



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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 – 24
Part F	Schedule of Severance Agreements	25
Part G	Schedule of Goods and Services	26 – 39

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



STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025

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

W. Fulla, CPA, CGA
Director, Finance



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FOR THE YEAR ENDED DECEMBER 31, 2025

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
General Manager, Corporate Services
June 22, 2026

L. Krog
Mayor on behalf of Council
June 22, 2026



**STATEMENT OF FINANCIAL INFORMATION
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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 8 to the financial statements.

Part D

SCHEDULE OF GUARANTEE OR INDEMNITY

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

The City of Nanaimo has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.



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PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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

<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Krog, Leonard	Mayor	\$ 134,411.28	\$ 4,907.14
Armstrong, Sheryl	Councillor	53,048.33	497.97
Brown, Tyler	Councillor	53,048.33	1,305.44
Eastmure, Hiliary	Councillor	53,048.33	10,323.59
Geselbracht, Ben	Councillor	53,048.33	3,739.38
Hemmens, Erin	Councillor	53,048.33	7,366.28
Manly, Paul	Councillor	53,048.33	5,317.34
Perrino, Janice	Councillor	53,048.33	5,031.88
Thorpe, Ian	Councillor	<u>53,048.33</u>	<u>4,500.67</u>
TOTAL ELECTED OFFICIALS		<u>\$ 558,797.92</u>	<u>\$ 42,989.69</u>



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

EMPLOYEES WITH GROSS SALARY GREATER THAN \$75,000

<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Management Employees Group:			
Bailey, Dan	Manager, Accounting Services	\$ 149,545.18	\$ 1,443.74
Balachandran, Dhanya	Manager, Financial Planning	141,494.03	2,425.00
Beddome, Jacqueline	HR Advisor, Recruitment	99,045.06	1,432.64
Bell, Grace	Manager, Sport & Arenas	135,131.18	6,679.36
Bhopalsingh, Lisa	Gen. Manager Community Serv. & Deputy CAO	77,592.58	1,220.51
Blackwood, Derrick	Manager, IT Technical & Client Services	136,457.92	1,389.81
Bock, Emil	Manager, Corporate Energy	119,168.63	5,313.94
Breen, Adrienne	Manager, Culture & Special Events	135,557.93	3,216.64
Brinkman, Lisa	Manager, Community Planning	154,346.07	4,419.84
Bryson, Mike	Deputy Director, Civic Facilities	156,767.03	1,659.51
Burgos, Dale	Manager, Corp. Comm & Community Relation	157,977.23	5,198.96
Clarkson, Laara	Manager, Recreation Services	136,501.59	966.03
Dales, David	Assistant Fire Chief	140,373.18	421.19
Dance, Kiley	HR Assistant	83,929.51	853.12
Davidson, Heidi	Manager, Permit Centre & Business Licensing	121,405.74	-
Davis, Charlotte	Deputy Director, Parks & Natural Areas	154,145.05	7,954.61
Demecha, Mark	Manager, Civic Facilities	135,171.62	3,631.34
Doyle, Timothy	Fire Chief	223,431.73	1,999.75
Duerksen, Michele	Manager, Aquatics	131,219.98	3,881.92
Elliot, John	Director, Public Works	173,030.57	4,956.78
Fipke, Annalisa	Project Engineer	103,544.99	2,193.78
Flint, Susan	HR Advisor, Training & Staffing	127,440.54	439.54
Fournier, Doris	Manager, Municipal Infrastructure	136,908.22	540.14
Fox, Darcy	Manager, Building Inspections	147,651.60	3,529.81



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

<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Francisco, Ana	Manager, Revenue Services	\$ 133,099.07	\$ 4,302.42
From, Judy	HR Associate, Benefits & Systems	115,617.62	-
Fulla, Wendy	Director, Finance	204,900.56	1,484.86
Gal, Jennifer	Assistant Manager, Procurement	124,728.10	5,649.10
Gonzales, Kathy	Manager, Police Services	136,046.81	-
Groot, Arthur	Director, Police Services	166,753.73	205.18
Gurrie, Sheila	Director, Legislative Services	188,955.39	5,620.72
Harding, Richard	Gen. Manager Community Serv. & Deputy CAO	126,411.57	81.78
Holm, Jeremy	Director, Planning & Development	188,955.39	619.23
Howe, Tiffany	HR Advisor	124,928.56	420.25
Humpherville, Toni	Executive Assistant to the CAO	84,239.96	2,010.53
Ing, Robert	Director, IT & CIO	167,319.34	3,150.52
Johnston, Damon	Manager, Recreation Services	136,001.23	3,454.11
Kenning, Stuart	Deputy Fire Chief, Fire Prevention & PrePlan	196,929.61	6,714.83
Krastel, Brenda	VIERA Coordinator	104,569.42	3,746.49
LaBerge, David	Director, Public Safety	167,473.89	305.00
Lang, Abraham	Manager, IT Application Services	139,701.07	3,771.06
Lang, Chris	Project Engineer	135,753.07	540.14
Le Masurier, Jodi	Deputy Fire Chief, Administration & Training	194,039.73	1,257.08
Libbus, Troy	Assistant Fire Chief	133,297.76	6,140.31
Lindsay, Dale	Chief Administrative Officer	306,926.40	10,659.50
Lloyd, Evan	Manager, Emergency Program	125,011.61	4,714.48
Lonsdale, Michael	Senior Project Manager	141,024.91	1,451.00
Lubzinski, Shelley	Executive Assistant, Police Services	80,739.65	-
Lum, Megan	Assistant Manager, Aquatics	118,447.12	1,171.81
MacDonald, Kirsty	Manager, Parks Operations	127,941.82	6,690.20
MacKenzie, John	Assistant Fire Chief	153,991.42	280.00
Mah, Fraser	Transportation Engineer	122,048.64	6,509.20
Matheson, Jane	Assistant Manager, Accounting Services	132,544.39	3,744.92
McAskill, Jennifer	Manager, Facility Asset Planning	135,891.65	6,332.56



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<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Mercer, Laura	General Manager, Corporate Services	\$ 230,775.92	\$ 1,770.60
Miller, Brandon	Manager, Fleet Operations	136,980.98	5,051.45
Mousseau, Dean	Manager, Development Engineering	83,659.43	-
Myles, David	Manager, Utilities	141,471.62	2,143.09
Negrin, Claire	Manager, Subdivision & Deputy Appr. Officer	148,677.00	3,732.60
Noble, Kurtis	Project Manager	133,164.95	1,327.38
Orton, Jeremy	Manager, Payroll	215,194.95	-
Osborne, Darcie	Director, Parks, Recreation & Culture	194,567.70	921.92
Pan, Ting	Manager, Sustainability	109,579.86	2,795.56
Rose, James	Manager, Transportation	135,557.93	2,885.27
Rosen, Poul	Director, Engineering	169,941.52	1,816.05
Rowett, Lainya	Manager, Current Planning	154,415.22	4,818.01
Rushton, Jane	Manager, Supply Chain Management	150,257.17	6,287.55
Sims, William	General Manager, Engineering & Public Works	234,335.32	4,246.48
Skeels, Nancy	Manager, Real Estate	133,652.04	5,200.11
Sponaugle, Natalie	Strategic Initiatives Advisor	106,663.42	2,747.47
Squire, Michael	Manager, Water Resources	154,323.81	5,658.11
Srdic, Mikaela	HR Assistant	83,929.51	-
Stennes, Donna	Administrative Assistant to Mayor & Council	89,209.47	-
Stevens, Daniel	Acting Manager, IT Application Services	127,102.47	4,714.07
Stewart, Phillip	Manager, Engineering Projects	148,767.34	3,605.03
Taylor, Leanne	HR Associate	91,615.55	439.55
Thomas, Barbara	Manager, Development Engineering	133,249.26	3,955.14
Thompson, David	Manager, Roads & Traffic Services	162,620.35	10,612.77
Van Horne, John	Director, Human Resources	188,235.19	56.80
Van Zyl, Marcus	Manager, Construction Projects	112,785.60	444.23
Vracar, Nikolina	Deputy Corporate Officer	142,984.18	3,146.49
Weatherby, Sheldon	Manager, Occupational Health & Safety	135,891.65	2,128.38
Whiting, Geoff	Deputy Fire Chief, Operations	194,426.01	770.18
Whitters, Gabrielle	HR Associate, Disability Management & OHS	87,926.05	-



