1,351 Bath, Paul 87,658 19,350 - Batke, Wilfred 81,629 11,945 - Batkin, Wayne 120,774 12,093 - Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Bauder, Kristine 92,599 7,894 197 Bawis, Nathan 101,431 26,276 - Bavis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beard, Adam 101,442 3,050 364 Beaen, Adam 101,442 3,050 364 Bearle, Surgham 60,942 6,928 - Beebstra, Jack 105,421 23,462 112 Beetstra, Jack 105,951 7,185 - Bergg, Pam 67,782 7,923 - Bergg, Sot	Barstow, Murray	92,145	10,545	810
Basraon, Avtar 62,619 42,463 1,351 Batk, Paul 87,658 19,350 - Batke, Wilfred 81,629 11,945 - Batkin, Wayne 120,774 12,093 - Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Bauder, Grade 10,401 10,373 - Beaker, Jennifer 70,611 10,373 - Beestra, Jennifer 70,624 6,928 - Beetstra, Jack 101,424 23,462 112 Beetstra, Jack 105,5951 7,185 - <t< td=""><td>Bartley-Smith, Brenda</td><td>113,991</td><td>5,567</td><td>1,650</td></t<>	Bartley-Smith, Brenda	113,991	5,567	1,650
Bath, Paul 87,658 19,350 - Batke, Wilfred 81,629 11,945 - Batkin, Wayne 120,774 12,093 - Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Baumeister, Richard 80,063 15,898 86 Bavis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beeststra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Benning, Dal 101,440 12,351 - Benning, Dal 101,440 12,351 - Bennington, Monica 80,685 14,689 296 Bentley, Shar	Barwin, Simon	92,165	19,844	-
Batke, Wilfred 81,629 11,945 - Batkin, Wayne 120,774 12,093 - Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Baumeister, Richard 80,063 15,898 86 Bavis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Benning, Dal 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, W	Basraon, Avtar	62,619	42,463	1,351
Batkin, Wayne 120,774 12,093 - Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Baumeister, Richard 80,063 15,898 86 Baxies, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Beegg, Pam 67,782 7,923 - Benest, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Wayne 84,861 3,100 2,477 Berg, Wayne, Marker 60,977 22,357 176	Bath, Paul	87,658	19,350	-
Batra, Amritpal 75,873 4,175 2,942 Bauder, Kristine 92,599 7,894 197 Baumeister, Richard 80,063 15,898 86 Baxis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beeststra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Berley, Sharon 81,303 1,448 1,252 Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 2,357 176 Ber	Batke, Wilfred	81,629	11,945	-
Bauder, Kristine 92,599 7,894 197 Baumeister, Richard 80,063 15,898 86 Baxis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beeststra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Benning, Dal 103,455 3,248 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma,	Batkin, Wayne	120,774	12,093	-
Baumeister, Richard 80,063 15,898 86 Bavis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Beegg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Benniet, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Evangel 77,357 5,672 - Bil, L	Batra, Amritpal	75,873	4,175	2,942
Bavis, Nathan 101,431 26,276 - Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beebsty, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Bilson, Evangel 77,357 5,672 - Billings, Alan </td <td>Bauder, Kristine</td> <td>92,599</td> <td>7,894</td> <td>197</td>	Bauder, Kristine	92,599	7,894	197
Baxter, Jennifer 70,611 10,373 - Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Bennett, Shayne 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Bilason, Evangel 77,357 5,672 - Bilings, Alan<	Baumeister, Richard	80,063	15,898	86
Beare, Adam 101,442 3,050 364 Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Bisson, Evangel 77,357 5,672 - Bishay, Soraya 75,153 2,415 - Bishay, Soraya	Bavis, Nathan	101,431	26,276	-
Beaulne, Guy 70,624 6,928 - Beeby, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Bergs, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Bison, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soray	Baxter, Jennifer	70,611	10,373	-
Beeby, James 101,424 23,462 112 Beetstra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Bergs, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, Dav	Beare, Adam	101,442	3,050	364
Beetstra, Jack 105,951 7,185 - Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Beaulne, Guy	70,624	6,928	-
Begg, Pam 67,782 7,923 - Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Beeby, James	101,424	23,462	112
Beley, Scott 75,780 1,239 - Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Beetstra, Jack	105,951	7,185	-
Bennett, Shayne 101,440 12,351 - Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Begg, Pam	67,782	7,923	-
Benning, Dal 109,555 3,248 - Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Beley, Scott	75,780	1,239	-
Bennington, Monica 80,685 14,689 296 Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bennett, Shayne	101,440	12,351	-
Bentley, Sharon 81,303 1,448 1,252 Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Benning, Dal	109,555	3,248	-
Berg, Debra 77,357 4,162 - Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bennington, Monica	80,685	14,689	296
Berg, Wayne 84,861 3,100 2,477 Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bentley, Sharon	81,303	1,448	1,252
Bergsma, Jacob 60,977 22,357 176 Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Berg, Debra	77,357	4,162	-
Bergsma, Nolan 83,110 9,349 395 Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Berg, Wayne	84,861	3,100	2,477
Bergsma, Peter 97,423 27,400 - Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bergsma, Jacob	60,977	22,357	176
Biason, Evangel 77,357 5,672 - Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bergsma, Nolan	83,110	9,349	395
Bie, Lloyd 151,614 21,329 1,553 Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bergsma, Peter	97,423	27,400	-
Billings, Alan 101,706 16,426 2,815 Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Biason, Evangel	77,357	5,672	-
Bishay, Soraya 75,153 2,415 - Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bie, Lloyd	151,614	21,329	1,553
Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Billings, Alan	101,706	16,426	2,815
Black, David 66,384 10,949 - Bleidistel, Michael 96,456 14,963 1,385 Bogner, Christopher 73,414 25,534 1,535	Bishay, Soraya	75,153	2,415	-
Bogner, Christopher 73,414 25,534 1,535	Black, David		10,949	-
Bogner, Christopher 73,414 25,534 1,535	Bleidistel, Michael		•	1,385
	Bogner, Christopher			
	Bola, Kulwinder			

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

	S A I	Benefits &	
Name	Base Salary	Other 1	Expenses
Bolton, George	73,830	10,362	-
Bonato, Steven	101,442	2,809	40
Bosley, Janine	78,906	1,998	-
Bowley-Cowan, Laura	106,539	6,716	262
Bowman, Joshua	91,836	12,073	-
Boyal, Amarjit	64,478	12,748	-
Brannen, Andrew	101,431	28,763	-
Brar, Amaritpal	113,908	9,469	303
Braun, Robert	81,590	4,178	-
Bredeson, Lance	156,741	10,541	5,093
Broughton, Skyler	81,673	37,410	819
Brownlee, David	100,710	4,926	· _
Brunskill, Jason	123,758	2,936	-
Buchannon, William	123,758	10,533	-
Buemann, Tricia	98,613	4,529	3,882
Buie, Dovelle	130,286	6,192	2,756
Bulick, John	101,413	11,438	1,165
Burbidge, Scott	79,606	2,701	194
Burgess, Tyson	77,374	10,598	-
Buric, Tony	81,483	2,540	1,514
Burner, Melanie	81,629	2,885	251
Burns, Brendan	156,074	10,425	4,283
Bursey, Bradley	92,181	24,135	99
Burt, Christopher	65,478	28,539	99
Bustillo, Juanito	61,511	14,319	672
Bustillo, Michael	61,329	16,574	2,022
Butler, Jason	80,227	20,411	656
Buttar, Onkar	85,081	3,420	_
Bycraft, Suzanne	141,223	8,270	4,549
Byrne, Daisy	73,297	3,511	353
Cabatic, Allan	100,017	12,750	1,931
Camacho, Alexander	, 78,355	2,307	-
Candusso, Giorgio	87,952	4,035	-
Cantarella, Lorraine	100,504	10,336	2
Capogna, Nan	88,743	11,649	-
Capuccinello Iraci, Anthony	219,083	57,000	3,020
Caravan, Joan	96,442	4,829	54
Carey, Alisa	82,666	5,296	-

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

Carron, Kimberley 88,742 2,777 8 Carter, Chris 82,423 11,776 - Carter-Huffman, Suzanne 114,275 12,689 - Cerantola, Davin 101,431 17,281 - Chaic, Sandra 130,286 8,370 4,228 Chaichlan, Camyar 92,599 2,689 2,689 Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Lan 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandy, Wonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Cheing, Reinaldo 101,463 5,615 1,332	Nama	Paga Salamy	Benefits &	Evnanças
Carron, Kimberley 88,742 2,777 8 Carter, Chris 82,423 11,776 - Carter-Huffman, Suzanne 114,275 12,689 - Cerantola, Davin 101,431 17,281 - Chaic, Sandra 130,286 8,370 4,228 Chaichlan, Camyar 92,599 2,689 2,689 Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Lan 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandy, Wonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Cheing, Reinaldo 101,463 5,615 1,332	Name	Base Salary	Other ¹	Expenses
Carter, Chris 82,423 11,776 - Carter-Huffman, Suzanne 114,275 12,689 - Cerantola, Davin 101,431 17,281 - Chal, Sandra 130,286 8,370 4,228 Chaichian, Camyar 92,599 2,689 2,689 Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Jan 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Kavid 75,069 21,007 188 Chan, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chandra, Ryan 91,565 17,016 - Cheng, Reiniad	Carlile, Tanner	81,075	7,029	-
Carter-Huffman, Suzanne 114,275 12,689 Cerantola, Davin 101,431 17,281 Chai, Sandra 130,286 8,370 4,228 Chaichian, Camyar 92,599 2,689 2,689 Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Ilan 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 Chandra, Ryan 155,552 28,865 965 Chandra, Ryan 91,565 17,016 Cheema, Felicia 66,672 16,760 Cheema, Felicia 66,672 16,760 1,332	Carron, Kimberley	88,742	2,777	8
Cerantola, Davin 101,431 17,281 - Chais, Sandra 130,286 8,370 4,228 Chaichian, Camyar 92,599 2,689 2,689 Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Lan 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chand, Syvonne 75,153 2,621 950 Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 Cheema, Felicia 66,672 16,760 Cheema, Paul 19,4788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Ching, David 78,355 2,676 C	Carter, Chris	82,423	11,776	-
Chai, Sandra 130,286 8,370 4,228 Chaichian, Camyar 92,599 2,689 2,689 Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Kavid 96,456 14,923 - Chan, Kavid 96,456 14,923 - Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chandra, Ryan 91,565 17,016 - Chema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Beilaido 101,463 5,615 1,332	Carter-Huffman, Suzanne	114,275	12,689	-
Chaichian, Camyar 92,599 2,689 2,689 Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Donna L 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Kavid 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Chiang, Beinaldo 101,463 5,615 1,332 Cheur, Chun Yu (Tom) 83,060 15,335 4,128 Chiing, Paul 181 1,128 1,128 Chiin	Cerantola, Davin	101,431	17,281	-
Chan, Christopher 95,549 5,532 904 Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Lan 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chandra, Ryan 91,565 17,016 - Cheema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Cheema, Felicia 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chima, Jaspal 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Ka Wai 78,355 1,482 1,092	Chai, Sandra	130,286	8,370	4,228
Chan, Donna 139,788 7,108 544 Chan, Donna L 75,711 3,364 19 Chan, Ian 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Cheeng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 1,482 1,092 Ching, Mike 113,999 11,799 1,78 Chou	Chaichian, Camyar	92,599	2,689	2,689
Chan, Donna L 75,711 3,364 19 Chan, Ian 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheema, Felicia 66,672 16,760 - Cheng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chima, Jaspal 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Ka Wai 78,355 1,482 1,092 Chos, Jase 78,355 1,482 1,092 Choug,	Chan, Christopher	95,549	5,532	904
Chan, Ian 77,630 4,944 3,675 Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheema, Feinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Choiselat, Sasha 78,355 1,482 1,092 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453	Chan, Donna	139,788	7,108	544
Chan, Kavid 96,456 14,923 - Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheeng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Ching, Donald 119,764 8,144 - Ching, Mike 113,999 11,799 1,278 Ching, Mike 113,999 11,799 1,278 Choos, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 -	Chan, Donna L	75,711	3,364	19
Chan, Milton 155,552 28,865 965 Chand, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheang, Felicia 66,672 16,760 - Cheng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 China, Jaspal 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chou, Jerry 173,702 45,760 1,303 Chou, Jerry 173,702 45,760 1,303 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 -	Chan, lan	77,630	4,944	3,675
Chandr, Amit 75,069 21,007 188 Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 China, Jaspal 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chun	Chan, Kavid	96,456	14,923	-
Chandra, Ryan 91,565 17,016 - Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Chois, Jerry 173,702 45,760 1,303 Chou, Jerry 173,702 45,760 1,303 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Vincent 130,286 6,253 528 Chu, Vincent 130,286 6,253 528 Chug, Leon 81,057 8,947 -	Chan, Milton	155,552	28,865	965
Chang, Yvonne 75,153 2,621 950 Cheema, Felicia 66,672 16,760 - Cheng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Vincent 130,286 6,253 528 Chu, Vincent 130,286 6,253 528 Chug, Leon 81,057 8,947 -	Chand, Amit	75,069	21,007	188
Cheema, Felicia 66,672 16,760 - Cheng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Vincent 130,286 6,253 528 Chun, Lond 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 -	Chandra, Ryan	91,565	17,016	-
Cheng, Reinaldo 101,463 5,615 1,332 Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chug, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - <	Chang, Yvonne	75,153	2,621	950
Cheuk, Chun Yu (Tom) 83,060 15,335 4,128 Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,362 1,398 115 Clarkson, Neil 78,842 1,398 115 Cla	Cheema, Felicia	66,672	16,760	-
Chiang, Paul 94,788 7,574 1,652 Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Cheng, Reinaldo	101,463	5,615	1,332
Chima, Jaspal 81,619 26,779 181 Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Cheuk, Chun Yu (Tom)	83,060	15,335	4,128
Chin, Donald 119,764 8,144 - Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chiang, Paul	94,788	7,574	1,652
Ching, Ka Wai 78,355 2,676 - Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chima, Jaspal	81,619	26,779	181
Ching, Mike 113,999 11,799 1,278 Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chin, Donald	119,764	8,144	-
Choiselat, Sasha 78,355 1,482 1,092 Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Ching, Ka Wai	78,355	2,676	-
Chong, Jerry 173,702 45,760 1,303 Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Ching, Mike	113,999	11,799	1,278
Chou, Yu-Hsuan 79,134 10,672 116 Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Choiselat, Sasha	78,355	1,482	1,092
Chow, Joanne 92,223 1,510 1,453 Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chong, Jerry	173,702	45,760	1,303
Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chou, Yu-Hsuan	79,134	10,672	116
Christopherson, Tracy 78,362 1,914 - Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chow, Joanne	92,223	1,510	1,453
Chu, Anthony 62,607 26,242 - Chu, Vincent 130,286 6,253 528 Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9		78,362	1,914	-
Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chu, Anthony	62,607	26,242	-
Chung, Leon 81,057 8,947 - Cinquemani, Leonardo 67,399 13,159 342 Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	•	130,286	6,253	528
Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Chung, Leon			-
Clark, Alison 101,431 11,571 - Clarke, Tristan 78,736 3,087 3,703 Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Cinquemani, Leonardo	67,399	13,159	342
Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Clark, Alison	101,431	11,571	-
Clarkson, Neil 78,842 1,398 115 Clarkson, Reena 70,575 4,628 9	Clarke, Tristan			3,703
Clarkson, Reena 70,575 4,628 9	Clarkson, Neil			
	Clarkson, Reena			
	Close, Kirsten	99,836	6,065	2,511

