

Statement of Compensation
Required Pursuant to Administrative Order
2015 - 006 - ADM Salary Disclosure Administrative Order

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2021

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

Required Pursuant to Administrative Order 2015 - 006 – ADM Salary Disclosure
Administrative Order

Year Ended March 31, 2021

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Halifax Regional Municipality

Statement of Compensation

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Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Adamski, Peter	Police	Police Constable	103,190.80	1,000.00	104,190.80
Adamson, William	Fire Services	Captain	129,951.78	200.00	130,151.78
Adekayode, Raymond	Fire Services	Firefighter	107,345.38	4,055.00	111,400.38
Al Molky, David	Halifax Transit Services	Dispatch Supervisor	101,735.71	100.00	101,835.71
Albrecht, Christian	Police	Police Constable	106,206.66	-	106,206.66
Allen, Joel	Police	Police Constable	105,558.36	1,000.00	106,558.36
Anderson, Michael	Police	Police Constable F.B.P.	106,699.19	1,000.00	107,699.19
Andrews, Peter	Fire Services	Deputy Chief Director - Operations	164,576.17	798.08	165,374.25
Andrews, Steven	Fire Services	Firefighter	113,114.75	1,698.28	114,813.03
Anguish, Bradley	Transportation & Public Works	Director Transportation & Public Works	232,538.66	795.42	233,334.08
Anstey, Tyler	Police	Police Constable	101,409.85	-	101,409.85
Anthony, Millie	Finance, Asset Management & ICT	Project Manager (Capital)	103,179.44	193.80	103,373.24
Antoft, Nicholas	Fire Services	District Captain	152,445.48	200.00	152,645.48
Aptt, Philip	Police	Police Constable	115,022.64	1,000.00	116,022.64
Arab, Robert	Police	Police Constable	103,695.85	1,000.00	104,695.85
Archibald, Debra	Fire Services	Captain	124,555.18	200.00	124,755.18
Arsenault, Shawn	Police	Police Constable	104,306.41	1,000.00	105,306.41
Arsenault, Thomas	Fire Services	Firefighter	106,650.63	200.00	106,850.63
Ash, Lenny	Police	Police Constable F.B.P.	111,636.45	-	111,636.45
Ash, Wayne	Fire Services	Firefighter	128,383.62	2,316.48	130,700.10
Astephen, Perry	Police	Sergeant	157,738.62	-	157,738.62
Atkins, Haydn	Corporate and Customer Services	Mechanic EVT	101,925.26	200.00	102,125.26
Audet, Beverley	Transportation & Public Works	Manager Municipal Operations	140,815.33	-	140,815.33
Ayotte, Julien	Police	Police Constable	109,840.33	-	109,840.33
Baird, Robert	Police	Police Constable F.B.P.	128,783.94	1,000.00	129,783.94
Balcom, Angela	Police	Police Constable	113,896.51	1,000.00	114,896.51
Barbati, Joe	Fire Services	Captain	112,335.78	200.00	112,535.78
Barker, Ryan	Halifax Transit Services	Mechanic	110,457.96	2,172.79	112,630.75
Barkhouse, Michael	Police	Police Constable	103,262.95	-	103,262.95
Barna, Ferenc	Police	Police Constable	113,622.80	-	113,622.80
Barr, Kristopher	Police	Sergeant	119,172.67	-	119,172.67
Bastow, Barry	Fire Services	Captain	122,642.40	200.00	122,842.40
Beals, Cortonio	Fire Services	Deputy Chief Director - Operational Supp	165,029.62	349.39	165,379.01
Beaton, Andrew	Police	Police Constable	103,888.70	-	103,888.70
Beeler, Andrew	Police	Police Constable	90,116.28	49,958.15	140,074.43
Beer, Jonathan	Police	Police Constable	139,467.18	1,000.00	140,467.18
Bell, Terra	Police	Police Constable	105,716.73	-	105,716.73
Belliveau, Robert	Fire Services	Training Officer	105,180.54	200.00	105,380.54
Benjamin, Brad	Police	Police Constable	107,093.65	1,000.00	108,093.65
Bennett, James	Police	Police Constable F.B.P.	101,889.97	-	101,889.97
Bennett, Jeffrey	Police	Police Constable	104,734.38	-	104,734.38
Bentley, Bruce	Police	Police Constable	108,973.33	1,067.41	110,040.74
Bergman, Corey	Police	Police Constable	114,846.91	1,000.00	115,846.91
Berrigan, Sean	Fire Services	Firefighter	104,188.08	200.00	104,388.08
Berube, Danny	Police	Police Constable	113,320.92	-	113,320.92
Best, Linden	Fire Services	Fire Services Prevention Officer	130,604.37	1,205.05	131,809.42
Bezanson, Charles	Fire Services	Assistant Chief	152,002.04	-	152,002.04
Blackburn, Michael	Fire Services	District Chief	112,183.85	35,136.99	147,320.84
Blackwood, Gerald	Corporate and Customer Services	Director Corporate & Customer Services	198,093.79	3,257.41	201,351.20
Blaikie, Robert	Police	Police Constable F.B.P.	101,262.85	-	101,262.85
Blair Smith, Caroline	Human Resources	Chief Human Resources Officer	199,495.67	813.57	200,309.24
Blake, Kenneth	Police	Police Constable F.B.P.	105,737.94	1,000.00	106,737.94
Blanchard, Justin	Police	Police Constable F.B.P.	101,262.85	-	101,262.85
Blencowe, Anthony	Police	Police Constable	60,102.06	50,958.15	111,060.21
Blissett, Ashley	Planning & Development	Manager Development Engineering Program	113,504.00	-	113,504.00
Boies, Amanda	Fire Services	Firefighter	108,867.26	200.00	109,067.26
Bonner, Peter	Finance, Asset Management & ICT	Sr Project Lead Bus. Mod. TERM (Capital)	104,597.75	-	104,597.75
Boon, David	Police	Central Divisional Commander	139,924.63	1,000.00	140,924.63
Boone, Brian	Police	Police Constable	102,235.56	-	102,235.56
Boudreau, Gilles	Police	Police Constable	101,071.96	1,000.00	102,071.96
Bourdages, Pierre	Police	Sergeant	159,534.74	-	159,534.74
Boutilier, Donna	Legal and Legislative Services	Solicitor	103,870.44	864.46	104,734.90
Boutilier, Joseph	Police	Police Constable F.B.P.	108,985.55	-	108,985.55
Boutilier, Michael	Fire Services	Firefighter	122,319.87	200.00	122,519.87
Bowers, Scott	Police	Police Constable	120,215.61	1,000.00	121,215.61
Bowes, Adam	Fire Services	Captain	129,791.67	200.00	129,991.67
Bowser, John	Fire Services	Training Officer	151,484.58	225.05	151,709.63
Bowser, Michael	Fire Services	Firefighter	101,542.72	200.00	101,742.72
Boyd, Lawrence	Police	Sergeant	139,143.71	1,000.00	140,143.71
Brackett, Joshua	Fire Services	Firefighter	103,226.06	200.00	103,426.06
Bradley, Kristen	Police	Police Constable	109,584.14	1,000.00	110,584.14

Halifax Regional Municipality

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Year ended March 31, 2021

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Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Branch, Ashley	Fire Services	Firefighter	110,369.29	200.00	110,569.29
Brennan, Justin	Police	Police Constable F.B.P.	102,237.85	-	102,237.85
Brewer, Corey	Police	Police Constable	103,314.32	-	103,314.32
Brewer, Joel	Fire Services	Firefighter	106,173.26	200.00	106,373.26
Brewer, Nathan	Police	Police Constable	108,466.11	-	108,466.11
Bricker, Jamie	Police	Police Constable	101,262.85	-	101,262.85
Briscombe, Mark	Finance, Asset Management & ICT	System Administrator	104,935.30	-	104,935.30
Brooks, Brock	Police	Police Constable	116,938.34	-	116,938.34
Brown, Jay	Fire Services	Captain	129,072.02	200.00	129,272.02
Brown, Jeff	Fire Services	Firefighter	104,759.53	200.00	104,959.53
Brown, Jeffery	Police	Police Constable	114,748.85	-	114,748.85
Brown, Karen	Legal and Legislative Services	Solicitor	155,781.07	-	155,781.07
Brown, Russell	Fire Services	Firefighter	107,257.99	200.00	107,457.99
Brown, Sara	Police	Police Constable	108,784.11	1,000.00	109,784.11
Brown, William (Bj)	Fire Services	Firefighter	102,047.27	200.00	102,247.27
Bruce, Charles	Police	Police Constable	134,572.74	-	134,572.74
Buell, Donald	Police	Police Constable	104,496.01	1,000.00	105,496.01
Bundy, Keiva	Fire Services	Firefighter	109,415.41	200.00	109,615.41
Burridge, Hannah	Police	Police Constable	102,225.21	-	102,225.21
Burt, Ross	Police	Sergeant	126,217.10	1,000.00	127,217.10
Burton, Kenneth	Police	Sergeant	122,436.79	-	122,436.79
Burton, Michael	Fire Services	Captain	123,109.79	200.00	123,309.79
Bussey, Stephen	Fire Services	Lieutenant	151,427.47	200.00	151,627.47
Butler, André	Fire Services	Firefighter	99,784.47	1,153.82	100,938.29
Butler, James	Police	Superintendent Criminal Invest Division	134,133.12	1,044.30	135,177.42
Butler, Kendra	Fire Services	Firefighter	99,883.88	200.00	100,083.88
Byrne, Nicholas	Police	Police Constable	104,448.82	1,000.00	105,448.82
Cain, Daniel	Fire Services	Firefighter	103,742.88	200.00	103,942.88
Caldwell, Robert	Fire Services	Firefighter	104,098.91	200.00	104,298.91
Cameron, David	Fire Services	Captain	128,354.70	200.00	128,554.70
Camp, Christopher	Fire Services	Fire Services Prevention Officer	126,752.02	1,057.45	127,809.47
Campbell Waugh, Carol	Police	Police Constable	104,666.48	1,000.00	105,666.48
Campbell, Cynthia	Police	Police Constable	101,917.22	-	101,917.22
Campbell, Joel	Fire Services	Captain	111,689.98	237.41	111,927.39
Campbell, Leo	Police	Police Constable	103,510.51	-	103,510.51
Campbell, Liam	Police	Police Constable	126,061.10	-	126,061.10
Cane, Jason	Fire Services	Firefighter	104,582.65	200.00	104,782.65
Canning, R Brad	Fire Services	Firefighter	117,671.27	200.00	117,871.27
Cantfell, Brian	Police	Police Constable	105,445.37	-	105,445.37
Carleton, Debbie	Police	Police Constable	103,262.85	-	103,262.85
Carlisle, Jeffrey	Police	Sergeant	134,724.29	-	134,724.29
Carlisle, Stephanie	Police	Human Resources Officer	141,975.29	1,025.00	143,000.29
Carmichael, David	Fire Services	Captain	144,636.46	200.00	144,836.46
Carmichael, Garland	Police	Sergeant	124,373.68	-	124,373.68
Carr, Jeffrey	Police	Sergeant	123,143.79	1,000.00	124,143.79
Carrroll, Don	Fire Services	Firefighter	101,526.26	200.00	101,726.26
Carter, Dylan	Police	Police Constable	106,237.90	-	106,237.90
Carter, Michael	Police	Police Constable	109,574.09	1,000.00	110,574.09
Carter, Sara	Police	Police Constable	103,899.83	-	103,899.83
Carver, Shawn	Police	Police Constable	115,411.58	-	115,411.58
Carvery, Shaun	Police	Police Constable	110,462.71	1,000.00	111,462.71
Casas Lopez, Luis	Finance, Asset Management & ICT	Network Administrator II	99,950.50	1,062.60	101,013.10
Casey, Darren	Fire Services	Firefighter	109,757.83	200.00	109,957.83
Cecchetto, Michael	Police	Sergeant	143,032.75	1,000.00	144,032.75
Chambers Spriggs, Tanya	Police	Sergeant	124,113.26	-	124,113.26
Chambers, David	Police	Police Constable F.B.P.	106,951.32	-	106,951.32
Chambers, Kimberley	Police	Police Constable	101,262.85	-	101,262.85
Chapman, Janis	Police	Police Constable	109,688.76	1,000.00	110,688.76
Chaulk, Ron	Police	Police Constable	105,167.72	-	105,167.72
Chauvin, Maxim	DSPX	General Manager	110,270.68	-	110,270.68
Chediac, Monier	Police	Sergeant	129,642.28	-	129,642.28
Cheeseman, Michael	Police	Sergeant	130,196.78	-	130,196.78
Chenard, Jacques	Police	Police Constable	103,542.84	-	103,542.84
Chhabra, Gurminder (Mark)	Police	Police Constable	108,674.89	-	108,674.89
Chicarella, Christopher	Police	Police Constable F.B.P.	103,738.84	-	103,738.84
Chisholm, Diane	Corporate and Customer Services	Manager Facilities Management	128,437.14	83.50	128,520.64
Chisholm, Mary	CAO's Office	Senior Policy Advisor	102,209.69	-	102,209.69
Christie, Sally	CAO's Office	Senior Advisor to the CAO	118,913.42	167.00	119,080.42
Clancey, Dawn	Police	Admin Manager Integrated Emergency Ser.	109,877.76	-	109,877.76
Clark, Paul M	Fire Services	Captain	152,130.23	200.00	152,330.23
Clarke, Jeffery	Fire Services	Captain	120,219.63	200.00	120,419.63

