

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

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2022

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year Ended March 31, 2022

Contents	Page
Halifax Regional Municipality	1
Halifax Public Library	17
Halifax Regional Water Commission	18
Notes	20

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
ACORN, SHELLEY	Police	Police Constable	107,843.57	-	107,843.57
ADAMS, MITCHEL	Halifax Transit Services	Conventional Transit Operator	100,233.58	150.00	100,383.58
ADAMSKI, PETER	Police	Police Constable	106,545.09	1,500.00	108,045.09
ADAMSON, WILLIAM	Fire Services	Station 18A	112,364.98	200.00	112,564.98
ADEKAYODE, RAYMOND	Fire Services	Firefighter Engineer	144,175.87	200.00	144,375.87
AIREY, DARREN	Fire Services	Firefighter	128,640.45	200.00	128,840.45
AL MOLKY, DAVID	Halifax Transit Services	Dispatch Supervisor	102,026.56	20,568.71	122,595.27
ALBRECHT, CHRISTIAN	Police	Police Constable	106,493.84	-	106,493.84
ALLEN, JOEL	Police	Police Constable	102,866.21	2,000.00	104,866.21
ANDERSON, MICHAEL	Police	Police Constable F.B.P.	114,137.88	-	114,137.88
ANDREWS, PETER	Fire Services	Deputy Chief Director - Operations	172,199.86	1,293.74	173,493.60
ANDREWS, STEVEN	Fire Services	Captain	108,600.85	200.00	108,800.85
ANGUSH, BRADLEY	Public Works	Exec Director Public Works	246,040.93	1,260.00	247,300.93
ANSTEY, TYLER	Police	Police Constable	101,412.21	1,500.00	102,912.21
ANTHONY, MILLIE	Information Technology	Project Manager Information Technology	106,078.92	253.18	106,332.10
ANTOFT, NICHOLAS	Fire Services	Platoon Captain	151,339.43	200.00	151,539.43
APT, PHILIP	Police	Police Constable	118,388.78	-	118,388.78
ARAB, ROBERT	Police	Police Constable	104,133.66	-	104,133.66
ARCHIBALD, DEBRA	Fire Services	Captain	109,400.94	200.00	109,600.94
ARMSTRONG, BRETT	Police	Police Constable	121,703.98	-	121,703.98
ARSENAULT, SHAWN	Police	Police Constable	104,881.85	-	104,881.85
ARSENAULT, THOMAS	Fire Services	Firefighter Engineer	110,446.49	200.00	110,646.49
ASH, LENNY	Police	Police Constable	122,032.02	-	122,032.02
ASH, WAYNE	Fire Services	Captain	113,509.01	200.00	113,709.01
ASTEPHEN, PERRY	Police	Sergeant	185,334.38	2,000.00	187,334.38
ATKINS, HAYDN	Property Fleet and Environment	Mechanic EVT	109,343.94	200.00	109,543.94
AUDAS, SEAN	Planning and Development	Manager Land Dev & Subdivision Program	103,410.63	-	103,410.63
AUDET, BEVERLEY	Public Works	Director Road Operations & Construction	143,382.46	-	143,382.46
AXFORD, DANIEL	Fire Services	Firefighter	126,463.82	200.00	126,663.82
AYOTTE, JULIEN	Police	Police Constable	136,950.04	-	136,950.04
BAIRD, ROBERT	Police	Police Constable F.B.P.	157,645.92	-	157,645.92
BAISLY, DANIEL	Fire Services	Firefighter	129,852.89	200.00	130,052.89
BALCOM, ANGELA	Police	Police Constable	126,110.15	2,000.00	128,110.15
BARNA, FERENC	Police	Sergeant	134,225.04	1,500.00	135,725.04
BARR, KRISTOPHER	Police	Sergeant	121,365.15	1,500.00	122,865.15
BARRETT, CHRISTOPHER	Fire Services	Firefighter	100,280.33	200.00	100,480.33
BASTOW, BARRY	Fire Services	Captain	122,211.53	200.00	122,411.53
BATES, JAMIE	Information Technology	Application Administrator	100,296.73	-	100,296.73
BEALS, CORTONIO	Fire Services	Deputy Chief-Comm Risk Red, Prof Dev&Log	170,152.56	1,426.69	171,579.25
BEATON, ANDREW	Police	Police Constable	108,048.49	-	108,048.49
BEER, JONATHAN	Police	Police Constable	141,781.61	-	141,781.61
BELL, TERRA	Police	Police Constable	106,209.01	-	106,209.01
BENJAMIN, BRAD	Police	Police Constable	110,379.03	-	110,379.03
BENNETT, JAMES	Police	Police Constable	108,790.29	1,500.00	110,290.29
BENNETT, JEFFREY	Police	Police Constable	102,983.01	-	102,983.01
BENNETT, RICHARD	Halifax Transit Services	Ragged Lake Transit Ctre Fleet Maint	99,878.12	836.05	100,714.17
BENNETT, SARA	Police	Police Constable	120,841.63	-	120,841.63
BENTLEY, BRUCE	Police	Police Constable	105,715.35	2,000.00	107,715.35
BERGMAN, COREY	Police	Police Constable	112,412.18	-	112,412.18
BERRIGAN, SEAN	Fire Services	Firefighter Engineer	108,067.92	200.00	108,267.92
BERUBE, DANNY	Police	Police Constable	121,698.23	-	121,698.23
BEST, LINDEN	Fire Services	Community Risk	130,606.31	6,280.58	136,886.89
BEZANSON, CHARLES	Fire Services	Assistant Chief	158,925.78	-	158,925.78
BLACKWOOD, GERALD	Finance and Asset Management	Exec. Director Finance & Asset Mgmt/CFO	208,655.86	3,647.80	212,303.66
BLAIKIE, ROBERT	Police	Police Constable F.B.P.	100,966.21	-	100,966.21
BLAIR SMITH, CAROLINE	CAO's Office	DCAO - Corporate Services	227,031.98	495.36	227,527.34
BLAKE, KENNETH	Police	Police Constable F.B.P.	104,570.85	2,000.00	106,570.85
BLANCHARD, JUSTIN	Police	Police Constable	101,266.21	-	101,266.21
BLISSETT, ASHLEY	Planning and Development	Manager Development Engineering Program	116,808.03	293.36	117,101.39
BLOUIN, MATTHEW	Fire Services	Firefighter	100,303.28	200.00	100,503.28
BOIES, AMANDA	Fire Services	Firefighter	112,424.66	200.00	112,624.66
BONNER, PETER	Information Technology	Business Foundations	100,321.68	-	100,321.68
BOON, DAVID	Police	Divisional Commander Crim Investigations	144,539.68	-	144,539.68
BOONE, BRIAN	Police	Police Constable	102,215.21	-	102,215.21
BOUDREAU, GILLES	Police	Sergeant	107,191.07	-	107,191.07
BOULAY, ALEXANDRE	Fire Services	Firefighter	147,532.94	200.00	147,732.94
BOURDAGES, PIERRE	Police	Sergeant	172,019.85	-	172,019.85
BOURQUE, MARK	Information Technology	ICT Security Analyst	101,079.55	-	101,079.55

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
BOUTILIER, ADAM	Fire Services	Firefighter	100,263.08	200.00	100,463.08
BOUTILIER, DONNA	Legal and Legislative Services	Solicitor	109,104.72	4,509.33	113,614.05
BOUTILIER, JOSEPH	Police	Police Constable F.B.P.	120,322.14	-	120,322.14
BOUTILIER, MICHAEL	Fire Services	Firefighter Engineer	142,949.67	200.00	143,149.67
BOWES, ADAM	Fire Services	Captain	161,126.40	200.00	161,326.40
BOWSER, JOHN	Fire Services	Training Officer	165,724.76	200.00	165,924.76
BOWSER, MICHAEL	Fire Services	Firefighter Engineer	104,766.81	200.00	104,966.81
BOYD, LAWRENCE	Police	Superintendent Patrol	149,223.38	-	149,223.38
BRACKETT, JOSHUA	Fire Services	Firefighter Engineer	112,771.75	200.00	112,971.75
BRADLEY, KRISTEN	Police	Police Constable	106,391.43	-	106,391.43
BRANCH, ASHLEY	Fire Services	Firefighter Engineer	121,118.07	200.00	121,318.07
BREWER, COREY	Police	Police Constable	105,126.08	-	105,126.08
BREWER, JOEL	Fire Services	Firefighter Engineer	116,363.86	200.00	116,563.86
BREWER, NATHAN	Police	Police Constable	158,257.72	-	158,257.72
BRISCOMBE, MARK	Information Technology	System Administrator II	104,119.76	-	104,119.76
BROOKS, BROCK	Police	Police Constable	128,662.72	-	128,662.72
BROWN, ANDREW	Information Technology	Application Administrator	106,382.00	-	106,382.00
BROWN, JAY	Fire Services	Captain	124,803.15	200.00	125,003.15
BROWN, JEFF	Fire Services	Firefighter Engineer	110,143.27	200.00	110,343.27
BROWN, JEFFERY	Police	Police Constable	121,353.96	-	121,353.96
BROWN, KAREN	Legal and Legislative Services	Solicitor	161,760.98	4,509.33	166,270.31
BROWN, RUSSELL	Fire Services	Firefighter	121,638.84	200.00	121,838.84
BROWN, WILLIAM (BJ)	Fire Services	Firefighter	106,587.36	200.00	106,787.36
BRUCE, CHARLES	Police	Police Constable	183,367.78	2,000.00	185,367.78
BUELL, DONALD	Police	Police Constable	118,317.52	2,000.00	120,317.52
BUNDY, KEIVA	Fire Services	Firefighter	109,154.91	200.00	109,354.91
BURRIDGE, HANNAH	Police	Police Constable	105,785.88	-	105,785.88
BURT, ROSS	Police	Staff Sergeant	135,618.72	1,500.00	137,118.72
BURTON, KENNETH	Police	Sergeant F. B. P.	120,440.16	2,000.00	122,440.16
BURTON, MICHAEL	Fire Services	Captain	126,136.95	200.00	126,336.95
BUSSEY, STEPHEN	Fire Services	Captain	182,007.52	200.00	182,207.52
BUTLER, ANDRÉ	Fire Services	Firefighter	104,533.06	200.00	104,733.06
BUTLER, KENDRA	Fire Services	Firefighter	102,109.11	200.00	102,309.11
BYRNE, NICHOLAS	Police	Police Constable	104,127.28	-	104,127.28
CADIEUX, PIERRE PAUL	Police	Police Constable	132,820.76	-	132,820.76
CALDWELL, ROBERT	Fire Services	Firefighter	124,234.92	200.00	124,434.92
CAMP, CHRISTOPHER	Fire Services	Fire Prevention Officer	130,897.83	200.00	131,097.83
CAMPBELL WAUGH, CAROL	Police	Police Constable	103,580.08	2,000.00	105,580.08
CAMPBELL, CYNTHIA	Police	Police Constable	101,266.27	-	101,266.27
CAMPBELL, JEFFREY	Fire Services	Firefighter	137,773.17	200.00	137,973.17
CAMPBELL, JOEL	Fire Services	Captain	115,976.63	200.00	116,176.63
CAMPBELL, LEO	Police	Police Constable	108,456.58	-	108,456.58
CAMPBELL, LIAM	Police	Police Constable	166,662.31	-	166,662.31
CANE, JASON	Fire Services	Firefighter	118,848.01	200.00	119,048.01
CANNING, R BRAD	Fire Services	Firefighter Engineer	130,134.55	200.00	130,334.55
CANTFELL, BRIAN	Police	Police Constable	111,702.71	-	111,702.71
CARLETON, DEBBIE	Police	West 2 Watch	92,738.11	45,463.73	138,201.84
CARLISLE, JEFFREY	Police	Sergeant	136,826.07	2,000.00	138,826.07
CARLISLE, STEPHANIE	Police	Divisional Commander Administration	146,750.26	-	146,750.26
CARMICHAEL, DAVID	Fire Services	Captain	165,766.73	200.00	165,966.73
CARMICHAEL, GARLAND	Police	Sergeant	126,532.89	1,500.00	128,032.89
CARR, JEFFREY	Police	Fraud	98,945.96	2,000.00	100,945.96
CARROLL, ERICA	Fire Services	Fire Prevention Officer	119,606.65	200.00	119,806.65
CARTER, MICHAEL	Police	Sergeant	115,048.49	-	115,048.49
CARTER, SARA	Police	Police Constable	119,142.32	-	119,142.32
CARVER, SHAWN	Police	Police Constable	159,724.04	-	159,724.04
CARVERY, SHAUN	Police	Police Constable	128,306.26	1,500.00	129,806.26
CASAS LOPEZ, LUIS	Information Technology	Network Administrator II	102,304.78	-	102,304.78
CECCHETTO, MICHAEL	Police	Criminal Intel	44,091.71	60,450.16	104,541.87
CHAMBERS SPRIGGS, TANYA	Police	Staff Sergeant	125,394.48	1,500.00	126,894.48
CHAMBERS, DAVID	Police	Police Constable F.B.P.	123,545.03	-	123,545.03
CHAMBERS, KIMBERLEY	Police	Police Constable	103,299.65	-	103,299.65
CHAPMAN, JANIS	Police	Sergeant	126,157.85	-	126,157.85
CHAULK, RON	Police	Police Constable	128,981.87	-	128,981.87
CHEDIAC, MONIER	Police	Staff Sergeant	151,716.22	1,500.00	153,216.22
CHEESEMAN, MICHAEL	Police	Sergeant	141,435.28	-	141,435.28
CHENARD, JACQUES	Police	East 2 Watch	74,673.15	38,010.97	112,684.12
CHESTNEY, JORDAN	Police	Police Constable F.B.P.	120,889.76	-	120,889.76