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

Clow, Arnold 120,905 42,034	Name	Base Salary	Benefits & Other ¹	Expenses
Collinge, Chris 80,482 2,523 4,537 Cooper, Bradley 123,739 25,885 - Cooper, James 153,290 21,345 1,922 Cordoni, Raymond 150,488 17,867 - Cornelssen, Kelvin 103,972 15,743 1,631 Corraddo, Mark 33,081 9,042 184 Coraddock, Jeffrey 80,475 4,865 267 Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 - Crocker, Colleen 77,161 2,421 - Crocker, Colleen 77,161 2,421 - Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 - Curry, Athony 101,442 10,939 515 Dacey, Shaun 96,455 5,361 751 Dacey, Shaun 96,455 5,61 751 Dadwal, Kam 70,474 4,938 838	Clow, Arnold	120,905		_
Cook, Tara 81,623 2,404	Cockburn, Paul	83,044	10,347	-
Cooper, Bradley 123,739 25,885 1,922 Cordoni, Raymond 153,290 21,345 1,922 Cornelssen, Kelvin 103,972 15,743 1,631 Corrado, Mark 133,081 9,042 184 Craddock, Jeffrey 80,475 4,865 267 Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 Crocker, Colleen 77,161 2,421 Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Bajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 Davies, Dean 61,618 19,113 1,462	Collinge, Chris	80,482	2,523	4,537
Cooper, James 153,290 21,345 1,922 Cordoni, Raymond 150,488 17,867 - Cornelssen, Kelvin 103,972 15,743 1,631 Corrado, Mark 133,081 9,042 184 Craddock, Jeffrey 80,475 4,865 267 Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 - Crocker, Colleen 77,161 2,421 - Cruz, Louella 70,599 6,48 6 Csepany, Andras 88,020 4,112 - Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davies, Dean 61,618 19,113 1,462	Cook, Tara	81,623	2,404	-
Cordoni, Raymond 150,488 17,867 - Cornelssen, Kelvin 103,972 15,743 1,631 Corrado, Mark 133,081 9,042 184 Craddock, Jeffrey 80,475 4,865 267 Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 - Crocker, Colleen 77,161 2,421 - Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 - Culshaw, Steven 61,021 121,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalle, Jeffrey 101,300 19,754 - Davies, Dean 61,618 19,113 1,462 Davies, Sean 61,618 19,113 1,462	Cooper, Bradley	123,739	25,885	-
Cornelssen, Kelvin 103,972 15,743 1,631 Corrado, Mark 133,081 9,042 184 Craddock, Jeffrey 80,475 4,865 267 Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 Crocker, Colleen 77,161 2,421 Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 Davidson, Frank 92,178 11,684 Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99	Cooper, James	153,290	21,345	1,922
Corrado, Mark 133,081 9,042 184 Craddock, Jeffrey 80,475 4,865 267 Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 Crocker, Colleen 77,161 2,421 Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Daliziel, Jeffrey 101,300 19,754 Davies, Sean O 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean D 62,504 33,514 99 Davies, Sean O 79,387 5,920 534 <t< td=""><td>Cordoni, Raymond</td><td>150,488</td><td>17,867</td><td>-</td></t<>	Cordoni, Raymond	150,488	17,867	-
Craddock, Jeffrey 80,475 4,865 267 Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 - Crocker, Colleen 77,161 2,421 - Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 - Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean D 62,504 33,514 99 Deavies, Sean 112,373 14,066 - De Sousa, Steven 79,387 5,920 534	Cornelssen, Kelvin	103,972	15,743	1,631
Craig, Wayne 173,702 27,341 1,700 Creighton, Gregg 92,193 2,974 Crocker, Colleen 77,161 2,421 Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Daziel, Jeffrey 101,300 19,754 Davidson, Frank 92,178 11,684 Davies, Sean D 62,504 33,514 99 Davies, Sean D 62,504 33,514 99 Davies, Sean D 123,739 14,066 De Sousa, Steven 79,387 5,920 534 De Sousa, Steven 79,387 5,920 534	Corrado, Mark	133,081	9,042	184
Creighton, Gregg 92,193 2,974 - Crocker, Colleen 77,161 2,421 - Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 - Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean 62,504 33,514 99 Davies, Sean 81,629 4,989 929 Deavies, Sean 123,739 14,066 - de Brouwer, Dave 123,739 14,066 - de Brouwer, Dave 137,104 22,331 4,803	Craddock, Jeffrey	80,475	4,865	267
Creighton, Gregg 92,193 2,974	•	173,702	27,341	1,700
Crocker, Colleen 77,161 2,421 - Cruz, Louella 70,599 6,448 6 Csepany, Andras 88,020 4,112 - Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean D 79,387 5,920 534 De Sousa, Steven 79,387 5,920 534 De Sousa, Steven 79,387 5,920 534		92,193	2,974	-
Csepany, Andras 88,020 4,112 - Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean D 62,504 33,514 99 Deavies, Sean O 62,504 33,514 99 De Sousa, Steven 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227		77,161	2,421	-
Csepany, Andras 88,020 4,112 - Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean D 62,504 33,514 99 Davies, Sean D 123,739 14,066 - de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 5,34 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653	Cruz, Louella	70,599	6,448	6
Culshaw, Steven 61,201 21,882 3,677 Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean O 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227		88,020	4,112	-
Curry, Anthony 101,442 10,939 515 Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - De Matos, Steve 70,666 5,383 - Demers		61,201	21,882	3,677
Dacey, Shaun 96,456 5,361 751 Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - DeMatos, Steve 70,666 5,383 -			10,939	515
Dadwal, Kam 70,474 4,938 838 Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - De Matos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969		96,456	5,361	751
Dalla, Rajneesh 74,102 3,935 2,208 Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - De Rosario, Susan 77,098 2,782 - De Matos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 <t< td=""><td>• •</td><td></td><td></td><td>838</td></t<>	• •			838
Dalziel, Jeffrey 101,300 19,754 - Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738		74,102	3,935	2,208
Davidson, Frank 92,178 11,684 - Davies, Dean 61,618 19,113 1,462 Davies, Sean D 62,504 33,514 99 Davies, Sean 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738	· · · · · ·	101,300		-
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Davies, Sean D 62,504 33,514 99 Davies, Sean 81,629 4,989 929 de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738				1,462
de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738		62,504	33,514	99
de Brouwer, Dave 123,739 14,066 - de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738	•	81,629	4,989	929
de Crom, Theodore 137,104 22,331 4,803 De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738		123,739	14,066	-
De Sousa, Steven 79,387 5,920 534 De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738		137,104	22,331	4,803
De Visser, Chee 100,408 5,043 4,592 Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738		79,387	5,920	534
Deane, Gregory 85,639 32,366 - Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738			5,043	4,592
Decker, Kim 111,764 7,394 2,653 Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738		85,639	32,366	-
Deer, Angela 96,570 4,906 227 DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738	_ •			2,653
DeGianni, Rod 121,536 36,113 - Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738		96,570	4,906	
Del Rosario, Susan 77,098 2,782 - DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738			36,113	-
DeMatos, Steve 70,666 5,383 - Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738				_
Demers, Michel 77,477 5,516 969 Dennis, Alison 101,032 4,943 738	,			-
Dennis, Alison 101,032 4,943 738				969
·	•			738
	•	92,599	•	139

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

News	Dana Calani	Benefits &	Γν
Name	Base Salary	Other ¹	Expenses
Dhaliwal, Manjinder	80,666	3,828	749
Dhanowa, Dalvinder	80,653	18,370	487
Dharampal, Jasjit	79,586	4,153	20
Dhillon, Kearnbir	101,424	9,155	-
Dhillon, Navtej	98,474	19,524	-
Dias, Ben	139,788	24,494	87
Dickson, James	101,481	7,145	-
Dineen, Scott	101,415	11,360	418
Discusso, Matthew	76,995	3,890	224
Discusso, Peter	112,463	27,778	652
Dixon, Scott	101,415	11,048	-
Dohanic, Mike	73,825	8,647	-
Donald, Gary	67,416	17,641	477
Donohue, Christopher	61,235	14,123	1,089
Douglas, Stewart	101,431	13,866	1,502
Draper, Jason	102,513	36,274	14
Drawc, Chris	75,769	1,422	-
Duarte, Victor	92,599	1,637	13
Dube, Danielle	98,472	6,540	-
Dubnov, Shawn	92,163	24,233	310
Duddles, Kevin	83,136	1,675	231
Duggan, Christine	95,900	4,865	3,219
Duncan, George	319,294	40,986	6,132
Duncan, Scott	124,005	13,900	-
Dunn, Darrell	59,346	22,511	-
Dunn, David	101,431	14,500	111
Duranleau, Sonia	101,426	18,176	-
Dusanj, Sukhjeevan	73,824	6,954	99
Dyer, Sean	87,418	21,801	3,265
Ebert, Marcus	61,869	19,407	183
Edwards, Brenda	78,161	5,017	-
Edwards, Sara	101,415	3,491	_
Ellis, Joshua	61,472	14,148	4,124
Elmore, Jeanette	87,898	3,766	560
Elshof, Eric	123,758	16,265	-
Enefer, John	123,736	6,627	-
Eng, Kevin	100,713	12,574	-
Erceg, Joe	234,665	80,148	718

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

		Benefits &	_
Name	Base Salary	Other 1	Expenses
Erickson, Barbara	85,286	21,321	25
Esko, Jamie	140,485	6,564	877
Estabrook, Russell	80,482	6,886	540
Eward, Cindy	92,599	3,877	928
Falconer, Todd	123,758	5,098	-
Falkenham, Gregory	61,318	24,970	176
Farrell, Daniel	85,097	3,902	-
Fasciani, Mary Ann	78,193	2,903	-
Fatiaki, Kamoe	61,526	19,826	176
Fedoruk, Lisa	84,883	12,698	64
Fengstad, Grant	173,782	22,260	4,643
Fenwick, Marie	128,255	11,052	3,316
Ferland, Khadija	107,892	10,015	2,435
Fernandes, Carlos	80,653	6,652	381
Ferraro, Domenic	92,175	14,732	99
Findlay, Pauline	82,268	4,004	506
Fitton, Russell	101,632	10,930	-
Fletcher, Mark	61,122	19,326	524
Fleury, Shane	62,158	19,723	_
Fong, Mindy	62,649	33,736	-
Fong, Patrick	96,693	10,917	404
Ford, Larry	139,540	21,830	9
Forrest, Rebecca	90,480	6,045	123
Frampton, Michael	101,442	7,453	-
Fraser, Kevin	86,407	2,362	1,420
Frederickson, Gordon	81,629	3,198	· -
Friess, Paul	80,607	4,100	776
Fyrk, Terry	67,414	14,757	-
Galano-Tan, John	88,743	11,700	950
Galbraith, Adam	101,440	17,282	3,076
Gallant, Roger	61,231	16,136	-
Galloway, Shane	80,223	17,604	295
Gardiner, Rock	78,935	937	1,118
Gauvin, Darnell	61,629	15,156	502
Gee, Peter	82,991	4,332	_
Gelz, Earl	92,200	3,624	-
Gibson, Christina	81,629	3,766	-
Gilbert, Daniel	61,588	33,130	1,149

