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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. Mercer, CPA, CGA Director, Finance



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*.

L. Mercer, CPA, CGA Director, Finance July 6, 2020

Mayor on behalf of Council July 6, 2020

L. Krog

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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>	<u>Position</u>	<u>Remuneration</u>	Remuneration		<u>Expenses</u>	
Krog, Leonard	Mayor	\$ 113,645.27	\$	900.00	\$	9,049.59
Armstrong, Sheryl	Councillor	43,524.98		-		6,750.37
Bonner, Don	Councillor	44,424.98		900.00		9,801.59
Brown, Tyler	Councillor	44,424.98		900.00		8,384.83
Geselbracht, Ben	Councillor	44,424.98		900.00		9,953.29
Hemmens, Erin	Councillor	44,424.98		900.00		10,250.73
Maartman, Zeni	Councillor	43,524.98		-		4,343.47
Thorpe, Ian	Councillor	44,424.98		900.00		8,108.00
Turley, Jim	Councillor	44,424.98		900.00		1,448.11
TOTAL ELECTED OFFICIAL	.S	\$ 467,245.11	<u>\$ (</u>	6,300.00	\$	68,089.98



EMPLOYEES WITH GROSS SALARY GREATER THAN \$75,000

<u>Name</u>	<u>Position</u>	Remuneration	Expenses			
Management Employees Group:						
Bailey, Dan	Manager, Accounting Services	\$ 106,485.75	\$ 4,737.68			
Bhopalsingh, Lisa	Manager, Community & Cultural Planning	118,917.01	4,538.08			
Blouin, Mathieu	HR Manager	115,388.90	2,405.03			
Britton, Alan	Manager, Parks Operations	120,645.11	512.32			
Burgmann, Carla	Human Resource Assistant	78,019.47	1,866.12			
Clarkson, Laara	Manager, Recreation Services	112,395.29	992.04			
Corsan, William	Director, Community Development	141,079.32	9,665.50			
	Manager, Permit Centre & Business					
Davidson, Heidi	Licensing	101,039.26	-			
Demecha, Mark	Manager, Civic Facilities	121,667.66	1,635.66			
Doyle, Timothy	Deputy Fire Chief - Operations	163,337.06	7,667.86			
Dunstan, Matthew	Manager, IT Application Systems	115,135.60	4,211.03			
Elliot, John	Director, Public Works	146,589.63	5,701.09			
Elliott, Michael	Project Manager	97,382.73	2,383.13			
Evans, Jason	Manager, Fleet Operations	108,496.20	7,828.21			
Farrokhi, Farnaz	Manager, Communications	84,285.43	4,345.01			
Flint, Susan	HR Coordinator	90,406.45	768.98			
Fournier, Doris	Manager, Municipal Infrastructure	115,135.54	2,897.98			
Fox, Darcy	Manager, Building Inspections	122,633.03	869.25			
From, Judy	HR Associate - Benefits and Systems	85,160.46	-			
Fry, Karen	Fire Chief	192,994.04	4,828.59			
Fulla, Wendy	Manager, Business, Asset & Fin. Planning	124,532.30	3,311.30			
Gonzales, Kathy	Manager, Aquatics	97,945.31	1,367.64			
Groot, Arthur	Director, Facility & Parks Operations	127,056.21	7,398.68			
Gurrie, Sheila	Director, Legislative Services	151,320.03	7,870.81			
Halabourda, Anita	Manager, Police Support Services	97,202.88	394.73			
	General Manager, Parks, Recreation &					
Harding, Richard	Culture	184,032.07	42.99			
Holm, Jeremy	Director, Development Approvals	127,618.80	1,232.78			
Johnston, Damon	Manager, Arenas	108,939.85	1,608.79			



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	Expenses
Kemp, Janet	Executive Assistant, City Manager's Office	78,613.11	20.00
LaBerge, David	Manager, Bylaw Services	120,148.93	1,086.63
Lang, Chris	Project Engineer	108,607.12	1,266.49
Le Masurier, Jodi	Assistant Chief, Education & Training	144,477.88	4,032.12
Lindsay, Dale	General Manager, Development Services	184,557.72	3,096.40
Lindsay, Karen	Emergency Program Manager	98,903.35	431.25
Mercer, Laura	Director, Finance	154,272.89	5,424.62
Mousseau, Dean	Manager, Engineering & Subdivision	124,212.36	1,415.18
Myles, David	Manager, Roads & Traffic Services	120,715.38	6,083.91
Norman, Greg	Deputy Fire Chief - Administration	136,903.17	4,551.29
Orton, Jeremy	Manager, Payroll	120,175.88	-
Osborne, Darcie	Manager, Recreation Services	111,945.13	4,561.76
	Manager, Infrastructure Planning &		
Pamminger, Scott	Energy	108,177.39	2,368.81
Rose, James	Manager, Transportation	112,260.16	7,764.90
Rosen, Poul	Director, Engineering	141,733.66	5,850.31
Rothoehler, Tom	Manager, IT Technical & Client Services	114,685.38	4,707.23
Rowett, Lainya	Manager, Current Planning & Subdivision	124,932.36	4,997.16
Rudolph, Jake	Chief Administrative Officer	266,111.29	14,211.65
Rushton, Jane	Manager, Purchasing and Stores	113,875.78	4,209.71
	General Manager, Engineering & Public		
Sims, William	Works	210,126.52	2,904.93
Smith, Mary	Manager, Recreation Services	76,420.91	-
Squire, Michael	Manager, Water Resources	126,675.47	4,300.33
Stewart, Phillip	Manager, Engineering Projects	131,232.36	3,326.21
Strain, Michael	Senior Project Manager	115,940.12	1,092.16
Thompson, David	Manager, Construction Projects	106,044.90	5,723.95
Van Horne, John	Director, Human Resources	159,026.54	2,934.15
Wardill, Barbara	Manager, Revenue Services	110,521.58	2,264.07