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<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Williamson, Kara	Manager, Human Resources	\$ 157,867.41	\$ 2,350.39
Winchell, Mary	Manager, VIERA	135,171.65	4,542.16
Wood, Christy	Manager, Social Planning	<u>136,177.87</u>	<u>595.65</u>
	Total for Management Employees Group:	<u>\$ 12,453,305.05</u>	<u>\$ 245,557.73</u>

Canadian Union of Public Employees (CUPE) Group:

Allan, Brian	Supervisor, Drainage	\$ 124,816.42	\$ 1,429.56
Amy, Laurence	CUPE Vice-President, fully reimbursed by CUPE	103,050.08	75.00
Andersen, Ken	Municipal Services Inspector	93,026.85	976.64
Apel, Anna	Civil Design Technologist	76,688.59	603.45
Armstrong, Tim	Water Operator	114,511.23	1,251.53
Aussenegg, Mark	Community Safety Officer	96,949.49	-
Austin, Ryan	Parks Equipment Operator III	86,256.12	-
Bailey, Lorne	Traffic Signal Technician	115,253.91	2,539.78
Balaban, Michael	Fleet Maintenance Mechanic	103,374.93	228.08
Barg, Kevin	Geographic Info Systems Technologist	97,001.28	1,602.77
Barker, Geoffrey	Water/Wastewater Systems Operator in Trng	87,765.60	1,230.28
Barr, Chelsea	Recreation Coordinator	104,262.72	3,642.03
Barrington, Travis	Zero Waste Coordinator	75,767.94	1,601.25
Bassanello, Joe	Supervisor, Sanitation and Cemetery	117,501.87	733.00
Battie, Janice	Aquatic Supervisor	84,107.49	60.00
Beck, Deborah	Recreation Coordinator, Special Events	104,127.39	379.63
Belanger, Kelvin	Wastewater/Drainage Operator	88,095.50	479.58
Benson, Nicole	Stores Clerk	80,485.78	363.57
Biegun, Catherine	Planner II	102,703.67	2,204.57
Bircham, Krista	Building Official	101,470.96	691.53
Bjorkland, Brian	Serviceperson, Night Patrol	82,039.54	245.54
Blue, Mitchell	Water/Wastewater Systems Operator in Trng	90,657.60	497.06
Borean, Rick	Engineering Project Technologist	89,143.00	1,114.55



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FOR THE YEAR ENDED DECEMBER 31, 2025**

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<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Bossons, Tiffany	Recreation Coordinator	\$ 83,727.79	\$ 2,531.69
Botwright, Reed	Senior Applications Analyst	102,868.92	2,233.33
Bready, Caron	Clerk, Parks	77,040.58	-
Brewer, Andrew	Building Official	97,271.54	1,932.27
Brigham, Paul	Prisoner Guard	90,907.29	-
Brookes, Michael	Supervisor, Facility Maintenance	119,588.22	2,322.44
Brooks, Brian	Wastewater/Drainage Operator	89,780.86	1,305.07
Brown, Patrick	Fleet Services Storekeeper	85,182.91	265.06
Brydges, Charmaine	Parking Clerk	77,435.55	4,578.81
Brydges, Kevin	Environmental Protection Officer	112,924.29	2,669.69
Brydon, Robert	Mechanic, Small Equipment	99,232.43	-
Buckler, Mike	Bylaw Enforcement Officer	81,025.24	-
Bullen, Allison	Steno, Planning	76,322.28	1,356.89
Burgoyne, Brent	Carpentry Tradesperson	94,000.08	1,474.02
Burton, Michael	Wastewater/Drainage Operator	93,878.75	2,622.63
Calverley, Michael	Assistant Supervisor, Construction	107,832.21	497.07
Calverley, Tracy	Community Safety Officer	84,201.35	2,219.70
Cameron, Steven	Trades Supervisor, Parks	85,202.22	-
Campbell, Ross	Geographic Info Systems Technologist	94,596.10	1,332.69
Cargill, Blake	Custodian	77,545.42	120.99
Carpenter, Rayna	Switchboard Operator, Police	90,913.98	-
Carter, Payton	Parks & Open Space Planner	104,272.44	4,027.72
Casson, Tracey	Watch Clerk	92,794.36	-
Chanakos, Allyssa	Steno, Legislative Services	78,215.99	175.00
Chee, Chelsea	Community Development Clerk	83,409.86	120.99
Chiinda, Chishimba	Municipal Services Inspector	94,727.08	723.76
Chmielewski, Michael	Senior Financial Analyst	119,924.50	1,065.14
Chouinard, Devon	Fleet Maintenance Mechanic	98,834.62	204.81
Clift, Tony	Lead Supervisor Parks, Trails & Natural Areas	152,073.61	1,995.17
Coco, Tim	Wastewater/Drainage Operator	84,431.60	929.21



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<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Colange, Catriona	Recreation Coordinator	\$ 94,425.70	\$ 1,446.04
Collicutt, Ross	Supervisor, Financial Systems & Reporting	118,431.62	3,148.49
Collishaw, Adam	Community Safety Officer	96,380.48	100.00
Colon-Vonarx, Raphael	CCTV Wastewater Operator	93,884.43	3,163.09
Cook, Glenn	Supervisor, Water Distribution	130,091.08	626.84
Cormons, Robert	Supervisor, Water Distribution	132,696.25	589.03
Coronica, Adam	Senior Financial Analyst	132,179.96	1,140.86
Cottrell, Robert	Wastewater/Drainage Operator	93,198.74	1,080.36
Couling, Kyle	Water Operator	86,692.06	1,757.24
Cross, Dale	Wastewater/Drainage Operator	88,389.48	600.57
Cumberland, Jamie	Facilities Technician, Parks	105,402.70	-
Cummings, Tony	Assistant Supervisor, Roads	114,058.30	602.12
Currie, Brad	Water Operator	88,784.31	830.69
Dal-Santo, Colin	Project Accountant	101,406.58	1,065.14
Daly, Amanda	Recreation Coordinator	100,240.82	1,713.31
Danbert, Shane	Water Operator	88,994.50	997.30
Davenport, Gary	Supervisor, Roads	124,448.35	-
Davidson, Emma	Recreation Coordinator	83,692.14	1,432.92
Davis, Megan	Landscape Horticulturist	85,743.13	757.27
Dean, Brittany	Community Safety Officer	96,505.74	-
Denninger, Aaron	Facilities Technician, Parks	87,639.24	672.45
Dennison, Heath	Arena Maintenance Worker, Dual	84,693.88	77.78
Deol, Rubby	Major Case File Specialist	95,461.35	-
Desrochers, Matthew	Senior Tech Support Specialist, Network	104,552.95	2,063.88
Devenport, Shaunda	Senior Applications Analyst	103,014.70	3,234.30
Devoine, Marisha	Refuse Collector/Operator	87,756.42	673.57
Dewijn, Daniel	Client Support Specialist	85,868.04	1,903.63
Dishkin, Craig	Bylaw Enforcement Officer, Parking Patroller	92,725.25	-
Dohm, Teresa	Engineering Services Technologist	89,863.00	1,332.69
Doiron, Darren	Refuse Collector/Operator	77,206.96	-