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Clarke, Jeffrey	Police	Staff Sergeant	135,975.99	-	135,975.99
Clarke, Jennifer	Police	Police Constable	102,470.93	-	102,470.93
Cluett, Andrew	Fire Services	Firefighter	110,093.74	200.00	110,293.74
Clyke, Bobby	Police	Sergeant	136,592.30	-	136,592.30
Cogdon, Michael	Halifax Forum	General Manager	108,136.78	-	108,136.78
Cogswell, Barry	Finance, Asset Management & ICT	Manager ICT Service & Operations	143,222.13	553.35	143,775.48
Collins, Joshua	Police	Police Constable	102,710.93	-	102,710.93
Colman Sadd, Evangeline	Office of the Auditor General	Municipal Auditor General	192,952.17	1,308.79	194,260.96
Comer, David	Police	Police Constable	104,689.97	1,000.00	105,689.97
Connolly, Marcia	Finance, Asset Management & ICT	Manager Leasing and Tenant Services	105,178.46	-	105,178.46
Connors, Bradley	Fire Services	District Chief	141,072.20	307.64	141,379.84
Connors, Timothy	Fire Services	Firefighter	101,458.78	200.00	101,658.78
Conrad, Andrew	Police	Police Constable	101,262.85	-	101,262.85
Conrad, Andrew	Fire Services	Firefighter	107,155.24	200.00	107,355.24
Conrad, Craig	Police	Police Constable	107,216.31	-	107,216.31
Conrad, Patrick	Fire Services	Captain	125,792.66	200.00	125,992.66
Conrad, Ryan	Fire Services	Firefighter	106,400.42	200.00	106,600.42
Conrad, Stephen	Fire Services	Firefighter	104,435.20	200.00	104,635.20
Conrad, Susan	Police	Police Constable	105,872.16	-	105,872.16
Conrad, Vincent	Fire Services	CO Div Ch - Training	131,126.39	2,612.62	133,739.01
Cooke, James	Police	Police Constable	102,409.70	1,000.00	103,409.70
Cooke, William	Police	Police Constable	109,456.84	-	109,456.84
Corkum, Kevin	Fire Services	Captain	127,494.04	676.36	128,170.40
Cote, Samuel	Police	Police Constable	104,097.93	78.38	104,176.31
Covey, Matt	Fire Services	CO Dist Ch - Fire Services Prev & Pub Ed	134,552.48	292.42	134,844.90
Cowper, Aaron	Fire Services	Captain	122,928.04	200.00	123,128.04
Cox, Stephen	Police	Police Constable	108,159.30	-	108,159.30
Creemer, Harry	Fire Services	Captain	109,970.61	200.00	110,170.61
Crockett, Allan	Fire Services	Firefighter	112,486.07	200.00	112,686.07
Croft, Tony	Police	Sergeant	129,105.35	-	129,105.35
Cromwell, Christopher	Fire Services	Firefighter	106,412.54	200.00	106,612.54
Cromwell, Larry	Police	Police Constable	104,609.21	-	104,609.21
Crooks, Michael	Fire Services	Firefighter	106,695.73	200.00	106,895.73
Crooks, Steven	Fire Services	Firefighter	89,899.32	26,154.83	116,054.15
Crooks, Tracey	Fire Services	Firefighter	107,613.56	200.00	107,813.56
Cross, Bridget	Police	Sergeant	116,286.35	-	116,286.35
Cross, Nathan	Police	Police Constable	150,311.04	1,000.00	151,311.04
Crowell, Dale	Fire Services	Captain	132,013.81	200.00	132,213.81
Crowell, Dennis	Police	Sergeant F.B.P.	122,436.79	-	122,436.79
Currie, Lloyd	Fire Services	District Chief	141,859.10	-	141,859.10
Currie, Marion	Corporate and Customer Services	Program Manager Org Performance Excel	108,078.86	592.39	108,671.25
Currie, Shawn	Police	Police Constable	113,063.13	-	113,063.13
Curry, James	Fire Services	Firefighter	104,380.08	200.00	104,580.08
Cutler, William	Halifax Transit Services	Manager Bus Maintenance	118,832.49	167.00	118,999.49
Da Ros, Gregory	Finance, Asset Management & ICT	Manager Digital Services	100,894.11	-	100,894.11
Dahl, Darren	Fire Services	Captain	142,168.70	200.00	142,368.70
Daneault, Kaven	Police	Police Constable	107,989.47	-	107,989.47
David, Benoit	Fire Services	Captain	129,914.15	200.00	130,114.15
David, Mervin	Halifax Transit Services	Supervisor Ferry Services	103,209.37	-	103,209.37
Davis, Christopher	Transportation & Public Works	Supervisor Right of Way Services	105,949.71	292.42	106,242.13
Davis, Tanya	Planning & Development	Manager Strategic Trans Planning Prog	108,396.38	392.51	108,788.89
Day, James	Fire Services	Firefighter	117,839.13	1,135.11	118,974.24
Day, Jason	Fire Services	Senior Firefighter	101,725.62	200.00	101,925.62
Day, Peter	Fire Services	Firefighter	101,662.85	200.00	101,862.85
Dean, Kevin	Fire Services	District Chief	140,567.79	156.43	140,724.22
Dean, Sherry	Fire Services	Captain	112,522.01	2,354.26	114,876.27
Delong, Christopher	Police	Police Constable	110,732.90	-	110,732.90
Dempsey, Alexander	Fire Services	Firefighter	104,619.09	200.00	104,819.09
Dempsey, Nancy	Legal and Legislative Services	Access & Privacy Officer	108,019.63	218.63	108,238.26
Denine, Matthew	Police	Police Constable	105,779.62	1,000.00	106,779.62
Denty, Kelly	Planning & Development	Chief Planner & Director Planning & Dev	206,197.67	167.00	206,364.67
Desrochers, Paul	Police	Police Constable F.B.P.	110,568.43	-	110,568.43
Detchkoff, Cory	Fire Services	Firefighter	111,549.60	200.00	111,749.60
Deters, Auren	Fire Services	Firefighter	109,033.62	200.00	109,233.62
Deveau, Tyler	Fire Services	Firefighter	113,541.29	835.88	114,377.17
Dewar, Sym	Police	Police Constable	104,396.70	-	104,396.70
Deyoung, Jeffrey	Fire Services	Firefighter	117,043.80	200.00	117,243.80
Dickson, Nicholas	Police	Surveillance Technician	100,509.16	67.41	100,576.57
Dill, James	Police	Police Constable	105,416.93	-	105,416.93
Dion, Kelvin	Fire Services	Captain	114,839.39	224.93	115,064.32
Dixon, David	Fire Services	Firefighter	104,661.15	200.00	104,861.15

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Dobie, Leslie	Fire Services	Firefighter	102,138.41	200.00	102,338.41
Dodge, Dana	Halifax Transit Services	Fleet Supervisor	102,547.40	323.87	102,871.27
Dodge, Duane	Fire Services	Captain	113,372.81	200.00	113,572.81
Doiron, Tara Lee	Police	Police Constable	103,989.97	-	103,989.97
Dominix, Cory	Fire Services	Firefighter	101,682.42	200.00	101,882.42
Doncaster, Nevin	Police	Police Constable	103,500.72	-	103,500.72
Dooks Fahie, Michelle	Police	Police Constable	130,378.39	1,000.00	131,378.39
Dorey, Clifford	Halifax Transit Services	Mechanic	112,031.22	1,456.40	113,487.62
Dorey, Michael	Fire Services	Captain	114,611.81	200.00	114,811.81
Doucet, Shawn	Fire Services	Firefighter	140,287.01	200.00	140,487.01
Doucette, Kevin	Police	Police Constable	105,854.74	-	105,854.74
Dowding, Justin	Fire Services	Firefighter	108,334.72	200.00	108,534.72
Doyle, Carly	Police	Police Constable F.B.P.	105,518.32	1,000.00	106,518.32
Doyle, Joel	Fire Services	Firefighter	109,485.03	2,204.60	111,689.63
Doyle, Mark	Police	Police Constable	107,840.91	1,000.00	108,840.91
Drysdale, Clayton	Fire Services	Firefighter	102,858.97	200.00	103,058.97
Drysdale, Sara	Fire Services	Firefighter	101,064.57	200.00	101,264.57
Duale, Ali	Fire Services	Firefighter	114,227.87	200.00	114,427.87
Dubé, Jacques	CAO's Office	Chief Administrative Officer	295,783.36	2,380.21	298,163.57
Dugandzic, Philip	Planning & Development	Manager Building Standards	108,399.94	-	108,399.94
Dunbrack, Patricia	Fire Services	Captain	123,472.63	200.00	123,672.63
Duncan, Peter	Planning & Development	Manager Infrastructure Planning	134,134.07	-	134,134.07
Duquet Perron, Olivier	Police	Police Constable F.B.P.	110,070.83	-	110,070.83
Durling, Craig	Police	Police Constable	105,644.14	-	105,644.14
Eaglestone, Ben	Fire Services	Firefighter	120,615.63	200.00	120,815.63
Edwards, Amy	Police	Police Constable	103,134.69	-	103,134.69
Edwards, Jonathan	Police	Police Constable	104,968.56	-	104,968.56
Edwards, Paul	Fire Services	Captain	123,309.87	200.00	123,509.87
Edwards, Scott	Fire Services	Firefighter	108,111.64	200.00	108,311.64
Eisan, Wendell	Fire Services	Inventory Equipment Technician	103,995.87	200.00	104,195.87
El Diri, Eddy	Police	Police Constable	112,405.51	1,000.00	113,405.51
El Shair, Ahmed	Police	Police Constable	105,102.25	-	105,102.25
Elliott, Geoffrey	Fire Services	Firefighter	114,747.91	200.00	114,947.91
Elworthy, Matthew	Police	Police Constable	114,080.13	-	114,080.13
Engels, Ryan	Fire Services	Firefighter	113,465.14	1,787.36	115,252.50
Everson, Michelle	Police	Police Constable	101,262.85	-	101,262.85
Fader, Kimberley	Halifax Transit Services	Supervisor Fleet Services	113,170.29	295.46	113,465.75
Fairbairn, Scott	Police	Police Constable	107,246.08	1,000.00	108,246.08
Fairbairn, Steven	Police	Police Constable	123,331.47	1,000.00	124,331.47
Fall, John	Fire Services	Firefighter	114,618.04	200.00	114,818.04
Fawcett, John	Transportation & Public Works	Design Engineer	98,415.63	2,223.37	100,639.00
Fenerty, Daniel James	Fire Services	Firefighter	101,490.43	200.00	101,690.43
Fenner, Stephen	Fire Services	Firefighter	104,576.89	200.00	104,776.89
Fenton, John	Finance, Asset Management & ICT	Project Manager Information Technology	105,304.96	239.81	105,544.77
Ferguson, John	Fire Services	Captain	123,772.07	200.00	123,972.07
Ferguson, Todd	Fire Services	Firefighter	110,355.50	200.00	110,555.50
Fillmore, Fiona	Finance, Asset Management & ICT	Manager Accounting Service Delivery	100,876.11	781.62	101,657.73
Firth, Edward A	Fire Services	Firefighter	100,035.75	200.00	100,235.75
Fish, Derek	Police	Police Constable	102,763.05	-	102,763.05
Fisher, Bruce	Finance, Asset Management & ICT	Manager Financial Policy & Planning	133,132.58	1,130.13	134,262.71
Fitzgerald, Marcheta	Fire Services	Division Captain Fire Services & Prevention	123,493.62	1,840.28	125,333.90
Fleck, Erica	Fire Services	Assistant Chief	149,054.12	166.06	149,220.18
Fleckney, Brian	Fire Services	Captain	123,479.38	200.00	123,679.38
Fletcher, Darrell	Fire Services	Captain	131,151.18	200.00	131,351.18
Flinn, Paul	Office of the Auditor General	Audit Director	109,103.06	1,058.50	110,161.56
Flynn, Christa	Police	Police Constable	101,480.87	-	101,480.87
Flynn, Jonathan	Police	Police Constable	102,504.24	1,000.00	103,504.24
Flynn, Pauline	Police	Police Constable F.B.P.	102,307.32	-	102,307.32
Flynn, Shawn	Police	Police Constable	111,865.52	-	111,865.52
Fong, Regan	Police	Sergeant F.B.P.	128,000.72	-	128,000.72
Fong, Richard	Fire Services	Platoon Captain	141,234.63	200.00	141,434.63
Foote, Andrew	Fire Services	Captain	118,273.18	200.00	118,473.18
Forbes, Terry	Fire Services	Firefighter	99,933.79	200.00	100,133.79
Ford, Corey	Fire Services	Firefighter	104,071.63	200.00	104,271.63
Ford, Heather	Police	Police Constable	104,487.27	1,000.00	105,487.27
Forhan, Jillian	Police	Police Constable	103,153.73	-	103,153.73
Forrest, Jason	Police	Police Constable	107,020.35	-	107,020.35
Foshay, Nicholas	Fire Services	Firefighter	103,207.98	200.00	103,407.98
Foster, Jeffrey	Police	Police Constable	107,140.91	-	107,140.91
Foster, Susan	Police	Police Constable F.B.P.	118,765.19	-	118,765.19
Fournier, Thomas	Police	Police Constable	113,978.53	-	113,978.53

