

INDEX

Page No.

Part A	Management Report	1
Part B	Statement of Financial Information Approval	2
Part C	Schedule of Debts	3
Part D	Schedule of Guarantee or Indemnity	3
Part E	Schedule of Remuneration	4 – 16
Part F	Schedule of Severance Agreements	17
Part G	Schedule of Goods and Services	18 – 30

City of Nanaimo 455 Wallace Street Nanaimo, British Columbia V9R 5J6 250-754-4251



Part A

MANAGEMENT REPORT

Prepared Under the Financial Information Regulation, Schedule 1, Section 9

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

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

The Council is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control.

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

On behalf of the City of Nanaimo

L. Mércer, CPA, CGA Acting Director, Financial Services



Part B

STATEMENT OF FINANCIAL INFORMATION APPROVAL

The undersigned, as authorized by the *Financial Information Regulation*, Schedule 1, Section 9(2), approves all the statements and schedules included in this Statement of Financial Information, produced under the *Financial Information Act*.

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L. Mercer, CPA, CGA Acting Director, Financial Services June 24, 2019

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L. Krog Mayor on behalf of Council June 24, 2019



Part C

SCHEDULE OF DEBTS

Prepared Under the Financial Information Regulation, Schedule 1, Section 4

Information on all long-term debts for this organization is included in Note 9 to the financial statements.

Part D

SCHEDULE OF GUARANTEE OR INDEMNITY

Prepared Under the Financial Information Regulation, Schedule 1, Section 5

Information on all Guarantees and Indemnities for this organization is included in Note 12 to the Financial Statements.



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

Prepared Under the Financial Information Regulation, Schedule 1, Section 6

ELECTED OFFICIALS

			Taxable Benefits and Allowance Included in	
<u>Name</u>	Position	Remuneration	Remuneration	Expenses
McKay, William B.	Mayor	\$ 82,823.27	\$ -	\$ 29,622.95
Krog, Leonard	Mayor	12,616.06	75.00	188.90
Armstrong, Sheryl	Councillor	36,635.82	-	9,021.50
Bestwick, William L.	Councillor	33,030.37	1,125.00	5,811.19
Bonner, Don	Councillor	4,906.10	75.00	186.98
Brennan, M. Diane	Councillor	32,730.37	825.00	36,384.99
Brown, Tyler	Councillor	4,906.10	75.00	15.00
Fuller, Gordon	Councillor	31,905.37	-	4,502.76
Geselbracht, Ben	Councillor	4,906.10	75.00	81.35
Hemmens, Erin	Councillor	4,906.10	75.00	99.42
Hong, Jerry	Councillor	32,730.37	825.00	5,296.01
Kipp, James A.	Councillor	33,180.37	1,275.00	4,050.74
Maartman, Zeni	Councillor	4,831.10	-	63.07
Thorpe, lan	Councillor	37,535.82	900.00	8,545.09
Turley, Jim	Councillor	4,906.10	75.00	87.54
Yoachim, William	Councillor	32,355.37	450.00	645.21
TOTAL ELECTED OFFICIALS	S	<u>\$ 394,904.79</u>	<u>\$ 5,850.00</u>	<u>\$ 104,602.70</u>



EMPLOYEES WITH GROSS SALARY GREATER THAN \$75,000

<u>Name</u>	Position	Remuneration	Expenses
Management Emplo	yees Group:		
Anderson, Bruce	Manager, Community & Cultural Planning	\$ 76,234.54	\$ 1,979.05
Blouin, Mathieu	HR Consultant	111,940.06	2,082.91
Britton, Alan	Manager, Parks Operations	115,625.67	829.33
Brooks, Andrew	Health & Safety Manager	75,373.62	2,622.50
Clarkson, Laara	Manager, Aquatics	107,394.56	137.77
Corsan, William	Deputy Director, Community Development Manager, Permit Centre & Business	136,051.75	4,788.36
Davidson, Heidi	Licensing	97,956.75	2,802.55
Demecha, Mark	Manager, Civic Facilities	114,201.64	3,709.83
Dietrich, Mike	Manager, Police Support Services	95,754.84	249.69
Doyle, Timothy	Deputy Fire Chief - Operations	153,955.28	2,991.00
Drakeley, Martin	Assistant Fire Chief	141,278.27	313.31
Dunstan, Matthew	Manager, IT Application Systems	111,525.26	2,692.24
Elliot, John	Senior Manager, Public Works	146,069.33	5,914.33
Flint, Susan	HR Coordinator	90,641.95	51.15
Fournier, Doris	Manager, Municipal Infrastructure	112,824.61	277.64
Fox, Darcy	Manager, Building Inspections	119,726.60	1,327.50
Fry, Karen	Fire Chief	177,652.93	3,794.54
Fulla, Wendy	Manager, Business, Asset & Fin. Planning	120,785.90	3,016.96
Groot, Arthur	Mgr, Facility Planning & Operations	119,489.48	855.00
Gurrie, Sheila	City Clerk	137,220.61	3,638.72
Harding, Richard	Director, Parks, Recreation & Culture	177,419.15	-
Howe, Tiffany	HR Coordinator	88,871.24	407.46
Johnston, Damon	Assistant Manager, Aquatics	98,275.24	702.16
Labelle, Bruce	Manager of Fleet, Public Works Facility	101,968.14	1,169.38
Lang, Chris	Project Engineer	102,148.69	586.15
Lindsay, Dale	Director, Community Development	159,576.82	904.33
Lindsay, Karen	Emergency Program Manager	96,427.21	432.31
McLeod, Lorne	Construction Project Manager	112,906.61	-
Mercer, Laura	A/Director, Financial Services	138,905.84	3,126.87
Mongard, Jan	Project Manager, Building & Facilities	131,470.62	348.32



