

2020 STATEMENT OF FINANCIAL INFORMATION

MANAGEMENT REPORT

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

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

The Regional Board of Directors is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal controls and exercises this responsibility through the Regional Services Committee of the Board.

The external auditors, BDO Canada LLP, conduct an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the Act. Their examination includes a review and evaluation of the Regional District's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly. The external auditors have full and free access to the Corporate Services Committee of the Board.

On Behalf of Cowichan Valley Regional District

Natalie Wehner, CPA, CMA

Corporate Financial Officer, Finance Division

Cowichan Valley Regional District

June 9, 2021

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*.

Natalie Wehner CPA, CMA Corporate Financial Officer

June 10, 2021

Date

Aaron Stone Chairperson

JUNE 11, 2021

Date

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

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

STATEMENT OF SEVERANCE AGREEMENT

There was one severance agreement under which payment commenced between the Cowichan Valley Regional District and its non-unionized employees during fiscal year 2020.

2020.

This agreement represents 7 weeks of compensation.

"Compensation" is defined as salary plus benefits.

COWICHAN VALLEY REGIONAL DISTRICT DIRECTOR REMUNERATION AND EXPENSES YEAR ENDED DECEMBER 31, 2020

Director	Position	Remuneration	Expenses
			Note 1
Salmon, B.	Director - Area A	36,235.49	1,482.81
Acton, S.	Director - Area B	34,030.84	709.84
Wilson, M.	Director - Area C	33,827.32	3,023.25
lannidinardo, L.	Director - Area D	34,030.84	750.83
Nicholson, A.	Director - Area E	34,030.84	1,051.61
Morrison, I.	Director - Area F	40,329.84	7,057.38
Smith, L.	Director - Area G	33,929.08	4,067.16
Maartman, B.	Director - Area H ***	1,766.00	-
Marcotte, M.	Director - Area H ****	9,103.38	_
Kuhn, K.	Director - Area I	33,827.32	4,543.11
Staples, M.	Director - Duncan	19,553.51	109.54
Stone, A.	Chair - Director - Ladysmith	49,090.76	131.20
McGonigle, T.	Director - Lake Cowichan	19,553.51	191.05
Marsh, K.	Director - North Cowichan	21,443.21	152.19
Siebring, A.	Director - North Cowichan	19,553.51	109.54
Toporowski, D.	Director - North Cowichan	19,553.51	198.95
Ryan, S.	Alternate - Area A	268.87	_
Goddard, H.	Alternate - Area B	543.04	_
Herriott, D.	Alternate - Area C	-	_
MacNeil, J.	Alternate - Area E	-	_
MacNeill, C.	Alternate - Area E	271.52	-
Taylor, G.	Alternate - Area G	133.11	-
Haime, C.	Alternate - Area H	40,614.25	-
Tatham, J.	Alternate - Area I	543.04	-
Duncan, T.	Alternate - Duncan	271.52	-
McKay, P.	Alternate - Ladysmith	-	-
Sandhu, K.	Alternate - Lake Cowichan	814.56	91.03
Justice, C.	Alternate - North Cowichan	3,937.04	-
Manhas, T.	Alternate - North Cowichan	1,357.60	-
Sawrie, R.	Alternate - North Cowichan	135.76	-
		\$ 488,749.27	\$ 23,669.49

Note 1 Expenses include travel, conference, and mileage expenses.

^{***} Director term started December 8, 2020

^{****} Director retired March, 2020

COWICHAN VALLEY REGIONAL DISTRICT EMPLOYEE REMUNERATION AND EXPENSES YEAR ENDED DECEMBER 31, 2020 EARNINGS GREATER THAN \$75,000

