

# City of Burnaby

British Columbia, Canada

2023

## STATEMENT OF FINANCIAL INFORMATION

FOR THE FISCAL YEAR ENDED DECEMBER 31, 2023

---



# TABLE OF CONTENTS

---

Statement of Financial Information Approval.....	3
Management Report.....	4
Audit Committee .....	5
Independent Auditors' Report .....	6
Consolidated Financial Statements.....	10
Schedule of Debts .....	38
Schedule of Guarantee and Indemnity Agreements.....	38
Schedule of Remuneration and Expenses .....	39
Mayor and Council.....	40
Employees.....	41
Reconciliation of Remuneration to Financial Statements .....	61
Statement of Severance Agreements .....	62
Schedule of Suppliers of Goods and Services .....	63
Reconciliation of Payments For Goods and Services to Financial Statements.....	82
Schedule of Grants or Contributions .....	83

# Statement of Financial Information Approval

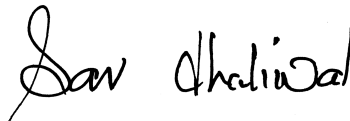
For the year ended December 31, 2023

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



---

Noreen Kassam, CPA, CGA  
Deputy Chief Administrative Officer  
& Chief Financial Officer  
June 18, 2024



---

Councillor Sav Dhaliwal  
Chair Audit Committee  
June 18, 2024

# Management Report

For the year ended December 31, 2023

The Financial Statements contained in this Statement of Financial Information have been prepared by management in accordance with Canadian public sector accounting standards. Management is responsible for the preparation and fair presentation of the consolidated financial statements and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements. Management is also responsible for the preparation of the Statement of Financial Information and ensuring this information is consistent with the financial statements.

The Audit Committee is to assist the City Council in fulfilling its oversight responsibilities and as representatives of Burnaby residents, to enhance accountability of City staff. The Audit Committee's oversight responsibilities include reviewing the audited financial statements and other financial information, the audit process and compliance of financial internal controls.

The City's external auditors, KPMG LLP, conducts an independent examination, in accordance with 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 Financial Information Act. Their examination includes a review and evaluation of the City's system of internal controls and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly.

On behalf of the City of Burnaby,



---

Noreen Kassam, CPA, CGA  
Deputy Chief Administrative Officer  
& Chief Financial Officer  
June 18, 2024

# Audit Committee

The Audit Committee was appointed to assist the City Council in fulfilling its oversight responsibilities and as representatives of Burnaby residents, to enhance the accountability of the City staff. One of the key roles of the Committee is to review the audited financial statements and present them to City Council



Mayor  
Mike Hurley



Councillor  
Sav Dhaliwal (Chair)



Councillor  
Pietro Calendino



Councillor  
Alison Gu (Vice Chair)



Councillor  
Joe Keithley



**KPMG LLP**

PO Box 10426 777 Dunsmuir Street  
Vancouver BC V7Y 1K3  
Canada  
Telephone (604) 691-3000  
Fax (604) 691-3031

## INDEPENDENT AUDITOR'S REPORT

To the Mayor and Council of the City of Burnaby

### **Opinion**

We have audited the consolidated financial statements of the City of Burnaby (the "City"), which comprise:

- the consolidated statement of financial position as at December 31, 2023;
- the consolidated statement of operations and accumulated surplus for the year then ended;
- the consolidated statement of changes in net financial assets for the year then ended;
- the consolidated statement of cash flows for the year then ended;
- and notes and schedule 1 to the consolidated financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the consolidated financial position of the City as at December 31, 2023, and its consolidated results of operations, its consolidated changes in net financial assets, and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

### **Basis for Opinion**

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditor's Responsibilities for the Audit of the Financial Statements**" section of our auditor's report.

We are independent of the City in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Emphasis of Matter – Comparative Information**

We draw attention to Note 20 to the financial statements, which explains that certain comparative information presented for the year ended December 31, 2022 has been restated.

Note 20 explains the reason for the restatement and also explains the adjustments that were applied to restate certain comparative information.

Our opinion is not modified in respect of this matter.

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.



### ***Other Matter – Comparative Information***

As part of our audit of the financial statements for the year ended December 31, 2023, we also audited the adjustments that were applied to restate certain comparative information presented for the year ended December 31, 2022.

In our opinion, such adjustments are appropriate and have been properly applied.

### ***Other Information***

Management is responsible for the other information. Other information comprises the information, other than the financial statements and the auditor's report thereon, included in the 2023 Annual Municipal Report.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit and remain alert for indications that the other information appears to be materially misstated.

We obtained the information, other than the financial statements and the auditor's report thereon, included in the 2023 Annual Municipal Report as at the date of this auditor's report.

If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in the auditor's report.

We have nothing to report in this regard.

### ***Responsibilities of Management and Those Charged with Governance for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the City's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the City or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the City's financial reporting process.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.



Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on City's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause City to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.





City of Burnaby  
Page 4

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group entity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

*KPMG LLP*

Chartered Professional Accountants

Vancouver, Canada  
May 13, 2024

# Consolidated Statement of Financial Position

As at December 31, 2023 with comparative figures for 2022

	2023 Actual (\$)	2022 Actual (\$) (Restated - Note 20)
<b>Financial Assets</b>		
Cash and cash equivalents	164,002,510	74,496,683
Investments (Note 3)	2,078,936,296	2,131,938,250
<b>Accounts receivables:</b>		
Accrued interest	179,884,054	193,351,896
Taxes	10,536,246	8,692,082
Local improvement frontage tax	1,148,847	1,425,929
Other receivables (Note 4)	213,822,178	192,884,700
	405,391,325	396,354,607
<b>Total Financial Assets</b>	<b>2,648,330,131</b>	<b>2,602,789,540</b>
<b>Liabilities</b>		
<b>Accounts payables and accrued liabilities (Note 5):</b>		
Due to other governments	63,631,321	69,722,939
Accounts payable	64,929,780	71,183,107
Accrued liabilities	19,747,117	19,830,935
	148,308,218	160,736,981
Employee future benefits (Note 14)	9,993,000	10,814,000
Deposits - damages, servicing and other	62,018,651	58,328,723
Deferred revenue (Note 6)	105,030,400	98,244,412
Development cost charges and restricted funds (Note 7)	163,033,551	151,572,673
<b>Total Liabilities</b>	<b>488,383,820</b>	<b>479,696,789</b>
<b>Net Financial Assets</b>	<b>2,159,946,311</b>	<b>2,123,092,751</b>
<b>Non-Financial Assets</b>		
Tangible capital assets (Note 8 and Schedule 1)	3,573,094,579	3,370,687,783
Inventory of supplies	3,233,135	2,857,484
Prepaid expenses	5,894,260	3,771,160
<b>Total Non-Financial Assets</b>	<b>3,582,221,974</b>	<b>3,377,316,427</b>
<b>Accumulated Surplus (Note 9)</b>	<b>5,742,168,285</b>	<b>5,500,409,178</b>

Contingencies and Commitments (Note 12)  
 Contractual Rights (Note 17)  
 See accompanying Notes and Schedules to Consolidated Financial Statements.

Approved by: 

Noreen Kassam, Deputy Chief Administrative Officer and Chief Financial Officer, City of Burnaby

## Consolidated Statement of Operations and Accumulated Surplus

For the year ended December 31, 2023 with comparative figures for 2022

	2023 Budget (\$) (Notes 1 (B), 16)	2023 Actual (\$)	2022 Actual (\$) (Restated - Note 20)
<b>Revenues</b>			
Taxation revenue (Note 11)	356,445,800	357,229,374	339,096,005
Sales of goods and services	139,349,800	142,692,716	131,947,031
Investment income	65,961,200	90,777,246	62,946,483
Other revenue	205,607,100	119,141,797	98,492,677
Community benefit bonus	237,154,000	62,194,444	250,677,570
Contributed asset revenue	7,000,000	29,517,522	53,828,928
Transfers from other governments (Note 10)	29,329,000	57,564,736	41,765,263
Transfer from restricted funds and development cost charges (Note 7)	7,539,000	5,752,130	10,360,086
<b>Total Revenues</b>	<b>1,048,385,900</b>	<b>864,869,965</b>	<b>989,114,043</b>
<b>Expenses</b>			
General government services	138,217,000	136,088,941	132,708,714
Protective services	153,767,800	148,239,079	138,626,517
Transportation services	68,889,900	64,946,385	61,368,385
Environmental services	120,700,000	117,806,646	111,388,960
Development services	13,445,500	11,370,219	10,740,710
Parks, recreation and culture services	137,815,200	144,659,588	131,350,512
<b>Total Expenses</b>	<b>632,835,400</b>	<b>623,110,858</b>	<b>586,183,798</b>
<b>Annual Surplus</b>	<b>415,550,500</b>	<b>241,759,107</b>	<b>402,930,245</b>
<b>Accumulated Surplus, Beginning of Year</b>	<b>5,500,409,178</b>	<b>5,500,409,178</b>	<b>5,097,478,933</b>
<b>Accumulated Surplus, End of Year</b>	<b>5,915,959,678</b>	<b>5,742,168,285</b>	<b>5,500,409,178</b>

See accompanying Notes and Schedules to Consolidated Financial Statements.

## Consolidated Statement of Changes in Net Financial Assets

For the year ended December 31, 2023 with comparative figures for 2022

	2023 Budget (\$) (Notes 1 (B), 16)	2023 Actual (\$)	2022 Actual (\$) (Restated - Note 20)
Annual surplus	415,550,500	241,759,107	402,930,245
Tangible capital assets			
Acquisition of tangible capital assets	(291,362,700)	(252,995,792)	(221,892,887)
Contributed tangible capital assets	(7,000,000)	(29,517,522)	(53,828,928)
Acquisition from land exchange	-	-	(14,000)
Amortization of tangible capital assets	79,071,800	78,511,042	75,546,505
Gain on sale of tangible capital assets	(139,815,000)	(7,858,381)	(1,815,819)
Proceeds on sale and exchange of tangible capital assets	-	9,265,053	4,227,470
Write-downs of tangible capital assets	-	188,804	9,650,209
	<b>(359,105,900)</b>	<b>(202,406,796)</b>	<b>(188,127,450)</b>
Changes in inventory of supplies	-	(375,651)	(639,619)
Changes in prepaid expenses	-	(2,123,100)	(178,547)
	-	<b>(2,498,751)</b>	<b>(818,166)</b>
<b>Increase in net financial assets</b>	<b>56,444,600</b>	<b>36,853,560</b>	<b>213,984,629</b>
<b>Net Financial Assets, Beginning of Year</b>	<b>2,123,092,751</b>	<b>2,123,092,751</b>	<b>1,917,089,305</b>
Adjustment on adoption of PS 3280 (Note 20)	-	-	(7,981,183)
<b>Net Financial Assets, Beginning of Year, as Restated</b>	-	-	<b>1,909,108,122</b>
<b>Net Financial Assets, End of Year</b>	<b>2,179,537,351</b>	<b>2,159,946,311</b>	<b>2,123,092,751</b>

See accompanying Notes and Schedules to Consolidated Financial Statements.

## Consolidated Statement of Cash Flows

For the year ended December 31, 2023 with comparative figures for 2022

	2023 Actual (\$)	2022 Actual (\$) (Restated - Note 20)
<b>Operating Transactions</b>		
Annual surplus	241,759,107	402,930,245
Non-cash items:		
Amortization of tangible capital assets	78,511,042	75,546,505
Accretion expense	103,916	100,997
Contributed tangible capital assets	(29,517,522)	(53,828,928)
Gain on sale of tangible capital assets	(7,858,381)	(1,815,819)
Write-downs of tangible capital assets	188,804	9,650,209
	<b>283,186,966</b>	<b>432,583,209</b>
Changes in non-cash working capital:		
Accounts receivables	(9,036,718)	(69,409,262)
Accounts payable and accrued liabilities	(12,532,679)	31,722,239
Employee future benefit	(821,000)	(338,000)
Deposits - damage, servicing and other	3,689,928	6,654,456
Deferred revenue	6,785,988	(3,071,629)
Development cost charges and restricted funds	11,460,878	5,226,297
Inventory	(375,651)	(639,619)
Prepaid expenses	(2,123,100)	(178,547)
	<b>280,234,612</b>	<b>402,549,144</b>
<b>Capital Transactions</b>		
Tangible capital assets acquisitions	(252,995,792)	(221,892,887)
Proceeds on sale of tangible capital assets	9,265,053	4,213,470
	<b>(243,730,739)</b>	<b>(217,679,417)</b>
<b>Investing Transactions</b>		
Net change in investments	53,001,954	(449,509,372)
	<b>53,001,954</b>	<b>(449,509,372)</b>
<b>Increase / (Decrease) in cash and cash equivalents</b>	<b>89,505,827</b>	<b>(264,639,645)</b>
<b>Cash and Cash Equivalents, Beginning of Year</b>	<b>74,496,683</b>	<b>339,136,328</b>
<b>Cash and Cash Equivalents, End of Year</b>	<b>164,002,510</b>	<b>74,496,683</b>
<b>Cash and Cash Equivalents, End of Year</b>		
Represented by:		
Cash	11,002,510	14,496,683
Cash equivalents	153,000,000	60,000,000
	<b>164,002,510</b>	<b>74,496,683</b>
<b>Non-Cash Transaction</b>		
Acquisition from land exchange	-	14,000

See accompanying Notes and Schedules to Consolidated Financial Statements.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

Burnaby was incorporated in 1892 as a district municipality and one hundred years after incorporation, became the City of Burnaby (City). The City is legislated under the Local Government Act of British Columbia and its principal activities include the provision of local government services to residents of the incorporated area. These include administrative, protective, infrastructure, environmental, planning, building, recreational, waterworks, and sanitary sewer services.

## 1. Significant Accounting Policies

The consolidated financial statements of the City have been prepared by management in accordance with Canadian generally accepted accounting principles as prescribed by the Public Sector Accounting Board (PSAB) of the Chartered Professional Accountants of Canada.

### A. BASIS OF CONSOLIDATION

The consolidated financial statements are comprised of the City's Operating, Capital and Reserve Funds as well as the Burnaby Public Library (Library). The Library is consolidated as it is considered to be controlled by the City, by virtue of their Board being appointed by the City. In addition, the Civic Innovation Lab (CIL) which is a new joint partnership with Simon Fraser University (SFU), is proportionally consolidated based on 50% ownership. Interfund and inter-entity transactions have been eliminated on consolidation.

#### I. Operating Funds

These funds include the General, Waterworks Utility and Sanitary Sewer Operating Funds as well as the Burnaby Public Library. They are used to record the operating costs of services provided by the City.

#### II. Capital Funds

These funds include the General, Waterworks Utility and Sanitary Sewer Capital Funds and Burnaby Public Library Capital. They are used to record the acquisition costs of tangible capital assets. All the Capital Funds are combined on the financial statements.

#### III. Reserve Funds

Under the Community Charter of British Columbia, City Council may, by bylaw, establish reserve funds for specified purposes. Money in a reserve fund and interest earned thereon must be expended only for the purpose for which the fund was established. If the amount in a reserve fund is greater than required for the purposes for which it was established, City Council may transfer all or part of the amount to another reserve fund, provided that the nature of the reserve is used for the same purpose.

### B. BUDGET

Budget information reported in the consolidated financial statements represents the 2023 Consolidated Revenues and Expenditures component of the City of Burnaby 2023-2027 Financial Plan received by City Council on March 13, 2023 and adopted through Bylaw No. 14555 on March 27, 2023.

### C. REVENUE RECOGNITION

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impractical.