Part E

Expenses

Remuneration

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

Position

<u>Name</u>

Weatherby, Sheldon	Manager, Occupational Health & Safety	111,701.97	835.83
Whiting, Geoff	Assistant Fire Chief	142,029.47	3,450.74
Williams, Elizabeth	A/Director, Recreation & Culture	127,582.57	3,012.24
Williamson, Kara	HR Manager	115,742.09	2,746.40
Winchell, Mary	HR Consultant	114,778.23	1,881.30
Wood, Brad	Assistant Fire Chief	144,768.51	4,774.92
	Total for Management Employees Group:	\$ 7,709,502.22	<u>\$ 206,407.93</u>
Canadian Union of Public E	imployees (CUPE) Group:		
Allan, Brian	Water/Wastewater Systems Operator	78,144.57	337.90
	CUPE Vice-President, fully reimbursed by		
Amy, Laurence	CUPE	83,035.37	75.00
Andersen, Ken	Municipal Services Inspector	81,790.93	19.73
Anderson, Mike	Construction Foreman	102,230.33	322.90
Armstrong, Tim	Water Operator	75,485.50	89.73
Bajkov, lan	Sub-Foreman, Roads	99,573.23	25.34
Ball, John	Facilities Technician, Parks	88,362.10	19.73
Barfoot, Chris	Recreation Coordinator	80,708.58	1,285.08
Beck, Deborah	Recreation Coordinator	80,505.22	3,314.19
Bell, Grace	Recreation Coordinator	79,922.89	2,421.99
Bergey, Joey	Building Official	83,290.48	2,300.89
Bezenar, Debbie	Buyer	80,318.07	1,511.01
Bock, Emil	Infrastructure Specialist	87,587.87	3,150.54
Boekenkruger, Alexandra	Building Official	80,143.24	1,192.44
Botwright, Reed	Senior Applications Analyst	86,721.47	732.17
Brisley, David	Truck Driver II - Public Works	84,266.91	-
Brookes, Michael	Supervisor, Facility Maintenance	81,601.00	426.61



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	<u>Expenses</u>
Brooks, Brian	Serviceperson - Night Patrol	76,279.36	89.73
Brydges, Kevin	Environmental Protection Officer	85,980.77	1,739.65
Brydon, Robert	Mechanic, Small Equipment	84,320.25	290.31
Burgoyne, Brent	Carpentry Tradesperson	76,951.30	1,465.88
Cameron, Stewart	Property Services Agent	84,906.05	639.67
Cao, Heidi	Water Resources Specialist	86,770.02	541.65
Chmielewski, Michael	Senior Financial Analyst	99,174.46	959.13
Chouinard, Devon	Fleet Maintenance Mechanic	84,101.83	154.73
Clift, Tony	Trails Supervisor - Parks	80,110.50	623.48
Coco, Tim	Wastewater/Drainage Operator	76,163.55	192.73
Collicutt, Ross	Senior Applications Analyst	84,384.51	6,993.53
Cook, Glenn	Foreman, Water Distribution	119,183.01	346.25
Coronica, Adam	Senior Financial Analyst	103,276.77	1,354.92
Cottrell, Robert	Wastewater/Drainage Operator	79,835.93	89.73
Davenport, Gary	Foreman, Roads	108,132.92	209.62
Denton, George	Foreman, Water Distribution	103,350.02	503.27
Devenport, Shaunda	Applications Analyst	75,936.00	1,609.81
Docking, Paul	Facilities Technician, Parks	78,156.88	19.73
Dransfield, David	Police Senior Technical Specialist	81,877.73	189.90
Drinnan, Shawna	Engineering Services Technologist	76,883.22	765.30
Duerksen, Michele	Recreation Coordinator	81,800.80	1,767.06
Durkop, Gordon	Supervisor, Central Stores	76,945.72	19.73
Eade, Michael	Facilities Technician, Parks	90,846.48	19.73
Edwards, Richard	Wastewater/Drainage Operator	83,220.94	89.73
Fairbrother, Brian	Waste & Storm Water Systems Operator Occupational Health & Safety	79,245.38	2,095.40
Fargo, Darren	Coordinator	75,693.99	4,853.99
Fipke, Annalisa	Capital Project Management Specialist	93,049.36	2,772.43
Fitzgerald, Lindsay	Supervisor Building Inspections	100,075.11	647.70