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
CHHABRA, GURMINDER (MARK)	Police	Police Constable	105,765.93	-	105,765.93
CHICARELLA, CHRISTOPHER	Police	Police Constable F.B.P.	104,166.76	-	104,166.76
CHISHOLM, DIANE	Property Fleet and Environment	Director Municipal Facilities Maint & Op	130,792.13	140.56	130,932.69
CHRISTIE, SALLY	CAO's Office	Senior Advisor to the CAO	122,962.87	-	122,962.87
CLANCEY, DAWN	Police	Information Management	91,696.35	27,468.49	119,164.84
CLARK, PAUL M	Fire Services	Captain	164,354.89	200.00	164,554.89
CLARKE, JEFFERY	Fire Services	Captain	124,996.29	200.00	125,196.29
CLARKE, JEFFREY	Police	Divisional Commander Central Patrol	141,206.40	-	141,206.40
CLARKE, JENNIFER	Police	Police Constable	107,159.69	-	107,159.69
CLARKE, RYAN	Police	Police Constable	111,415.84	-	111,415.84
CLEARY, TIMOTHY	Fire Services	Firefighter	105,030.24	200.00	105,230.24
CLOTHIER, TERRANCE	Halifax Transit Services	Ferry Captain	110,693.67	225.00	110,918.67
CLOWATER, DAVID	Police	Police Constable	119,908.20	-	119,908.20
CLUETT, ANDREW	Fire Services	Firefighter	128,592.60	200.00	128,792.60
CLYKE, BOBBY	Police	Sergeant	134,974.38	-	134,974.38
COGDON, MICHAEL	Halifax Forum	General Manager	111,394.40	-	111,394.40
COGSWELL, BARRY	Information Technology	Director Service Management Operations	146,316.90	-	146,316.90
COLLINS, JOSHUA	Police	Police Constable	101,266.21	-	101,266.21
COLMAN SADD, EVANGELINE	Office of the Auditor General	Municipal Auditor General	197,770.56	617.10	198,387.66
CONNOLLY, MARCIA	Property Fleet and Environment	Manager Leasing and Tenant Services	108,347.21	-	108,347.21
CONNORS, BRADLEY	Fire Services	District Chief	146,797.33	312.86	147,110.19
CONNORS, MICHAEL	Planning and Development	Manager Strategic Trans Planning Prog	100,117.27	293.37	100,410.64
CONNORS, TIMOTHY	Fire Services	Firefighter	111,271.45	200.00	111,471.45
CONRAD, ANDREW	Fire Services	Firefighter Engineer	105,434.98	200.00	105,634.98
CONRAD, ANDREW	Police	Police Constable	101,266.20	-	101,266.20
CONRAD, CRAIG	Police	Police Constable	107,456.91	-	107,456.91
CONRAD, PATRICK	Fire Services	Captain	131,222.78	200.00	131,422.78
CONRAD, STEPHEN	Fire Services	Firefighter	103,468.99	200.00	103,668.99
CONRAD, SUSAN	Police	Police Constable	109,947.00	-	109,947.00
CONRAD, VINCENT	Fire Services	CO Div Ch - Training	136,070.74	1,003.83	137,074.57
COOKE, JAMES	Police	Police Constable	133,367.00	-	133,367.00
COOKE, WILLIAM	Police	Police Constable	111,112.47	-	111,112.47
CORKUM, KEVIN	Fire Services	Captain	142,966.86	200.00	143,166.86
CORMIER, PETER	Information Technology	Project Manager Information Technology	100,701.90	-	100,701.90
COVEY, MATT	Fire Services	CO Dist Ch - Fire Prev & Pub Ed	138,469.83	606.22	139,076.05
COWPER, AARON	Fire Services	Captain	126,572.50	200.00	126,772.50
COX, STEPHEN	Police	Police Constable	124,792.61	-	124,792.61
CREASER, ANGELA	Human Resources and Corporate Communications	Total Rewards Specialist	100,790.15	374.68	101,164.83
CREEMER, HARRY	Fire Services	Captain	112,709.49	200.00	112,909.49
CROCKER, ROBIN	Fire Services	Firefighter	102,840.17	200.00	103,040.17
CROCKETT, ALLAN	Fire Services	Training Officer	123,015.15	200.00	123,215.15
CROFT, TONY	Police	Sergeant	140,799.85	1,500.00	142,299.85
CROWWELL, CHRISTOPHER	Fire Services	Firefighter	109,206.50	200.00	109,406.50
CROWWELL, LARRY	Police	Police Constable F.B.P.	103,984.22	-	103,984.22
CROOKS, MICHAEL	Fire Services	Firefighter	105,116.70	200.00	105,316.70
CROOKS, TRACEY	Fire Services	Firefighter	121,208.15	200.00	121,408.15
CROSS, BRIDGET	Police	Sergeant	125,062.80	1,500.00	126,562.80
CROSS, NATHAN	Police	Sergeant	140,586.64	-	140,586.64
CROWELL, DALE	Fire Services	Captain	153,235.19	200.00	153,435.19
CROWELL, DENNIS	Police	Training	96,535.17	61,450.16	157,985.33
CROWELL, KATELYN	Police	Civilian Forensic Technician	113,785.03	-	113,785.03
CURRIE, LLOYD	Fire Services	District Chief	118,233.81	-	118,233.81
CURRIE, MARION	Finance and Asset Management	Manager Corporate Performance	111,885.72	-	111,885.72
CURRIE, SHAWN	Police	Police Constable	132,621.41	2,000.00	134,621.41
CURRY, JAMES	Fire Services	Firefighter Engineer	104,313.35	200.00	104,513.35
CUTLER, WILLIAM	Halifax Transit Services	Director Transit Fleet	123,125.91	-	123,125.91
DA ROS, GREGORY	Information Technology	Manager Digital Services	102,688.40	-	102,688.40
DAHL, DARREN	Fire Services	Captain	160,954.59	200.00	161,154.59
DANEAULT, KAVEN	Police	Police Constable	119,184.47	-	119,184.47
DAVID, BENOIT	Fire Services	Captain	139,475.13	200.00	139,675.13
DAVID, MERVIN	Halifax Transit Services	Supervisor Ferry Services	104,935.79	-	104,935.79
DAVIS, CHRISTOPHER	Public Works	Manager, Right of Way Services	109,208.42	293.36	109,501.78
DAVIS, DONNA	Public Works	Prjct Mgr Cogswell Redev TERM (Capital)	114,296.62	-	114,296.62
DAY, JAMES	Fire Services	Firefighter	138,661.06	200.00	138,861.06
DAY, JASON	Fire Services	Firefighter	107,988.20	200.00	108,188.20
DAY, PETER	Fire Services	Firefighter Engineer	102,245.65	200.00	102,445.65
DEAN, KEVIN	Fire Services	Assistant Chief	149,679.67	161.64	149,841.31
DEAN, SHERRY	Fire Services	District Chief	141,237.62	200.00	141,437.62

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
DEARMAN, NICHOLAS	Public Works	Manager, Survey Services	100,309.47	1,500.00	101,809.47
DELLE MONACHE, STEFANO	Fire Services	Firefighter	126,890.47	200.00	127,090.47
DELONG, CHRISTOPHER	Police	Police Constable	151,169.90	-	151,169.90
DEMPSEY, ALEXANDER	Fire Services	Firefighter	117,286.56	200.00	117,486.56
DEMPSEY, NANCY	Legal and Legislative Services	CPO & Manager Access & Privacy	107,833.50	-	107,833.50
DENINE, MATTHEW	Police	Police Constable	113,708.16	-	113,708.16
DENNIE, ANDREW	Police	Emergency Response Communicator	100,650.67	-	100,650.67
DENTY, KELLY	Planning and Development	Exec Director Planning & Development	215,457.62	1,034.00	216,491.62
DESAULNIERS, JOSEPH D	Fire Services	Training Officer	100,076.07	200.00	100,276.07
DESROCHERS, PAUL	Police	Police Constable F.B.P.	112,017.56	2,000.00	114,017.56
DETKHOFF, CORY	Fire Services	Firefighter	125,801.80	200.00	126,001.80
DETERS, AUREN	Fire Services	Firefighter Engineer	134,382.40	200.00	134,582.40
DEVEAU, TYLER	Fire Services	Firefighter Engineer	128,446.78	200.00	128,646.78
DEWAR, SYM	Police	Police Constable	151,100.67	-	151,100.67
DEYOUNG, JEFFREY	Fire Services	Firefighter Engineer	131,423.29	200.00	131,623.29
DICKSON, NICHOLAS	Police	Surveillance Technician	101,680.80	-	101,680.80
DILL, JAMES	Police	Police Constable	106,461.82	1,500.00	107,961.82
DION, KELVIN	Fire Services	Captain	117,330.92	200.00	117,530.92
DIXON, DAVID	Fire Services	Firefighter	107,885.52	200.00	108,085.52
DOBIE, LESLIE	Fire Services	Firefighter Engineer	112,997.76	200.00	113,197.76
DODGE, DANA	Halifax Transit Services	Fleet Supervisor	112,014.79	200.00	112,214.79
DODGE, DUANE	Fire Services	Captain	117,761.38	200.00	117,961.38
DOIRON, TARA LEE	Police	Police Constable	102,671.55	-	102,671.55
DOMINIX, CORY	Fire Services	Firefighter	105,546.75	200.00	105,746.75
DONCASTER, NEVIN	Police	Police Constable	106,135.25	-	106,135.25
DOOKS FAHIE, MICHELLE	Police	Sergeant	123,001.64	-	123,001.64
DOREY, MICHAEL	Fire Services	Captain	116,383.59	200.00	116,583.59
DOUCET, SHAWN	Fire Services	Firefighter Engineer	129,442.52	200.00	129,642.52
DOUCETTE, CHAD	Fire Services	Firefighter	100,119.87	200.00	100,319.87
DOUCETTE, KEVIN	Police	Police Constable	106,795.59	-	106,795.59
DOUGHTY, IAN	Halifax Transit Services	Conventional Transit Operator	102,069.08	193.61	102,262.69
DOWDING, JUSTIN	Fire Services	Firefighter	117,182.01	200.00	117,382.01
DOWLING, JEFFREY	Fire Services	Firefighter	101,098.02	200.00	101,298.02
DOYLE, CARLY	Police	Police Constable	101,266.19	-	101,266.19
DOYLE, JOEL	Fire Services	Captain	125,113.73	200.00	125,313.73
DOYLE, MARK	Police	Police Constable	123,919.86	-	123,919.86
DRYSDALE, CLAYTON	Fire Services	Firefighter	105,603.26	200.00	105,803.26
DRYSDALE, SARA	Fire Services	Firefighter	105,452.15	200.00	105,652.15
DUBÉ, JACQUES	CAO's Office	Chief Administrative Officer	312,898.70	326.38	313,225.08
DUGANDZIC, PHILIP	Property Fleet and Environment	Director Corp Facility Design&Construct	111,351.08	-	111,351.08
DUNBRACK, PATRICIA	Fire Services	Captain	118,977.88	200.00	119,177.88
DUNCAN, PETER	Planning and Development	Director Infrastructure Planning	136,505.15	293.36	136,798.51
DUNFEE, BRENDAN JR	Fire Services	Training Officer	101,741.78	200.00	101,941.78
DUQUET PERRON, OLIVIER	Police	Police Constable F.B.P.	115,730.55	-	115,730.55
DURLING, CRAIG	Police	Police Constable	109,746.40	-	109,746.40
EAGLESTONE, BEN	Fire Services	Firefighter Engineer	130,113.78	200.00	130,313.78
EDWARDS, AMY	Police	Police Constable	101,266.21	-	101,266.21
EDWARDS, JONATHAN	Police	Police Constable	122,605.71	-	122,605.71
EDWARDS, PAUL	Fire Services	Captain	127,228.89	200.00	127,428.89
EDWARDS, SCOTT	Fire Services	Firefighter	113,737.07	200.00	113,937.07
EISAN, WENDELL	Fire Services	Inventory Equipment Technician	108,779.37	200.00	108,979.37
EL SHAIR, AHMED	Police	Police Constable	135,815.65	-	135,815.65
ELLIOTT, GEOFFREY	Fire Services	Firefighter	133,284.74	200.00	133,484.74
ELWORTHY, MATTHEW	Police	Police Constable	125,645.16	-	125,645.16
ENGELS, RYAN	Fire Services	Captain	139,220.31	200.00	139,420.31
EVERSON, MICHELLE	Police	Police Constable	101,266.21	-	101,266.21
FAIRBAIRN, SCOTT	Police	Police Constable	176,493.22	1,500.00	177,993.22
FAIRBAIRN, STEVEN	Police	Police Constable	158,315.64	1,500.00	159,815.64
FALL, JOHN	Fire Services	Firefighter	149,820.17	200.00	150,020.17
FARRELL, KEEGAN	Fire Services	Firefighter	101,190.29	200.00	101,390.29
FAWCETT, JOHN	Public Works	Design Engineer	102,120.91	293.36	102,414.27
FELTMATE, JORDAN	Police	Police Constable	104,091.47	-	104,091.47
FENERTY, DANIEL JAMES	Fire Services	Firefighter	103,233.92	200.00	103,433.92
FENNER, STEPHEN	Fire Services	Firefighter Engineer	110,028.86	200.00	110,228.86
FENTON, JOHN	Information Technology	Project Manager Information Technology	107,085.71	85.54	107,171.25
FERGUSON, JOHN	Fire Services	Captain	133,051.03	200.00	133,251.03
FERGUSON, TODD	Fire Services	Firefighter Engineer	132,902.81	200.00	133,102.81
FILLMORE, FIONA	Information Technology	Manager Accounting Service Delivery	104,681.30	1,022.00	105,703.30