Revenue recognition on sale of properties occurs when the City has transferred the significant risks and rewards of ownership. Property lease revenue includes all amounts earned from tenants including property tax and operating cost recoveries. Lease revenues are recognized on a straightline basis over the term of the lease.

Restricted transfers from governments are deferred and recognized as revenue in the year in which the related expenditures are incurred or the stipulations in the related agreements are met. Unrestricted transfers are recognized as revenue when received.

## D. COLLECTION ON BEHALF OF OTHER AUTHORITIES

The City is required to collect and remit taxes on behalf of other tax authorities. Collections for other authorities are excluded from City revenues.

## E. PROPERTY TAXES

British Columbia Assessment Authority (BCA) produces independent property assessments based on market value for all property owners in the Province as of July 1 each year. The City establishes property tax rates based on the assessed values provided by BCA to collect revenue needed to fund City services and programs. Taxation revenue is recorded at the time property tax bills are issued. The City is entitled to collect interest and penalties on overdue taxes.

For 2023, the value for taxable land and buildings, (excluding valuations for exempt properties) across all property classes was \$146.6 billion (2022 - \$129.7 billion).

## F. COMMUNITY BENEFIT BONUS REVENUE

Community Benefit Bonus revenue is a cash contribution received by the City through the land development process and recognized as revenue in the year received. These reserves are allocated by Council policy and held in capital reserves.

Council's Community Benefit Bonus Policy provides a framework through which developments provide benefits for future amenities. The program is based on a voluntary density bonus approach provided for through provincial legislation, the Burnaby Zoning Bylaw, and Council's direction.

Council policy directs 80% of undesignated cash contributions towards community amenities, and 20% to the City-wide Affordable Housing Reserve for affordable and/or special needs housing. Interest income earned on the Community Benefit Bonus Reserves is retained within the reserves.

As these funds are restricted for capital purposes, they are not available to be used to meet current operating expenditures or obligations. See Note 9 Reserves - Non-Statutory Capital Reserves for the balance of the Community Benefit Bonus Reserves held for future City amenities.

## G. CONTRIBUTED ASSET REVENUE

Tangible capital assets from developers are a condition of the development approval process. Public Sector Accounting Board rules require municipalities to recognize as revenue the fair market value of the tangible capital assets when they are made available for use and received by the City.

The delivery of the contributed tangible capital assets is dependent upon the developer. The revenue is recognized on the Consolidated Statement of Operations and Accumulated Surplus with an increase in tangible capital assets on the Consolidated Statement of Financial Position of the same amount. Contributed asset revenue represents the fair market value of assets received. It is not a source of funding available to meet current operating expenditures or obligations.

## H. DEFERRED REVENUES

Deferred revenues represent the receipt of funds for which the provision of services occurs in the future, including development cost levies which have been collected in accordance to Council-approved bylaws to finance growth-related projects, other government transfers and amounts received from third parties pursuant to legislation, regulation or agreement. These revenues may only be used in the conduct of certain services, in the completion of specific work, or for the purchase of tangible capital assets. These amounts will be recognized as revenues in the year in which the expenditures are incurred.

## I. EXPENSES

Expenses are recognized as they are incurred and measurable as a result of receipt of goods or services and/or the creation of a legal obligation to pay. Interest expense is accrued as the obligation is incurred.

## J. CASH AND CASH EQUIVALENTS

Cash and cash equivalents includes cash and short-term investments with maturities of three months or less at the date of acquisition, are readily convertible to known amounts of cash and are subject to an insignificant risk of change in value.

## K. INVESTMENTS

Investments are recorded at cost, adjusted for amortization of premiums or discounts over the term of the investments on a straight-line basis. Provisions for losses are recorded when they are considered to be other than temporary. Short-term investments are those that mature between three months and one year. Long-term investments are those that mature in more than one year.

## L. EMPLOYEE FUTURE BENEFITS

The City and its employees make contributions to the Municipal Pension Plan (Plan). The Plan is a multi-employer contributory defined benefit pension plan. These contributions are expensed as incurred.

Sick leave and post-employment benefits accrue to the City's employees. The liability relating to these benefits is actuarially determined based on length of service, best estimates of retirement ages and expected future salary and wage increases. The liabilities under these benefit plans are accrued based on projected benefits pro-rated as employees render services necessary to earn the future benefits.

Actuarial gains or losses are amortized over the expected average remaining service life of the related employee group.

The liability for event-driven benefits, such as disability benefits, is calculated after the event occurs. The expense is recognized in the year the event occurs.

## M. GOVERNMENT TRANSFERS

Restricted transfers from governments are deferred and recognized as revenue as the related expenditures are incurred or the stipulations in the related agreements are met. Unrestricted transfers are recognized as revenue when received or if the amount to be received can be reasonably estimated and collection is reasonably assured.





## N. NON-FINANCIAL ASSETS

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

### I. Tangible Capital Assets

Tangible capital assets are recorded at cost, which include all amounts that are directly attributable to the acquisition, construction, development, or betterment of the asset. Assets under construction are not depreciated until the asset is available for productive use. The City does not capitalize interest associated with the acquisition or construction of a tangible capital asset. Contributions of tangible capital assets are reported at fair market value at the time of receipt and are also recorded as revenue. The cost, less residual value, of tangible capital assets, excluding land, are amortized on a straight-line basis over their estimated useful lives, commencing the month and year the asset is put into service.

Tangible capital assets are written down to residual value when conditions indicate they no longer contribute to the ability of the City to provide services or when future economic benefits associated with the site and buildings are less than their net book value. The writedowns are accounting for as expenses in the Statement of Operations.

Amortization is charged over the asset's useful life once the asset is available for use. Estimated useful lives are as follows:

Asset	Useful Life (Years)
Land (Under Roads/Civic Use)	Is not amortized
Land Improvements	10 to 75
Buildings	10 to 50
Infrastructure Water	15 to 60
Infrastructure Sewer	15 to 70
Infrastructure Drainage	15 to 100
Infrastructure Roads	10 to 80
Vehicles and Mobile Equipment	5 to 40
Technology and Telephony	3 to 20
Furniture, Fixtures and General	2 to 25
Leasehold Improvements	Term of Lease

Land is recorded at cost. Works of art, artifacts, cultural, and historical assets are not recorded as assets in the consolidated financial statements. The City controls various works of art and historical treasures including artifacts, paintings and sculptures located at City sites and public display areas. Costs for works of art are expensed in the period they are incurred.

### II. Inventory

Inventory held for consumption is recorded at the lower of cost and net realizable value.

## O. USE OF ESTIMATES

The preparation of the consolidated financial statements requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Actual results could differ from these estimates.

Significant areas requiring the use of estimates include but are not limited to the valuation of asset retirement obligations, anticipated useful lives of tangible assets, future costs to settle employee benefit obligations, and valuation of accounts receivable. The degree of uncertainty resulting from the use of estimates for measurement purposes cannot be reasonably determined.

## **P. SEGMENT DISCLOSURE**

The City provides a wide range of services to its citizens. For management reporting and budget control purposes, the government's operations and activities are organized and reported by City departments. These departments are grouped together for the segment report to give an operational view of the way the City works on a day-to-day basis. This additional reporting is intended to enable users to better understand the government reporting entity and the major activities of the City.

## **Q. CONTAMINATED SITES**

A liability for contaminated sites is recognized when a site is not in productive use and the following criteria are met:

- i. An environmental standard exists;
- ii. Contamination exceeds the environmental standard;
- iii. The City is directly responsible or accepts responsibility;
- iv. It is expected that future economic benefits will be given up; and
- v. A reasonable estimate of the amount can be made.

The liability is recognized as management's estimate of the cost of post-remediation including operation, maintenance and monitoring that are an integral part of the remediation strategy for a contaminated site. As at December 31, 2023, no liability for contaminated sites was recognized.

## **R. FINANCIAL INSTRUMENTS**

Financial instruments include cash and cash equivalent, investments, accounts receivable, and accounts payable.

Financial instruments are recorded at fair value on initial recognition. Equity instruments and derivatives that are quoted in an active market are subsequently recorded at fair value as at the reporting date. All other financial instruments are subsequently recorded at cost or amortized cost unless management elects to carry the instruments at fair value. The City has not elected to carry any other financial instruments at fair value.

Unrealized changes in fair value are recognized on the consolidated statement of remeasurement gains and losses. They are recorded in the consolidated statement of operations and accumulated surplus when they are realized. There are no unrealized changes in fair value as at December 31, 2023 and December 31, 2022. As a result, the City does not have a consolidated statement of remeasurement gains and losses.

Transaction costs incurred on the acquisition of financial instruments subsequently measured at fair value are expensed as incurred.

All financial assets are assessed for impairment on an annual basis. When a decline is determined to be other than temporary, the amount of the loss is reported in the consolidated statement of operations and accumulated surplus.

## 2. Adoption of New Accounting Standards

### A. PS 3280 ASSET RETIREMENT OBLIGATIONS

As of January 1, 2022, the City adopted Canadian public sector accounting standard PS 3280 Asset Retirement Obligations. An asset retirement obligation is recognized when, as at the financial reporting date, all of the following criteria are met:

- » There is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- » The past transaction or event giving rise to the liability has occurred;
- » It is expected that future economic benefits will be given up; and,
- » A reasonable estimate of the amount can be made.

The City's asset retirement obligations include the removal for asbestos in several of the buildings and fuel tanks owned by the City and end-of-life decommissioning costs for certain leases.

Measurement of the asset retirement obligation is based on the best estimate of future cash flows that will be required to settle the liability. The estimate of the asset retirement obligations include costs directly attributable to the asset retirement activities. The estimated costs have been recorded as a liability and capitalized into the carrying amount of tangible capital assets, which is being amortized in accordance with the amortization accounting policy outlined in Note 1.

The carrying value of the liability is reviewed at each financial reporting date with changes to the timing or amount of the original estimate of cash flows recorded as an adjustment to the liability and related tangible capital asset. Changes in the liability due to the passage of time are recorded as an accretion expense and are incorporated into the Statement of Operations and Accumulated Surplus.

If the related tangible capital asset is no longer in productive use or unrecognized, any unamortized asset retirement obligation is immediately expensed.

As of December 31, 2023, the undiscounted estimated cash flows required to settle the obligations are approximately \$8.1 million and is estimated that the majority will be paid during the fiscal years 2024 to 2072. The estimated cash flows were discounted using the credit-adjusted risk-free rate of 3% per annum.

### B. PS 3450 FINANCIAL INSTRUMENTS AND RELATED STANDARDS

On January 1, 2023, the City adopted Canadian public sector accounting standard PS 3450 Financial Instruments, PS 2601 Foreign Currency Translation, PS 1201 Financial Statement Presentation and PS 3041 Portfolio Investments. Under PS 3450 Financial Instruments, all financial instruments are included on the statement of financial position and are measured at either fair value or amortized cost based on the characteristics of the instrument and the City's accounting policy choices (see Note 1).

The adoption of these standards did not have any impact on the amounts presented in these financial statements.

### 3. Investments

2023	Investments	Cost (\$)	Market Value (\$)	Interest Rates	Maturity
Short-term investments	GIC's, Treasury Bills, Term Deposits, Bonds	479,278,355	498,376,054	1.42-7.00%	0-1 years
Long-term investments	GIC's, Term Deposits, Bonds, Structured Notes, MFA Pooled Funds	1,599,657,941	1,715,242,722	1.31-7.65%	1-20 years
<b>Total</b>		<b>2,078,936,296</b>	<b>2,213,618,776</b>		

2022	Investments	Cost (\$)	Market Value (\$)	Interest Rates	Maturity
Short-term investments	GIC's, Treasury Bills, Term Deposits, Bonds	347,144,893	355,456,233	0.93- 5.45%	0-1 year
Long-term investments	GIC's, Term Deposits, Bonds, Structured Notes, MFA Pooled Funds	1,784,793,357	1,884,413,076	1.31- 7.61%	1-21 years
<b>Total</b>		<b>2,131,938,250</b>	<b>2,239,869,309</b>		

### 4. Other Accounts Receivables

	2023 (\$)	2022 (\$)
Community benefit bonus receivables	182,612,263	168,735,406
Federal and provincial governments receivables	6,100,960	6,120,369
Other receivables	19,480,133	12,063,242
Third party receivables	3,134,499	2,661,591
Property management receivables	2,494,323	2,010,596
Development cost charge levy receivable	-	1,293,496
<b>Total</b>	<b>213,822,178</b>	<b>192,884,700</b>

## 5. Accounts Payables and Accrued Liabilities

	2023 (\$)	2022 (\$)
		(Restated - Note 20)
Trade and other liabilities	140,235,206	152,654,801
Asset Retirement Obligation (Note 18)	8,073,012	8,082,180
<b>Total</b>	<b>148,308,218</b>	<b>160,736,981</b>

## 6. Deferred Revenue

	2022 (\$)	Externally Restricted Inflows (\$)	Revenue Earned (\$)	2023 (\$)
Taxes and utilities	25,641,187	27,343,354	(25,641,187)	27,343,354
Parks and recreation fees	3,554,454	10,935,659	(9,181,634)	5,308,479
Future capital works	28,002,812	9,766,148	(7,859,066)	29,909,894
Other deferred revenue	41,045,959	58,360,415	(56,937,701)	42,468,673
<b>Total</b>	<b>98,244,412</b>	<b>106,405,576</b>	<b>(99,619,588)</b>	<b>105,030,400</b>

## 7. Development Cost Charges and Restricted Funds

	2023 (\$)	2022 (\$)
Balance at beginning of year	151,572,673	146,346,376
Contribution	10,360,657	10,969,883
Interest	6,852,351	4,616,500
Revenue recognized	(5,752,130)	(10,360,086)
<b>Balance at end of year</b>	<b>163,033,551</b>	<b>151,572,673</b>
Parkland Acquisition	148,491,457	138,872,794
Metrotown Public Open Space	8,018,352	7,597,826
Metrotown Grade - Separated Pedestrian Linkages	1,571,734	1,451,455
Edmonds Town Centre South Grade - Separated Crossings	805,889	772,729
Off-Street Parking	3,427,451	2,737,595
Active Transportation Infrastructure	718,668	140,274
<b>Balance at end of year</b>	<b>163,033,551</b>	<b>151,572,673</b>

Development cost charges and restricted funds are monies collected from developers for designated purposes, such as future parkland acquisitions. These are comprised of cash and investments of \$163,033,551 (2022 - \$151,572,673) and restricted accounts receivable of \$nil (2022 - \$1,293,496).

## 8. Tangible Capital Assets

### ASSETS

See Schedule 1 for details.

### CONTRIBUTED ASSETS

Infrastructure contributed to the City totaled \$14,312,695 in 2023 (2022 - \$6,115,222); Building contributed to the City totaled \$1,322,375 in 2023 (2022 - \$8,971,748) and were capitalized at fair value at the time of receipt; and Land contributed to the City totaled \$13,882,452 in 2023 (2022 - \$38,741,959). Included within the prior year, the City received contributed assets as part of the Mayberry acquisition to preserve the supply of affordable housing. Included within the prior year, contributed assets associated to Mayberry totalled \$24,644,280, which consisted of \$15,672,532 of land and \$8,971,748 of building. Upon acquisition, the building was written down to \$nil as the ownership was effectively transferred through a long-term lease arrangement for cooperative housing.

### ASSETS UNDER CONSTRUCTION

Assets under construction having a value of approximately \$241,538,500 in 2023 (2022 - \$150,752,000) have not been amortized. Amortization of these assets will commence when the asset are put into service.