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Fox, Robert	Police	Staff Sergeant	134,864.50	-	134,864.50
Fraser, Cyril	Fire Services	Captain	124,130.44	200.00	124,330.44
Fraser, Ernest	Fire Services	Firefighter	108,209.82	200.00	108,409.82
Fraser, Jane	Finance, Asset Management & ICT	Director Finance Asset Mgmt & ICT	227,640.06	3,935.92	231,575.98
Fraser, Kristine	Police	Police Constable	102,909.11	-	102,909.11
Fulton, Joseph	Fire Services	Captain	125,005.45	200.00	125,205.45
Furlong, Robert	Police	Police Constable	103,360.33	-	103,360.33
Gabriel, Erica	Fire Services	Firefighter	104,587.99	1,076.82	105,664.81
Gagnon, Kevin	Fire Services	Firefighter	108,070.90	200.00	108,270.90
Gagnon, Nicolas	Police	Police Constable	101,115.06	-	101,115.06
Gallagher, Kevin	Fire Services	Captain	121,226.79	200.00	121,426.79
Gallant, Stephanie	Police	Police Constable	103,918.77	-	103,918.77
Gallivan, David	Police	Police Constable	104,060.25	-	104,060.25
Galvin, Dominique	Fire Services	Firefighter	105,098.46	2,770.00	107,868.46
Gannon, Dwayne	Fire Services	Firefighter	114,337.53	200.00	114,537.53
Garber, Geoff	Fire Services	Captain	112,124.70	200.00	112,324.70
Garry, Claude	Fire Services	Captain	126,976.33	200.00	127,176.33
Gates, Collin	Fire Services	Firefighter	110,097.26	200.00	110,297.26
Gates, James	Fire Services	Platoon Captain	142,881.22	200.00	143,081.22
Gaudet, Christopher	Fire Services	Firefighter	111,789.24	2,127.50	113,916.74
Gaudet, Gary	Fire Services	Firefighter	100,872.97	200.00	101,072.97
Gaudry, Aaron	Police	Police Constable	102,102.29	-	102,102.29
Geldart, Stephen	Fire Services	Senior Firefighter / Engineer	104,376.27	200.00	104,576.27
Giacomantonio, Christopher	Police	Research & Development Specialist	107,940.24	-	107,940.24
Gibbons, Thomas	Police	Police Constable	106,726.17	-	106,726.17
Gibson, Curtis	Police	Police Constable	107,320.49	-	107,320.49
Gibson, Gregory	Fire Services	Senior Firefighter Engineer	103,153.91	200.00	103,353.91
Gibson, Julie	Finance, Asset Management & ICT	Policy&Business Initiatives Coordinator	102,507.42	111.67	102,619.09
Gibson, Scott	Fire Services	Firefighter	109,875.75	200.00	110,075.75
Giddens, Christopher	Legal and Legislative Services	Solicitor TERM (Capital)	137,278.42	761.43	138,039.85
Giffin, Ann	Police	Police Constable F.B.P.	103,515.74	-	103,515.74
Gilbert, Jordan	Police	Police Constable	114,542.00	1,000.00	115,542.00
Gillett, Stephen	Police	Sergeant	123,812.77	25.05	123,837.82
Gillis, Anthony	Police	Police Constable	108,180.73	-	108,180.73
Gillis, Gyles	Police	Sergeant	125,973.27	1,000.00	126,973.27
Gillis, Trena	Police	Police Constable	104,028.42	1,000.00	105,028.42
Gillivan, Claire	Legal and Legislative Services	Solicitor	102,552.03	-	102,552.03
Girard, Robin	Fire Services	Firefighter	101,828.22	200.00	102,028.22
Glennie, Alexander	Fire Services	Captain	130,075.66	200.00	130,275.66
Goldsmith, David	Halifax Transit Services	Fleet Supervisor	105,177.34	200.00	105,377.34
Goodwin, Judson	Police	Police Constable	104,331.34	-	104,331.34
Gordon, Andrew	Police	Police Constable F.B.P.	101,262.85	-	101,262.85
Gough, Andrew	Legal and Legislative Services	Solicitor	121,913.00	4,879.52	126,792.52
Graham, Aaron	Fire Services	Firefighter	109,072.94	200.00	109,272.94
Graham, Gordon	Police	Sergeant F.B.P.	134,665.68	1,000.00	135,665.68
Grandy, Philip W	Fire Services	Firefighter	113,410.10	2,316.48	115,726.58
Grantham, Peter	Fire Services	Senior Firefighter Engineer	115,645.11	200.00	115,845.11
Graven, James	Fire Services	Firefighter	106,737.97	200.00	106,937.97
Graves, Colin	Police	Police Constable	105,569.29	1,000.00	106,569.29
Gray, Rickey	Fire Services	Firefighter	101,505.75	200.00	101,705.75
Gray, Robert	Fire Services	Firefighter	109,245.94	200.00	109,445.94
Greek, James	Police	Police Constable	105,637.79	-	105,637.79
Green, Angela	Parks and Recreation	Manager Recreation Programming	132,841.68	188.00	133,029.68
Green, Benjamin	Police	Police Constable	112,322.87	-	112,322.87
Green, Jacob	Fire Services	Captain	152,016.84	771.64	152,788.48
Green, Pamela	Police	Sergeant	122,899.41	-	122,899.41
Greencorn, George	Police	Police Constable	101,262.85	-	101,262.85
Greene, Katherine	Planning & Development	Manager Regional Policy Program	112,272.48	892.49	113,164.97
Greene, Patrick	Fire Services	Captain	126,732.40	200.00	126,932.40
Greene, Stephen	Fire Services	Firefighter	112,937.04	200.00	113,137.04
Greener, David	Legal and Legislative Services	Solicitor	139,785.75	269.64	140,055.39
Greenham, Peter	Fire Services	Training Officer	118,273.19	200.00	118,473.19
Greer, Barry	Fire Services	Captain	137,151.84	200.00	137,351.84
Grimes, William	Fire Services	Captain	133,572.72	200.00	133,772.72
Guest, Matthew	Police	Police Constable	124,429.60	1,000.00	125,429.60
Guy, Kevin	Fire Services	Captain	121,438.22	200.00	121,638.22
Guzzwell, Stephen	Police	Police Constable	103,444.74	-	103,444.74
Habib, Andre	Police	Sergeant	178,565.11	1,000.00	179,565.11
Haines, Shannon	Police	Police Constable	105,997.90	-	105,997.90
Hann, Shawn	Fire Services	Firefighter	100,070.45	200.00	100,270.45
Hansen, Kristopher	Police	Police Constable	106,615.21	-	106,615.21

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Hardiman, Ronald	Fire Services	Firefighter	101,132.12	200.00	101,332.12
Harding, David	Police	Police Constable	108,591.63	1,000.00	109,591.63
Harley, David	Finance, Asset Management & ICT	Manager Financial Reporting	119,492.05	1,083.55	120,575.60
Harlow, Michael	Fire Services	Firefighter	126,590.96	200.00	126,790.96
Harper, Nancy	Finance, Asset Management & ICT	Manager Accounting Controls & Reporting	101,563.43	25.05	101,588.48
Harrison, Sean	Fire Services	Firefighter	101,144.64	200.00	101,344.64
Hartlen, Brett	Fire Services	Firefighter	106,681.19	200.00	106,881.19
Harvey, Brendan	Police	Police Constable F.B.P.	105,872.21	-	105,872.21
Harvey, Richard	Parks and Recreation	Manager Policy & Planning	111,108.97	558.49	111,667.46
Harvie, Trevor	Corporate and Customer Services	Superintendent Municipal Fleet	104,350.41	809.34	105,159.75
Haverstock, Mark	Fire Services	Captain	124,435.22	200.00	124,635.22
Hawes, Cole	Police	Police Constable	101,423.17	-	101,423.17
Hayes, Jonathan	Police	Police Constable F.B.P.	108,347.10	-	108,347.10
Hayman, George	Finance, Asset Management & ICT	Project Manager Information Technology	107,165.17	-	107,165.17
Hayward, Joseph	Police	Police Constable	108,752.16	-	108,752.16
Head, Aaron	Police	Police Constable	121,194.93	1,000.00	122,194.93
Hebb, Donald	Fire Services	Firefighter	116,428.38	200.00	116,628.38
Hebb, Gregory	Fire Services	Captain	135,985.01	200.00	136,185.01
Hebb, Robert	Fire Services	Captain	128,174.45	200.00	128,374.45
Henneberry, Allison	Police	Police Constable	102,931.82	1,000.00	103,931.82
Henneberry, Mitchell	Fire Services	Firefighter	103,922.29	200.00	104,122.29
Henry, Joshua	Fire Services	Firefighter	101,762.68	200.00	101,962.68
Henwood, Ronald	Corporate and Customer Services	Mechanic EVT	114,691.74	200.00	114,891.74
Higgins, Steven	Planning & Development	Manager Current Planning	130,866.34	-	130,866.34
Hill, David	Police	Police Constable	106,477.37	1,000.00	107,477.37
Hiltz, Darrell	Finance, Asset Management & ICT	Lead Architect	121,192.88	-	121,192.88
Hodgson, James	Police	Police Constable	103,862.85	1,000.00	104,862.85
Hoffmann, Edward	Fire Services	Captain	134,596.59	200.00	134,796.59
Hogue, Stephane	Fire Services	Firefighter	115,163.37	200.00	115,363.37
Hollett, Harold	Fire Services	Deputy Chief Director - Operational Supp	167,022.08	1,100.51	168,122.59
Hood, Derek	Police	Police Constable	103,708.31	1,000.00	104,708.31
Horne, Victoria	Transportation & Public Works	Manager Parking	119,395.30	208.75	119,604.05
Hovey, Kevin	Police	Sergeant	133,836.53	1,000.00	134,836.53
Hovingh, Jonathon	Police	Police Constable	103,543.90	-	103,543.90
Howie, Andrew	Police	Police Constable	104,551.73	1,000.00	105,551.73
Hubert, Jody	Finance, Asset Management & ICT	Manager Cybersecurity	135,283.63	31,899.45	167,183.08
Hubley, David	Transportation & Public Works	Manager Project Planning & Design	147,840.25	863.97	148,704.22
Hueston, D'Arcy	Police	Sergeant	138,609.13	-	138,609.13
Hughes, Alan	Police	Police Constable F.B.P.	103,007.39	1,000.00	104,007.39
Hughes, Patricia	Halifax Transit Services	Manager Planning & Scheduling	122,923.68	334.00	123,257.68
Hunt, Gregory	Fire Services	Firefighter	104,570.72	200.00	104,770.72
Hunt, Kelly	Human Resources	Manager Employee Services	105,051.93	547.68	105,599.61
Hunter, Wayne	Police	Police Constable	114,009.52	-	114,009.52
Hurley, Brandon	Police	Police Constable	105,890.17	-	105,890.17
Inglis, Douglas J	Fire Services	Firefighter	103,695.15	200.00	103,895.15
Jacklyn, Wallace	Fire Services	Firefighter	103,695.15	200.00	103,895.15
Jackman, Dylan	Police	Police Constable	102,197.52	-	102,197.52
Jackson, Winnell	Police	Sergeant	122,430.90	-	122,430.90
Jaggi, Gagan	Halifax Transit Services	Superintendent Transit Fleet Garage A	101,381.78	25.05	101,406.83
Jahncke, Robert	Finance, Asset Management & ICT	Manager CRE Project	100,032.72	1,181.13	101,213.85
Janson, Jim	Legal and Legislative Services	Solicitor	113,414.91	-	113,414.91
Jardine, Bradley	Police	Police Constable	102,078.86	1,000.00	103,078.86
Jazic, Alan	Police	Police Constable	102,267.30	-	102,267.30
Jefferies Aldridge, Grace	Human Resources	Manager Client Services	111,280.64	662.36	111,943.00
Jefferies, Jonathan	Police	Sergeant	132,631.11	-	132,631.11
Jennings, Greg	Fire Services	Firefighter	107,406.15	200.00	107,606.15
Jensen, John David	Fire Services	Firefighter	102,805.88	200.00	103,005.88
Jiang, Qingshuang	Finance, Asset Management & ICT	Data Architect	116,591.68	455.40	117,047.08
Jodrey, Eugene	Fire Services	Firefighter	104,711.33	200.00	104,911.33
Johnson, Christopher	Fire Services	Captain	127,190.39	200.00	127,390.39
Johnson, Ronald	Fire Services	Captain	121,321.07	200.00	121,521.07
Johnston, Paul	CAO's Office	Managing Director GREA	113,966.79	-	113,966.79
Johnston, Sandra	Police	Sergeant	122,436.79	-	122,436.79
Jollimore, Kim	Corporate and Customer Services	Manager Citizen Contact Centres	126,431.68	345.23	126,776.91
Joncas, Jason	Police	Police Constable	104,794.94	1,000.00	105,794.94
Jones Grant, Tracey	CAO's Office	Manager Diversity and Inclusion	129,471.70	901.79	130,373.49
Jones, Darren	Fire Services	Captain	134,472.63	200.00	134,672.63
Joseph, Alicia	Police	Police Constable	101,675.87	-	101,675.87
Joseph, Nickel	Police	Police Constable	116,656.69	1,000.00	117,656.69
Joudrey, Andrew	Police	Police Constable	109,946.87	-	109,946.87
Judah, Joshua	Legal and Legislative Services	Solicitor	147,067.21	260.06	147,327.27