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
FIRTH, EDWARD A	Fire Services	Firefighter Engineer	102,276.16	200.00	102,476.16
FISH, DEREK	Police	Police Constable	101,266.21	1,500.00	102,766.21
FISHER, BRUCE	Finance and Asset Management	Director Financial Policy & Planning	142,579.18	1,058.50	143,637.68
FITZGERALD, MARCHETA	Fire Services	Division Captain Fire & Prevention	125,051.57	620.90	125,672.47
FITZGERALD, TIM	Halifax Transit Services	Conventional Transit Operator	113,193.24	150.00	113,343.24
FLECK, ERICA	Fire Services	Assistant Chief	150,526.58	163.10	150,689.68
FLECKNEY, BRIAN	Fire Services	Captain	124,959.71	200.00	125,159.71
FLECKNEY, SAMANTHA	Fire Services	Firefighter	112,282.00	200.00	112,482.00
FLETCHER, DARRELL	Fire Services	Captain	134,575.39	200.00	134,775.39
FLINN, PAUL	Office of the Auditor General	Audit Director	111,032.27	-	111,032.27
FLYNN, CHRISTA	Police	Police Constable	101,266.21	-	101,266.21
FLYNN, JONATHAN	Police	Police Constable	101,107.46	-	101,107.46
FLYNN, PAULINE	Police	Police Constable F.B.P.	103,228.74	-	103,228.74
FLYNN, SHAWN	Police	Police Constable	112,637.47	1,500.00	114,137.47
FOGARTY, RYAN	Halifax Transit Services	Ferry Captain	101,287.80	200.00	101,487.80
FONG, REGAN	Police	Sergeant F.B.P.	120,440.16	2,000.00	122,440.16
FONG, RICHARD	Fire Services	Platoon Captain	151,705.01	200.00	151,905.01
FONTAINE, LEROY	Fire Services	Firefighter	104,190.71	200.00	104,390.71
FOOTE, ANDREW	Fire Services	Captain	119,960.72	200.00	120,160.72
FORAN, TODD	Fire Services	Firefighter Engineer	101,843.21	200.00	102,043.21
FORD, COREY	Fire Services	Firefighter	101,531.82	200.00	101,731.82
FORD, HEATHER	Police	Police Constable	108,386.20	-	108,386.20
FORHAN, JILLIAN	Police	Police Constable F.B.P.	101,997.21	-	101,997.21
FORREST, JASON	Police	Police Constable	112,375.31	-	112,375.31
FOSHAY, NICHOLAS	Fire Services	Firefighter Engineer	110,488.94	200.00	110,688.94
FOSTER, JEFFREY	Police	Police Constable	122,107.28	-	122,107.28
FOSTER, SUSAN	Police	Police Constable F.B.P.	137,330.60	1,500.00	138,830.60
FOURNIER, THOMAS	Police	Police Constable	137,631.08	-	137,631.08
FOX, ROBERT	Police	Staff Sergeant	140,780.02	1,500.00	142,280.02
FRASER, ERNEST	Fire Services	Firefighter Engineer	117,224.00	200.00	117,424.00
FRASER, JAMES	Fire Services	Firefighter Engineer	107,245.56	200.00	107,445.56
FRASER, KRISTINE	Police	Police Constable	101,266.21	1,500.00	102,766.21
FULTON, JOSEPH	Fire Services	Captain	157,605.30	200.00	157,805.30
FURLONG, ROBERT	Police	Police Constable	104,499.45	-	104,499.45
GAGNON, KEVIN	Fire Services	Firefighter	145,083.42	200.00	145,283.42
GAGNON, NICOLAS	Police	Police Constable	113,818.00	-	113,818.00
GALLAGHER, KEVIN	Fire Services	Captain	122,434.92	200.00	122,634.92
GALLANT, STEPHANIE	Police	Police Constable	127,022.50	-	127,022.50
GALLIVAN, DAVID	Police	Police Constable	105,085.49	-	105,085.49
GALVIN, DOMINIQUE	Fire Services	Firefighter	117,073.87	200.00	117,273.87
GANNON, DWAYNE	Fire Services	Firefighter Engineer	129,495.25	200.00	129,695.25
GARBER, GEOFF	Fire Services	Captain	113,555.11	200.00	113,755.11
GARLAND, JAKE	Fire Services	Training Officer	139,236.92	200.00	139,436.92
GARRISON, TIMOTHY	Fire Services	Training Officer	106,640.26	200.00	106,840.26
GARRY, CLAUDE	Fire Services	Captain	131,230.31	200.00	131,430.31
GATES, COLLIN	Fire Services	Firefighter	134,647.56	200.00	134,847.56
GATES, JAMES	Fire Services	Platoon Captain	175,646.27	200.00	175,846.27
GAUDET, CHRISTOPHER	Fire Services	Captain	130,347.65	200.00	130,547.65
GAUDET, GARY	Fire Services	Firefighter Engineer	105,234.68	200.00	105,434.68
GAUDRY, AARON	Police	Police Constable	107,049.80	-	107,049.80
GELDART, STEPHEN	Fire Services	Firefighter Engineer	104,800.69	200.00	105,000.69
GIBBONS, THOMAS	Police	Police Constable	105,820.75	-	105,820.75
GIBSON, BRADLEY	Fire Services	Firefighter	126,098.49	200.00	126,298.49
GIBSON, CURTIS	Police	Police Constable	128,164.96	-	128,164.96
GIBSON, GREGORY	Fire Services	Firefighter Engineer	104,132.47	200.00	104,332.47
GIBSON, JULIE	Information Technology	Policy & Bus Initiatives Coordinator	104,575.62	-	104,575.62
GIDDENS, CHRISTOPHER	Legal and Legislative Services	Solicitor	147,381.51	4,509.33	151,890.84
GIFFIN, ANN	Police	Police Constable F.B.P.	101,503.20	-	101,503.20
GILBERT, JORDAN	Police	Police Constable	111,801.21	-	111,801.21
GILLET, STEPHEN	Police	Sergeant	122,436.26	2,000.00	124,436.26
GILLIS, GYLES	Police	Sergeant F.B.P.	126,795.65	-	126,795.65
GILLIS, KELLI	Information Technology	SAP Functional Analyst	100,048.82	-	100,048.82
GILLIS, LINDSEY	Fire Services	Firefighter	129,773.49	200.00	129,973.49
GILLIS, TRENA	Police	Police Constable	112,326.93	-	112,326.93
GIRARD, ROBIN	Fire Services	Training Officer	109,944.72	200.00	110,144.72
GLENDENNING, STEPHANIE	Police	Police Constable	101,232.73	2,000.00	103,232.73
GLENNIE, ALEXANDER	Fire Services	Captain	154,473.76	200.00	154,673.76
GOLDSMITH, DAVID	Halifax Transit Services	Fleet Supervisor	111,323.38	200.00	111,523.38

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
GOLDSMITH, MADELEINE	Police	Police Constable	108,058.22	-	108,058.22
GOODWIN, JUDSON	Police	Police Constable	102,155.21	1,500.00	103,655.21
GORDON, ANDREW	Police	Police Constable F.B.P.	101,266.23	-	101,266.23
GOUGH, ANDREW	Legal and Legislative Services	Solicitor	126,778.81	4,509.33	131,288.14
GRAHAM, AARON	Fire Services	Firefighter	123,054.52	200.00	123,254.52
GRAHAM, GORDON	Police	Sergeant	134,615.64	2,000.00	136,615.64
GRANDY, PHILIP W	Fire Services	Captain	136,378.21	200.00	136,578.21
GRANTHAM, PETER	Fire Services	Firefighter Engineer	113,290.07	200.00	113,490.07
GRAVEN, JAMES	Fire Services	Firefighter Engineer	104,874.16	200.00	105,074.16
GRAVES, COLIN	Police	Police Constable	112,724.73	-	112,724.73
GRAY, RICKEY	Fire Services	Firefighter Engineer	108,680.55	200.00	108,880.55
GRAY, ROBERT	Fire Services	Firefighter Engineer	116,102.33	200.00	116,302.33
GRBAC, SERGIO	Planning and Development	Manager Building Standards	101,315.57	-	101,315.57
GREEN, ANGELA	Parks and Recreation	Director Recreation Programming	134,159.36	1,222.00	135,381.36
GREEN, BENJAMIN	Police	Police Constable	137,537.05	-	137,537.05
GREEN, JACOB	Fire Services	Captain	200,272.64	200.00	200,472.64
GREEN, PAMELA	Police	Sergeant	137,348.84	1,500.00	138,848.84
GREENCORN, GEORGE	Police	Police Constable	101,266.21	-	101,266.21
GREENE, KATHERINE	Planning and Development	Manager Regional Policy Program	113,037.35	571.94	113,609.29
GREENE, PATRICK	Fire Services	Captain	142,936.83	200.00	143,136.83
GREENE, STEPHEN	Fire Services	Firefighter Engineer	129,060.65	200.00	129,260.65
GREENER, DAVID	Legal and Legislative Services	Solicitor	144,424.96	4,509.33	148,934.29
GREENHAM, PETER	Fire Services	Training Officer	127,996.78	200.00	128,196.78
GREER, BARRY	Fire Services	Captain	135,990.85	200.00	136,190.85
GRIMES, WILLIAM	Fire Services	Captain	167,975.27	200.00	168,175.27
GUEST, MATTHEW	Police	Police Constable	123,918.45	-	123,918.45
GUY, KEVIN	Fire Services	Captain	125,113.43	200.00	125,313.43
GUZZWELL, STEPHEN	Police	Police Constable	101,777.59	1,500.00	103,277.59
HABIB, ANDRE	Police	Sergeant	181,151.00	1,500.00	182,651.00
HAENNI, BRETT	Fire Services	Firefighter	104,582.58	200.00	104,782.58
HAINES, SHANNON	Police	Police Constable	111,361.65	-	111,361.65
HANHAM, STEVEN	Fire Services	Firefighter	104,107.67	200.00	104,307.67
HANSEN, KRISTOPHER	Police	Police Constable	102,276.80	-	102,276.80
HARDIMAN, RONALD	Fire Services	Firefighter Engineer	114,199.30	200.00	114,399.30
HARDING, DAVID	Police	Police Constable	112,689.45	-	112,689.45
HARLEY, DAVID	Finance and Asset Management	Director Accounting & Fin. Reporting	126,366.46	1,058.50	127,424.96
HARLOW, MICHAEL	Fire Services	Firefighter Engineer	159,339.84	200.00	159,539.84
HARPER, NANCY	Finance and Asset Management	Manager Accounting Controls & Reporting	103,412.91	-	103,412.91
HARRISON, SEAN	Fire Services	Firefighter	100,944.66	200.00	101,144.66
HARTLEN, BRETT	Fire Services	Firefighter	127,637.72	200.00	127,837.72
HARVEY, BRENDAN	Police	Police Constable F.B.P.	110,308.91	-	110,308.91
HARVEY, RICHARD	Parks and Recreation	Manager Policy & Planning	111,622.73	-	111,622.73
HARVIE, TREVOR	Property Fleet and Environment	Director Corporate Fleet	111,683.10	-	111,683.10
HAVERSTOCK, MARK	Fire Services	Captain	122,531.90	200.00	122,731.90
HAWES, COLE	Police	Police Constable	104,938.75	-	104,938.75
HAYES, JONATHAN	Police	Police Constable F.B.P.	115,903.08	-	115,903.08
HAYMAN, GEORGE	Information Technology	Project Manager IT	109,060.52	-	109,060.52
HAYWARD, JOSEPH	Police	Police Constable	127,791.97	-	127,791.97
HEAD, AARON	Police	Police Constable	133,038.13	-	133,038.13
HEBB, DONALD	Fire Services	Training Officer	132,395.37	200.00	132,595.37
HEBB, ROBERT	Fire Services	Captain	136,665.08	200.00	136,865.08
HENNEBERRY, ALLISON	Police	Police Constable	102,412.32	-	102,412.32
HENNEBERRY, MITCHELL	Fire Services	Firefighter	128,415.40	200.00	128,615.40
HENRY, JOSHUA	Fire Services	Firefighter	122,448.68	200.00	122,648.68
HENWOOD, RONALD	Property Fleet and Environment	Mechanic EVT	114,832.26	200.00	115,032.26
HIGGINS, TYLER	Finance and Asset Management	Sr Financial Consult-Budget Coordinator	100,032.58	1,167.25	101,199.83
HILL, DAVID	Police	Police Constable	107,570.50	-	107,570.50
HODGSON, JAMES	Police	Police Constable	103,499.36	2,000.00	105,499.36
HOFFMANN, EDWARD	Fire Services	Captain	135,036.19	200.00	135,236.19
HOGUE, STEPHANE	Fire Services	Firefighter	135,229.39	200.00	135,429.39
HOLLETT, HAROLD	Fire Services	Deputy Chief	168,225.13	1,293.74	169,518.87
HOOD, DEREK	Police	Police Constable	115,139.58	1,500.00	116,639.58
HORNE, VICTORIA	Public Works	Director Parking	123,053.47	-	123,053.47
HOVEY, KEVIN	Police	Sergeant	150,381.67	2,000.00	152,381.67
HOVINGH, JONATHON	Police	Police Constable	111,213.87	-	111,213.87
HOWIE, ANDREW	Police	Police Constable	103,344.09	-	103,344.09
HUBLEY, DAVID	Public Works	Director, Tran Design & Construction Ser	151,117.56	293.36	151,410.92
HUBLEY, TIMOTHY D	Fire Services	Firefighter	100,860.98	200.00	101,060.98