### WORKS OF ART AND HISTORICAL TREASURES

The City manages and controls various works of art and non-operational historical cultural assets including buildings, artifacts, paintings, and sculptures located at City sites and public display areas. The assets are not recorded as tangible capital assets and are not amortized.

### WRITE-DOWNS OF TANGIBLE CAPITAL ASSETS

The write-down during the year totaled \$188,804 in 2023 (2022 - \$9,650,209).

## 9. Accumulated Surplus

	2023 (\$)	2022 (\$)
<b>Accumulated Surplus Non-Financial Assets:</b>		(Restated - Note 20)
<b>Tangible Capital Assets</b>	3,573,094,579	3,370,687,783
<b>Inventory of Supplies</b>	3,233,135	2,857,484
<b>Prepaid Expenses</b>	5,894,260	3,771,160
<b>Total Accumulated Surplus Non-Financial Assets</b>	<b>3,582,221,974</b>	<b>3,377,316,427</b>
<b>Accumulated Surplus Net-Financial Assets:</b>		
<b>Statutory Reserve Funds</b>		
Corporate and Tax Sale Land Reserve Fund	293,224,254	272,700,055
Capital Asset Works Financing Reserve Fund	125,901,886	139,350,275
Equipment and Vehicle Replacement Reserve Fund	77,750,714	73,825,845
Housing Capital Reserve Fund	34,642,785	33,217,299
Growing Communities Reserve Fund	29,760,075	-
Other Statutory Capital Reserve Fund	20,861,106	18,959,896
Local Improvement Reserve Fund	19,561,029	18,437,878
Development Cost Charge Reserve Funds	9,226,983	9,856,504
<b>Statutory Reserve Funds Total</b>	<b>610,928,832</b>	<b>566,347,752</b>
<b>Non-Statutory Capital Reserves</b>		
Community Benefit Bonus Reserves	1,152,942,303	1,171,708,291
Gaming Reserve	13,194,175	21,209,033
Sanitary Sewer Fund Capital Reserve	71,122,544	75,129,415
Waterworks Utility Capital Reserve	61,863,704	64,817,853
Other Capital Reserves	31,449,052	32,717,214
<b>Non-Statutory Capital Reserves Total</b>	<b>1,330,571,778</b>	<b>1,365,581,806</b>
<b>Non-Statutory Operating Reserves</b>		
Other Operating Reserves	29,844,935	32,100,284
Operating Housing Reserve	31,315,147	22,474,143
Stabilization Reserve	12,795,002	14,531,952
Snow Removal Reserve	6,838,547	6,838,547
<b>Non-Statutory Operating Reserves Total</b>	<b>80,793,631</b>	<b>75,944,926</b>
<b>Unappropriated Operating Surplus</b>		
Sanitary Sewer Fund Reserve	68,226,286	57,364,199
Waterworks Utility Reserve	65,994,890	50,059,854
General Revenue Reserve	3,430,894	7,794,214
<b>Unappropriated Operating Surplus Total</b>	<b>137,652,070</b>	<b>115,218,267</b>
<b>Total Accumulated Surplus Net Financial Assets</b>	<b>2,159,946,311</b>	<b>2,123,092,751</b>
<b>Total Accumulated Surplus</b>	<b>5,742,168,285</b>	<b>5,500,409,178</b>

## 10. Transfers From Other Governments

	2023 (\$)	2022 (\$)
Transfers from federal government	5,192,273	13,802,534
Transfers from provincial government	46,091,356	16,268,512
Transfers from regional and local governments	6,281,107	11,694,217
<b>Total</b>	<b>57,564,736</b>	<b>41,765,263</b>

## 11. Taxation Revenue

In addition to levying and collecting property taxes for municipal purposes, the City also collects taxes from its citizens on behalf of other governments. The following table illustrates the amounts collected and the amounts transferred to other governments. These amounts collected on behalf of other governments are not reflected on the City's consolidated financial statements.

	2023 (\$)	2022 (\$)
<b>Taxes Collected</b>		
General Purposes	337,845,775	320,092,526
Collections for Other Governments	300,471,836	275,215,900
Sanitary Sewer Parcel Tax	19,383,599	19,003,479
	<b>657,701,210</b>	<b>614,311,905</b>
<b>Less Transfers to Other Governments and Associations</b>		
Province of British Columbia - School Taxes	232,917,258	212,522,261
Metro Vancouver Regional District	10,435,640	8,970,110
South Coast British Columbia Transportation Authority	49,200,393	46,340,274
BC Assessment Authority	7,365,483	6,848,275
Municipal Finance Authority	40,475	35,569
Hastings Street Business Improvement Area	292,802	287,061
North Road Business Improvement Area	219,785	212,350
	<b>300,471,836</b>	<b>275,215,900</b>
<b>Taxation Revenue</b>	<b>357,229,374</b>	<b>339,096,005</b>



## 12. Contingencies and Commitments

- A. At December 31, 2023 the balance of the outstanding contracts for capital and other expenditures is estimated at \$437.6 million (2022 - \$190.6 million).

These amounts are not accrued in the financial statements:

Year	Millions
2024	220.7
2025	125.0
2026	46.6
2027	31.6
2028	13.7
	<b>437.6</b>

- B. In the ordinary course of business, claims are asserted or made against the City, and the City is currently involved in various legal actions. The outcome of these actions cannot be determined at this time. A provision has been made in the accounts for any possible unfavourable outcome of these actions. The amount of any loss in excess of the provision and insurance coverage will be recorded when determinable.
- C. The City holds irrevocable letters of credit in the aggregate amount of \$269.5 million (2022 - \$261.5 million) received from depositors to ensure their performance of works to be undertaken within the City. These amounts are not reflected in the consolidated financial statements.
- D. The City as a member of Metro Vancouver is directly, jointly and severally liable with the other member municipalities for the net capital liabilities of those authorities.
- E. The City is a shareholder and member of E-Comm Emergency Communications for British Columbia Incorporated (E-Comm), whose services include: regional 911 call centre, Area Wide Radio emergency communications network, dispatch operations, and records management. The City holds 1 Class A share. As a Class A shareholder, the City is committed to paying levies for services received under a cost-sharing formula to fund operating and capital costs of the E-Comm operations. In addition, the City is contingently liable to cover its proportionate share of such costs should any member be unable to fulfill its funding obligations. Annual levy amounts fluctuate based on various factors under the cost sharing formula, and amounted to \$5.2 million during the year (2022 - \$4.0 million).

### 13. Municipal Pension Plan

The City and its employees contribute to the Municipal Pension Plan (a jointly trustee pension plan). The board of trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan. Basic pension benefits are based on a formula. As at December 31, 2022, the plan has about 240,000 active members and approximately 124,000 retired members. Active members include approximately 2,880 contributors from the City (2022 - 2,610 contributors).

Every three years, an actuarial valuation is performed to assess the financial position of the plan and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plan. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plan. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2021, indicated a \$3,761 million funding surplus for basic pension benefits on a going concern basis.

The City paid \$19,419,003 (2022 - \$17,467,861) for employer contributions while employees contributed \$18,244,556 (2022 - \$15,246,809) to the plan in fiscal 2023.

The next valuation will be as at December 31, 2024, with results available in 2025.

Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plan records accrued liabilities and accrued assets for the plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plan.

## 14. Employee Future Benefits

The City provides certain post-employment benefits to its employees. These benefits include accumulated vacation deferral, supplementary vacation and retirement gratuity benefits. The liability associated with these benefits is calculated based on the present value of expected future payments pro-rated for services.

	2023 (\$)	2022 (\$)
Accrued benefit obligation, beginning of year	11,278,000	13,044,000
Current service cost	780,000	978,000
Interest cost	504,000	323,000
Benefits paid	(2,244,000)	(1,737,000)
Actuarial loss / (gain)	5,013,000	(1,330,000)
Plan amendment	(673,000)	-
Plan curtailment	(409,000)	-
<b>Accrued benefit obligation, end of year</b>	<b>14,249,000</b>	<b>11,278,000</b>

An actuarial valuation for these benefits was performed to determine the City's accrued benefit obligation as at December 31, 2023. The difference between the actuarially determined accrued benefit liability estimate of \$9,993,000 and the accrued benefit obligation of \$14,249,000 as at December 31, 2023, is an unamortized net actuarial loss of \$4,256,000. The actuarial loss is being amortized over a period equal to the employees' average remaining service lifetime of 12 (2022-11) years.

	2023 (\$)	2022 (\$)
Accrued benefit obligation, end of year	14,249,000	11,278,000
Unamortized net actuarial loss	(4,256,000)	(464,000)
<b>Accrued benefit liability, end of year</b>	<b>9,993,000</b>	<b>10,814,000</b>

**Actuarial assumptions used to estimate the City's accrued benefit obligation are as follows:**

	2023	2022
Discount rate	4.20%	4.40%
Expected future inflation rate	2.50%	1.80%

## 15. Segmented Information (\$ Thousands)

The following pages summarize the City's segments by functional expenses and revenue categories.

<b>2023</b>	<b>General Government &amp; Administrative Services</b>	<b>Protective Services</b>	<b>Public Works &amp; Others</b>	<b>Solid Waste</b>	<b>Water Works</b>	<b>Sanitary Sewer</b>	<b>Planning &amp; Development Services</b>	<b>Parks, Recreation &amp; Culture Services</b>	<b>Library Services</b>	<b>Other Funds</b>	<b>Total</b>
<b>Revenues</b>											
Taxation revenue	337,846	-	-	-	-	19,383	-	-	-	-	357,229
Sales of goods & services	542	610	3,620	7,737	62,341	31,451	149	36,243	-	-	142,693
Investment income	8,739	-	-	-	-	-	-	-	68	81,970	90,777
Other revenue	33,348	1,006	8,168	3,849	1,095	1,708	43,248	1,494	686	24,540	119,142
Community benefit bonus	-	-	-	-	-	-	-	-	-	62,194	62,194
Contributed asset revenue	-	-	-	-	-	-	-	-	-	29,518	29,518
Transfers from other governments	762	6,266	4,744	359	-	-	271	611	-	44,552	57,565
Transfer from restricted funds & development cost charges	-	-	-	-	-	-	-	-	-	5,752	5,752
	<b>381,237</b>	<b>7,882</b>	<b>16,532</b>	<b>11,945</b>	<b>63,436</b>	<b>52,542</b>	<b>43,668</b>	<b>38,348</b>	<b>754</b>	<b>248,526</b>	<b>864,870</b>
<b>Expenses</b>											
Compensation	51,853	69,520	25,991	11,054	5,090	4,574	17,766	80,165	13,674	-	279,687
Policing contract	-	60,407	-	-	-	-	-	-	-	-	60,407
General services	44,895	6,949	10,905	4,084	3,427	4,697	3,317	10,936	1,382	-	90,592
Materials & supplies	1,228	882	3,870	308	870	748	113	9,015	939	-	17,973
Equipment & related operating costs	8,860	1,832	(2,758)	6,110	922	1,011	367	2,653	361	-	19,358
Gas & electricity	183	302	1,766	23	265	141	-	3,151	209	-	6,040
Greater Vancouver refuse disposal	3	-	-	3,336	-	-	-	33	-	-	3,372
Greater Vancouver sewage & drainage district levy	-	-	1,085	-	-	31,129	-	-	-	-	32,214
Greater Vancouver water district - cost of water	-	-	-	-	33,357	-	-	-	-	-	33,357
Amortization / Loss on disposals / accretion expense	11,418	3,179	36,017	303	7,069	3,317	203	16,856	1,749	-	80,111
	<b>118,440</b>	<b>143,071</b>	<b>76,876</b>	<b>25,218</b>	<b>51,000</b>	<b>45,617</b>	<b>21,766</b>	<b>122,809</b>	<b>18,314</b>	<b>-</b>	<b>623,111</b>
<b>Annual Surplus / (Deficit)</b>	<b>262,797</b>	<b>(135,189)</b>	<b>(60,344)</b>	<b>(13,273)</b>	<b>12,436</b>	<b>6,925</b>	<b>21,902</b>	<b>(84,461)</b>	<b>(17,560)</b>	<b>248,526</b>	<b>241,759</b>

## 15. Segmented Information (\$ Thousands) Continued

<b>2022</b> <b>(Restated - Note 20)</b>	General Government & Administrative Services	Protective Services	Public Works & Others	Solid Waste	Water Works	Sanitary Sewer	Planning & Development Services	Parks, Recreation & Culture Services	Library Services	Other Funds	Total
<b>Revenues</b>											
Taxation revenue	320,093	-	-	-	-	19,003	-	-	-	-	339,096
Sales of goods & services	672	561	3,622	6,638	60,451	29,934	123	29,946	-	-	131,947
Investment income	8,094	-	-	-	-	-	-	-	60	54,792	62,946
Other revenue	25,692	951	6,426	3,592	1,506	1,799	45,414	1,279	809	11,025	98,493
Community benefit bonus	-	-	-	-	-	-	-	-	-	250,678	250,678
Contributed asset revenue	-	-	-	-	-	-	-	-	-	53,829	53,829
Transfers from other governments	730	3,748	5,200	337	-	-	619	530	-	30,601	41,765
Transfer from restricted funds & development cost charges	-	-	-	-	-	-	-	-	-	10,360	10,360
	<b>355,281</b>	<b>5,260</b>	<b>15,248</b>	<b>10,567</b>	<b>61,957</b>	<b>50,736</b>	<b>46,156</b>	<b>31,755</b>	<b>869</b>	<b>411,285</b>	<b>989,114</b>
<b>Expenses</b>											
Compensation	52,802	62,651	25,850	10,424	4,614	4,138	16,621	72,032	11,902	-	261,034
Policing contract	-	58,779	-	-	-	-	-	-	-	-	58,779
General services	32,102	4,300	7,144	4,050	3,354	4,614	5,733	10,419	496	-	72,212
Materials & supplies	1,324	777	4,397	303	931	683	103	7,750	1,300	-	17,568
Equipment & related operating costs	7,949	1,725	(1,996)	5,589	826	903	277	2,462	260	-	17,995
Gas & electricity	135	295	1,666	25	198	86	-	2,856	194	-	5,455
Greater Vancouver refuse disposal	1	-	-	3,432	-	-	-	35	-	-	3,468
Greater Vancouver sewage & drainage district levy	-	-	909	-	-	28,929	-	-	-	-	29,838
Greater Vancouver water district - cost of water	-	-	-	-	32,595	-	-	-	-	-	32,595
Amortization/loss on disposals/accretion expense	11,274	2,939	34,884	247	6,582	3,673	524	16,374	1,771	8,972	87,240
	<b>105,587</b>	<b>131,466</b>	<b>72,854</b>	<b>24,070</b>	<b>49,100</b>	<b>43,026</b>	<b>23,258</b>	<b>111,928</b>	<b>15,923</b>	<b>8,972</b>	<b>586,184</b>
<b>Annual Surplus / (Deficit)</b>	<b>249,694</b>	<b>(126,206)</b>	<b>(57,606)</b>	<b>(13,503)</b>	<b>12,857</b>	<b>7,710</b>	<b>22,898</b>	<b>(80,173)</b>	<b>(15,054)</b>	<b>402,313</b>	<b>402,930</b>

The City's segments are defined as follows:

## **A. GENERAL GOVERNMENT AND ADMINISTRATIVE SERVICES**

This represents activities that provide for the overall administrative and strategic support of local government operations and capital acquisitions relating to general government functions. This includes general administration of the Office of the Chief Administrative Officer, Finance operations (Budgets and Reporting, Financial Services, Procurement Services, Revenue Services, and Treasury Services), Information Technology, Lands and Facilities (Civic Building Projects, Realty and Lands, and Property Management), People and Culture department, Corporate Services, and the legislative operations of the Council, Legislative Services and Legal Department.