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Kavanaugh, Daniel	Police	Police Constable	101,535.15	-	101,535.15
Keating, Patrick	Fire Services	Captain	120,886.38	200.00	121,086.38
Keck, Scott	Fire Services	Firefighter	104,988.24	200.00	105,188.24
Kelly, Colleen	Police	West Divisional Commander	144,170.62	1,000.00	145,170.62
Kennedy, Edward	Fire Services	Firefighter	107,024.76	200.00	107,224.76
Kennedy, Jordan	Corporate and Customer Services	Mechanic EVT	102,982.30	200.00	103,182.30
Kennedy, Patricia	Police	Police Constable	122,767.33	1,000.00	123,767.33
Keyes, Heather	Police	Police Constable	102,480.06	-	102,480.06
Kharma, George	Fire Services	Captain	121,199.57	200.00	121,399.57
Killen, Jason	Fire Services	Captain	118,273.18	200.00	118,473.18
Kincade, Bradley	Police	Police Constable	102,135.85	1,000.00	103,135.85
King, Alisa	Police	Police Constable	105,811.75	-	105,811.75
Kinghorne, Randolph	Legal and Legislative Services	Solicitor	141,028.46	-	141,028.46
Kinsella, Daniel	Police	Chief of Police	253,773.22	173.17	253,946.39
Kirton, Harold	Police	Police Constable	107,532.59	-	107,532.59
Kleronomos, John	Finance, Asset Management & ICT	Senior Business Analyst	104,674.74	-	104,674.74
Kliffer, Matthew	Fire Services	Firefighter	102,011.12	200.00	102,211.12
Kline, Patrick	Fire Services	Captain	130,211.04	604.91	130,815.95
Knisley, Sara	Legal and Legislative Services	Solicitor	129,595.30	-	129,595.30
Koch, Stephen	Fire Services	Captain	139,822.22	200.00	140,022.22
Koutroulakis, Taso	Transportation & Public Works	Manager Traffic & Right of Way	167,208.86	915.06	168,123.92
Kozma, Andrew	Police	Chief Information Security Officer	130,612.38	-	130,612.38
Krividic, Admir	Police	Police Constable	104,176.00	-	104,176.00
Kuhn, Scott	Police	Police Constable	102,262.45	-	102,262.45
Kuryluk, Avery	Fire Services	Firefighter	104,527.56	1,485.00	106,012.56
Lahey, Martin	Fire Services	Division Captain Fire Services & Prevention	129,596.74	908.64	130,505.38
Lake, Jennifer	Police	Police Constable	111,448.08	1,000.00	112,448.08
Lake, Stanley	Fire Services	Captain	129,529.72	200.00	129,729.72
Lalonde, Nicholas	Fire Services	Firefighter	103,815.95	200.00	104,015.95
Lambert, Desmond	Police	Police Constable	107,383.04	1,000.00	108,383.04
Lambert, Tanya	Police	Police Constable	105,333.66	-	105,333.66
Landry, Andrew	Police	Police Constable	105,784.49	-	105,784.49
Lane, Blain	Police	Police Constable	103,262.95	-	103,262.95
Lane, Richard	Police	East Divisional Commander	144,232.03	1,000.00	145,232.03
Langille, Steven	Police	Sergeant	143,998.20	1,000.00	144,998.20
Langille, Thea	Planning & Development	Principal Planner	102,281.25	558.49	102,839.74
Langley, Brett	Fire Services	Firefighter	109,374.70	200.00	109,574.70
Lanthier, Bruce	Fire Services	Firefighter	106,153.17	200.00	106,353.17
Lapointe, Martin	Fire Services	Firefighter	105,310.25	200.00	105,510.25
Laraque, Jules	Police	Police Constable	106,738.15	-	106,738.15
Lassaline, Trevor	Police	Police Constable	112,263.71	-	112,263.71
Latreille, Robbie	Police	Police Constable	103,020.96	1,000.00	104,020.96
Lavoie, Andre	Fire Services	Firefighter	103,409.30	200.00	103,609.30
Lavoie, Norman	Fire Services	Division Captain Logistics	143,060.90	200.00	143,260.90
Lawless, Stephen	Police	Police Constable F.B.P.	103,991.70	-	103,991.70
Lawlor, David	Police	Sergeant	129,034.47	-	129,034.47
Leblanc, Jeffrey	Police	Police Constable	101,262.85	-	101,262.85
Leblanc, Simon	Fire Services	Firefighter	109,186.03	200.00	109,386.03
Leclerc, Antoine Guy	Parks and Recreation	Director Finance Term NAIG 2020	100,076.69	-	100,076.69
Legay, Rodney	Police	Police Constable	103,395.86	-	103,395.86
Leger, Marc	Fire Services	Training Officer	121,638.03	200.00	121,838.03
Legere, Ola	Fire Services	Captain	95,884.79	14,200.00	110,084.79
Legere, Ronald	Police	Staff Sergeant	152,387.78	1,000.00	153,387.78
Leroux, Jonah	Fire Services	Firefighter	103,695.15	200.00	103,895.15
Lerue, Gregory	Fire Services	Firefighter	103,695.16	200.00	103,895.16
Lethbridge, Daniel	Police	Police Constable F.B.P.	104,820.44	-	104,820.44
Levandier, Diane	Parks and Recreation	Area Manager	106,379.72	-	106,379.72
Lewis, Ashley	Police	Police Constable	114,305.74	-	114,305.74
Lewis, Shawn	Halifax Transit Services	Fleet Supervisor	109,190.22	200.00	109,390.22
Li, David	Police	Police Constable	103,709.84	-	103,709.84
Lines, Wendy	Finance, Asset Management & ICT	Manager Corporate Planning	125,248.72	-	125,248.72
Little, Bradley	Fire Services	Firefighter	103,957.85	200.00	104,157.85
Llewellyn, Lynn	Halifax Transit Services	Manager Transit Operations	115,537.64	662.36	116,200.00
Logan, Scott	Fire Services	Captain	140,875.42	200.00	141,075.42
Logan, Steven	Police	Police Constable	101,891.84	-	101,891.84
Logan, William	Fire Services	Firefighter	121,420.76	200.00	121,620.76
Long, Mark	Police	Police Constable	101,262.85	-	101,262.85
Longley, Malcolm	Police	Sergeant	134,786.93	1,000.00	135,786.93
Loughnan, Stephen	Fire Services	Captain	78,271.81	24,200.00	102,471.81
Lowe, John	Fire Services	District Chief	132,291.19	-	132,291.19
Lowther, Robert	Police	Sergeant	122,436.80	-	122,436.80

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Lucas, Darcy	Police	Police Constable F.B.P.	103,607.39	-	103,607.39
Lucic, Eric	Planning & Development	Manager Regional Planning	130,356.74	-	130,356.74
Luck, Matthew	Police	Police Constable	108,100.67	1,000.00	109,100.67
Luther, James	Police	Sergeant	126,523.28	1,000.00	127,523.28
Lutley, Robert	Fire Services	Fire Services Prevention Officer	114,917.49	12,998.92	127,916.41
Lynch, Susan	Police	Police Constable	112,947.43	1,000.00	113,947.43
MacAdam, E Alexander	Police	Police Constable	133,217.21	1,000.00	134,217.21
MacCormack, Corinne	Finance, Asset Management & ICT	Manager Business Solutions & Testing	102,765.66	-	102,765.66
MacCulloch, Drew	Fire Services	Captain	114,557.02	200.00	114,757.02
MacDonald, Andrea	Planning & Development	Manager License Standards	104,842.28	115.40	104,957.68
MacDonald, Andrew	Fire Services	Fire Services Captain	116,533.41	200.00	116,733.41
MacDonald, Bruce	Fire Services	Captain	133,860.31	200.00	134,060.31
MacDonald, Chad	Finance, Asset Management & ICT	Manager ICT Planning & Delivery	135,068.19	-	135,068.19
MacDonald, Karen	Legal and Legislative Services	Solicitor	142,983.62	-	142,983.62
MacDonald, Kevin	Police	Police Constable	118,468.08	163.23	118,631.31
MacDonald, Leonard	Police	Police Constable	106,994.75	-	106,994.75
MacDonald, Lisa	Police	Police Constable F.B.P.	103,362.87	1,000.00	104,362.87
MacDonald, Margaret	Parks and Recreation	Manager Regional Recreation Services	134,286.95	167.00	134,453.95
MacDonald, Mark	Police	Staff Sergeant	130,510.07	-	130,510.07
MacDonald, Philip	Police	Police Constable	114,587.65	-	114,587.65
MacDonald, R Scott	Police	Staff Sergeant	141,680.49	-	141,680.49
MacDonald, Scott	Police	Police Constable	103,847.85	-	103,847.85
MacDonald, Tammy	Police	Police Constable	104,278.70	-	104,278.70
MacDonald, Tracy	Police	Police Constable	104,087.85	-	104,087.85
MacDonald, Trevor	Legal and Legislative Services	Solicitor	113,764.93	-	113,764.93
MacDougall, Margaret	Legal and Legislative Services	Solicitor	101,026.38	-	101,026.38
MacDougall, William Dewar	Fire Services	Firefighter	119,656.53	3,270.30	122,926.83
MacEwan, Cody	Police	Police Constable	107,342.74	-	107,342.74
MacFarlane, Derek	Police	Police Constable	105,531.01	-	105,531.01
MacGregor, Jared	Police	Police Constable	104,467.68	-	104,467.68
MacInnis, James	Fire Services	Training Officer	114,744.31	200.00	114,944.31
MacIntyre, Erin	Planning & Development	Manager Land Dev & Subdivision Program	105,710.01	281.76	105,991.77
MacIntyre, Roderick	Transportation & Public Works	Senior Traffic Operations Engineer	108,198.53	735.79	108,934.32
MacIsaac, Craig	Fire Services	Firefighter	114,935.23	200.00	115,135.23
MacIsaac, Matthew	Police	Police Constable	107,970.96	1,000.00	108,970.96
MacIsaac, Shawn	Police	Police Constable	103,823.21	-	103,823.21
MacKay Amy	Police	Police Constable	107,310.28	1,000.00	108,310.28
MacKay Kristen	Police	Police Constable	103,285.90	-	103,285.90
MacKay Robert	Police	Police Constable F.B.P.	103,162.85	110.05	103,272.90
MacKellar, Scott	Fire Services	Captain	131,932.72	200.00	132,132.72
MacKenzie, K Paul	Fire Services	FFAP Coordinator	102,640.14	200.00	102,840.14
MacKenzie, Phillip	Police	Sergeant	134,621.73	1,000.00	135,621.73
MacKenzie, Robert	Fire Services	Firefighter	104,371.56	2,770.00	107,141.56
MacKinlay, Shaune	CAO's Office	Principal Advisor and Communications	107,564.90	-	107,564.90
MacLaurin, Roxanne	Legal and Legislative Services	Solicitor	140,718.10	310.36	141,028.46
MacLean, Don	Police	Superintendent Patrol	169,263.32	1,000.00	170,263.32
MacLean, Jeffrey	Police	Police Constable	105,094.88	-	105,094.88
MacLean, John	Fire Services	Divisional Captain Training	125,135.30	200.00	125,335.30
MacLennan, Allan	Police	Police Constable	115,249.07	1,000.00	116,249.07
MacLeod, Heather	Parks and Recreation	Area Manager	106,379.72	-	106,379.72
MacLeod, John	Police	Police Constable	102,762.85	-	102,762.85
MacLeod, Scott	Police	Police Constable F.B.P.	118,928.35	1,000.00	119,928.35
MacMillan, John	Corporate and Customer Services	Lead Hand Mechanic	135,621.48	200.00	135,821.48
MacMullin, Robert	Police	Police Constable	115,366.27	1,000.00	116,366.27
MacNeil, Adam	Fire Services	Captain	112,305.93	200.00	112,505.93
MacNeil, Andrew	Police	Police Constable	105,387.00	1,000.00	106,387.00
MacNeil, Lynn	Fire Services	Firefighter	109,764.56	2,127.50	111,892.06
MacNeil, Wendell	Fire Services	Captain	126,642.92	200.00	126,842.92
MacPhail, Robert	Police	Police Constable F.B.P.	102,770.53	-	102,770.53
MacPherson, John	Corporate and Customer Services	Manager Corp Facility Design&Construct	133,076.96	685.96	133,762.92
MacVicar, Andrew	Police	Police Constable	103,079.93	1,000.00	104,079.93
Maheux, Nicolas	Fire Services	Captain	119,620.76	200.00	119,820.76
Maillet, Martine	Police	Police Constable	102,756.74	-	102,756.74
Mailman, James	Fire Services	Captain	118,932.23	200.00	119,132.23
Malcolm, Joey	Police	Police Constable	119,556.25	-	119,556.25
Mandru, Egist	Police	Police Constable	105,181.45	-	105,181.45
Manley, Eric	Police	Police Constable	105,286.20	1,000.00	106,286.20
Manning, Anthony	Fire Services	Captain	118,273.20	200.00	118,473.20
Manning, Matthew	Fire Services	Firefighter	108,170.80	200.00	108,370.80
Manos, Jillian	Fire Services	Firefighter	99,863.05	200.00	100,063.05
Mansvelt, John	Police	Police Constable	130,674.30	1,000.00	131,674.30