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	Position	Remuneration	Expenses
Mousseau, Dean	Manager, Engineering & Subdivision	124,050.75	55.53
Murphy, Dan	Assistant Chief, Education & Training	91,616.92	289.34
Myles, David	Manager, Roads & Traffic Services	118,556.39	2,661.58
Norman, Greg	Deputy Fire Chief - Administration	122,475.86	3,228.77
Orton, Jeremy	Manager, Payroll	108,552.94	-
Osborne, Darcie	Manager, Arenas	106,945.76	2,483.22
Pamminger, Scott	Infrastructure Planning & Energy Manager	108,076.26	2,081.91
Rose, James	Manager, Transportation	105,435.26	3,174.44
Rosen, Poul	Senior Manager, Engineering	142,899.00	1,510.96
Rothoehler, Tom	Manager, IT Technical & Client Services	111,403.03	4,377.43
Rowett, Lainya	Manager, Current Planning & Subdivision	122,685.86	1,129.52
Rudolph, Jake	Chief Administrative Officer	99,082.97	4,060.87
Rushton, Jane	Manager, Purchasing & Stores	108,659.21	4,420.00
Samra, Tracy	Chief Administrative Officer	95,264.29	1,128.13
Sims, William	Director, Engineering & Public Works	160,537.00	2,404.36
Slater, Jamie	A/Manager, Revenue Services	105,598.55	3,354.13
Smith, Mary	Manager, Recreation Services	113,728.35	171.28
Stewart, Phillip	Manager, Engineering Projects	128,355.46	3,901.67
Strain, Michael	Senior Project Manager	112,792.12	8,997.13
Van Horne, John	Director, Human Resources	159,126.32	3,359.96
Williams, Elizabeth	Manager, Recreation Services	113,994.81	276.16
Williamson, Kara	HR Manager	112,824.30	2,074.32
Winchell, Mary	HR Consultant	114,529.67	796.26
Wood, Brad	Assistant Fire Chief	141,278.27	3,383.03
	Total for Management Employees Group:	<u>\$ 6,398,142.56</u>	<u>\$ 111,071.36</u>



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

Name	Position	Remuneration	<u>Expenses</u>
Canadian Union of Public E	mployees (CUPE) Group:		
Allan, Brian	Water/Wastewater Systems Operator CUPE Vice-President, fully reimbursed by	88,718.52	70.00
Amy, Laurence	CUPE	82,747.64	-
Andersen, Ken	Municipal Services Inspector	81,310.00	705.32
Anderson, Mike	Construction Foreman	92,587.84	70.00
Bailey, Dan	Assistant Accountant - ERP Specialist	84,320.28	10,732.89
Bajkov, lan	Sub-Foreman, Roads	106,335.74	404.95
Ball, John	Facilities Technician, Parks	84,448.94	-
Barfoot, Chris	Recreation Coordinator	80,682.46	1,131.54
Bates, Michael	Building Official	79,862.78	879.14
Beck, Deborah	Recreation Coordinator	80,475.99	767.75
Bell, Grace	Recreation Coordinator	86,360.08	853.77
Bergey, Joey	Building Official	83,117.47	823.61
Bezenar, Debbie	Buyer	79,545.80	2,820.64
Boekenkruger, Alexandra	Building Official	75,312.53	1,422.90
Botwright, Reed	Senior Applications Analyst	90,733.78	1,535.27
Brisley, David	Truck Driver II	80,919.74	299.00
Brockway, Shane	Wastewater/Drainage Operator	75,090.41	263.34
Brydges, Kevin	Environmental Protection Officer	85,810.50	2,457.70
Brydon, Robert	Mechanic, Small Equipment	84,459.06	362.62
Burgoyne, Brent	Carpentry Tradesperson	76,729.69	-
Cameron, Stewart	Property Agent	86,260.06	711.30
Cao, Heidi	Water Resources Specialist	92,359.76	3,364.57
Chouinard, Devon	Fleet Maintenance Mechanic	82,398.43	157.05
Clift, Tony	Trails Supervisor, Parks	78,764.52	25.24
Coco, Tim	Wastewater/Drainage Operator	75,492.86	195.00



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

Name	Position	Remuneration	Expenses
Cook, Glenn	Water Distribution Foreman	116,673.62	101.68
Coronica, Adam	Senior Financial Analyst	117,063.52	1,732.30
Cottrell, Robert	Wastewater/Drainage Operator	77,538.64	323.00
Cumberland, Jamie	Facilities Technician, Parks	80,017.78	156.24
Davenport, Gary	Roads Foreman	106,458.28	156.69
Denton, George	Water Distribution Foreman	105,568.70	103.84
Docking, Paul	Facilities Technician, Parks	85,662.58	132.26
Dransfield, David	Police Senior Technical Specialist	81,327.71	287.00
Drinnan, Shawna	Engineering Services Technologist	75,943.06	512.68
Duerksen, Michele	Recreation Coordinator	83,274.11	5,879.46
Durkop, Gordon	Supervisor, Central Stores	77,816.73	-
Eade, Michael	Facilities Technician, Parks	83,825.21	-
Edwards, Richard	Wastewater/Drainage Operator	82,936.19	70.00
Fairbrother, Brian	Waste & Storm Water Systems Operator	79,366.99	1,036.55
Fedosoff, Tara	Recreation Coordinator	79,735.32	1,754.47
Fitzgerald, Lindsay	Supervisor, Building Inspections	106,456.35	3,616.84
Fraser, Andrew	Engineering Projects Technologist	76,527.54	2,062.05
Freeland, Brad	Parks Utility Worker	79,733.55	25.24
Freund, Amir	Transportation Planning Specialist	80,073.93	1,083.34
Fulla, Richard	General Foreman, Waterworks	117,386.27	401.09
Giesbrecht, David	Overload Labourer	77,457.62	-
Gilmour, Jeff	Fleet Maintenance Sub-Foreman	91,411.80	269.76
Gingras, Garrett	Fleet Maintenance Mechanic	84,521.11	-
Goddu, Adrien	Building Official	85,572.92	848.84
Gonzales, Kathy	Recreation Coordinator	94,948.71	806.99
Graham, Kyle	Fleet Maintenance Mechanic	85,707.90	4,535.18
	CUPE President – fully reimbursed by		
Gurrie, Blaine	CUPE	87,079.84	44.99
Harms, Michael	Water Treatment Plant Operator	90,132.10	595.00