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	Expenses
Fraser, Andrew	Engineering Projects Technologist	76,334.85	357.00
Freeland, Brad	Parks Utility Worker	80,379.93	2,145.17
Freund, Amir	Transportation Planning Specialist	79,785.09	4,575.99
Fulla, Richard	General Foreman, Waterworks	117,018.47	840.64
Fulla, Travis	Roads Serviceperson	76,871.29	19.73
Gardiner, Michael	Overload Labourer	80,170.24	19.73
Giesbrecht, David	Overload Labourer	76,593.02	50.88
Gingras, Garrett	Fleet Maintenance Mechanic	85,785.73	412.13
Goddu, Adrien	Building Official	87,510.02	1,318.58
Graham, Kyle	Fleet Maintenance Mechanic	86,718.03	1,536.80
	CUPE President – fully reimbursed by		
Gurrie, Blaine	CUPE	87,217.57	-
Harms, Michael	Water Treatment Plant Operator	75,749.03	427.00
Harris, Anthony	Water Technician	83,405.97	945.23
Harrison, Leslie	Cross Connection Control Coordinator	80,167.35	4,793.04
Hartwick, Taz	Recreation Coordinator	80,217.02	440.36
Hasni, Mohamed	Senior Tech Support Specialist, Network	86,359.92	5,382.19
Hawes, Jack	Mechanic - Emergency Vehicle Technician	90,924.77	2,615.74
Hayes, Faron	Trades Supervisor - Parks	85,061.27	195.69
Heinz, Meryl	Roads Management Specialist	84,860.50	3,826.17
Horn, Caleb	Planner	86,102.84	736.88
Hutchison, James	Municipal Services Inspector	78,332.21	2,567.21
Jacob, Jeffrey	Senior Applications Analyst	88,358.03	1,466.91
	Communication & Digital Content		
Johnstone, Derek	Specialist	76,153.33	1,650.83
Kennedy, Kathryn	Senior Applications Analyst	86,168.61	-
Knight, James	Engineering Services Technologist	78,035.93	2,785.51
Koch, Madeleine	Parks & Open Space Planner	86,187.83	1,294.14
Koomen, Dennis	Refuse Collector/Operator	90,692.00	50.88



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	Expenses
Kronstal, Karin	Social Planner	85,383.27	3,872.26
Krytor, Cheryl	Recreation Coordinator - Special Events	84,112.46	716.92
Kuczerski, John	Equipment Operator	77,969.38	239.73
Kuczerski, Cheryl	Senior Bylaw Enforcement Officer	81,330.03	60.00
Lainchbury, Brent	Fleet Maintenance Mechanic	84,511.30	209.73
Lamb, Kevin	Foreman, Fleet Maintenance	98,006.30	3,553.35
Lang, Abraham	Supervisor, Financial Systems&Reporting	93,855.73	2,514.69
Lawrance, Robert	Environmental Planner	94,298.07	3,161.47
LeBlanc, Marc	Water/Wastewater Sys Ops in Training	76,640.81	239.53
Leclerc, Rod	Foreman, Sanitation & Cemetery	93,185.98	153.89
Lighthart, James	Equipment Operator	75,502.31	49.73
Loughlin, Ryan	Senior Tech Support Specialist, Network	86,071.29	163.75
Loyer, Eric	Water Operator	97,747.76	239.53
Lum, Megan	Recreation Coordinator	78,855.01	587.18
Manhas, Amrit	Economic Development Officer	93,186.17	3,963.20
Martin, Brent	Waterworks Dam Inspector	76,048.37	395.45
Matheson, Jane	Financial Analyst	90,824.01	1,186.29
McDonald, Ken	Sub-Foreman, Drainage	84,105.09	89.73
McIntosh, Patrick	Urban Forestry Coordinator	92,377.01	757.03
McKie, Blair	Equipment Operator, Asphalt	75,586.49	125.34
McKierahan, Connor	Senior Applications Analyst	86,298.21	2,731.11
McLean, Donald	Water Treatment Plant Operator	108,346.06	365.98
McMillan, James	Water Operator	76,502.22	282.59
Meier, Chris	Wastewater Drainage Operator	75,893.93	322.90
Meury, Courtney	Accountant	77,050.74	2,452.18
Miller, Jaymie	Senior Water Treatment Plant Operator	102,151.92	89.64
Mitchell, Keith	Wastewater/Drainage Operator	78,208.61	89.73
Monsell, Troy	Waterworks Dam Inspector	79,774.63	778.43
Morgan, Wayne	Parks Maintenance Worker, Sportsfields	75,106.33	531.02



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	Expenses
Murphy, Chad	Traffic Marking Specialist	79,223.21	1,417.46
Newlands, Scott	Parks Project Coordinator	81,396.27	601.51
Noble, Alan	Equipment Operator	75,405.93	328.73
Noble, Kurtis	Capital Project Management Specialist	94,305.25	357.00
Novak, Patricia	Business Analyst/Project Mgt Specialist	92,122.44	219.26
Olsen, Trudy	Prisoner Guard	75,414.32	-
Olson, Ronald	Prisoner Guard	79,436.28	-
Olson, Michael	Wastewater/Drainage Operator	75,679.25	224.73
Paananen, David	Water Treatment Plant Operator	99,378.71	427.00
Paterson, Gary	Recreation Coordinator - Arenas	80,524.76	2,593.03
Pelletier, Tyler	Parks Utility Worker	78,215.58	215.88
Phillips, Rolf	Programmer/Network Analyst	78,430.54	19.73
Pimlott, Margaret	Horticulture Supervisor	82,587.17	1,630.76
Place, Jason	Fleet Maintenance Mechanic	86,968.49	341.02
Playford, Wayne	Sub-Foreman, Construction	88,486.46	187.90
Prochnicki, Shawn	Refuse Collector/Operator	79,384.90	19.73
Ranger, Krista	Overload Labourer	75,468.42	31.15
Reid, Silvia	Buyer	77,772.82	1,130.37
Richmond, Colby	Utilities Technician	78,793.67	89.73
Rinta, Tanis	Revenue Supervisor	87,138.99	-
Roberge, Brian	Sign Maker	76,167.95	19.73
Robertson, Craig	Utility Supervisor - Parks	97,104.60	422.60
	General Foreman - Wastewater		
Robinson, Dean	Collections	84,777.49	542.13
Robinson, Christine	Business Services Supervisor	90,380.93	967.94
Rooseboom, Allan	Instrument & Telemetry Technologist	94,092.19	461.48
Roulston, Wayne	General Foreman, Wastewater Collection	108,508.38	460.45
Rowe, Ashley	Recreation Coordinator - Aquatics	79,932.29	1,142.00
Ruthven, Stephen	Supervisor Building Inspections	138,371.44	667.43