Alkemhead, A. Human Resources Advisor 88,483.49 534,25 Anderson, G. Building/Plumbing Inspector/Bylaw Enforcement Officer 78,253.44 1,235.30 Annis, E. Procurement Officer 92,027.30 1,075.01 Askham, T. Manager, Island Savings Centre (ISC) 119,249.56 446.38 Barday, S. Corporate Records Officer 81209,82 603,67 Blatchford, L. Manager, Cowichan Lake Recreation 122,138,90 3,562,68 Bowen, T. Assistant Finance Manger, Operations 96,086,92 2,939,15 Boyle, C. Planner I 7,735,62 1,260,18 Boyles, S. South Cowichan Administration & Facility Booking Coordinator 91,512,87 1,301,00 Brown, D. Parks Planning Technician 77,735,62 1,260,18 Brown, D. Parks Planning Technician 76,719,72 2,261,62 Building/Plumbing Inspector 228,347,92 2,616,22 Coleran, B. Coher Acministrative Officer 228,447,92 2,616,22 Coleran, B. Cohich Administrative Officer 228,347,92 2,616,22	Employee	Position	Remuneration Note 1	Expenses Note 2
Anderson, G. Building/Plumbing inspector/Bylaw Enforcement Officer 9,2027.30 1,075.01 Annis, E. Procurement Officer 9,2027.30 1,075.01 Ashiam, T. Manager, Island Savings Centre (ISC) 119,249.58 446.38 Barclay, S. Barclay, S. Corporate Records Officer 81,209.82 603.67 Batstone, K. Planner III 79,402.58 190.98 190.98 Blatchford, L. Manager, Cowichan Lake Recreation 122,138.90 3,562.86 Blowen, T. Assistant Finance Manger, Operations 96,086.92 2,399.15 Boyle, C. Planner II Assistant Finance Manger, Operations 96,086.92 2,399.15 Boyle, C. Planner II Senior Planner II 17,600.94 1,505.20 1,206.18 Boyles, S. South Cowichan Administration & Facility Booking Coordinator 91,512.87 1,301.00 Brown, D. Parks Planning Technician 76,719.72 Senior Planner Senior Planner II 17,600.94 1,505.20 1,201.00 Brown, D. Parks Planning Technician 76,719.72 Senior Planner Senior Planner Senior Planner III 17,600.94 1,505.20 1,201.00 Brown, D. Parks Planning Technician 170,719.72 Senior Planner Senior Planner Senior Planner Senior Planner Senior Senior Planner Senior Senior Planner Senior	Aikenhead A	Human Resources Advisor		
Annis, E. Procurement Officer 9,207.30 1,075.01 Askham, T. Manager, Island Savings Centre (ISC) 112,243.8 Barclay, S. Corporate Records Officer 81,299.82 603.67 Batstone, K. Planner III 79,402.58 190.98 Blatchford, L. Manager, Cowichan Lake Recreation 92,2138.90, 3562.86 Bowen, T. Assistant Finance Manger, Operations 96,086.92 2,939.15 Boyle, C. Planner I 77,735.62 Boyle, C. Planner I 77,735.62 Boyle, C. South Cowichan Administration & Facility Booking Coordinator 91,512.87 1,301.00 Brown, D. Plarks Planning Technician Bryski. S. Building/Plumbing Inspector 228,847.92 2,616.22 Carruthers, B. Chief Administrative Officer 228,847.92 2,616.22 Caleman, B. North/Central Cowichan Facility Coordinator 108,080.93 Coles, W. Systems Technician III 76,931.62 1,202.25 Daugenet, L. Engineering Technologist III 77,931.62 1,202.25 Daugenet, L. Engineering Technologist III 77,931.62 1,202.25 Daugenet, L. Senior Accounting Analyst 19, 200.25 Daugenet, D. Manager, Water Management 19, 200.25 Daugenet, C. Benior Accounting Analyst 19, 200.25 Daugenet, C. Benior Accounting Analyst 19, 200.25 Daugenet, C. Benior Accounting Analyst 19, 200.25 Disa, R. Parks Superintendent 190.38, 31, 370.105 Disa, R. Parks Superintendent 190.38, 31, 370.105 Disa, R. Parks Superintendent 190.901.92 Diver, A. Emergency Program Coordinator 78, 553.43 4, 461.90 Disa, R. Parks Superintendent 190.901.92 Diver, A. Emergency Program Coordinator 78, 553.43 4, 461.90 Disa, R. Parks Superintendent 190.901.92 Diver, A. Emergency Program Coordinator 190.901.93 Diver, B. General Manager, Community Services 190.901.93 Diver, B. General Manager, Community Services 190.901.93 Diver, C. General Manager, Communication	•		·	
Askham, T. Manager, Island Savings Centre (ISC) 119,249,58 446,38 Batstone, K. Planner III 79,402,58 190,98 Batstone, K. Planner III 79,402,58 190,98 Blatchford, L. Manager, Cowichan Lake Recreation 122,138,90 3,552,86 Bowen, T. Assistant Finance Manger, Operations 96,086,92 2,931,15 Boyle, C. Planner I 77,735,62 1,301,00 Breen, C. Senior Planner 117,680,94 1,565,20 Brown, D. Parks Planning Technician 76,719,72 1,565,20 Brown, D. Parks Planning Technician 76,719,72 1,720,50 Carruthers, B. Chief Administrative Officer 228,847,92 2,616,22 Carruthers, B. Chief Administrative Officer 228,847,92 2,616,22 Coles, W. Systems Technician III 78,331,62 2,616,22 Dauyenet, L. Benior Accounting Analyst 79,012,75 2,501,30 Davies, L. Senior Accounting Analyst 79,012,75 2,501,30 Dennin, R. Seni			· ·	•
Barclay, S. Corporate Records Officer 81.209.82 603.67 Blatstone, K. Planner III 79.402.58 190.98 Blatchford, L. Manager, Cowichan Lake Recreation 122.138.90 3,662.86 Bowen, T. Assistant Finance Manger, Operations 96.086.92 2,939.15 Boyle, S. South Cowichan Administration & Facility Booking Coordinator 91.512.87 1,260.18 Brown, D. Parks Planning Technician 76.719.72 - Bryski, S. Building/Plumbing Inspector 82.877.63 1,272.05 Carruthers, B. Chief Administrative Officer 228,847.92 2,616.22 Coleman, B. North/Central Cowichan Facility Coordinator 108,069.97 833.66 Daugenet, L. Engineering Technologist III 78,931.62 1,202.25 Davies, L. Senior Accounting Analyst 79,012.75 2,501.90 De Jong, J. Fire Rescue Services Coordinator 97,360.93 3,701.65 Dilas, R. Bark Superintendent 108,328.61 198.00 Dilas, R. Emergency Program Coordinator 78,553.43			· ·	,
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Blatchford, L. Manager, Cowichan Lake Recreation 122,138,90 3,562,86 Bowen, T. Assistant Finance Manger, Operations 96,086,92 2,939.15 Boyle, C. Planner 77,735,62 1,280.18 Boyles, S. South Cowichan Administration & Facility Booking Coordinator 91,512,87 1,301.00 1,055.00 Brown, D. Parks Planning Technician 76,719,72 - 5,001.00 Parks Planning Technician 78,931,62 2,616,22	•	•	·	