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
March, Craig	Fire Services	Captain	140,676.14	200.00	140,876.14
March, Leonard	Fire Services	Captain	144,913.19	200.00	145,113.19
Marchand, Michel	Police	Police Constable	133,361.32	1,000.00	134,361.32
Marinelli, Chris	Police	Sergeant	111,831.76	-	111,831.76
Marinelli, Nicholas	Police	Police Constable	102,106.84	1,000.00	103,106.84
Marr, David	Office of the Auditor General	Audit Manager	109,449.58	-	109,449.58
Marriott, Jason	Police	Police Constable	126,433.12	-	126,433.12
Marshall, Trevor	Fire Services	Training Officer	159,291.40	200.00	159,491.40
Martel, Julie	Fire Services	Firefighter	103,367.87	200.00	103,567.87
Martell, Michelle	Fire Services	Firefighter	105,065.01	200.00	105,265.01
Martin, Christina	Police	Sergeant	124,110.70	-	124,110.70
Martin, Scott	Police	Police Constable	103,403.02	-	103,403.02
Martin, Sean	Police	Sergeant	127,431.39	-	127,431.39
Martyn, Stephen	Fire Services	District Captain	139,039.39	200.00	139,239.39
Mason, Crystal	Fire Services	Firefighter	99,892.02	200.00	100,092.02
Mason, Gregory	Police	Executive Officer	152,759.96	1,000.00	153,759.96
Mason, John	Corporate and Customer Services	Manager Building Operations	111,093.98	105.05	111,199.03
Mason, Robert	Fire Services	Firefighter	115,433.36	200.00	115,633.36
Mather, Shawn	Fire Services	Firefighter	103,724.16	200.00	103,924.16
Mathieu, Jeffrey	Fire Services	Firefighter	104,711.33	200.00	104,911.33
Matthews, Andrew	Police	Information Management Officer	152,995.30	1,000.00	153,995.30
Mattie, Derrick J	Fire Services	Captain	130,284.68	200.00	130,484.68
Mattie, Leonard B	Fire Services	Captain	124,489.09	200.00	124,689.09
Mattie, Melissa	Fire Services	Firefighter	112,792.53	200.00	112,992.53
Maxwell, Mark	Police	Police Constable F.B.P.	105,868.37	-	105,868.37
Mayer, Richard	Police	Police Constable	104,780.92	-	104,780.92
McCann, John	Halifax Transit Services	Manager Ferry Operations	103,402.33	240.93	103,643.26
McCoombs, Reid	Police	Superintendent Administration	160,490.25	1,000.00	161,490.25
McCormack, Stephen	Police	Sergeant	131,117.62	1,000.00	132,117.62
McCormick, Justin	Police	Police Constable	106,923.01	-	106,923.01
McCracken, Ryan	Fire Services	Firefighter	111,160.57	200.00	111,360.57
McCrum, Andrew	Police	Police Constable	103,452.29	-	103,452.29
McCulley, Garrett	Police	Police Constable	104,623.80	1,000.00	105,623.80
McCulley, Stuart	Police	Police Constable	106,508.48	-	106,508.48
McCulloch, Trudi	Police	Police Constable	105,548.84	1,000.00	106,548.84
MccClough, Janna	Police	Police Constable	102,714.59	-	102,714.59
McDermott, Christopher	Police	Police Constable	102,093.85	-	102,093.85
McDonald, John	Fire Services	Firefighter	101,537.40	200.00	101,737.40
McGrath, Anthony	Police	Police Constable	101,996.85	1,000.00	102,996.85
McGrath, John Patrick	Parks and Recreation	Manager Aquatic & Inclusion Services	101,609.31	-	101,609.31
McGrath, Justin	Police	Police Constable F.B.P.	103,523.94	-	103,523.94
McIsaac, Carol	Police	Police Constable	103,526.85	-	103,526.85
McIsaac, Parker	Police	Police Constable	109,151.28	1,000.00	110,151.28
McIver, Karl	Police	Police Constable	111,924.36	-	111,924.36
McKenzie, David	Fire Services	Captain	112,096.03	29,517.89	141,613.92
McKinnon, John	Police	Sergeant	97,807.22	59,450.16	157,257.38
McLellan, Brad	Police	Police Constable	105,166.38	-	105,166.38
McLellan, Todd	Police	Police Constable	102,709.30	-	102,709.30
McLeod, Nicholas	Fire Services	Firefighter	105,025.72	200.00	105,225.72
McMackin, Lana Nicole	Police	Police Constable	102,762.85	-	102,762.85
McMahon, Christopher	Police	Police Constable	103,519.03	-	103,519.03
McNabb, Leonard	Fire Services	Captain	131,728.97	200.00	131,928.97
McNamara, Chad	Police	Police Constable	103,805.02	1,000.00	104,805.02
McNamara, Geoffrey	Police	Police Constable	106,981.68	1,000.00	107,981.68
McNeil, Anthony	Police	Staff Sergeant	139,987.22	1,000.00	140,987.22
McNeil, Jason	Police	Sergeant	140,078.25	1,000.00	141,078.25
McNeil, John	Police	Sergeant	127,426.67	-	127,426.67
McNeil, Joshua	Police	Police Constable	107,209.33	1,000.00	108,209.33
McNeil, Kevin	Police	Sergeant	123,425.61	-	123,425.61
McNeil, Robin	Police	Deputy Chief	153,470.75	1,577.82	155,048.57
McPhee, Jennifer	Police	Police Constable F.B.P.	101,262.85	-	101,262.85
Meagher, Brendan	Fire Services	Captain	133,674.55	200.00	133,874.55
Meehan, Samantha	Fire Services	Firefighter	104,203.31	200.00	104,403.31
Mehner, Andrea	Transportation & Public Works	Superintendent Int Str & Sidewalks East	100,738.87	-	100,738.87
Meisner, Derrick	Police	Police Constable	122,839.90	-	122,839.90
Meisner, Jason	Police	Police Constable	109,790.20	-	109,790.20
Meisner, Tyson	Fire Services	Firefighter	114,497.35	2,316.48	116,813.83
Meldrum, David	Fire Services	Deputy Chief	166,962.01	777.07	167,739.08
Melvin, Brent	Fire Services	Captain	130,818.37	200.00	131,018.37
Meredith, Leeann	Fire Services	Firefighter	110,218.35	2,316.48	112,534.83
Meshal, Ashaf	Police	Police Constable	102,285.07	1,000.00	103,285.07

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Messervey, Clarence	Fire Services	Captain	120,342.08	200.00	120,542.08
Miedema, Shannon	Planning & Development	Manager Environment & Energy Program	103,040.61	1,377.84	104,418.45
Millaire, Steve	Police	Police Constable	101,862.85	1,000.00	102,862.85
Miller, Christopher	Fire Services	Firefighter	103,190.86	200.00	103,390.86
Miller, Michael	Fire Services	Firefighter	104,759.04	200.00	104,959.04
Miller, Nancy	Police	Police Constable	106,669.27	-	106,669.27
Misener, Rodney	Fire Services	Firefighter	106,072.76	200.00	106,272.76
Misner, Karen	Police	Police Constable	104,161.82	-	104,161.82
Mitchell, Jason	Police	Police Constable	102,819.48	-	102,819.48
Mofarrah, Abdullah	Transportation & Public Works	Team Lead Design Engineering	105,361.30	292.42	105,653.72
Moffatt, Sherri	Parks and Recreation	Area Manager	106,379.72	-	106,379.72
Mombourquette, Jermaine	Fire Services	Training Officer	122,512.55	200.00	122,712.55
Mood, Jason	Police	Police Constable	103,520.63	-	103,520.63
Moore, Edward	Fire Services	Captain	118,449.14	200.00	118,649.14
Moore, Keigan	Corporate and Customer Services	Mechanic EVT	105,866.79	200.00	106,066.79
Moore, Stephen	Fire Services	Captain	120,194.04	200.00	120,394.04
Moore, Jason	Fire Services	Captain	119,378.22	200.00	119,578.22
Moorhouse, Lyndsay	Fire Services	Inventory Equipment Technician	101,777.76	200.00	101,977.76
Moran, Heather	Police	Police Constable	105,463.69	-	105,463.69
Morash, Ryan	Police	Police Constable	103,507.58	-	103,507.58
Morris, Michael	Corporate and Customer Services	Superintendent Emergency Fleet Services	116,816.84	-	116,816.84
Morris, Ryan	Police	Police Constable	104,383.20	-	104,383.20
Morrison, Hugh	Transportation & Public Works	Supervisor Construction Services	104,345.74	292.42	104,638.16
Mosher, Bruce	Fire Services	Captain	128,973.74	200.00	129,173.74
Muir, Kyle	Police	Police Constable	102,135.28	-	102,135.28
Mullane, Robert	Parks and Recreation	Superintendent Parks East	108,853.71	207.53	109,061.24
Munro, Mary Angela	Parks and Recreation	Area Manager	106,379.72	-	106,379.72
Munroe, Wayne	Corporate and Customer Services	Mechanic EVT	108,043.33	200.00	108,243.33
Murphy, Breton	Corporate and Customer Services	Managing Dir. Corporate Communications	138,132.96	41.75	138,174.71
Murphy, Jeffery	Fire Services	Firefighter	116,491.26	200.00	116,691.26
Murphy, Justin	Police	Police Constable	107,670.55	1,000.00	108,670.55
Murphy, Kevin	Police	Sergeant	127,071.07	1,000.00	128,071.07
Murray, Brad	Police	Police Constable	112,211.96	1,000.00	113,211.96
Murray, Jennifer	Police	Police Constable	103,115.74	1,000.00	104,115.74
Naidoo, Nalini	Parks and Recreation	Manager Strategic Planning & Design	135,478.98	-	135,478.98
Nakonechny, David	Halifax Transit Services	Fleet Supervisor	100,828.15	150.00	100,978.15
Nasry, Ahmed	Police	Police Constable	104,213.56	-	104,213.56
Nause, Scott	Fire Services	Firefighter	104,620.79	200.00	104,820.79
Nazer, Michael	Fire Services	Firefighter	100,871.02	200.00	101,071.02
Nearing, Stephen	Fire Services	Division Chief Technology & Innovation	136,813.97	610.07	137,424.04
Newton, Brandon D	Fire Services	Firefighter	113,431.93	200.00	113,631.93
Nichols, Carolyn	Police	Operations Support Officer	139,884.65	1,025.00	140,909.65
Nicholson, Andrew	Police	Police Constable	105,704.56	-	105,704.56
Nicholson, Jeffrey	Police	Police Constable	104,237.11	1,000.00	105,237.11
Nielsen, Illya	Police	Police Constable	131,311.62	1,000.00	132,311.62
Nolan, Laura	Human Resources	Manager Employee Relations	131,319.14	167.00	131,486.14
Novakovic, Bojan	Police	Police Constable	102,633.52	-	102,633.52
Nowlan, Crystal	Finance, Asset Management & ICT	Manager Asset Management	123,694.03	3,516.33	127,210.36
Oakley, Edward	Fire Services	Captain	129,241.75	200.00	129,441.75
O'Brien, Dale	Fire Services	Firefighter	103,837.21	200.00	104,037.21
O'Brien, Kenneth	Police	Police Constable	108,869.16	-	108,869.16
O'Dea, Conor	Planning & Development	Manager Buildings & Compliance	119,680.44	-	119,680.44
O'Donnell, James	Fire Services	Senior Firefighter / Engineer	109,028.43	200.00	109,228.43
O'Laughlin, Sean	Fire Services	Firefighter	101,662.84	200.00	101,862.84
O'Neill, Patrick	Police	Police Constable	104,664.21	1,000.00	105,664.21
Opalka, Stacey	Police	Police Constable	102,130.85	1,000.00	103,130.85
Orr, Robert	Transportation & Public Works	Program Manager Engineer & Contract Serv	111,662.82	722.75	112,385.57
Osmond, Curtis	Police	Police Constable	101,862.85	1,000.00	102,862.85
Pace, David	Fire Services	Captain	117,076.34	200.00	117,276.34
Palmeter, Brian	Police	Sergeant	136,193.73	-	136,193.73
Pappas, Michael	Finance, Asset Management & ICT	Coordinator Planning & Performance	102,452.78	-	102,452.78
Paquet, Andrew	Police	Police Constable	106,338.70	-	106,338.70
Parasram, Amit	Police	Police Constable	105,355.38	1,000.00	106,355.38
Pare, Nadya Lyse	Fire Services	Assistant Chief	151,051.80	610.07	151,661.87
Parent, Daniel	Police	Police Constable	111,211.06	1,000.00	112,211.06
Paris, Donna Lee	Police	Police Constable	116,399.12	-	116,399.12
Paris, Jeffery	Fire Services	Captain	146,305.44	200.00	146,505.44
Parker, Matthew H	Fire Services	Firefighter	101,724.26	200.00	101,924.26
Parker, Matthew J	Fire Services	Captain	130,830.63	200.00	131,030.63
Parker, Ronald	Fire Services	Firefighter	105,354.42	200.00	105,554.42
Parsons, Darcy	Fire Services	Firefighter	107,377.64	1,536.40	108,914.04

