

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

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2018

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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Year ended March 31, 2018

Contents	Page
Halifax Regional Municipality	1
Halifax Public Library	15
Halifax Regional Water Commission	16
Notes	17

HALIFAX REGIONAL MUNICIPALITY

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Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Adams, Brenda	Corporate and Customer Services	Manager Citizen Contact Centres	117,474.47	-	117,474.47
Adamski, Peter	Police	Police Constable	105,707.61	1,576.00	107,283.61
Adamson, William	Fire Services	Captain	120,920.81	-	120,920.81
Adekayode, Raymond	Fire Services	Firefighter	123,458.39	-	123,458.39
Allen, Joel	Police	Police Constable	111,907.01	1,000.00	112,907.01
Allen, William	Police	Police Constable	105,117.54	342.00	105,459.54
Amrow, Kenneth	Police	Police Constable	107,656.00	5,041.19	112,697.19
Anderson, Michael	Police	Police Constable	113,077.28	2,022.33	115,099.61
Andrews, Peter	Fire Services	Division Commander	120,693.54	-	120,693.54
Andrews, Steven	Fire Services	Firefighter	125,041.38	438.23	125,479.61
Anguish, Bradley	Parks and Recreation	Director Parks and Recreation	188,434.66	79.00	188,513.66
Anstey, Tyler	Police	Police Constable	99,753.59	297.00	100,050.59
Antoft, Nicholas	Fire Services	District Captain	119,248.34	-	119,248.34
Aptt, Philip	Police	Police Constable	116,239.87	1,539.00	117,778.87
Arab, Robert	Police	Police Constable	108,504.24	862.00	109,366.24
Archibald, Debra	Fire Services	Firefighter	118,736.98	-	118,736.98
Arjoon, Kevin	Legal, Municipal Clerk and External Affairs	Municipal Clerk	117,787.59	377.52	118,165.11
Armitage, Glenn	Fire Services	Firefighter	101,091.70	2,310.80	103,402.50
Arsenault, Shawn	Police	Police Constable	105,463.91	1,122.16	106,586.07
Arsenault, Thomas	Fire Services	Firefighter	108,711.74	-	108,711.74
Ash, Lenny	Police	Police Constable	111,256.06	4,308.41	115,564.47
Ash, Wayne	Fire Services	Firefighter	120,150.18	-	120,150.18
Astephen, Perry	Police	Sergeant	158,961.95	808.00	159,769.95
Audet, Beverley	Transportation and Public Works	Manager Municipal Operations	131,291.59	-	131,291.59
Auld, Sean	Police	Operational Planning Officer	134,026.15	1,000.00	135,026.15
Ayotte, Julien	Police	Police Constable	127,772.84	957.00	128,729.84
Baird, Robert	Police	Police Constable	123,165.01	2,292.38	125,457.39
Balcom, Angela	Police	Police Constable	133,199.59	1,497.00	134,696.59
Barbati, Joe	Fire Services	Firefighter	124,406.96	18.72	124,425.68
Barkhouse, Michael	Police	Police Constable	109,453.16	855.00	110,308.16
Barna, Ferenc	Police	Police Constable	123,636.91	3,022.14	126,659.05
Barr, Kristopher	Police	Sergeant	112,112.60	1,183.00	113,295.60
Barrington, Cathie	CAO's Office	Manager Councillor's Support	100,540.96	-	100,540.96
Basso, Laurence	Police	Police Constable	198,447.62	528.00	198,975.62
Bastow, Barry	Fire Services	Lieutenant	109,373.39	-	109,373.39
Beals, Cortonio	Fire Services	Division Commander	119,757.35	6,468.10	126,225.45
Beaton, Andrew	Police	Police Constable	106,572.57	818.00	107,390.57
Beeler, Andrew	Police	Police Constable	109,284.07	844.00	110,128.07
Beer, Jonathan	Police	Police Constable	151,171.60	6,043.02	157,214.62
Bell, Terra	Police	Police Constable	112,923.53	858.00	113,781.53
Belliveau, Robert	Fire Services	Training Officer	114,185.63	-	114,185.63
Benjamin, Brad	Police	Police Constable	108,837.38	4,041.61	112,878.99
Bennett, James	Police	Police Constable	103,060.01	-	103,060.01
Bennett, Jeffrey	Police	Police Constable	110,405.17	958.00	111,363.17
Bentley, Bruce	Police	Police Constable	114,401.17	1,064.14	115,465.31
Bergman, Corey	Police	Police Constable	130,415.17	1,710.16	132,125.33
Berube, Danny	Police	Police Constable	92,675.22	7,347.96	100,023.18
Best, Linden	Fire Services	Fire Prevention Officer	113,709.03	34.06	113,743.09
Bezanson, Charles	Fire Services	Division Commander	124,475.46	-	124,475.46
Bjerke, Robert	Planning and Development	Director Planning and Development	206,062.56	8,193.25	214,255.81
Blackburn, Michael	Fire Services	Division Commander	133,179.28	-	133,179.28
Blackwood, Gerald	Finance and Asset Management	Director Finance and Asset Management	147,472.18	1,528.81	149,000.99
Blaikie, Robert	Police	Police Constable	102,861.94	67.00	102,928.94
Blair-Smith, Caroline	CAO's Office	Senior Advisor to the CAO	110,938.78	2,063.80	113,002.58
Blais, Jean-Michel	Police	Chief of Police	208,505.28	1,475.15	209,980.43
Blake, Kenneth	Police	Police Constable	106,598.95	1,452.74	108,051.69
Blanchard, Justin	Police	Police Constable	101,968.15	103.00	102,071.15
Blencowe, Anthony	Police	Police Constable	120,699.40	1,295.65	121,995.05
Blissett, Ashley	Planning and Development	Manager Development Engineering Program	104,817.50	277.92	105,095.42
Boies, Amanda	Fire Services	Firefighter	101,768.74	166.80	101,935.54
Booker, Roger	Police	Police Constable	104,713.88	-	104,713.88
Boon, David	Police	Staff Sergeant	127,333.86	-	127,333.86
Boone, Brian	Police	Police Constable	103,985.73	829.00	104,814.73
Boudreau, Gilles	Police	Police Constable	103,655.54	829.00	104,484.54
Bourdages, Pierre	Police	Sergeant	140,290.54	11,529.58	151,820.12
Bourgeois, Jeffrey	Fire Services	Captain	119,450.98	186.06	119,637.04

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Boutilier, Joseph	Police	Police Constable	106,091.51	2,257.60	108,349.11
Boutilier, Michael	Fire Services	Firefighter	159,152.86	458.35	159,611.21
Bowers, Scott	Police	Police Constable	117,979.09	1,050.00	119,029.09
Bowes, Adam	Fire Services	Firefighter	132,931.44	-	132,931.44
Bowser, John	Fire Services	Training Officer	140,327.32	-	140,327.32
Bowser, Michael	Fire Services	Firefighter	112,088.52	249.36	112,337.88
Boyd, Lawrence	Police	Sergeant	135,541.30	1,000.00	136,541.30
Brackett, Daniel	Fire Services	Captain	114,185.66	-	114,185.66
Brackett, Joshua	Fire Services	Firefighter	110,695.53	232.63	110,928.16
Bradley, Kristen	Police	Police Constable	107,768.10	2,494.32	110,262.42
Branch, Ashley	Fire Services	Firefighter	107,137.74	440.88	107,578.62
Brewer, Corey	Police	Police Constable	105,785.13	987.00	106,772.13
Brewer, Joel	Fire Services	Firefighter	115,828.10	120.81	115,948.91
Brewer, Nathan	Police	Police Constable	112,621.51	973.00	113,594.51
Briand, Sheryl	Legal, Municipal Clerk and External Affairs	Manager Information Management	100,863.45	-	100,863.45
Bricker, Jamie	Police	Police Constable	102,902.94	-	102,902.94
Brien, Colin	Police	Police Constable	121,336.29	1,095.00	122,431.29
Brooks, Brock	Police	Police Constable	115,189.39	3,044.18	118,233.57
Brown, Jay	Fire Services	Lieutenant	124,058.14	-	124,058.14
Brown, Jeff	Fire Services	Firefighter	103,820.78	-	103,820.78
Brown, Jeffery	Police	Police Constable	107,535.57	919.32	108,454.89
Brown, Karen	Legal, Municipal Clerk and External Affairs	Solicitor	145,990.02	-	145,990.02
Bruce, Charles	Police	Police Constable	147,749.76	22,675.21	170,424.97
Buell, Donald	Police	Police Constable	120,303.84	1,765.48	122,069.32
Bundy, Keiva	Fire Services	Firefighter	112,855.40	77.24	112,932.64
Burgess, Michael	Human Resources	Manager Client Services	130,498.16	2,591.31	133,089.47
Burt, Ross	Police	Sergeant	133,718.18	1,000.00	134,718.18
Burton, Kenneth	Police	Sergeant	125,567.59	2,154.00	127,721.59
Burton, Michael	Fire Services	Captain	119,559.36	-	119,559.36
Bussey, Stephen	Fire Services	Lieutenant	145,578.23	-	145,578.23
Butler, André	Fire Services	Firefighter	105,649.64	93.86	105,743.50
Butler, James	Police	Operations Support Officer	127,029.14	1,391.07	128,420.21
Byrne, Nicholas	Police	Police Constable	107,190.51	2,162.00	109,352.51
Cain, Daniel	Fire Services	Firefighter	100,131.09	83.06	100,214.15
Calder, Stephen	Police	Sergeant	127,443.44	4,507.56	131,951.00
Cameron, David	Fire Services	Captain	114,192.05	-	114,192.05
Camp, Christopher	Fire Services	Firefighter	115,160.27	-	115,160.27
Campbell, Leo	Police	Police Constable	105,854.78	1,532.84	107,387.62
Campbell Waugh, Carol	Police	Police Constable	107,527.92	1,000.00	108,527.92
Cane, Jason	Fire Services	Firefighter	117,920.55	334.93	118,255.48
Canning, R. Brad	Fire Services	Firefighter	120,023.54	47.60	120,071.14
Cantfell, Brian	Police	Police Constable	110,203.54	2,416.00	112,619.54
Carleton, Debbie	Police	Police Constable	104,255.79	-	104,255.79
Carlisle, Jeffrey	Police	Sergeant	137,176.17	695.00	137,871.17
Carlisle, Stephanie	Police	Staff Sergeant	125,214.60	1,186.00	126,400.60
Carmichael, David	Fire Services	Lieutenant	127,762.75	-	127,762.75
Carmichael, Garland	Police	Sergeant	106,359.30	314.00	106,673.30
Carr, Jeffrey	Police	Sergeant	124,388.24	910.00	125,298.24
Carroll, Don	Fire Services	Firefighter	105,383.81	247.92	105,631.73
Carter, Dylan	Police	Police Constable	100,539.77	1,739.38	102,279.15
Carter, Michael	Police	Police Constable	117,445.70	1,000.00	118,445.70
Carter, Sara	Police	Police Constable	105,583.74	888.09	106,471.83
Carver, Shawn	Police	Police Constable	110,695.00	2,281.18	112,976.18
Carvery, Shaun	Police	Police Constable	111,871.32	10,724.06	122,595.38
Casey, Darren	Fire Services	Firefighter	104,674.15	450.70	105,124.85
Cecchetto, Michael	Police	Sergeant	148,143.97	1,000.00	149,143.97
Chambers, David	Police	Police Constable	116,726.73	2,457.44	119,184.17
Chambers, Kimberley	Police	Police Constable	113,415.17	868.00	114,283.17
Chambers-Spriggs, Tanya	Police	Sergeant	125,256.24	731.00	125,987.24
Chapman, Janis	Police	Police Constable	125,590.35	1,000.00	126,590.35
Chaulk, Ron	Police	Police Constable	104,869.33	883.00	105,752.33
Chediac, Monier	Police	Sergeant	138,394.63	844.00	139,238.63
Cheeseman, Michael	Police	Sergeant	108,981.68	1,298.00	110,279.68
Chenard, Jacques	Police	Police Constable	105,522.27	871.00	106,393.27
Chhabra, Gurminder (Mark)	Police	Police Constable	111,278.70	9,580.52	120,859.22
Clancey, Dawn	Police	Administration Manager, Integrated Emergency Services	101,611.80	-	101,611.80