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Boyles, S. South Cowichan Administration & Facility Booking Coordinator 915,122,87 1,301,00 Brown, D. Parks Planning Technician 76,719,72 1,272,05 Bryski, S. Building/Plumbing Inspector 82,877,63 1,272,05 Coleman, B. Chief Administrative Officer 228,847,92 2,616,22 Coleman, B. North/Central Cowichan Facility Coordinator 108,060,97 853,66 Coleman, B. North/Central Cowichan Facility Coordinator 108,060,97 853,66 Daugenet, L. Engineering Technologist III 81,272,55 690,25 Daugenet, L. Senior Accounting Analyst 79,125 2,501,90 De Jong, J. Fire Rescue Services Coordinator 97,360,93 3,701,05 De Jong, J. Fire Rescue Services Coordinator 108,328,61 198.00 Dias, R. Parks Superintendent 108,991,92 - Diver, A. Emergency Program Coordinator 78,553,43 4,761,90 Diver, A. Emergency Program Coordinator 78,553,43 4,761,90 Douglas, C. Operations Attendant Lead Hand <td< td=""><td>*</td><td>Assistant Finance Manger, Operations</td><td>96,086.92</td><td>2,939.15</td></td<>	*	Assistant Finance Manger, Operations	96,086.92	2,939.15
Breen, C. Senior Planner 117,680.94 1,565.20 Brown. D. Parks Planning Technician 16,719.72 F. Pryski, S. Building/Plumbing Inspector 12,72.05 2.72.05			·	1,260.18
Brown, D. Parks Planning Technician 76,719.72 - Bryski, S. Building/Plumbing Inspector 82,877.63 1,272.05 Coleman, B. Chief Administrative Officer 228,847.92 2,616.22 Coleman, B. North/Central Cowichan Facility Coordinator 108,060.97 853.66 Coleman, B. Chief Administrative Officer 180,800.97 853.66 Coleman, B. Chorocaunting Analyst 79,012,75 2,501.90 Davies, L. Senior Accounting Analyst 79,012,75 2,501.90 De Jong, J. Fire Rescue Services Coordinator 97,360.93 3,701.05 Dennison, B. Manager, Water Management 128,293.15 584.00 Dhami, R. Senior Utilities Operator 108,390.92 - Dixon, E. Planner I 108,901.92 - Diver, A. Emergency Program Coordinator 78,553.43 4,761.90 Dixon, E. Planner I 181,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,099.33 - Eichenlaub, N. Utiliti	Boyles, S.	, ,	·	1,301.00
Bryski, S. Bullding/Plumbing Inspector 82,877.63 1,272.05 Carruthers, B. Chief Administrative Officer 228,847.92 2,616.22 Coles, W. Systems Technician III 78,931.62 1,202.25 Daugenet, L. Engineering Technologist III 81,272.55 690.25 Davies, L. Senior Accounting Analyst 79,012.75 2,501.90 De Jong, J. Fire Rescue Services Coordinator 97,360.93 3,701.05 Dennison, B. Manager, Water Management 128,293.15 584.00 Dhami, R. Senior Utilities Operator 108,328.61 198.00 Dixor, E. Parks Superintendent 108,293.43 4,761.90 Dixor, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 75,179.86 - Elzinga, J. General Manager, Community Services 172,679.97 1,088.01 Elzinga, J. Utilities Operator II 95,279.43 2,80.79 Farquhar, B. <	•		·	1,565.20
Caruthers, B. Chief Administrative Officer 228,847.92 2,616.22 Coleman, B. North/Central Cowichan Facility Coordinator 108,060.97 853.66 Coles, W. Systems Technician III 78,931.62 1,202.25 Daugenet, L. Engineering Technologist III 81,272.55 690.25 Davies, L. Senior Accounting Analyst 79,300.93 3,701.05 De Jong, J. Fire Rescue Services Coordinator 97,360.93 3,701.05 Dennison, B. Manager, Water Management 128,293.15 584.00 Dias, R. Parks Superintendent 108,328.61 198.00 Dixor, A. Emergency Program Coordinator 78,553.43 4,761.90 Dixor, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 75,179.86 - Elder, B. Utilities Operator II 83,137.34 4662.25 Elzinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington,		· · · · · · · · · · · · · · · · · · ·	•	-
Coleman, B. North/Central Cowichan Facility Coordinator 188,366 78,931.62 1,202.25 Coles, W. Systems Technician IIII 78,931.62 1,202.25 690.25 Davies, L. Engineering Technologist III 81,272.55 690.25 Davies, L. Senior Accounting Analyst 79,012.75 2,501.90 De Jong, J. Fire Rescue Services Coordinator 97,360.93 3,701.05 Dennison, B. Manager, Water Management 108,928.61 198.00 Dhari, R. Senior Utilities Operator 108,328.61 198.00 Diver, A. Emergency Program Coordinator 78,553.43 4,761.90 Divon, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eicherialub, N. Utilities Operator II 75,179.86 - Elzirga, J. General Manager, Community Services 172,679.97 1,088.01 Elziriga, J. General Manager, Community Services 172,679.97 1,088.01 Fairifield, H. Operations Supervisor 80,612.83	Bryski, S.		·	•
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Daugenet, L. Engineering Technologist III 81,272.55 690.25 Davies, L. Senior Accounting Analyst 79,012.75 2,501.90 De Jong, J. Fire Rescue Services Coordinator 97,360.93 3,701.05 Dennison, B. Manager, Water Management 128,293.15 584.00 Dias, R. Parks Superintendent 108,328.61 198.00 Dixor, E. Planner I 81,653.43 4,761.90 Dixon, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichernlaub, N. Utilities Operator II 75,179.86 - Elder, B. Utilities Operator II 75,179.86 - Elberinga, J. General Manager, Community Services 172,679.97 1,088.01 Eirhinga, J. General Manager, Community Services 172,679.97 1,088.01 Fairfield, H. Operations Supervisor 80,612.83 290.78 Fairfield, H. Operations Supervisor 80,612.83 290.78 Faughnan, W. Utilities Operator	Coleman, B.		·	
Davies, L. Senior Accounting Analyst 79,012.75 2,501.90 De Jong, J. Fire Rescue Services Coordinator 97,360.93 3,701.05 Dennison, B. Manager, Water Management 128,293.15 584.00 Dhami, R. Senior Utilities Operator 108,328.61 198.00 Dias, R. Parks Superintendent 108,901.92 - Divor, A. Emergency Program Coordinator 78,553.43 4,761.90 Dixon, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 75,179.86 - Elder, B. Utilities Operator II 83,137.34 662.25 Etherington, T. Utilities Operations Superintendent 123,219.42 286.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Farughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G. Parks & Trails Plan	Coles, W.	Systems Technician III		1,202.25