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<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Dransfield, David	Supervisor, Police Technical Support	\$ 110,879.20	\$ 56.77
Drescher, Paul	Bylaw Enforcement Officer, Parking Patroller	91,975.20	-
Driemel, Cheryl	Aquatic Supervisor	78,031.79	544.16
Drinnan, Shawna	Water Resources Specialist	108,164.71	6,669.44
Duerden, Richard	Water Meter Reader	77,592.99	66.54
Dukes, Paul	Refuse Collector/Operator	91,541.91	846.00
Dunn, Darren	Sign Maker	87,477.91	-
Eade, Michael	Facilities Technician, Parks	100,676.62	-
Ebbett, Janet	Assistant Accountant	90,252.70	-
Ebes, Harris	Custodian	76,087.41	-
Edwards, Richard	Wastewater/Drainage Operator	92,675.47	1,706.87
Edwards, William	Bylaw Enforcement Officer	85,606.33	-
Eggler, Tynan	Building Official	102,648.15	691.53
Entwistle, Pete	Asset Management & Maintenance Specialist	100,789.54	4,505.38
Fairbrother, Brian	Waste & Storm Water Systems Operator	97,254.21	951.18
Farhat, Rikan-Rabia	Enhanced Digital Field Technician	82,159.78	124.67
Farrell, Jackie	Administrative Coordinator	83,548.48	-
Faughnan, William	Water Treatment Plant Operator	119,497.26	251.00
Felder, Jude	Cashier	80,366.27	-
Fitzgerald, Lindsay	Supervisor, Building Inspections	117,251.40	691.53
Fleming, Jeff	Parks Equipment Operator II	83,855.97	-
Fraser, Andrew	Engineering Services Technologist	89,684.31	3,589.59
Freeland, Bradley	Parks Utility Worker	89,154.34	425.38
Friesen, Corey	Geographic Info Systems Technologist	89,286.10	1,677.77
Fulla, Travis	Roads Serviceperson	85,383.06	726.89
Gardiner, Michael	Refuse Collector/Operator	97,024.41	-
George, Ava	Prisoner Guard	81,364.36	-
George, Tammy	Custodian	83,051.74	-
Giesbrecht, David	Refuse Collector/Operator	82,457.52	-
Gingras, Garrett	Fleet Maintenance Mechanic	102,672.84	-



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<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Goddu, Adrien	Building Official	\$ 124,932.39	\$ 691.53
Gosau, Stefan	Water/Wastewater Systems Operator in Trng	75,369.63	1,068.49
Graham, Kyle	Fleet Maintenance Mechanic	104,281.63	265.15
Griffin, Shawna	40-HR Operator/Dispatcher	89,317.89	45.44
Guenther, Daniel	Applications Analyst	85,957.34	87.89
Gurrie, Blaine	CUPE President, fully reimbursed by CUPE	107,348.56	56.79
Haines, Tyler	Refuse Collector/Operator	86,841.24	-
Hall, Chelsea	Police Administration Clerk	75,335.00	2,575.25
Hall, Ian	Arena Maintenance Worker	87,615.79	120.99
Hamilton, Jamie	Payroll Accounting Technician	91,944.14	3,209.62
Harms, Michael	Water Treatment Plant Operator	118,663.44	707.40
Harris, Anthony	Senior Water Technician	114,040.50	396.31
Harris, Melanie	Custodian	76,807.14	-
Hasni, Mohamed	Supervisor, Technical Support	110,617.56	-
Hatfield, Sean	Serviceperson, Night Patrol	85,944.90	602.92
Hawes, Jack	Mechanic, Emergency Vehicle Technician	107,907.34	9,605.44
Hayes, Faron	Facilities Technician, Parks	99,604.58	360.24
Hayes, Lance	Custodian	87,040.13	-
Henly, Susie	Water Meter Reader	77,613.32	-
Henry, Charles	Community Safety Officer	84,874.88	1,665.31
Holdt, Jan	Custodian	75,219.02	-
Holmes, Mike	Supervisor, Arena Maintenance	102,492.60	171.78
Hopkins, Daniel	Community Policing Coordinator	79,832.58	-
Horn, Caleb	Planner II	103,318.68	4,544.90
Hornby, Barry	Senior Community Safety Officer	110,116.33	-
Howell, Tracy	Building Maintenance Supervisor	112,020.40	544.47
Howell, Trevor	Arena Maintenance Worker, Dual	81,372.40	378.13
Howroyd, Leah	Community Safety Officer	96,581.79	-
Humphreys, Peggi	User Rate Billing Clerk	80,188.72	-
Hyatt, Matthew	Supervisor, Turf & Neighbourhood Parks	108,903.91	2,874.10



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<u>Name</u>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Jacob, Jeffrey	Supervisor, Applications Support	\$ 117,767.83	\$ 4,053.00
James, Andrew	Community Safety Officer	95,705.84	300.00
Jankovic, Wendy	Engineering Clerk, Construction	85,567.96	-
Johnson, Brittany	Clean Team Worker	76,829.96	387.00
Johnstone, Derek	Communications & Digital Content Specialist	93,552.55	1,572.94
Jost, Danielle	Supervisor, Central Stores	84,816.12	120.14
Keith, Ray	Parks Equipment Operator II	92,979.01	-
Kinnear, Brenten	Arena Maintenance Worker	83,634.30	370.99
Knight, James	Capital Project Management Specialist	125,099.13	3,515.76
Knott, David	Prisoner Guard	90,008.47	-
Koch, Madeleine	Active Transportation Project Specialist	94,929.07	2,543.46
Kojima, Ryan	Overload Labourer, Parks	75,483.15	305.00
Kontorer, Vasily	Overload Applications Analyst	82,765.79	-
Koomen, Dennis	Refuse Collector/Operator	89,691.98	-
Kozijn, Trisha	Watch Clerk	98,375.73	-
Krytor, Cheryl	Business Services Supervisor	103,989.13	3,169.66
Kubossek, Kristopher	Arena Maintenance Worker	84,112.27	119.81
Kuczerski, Cheryl	Senior Bylaw Enforcement Officer	104,138.17	52.00
Kuczerski, John	Equipment Operator, Public Works	93,531.73	362.50
Kwasinski, Sarah	FOI Claims & Records Clerk	78,262.77	-
Lainchbury, Brent	Fleet Maintenance Mechanic	101,126.71	279.50
Lamb, Kevin	Supervisor, Fleet Maintenance	114,687.40	5,894.84
Lane, David	Overload Labourer	80,044.21	-
Lee, Paula	Court Liaison Clerk	82,014.49	-
Lee, Teresa	Real Estate Technician	80,401.38	-
Lehman, Jennifer	Watch Clerk	93,307.34	-
Lemmon, Daniel	Wastewater/Drainage Operator	93,084.38	781.40
Lindsay, Setia	Subdivision Technician	80,401.38	-
Lines, Chet	Custodian	82,176.12	-
Litzenberger, Ronald	Community Safety Officer	93,196.69	-



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Loewen, Tracy	Communications & Marketing Specialist	\$ 99,004.73	\$ 2,064.73
Loughlin, Ryan	Senior Tech Support Specialist, Network	99,682.62	50.00
Louwers, Brent	Custodian	76,428.82	-
Love, Grant	Bylaw Enforcement Officer	91,553.04	-
Loyer, Eric	Water Operator	101,927.09	193.36
Lundgren, Kalista	Steno, Legislative Services	77,272.96	2,672.37
Lynch, Heather	Water/Wastewater Systems Operator in Trng	80,072.08	354.98
MacDonald, Bryan	Parks Utility Worker	88,118.00	130.24
MacKay, Trevor	Bylaw Enforcement Officer, Parking Patroller	91,113.12	52.00
Mah, Courtney	Property Clerk	75,900.78	-
Manhas, Amrit	Economic Development Officer	110,277.86	155.51
Manhas, Gurjeet	Carpentry Tradesperson	92,140.58	538.46
Mann, Warren	Property Services Agent	101,814.37	2,509.37
Martin, Brent	Waterworks Dam Inspector	91,237.21	583.38
Martineau, Lauren	Technical Support Specialist, Network	84,136.81	1,978.63
Matheson, Erin	Records & Information Specialist	80,712.05	1,927.50
Matthews, Reuben	Building Official	95,649.06	966.15
Mayes, Kristine	Planner II	102,770.14	372.84
McCallum, Brandi	Customer Service Representative	75,933.22	-
McCarrick, Curtis	Cashier	86,922.96	10.87
McGorman, Donald	Carpentry Tradesperson	92,008.65	454.33
McGuire, Eliza	Clean Team Worker	77,098.14	1,220.35
McIntosh, Patrick	Urban Forestry Coordinator	115,111.70	3,004.42
McKenzie, Christina	Court Liaison Clerk	84,066.11	-
McKie, Blair	Truck Driver III, Public Works	93,085.68	1,726.88
McKierahan, Connor	Senior Applications Analyst	102,732.99	4,611.45
McLaughlin, Randy	Overload Maintenance Worker, Arenas	76,110.89	120.00
McLaughlin, Ryan	Arena Maintenance Worker, Dual	89,598.00	243.00
McLean, Donald	Exhibit & Property Clerk	79,570.19	-
McQuoid, Ken	Engineering Development Technician	84,822.89	1,168.91