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
HUESTIS, KEVIN	Fire Services	Firefighter	131,976.78	200.00	132,176.78
HUESTON, D'ARCY	Police	Sergeant	164,041.80	-	164,041.80
HUGHES, PATRICIA	Halifax Transit Services	Director Planning & Customer Engagement	134,267.56	565.95	134,833.51
HUNT, GREGORY	Fire Services	Firefighter	114,689.61	200.00	114,889.61
HUNT, KELLY	Human Resources and Corporate Communications	Manager Employee Services	108,379.15	338.93	108,718.08
HUNTER, WAYNE	Police	Police Constable	147,475.71	-	147,475.71
HURLEY, BRANDON	Police	Police Constable	105,890.53	-	105,890.53
INGLIS, DOUGLAS J	Fire Services	Firefighter Engineer	104,289.50	200.00	104,489.50
JACKLYN, WALLACE	Fire Services	Firefighter Engineer	104,313.36	200.00	104,513.36
JACKMAN, DYLAN	Police	Police Constable	114,955.73	-	114,955.73
JACKSON, WINNELL	Police	Sergeant	134,406.99	1,500.00	135,906.99
JAHNCKE, ROBERT	Property Fleet and Environment	Manager Client & Project Mgmt Services	102,806.67	678.80	103,485.47
JAMES, PATRICK	Fire Services	Firefighter	101,268.40	200.00	101,468.40
JANSON, JIM	Legal and Legislative Services	Solicitor	117,807.46	4,509.33	122,316.79
JARDINE, BRADLEY	Police	Police Constable	102,866.20	-	102,866.20
JAZIC, ALAN	Police	Police Constable	104,084.96	-	104,084.96
JEFFERIES, JONATHAN	Police	Sergeant	124,677.22	1,500.00	126,177.22
JENNINGS, GREG	Fire Services	Firefighter	129,092.30	200.00	129,292.30
JENSEN, JOHN DAVID	Fire Services	Firefighter	112,426.98	200.00	112,626.98
JIANG, QINGSHUANG	Information Technology	Data Architect	119,116.49	-	119,116.49
JODREY, EUGENE	Fire Services	Firefighter Engineer	105,335.66	200.00	105,535.66
JOHNSON, CHRISTOPHER	Fire Services	Captain	124,476.47	200.00	124,676.47
JOHNSON, MICHAEL	Fire Services	Firefighter	107,614.47	200.00	107,814.47
JOHNSTON, PAUL	CAO's Office	Managing Director GREA	117,416.30	-	117,416.30
JOHNSTON, SANDRA	Police	Sergeant	120,440.16	2,000.00	122,440.16
JOLIMORE, KIM	Property Fleet and Environment	Director Citizen Contact Centres	130,565.52	-	130,565.52
JONCAS, JASON	Police	Police Constable	109,739.92	-	109,739.92
JONES GRANT, TRACEY	CAO's Office	Manager Diversity and Inclusion	132,694.73	-	132,694.73
JONES, DARREN	Fire Services	Captain	166,170.82	200.00	166,370.82
JOSEPH, ALICIA	Police	Police Constable F.B.P.	101,521.91	-	101,521.91
JOSEPH, NICKEL	Police	Police Constable	114,043.75	-	114,043.75
JOSHI, SHRAVAN	Fire Services	Firefighter	116,516.79	200.00	116,716.79
JOUDREY, ANDREW	Police	Police Constable	103,024.72	-	103,024.72
JUDAH, JOSHUA	Legal and Legislative Services	Solicitor	151,658.30	4,693.33	156,351.63
JUSTASON, EUGENE	Fire Services	Maintenance Technician	101,657.34	200.00	101,857.34
KATRINARDOTTIR, KRISTIN	Police	Police Constable	103,240.78	-	103,240.78
KAVANAUGH, DANIEL	Police	Police Constable	103,603.99	-	103,603.99
KEATING, PATRICK	Fire Services	Captain	124,217.88	200.00	124,417.88
KECK, SCOTT	Fire Services	Firefighter	119,023.09	200.00	119,223.09
KELLY, COLLEEN	Police	Shared Support	119,001.15	-	119,001.15
KENNEDY, EDWARD	Fire Services	Firefighter Engineer	107,624.99	200.00	107,824.99
KENNEDY, PATRICIA	Police	Police Constable	140,324.32	-	140,324.32
KEYES, HEATHER	Police	Police Constable	109,579.28	-	109,579.28
KHARMA, GEORGE	Fire Services	HQ Support	121,536.84	18,823.72	140,360.56
KILLAM, DOUG	Information Technology	ICT Security Analyst	101,079.55	-	101,079.55
KILLEN, JASON	Fire Services	Captain	118,950.66	200.00	119,150.66
KINCADE, BRADLEY	Police	Police Constable	102,866.23	-	102,866.23
KING, ALISA	Police	Police Constable	103,214.36	-	103,214.36
KINGHORNE, RANDOLPH	Legal and Legislative Services	Solicitor	145,894.26	4,509.33	150,403.59
KINSELLA, DANIEL	Police	Chief of Police	258,174.87	411.48	258,586.35
KIRTON, HAROLD	Police	Sergeant	113,719.87	1,500.00	115,219.87
KLERONOMOS, JOHN	Information Technology	Portfolio Lead	108,524.39	-	108,524.39
KLIFFER, MATTHEW	Fire Services	Firefighter	129,769.98	200.00	129,969.98
KLIN, PATRICK	Fire Services	Captain	147,195.79	200.00	147,395.79
KNISLEY, SARA	Legal and Legislative Services	Solicitor	133,964.90	-	133,964.90
KOCH, STEPHEN	Fire Services	Captain	169,717.37	200.00	169,917.37
KOUTROULAKIS, TASO	Public Works	Traffic Management	132,763.96	38,904.16	171,668.12
KRIVDIC, ADMIR	Police	Police Constable	104,730.42	-	104,730.42
KUHN, SCOTT	Police	Police Constable	103,783.90	-	103,783.90
LAHEY, MARTIN	Fire Services	Fire Prevention Officer	137,141.06	280.58	137,421.64
LAING, THOMAS	Parks and Recreation	Contract Supervisor	106,392.09	-	106,392.09
LAKE, JENNIFER	Police	Police Constable	111,048.46	-	111,048.46
LAKE, STANLEY	Fire Services	Division Chief Safety & Compliance	134,160.90	200.00	134,360.90
LALONDE, NICHOLAS	Fire Services	Firefighter	114,023.10	200.00	114,223.10
LAMBERT, DESMOND	Police	Police Constable	118,522.90	1,500.00	120,022.90
LAMBERT, TANYA	Police	Police Constable	125,295.94	-	125,295.94
LANDRY, ANDREW	Police	Police Constable	115,484.37	-	115,484.37
LANE, BLAIN	Police	Police Constable	101,266.23	2,000.00	103,266.23

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
LANE, RICHARD	Police	Superintendent Patrol	154,158.92	-	154,158.92
LANGILLE, STEVEN	Police	Sergeant	152,221.59	1,500.00	153,721.59
LANGILLE, THEA	Planning and Development	Principal Planner	103,396.14	571.94	103,968.08
LANGLEY, BRETT	Fire Services	Firefighter	115,503.97	200.00	115,703.97
LANTHIER, BRUCE	Fire Services	Firefighter Engineer	105,635.53	200.00	105,835.53
LAPOINTE, MARTIN	Fire Services	Firefighter	140,668.20	200.00	140,868.20
LARAQUE, JULES	Police	Police Constable F.B.P.	117,172.25	1,500.00	118,672.25
LASSALINE, TREVOR	Police	Police Constable	126,827.62	2,000.00	128,827.62
LATREILLE, ROBBIE	Police	Police Constable	111,670.32	-	111,670.32
LAUZIER, JEFFERY	Fire Services	Firefighter	105,845.73	200.00	106,045.73
LAVOIE, ANDRE	Fire Services	Firefighter	104,433.46	200.00	104,633.46
LAVOIE, NORMAN	Fire Services	Division Captain Logistics	146,960.93	200.00	147,160.93
LAWLESS, STEPHEN	Police	Police Constable	102,012.75	-	102,012.75
LAWLOR, DAVID	Police	Sergeant	138,648.42	2,000.00	140,648.42
LAWLOR, TIMOTHY	Police	Police Constable F.B.P.	126,031.75	-	126,031.75
LEBLANC, JEFFREY	Police	Police Constable	101,266.21	-	101,266.21
LEBLANC, SIMON	Fire Services	Firefighter	111,118.49	200.00	111,318.49
LEGAY, RODNEY	Police	Police Constable	104,410.51	-	104,410.51
LEGER, MARC	Fire Services	Firefighter Engineer	153,131.18	200.00	153,331.18
LEGERE, RONALD	Police	Divisional Commander Pro Standard	135,826.16	1,500.00	137,326.16
LEGGETT, MARY	Fire Services	Captain	109,837.80	200.00	110,037.80
LEROUX, JONAH	Fire Services	Firefighter Engineer	104,289.49	200.00	104,489.49
LERUE, GREGORY	Fire Services	Firefighter Engineer	119,676.10	200.00	119,876.10
LETHBRIDGE, DANIEL	Police	Police Constable F.B.P.	111,873.91	-	111,873.91
LEVANDIER, DIANE	Parks and Recreation	Area Manager	108,260.70	-	108,260.70
LEWIS, ASHLEY	Police	Police Constable F.B.P.	137,897.72	-	137,897.72
LEWIS, SHAWN	Halifax Transit Services	Fleet Supervisor	117,254.25	200.00	117,454.25
LI, DAVID	Police	Police Constable	106,627.42	1,500.00	108,127.42
LINES, WENDY	Finance and Asset Management	Director Corporate Planning	131,743.88	90.76	131,834.64
LITTLE, BRADLEY	Fire Services	Firefighter Engineer	118,124.15	200.00	118,324.15
LLEWELLYN, LYNN	Halifax Transit Services	Director Transit Operations	117,975.81	-	117,975.81
LOGAN, STEVEN	Police	Police Constable	101,215.98	-	101,215.98
LOGAN, WILLIAM	Fire Services	Firefighter	131,494.83	200.00	131,694.83
LONG, MARK	Police	Police Constable	101,266.21	1,500.00	102,766.21
LONGLEY, MALCOLM	Police	Sergeant	130,503.40	2,000.00	132,503.40
LOWE, JOHN	Fire Services	District Chief	136,070.74	-	136,070.74
LOWTHER, ROBERT	Police	Sergeant	120,440.16	2,000.00	122,440.16
LUCAS, DARCY	Police	Police Constable F.B.P.	101,266.22	-	101,266.22
LUCAS, TREVOR	Fire Services	Firefighter	102,580.70	200.00	102,780.70
LUCIC, ERIC	Planning and Development	Director Regional Planning	132,661.23	571.94	133,233.17
LUCK, MATTHEW	Police	Police Constable	114,940.15	-	114,940.15
LUDDINGTON, JUSTIN	Legal and Legislative Services	Solicitor	108,046.08	5,412.96	113,459.04
LUTHER, JAMES	Police	Sergeant	120,058.23	1,500.00	121,558.23
LYNCH, SUSAN	Police	Police Constable	115,919.16	-	115,919.16
MABEY, JORDAN	Fire Services	Firefighter	114,843.47	200.00	115,043.47
MACADAM, E ALEXANDER	Police	Police Constable	140,901.83	1,500.00	142,401.83
MACCORMACK, CORINNE	Information Technology	Director Service Management Operations	106,386.79	-	106,386.79
MACCULLOCH, DREW	Fire Services	Captain	122,565.85	200.00	122,765.85
MACDONALD, ANDREA	Planning and Development	Director Buildings & Compliance	111,062.22	-	111,062.22
MACDONALD, ANDREW	Fire Services	Captain	122,047.80	200.00	122,247.80
MACDONALD, BRANDON	Fire Services	Firefighter	111,682.38	200.00	111,882.38
MACDONALD, BRUCE	Fire Services	Captain	159,594.55	200.00	159,794.55
MACDONALD, KALI	Police	Police Constable	107,808.39	-	107,808.39
MACDONALD, KAREN	Legal and Legislative Services	Solicitor	153,186.25	4,509.33	157,695.58
MACDONALD, KEVIN	Police	Police Constable	152,893.61	2,000.00	154,893.61
MACDONALD, LEONARD	Police	Sergeant	108,273.70	-	108,273.70
MACDONALD, LISA	Police	Police Constable F.B.P.	102,866.21	1,500.00	104,366.21
MACDONALD, MARGARET	Parks and Recreation	Executive Director Parks & Recreation	149,008.15	-	149,008.15
MACDONALD, MARK	Police	Staff Sergeant	128,513.42	2,000.00	130,513.42
MACDONALD, MARK	Fire Services	Firefighter	108,874.66	200.00	109,074.66
MACDONALD, PHILIP	Police	Police Constable	101,266.23	1,500.00	102,766.23
MACDONALD, R SCOTT	Police	Staff Sergeant	153,339.57	1,500.00	154,839.57
MACDONALD, SCOTT	Police	Police Constable	101,266.21	2,000.00	103,266.21
MACDONALD, TAMMY	Police	Police Constable	104,452.00	1,500.00	105,952.00
MACDONALD, TRACY	Police	Police Constable	102,778.13	2,000.00	104,778.13
MACDONALD, TREVOR	Legal and Legislative Services	Solicitor	118,175.86	4,509.33	122,685.19
MACDOUGALL, MARGARET	Legal and Legislative Services	Solicitor	106,296.82	-	106,296.82
MACDOUGALL, WILLIAM DEWAR	Fire Services	Captain	119,898.40	200.00	120,098.40