De Jong, J. Fire Rescue Services Coordinator 97,360,93 3,701,05 Dennison, B. Manager, Water Management 128,293,15 584,00 Dhami, R. Senior Utilities Operator 108,328,61 198,00 Dixas, R. Parks Superintendent 108,901,92 - Divor, A. Emergency Program Coordinator 78,553,43 4,761,90 Dixon, E. Planner I 81,463,64 1,401,39 Douglas, C. Operations Attendant Lead Hand 76,059,33 - Eichenlaub, N. Utilities Operator II 75,179,86 - Elder, B. Utilities Operator II 83,137,34 662,25 Eizinga, J. General Manager, Community Services 172,679,97 1,088,01 Eizinfield, H. Operations Supervisor 80,612,83 290,78 Farguhar, B. Manager, Parks & Trails 131,527,63 - Faughnan, W. Utilities Operator II 94,560,20 646,99 Gervais, Keir Manager, Public Safety 120,768,16 2,321,64 Gidden, G. Parks & Trails Planner <td>Daugenet, L.</td> <td></td> <td>81,272.55</td> <td>690.25</td>	Daugenet, L.		81,272.55	690.25
Dennison, B. Manager, Water Management 128,293,15 584,00 Dhami, R. Senior Utilities Operator 108,328,61 198,00 Dias, R. Parks Superintendent 108,901,92 - Diver, A. Emergency Program Coordinator 78,553,43 4,761.90 Dixon, E. Planner I 81,463,64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059,33 - Eichenlaub, N. Utilities Operator II 83,137,86 - Eicher, B. Utilities Operator II 83,137,84 662,25 Eizinga, J. General Manager, Community Services 172,679.97 1,088,01 Etherington, T. Utilities Operations Superintendent 123,219,42 268,07 Fairghal, H. Operations Superintendent 123,219,42 268,07 Fairghar, B. Manager, Parks & Trails 131,527,63 - Farquhar, B. Manager, Parks & Trails 131,527,63 - Faughnan, W. Utilities Operator II 94,560,20 646,99 Gervais, Keir Manager, Public Safet	Davies, L.	· · · · · · · · · · · · · · · · · · ·	The state of the s	,
Dhami, R. Senior Utilities Operator 108,328.61 198.00 Dias, R. Parks Superintendent 108,901.92 - Diver, A. Emergency Program Coordinator 78,553.43 4,761.90 Dixon, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 75,179.86 - Elder, B. Utilities Operator II 83,137.34 662.25 Elzinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Fairfield, H. Operations Supervisor 80,612.83 290.78 Gervals, Keir Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervals, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G Parks & Trails Planner <td>De Jong, J.</td> <td>Fire Rescue Services Coordinator</td> <td></td> <td>•</td>	De Jong, J.	Fire Rescue Services Coordinator		•
Dias, R. Parks Superintendent 108,901.92 - Diver, A. Emergency Program Coordinator 78,553.43 4,761.90 Divan, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 83,137.34 662.25 Elzinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Farguhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G. Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 96,380.92 317.84 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergency Telecommunications Coodinat	Dennison, B.	· · · · · · · · · · · · · · · · · · ·	,	584.00
Diver, A. Emergency Program Coordinator 78,553.43 4,761.90 Dixon, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 75,179.86 - Eider, B. Utilities Operator II 83,137.34 662.25 Eizinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Faraguhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G. Parks & Trails Planner 82,870.14 1,262.79 Grieder, M. Emergnecy Telecommunications Coodinator 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison,	Dhami, R.	Senior Utilities Operator	108,328.61	198.00
Dixon, E. Planner I 81,463.64 1,401.39 Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 75,179.86 - Elder, B. Utilities Operator II 83,137.34 662.25 Elziriga, J. General Manager, Community Services 172,679.97 1,088.01 Elziriga, J. General Manager, Community Services 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Farguphar, B. Manager, Parks & Trails 131,527.63 - Faruphar, B. Manager, Parks & Trails 131,527.63 - Gervais, Keir Manager, Parks & Trails 120,768.16 2,321.64 Gidden, G. Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H.	Dias, R.	•		
Douglas, C. Operations Attendant Lead Hand 76,059.33 - Eichenlaub, N. Utilities Operator II 75,179.86 - Elder, B. Utilities Operator II 83,137.34 662.25 Elzinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Fairfield, H. Operations Supervisor 80,612.83 290.78 Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G. Parks & Trails Planner 82,870.14 1,262.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heprera, S. Manager, Information Technology 122,726.34 1,255.37 <td>Diver, A.</td> <td>Emergency Program Coordinator</td> <td>78,553.43</td> <td>4,761.90</td>	Diver, A.	Emergency Program Coordinator	78,553.43	4,761.90
Eichenlaub, N. Utilities Operator II 75,179.86 - Eider, B. Utilities Operator II 83,137.34 662.25 Eizinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Farquhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Herpera, S. Planner II 82,661.67 1,765.31 Horn	Dixon, E.	Planner I	81,463.64	1,401.39
Elder, B. Utilities Operator II 83,137.34 662.25 Elzinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 299.78 Farquhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G. Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 199,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herra, S. Planner II 82,661.67 1,765.31	Douglas, C.	Operations Attendant Lead Hand	76,059.33	-
Elzinga, J. General Manager, Community Services 172,679.97 1,088.01 Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Farquhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Harrison, K. Deputy Corporate Services 109,191.79 636.64 Herprar, S. Planner II 82,266.66 <td< td=""><td>Eichenlaub, N.</td><td>Utilities Operator II</td><td>75,179.86</td><td>-</td></td<>	Eichenlaub, N.	Utilities Operator II	75,179.86	-