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Clark, Paul M	Fire Services	Captain	134,147.00	-	134,147.00
Clarke, Jeffery	Fire Services	Lieutenant	121,275.53	-	121,275.53
Clarke, Jeffrey	Police	Sergeant	129,258.51	5,799.95	135,058.46
Clement, David	Fire Services	Division Captain	136,401.60	-	136,401.60
Clowater, David	Police	Police Constable	111,244.58	944.00	112,188.58
Clyke, Bobby	Police	Sergeant	130,371.21	6,030.32	136,401.53
Cole, Dana (Adam)	Police	Police Constable	113,650.36	3,401.22	117,051.58
Collings, Craig	Corporate and Customer Services	Lead Hand Mechanic	131,164.62	-	131,164.62
Collins, Joseph	Police	Sergeant	124,221.54	339.16	124,560.70
Collins, Joshua	Police	Police Constable	109,578.36	927.00	110,505.36
Colman-Sadd, Evangeline	Office of Auditor General	Municipal Auditor General	176,439.45	2,892.15	179,331.60
Comer, David	Police	Police Constable	105,655.38	1,000.00	106,655.38
Connors, Bradley	Fire Services	Division Commander	119,554.52	17,591.00	137,145.52
Conrad, Andrew	Police	Police Constable	108,595.27	2,739.92	111,335.19
Conrad, Andrew	Fire Services	Firefighter	103,526.34	-	103,526.34
Conrad, Craig	Police	Police Constable	106,237.64	895.00	107,132.64
Conrad, Patrick	Fire Services	Firefighter	118,193.37	209.28	118,402.65
Conrad, Ryan	Fire Services	Firefighter	116,945.12	351.98	117,297.10
Conrad, Stephen	Fire Services	Firefighter	117,219.42	95.48	117,314.90
Conrad, Vincent	Fire Services	Training Officer	145,930.79	2,121.14	148,051.93
Cooke, James	Police	Police Constable	109,579.65	2,056.00	111,635.65
Cooke, William	Police	Police Constable	118,153.66	1,421.48	119,575.14
Cooper, Stephen	Police	Police Constable	104,713.99	-	104,713.99
Corkum, Kevin	Fire Services	Captain	116,575.67	-	116,575.67
Cote, Samuel	Police	Police Constable	127,853.09	1,763.96	129,617.05
Covey, Matt	Fire Services	Division Chief Fire Prevention and Public Education	118,644.92	277.92	118,922.84
Crockett, Allan	Fire Services	Firefighter	117,275.15	194.33	117,469.48
Croft, Lisa	Halifax Transit Services	Supervisor Transit Network	113,858.37	50.00	113,908.37
Croft, Tony	Police	Sergeant	125,782.29	1,561.00	127,343.29
Cromwell, Christopher	Fire Services	Firefighter	110,503.44	-	110,503.44
Cromwell, Larry	Police	Police Constable	106,387.52	4,604.74	110,992.26
Crooks, Steven	Fire Services	Firefighter	101,091.70	-	101,091.70
Crooks, Tracey	Fire Services	Firefighter	102,051.72	352.67	102,404.39
Cross, Bridget	Police	Police Constable	120,224.58	2,524.68	122,749.26
Cross, Nathan	Police	Police Constable	132,293.82	2,121.48	134,415.30
Crowell, Dale	Fire Services	Captain	137,773.90	-	137,773.90
Crowell, Dennis	Police	Sergeant	124,243.11	602.40	124,845.51
Currie, Kyle	Fire Services	Firefighter	113,160.79	85.08	113,245.87
Currie, Lloyd	Fire Services	Division Commander	130,252.19	-	130,252.19
Currie, Shawn	Police	Police Constable	126,590.98	3,155.82	129,746.80
Curry, James	Fire Services	Firefighter	101,580.90	-	101,580.90
Dahl, Darren	Fire Services	Captain	131,108.02	-	131,108.02
David, Benoit	Fire Services	Captain	128,117.16	-	128,117.16
Davis, Donna	Corporate and Customer Services	Project Manager Cogswell Redevelopment	153,028.83	-	153,028.83
Day, Eric	Corporate and Customer Services	Mechanic	79,277.23	24,408.00	103,685.23
Day, James	Fire Services	Firefighter	124,082.82	161.32	124,244.14
Day, Jason	Fire Services	Firefighter	109,603.37	-	109,603.37
de Montbrun, Louis	Finance and Asset Management	Manager Financial Reporting	128,418.15	1,037.65	129,455.80
Dean, Kevin	Fire Services	Division Commander	116,581.65	-	116,581.65
Dean, Sherry	Fire Services	Firefighter	117,947.16	18.48	117,965.64
DeBaie, Bruce	Corporate and Customer Services	Managing Director Corporate Communications	115,264.17	-	115,264.17
Delong, Christopher	Police	Police Constable	116,073.09	975.00	117,048.09
Denine, Matthew	Police	Police Constable	110,508.50	7,964.43	118,472.93
Denty, Kelly	Planning and Development	Chief Planner and Director	142,796.46	100.00	142,896.46
Desrochers, Paul	Police	Police Constable	124,386.02	1,979.44	126,365.46
Deters, Auren	Fire Services	Firefighter	116,765.82	80.94	116,846.76
DeYoung, Jeffrey	Fire Services	Firefighter	114,222.46	358.78	114,581.24
Diaczenko, Will	Police	Police Constable	121,117.89	5,253.65	126,371.54
Dickson, Nicholas	Police	Surveillance Technician	114,618.40	64.14	114,682.54
Dill, James	Police	Police Constable	102,713.89	-	102,713.89
Dion, Kelvin	Fire Services	Firefighter	115,539.53	-	115,539.53
Dixon, David	Fire Services	Firefighter	117,455.71	154.26	117,609.97
Dobie, Leslie	Fire Services	Firefighter	104,047.62	280.08	104,327.70
Dodge, Duane	Fire Services	Firefighter	114,600.35	-	114,600.35
Doiron, Tara Lee	Police	Police Constable	107,148.56	-	107,148.56
Dominix, Cory	Fire Services	Firefighter	115,349.66	375.37	115,725.03

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Dooks-Fahie, Michelle	Police	Police Constable	119,345.72	1,000.00	120,345.72
Dorey, Darnell	Police	Police Constable	104,213.88	-	104,213.88
Dorey, Michael	Fire Services	Firefighter	103,801.23	-	103,801.23
Doucet, Shawn	Fire Services	Firefighter	138,980.01	-	138,980.01
Doucette, Kevin	Police	Police Constable	116,686.86	887.00	117,573.86
Dowding, Justin	Fire Services	Firefighter	119,041.04	176.71	119,217.75
Doyle, Carly	Police	Police Constable	126,459.44	1,835.00	128,294.44
Drover, Dana	Police	Police Constable	107,173.40	1,000.00	108,173.40
Drysdale, Clayton	Fire Services	Firefighter	105,786.08	491.35	106,277.43
Duale, Ali	Fire Services	Firefighter	109,586.18	4,089.24	113,675.42
Dubé, Jacques	CAO's Office	Chief Administrative Officer	271,414.66	2,438.01	273,852.67
Dunbrack, Patricia	Fire Services	Captain	117,445.02	-	117,445.02
Duncan, Peter	Planning and Development	Manager Infrastructure Planning	124,251.27	-	124,251.27
Dunfee, Brendan Jr.	Fire Services	Firefighter	100,558.34	167.86	100,726.20
Durling, Craig	Police	Police Constable	105,127.55	3,601.99	108,729.54
Eaglestone, Ben	Fire Services	Firefighter	104,403.76	287.96	104,691.72
Edwards, Amy	Police	Police Constable	100,969.36	-	100,969.36
Edwards, Jonathan	Police	Police Constable	115,122.46	1,082.16	116,204.62
Edwards, Paul	Fire Services	Captain	118,100.76	2,610.21	120,710.97
Edwards, Scott	Fire Services	Firefighter	101,090.36	223.88	101,314.24
El-Diri, Eddy	Police	Police Constable	114,860.76	888.00	115,748.76
Elliott, Geoffrey	Fire Services	Firefighter	103,083.39	2,211.15	105,294.54
Elworthy, Matthew	Police	Police Constable	123,336.30	5,034.27	128,370.57
Engels, Ryan	Fire Services	Firefighter	116,286.68	277.96	116,564.64
Evans, Phillip	Corporate and Customer Services	Manager Technology Infrastructure	111,588.63	1,297.20	112,885.83
Everson, Michelle	Police	Police Constable	105,820.01	-	105,820.01
Fairbairn, Scott	Police	Police Constable	113,844.05	1,403.00	115,247.05
Fairbairn, Steven	Police	Police Constable	122,733.21	1,000.00	123,733.21
Fairbanks, Benjamin	Legal, Municipal Clerk and External Affairs	Solicitor	124,573.96	-	124,573.96
Farmer, George	Police	Police Constable	118,304.74	2,754.09	121,058.83
Farrow, Joseph	Police	Police Constable	136,663.44	3,940.50	140,603.94
Fenner, Stephen	Fire Services	Firefighter	106,307.45	-	106,307.45
Ferguson, John	Fire Services	Captain	122,664.19	2,548.75	125,212.94
Ferguson, Todd	Fire Services	Firefighter	120,936.64	93.60	121,030.24
Fiander, Grant	Police	Police Constable	111,305.59	642.00	111,947.59
Fillmore, Lawrence	Fire Services	Firefighter	108,023.57	-	108,023.57
Fisher, Bruce	Finance and Asset Management	Manager Financial Policy and Planning	121,915.73	4,218.31	126,134.04
Fitzgerald, Marcheta	Fire Services	Fire Prevention Officer	136,280.13	-	136,280.13
Fleckney, Brian	Fire Services	Captain	119,501.72	2,610.21	122,111.93
Fletcher, Darrell	Fire Services	Lieutenant	113,394.58	-	113,394.58
Flewwelling, Ian	Police	Sergeant	128,509.61	10,690.76	139,200.37
Flinn, Paul	Office of Auditor General	Audit Director	101,816.09	1,015.00	102,831.09
Flynn, Pauline	Police	Police Constable	106,452.66	847.00	107,299.66
Flynn, Shawn	Police	Police Constable	110,677.58	2,152.47	112,830.05
Fong, Regan	Police	Sergeant	123,750.73	-	123,750.73
Fong, Richard	Fire Services	Captain	114,997.14	-	114,997.14
Foote, Andrew	Fire Services	Captain	127,204.69	-	127,204.69
Foran, Todd	Fire Services	Firefighter	128,049.37	-	128,049.37
Forrest, Jason	Police	Police Constable	108,404.44	2,190.01	110,594.45
Foshay, Nicholas	Fire Services	Firefighter	118,998.63	98.71	119,097.34
Foster, Jeffrey	Police	Police Constable	109,879.71	948.00	110,827.71
Foster, Susan	Police	Police Constable	130,943.85	13,888.46	144,832.31
Fournier, Thomas	Police	Police Constable	114,827.60	8,492.85	123,320.45
Fox, Robert	Police	Staff Sergeant	152,433.94	3,417.33	155,851.27
Fraser, Cyril	Fire Services	Captain	128,090.74	-	128,090.74
Fraser, Ernest	Fire Services	Firefighter	108,761.49	303.76	109,065.25
Fraser, Jane	Corporate and Customer Services	Director Corporate and Customer Services	191,308.12	3,276.94	194,585.06
Fraser, Kristine	Police	Police Constable	110,857.80	4,092.67	114,950.47
Fulton, Joseph	Fire Services	Lieutenant	114,128.43	-	114,128.43
Gagnon, Kevin	Fire Services	Firefighter	102,694.61	166.50	102,861.11
Gallagher, Kevin	Fire Services	Captain	117,847.67	-	117,847.67
Gallant, Peter	Police	Police Constable	105,466.26	510.32	105,976.58
Gallivan, David	Police	Police Constable	104,100.07	400.00	104,500.07
Galvin, Dominique	Fire Services	Firefighter	114,216.10	93.88	114,309.98
Gannon, Dwayne	Fire Services	Firefighter	149,825.15	-	149,825.15
Garber, Geoff	Fire Services	Firefighter	110,483.45	-	110,483.45