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

Name	Position	Remuneration	Expenses
Harris, Anthony	Waterworks Dam Inspector	77,097.19	70.00
Harrison, Leslie	Cross Connection Control Coordinator	90,314.29	120.43
Hartwick, Taz	Recreation Coordinator, Aquatics	79,769.79	2,228.24
Hasni, Mohamed	Senior Tech Support Specialist, Network	86,570.02	940.73
Hawes, Jack	Mechanic, Emergency Vehicle Technician	106,138.12	3,948.75
Hayes, Faron	Trades Supervisor, Parks	85,273.04	25.24
Heinz, Meryl	Roads Management Specialist	85,206.09	3,162.32
Henry, Russell	Building Maintenance Supervisor	77,301.84	-
Horn, John	Social Planner	89,608.75	902.36
Hutchison, James	Municipal Services Inspector	79,786.00	2,321.35
Jacob, Jeffrey	Senior Applications Analyst	90,079.33	963.80
Johnstone, Derek	Comm & Digital Content Specialist	84,452.20	789.65
Kennedy, Alan	Water Treatment Plant Operator	96,115.18	70.00
Kennedy, Kathryn	Senior Applications Analyst	87,641.08	16.00
Knight, James	Engineering Services Technologist	75,393.08	4,535.82
Kozijn, Trisha	Watch Clerk	76,443.78	-
Kronstal, Karin	Social Planner	86,379.98	1,876.85
Krytor, Cheryl	Recreation Coordinator	79,914.53	2,357.74
Kuczerski, Cheryl	Senior Bylaw Enforcement Officer	81,714.72	991.82
Lainchbury, Brent	Fleet Maintenance Mechanic	84,678.35	21.76
Lamb, Kevin	Fleet Maintenance Foreman	98,313.69	1,636.20
	Supervisor, Financial Systems &		
Lang, Abraham	Reporting	94,367.37	3,020.98
Lawrance, Robert	Environmental Planner	93,036.79	2,696.14
LeBlanc, Marc	Water Operator	76,356.53	420.00
Leclerc, Rod	Sanitation & Cemetery Foreman	101,417.59	190.27
Lockhart, Bruce	Building Official	80,755.77	823.60
Loughlin, Ryan	Senior Tech Support Specialist, Network	85,826.30	8.50
Loyer, Eric	Water Operator	92,277.05	308.00



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	Position	Remuneration	Expenses
Lum, Megan	Recreation Coordinator	77,368.01	1,017.98
MacDonald, Kirsty	Parks & Open Space Planner	85,131.70	8,005.69
Manhas, Amrit	Economic Development Officer	102,548.42	2,339.73
Martin, Brent	Water/Wastewater Sys Ops in Training	76,085.97	195.00
McDonald, Ken	Drainage Sub Foreman	83,177.82	190.00
McIntosh, Patrick	Urban Forestry Coordinator	86,172.00	2,460.25
McKierahan, Connor	Senior Applications Analyst	87,121.26	5,218.76
McLean, Donald	Water Technician	86,126.80	794.09
McMillan, James	Water Operator	77,819.30	-
Meier, Chris	Wastewater Drainage Operator	76,810.34	300.96
Miller, Jaymie	Senior Water Treatment Plant Operator	100,466.43	316.59
Miller, Michelle	Financial Analyst	102,460.04	2,696.54
Mills, Margaret	Horticulture Supervisor	86,301.93	4,170.05
Monsell, Troy	Waterworks Dam Inspector	77,194.98	70.00
Morgan, Wayne	Parks Maintenance Worker, Sportsfields	75,452.24	271.06
Murphy, Chad	Traffic Marking Specialist	79,459.18	1,158.27
Newlands, Scott	Parks Project Coordinator	79,455.66	6,082.56
Noble, Kurtis	Capital Project Management Specialist	90,760.56	532.46
Novak, Patricia	Business Analyst/Project Mgmt Specialist	96,547.84	4,514.08
Olson, Michael	Wastewater/Drainage Operator	76,501.46	376.25
Olson, Ronald	Prisoner Guard	78,765.85	311.87
Paananen, David	Water Treatment Plant Operator	97,269.24	1,662.52
Paterson, Gary	Recreation Coordinator, Arena	81,117.42	3,119.45
Pelletier, Tyler	Parks Utility Worker	78,572.26	25.24
Phillips, Rolf	Programmer/Network Analyst	78,655.57	-
Place, Jason	Fleet Maintenance Mechanic	86,463.46	2,347.64
Playford, Wayne	Construction Sub-Foreman	106,656.02	220.00
Povey, Kim	Switchboard Operator Police	76,474.70	-
Richmond, Colby	Utilities Technician	79,112.95	70.00