Etherington, T. Utilities Operations Superintendent 123,219.42 268.07 Fairfield, H. Operations Supervisor 80,612.83 290.78 Farquhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G. Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Herpner, S. Manager, Information Technology 122,726.34 1,255.37 Herrar, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 <td< td=""><td>Elder, B.</td><td>Utilities Operator II</td><td>83,137.34</td><td>662.25</td></td<>	Elder, B.	Utilities Operator II	83,137.34	662.25
Fairfield, H. Operations Supervisor 80,612.83 290.78 Farquhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Building Maintenance/Ice Maker II 106,015.09 576.09 Koul,	Elzinga, J.	General Manager, Community Services	172,679.97	1,088.01
Farquhar, B. Manager, Parks & Trails 131,527.63 - Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A.	Etherington, T.	Utilities Operations Superintendent	123,219.42	268.07
Faughnan, W. Utilities Operator II 94,560.20 646.99 Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Building Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 -	Fairfield, H.	Operations Supervisor		290.78
Gervais, Keir Manager, Public Safety 120,768.16 2,321.64 Gidden, G Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - </td <td>Farquhar, B.</td> <td>Manager, Parks & Trails</td> <td>131,527.63</td> <td>-</td>	Farquhar, B.	Manager, Parks & Trails	131,527.63	-
Gidden, G Parks & Trails Planner 82,870.14 1,262.79 Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,928.02 50.00	Faughnan, W.		94,560.20	646.99
Grant, R. GIS Supervisor 91,728.65 1,248.79 Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 83,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99	Gervais, Keir	Manager, Public Safety	120,768.16	2,321.64
Grieder, M. Emergnecy Telecommunications Coodinator 96,380.92 317.84 Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buildling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,92	Gidden, G	Parks & Trails Planner	82,870.14	1,262.79
Harrison, K. Deputy Corporate Secretary Legislative Services 109,191.79 636.64 Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Building Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Legault, A. Manager, Legislative Services 130,404.62	Grant, R.	GIS Supervisor	91,728.65	1,248.79
Hatami, H. General Manager, Engineering Services 167,406.03 507.35 Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Lead Hand 76,872	Grieder, M.	Emergnecy Telecommunications Coodinator	96,380.92	317.84
Heppner, S. Manager, Information Technology 122,726.34 1,255.37 Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 </td <td>Harrison, K.</td> <td>Deputy Corporate Secretary Legislative Services</td> <td>109,191.79</td> <td>636.64</td>	Harrison, K.	Deputy Corporate Secretary Legislative Services	109,191.79	636.64
Herrera, S. Planner II 82,661.67 1,765.31 Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Hatami, H.	General Manager, Engineering Services	167,406.03	507.35
Horner, S. Payroll Coordinator 95,490.48 2,071.46 Hulti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Heppner, S.	Manager, Information Technology	122,726.34	1,255.37
Hullti, M. Human Resources Consultant 115,762.61 2,551.19 Johnson, M. Buidling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Herrera, S.	Planner II	82,661.67	1,765.31
Johnson, M. Buildling Maintenance/Ice Maker II 106,015.09 576.09 Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Horner, S.	Payroll Coordinator	95,490.48	2,071.46
Kaul, T. Programmer 2 76,462.69 - Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Hulti, M.	Human Resources Consultant	115,762.61	2,551.19
Kjerulf, A. General Manager, Land Use Services 139,048.97 2,688.35 Knodel, N. Senior Building/Plumbing Inspector/Bylaw Enforcement Officer 82,708.53 - Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Johnson, M.	Buidling Maintenance/Ice Maker II	106,015.09	576.09
Knodel, N.Senior Building/Plumbing Inspector/Bylaw Enforcement Officer82,708.53-Knodel-Joy, L.Senior Engineering Technologist88,302.861,203.05Kueber, M.General Manager, Corporate Services180,798.992,533.45Lawrence, K.Senior Environmental Analyst88,928.0250.00Layseca, J.Programs & Marketing Coordinator88,296.2319.86Legault, A.Manager, Legislative Services130,404.6226.67Lendrum, R.Operations Attendant Lead Hand76,872.17169.99Lesergent, T.Operations Lead Hand96,665.94-	Kaul, T.	Programmer 2	76,462.69	-
Knodel-Joy, L. Senior Engineering Technologist 88,302.86 1,203.05 Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Kjerulf, A.	General Manager, Land Use Services	139,048.97	2,688.35
Kueber, M. General Manager, Corporate Services 180,798.99 2,533.45 Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Knodel, N.	Senior Building/Plumbing Inspector/Bylaw Enforcement Officer	82,708.53	-
Lawrence, K. Senior Environmental Analyst 88,928.02 50.00 Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Knodel-Joy, L.	Senior Engineering Technologist	88,302.86	1,203.05
Layseca, J. Programs & Marketing Coordinator 88,296.23 19.86 Legault, A. Manager, Legislative Services 130,404.62 26.67 Lendrum, R. Operations Attendant Lead Hand 76,872.17 169.99 Lesergent, T. Operations Lead Hand 96,665.94 -	Kueber, M.	General Manager, Corporate Services	180,798.99	2,533.45
Legault, A.Manager, Legislative Services130,404.6226.67Lendrum, R.Operations Attendant Lead Hand76,872.17169.99Lesergent, T.Operations Lead Hand96,665.94-	Lawrence, K.	Senior Environmental Analyst	88,928.02	50.00
Lendrum, R.Operations Attendant Lead Hand76,872.17169.99Lesergent, T.Operations Lead Hand96,665.94-	Layseca, J.	Programs & Marketing Coordinator	88,296.23	19.86
Lesergent, T. Operations Lead Hand 96,665.94 -	Legault, A.	Manager, Legislative Services	130,404.62	26.67
Lesergent, T. Operations Lead Hand 96,665.94 -	Lendrum, R.	Operations Attendant Lead Hand	76,872.17	169.99
· · ·	Lesergent, T.	•	96,665.94	-
	Liddle, A.	South Cowichan Facility Coordinator	108,218.25	598.24