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Garrison, Timothy	Fire Services	Firefighter	105,012.81	44.01	105,056.82
Garry, Claude	Fire Services	Captain	115,293.65	-	115,293.65
Gates, James	Fire Services	Captain	141,871.98	-	141,871.98
Gaudet, Christopher	Fire Services	Firefighter	113,681.29	260.65	113,941.94
Gaudet, Darrell	Police	Staff Sergeant	105,054.83	59,096.64	164,151.47
Gaudet, Gary	Fire Services	Firefighter	107,149.18	221.25	107,370.43
Gaudet, Lana-Nicole	Police	Police Constable	104,227.13	-	104,227.13
Gaudry, Aaron	Police	Police Constable	104,350.64	154.00	104,504.64
Geldart, Stephen	Fire Services	Firefighter	100,614.72	-	100,614.72
Giacomantonio, Christopher	Police	Research and Development Specialist	99,915.42	798.52	100,713.94
Gibbons, Gerard	Police	Sergeant	88,981.84	56,776.41	145,758.25
Gibson, Curtis	Police	Police Constable	111,182.28	3,722.87	114,905.15
Gibson, Scott	Fire Services	Firefighter	116,264.93	-	116,264.93
Giffin, Ann	Police	Police Constable	107,366.07	865.00	108,231.07
Gilbert, Jordan	Police	Police Constable	107,662.75	1,000.00	108,662.75
Gillett, Stephen	Police	Sergeant	124,381.93	2,505.36	126,887.29
Gillis, Anthony	Police	Police Constable	107,942.05	2,757.82	110,699.87
Gillis, Gyles	Police	Sergeant	110,715.75	2,142.00	112,857.75
Gillis, Trena	Police	Police Constable	115,131.88	-	115,131.88
Girard, Robin	Fire Services	Firefighter	116,099.53	271.10	116,370.63
Glendenning, Stephanie	Police	Police Constable	106,002.94	12.00	106,014.94
Glennie, Alexander	Fire Services	Captain	138,561.22	2,610.21	141,171.43
Goodwin, Judson	Police	Police Constable	102,713.89	-	102,713.89
Gordon, Andrew	Police	Police Constable	112,026.37	954.00	112,980.37
Gorman, Christopher	Police	Police Constable	104,713.88	1,000.00	105,713.88
Gough, Andrew	Legal, Municipal Clerk and External Affairs	Solicitor	116,214.63	-	116,214.63
Graham, Aaron	Fire Services	Firefighter	119,327.82	80.92	119,408.74
Graham, Gena	Police	Police Constable	105,719.99	1,475.00	107,194.99
Graham, Gordon	Police	Sergeant	151,544.69	3,274.15	154,818.84
Grandy, Philip W	Fire Services	Firefighter	116,403.07	-	116,403.07
Grantham, Peter	Fire Services	Firefighter	122,113.06	1,122.72	123,235.78
Graven, James	Fire Services	Firefighter	120,749.81	-	120,749.81
Graves, Colin	Police	Police Constable	109,770.62	965.00	110,735.62
Gray, Brian	Fire Services	Deputy Chief Operations	158,472.28	560.00	159,032.28
Gray, Rickey	Fire Services	Firefighter	107,413.19	166.32	107,579.51
Gray, Robert	Fire Services	Firefighter	107,679.13	-	107,679.13
Greek, James	Police	Police Constable	113,740.84	871.00	114,611.84
Green, Angela	Parks and Recreation	Manager Recreation Programming	125,989.20	1,616.00	127,605.20
Green, Jacob	Fire Services	Lieutenant	142,189.23	4,635.00	146,824.23
Green, Pamela	Police	Sergeant	128,701.67	1,433.00	130,134.67
Greencorn, George	Police	Police Constable	103,435.94	2,486.33	105,922.27
Greene, Katherine	Planning and Development	Manager Policy and Strategic Initiatives Program	105,570.74	510.23	106,080.97
Greene, Patrick	Fire Services	Captain	129,923.52	16.16	129,939.68
Greene, Stephen	Fire Services	Firefighter	116,628.02	-	116,628.02
Greener, David	Legal, Municipal Clerk and External Affairs	Solicitor	130,523.51	-	130,523.51
Greenham, Peter	Fire Services	Training Officer	123,702.66	3,233.25	126,935.91
Greer, Barry	Fire Services	Captain	132,725.01	-	132,725.01
Grimes, William	Fire Services	Captain	132,296.88	-	132,296.88
Guest, Matthew	Police	Police Constable	103,110.88	-	103,110.88
Guy, Kevin	Fire Services	Firefighter	120,970.65	166.19	121,136.84
Guzzwell, Stephen	Police	Police Constable	113,939.04	922.00	114,861.04
Habib, Andre	Police	Sergeant	139,935.27	1,200.00	141,135.27
Hamer, Daniel	Fire Services	Division Captain Fire and Prevention	117,506.42	-	117,506.42
Hardiman, Ronald	Fire Services	Firefighter	108,284.04	282.81	108,566.85
Harding, David	Police	Police Constable	115,065.65	2,184.00	117,249.65
Harfouche, Guy	Legal, Municipal Clerk and External Affairs	Solicitor	100,820.18	-	100,820.18
Harlow, Michael	Fire Services	Firefighter	138,942.44	2,288.89	141,231.33
Hart, Penelope	Police	West Divisional Commander	133,182.07	-	133,182.07
Hartlen, Mark	Police	President HRP	118,596.61	64,356.16	182,952.77
Hartling, Darrell	Fire Services	Fire and Life Safety Education Officer	114,226.22	2,260.78	116,487.00
Harvey, Brendan	Police	Police Constable	122,843.86	3,436.40	126,280.26
Harvey, Richard	Parks and Recreation	Manager Policy and Planning	106,756.66	-	106,756.66
Harvie, Trevor	Transportation and Public Works	Superintendent Winter Operations Training and Compliance	100,943.24	-	100,943.24
Haverstock, Mark	Fire Services	Firefighter	113,054.08	183.30	113,237.38
Hawes, Jeffrey	Police	Police Constable	109,840.44	-	109,840.44
Hayes, Jonathan	Police	Police Constable	108,623.68	1,754.23	110,377.91