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

Name	D 01	Benefits &	F
Name	Base Salary	Other ¹	Expenses
Gilfillan, Cindy	130,286	8,370	7,017
Gilfillan, Kris	92,170	39,091	188
Gilfillan, Terry	17,692	145,133	-
Gill, Manraj	87,577	3,881	1,194
Gill, Raminder	101,415	3,832	4,506
Gillis, David	100,713	5,645	151
Gillon, Robert	84,564	3,686	642
Girard, Terrance	59,579	16,164	366
Giroux, Daniel	73,868	1,724	1,251
Glahn, Brad	90,527	60,016	-
Goll, Sharil	81,645	2,684	-
Gondos, Kyle	62,728	28,534	3,014
Gonzalez, Roberto (Estate)	166,153	454,183	-
Gounder, Krishna	81,629	2,163	-
Graebel, Gordon	144,037	8,408	-
Graham, Ronald	64,095	19,855	-
Grauer, Craig	70,872	9,530	775
Gray, Kevin	150,533	22,932	2,612
Greenlees, Matthew	82,553	11,856	-
Griffin, Kevin	103,402	22,988	-
Griffin, Michael	101,442	7,697	1,502
Griffith, Michael	77,470	7,135	761
Gronlund, Todd	105,448	24,673	-
Gross, Todd	148,077	16,130	1,739
Gushel, Brad	92,192	33,674	-
Haer, Sunny	81,151	7,058	-
Hahn, Ruth	100,706	3,606	718
Halldorson, Arnie	92,179	21,401	484
Hamaguchi, Trevor	98,463	14,519	-
Hamalainen, Juha	83,108	4,971	-
Hamilton, Jameson	83,110	6,387	-
Hanna, Kenneth	81,477	6,469	-
Hansen, Terry	123,744	4,657	-
Harris, David	101,426	6,243	637
Harris, Douglas	123,739	13,845	-
Hatzistamatis, Stamatis	69,516	9,979	-
Hayes, Jennifer	156,537	10,063	4,201
Heap, Nicholas	114,000	11,570	250

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

Name	Page Calama	Benefits &	Evnancas
	Base Salary	Other ¹	Expenses
Heathe, Gerina	76,922	4,149	-
Heidrich, George	83,100	11,920	1,296
Heinrich, George	92,178	10,389	99
Henderson, Derek	80,945	2,439	790
Henderson, George	67,086	12,580	-
Heng, William	109,224	11,741	2,383
Herbert, Nicholas	70,575	26,309	1,058
Hertha, Deborah	100,258	5,011	3,084
Hickey, Paula	78,355	4,110	46
Hill, James	98,479	18,502	-
Hill, Sheila	81,629	1,983	-
Hilton, Vanessa	92,084	18,606	-
Hingorani, Sonali	114,000	6,682	1,764
Hinman, Gregory	98,490	9,515	-
Ho, Jason	122,061	9,988	948
Ho, Mei Ping	101,844	22,377	950
Ho, Michael	61,693	24,450	-
Ho, Wing Chun	78,355	4,205	69
Hobman, Lisa	156,060	10,487	6,326
Hoff, Paul	123,725	7,251	-
Hoff, Tresse	90,910	3,149	1,463
Hoffard, Grant	79,029	1,449	277
Hogan, Angela	81,629	5,171	15
Hogan, Ruth	71,987	4,426	-
Homeniuk, Alexander	82,024	4,720	1,045
Hopkins, John	118,434	10,688	1,135
Horstmann, Michelle	77,357	4,162	-
Howe, Shawn	83,170	4,435	-
Huang, Leo	93,205	2,857	899
Hui, Albert	77,373	2,090	1,317
Hui, Gerry	80,016	6,289	950
Hui, Ka Yi	96,446	5,256	3,350
Humhej, Jerry	101,523	20,599	522
Hung, Edward	114,130	19,657	936
Hunter, Derek	92,104	22,001	315
Huynh, Linh	81,623	3,183	149
Ince, David	140,743	17,640	19
Irvine, Katherine	85,104	8,414	1,544

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

Nama	Dana Cala	Benefits &	Ev
Name	Base Salary	Other 1	Expenses
Irving, John	195,182	31,848	8,054
Isaac, Darryl	101,424	17,022	-
Ison, Marvin	101,426	17,849	-
Iuliano, Mike	79,422	1,291	541
Jacobo, Erwin	83,505	3,268	-
Jacobsen, Carl	83,113	1,239	-
Jaggs, Gordon	112,882	7,869	-
James, Craig	80,948	2,241	1,638
Jansen, Sandra	143,988	8,645	142
Jaswal, Harpreet	74,652	3,155	3,669
Jauk, Liesl	119,270	9,488	2,098
Javadi-Doodran, Yashar	75,444	6,257	562
Jeffcoatt, Steven	123,744	12,807	-
Jeffrey, Preston	61,625	13,401	356
Jesson, Claudia	127,260	11,405	-
Jessop, Kyle	61,307	19,438	315
Jesty, Brian	62,229	15,684	66
Jochimski, Colin	81,112	24,545	150
Johal, Bill	95,697	19,176	116
Johal, Jatinder	130,286	10,647	993
Johnson, Thomas	123,744	18,542	-
Johnson, Trevor	144,053	10,069	-
Johnston, David	124,409	24,821	-
Jones, Alan	117,676	16,740	3,155
Jones, Debra	81,629	2,513	43
Jones, Glen	78,771	9,751	540
Jones, Michele	71,981	4,387	-
Jorger, Ben	88,018	3,219	99
Jut, Jeffrey	62,565	19,634	72
Kam, Marilyn	93,574	5,533	741
Kam, Richard	101,442	5,714	-
Karpun, Mark	123,725	2,729	_
Keating, Roger	108,839	6,438	368
Keenan, Bernadette	78,355	2,832	642
Kelder, Randall	123,739	18,046	_
Kelly, Michael	123,744	11,195	_
Kelly, Patrick	91,563	19,545	-
Kendall, Donald	61,557	18,317	417

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

Name	D C-1	Benefits &	F
Name	Base Salary	Other 1	Expenses
Kenny, Richard	78,348	2,486	420
Khatami, Eileen	59,903	24,623	1,484
Kiesewetter, Harold	98,352	8,197	-
Kinney, Gary	91,830	22,277	68
Kirichuk, Iryna	96,454	3,462	-
Kirk, Wes	64,549	11,458	-
Kita, Jason	153,211	7,062	11,641
Kivari, Mia	101,431	11,339	-
Klomp, Frederik	98,487	8,476	-
Knowles, Thomas	80,315	7,711	-
Konkin, Barry	155,887	16,555	-
Kopp, Brent	123,744	9,806	-
Koster, Kristine	78,592	5,251	152
Kotze, Arthur	113,805	7,889	4,906
Kovacs, James	61,734	16,321	170
Kovich, John	82,008	3,050	-
Krohnke, Norman	73,870	1,587	-
Kruk, Robert	67,274	11,822	595
Krumenacker, Kurtis	61,202	26,646	820
Krungtanmueng, Bunruen	61,663	16,350	645
Kube-Njenga, Jennifer	110,687	6,516	2,162
Kucher, Leanne	75,146	2,329	1,513
Kulusic, Stephen	81,624	1,803	540
Kumar, Amit	59,992	15,169	1,536
Kump, Will	81,623	4,099	-
Kurnicki, Alexander	101,642	3,240	4,894
Kurta, Stanley	96,456	8,365	-
Kuzik, Jared	78,113	10,993	675
Kuznik, Gregory	61,389	14,957	-
Laboucane, Kenneth	67,535	19,522	297
Lai, Emy	66,384	11,261	495
Lai, Patrick	68,208	17,579	168
Laidlaw, Scott	80,302	6,799	952
Laing, Kari	126,499	8,229	959
Laird, Scott	62,158	21,242	665
Lam, Annie	79,390	2,721	-
Lamont, Ryan	123,758	13,668	-
Lannard, Kevin	88,735	2,247	1,592

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

Name	Dage Cale	Benefits &	Evnances
Name	Base Salary	Other ¹	Expenses
Lau, Arnold	72,832	2,178	707
Lawless, Ann	83,114	833	2,122
Lazar-Schuler, Christina	81,628	1,443	50
Ledezma, Gonzalo	101,415	12,834	116
Lee, Andrea	77,357	4,778	-
Lee, Edwin	85,099	3,734	1,978
Lee, James	78,390	7,357	1,029
Lee, Jeff	85,724	7,770	1,283
Lee, Tsz Hin	58,034	19,661	-
Lee, Wun Fung	85,082	15,480	-
Legear, Loryn	75,903	4,125	813
Lehbauer, Jordan	101,417	11,368	2,005
Leiva, Anastacio	98,472	15,068	-
Lemaire, Joel	114,700	8,679	-
Leney, Kyle	102,534	25,564	-
Lepine, Carol	81,629	2,147	19
Leung, Alan	72,309	4,514	-
Leung, Chi Choi	96,447	4,943	-
Leung, Michael	77,368	8,394	552
Leung, Simon	78,355	12,582	-
Lewis, Arthur	123,739	31,825	-
Li, Alvin	72,891	3,524	51
Li, Jessie	92,661	16,229	-
Lin, Fred	131,027	8,124	2,074
Lin, I-Fang	89,431	3,678	-
Linares, David	60,991	18,492	830
Lincoln, Dawn	75,153	6,022	-
Lindenbach, Greg	98,502	5,522	-
Liu, Douglas	72,444	4,389	180
Liu, Marcus	100,713	4,345	-
Liu, Yaduo	78,977	2,478	406
Livingston, Amy	74,869	3,276	129
Livingston, Steve	123,758	5,749	-
Lloyd, Adrian	82,689	10,004	-
Lloyd, Susan	104,981	7,563	106
Lo, Judy	75,152	7,785	-
Lo, Man Yi	73,859	2,540	-
Lochbaum, Kim	69,134	28,261	475

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

		Benefits &	
Name	Base Salary	Other ¹	Expenses
Loran, Gerry	92,200	1,609	-
Louie, Beayue	98,829	12,165	-
Lovett, Andrew	91,498	18,181	2,067
Lowe, Aaron	62,242	18,433	288
Luk, Becky	75,153	1,854	-
Luk, Yun	85,099	38,163	788
Lum, Robert	95,083	15,837	-
Lum-Thompson, Shawna	91,592	4,697	1,198
Lusk, Serena	215,745	27,384	8,211
Lussier, Cynthia	85,098	4,020	-
Lyon, Grant	65,667	15,592	442
Ma, Cliff	101,442	6,421	-
Ma, Ming Yi	82,599	8,887	14
Ma, Nicole	85,074	4,057	-
Macalisang, Antoni	75,290	4,045	226
MacArthur, Gordon	77,374	399	1,268
MacDonald, Lisa	77,247	1,822	2,272
MacEachern, Karen	92,599	2,374	23
Mack, Kelly	76,650	3,616	6
Mack, Rodney	74,009	31,047	325
MacKinnon, Cameron	71,733	4,293	1,592
MacKinnon, Deb	100,612	27,660	-
MacLeod, Brian	123,761	11,023	
MacNeill, Thomas	97,274	18,390	2,469
Mah, Cheryl	71,608	4,829	-
Mahon, Steve	92,599	3,144	267
Maksymchuk, Chuck	61,550	18,530	-
Maldonado, Tanya	75,147	6,219	-
Mand, Paul	83,080	1,630	204
Mander, Daljit	81,623	23,813	1,003
Manke, Gordon	83,226	11,460	-
Mann, Amraj	80,531	6,785	780
Marcotte, Ford	61,544	22,768	-
Markham, Maria	77,283	36,764	-
Marquez, Christopher	79,875	8,373	505
Martin, Cindi	73,056	29,161	-
Martin, Paul	101,422	9,869	171
Massender, lan	122,792	3,570	-

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

		Benefits &	
Name	Base Salary	Other ¹	Expenses
Matheson, Kathy	66,139	20,403	-
Maxwell, Mark	83,117	6,388	-
Maxwell, Michael	111,595	27,899	-
McCaffrey, John	72,704	3,241	-
McCall, Robert	98,479	21,403	77
McCluskey, Ryan	101,426	11,270	-
McCluskey, Shawn	111,868	10,539	-
McConkey, Patrick	98,490	16,315	1,976
McCullough, Cameron	95,668	3,438	-
McDonald, Michael	81,066	12,191	-
McDougall, Mitch	70,185	8,139	-
McElgunn, Jennifer	101,424	7,433	1,986
McGee, David	81,623	2,647	-
McGowan, Jared	59,613	26,165	1,286
McGrath, Alan	141,889	14,758	6,363
McKenzie-Cook, Christopher	92,189	33,660	1,905
McMillan, Richard	123,744	11,061	-
McMullen, Mark	130,286	8,370	1,135
McPhedrian, Matthew	59,898	16,214	_
McVea, Aidan	123,758	18,589	75
Mearns, Jonathan	96,439	5,236	5,414
Medhurst, Colin	88,240	16,565	-
Melnychuk, John	88,743	3,666	1,638
Memon, Wasim	96,454	58,877	201
Mercer, Barry	87,810	44,689	-
Mercer, Noel	61,545	21,412	-
Metzak, Brian	101,413	16,992	-
Milford, Wendy	78,349	8,889	-
Miller, Chad	90,634	27,288	938
Miller, Jesse	62,136	21,076	1,323
Mills, John	123,578	81,556	225
Mills, Warren	82,398	3,300	1,577
Minshall, Travis	82,984	2,719	-
Mitzel, Dale	81,629	19,636	892
Moffat, Denton	70,878	10,791	99
Mohan, Colin	123,866	18,643	-
Molema, Kenneth	108,885	19,086	-
Monkman, Thomas	123,725	15,877	-
	·		