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	Expenses
Saffin, Chuck	Sub-Foreman, Fleet Maintenance	90,040.30	5,028.45
Sage, James	Electronics Instrumentation Technologist	89,023.00	1,348.87
Schuman, Jon	Foreman, Sewer	112,166.30	2,141.13
Seginowich, Michial	Recreation Coordinator - Aquatics	79,021.78	1,720.80
Seyd, Fiona	Assistant Accountant/ERP Specialist	77,224.75	1,497.87
Sholberg, Chris	Community Heritage Planner	89,953.67	1,232.27
Sillem, Kristiaan	Subdivision Planner	86,430.91	262.50
Simpson, Carmi	Engineering Services Senior Technologist	91,274.40	879.09
Skeels, Nancy	Property Services Agent	86,945.48	3,087.53
Snelgrove, Sky	Steno Coordinator, Legislative Services	75,261.96	4,454.88
Sparks, Ron	Sanitation Worker	76,462.91	452.24
Stevens, Daniel	Supervisor, Applications Support	99,346.67	905.82
Stewart, David	Social Planner	87,906.63	1,214.41
Stuart, Tracy	Recreation Coordinator	79,599.07	3,327.31
Suhan, Barry	Senior Water Technician	98,454.63	985.14
Sundberg, Anita	Project Budget Accounting Clerk	78,351.39	1,163.96
Tanner, Bert	Foreman, Traffic Management	100,251.06	88.95
Topley, Jeff	Crane/Equipment Operator	75,952.70	-
Tranberg, Jesse	Turf & Parks Supervisor	83,305.79	697.60
Tremblay, Edward	Carpentry Tradesperson	77,808.01	19.73
	Senior Engineering Development		
Trimmer, Graham	Technician	92,310.39	269.07
Turay, Tim	Senior Tech Support Specialist, Network	86,891.05	84.62
Valette, Marc	Building Official	115,138.17	647.70
VanGrootheest, Bert	Building Official	83,195.99	2,319.35
Wallace, Michelle	Landscape Horticulturist	75,120.78	505.55
Weisbeck, Lynnette	Overload Custodian - Police	76,025.69	110.00
Wiles, Jason	Building Official	101,078.22	1,415.30
Willoughby, Mark	Supervisor, Geographic Info Systems	92,808.68	4,013.19



Part E

Expenses

19.73

Remuneration

76,690.80

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

Supervisor, Arena Maintenance

Position

<u>Name</u>

Wilson, Bill

,		, 0,000.00	
Wilson, Euan	Water Resources Specialist	90,612.47	2,704.75
Winkel, Chris	Traffic Transportation Eng Specialist	92,838.52	1,319.62
Wood, Christopher	Building Official	87,135.09	2,753.02
Wood, Shane	Water Treatment Plant Operator	92,419.20	788.67
Zaric, Susan	Landscape Horticulturist	76,858.01	1,426.10
Zurek, Brian	Planner	87,382.82	3,151.04
	Total for CUPE Employees Group:	<u>\$ 14,087,186.98</u>	<u>\$ 185,201.86</u>
International Association	on of Fire Fighters (IAFF) Group:		
Allan, Jeff	Firefighter	117,002.71	167.17
Allard, Michael	Captain	134,903.55	22.45
Allen, Roxanne	Dispatcher	94,695.26	20.05
Anaka, Jared	Firefighter	93,125.40	22.59
Angelucci, Ross	Captain	132,027.69	32.60
Ashlie, Bryun	Captain	151,582.80	29.20
Ballance, Marie	Dispatcher	100,421.00	20.05
Barr, Justin	Firefighter	128,847.45	172.46
Barry, Nicole	Dispatcher	94,753.49	21.90
Bates, Thelonious	Firefighter	109,960.53	60.59
Battie, Jason	Captain	134,839.09	210.67
Baxter, Don	Captain	129,501.42	24.76
Bernard, Orphee	Lieutenant	126,820.92	24.30
Boudrot, Doran	Lieutenant	132,446.62	55.37
Bradley, Jason	Captain - Preplanning	125,291.43	2,375.75
Burke, Benjamin	Firefighter	112,279.39	24.76
Canty, Lee	Firefighter	104,504.98	22.46
Chan, Jinway	Firefighter	106,246.66	22.46



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	Expenses
Chesher, Micah	Firefighter	107,975.27	22.60
Couch, Mitchell	Firefighter	105,282.29	22.46
Cripps, Brian	Captain	146,684.83	22.46
Croft, Jeff	Firefighter	134,044.74	102.41
Cunning, Christopher	Firefighter	105,871.53	50.60
Dickie, Colin	Firefighter	109,656.22	40.19
Doward, Jamie	Firefighter	103,806.80	22.60
Drakeley, Martin	Captain	75,760.65	-
Dyck, Colin	Captain	132,758.56	386.36
Fergusson, Colin	Lieutenant	133,019.99	1,708.01
Finnie, Melissa	Firefighter	103,638.35	22.59
Finstad, Gregory	Firefighter	111,265.85	22.60
Fournier, John	Firefighter	109,434.09	190.54
Gannon, Corey	Captain	133,312.82	164.77
Gardner, Gordon	Firefighter	107,829.98	22.45
Geddes, Randy	Firefighter	111,575.62	22.46
Horst, Terrence	Firefighter	129,676.18	22.60
Howard, Greg	Firefighter	94,292.64	2,224.29
Hyne, Corey	Firefighter	104,088.34	22.60
Kenning, Stuart	Firefighter	119,502.39	1,062.90
Kershaw, Dan	Lieutenant	126,501.16	24.29
Krall, Tom	Captain	133,134.80	27.08
Lal, Umesh	Inspector	105,428.53	639.38
Lewis, Shawn	Firefighter	85,938.40	22.59
Libbus, Troy	Captain	144,061.99	1,690.36
Lillingston, Kevin	Inspector	102,521.84	422.27
Lindkvist, Johan	Firefighter	99,102.64	157.45
Louie, Michael	Firefighter	109,639.09	22.45
Lowe, Brandon	Firefighter	105,754.69	50.45