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Hayward, Joseph	Police	Police Constable	119,788.55	978.00	120,766.55
Head, Aaron	Police	Police Constable	116,207.07	5,867.10	122,074.17
Hebb, Donald	Fire Services	Firefighter	124,682.74	245.05	124,927.79
Hebb, Gregory	Fire Services	Captain	149,012.02	2,548.75	151,560.77
Hebb, Robert	Fire Services	Captain	144,538.54	-	144,538.54
Henneberry, Allison	Police	Police Constable	108,828.00	1,369.32	110,197.32
Henry, John	Parks and Recreation	Manager Aquatics, Leisure, Active Living and Inclusion	105,037.20	-	105,037.20
Henwood, Ronald	Corporate and Customer Services	Mechanic	103,507.79	-	103,507.79
Hewitt, Marshall	Police	Police Constable	113,346.89	1,000.00	114,346.89
Hickey, Blair	Police	Police Constable	120,983.41	3,289.65	124,273.06
Higgins, Steven	Planning and Development	Manager Current Planning	110,425.79	-	110,425.79
Hill, David	Police	Police Constable	106,159.36	3,104.07	109,263.43
Hodgson, James	Police	Police Constable	104,802.30	-	104,802.30
Hoffmann, Edward	Fire Services	Captain	119,324.92	-	119,324.92
Hollett, Harold	Fire Services	Deputy Chief Operational Support	159,844.46	280.00	160,124.46
Holmes, Lee	Fire Services	Firefighter	112,250.60	93.95	112,344.55
Hood, Derek	Police	Police Constable	111,800.06	1,000.00	112,800.06
Hovey, Kevin	Police	Sergeant	148,056.21	1,194.00	149,250.21
Howie, Andrew	Police	Police Constable	107,020.06	2,396.00	109,416.06
Hubley, David	Transportation and Public Works	Manager Project Planning and Design	135,752.47	-	135,752.47
Hueston, D'Arcy	Police	Sergeant	126,535.82	2,609.36	129,145.18
Hughes, Alan	Police	Police Constable	103,435.93	1,000.00	104,435.93
Hughes, Patricia	Halifax Transit Services	Manager Planning and Scheduling	111,697.20	-	111,697.20
Hunt, Gregory	Fire Services	Firefighter	107,023.22	369.79	107,393.01
Hunter, Wayne	Police	Police Constable	131,082.52	4,493.46	135,575.98
Irving, Paul	Fire Services	District Captain	148,027.06	2,696.52	150,723.58
Jackson, Winnell	Police	Police Constable	104,597.68	1,007.00	105,604.68
Jardine, Bradley	Police	Police Constable	116,533.68	1,000.00	117,533.68
Jazic, Alan	Police	Police Constable	104,142.98	1,530.96	105,673.94
Jefferies, Jonathan	Police	Sergeant	122,881.61	1,982.38	124,863.99
Jensen, John David	Fire Services	Firefighter	110,260.25	161.38	110,421.63
Jiang, Qingshuang	Corporate and Customer Services	Data Architect	109,770.73	1,150.00	110,920.73
Jodrey, Eugene	Fire Services	Firefighter	101,091.71	-	101,091.71
Johnson, Christopher	Fire Services	Captain	118,929.56	-	118,929.56
Johnson, Ronald	Fire Services	Captain	123,381.49	-	123,381.49
Johnston, Sandra	Police	Sergeant	122,284.14	610.00	122,894.14
Joncas, Jason	Police	Police Constable	113,078.50	2,622.16	115,700.66
Jones, Darren	Fire Services	Captain	145,088.43	2,548.75	147,637.18
Jones-Grant, Tracey	Human Resources	Manager Diversity and Inclusion	101,085.22	-	101,085.22
Joseph, Alicia	Police	Police Constable	104,594.03	-	104,594.03
Joseph, Nickel	Police	Police Constable	116,202.49	1,451.00	117,653.49
Joudrey, Andrew	Police	Police Constable	113,273.39	4,686.10	117,959.49
Judah, Joshua	Legal, Municipal Clerk and External Affairs	Solicitor	139,158.44	-	139,158.44
Justason, Eugene	Fire Services	Maintenance Technician	102,393.73	-	102,393.73
Kavanaugh, Daniel	Police	Police Constable	105,726.53	2,045.97	107,772.50
Keating, Patrick	Fire Services	Captain	103,265.11	2,424.15	105,689.26
Keck, Scott	Fire Services	Firefighter	106,315.58	114.72	106,430.30
Keliher, Matthew	Transportation and Public Works	Manager Solid Waste	128,002.36	1,344.00	129,346.36
Kelly, Colleen	Police	Executive Officer	132,369.25	1,491.07	133,860.32
Kennedy, Edward	Fire Services	Firefighter	101,091.66	-	101,091.66
Kennedy, Jordan	Corporate and Customer Services	Mechanic	101,612.15	-	101,612.15
Kennedy, Patricia	Police	Police Constable	132,362.03	1,110.00	133,472.03
Keyes, Heather	Police	Police Constable	109,465.30	1,702.00	111,167.30
Kharna, George	Fire Services	Captain	111,436.55	-	111,436.55
Killen, Jason	Fire Services	Captain	114,084.18	-	114,084.18
Kincade, Bradley	Police	Police Constable	104,656.96	637.90	105,294.86
King, Alisa	Police	Police Constable	103,209.83	-	103,209.83
Kinghorne, Randolph	Legal, Municipal Clerk and External Affairs	Solicitor	132,543.21	-	132,543.21
Kirton, Harold	Police	Police Constable	114,712.36	1,212.22	115,924.58
Kline, Patrick	Fire Services	Captain	131,591.85	-	131,591.85
Knisley, Sara	Legal, Municipal Clerk and External Affairs	Solicitor	116,527.60	129.16	116,656.76
Koch, Stephen	Fire Services	Captain	139,385.29	2,548.75	141,934.04
Koutroulakis, Taso	Transportation and Public Works	Manager Traffic and Right of Way	132,167.78	50.22	132,218.00
Krivdic, Admir	Police	Police Constable	113,627.77	814.00	114,441.77
Kuhn, Scott	Police	Police Constable	121,874.18	902.00	122,776.18
Kummer, Brett	Halifax Transit Services	Fleet Supervisor	106,630.18	4,477.36	111,107.54

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Kuryluk, Avery	Fire Services	Firefighter	101,926.68	192.98	102,119.66
Lahey, Martin	Fire Services	Fire Prevention Officer	120,646.65	-	120,646.65
Lake, Jennifer	Police	Police Constable	119,659.05	1,000.00	120,659.05
Lake, Stanley	Fire Services	Lieutenant	125,846.73	1,400.00	127,246.73
Lambert, Desmond	Police	Police Constable	105,049.85	4,476.56	109,526.41
Lambert, Tanya	Police	Police Constable	104,764.52	907.00	105,671.52
Lane, Blain	Police	Police Constable	104,667.90	-	104,667.90
Lane, Richard	Police	Divisional Commander	136,733.37	478.00	137,211.37
Langille, Steven	Police	Sergeant	125,718.25	1,000.00	126,718.25
Lanthier, Bruce	Fire Services	Firefighter	112,391.77	166.32	112,558.09
Laraque, Jules	Police	Police Constable	111,364.26	1,217.68	112,581.94
Lassaline, Trevor	Police	Police Constable	110,136.32	1,290.11	111,426.43
Latreille, Robbie	Police	Police Constable	103,204.72	2,329.00	105,533.72
Lavers, Thomas	Fire Services	Firefighter	101,573.09	-	101,573.09
Lavoie, Marc	Fire Services	Training Officer	126,389.69	-	126,389.69
Lavoie, Norman	Fire Services	BA Technician	102,336.00	-	102,336.00
Lawlor, David	Police	Sergeant	132,792.42	3,903.80	136,696.22
Leblanc, Jeffrey	Police	Police Constable	106,344.05	1,750.38	108,094.43
Leger, Marc	Fire Services	Firefighter	135,230.65	-	135,230.65
Legere, Ola	Fire Services	Captain	137,299.38	2,610.21	139,909.59
Legere, Ronald	Police	Staff Sergeant	137,933.07	859.00	138,792.07
LeRue, Gregory	Fire Services	Firefighter	100,814.52	157.08	100,971.60
Lewis, Ashley	Police	Police Constable	115,685.87	12,272.83	127,958.70
Lewis, Laurie	Transportation and Public Works	Program Manager Policy and Outreach	101,435.29	2,400.37	103,835.66
Lewis, Shawn	Halifax Transit Services	Shift Supervisor	105,156.65	25.00	105,181.65
Li, David	Police	Police Constable	110,831.08	930.00	111,761.08
Lines, Wendy	Halifax Transit Services	Manager Bus Maintenance	113,300.62	-	113,300.62
Little, Bradley	Fire Services	Firefighter	107,595.89	326.47	107,922.36
Logan, Scott	Fire Services	Captain	159,673.23	2,610.21	162,283.44
Logan, William	Fire Services	Firefighter	122,564.03	157.08	122,721.11
London, Samuel	Fire Services	Firefighter	124,910.23	-	124,910.23
Long, Mark	Police	Police Constable	103,010.79	27.00	103,037.79
Longley, Malcolm	Police	Sergeant	142,152.69	3,882.46	146,035.15
Loughnan, Stephen	Fire Services	Captain	133,980.74	-	133,980.74
Lowe, John	Fire Services	Division Commander	106,975.21	-	106,975.21
Lowther, Robert	Police	Sergeant	124,509.00	879.00	125,388.00
Lucas, Darcy	Police	Police Constable	113,008.95	2,928.77	115,937.72
Luck, Matthew	Police	Police Constable	121,589.74	2,346.00	123,935.74
Luther, James	Police	Police Constable	121,917.42	1,070.00	122,987.42
Lutley, Robert	Fire Services	Fire Prevention Officer	105,500.49	34.06	105,534.55
Lynch, Susan	Police	Police Constable	105,805.70	1,255.16	107,060.86
MacAdam, E. Alexander	Police	Police Constable	121,548.87	1,000.00	122,548.87
MacCormack, Corinne	Corporate and Customer Services	Manager Business Solutions	101,975.93	-	101,975.93
MacCulloch, Drew	Fire Services	Firefighter	126,116.23	19.92	126,136.15
MacDonald, Andrea	Planning and Development	Manager License Standards	100,928.52	-	100,928.52
MacDonald, Andrew	Fire Services	Firefighter	106,758.45	3,192.30	109,950.75
MacDonald, Bruce	Fire Services	Captain	149,528.63	2,485.61	152,014.24
MacDonald, Karen	Legal, Municipal Clerk and External Affairs	Solicitor	132,543.21	-	132,543.21
MacDonald, Kevin	Police	Police Constable	118,773.30	939.00	119,712.30
MacDonald, Leonard	Police	Police Constable	109,668.20	672.00	110,340.20
MacDonald, Lisa	Police	Police Constable	111,065.00	1,000.00	112,065.00
MacDonald, Margaret	Legal, Municipal Clerk and External Affairs	Managing Director External and Corporate Affairs	109,545.13	-	109,545.13
MacDonald, Mark	Police	Staff Sergeant	126,654.40	1,396.00	128,050.40
MacDonald, Philip	Police	Police Constable	118,580.21	3,728.87	122,309.08
MacDonald, R. Scott	Police	Staff Sergeant	136,247.85	5,276.44	141,524.29
MacDonald, Scott	Police	Police Constable	106,119.73	4,832.62	110,952.35
MacDonald, Tammy	Police	Police Constable	106,237.35	862.00	107,099.35
MacDonald, Tracy	Police	Police Constable	107,353.02	1,338.22	108,691.24
MacDougall, William Dewar	Fire Services	Firefighter	118,960.21	692.86	119,653.07
MacFarlane, Derek	Police	Police Constable	113,548.77	1,245.16	114,793.93
MacGregor, Jared	Police	Police Constable	110,756.08	1,857.96	112,614.04
MacIsaac, Matthew	Police	Police Constable	101,818.36	2,277.70	104,096.06
MacIsaac, Shawn	Police	Police Constable	112,970.70	1,378.32	114,349.02
MacKay, Amy	Police	Police Constable	112,660.04	5,370.98	118,031.02
MacKay, Robert	Police	Police Constable	115,806.55	544.22	116,350.77
MacKellar, Scott	Fire Services	Lieutenant	116,223.16	-	116,223.16