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MACEWAN, CODY	Police	Police Constable	131,695.19	-	131,695.19
MACFARLANE, DEREK	Police	Police Constable	105,207.53	-	105,207.53
MACGREGOR, JARED	Police	Police Constable	105,978.46	-	105,978.46
MACINNIS, JAMES	Fire Services	Training Officer	119,265.04	200.00	119,465.04
MACINTYRE, ERIN	Planning and Development	Director Current Planning	116,818.95	693.92	117,512.87
MACINTYRE, RODERICK	Public Works	Director Traffic Management	112,531.58	293.36	112,824.94
MACISAAC, CRAIG	Fire Services	Firefighter	138,100.60	200.00	138,300.60
MACISAAC, DAVID	Public Works	Manager Active Transportation	103,240.96	-	103,240.96
MACISAAC, GREG	Parks and Recreation	General Manager Sackville Sports	101,561.23	-	101,561.23
MACISAAC, MATTHEW	Police	Police Constable	120,076.35	-	120,076.35
MACISAAC, SHAWN	Police	Police Constable	143,059.16	-	143,059.16
MACKAY, AMY	Police	Police Constable	109,875.21	1,500.00	111,375.21
MACKAY, KRISTEN	Police	Police Constable	101,861.83	-	101,861.83
MACKAY, ROBERT	Police	Police Constable F.B.P.	101,850.66	2,000.00	103,850.66
MACKELLAR, SCOTT	Fire Services	Captain	175,256.81	200.00	175,456.81
MACKENZIE, K PAUL	Fire Services	FFAP Coordinator	103,228.46	200.00	103,428.46
MACKENZIE, PHILLIP	Police	Sergeant	142,977.33	1,500.00	144,477.33
MACKENZIE, ROBERT	Fire Services	Captain	119,482.48	200.00	119,682.48
MACKINLAY, SHAUNE	CAO's Office	Chief of Staff	109,526.82	573.57	110,100.39
MACLAUGHLIN, DEVIN	Police	Police Constable	107,245.33	-	107,245.33
MACLAURIN, ROXANNE	Legal and Legislative Services	Solicitor	145,894.39	4,509.33	150,403.72
MACLEAN, DON	Police	Deputy Chief	174,268.78	-	174,268.78
MACLEAN, IAIN	Legal and Legislative Services	Municipal Clerk	121,506.06	-	121,506.06
MACLEAN, JEFFREY	Police	Police Constable	104,303.47	-	104,303.47
MACLEAN, JOHN	Fire Services	Divisional Captain Training	148,193.10	200.00	148,393.10
MACLENNAN, ALLAN	Police	Police Constable	118,279.74	-	118,279.74
MACLEOD, HEATHER	Parks and Recreation	Area Manager	108,260.70	-	108,260.70
MACLEOD, JOHN	Police	Police Constable	101,266.21	1,500.00	102,766.21
MACLEOD, SCOTT	Police	Sergeant	113,012.18	1,500.00	114,512.18
MACMILLAN, JOHN	Property Fleet and Environment	Lead Hand Mechanic	133,893.94	200.00	134,093.94
MACMULLIN, ROBERT	Police	Police Constable	119,766.46	1,500.00	121,266.46
MACNEIL, ADAM	Fire Services	Captain	124,821.82	200.00	125,021.82
MACNEIL, ANDREW	Police	Police Constable	113,960.18	1,167.25	115,127.43
MACNEIL, LYNN	Fire Services	Senior Firefighter	127,289.92	200.00	127,489.92
MACNEIL, ROSEMARY	Planning and Development	Land Dev.& Subdivision Group 5	86,495.07	24,671.34	111,166.41
MACNEIL, WENDELL	Fire Services	Captain	119,593.13	200.00	119,793.13
MACPHAIL, ROBERT	Police	Police Constable	122,259.45	-	122,259.45
MACPHERSON, JOHN	Property Fleet and Environment	Exec Director, Property, Fleet and Envi	167,923.87	2,683.80	170,607.67
MACVICAR, ANDREW	Police	Police Constable	103,370.20	-	103,370.20
MAGGIO, ANDREW	Fire Services	Firefighter	100,180.65	200.00	100,380.65
MAHEUX, NICOLAS	Fire Services	Captain	132,003.00	200.00	132,203.00
MAILLET, MARTINE	Police	Police Constable	105,043.71	-	105,043.71
MAILMAN, JAMES	Fire Services	Captain	125,809.20	200.00	126,009.20
MAILMAN, PADDY	Halifax Transit Services	Dispatch Supervisor	105,778.32	75.00	105,853.32
MALCOLM, JOEY	Police	Police Constable	150,083.83	-	150,083.83
MANDRU, EGIST	Police	Police Constable	106,463.50	-	106,463.50
MANLEY, ERIC	Police	Police Constable	106,847.05	-	106,847.05
MANNING, ANTHONY	Fire Services	Station 14A	76,094.02	32,864.00	108,958.02
MANNING, MATTHEW	Fire Services	Firefighter	102,128.88	200.00	102,328.88
MANOS, JILLIAN	Fire Services	Firefighter	101,558.40	200.00	101,758.40
MANSVELT, JOHN	Police	Police Constable	140,100.31	2,000.00	142,100.31
MARCH, CRAIG	Fire Services	Captain	175,558.86	200.00	175,758.86
MARCH, LEONARD	Fire Services	Captain	168,938.49	200.00	169,138.49
MARCH, PATRICK	Fire Services	Firefighter Engineer	121,171.13	200.00	121,371.13
MARCHAND, MICHEL	Police	Police Constable	141,692.17	-	141,692.17
MARINELLI, CHRIS	Police	Sergeant	132,699.34	1,500.00	134,199.34
MARINELLI, NICHOLAS	Police	Police Constable	104,172.35	-	104,172.35
MARRIOTT, JASON	Police	Police Constable	168,898.47	-	168,898.47
MARSHALL, TREVOR	Fire Services	Training Officer	176,485.79	200.00	176,685.79
MARTEL, JULIE	Fire Services	Firefighter	112,753.51	200.00	112,953.51
MARTELL, MICHELLE	Fire Services	Firefighter Engineer	104,456.56	200.00	104,656.56
MARTIN, CHRISTINA	Police	Divisional Commander Support	129,612.63	1,500.00	131,112.63
MARTIN, SCOTT	Police	Police Constable	121,254.36	-	121,254.36
MARTIN, SEAN	Police	Sergeant	120,831.21	1,500.00	122,331.21
MARTYN, STEPHEN	Fire Services	Platoon Captain	155,211.27	200.00	155,411.27
MASON, CRYSTAL	Fire Services	Firefighter	100,509.79	200.00	100,709.79
MASON, GREGORY	Police	Superintendent Support Division	159,022.04	117.79	159,139.83
MASON, JOHN	Property Fleet and Environment	Manager Building Operations	111,623.51	-	111,623.51

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MASON, ROBERT	Fire Services	Firefighter Engineer	122,202.19	200.00	122,402.19
MATHER, SHAWN	Fire Services	Firefighter	106,674.54	200.00	106,874.54
MATHIEU, JEFFREY	Fire Services	Firefighter Engineer	105,311.58	200.00	105,511.58
MATTHEWS, ANDREW	Police	Superintendent Criminal Invest Division	159,022.04	-	159,022.04
MATTIE, DERRICK J	Fire Services	Captain	133,554.61	200.00	133,754.61
MATTIE, LEONARD B	Fire Services	Captain	152,445.81	200.00	152,645.81
MATTIE, MELISSA	Fire Services	Firefighter Engineer	130,967.04	200.00	131,167.04
MAXWELL, MARK	Police	Police Constable F.B.P.	115,661.82	-	115,661.82
MAYER, RICHARD	Police	Police Constable	106,003.99	-	106,003.99
MCCANN, JOHN	Halifax Transit Services	Manager Ferry Operations	106,584.42	-	106,584.42
MCCARTHY, DEREK	Fire Services	Firefighter	102,211.51	200.00	102,411.51
MCCOOMBS, REID	Police	Deputy Chief	174,268.79	-	174,268.79
MCCORMACK, STEPHEN	Police	Sergeant	131,748.09	1,500.00	133,248.09
MCCORMICK, JUSTIN	Police	Police Constable	123,737.17	-	123,737.17
MCCRACKEN, RYAN	Fire Services	Firefighter Engineer	116,603.52	200.00	116,803.52
MCCRUM, ANDREW	Police	Police Constable	112,337.90	-	112,337.90
MCCULLEY, GARETT	Police	Police Constable	110,245.19	-	110,245.19
MCCULLEY, STUART	Police	Police Constable	107,187.35	-	107,187.35
MCCULLOCH, TRUDI	Police	Police Constable	114,157.85	-	114,157.85
MCCULLOUGH, JANNA	Police	Police Constable	105,735.29	-	105,735.29
MCDERMOTT, CHRISTOPHER	Police	Police Constable	103,534.34	-	103,534.34
MCDONALD, JOHN	Fire Services	Firefighter	107,525.34	200.00	107,725.34
MCEACHERN, ALEXANDER	Police	Police Constable	110,413.46	-	110,413.46
MCGRATH, ANTHONY	Police	Police Constable	109,441.23	-	109,441.23
MCGRATH, JOHN PATRICK	Parks and Recreation	Manager Aquatic & Inclusion Services	102,624.91	-	102,624.91
MCGRATH, JUSTIN	Police	Police Constable	116,517.40	-	116,517.40
MCISAAC, CAROL	Police	Police Constable	106,173.13	2,000.00	108,173.13
MCISAAC, PARKER	Police	Police Constable	104,887.42	-	104,887.42
MCIVER, KARL	Police	Police Constable	120,017.06	-	120,017.06
MCLAUGHLIN, DARRYL	Fire Services	Firefighter	105,686.94	200.00	105,886.94
MCLELLAN, BRAD	Police	Police Constable	144,372.55	-	144,372.55
MCLELLAN, TODD	Police	Police Constable F.B.P.	104,175.40	-	104,175.40
MCLEOD, NICHOLAS	Fire Services	Firefighter	104,413.20	200.00	104,613.20
MCMACKIN, LANA NICOLE	Police	Police Constable	101,266.21	1,500.00	102,766.21
MCMAHON, CHRISTOPHER	Police	Police Constable	109,223.81	-	109,223.81
MCNABB, LEONARD	Fire Services	Station 13A	91,694.78	23,862.89	115,557.67
MCNAMARA, CHAD	Police	Police Constable	105,202.10	-	105,202.10
MCNAMARA, GEOFFREY	Police	Police Constable	107,487.21	-	107,487.21
MCNEIL, JASON	Police	Sergeant	167,037.85	-	167,037.85
MCNEIL, JOHN	Police	Sergeant	147,165.51	-	147,165.51
MCNEIL, JOSHUA	Police	Police Constable	104,885.80	-	104,885.80
MCPHEE, JENNIFER	Police	Police Constable F.B.P.	101,266.21	1,500.00	102,766.21
MEAGHER, BRENDAN	Fire Services	Captain	148,512.39	200.00	148,712.39
MEEHAN, SAMANTHA	Fire Services	Firefighter Engineer	104,944.56	200.00	105,144.56
MEHNER, ANDREA	Public Works	Manager Streets, AT & Sidewalks East	103,783.80	-	103,783.80
MEISNER, DERRICK	Police	Police Constable	139,214.98	-	139,214.98
MEISNER, JASON	Police	Police Constable	104,395.62	1,500.00	105,895.62
MEISNER, TYSON	Fire Services	Captain	134,190.91	200.00	134,390.91
MELANSON, IAN	Fire Services	Firefighter	103,215.90	200.00	103,415.90
MELDRUM, DAVID	Fire Services	Deputy Chief - Performance & Safety	173,241.97	1,293.74	174,535.71
MELVIN, BRENT	Fire Services	Captain	152,902.14	200.00	153,102.14
MEREDITH, LEEANN	Fire Services	Captain	123,471.47	200.00	123,671.47
MESSERVEY, CLARENCE	Fire Services	Captain	134,935.25	200.00	135,135.25
MIEDEMA, SHANNON	Planning and Development	Manager, Environment & Climate Change	106,264.84	-	106,264.84
MILLACET, GUSTAVO	Halifax Transit Services	Ferry Captain	108,934.30	200.00	109,134.30
MILLAIRE, STEVE	Police	Police Constable	101,266.21	-	101,266.21
MILLER, CHRISTOPHER	Fire Services	Firefighter	116,890.72	200.00	117,090.72
MILLER, MICHAEL	Fire Services	Firefighter Engineer	105,516.40	200.00	105,716.40
MILLER, NANCY	Police	Police Constable	113,538.07	-	113,538.07
MISNER, RODNEY	Fire Services	Firefighter Engineer	138,734.61	200.00	138,934.61
MISNER, KAREN	Police	Police Constable	101,266.20	-	101,266.20
MITCHELL, JASON	Police	Police Constable	108,866.64	-	108,866.64
MITCHELL, MATTHEW	Fire Services	Firefighter	105,301.57	200.00	105,501.57
MITCHELL, SPENCER	Fire Services	Firefighter	126,886.73	200.00	127,086.73
MOFARRAH, ABDULLAH	Public Works	Team Lead Design Engineering	107,224.43	293.36	107,517.79
MOMBOURQUETTE, JERMAINE	Fire Services	Training Officer	119,550.86	200.00	119,750.86
MOOD, JASON	Police	Police Constable	104,127.71	-	104,127.71
MOORE, ADAM	Police	Police Constable	117,499.61	-	117,499.61