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	Expenses
Lucas, Jody	Firefighter	120,812.36	24.77
Lynch, Justin	Firefighter	106,415.00	22.46
MacKenzie, John	Firefighter	121,218.87	24.54
MacLeod, Jared	Firefighter	99,689.05	8.03
Manson , William	Captain	131,023.22	22.45
McCallum, Brandi	Dispatcher	104,943.33	20.19
McPherson, Jacob	Firefighter	84,242.57	22.46
Millbank, Alan	Inspector	100,172.91	950.87
Mills, Andrew	Firefighter	105,353.18	22.59
Mitrenga,Scott	Lieutenant	124,785.78	24.29
Mond, Ennis	Captain - Prevention	125,402.62	369.97
Mowatt, Brian	Captain	106,765.15	-
Multari, Dan	Captain	132,344.41	53.06
Newstone, Daniel	Firefighter	111,312.20	22.60
Nickel, Shelby	Firefighter	115,956.63	147.58
Nicks, Steven	Firefighter	110,492.79	22.58
Ostergaard, Svend	Firefighter	104,638.47	22.47
Overton, Mark	Lieutenant	125,261.72	22.58
Patten, Laurel	Dispatcher	101,245.09	20.18
Pinker, Blair	Lieutenant	147,395.44	1,392.21
Pond, Kevin	Firefighter	108,116.00	536.07
Porter, Chad	Lieutenant	124,560.93	740.87
Ramshaw, Gavin	Firefighter	109,151.44	147.46
Richardson, Tanya	Dispatcher	100,916.05	378.61
Rispin, Michael	Captain	110,213.46	20.06
Robson, Daryl	Firefighter	126,697.47	22.46
Schug, Adam	Firefighter	104,489.64	24.29
Schwager, Mark	Captain	133,232.58	22.58
Sheepwash, Kyle	Firefighter	105,027.70	22.46



Part E

SCHEDULE SHOWING THE REMUNERATION AND EXPENSES IN RESPECT OF EACH EMPLOYEE

<u>Name</u>	<u>Position</u>	Remuneration	<u>Expenses</u>
Slater, Daryl	Firefighter	104,734.18	22.59
Stenberg, Ian	Firefighter	127,342.35	22.46
Tait, Randy	Firefighter	106,257.89	584.94
Telfer, Travis	Firefighter	111,099.22	24.54
Ten Have, Earle	Captain	149,587.68	1,819.19
Terragni, Bradley	Firefighter	104,860.85	(563.05)
Van Deventer, Janet	Dispatcher	102,454.14	20.06
Wade, Julie	Firefighter	106,501.14	22.46
Walker, Mark	Captain	132,935.20	185.58
Wilson, Geoffrey	Firefighter	104,330.18	20.18
Work, Trevor	Firefighter	105,614.59	(36.84)
	Total for IAFF Employees Group:	\$ 9,902,643.50	\$ 19,794.25
TOTAL: EMPLOYEES OF THE	WITH REMUNERATION 000	\$ 31,699,332.70	\$ 411,404.04
ADD: EMPLOYEES WEREMUNERATION LESS		23,749,849.16	101,414.64
TOTAL: EMPLOYEES		<u>\$ 55,449,181.86</u>	<u>\$ 512,818.68</u>
	<u>Summary</u>		
		Remuneration including Taxable Benefits	Expenses
ELECTED OFFICIALS EMPLOYEES		\$ 467,245.11 _55,449,181.86	\$ 68,089.98 512,818.68
TOTAL		\$ 55,916,426.97	\$ 580,908.66



Part F

SCHEDULE OF SEVERANCE AGREEMENTS

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

There were zero (0) severance agreements made between the City of Nanaimo and its non-unionized employees during fiscal year 2019. This agreement represents 0 months of compensation.



Part G

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

Supplier Name	Amount Paid
0742637 BC Ltd.	\$ 26,818.96
0834824 BC Ltd.	78,799.31
0848631 BC Ltd.	819,566.51
0877901 BC Ltd.	53,236.51
0922012 BC Ltd.	46,253.40
1003840 BC Ltd.	30,492.07
1085499 BC Ltd.	89,424.35
1089305 BC Ltd.	68,315.32
1133612 BC Ltd.	284,741.15
1137317 BC Ltd.	43,575.68
A R Mower & Supply Ltd.	53,838.26
ABC Concrete	28,311.45
Ace Courier Services	46,827.46
Acer Landscaping	645,741.03
Adept Transportation Solutions	123,696.59
ADP Payroll	931,782.54
Ajacs Equipment Inc.	33,026.79
Akal Development Ltd.	48,330.09
Alair Homes VI Ltd.	81,310.63
All Power Traffic Control Inc.	346,786.02
Andrew Sheret Ltd.	324,197.78
Archie Johnstone Plumbing & Heating Ltd.	173,227.49
Ashlee Bobcat	50,255.65
Assetworks Inc.	27,159.33
Associated Engineering BC Ltd.	455,744.71
Baker Supply Ltd.	37,835.35
BC Assessment	1,051,915.55
BC Hydro	3,477,932.53
Beban Woods Development Inc.	72,028.16
Berks Intertruck Ltd.	74,189.90
Black Press Group Ltd.	101,811.32