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Parsons, David	Fire Services	Firefighter	104,923.30	200.00	105,123.30
Parsons, Edward	Fire Services	Captain	124,833.70	200.00	125,033.70
Parsons, Jason	Fire Services	Captain	135,830.36	200.00	136,030.36
Parsons, Sean	Fire Services	Firefighter	104,828.84	200.00	105,028.84
Patriquin, Jeffrey	Police	Police Constable	107,305.75	-	107,305.75
Payne, Jamie	Police	Sergeant	135,980.87	-	135,980.87
Peers, Tony	Fire Services	Firefighter	105,354.42	200.00	105,554.42
Pellerine, Donald	Transportation & Public Works	Superintendent Streets & Sidewalks	112,472.48	-	112,472.48
Pelley, Travis	Fire Services	Firefighter	108,135.35	200.00	108,335.35
Penfound, Dianne	Police	Police Constable	107,160.76	-	107,160.76
Penfound, William	Police	Police Constable	109,156.75	-	109,156.75
Pepler, Nicholas	Police	Sergeant	138,224.70	1,000.00	139,224.70
Peroni, Bryan	Police	Police Constable	108,109.07	-	108,109.07
Perrier, Craig	Fire Services	Senior Firefighter / Engineer	104,160.13	2,872.80	107,032.93
Perry, Darla	Police	Sergeant	124,719.40	-	124,719.40
Peters, Matthew	Police	Police Constable	103,929.75	-	103,929.75
Phillips, Tanya	Planning & Development	Manager ByLaw Standards	103,013.27	56.66	103,069.93
Philopoulos, Andrew	Transportation & Public Works	Manager Solid Waste	132,328.41	588.66	132,917.07
Pierce, Mark	Police	Police Constable	102,004.97	-	102,004.97
Pierce, Shelly	Police	Police Constable	101,327.84	-	101,327.84
Pike, Leigh	Police	Police Constable	109,792.99	-	109,792.99
Pitts, Dennis	Fire Services	District Chief	139,647.46	1,253.28	140,900.74
Plater, Joel	Legal and Legislative Services	Manager Risk & Insurance Services	115,028.68	-	115,028.68
Pluta, Christian	Police	Police Constable	103,468.85	1,000.00	104,468.85
Poole, Matthew	Police	Police Constable	106,360.58	1,000.00	107,360.58
Poole, Terrence	Police	Police Constable	105,483.15	1,000.00	106,483.15
Porter, Hayley	Police	Police Constable	101,262.85	-	101,262.85
Pothier, Brian	Police	Police Constable	104,408.62	167.00	104,575.62
Pothier, Jeffrey	Police	Police Constable	112,427.26	-	112,427.26
Powell, Christopher	Fire Services	Firefighter	110,675.70	200.00	110,875.70
Powell, Ronald	Fire Services	Captain	139,462.62	200.00	139,662.62
Power Garrett, Holly	Finance, Asset Management & ICT	Specialist Asset Management	101,984.19	4,578.89	106,563.08
Power, Phil	Police	Police Constable	105,937.58	-	105,937.58
Praught, Andrew	Police	Police Constable	104,043.99	-	104,043.99
Prest, Natasha	Fire Services	Fire Services Prevention Officer	118,809.00	1,485.00	120,294.00
Prior, Jody	Police	Police Constable	103,203.39	-	103,203.39
Pryde, Mark	Fire Services	Senior Firefighter / Engineer	111,783.30	200.00	111,983.30
Pryor, E Jane	Finance, Asset Management & ICT	Manager Procurement	140,495.92	-	140,495.92
Pulsifer, Jeffrey	Police	Police Constable	104,406.06	-	104,406.06
Purvis, Carl	Planning & Development	Manager Urban & Rural Applications Prog	112,201.13	829.84	113,030.97
Pyle, Kurt	Planning & Development	Manager Social & Heritage Policy Program	109,541.21	125.00	109,666.21
Quesnel, Raymond	Police	Police Constable	101,262.84	-	101,262.84
Quinn, Alexander	Parks and Recreation	Construction Project Manager	101,211.29	445.05	101,656.34
Rafuse, Lawrence	Fire Services	Firefighter	111,234.79	200.00	111,434.79
Rainault, Jared	Fire Services	Firefighter	106,869.10	200.00	107,069.10
Rainault, Tanya	Police	Police Constable	102,590.59	-	102,590.59
Randell, Michael	Police	Police Constable	104,899.76	-	104,899.76
Rankin, Jeannie	Police	Police Constable	103,748.85	-	103,748.85
Rasmussen, Barbara	Police	Police Constable	109,805.69	-	109,805.69
Rasmussen, Eric	Fire Services	Captain	128,826.63	200.00	129,026.63
Ray, Simon	Fire Services	Captain	137,495.02	200.00	137,695.02
Raymond, Mark	Police	Police Constable F.B.P.	108,767.44	-	108,767.44
Razic, Jasmin	Police	Police Constable	105,367.99	-	105,367.99
Reade, Kevin	Fire Services	District Chief	130,877.48	-	130,877.48
Reage, David	Halifax Transit Services	Director Halifax Transit Services	201,319.23	3,344.07	204,663.30
Reeves, Marques	Police	Sergeant	133,829.96	-	133,829.96
Reid, Jason	Police	Police Constable	102,762.85	-	102,762.85
Rhodenizer, Clinton	Police	Police Constable	103,464.21	-	103,464.21
Richards, Heather	Fire Services	Senior Firefighter Engineer	105,579.92	200.00	105,779.92
Riggins, John	Police	Police Constable	102,762.87	-	102,762.87
Ritcey, Neera	Police	Public Relations & Communications Mngr	122,602.54	-	122,602.54
Ritcey, Nicholas	Corporate and Customer Services	Manager Public Affairs	100,760.59	25.05	100,785.64
Rix, Brian	Fire Services	Firefighter	103,695.15	200.00	103,895.15
Roberge, Larry	Police	Police Constable	112,810.90	95.00	112,905.90
Roberts, David	Police	Police Constable	125,878.17	-	125,878.17
Roberts, Emma	Fire Services	Firefighter	101,437.96	200.00	101,637.96
Robertson, Brian	Fire Services	Firefighter	118,763.62	200.00	118,963.62
Robertson, Gregory	Police	Staff Sergeant	139,885.40	1,000.00	140,885.40
Robertson, Paul	Police	Sergeant	122,761.79	-	122,761.79
Robertson, Vicki	Finance, Asset Management & ICT	Deputy Treasurer	109,720.88	1,083.56	110,804.44
Robia, Amos	Fire Services	Captain	133,644.56	200.00	133,844.56

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Robichaud, John	Fire Services	Captain	131,900.44	200.00	132,100.44
Robinson, Craig	Police	Sergeant	147,638.41	-	147,638.41
Robinson, Kimberly	Police	Sergeant	134,496.87	-	134,496.87
Roche, David	Fire Services	Senior Firefighter	117,547.78	200.00	117,747.78
Rogers, Brian	Fire Services	Firefighter	104,735.18	200.00	104,935.18
Rogers, John	Parks and Recreation	CEO - NAIG 2020 (Term)	179,877.42	-	179,877.42
Rogers, Kelli	Police	Police Constable	101,921.87	1,000.00	102,921.87
Rogers, Stephen	Fire Services	Firefighter	104,713.42	200.00	104,913.42
Ross, Melanie	Police	Police Constable	110,468.26	1,000.00	111,468.26
Ross, Shane	Fire Services	Firefighter	105,558.32	4,055.00	109,613.32
Rubarth, Ben	Police	Police Constable	103,160.74	-	103,160.74
Rudback, Nancy	Police	Sergeant	122,436.79	-	122,436.79
Ruel, Chistian	Fire Services	Firefighter	99,860.71	200.00	100,060.71
Rutte, Cornelis	Fire Services	Senior Firefighter	108,328.03	200.00	108,528.03
Ryan, Denise	Parks and Recreation	Business Lead TERM (Capital)	107,686.61	167.00	107,853.61
Ryan, Maureen	Legal and Legislative Services	Solicitor	141,028.46	702.24	141,730.70
Ryan, Michael	Parks and Recreation	Manager Community Partnerships	111,108.98	-	111,108.98
Ryan, Peter	Fire Services	Firefighter	126,160.39	200.00	126,360.39
Salgueiro, Santiago	Fire Services	Firefighter	100,050.52	200.00	100,250.52
Salsman, Katherine	Legal and Legislative Services	Solicitor	117,415.44	-	117,415.44
Samaha, Andrew	Police	Police Constable	112,315.41	-	112,315.41
Sampson, Michael	Human Resources	Talent & Total Rewards Specialist	102,619.09	490.14	103,109.23
Sampson, Michael	Fire Services	Training Officer	122,640.69	200.00	122,840.69
Sanders, Frans	Legal and Legislative Services	Privacy Specialist CAPITAL (Recur Term)	102,776.83	332.65	103,109.48
Sanford, Michael	Police	Police Constable	119,885.85	-	119,885.85
Sangster, Bruce	Fire Services	Platoon Captain	156,039.05	380.00	156,419.05
Sangster, Lucas	Fire Services	Firefighter	111,782.51	200.00	111,982.51
Santilli, Marc	Halifax Transit Services	Manager Technical Services	106,048.32	167.00	106,215.32
Sarty, Caleb	Police	Police Constable F.B.P.	103,737.00	-	103,737.00
Savage, Mike	CAO's Office	Mayor	189,344.22	-	189,344.22
Sayer, Roger	Police	Sergeant	126,288.15	-	126,288.15
Schofield, Denise	Parks and Recreation	Director Parks and Recreation	200,047.80	741.42	200,789.22
Schultz, Cody	Police	Police Constable	110,653.90	-	110,653.90
Scott, Conor	Fire Services	Firefighter	103,469.40	200.00	103,669.40
Sears, Michael	Fire Services	Captain	134,264.00	1,331.49	135,595.49
Sears, Scott	Corporate and Customer Services	Manager Corporate Fleet & Equipment	128,090.73	181.23	128,271.96
Seebold, Jeffrey	Police	Police Constable	118,002.30	1,000.00	119,002.30
Selim Omar, Rehber	Fire Services	Firefighter	114,480.72	200.00	114,680.72
Sexton, Harold	Corporate and Customer Services	Mechanic EVT	118,290.87	200.00	118,490.87
Shaffelburg, Paul	Finance, Asset Management & ICT	Manager GIS	104,788.80	1,185.25	105,974.05
Shaffner, Benjamin	Fire Services	Firefighter	104,723.63	200.00	104,923.63
Shaffner, Scot	Fire Services	District Chief	141,868.33	-	141,868.33
Shannahan, Michael	Fire Services	Firefighter	104,315.31	1,485.00	105,800.31
Shannon, Beate	Transportation & Public Works	Superintendent Service Delivery & Asset	107,725.35	-	107,725.35
Shannon, Jason	Police	Police Constable	118,596.39	1,000.00	119,596.39
Sheppard, Jordan	Police	Police Constable F.B.P.	107,667.24	-	107,667.24
Sheppard, Justin	Police	Sergeant	136,271.95	-	136,271.95
Sheppard, Tim	Police	Police Constable	102,510.24	1,000.00	103,510.24
Sherwood, Anne	Transportation & Public Works	Senior Design Engineer	110,602.22	334.17	110,936.39
Sherwood, Robin	Police	Police Constable F.B.P.	102,159.85	-	102,159.85
Shirley, Richard	Fire Services	Firefighter	99,967.89	200.00	100,167.89
Siciliano, Amy	CAO's Office	Public Safety Officer	101,167.35	145.00	101,312.35
Simmonds, Antonio	Police	Superintendent	153,613.38	1,000.00	154,613.38
Simmons, Steve	Fire Services	Firefighter	107,137.59	-	107,137.59
Simms, Bradley	Fire Services	Captain	115,043.95	200.00	115,243.95
Sinclair, Louis	Fire Services	Firefighter	103,695.16	200.00	103,895.16
Singh, Gursharan	Police	Manager Strategic Technology Integration	113,450.24	-	113,450.24
Sivak, Benjamin	Planning & Development	Manager Community Policy Program	108,203.51	558.49	108,762.00
Slade, Monica	Police	Police Constable	105,647.42	-	105,647.42
Slatter, Michael	Fire Services	Training Officer	124,606.63	200.00	124,806.63
Slaunwhite, Earle	Fire Services	Senior Firefighter Engineer	104,759.53	200.00	104,959.53
Slaunwhite, David	Fire Services	District Chief	140,762.27	-	140,762.27
Slaunwhite, Derk	Legal and Legislative Services	Solicitor	140,830.38	818.06	141,648.44
Slaunwhite, Kevin	Fire Services	Captain	131,685.19	200.00	131,885.19
Slaunwhite, Kimberlea	Fire Services	Firefighter	104,623.61	2,233.32	106,856.93
Slaunwhite, Stephen T	Fire Services	Fire Services Inspector	103,721.77	1,819.40	105,541.17
Slaunwhite, Stephen W	Fire Services	Firefighter	99,972.61	200.00	100,172.61
Smardon, Raymond	Fire Services	Firefighter	104,661.65	200.00	104,861.65
Smith, Craig	Police	Police Constable	106,145.77	1,000.00	107,145.77
Smith, David	Finance, Asset Management & ICT	Senior Service Desk Analyst	100,712.77	167.00	100,879.77
Smith, David	Police	Police Constable	107,030.12	-	107,030.12