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	Position	Remuneration	Expenses
Rinta, Tanis	Revenue Supervisor	83,242.06	403.84
Roberge, Brian	Sign Maker	75,597.95	-
Robertson, Craig	Utility Supervisor, Parks	99,299.78	2,670.55
Robertson, William	Parks Utility Worker	75,098.17	25.24
Robinson, Christine	Business Services Supervisor	90,201.73	816.00
	General Foreman, Wastewater		
Robinson, Dean	Collections	104,433.40	978.65
Rooseboom, Allan	Instrument & Telemetry Technologist	94,012.24	1,120.23
Roulston, Wayne	Drainage Foreman	101,185.25	1,683.56
Ruthven, Stephen	Supervisor, Building Inspections	139,813.75	823.60
Saffin, Chuck	Fleet Maintenance Mechanic	86,919.14	4,413.35
Sage, James	Electronics Instrumentation Technologist	89,270.74	952.41
Schuman, Jon	Foreman, Sewer	106,331.54	1,401.61
Seginowich, Michial	Recreation Coordinator, Aquatics	79,951.76	1,008.20
Seibel, Daniel	Municipal Services Inspector	78,797.75	652.38
Seriani, Dean	Truck Driver, Asphalt	77,063.52	238.00
Sholberg, Chris	Community Heritage Planner	90,262.83	1,263.46
Shouldice, Tom	Wastewater/Drainage Operator	77,908.04	220.00
Sillem, Kristiaan	Subdivision Planner	99,427.01	262.50
Simpson, Carmi	Engineering Services Senior Technologist	107,354.77	1,789.28
Skeels, Nancy	Property Agent	86,858.99	3,707.75
Snelgrove, Sky	Steno Coordinator, Legislative Services	81,655.85	6,426.02
St. Luke, Riley	CCTV Wastewater Operator	80,062.23	445.05
Stevens, Daniel	Supervisor, Applications Support	107,129.54	4,510.09
Stewart, David	Planner	89,093.38	1,908.44
Stuart, Tracy	Recreation Coordinator	78,918.60	2,429.61
Suhan, Barry	Senior Water Technician	95,119.57	818.66
Sundberg, Anita	Project Budget/Accounting Clerk	80,548.51	1,788.24
Tanner, Bert	Traffic Management Foreman	99,490.09	-



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

Prepared Under the Financial Information Regulation, Schedule 1, Section 6

<u>Name</u>	Position	Remuneration	Expenses
Topley, Jeff	Crane/Equipment Operator	82,820.98	576.24
Tranberg, Jesse	Turf & Parks Supervisor	80,842.92	1,779.26
Tremblay, Edward	Carpentry Tradesperson	77,072.90	1,460.00
	Senior Engineering Development		
Trimmer, Graham	Technician	93,063.31	269.07
Turay, Tim	Senior Tech Support Specialist, Network	85,548.16	163.30
Valette, Marc	Building Official	90,817.31	2,794.01
Van Sickle, Warren	Traffic Serviceperson	75,625.31	15.00
VanGrootheest, Bert	Building Official	80,460.11	823.60
Waggoner, Megan	FOI Claims & Records Clerk	81,921.46	607.24
Wallace, Michelle	Landscape Horticulturist	80,244.30	317.40
Wardill, Barbara	Accountant	94,433.35	5,897.71
Wiles, Jason	Building Official	92,549.36	2,056.41
Willgress, Mickey	Arena Maintenance Worker	75,528.70	-
Willoughby, Mark	Supervisor, Geographic Info Systems	91,643.42	1,796.65
Wilson, Euan	Water Resources Specialist	90,332.67	348.32
Winkel, Chris	Traffic/Transportation Eng Specialist	92,334.71	705.32
Wood, Christopher	Building Official	87,001.14	848.84
Wood, Shane	Water Treatment Plant Operator	91,711.61	1,643.12
Zaric, Susan	Landscape Horticulturist	75,304.41	3,304.42
Zurek, Brian	Planner	87,264.81	2,072.80
	Total for CUPE Employees Group:	<u>\$ 13,734,909.95</u>	<u>\$ 209,738.11</u>

International Association of Fire Fighters (IAFF) Group:

Allan , Jeff	Firefighter	122,246.47	266.03
Allard , Michael	Captain	133,170.65	2,885.49
Allen , Roxanne	Dispatcher	93,647.68	43.81
Anaka , Jared	Pooled Firefighter	81,290.06	71.83



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	Position	<u>Remuneration</u>	Expenses
Angelucci, Ross	Captain	127,564.07	103.99
Ashlie, Bryun	Captain	139,076.62	1,501.52
Ballance, Marie	Dispatcher	84,886.66	43.32
Barr, Justin	Firefighter	132,598.93	552.85
Barry, Nicole	Dispatcher	94,486.99	44.54
Bates, Thelonious	Firefighter	108,416.50	-
Battie, Jason	Lieutenant	124,691.05	121.09
Baxter, Don	Captain	127,828.73	45.54
Bernard, Orphee	Firefighter	134,177.09	234.26
Boudrot, Doran	Lieutenant	120,968.61	719.12
Bradley, Jason	Captain - Preplanning	122,269.38	2,571.20
Burke, Benjamin	Firefighter	111,418.94	512.06
Canty, Lee	Firefighter	102,813.37	43.92
Chan, Jinway	Firefighter	105,046.89	109.00
Chesher, Micah	Firefighter	105,033.21	2,776.59
Couch, Mitchell	Firefighter	101,648.18	46.21
Cripps, Brian	Captain	129,113.32	43.39
Croft, Jeff	Firefighter	131,993.64	164.11
Cunning, Christopher	Firefighter	107,504.49	43.92
Daly, Ronald	Captain	128,660.32	43.33
Dickie, Colin	Firefighter	103,634.57	193.92
Doward, Jamie	Firefighter	102,860.61	263.65
Dyck, Colin	Captain	132,663.80	43.92
Fergusson, Colin	Lieutenant	124,407.70	60.61
Finnie, Melissa	Firefighter	91,656.46	114.27
Finstad, Gregory	Firefighter	110,347.07	43.84
Fournier, John	Firefighter	106,844.05	3,432.95
Fulla, Jeffrey	Captain	80,317.93	-