Part G

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

Supplier Name	1	Amount Paid
Blair Jack	\$	28,793.02
BMO Nesbitt Burns		28,000.00
Bradley Refrigeration Consultants		35,201.61
Brennan Diane		31,836.61
Budget Car and Truck Rental		86,796.90
Caledonia Fire Protection Ltd.		65,963.97
Calian Ltd.		40,584.97
Campbell & Fairweather Psychology Group		51,594.49
Canada Post Corporation		123,519.29
Canadian Corps Of Commissionaires		165,813.10
Canadian Linen & Uniform Service		32,173.28
Canadian Union of Public Employees		591,137.55
Capex Project Advisory Services Inc.		142,294.14
Cascara Consulting Engineers Limited		146,871.53
Charter Telecom Inc.		87,162.71
CIBC		101,556.11
Cimco Refrigeration		916,156.05
City Of Kelowna		78,400.00
Civic Legal LLP		29,367.63
Clark Pacific Snow Inc.		295,790.57
Cleartech Industries Inc.		187,179.83
CMF Construction Ltd.		1,561,207.22
Coast Industrial Machining Ltd.		31,035.20
Coastal Community Credit Union		51,840.00
Coastal Welding & Metal Fabrication		54,017.60
Colliers Macaulay Nicolls Inc.		31,500.00
Colliers Project Leaders Inc.		294,727.16
Commercial Truck Equipment Co.		223,064.81
Compass Group Canada		1,186,712.09
Computrol Fuel Systems Inc.		34,496.00
Concur Technologies Inc.		54,899.91



Part G

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

Supplier Name		Amount Paid
Copcan Civil Ltd.	\$	2,352,381.71
Coral Canada Wide Ltd.	•	45,693.12
Cornerstone Tile		27,644.75
Createch		314,679.67
Cullen Diesel Power Ltd.		38,034.44
D.B.L. Disposal Service		40,082.89
Daeco Installations Ltd.		314,217.40
Dagert Tanis		34,873.45
David Stalker Excavating Ltd.		539,284.11
Dekra-Lite		28,333.17
Denbow		28,041.15
Dickinson Investments Inc.		70,220.17
District (North Nanaimo) Limited		57,100.26
DKI Services Ltd.		130,489.46
Dominion GovLaw LLP		140,284.09
DPOC Neopost Canada Ltd.		31,500.00
Duncan Electric Motor Ltd.		27,145.44
E Madill Office Company Ltd.		89,811.59
Eagle Crescent Developments Nominee Ltd.		182,309.85
E-Comm Emergency		256,074.00
EDI Environmental Dynamics Inc.		29,938.60
Emco Corporation		113,468.60
Engineered Air		36,416.80
Enlightening Enterprises Ltd.		48,143.46
Escribe Solutions		55,580.00
ESRI Canada Limited		91,409.50
Falcon Equipment Ltd.		142,304.45
FDM Software Ltd.		70,989.21
Fidelity Investments Canada		38,899.08
First Unitarian Fellowship Shelter		46,040.00
Flight Centre		38,584.92



Part G

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

Supplier Name	Amount Paid
Flipside Gymnastics Ltd.	\$ 47,001.97
Flocor Inc.	145,222.40
Footprints Security Patrol Inc.	556,967.38
Fortis BC–Natural Gas	714,776.74
Fountain Tire (Nanaimo Ltd.)	160,127.93
Four Star Waterworks Ltd.	75,405.55
G&G Roofing Ltd.	189,101.04
Garco Coating Systems Limited	112,289.26
Gardaworld Cash Services	27,240.60
Geoadvice Engineering Inc.	175,723.18
George B Cuff & Associates Ltd.	86,447.89
Geotab Inc.	25,277.28
GFL Environmental Inc.	226,270.49
Global Spectrum Canada	325,803.53
Grand & Toy	40,085.31
Graphic Office Interiors Ltd.	38,146.08
Green Thumb Nurseries & Landscape Co. Ltd.	76,096.17
Gregg Distributors (BC) Ltd.	55,985.04
Groess Environmental Services Ltd.	153,717.75
Grover Communications Inc.	28,034.57
Guillevin International Inc.	235,997.22
Habitat Systems Inc.	48,308.18
Hai Yang Estate Developments Ltd.	503,969.67
Harbourview Volkswagen	124,218.52
Harris & Company LLP	117,412.55
Hatch Ltd.	58,982.00
Hazelwood Construction Services Inc.	7,159,555.72
Herold Engineering Limited	878,019.05
Homewood Health Inc.	28,120.56
I A Larsen Contracting	32,689.03
Iconix Waterworks Limited	297,055.06