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

		Benefits &	_
Name	Base Salary	Other 1	Expenses
Moore-Dempsey, Erin	98,465	14,778	-
Mora, Jamie	101,424	10,051	-
Morin, Michel	81,629	3,509	-
Morison, Douglas	98,474	5,723	-
Morizawa, Paul	75,147	8,041	678
Morris, Aila	74,887	2,598	16
Morris, Allen	104,609	6,021	1,339
Morris, Sarah	93,515	10,066	2,381
Morrison, Lesley	130,286	8,898	451
Moss, Kelly	101,553	22,460	-
Mossman, Cody	61,816	24,547	476
Moxin, Greg	87,508	24,461	287
Muir, Morgan	81,629	2,554	-
Mulhall, Laoise	67,461	7,689	825
Muller, Shane	73,871	15,471	287
Mullock, Kevin	123,758	17,698	1,694
Mumblo, lan	81,171	4,795	-
Murao, Dustin	98,479	16,436	-
Murray, Ken	101,338	20,692	-
Muter, Heather	101,156	5,530	1,871
Myler, Stefanie	81,629	2,351	-
Nagata, Darren	90,544	24,071	_
Nathorst, Dave	88,000	10,055	258
Nazareth, Andrew	234,665	73,578	2,150
Neidig, Brad	74,864	93,706	-
Nenno, Pierre	59,286	23,438	430
Neufeld, Tammy	83,120	3,455	99
Newell, Allan	101,431	4,128	-
Newstead, Blair	81,629	2,439	_
Ngan, Venus	130,286	7,545	1,476
Nguyen, Jennifer	104,837	5,266	950
Nickel, Christel	98,472	11,913	_
Nickel, Sarah	81,619	17,695	-
Nikolic, Diana	114,000	6,750	1,488
Nishi, Casey	80,688	6,295	, 651
Nishi, Grant	92,592	3,231	34
Nivens, Michael	80,514	12,955	790
	80,629	•	

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

Northrup, Trevor 101,553 12,065 1,314 Norton, Ian 77,327 4,083 378 Oborne, Renata 94,811 35,893 863 O'Brien, Richard 61,461 19,704 198 Ogis, Peter 98,474 6,571 - Olson, Brandon 90,720 16,314 169 Orr, Richard 77,365 14,281 150 Osemwingle, Jennifer 68,795 14,641 1,802 Ouellet, Justin 33,106 36,195 657 Oviedo, Jose 80,860 15,655 657 Ovieldo, Jose 80,860 15,655 657 Paller, Elena 114,000 5,850 2,083 Paller, Howard 81,629 3,048 Paller, Elena 114,000 5,850 2,083	Name	Base Salary	Benefits & Other ¹	Expenses
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Parker, Cory 132,965 12,479 215 Paterson, Kenneth 79,572 18,758 - Patkau, Brad 102,718 18,951 - Patrick, Terry 75,453 61,181 - Paulin, Chad 113,840 7,168 1,674 Pedersen, Brian 61,545 13,554 1,389 Penney, Daniel 104,018 16,155 70 Perkins, Michael 101,440 23,219 3,496 Picado, Sylvio 71,427 5,168 650 Pighin, Darren 101,584 10,348 - Piluso, Riccardo 74,544 10,994 434 Piluso, Riccardo 74,544 10,994 434 Piluso, Dermott 92,844 31,155 326 Pilishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Poole, Travis 60,300 22,329 389 Powell, Jo Anne 77,417 7,168 207 <td></td> <td></td> <td></td> <td></td>				
Paterson, Kenneth 79,572 18,758 - Patkau, Brad 102,718 18,951 - Patrick, Terry 75,453 61,181 - Paulin, Chad 113,840 7,168 1,674 Pedersen, Brian 61,545 13,554 1,389 Penney, Daniel 104,018 16,155 70 Penrose, Trevor 71,517 18,099 1,221 Perkins, Michael 101,440 23,219 3,496 Picado, Sylvio 71,427 5,168 650 Pighin, Darren 101,584 10,348 - Piluso, Riccardo 74,544 10,994 434 Pitts, Dermott 92,844 31,155 326 Pitts, Dermott 92,844 31,155 326 Picole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 -	Parker, Cory	·		
Patkau, Brad 102,718 18,951 - Patrick, Terry 75,453 61,181 - Paulin, Chad 113,840 7,168 1,674 Pedersen, Brian 61,545 13,554 1,389 Penney, Daniel 104,018 16,155 70 Penrose, Trevor 71,517 18,099 1,221 Perkins, Michael 101,440 23,219 3,496 Picado, Sylvio 71,427 5,168 650 Pighin, Darren 101,584 10,348 - Piluso, Riccardo 74,544 10,994 434 Piluso, Pitts, Dermott 92,844 31,155 326 Pilishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 '5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Prices, Stephen 92,077 6,941 30	•			-
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Pedersen, Brian 61,545 13,554 1,389 Penney, Daniel 104,018 16,155 70 Penrose, Trevor 71,517 18,099 1,221 Perkins, Michael 101,440 23,219 3,496 Picado, Sylvio 71,427 5,168 650 Pighin, Darren 101,584 10,348 - Piluso, Riccardo 74,544 10,994 434 Pinkney, Jason 101,616 7,682 1,686 Pitts, Dermott 92,844 31,155 326 Polishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protoz, Gregory 123,739 8,020 -	Paulin, Chad	·		1,674
Penney, Daniel 104,018 16,155 70 Penrose, Trevor 71,517 18,099 1,221 Perkins, Michael 101,440 23,219 3,496 Picado, Sylvio 71,427 5,168 650 Pighin, Darren 101,584 10,348 - Pilluso, Riccardo 74,544 10,994 434 Pinkney, Jason 101,616 7,682 1,686 Pitts, Dermott 92,844 31,155 326 Polishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Powell, Jo Anne 77,417 7,168 207 Powon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Pricest, Stephen 92,077 6,941 30 Protoz, Gregory 123,739 8,020 -				
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Perkins, Michael 101,440 23,219 3,496 Picado, Sylvio 71,427 5,168 650 Pighin, Darren 101,584 10,348 - Piluso, Riccardo 74,544 10,994 434 Pinkney, Jason 101,616 7,682 1,686 Pitts, Dermott 92,844 31,155 326 Plishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protoz, Gregory 123,739 8,020 -	Penrose, Trevor			1,221
Picado, Sylvio 71,427 5,168 650 Pighin, Darren 101,584 10,348 - Piluso, Riccardo 74,544 10,994 434 Pinkney, Jason 101,616 7,682 1,686 Pitts, Dermott 92,844 31,155 326 Plishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Perkins, Michael			
Pighin, Darren 101,584 10,348 - Piluso, Riccardo 74,544 10,994 434 Pinkney, Jason 101,616 7,682 1,686 Pitts, Dermott 92,844 31,155 326 Plishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Picado, Sylvio			
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Pinkney, Jason 101,616 7,682 1,686 Pitts, Dermott 92,844 31,155 326 Plishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Piluso, Riccardo			434
Pitts, Dermott 92,844 31,155 326 Plishka, Miriam 96,431 4,203 1,590 Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Pinkney, Jason			1,686
Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Pitts, Dermott	92,844		326
Poole, Travis 60,300 22,329 389 Porlier, Sheila 100,422 5,047 95 Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Plishka, Miriam			1,590
Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Poole, Travis			
Powell, Jo Anne 77,417 7,168 207 Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Porlier, Sheila	100,422	5,047	95
Poxon, Gerald 101,440 17,303 - Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Powell, Jo Anne			207
Price, Peter 77,360 131,748 - Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Poxon, Gerald			-
Priest, Stephen 92,077 6,941 30 Protz, Gregory 123,739 8,020 -	Price, Peter			-
Protz, Gregory 123,739 8,020 -	Priest, Stephen			30
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	Puddicombe, Alan			524

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

	D C-I	Benefits &	F
Name	Base Salary	Other 1	Expenses
Qaddoumi, Hikmat	100,713	23,338	-
Quan, Stanley	65,441	22,650	181
Quinn, Star of Peace	98,123	10,572	-
Quon, Howard	81,629	7,802	100
Racic, Mile	121,009	6,139	911
Ramirez, Antonio	78,347	11,652	49
Ramos, Dinos	87,992	490	99
Ramsden, Rachel	66,769	10,683	96
Raschpichler, Norma	81,629	6,572	-
Redlinski, Jacek	88,551	3,948	1,778
Redzic, Vesna	96,456	2,477	-
Reis, Joshua	119,424	7,874	633
Rempel, Timothy	65,375	17,120	-
Rende, Michael	101,431	21,461	-
Renwick, Rick	144,019	1,974	184
Revell, Michael	83,089	5,770	591
Richards, David	109,980	10,035	1,399
Ricketts, Terry	81,553	2,796	. <u>-</u>
Roberts, Lance	85,998	14,582	816
Robertson, Cameron	77,475	5,397	116
Robie, Colin	87,384	8,210	2,987
Robles, Miguel	83,113	7,704	650
Robson, Mark	101,424	7,662	40
Rocha, Carlos	92,599	4,291	10
Rodriguez, Edgar	118,684	9,252	276
Rogal, Peter	73,876	12,950	-
Romas, Mike	115,801	7,100	1,841
Roszkowski, Ailie	80,645	3,302	897
Rowley, Darren	101,431	24,915	95
Ru, Zhi	81,597	2,074	950
Rushton, Wade	70,559	4,951	1,017
Russell, Paul	101,431	13,789	926
Russell, Peter	156,061	16,756	4,124
Ryan, Bhavani	81,171	6,766	-
Ryle, Brendan	80,067	1,417	1,243
Sadokha, Liudmila	81,242	1,909	133
Saggers, Paul	88,743	4,318	1,471
Saito, Aaron	102,894	26,968	-