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	Position	Remuneration	Expenses
Gannon, Corey	Captain	128,469.59	45.55
Gardner, Gordon	Firefighter	104,086.58	43.33
Horst, Terrence	Firefighter	104,719.64	43.92
Howard, Greg	Pooled Firefighter	81,718.63	233.67
Hyne, Corey	Firefighter	91,718.23	46.27
Hyne, Peter	Captain	99,944.78	-
Kenning, Stuart	Firefighter	127,202.34	3,027.30
Kershaw, Dan	Firefighter	165,830.61	48.27
Krall, Tom	Captain	128,895.12	199.89
Lal, Umesh	Inspector	102,563.02	2,039.36
Lewis, Shawn	Firefighter	102,958.41	259.26
Libbus, Troy	Captain	135,811.93	45.54
Lillingston, Kevin	Inspector	98,770.88	2,207.32
Lindkvist, Johan	Firefighter	95,793.98	43.84
Louie, Michael	Firefighter	110,465.57	43.33
Lowe, Brandon	Firefighter	103,998.69	43.33
Lucas, Jody	Firefighter	127,061.06	313.52
Lynch, Justin	Pooled Firefighter	88,962.53	20.27
MacKenzie, John	Firefighter	106,473.93	177.34
MacLeod, Jared	Pooled Firefighter	87,943.75	669.25
Manson, William	Lieutenant	126,264.07	176.62
McCallum, Brandi	Dispatcher	95,206.33	20.27
Mielnichuk, Natalie	Relief Dispatcher	81,177.34	45.03
Millbank, Alan	Inspector	97,829.92	1,764.42
Mills, Andrew	Firefighter	99,345.46	43.80
Mitrenga, Scott	Lieutenant	123,357.84	44.54
Moen, Dallas	Captain	103,816.28	-
Mond, Ennis	Captain - Prevention	122,430.68	679.83
Mowatt, Brian	Captain	139,752.83	173.73



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	Position	<u>Remuneration</u>	Expenses
Multari, Dan	Captain	128,490.95	43.33
Newstone, Daniel	Firefighter	110,157.90	43.84
Nickel, Shelby	Firefighter	121,246.17	43.91
Nicks, Steven	Firefighter	113,820.31	23.65
Ostergaard, Svend	Firefighter	101,826.09	43.91
Overton, Mark	Lieutenant	126,694.73	85.89
Patten, Laurel	Dispatcher	99,228.31	48.03
Pinker, Blair	Firefighter	156,977.15	497.49
Pond, Kevin	Firefighter	105,581.07	596.07
Porter, Chad	Firefighter	116,138.61	52.83
Ramshaw, Gavin	Firefighter	104,557.29	43.91
Richardson, Tanya	Dispatcher	95,781.96	553.39
Rispin, Michael	Captain	130,805.95	125.38
Robson, Daryl	Firefighter	122,280.27	159.21
Schug, Adam	Firefighter	101,859.65	43.91
Schwager, Mark	Captain	132,480.30	84.87
Sheepwash, Kyle	Firefighter	103,685.57	168.32
Slater, Daryl	Firefighter	102,108.27	112.16
Stenberg, lan	Firefighter	124,452.79	178.83
Tait, Randy	Firefighter	103,531.77	1,135.39
Telfer, Travis	Firefighter	108,694.25	177.65
Ten Have, Earle	Captain	142,953.95	2,855.53
Terragni, Bradley	Firefighter	103,595.73	803.03
Van Deventer, Janet	Dispatcher	101,544.20	26.63
Wade, Julie	Firefighter	105,232.89	43.91
Walker, Mark	Lieutenant	113,097.64	41.26
Whiting, Geoff	Captain	129,419.85	1,881.62



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	Position	Remuneration	Expenses
Williams Bonald	Cantain	110 615 99	12.00
Williams, Ronald	Captain	110,615.88	12.99
Wilson, Geoffrey	Firefighter	101,949.51	43.83
Work, Trevor	Firefighter	102,847.29	1,041.28
	Total for IAFF Employees Group:	<u>\$ 10,227,510.36</u>	<u>\$ 40,651.13</u>
TOTAL: EMPLOYEES	S WITH REMUNERATION		
GREATER THAN \$75	,000	\$ 30,360,562.87	\$ 361,460.60
ADD: EMPLOYEES V	VITH		
REMUNERATION LE	SS THAN \$75,000	24,218,695.55	122,154.85
TOTAL: EMPLOYEES	5	<u>\$ 54,579,258.42</u>	<u>\$ 483,615.45</u>
	<u>Summary</u>		
		Remuneration including	
		Taxable Benefits	Expenses

ELECTED OFFICIALS EMPLOYEES	\$ 394,904.79 54,579,258.42	\$ 104,602.70 <u>483,615.45</u>
TOTAL	<u>\$ 54,974,163.21</u>	<u>\$ 588,218.15</u>



Part F

SCHEDULE OF SEVERANCE AGREEMENTS

Prepared Under the Financial Information Regulation, Schedule 1, Section 6

There was one (1) severance agreement made between the City of Nanaimo and its non-unionized employees during fiscal year 2018. This agreement represents 2.5 months of compensation.