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
MacKenzie, Eric	Fire Services	Firefighter	101,091.70	-	101,091.70
MacKenzie, Phillip	Police	Sergeant	146,502.40	1,316.22	147,818.62
MacKenzie, Robert	Fire Services	Firefighter	105,684.76	164.68	105,849.44
MacLaughlin, Devin	Police	Police Constable	110,702.54	1,187.95	111,890.49
MacLaurin, Roxanne	Legal, Municipal Clerk and External Affairs	Solicitor	133,043.21	-	133,043.21
MacLean, Don	Police	Superintendent Patrol	139,574.96	1,491.07	141,066.03
MacLean, Jeffrey	Police	Police Constable	104,628.39	453.00	105,081.39
MacLean, John	Fire Services	Division Chief Professional Development, Training and Safety	126,535.02	-	126,535.02
MacLennan, Allan	Police	Police Constable	108,715.57	3,275.54	111,991.11
MacLeod, Scott	Police	Police Constable	132,159.22	1,000.00	133,159.22
MacMullin, Robert	Police	Police Constable	122,818.50	2,562.86	125,381.36
MacNeil, Adam	Fire Services	Firefighter	124,337.78	211.71	124,549.49
MacNeil, Andrew	Police	Police Constable	106,251.66	2,498.00	108,749.66
MacNeil, Lynn	Fire Services	Firefighter	113,104.98	175.95	113,280.93
MacNeil, Wendell	Fire Services	Captain	149,235.89	2,424.15	151,660.04
MacPhail, Robert	Police	Police Constable	109,933.22	-	109,933.22
MacPherson, John	Corporate and Customer Services	Manager Corporate Facility Design and Construction	119,034.49	704.06	119,738.55
MacVicar, Andrew	Police	Police Constable	111,647.64	1,161.00	112,808.64
Maheux, Nicolas	Fire Services	Captain	121,738.80	-	121,738.80
Mailman, James	Fire Services	Firefighter	112,958.82	-	112,958.82
Mailman, Paddy	Halifax Transit Services	Dispatch Supervisor	95,840.08	5,963.60	101,803.68
Malcolm, Joey	Police	Police Constable	115,442.46	4,290.87	119,733.33
Mandru, Egist	Police	Police Constable	109,246.13	972.00	110,218.13
Manley, Eric	Police	Police Constable	109,465.52	2,729.50	112,195.02
Manning, Anthony	Fire Services	Captain	122,328.26	-	122,328.26
Mansvelt, John	Police	Police Constable	129,214.95	1,000.00	130,214.95
Manuel, Barry	Fire Services	Emergency Management Coordinator	128,246.91	44,546.06	172,792.97
March, Craig	Fire Services	Training Officer	144,463.19	-	144,463.19
March, Leonard	Fire Services	Captain	129,761.85	2,548.75	132,310.60
Marchand, Michel	Police	Police Constable	116,871.11	958.00	117,829.11
Marinelli, Chris	Police	Police Constable	124,825.24	1,000.00	125,825.24
Marinelli, Nicholas	Police	Police Constable	108,661.78	1,685.38	110,347.16
Marr, David	Office of Auditor General	Audit Manager	101,384.76	-	101,384.76
Marr, William	Fire Services	Captain	142,349.88	-	142,349.88
Marriott, Jason	Police	Police Constable	124,469.30	1,459.84	125,929.14
Marshall, Trevor	Fire Services	Firefighter	118,654.69	-	118,654.69
Martell, James	Fire Services	Captain	145,288.57	64.54	145,353.11
Martin, Christina	Police	Sergeant	121,861.69	830.00	122,691.69
Martin, Scott	Police	Police Constable	99,579.87	3,544.39	103,124.26
Martin, Sean	Police	Sergeant	133,675.93	923.00	134,598.93
Martin, Sharon	Parks and Recreation	Manager Youth Programs	100,323.86	-	100,323.86
Martyn, Stephen	Fire Services	District Captain	144,602.61	2,696.52	147,299.13
Mason, Crystal	Fire Services	Firefighter	101,742.85	-	101,742.85
Mason, Gregory	Police	Staff Sergeant	152,306.65	373.00	152,679.65
Mason, John	Corporate and Customer Services	Manager Building Operations	104,387.55	-	104,387.55
Mason, Robert	Fire Services	Firefighter	106,699.89	323.58	107,023.47
Massey, Rajiv	Corporate and Customer Services	Manager Corporate Fleet and Equipment	124,417.19	-	124,417.19
Mathieu, Jeffrey	Fire Services	Firefighter	101,092.57	-	101,092.57
Matthews, Andrew	Police	Information Management Officer	131,896.99	441.00	132,337.99
Mattie, Derrick J	Fire Services	Captain	140,103.73	-	140,103.73
Mattie, Leonard B	Fire Services	Lieutenant	117,661.72	-	117,661.72
Mattie, Melissa	Fire Services	Firefighter	113,982.81	255.95	114,238.76
Mayer, Richard	Police	Police Constable	104,596.77	1,658.06	106,254.83
McCoombs, Reid	Police	Human Resources Officer	128,876.89	1,000.00	129,876.89
McCormack, Stephen	Police	Sergeant	131,087.95	541.00	131,628.95
McCormick, Justin	Police	Police Constable	114,380.05	3,308.54	117,688.59
McCracken, Ryan	Fire Services	Firefighter	124,904.01	326.44	125,230.45
McCrum, Andrew	Police	Police Constable	105,985.30	908.16	106,893.46
McCulley, Garrett	Police	Police Constable	108,189.08	1,823.06	110,012.14
McCulley, Stuart	Police	Police Constable	110,232.00	1,215.16	111,447.16
McCulloch, Trudi	Police	Police Constable	103,933.27	2,234.00	106,167.27
McCullough, Janna	Police	Police Constable	103,338.76	12.00	103,350.76
McCusker, David	Transportation and Public Works	Manager Parking Services Program	112,668.69	266.50	112,935.19
McDermott, Christopher	Police	Police Constable	102,999.80	32.00	103,031.80
McDonald, John	Fire Services	Firefighter	108,691.99	258.43	108,950.42
McDow, Frank	Fire Services	Firefighter	101,144.94	-	101,144.94

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
McGrath, Anthony	Police	Police Constable	103,379.33	-	103,379.33
Mclsaac, Carol	Police	Police Constable	105,315.07	822.00	106,137.07
Mclsaac, Parker	Police	Police Constable	130,931.61	1,245.00	132,176.61
Mclver, Karl	Police	Police Constable	105,970.37	839.00	106,809.37
McKay, Brian	Fire Services	Captain	112,685.62	-	112,685.62
McKenzie, David	Fire Services	Captain	154,461.85	1,273.54	155,735.39
McLaughlin, Paula	Police	Police Constable	103,777.94	1,000.00	104,777.94
McLellan, Brad	Police	Police Constable	121,947.52	982.00	122,929.52
McLellan, Todd	Police	Police Constable	104,880.31	914.00	105,794.31
McLeod, John	Police	Police Constable	102,732.26	-	102,732.26
McMahon, Christopher	Police	Police Constable	107,904.94	959.00	108,863.94
McNabb, Leonard	Fire Services	Captain	139,044.04	2,548.75	141,592.79
McNamara, Chad	Police	Police Constable	104,102.21	1,824.00	105,926.21
McNamara, Geoffrey	Police	Police Constable	113,209.95	2,010.64	115,220.59
McNeil, Anthony	Police	Employee Assistance Program Coordinator	126,248.47	-	126,248.47
McNeil, Jason	Police	Sergeant	127,612.89	1,990.00	129,602.89
McNeil, Joanne	Police	Sergeant	123,980.00	-	123,980.00
McNeil, John	Police	Sergeant	121,046.21	981.00	122,027.21
McNeil, Joshua	Police	Police Constable	123,880.11	1,570.00	125,450.11
McNeil, Kevin	Police	Sergeant	126,685.90	895.00	127,580.90
McNeil, Robin	Police	Deputy Chief	155,144.33	2,032.48	157,176.81
McNeil, William	Fire Services	Training Officer	122,772.56	-	122,772.56
McNulty, Phillip	Fire Services	Deputy Chief	132,981.86	-	132,981.86
McPhee, Jennifer	Police	Police Constable	104,908.16	-	104,908.16
McQuarrie, Gail	Halifax Transit Services	Conventional Transit Operator	110,783.54	23,519.26	134,302.80
Meagher, Brendan	Fire Services	Captain	142,705.13	2,424.15	145,129.28
Meisner, Jason	Police	Police Constable	107,347.50	525.00	107,872.50
Meisner, Tyson	Fire Services	Firefighter	100,405.94	172.32	100,578.26
Melanson, Gregory	Fire Services	Firefighter	118,787.99	-	118,787.99
Meldrum, David	Fire Services	Division Chief Professional Development, Training and Safety	126,026.49	-	126,026.49
Melvin, Brent	Fire Services	Captain	133,149.13	-	133,149.13
Meshal, Ashraf	Police	Police Constable	108,446.90	1,630.00	110,076.90
Messervey, Clarence	Fire Services	Captain	134,963.50	-	134,963.50
Millaire, Steve	Police	Police Constable	126,681.36	1,513.00	128,194.36
Miller, Michael	Fire Services	Firefighter	111,657.85	-	111,657.85
Miller, Nancy	Police	Police Constable	104,886.67	-	104,886.67
Misener, Rodney	Fire Services	Firefighter	125,896.55	-	125,896.55
Misner, Karen	Police	Police Constable	105,734.04	886.00	106,620.04
Mitchell, Basil	Fire Services	Storeperson	101,755.61	-	101,755.61
Mitchell, Jason	Police	Police Constable	106,649.52	2,194.02	108,843.54
Mitchell, Spencer	Fire Services	Firefighter	111,847.42	-	111,847.42
Mitchell, Susan	Police	Police Constable	109,800.84	1,000.00	110,800.84
Mombourquette, Jermaine	Fire Services	Firefighter	100,256.64	-	100,256.64
Mood, Jason	Police	Police Constable	107,008.12	904.00	107,912.12
Moore, Edward	Fire Services	Captain	115,056.60	-	115,056.60
Moore, Michael	Fire Services	Captain	136,660.16	-	136,660.16
Moore, Stephen	Fire Services	Lieutenant	118,269.43	-	118,269.43
Moores, Jason	Fire Services	Firefighter	112,404.76	182.72	112,587.48
Moran, Heather	Police	Police Constable	104,685.52	-	104,685.52
Morash, Ryan	Police	Police Constable	115,391.41	4,862.75	120,254.16
Moriarty, Brian	Fire Services	Fire Prevention Officer	120,828.56	-	120,828.56
Morris, Michael	Corporate and Customer Services	Superintendent Emergency Fleet Services	114,499.93	-	114,499.93
Morris, William	Police	Staff Sergeant	140,754.93	1,053.52	141,808.45
Moser, Donald	Police	Operational Planning Officer	126,022.59	1,000.00	127,022.59
Mosher, Bruce	Fire Services	Captain	136,529.00	2,548.75	139,077.75
Moulton, Diane	Corporate and Customer Services	Manager Facilities Management	120,367.78	1,296.43	121,664.21
Muir, Kyle	Police	Police Constable	104,015.71	-	104,015.71
Mullally, Catherine	Human Resources	Chief Human Resources Officer	188,026.71	1,826.32	189,853.03
Mullane, Robert	Parks and Recreation	Superintendent Parks	101,868.86	203.54	102,072.40
Munroe, Wayne	Corporate and Customer Services	Mechanic	138,870.72	-	138,870.72
Murney, Marshall	Police	Police Constable	104,713.89	400.00	105,113.89
Murphy, Breton	Corporate and Customer Services	Manager Public Affairs	102,825.81	-	102,825.81
Murphy, Jeffery	Fire Services	Firefighter	115,254.21	-	115,254.21
Murphy, Justin	Police	Police Constable	113,717.16	3,353.75	117,070.91
Murphy, Kevin	Police	Sergeant	151,286.33	3,246.00	154,532.33
Murray, Brad	Police	Police Constable	108,564.18	6,251.09	114,815.27