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Meier, Chris	Waterworks Dam Inspector	\$ 91,982.67	\$ 327.71
Miller, Jaymie	Lead Supervisor, Waterworks	126,780.15	5,070.46
Minhas, Wafi	Receivables Clerk	79,948.48	-
Mitchell, Keith	Clean Team Worker	87,497.30	3,220.39
Monahan, Betty	Procurement Specialist	95,944.58	3,800.43
Monteith, Leah	Bylaw Enforcement Officer	81,125.06	-
Moore, Shannon	Senior Community Safety Officer	104,964.54	175.00
Morgan, Michelle	Switchboard Operator, Police	82,479.79	-
Morgan, Wayne	Parks Maintenance Worker, Sportsfields	88,903.00	367.69
Morley, Richard	Senior Tech Support Specialist, Network	102,609.32	75.00
Mowatt, Angela	Clerk/Dispatcher, Public Works	85,582.28	-
Mullett, Glenn	Natural Area Arboriculture Technician	76,824.17	2,922.50
Murphy, Chad	Parks Paved Surfaces & Signage Mtc Specialist	91,397.28	4,213.06
Newans, Jonelle	Junior Financial Analyst	84,282.98	-
Nicks, Jason	Sweeper Operator	78,846.64	150.00
Novak, Patricia	Business Analyst/Project Mgt Specialist	108,837.30	470.03
Nygaard-Petersen, Patricia	Watch Clerk	93,218.92	-
O'Keefe, Ryan	Building Official	101,557.63	691.53
Olson, Michael	Assistant Supervisor, Drainage	112,336.83	245.54
O'Shea, Colin	Mechanic, Emergency Vehicle Technician	102,374.56	7,566.12
Oster, Tony	Truck Driver II, Public Works	81,423.41	145.65
Paananen, David	Senior Water Treatment Plant Operator	122,171.23	3,545.06
Pagani, Stephen	Fleet Maintenance Mechanic	76,421.62	3,036.53
Pakulak, Rob	Supervisor, Arena Maintenance	100,875.09	378.13
Panter, Emily	Business Analyst/Project Mgt Specialist	108,611.97	1,392.86
Paquet, Celeste	Police Records Clerk	78,860.65	-
Parker, Leslie	Enhanced Digital Field Technician	89,253.68	124.68
Pearson, Mary	Communications & Multimedia Clerk	81,544.66	1,206.56
Pelletier, Tyler	Parks Utility Worker	92,553.09	4,375.70
Petersen, Courtney	Accountant	104,151.08	3,812.12



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Phelan, Natasha	Financial Analyst	\$ 118,357.82	\$ 1,753.02
Place, Jason	Mechanic, Emergency Generators & Pumps	100,970.52	2,299.30
Playford, Wayne	Supervisor, Construction	80,914.83	179.00
Poll, Holly	Traffic Service Person	91,340.67	1,213.11
Power, Corey	Equipment Operator, Public Works	85,294.73	296.07
Prevost, Denise	Prisoner Guard	89,226.52	-
Rafter, Ken	Parks Equipment Operator I	77,053.09	-
Rande, Brandon	Equipment Operator, Public Works	81,088.84	665.38
Randle, Meagan	User Rate Billing Clerk	77,584.94	217.99
Ranger, Jeffrey	Equipment Operator, Public Works	83,660.41	120.99
Ranger, Krista	Truck Driver II, Public Works	81,912.72	2,039.03
Redgate, Corinne	Custodian	78,188.97	75.00
Reid, Silvia	Procurement Specialist	96,068.74	2,121.05
Rempel, Matthew	Subdivision Planner	102,736.66	5,028.01
Reynolds, Daniel	Watch Clerk	103,250.97	-
Richardson, Heather	Admin Coordinator, Parks, Rec & Culture	79,719.08	1,787.59
Richmond, Colby	Utilities Technician	90,857.41	1,992.75
Rinta, Tanis	Revenue Supervisor	102,152.59	-
Roberge, Brian	Supervisor, Traffic Management	128,555.61	350.00
Robertson, Craig	Utility Supervisor, Parks	111,672.64	14.94
Robertson, Liam	Community Safety Officer	83,540.58	1,530.29
Robertson, William	Parks Utility Worker	83,452.47	54.00
Robinson, Mercedes	Transportation Planning Specialist	98,450.96	3,888.89
Robson, Alexander	Client Support Specialist	76,173.51	2,623.83
Rollings, Kelsey	Police Operations Shift Supervisor	98,218.61	-
Rooseboom, Allan	Instrument & Telemetry Technologist	110,239.33	230.21
Ross, Margaret	Payroll Clerk	78,791.31	704.71
Roulston, Raymond	Lead Supervisor, Wastewater Collection	167,294.60	372.36
Rowe, Ashley	Recreation Coordinator, Aquatics	94,934.15	926.46
Rubio, Adriana	Specialized Unit Support Clerk	75,452.69	385.00



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Russell, Jennifer	Court Liaison Clerk	\$ 77,045.22	\$ 75.00
Ruthven, Stephen	Supervisor, Building Inspections	161,013.17	731.53
Saffin, Chuck	Assistant Supervisor, Fleet Maintenance	108,948.21	193.27
Sage, James	Instrument & Telemetry Technologist	116,941.48	3,302.30
Salih, Anwar	Overload Custodian	78,545.10	-
Samanta, Vidyut	Senior Applications Analyst	113,069.51	688.88
Sandhu, Jagmel	Lifeguard/Instructor	82,368.00	-
Saunders, Megan	Tax Clerk	82,717.26	-
Sawrie, Rosalie	Social Planner	101,936.58	139.46
Schneider, Allison	Recreation Coordinator, Arenas	97,840.17	4,385.59
Seriani, Dean	Truck Driver II, Public Works	80,719.86	117.65
Seyd, Fiona	Assistant Accountant/ERP Specialist	93,069.53	-
Shearer, Robert	Engineering Project Technologist	80,935.76	-
Shuttleworth, Cheryl	Custodian	76,724.15	-
Simpson, Carmi	Engineering Services Senior Technologist	107,707.89	3,545.42
Sine, Jaime-Brett	Recreation Coordinator, Cultural Services	98,640.40	4,108.46
Smeele, Corey	Fleet Sustainability Coordinator	92,596.06	245.16
Smith, Adam	Recreation Coordinator	89,191.23	2,374.81
Smith, Cheryl	Bylaw Enforcement Officer - Parking Patroller	92,179.94	-
Smith, Karin	Records Supervisor	99,141.09	-
Smith, Mark	Refuse Collector/Operator	81,517.20	595.00
Smith, Norman	Bylaw Enforcement Officer - Parking Patroller	91,190.36	-
Smith, Sheila	Custodian	81,047.62	-
Smythe, Andrew	Aquatic Supervisor	76,384.74	330.00
Soderman, Wesley	Water/Wastewater Systems Operator in Trng	81,791.51	1,489.33
Sparks, Ron	Truck Driver II, Public Works	80,666.51	705.17
Sparks, Sylvia	Business Licensing Clerk	80,501.67	-
Speed, Jamie	Equipment Operator, Public Works	82,493.25	198.77
Speed, Jeff	Recreation Coordinator	95,090.91	3,200.42
Spillman, Allen	Water Operator	88,532.51	1,350.22