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Supplier Name	Amount Paid
0910337 BC Ltd.	\$ 42,782.12
1074 Park Avenue Carana Investments (1988) Ltd.	50,832.49
1085499 BC Ltd.	140,301.86
3M Canada Company	26,033.12
A R Mower & Supply Ltd.	33,569.76
Abba Floorcoverings Ltd.	28,602.00
Abbotsford Centre	28,117.14
ABC Concrete	31,019.93
Ace Courier Services	53,072.75
Acer Landscaping	599,582.66
Acklands-Grainger Inc.	49,567.04
Adept Transportation Solutions	48,839.45
ADP Payroll	837,956.60
Aeroquest Mapcon	55,115.72
Alamein Mobile Technologies Inc.	32,862.05
All Power Traffic Control Inc.	258,761.14
Aloyd Fitness Equipment	39,092.12
Andrew Sheret Limited	160,317.86
Arc Digital Canada Corp	53,366.13
Archie Johnstone Plumb	284,655.09
Arete Safety & Protection Inc.	35,151.81
Artis Aulds Corner Nanaimo Ltd.	42,990.45
Ashlee Bobcat	61,046.12
Associated Engineering BC Ltd.	121,141.08
Baker Supply Ltd.	35,627.51
BC Assessment	1,017,701.58
BC Hydro	3,493,101.94
BC SPCA	59,365.62
Berks Intertruck Ltd.	65,615.18
Black Press Group Ltd.	139,181.72
Blair Jack	28,769.71



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

DMO Nochitt Durne	ć	
BMO Nesbitt Burns	\$	25,075.00
Brenntag Canada Inc.		40,081.43
Brink's Canada Limited		37,039.45
BSM Technologies Ltd.		58,621.72
Budget Car And Truck Rental		29,725.56
Burwood's Electric Motor Service Ltd.		63,542.98
C.T. Pioneer Construction Ltd.		27,741.00
Caledonia Fire Protection Ltd.		74,027.69
Canada Post Corporation		161,867.78
Canadian Corps Of Commissionaires		151,466.11
Canadian Electric Vehicles Ltd.		37,090.88
Canadian Linen & Uniform Service		38,382.17
Canadian Union Of Public Employees		609,474.59
Canadian Western Bank		67,000.00
Canbuild Smart Solutions Inc.		79,822.17
Capex Project Advisory Services Inc.		93,573.50
Carlo Construction Ltd.		45,715.51
Cascara Consulting Engineers Limited		54,653.63
Charter Telecom Inc.		54,233.83
Cimco Refrigeration		77 <i>,</i> 053.39
Cityspaces Consulting Ltd.		115,008.95
Civic Legal LLP		32,059.54
Civicinfobc		29 <i>,</i> 578.58
Clark Pacific Snow Inc.		60,232.52
Cleartech Industries Inc.		173,265.55
CMJ Equipment Ltd.		38,319.75
Coast Environmental Ltd.		70,001.79
Coastal Community Credit Union		33,727.59
Colliers Project Leaders Inc.		124,236.00
Commercial Truck Equipment Co.		35,394.93
Compass Group Canada		1,368,634.19



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

	÷	1 5 60 7 60 00
Copcan Civil Ltd.	\$	1,568,762.30
Coral Canada Wide Ltd.		106,700.23
Corix Water Products LP		446,498.05
Cornerstone Tile Ltd.		44,063.30
Cottle Creek Ventures Inc.		27,903.98
Createch		181,042.61
Crocker Equipment Co Ltd.		129,370.45
Crop Production Services (Canada) Inc.		48,024.17
Csh (Care) Holdings Ltd.		31,569.01
Cullen Diesel Power Ltd.		30,641.35
D B Perks & Associates Ltd.		84,451.18
D.B.L. Disposal Service		56,203.55
Dave Peffers Contracting Ltd.		86,488.17
David Stalker Excavating Ltd.		1,983,892.61
Deloitte LLP		92,108.21
Den Mar Electric Ltd.		33,887.70
Dki Services Ltd		130,597.61
DLA Piper (Canada) LLP		28,720.10
Dominion Govlaw LLP		310,622.62
Dpoc Neopost Canada Ltd – 900377335		42,000.00
E Madill Office Company Ltd.		104,378.64
Ebb Environmental Consulting Inc.		31,916.54
Ecofish Research Ltd.		29,482.55
E-Comm Emergency		248,619.00
Econolite Canada Inc.		48,432.21
Emco Corporation		199,299.62
Enercon Water Treatment Ltd.		45,887.05
Enlightening Enterprises Ltd.		49,508.62
Envirosmart Biodegradeables		34,207.04
Escribe Solutions		31,072.07
Esri Canada		88,810.75



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

Est Environmental Technologies Ltd. Falcon Equipment Ltd. FCS Group	\$ 37,464.00 38,703.63 25,079.00
FDM Software Ltd.	47,369.57
Fineline Road Marking Ltd.	32,859.32
First Unitarian Fellowship Shelter	35,208.00
Flipside Gymnastics Ltd.	46,578.44
Flocor Inc.	183,938.63
Footprints Security Patrol Inc.	589,654.50
Fortis BC-Natural Gas	601,160.54
Fountain Tire (Nanaimo Ltd.)	52,000.72
Fournier Excavating Ltd.	30,857.71
Fraser Valley Refrigeration Ltd. G&G Roofing Ltd.	34,744.68 1,107,710.53
Garco Coating Systems Limited	216,395.78
Geoadvice Engineering Inc.	35,874.09
GFL Environmental Inc.	153,283.35
Global Spectrum Canada	85,217.34
Golder Associates Ltd.	48,655.27
Graf Excavating Co Ltd.	64,390.33
Grand & Toy	37,480.99
Graphic Office Interiors Ltd.	32,305.20
Green Thumb Garden Centre (2014) Ltd.	40,702.75
Green Thumb Nurseries.	40,973.01
Gregg Distributors (BC) Ltd.	67,036.30
Groess Environmental Services Ltd.	81,560.04
Grover Communications Inc.	58,059.52
Guillevin International Inc.	175,355.31
Hai Yang Estate Developments Ltd.	224,738.57
Harbourview Volkswagen.	42,709.91
Harris & Company LLP	206,867.58