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MOORE, EDWARD	Fire Services	Captain	119,032.32	200.00	119,232.32
MOORE, STEPHEN	Fire Services	Captain	126,191.38	200.00	126,391.38
MOORES, JASON	Fire Services	Captain	141,415.08	200.00	141,615.08
MORAN, HEATHER	Police	Police Constable	111,129.22	1,500.00	112,629.22
MORASH, RYAN	Police	Police Constable	114,494.00	-	114,494.00
MORRIS, MICHAEL	Property Fleet and Environment	Superintendent Emergency Fleet Services	116,820.22	-	116,820.22
MORRIS, RYAN	Police	Police Constable	131,581.78	-	131,581.78
MORRISON, HUGH	Public Works	Manager Construction Services	106,190.80	293.36	106,484.16
MOSHER, BRUCE	Fire Services	Captain	153,466.59	200.00	153,666.59
MUIR, KYLE	Police	Police Constable	104,385.89	-	104,385.89
MULLANE, ROBERT	Parks and Recreation	Superintendent Parks East	112,147.18	208.57	112,355.75
MUNROE, WAYNE	Property Fleet and Environment	Mechanic EVT	117,757.78	200.00	117,957.78
MURPHY, BRETON	Human Resources and Corporate Communications	Managing Dir. Corporate Communications	135,800.74	-	135,800.74
MURPHY, JEFFERY	Fire Services	Firefighter Engineer	122,521.84	200.00	122,721.84
MURPHY, JUSTIN	Police	Police Constable	113,909.13	-	113,909.13
MURPHY, KEVIN	Police	HSU	117,826.02	52,725.16	170,551.18
MURRAY, BRAD	Police	Police Constable	114,877.72	-	114,877.72
MURRAY, JENNIFER	Police	Police Constable	103,349.21	-	103,349.21
NAIDOO, NALINI	Parks and Recreation	Director Strategic Planning & Design	137,781.70	565.95	138,347.65
NAKONECHNY, DAVID	Halifax Transit Services	Fleet Supervisor	106,241.28	165.00	106,406.28
NASH, LUCAS	Fire Services	Firefighter	99,811.68	200.00	100,011.68
NASRY, AHMED	Police	Police Constable	113,049.15	-	113,049.15
NAUSE, SCOTT	Fire Services	Firefighter	134,268.32	200.00	134,468.32
NAZER, MICHAEL	Fire Services	Senior Firefighter	105,199.03	200.00	105,399.03
NEARING, STEPHEN	Fire Services	Division Chief Technology & Innovation	143,121.60	-	143,121.60
NEWBOULD, ERIC	Human Resources and Corporate Communications	Manager Health & Wellness	106,420.43	-	106,420.43
NEWTON, BRANDON D	Fire Services	Firefighter	142,009.28	200.00	142,209.28
NICHOLS, CAROLYN	Police	Divisional Commander East & West Patrol	144,539.70	-	144,539.70
NICHOLSON, ANDREW	Police	Police Constable	128,597.18	-	128,597.18
NICHOLSON, JEFFREY	Police	Police Constable	114,942.28	-	114,942.28
NIELSEN, ILLYA	Police	Police Constable	132,094.05	-	132,094.05
NOLAN, LAURA	Human Resources and Corporate Communications	Exec. Director HR & Corp. Communications	148,992.78	-	148,992.78
NOVAKOVIC, BOJAN	Police	Police Constable	116,491.93	-	116,491.93
NOWLAN, CRYSTAL	Finance and Asset Management	Director Asset Management	126,418.98	1,058.50	127,477.48
OAKLEY, EDWARD	Fire Services	Captain	143,312.94	200.00	143,512.94
O'BRIEN, DALE	Fire Services	Firefighter	119,174.67	200.00	119,374.67
O'BRIEN, GHYSLAIN	Fire Services	Firefighter	109,870.95	200.00	110,070.95
O'BRIEN, KENNETH	Police	Police Constable	105,871.62	-	105,871.62
O'CALLAGHAN, PAMELA	Fire Services	FDM Roster Coordinator Operations	102,902.73	980.88	103,883.61
O'DEA, CONOR	CAO's Office	Senior Policy Advisor	124,615.88	-	124,615.88
O'DONNELL, CHRISTOPHER	Fire Services	Firefighter	106,090.55	200.00	106,290.55
O'DONNELL, JAMES	Fire Services	Firefighter Engineer	115,352.42	200.00	115,552.42
O'LAUGHLIN, BRANDON	Fire Services	Firefighter	102,282.85	200.00	102,482.85
O'LAUGHLIN, DAVID	Fire Services	Firefighter	103,653.32	200.00	103,853.32
O'NEILL, DANIEL	Police	Police Constable	119,468.00	-	119,468.00
O'NEILL, JARROD	Fire Services	Firefighter	102,338.02	200.00	102,538.02
O'NEILL, PATRICK	Police	Police Constable	117,704.07	-	117,704.07
OPALKA, STACEY	Police	Police Constable	102,866.21	-	102,866.21
ORR, ROBERT	Public Works	Program Manager Engineer & Contract Serv	115,638.94	-	115,638.94
OSMOND, CURTIS	Police	Police Constable	101,266.21	-	101,266.21
PACE, DAVID	Fire Services	Captain	118,950.67	200.00	119,150.67
PALMETER, BRIAN	Police	Sergeant	133,451.18	1,500.00	134,951.18
PAPPAS, MICHAEL	Finance and Asset Management	Manager Corporate Planning	109,274.16	-	109,274.16
PAQUET, ANDREW	Police	Police Constable	112,205.75	-	112,205.75
PAQUET, MANDY	Police	Police Constable	103,219.12	-	103,219.12
PARASRAM, AMIT	Police	Sergeant	132,827.02	-	132,827.02
PARENT, DANIEL	Police	Police Constable	111,839.89	-	111,839.89
PARIS, DANIELLE	Property Fleet and Environment	Fleet Coordinator	99,744.05	1,254.75	100,998.80
PARIS, DONNA LEE	Police	Police Constable	153,621.06	-	153,621.06
PARIS, JEFFERY	Fire Services	Captain	172,549.86	200.00	172,749.86
PARKER, MATTHEW H	Fire Services	Firefighter	121,469.19	200.00	121,669.19
PARKER, MATTHEW J	Fire Services	Captain	154,977.29	200.00	155,177.29
PARKER, RONALD	Fire Services	Firefighter Engineer	106,647.22	200.00	106,847.22
PARSONS, DARCY	Fire Services	Captain	116,864.32	200.00	117,064.32
PARSONS, DAVID	Fire Services	Firefighter Engineer	109,873.74	200.00	110,073.74
PARSONS, EDWARD	Fire Services	Captain	132,927.94	200.00	133,127.94
PARSONS, JASON	Fire Services	Captain	164,153.83	200.00	164,353.83
PARSONS, SEAN	Fire Services	Firefighter Engineer	125,027.59	200.00	125,227.59

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
PATRIQUIN, JEFFREY	Police	Police Constable	130,523.07	-	130,523.07
PAYNE, JAMIE	Police	Sergeant	130,872.16	2,000.00	132,872.16
PEERS, TONY	Fire Services	Firefighter Engineer	115,181.33	200.00	115,381.33
PELLERINE, DONALD	Public Works	Manager Streets, AT & Sidewalks West	113,037.35	-	113,037.35
PENFOUND, DIANNE	Police	Police Constable	108,792.89	-	108,792.89
PENFOUND, WILLIAM	Police	Police Constable	120,039.10	-	120,039.10
PENNY KING, CHERYL	Police	Booking Technician	105,193.40	-	105,193.40
PEPLER, NICHOLAS	Police	Sergeant	135,425.06	1,500.00	136,925.06
PERONI, BRYAN	Police	Police Constable	108,723.55	-	108,723.55
PERREault, DAWN	Police	Police Constable	104,874.34	-	104,874.34
PERRIER, CRAIG	Fire Services	Captain	113,638.56	200.00	113,838.56
PERRY, DARLA	Police	Sergeant	123,997.58	2,000.00	125,997.58
PETERS, MATTHEW	Police	Police Constable	124,050.41	-	124,050.41
PHILLIPS, TANYA	Planning and Development	Manager ByLaw Standards	104,892.46	-	104,892.46
PHILOPOULOS, ANDREW	Public Works	Director Solid Waste	136,306.89	577.02	136,883.91
PIERCE, MARK	Police	Police Constable	102,727.32	-	102,727.32
PIERCE, SHELLY	Police	Police Constable	102,069.82	-	102,069.82
PIERCEY, LORNE	Fire Services	Firefighter	137,639.36	200.00	137,839.36
PIKE, LEIGH	Police	Police Constable	125,576.06	-	125,576.06
PIKE, MARGARET	Planning and Development	Manager Business Services Program	101,994.03	-	101,994.03
PITTS, DENNIS	Fire Services	District Chief	146,165.18	-	146,165.18
PLATER, JOEL	Legal and Legislative Services	Manager Risk & Insurance Services	117,062.19	192.93	117,255.12
PLUTA, CHRISTIAN	Police	Police Constable	104,509.96	1,500.00	106,009.96
POOLE, MATTHEW	Police	Police Constable	105,643.18	-	105,643.18
POOLE, TERENCE	Police	Police Constable	112,758.42	1,500.00	114,258.42
POSTOLOVIC, DUSAN	Police	Police Constable	100,856.79	-	100,856.79
POTHIER, BRIAN	Police	Police Constable	120,018.91	-	120,018.91
POTHIER, JEFFREY	Police	Police Constable	124,134.19	-	124,134.19
POWELL, CHRISTOPHER	Fire Services	Firefighter	114,966.88	200.00	115,166.88
POWELL, RONALD	Fire Services	Captain	176,395.44	200.00	176,595.44
POWER GARRETT, HOLLY	Finance and Asset Management	Manager Capital & Asset Management	106,085.63	-	106,085.63
POWER, PHIL	Police	Sergeant	131,960.39	-	131,960.39
PRAUGHT, ANDREW	Police	Police Constable	109,903.49	-	109,903.49
PREST, NATASHA	Fire Services	Captain	116,551.83	200.00	116,751.83
PRIOR, JODY	Police	Police Constable	106,169.87	-	106,169.87
PRYDE, MARK	Fire Services	Firefighter Engineer	129,771.35	200.00	129,971.35
PRYOR, E JANE	Finance and Asset Management	Director Procurement	143,012.55	-	143,012.55
PULSIFER, JEFFREY	Police	Police Constable	103,050.50	-	103,050.50
PURVIS, CARL	Planning and Development	Manager Urban & Rural Planning App Prog	113,037.35	571.94	113,609.29
PYKE, COREY	Fire Services	Firefighter Engineer	101,728.05	200.00	101,928.05
PYLE, KURT	Planning and Development	Manager Social & Heritage Policy Program	111,507.72	-	111,507.72
QUESNEL, RAYMOND	Police	Police Constable	101,276.26	-	101,276.26
QUINN, ALEXANDER	Parks and Recreation	Construction Project Manager	102,613.71	840.00	103,453.71
RADA, JESALAH	Fire Services	Firefighter	113,608.84	200.00	113,808.84
RAFUSE, LAWRENCE	Fire Services	Firefighter Engineer	118,853.71	200.00	119,053.71
RAINAULT, JARED	Fire Services	Firefighter Engineer	109,909.55	200.00	110,109.55
RAINAULT, TANYA	Police	Police Constable	103,740.72	-	103,740.72
RAMEY, SCOTT	Fire Services	Div Chief Research Med Quality Logistics	140,814.36	502.89	141,317.25
RANDELL, MICHAEL	Police	Police Constable	101,714.50	-	101,714.50
RANKIN, JEANNIE	Police	Police Constable	101,266.21	1,500.00	102,766.21
RASMUSSEN, BARBARA	Police	Police Constable	131,933.25	-	131,933.25
RASMUSSEN, ERIC	Fire Services	Captain	146,389.20	200.00	146,589.20
RATTRAY, MYLES	Police	Police Constable	116,230.61	-	116,230.61
RAY, SIMON	Fire Services	Captain	144,619.85	200.00	144,819.85
RAYMOND, MARK	Police	Police Constable F.B.P.	118,278.60	-	118,278.60
RAZIC, JASMIN	Police	Police Constable	105,865.89	-	105,865.89
REAGE, DAVID	Halifax Transit Services	Executive Director Halifax Transit Srvs	209,621.95	2,217.87	211,839.82
REEVES, MARQUES	Police	Sergeant	143,301.03	1,500.00	144,801.03
REID, JASON	Police	Police Constable	101,266.21	1,500.00	102,766.21
RHODENIZER, CLINTON	Police	Police Constable	106,950.94	-	106,950.94
RICHARDS, HEATHER	Fire Services	Firefighter Engineer	120,508.38	200.00	120,708.38
RIGGINS, JOHN	Police	Police Constable	101,266.21	1,500.00	102,766.21
RITCEY, NEERA	Police	Director Corporate Affairs	126,915.06	-	126,915.06
RIX, BRIAN	Fire Services	Firefighter Engineer	104,289.49	200.00	104,489.49
ROBERGE, LARRY	Police	Police Constable	124,796.82	-	124,796.82
ROBERTS, DAVID	Police	Police Constable	173,346.05	2,000.00	175,346.05
ROBERTS, EMMA	Fire Services	Firefighter	114,595.52	200.00	114,795.52
ROBERTSON, BRIAN	Fire Services	Firefighter Engineer	154,602.91	200.00	154,802.91

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
ROBERTSON, GREGORY	Police	Divisional Commander Information Mgmt	144,539.69	-	144,539.69
ROBERTSON, PAUL	Police	Sergeant	121,105.16	2,000.00	123,105.16
ROBERTSON, VICKI	Information Technology	Business Relationship Manager	110,105.40	1,058.50	111,163.90
ROBIA, AMOS	Fire Services	District Chief	141,068.47	200.00	141,268.47
ROBICHAUD, JOHN	Fire Services	Captain	138,182.13	200.00	138,382.13
ROBINSON, CRAIG	Police	Sergeant	149,561.73	-	149,561.73
ROBINSON, KIMBERLY	Police	Staff Sergeant	126,309.73	1,500.00	127,809.73
ROCHE, DAVID	Fire Services	Firefighter Engineer	153,239.98	200.00	153,439.98
ROGERS, BRIAN	Fire Services	Firefighter Engineer	105,311.56	200.00	105,511.56
ROGERS, KELLI	Police	Police Constable	102,866.21	-	102,866.21
ROGERS, STEPHEN	Fire Services	Firefighter Engineer	105,432.06	200.00	105,632.06
ROMAGNANO, MIGUEL	Halifax Transit Services	Ferry Captain	107,611.78	200.00	107,811.78
ROOSEN, BRUCE	Information Technology	Director Cybersecurity	104,299.25	-	104,299.25
ROSS, MELANIE	Police	Police Constable	110,193.92	-	110,193.92
ROSS, SHANE	Fire Services	Firefighter Engineer	119,168.92	200.00	119,368.92
RUBARTH, BEN	Police	Police Constable	104,704.43	-	104,704.43
RUDBACK, NANCY	Police	Sergeant	120,440.16	2,000.00	122,440.16
RUEL, CHRISTIAN	Fire Services	Firefighter	105,144.01	200.00	105,344.01
RUTTE, CORNELIS	Fire Services	Firefighter	112,371.03	200.00	112,571.03
RYAN, DENISE	Parks and Recreation	Manager, Business and Technical Services	111,033.93	-	111,033.93
RYAN, MAUREEN	Legal and Legislative Services	Solicitor	145,894.26	4,739.33	150,633.59
RYAN, MICHAEL	Parks and Recreation	Manager Community Partnerships	113,037.35	-	113,037.35
RYAN, PETER	Fire Services	Firefighter Engineer	170,202.72	200.00	170,402.72
SALGUEIRO, SANTIAGO	Fire Services	Firefighter	100,532.72	200.00	100,732.72
SAMAHA, ANDREW	Police	Police Constable	123,697.01	-	123,697.01
SAMPSON, MICHAEL	Fire Services	Training Officer	126,539.10	200.00	126,739.10
SAMPSON, MICHAEL	Human Resources and Corporate Communications	Total Rewards Specialist	103,358.97	1,032.42	104,391.39
SAMSON, SHERRI	Police	Police Constable	107,298.02	-	107,298.02
SANDERS, FRANS	Legal and Legislative Services	Privacy Specialist	103,396.16	129.49	103,525.65
SANFORD, MICHAEL	Police	Police Constable	141,505.15	2,000.00	143,505.15
SANGSTER, BRUCE	Fire Services	Platoon Captain	165,321.01	200.00	165,521.01
SANGSTER, LUCAS	Fire Services	Firefighter	134,147.35	200.00	134,347.35
SANTILLI, MARC	Halifax Transit Services	Manager Technical Services	108,045.19	-	108,045.19
SARTY, CALEB	Police	Police Constable	105,267.60	-	105,267.60
SAVAGE, MIKE	CAO's Office	Mayor	189,344.22	50.00	189,394.22
SAWA, SIMON	Fire Services	Firefighter	112,873.92	200.00	113,073.92
SAYER, ROGER	Police	Sergeant	115,946.10	1,500.00	117,446.10
SCHOFIELD, DENISE	CAO's Office	DCAO - Citizen Services	227,651.83	951.36	228,603.19
SCHUHMANN, ANDREW	Halifax Transit Services	Conventional Transit Operator	102,207.64	228.61	102,436.25
SCHULTZ, CODY	Police	Police Constable	126,141.91	-	126,141.91
SCOTT, CONOR	Fire Services	Firefighter	100,794.42	200.00	100,994.42
SEARS, MICHAEL	Fire Services	Captain	128,559.57	200.00	128,759.57
SEARS, SCOTT	Property Fleet and Environment	Corporate Fleet Services	105,426.86	22,625.98	128,052.84
SEEBOLD, JEFFREY	Police	Police Constable	129,084.63	-	129,084.63
SELIM OMAR, REHBER	Fire Services	Firefighter	125,489.42	200.00	125,689.42
SEXTON, HAROLD	Property Fleet and Environment	Mechanic EVT	126,943.49	200.00	127,143.49
SHAFFELBURG, PAUL	Information Technology	Director Data Analytics & Visualization	114,761.10	-	114,761.10
SHAFFNER, BENJAMIN	Fire Services	Firefighter	120,738.87	200.00	120,938.87
SHAFFNER, SCOT	Fire Services	District Chief	143,357.64	-	143,357.64
SHANNON, BEATE	Public Works	Manager Service Delivery & Asset Control	109,689.99	-	109,689.99
SHANNON, JASON	Police	Police Constable	158,766.13	1,500.00	160,266.13
SHEPPARD, JORDAN	Police	Police Constable F.B.P.	115,032.17	-	115,032.17
SHEPPARD, JUSTIN	Police	Sergeant	150,973.17	-	150,973.17
SHEPPARD, TIM	Police	Police Constable	111,568.02	-	111,568.02
SHERWOOD, ANNE	Public Works	Manager, Engineering Design	112,583.36	293.36	112,876.72
SHERWOOD, ROBIN	Police	Police Constable	112,905.50	-	112,905.50
SICILIANO, AMY	CAO's Office	Public Safety Advisor	102,956.33	-	102,956.33
SILVER, SHAWN	Information Technology	System Administrator II	101,006.69	-	101,006.69
SIMMONDS, ANTONIO	Police	Superintendent Administration	159,022.04	-	159,022.04
SIMMONS, STEVE	Fire Services	Firefighter Engineer	106,619.39	200.00	106,819.39
SIMMS, BRADLEY	Fire Services	Captain	119,595.86	200.00	119,795.86
SINCLAIR, LOUIS	Fire Services	Firefighter Engineer	104,289.49	200.00	104,489.49
SINGH, GURSHARAN	Police	Manager Strategic Technology Integration	125,840.99	-	125,840.99
SIVAK, BENJAMIN	Planning and Development	Manager Community Policy Program	110,176.81	571.94	110,748.75
SLADE, MONICA	Police	Police Constable	117,046.37	-	117,046.37
SLATTER, MICHAEL	Fire Services	Training Officer	125,831.71	200.00	126,031.71
SLAUNWHITE, EARLE	Fire Services	Firefighter Engineer	105,311.56	200.00	105,511.56
SLAUNWHITE, DAVID	Fire Services	District Chief	144,252.14	-	144,252.14