COWICHAN VALLEY REGIONAL DISTRICT EMPLOYEE REMUNERATION AND EXPENSES YEAR ENDED DECEMBER 31, 2020 EARNINGS GREATER THAN \$75,000

	EARNINGS GREATER THAN \$75,000			
Liddle, K.	Manager, South Cowichan Recreation	120,377.39	,	1,672.37
Limshue, F.	Manager, Development Services	117,096.08	ś	1,935.00
Litchfield, N.	Utilities Operator II	81,056.06	j	198.00
MacDonald, I.	Senior Building/Plumbing Inspector/Bylaw Enforcement Officer	112,896.44		1,831.77
Malones, M.	Utilities Operator II	86,534.87		523.99
Miller, C.	Manager, Environmental Services	117,673.11		1,753.19
Miller, M.	Parks Capital Projects Specialist	81,485.02		-
Mohan, B.	Manager, Human Resources	130,310.95		165.12
Molyneaux, J.	Utilties - Electrical and Instrumentation	114,095.69		180.00
Moore, J.	Environmental Analyst/Technician	88,670.68		50.00
Morano, N.	Bylaw Enforcement Officer	76,988.77		62.99
Nelson, A.	Executive Assistant	79,173.08		17.73
O'Riordan, B.	Manager, Economic Development	102,502.46		2,313.15
Raimondo, S.	Systems Project Tech	81,542.97		1,369.84
Rigby, J.	Programs & Events Coordinator	99,597.01		208.86
Rondeau, R.	Planner II	81,360.18		1,878.44
Rose, A.	Utilities Operator II	87,303.59		1,071.40
	Environmental Technologist II	,		1,07 1.40
Sarady, I.		77,010.54		-
Schrader, K.	Manager, Arts & Culture	117,673.15		2 002 02
Schumacher, K.	Manager, Communications and Engagement	106,866.08		2,803.82
Shewchuk, G.	Building/Plumbing Inspector	78,186.89		-
Simmons, R.	Technical Director	85,429.04		-
Smith, B.	Safety & Wellness Advisor	82,644.18		2,212.31
Smith, C.	Utilities Operator II	82,596.62		672.30
Soldera, T.	Assistant Finance Manager, Planning	110,561.34		1,489.00
Soroka, T.	Parks & Trails Planner	83,431.57		1,220.60
Thomson, V.	Assistant Project Engineer	93,660.55		-
Tippett, M.	Manager, Community & Regional Planning	137,374.01		1,420.14
Tokarek, A.	Asset Coordinator	104,016.53		1,593.80
Wakeham, J.	Manager, Facilities & Transit	125,687.35		1,455.72
Waraich, T.	Manager, Recycling & Waste Management	117,629.18	,	3,414.70
Wehner, N.	Manager, Finance	128,994.04	r	2,106.90
Wilson, B.	Parks Field Operations Supervisor	80,627.84		-
Wright, L.	Panner II	82,044.08	<u> </u>	
Subtotal		8,920,169.37	,	92,877.97
Consolidated total	of employees earning less than \$75,000	9,408,676.16		7,784.47
Total Remunerati	on and Expenses for Employees	\$ 18,328,845.53	\$	100,662.44
Reconciliation:				
	muneration for Elected Officials		\$	488,749.27
	muneration for Employees		~	18,328,845.53
Subtotal:			-	18,817,594.80
Variance		Note 3		4,267,903.20
	Costs as per consolidated financial statements	14010 0	\$	23,085,498.00
i otal Felsolillel C	vosta da per consoliuateu illianciai statementa		Ψ	20,000,400.00