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

Name Base Salary Other 1 Expenses Sakai, Ross 81,623 6,843 - Sakurai, Hanae 75,153 5,036 996 Salameh, Alexander 95,653 15,480 - Salem, Sophia 78,355 2,590 93 Salmasi, Kamran 88,743 6,987 - Salzil, Maria 113,991 5,117 1,203 Samson, Brent 101,412 12,251 - Sandhu, Amritpal 87,058 3,708 396 Sandhu, Amritpal 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoso, Jeksander 98,491 19,623 - Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - <t< th=""><th></th><th>_</th><th>Benefits &</th><th></th></t<>		_	Benefits &	
Sakar, Ross 81,623 6,843 Sakurai, Hanae 75,153 5,036 996 Salameh, Alexander 95,653 15,480 9-6 Salem, Sophia 78,355 2,590 93 Salmasi, Kamran 88,743 6,987 - Salzl, Maria 113,991 5,117 1,203 Samson, Brent 101,412 12,251 - Sander, Amarjit 83,103 3,439 49 Sandhu, Amritpal 87,058 3,708 396 Sandhu, Parmel 88,085 2,197 486 Sandhu, Parmel 88,085 2,197 486 Sandhu, Parmel 88,085 2,099 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savison, Gilbert 85,097 6,775 2,755 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell,	vame	Base Salary		Expenses
Salameh, Alexander 95,653 15,480 - Salem, Sophia 78,355 2,590 93 Salmasi, Kamran 88,743 6,987 - Salzl, Maria 113,991 5,117 1,203 Samson, Brent 101,412 12,251 - Sandhu, Amritpal 83,103 3,439 49 Sandhu, Parmel 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Savoie, Gilbert 85,097 6,775 2,725 Savoie, Jesen 98,474 27,876 - Savoson, Alexander 96,456 8,309 - Schelled, Tyler 98,490 19,623 - Schieded, Tyler 98,490 19,623 - Schultz, Jeremy 101,431 21,716 364	Sakai, Ross	81,623		-
Salem, Sophia 78,355 2,590 93 Salmasi, Kamran 88,743 6,987 - Salzl, Maria 113,991 5,117 1,203 Samson, Brent 101,412 12,251 - Sandhu, Amritpal 87,058 3,708 396 Sandhu, Parmel 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sandhu, Pulvinder 66,885 20,039 238 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sawada, Stephen 98,474 27,876 - Sawada, Stephen 98,474 27,876 - Schell, Terry 123,758 10,361 - Schella, Terry 123,758 10,361 - Schlossarek, Teresa 85,104 14,128 - Schlossarek, Teresa 85,104 14,490 1,007 <td>Sakurai, Hanae</td> <td>75,153</td> <td>5,036</td> <td>996</td>	Sakurai, Hanae	75,153	5,036	996
Salmasi, Kamran 88,743 6,987 - Salzl, Maria 113,991 5,117 1,203 Samson, Brent 101,412 12,251 - Sander, Amarjit 83,103 3,439 49 Sandhu, Parmel 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schell, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Schultz, Jeremy 101,431 21,716 364 Schultz, Jeremy 101,431 21,716 364 Schultz, Susan 77,975 19,494 -	Salameh, Alexander	95,653	15,480	-
Salzl, Maria 113,991 5,117 1,203 Samson, Brent 101,412 12,251 - Sandhu, Amritpal 87,058 3,708 396 Sandhu, Parmel 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schiels, Teresa 85,104 14,128 - Scholes, Teresa 85,104 14,128 - Schoultz, Jeremy 101,431 21,716 364 Schultz, Peter 83,067 1,063 387 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 -	Salem, Sophia	78,355	2,590	93
Samson, Brent 101,412 12,251 - Sander, Amarjit 83,103 3,439 49 Sandhu, Amritpal 87,058 3,708 396 Sandhu, Parmel 86,885 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savole, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schell, Terry 123,758 10,361 - Schlossarek, Teresa 85,104 14,128 - Schoelder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Sim 61,614 14,902 1,007 Schultz, Stam 77,975 19,494 -	Salmasi, Kamran	88,743	6,987	-
Sander, Amarjit 83,103 3,439 49 Sandhu, Amritpal 87,058 3,708 396 Sandhu, Parmel 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schell, Tyler 98,490 19,623 - Schell, Tyler 98,490 19,623 - Schelltz, Jeremy 101,431 21,716 364 Schultz, Seremy 81,072 1,944 - <td>Salzl, Maria</td> <td>113,991</td> <td>5,117</td> <td>1,203</td>	Salzl, Maria	113,991	5,117	1,203
Sandhu, Amritpal 87,058 3,708 396 Sandhu, Parmel 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schiedel, Tyler 98,490 19,623 - Schiedel, Tyler 98,490 19,623 - Schieder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Jeremy 101,431 21,716 364 Schultz, Susan 77,975 19,494 - Schultz, Susan 77,975 19,494 - Scott, Jason 80,702 7,303 425	Samson, Brent	101,412	12,251	-
Sandhu, Parmel 88,085 2,197 486 Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 96,456 8,309 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schlossarek, Teresa 85,104 14,128 - Schoeder, Scott 92,592 6,403 101 Schoultz, Jeremy 101,431 21,716 364 Schultz, Susan 77,975 19,494 - Sciberitz, Susan 80,702 7,303 425 </td <td>Sander, Amarjit</td> <td>83,103</td> <td>3,439</td> <td>49</td>	Sander, Amarjit	83,103	3,439	49
Sandhu, Pulvinder 66,885 20,039 238 Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schledel, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Scholtz, Jeremy 101,431 21,716 364 Schultz, Jeremy 101,431 21,716 364 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Schultz, Susan 80,702 7,303 425 Schutz, Sean 81,075 16,718 - Schultz, Sean 81,075 16,718 - Schutz, Sean 81,075 16,718 - <t< td=""><td>Sandhu, Amritpal</td><td>87,058</td><td>3,708</td><td>396</td></t<>	Sandhu, Amritpal	87,058	3,708	396
Sangha, Rajvinder 101,442 9,196 926 Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schiedel, Tyler 98,490 19,623 - Schieder, Scott 92,592 6,403 101 Scholdtz, Jeremy 101,431 21,716 364 Schultz, Jeremy 101,431 21,716 364 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 -	Sandhu, Parmel	88,085	2,197	486
Santos, Victor 80,919 11,897 1,191 Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schiedel, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Schoder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Jeremy 61,614 14,902 1,007 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Schultz, Susan 80,702 7,303 425 Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Scharkey, Christopher 61,635 14,962 409	Sandhu, Pulvinder	66,885	20,039	238
Savoie, Gilbert 85,097 6,775 2,725 Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schell, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Schoroeder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 12,716 364 Schultz, Jeremy 101,431 12,716 364 Schultz, Wim 61,614 14,902 1,007 Schultz, Susan 77,975 19,494 - Schultz, Susan 77,975 19,494 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Scelinger, Edward 123,733 5,812 - Scharkey, Christopher 61,635 14,962 409 Sharw, Tereor 87,425 9,349 1,396	Sangha, Rajvinder	101,442	9,196	926
Sawada, Stephen 98,474 27,876 - Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schiedel, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Schroeder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Kim 61,614 14,902 1,007 Schultz, Susan 77,975 19,494 - Schultz, Susan 77,975 19,494 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Scott, Sean 81,075 16,718 - Scellinger, Edward 123,733 5,812 - Scellinger, Edward 69,678 17,420 56 Scharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 -	Santos, Victor	80,919	11,897	1,191
Sayson, Alexander 96,456 8,309 - Schell, Terry 123,758 10,361 - Schiedel, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Schroeder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Kim 61,614 14,902 1,007 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Scelinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Scharwa, Christopher 61,635 14,962 409 Shaw, Geoffrey 67,118 10,339 - Schaw, Trevor 87,425 9,349 1,396	Savoie, Gilbert	85,097	6,775	2,725
Schell, Terry 123,758 10,361 - Schiedel, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Schroeder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Kim 61,614 14,902 1,007 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Scilinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Scharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Tevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 She	Sawada, Stephen	98,474	27,876	-
Schiedel, Tyler 98,490 19,623 - Schlossarek, Teresa 85,104 14,128 - Schroeder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Kim 61,614 14,902 1,007 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Sclinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Scharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205	Sayson, Alexander	96,456	8,309	-
Schlossarek, Teresa 85,104 14,128 - Schroeder, Scott 92,592 6,403 101 Schultz, Jeremy 101,431 21,716 364 Schultz, Kim 61,614 14,902 1,007 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Scilinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Trevor 87,425 9,349 1,396 Shaw, Trevor 87,425 9,349 1,396 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600 <td>Schell, Terry</td> <td>123,758</td> <td>10,361</td> <td>-</td>	Schell, Terry	123,758	10,361	-
Schroeder, Scott92,5926,403101Schultz, Jeremy101,43121,716364Schultz, Kim61,61414,9021,007Schultz, Peter83,0671,063387Schultz, Susan77,97519,494-Sciberras, Francis96,4563,048-Scott, Jason80,7027,303425Scott, Sean81,07516,718-Selinger, Edward123,7335,812-Semple, David69,67817,42056Sharkey, Christopher61,63514,962409Sharma, Amen78,3554,647-Shaw, Geoffrey67,11810,339-Shaw, Trevor87,4259,3491,396Shebib, Jodie84,2339,1045,205Shepherd, Bryan139,77617,0441,231Sheridan, Conor93,01514,1881,117Sherlock, Lesley100,7138,183600	Schiedel, Tyler	98,490	19,623	-
Schultz, Jeremy 101,431 21,716 364 Schultz, Kim 61,614 14,902 1,007 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Schlossarek, Teresa	85,104	14,128	-
Schultz, Kim 61,614 14,902 1,007 Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Schroeder, Scott	92,592	6,403	101
Schultz, Peter 83,067 1,063 387 Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Schultz, Jeremy	101,431	21,716	364
Schultz, Susan 77,975 19,494 - Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Schultz, Kim	61,614	14,902	1,007
Sciberras, Francis 96,456 3,048 - Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Schultz, Peter	83,067	1,063	387
Scott, Jason 80,702 7,303 425 Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Schultz, Susan	77,975	19,494	-
Scott, Sean 81,075 16,718 - Selinger, Edward 123,733 5,812 - Semple, David 69,678 17,420 56 Sharkey, Christopher 61,635 14,962 409 Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Sciberras, Francis	96,456	3,048	-
Selinger, Edward123,7335,812-Semple, David69,67817,42056Sharkey, Christopher61,63514,962409Sharma, Amen78,3554,647-Shaw, Geoffrey67,11810,339-Shaw, Trevor87,4259,3491,396Shebib, Jodie84,2339,1045,205Shepherd, Bryan139,77617,0441,231Sheridan, Conor93,01514,1881,117Sherlock, Lesley100,7138,183600	Scott, Jason	80,702	7,303	425
Semple, David69,67817,42056Sharkey, Christopher61,63514,962409Sharma, Amen78,3554,647-Shaw, Geoffrey67,11810,339-Shaw, Trevor87,4259,3491,396Shebib, Jodie84,2339,1045,205Shepherd, Bryan139,77617,0441,231Sheridan, Conor93,01514,1881,117Sherlock, Lesley100,7138,183600	Scott, Sean	81,075	16,718	-
Sharkey, Christopher61,63514,962409Sharma, Amen78,3554,647-Shaw, Geoffrey67,11810,339-Shaw, Trevor87,4259,3491,396Shebib, Jodie84,2339,1045,205Shepherd, Bryan139,77617,0441,231Sheridan, Conor93,01514,1881,117Sherlock, Lesley100,7138,183600	Selinger, Edward	123,733	5,812	-
Sharma, Amen 78,355 4,647 - Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Semple, David	69,678	17,420	56
Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Sharkey, Christopher	61,635	14,962	409
Shaw, Geoffrey 67,118 10,339 - Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Sharma, Amen	78,355	4,647	-
Shaw, Trevor 87,425 9,349 1,396 Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Shaw, Geoffrey		10,339	-
Shebib, Jodie 84,233 9,104 5,205 Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Shaw, Trevor			1,396
Shepherd, Bryan 139,776 17,044 1,231 Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Shebib, Jodie	84,233		
Sheridan, Conor 93,015 14,188 1,117 Sherlock, Lesley 100,713 8,183 600	Shepherd, Bryan	,		
Sherlock, Lesley 100,713 8,183 600	Sheridan, Conor		*	•
	Sherlock, Lesley			
	Shiau, Melissa	, ,		

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

Name	Base Salary	Benefits &	Expenses
		Other ¹	EXPENSES
Shigeoka, Shannon	77,441	6,383	1,417
Sholdra, Brian	98,479	11,956	-
Shum, Chi Ting	96,456	11,733	-
Siemens, Gregory	111,239	6,675	2,826
Sikora, Rose	100,422	5,047	576
Simas, Antonio	96,449	4,458	238
Simkin, Eric	101,442	8,335	364
Simmons, Norman	83,113	2,146	1,218
Simonson, Brock	64,851	12,785	73
Slater, Tanya	98,490	3,896	364
Smail, Robert	61,763	13,860	333
Smith, Mark	110,844	21,126	-
Smith, Michael	101,431	12,867	926
Smith, Suzanne	121,354	8,219	534
Smithers, Todd	67,883	22,257	297
Sodi, Sunjeev	113,608	2,649	2,284
Somerville, Kim	140,153	18,479	658
Sparolin, Eric	137,442	11,753	650
Specht, Darren	70,590	7,886	-
Spencer, Cody	113,057	4,741	1,503
Squarci, Leigh	73,874	1,456	636
Standerwick, Jeffrey	122,811	20,055	1,024
Staples, Kaitlynn	77,360	3,785	214
Stearns-Smith, Paxton	76,210	1,707	-
Stene, Ryan	102,089	21,618	-
Stewardson, Kevin	102,000	16,451	-
Stewart, James	98,474	13,907	-
Stewart, Kathleen	82,419	4,630	1,994
Stewart, Tom	167,040	21,006	508
Stock, Dennis	92,599	10,808	-
Stockdale, Todd	101,424	7,088	412
Stocking, Nicole	101,940	2,217	3,029
Stockley, Ivan Scott	62,156	19,190	561
Stratuliak, John	88,000	8,009	188
Sturrock, Mark	81,084	2,881	462
Sutton, Stuart	123,758	1,948	191
Swanson, Brad	83,923	5,782	-
Sweet, Sue	88,742	2,484	192