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
SLAUNWHITE, DERK	Legal and Legislative Services	Solicitor	146,492.00	4,509.33	151,001.33
SLAUNWHITE, JACOB	Fire Services	Firefighter	112,141.18	200.00	112,341.18
SLAUNWHITE, KEVIN	Fire Services	Captain	128,001.57	200.00	128,201.57
SLAUNWHITE, KIMBERLEA	Fire Services	Fire Prevention Officer	124,929.28	200.00	125,129.28
SLAUNWHITE, STEPHEN T	Fire Services	Fire Inspector PIO	107,105.02	200.00	107,305.02
SLAUNWHITE, STEPHEN W	Fire Services	Firefighter	100,346.57	200.00	100,546.57
SMARDON, RAYMOND	Fire Services	Firefighter Engineer	112,570.42	200.00	112,770.42
SMITH, CRAIG	Police	Police Constable	106,810.05	-	106,810.05
SMITH, DAVID	Police	Sergeant	131,452.62	-	131,452.62
SMITH, DAVID	Information Technology	Senior Service Desk Analyst	105,764.21	-	105,764.21
SMITH, JAMES	Police	Police Constable	102,812.56	-	102,812.56
SMITH, JASON	Fire Services	Firefighter	109,648.57	200.00	109,848.57
SMITH, KEVIN	Police	Staff Sergeant	149,377.59	2,000.00	151,377.59
SMITH, MEAGAN	Fire Services	Firefighter Engineer	138,358.92	200.00	138,558.92
SMITH, ROSALYN	Parks and Recreation	Director Regional Recreation Services	115,145.81	-	115,145.81
SNAIR, PATRICIA	Police	Police Constable	102,866.21	-	102,866.21
SNOW, RYAN	Fire Services	Firefighter	104,947.41	200.00	105,147.41
SPARES, JEFF	Parks and Recreation	Manager Parks Capital Projects	116,747.26	1,112.00	117,859.26
SPENCE, CARLETON MARK	Fire Services	Captain	124,122.63	200.00	124,322.63
SPERANZA, ANDRÉA	Fire Services	Captain	163,447.33	200.00	163,647.33
SPINELLI, ANTHONY	Public Works	Prjct Dir Cogswell Redev TERM (Capital)	222,237.98	2,705.69	224,943.67
SPRIGGS, ROGER	Police	Police Constable	105,514.19	1,500.00	107,014.19
SQUIRES, BETH	Police	Police Constable	101,266.21	1,500.00	102,766.21
SQUIRES, JASON	Fire Services	Firefighter Engineer	111,162.44	200.00	111,362.44
STANLEY, DUANE	Police	Sergeant	138,766.77	1,500.00	140,266.77
STARRETT, CHRISTOPHER	Police	Police Constable	109,192.56	-	109,192.56
STEELE, DAVID	Fire Services	Firefighter	108,074.73	200.00	108,274.73
STEELE, WARREN	Police	Police Constable F.B.P.	102,217.21	-	102,217.21
STEPHENSON, TODD	Police	Police Constable	103,951.56	1,500.00	105,451.56
STEVENS, CODY	Property Fleet and Environment	Mechanic EVT	111,725.93	200.00	111,925.93
STEVENS, GREGORY	Police	Police Constable	137,243.69	-	137,243.69
STEVENS, MARK	Police	Police Constable	115,043.68	-	115,043.68
STEVENS, MICHAEL	Police	Police Constable	103,103.29	-	103,103.29
STEVENS, MURRAY R	Fire Services	Captain	138,443.80	200.00	138,643.80
STICKINGS, PETER	Property Fleet and Environment	Director Corporate Real Estate	145,230.25	-	145,230.25
STIENBURG, DEAN	Police	President HRP	141,632.48	2,000.00	143,632.48
STIENBURG, DONALD	Police	Staff Sergeant	141,835.57	2,000.00	143,835.57
STOCKMAN, JENNIFER	Police	Booking Technician	116,880.73	-	116,880.73
STONE, MATTHEW	Fire Services	Firefighter	114,243.93	200.00	114,443.93
STREATCH, TODD	Police	Police Constable	110,093.16	-	110,093.16
STRICKLAND, MICHAEL	Police	Sergeant	142,269.06	1,500.00	143,769.06
STRUM, JAMES	Police	Booking Technician	110,424.11	-	110,424.11
STUBBERT, STEVEN	Fire Services	Captain	135,993.30	200.00	136,193.30
STUEBING, KENNETH	Fire Services	Chief Director Fire&Emergency Services	209,240.22	7,426.93	216,667.15
STYMIEST, JAMES	Fire Services	District Chief	141,988.35	200.00	142,188.35
SULLIVAN, DREW	Fire Services	Firefighter Engineer	105,328.32	200.00	105,528.32
SULLIVAN, MICHAEL	Police	Police Constable	129,540.56	2,000.00	131,540.56
SULLIVAN, RICHARD	Fire Services	Captain	118,950.66	200.00	119,150.66
SULLIVAN, TIMOTHY	Police	Police Constable F.B.P.	134,876.25	-	134,876.25
SURETTE, EDMUND	Public Works	Manager Transportation Infrastructure Mg	112,751.94	293.36	113,045.30
SWANSON, CHRISTOPHER	Fire Services	Firefighter Engineer	147,197.55	200.00	147,397.55
SWEENEY, JOANNE	Police	Sergeant	140,902.72	1,500.00	142,402.72
SWEET, CHRIS	Fire Services	Firefighter Engineer	105,311.56	200.00	105,511.56
SYKES, GEOFFREY	Police	West 3 Watch	162,883.22	-	162,883.22
SYMONDS, TYLER	Fire Services	Firefighter Engineer	111,019.25	200.00	111,219.25
TAIT, JODI	Fire Services	Training Officer	103,909.94	200.00	104,109.94
TARBOX, CHRISTOPHER	Fire Services	Captain	118,950.65	200.00	119,150.65
TAYLOR, BARRY	Fire Services	Firefighter Engineer	105,407.96	200.00	105,607.96
TAYLOR, BRADLEY	Police	Police Constable	115,218.06	-	115,218.06
TAYLOR, COLIN	Legal and Legislative Services	Solicitor	122,619.61	4,509.33	127,128.94
TAYLOR, ELIZABETH	Parks and Recreation	Manager Culture & Events	113,037.35	-	113,037.35
TAYLOR, MARK	Police	Police Constable F.B.P.	103,503.21	-	103,503.21
TEED, CASSANDRA	Police	Police Constable	109,457.14	-	109,457.14
TENCH, LAWRENCE	Police	Police Constable	113,311.17	2,000.00	115,311.17
THERIAULT, MARK	Fire Services	Firefighter	99,950.79	200.00	100,150.79
THERIAULT, STEPHEN	Fire Services	Captain	196,761.17	200.00	196,961.17
THIBAUT, MONIA	Police	Police Constable	114,572.22	-	114,572.22
THIBAUT, SHERRY	Fire Services	Captain	146,826.24	200.00	147,026.24

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
THOMAS, CHRISTOPHER	Police	Staff Sergeant F.B.S.	124,127.40	1,500.00	125,627.40
THOMAS, HOLLY	Police	Sergeant	107,918.80	-	107,918.80
THOMAS, PATRICK	Fire Services	Firefighter	104,102.90	200.00	104,302.90
THOMPSON, ANNETTE	Fire Services	Captain	140,083.30	200.00	140,283.30
THOMPSON, MICHAELYN	Human Resources and Corporate Communications	Manager Marketing	106,138.86	-	106,138.86
THOMSON, ALLAN	Fire Services	Firefighter Engineer	105,383.86	200.00	105,583.86
TINGLEY, MATTHEW	Police	Police Constable	120,323.85	-	120,323.85
TOHME, ISAAC	Police	Police Constable	122,264.50	-	122,264.50
TOOKE, HOLLY	Police	Police Constable	112,651.34	-	112,651.34
TOUSIGNANT, YVES	Fire Services	Captain	185,745.73	200.00	185,945.73
TOWNS, RENEE	Finance and Asset Management	Director Revenue	126,490.23	1,058.50	127,548.73
TOWNSEND, DEONE	Police	Police Constable	107,910.99	-	107,910.99
TRACEY, CHRISTOPHER	Police	Police Constable	101,266.21	-	101,266.21
TRAVES, JOHN	Legal and Legislative Services	Mun Solicitor/Dir Legal & Legis Services	242,376.21	6,316.25	248,692.46
TRENHOLM, CHRISTINA	Police	Sergeant	112,046.03	1,500.00	113,546.03
TRIFF, JOSEPH	Fire Services	Captain	136,628.94	200.00	136,828.94
TRUDEL, CRAIG	Police	Police Constable	101,266.21	-	101,266.21
TSIMIKLIS, VASSILIOS	Fire Services	Firefighter	100,591.18	200.00	100,791.18
TUCKER, KYLE	Fire Services	Firefighter	100,201.38	200.00	100,401.38
TUCKER, PATRICK	Police	Sergeant	122,642.54	2,000.00	124,642.54
TURNER, JENNIFER	Police	Police Constable	100,475.66	-	100,475.66
TURNER, RAY	Police	Police Constable	108,620.50	-	108,620.50
TURNER, STEPHEN	Fire Services	District Chief	145,294.57	-	145,294.57
TURPLE, BRENT	Police	Police Constable	106,700.89	-	106,700.89
TURPLE, JAMES	Fire Services	Firefighter	116,456.97	200.00	116,656.97
UNDERWOOD, JOSHUA	Police	Police Constable	112,984.45	-	112,984.45
UPSHAW, CRAIG	Police	Police Constable	106,859.91	1,500.00	108,359.91
UPSHAW, SEAN	Police	Police Constable	118,374.94	-	118,374.94
UPSHAW, THANE	Fire Services	Firefighter Engineer	154,261.35	200.00	154,461.35
VAN DER HORST, MARLIES	Finance and Asset Management	Financial Business Partner	103,415.16	1,058.50	104,473.66
VARIN, ANTOINE	Police	Police Constable	109,710.13	-	109,710.13
VARIN, LARRY	Fire Services	Fire Prevention Officer	132,166.19	280.58	132,446.77
VASSEUR, MICHAEL	Police	Police Constable	105,257.08	-	105,257.08
VATERS, JENNIFER	Police	Police Constable	101,412.32	2,000.00	103,412.32
VEINOTTE, MATTHEW	Police	Police Constable	111,689.10	-	111,689.10
VERNER, KATHLEEN	Police	Police Constable	120,166.89	-	120,166.89
VIENNEAU, KAVAN	Fire Services	Firefighter	105,922.25	200.00	106,122.25
WAGG, STEVEN	Police	Sergeant	118,235.70	-	118,235.70
WALDORF, PETER	Police	Police Constable F.B.P.	134,273.52	2,000.00	136,273.52
WALKER, MARK	Fire Services	Captain	125,646.97	200.00	125,846.97
WALKER, THOMAS	Fire Services	Firefighter Engineer	105,311.58	200.00	105,511.58
WALSH, CHRISTOPHER	Fire Services	Firefighter	117,565.55	200.00	117,765.55
WALSH, IAN	Police	Police Constable	103,478.73	-	103,478.73
WALSH, KURT	Police	Sergeant	132,743.62	-	132,743.62
WALSH, RAY	Parks and Recreation	Director Parks	127,581.58	-	127,581.58
WAMBOLDT, DARREN	Fire Services	Firefighter	103,522.36	200.00	103,722.36
WAMBOLDT, SHANE	Fire Services	Firefighter	121,466.46	200.00	121,666.46
WARD, MARTIN	Legal and Legislative Services	General Counsel	174,981.75	4,509.33	179,491.08
WARNELL, BARRY	Police	Police Constable	116,706.65	2,000.00	118,706.65
WASSON, BEAU	Police	Police Constable	103,620.12	-	103,620.12
WASSON, JAMES	Police	Police Constable	131,092.86	2,000.00	133,092.86
WATTERS, TYLER	Fire Services	Firefighter	101,412.12	200.00	101,612.12
WAY, RAYLENE	Police	Sergeant	104,068.16	1,500.00	105,568.16
WEATHERBEE, ROBERT	Police	Police Constable	137,028.52	-	137,028.52
WEBBER, NICHOLAS	Police	Police Constable	108,508.28	-	108,508.28
WEBBER, PETER	Police	Police Constable	118,979.98	2,000.00	120,979.98
WELCH, DWIGHT	Information Technology	Database Administrator	105,411.95	-	105,411.95
WEST, ADAM	Fire Services	Firefighter Engineer	127,151.51	200.00	127,351.51
WEST, GORDON	Fire Services	District Chief	143,240.10	140.00	143,380.10
WHALEN, TERRANCE (JAKE)	CAO's Office	Senior Advisor Economic Policy & Dev	110,357.35	-	110,357.35
WHITE, DANIEL	Fire Services	Training Officer	146,832.20	200.00	147,032.20
WHITE, JAMES D	Fire Services	Captain	173,327.25	200.00	173,527.25
WHITE, JAMES R	Fire Services	Captain	123,156.69	200.00	123,356.69
WHITE, WILLIAM	Finance and Asset Management	Manager EAM Systems	114,067.60	-	114,067.60
WHYNOTT, ADAM	Police	Police Constable	115,640.59	-	115,640.59
WILCOX, KYLE	Halifax Transit Services	Employee Services Supervisor	93,707.29	30,290.30	123,997.59
WILE, MICHAEL	Property Fleet and Environment	Manager Acquisitions Disposals Ind Lands	111,622.99	-	111,622.99
WILLETT, KATHRYN	Police	Sergeant	123,349.95	-	123,349.95