## **B. PROTECTIVE SERVICES**

Protective Services is comprised of the City's Police and Fire Services. The mandate of the Police Department is to provide for the safety of the lives and property of Burnaby citizens, preserving the peace through law enforcement and working with citizens to prevent crime and maintain order. Support is provided through integrated regional units for homicide and forensic identification. Fire Services provide fire suppression services, fire prevention programs, training and education related to prevention, detection or extinguishment of fires, pre-hospital emergency paramedical care, and the handling of hazardous materials incidents. Both Police and Fire Services supply emergency coordination and response operations and support the mitigation of calamitous incidents including the evacuation of people when necessary.

## **ENGINEERING SERVICES**

The City's Engineering Department is a diverse and complex organization that provides many services to the citizens of Burnaby. These include:

## **C. PUBLIC WORKS AND OTHERS**

Maintenance and management of the transportation infrastructure and related services which encompass administration, the maintenance of roads, sidewalks, street drainage, street lighting and signage, snow removal, and municipal parking facilities. Other services include the Environmental Services program that protects and educates Burnaby citizens about their environment. This program monitors community drinking water quality and surface water for bacteriological and chemical quality; provides response and expertise when chemical related spills occur; performs inspection and audits to support permit applications when fill or sediment control measures are required. Maintenance services for vehicles and equipment are provided to all City departments.

## **D. SOLID WASTE**

The waste collection program is comprised of garbage collection, recycling, composting, street sweeping, and litter pickup.

## **E. WATERWORKS**

The City receives treated water from three of Metro Vancouver's reservoirs: Capilano, Seymour, and Coquitlam and distributes it through a network of pipes to its consumers. The provision of potable water and the maintenance and repair of infrastructure related to its delivery and disposal are provided by the City's Engineering Department. Crews respond to emergency calls for broken water mains or leaky services and undertake regular maintenance of the valves, hydrants, pump stations, and reservoirs that make up our water system components. The Department is also responsible for the capital replacement of aging water infrastructure.

## **F. SANITARY SEWER**

The Engineering Department is responsible for operating and maintaining the City's sanitary and combined sewer mains and 20 pump stations. Typical maintenance activities involve cleaning sewers by using sewer flush trucks, inspecting and repairing manholes, and excavating and repairing broken sewer mains and services. The department manages the capital improvement program for the design and construction of the sewer system. This program has made significant improvements toward the elimination of combined sewers that are located within some of the older neighbourhoods of Burnaby.

## **G. PLANNING AND DEVELOPMENT SERVICES**

The Planning Department develops the Official Community Plan for Burnaby which provides the future vision and lays the foundation for land use in the City including housing, the environment, transportation, economic development, and social policy. Current projects are considered in light of this long-term direction as the department manages development plan areas, rezonings, subdivisions, preliminary plan approvals, urban design, urban trails, and bicycle routes. The City's Development Department supports the development process by ensuring compliance with the established BC Building Code and enforcement of the City's construction related bylaws.

## H. PARKS, RECREATION AND CULTURE SERVICES

This segment includes programs that provide citizens an opportunity to participate in cultural, athletic, and other events. Programs also include the operations, maintenance and provision of parks and recreation, and museum facilities that enable the delivery of services. Working with schools, community and business to form partnerships for neighborhood development supportive of a healthy and active environment, programs contribute to the well-being of Burnaby's citizens. The Parks, Recreation and Culture Department manages 5,400 acres of protected beauty. Some parks have manicured lawns and formal gardens, others have lakes, and many are forested, with deep ravines with streams. Community recreation facilities, arenas and outdoor playgrounds, tennis courts, swimming pools, golf courses, and other venues provide the citizens of Burnaby with many choices to enjoy their leisure time. Cultural centres deliver arts programs, festivals and entertainment for all ages.

## I. LIBRARY SERVICES

This segment includes programs that provide citizens an opportunity to participate in library and other events. Programs also include the operations, maintenance and provision of library facilities that enable the delivery of services. Working with schools, community and business to form partnerships for neighborhood development supportive of a literate environment, programs contribute to the well-being of Burnaby's citizens. The Burnaby Public Library provides books, newspapers, CDs, DVDs, graphic novels, online databases, and downloadable books offering programs for children and adults alike that encourage learning and information sharing in a community setting.

## J. OTHER FUNDS

This segment represents the City's reserve funds and reserves.

# 16. Budget Data

The Community Charter requires Council to adopt an annual financial plan bylaw by May 15 of each fiscal year prior to the adoption of the annual property tax bylaw. The City of Burnaby prepares the annual financial plan on a revenue and expenditure basis to meet this requirement of a balanced budget and on a consolidated basis to report the City's financial activities in accordance with Public Sector Accounting Board requirements.

The chart below reconciles the annual financial plan approved by Council and adopted on March 27, 2023 (Bylaw #14555) to the budget figures reported in these consolidated financial statements:

<b>Operating budget:</b>	<b>Budget Amount (\$)*</b>
Revenues	1,048,385,900
Expenses	632,835,400
Annual surplus per statement of operations	415,550,500
Less: development cost charge (DCC) revenue	(2,539,000)
Less: capital expenditures	(291,362,700)
Less: proposed internal transfers	(200,720,600)
Add: amortization	79,071,800
<b>Approved budget</b>	<b>-</b>

\* Budget figures rounded to nearest hundreds.

## 17. Contractual Rights

The City of Burnaby has entered into contracts or agreements in the normal course of operations that it expects will result in the realization of assets and revenues in future fiscal years. The primary source of contracts and agreements are received from cost sharing agreements, rental and leases, advertising and other agreements. The following table summarizes the expected revenue from the City's consolidated financial position.

Category (\$ million)	2024	2025	2026	2027	2028	Thereafter	Total
Rental / Land Lease Revenue	4.3	3.5	3.3	3.0	2.0	7.9	24.0
Advertising Revenue	0.8	0.7	0.7	0.8	0.4	-	3.4
Other Revenue	0.1	-	-	-	-	-	0.1
<b>Total</b>	<b>5.2</b>	<b>4.2</b>	<b>4.0</b>	<b>3.8</b>	<b>2.4</b>	<b>7.9</b>	<b>27.5</b>

The City is also entitled to receive revenue from other agreements. The revenue from those agreements has not been included in the amounts noted above as the amounts are difficult to quantify due to the complexity of the agreements. The amounts do not materially impact the City's consolidated financial position.

## 18. Asset Retirement Obligation

Following adoption of PS 3280, the City has recognized asset retirement obligations relating to the following:

- A. **Asbestos Obligation:** Once disturbed, the City has a legal obligation to properly remove and dispose of asbestos. As such, asset retirement obligations have been recognized for various City buildings that are known and/or suspected of containing asbestos.
- B. **Fuel Tank Obligation:** The City has a legal obligation to adhere to particular practices when removing underground storage tanks. Asset retirement obligations have been recognized for all known land or buildings where an underground storage tank is known to exist.
- C. **Contractual Obligation:** The City is party to various contracts and agreements with entities that dictate various end-of-life decommissioning activities associated with properties the City is leasing. Asset retirement obligations have been recognized for the estimated cost of adhering to these contracts.

	2023 (\$)	2022 (\$)
		(Restated - Note 20)
Asset Retirement Obligation, opening balance	8,082,180	7,981,183
Accretion expense during the year	103,917	100,997
ARO expenses incurred during the year	(113,085)	-
<b>Asset Retirement Obligation, closing balance</b>	<b>8,073,012</b>	<b>8,082,180</b>

## 19. Comparative Figures

Certain comparative information has been reclassified to conform to the financial statement presentation adopted for the current year.



## 20. Prior Period Adjustment - Change in Accounting Policy

As of January 1, 2022, the City adopted Canadian public sector accounting standard PS 3280 Asset Retirement Obligations. This new standard addresses the recognition, measurement, presentation and disclosure of legal obligations associated with the retirement of certain tangible capital assets such as asbestos removal in buildings, fuel tanks retirement obligations, and end-of-life decommissioning costs (see Note 18).

This standard was adopted using the modified retroactive approach, which results in the restatement of the comparative information as at and for the year ended December 31, 2022.

The impact of the prior period adjustment on the December 31, 2022 comparative amounts is as follows:

	As previously stated (\$)	Adjustment (\$)	As restated (\$)
<b>CONSOLIDATED STATEMENT OF FINANCIAL POSITION</b>			
Accrued liabilities	11,748,755	8,082,180	19,830,935
Tangible capital assets	3,364,432,457	6,255,326	3,370,687,783
Accumulated surplus, end of year	5,502,236,032	(1,826,854)	5,500,409,178
<b>CONSOLIDATED STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS</b>			
General government services	132,562,752	145,962	132,708,714
Protective services	138,617,303	9,214	138,626,517
Development services	10,725,710	15,000	10,740,710
Parks, recreation and culture services	131,149,276	201,236	131,350,512
Annual surplus	403,301,657	(371,412)	402,930,245
Accumulated surplus, beginning of year	5,098,934,375	(1,455,442)	5,097,478,933
Accumulated surplus, end of year	5,502,236,032	(1,826,854)	5,500,409,178
<b>CONSOLIDATED STATEMENT OF CHANGES IN NET FINANCIAL ASSETS</b>			
Annual surplus	403,301,657	(371,412)	402,930,245
Amortization of tangible capital assets	75,276,090	270,415	75,546,505
Increase in net financial assets	214,085,626	(100,997)	213,984,629
Net financial assets, beginning of year	1,917,089,305	(7,981,183)	1,909,108,122
Net financial assets, end of year	2,131,174,931	(8,082,180)	2,123,092,751
<b>CONSOLIDATED STATEMENT OF CASH FLOWS</b>			
Annual surplus	403,301,657	(371,412)	402,930,245
Amortization of tangible capital assets	75,276,090	270,415	75,546,505
Accretion expense	-	100,997	100,997

## 20. Prior Period Adjustment - Change in Accounting Policy Continued

### NOTE 5 - ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

Asset retirement obligation (Note 18)	-	8,082,180	8,082,180
---------------------------------------	---	-----------	-----------

### NOTE 9 - ACCUMULATED SURPLUS

Tangible capital assets	3,364,432,457	6,255,326	3,370,687,783
Capital asset works financing reserve fund	147,432,455	(8,082,180)	139,350,275
Total accumulated surplus	5,502,236,032	(1,826,854)	5,500,409,178

### NOTE 15 - SEGMENTED INFORMATION (\$ Thousands)

Total amortization / loss on disposals / accretion expense	86,868	372	87,240
--	--------	-----	--------

### SCHEDULE 1 - CONSOLIDATED SCHEDULE OF TANGIBLE CAPITAL ASSETS (\$ Thousands)

#### Land improvements

Cost beginning of year	197,611	400	198,011
Accumulated amortization end of year	(95,564)	(2)	(95,566)

#### Buildings

Cost beginning of year	365,962	7,072	373,034
Accumulated amortization end of year	(173,515)	(1,264)	(174,779)

#### Leasehold improvements

Cost beginning of year	5,409	120	5,529
Accumulated amortization end of year	(2,950)	(70)	(3,020)

# SCHEDULE 1

## Consolidated Schedule of Tangible Capital Assets

As at December 31, 2023 (\$ thousands)

Class	Cost Beginning of Year (Restated -Note 20)	Additions	Disposals	Cost End of Year	Accumulated Amortization Beginning of Year	Disposals	Amortization	Accumulated Amortization End of Year	Net Book Value End of Year
Land Under Roads	1,160,660	13,438	(25)	1,174,073	-	-	-	-	1,174,073
Land Civic Use	730,235	22,020	-	752,255	-	-	-	-	752,255
Land Improvements	206,546	17,108	(533)	223,121	(95,566)	344	(6,814)	(102,036)	121,085
Buildings	429,869	39,819	(789)	468,899	(174,779)	765	(12,421)	(186,435)	282,464
Infrastructure - Drainage	292,462	13,702	(295)	305,869	(110,009)	70	(4,429)	(114,368)	191,501
Infrastructure - Roads	961,263	34,422	(393)	995,292	(601,385)	282	(19,563)	(620,666)	374,626
Infrastructure - Sewers	183,196	6,823	(359)	189,660	(79,124)	232	(2,841)	(81,733)	107,927
Infrastructure - Water	314,801	11,772	(1,785)	324,788	(101,439)	1,003	(6,268)	(106,704)	218,084
Vehicles & Mobile Equipment	89,091	11,389	(5,540)	94,940	(54,443)	5,428	(8,416)	(57,431)	37,509
Technology & Telephony	117,314	10,764	(4,272)	123,806	(75,727)	4,273	(11,222)	(82,676)	41,130
Furniture, Fixtures & Equipment	41,313	10,378	(2,870)	48,821	(16,891)	2,869	(6,161)	(20,183)	28,638
Leasehold Improvements	5,570	92	-	5,662	(3,021)	-	(376)	(3,397)	2,265
	<b>4,532,320</b>	<b>191,727</b>	<b>(16,861)</b>	<b>4,707,186</b>	<b>(1,312,384)</b>	<b>15,266</b>	<b>(78,511)</b>	<b>(1,375,629)</b>	<b>3,331,557</b>
Asset Under Construction	150,752	90,786	-	241,538	-	-	-	-	241,538
<b>Total</b>	<b>4,683,072</b>	<b>282,513</b>	<b>(16,861)</b>	<b>4,948,724</b>	<b>(1,312,384)</b>	<b>15,266</b>	<b>(78,511)</b>	<b>(1,375,629)</b>	<b>3,573,095</b>

# SCHEDULE 1 Continued

## Consolidated Schedule of Tangible Capital Assets

As at December 31, 2022 (\$ thousands)

Class	Cost Beginning of Year <small>(Restated - Note 20)</small>	Additions	Disposals	Cost End of Year	Accumulated Amortization Beginning of Year	Disposals	Amortization	Accumulated Amortization End of Year	Net Book Value End of Year <small>(Restated - Note 20)</small>
Land Under Roads	1,137,173	23,487	-	1,160,660	-	-	-	-	1,160,660
Land Civic Use	666,893	63,792	(450)	730,235	-	-	-	-	730,235
Land Improvements	198,011	9,369	(834)	206,546	(89,412)	277	(6,431)	(95,566)	110,980
Buildings	373,034	67,600	(10,765)	429,869	(164,637)	1,732	(11,874)	(174,779)	255,090
Infrastructure - Drainage	282,224	12,454	(2,216)	292,462	(107,090)	1,406	(4,325)	(110,009)	182,453
Infrastructure - Roads	906,499	55,162	(398)	961,263	(581,525)	280	(20,141)	(601,386)	359,877
Infrastructure - Sewers	180,428	3,618	(850)	183,196	(76,618)	353	(2,859)	(79,124)	104,072
Infrastructure - Water	299,774	16,032	(1,005)	314,801	(95,910)	550	(6,079)	(101,439)	213,362
Vehicles & Mobile Equipment	82,162	11,405	(4,476)	89,091	(51,375)	4,455	(7,523)	(54,443)	34,648
Technology & Telephony	108,992	9,806	(1,484)	117,314	(66,578)	1,484	(10,633)	(75,727)	41,587
Furniture, Fixtures & Equipment	35,351	9,397	(3,435)	41,313	(14,952)	3,314	(5,253)	(16,891)	24,422
Leasehold Improvements	5,529	41	-	5,570	(2,590)	-	(430)	(3,020)	2,550
	<b>4,276,070</b>	<b>282,163</b>	<b>(25,913)</b>	<b>4,532,320</b>	<b>(1,250,687)</b>	<b>13,851</b>	<b>(75,548)</b>	<b>(1,312,384)</b>	<b>3,219,936</b>
Asset Under Construction	157,180	(6,428)	-	150,752	-	-	-	-	150,752
<b>Total</b>	<b>4,433,250</b>	<b>275,735</b>	<b>(25,913)</b>	<b>4,683,072</b>	<b>(1,250,687)</b>	<b>13,851</b>	<b>(75,548)</b>	<b>(1,312,384)</b>	<b>3,370,688</b>

# SCHEDULE 2

## Growing Communities Grant (\$) - Unaudited

In 2023, the Provincial Government announced funding of up to \$1 billion in direct grants will be provided to local governments to help support all B.C. communities. The objective of this funding is to help local government to invest into infrastructure and amenities that will help facilitate the increase in housing supply throughout the community. In 2023, the City received a Growing Communities Grant of \$28.8 million which has been set aside into a Growing Communities Statutory Reserve Fund. The schedule below provides details on how the City utilized the grant funds in 2023 as well as interest income earned.