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Murray, Jennifer	Police	Police Constable	106,416.21	1,000.00	107,416.21
Murray, Stephen	Police	Sergeant	101,622.67	1,307.85	102,930.52
Naugle, Charles	Police	Sergeant	135,065.86	773.00	135,838.86
Nazer, Michael	Fire Services	Firefighter	108,844.08	-	108,844.08
Nearing, Stephen	Fire Services	Division Chief Emergency Communications and Technology	120,815.06	-	120,815.06
Nelson, Brian	Fire Services	Fire and Explosion Investigator	127,340.18	-	127,340.18
Nichols, Carolyn	Police	Sergeant	122,043.17	27.00	122,070.17
Nicholson, Andrew	Police	Police Constable	109,530.81	4,114.61	113,645.42
Nicholson, Jeffrey	Police	Police Constable	104,909.96	2,760.95	107,670.91
Nielsen, Ian	Police	Police Constable	116,449.89	1,000.00	117,449.89
Nielsen, Illya	Police	Police Constable	128,901.52	1,255.00	130,156.52
Nielsen, Kerry	Police	Police Constable	105,148.64	1,000.00	106,148.64
Nixon, Peter	Police	Sergeant	124,221.54	-	124,221.54
Nolan, Laura	Human Resources	Manager Labour Relations	107,854.53	1,301.80	109,156.33
Nowlan, Crystal	Finance and Asset Management	Manager Asset Management	100,313.33	1,167.25	101,480.58
Oakley, Edward	Fire Services	District Captain	132,691.22	-	132,691.22
O'Brien, Dale	Fire Services	Firefighter	115,072.72	-	115,072.72
O'Brien, Kenneth	Police	Police Constable	116,319.11	3,445.50	119,764.61
O'Brien, Kevin	Fire Services	Firefighter	110,261.34	-	110,261.34
O'Donnell, James	Fire Services	Firefighter	120,875.20	-	120,875.20
O'Laughlin, Sean	Fire Services	Firefighter	98,149.79	2,083.57	100,233.36
O'Neill, Patrick	Police	Police Constable	111,214.05	1,548.00	112,762.05
Oostveen, Robert	Police	Police Constable	128,348.53	19,046.17	147,394.70
Opalka, Stacey	Police	Police Constable	112,002.69	1,343.00	113,345.69
Orr, Robert	Transportation and Public Works	Program Manager Engineering and Contract Services	103,988.99	462.50	104,451.49
Osmond, Curtis	Police	Police Constable	105,917.74	1,000.00	106,917.74
Pace, David	Fire Services	Lieutenant	111,161.62	-	111,161.62
Palmeter, Barbara	Finance and Asset Management	Senior Financial Consultant	100,681.94	344.15	101,026.09
Palmeter, Brian	Police	Sergeant	143,840.79	885.00	144,725.79
Parasram, Amit	Police	Police Constable	132,877.27	1,000.00	133,877.27
Pare, Nadya-Lyse	Fire Services	Captain	126,948.99	-	126,948.99
Parent, Daniel	Police	Police Constable	110,199.06	1,235.00	111,434.06
Paris, Donna Lee	Police	Police Constable	111,371.97	8,237.50	119,609.47
Paris, Jeffrey	Fire Services	Captain	143,425.61	-	143,425.61
Parker, Matthew J	Fire Services	Lieutenant	113,238.89	-	113,238.89
Parker, Ronald	Fire Services	Firefighter	106,432.11	-	106,432.11
Parsons, Darcy	Fire Services	Firefighter	110,514.49	-	110,514.49
Parsons, David	Fire Services	Firefighter	115,007.30	-	115,007.30
Parsons, Edward	Fire Services	Lieutenant	116,009.98	3,306.20	119,316.18
Parsons, Jason	Fire Services	Captain	132,953.56	-	132,953.56
Parsons, Sean	Fire Services	Firefighter	118,458.04	-	118,458.04
Patriquin, Jeffrey	Police	Police Constable	117,480.90	4,093.86	121,574.76
Payne, Jamie	Police	Sergeant	136,103.03	1,727.38	137,830.41
Peers, Tony	Fire Services	Firefighter	120,068.23	376.72	120,444.95
Pellerine, Donald	Transportation and Public Works	Superintendent Streets and Sidewalks West	104,486.00	-	104,486.00
Pelley, Travis	Fire Services	Firefighter	104,006.68	115.79	104,122.47
Penfound, Dianne	Police	Police Constable	104,279.15	-	104,279.15
Penfound, William	Police	Police Constable	109,858.44	4,928.51	114,786.95
Pepler, Nicholas	Police	Sergeant	126,682.51	1,150.00	127,832.51
Peroni, Bryan	Police	Police Constable	108,567.79	1,564.01	110,131.80
Perrier, Craig	Fire Services	Firefighter	120,826.70	-	120,826.70
Perrin, James	Police	Superintendent Criminal Investigation Division	147,276.65	1,491.07	148,767.72
Perry, Darla	Police	Sergeant	133,349.30	6,627.76	139,977.06
Peters, Matthew	Police	Police Constable	117,748.14	3,447.40	121,195.54
Pierce, Mark	Police	Police Constable	106,766.70	919.00	107,685.70
Pierce, Shelly	Police	Police Constable	105,324.72	1,124.74	106,449.46
Pike, Leigh	Police	Police Constable	116,164.16	993.00	117,157.16
Pitts, Dennis	Fire Services	Captain	124,939.34	2,424.15	127,363.49
Plater, Joel	Legal, Municipal Clerk and External Affairs	Manager Risk and Insurance Services	107,764.25	250.27	108,014.52
Pluta, Christian	Police	Police Constable	103,124.80	1,000.00	104,124.80
Poole, Matthew	Police	Police Constable	108,431.99	1,082.74	109,514.73
Poole, Terrence	Police	Police Constable	116,514.03	1,611.00	118,125.03
Porter, Hayley	Police	Police Constable	104,621.56	1,127.48	105,749.04
Pothier, Brian	Police	Police Constable	114,820.48	2,443.86	117,264.34
Pothier, Jeffrey	Police	Police Constable	117,486.11	4,358.46	121,844.57
Powell, Christopher	Fire Services	Firefighter	118,875.51	-	118,875.51

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Powell, Ronald	Fire Services	Captain	130,031.02	-	130,031.02
Power, Phil	Police	Police Constable	111,055.72	2,201.49	113,257.21
Praught, Andrew	Police	Police Constable	110,972.29	4,003.76	114,976.05
Prest, Natasha	Fire Services	Firefighter	122,674.84	278.71	122,953.55
Prior, Jody	Police	Police Constable	104,727.16	1,221.16	105,948.32
Pryde, Mark	Fire Services	Firefighter	118,894.73	-	118,894.73
Pryor, E. Jane	Finance and Asset Management	Manager Procurement	133,112.27	675.00	133,787.27
Publicover, David	Police	Sergeant	79,504.47	56,310.41	135,814.88
Pulsifer, Jeffrey	Police	Police Constable	112,617.80	819.00	113,436.80
Purvis, Carl	Planning and Development	Manager Urban and Rural Applications Prog	106,550.79	-	106,550.79
Pyle, Kurt	Planning and Development	Manager Social and Economic Research Program	102,568.25	125.00	102,693.25
Quesnel, Raymond	Police	Police Constable	110,449.00	3,053.77	113,502.77
Rafuse, Lawrence	Fire Services	Firefighter	138,559.11	-	138,559.11
Rainault, Jared	Fire Services	Firefighter	101,893.54	-	101,893.54
Rainault, Tanya	Police	Police Constable	105,961.54	2,480.65	108,442.19
Rankin, Jeannie	Police	Police Constable	103,622.44	866.00	104,488.44
Rasmussen, Barbara	Police	Police Constable	117,376.68	3,993.73	121,370.41
Rasmussen, Eric	Fire Services	Captain	131,449.40	-	131,449.40
Ray, Simon	Fire Services	Captain	147,072.23	2,424.15	149,496.38
Razic, Jasmin	Police	Police Constable	109,701.17	2,215.60	111,916.77
Reade, Kevin	Fire Services	Division Commander	119,476.78	-	119,476.78
Reage, David	Halifax Transit Services	Director Halifax Transit Services	171,663.08	385.00	172,048.08
Reeves, Anthony	Police	Staff Sergeant	140,011.35	1,323.78	141,335.13
Reeves, Marques	Police	Sergeant	131,275.55	5,082.11	136,357.66
Reid, Jason	Police	Police Constable	102,762.40	-	102,762.40
Rhodenizer, Clinton	Police	Police Constable	106,706.26	952.00	107,658.26
Richards, Heather	Fire Services	Firefighter	122,248.70	-	122,248.70
Richardson, Gregg	Police	Police Constable	104,713.88	1,000.00	105,713.88
Riggins, John	Police	Police Constable	110,546.83	1,000.00	111,546.83
Rix, Brian	Fire Services	Firefighter	100,112.07	-	100,112.07
Roache, Daniel	Police	Police Constable	139,744.43	4,933.83	144,678.26
Roberge, Larry	Police	Police Constable	145,147.45	2,697.29	147,844.74
Roberts, David	Police	Police Constable	109,141.80	3,382.56	112,524.36
Robertson, Brian	Fire Services	Firefighter	126,413.91	474.23	126,888.14
Robertson, David	Police	Police Constable	103,708.13	2,889.18	106,597.31
Robertson, Gregory	Police	Sergeant	162,348.86	12,094.52	174,443.38
Robertson, Paul	Police	Sergeant	134,870.01	1,317.32	136,187.33
Robia, Amos	Fire Services	Captain	132,511.95	-	132,511.95
Robichaud, John	Fire Services	Captain	126,488.45	-	126,488.45
Robinson, Craig	Police	Sergeant	114,686.52	809.00	115,495.52
Robinson, Kimberly	Police	Sergeant	119,984.65	791.00	120,775.65
Roche, David	Fire Services	Firefighter	122,234.25	-	122,234.25
Rogers, Brian	Fire Services	Firefighter	101,499.48	-	101,499.48
Rogers, Kelli	Police	Police Constable	104,451.20	2,264.00	106,715.20
Rogers, Stephen	Fire Services	Firefighter	131,768.88	-	131,768.88
Ross, Melanie	Police	Police Constable	110,276.00	1,350.00	111,626.00
Ross, Shane	Fire Services	Firefighter	110,471.18	-	110,471.18
Rudback, Nancy	Police	Sergeant	128,870.02	1,099.74	129,969.76
Ruel, Christian	Fire Services	Firefighter	110,434.08	55.44	110,489.52
Rutte, Cornelis	Fire Services	Firefighter	126,930.55	2,053.52	128,984.07
Ryan, Maureen	Legal, Municipal Clerk and External Affairs	Solicitor	132,501.84	-	132,501.84
Ryan, Michael	Parks and Recreation	Manager Community Partnerships	105,918.96	-	105,918.96
Ryan, Peter	Fire Services	Firefighter	136,101.57	-	136,101.57
Ryckman, Ronald	Fire Services	Captain	132,271.96	2,610.21	134,882.17
Salgueiro, Santiago	Fire Services	Firefighter	102,706.27	-	102,706.27
Salsman, Katherine	Legal, Municipal Clerk and External Affairs	Solicitor	103,872.69	-	103,872.69
Samaha, Andrew	Police	Police Constable	103,061.48	3,468.50	106,529.98
Sampson, Michael	Fire Services	Firefighter	104,832.37	-	104,832.37
Samson, Sherri	Police	Police Constable	114,295.20	738.00	115,033.20
Sanford, Michael	Police	Police Constable	126,362.84	1,420.00	127,782.84
Sangster, Bruce	Fire Services	Captain	118,561.32	-	118,561.32
Saunders, Barbara	Police	Staff Sergeant	132,502.38	-	132,502.38
Savage, Mike	CAO's Office	Mayor	176,879.52	-	176,879.52
Sawler, Glen	Police	Police Constable	109,651.21	630.16	110,281.37
Saxton, Kenneth	Fire Services	Firefighter	101,091.70	-	101,091.70
Sayer, Roger	Police	Police Constable	138,178.90	1,255.16	139,434.06