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
St. Denis, Dustin	Custodian	\$ 76,957.82	\$ 132.99
St. Luke, Riley	Supervisor, Sewer	118,077.81	1,084.62
Stanley, Tristan	Water Technician	102,704.67	822.13
Sterling, Troy	Community Safety Officer	96,601.43	-
Stewart, David	Environmental Planner	102,126.59	4,298.37
Stobbauer, Sue	Landscape Horticulturist	88,658.79	-
Stove, Toby	Overload Labourer, Parks	82,463.48	310.00
Strauch, Jennifer	Building Official	99,788.46	3,717.08
Sundberg, Anita	Project Budget Accounting Clerk	91,603.16	64.72
Sutherland, Aileen	Switchboard Operator, Police	85,200.17	-
Tate, John	Senior Surveyor	82,075.44	-
Taylor, Dakota	Equipment Operator, Asphalt	88,105.02	1,375.01
Taylor, Walter	Bylaw Enforcement Officer, Parking Patroller	92,224.15	15.44
Thandi, Inderjit	Sweeper Operator	90,995.01	-
Thompson, Sarah	Paralegal	93,125.76	75.00
Thorburn, Michelle	Assistant Accountant/ERP Specialist	91,865.63	-
Tindall, Kelly	Traffic Service Person	85,091.39	1,156.39
Tiwana, Natasha	Business Licensing Clerk	81,918.15	-
Toor, Tammy	Communications & Graphics Specialist	83,091.00	905.53
Topley, Jeff	Crane/Equipment Operator	88,798.11	600.73
Trimmer, Graham	Senior Engineering Development Technician	102,157.42	-
Turner, Kevin	General Ledger Clerk	87,613.12	-
Tyre, Danielle	Administrative Coordinator, Allocations	77,286.45	146.48
Urban, Susan	Cashier	78,006.63	231.85
Valette, Marc	Supervisor, Building Inspections	117,046.67	691.53
Van Sickle, Warren	Truck Driver, Asphalt	92,425.37	880.52
Vanderhoef, Jessica	Steno Coordinator, Legislative Services	86,918.57	5,492.86
VanGrootheest, Bert	Building Official	103,809.28	691.53
Vangrootheest, Marcel	Senior Applications Analyst	101,705.57	-
Vanstrepen, Sean	Water Treatment Plant Operator	109,162.70	777.01



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Wadhwa, Tarun	Procurement Specialist	\$ 95,079.79	\$ -
Waggoner, Megan	Records/Info & Privacy Coordinator	97,286.01	3,013.15
Walker, Deanna	Senior Financial Analyst	129,471.84	1,431.02
Walker, Derek	Public Works Maintenance	77,688.83	-
Wallace, Michelle	Landscape Horticulturist	89,429.72	3,208.56
Wang, Ling	Senior Tech Support Specialist, Network	101,815.91	-
Ward, Nigel	Wastewater/Drainage Operator	89,261.23	1,664.31
Warner, Timothy	Facility Project Specialist	107,393.24	2,164.72
Watkins, Amanda	Recreation Coordinator, Aquatics	90,733.41	1,992.02
Weaver, Kim	Police Prime Coordinator	77,896.98	-
Weinmeyer, Amanda	Purchasing Administration Clerk	87,646.75	-
Weisbeck, Lynnette	Prisoner Guard	82,261.00	-
Weiss, Wenke	Senior Victim Services Worker	88,480.84	-
White, Cora	40-HR Operator/Dispatcher	88,221.95	759.23
Wicklund, Patti	Major Case File Specialist	92,983.50	-
Wilkins, Marilyn	Collections Clerk, Finance	79,155.29	-
Wilkinson, Tricia	Fleet Services Clerk	82,811.64	-
Willems, Mike	Police Technical Support Specialist	88,196.02	102.00
Willgress, Mickey	Arena Maintenance Worker	96,389.96	-
Williams, Ben	Accounts Payable Clerk	79,654.99	-
Williams, Christine	Specialized Unit Support Clerk	94,403.70	-
Williamson, Scott	Overload Labourer, Parks	75,876.99	-
Willoughby, Mark	Supervisor, Geographic Info Systems	120,044.58	2,219.77
Wilson, Euan	Capital Project Management Specialist	122,679.96	610.10
Wilson, Jodi	Administrative Coordinator, Engineering	80,624.74	40.75
Wilson, Marija	Engineering Development Technician	91,525.91	649.39
Winkel, Chris	Traffic Transportation Engineering Specialist	109,467.08	926.39
Wiseman, Rhonda	Exhibit & Property Clerk	79,509.06	-
Wood, Christopher	Building Official	95,649.06	691.53
Wood, Shane	Water Treatment Plant Operator	107,395.62	510.15



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Woodthorpe, Jeffrey	Parks Utility Worker	\$ 86,318.97	\$ 1,768.17
Work, Darren	Parks Maintenance Worker, Sportsfields	91,811.92	1,432.13
Wright, Jeff	Clean Team Worker	77,184.51	174.99
Wu, Fuyong	Civil Design Technologist	79,195.28	2,518.23
Wulf, Artur	Serviceperson, Night Patrol	84,152.37	706.59
Wylie, Morgan	Lifeguard/Instructor	79,376.56	120.00
Yaremkewich, Michael	Engineering Projects Technologist	89,143.00	1,114.54
Yellumahanti, Satya			
Prakash Patro	Procurement Specialist	117,685.14	309.42
Yeung, Anson	Police Technical Support Specialist	99,446.14	3,071.95
Young, Kim	Switchboard Operator, Police	98,983.05	-
Young, Lynsey	Steno, Legislative Services	78,419.05	937.27
Zaric, Susan	Supervisor, Horticulture & Arboriculture	97,607.15	1,329.34
Zavarise, Tamara	FOI Claims & Records Clerk	77,969.07	473.07
Zhang, Yong	Engineering Traffic Technologist	84,890.70	973.65
Zimmer, Daniel	Wastewater/Drainage Operator	76,855.71	456.78
Zult, Tyler	Building Official	101,406.58	691.53
	Total for CUPE Employees Group:	<u>\$34,470,865.24</u>	<u>\$ 359,586.41</u>

International Association of Fire Fighters (IAFF) Group:

Ballance, Marie	Fire Prevention Officer/Inspector	\$ 129,997.92	\$ 2,169.06
Bradley, Jason	Captain, Preplanning	154,405.02	500.11
DeGelder, Eric	Fire Prevention Officer/Inspector	86,970.16	1,169.68
Lal, Umesh	Inspector	100,714.96	2,325.07
Lillingston, Kevin	Fire Prevention Officer/Inspector	133,889.39	308.57
Millbank, Alan	Captain, Prevention	154,405.02	3,288.82
Patten, Laurel	Fire Support Technician	110,671.96	-
Richardson, Tanya	Fire Prevention Officer/Inspector	130,929.30	398.22
Allan, Jeff	Captain	161,107.98	-



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Allard, Michael	Platoon Captain	\$ 185,921.92	\$ 48.08
Anaka, Jared	Firefighter	145,672.92	362.50
Barr, Justin	Captain	170,830.99	5,354.76
Bates, Thelonious	Lieutenant	153,336.72	48.08
Battie, Jason	Captain	166,586.94	282.04
Bernard, Orphee	Captain	166,864.93	812.71
Bernardino, Thomas	Firefighter	138,260.27	-
Boudrot, Doran	Captain	163,441.73	-
Brock, Jacob	Firefighter	95,637.53	-
Burke, Benjamin	Lieutenant	172,489.10	5,054.00
Cameron, Dane	Firefighter	125,128.83	462.09
Canty, Lee	Firefighter	141,044.75	587.81
Champion, Tanner	Firefighter	150,843.86	460.96
Chan, Jinway	Firefighter	153,889.70	-
Chesher, Micah	Firefighter	150,720.40	-
Couch, Mitchell	Firefighter	148,370.79	28.00
Cox, Caroline	Firefighter	131,704.49	5,960.58
Croft, Jeff	Captain	164,249.25	-
Cunning, Christopher	Firefighter	186,922.62	-
Dickie, Colin	Lieutenant	157,621.80	-
Doward, Jamie	Firefighter	145,343.67	-
Duncan, Mark	Firefighter	96,608.99	892.06
Eeg, Nikolas	Firefighter	89,944.40	-
Elcombe, Adam	Firefighter	96,705.62	460.96
Erlich, Jesse	Firefighter	122,004.70	892.05
Fergusson, Colin	Captain	182,329.14	217.00
Finnie, Melissa	Firefighter	146,608.01	460.96
Finstad, Gregory	Captain	162,469.45	892.06
Foster, Christian	Firefighter	130,168.14	-
Fraser, Bradley	Flex Firefighter	96,050.88	-