Note 1

Remuneration includes the sum of gross salary plus the value of taxable benefits.

Note 2

Expenses includes costs such as mileage to meetings, conference, professional accreditation, and membership fees. These expenses "... are not limited to expenses that are generally perceived as prerequisites or bestowing personal benefit, and may include expenditures required for employees to perform their job functions".

Note 3

The schedule of remuneration are based on actual payments made during 2020. This figure differs significantly from the expenses recorded in the financial statements which are reported on an accrual basis and included all wages and benefits accruing to staff.

COWICHAN VALLEY REGIONAL DISTRICT SUPPLIER PAYMENTS YEAR ENDED DECEMBER 31, 2020 PAYMENTS GREATER THAN \$25,000

Supplier	Total
3D ELECTRICAL SERVICES	25,981.29
AGAT LABORATORIES LTD	70,400.40
APEX LANDSCAPE & IRRIGATION	59,973.32
ARCHIE JOHNSTONE PLUMBING & HEATING LTD	249,371.63
ASSOCIATED FIRE SAFETY EQUIPMENT	35,061.58
AUTOMATIONDIRECT.COM AVALON MECHANICAL CONSULTANTS LTD	31,035.66 53,417.20
BC AQUIFER	62,687.28
BC HYDRO	993,312.89
BC TRANSIT	2,547,318.79
BDO CANADA LLP	34,959.75
BIG ASS FANS	36,534.40
BLACK PRESS GROUP LTD	67,042.07
BUNZL CANADA INC dba ACME SUPPLIES	73,837.23
BUTLER CONCRETE & AGGREGATE LTD.	26,980.61
CALEDONIA FIRE PROTECTION LTD	26,359.07
CANADIAN TIPE	86,767.91
CANADIAN TIRE CATALYST PAPER: CROFTON DIVISION	44,945.27 42,038.85
CDW CANADA	113,263.97
CENTRALSQUARE CANDA SOFTWARE INC	36,854.93
CHARTER TELECOM INC	103,769.47
CHRISTIE LITES	43,821.17
CIMCO REFRIGERATION	105,614.43
CITY OF DUNCAN	261,179.27
CITY OF NANAIMO	609,425.31
CIVICPLUS	35,920.15
CLARO ENVIRONMENTAL TECHNOLOGIES	437,291.89
COASTAL ANIMAL CONTROL SERVICES OF BC	103,445.42
COPCAN COPPERTOP HOLDINGS LTD	360,594.99
CORPORATE EXPRESS INC. DBA STAPLES BUSINESS	47,668.44 80,989.43
COWICHAN ENGINEERING SERVICES	29,136.34
COWICHAN HOUSING ASSOCIATION	316,000.00
COWICHAN VALLEY HOSPICE SOCIETY	32,887.25
COWICHAN VALLEY SPORTS INC	30,114.15
COWICHAN WATERSHED SOCIETY	50,000.00
CUMMINS CANADA ULC	35,599.42
CUPE LOCAL 358	154,316.00
CUTTING EDGE ENTERPRISES LTD	52,500.00
DAVID STALKER EXCAVATING LTD DISTRICT MUNICIPALITY OF NORTH COWICHAN	1,790,888.85 410,520.07
DRILLWELL ENTERPRISES (1982) LTD	58,166.33
DUNCAN ELECTRIC MOTOR LTD	26,792.16
DUNCAN PAVING COMPANY	88,083.11
EASY LIVING LANDSCAPING (606550 BC LTD)	669,942.03
EB HORSMAN & SON	75,669.53
ECONICS INNOVATIONS INC	65,038.50
ESRI CANADA LIMITED	82,123.30
FINNING CANADA	152,277.19
FISHER ROAD RECYCLING	844,390.69
FOOTPRINTS SECURITY PATROL INC FORTISBC - NATURAL GAS	54,035.62 73,460.24
FRASER VALLEY REFRIGERATION LTD	332,270.15
FRONTIER POWER PRODUCTS LTD	80,410.40
GEE DAN PRODUCTIONS	37,300.81
GEO-TECH INDUSTRIES INC	38,266.87
GFL ENVIRONMENTAL INC	437,836.39
GREAT WEST EQUIPMENT	28,491.95
GREEN ROOTS PLAY EQUIPMENT	130,948.65
HOME DEPOT CREDIT SERVICES	30,326.99
HOULE ELECTRIC LIMITED	55,100.11
ICBC	95,670.00
ICONIX WATERWORKS LIMITED PARTNERSHIP	600,436.28
INDEPENDENT PUMP & MECHANICAL LTD ISLAND CHEVROLET.BUICK.GMC	49,714.89 71,033.27
KAL TIRE	30,431.83
KERR WOOD LEIDAL	223,012.54
KINSOL TIMBER SYSTEMS	52,500.00