Part G SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Supplier Name	Amount Paid
Haste Worker's Cooperative	\$ 58,317.00
Hatch Ltd.	62,654.56
Hazelwood Construction Services Inc.	6,459,973.86
Herold Engineering Limited	433,908.49
Inland Kenworth/Parker Pacific	395,182.27
International Association Of Firefighters Local 905	283,090.84
International Castings And Supplies Ltd.	111,534.27
Isl Engineering & Land Services	36,854.09
Island Business Print Group	49,526.40
Island Cad Graphics Consulting Ltd.	49,418.25
Island Communications Ltd.	26,201.94
Island Key Computers	199,231.85
Island Overhead Door ('79) Ltd.	70,629.54
Island Radio	60,813.30
Island Savings Insurance	316,811.00
Island Slipform Ltd.	34,258.35
J Mayzes Excavating Ltd.	123,967.36
Janie's Got A Bus Road Trips And Adventures Ltd.	58,995.66
Jesse's Enterprises Ltd.	33,440.80
Johnson Controls	47,741.41
Jones & Bartlett Learning	35,309.26
JSK Traffic Control Services Inc.	139,473.15
K S G Consulting Ltd.	38,325.01
Kal Tire	97,118.82
Kelly's 1St Call Locating	26,004.88
Kendrick Equipment (2003) Ltd.	583,402.95
Kerr Wood Leidal Associates	117,854.96
KKP Printing	36,736.88
Knappett Industries (2006) Ltd.	2,429,029.25
Koers & Associates Engineering	505,074.85
KPMG LLP	173,746.51
KTI Ltd.	257,801.36



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

Lafarge Canada Inc	\$ 1,724,740.54
Lafrentz Road Services Ltd.	80,082.12
Lamont LP 2 Linley Point	94,948.35
Land Title & Survey Authority Of BC	34,000.00
Lantzville Artisan Wood Floors Ltd.	46,305.00
Lateral Innovations Inc.	32,952.86
Lentz Contracting Ltd.	109,303.98
Leuco Construction Inc.	55,300.95
Lewkowich Engineering Associates Ltd.	44,225.33
Linley Road Developments Ltd.	27,286.75
Local Government Managementt Association	28,959.00
Loewen, Chuck	31,716.71
Lone Pine Horticulture	214,644.42
Lordco Parts Ltd.	45,977.80
M & J Tree Services Ltd.	186,854.86
M Schott Contracting Ltd.	41,609.23
Magnolia Apartments Ltd.	38,202.54
Mainroad Maintenance Products Ltd.	157,803.26
Malaspina Gardens	27,935.29
Manulife Financial	96,671.35
May Ventures Ltd.	31,108.19
Mcelhanney Consulting Services Ltd.	574,439.62
Mcgregor & Thompson Hardware Ltd.	50,642.56
Mcrae's Environmental Services Ltd.	212,698.50
Medical Services Plan	427,687.50
Meir Developments Ltd.	57,618.88
Meric Controls	111,785.25
Mertin Chevrolet Cadillac Buick Gmc Ltd.	63,443.18
Microsoft Canada	101,600.52
Mid Island Fence Products Ltd.	100,327.17
Mike Gogo Cedar Products	28,563.79



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

Parallel Geo-Services Inc.	\$ 27,139.89
Parker Marine Nanaimo Ltd.	46,720.68
Parkland Refining (BC) Ltd.	1,006,612.96
Parsons Inc.	103,555.89
Patricia Webb Dba Jericho Strategies	47,900.80
Patrick Investments Ltd.	28,464.23
Perfectmind Inc.	160,300.52
Peterbilt Pacific Ltd.	51,128.86
Pipe Eye Video Inspections & Services Ltd.	261,989.96
PJ & R Holdings Ltd.	38,393.58
Planet Clean Canada	165,039.57
Port Theatre Society (The)	75,000.00
Power West Power Washing	110,624.80
Powerland Computers Ltd.	221,908.01
PPG Architectural Coatings Dba Dulux Paints	48,838.58
Premier Pacific Seeds Ltd.	53,702.04
Prestige Line Painting Ltd.	35,758.91
Print Three	33,966.73
Prism Engineering Ltd.	79,203.24
R Gallazin & Son Ltd.	37,438.53
R&G Cleaning Ltd.	76,488.30
Ratech Electronics Limited	30,125.87
Raylec Power Ltd.	290,204.93
Rb Engineering Inc.	53,043.74
Rdh Building Science Inc.	39,270.00
Realstream Inc.	27,402.51
Receiver General Of Canada	35,954,190.56
Regional District Of Nanaimo	27,294,722.50
Rehrig Pacific Company	3,599,989.62
Ricoh Canada Inc.	94,156.01
Robbins Parking	325,101.63