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Gannon, Corey	Platoon Captain	\$ 175,047.65	\$ 225.00
Gardner, Gordon	Lieutenant	157,391.11	-
Geffen, Joshua	Firefighter	145,100.75	892.06
Gibson, Riel	Firefighter	113,410.35	1,396.87
Hardie, Mike	Flex Firefighter	81,286.00	-
Harwood, Steven	Flex Firefighter	90,248.46	-
Hill, Mark	Firefighter	129,307.55	637.71
Hogg, Jason	Flex Firefighter	81,243.88	-
Horst, Terrence	Captain	162,268.33	-
Howell, Branden	Firefighter	142,941.54	540.96
Hyne, Corey	Firefighter	141,977.65	-
Jamieson, Zoe	Flex Firefighter	90,411.60	-
Keen, Curtis	Firefighter	112,189.25	-
Kershaw, Dan	Captain	164,497.75	165.00
Knowles, Thomas	Firefighter	95,606.48	-
Krall, Tom	Platoon Captain	178,702.06	185.29
Laurette, Joel	Firefighter	98,483.44	236.00
Lewis, Philip	Firefighter	137,873.23	1,117.06
Lewis, Shawn	Firefighter	146,791.74	-
Lim, Tyler	Firefighter	95,816.70	-
Lindkvist, Johan	Firefighter	152,235.38	1,012.06
Louie, Michael	Captain	163,630.92	-
Lowe, Brandon	Firefighter	155,174.64	-
Lucas, Jody	Captain	162,189.51	509.04
Lynch, Justin	Firefighter	148,547.75	-
MacLeod, Jared	Firefighter	131,219.63	460.96
Manson, William	Captain	171,834.36	-
McCuaig, Jackson	Firefighter	97,290.75	892.06
McGill, Hunter	Flex Firefighter	95,627.02	150.00
McPherson, Jacob	Firefighter	132,785.33	2,746.87



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Mills, Andrew	Firefighter	\$ 139,025.98	\$ -
Mitrenga, Scott	Captain	176,828.92	348.00
Newstone, Daniel	Lieutenant	180,206.28	2,605.75
Nickel, Shelby	Captain	165,235.17	762.71
Nicks, Steven	Lieutenant	179,219.56	217.00
Ostergaard, Svend	Firefighter	148,755.86	802.71
Peace, Clayton	Firefighter	98,099.72	-
Peyton, Toby	Firefighter	130,140.17	637.71
Pinker, Blair	Captain	185,244.07	1,664.00
Polnick, Layne	Firefighter	143,937.55	8,722.63
Pond, Kevin	Lieutenant	159,851.70	685.79
Porter, Chad	Captain	164,605.45	637.71
Ramshaw, Gavin	Lieutenant	156,081.34	48.08
Richey, Stuart	Firefighter	130,379.69	4,245.26
Robson, Daryl	Captain	132,947.26	48.08
Roe, Richard	Firefighter	133,087.81	637.71
Salmon, Trevan	Firefighter	90,237.29	-
Schug, Adam	Firefighter	145,058.62	-
Shanly, James	Firefighter	116,584.50	50.00
Sheepwash, Kyle	Firefighter	146,676.30	-
Slater, Daryl	Firefighter	155,955.67	-
Smith, Tyson	Flex Firefighter	81,242.54	-
Staller, Brock	Firefighter	96,368.78	892.06
Stancic, Jozef	Firefighter	112,459.58	-
Stenberg, Ian	Captain	162,773.57	48.08
Surine, Justin	Firefighter	99,198.07	892.06
Tait, Randy	Firefighter	152,306.91	862.71
Taudin-Chabot, Daniel	Firefighter	100,039.38	1,142.52
Telfer, Travis	Firefighter	174,893.97	-
Ten Have, Earle	Platoon Captain	200,584.13	-



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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>	<u>Position</u>	<u>Remuneration</u>	<u>Expenses</u>
Terragni, Bradley	Firefighter	\$ 148,988.58	\$ 60.04
Verhoog, Ryan	Firefighter	146,714.71	7,802.98
Wade, Julie	Firefighter	195,616.09	5,455.10
Walker, Mark	Captain	170,272.04	165.00
Whitcomb, Jake	Firefighter	86,539.98	-
Williams, Jacob	Firefighter	133,350.36	-
Wilson, Geoffrey	Firefighter	155,321.80	-
Woodhead, Christopher	Firefighter	135,252.76	50.00
Work, Trevor	Firefighter	137,092.60	637.77
Wynans, Nathaniel	Firefighter	96,948.04	892.06
	Total for IAFF Employees Group:	<u>\$ 15,116,117.86</u>	<u>\$ 85,616.69</u>
TOTAL: EMPLOYEES WITH REMUNERATION GREATER THAN \$75,000		\$ 62,040,288.15	\$ 690,760.83
ADD: EMPLOYEES WITH REMUNERATION LESS THAN \$75,000		<u>17,389,131.41</u>	<u>83,967.90</u>
TOTAL: EMPLOYEES		<u>\$ 79,429,419.56</u>	<u>\$ 774,728.73</u>

Summary

	<u>Remuneration including Taxable Benefits</u>	<u>Expenses</u>
ELECTED OFFICIALS EMPLOYEES	\$ 558,797.92	\$ 42,989.69
	<u>79,429,419.56</u>	<u>774,728.73</u>
TOTAL	<u>\$ 79,988,217.48</u>	<u>\$ 817,718.42</u>



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

Part F

SCHEDULE OF SEVERANCE AGREEMENTS

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

There were zero agreements made between the City of Nanaimo and its non-unionized employees during fiscal year 2025.



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
0962667 BC Ltd	\$ 185,024.00
10199842 Canada Ltd	70,373.78
1083919 BC Ltd	42,791.72
1228590 BC Ltd	59,252.06
13887715 Canada Inc	33,096.95
1424219 BC Ltd	38,600.00
6362222 Canada Inc	133,366.37
654465 BC Ltd	34,702.50
6893449 Canada Inc	43,312.50
Access SMT Holdings Ltd	32,327.05
Acer Landscaping Ltd	1,183,693.02
Acklands-Grainger Inc	126,425.26
Advance Pressure Washing Ltd	28,914.18
Advanced Automatic Doors Ltd	80,358.08
Advanced Listening Systems Ltd	26,873.50
AED4life/Berrn Consulting Ltd	37,075.08
Aeroquest Mapcon Inc	75,657.85
Agilyx Solutions Ltd	740,813.73
Ainsworth Inc	58,304.21
Air Liquide Canada Inc	26,641.63
Ajac's Equipment (1982) Inc	68,702.42
All Out Fencing Inc	43,197.00
Amazon.Com.Ca ULC	143,855.01
AME Consulting Group Ltd	194,105.80
Amrize Canada Inc	1,802,424.34
Andrew Sheret Ltd	154,340.87
Applied Geologics Inc	182,155.21
Aquatic Informatics ULC	27,445.28
ARC Digital Canada Corporation	34,646.17
Archie Johnstone Plumbing & Heating	25,266.42
Ardent Equipment Ltd	124,817.01



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Aslan Ventures Inc	\$ 123,038.59
Associated Fire Safety Group Inc	357,094.21
Automated Aquatics Canada Ltd	298,861.41
Automation Direct	27,638.80
Avenue Intelligence Canada Ltd	32,998.01
B.A. Blackwell and Associates Ltd	42,267.76
B.M. Truck Sales Ltd	42,778.40
Baker Supply Ltd	46,251.11
BC Housing Management Commission	632,945.50
BC Hydro & Power Authority	3,413,309.66
Beaver Electrical Machinery Ltd	43,403.36
Belzona Molecular (BC) Ltd	26,902.05
Black Press Group Ltd	72,743.64
Bluebeam Inc	50,037.80
Bosch Building Technologies Inc	128,458.02
Boxx Modular LP	34,261.92
Brenntag Canada Inc	225,789.02
Brett Young Seeds Ltd	58,801.75
Bunzl Cleaning and Hygiene	43,884.86
Byte Camp Education Society	26,963.15
Caledonia Fire Protection Ltd	109,476.38
Canada Post Corporation	219,755.91
Canadian Corps of Commissionaires	314,206.23
Canadian Linen & Uniform Service Corporation	26,349.86
Canadian Union Of Public Employees Local 401	820,106.72
Capex Project Advisory Services Inc	38,277.27
Carvello Law Corporation	53,302.13
Carvello Law Corporation, In Trust	2,283,296.09
Cascade Wear BC Ltd	68,105.45
Cascara Consulting Engineers Ltd	99,893.96
Caslys Consulting Ltd	129,421.71