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Smith, James	Police	Police Constable	103,182.09	-	103,182.09
Smith, Jason	Fire Services	Firefighter	103,421.21	200.00	103,621.21
Smith, Kevin	Police	Staff Sergeant	145,568.21	1,000.00	146,568.21
Smith, Meagan	Fire Services	Firefighter	115,003.67	200.00	115,203.67
Smith, Rosalyn	Parks and Recreation	Manager Administration Services	111,351.49	-	111,351.49
Snair, Patricia	Police	Police Constable	101,862.85	1,000.00	102,862.85
Spares, Jeff	Parks and Recreation	Manager Parks Capital Projects	113,946.29	420.00	114,366.29
Spears, Bruce	Fire Services	Senior Firefighter / Engineer	103,320.02	200.00	103,520.02
Spence, Carleton Mark	Fire Services	Captain	120,306.96	200.00	120,506.96
Speranza, Andréa	Fire Services	Captain	146,226.83	200.00	146,426.83
Spinelli, Anthony	Transportation & Public Works	Prjct Dir Cogswell Redev TERM (Capital)	211,690.05	1,651.92	213,341.97
Spriggs, Roger	Police	Police Constable	106,234.09	-	106,234.09
Squires, Beth	Police	Police Constable	103,188.85	-	103,188.85
Squires, Donald	Police	Police Constable	103,340.99	-	103,340.99
Squires, Jason	Fire Services	Firefighter	116,132.16	200.00	116,332.16
Stanley, Duane	Police	Police Constable	110,917.18	1,000.00	111,917.18
Starrett, Chistopher	Police	Police Constable	104,897.56	-	104,897.56
Steele, David	Fire Services	Firefighter	100,398.80	200.00	100,598.80
Steele, Warren	Police	Police Constable F.B.P.	103,193.92	-	103,193.92
Stephenson, Todd	Police	Police Constable	104,651.87	-	104,651.87
Stevens, Cody	Corporate and Customer Services	Mechanic EVT	112,486.12	200.00	112,686.12
Stevens, Gregory	Police	Police Constable	114,248.43	1,000.00	115,248.43
Stevens, Mark	Police	Police Constable	110,884.22	1,000.00	111,884.22
Stevens, Michael	Police	Police Constable	104,513.64	-	104,513.64
Stevens, Murray R	Fire Services	Firefighter	111,566.39	200.00	111,766.39
Stickings, Peter	Finance, Asset Management & ICT	Manager Corporate Real Estate	142,580.99	94.00	142,674.99
Stienburg, Dean	Police	President Human ResourcesPA	143,629.15	-	143,629.15
Stienburg, Donald	Police	Staff Sergeant	147,467.04	1,000.00	148,467.04
Streach, Todd	Police	Police Constable	107,419.22	1,000.00	108,419.22
Strickland, Michael	Police	Sergeant	131,658.16	-	131,658.16
Stubbert, Steven	Fire Services	Firefighter	112,263.05	2,204.60	114,467.65
Stuebing, Kenneth	Fire Services	Chief Director Fire Services&Emergency Services	202,884.41	6,022.67	208,907.08
Stymiest, James	Fire Services	Captain	132,967.10	200.00	133,167.10
Sullivan, Drew	Fire Services	Senior Firefighter / Engineer	104,711.33	200.00	104,911.33
Sullivan, Michael	Police	Police Constable	131,854.00	1,000.00	132,854.00
Sullivan, Richard	Fire Services	Captain	122,610.56	200.00	122,810.56
Sullivan, Timothy	Police	Police Constable F.B.P.	111,333.98	-	111,333.98
Surette, Edmund	Transportation & Public Works	Coordinator Pavement Management	108,826.92	292.42	109,119.34
Swanson, Christopher	Fire Services	Firefighter	119,514.24	200.00	119,714.24
Sweeney, Joanne	Police	Sergeant	126,880.21	-	126,880.21
Sweet, Chris	Fire Services	Senior Firefighter / Engineer	104,711.33	200.00	104,911.33
Sykes, Geoffrey	Police	Police Constable	113,221.41	-	113,221.41
Symonds, Tyler	Fire Services	Firefighter	103,810.09	200.00	104,010.09
Tapper, Alana	Parks and Recreation	Superintendent Parks West	102,810.96	-	102,810.96
Tarbox, Christopher	Fire Services	Captain	122,799.14	200.00	122,999.14
Taylor, Barry	Fire Services	Senior Firefighter / Engineer	107,205.63	200.00	107,405.63
Taylor, Colin	Legal and Legislative Services	Solicitor	116,781.77	972.00	117,753.77
Taylor, Elizabeth	Parks and Recreation	Manager Events & Cultural Initiatives	111,591.32	-	111,591.32
Taylor, Mark	Police	Police Constable F.B.P.	102,359.87	1,000.00	103,359.87
Teal, Sarah	Finance, Asset Management & ICT	Chief Information Officer	139,253.18	88,496.50	227,749.68
Teed, Cassandra	Police	Police Constable	104,632.66	-	104,632.66
Tench, Lawrence	Police	Police Constable	105,388.95	-	105,388.95
Therriault, Stephen	Fire Services	Captain	160,051.76	200.00	160,251.76
Thibault, Monia	Police	Police Constable	108,998.30	1,000.00	109,998.30
Thibault, Sherry	Fire Services	Captain	124,960.92	200.00	125,160.92
Thomas, Christopher	Police	Sergeant	140,026.78	-	140,026.78
Thomas, Clinton	Fire Services	Firefighter	99,680.01	672.43	100,352.44
Thomas, Holly	Police	Police Constable	107,192.76	-	107,192.76
Thompson, Andre	Police	Sergeant	123,101.80	1,000.00	124,101.80
Thompson, Annette	Fire Services	Captain	121,008.34	200.00	121,208.34
Thompson, Michaelyn	Corporate and Customer Services	Manager Marketing	104,280.20	25.05	104,305.25
Thomson, Allan	Fire Services	Senior Firefighter Engineer	104,759.03	200.00	104,959.03
Thorburn, Philip	Fire Services	District Chief	142,285.78	669.78	142,955.56
Tingley, Matthew	Police	Police Constable	106,443.39	-	106,443.39
Tohme, Isaac	Police	Police Constable	107,259.67	-	107,259.67
Tooke, Holly	Police	Police Constable	107,345.07	1,000.00	108,345.07
Tousignant, Yves	Fire Services	Captain	150,663.42	200.00	150,863.42
Towns, Renee	Finance, Asset Management & ICT	Manager Revenue	124,244.96	2,142.05	126,387.01
Townsend, Deone	Police	Police Constable	105,627.55	1,000.00	106,627.55
Tracey, Christopher	Police	Police Constable	101,422.85	-	101,422.85
Traves, John	Legal and Legislative Services	Mun Solicitor/Dir Legal and Legislative Services &	238,073.42	1,651.92	239,725.34