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

Roc Tech Contracting Ltd.	\$	38,078.25
Rocky Mountain Phoenix	7	28,046.73
Rollins Machinery Limited		3,210,751.90
Roper Greyell LLP		43,161.43
Ross Rivers Enterprises Ltd.		74,781.08
Roto Rooters Plumbers		210,811.40
Royal Paving Ltd.		87,288.08
Russell Hendrix Foodservice Equipment		104,395.65
Rwam Insurance Administrators		44,252.94
Sanguine Developments Inc.		102,379.36
Scalar Decisions Inc.		38,173.81
Scheller Contracting Ltd.		69,902.77
School District #68 Admin Offices		695,245.11
Sean's Brushcutting		185,259.90
SFE Global		34,715.63
Shades Tankers (1976) Ltd.		42,670.13
Shaw Business		134,277.62
Shaw Cable		30,088.91
Shaw Electrical Services Ltd.		635,885.63
Showtime Event & Display		33,098.62
Sincana Land Corp.		78,183.12
Singleton Urquart LLP In Trust		111,100.28
Slegg Building Materials Ltd.		86,296.34
Sms Equipment Inc.		380,338.34
Sms Summit Mechanical Systems Ltd.		368,156.25
Socor Contracting Ltd.		55,747.09
Softchoice LP		218,529.56
Solmie Excavating Ltd.		90,582.69
Sound Waves Entertainment		250,639.90
Southern Railway Vancouver Island Limited		651,694.07
Stantec Consulting Ltd.		127,779.03



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

Staples Advantage Canada Stewart Mcdannold Stuart Stewart Mcdannold Stuart In Trust Strain Landscapes Ltd. Sun Life Financial Superior Farms Inc. Superior Propane Inc. Surespan Structures Ltd. Suttle Recreation Inc. TD Canada Trust Telus Telus Mobility	\$ 124,851.78 187,711.83 3,431,749.19 454,164.54 2,715,412.39 30,437.81 58,446.89 28,425.05 387,269.52 62,432.31 98,261.85 123,375.72
Tempest Development Group Tetra Tech Canada Inc.	111,332.47 205,135.97
Think Communications	203,133.97
Thyssenkrupp Elevator (Canada) Ltd.	73,304.40
Tourism Vancouver Island	544,084.55
Traine Construction Ltd.	31,820.68
Trane Canada	93,722.05
Tycott Contracting Ltd.	51,217.45
Underline Hydrants	127,407.07
United Rentals Canada Inc.	56,488.04
Unity Connected Solutions Inc.	46,554.80
Univar Canada Ltd.	218,124.95
Urban Forum Associates	42,503.91
Urban Systems Ltd.	871,584.02
Valkyrie Law Corporation	41,309.68
Valley Traffic Systems Inc.	31,218.66
Van Isle Aggregates	36,753.51
Vancouver Island Conference Centre – Wages	905,979.00
Vancouver Island Conference Centre	128,694.06



Part G

Amount Paid

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

Supplier Name

Vancouver Island Outdoor Maintenance	\$	25,224.69
Vancouver Island Regional Library		4,541,032.08
Vancouver Island Tree Services Ltd.		178,287.85
Viking Fire Protection Inc.		128,678.78
Vista View Development Corp.		87,534.35
Walker's Saw Shop Ltd.		54,603.08
Wardill Marine Ltd.		25,767.00
Waste Connections Of Canada Inc.		550,338.48
Western Traffic Ltd.		62,507.67
Westerra Equipment LP		71,885.50
Wheaton Pont/Buick GMC Nanaimo Ltd.		30,662.57
Whittaker Todd John		38,401.51
Williams Recognition Ltd.		29,022.79
Williamson & Associates		26,713.08
Windley Contracting Ltd.		679,096.73
Windley Developments Ltd.		47,021.21
Woldnik Bill		46,121.63
Woodgrove Chrysler		169,783.48
Worksafe BC		1,052,843.94
Worldsource Financial		71,000.00
WSP Canada Inc.		88,881.90
Young Anderson Barristers & Solicitors		49,350.55
TOTAL SUPPLIERS OVER \$25,000	1	174,825,760.61
TOTAL SUPPLIERS UNDER \$25,000		7,635,453.13
TOTAL SUPPLIERS	<u>\$:</u>	<u>182,461,213.74</u>



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

ADD: GRANTS AND CONTRIBUTIONS EXCEEDING \$25,000

TOTAL	<u>\$</u>	183,696,104.00
LESS: EXPENSES PAID ON BEHALF OF ELECTED OFFICIALS & EMPLOYEES		(588,218.15)
TOTAL SUPPLIERS AND GRANTS		184,284,322.15
TOTAL GRANTS OVER \$25,000		1,823,108.41
Vancouver Island Symphony		90,650.00
Tourism Vancouver Island		125,000.00
TheatreOne		42,900.00
Port Theatre Society (The)		534,334.00
Nanaimo Women's Resources Society		32,000.00
Nanaimo Victim Services Society		53,229.00
Nanaimo Region John Howard Society		50,000.00
Nanaimo Community Archives Nanaimo Deep Discovery Association		28,287.00 65,000.00
Nanaimo Arts Council		28,434.00
Nanaimo Art Gallery		211,241.00
Nanaimo Area Land Trust		30,000.00
Nanaimo & District Museum Society		376,500.00
Mcgirr Sports Field Society		125,548.41
Crimson Coast Dance Society	\$	29,985.00



Part G

SCHEDULE SHOWING TOTAL PAID TO EACH SUPPLIER FOR GOODS AND SERVICES EXCEEDING \$25,000

Prepared Under the Financial Information Regulation, Schedule 1, Section 7

RECONCILIATION

TOTAL OF AGGREGATE PAYMENTS EXCEEDING \$25,000	\$	176,648,869.02
CONSOLIDATED TOTAL OF PAYMENTS OF \$25,000 OR LESS PAID TO SUPPLIERS		7,635,453.13
	<u>\$</u>	184,284,322.15
EXPENSES, PAGE 4 OF THE FINANCIAL STATEMENTS	\$	158,389,864.00
ADJUSTMENTS – INCLUDING AMORTIZATION AND EXPENDITURES ON CAPITAL PROJECTS		25,894,458.15
	\$	184,284,322.15