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Scallion, Wallace	Fire Services	Captain	125,912.57	-	125,912.57
Schofield, Denise	Parks and Recreation	Manager Program Support Services	136,208.09	988.93	137,197.02
Scott, Conor	Fire Services	Firefighter	103,626.56	109.16	103,735.72
Searle, David	Fire Services	Captain	118,574.00	-	118,574.00
Sears, Michael	Fire Services	Lieutenant	117,848.98	-	117,848.98
Seebold, Jeffrey	Police	Police Constable	115,819.01	2,926.60	118,745.61
Sexton, Harold	Corporate and Customer Services	Mechanic	112,245.98	132.00	112,377.98
Shaffner, Scot	Fire Services	Division Commander	133,240.64	-	133,240.64
Shannahan, Michael	Fire Services	Firefighter	101,358.70	207.60	101,566.30
Shannon, Jason	Police	Police Constable	123,528.36	1,000.00	124,528.36
Sheppard, Jordan	Police	Police Constable	108,924.01	7,823.81	116,747.82
Sheppard, Justin	Police	Police Constable	126,318.14	2,499.07	128,817.21
Sheppard, Tim	Police	Police Constable	107,950.42	1,140.00	109,090.42
Sherwood, Robin	Police	Police Constable	106,721.32	-	106,721.32
Silver, Tom	Fire Services	Fire and Life Safety Education Officer	116,854.24	-	116,854.24
Simmonds, Antonio	Police	Divisional Commander	122,445.96	598.00	123,043.96
Simmons, Steve	Fire Services	Firefighter	120,002.89	-	120,002.89
Sinclair, Louis	Fire Services	Firefighter	100,146.65	-	100,146.65
Singh, Gursharan	Police	Manager Strategic Technology Integration	104,979.90	-	104,979.90
Slatter, Michael	Fire Services	Training Officer	126,727.03	-	126,727.03
Slauenwhite, Earle	Fire Services	Firefighter	100,601.55	-	100,601.55
Slaunwhite, David	Fire Services	Division Commander	118,667.41	-	118,667.41
Slaunwhite, Derk	Legal, Municipal Clerk and External Affairs	Solicitor	133,043.21	-	133,043.21
Slaunwhite, Kevin	Fire Services	Captain	119,933.64	-	119,933.64
Slaunwhite, Stephen T.	Fire Services	Firefighter	116,842.40	-	116,842.40
Slaunwhite, Stephen W.	Fire Services	Firefighter	109,621.03	247.84	109,868.87
Smith, Craig	Police	Police Constable	102,999.50	2,521.16	105,520.66
Smith, David	Police	Police Constable	114,108.09	660.00	114,768.09
Smith, James	Police	Police Constable	113,814.54	981.00	114,795.54
Smith, Jason	Fire Services	Firefighter	101,969.19	31.20	102,000.39
Smith, Kevin	Police	Staff Sergeant	168,569.50	1,000.00	169,569.50
Smith, Meagan	Fire Services	Firefighter	113,017.89	307.32	113,325.21
Smith, Rosalyn	Parks and Recreation	Manager Administration Services	102,067.50	-	102,067.50
Snair, Patricia	Police	Police Constable	103,111.26	1,000.00	104,111.26
Soley, Margaret	Parks and Recreation	Manager Parks Capital Projects	108,929.71	869.00	109,798.71
Spares, Jeff	Parks and Recreation	Construction Project Manager	101,676.83	424.50	102,101.33
Sparks, Anthony	Police	Police Constable	116,744.77	6,592.43	123,337.20
Spears, Bruce	Fire Services	Firefighter	101,096.27	-	101,096.27
Spence, Carleton Mark	Fire Services	Captain	123,251.98	-	123,251.98
Spencer, David	Fire Services	Firefighter	101,481.55	-	101,481.55
Speranza, Andréa	Fire Services	Captain	144,729.94	11.11	144,741.05
Spinelli, Anthony	Corporate and Customer Services	Project Director Cogswell Redevelopment	217,350.12	1,568.44	218,918.56
Spriggs, Roger	Police	Police Constable	110,165.86	929.00	111,094.86
Squires, Beth	Police	Police Constable	105,325.99	654.00	105,979.99
Squires, Donald	Police	Police Constable	107,901.56	822.00	108,723.56
Squires, Jason	Fire Services	Firefighter	115,721.96	301.21	116,023.17
Stanley, Duane	Police	Police Constable	126,770.41	1,567.00	128,337.41
Starrett, Christopher	Police	Police Constable	108,582.74	975.00	109,557.74
Steele, David	Fire Services	Firefighter	102,420.29	200.21	102,620.50
Steele, Warren	Police	Police Constable	107,879.73	900.00	108,779.73
Stephenson, Todd	Police	Police Constable	104,533.66	866.00	105,399.66
Stevens, Gregory	Police	Police Constable	122,466.99	1,533.00	123,999.99
Stevens, Mark	Police	Police Constable	112,880.08	1,195.00	114,075.08
Stevens, Michael	Police	Police Constable	113,787.11	957.00	114,744.11
Stevens, Murray R	Fire Services	Firefighter	125,968.69	-	125,968.69
Stickings, Peter	Finance and Asset Management	Manager Corporate Real Estate	134,499.11	1,891.51	136,390.62
Stienburg, Dean	Police	President HRP	132,909.19	2,048.00	134,957.19
Stienburg, Donald	Police	Staff Sergeant	151,997.04	1,000.00	152,997.04
Streach, Todd	Police	Police Constable	116,379.17	626.00	117,005.17
Strickland, Michael	Police	Sergeant	124,651.78	961.00	125,612.78
Stubbert, Steven	Fire Services	Firefighter	115,253.36	189.60	115,442.96
Stymiest, James	Fire Services	Lieutenant	120,130.43	-	120,130.43
Sullivan, Drew	Fire Services	Firefighter	103,589.09	-	103,589.09
Sullivan, Michael	Police	Police Constable	124,727.93	1,000.00	125,727.93
Sullivan, Richard	Fire Services	Captain	116,403.01	-	116,403.01
Sutherland, James	Fire Services	District Captain	136,656.44	-	136,656.44