Part G

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

Supplier Name	Amount Paid
Inland Kenworth/Parker Pacific	\$ 172,580.68
Integral Group Consulting (BC) LLP	79,309.14
International Association of Firefighters Local 905	276,174.25
International Web Express Ltd.	26,811.91
ISL Engineering & Land Services	265,409.62
Island Business Print Group	41,894.72
Island Cad Graphics Consulting Ltd.	35,492.71
Island Key Computers	304,077.88
Island Overhead Door Ltd.	35,312.55
Island Radio	35,021.20
Island Savings Insurance	309,896.00
Island West Coast Developments Ltd.	96,426.64
IWC Excavation Ltd.	64,232.23
J Mayzes Excavating Ltd.	156,490.43
J Milner Trucking Ltd.	207,445.90
Janie's Got a Bus Road Trips & Adventures Ltd.	81,845.97
John Howard Society	55,933.50
Jones & Bartlett Learning	48,179.06
Kelly's 1st Call Locating	31,178.30
Kerr Wood Leidal Associates	153,716.02
KKP Printing	28,208.96
Knappett Industries (2006) Ltd.	4,069,668.75
Koers & Associates Engineering	441,671.99
KPMG LLP	43,260.00
KTI Ltd.	346,739.45
La Z Boy Furniture Galleries	122,943.56
Lafarge Canada Inc.	2,732,181.12
Lafrentz Road Services Ltd.	35,896.90
Lamont LP2 Linley Point	131,317.68
Lanarc 2015 Consultants Ltd.	63,572.26
Land Title & Survey Authority of BC	26,000.00
Leaders International Executive Search	74,760.00



Part G

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

Supplier Name	Amount Paid
Leuco Construction Inc.	\$ 28,894.43
Linley Road Developments Ltd.	198,495.39
Local Government Management Association	26,617.50
Lone Pine Horticulture	198,561.74
Lordco Auto Parts	48,301.25
M & J Tree Services Ltd.	546,813.56
M J Pawlowski & Associates	31,473.75
Mack Scott William	42,202.97
Mainroad Maintenance Products Ltd.	170,978.44
Manhas Jasbir Kaur	120,967.57
May Ventures Ltd.	44,090.34
McElhanney Ltd.	1,117,415.34
McGregor & Thompson Hardware Ltd.	42,524.21
McRae's Environmental Services Ltd.	122,666.25
Mds Investments Ltd.	28,199.29
Medical Services Plan	440,137.50
Meir Development Ltd.	64,204.24
Meric Controls	173,925.60
Microsoft Canada	108,059.88
Mid Island Fence Products	211,054.35
Milestone Equipment Contracting	5,223,941.69
Millstone Valley Estates Joint Venture	106,270.26
Milner Group Ventures Inc.	2,831,010.49
Minister of Finance	19,109,555.65
Morrison Hershfield Limited	25,569.60
Motion Industries (Canada) Inc.	128,165.73
Mount Benson Developments Inc.	34,505.33
MSE Precast Ltd.	62,473.78
Municipal Insurance Association of BC	1,021,786.68
Municipal Pension Plan	10,057,499.17
Nanaimo Animal Control Services Ltd.	506,309.68



Part G

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

Supplier Name	Amount Paid
Nanaimo Conservatory of Music	\$ 33,597.56
Nanaimo Hospitality Association	598,007.27
Nanaimo Port Authority	42,060.40
Nanaimo Regional Hospital District	4,036,915.11
Nanaimo Toyota	32,613.55
Nanaimo White Rapids Swim Club	25,507.60
NAPA Auto Parts	49,834.99
ND Graphics Inc.	66,062.68
Neilson Strategies Inc.	37,705.50
Nevco Scoreboard Company ULC	32,186.05
Newcastle Engineering Ltd.	85,017.49
Niko Projects Inc.	144,667.55
Nordel Homes (Nanaimo) Ltd.	58,077.65
Norton Rose Fulbright Canada LLP In Trust	105,500.00
Ocean Green Homes Ltd.	30,394.86
Old City Quarter Association	54,406.37
Ono Trading Co Canada Ltd.	40,620.87
Organized Crime Agency of BC	41,872.68
P&R Western Star Trucks	325,349.37
Paladin Technologies Inc.	43,045.99
Parkland Refining (BC) Ltd. DBA Chevron	629,305.15
Parsons Inc.	149,259.68
Perfectmind Inc.	92,474.34
PerPacifica Holdings Inc.	282,157.67
Pictometry Canada Corp	33,013.88
Pipe Eye Video Inspections & Service	536,443.46
PJ & R Holdings Ltd.	119,561.40
Port Theatre Society (The)	75,000.00
Power West Power Washing	141,671.74
Powerland Computers Ltd.	151,146.69
PPG Architectural Coatings	51,402.62



Part G

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

Supplier Name	Amount Paid
Premier Pacific Seeds	\$ 27,346.73
Price's Alarms Nanaimo	27,464.80
Prism Engineering	52,192.15
R Gallazin & Son Ltd.	27,549.79
R&G Cleaning Ltd.	71,059.80
Ram Roofing Ltd.	51,126.25
Raylec Power Ltd.	203,165.96
RB Engineering Inc.	79,954.88
Read Jones Christoffersen Ltd.	182,227.41
Receiver General For Canada	37,684,681.15
Regional District of Nanaimo	29,665,137.99
Rehrig Pacific Company	156,212.72
Resource Planning Group Inc. (RPG)	55,138.13
Revolution Environmental Solutions	39,870.76
Ricoh Canada Inc.	188,637.58
Robbins Parking	325,499.20
Rocky Mountain Phoenix	48,503.91
Rollins Machinery Limited	141,593.73
Roper Greyell LLP	31,002.24
Roto Rooters Plumbers	118,870.40
Royal Bank of Canada	91,740.21
Russell Hendrix Foodservice Eq	43,918.53
Rwam Insurance Administrators	48,705.00
S2 Architecture	704,323.84
Sanguine Developments Inc.	41,511.03
Satgur Development Inc.	173,838.59
Scalar Decisions Inc.	52,930.70
Schaffers' Equipment, Truck & Trail Repairs (2012) Ltd.	30,926.77
Scheller Contracting	65,841.85
School District #68	45,397.75
Sean's Brushcutting	204,668.10