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

Swift, Brad 123,736 7,373 - Szutu, Cindy 113,805 10,498 950 Tack, Troy 123,739 31,425 - Tagger, Manvir 80,600 15,094 782 Tahir, Edwin 85,104 2,279 - Tait, Kyle 101,415 2,695 150 Talmey Jr, Patrick 82,142 46,460 250 Talmey, Paul 112,880 5,295 - Tambellini, Denise 80,198 33,705 8,158 Tamyag, Wilbert 77,361 3,407 - Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Kirk 156,074 12,543 2,236 Taylor, Kirk 156,074 12,543 2,236 Telis, Peter 117,318 2,028 1,510 Tell, Speter 117,318 2,028 1,510 <tr< th=""><th>Name</th><th>Base Salary</th><th>Benefits & Other ¹</th><th>Expenses</th></tr<>	Name	Base Salary	Benefits & Other ¹	Expenses
Tack, Troy 123,739 31,425 - Tagger, Manvir 80,600 15,094 782 Tahir, Edwin 85,104 2,279 - Tait, Kyle 101,415 2,695 150 Talmey Jr, Patrick 82,142 46,460 250 Talmey, Paul 112,880 5,295 - Tambellini, Denise 80,198 33,705 8,158 Tanyag, Wilbert 77,361 3,407 - Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewylik, Frederic 128,675 7,493 3,407 Thewfik, Frederic 128,675 7,493 3,407 </td <td>Swift, Brad</td> <td>123,736</td> <td></td> <td>-</td>	Swift, Brad	123,736		-
Tagger, Manvir 80,600 15,094 782 Tahir, Edwin 85,104 2,279 - Tait, Kyle 101,415 2,695 150 Talmey Ir, Patrick 82,142 46,460 250 Talmey, Paul 112,880 5,295 - Tambellini, Denise 80,198 33,705 8,158 Tanyag, Wilbert 77,361 3,407 - Tary, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibiodeau, Jon 103,359 5,869 772 <td>Szutu, Cindy</td> <td>113,805</td> <td>10,498</td> <td>950</td>	Szutu, Cindy	113,805	10,498	950
Tahir, Edwin 85,104 2,279 - Tait, Kyle 101,415 2,695 150 Talmey Jr, Patrick 82,142 46,460 250 Talmey, Paul 112,880 5,295 - Tambellini, Denise 80,198 33,705 8,158 Tanyag, Wilbert 77,361 3,407 - Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921	Tack, Troy	123,739	31,425	-
Tailr, kyle 101,415 2,695 150 Talmey Jr, Patrick 82,142 46,460 250 Talmey, Paul 112,880 5,295 - Tambellini, Denise 80,198 33,705 8,158 Tanyag, Wilbert 77,361 3,407 - Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Sryan 83,106 3,099 322 Thomas, Siryan 150,007 2,217 950 <	Tagger, Manvir	80,600	15,094	782
Talmey Jr, Patrick 82,142 46,460 250 Talmey, Paul 112,880 5,295 - Tambellini, Denise 80,198 33,705 8,158 Tanyag, Wilbert 77,361 3,407 - Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,553 2,236 Teichrieb, Craig 98,474 11,504 722 Teilis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 </td <td>Tahir, Edwin</td> <td>85,104</td> <td>2,279</td> <td>-</td>	Tahir, Edwin	85,104	2,279	-
Talmey, Paul 112,880 5,295 - Tambellini, Denise 80,198 33,705 8,158 Tanyag, Wilbert 77,361 3,407 - Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibideau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320	Tait, Kyle	101,415	2,695	150
Tambellini, Denise 80,198 33,705 8,158 Tanyag, Wilbert 77,361 3,407 - Tart, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Girdy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thomas, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 </td <td>Talmey Jr, Patrick</td> <td>82,142</td> <td>46,460</td> <td>250</td>	Talmey Jr, Patrick	82,142	46,460	250
Tanyag, Wilbert 77,361 3,407 - Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tillmanns, Mike 79,032 2,469 - <	Talmey, Paul	112,880	5,295	-
Tarr, Christopher 101,444 11,358 364 Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikannaki, Anna 150,215 30,253 153 Tilllyer, Curtis 72,981 3,568 71	Tambellini, Denise	80,198	33,705	8,158
Tatchen, Elisabeth 98,490 16,440 2,452 Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tilllyer, Curtis 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4	Tanyag, Wilbert	77,361	3,407	-
Taylor, Kirk 156,074 12,543 2,236 Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thaidi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4	Tarr, Christopher	101,444	11,358	364
Taylor, Mervyn 118,301 12,556 - Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177	Tatchen, Elisabeth	98,490	16,440	2,452
Teichrieb, Craig 98,474 11,504 722 Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 79,601 3,861 992	Taylor, Kirk	156,074	12,543	2,236
Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tilkanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 71 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory <td>Taylor, Mervyn</td> <td>118,301</td> <td>12,556</td> <td>-</td>	Taylor, Mervyn	118,301	12,556	-
Tellis, Peter 117,318 2,028 1,510 Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tilkanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory <td></td> <td>98,474</td> <td>11,504</td> <td>722</td>		98,474	11,504	722
Teo, James 100,943 13,430 - Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, N		117,318	2,028	1,510
Tewfik, Frederic 128,675 7,493 3,407 Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 <		100,943	13,430	-
Thandi, Neera 88,730 2,581 950 Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 <		128,675		3,407
Thibodeau, Jon 103,359 5,869 772 Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Townsend, Ted 105,976 54,743 284		88,730		950
Thomas, Bryan 83,106 3,099 322 Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Townsend, Ted 105,976 54,743 284		103,359	5,869	772
Thomas, Cindy 127,731 17,288 921 Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284		83,106	3,099	322
Thomas, Marianne 105,007 2,217 950 Thome, John 71,987 3,040 - Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284		127,731	17,288	921
Thrasher, Don 61,548 15,386 320 Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Thomas, Marianne	105,007	2,217	950
Tikanmaki, Anna 150,215 30,253 153 Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Thome, John	71,987	3,040	-
Tillmanns, Mike 79,032 2,469 - Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Thrasher, Don	61,548	15,386	320
Tillyer, Curtis 72,981 3,368 717 Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Tikanmaki, Anna	150,215	30,253	153
Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Tillmanns, Mike	79,032	2,469	-
Tjepkema, Nicole 81,629 3,549 4 To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Tillyer, Curtis	72,981	3,368	717
To, Tik Hang 77,255 3,810 2,177 Tobin, Sean 91,590 12,972 - Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	•	81,629		4
Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	To, Tik Hang	77,255	3,810	2,177
Toda, Julie-Anne 79,601 3,861 992 Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Tobin, Sean	91,590	12,972	-
Tong, Vanessa 79,077 2,840 - Tooth, Gregory 85,097 1,505 2,324 TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284		79,601	3,861	992
TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Tong, Vanessa	79,077	2,840	-
TorabiMoghaddam, Niloufar 87,676 6,004 - Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	Tooth, Gregory	·		2,324
Tourigny, Christopher 83,088 460 568 Townsend, Ted 105,976 54,743 284	TorabiMoghaddam, Niloufar			
Townsend, Ted 105,976 54,743 284	_	·	•	568
,	Townsend, Ted		54,743	
	Townsley, Gail	·	5,482	2,320

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

		Benefits &	_
Name	Base Salary	Other 1	Expenses
Toyoda, Lianne	77,350	4,162	-
Trachta, Serena	107,077	5,242	3,886
Tran, Ton	71,986	9,106	-
Tran, Vu	81,475	2,161	892
Tremayne, Brent	91,502	5,088	-
Tremblay, Gail	67,255	13,844	703
Trotter, Nicole	83,106	2,032	1,075
Truscott, Loic	98,474	15,767	-
Tsang, Jonathan	87,645	3,734	-
Turick, Julia	84,722	5,624	603
Turick, Renata	82,318	7,119	1,203
Tycholis, Kathy	81,629	3,005	-
Ubial, Jessie	85,900	3,762	-
Vallance, Scott	81,616	10,617	-
Van Bemmelen, Tyler	67,872	12,675	-
Van Iperen, Aaron	101,424	6,467	-
Van Neck, Caitlyn	74,601	1,699	-
Vance, Justin	71,438	21,185	623
Vanderwel, Christopher	98,472	21,321	-
Varley, Sue	92,592	4,366	4,312
Varney, Opal Catherine	118,071	6,950	2,435
Vaughn, Jerret	102,364	18,497	-
Velkova, Biliana	84,107	3,087	2,004
Vellani, Omar	81,052	10,719	-
Venturas, Byron	64,461	11,735	-
Villaluz, Jaime	88,743	39,461	267
Virk, Manjit	71,981	4,072	-
Vodchenko, Ivan	77,367	1,590	-
Vrakela, Ivana	96,456	2,516	-
Vrba, Karol	101,431	21,535	-
Vrooman, Rowan	107,008	37,503	-
Wahl, Kevin	123,739	5,171	-
Wakelin, Frank	96,456	25,446	-
Walker, Wesley	123,752	2,492	2,213
Wall, Anthony	101,431	17,100	1,965
Walters, Bryan	121,899	12,669	-
Wan, King-Lun	81,613	19,347	45
wan, king can			

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

Name	Base Salary	Benefits & Other ¹	Expenses
Warren, Darren	88,739	3,075	265
Warzel, Edward	118,061	9,401	541
Weber, David	160,549	24,465	307
Wei, Victor	160,549	22,025	-
Weissler, Forrest	123,673	10,120	1,668
Wellsted, Darryl	123,720	11,246	605
Welsh, Michael	92,811	22,407	-
Weststrate, Jason	80,956	18,608	170
Wheeler, Gregg	114,000	9,403	2,580
White, Amelia	77,357	3,634	400
Whitmarsh, Kevin	77,743	3,535	
Whittam, Jonathan	62,485	13,922	1,975
Whitty, Robert	118,514	7,681	203
Whyman, Max	61,077	30,136	-
Wild, Danyon	123,744	11,038	-
Wilding, Marianne	74,582	8,821	446
Wilke, Steve	88,060	14,361	188
Wilkinson, Timothy	182,985	50,943	5,932
Williams, Carli	137,047	9,299	1,533
Windsor, Ryan	63,524	29,098	99
Wishlove, Vernon James	154,563	12,200	3,421
Wong, Desmond	96,450	5,215	-
Wong, Ivy	130,275	17,499	975
Wong, William	85,872	35,212	-
Woo, Gavin	69,514	11,122	1,093
Woolgar, John	139,963	19,670	282
Wyatt, Sail	82,988	17,497	-
Wyenberg, Grant	123,744	10,896	-
Wynne, Philip	100,713	3,824	1,594
Xie, Xichen	75,153	2,810	950
Yang, Judy	81,623	1,803	1,242
Yeboah, Patricia	122,359	5,883	705
Yee, David	61,872	13,554	509
Yee, Edmond	72,348	3,716	950
Yee, Stephen	85,049	10,815	381
Yeung, Yuen	88,743	2,737	1,224
Yon, Elisa	65,402	10,464	-
Yoo, John	101,101	14,956	

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

Name	Base Salary	Benefits & Other	. Expense
Young, Brian	70,667	5,943	333
Young, Jim	171,737	15,100	8,336
Younis, Munkith	144,414	14,476	363
Yuhasz, Jennifer	96,456	5,516	186
Zanardo, Wilma	88,743	8,682	
Zhang, Feng	75,147	7,777	950
Zhang, Ling Yi	74,831	15,509	
Zukowsky, Doug	73,271	21,228	398
Total	\$ 79,292,378	\$ 10,054,526	\$ 612,367

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

Grand Total for 2019

Name	Remuneration ¹	 Expenses
Employees Over \$75,000	\$ 89,346,904	\$ 612,367
Employees Under \$75,000	48,369,529	191,774
Total	\$ 137,716,433	\$ 804,141

¹Combines 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;
- The remuneration schedule includes taxable benefits while the financial statements includes items such as non-taxable benefits and employer pension contributions;
- The above remuneration schedule total excludes Council, Richmond Public Library, Richmond Olympic Oval Corporation and Lulu Island Energy Company.

CITY OF RICHMOND Statement of Severance Agreements for 2019

There were 6 severance agreements between the City of Richmond and its employees during 2019

These agreements represent 4 weeks to 13 months of salary and benefits

RICHMOND PUBLIC LIBRARY Schedule of Remuneration and Expenses for 2019

Schedule 1 - Board of Trustees

Name	Position	Remi	uneration	Expenses
Leung, Robin	Chair	\$	- \$	492
Corr, Traci	Vice-Chair		-	490
McPhail, Linda	Councillor		-	-
Gillanders, Chaslynn	Trustee		-	129
Lemon, Danielle	Trustee		-	-
Hawthorne, Denise	Trustee		-	492
Oye, Jordan	Trustee		-	2,656
Hui, Denise	Trustee		-	373
Liu, Caty	Trustee		-	1,323
Total		\$	- \$	5,955

Schedule 2 - Employees Earnings in Excess of \$75,000

			Benefits &	
Name	Re	muneration	Other ¹	Expenses
Adams, Kate	\$	79,646	\$ 2,958	\$ 3,200
Bechard, Anne		109,885	1,160	6,084
Beecroft, Chad		79,211	865	-
Chi, Allen		76,858	850	35
Ellis, J.Mark		116,972	2,144	1,910
Galeano Garcia, Ariana		72,083	4,202	104
He, Ping		83,883	5,721	-
Hrabowsky, Christina		74,000	1,799	-
Jang, Wendy		84,130	633	-
Lai, Victor		89,981	1,912	222
Lee, Iris		109,815	2,039	270
Lo, Dennis		76,920	1,279	-
Rahman, Shaneena		109,885	1,532	2,408
Smith, Lee Anne		93,864	653	-
Vokey, Stephanie		87,337	1,086	•••
Walters, Susan		163,649	11,431	4,687
Zhang, Ying		73,235	 1,798	
Employees Over \$75,000	\$	1,581,354	\$ 42,062	\$ 18,920
Employees Under \$75,000		4,474,530	197,400	9,754
Total	\$	6,055,884	\$ 239,462	\$ 28,674

¹Consists of taxable benefits (i.e. MSP, group life and AD&D), overtime and lump sum payments such as leave balances owed to employees.