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name, First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
WILLETT, MICHAEL	Police	Staff Sergeant	142,184.96	2,000.00	144,184.96
WILLIAMS, BARRY	Fire Services	Firefighter Engineer	104,800.66	200.00	105,000.66
WILLIAMS, BRENT	Fire Services	Firefighter	117,205.19	200.00	117,405.19
WILLIAMS, CHRISTIAN	Fire Services	Firefighter	114,932.71	200.00	115,132.71
WILLIAMS, MARSHALL	Police	Police Constable	102,435.10	2,000.00	104,435.10
WILLIAMS, PETER	Fire Services	Firefighter Engineer	147,823.09	200.00	148,023.09
WILSON, BRITT	Human Resources and Corporate Communications	Director Total Rewards	143,812.40	495.36	144,307.76
WILSON, JASON	Police	Police Constable	109,259.02	-	109,259.02
WILSON, MARTHA	Information Technology	Director Strategic Planning and Delivery	119,208.43	254.02	119,462.45
WINTERS, PAMELA	Police	Police Constable	102,773.23	2,000.00	104,773.23
WINTRUP, WILLIAM	Fire Services	Firefighter Engineer	127,294.70	200.00	127,494.70
WITHERS, GRANT	Fire Services	Captain	152,255.27	200.00	152,455.27
WITHROW, JASON	Police	Sergeant	154,695.56	1,500.00	156,195.56
WITHROW, ZACHARY	Police	Police Constable	123,046.57	-	123,046.57
WOOD, CRISPIN	Public Works	Manager Urban Forestry	109,321.63	-	109,321.63
WOOD, RANDY	Police	Police Constable	139,624.50	1,500.00	141,124.50
YARICH, JACOB	Fire Services	Firefighter	154,771.18	200.00	154,971.18
YOUNG, ALLAN	Fire Services	Captain	125,075.33	200.00	125,275.33
YOUNG, GERRY D	Fire Services	Firefighter Engineer	128,230.35	200.00	128,430.35
YOUNG, J DARREN	Property Fleet and Environment	Manager of Building Infrastructure	116,795.32	293.36	117,088.68
YOUNG, PATRICK D	Fire Services	Captain	135,364.81	200.00	135,564.81
YOUNG, WADE	Fire Services	Senior Firefighter Engineer	105,047.04	200.00	105,247.04
YOUNKER, MARK	Fire Services	Firefighter Engineer	117,581.92	200.00	117,781.92
ZATEZALO, TATJANA	Human Resources and Corporate Communications	Director Org. Dev., Health & Wellness	144,759.27	-	144,759.27
ZIMAN, SHAUN	Police	Police Constable	110,813.27	-	110,813.27
ZINCK, MICHAEL	Police	Police Constable	102,921.03	-	102,921.03
ZITTO, CRAIG	Fire Services	Firefighter	155,211.63	200.00	155,411.63

Halifax Public Library

Statement of Compensation

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

Year ended March 31, 2022

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

Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.

Last name First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
BARRY, MAIREAD	LIBRARY	Senior Manager, Strategy	132,817.32	980.88	133,798.20
CRICK, KEVIN	LIBRARY	Manager I.T.	104,775.43	-	104,775.43
DAHL, KAREN	LIBRARY	Senior Manager, PACE	121,706.01	980.88	122,686.89
GILLIS, SARA	LIBRARY	Senior Manager, People & Culture	122,936.89	-	122,936.89
JEFFERIES ALDRIDGE, GRACE	LIBRARY	Manager Human Resources	114,830.48	-	114,830.48
KACHAN, ASA	LIBRARY	Chief Librarian and CEO	190,227.80	980.88	191,208.68
LEBEL, DEBRA	LIBRARY	Senior Manager, Access	132,767.32	980.88	133,748.20
MACKENZIE, HEATHER	LIBRARY	Manager, Volunteer Services	102,946.74	37.00	102,983.74
MACNEIL, DAVID	LIBRARY	Manager, Access	104,475.43	-	104,475.43
MADDIGAN, CATHY	LIBRARY	Manager, Employee & Labour Relations	132,767.32	1,476.24	134,243.56
MORRIS, KATHLEEN	LIBRARY	Senior Service Manager, Central District	133,748.20	-	133,748.20

Halifax Water
Statement of Compensation
Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order
Year ended March 31, 2022

Commissioners, Employees, Contractors and Consultants

For the year ended March 31, 2022, the following Commissioners, 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 and Instrumentation	\$98,519.20	\$3,673.80	\$102,193.00
Amirault, Chad	Consultant (Nova Spatial - sole proprietor)	\$195,881.49	\$0.00	\$195,881.49
Arora, Susheel	Director, Operations	\$181,012.57	\$6,340.09	\$187,352.66
Avery, Dereck	Aerotech Bio-solids Coordinator	\$97,563.49	\$3,432.22	\$100,995.71
Bellemare, Rochelle	Manager, Human Resources	\$113,705.12	\$4,902.80	\$118,607.92
Brake, Warren	Enterprise Resource Planning (Project Owner)	\$106,715.50	\$4,624.56	\$111,340.06
Cameron, Melvin	Supervisor, Water Distribution	\$89,682.80	\$10,632.71	\$100,315.51
Campbell, Allan	Manager, Finance	\$106,898.75	\$4,841.98	\$111,740.73
Campbell, Craig	Environmental Engineer	\$97,509.50	\$2,647.62	\$100,157.12
Campbell, D Reid	Director, Engineering and Technical Services	\$177,376.35	\$6,257.15	\$183,633.50
Cohoon, Robert	Supervisor, Wastewater and Stormwater Collections	\$88,235.58	\$12,933.57	\$101,169.15
de Montbrun, Louis	Director, Corporate Services / CFO	\$164,583.34	\$4,400.81	\$168,984.15
DeYoung, Joshua	Manager, Wastewater Infrastructure Engineering	\$105,737.77	\$1,912.98	\$107,650.75
Dezagiacomo, David	Supervisor, Wastewater Services	\$93,069.55	\$7,741.44	\$100,810.99
Eisnor, John	Manager, Water Distribution	\$120,447.09	\$1,671.60	\$122,118.69
Fahie, Christopher	Manager, Harbour Solutions Treatment Facilities	\$114,596.09	\$5,425.79	\$120,021.88
Feener, Mark	Manager, Water Services	\$122,179.16	\$3,301.43	\$125,480.59
Foy, Adam	Supervisor, Wastewater Services	\$93,436.53	\$10,548.18	\$103,984.71
Frenette, Michael	Senior Project Manager, Information Services	\$106,292.91	\$3,626.03	\$109,918.94
Gaudet, John	Utility Technician II	\$99,110.54	\$3,569.79	\$102,680.33
Gorman, Thomas	Manager, Water Infrastructure Engineering	\$122,558.18	\$4,561.77	\$127,119.95
Gray, Kevin	Manager, Engineering Approvals	\$120,764.64	\$3,189.37	\$123,954.01
Guppy, Ian	Manager, Stormwater Infrastructure Engineering	\$122,294.68	\$2,719.96	\$125,014.64
Healy, Kevin	Operations Engineer	\$101,902.91	\$4,482.27	\$106,385.18
Houlihan, Andrew	Supervisor, Lake Major	\$97,457.88	\$4,221.89	\$101,679.77
Jones, Grayson	Supervisor, Water and Wastewater	\$95,100.70	\$18,217.72	\$113,318.42
Kaiser, Reid	Works Supervisor II, Water Services	\$88,781.48	\$20,763.72	\$109,545.20
Kelloway, Kevin	Lead Operator, Small Systems	\$91,766.76	\$12,010.06	\$103,776.82
Kennie, Daniel	Coordinator, Information Services	\$111,554.66	\$5,410.99	\$116,965.65
Knapp, Jeffrey	Manager, Energy Efficiency	\$122,294.61	\$1,891.11	\$124,185.72
Krkosek, Wendy	Manager, Water Quality	\$117,862.85	\$1,946.35	\$119,809.20
Lloyd, Charles	Manager, Environmental Engineering	\$119,896.67	\$4,057.08	\$123,953.75
MacKenzie, Kenda	Director, Regulatory Services	\$168,764.65	\$9,153.34	\$177,917.99
MacNab, Andrew	Supervisor, Halifax Wastewater Treatment Facility	\$96,001.27	\$4,038.50	\$100,039.77
MacNeil, Harold	Manager, Engineering Information	\$105,510.62	\$4,447.30	\$109,957.92
Mathew, Shiju	Manager, Metering and Billing	\$105,787.75	\$2,177.53	\$107,965.28
McAulay, Jeffery	Manager, Enterprise Risk Management Program	\$97,467.36	\$4,357.18	\$101,824.54
McGonnell, Mark	Stormwater Engineer	\$106,141.82	\$4,411.20	\$110,553.02
McNeill, Susan	Manager, Customer Care	\$99,005.64	\$1,052.99	\$100,058.63
O'Toole, Catherine	General Manager	\$249,027.65	\$11,299.50	\$260,327.15
Oxner, Garry	Manager, Environmental Management System	\$119,896.14	\$4,862.55	\$124,758.69
Parsons, Sheldon	Manager, Wastewater and Stormwater Collection	\$120,069.64	\$4,591.74	\$124,661.38
Patey, Danny	Manager, Wastewater and Stormwater Collection	\$119,896.67	\$1,601.37	\$121,498.04
Pictou, Murray	Supervisor, Wastewater and Stormwater Collections	\$98,299.21	\$16,953.16	\$115,252.37

Halifax Water

Statement of Compensation

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

Year ended March 31, 2022

Commissioners, Employees, Contractors and Consultants

For the year ended March 31, 2022, the following Commissioners, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Last Position Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Pillay, Dayalan	Manager, Information Services	\$121,159.51	\$4,473.46	\$125,632.97
Reid, Richard	Manager, Treatment Facilities	\$122,323.50	\$2,947.61	\$125,271.11
Rice, Raymond	Manager, Wastewater and Stormwater Collection	\$119,273.17	\$1,478.40	\$120,751.57
Roberge, Renée	Project Engineer	\$96,986.43	\$4,613.25	\$101,599.68
Rowe, Shawn	Senior Manager, Wastewater and Stormwater Colled	\$130,123.53	\$1,163.61	\$131,287.14
Scallion, Alicia	Manager, Accounting (acting)	\$100,339.49	\$5,324.65	\$105,664.14
Schedler, Heidi	General Counsel	\$150,574.75	\$6,420.74	\$156,995.49
Stevens, William	Manager, Technical Services	\$119,896.06	\$2,414.97	\$122,311.03
Tagra, Sanjeev	Manager, Water Supply Plants	\$114,144.83	\$3,410.81	\$117,555.64
Tooke, Anthony	Supervisor, Water Distribution	\$95,912.40	\$10,593.66	\$106,506.06
Waddell, Colin	Senior Manager, Water	\$125,079.59	\$5,003.21	\$130,082.80
Weeks, Christopher	Supervisor, Wastewater Collections	\$94,746.92	\$8,228.67	\$102,975.59
White, Peter	Manager, Fleet, Facilities & Logistics	\$99,231.81	\$1,579.03	\$100,810.84
Williams, Cedric	Supervisor, Wastewater Services	\$100,390.52	\$10,476.12	\$110,866.64
Williams, Valerie	Manager, Asset Management	\$120,637.74	\$2,632.99	\$123,270.73

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.

Other benefits paid is / includes...

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, 2022, there were 26 bi-weekly pays received by employees.