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Casna Holdings Ltd	\$ 25,209.09
CDW Canada Corporation	135,114.85
Centralsquare Canada Software Inc	167,877.90
Chandos Construction LP	157,470.11
Charnell Consulting Inc	193,775.30
Charter Telecom Inc	313,845.34
Cimco Refrigeration	69,831.73
City Green Solutions Society	184,128.74
City of Surrey	812,060.40
Cityspaces Consulting Ltd	64,512.02
Civic Legal LLP	77,597.34
Clartech Industries Inc	449,320.70
Cloverdale Paint Inc	105,408.61
CMF Construction Ltd	474,392.87
CMJ Equipment Ltd	36,316.46
Coastal Drain Cleaning Services Ltd	285,899.06
Commercial Truck Equipment Co	4,994,869.63
CommunityLogiq Software Inc	79,587.20
Compass Group Canada	1,650,863.09
Compugen Inc	25,623.08
Conuvo Construction Materials Ltd	60,601.15
Copcan Civil LP	807,982.07
Coral Canada Wide Ltd	418,253.23
Cornerstone Tile (2009) Ltd	27,896.43
Daeco Installations Ltd	471,753.18
David Stalker Excavating Ltd	615,810.36
DB Perks & Associates Ltd	33,733.25
DBL Disposal Services Ltd	39,145.22
Dean Mousseau	42,656.26
Deconstructors Demolition Inc	54,481.44
Dell Canada Inc	63,800.31



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Devon Transport Ltd	\$ 105,804.86
Dialog BC Architecture Engineering Interior Design Planning Inc	250,608.20
DKI Services Ltd	136,486.05
Dominion GovLaw LLP	35,734.45
Downtown Nanaimo Business Association	25,677.92
Driving Force Inc	48,283.92
DS Tactical Supply Ltd	30,827.52
E Madill Office Company 2001 Ltd	128,166.35
Ebbwater Consulting Inc	189,559.61
Eco Counter Inc	36,006.60
E-Comm Emergency Communications for British Columbia Inc	548,635.50
Econolite Canada Inc	229,921.43
Elec-Tech Sales Ltd	74,646.13
Elite Image Software Corporation	42,292.40
EMCO Corporation	136,196.29
eScribe Software Ltd	50,885.48
Esri Canada Ltd	99,844.65
eSupply Canada Ltd	110,364.80
Evolution AV Ltd	215,484.44
Express Custom Manufacturing (2024) Ltd	112,781.68
Falcon Equipment Ltd	212,058.15
Fineline Road Marking Ltd	27,564.88
Flynn Canada Ltd	203,029.37
Footprints Security Patrol Inc	491,626.62
Fortis BC - Natural Gas	905,068.32
Fountain Tire	217,309.47
G&G Roofing Ltd	99,964.87
Gala Systems Inc	80,384.00
Gallery Graphics Ltd	38,008.90
Garco Coating Systems Ltd	111,581.40
GeoAdvice Engineering Inc	226,117.40



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Georgia Strait Refrigeration Ltd	\$ 72,062.23
GFL Environmental Inc	403,537.95
GHD Digital (Canada) Ltd	28,520.80
Global Spectrum Facility Management	315,362.05
Go Fleet Corporation	52,759.72
Graf Concrete and Iron Inc	886,868.43
Graphic Office Interiors Ltd	46,032.29
Green Thumb Garden Centre (2014) Ltd	66,058.08
Green Thumb Nurseries & Landscape Co Ltd	94,199.75
Gregg Distributors LP	91,339.90
Gross Environmental Services Ltd	249,126.81
GRT Environmental Services (Canada) Ltd	75,991.48
Guillevin International Co	248,758.57
Habitat Systems Inc	170,401.03
Hach Sales And Service Canada LP	39,567.51
Harris & Company LLP	165,222.67
Hatch Ltd	436,827.04
Hazelwood Construction Services Inc	1,866,796.06
Heidelberg Materials Canada Ltd	185,970.63
Herold Engineering Ltd	269,674.90
Highangle Technical Group Inc	348,302.94
Hi-Lite Truck Accessories Ltd	39,299.81
I A Larsen Contracting	107,512.15
Iconix Waterworks LP	756,350.78
Increment One Consulting Ltd	31,233.30
Industrial Alliance Insurance & Financial Services Inc	25,606.34
Info-Tech Research Group Inc	78,120.00
Inland Truck & Equipment Ltd	512,365.94
International Association of Firefighters Local 905	462,820.65
Interprovincial Traffic Services	134,513.12
IPL North America Inc	114,970.24



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
ISL Engineering & Land Services Ltd	\$ 611,165.63
Island Communications Ltd	51,327.08
Island Corridor Foundation	40,160.00
Island Healing	40,971.42
Island Junk Solutions Nanaimo Ltd	51,180.83
Island Key Computer Ltd	214,616.91
Island Overhead Door ('79) Ltd	56,504.77
Island Truck & Auto Collision Ltd	34,798.56
Isle Golf Cars Inc	32,503.52
J Mayzes Excavating Ltd	53,282.31
Janie's Got A Bus Road Trips & Adventures	33,905.50
Johnson Controls Canada LP	60,408.81
Jones & Bartlett Learning	48,191.87
JSF Technologies Inc	41,605.76
K4 Construction Ltd	276,225.80
Karita Sedun	43,889.60
Kasian Architecture Interior Design & Planning Ltd	160,293.17
Kendrick Equipment (2003) Ltd	94,646.43
Kerr Wood Leidal Associates Ltd	304,594.26
Key Innovations Inc	48,593.53
KMS Tools And Equipment Ltd	35,910.24
Knappett Industries (2006) Ltd	13,062,379.87
Knappett Projects Inc	777,389.21
Koers & Associates Engineering Ltd	640,271.18
Kohlar Enterprises Ltd	58,417.70
Kone Inc	113,450.00
KPMG LLP	117,258.75
KTI Ltd	430,512.21
Lanarc 2015 Consultants Ltd	48,507.30
Leavitt Machinery Canada Inc	27,888.00
LED Roadway Lighting Ltd	27,160.63



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Lidstone & Company	\$ 54,885.55
Lifesaving Society	35,192.21
Local Government Management Association of BC	29,872.58
Lone Pine Horticulture	136,892.43
Long View Systems Corporation	105,505.15
Lordco Parts Ltd	64,916.71
Lorne Brownsey	52,368.75
M & J Tree Services Ltd	636,631.78
M Schott Contracting Ltd	102,764.75
M.C. Wright And Associates Ltd	46,230.83
Mazzei Electric Ltd	34,337.76
McCarthy Tetrault LLP, In Trust	70,400.00
McElhanney Associates Land Surveying Ltd	38,157.00
McElhanney Ltd	1,465,724.22
McRae's Environmental Services Ltd	161,254.27
Me Heavy Hauling Ltd	40,356.83
Medi-Tran Services (1993) Ltd	67,403.17
Meira Consulting Inc	278,506.15
Microsoft Canada Inc	633,712.27
Mid-Island Fence Products Ltd	107,754.79
Mike Gogo Cedar Products	26,346.88
Milestone Equipment Contracting Inc	1,965,966.75
Milner Group Ventures Inc	365,334.60
Minister of Finance	236,884.72
Miranda Construction Ltd	94,810.28
MKM Projects Ltd	4,214,171.56
MNP Digital Inc	990,495.17
Moneris	292,254.09
Monk Office Supply Ltd	49,797.42
Motion Industries (Canada) Inc	30,164.46
Municipal Insurance Association of BC	1,708,736.33