Supplier Name	Payment Amount		
1832 Asset Management L.P.	\$ 120,000		
3M Canada Company	47,390		
A R Mower & Supply Ltd	57,366		
Access Information Management of Canada	35,234		
Ace Link Fence Ltd	75,382		
Acklands Grainger Inc	81,985		
Airon Heating & Air Conditioning Ltd	605,541		
Alba Construction Ltd	42,325		
All-Pro Services Ltd	322,735		
Allstar Waterproofing and Restoration System Ltd	38,430		
Alm2 Marine Ltd	74,846		
Amazon	64,826		
Amberleaf Partners Inc	84,150		
Ameresco Canada	46,125		
Ampco Manufacturers Inc	40,998		
Andrew Sheret Ltd	873,163		
Anigraph Productions Limited	140,715		
Annacis Commercial Paint	32,153		
Ansan Industries Ltd	93,231		
Aplin & Martin Consultants Ltd	368,987		
Apple Canada Inc	48,719		
Aquam	35,826		
ARETE Safety and Protection Inc	30,280		
Arpac Storage Systems Corporation	73,240		
Ashton Mechanical Ltd	1,591,869		
Associated Engineering (BC) Ltd	287,815		
Associated Fire and Safety	35,746		
Astro Turf West Distributors Ltd	1,458,513		
Astrographic Industries Ltd	27,352		
Atlas Power Sweeping Ltd	106,623		
Atlas-Apex Roofing (BC) Inc	93,597		
Austin Metal Fabricators	31,796		
Avolve Software Corporation	81,363		
BA Blacktop Ltd	717,726		
Barry Hamel Equipment Ltd	42,747		
BC Assessment*	6,169,313		
BC Employer Health Tax*	1,930,041		
BC Hydro	6,362,388		

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
BC Life & Casualty*	1,010,766
BCD Holdings Ltd	78,348
Belzona Molecular (BC) Ltd	25,227
Best Buy	25,029
Bettsm Controls Inc	33,193
BL Associates Corporate Psychologists Inc	90,505
Blackmamba Tree Service Inc	147,170
Blackstone Consulting Group Inc	34,788
Bos Sod Farms Inc	46,916
Boston Construction Corp.	303,629
Bowden, Tony	47,174
BP Media Inc	27,169
Bradley Refrigeration	33,070
Brenco Industries Ltd	94,510
Briere Production Group Inc	62,932
Busch Systems International Inc	69,113
Canada Post Corporation	234,879
Canada Revenue Agency*	37,872,827
Canadian Dewatering	79,847
Canadian Energy Vancouver	40,778
Canadian Linen Supply	39,371
Canadian Mattress Recycling Inc	197,765
Canadian National Railway Company	435,667
Canadian Red Cross*	32,555
Canadian Stainless Fasteners Inc	57,723
Canex Building Supplies Ltd	101,586
Cansel Survey Equipment	44,742
CDW Canada	61,580
Cedar Crest Lands (BC) Ltd	75,963
Cel-Com Systems Ltd	28,850
Chase Paymentech	525,899
Chinese Informedia Consulting Group Inc	59,040
CIBC World Markets	52,331
Cimco Refrigeration	1,210,006
Cintas Canada Limited	121,147
City Electric Supply	189,567
City of Vancouver	1,117,938
Cleartech Industries Inc	185,667

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
Cleveland Doan LLP, In Trust	1,430,952
Coast Capital Savings	28,379
Cobra Electric Ltd	2,101,661
Coencorp Consultant Corporation Inc	86,888
Cold Fire Canada Ltd	39,571
Columbia Chrysler	61,079
Commander Warehouse Equipment Ltd	50,973
Commercial Aquatic Supplies	55,654
Commercial Lighting Products Ltd	256,134
Commercial Truck Equipment	971,857
Complete Metal Markets Ltd	35,455
Concept Controls Inc	42,147
Coriolis Consulting Corp	28,500
Corix Utilities Inc	51,612
Corix Water Products Limited Partnership	40,354
Creative Cultural Collaborations Society	30,500
Creative Door Services Ltd	122,363
CSDC Systems Inc	75,786
Cullen Diesel Power Ltd	117,539
CUPE 394*	639,919
CUPE 718*	912,007
D Chouhan Trucking	26,719
Dams Ford Lincoln Sales Ltd	309,663
David Jacob Harder Art & Design	40,823
Davidson Bros Mechanical Contractors Ltd	785,908
DB Perks & Associates	118,318
Dekra-Lite	39,308
Deloitte LLP	117,644
Delta Victoria Ocean Pointe Resort & Spa	35,737
Dentons Canada LLP	181,077
Dexter Realty	91,192
Dialog BC Architecture Engineering	54,627
Diamond and Schmitt Architects	55,250
Diamond Head Consulting Ltd	46,660
Diamond Pre-Cast Concrete Ltd	29,489
Dillon Consulting	41,773
Direct Energy Marketing Ltd	599,468
DLA Piper (Canada) LLP	62,621

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
DLA Piper (Canada) LLP, In Trust	21,291,289
Dominion Blueprint & Reprographics Ltd	33,958
Donald Luxton & Associates	27,397
Donnelly & Associates Event Marketing Inc	205,913
Dorset Realty Group	456,392
Double R Rentals	118,488
Douglas Lake Equipment Ltd	26,823
Dulux Paints	34,401
E B Horsman & Son Ltd	132,229
East Richmond Nurseries	71,753
EBB Environmental Consulting Inc	88,389
E-Comm, Emergency Communications for BC	3,664,744
Econolite Canada Inc	643,677
Ecotainer Sales Inc	48,620
Ecowaste Industries Ltd	461,799
ECS Electrical Cable Supply Ltd	47,753
ECS Vancouver	45,251
Edifice Construction Inc	3,802,047
E-Factor Engineering	40,904
Elite Tents & Events (2019) Ltd	36,009
EMCO Corporation	68,587
Energy Canvas Ltd	65,520
ERM Focus Services Inc	33,150
ESC Automation Inc	513,859
ESI Acquisition Inc	48,478
Esri Canada Ltd	184,575
Eventpower	39,321
Executive Airport Plaza Hotel & Conference centre	26,056
Extreme Glass Ltd	64,225
Fabrikaat Custom Fabrication	67,050
Family Maintenance Enforcement Program	28,506
Family Services Employee Assistance Program	112,570
Federation of Canadian Municipalities	42,975
Finning (Canada)	163,624
Fireball Excavating & Transport Inc	209,923
Fireworks Spectaculars Canada Ltd	25,030
Fishbone Etcetera Designs	49,396
Fitness Town	93,211

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
Flaman Fitness	25,301
Flocor Inc	164,416
Forgerock US, Inc	136,285
FortisBC - Natural Gas	572,873
Fraser River Pile and Dredge Ltd	200,736
Fred Surridge Ltd	3,203,004
G B Bobcat Service	173,050
Gardaworld Cash Services Canada Corp	177,029
GDI Services (Canada) LP	156,776
Genesis Security	97,208
George Bubas Motors Ltd	36,632
GFL Environmental Inc	1,719,135
Gibson Waterworks Supply Inc	26,570
Ginqo Consulting Ltd	35,252
Glacier Media Group	137,907
Gladiuk Contracting Ltd	284,455
Global Industrial Canada Inc	32,569
Global Risk Innovations	41,202
Golder Associates Ltd	155,237
Graham Infrastructure LP	2,477,779
Granicus Inc	27,015
Graphically Speaking Services Inc	65,372
Great Northern Engineering Consultants	28,843
Greater Vancouver Regional District*	30,231,085
Greater Vancouver Water District	25,680,031
Green Admiral Nature Restoration	72,754
Green Line Hose & Fittings	29,664
Greentop Lighting	171,484
Gregg Distributors Ltd	142,328
Grimco	45,501
Groundwater Technology B.V.	28,088
Guillevin International Inc	263,875
Habitat Systems Inc	115,325
Hansen & Gannelli Inc	159,105
Hapa Collaborative	312,038
Harbour International Trucks	25,384
Harris & Company LLP	158,030
HCMA Architecture + Design	139,634

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
Heritage Office Furnishings Ltd	700,721
Hexcel Construction Ltd	446,460
Hi-Lite Truck Accessories Ltd	42,815
Holland Imports Inc	29,275
Horseshoe Press Inc	49,907
HUB Cycling	27,200
Humphries Construction Group Ltd	65,104
Hunter Litigation Chambers Law Corp	359,598
Huntsman, Patricia	29,139
IBI Group	27,000
Iconix Waterworks Lp	57,909
Icsclean Supplies Ltd	101,012
IDRS	54,443
Imperial Parking Canada Corporation	97,400
Industrial Alliance Securities	54,602
Infor Canada Ltd	140,879
Inland Kenworth	39,007
Insight Canada Inc	87,830
InSitu Services	58,302
Intercultural Strategies	55,917
International Web Express	84,907
Interprovincial Traffic Service Ltd	401,466
Ion United Inc	38,532
Iridia Medical Inc	34,160
Iron Age Manufacturing Ltd.	34,700
ISL Engineering and Land Services Ltd	247,608
Island Key Computer Ltd	184,560
J & T Sports	43,148
JJM Construction Ltd	395,298
J S Munday Trucking	36,411
Johnston Ross & Cheng Ltd	26,604
JSP Enterprises	82,075
Kal Tire	279,145
Kaleidoscope Training and Consulting Inc	42,805
Kasian Architecture Interior Design and Planning	37,531
Keg Restaurants Ltd	36,004
Kennedy Landscaping Ltd	95,980
Kerr Wood Leidal Associates Limited	545,472

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
KGPCo Canada	31,030
Kindred Construction Ltd	2,322,227
Kinetic OHS Services	25,250
Kinsol Timber Systems Ltd	135,586
KMS Tools and Equipment	32,296
Konecranes Canada Inc	99,539
KPMG LLP	179,287
Kronos Canadian Systems Inc	51,936
KSB Pumps Inc	921,304
Kutny's Richmond Soils	176,160
Lafarge Canada Inc	2,780,076
Lafarge Concrete Ltd	1,101,956
Lamar Companies	25,315
Land Titile & Survey Authority of BC	27,267
Landscape Forms Inc	45,985
Landsea Tours Ltd	41,349
Lantern Films Inc	44,048
Latoplast Limited	28,521
Layfield Canada Ltd	107,667
Licker Geospatial Consulting Ltd	33,080
Life Fitness	42,527
Lifesaving Society	29,165
Lit Aquatics Ltd	245,890
Livingston International Inc	27,570
Lock-Block Ltd	54,776
Long View Systems	49,547
Lordco Parts Ltd	176,483
M2K Construction Ltd	5,211,248
MA Eng-Tech Construction	113,526
Macaulay Trucking Ltd	288,211
Mainland Construction Materials ULC	818,833
Mainroad Lower Mainland Cont	86,737
Mainroad Maintenance Products	244,535
Mancorp Industrial Sales Ltd	49,381
Maple Leaf Disposal Ltd	81,796
Maple Leaf Tree Movers	104,535
Maple Ridge Chrysler	59,642
Marathon Surfaces Inc	725,734

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
Marine Roofing Repair & Maintenance	171,254
Mar-Tech Underground Services Ltd	115,041
Matson Peck & Topliss	32,248
Maven Consulting Limited	64,978
Maxquip Inc	33,687
Maydanyk Trucking Ltd	89,924
Mazdis Innovation Inc	132,313
McElhanney Consulting Services Ltd	997,067
Mckinney Bulldozing Ltd	41,268
McRae's Environmental Services Ltd	2,343,020
MDT Technical Services Inc	76,077
Medical Services Plan*	818,738
Meltwater News Canada Inc	27,608
Mercer (Canada) Ltd	41,530
Merletti Construction (1999) Ltd	458,535
Metro Motors Ltd	55,374
Metro Vancouver Regional District	5,931,324
MG Collision Repairs Ltd	27,543
Mickelson Consulting Inc	110,012
Millennium Tent & Party Rentals	28,075
Mills Office Productivity	418,481
Minister of Finance*	79,863
MNP LLP	96,000
Modu-Loc Fence Rentals Ltd	50,841
Morley Psychology Professional Corp	28,000
Morrison Hershfield Limited	322,412
MPT Engineering Co Ltd	30,765
Muddy River Technologies Inc	67,097
Multivista Construction Documentation ULC	34,152
Mundie Trucking	126,707
Municipal Finance Authority of BC*	30,269
Municipal Insurance Association of BC	742,600
Municipal Pension Plan*	23,223,639
Muse Atelier Art and Architecture Inc	64,575
MYK Construction Ltd	70,380
Napa Auto Parts	80,238
National Fitness Products of Canada Inc	36,156
Nedco	38,773

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount	
Neptune Technologie Group	805,908	
Network Consulting Services Inc	45,490	
New Line Products Ltd	29,644	
Nova Pole International Inc	50,137	
Nucor Environmental Solutions Ltd	87,838	
Nutech Facility Services Ltd	188,059	
Nutrien Ag Solution	110,001	
O4 Architecture Ltd	260,177	
Oak Bay Hotel	43,064	
Ocean Pipe	175,791	
Office of Mcfarlane Biggar	27,650	
Omicron Canada Inc	121,640	
Onix Networking Canada	86,318	
Ono Work & Safety Ltd	28,659	
Open Text Corporation	205,330	
Oracle Canada ULC	614,319	
Organized Crime Agency of BC	87,548	
Orso Loss Control Consulting	28,068	
P D Trucking	145,619	
Pacific Blasting & Demolition Ltd	29,846	
Pacific Blue Cross*	4,684,092	
Pacific Cutting & Coring Ltd	287,606	
Pacific Flow Control Ltd	54,096	
Paquin Entertainment Group Inc	37,500	
Parkland Refining (BC) Ltd	797,964	
Paul Sahota Trucking	169,604	
Paula Boddie & Associates Ltd	38,969	
Peel's Nurseries Ltd	31,662	
Perfectmind Inc	306,588	
Performance Contracting Ltd	452,300	
Peterbilt Pacific Inc	704,678	
Phoenix Tent and Events Rentals	39,389	
Pit Stop Portable Toilet Services Ltd	45,567	
Pitneyworks	110,000	
PJB Mechanical Plumbing	272,667	
PJS Systems	90,143	
Plan Group	80,053	
Planet Clean	504,121	