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Trenholm, Christina	Police	Sergeant	116,455.59	-	116,455.59
Triff, Joseph	Fire Services	Training Officer	120,833.02	2,718.04	123,551.06
Trudel, Craig	Police	Police Constable	101,403.88	-	101,403.88
Tsimiklis, Vassilios	Fire Services	Firefighter	99,854.56	200.00	100,054.56
Tucker, Patrick	Police	Sergeant	121,571.91	-	121,571.91
Turner, Ray	Police	Police Constable	101,538.85	-	101,538.85
Turner, Stephen	Fire Services	District Chief	141,058.74	1,464.24	142,522.98
Turple, James	Fire Services	Firefighter	100,465.68	200.00	100,665.68
Underwood, Joshua	Police	Police Constable	107,975.20	1,000.00	108,975.20
Upshaw, Craig	Police	Police Constable	109,258.78	1,000.00	110,258.78
Upshaw, Sean	Police	Police Constable	109,842.74	-	109,842.74
Upshaw, Thane	Fire Services	Firefighter	117,783.98	200.00	117,983.98
Van Der Horst, Marlies	Finance, Asset Management & ICT	Financial Business Partner	100,445.30	1,058.50	101,503.80
Varin, Antoine	Police	Police Constable F.B.P.	106,178.87	-	106,178.87
Varin, Larry	Fire Services	Fire Services Prevention Officer	130,705.84	3,372.92	134,078.76
Vaters, James	Police	Police Constable	106,178.84	-	106,178.84
Vaters, Jennifer	Police	Police Constable	104,336.12	-	104,336.12
Veinotte, Matthew	Police	Police Constable	106,502.14	1,000.00	107,502.14
Verner, Kathleen	Police	Police Constable	105,123.46	-	105,123.46
Vienneau, Kavan	Fire Services	Firefighter	101,817.02	200.00	102,017.02
Virgin, Sean	Fire Services	Division Chief Safety & Compliance	132,191.19	167.00	132,358.19
Wagg, Steven	Police	Police Constable	119,041.30	1,000.00	120,041.30
Waldorf, Peter	Police	Police Constable	120,014.59	-	120,014.59
Walker, Mark	Fire Services	Captain	121,908.67	200.00	122,108.67
Walker, Thomas	Fire Services	Firefighter	105,868.06	200.00	106,068.06
Walsh, Christopher	Fire Services	Firefighter	99,848.67	200.00	100,048.67
Walsh, Ian	Police	Police Constable	102,191.85	-	102,191.85
Walsh, Kurt	Police	Sergeant	120,313.01	-	120,313.01
Walsh, Ray	Parks and Recreation	Manager Parks	125,365.64	-	125,365.64
Wamboldt, Darren	Fire Services	Firefighter	100,731.75	200.00	100,931.75
Wamboldt, Shane	Fire Services	Firefighter	106,409.50	200.00	106,609.50
Ward, Martin	Legal and Legislative Services	General Counsel	169,935.08	140.36	170,075.44
Warnell, Barry	Police	Police Constable	108,137.09	-	108,137.09
Wasson, James	Police	Police Constable	130,638.36	1,000.00	131,638.36
Watkins, Ronald	Police	Police Constable	61,451.27	48,524.15	109,975.42
Watters, Tyler	Fire Services	Firefighter	104,132.69	200.00	104,332.69
Way, Raylene	Police	Police Constable	103,578.83	-	103,578.83
Weatherbee, Robert	Police	Police Constable	115,221.89	-	115,221.89
Webber, Nicholas	Police	Police Constable	105,878.93	-	105,878.93
Webber, Peter	Police	Police Constable	108,977.67	95.00	109,072.67
Welch, Dwight	Finance, Asset Management & ICT	Database Administrator	103,413.98	-	103,413.98
West, Adam	Fire Services	Firefighter	115,438.11	200.00	115,638.11
West, Gordon	Fire Services	District Chief	139,472.68	-	139,472.68
Whalen, Terrance (Jake)	CAO's Office	Senior Advisor Economic Policy & Dev	108,439.69	408.07	108,847.76
White, Daniel	Fire Services	Training Officer	131,328.16	200.00	131,528.16
White, James D	Fire Services	Captain	139,457.51	200.00	139,657.51
White, James R	Fire Services	Firefighter	113,029.35	2,127.50	115,156.85
Whynott, Adam	Police	Police Constable	114,544.10	1,000.00	115,544.10
Wilcox, Kyle	Halifax Transit Services	Manager Resource Support & Development	118,635.11	167.00	118,802.11
Wile, Michael	Finance, Asset Management & ICT	Manager Business Parks	111,108.97	-	111,108.97
Willett, Kathryn	Police	Sergeant	124,211.54	1,000.00	125,211.54
Willett, Michael	Police	Staff Sergeant F.B.S.	132,458.46	-	132,458.46
Williams, Barry	Fire Services	Firefighter	104,203.33	200.00	104,403.33
Williams, Christian	Fire Services	Firefighter	114,186.55	200.00	114,386.55
Williams, Marshall	Police	Police Constable	107,061.74	-	107,061.74
Williams, Peter	Fire Services	Senior Firefighter Engineer	113,220.30	200.00	113,420.30
Wilson, Britt	Human Resources	Manager Total Rewards	141,181.49	167.00	141,348.49
Wilson, Jason	Police	Police Constable	107,912.46	-	107,912.46
Wilson, Martha	Finance, Asset Management & ICT	Manager ICT Portfolio & Project Mgmt	117,279.29	245.52	117,524.81
Winters, Pamela	Police	Police Constable	104,579.10	-	104,579.10
Wintrup, William	Fire Services	Firefighter	105,206.71	200.00	105,406.71
Withers, Grant	Fire Services	Captain	139,529.87	200.00	139,729.87
Withow, Jason	Police	Sergeant	150,542.16	1,000.00	151,542.16
Withrow, Zachary	Police	Police Constable	109,491.49	-	109,491.49
Wood, Crispin	Transportation & Public Works	Superintendent Urban Forestry	107,422.06	-	107,422.06
Wood, Randy	Police	Police Constable	134,390.58	1,000.00	135,390.58
Woodworth, Brent	Police	Police Constable	108,906.27	-	108,906.27
Yakamovich, William	Finance, Asset Management & ICT	Manager Enterprise Services & Infra	104,296.07	-	104,296.07
Yarich, Jacob	Fire Services	Firefighter	111,130.29	200.00	111,330.29
Young, Allan	Fire Services	Captain	126,949.33	200.00	127,149.33
Young, Gerry D	Fire Services	Firefighter	113,244.00	200.00	113,444.00

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Young, J Darren	Corporate and Customer Services	Senior Project Manager	108,893.70	3,224.65	112,118.35
Young, Patrick D	Fire Services	Captain	125,310.76	200.00	125,510.76
Young, Wade	Fire Services	Firefighter	103,695.15	200.00	103,895.15
Yunker, Mark	Fire Services	Firefighter	103,909.93	200.00	104,109.93
Zatezalo, Tatjana	Human Resources	Manager Org Development, Health & Safety	141,252.02	1,182.09	142,434.11
Zinck, Michael	Police	Police Constable	102,671.88	-	102,671.88
Zitto, Craig	Fire Services	Firefighter	113,185.44	200.00	113,385.44

Halifax Public Library

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Barry, Mairead	Senior Manager, Strategy	130,156.91	790.44	130,947.35
Crick, Kevin	Manager, IT	101,946.21	300.00	102,246.21
Dahl, Karen	Senior Manager Program & Community Engmt	114,724.59	790.44	115,515.03
Gallagher, Terry	Senior Manager, Finance & Facilities	130,647.35	790.44	131,437.79
Gillis, Sara	Senior Manager, People & Culture	115,215.03	300.00	115,515.03
Kachan, Asa	Chief Librarian and CEO	186,495.07	790.44	187,285.51
Lebel, Debra	Senior Manager, Access	130,156.91	790.44	130,947.35
MacKenzie, Heather	Manager, Volunteer Services	101,946.21	300.00	102,246.21
MacNeil, David	Manager, Collections & Access	102,096.21	810.04	102,906.25
Maddigan, Cathy	Manager, Employee & Labour Relations	130,647.35	1,939.15	132,586.50
Peveerill, Kathleen	Senior Service Manager, Central District	130,647.35	300.00	130,947.35
Sadeghi Zadeh, Roshanak	Manager Human Resources	101,050.05	1,420.20	102,470.25

Halifax Regional Water Commission

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2021

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Last Position Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Amaral, Bernardino	Supervisor, Electrical / Instrumentation	95,326.47	4,792.59	100,119.06
Arora, Susheel	Director, Wastewater and Stormwater Services	173,530.14	7,185.85	180,715.99
Avery, Dereck	Biosolids Coordinator	96,078.73	28,368.58	124,447.31
Bellemare, Patrick	Manager, Safety and Security	106,303.19	4,523.86	110,827.05
Bellemare, Rochelle	Manager, Human Resources	106,188.20	5,605.68	111,793.88
Brake, Warren	Manager, Accounting	103,552.14	5,024.06	108,576.20
Campbell, Allan	Manager, Finance	108,972.63	5,837.09	114,809.72
Campbell, D Reid	Director, Water Services	172,182.60	7,251.94	179,434.54
Campbell, James	Manager, Communications and Public Relations	104,235.57	1,749.81	105,985.38
Connolly, Todd	Works Supervisor II, Water Services	92,316.28	8,872.67	101,188.95
de Montbrun, Louis	Director, Corporate Services / CFO	158,335.15	4,785.00	163,120.15
DeYoung, Joshua	Operations Engineer	98,592.61	2,324.48	100,917.09
Doucette, Raymond	Works Supervisor I, Water Services	88,987.46	11,407.12	100,394.58
Eisnor, John	Superintendent, Water Services	115,316.81	1,915.64	117,232.45
Fahie, Christopher	Superintendent, Wastewater Treatment	110,248.49	4,113.57	114,362.06
Feener, Mark	Superintendent, Water Services	117,875.48	3,200.97	121,076.45
Frenette, Michael	Senior Project Manager, Information Services	105,266.06	4,206.44	109,472.50
Gorman, Thomas	Manager, Water Infrastructure Engineering	121,807.60	5,430.63	127,238.23
Gray, Kevin	Manager, Engineering Approvals	120,538.31	5,440.47	125,978.78
Guppy, Ian	Manager, Stormwater Infrastructure Engineering	121,807.54	3,069.76	124,877.30
Hannam, James	Director, Engineering and Information Services	172,802.31	6,928.25	179,730.56
Healy, Kevin	Operations Engineer	97,304.95	4,500.08	101,805.03
Hiscock, David	Superintendent, Water Services	125,727.28	4,204.63	129,931.91
Jones, Grayson	Supervisor, Wastewater Collection	83,081.50	18,345.82	101,427.32
Kaiser, Reid	Works Supervisor II, Water Services	85,438.35	19,801.02	105,239.37
Kennie, Daniel	Technical Coordinator, Information Services	104,014.10	5,962.58	109,976.68
Knapp, Jeffrey	Manager, Energy Efficiency	121,807.56	1,147.11	122,954.67
Krkosek, Wendy	Manager, Water Quality	114,174.18	5,185.39	119,359.57
Lloyd, Charles	Manager, Environmental Engineering	119,437.69	5,104.63	124,542.32
MacKenzie, Kenda	Director, Regulatory Services	160,324.70	7,227.05	167,551.75
MacNeil, Harold	Manager, Engineering Information	104,235.16	3,780.71	108,015.87
Mathew, Shiju	Manager, Metering and Billing	104,297.75	2,437.18	106,734.93
McGonnell, Mark	Stormwater Engineer	104,235.57	4,197.67	108,433.24
O'Toole, Catherine	General Manager	239,295.89	12,066.96	251,362.85
Oxner, Garry	Superintendent, Water Treatment	119,390.10	4,361.12	123,751.22
Parsons, Sheldon	Superintendent, Wastewater Collections	118,749.44	6,145.89	124,895.33
Patey, Danny	Superintendent, Wastewater Collections	119,437.72	4,305.32	123,743.04
Pictou, Murray	Supervisor, Wastewater Collection	95,099.25	16,509.60	111,608.85
Pillay, Dayalan	Manager, Information Services	119,617.57	1,152.46	120,770.03
Reid, Richard	Superintendent, Wastewater Treatment	121,807.58	3,289.64	125,097.22
Rice, Raymond	Manager, Wastewater Infrastructure Engineering	111,242.09	1,312.34	112,554.43
Roberge, Renée	Project Engineer	96,520.80	4,712.33	101,233.13
Rowe, Shawn	Superintendent, Wastewater Collection	116,624.53	1,428.25	118,052.78
Schedler, Heidi	General Counsel	141,912.02	6,708.42	148,620.44
Stevens, William	Superintendent, Technical Services	119,359.39	2,797.27	122,156.66
Tagra, Sanjeev	Capital Program Engineer	105,616.03	10,082.14	115,698.17
Tooke, Anthony	Works Supervisor II, Water Services	93,599.09	11,070.64	104,669.73
Waddell, Colin	Superintendent, Water Supply Plants	106,630.51	5,033.16	111,663.67
Weeks, Christopher	Supervisor, Wastewater Collection	90,035.20	10,719.64	100,754.84
White, Peter	Supervisor, Fleet and Buildings	96,520.98	3,536.84	100,057.82
Williams, Cedric	Supervisor, Wastewater and Stormwater Collections	95,430.54	10,524.72	105,955.26
Williams, Valerie	Manager, Asset Management	119,437.22	1,534.90	120,972.12

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

Required pursuant to Administrative Order 2015 – 006 – ADM Salary Disclosure Administrative Order

1. Basis of Reporting

This Statement of Compensation has been prepared by the Halifax Regional Municipality (the “Municipality”), a public sector body, to disclose to the public the amount of compensation the Municipality pays, directly or indirectly, to any person of \$100,000 or more in a fiscal year, pursuant to Section 54A of the Halifax Regional Municipality Charter and the Municipality Administrative Order 2015-006 the Salary Disclosure Administrative Order (the “Administrative Order”).

The Administrative Order applies to any compensation paid to a person, directly or indirectly, who is a member of the Council of the Municipality or who is in an employment or contractor relationship with any Municipal Body (meaning the Municipality and any agency board, commission or corporation to which the Council may appoint the majority of the members). The Administrative Order has listed the following Municipal Bodies to which compensation disclosure applies: the Municipality, Halifax Regional Library Board and Halifax Regional Water Commission.

Significant interpretations regarding the basis of reporting include:

An employee is considered to be anyone to whom the Municipality issues a T4 or T4A slip and also includes independent contractors or consultants that are sole proprietors or incorporated individuals.

2. Basis of Accounting

Section 3(b) defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing:

- i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts;
- ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans;
- iii) long-term incentive plan earnings and payouts;
- iv) the value of the benefit derived from vehicles or allowances with respect to vehicles;
- v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation;
- vi) payments made for exceptional benefits not provided to the majority of employees; and
- vii) payments made for members in recreational clubs or organizations.

Significant interpretations regarding the basis of accounting include:

Salary is defined as regular salary and wages, including acting pay and overtime, paid in the fiscal year.

“Regular” is interpreted in the context of the individual’s classification or position and normal work schedule or as specifically determined by a collective agreement applicable to the individual.

Other benefits includes all other elements of compensation, excluding ‘salary’ as defined above.

3. Significant accounting policy:

Compensation:

Compensation is determined in accordance with Section 3(b) of the Administrative Order and is recognized on a cash basis. In the year ended March 31, 2021, there were 26 bi-weekly pays received by employees.