COWICHAN VALLEY REGIONAL DISTRICT SUPPLIER PAYMENTS YEAR ENDED DECEMBER 31, 2020 PAYMENTS GREATER THAN \$25,000

Supplier	Total
L.B. ENTERPRISES	34,540.70
LEON SIGNS LTD	46,711.91
LIDSTONE & COMPANY BARRISTERS & SOLICITORS	60,111.65
MANULIFE FINANCIAL	1,391,426.88
MARPOLE TRANSPORT LTD	1,291,827.11
MATTHEWS STORE FIXTURES & SHELVING	33,831.41
MCCUAIG & ASSOCIATES ENGINEERING LTD.	53,194.30
MCELHANNEY CONSULTING SERVICES LTD	450,462.26
MICROSOFT CORPORATION	76,823.90
MINISTER OF FINANCE MODUS	271,907.80 361,713.50
MUNICIPAL INSURANCE ASSOCIATION OF BC (MIABC)	624,484.69
MUNICIPAL FINANCE AUTHORITY	6,677,396.89
MUNICIPAL PENSION PLAN	2,950,949.09
NORTH OYSTER & AREA HISTORICAL SOCIETY	31,265.00
NORTHWEST HYDRAULIC CONSULTANTS	623,393.89
NUTRIEN AG SOLUTIONS (CANADA)	27,914.50
P & R TRUCK CENTRE LTD	190,429.34
PALMER ENVIRONMENTAL CONSULTING GROUP INC.	150,592.51
PARHAR HOLDINGS BUSINESS PARK LTD	77,545.22
PAYNE ENGINEERING GEOLOGY LTD	32,266.41
PENINSULA CO-OP	52,866.76
PERFECTMIND INC	26,350.54
PITNEY WORKS	32,605.65
PLANET CLEAN (DUNCAN)	58,746.13
PONTIOUS CONTRACTING LTD	101,972.34
PRICES LOCK & SAFE	41,113.24
PRIME GOVERNMENT SOLUTIONS R.A. MALATEST & ASSOCIATES LTD	44,151.00 54,434.89
RADIOWORKS	137,370.01
RAMTECH ENVIRONMENTAL PRODUCTS	55,633.92
REAL CANADIAN SUPERSTORE (THE)	26,348.89
RECEIVER GENERAL	5,057,056.38
REGIONAL DISPOSAL COMPANY	2,567,598.63
REGIONAL DISTRICT OF NANAIMO	30,877.75
RICOH CANADA INC	32,290.07
ROCKY MOUNTAIN PHOENIX	130,191.36
ROLLINS MACHINERY LIMITED	44,881.83
RONA INC	30,229.73
RYLER HOLDINGS LTD	26,481.00
SAVE-ON-SEPTIC SERVICES INC	166,469.73
SAWMILL SALES DIRECT LTD	35,363.95
SHANE'S EXCAVATING SHAW CABLESYSTEMS G.P.	30,103.01 75,523.88
SHUR-POWER ELECTRIC LTD	35,955.90
SILVER STREAK ALUMINUM BOATS	99,942.82
SMITHCAMERON PUMP SOLUTIONS	27,578.88
SOFTCHOICE LP	53,277.41
STANTEC CONSULTING LTD	589,886.22
STEWART MCDANNOLD STUART	165,181.71
STONE PACIFIC CONTRACTING LTD	1,658,312.72
STRATHCONA FORESTRY CONSULTING	33,224.63
SUDDEN TECHNOLOGIES	44,161.93
SUNCOR ENERGY PRODUCTS PARTNERSHIP	88,793.03
SUNCOR ENERGY PRODUCTS PARTNERSHIP	54,730.00
SUPERIOR PROPANE	60,908.11
TELUS	114,233.78
TELUS CUSTOM SECURITY SYSTEMS / PRICE'S ALARM	27,252.71
TELUS MOBILITY TELUS SERVICES INC	79,704.24
TOURISM COWICHAN SOCIETY	53,222.40 398,412.30
TOWN OF LADYSMITH	277,283.11
TOWN OF LAKE COWICHAN	332,177.74
TOWN OF VIEW ROYAL	112,000.00
UNITED STEELWORKERS 1-1937	61,311.59
UNIVERSAL SHEET METAL LTD	29,445.15
VALLEY CARPET ONE	36,428.56
VANCOUVER ISLAND REGIONAL LIBRARY	2,021,109.00
VICTORIA FORD ALLIANCE LTD dba GLENOAK FORD	46,596.48

COWICHAN VALLEY REGIONAL DISTRICT SUPPLIER PAYMENTS YEAR ENDED DECEMBER 31, 2020 PAYMENTS GREATER THAN \$25,000

Supplier	 Total
WASTE CONNECTIONS OF CANADA INC.	48,780.16
WFR WHOLESALE FIRE & RESCUE LTD	41,652.52
WORKERS' COMPENSATION BOARD	340,964.14
WSP CANADA GROUP LIMITED	191,886.31
YENDOR LOGGING	49,017.16
YOUNG ANDERSON BARRISTERS & SOLICITORS	49,748.46
Total paid to suppliers who received aggregate payments of	
greater than \$25,000	\$ 45,891,631.21
Consolidated total paid to suppliers who received aggegate payments of \$25,000 or less	4,412,930.07
TOTAL PAID TO SUPPLIERS	\$ 50,304,561.28
Consolidated total of grants exceeding \$25,000	062 204 00
Consolidated total of grants exceeding \$25,000	863,294.00
Consolidated total of contributions exceeding \$25,000	469,520.00
Consolidated total of all grants and contributions exceeding	
\$25,000	\$ 1,332,814.00
Total Grants, Contributions and Suppler Payments	\$ 51,637,375.28

The schedule of payments is a "cash basis" listing and therefore the total will differ significantly from the expenditures in the consolidated financial statements which are reported for the most part on an accrual basis resulting in timing differences. Furthermore, there are disbursements on this report which are not considered expenditures for financial statement purposes including payments made to other taxing authorities, employee payroll deductions and debt principal repayments.

COWICHAN VALLEY REGIONAL DISTRICT YEAR ENDED DECEMBER 31, 2020 PAYMENTS EXCEEDING \$25,000 FOR THE PURPOSES OF GRANTS OR CONTRIBUTIONS

Grants	
COWICHAN AQUATICS	137,580.00
COWICHAN COMMUNITY POLICING ADVISORY SOCIETY	122,840.00
COWICHAN LAKE COMMUNITY SERVICES	55,000.00
COWICHAN SPORTSPLEX	58,525.00
COWICHAN WOMEN AGAINST VIOLENCE SOCIETY	27,034.00
COWICHAN VALLEY HOSPICE SOCIETY	61,000.00
FRANK JAMESON COMMUNITY CENTRE	39,216.00
LADYSMITH RECREATION	126,145.00
SHAWNIGAN LAKE HISTORICAL SOCIETY	25,722.00
SOCIAL PLANNING COWICHAN	88,841.00
SOUTH COWICHAN COMMUNITY POLICING ADVISORY SOCIETY	88,841.00
THETIS ISLAND RESIDENTS AND RATEPAYERS ASSOCIATION	 32,550.00
	863,294.00
Contributions	
COWICHAN GREEN COMMUNITY	300,000.00
COWICHAN STATION AREA ASSOCIATION	32,202.00
KAAZTA HISTORICAL SOCIETY	29,422.00
VICTIM SERVICES	 107,896.00
	469,520.00
Total Grants and Contributions	\$ 1,332,814.00