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Swanson, Christopher	Fire Services	Firefighter	127,661.75	-	127,661.75
Sweet, Chris	Fire Services	Firefighter	100,848.80	-	100,848.80
Symonds, Tyler	Fire Services	Firefighter	110,635.53	105.00	110,740.53
Tarbox, Christopher	Fire Services	Captain	116,981.05	-	116,981.05
Taylor, Barry	Fire Services	Firefighter	102,533.44	-	102,533.44
Taylor, Colin	Legal, Municipal Clerk and External Affairs	Solicitor	103,712.98	-	103,712.98
Taylor, Elizabeth	Parks and Recreation	Manager Culture and Events	103,773.36	344.15	104,117.51
Taylor, Mark	Police	Police Constable	103,077.66	1,739.00	104,816.66
Teal, Sarah	Corporate and Customer Services	Manager ICT Strategic Planning and Delivery	123,881.77	-	123,881.77
Tench, Lawrence	Police	Police Constable	107,921.95	4,375.46	112,297.41
Therault, Stephen	Fire Services	Captain	157,986.81	2,610.21	160,597.02
Thibault, Monia	Police	Police Constable	112,774.01	2,521.23	115,295.24
Thibault, Sherry	Fire Services	Firefighter	123,968.19	299.04	124,267.23
Thomas, Christopher	Police	Sergeant	144,171.16	1,963.54	146,134.70
Thomas, Holly	Police	Police Constable	105,341.99	1,000.00	106,341.99
Thompson, Andre	Police	Sergeant	147,228.09	1,118.00	148,346.09
Thompson, Annette	Fire Services	Firefighter	119,800.72	-	119,800.72
Thomson, Allan	Fire Services	Firefighter	108,761.68	-	108,761.68
Thornhill, Edward	Finance and Asset Management	Manager Corporate Planning	101,735.45	31,545.48	133,280.93
Tooke, Holly	Police	Police Constable	111,443.61	2,185.70	113,629.31
Tousignant, Yves	Fire Services	Captain	123,442.56	-	123,442.56
Towns, Renee	Finance and Asset Management	Manager Revenue	102,506.91	1,037.65	103,544.56
Townsend, Deone	Police	Police Constable	107,040.49	1,330.22	108,370.71
Townsend, Sean	Police	Sergeant	124,304.85	814.00	125,118.85
Tracey, Christopher	Police	Police Constable	119,956.67	5,249.74	125,206.41
Tracey, Monica	Police	Police Constable	110,024.06	4,263.36	114,287.42
Trainor, Paul	Police	Police Constable	108,428.08	1,000.00	109,428.08
Traves, John	Legal, Municipal Clerk and External Affairs	Director Legal, Municipal Clerk and External Affairs	223,750.26	15,525.25	239,275.51
Triff, Joseph	Fire Services	Firefighter	120,852.87	457.08	121,309.95
Trudel, Craig	Police	Police Constable	114,229.70	1,098.16	115,327.86
Tucker, Patrick	Police	Sergeant	111,369.60	1,591.00	112,960.60
Turner, Jennifer	Police	Police Constable	104,452.93	877.00	105,329.93
Turner, Ray	Police	Police Constable	115,105.70	742.00	115,847.70
Turner, Stephen	Fire Services	Captain	129,453.56	2,548.75	132,002.31
Turple, James	Fire Services	Firefighter	105,949.22	-	105,949.22
Underwood, Joshua	Police	Police Constable	113,290.91	1,318.95	114,609.86
Upshaw, Craig	Police	Police Constable	109,794.94	1,089.00	110,883.94
Upshaw, Thane	Fire Services	Firefighter	126,120.23	-	126,120.23
Varin, Larry	Fire Services	Fire Prevention Officer	125,068.44	-	125,068.44
Vaters, James	Police	Police Constable	105,726.29	20.00	105,746.29
Vaters, Jennifer	Police	Police Constable	107,105.68	802.00	107,907.68
Veinotte, Matthew	Police	Police Constable	106,083.24	2,099.59	108,182.83
Verner, Kathleen	Police	Police Constable	112,427.13	2,919.28	115,346.41
Virgin, Sean	Fire Services	Safety Officer	104,819.21	-	104,819.21
Wagg, Steven	Police	Police Constable	125,206.39	1,000.00	126,206.39
Waldorf, Peter	Police	Police Constable	128,263.14	4,779.31	133,042.45
Walker, Mark	Fire Services	Captain	126,170.87	-	126,170.87
Walker, Thomas	Fire Services	Firefighter	101,093.39	-	101,093.39
Walsh, Ian	Police	Police Constable	102,907.32	870.00	103,777.32
Walsh, Kurt	Police	Sergeant	123,720.77	1,000.00	124,720.77
Walsh, Ray	Parks and Recreation	Manager Parks	119,109.17	-	119,109.17
Wamboldt, Darren	Fire Services	Firefighter	103,800.29	-	103,800.29
Wamboldt, Shane	Fire Services	Firefighter	112,179.97	155.11	112,335.08
Ward, Martin	Legal, Municipal Clerk and External Affairs	General Counsel	159,839.98	-	159,839.98
Warnell, Barry	Police	Police Constable	113,099.84	11,508.27	124,608.11
Warner, Kevin	Planning and Development	Manager Land Development and Subdivision Program	80,202.08	26,098.16	106,300.24
Wasson, James	Police	Police Constable	131,556.32	1,110.00	132,666.32
Watkins, Ronald	Police	Police Constable	125,793.17	1,000.00	126,793.17
Way, Raylene	Police	Police Constable	102,792.90	12.00	102,804.90
Weatherby, Holly	Fire Services	Fire and Life Safety Education Officer	114,437.22	53.78	114,491.00
Webb, Ross	Police	Police Constable	104,713.87	2,844.65	107,558.52
Webber, Peter	Police	Police Constable	115,051.37	4,562.20	119,613.57
West, Adam	Fire Services	Firefighter	109,929.55	223.55	110,153.10
West, Gordon	Fire Services	Division Commander	127,524.65	-	127,524.65
Whalen, Terrance (Jake)	Legal, Municipal Clerk and External Affairs	Senior Advisor Economic Policy and Development	101,538.51	-	101,538.51
Wheeler, Douglas	Fire Services	Fire Prevention Officer	142,774.65	200.59	142,975.24

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
White, Daniel	Fire Services	Training Officer	130,210.95	2,704.29	132,915.24
White, James D	Fire Services	Lieutenant	135,795.81	-	135,795.81
White, James R.	Fire Services	Firefighter	119,587.63	131.28	119,718.91
Whitewood, Amanda	Finance and Asset Management	Director Finance and Asset Management	278,033.15	1,167.97	279,201.12
Whynott, Adam	Police	Police Constable	118,647.11	1,534.00	120,181.11
Wilcox, Kyle	Halifax Transit Services	Manager Resource Support and Development	108,543.51	-	108,543.51
Wile, Michael	Finance and Asset Management	Manager Business Parks	105,597.87	-	105,597.87
Willett, Kathryn	Police	Sergeant	120,998.95	626.00	121,624.95
Willett, Michael	Police	Staff Sergeant	127,454.07	1,467.00	128,921.07
Williams, Barry	Fire Services	Firefighter	115,571.33	-	115,571.33
Williams, Christian	Fire Services	Firefighter	118,245.16	335.94	118,581.10
Williams, Marshall	Police	Police Constable	115,629.27	3,773.72	119,402.99
Williams, Peter	Fire Services	Firefighter	117,083.36	-	117,083.36
Wilson, Britt	Human Resources	Manager Talent and Total Rewards	132,834.42	-	132,834.42
Wilson, David	Fire Services	Captain	114,210.24	-	114,210.24
Wilson, Jason	Police	Police Constable	104,189.70	434.50	104,624.20
Wilson, Martha	Corporate and Customer Services	Manager ICT Project Management Office	110,197.38	-	110,197.38
Winters, Pamela	Police	Police Constable	104,867.50	802.00	105,669.50
Wintrup, William	Fire Services	Firefighter	132,935.40	252.06	133,187.46
Withers, Grant	Fire Services	Captain	145,888.24	2,610.21	148,498.45
Withrow, Jason	Police	Sergeant	161,688.10	3,473.90	165,162.00
Withrow, Zachary	Police	Police Constable	119,978.70	2,080.44	122,059.14
Wolf-Billard, Helga	Human Resources	Manager Health Safety and Wellness	131,561.59	1,568.44	133,130.03
Wood, Randy	Police	Police Constable	145,540.54	1,220.00	146,760.54
Woodworth, Harold	Fire Services	Fire Prevention Officer	117,867.13	-	117,867.13
Young, Allan	Fire Services	Captain	125,619.14	-	125,619.14
Young, Brenda	Police	Superintendent Administration	146,795.18	1,710.93	148,506.11
Young, Eleanor	Halifax Transit Services	Conventional Transit Operator	85,786.99	41,203.01	126,990.00
Young, Gerry D	Fire Services	Firefighter	121,238.90	-	121,238.90
Young, Patrick D	Fire Services	Captain	116,363.00	-	116,363.00
Young, Wade	Fire Services	Firefighter	102,352.27	-	102,352.27
Yunker, Mark	Fire Services	Firefighter	112,242.70	-	112,242.70
Zatezalo, Tatjana	Human Resources	Manager Organization Effectiveness and Learning	133,223.43	155.00	133,378.43
Zinck, Michael	Police	Police Constable	102,875.42	-	102,875.42
Zvaniga, Bruce	Transportation and Public Works	Director Transportation and Public Works	192,323.04	18,541.84	210,864.88

HALIFAX PUBLIC LIBRARY

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Barry, Mairead	Director Strategy	118,225.16	824.40	119,049.56
Beck, Darlene	Manager Staff Development	74,635.88	27,739.72	102,375.60
Gallagher, Terry	Director Finance	119,922.68	824.40	120,747.08
Kachan, Åsa	Chief Executive Officer	166,003.51	824.40	166,827.91
Lebel, Debra	Director of Access	119,714.34	824.40	120,669.55
Maddigan, Cathy	Director Human Resources	123,608.19	1,299.40	124,907.59
Peveerill, Kathleen	Director Community and Branch Services	123,608.23	824.40	124,432.63

HALIFAX REGIONAL WATER COMMISSION

Statement of Compensation

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

Year ended March 31, 2018

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

Last Name, First Name	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Arora, Susheel	Director Wastewater and Stormwater Service	160,127.10	14,328.58	174,455.68
Bellemare, Patrick	Manager Safety and Security	102,525.42	6,183.09	108,708.51
Bellemare, Rochelle	Manager Human Resources	100,654.61	7,009.78	107,664.39
Blouin, Tony	Manager Regulatory Compliance	111,894.02	1,324.42	113,218.44
Campbell, D Reid	Director Water Services	160,290.90	10,369.59	170,660.49
Eisnor, John	Operations Engineer	104,416.42	1,737.10	106,153.52
Ellis, David	Manager Wastewater Infrastructure Engineering	112,659.21	1,401.32	114,060.53
Feener, Mark	Superintendent Water Services	98,730.75	2,594.39	101,325.14
Gorman, Thomas	Manager Water Infrastructure Engineering	111,575.79	7,663.82	119,239.61
Gray, Kevin	Manager Engineering Approvals	108,790.22	7,613.24	116,403.46
Guppy, Ian	Manager Stormwater Infrastructure Engineering	111,232.39	2,895.57	114,127.96
Hannam, James	Director Engineering and IS	165,597.51	10,726.34	176,323.85
Hiscock, David	Superintendent Water Services	109,349.03	4,010.48	113,359.51
Knapp, Jeffrey	Manager Energy Efficiency	112,659.20	3,335.34	115,994.54
Lloyd, Charles	Manager Environmental Engineering	111,232.39	2,743.43	113,975.82
MacDonald, Kenneth	Superintendent Wastewater Collections	99,555.74	4,636.11	104,191.85
MacKenzie, Kenda	Director Regulatory Services	136,212.74	4,670.25	140,882.99
MacNeil, Harold	Engineering Information Manager	100,530.63	3,326.23	103,856.86
MacNeil, Roderick	Superintendent Wastewater Treatment	112,659.20	5,814.58	118,473.78
Mathew, Shiju	Manager Metering and Billing	108,593.08	3,815.00	112,408.08
McMullin, Barry	Superintendent Water Services	111,232.39	5,034.23	116,266.62
O'Toole, Catherine	Director Corporate Services	174,879.38	14,497.19	189,376.57
Oxner, Garry	Superintendent Water Treatment	103,117.94	3,756.56	106,874.50
Parsons, Sheldon	Superintendent Wastewater Collections	110,467.21	2,864.10	113,331.31
Patey, Danny	Superintendent Wastewater Collections	110,485.64	2,104.56	112,590.20
Pillay, Dayalan	Information Services Manager	110,467.21	1,329.60	111,796.81
Reid, Richard	Superintendent Wastewater Treatment	112,659.20	3,000.12	115,659.32
Rowe, Shawn	Superintendent Wastewater Collections	100,690.72	1,923.63	102,614.35
Spurr, James	Corporate Legal Council	131,524.52	6,107.73	137,632.25
Stevens, William	Superintendent Technical Services	98,230.72	1,982.48	100,213.20
Williams, Valerie	Manager Asset Management	110,467.21	1,733.86	112,201.07
Yates, Carl	General Manager	232,573.50	19,262.76	251,836.26

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2018

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, the Halifax Regional Library and the Halifax Regional Water Commission.

Significant interpretations regarding the basis of reporting include:

An employee is considered to be anyone to whom the Municipal Body 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) of the Administrative Order 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, 2018, there were 26 bi-weekly pays received by employees.