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Municipal Pension Plan	\$ 13,733,829.79
Nanaimo Animal Control Services Ltd	696,391.38
Nanaimo Conservatory of Music	28,967.79
Nanaimo Family Life Association	128,625.64
Nanaimo Foodshare Society	28,367.61
Nanaimo Hospitality Association	198,726.75
Nanaimo Port Authority	49,788.57
Nanaimo Sheet Metal Ltd	35,231.74
Nanaimo Swim Club	34,713.92
Nanaimo Trailers Ltd	37,024.96
National Truck Centre Inc	113,997.31
Nazim Garden Landscape Designs Ltd	27,748.88
ND Graphics Inc	36,281.37
New-Line Products Ltd	58,340.59
North Island Tennis Academy	100,669.80
Northwest Hydraulic Consultants Ltd	101,469.12
Nova Pole International Inc	31,402.56
NW Fitness Experience Inc	77,898.89
Oakcreek Golf & Turf LP	80,046.58
Okanagan Fertilizer Ltd	63,539.64
Organized Crime Agency of BC	118,959.43
P&R Truck Centre Ltd	149,906.01
Pacific Flow Control Ltd	437,059.51
Paladin Security Group Ltd	137,079.85
Parallel Geo-Services Inc	30,975.00
Park Place Technologies Canada ULC	34,050.22
Parsons Inc	236,131.03
Pattison Media Ltd	37,440.79
PBX Engineering Ltd	31,569.07
Perfectmind Inc	71,377.60
Peterbilt Pacific Inc	81,976.77



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Petro-Canada Lubricants Inc	\$ 76,787.82
PG Solutions Inc	35,708.03
Pictometry Canada Corporation	42,599.18
Pipe Eye Video Inspections & Services Ltd	440,449.94
Power West Powerwashing	206,839.54
Premier Graphics Inc	37,616.32
Prism Engineering Ltd	27,300.00
Pro Fibre Solutions Ltd	32,634.79
QTC North American Corporation	83,503.21
Quadiant Canada Ltd	43,639.44
R Gallazin & Son Ltd	44,719.05
R.F. Binnie & Associates Ltd	31,759.60
R.W. Matthews Agencies Inc	88,773.44
RB Engineering Ltd	77,794.51
RBC Life Insurance Co	29,851.67
Read Jones Christoffersen Ltd	246,742.25
Receiver General for Canada	36,559,470.52
Regional District of Nanaimo	2,376,057.86
Rembrandt Awards Mfg Ltd	31,225.27
Request Holdings Ltd	30,801.77
Ricoh Canada Inc	156,520.81
Robbins Parking Service Ltd	330,702.92
Rocky Mountain Phoenix Inc	41,658.16
Rollins Machinery Ltd	465,452.62
Romper Room Climbing Ltd	40,004.22
Roper Greyell LLP	50,659.94
S.M.S Summit Mechanical Systems Ltd	34,338.81
Scheller Contracting Ltd	60,965.63
Schindler Elevator Corporation	33,998.46
Scott Philp	98,211.57
Securco Services Inc	78,649.87



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
SES Consulting Inc	\$ 37,527.00
Shades Tankers (1976) Ltd	59,410.94
Shaw Cable	108,452.12
Shaw Electrical Services Ltd	675,820.87
Sheldon Scheller	78,967.96
Sigma Safety	34,517.99
Simson Maxwell Ltd	26,428.33
Slegg Building Materials	41,583.91
SLR Consulting (Canada) Ltd	89,897.43
Social Pinpoint Software Inc	29,400.00
Softchoice LP	194,353.63
Solid CaddGroup Inc	33,459.30
Solmie Excavating Ltd	141,069.61
Sound Waves Entertainment	436,190.69
Southern Railway Vancouver Island Ltd	125,892.81
Sport Systems Canada Inc	34,483.05
Spunky's Motorcycle Shop Ltd	25,985.12
Staples Canada ULC	335,484.03
Stericycle, ULC	45,481.25
Steve Wright	132,602.65
Stevie Smith Legacy Foundation	26,000.00
Strain Landscapes Ltd	689,908.91
Summit Valve And Controls (BC) Inc	26,387.58
Sun Life Assurance Company of Canada	5,932,155.23
Sunco Communication & Installation Ltd	56,716.72
Suncor Energy Products Partnership	1,164,465.30
Sunshine Mountain Ford Lincoln Ltd	866,226.90
Superior Farms Inc	37,151.74
Technical Safety BC	25,554.13
Telus Communications Inc	331,419.40
Telus Health (Canada) Ltd	65,267.99



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Tenaquip Ltd	\$ 36,240.78
Terrasol Environment Inc	36,763.81
The Cool Side	43,362.50
Third Street Nanaimo Holdings Ltd	60,560.31
Tomko Sports Systems Inc	31,682.04
Tourism Nanaimo Society	1,115,306.98
Trane Canada ULC	168,357.50
Tula Project Inc	287,121.29
Uline Canada Corporation	48,159.60
Union of BC Municipalities	32,173.55
Unit4 Business Software Corporation	450,070.92
United Rentals Canada Inc	46,009.89
United Way British Columbia	292,328.50
Universal Traffic (258) Ltd	1,141,237.81
Urban Matters CCC Ltd	101,640.01
Urban Systems Ltd	418,492.25
Vaisala Canada Inc	66,479.98
Vancouver Island Conference Centre	282,252.69
Vancouver Island Mowing Ltd	208,908.00
Vancouver Island Pottery Warehouse	43,985.31
Vancouver Island Regional Library	6,915,872.00
Vancouver Island University	46,687.85
Verdure Global Energy Solutions Inc	81,028.51
Vertigis North America Ltd	37,576.00
Victoria Drain Services Ltd	59,033.70
Vimar Equipment Ltd	153,596.87
Walker's Saw Shop Ltd	35,145.89
Wardill Marine Holdings Ltd	34,240.50
Wasp Manufacturing Ltd	39,301.86
West Coast Chrome Inc	28,545.35
West Coast Machinery Inc	959,862.47



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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	Amount Paid
Westland Insurance Group Ltd	\$ 335,183.00
Westview Sales Ltd	35,963.20
WFR Wholesale Fire & Rescue Ltd	111,194.25
Widsten Property Management Inc	30,427.98
Wilco Civil Inc	1,298,239.66
Windley Contracting Ltd	11,364,478.08
Windsor Building Supplies Ltd	25,471.39
Wishbone Industries Ltd	38,779.35
Worksafe BC	2,646,553.44
WSP Canada Inc	202,938.99
Young Anderson Barristers & Solicitors	324,291.43
Young Anderson Barristers & Solicitors, In Trust	<u>6,021,849.61</u>
 TOTAL SUPPLIERS OVER \$25,000	 180,672,614.37
 TOTAL SUPPLIERS UNDER \$25,000	 <u>6,430,928.22</u>
 TOTAL SUPPLIERS	 <u>\$ 187,103,542.59</u>



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

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

Boys and Girls Club of Central Vancouver Island	\$	69,340.45
Canadian Mental Health Association		50,000.00
Catnap Society		25,000.00
Central Vancouver Island Multicultural Society		69,436.79
Connective Support Society		350,000.00
Crimson Coast Dance Society		50,778.00
Greater Nanaimo Chamber of Commerce		56,250.00
Island Crisis Care Society		25,000.00
McGirr Field		102,680.00
Nanaimo & Area Land Trust		49,966.00
Nanaimo & District Museum Society		432,480.00
Nanaimo 2025 55+ BC Games Society		44,000.00
Nanaimo African Heritage Society		30,930.00
Nanaimo Art Gallery		426,678.00
Nanaimo Blues Society		31,200.00
Nanaimo Community Archives		71,848.98
Nanaimo Family Life Association		56,500.00
Nanaimo Foodshare Society		35,265.34
Nanaimo Hornets RFC		33,973.18
Nanaimo International Jazz Festival Association		47,040.00
Nanaimo Prosperity Corporation		665,000.00
Nanaimo Systems Planning Organization Society		480,000.00
Pacific Coast Stage Company		34,294.72
School District No 68		81,622.56
Snuneymuxw First Nation		84,425.98
The Port Theatre Society		713,087.00
Theatreone Performance Society		51,750.00
Tourism Nanaimo Society		842,653.00
Vancouver Island Symphony		<u>100,965.00</u>
TOTAL GRANTS OVER \$25,000		5,112,165.00



**STATEMENT OF FINANCIAL INFORMATION
PREPARED UNDER THE *FINANCIAL INFORMATION ACT*
FOR THE YEAR ENDED DECEMBER 31, 2025**

TOTAL SUPPLIERS AND GRANTS	192,215,707.59
LESS: EXPENSES PAID ON BEHALF OF ELECTED OFFICIALS & EMPLOYEES	<u>(817,718.42)</u>
TOTAL	<u>\$ 191,397,989.17</u>