The utilization of these funds are outlined in the City’s 5-year financial plan.

Growing Communities Grant received in 2023	28,784,000
Investment Income earned in 2023	976,075
Eligible costs incurred:	-
<b>Total</b>	<b>29,760,075</b>



South Burnaby View from the Amazing Brentwood

## **Schedule of Debts**

**For the year ended December 31, 2023**

A Schedule of Debts has not been prepared because the City of Burnaby does not have any outstanding debt as of December 31, 2023.

Prepared under the Financial Information Regulation, Schedule 1, section 4.

---

## **Schedule of Guarantee and Indemnity Agreements**

**For the year ended December 31, 2023**

A Schedule of Guarantees and Indemnity payments has not been prepared because the City of Burnaby has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

Prepared under the Financial Information Regulation, Schedule 1, section 5.

# Schedule of Remuneration and Expenses

For the year ended December 31, 2023

Regulations require the City of Burnaby to report the total amount of remuneration for each employee that exceeds \$75,000 and the total amount of expenses paid to or on behalf of that employee in that year. It also requires that the total amount of remuneration and the total amount of expenses paid to or on behalf of each elected official to be reported.

Prepared under the Financial Information Regulation, Schedule 1, subsection 6(2).

(Schedule Begins on the Following Page)

# Schedule of Remuneration and Expenses Mayor and Council

For the year ended December 31, 2023

Name	Remuneration <sup>1</sup> (\$)	Allowances and Benefits <sup>2</sup> (\$)	Expenses <sup>3</sup> (\$)
Hurley, Mike	195,393	30,532	8,679
Calendino, Pietro	89,392	13,495	8,307
Dhaliwal, Sav	89,392	13,495	8,637
Gu, Alison	89,392	13,502	11,509
Keithley, Joe	88,659	13,495	2,322
Lee, Richard	89,392	13,495	9,559
Santiago, Maita	88,659	13,495	4,713
Tetrault, Daniel	88,659	13,775	6,717
Wang, James	88,659	14,995	8,368
<b>Total</b>	<b>907,598</b>	<b>140,282</b>	<b>68,810</b>

**Note:**

1. Remuneration for Councillors includes Acting Mayor's Pay.
2. Allowances and Benefits include retirement allowance, basic life insurance benefits, transportation allowance and complimentary pass use.
3. Expenses include cell phones, telephones, internet charges, and travel & conferences.  
(Not part of Compensation on Consolidated Financial Statements)



# Schedule of Remuneration and Expenses

## Employees

For the year ended December 31, 2023

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Abhyankar	Ash	Financial Analyst	96,852	3,622	1,414
Abney	Cameron	Firefighter	89,376	12,438	31
Achacoso	Carlos	Truck Driver 3	71,140	30,572	104
Adam	Joy	Development Plan Technician	90,480	3,688	0
Adam	Peter	Assistant Coordinator Parks Custodial	77,071	16,242	355
Addison	Nikolas	Firefighter	95,550	20,643	204
Adloff	Ken	Firefighter	108,412	53,081	0
Advocaat	Tom	Custodial Guard	71,090	18,903	185
Afan	Raymond	Senior Project Manager, Civic Buildings	144,831	1,245	0
Ager	Kyle	Assistant Coordinator Parks Custodial	82,553	8,926	0
Ahira	Raj	Court Services Supervisor	109,773	6,322	0
Aiello	Marco	Labourer 1	60,784	14,922	0
Akhi	Shayma	Program Leader	75,070	16,376	0
Akol	Christian	Facilities Management Coordinator	99,507	18,627	0
Alcantara Braham	Carmen	Business Analyst 2	112,396	7,308	0
Alderson	Andrea	Director Police Services	144,826	17,217	8,137
Aldis	Sherri	Admin Assistant Planning and Development	87,940	5,218	0
Alen	Dustin	Labourer 1	63,724	11,281	0
Alexander	Sarah	Director Real Estate and Business Operations	160,821	12,137	556
Ali Akbar	Nima	Assistant Coordinator Parks Custodial	82,519	8,358	0
Aljubori	Sam	Senior Project Manager Capital Maintenance	139,526	25,883	3,201
Allegretto	Kevin	Fire Captain	131,688	16,363	686
Allen	Charles	Director Civic Building Projects	177,060	11,828	576
Aller	Katrina	Human Resources Information System Analyst	67,620	36,745	80
Alleyn	Scott	Firefighter	122,143	4,014	0
Almond	Cole	Equipment Operator 1	69,730	9,622	0
Alton	Steve	Labourer 2	71,427	17,564	0
Alvarez	Martin	Aquatic Leader 1	63,470	14,356	0
Anaya-Paiero	Alex	Librarian 1	87,080	3,971	0
Andersen	Brett	Firefighter	114,794	17,588	102
Anderson	Kris	Fire Captain	148,593	36,459	102
Anderson	Lindsay	Firefighter	103,038	22,472	0
Anderson	Lyndsay	Coordinator Parks Custodial Services	118,118	21,720	1,777
Anderson	Max	Truck Driver 1	65,084	16,456	0
Anderson	Ryan	Golf Course Attendant	76,395	4,602	377
Anderton	Christopher	Underground Services Lead Hand	67,995	16,476	104
Andrada	Carlos	Technical Supervisor Infrastructure Tech	127,541	7,963	0
Apacible	Amador	Sales Service Supervisor	68,431	11,969	0
Archibald	Jane	Traffic Control Person 1	65,999	12,480	0
Arlitt	June	Assistant Project Manager	92,547	4,694	151
Artuso	Thomas	Markings and Signs Worker 2	77,786	11,335	0
Asadi	Ali	Plan Checker 1	60,933	25,385	2,673
Ashley	Linda	Accounting Clerk 3	82,758	4,180	159
Atherley	Michael	Electrical Inspector 1	100,016	13,028	65
Atwal	Ian	Technical Infrastructure Architect 1	86,935	6,286	0
Atwal	Jass	Maintenance Supervisor	87,598	5,386	0
Au-Yeung	Jonathan	Labourer 2	66,854	9,853	0
Aujja	Sharon	Clerical Supervisor RCMP	73,563	3,962	180
Autar	Pravinesh	Truck Driver Solid Waste and Recycling	75,212	14,585	0
Ayley	Heather	Recreation Office Supervisor	71,475	8,775	228
Babey	Darren	Fire Captain	148,572	4,605	102
Bahr	Olga	IT Testing Specialist	102,422	4,068	0
Baillargeon	Jason	Assistant Foreman Roads and Drainage	83,881	53,874	0
Bain	Jeremy	Fire Captain	139,392	17,838	204
Bains	Jaspreet	Technical Infrastructure Architect 2	116,387	15,694	0
Bains	Manpreet	Planning Technician 2	93,881	3,656	578
Bajan	Toni	Recreation Centre Supervisor 1	89,171	19,221	643
Baker	Lance	Foreman 1 Parks Development	81,817	9,140	208
Balabanoff	Erika	Change Management Administrator	80,004	12,623	2,310
Bali	Rishabh	Director Governance and Security	144,232	27,203	0
Bali	Shelvindra	Pump Station Service Worker	75,039	17,295	341
Baltieri Felix	Ana	Senior Buyer	98,525	3,972	0
Bank	Noah	Firefighter	75,730	9,680	353
Barber	Jamie	Coordinator Recreation Programs	82,173	5,491	1,196
Bardaro	Paulina	Legal Assistant	76,627	3,368	0
Barfoot	Jason	Fire Captain	148,610	6,614	204

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Bariso	Maria	Front Counter Clerk RCMP	63,959	14,587	0
Barker	Scott	Firefighter	106,176	2,799	102
Baron	Des	Branch Manager - Cameron	123,191	710	5,278
Barros	Dina	Accounting Clerk 3	83,792	4,020	259
Barrow	Troy	Truck Driver Solid Waste and Recycling	72,172	7,564	0
Baskott	Steve	Firefighter	107,314	6,105	0
Batista	Orlanda	Recreation Office Supervisor	107,261	7,965	777
Bator	Cody	Planning Analyst	93,896	4,733	0
Bayaua	Cesar	Building Service Worker	66,553	9,530	0
Beauford	Melissa	Treasury Clerk	74,153	2,886	0
Beaupit	Michael	Firefighter	125,287	16,468	102
Beauregard	Michael	Deputy Fire Chief Planning and Logistics	172,990	19,322	1,204
Beckett	Devrie	IT Testing Specialist	102,316	4,960	0
Bedford	Laurie	Coordinator Recreation Programs	86,025	4,183	1,812
Beekmans	Chaline	Labourer 2	69,868	7,574	0
Beers	Matthew	Firefighter	112,917	2,129	102
Berry	Ryan	Firefighter	121,314	14,833	382
Berry	Sandra	Council Support Assistant	67,886	8,424	65
Bertoia	Brandon	Firefighter	116,011	24,884	353
Bertoia	Michael	Firefighter	83,924	11,865	0
Best	Nikki	Director Legislative Services	163,644	11,851	6,068
Bhandari	Anita	Chief Human Resources Officer	238,515	28,017	1,292
Bientjes	Eric	Director Recreation	175,172	17,466	1,020
Bigioli	Kurtis	Trades 2 Mechanic	89,749	7,485	0
Bigley	David	Firefighter	95,528	18,457	102
Biglow	Shane	Firefighter	102,715	22,129	0
Binkley	Brad	Sales Service Supervisor	67,626	13,533	0
Bisognin	Julian	Truck Driver Solid Waste and Recycling	74,318	9,821	0
Bjorknas	Sarah	Library Public Service Supervisor	77,257	2,468	0
Bjornson	Randy	Trades 2 Metal Fabricator/Welder	88,443	3,792	0
Black	Bob	Recreation Centre Supervisor 1	86,268	3,253	0
Black	Peter-John	Fire Captain	32,204	112,459	0
Blackmore	Andrew	Firefighter	114,742	22,762	254
Blake	Adrian	Foreman 1 Parks Development	85,757	8,037	0
Boal	Angela	Supervisor - Marketing & Communication Production	82,914	5,561	110
Boland	Brett	Coordinator Recreation Programs	73,494	3,601	1,953
Bolognese	Gianni	Parks Janitor	60,633	14,768	0
Bolognese	Mario	Foreman Solid Waste and Recycling	93,356	49,362	0
Boloten	David	Truck Driver Solid Waste and Recycling	65,093	11,722	0
Bornemann	Karl	Survey Assistant 2	65,818	14,559	0
Bostock	Deirdre	Planner 2	130,698	14,299	150
Boulanger	Jonathan	Firefighter	108,559	2,872	360
Bourne	David	Trades 2 Carpenter	73,024	5,125	0
Bowcock	Chris	Fire Chief	216,285	146,688	6,133
Bowles	Jared	Communications and Marketing Coordinator	83,880	5,309	0
Bowyer	Olivia	HR Advisor Recruitment	98,255	826	80
Boychuk	Riley	Firefighter	116,007	3,963	102
Bradford	Wayne	Fire Captain	142,862	6,279	384
Bradmore	Thomas	Building Inspector 4	105,142	56,310	1,469
Braeder	Brent	Firefighter	115,350	15,352	102
Braun	Dan	Security Specialist	86,039	479	3,124
Braun	Ron	Foreman Solid Waste and Recycling	91,140	39,084	0
Bresan	Luka	Labourer 2	62,825	14,244	104
Brewer	Steven	Fire Captain	140,462	7,475	102
Brightman	Shirley	Senior Real Property Administrator	106,980	4,383	1,245
Broadfoot	Ryan	Parks Design Technician	79,323	1,417	470
Brodie	Steven	Manager Fleet and Equipment Services	128,255	21,700	1,821
Brotherston	T.C.	Filming Coordinator	88,370	1,675	871
Brown	Adam	Firefighter	119,375	9,716	102
Brown	Avery	Foreperson 1 Grounds Maintenance	80,608	10,303	254
Brozer	Warren	Fire Captain	21,557	135,264	31
Bruce	Tyler	Firefighter	122,211	8,174	0
Bruce	Wesley	Firefighter	122,770	12,900	353
Bruneau	Steve	Director Parks	184,653	12,435	98
Bruneau	Trevor	Operations Maintenance Worker	71,393	6,013	104
Bryan	Chris	Manager Public Affairs	149,025	1,637	2,981
Bryson	Steven	Truck Driver Solid Waste and Recycling	69,980	14,646	0
Buchanan	Jeff	Firefighter	62,626	62,466	360
Buckoll	Doug	Fire Captain	147,777	9,979	0
Budnick	Shane	Fire Captain	146,580	27,617	102
Buick	Allan	Foreperson 1 Grounds Maintenance	78,477	6,770	617