Part G

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

Supplier Name	Amount Paid
SFE Global	\$ 25,647.50
Shades Tankers (1976) Ltd.	47,151.94
Shape Property Management	67,830.79
Shaw Business	112,391.94
Shaw Cable	57,678.96
Shaw Electrical Services Ltd.	615,523.71
Showtime Event & Display	25,615.01
Slegg Building Materials Ltd.	62,735.10
SLR Consulting (Canada) Ltd.	398,902.56
SMS Summit Mechanical Systems Ltd.	118,887.66
Softchoice Corporation	207,211.58
Solmie Excavating Ltd.	120,903.30
Sound Solutions Inc.	85,649.55
Sound Waves Entertainment	214,151.26
Southern Railway Vancouver Island Ltd.	445,194.22
Stantec Consulting Ltd.	29,887.75
Staples Advantage Canada – Corporate Express Canada Inc.	193,848.13
Steve Marshall Motors Ltd.	42,465.46
Stewart Mcdannold Stuart In Trust	2,412,438.72
Stewart Mcdannold Stuart	192,987.45
Strain Landscapes Ltd.	669,823.03
Summit Earthworks	55,871.93
Summit Mechanical Systems Ltd.	151,249.24
Sun Life Financial	2,967,621.33
Suncor Energy Products Partnership	389,406.76
Superior Farms Inc.	31,239.49
Superior Propane	56,623.45
Swich Services Inc.	39,258.20
TD Canada Trust	32,708.83
Team Aquatic Supplies	116,366.48
Tectonica Management Inc.	56,793.67



Part G

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

Supplier Name		Amount Paid
Telus Mobility	\$	106,851.25
Telus	,	145,644.92
Tempest Development Group		130,983.57
Terralink Horticulture Inc.		54,564.51
Tetra Tech Canada Inc.		330,934.60
Thyssenkrupp Elevator (Canada) Ltd.		65,556.78
Tony Harris Enterprises Inc.		77,442.39
Tourism Vancouver Island		648,894.74
Tower Fitness Equipment Services Inc.		47,600.00
Trane Canada ULC		71,551.45
Transtech Data Services Ltd.		26,985.00
Tycott Contracting Ltd.		50,647.56
UBS Industries		28,546.68
Underline Hydrants		120,063.48
Union of BC Municipalities		32,086.48
United Rentals Canada Inc.		42,271.22
Univar Canada Ltd.		226,544.86
Uplands Drive Limited Partnership		87,299.44
Urban Systems Ltd.		809,026.90
Valley Traffic Systems Inc.		31,787.77
Van Isle Aggregates		36,244.13
Van Isle Traffic Services Ltd.		29,316.00
Vancouver Island Conference Centre		135,423.88
Vancouver Island Regional Library		4,812,185.84
Vancouver Island Tree Services Ltd.		35,169.55
Van-Kel Irrigation		43,222.52
Vector Corrosion Technologies Ltd.		336,979.03
Victoria Tug & Barge Ltd.		93,181.65
Viking Fire Protection Inc.		50,041.74
Wardill Marine Ltd.		47,733.00
Wardon Consulting & Developments Ltd.		50,394.95



Part G

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

Supplier Name	Amount Paid
WDC Chapel Developments Ltd.	\$ 301,930.31
Westcoast Scanning Ltd.	26,670.00
Williams Recognition Ltd.	34,360.57
Windley Contracting Ltd.	2,134,126.65
Windley Developments Ltd.	38,329.57
Windley Projects Inc.	44,177.75
Woldnik Bill DBA Almac Technical Service	27,685.19
Worksafe BC	1,262,587.52
WSP Canada Inc.	180,604.38
TOTAL SUPPLIERS OVER \$25,000	189,912,840.29
TOTAL SUPPLIERS UNDER \$25,000	7,536,399.80
TOTAL SUPPLIERS	<u>\$ 197,449,240.09</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

Crimson Coast Dance Society	\$	32,400.00
John Howard Society		50,000.00
McGirr Sports Field Society		148,642.57
Mid-Island Business Initiative		32,000.00
Nanaimo & District Museum Society		384,030.00
Nanaimo Area Land Trust		30,000.00
Nanaimo Art Gallery		164,467.00
Nanaimo Arts Council		30,625.00
Nanaimo Blues Society		34,300.00
Nanaimo Community Archives		70,717.50
Nanaimo Festival Heritage Theatre Society		45,815.00
Nanaimo Police Based Victim Society		53,229.00
Nanaimo Women's Resource Society		30,000.00
Port Theatre Society (The)		545,021.00
Solid Outreach Society		34,826.54
United Way Central & Northern VI		36,000.00
Vancouver Island Symphony	-	89,244.00
TOTAL GRANTS OVER \$25,000		1,811,317.61
TOTAL SUPPLIERS AND GRANTS		199,260,557.70
LESS: EXPENSES PAID ON BEHALF OF ELECTED OFFICIALS & EMPLOYEES		(580,908.66)
TOTAL	\$	198,679,649.04



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	\$ 191,724,157.90
CONSOLIDATED TOTAL OF PAYMENTS OF \$25,000 OR LESS PAID TO SUPPLIERS	 7,536,399.80
	\$ 199,260,557.70
EXPENSES, PAGE 4 OF THE FINANCIAL STATEMENTS	\$ 164,443,106.00
ADJUSTMENTS – INCLUDING AMORTIZATION AND EXPENDITURES ON CAPITAL PROJECTS	 34,817,451.70
	\$ 199,260,557.70