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount	
Platinum Pro-Claim	259,614	
Point One Consulting	40,150	
Powerland Computers Ltd	106,767	
PrairieCoast Connect	34,746	
Praxair	35,612	
Premier Security Inc	143,988	
Prism Engineering Ltd	36,905	
Profire Emergency Equipment Inc	33,502	
Propel Solutions Ltd	156,870	
PS Traffic Pro Services (2012) Inc	123,898	
PSE Equipment Ltd	114,097	
PSL Par's Services Ltd	41,935	
Purtech Service Group Inc	26,669	
PWL Partnership Landscape Architects Inc	44,668	
Qualichem Industrial Products	295,419	
R F Binnie and Associates Ltd	522,721	
Radical I/O Technology Inc	34,500	
RAM Engineering Ltd	207,300	
Ram Mechanical Ltd	227,000	
Randstad Canada	56,088	
RDM Equipment Sales & Rentals	25,460	
Receiver General For Canada	93,082	
Receiver General for Canada (RCMP)	45,743,584	
Rectec Industries Inc	98,219	
Regehr Contracting Ltd	125,164	
Regional Animal Protection Society	690,637	
Rescue Tools Canada	163,453	
RGC Trucking & Excavating Ltd	85,463	
Richmond Air Sweep Enterprises 1986 Inc	33,064	
Richmond Art Gallery Association	34,138	
Richmond Chamber of Commerce	26,857	
Richmond Firefighter Assn RFFA Local 1286*	594,162	
Richmond Fitness & Wellness Association	241,833	
Richmond Hotel Association*	753,504	
Richmond Olympic Oval*	3,537,624	
Richvan Holdings Ltd	352,586	
Ricoh Canada Inc	316,750	
River White Homes Ltd	2,907,051	

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount	
Rivera, Laura	25,717	
Riverside Recycling & Aggregate Sales Ltd	29,157	
Roadway Traffic Products	300,830	
Robert Half Technology	40,725	
Rocky Mountain Phoenix	38,600	
Rollins Machinery Ltd	60,451	
Rona	37,235	
Ross Rex Industrial Painters Ltd	47,351	
Ross Templeton & Associates	25,020	
Royal Bank of Canada*	41,807	
Royal City Fire Supplies Ltd	164,112	
Royal Roads University	56,664	
Russell Food Equipment Limited	46,556	
Rusty's Auto Towing	27,203	
S2 Architecture	187,857	
Safe & Sound Security Systems Ltd	332,349	
Sandhu, Dalip	210,649	
Sapphire Sound Inc	100,807	
Scalar Decisions Inc	48,665	
School District 38 Richmond*	158,169,698	
Scotia Bank	107,627	
Scott DB Services Ltd	449,734	
Scott Special Projects Ltd	102,165	
Select Art Advertising Inc	34,297	
Selectron Technologies Inc	26,857	
Shaw Cablesystems GP	62,564	
Sheppard, Emily	44,068	
Sherine Industries Ltd	59,211	
Shy's Forest Products Ltd	41,732	
Sidhoo Trucking Ltd	130,835	
Sierra Waste Services Ltd	9,569,082	
SLR Consulting (Canada) Ltd	26,989	
Softchoice LP	243,649	
Solid General Contractors Inc	89,265	
South Arm Excavating	345,766	
South Coast British Columbia	28,075,585	
Southern, Lisa	48,294	
Metro Systems Ltd	40,334	

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
Specimen Trees Wholesale Nurseries Ltd	94,054
SSQ Insurance Company Inc*	48,445
Stellar Power & Control Solutions	100,137
Stonhard	27,065
Stuart Olson Construction Ltd	7,219,444
Sunbelt Rentals	59,363
Suncor Energy Products Partnership	1,060,266
Super Save Disposal Inc	175,129
Sutton Road Marking Ltd	59,238
T M Johnston Gradall Ltd	173,979
Target Products Ltd	81,124
Technical Safety BC	47,698
Technogym	261,240
Telus Communications Inc	1,337,371
Telus Mobility	404,243
Telus Services Inc	45,240
Tempest Development Group Inc	212,966
Tervita Corporation	44,391
Tetra Tech Canada Inc	58,076
Textile Artcraft Inc	51,444
The Butler Did It Catering Co	115,053
The Driving Force Inc	82,270
The Gordian Group Inc	30,673
The Home Depot	107,283
The Strumbellas Inc	35,000
This Way Event Services	80,224
Thomas Trucking	193,204
Thurber Engineering Ltd	51,948
Tibco Software Ireland Ltd	66,201
Tim Furness Event Company Inc	28,153
Tinbox Energy Software	55,232
TK Graphics	79,573
TMP Worldwide Advertising & Communications	41,238
Tomko Sports Systems Inc	141,037
Tourism Richmond*	4,929,456
Tower Fitness Equipment Services Inc	67,644
Trane Canada	56,351
Trans Canada Traffic Inc	71,846

^{*}Payment includes tax transfers and third party remittances

Supplier Name	Payment Amount
TransLink*	40,573,119
Transtech Data Services (1992) Ltd	32,024
Treewisemen Landscaping Ltd	141,150
Triumph Traffic Industries Inc	36,394
Truffles Fine Foods Ltd	37,056
Turning Point Technology Services Inc	609,969
Twining, Short & Haakonson, Barristers	84,466
Tybo Contracting Ltd	3,569,241
Uline Canada Corporation	40,110
Ulmer Contracting Ltd	816,950
Union of BC Municipalities*	117,022
United Rentals	270,337
United Way of the Lower Mainland*	25,071
Uno Digital Screen Press	35,893
Valley Direct Furniture	31,920
Valmont West Coast Engineering	25,731
Vancouver Coastal Health Authority	240,761
Vancouver Fraser Port Authority	886,120
Vancouver Sign Group	62,971
Vanport Enterprises Ltd	399,760
VDZ+A Consulting Inc	84,661
VFA	123,000
Vimar Equipment	29,347
Vimar Equipment Ltd	602,341
Walker, Aubrey	25,519
Walker's Gradall Services Ltd	402,219
Wasp Manufacturing Ltd	96,749
Watt Consulting Group	44,751
Wave Point Consulting Ltd	40,860
Wedler Engineering	79,347
Wesco Distribution Canada Inc	230,534
West Arc Welding & Fabrication Inc	43,196
West Coast Electric Ltd	135,590
West Coast Elevator Ltd	73,875
West Coast Grouting Ltd	26,155
Westburne	396,368
Westcoast Drainage & Contracting	278,950
Western Oil Services Ltd	34,737

 $^{{}^{*}}$ Payment includes tax transfers and third party remittances

Statement of Payments to Suppliers For Goods and Services In Excess of \$25,000 for 2019

Supplier Name	Payment Amount		
Western Water and Gas Products Ltd	90,973		
Western Weed Control Ltd	76,000		
Westerra Equipment LP	40,739		
Westpac Solutions Ltd	37,935		
Westview Sales Ltd	222,680		
WFR Wholesale Fire & Rescue Ltd	47,844		
Wilcor Industries	61,267		
Williams Engineering Canada Inc	53,433		
Willis Canada Inc	1,859,508		
Wong's Greenhouse & Nursery	32,804		
Wood Environment & Infrastructure	38,578		
Worksafe BC*	3,286,716		
WSP Canada Group Limited	441,161		
Wurth Canada	56,235		
Xylem Canada Company	157,587		
Young Anderson Barristers & Solicitors	163,160		
Zeemac Vehicle Lease Ltd	157,841		
Payments Over \$25,000	581,806,490		
Payment Under \$25,000	9,749,747		
Total Payments	\$ 591,556,238		

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 expenditures shown in the consolidated financial statements which use the accrual method of accounting and 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 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.

^{*}Payment includes tax transfers and third party remittances

RICHMOND PUBLIC LIBRARY Statement of Payments to Suppliers for Goods and Services in Excess of \$25,000 for 2019

Supplier Name	Payment Amount	
BC Hydro	\$	96,297
BC LIBRARIES Cooperative		69,173
Bibliocommons Inc.		25,954
Convergent Library Technologies Inc.		69,015
CVS Midwest Tape		144,122
Dell Canada Inc.	175,003	
Dorset Realty Group ITF 200		87,610
Heritage Office Furnishings Ltd.		72,652
Ironwood Developments Ltd.	187,325	
ITRE s.r.l.	31,312	
Library Bound Inc.	680,292	
Linkedin Ireland Unlimited Company	26,288	
Master Care Janitorial	108,668	
Municipal Pension Fund	1,058,877	
Overdrive Books	359,038	
Province of BC Government	147,534	
Public Library Interlink	82,283	
Receiver General of Canada		1,600,841
Ricoh Canada Inc.		28,528
Softchoice LP		33,933
Payments Over \$25,000	\$	5,084,744
Payments Under \$25,000	\$	566,816
Total Payments	\$	5,651,560

CITY OF RICHMOND Statement of Grants and Subsidies for 2019

Organization	Payment Amount	
Amyotrophic Lateral Sclerosis Society	\$ 2,500	
Atira Women's Resource Society	1,249	
BC Kitefliers' Association	1,200	
BCS 3718 - Wall Centre Richmond at the Marina	900	
Bekkaoui, Dalila	1,195	
Big Brothers of Greater Vancouver	6,000	
Big Sisters of BC Lower Mainland	6,000	
Boys & Girls Clubs of South Coast BC	5,115	
Butschler, Margaret	726	
Canadian Mental Health Association	8,500	
Canadian Red Cross Society	2,000	
Canadian YC Chinese Orchestra	9,900	
Chan, Jonathon	1,694	
Child Care Training and Professional	4,000	
Children of the Street Society	5,000	
Chimo Community Services	50,000	
Church on Five	3,500	
Cinevolution Media Arts Society	10,000	
City Centre Community Association	47,205	
Community Arts Council of Richmond	9,674	
Community Mental Wellness Association	11,536	
Connections Community Services Society	2,147	
Crawford, Jamie	635	
Developmental Disabilities Association	10,000	
Diefenbaker Elementary School PAC	927	
Dong, Sonja	970	
East Richmond Community Association	1,800	
Family Services of Greater Vancouver	51,484	
Ferris Elementary School PAC	847	
Foolish Operations Society	1,000	
Garden City Conservation Society	910	
Gulf of Georgia Cannery Society	1,316	
H J Cambie Secondary School	673	
Hamilton Community Association	12,167	
Heart of Richmond Aids Society	12,000	
Hill, Alan	1,750	
Howu, Colleen	614	
James Whiteside Elementary School PAC	1,045	
James, Carrie Elise	1,554	

CITY OF RICHMOND Statement of Grants and Subsidies for 2019

Organization	Payment Amount
James, Tiffany	1,235
Kidsport - Richmond Chapter	23,000
Kramer, Lauren	696
Kwan, Christina Ping So	1,088
Little Wings Day Care Centre Society	23,421
Love, Linda	312
Macdonald, Theresa	653
Minoru Seniors Society	5,000
Multicultural Helping House Society	9,161
Ni, Ting	1,073
PACific Post Partum Support Society	2,500
Pang, Tara	1,659
Parish of St. Alban's (Richmond)	15,000
Pathways Clubhouse	35,027
Rabbitats Rescue Society	1,000
Richmond Addiction Services Society	222,411
Richmond Amateur Radio Club	2,000
Richmond Art Gallery Association	5,000
Richmond Arts Coalition	10,000
Richmond Cares Richmond Gives Society	2,076
Richmond Centre For Disability	130,024
Richmond Community Band Society	3,575
Richmond Community Orchestra & Chorus	9,500
Richmond Community Services Advisory	11,000
Richmond Delta Youth Orchestra	9,875
Richmond Family Place Society	28,000
Richmond Fitness & Wellness Association	13,500
Richmond Food Bank Society	5,000
Richmond Food Security Society	15,954
Richmond Gateway Theatre Society	1,333,277
Richmond Mental Health Consumer and Friends Society	5,250
Richmond Multicultural Community	12,500
Richmond Music School Society	10,000
Richmond Potters' Club	6,500
Richmond Singers	10,000
Richmond Society for Community Living	24,000
Richmond Stroke Recovery Centre	1,500
Richmond Therapeutic Riding Association	60,814
Richmond Women's Resource Centre	25,000

CITY OF RICHMOND Statement of Grants and Subsidies for 2019

Organization	Payment Amount	
Richmond Youth Service Agency	14,321	
Sea Island Community Association	5,358	
Sharing Farm Society	1,980	
Sichewski, Cathy	598	
Society of Richmond Children's Centres	17,880	
South Arm Community Association	5,198	
Spul'u'Kwuks Elementary School PAC	1,229	
St. Joseph The Worker	1,100	
Steveston Community Society	39,583	
Steveston Historical Society	14,900	
Stigma-Free Society	2,500	
Strata Plan EPS1236	767	
Tang, Pearly	1,440	
Textile Arts Guild of Richmond	2,800	
The Sharing Farm Society	19,000	
Thompson Community Association	8,150	
Tickle Me Pickle Theatre Sports	2,900	
Tomekichi Homma Elementary School PAC	1,733	
Tomsett Elementary School PAC	1,283	
Touchstone Family Association	76,250	
True Light School of BC	500	
Truong, Patrick	960	
Turning Point Recovery Society	8,500	
Vancouver Cantonese Opera	5,000	
Vancouver Tagore Society	4,900	
Volunteer Richmond Information Services	44,798	
West Richmond Community Association	2,777	
Yodogawa, Marilou	1,260	
Zhang, Sophia	1,150	
Zhang, Wei Xia	905	
Total Payments	\$ 2,657,034	