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Bujoreanu	Elaine	Supervisor, HRIS and Total Rewards	77,661	2,277	686
Buntain	Michael	Fire Captain	145,551	25,020	0
Burford	Simon	Arena Services Worker	69,107	21,639	0
Burrow	James	Sub Foreman	93,761	13,038	104
Busaing	Ramon	Delivery Driver/Janitor	71,626	5,612	0
Butterworth	Scott	Truck Driver Solid Waste and Recycling	69,368	14,480	0
Buydens	Linda	Business Analyst 1	94,946	32,558	0
Cacic	George	Fire Captain	145,295	5,217	133
Caissie	Jerry	Foreman 3 Sewers	98,606	43,462	104
Caktas	Joe	Fire Captain	146,867	42,681	0
Calabresi	Ana	Librarian 1	89,655	3,593	681
Calancie	Cindy	Manager Recreation Services	158,114	13,782	1,132
Callander	Michelle	Victim Assistance Coordinator	84,710	28,903	0
Campbell	Leana	Admin Assistant Parks Recreation and Cultural Services	93,563	9,272	6,324
Campbell	Lloyd	Aquatic Leader 1	68,748	6,877	520
Campbell	Matthew	Research Officer Parks and Recreation	69,715	8,714	830
Campos	Bryan	Parks Janitor	59,691	41,355	0
Cane	Jennifer	Visual Arts Coordinator	98,616	6,356	4,899
Cannon	Ted	Fire Captain	145,566	3,560	133
Cantryn	Nicolaas	Firefighter	83,285	14,967	102
Caporale	George	Trades Foreman 2 Facilities Management	107,938	14,381	155
Cardarelli	Carly	Payroll Supervisor	76,543	39,692	0
Carino	Bruno	Fire Captain	148,056	31,336	133
Caron	David	Firefighter	112,174	22,036	102
Caron	Gisele	Senior Manager Purchasing	159,488	11,629	583
Carrasco	Christina	Admin Assistant - Fire Department	73,948	2,898	238
Carrier	Krisztina	Research Coordinator - Projects	77,166	6,639	0
Carriere	Travis	Truck Driver Solid Waste and Recycling	73,685	17,780	0
Carscadden	Jim	Park Attendant 2	70,248	23,713	0
Carter	Brian	Director Public Works Roads and Utilities	184,653	22,427	6,120
Caryk	Brett	Truck Driver Solid Waste and Recycling	71,254	10,900	0
Castillo Tord	Lucia	Librarian 1	88,434	4,395	162
Castro	Tarcisio	Pool Services Worker	58,824	50,724	0
Catania	Denise	Administrative Officer – Parks Recreation and Cultural Services	71,605	5,232	907
Catania	Paul	Foreperson 2 - Sewers	96,306	42,402	104
Caughlin	Sharon	Senior Manager Fire Business Services	133,997	13,106	5,803
Causier	Sean	Firefighter	83,945	8,381	204
Cecchi	Greg	Manager Parks Operations	162,510	19,218	4,874
Chace	Kyle	Recreation Programmer	74,358	4,543	1,013
Chak	Denise	Admin Officer 1 - Clerk's Department	83,640	8,491	2,310
Chan	Anita	Public Engagement and Awareness Coordinator	105,747	4,396	2,073
Chan	Greg	Truck Driver 3	65,512	19,099	0
Chan	Jonathan	Traffic Technician 2	68,880	7,972	931
Chan	Justin	Senior Accountant	97,857	4,262	1,309
Chan	Lily	Senior Project Manager, Civic Buildings	82,554	15,172	1,626
Chan	Marcus	Transportation Engineer	112,951	5,237	3,348
Chan	Steve	Senior Buyer	98,735	5,418	0
Chand	Darren	Pool Services Worker	69,084	7,061	0
Chandler	Lee	Safety Advisor	106,425	2,917	1,388
Chang	Amy	IT Testing and Training Coordinator	70,586	9,587	0
Chang	Gloria	Engineering Information Clerk	75,048	2,900	0
Chang	Melissa	HR Advisor Recruitment	100,439	1,900	80
Chapman	Josh	Firefighter	119,221	6,476	0
Chard	Carol	Manager Recreation Services	82,142	5,208	3,356
Charles	Cory	Underground Services Lead Hand	68,355	10,928	0
Chase	Landon	Labourer 2	65,915	10,843	0
Cheer	Belinda	Supervisor - Customer Service Centre	75,754	18,202	940
Chen	Allan	Building Code Engineer	107,448	7,476	473
Chen	Christine	Engineering Project Technologist	102,448	4,248	253
Chen	Jasmine	Engineer Project Management	121,900	1,866	2,341
Cheng	Joanna	Climate Action and Energy Officer	90,687	16,942	368
Cheu	James	Assistant Manager Financial Operations	153,010	36,072	1,628
Cheung	Alvin	Recreation Centre Supervisor 2	83,342	27,259	4,152
Cheung	Cindy	Information Officer	74,853	7,365	0
Cheung	Julian	Senior Transportation Engineer	129,305	6,010	3,551
Childerhose	Neil	Engineering Inspector	100,074	7,768	0
Chiminello	Louie	Truck Driver Solid Waste and Recycling	43,129	32,140	0
Chin	Kyle	Assistant Manager Payroll Services	118,472	57,595	159
Chin	Raymond	Microcomputer Support Specialist 2	50,535	25,084	0
Chinn	David	Special Events Officer	59,533	16,061	212

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Choh	Amy	Director Engineering Transportation	181,875	11,882	6,080
Choi	Chris	Senior Buyer	90,704	3,507	2,354
Choi	Robin	Senior Manager Civic Facilities	136,133	30,217	2,047
Chow	Eric	Administrator Burnaby Municipal Benefit Society	81,973	268	0
Chow	Grace	Clerk Typist 3	63,060	16,809	0
Chow	Henry	Microcomputer Support Specialist 3	91,960	9,242	0
Chow	Norman	Firefighter	75,432	59,709	905
Choy	Sue	Librarian 1	75,447	2,159	570
Chu	Clinton	Manager Systems Support and Maintenance	77,459	5,000	0
Chu	Joseph	IT and Security Manager	130,175	9,503	5,292
Chua	Sean	Engineering Technologist Design	10,638	69,659	0
Chui	Yvonne	Arts Services Manager	165,700	14,347	3,422
Cioffitto	Danny	Fire Captain	140,480	12,028	102
Ciric	Manuela	Senior Manager Real Property	105,510	5,797	793
Clark	Phil	Engineering Inspector	98,789	6,706	0
Clune	John	Firefighter	114,641	15,004	1,147
Clutton	David	Planner 2	120,211	5,428	0
Coatta	Darren	Truck Driver Solid Waste and Recycling	66,895	12,122	0
Codd	Lisa	Planner 2	122,909	4,928	1,470
Codron	Tyler	Firefighter	119,300	2,679	360
Colangelo	Ralph	Trades 2 Mechanic	93,747	5,464	0
Colavecchio	Tony	Trades 2 Mechanic	83,586	4,950	0
Cole	Anne	Office Manager CAO's Office	104,480	702	0
Colley	Boston	Firefighter	114,088	14,348	102
Collins	Allison	Assistant Curator Public Art	86,526	1,190	3,688
Collins	Jason	Project Coordinator Parks Operations	87,904	12,668	208
Collins	Scott	Firefighter	122,098	7,555	633
Collison	Trent	Chief Training Officer	174,418	30,253	1,273
Colquhoun	Andrea	Aquatic Leader 1	5,256	80,388	0
Connelly	Duane	Truck Driver Solid Waste and Recycling	67,176	14,358	0
Connors	Brendan	Firefighter	90,818	30,105	102
Conte	Joey	Underground Services Lead Hand	61,747	16,116	104
Cook	Sam	Firefighter	122,082	6,060	788
Cooke	Lee	Engineering Survey Technologist	80,507	3,230	0
Cooper	Jeff	Firefighter	116,781	7,928	102
Cooper	Steven	Assistant Water Services Maintenance Worker	79,538	2,370	0
Copeland	Jason	Firefighter	121,562	9,846	102
Corlett	David	Facilities Management Coordinator	98,109	17,949	0
Cornwall	Jeffrey	Firefighter	112,223	13,965	204
Cornwall	Wendell	Recreation Complex Supervisor	99,898	20,801	0
Cousins	Derek	Firefighter	108,396	12,131	0
Couture	Bill	Equipment Operator 4A	73,770	9,224	0
Craig	Crystal	Court Liaison Officer	91,043	9,371	0
Crawford	Sarah	Planner 2	120,398	5,380	2,110
Crema	Ricki	Fire Captain	135,864	32,110	0
Critchley	Dave	General Manager Community Safety	238,763	24,983	1,782
Crossley	Greg	Truck Driver Solid Waste and Recycling	68,378	15,452	0
Croy	Carson	Aquatic Leader 1	77,887	17,244	440
Cuadra	Dominic	Truck Driver Solid Waste and Recycling	65,331	16,244	0
Cumigad	Jo	Customer Service Representative	65,972	14,832	0
Curson	Troy	Engineering Inspector	99,165	6,498	0
Custodio	Vincent	Truck Driver Solid Waste and Recycling	63,688	11,470	0
Cuthill	Natalie	Legal Counsel People and Culture	178,450	11,761	2,580
Czermiej	Justyna	Director Labour Relations	161,686	12,045	2,842
Czerwinski	Liz	Museum Conservator	91,258	3,626	0
D'Aguiar	George	Foreperson 1 Grounds Maintenance	84,761	8,132	0
D'Amico	Tino	Truck Driver Solid Waste and Recycling	74,672	18,258	0
D'Antonio	Fausto	Equipment Operator 1	63,572	11,470	0
Dairon	Brad	Fire Captain	140,367	11,250	102
Dale	Alex	Labourer 2	61,303	21,162	0
Dalla-Zanna	Ken	Coordinator Facility Operations	73,479	49,271	0
Darragh	Jill	Trades Foreman 1	101,049	4,307	208
Datu	Roy	Building Service Worker	55,345	29,018	0
David	Erwin	HR Advisor	113,458	3,004	1,365
Davidson	Bradley	Firefighter	111,027	12,298	0
Davidson	Daniel	Sign Maker	83,442	15,676	0
Davies	Ben	Firefighter	116,184	10,935	102
Davies	Beth	Chief Librarian	216,285	13,862	5,550
Davies	Elizabeth	Branch Manager	121,524	852	0
Dawson	Lois	Coordinator - Festivals and Special Events	74,635	22,631	2,291
Daynes	Warren	Environmental Services Technician	90,775	5,987	0
De Wolff	Wade	Fire Mechanic	130,930	3,925	1,190

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Dean	Giovanna	Recreation Leader Weight Room	61,734	18,711	0
Dean	Lloyd	Engineering Inspector	100,060	6,432	0
DeBeck	Cooper	Firefighter	90,788	16,155	102
Deeplaul	Vishad	Senior Manager EDI	136,448	17,795	80
Deiter	Anita	Manager Marketing and Communications Strategy	133,805	2,418	0
DeLuca	Franca	Manager Finance and Facilities	98,545	1,226	3,956
Dempsey	Andrew	Firefighter	122,264	20,917	382
Denton	Matt	Firefighter	115,432	10,482	133
Deo	Daryl	Apprentice Mechanic	70,383	5,950	0
Deo	Jay	Truck Driver Solid Waste and Recycling	68,018	8,999	0
Der	Zac	Environmental Services Officer	92,286	3,840	317
Devine	Kevin	Firefighter	122,212	19,398	102
Devlin	Lisa	Parks Janitor	66,511	15,202	0
Dhaliwal	Amna	Payroll Clerk 1	63,368	34,280	0
Dhaliwal	Andy	Supervisor Property Use Coordination	92,677	4,667	65
Dhaliwal	Shaun	Firefighter	115,437	13,907	102
Dhanani	Karim	Director IT Corporate Systems	168,265	12,256	0
Dherari	Sonny	Senior Buyer	97,147	4,007	0
Dhillon	Antarpreet	Labourer 1	63,645	12,589	0
Di Fiore	Brandon	Truck Driver Solid Waste and Recycling	73,483	9,640	0
Dias Matsumoto	Vicente	Engineering Project Technologist	102,511	5,158	2,577
Digney	Samuel	Aquatic Leader 1	67,712	10,240	682
Dill	Jesse	Director Development	151,285	13,076	4,662
DiMarco	Marino	Building Service Worker	64,865	13,224	0
Dimas Klee	Carlos Arturo	Property Use Coordinator	74,873	7,289	0
DiMenna	Resha	Janitor Leader	66,648	12,827	0
Din	Shah	Business Analyst 3	106,708	7,799	0
Dinsmore	Bill	Fire Captain	98,913	48,114	0
Dion	Samantha	Firefighter	102,389	11,761	102
Dionne	Denis	Trades Foreman 1	94,191	20,747	0
Dioszeghy	Jozsef	General Manager Engineering	283,620	11,568	809
Dixon	David	Legal Survey Technologist	82,236	3,562	0
Dobbs	Simon	Coordinator Production and Operations	82,614	5,465	0
Dobush	Jody	Firefighter	106,366	16,991	31
Domenis	George	Bylaw Enforcement Coordinator	64,697	19,783	0
Domino	Clint	Foreman 3 Waterworks	103,713	20,282	104
Donald	James	Foreman 1 Sewers	81,048	24,009	104
Donoghue	Vicki	Children's and Teen Services Coordinator	102,132	4,947	569
Dooling	Paul	Firefighter	121,620	6,777	384
Dosanjh	Raj	Labourer 2	68,952	17,284	0
Dotto	Lisa	Manager Admin Support Corporate Services	104,154	1,029	1,340
Douglas	Keri	Traffic Assistant	76,078	23,373	0
Douglas	Kevin	Firefighter	107,897	33,738	0
Douglas	Monica	Recreation Office Supervisor	71,427	8,656	0
Duchak	Kelly	Planned Maintenance Assistant	74,420	3,166	0
Dudley	David	Foreman 1 Parks Development	85,471	11,463	208
Duff	Ray	Client Services Specialist 2	99,148	3,898	0
Duffy	Brian	Foreperson 2 - Sewers	27,823	72,953	104
Dunbar	Kellie	Client Support Assistant	70,810	6,635	0
Duncan	Nolan	Firefighter	83,945	9,154	204
Dundas Oke	Emily	Assistant Curator Burnaby Art Gallery	78,956	5,041	1,682
Dunlop	Teri-Lynn	Clerk 3	76,235	3,130	0
Dunnett	Linda	Property Use Coordinator	13,338	69,026	0
Dyke	Timothy	Senior Infrastructure Security Analyst	160,410	23,674	20
Earle	Dean	Truck Driver 3	74,000	31,367	0
Eburne	Josh	Parking Patroller	69,014	10,327	0
Echelli	Dino	Cross Connection Control Coordinator	112,350	14,659	1,111
Edgecombe	David	Fire Captain	148,412	20,599	251
Edmond	Christian	Custodial Guard	69,640	29,215	0
Edwards	Heather	Manager Parks Planning Design and Development	157,508	11,394	534
Edwards	Spencer	Firefighter	83,068	10,074	102
Ellenwood	Stuart	Mapping Technician 2	72,878	4,186	125
Ellis	Jonathon	Labourer 2	68,552	10,302	0
Ensing	Christine	Climate Action and Energy Officer	98,166	15,582	0
Ensing	Mark	Trades 2 Carpenter	81,921	4,004	0
Eremko	Hal	Recreation Centre Supervisor 2	97,450	7,079	1,688
Esguerra	Jerald	Food Services Worker	60,378	24,074	0
Evans	Laura	Plan Checker 1	56,807	27,098	726
Evans	Rob	Business Analyst 1	94,971	4,479	0
Evans	Todd	Assistant Chief Training Officer	76,381	43,123	558

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Ewan	Matt	Golf Course Attendant	74,191	6,033	1,599
Faedo	Dan	Firefighter	119,242	17,283	0
Fahlman	Jason	Fire Captain	143,126	7,272	133
Fahr	Jordan	Firefighter	104,878	34,606	251
Fang	Maggie	Recreation Clerk 1	52,707	33,147	0
Farahani	Bob	Director Parks Recreation and Cultural Services Project Management	166,421	30,608	1,306
Faria	Daniel	Truck Driver 1	66,877	12,393	0
Faulkner	Rita	Engineering Information Clerk	74,602	3,973	0
Faust	Darcy	Truck Driver Solid Waste and Recycling	70,833	8,858	0
Felty	Rick	Trades 2 Carpenter	91,460	5,605	0
Ferrara	Randy	Fire Captain	140,059	14,286	0
Ferrari	Marisa	Clerk 3	82,823	3,457	7
Ferraro	Felice	Electrical Inspector 1	85,607	5,471	1,237
Ferreira	Carlos	Concrete Finisher	75,244	27,836	0
Ferreras	Tomas	Truck Driver Solid Waste and Recycling	72,252	9,629	0
Figliuzzi	Peter	Form Setter	71,345	5,061	0
Filippelli	Domenico	Asphalt Raker	72,880	32,552	0
Filteau	Tyler	RCMP Computer Systems Specialist	95,362	3,802	0
Fischer	Corey	Equipment Operator 4A	71,903	19,756	0
Fischer	Terry	Truck Driver 3	27,626	53,058	0
Fletcher	Jason	Firefighter	105,254	14,644	102
Fleury	Adam	Trades 2 Carpenter	67,509	21,196	0
Fleury	Nicole	Coordinator Recreation Programs	85,462	10,993	288
Flynn	Georgina	Librarian 2	73,244	24,600	0
Fong	Jennifer	Reader RCMP	80,880	9,488	0
Fong	Keith	Facilities Management Coordinator	85,283	4,379	0
Fong	Rosary	Supervisor Food Services	88,352	11,311	0
Fong	Sandy	Computer Systems Specialist	103,447	9,757	0
Fong	Thomas	Electrical Inspector 2	104,048	10,649	65
Ford	Lily	Planner 3	138,070	6,934	1,970
Forsberg	Mark	Fire Captain	145,419	32,343	0
Fortin	Dean	Truck Driver 3	67,928	15,631	0
Fortin	Kyle	Firefighter	52,402	66,894	102
Fox	Colin	Watch Clerk RCMP	74,738	12,741	0
Foxgord	Mike	Business Manager Engineering	114,574	6,665	0
Foxgord	Susan	Revenue System Support Assistant	74,152	2,998	0
Francis	Roszanda	IT Testing Specialist	86,614	3,418	0
Franks	Michael	Firefighter	122,211	19,469	102
Fraser	Stephanie	Business Manager	130,483	1,845	3,931
Freire	Cristina	Librarian 2	99,983	4,203	6,503
Friesen	Grant	Property Use Coordinator	87,566	3,993	1,617
Frislev	Lance	Labourer 2	69,305	7,755	0
Frizzel	Scott	Fire Captain	133,422	14,032	0
Froschauer	Christina	Museum Community Engagement Coordinator	86,053	4,594	564
Frouws	Mark	Coordinator Recreation Programs	83,707	8,030	1,987
Fung	Stephen	Recreation Programmer	78,932	10,330	665
Furtado	Rick	Trades Foreman 1	100,573	10,371	0
Gaanan	Rongerard	Lead Pool Services Worker	72,172	4,151	0
Gadoya	Rushi	Planner 1	98,695	20,838	0
Gagne	Jason	Trades 2 Mechanic	91,671	11,621	0
Gaine	Cliff	Truck Driver 3	63,911	21,456	0
Galick	Kevin	Fire Captain	142,796	28,460	102
Gallagher	Matthew	Firefighter	87,847	18,889	0
Gallagher	Nolan	Firefighter	90,788	10,628	102
Gallant	Greg	Trades 2 Metal Fabricator/Welder	89,293	16,504	0
Galle	Lori	Recreation Centre Supervisor 2	91,469	4,969	222
Garbiec-Ho	Helen	Planner 1	92,487	1,159	0
Garnett	Lee-Ann	Deputy General Manager Planning and Development	209,046	12,083	2,113
Gastaldello	Roger	Truck Driver 3	72,979	23,628	0
Gastaldo	Mariah	Librarian 1	82,366	2,314	162
Gaudes	Stewart	Materials Management Worker 2	68,824	6,368	0
Gaughan	Marcus	Trades 2 Gardener	84,886	3,688	208
Geider	Andrew	Records and Information Specialist	80,874	2,086	2,357
Geraghty	Alan	Arboriculture Lead Hand	74,789	3,599	1,203
Gevido	Carlos	Systems Supervisor Librarian	82,672	4,463	734
Gilker	Kevin	Truck Driver Parks Lead Hand	71,491	8,838	0
Gill	Amandeep	Manager Community Program and City Services	106,766	9,303	2,905
Gill	Amy	Reader RCMP	87,241	3,568	0
Gill	Rajpal	Youth Centre Supervisor	74,145	5,859	2,648
Gill	Selina	HR Advisor - Labour Relations	78,202	522	80
Gillespie	Brodie	Firefighter	83,945	8,638	102

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Gillespie	Jesse	Firefighter	89,838	9,121	455
Gimenez	Tony	Sub Foreman Sign Shop	92,909	19,874	0
Giorgio	Brian	Firefighter	76,622	9,427	353
Girling	Leon	Communications and Marketing Coordinator	83,980	3,342	0
Girn	Resham	Materials Management Worker 2	72,400	5,696	0
Given	Kaitlynn	Planner 1	82,933	857	0
Go	Hay	Planner 1	83,090	5,376	0
Godin	Brent	Firefighter	116,076	22,569	102
Gonzalez	Alvaro	Truck Driver Solid Waste and Recycling	56,392	21,260	0
Gonzalez	Carmen	Deputy General Manager Parks Recreation and Cultural Services	210,980	11,714	3,670
Gooderham	Geoff	Landscape Development Technician	90,808	4,707	753
Gooranorimi	Roja	Plan Checker 2	69,036	32,400	1,484
Gordon	Erica	Firefighter	90,832	14,851	102
Gorgec	Andrea	Librarian 1	77,343	6,117	162
Gough	Darren	Firefighter	122,314	3,898	686
Gous	Leon	Chief Administrative Officer	387,489	24,265	6,727
Govorcin	John	Plumbing and Gas Inspector 1	101,270	20,583	1,284
Graham	Doug	Foreperson Golf Course	84,172	17,413	377
Graham	Rory	Firefighter	122,168	17,539	353
Graham-Radford	Mikaela	Senior Citizens' Centre Supervisor	80,489	18,060	719
Grams	Connor	Trades 2 Plumber	88,851	6,914	208
Grant	Rachel	Librarian 1	88,994	3,529	0
Gray	Willow	Janitor Leader	70,490	12,885	0
Green	Brandon	Park Patroller	67,640	13,601	0
Green	Jeffrey	Golf Course Attendant	79,053	5,076	377
Greentree	Kyle	Firefighter	111,578	13,147	353
Greenwood	Nick	Firefighter	119,638	5,433	102
Greer	Andrew	Firefighter	75,730	9,003	353
Greig	Darcy	Trades 2 Plumber	91,876	12,886	109
Greville	Trinna	Senior HR Advisor	120,609	3,614	80
Grewal	Ratan	Director Budgets and Reporting	188,569	17,285	2,523
Grill	Gloria	Building Code Engineer	6,273	84,749	85
Grimason	Jonathan	Truck Driver Solid Waste and Recycling	71,845	12,951	0
Grover	Mike	Operations and Events Supervisor	91,379	39,912	4,309
Gucake	Thomas	Firefighter	85,423	14,961	102
Guerrero	Emily	Librarian 1	71,639	3,860	1,049
Guglielmi	Joe	Facilities Management Coordinator	103,122	23,900	0
Guimond	Jean-Paul	Firefighter	70,078	18,855	102
Guindon	Andrew	Firefighter	120,203	18,883	133
Guindon	Evan	Firefighter	119,048	3,599	133
Gulajec	Derek	Senior Building Technologist	104,149	86,845	1,199
Gulamhusein	Ashif	Coordinator Recreation Programs	85,131	5,686	50
Gunawardana	Dakshin	Assistant Manager Budgets and Administration	128,633	13,149	1,209
Gunter	Kathy	System Operator	76,630	3,148	0
Gutierrez	Daisy	Business Analyst 3	121,241	5,916	0
Hackett	Raymond	Equipment Operator 4	69,762	9,665	104
Haddon	Rob	Truck Driver Solid Waste and Recycling	75,046	13,479	0
Haddou	Vaitua	Firefighter	104,523	9,796	102
Hague	Matthew	Firefighter	76,595	9,631	353
Haidar	Saleh	Project Facilitator Contaminated Site Specialist	121,851	17,657	0
Hall	Chad	Assistant Pump Station Service Worker	75,591	9,400	104
Hall	Clayton	Manager Bylaw Services	136,959	4,634	163
Hall	James	Truck Driver Solid Waste and Recycling	75,411	7,845	0
Hall	Justin	Trades Foreman 2	115,972	42,337	136
Hallam	Trevor	Firefighter	102,387	8,024	102
Halliwell	Juli	General Manager Corporate Services	220,455	13,792	4,105
Hamilton	Russell	Building Inspector 3	84,897	17,770	1,542
Hamilton	Ryan	Firefighter	81,898	12,647	0
Hampton	Taishyo	Playground Maintenance Worker	65,912	9,810	0
Han	Maria	Manager HR Library	105,879	2,439	1,546
Hanna	Kevin	Firefighter	118,144	8,855	102
Hansen	David	Truck Driver 1 Parks Scavenging	69,961	10,166	0
Hanson	Brett	Infrastructure Security Analyst	120,589	18,475	0
Hardy	Derek	Firefighter	118,249	7,504	382
Harrington	Ashley	Clerk 3	76,948	3,287	0
Harrington	Randy	Working Foreman Pumps and Controls	96,891	34,706	470
Harriott	Curtis	Firefighter	83,945	9,064	204
Harris	Angela	Lead Labour Relations	121,493	4,749	80
Harrison	Linton	Branch Manager	118,684	2,153	2,762
Harry	Chris	Supervisor Bylaw Services	93,457	4,997	0
Hartshorne	Jason	Pump Station Service Worker	92,627	19,815	288
Haskins	Karen	Labourer 2	62,415	16,773	0

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Hastings	Wes	Recreation Clerk 2	63,007	16,395	0
Hauser	Tyler	Pump Station Service Worker	93,000	41,891	242
Haustein	Ilnur	Senior Accountant	99,258	4,122	2,157
Hawes	Griffin	Labourer 1	68,675	13,713	0
Hay	Kevin	Firefighter	96,716	26,296	204
Hay	Stephen	Firefighter	118,188	6,758	0
Hayes	Ashley	Field Arborist	89,367	8,502	0
Heemskerck	Thomas	Firefighter	114,155	36,568	102
Hemmerling	Stacy	Coordinator Recreation Programs	78,759	17,812	3,685
Henderson	Jessica	Coordinator Recreation Programs	64,229	15,953	811
Herbert	Tyler	Underground Services Lead Hand	70,836	11,787	104
Hetherington	David	Fire Captain	148,576	18,622	0
Hetherington	Ian	Deputy Fire Chief Operations	183,187	122,953	366
Heudes	Reshmi	Customer Service Supervisor	74,168	31,425	0
Hicks	Chad	Labourer 3	76,596	4,030	208
Hill	Al	Senior Manager, Engineering Development Services	124,898	15,697	0
Hill	Jake	Firefighter	76,595	8,736	251
Hill	Tim	Firefighter	114,297	10,508	31
Himmelsbach	Dwayne	Foreman 2 Parks Development	60,257	47,358	0
Ho	Kathy	Senior Manager Transportation	136,379	9,879	3,822
Hoang	Chris	Business Manager Public Safety and Community Services	136,307	7,239	2,392
Hodanic	Antonio	Survey Assistant 2	64,077	11,793	0
Holme	Gary	City Land Surveyor	145,594	10,362	2,156
Hong	Lawrence	Freedom of Information Specialist	91,312	11,466	28
Horvath	Lisa	Building Technician	88,869	46,818	1,199
Hosseinpour	Bahareh	Supervisor Youth Services	42,893	48,410	0
Hourigan	Rob	Fire Captain	90,716	7,457	133
Houston	Scott	Senior Manager Risk Insurance and Claims	145,092	21,163	1,048
Hu	Patrick	Fire Captain	145,699	50,462	102
Huang	Edgar	Engineering Technologist Design	80,279	4,996	0
Huang	Louise	Senior Engineer Project Management	145,161	10,055	3,240
Huang	Sebastian	Senior Engineer Project Management	83,774	5,706	1,209
Hudspeth	Cameron	Sub-Foreperson CCTV Inspections	79,715	15,769	0
Hung	Karin	Director Strategic Initiatives	180,334	18,210	687
Hung	Raymond	Business Analyst 1	77,967	731	0
Huntington	Chad	Manager GIS and Engineering Systems	99,938	1,008	2,928
Hussain	Natasha	Admin Assistant - Lands & Facilities	75,668	11,821	0
Hutano	Valentin	Technical Infrastructure Architect 2	117,099	24,485	0
Hutchison	Murray	Trades Foreman 2 Facilities Management	90,077	21,292	0
Iachetta	Tony	Solid Waste and Recycling Services Coordinator	80,123	16,204	0
Ibrahim	Sabreena	Admin Officer Revenue and Tax	77,823	3,342	2,650
Imola	Fernando	Engineer Project Management	128,347	1,003	518
Ipsen	Hunter	Firefighter	83,945	8,723	0
Isaak	Carl	Director Community Planning	97,242	16,107	1,404
Isakov	Andre	Director PRC Planning	103,546	5,604	0
Ishikawa	Marie	Director Marketing and Communications	144,536	18,647	4,416
Ivan	Alberto	Assistant Water Services Maintenance Worker	82,776	5,867	104
Ivanusec	Marijan	Firefighter	92,763	29,770	0
Jackson	Rhonda	Coordinator Recreation Programs	77,308	6,202	216
Jamal	Yasmin	Librarian 1	69,664	11,779	779
James	Sterling	Operations Coordinator	72,533	33,605	520
Jang	Jared	HR Support Assistant 2	72,084	3,544	600
Japke Sepulveda	Pablo	Recreation Leader Weight Room	62,605	21,410	0
Jaswal	Asha	Building Service Worker	66,515	13,551	0
Jawanda	Sue	Bylaw Enforcement Coordinator	43,805	42,086	0
Jebson	Alexandra	Assistant Facility Supervisor	62,405	13,589	482
Jegapiragasam	Jay	Fleet Maintenance Planner	99,699	8,515	85
Jerop	Diana	Planner 2	101,023	6,893	562
Jia	Rolly	Capital Asset Analyst	95,061	9,101	1,628
Joel	Russell	Firefighter	110,275	20,756	102
Johns	Bill	Parking Services Supervisor	110,465	16,781	0
Johnson	Barry	Labourer 1	72,922	50,722	0
Johnson	Chris	Trades 2 Painter	90,766	6,369	0
Johnson	Dwayne	Trades Foreman 2	113,487	25,484	62
Johnson	Justin	Equipment Operator 4A	72,641	18,186	0
Johnson	Nancy	Director Employment Services	156,036	18,954	949
Johnson	Nicole	Firefighter	100,219	4,153	0
Johnston	Daniel	Fire Captain	142,882	23,857	31
Jones	Allison	Systems Supervisor Librarian	60,931	22,923	5,120
Jorgenson	Coreen	Manager Capital Assets	137,139	20,167	1,209
Jozo	Attila	Foreman 1 Sewers	87,461	29,446	104



Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Juca	Eva	Manager Revenue and Taxation	144,063	1,717	2,929
Juergensen	Robin	Manager Recreation Services	149,205	10,088	1,123
Jung	Darren	Firefighter	122,163	6,970	102
Juoksu	Paul	Supervisor Building Inspections	122,261	52,662	1,199
Kaba	Feisal	Trades 2 Carpenter	91,415	4,024	0
Kabernick	Jodi	Fire Captain	140,618	18,891	0
Kajal	Surinder	Building Service Worker	62,502	17,623	0
Kamoh	Gurpreet	Firefighter	117,094	5,064	102
Kanukhin	Alex	Business Analyst 2	110,926	29,891	0
Kappeli	Jason	Underground Services Lead Hand	71,323	14,247	104
Kassa	Kevin	Firefighter	107,462	11,852	102
Kassam	Farah	IT Testing Specialist	103,447	25,387	0
Kassam	Noreen	Deputy Chief Administrative Officer & CFO	322,120	43,275	6,165
Kaszonyi	Michael	Labourer 1 Pumps and Controls	73,428	1,937	0
Kaur	Inderpal	Client Support Assistant	71,194	25,827	153
Kavanagh	Luke	Firefighter	92,833	32,691	133
Keam	Tyson	Firefighter	116,036	10,161	204
Kehoe	Brian	Foreman 2 Waterworks	82,809	29,184	104
Keller	Teri	Manager Recreation Services	158,284	14,564	2,023
Kelly	Mike	Foreman 1 Waterworks	80,811	18,992	104
Kemp	Jeff	Team Lead IT	133,355	13,418	0
Kempf	Denise	Senior Manager Customer Service Centre	133,637	17,699	2,438
Kennedy	Kevin	Aquatic Maintenance Supervisor	89,170	6,427	342
Kent	Andrew	Prep/Exhibit Coordinator	76,536	3,070	0
Kenward	Jeff	Foreman 1 Roads and Drainage	33,522	84,855	0
Khan	Saad	IT Senior Project Manager	125,628	3,295	5,043
Khan	Sarah	Librarian 1	87,503	6,268	162
Khankashi	Javayd	Firefighter	83,928	8,685	102
Khawajah	Bachar	Chief Information Officer	238,863	17,277	5,864
Khlok	Sarun	Labourer 1	67,682	13,443	0
Kilby	Michael	Firefighter	102,716	36,735	360
Kim	Hana	Librarian 1	85,079	3,351	292
Kim	Insook	Business Analyst 2	106,585	4,069	0
Kim	Jane	Assistant Manager Warehouse Projects	127,731	959	0
Kim	Mina	Payroll Technician	61,661	25,084	0
Kinar	Michael	Trades 2 Mechanic	75,003	11,666	0
King	Ryan	Microcomputer Support Specialist 2	82,656	3,894	0
Kirkness	Tyson	Firefighter	114,856	15,121	102
Kirkpatrick	Meagan	Crime Analyst	98,354	13,456	1,644
Kitajima	Masa	Trades 2 Gardener	95,646	6,431	0
Kito	Nicholas	Labourer 2	70,575	16,596	0
Kleine	John	Trades 2 Mechanic	85,800	3,496	0
Klimek	Bob	Deputy General Manager Finance	216,299	13,490	2,390
Klotz	Mark	Truck Driver Parks Lead Hand	69,904	11,805	208
Klyne	Alicia	Traffic Control Person 1	62,358	19,623	0
Knapton	Maggie	Senior HR Advisor	119,136	6,751	832
Knudsen	Robert	Trades 2 Painter	92,500	4,073	0
Ko	James	GIS Analyst	107,787	5,968	125
Koerberling	Maggie	Front Counter Clerk RCMP	69,995	20,090	0
Koh	Ivan	Chief Fire Mechanic	175,596	4,011	2,249
Koh	Jennie	Graphics Designer	81,973	3,613	0
Kokar	Pavel	Trades Foreman 1	95,349	23,219	0
Kolber	Andre	Manager Parks Operations	153,931	10,180	1,035
Kool	Bryson	Firefighter	117,985	20,425	462
Kosari	Sarah	Senior Manager PRC PMO	144,591	24,121	3,790
Kothary	Natasha	Communications and Marketing Coordinator	78,819	3,137	1,085
Kotylak	Julian	Recreation Programmer	79,384	10,903	487
Kovacevic	Tony	Manager Sewers	134,318	24,820	1,984
Kovacs	Ernie	Traffic Technician 1	83,670	15,916	0
Kowalczyk	Emil	Firefighter	115,993	6,350	353
Kozak	Ed	General Manager Planning and Development	280,589	21,486	0
Krajewski	Robert	Truck Driver Solid Waste and Recycling	72,432	8,649	0
Krasnov	Serguei	Business Analyst 2	111,792	15,546	0
Krasteva	Maya	Supervisor Employment Services	114,291	3,417	686
Kristensen	David	Fire Captain	134,744	31,390	204
Kristmanson	Dale	Fire Captain	148,514	37,632	0
Krivakova	Jana	Assistant Coordinator Parks Custodial	80,068	42,771	0
Kucera	Kris	Manager Pumps and Controls	134,317	24,259	2,205
Kulasekare	Indika	Technical Infrastructure Architect 2	114,403	20,210	0
Kuypers	Erin	Community Police Office Coordinator	77,819	3,673	0
Kwan	Wilson	Manager Financial Operations	167,095	24,147	1,209
Kwok	Campbell	Property Valuator Negotiator 1	91,669	3,794	1,201

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Kwok	Christina	Senior Crime Analyst	117,213	32,528	721
Kwong	Eric	RCMP Computer Systems Specialist	99,146	4,515	0
Kwong	Gloria	Project Manager Civic Building Projects	128,499	1,904	2,195
Kwong	Vince	Recreation Centre Supervisor 2	94,390	19,343	713
Laguerta	Denzel	Financial Analyst	99,305	17,863	1,209
Lai	Daniel	Technical Infrastructure Architect 2	117,405	27,682	3,400
Lai	Kim	Manager Accounting Services	152,414	2,397	1,823
Lal	Ryan	Electrical Inspector 1	30,616	53,222	65
Lalana	Geno	Labourer 2	60,231	17,713	208
Lalonde	David	Truck Driver Solid Waste and Recycling	71,987	8,257	0
Lam	Andrea	Librarian 1	89,871	4,100	162
Lamb	Barry	Equipment Operator 2	68,409	11,926	0
Lambert	Mark	Fire Captain Training	149,050	7,291	1,592
Lamont	Graham	Assistant Fire Chief	168,190	18,895	0
Lamoureux	Rob	Captain Fire Prevention	148,817	14,749	76
Land	Chris	Firefighter	96,121	13,471	0
Landon	Shane	Labourer 2	69,815	8,765	0
Langlet	Lisa	Special Events Officer	46,999	35,304	0
Lansing	Justin	Firefighter	118,783	11,812	0
Lassam	Thomas	Firefighter	105,755	4,092	0
Late	Anthony	Pool Services Worker	63,783	12,059	0
Latimer	Wayne	Equipment Operator 4A	75,954	39,992	0
Laternus	Leanne	Canadian Police Information Centre Supervisor	65,997	19,056	0
Lau	Eling	Crime Analyst	79,853	5,246	752
Lau	Emily	Senior Manager Compensation	145,624	38,244	0
Lausa	Karl	Park Patroller	70,192	5,154	0
Lavallee	Millan	Firefighter	116,059	21,688	102
Law	Chun Nam	Planner 2	109,090	4,967	0
Law	Michael	Firefighter	94,080	32,946	102
Law	Yee	Supervisor Printshop	98,759	4,160	0
Lay	Erica	Manager Climate Action and Energy	139,477	1,276	0
Layng	Dan	Chief Licence Inspector	154,443	19,554	163
Lecce	Maria	Property Use Coordinator	73,217	4,901	0
Leclerc	Keith	Director IT Infrastructure	164,571	18,670	2,226
Lee	Alvin	Facilities Management Coordinator	104,068	6,753	0
Lee	David	Senior Drainage Engineer	155,606	20,474	2,885
Lee	Jacky	Inventory Analyst	88,010	3,864	2,365
Lee	Jessica	Branch Manager	82,525	5,030	918
Lee	Kenneth	Computer Systems Specialist	87,404	3,435	0
Lee	Paul	Senior Engineer - Transportation	137,504	23,227	0
Lee	Young	Firefighter	121,531	8,359	102
Legg	Mike	Firefighter	119,431	11,073	0
Leifsson	David	Fire Lieutenant	77,080	18,444	409
Lemke	Jane	Museum Curator	95,714	3,818	1,264
Lemon	Carmin	Crime Analyst	98,645	11,576	680
Leone	Chuck	Facilities Management Coordinator	100,015	20,705	0
Letourneau	Brent	Trades 2 Carpenter	88,249	3,957	0
Leung	May	City Solicitor	215,049	17,202	2,613
Lewis	Garrett	Labourer 2	67,249	8,825	0
Lewis	Kristine	Coordinator Youth Recreation Services	87,476	9,209	58
Li	Jenny	Supervisor Business Information Systems	77,157	32,752	0
Li	Joyce	Police Accounts Clerk 2	67,999	7,276	0
Li	Patrick	Janitor Leader	68,096	9,904	0
Li	Winnie	Accounting Clerk 3	76,418	3,580	1,629
Lian	David	RCMP Computer Systems Specialist	90,937	3,422	0
Liberatore	Joe	Foreman 1 Waterworks	82,881	42,460	104
Libonati	Mike	Senior Buyer	98,813	3,901	0
Libsekal	Leah	Program Manager, Development Applications	123,222	5,197	0
Liew	Charlene	Planner 3	124,506	5,749	0
Lim	Fungpiew	Technical Infrastructure Architect 2	117,405	12,263	3,600
Lin	Bill	Community Police Office Coordinator	80,861	3,547	0
Lin	Edmond	Assistant Chief Building Inspector	159,488	20,583	2,272
Lin	Elaine	Traffic Control Person 1	65,904	18,574	0
Lin	Fred	Senior Manager Transportation	142,981	10,870	4,090
Lin	Michael	Compliance Program Officer Treasury	115,797	4,575	1,864
Liu	Cindy	Plan Checker 1	64,057	11,340	806
Liu	Viola	Claims and Risk Specialist	110,210	749	2,158
Lochhead	Michael	Foreman 1 Sewers	85,148	26,482	104
Locke	Matthew	Labourer 2	77,354	5,829	208
Loh	Nancy	Treasury Analyst	100,699	5,572	0
Londono	Isabel	Engineer Project Management	114,518	3,254	2,973
Look	Lisa	Engineering Project Technologist	102,060	4,661	2,211

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Lopes	Aneleise	Senior Customer Service Assistant	68,088	31,648	0
Lopez Gonzalez	Richard	Labourer 2	67,010	16,642	104
Lore	Colleen	Clerical Supervisor RCMP	74,168	70,708	0
Lota	James	General Manager Lands & Facilities	262,344	30,399	3,088
Loucks	Tamara	Manager, Revenue Administration and Collection	145,047	10,052	1,050
Loucks	Timothy	Database Administrator	132,928	16,278	0
Loughrey	Frank	Firefighter	119,454	13,415	0
Louie	Herman	GIS Analyst	107,857	11,210	1,914
Lovas	Scott	Purchasing Specialist	103,307	6,888	548
Low	Elliot	Plumbing and Gas Inspector 1	94,962	24,021	1,275
Lowden	Robbie	Financial Analyst	75,117	13,480	159
Lubell	Kyra	Planner 2	116,353	10,096	0
Lucas	Ryan	Firefighter	116,086	5,571	235
Ludeman	Alexander	Golf Services Assistant 2	70,531	7,116	0
Lueck	Jeff	Supervisor Electrical Inspections	91,616	29,827	0
Lui	Brenda	Safety Coordinator	80,816	2,969	672
Lum	Sophan	Senior Manager Purchasing	147,501	7,821	2,408
Luo	Jacky	Property Use Coordinator	74,435	9,217	520
Lupia	Rick	Foreman 2 Grounds Maintenance	86,136	28,791	1,134
Lupul	Dale	Firefighter	108,551	20,974	360
Lyle	Jeff	Fire Captain	148,572	21,395	31
Ma	Franco	Fire Mechanic	127,301	4,479	872
Ma	Noreen	Manager Community Development	118,344	1,149	1,114
Mabasa	Paul	Graphics Designer	83,880	3,299	0
MacDonald	Dave	Underground Services Lead Hand	76,807	32,384	218
MacDonald	Laura	Police QA and Training Lead	88,218	3,505	0
MacDonald	Matthew	Firefighter	116,197	17,541	102
MacDonald	Sheryl	Records and Information Specialist	78,064	18,153	0
MacDonald-Rogers	Leslie	Administrative Officer - Golf	87,564	34,366	0
MacGregor	Ryley	Labourer 2	67,958	9,071	0
Mackie	Michael	Truck Driver Parks Lead Hand	70,053	14,820	208
MacLennan	Jay	Ceramics Supervisor	70,041	5,819	0
MacLeod	Allan	Fire Captain	92,127	52,974	583
MacNeil	Gregg	Firefighter	117,052	13,465	102
MacNeil	Todd	Firefighter	119,495	9,378	382
MacRitchie	Paul	Foreperson 1 Grounds Maintenance	83,252	8,459	104
MacVinnie	Tim	Recreation Leader 2	68,432	10,592	0
Madigan	Shaun	Fire Captain	145,188	28,986	0
Mahaffey	Rebekah	Civic Innovation Executive Director Project Manager	134,916	2,952	611
Mahal	Bhavan	IT Senior Project Manager	154,987	1,341	5,101
Mahon	Jessica	Firefighter	83,965	9,180	102
Mailloux	Jack	Truck Driver 3	54,158	25,002	0
Main	Michael	Fire Captain	148,572	16,026	0
Majidgoruh	Farid	Engineering Project Technologist	103,398	34,978	276
Major	Brad	Firefighter	118,507	14,742	133
Majsai	Stephen	Labourer 1	73,816	13,147	0
Mak	Joey	Financial Analyst	96,863	4,139	1,209
Makaseff	Luke	Labourer 2	69,450	8,741	0
Malanfant	Jamie	Fire Captain	148,607	13,659	0
Malanfant	Jordie	Firefighter	83,945	8,386	353
Maldonado	Mario	Trades 2 Painter	67,517	7,766	0
Malkani	Danyal	Engineer Project Management	103,433	2,401	1,869
Maloney	Kyle	Sign Maker	80,644	13,657	0
Maloney	Sean	Trades 2 Plumber	93,552	12,370	186
Malysz	Margaret	Supervisor Preliminary Plan Approval/Subdivision Approvals	111,390	5,597	0
Manderscheid	Susan	Recreation Office Supervisor	75,895	7,400	1,185
Manera	Cesar	Truck Driver Solid Waste and Recycling	70,141	15,951	0
Manifold	Margaret	Planner 3	138,748	6,223	0
Mann	Arlene	Recreation Centre Supervisor 1	89,005	4,601	420
Mann	Satinder	Fire Captain	144,823	24,565	583
Manning	Heather	Manager Digital Media	110,681	7,470	0
Manrique	Ian	Lead Pool Services Worker	53,034	23,686	0
Manuzon	Albert	Pool Services Worker	62,242	12,983	0
Mao	Jenny	Senior Accountant	102,877	4,980	1,314
Marconato	Rick	Engineering Inspector	98,284	4,772	0
Mardyn	Kyle	Fire Mechanic	128,497	4,805	0
Margison	Brad	Trades 2 Gardener	90,804	6,310	0
Marinelli	Lina	Planner 3	138,842	13,027	578
Mark	Kimberley	Financial Analyst	112,296	11,920	1,628
Marra	Joey	Fire Captain	146,525	13,813	102
Martincic	Jason	Firefighter	114,753	7,647	102
Martinek	Jerry	Business Analyst 3	121,272	39,241	0

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Marton	Ed	Trades 2 Gardener	84,473	13,095	0
Martorana	Enzo	Trades 2 Metal Fabricator/Welder	90,614	15,104	520
Masaro	Derek	Assistant Fire Chief	174,278	23,424	0
Massing	Dana	Communications and Marketing Coordinator	72,222	2,935	0
Materi	Shane	Labourer 2	66,946	28,426	104
Matsumura	Craig	Fire Captain	142,348	15,778	0
Matteucci	Daniella	Firefighter	83,945	9,275	102
Matts	Kathryn	Admin Officer 2 - Clerk's Department	86,779	15,181	324
Mau	Trish	Director Collections and Technology	153,848	12,442	3,173
McBride	Jeff	Firefighter	120,943	11,848	251
McBride	Jordan	Firefighter	116,152	7,104	133
McCarron	Greg	Fire Captain	140,658	35,601	0
McCarthy	Jamie	Librarian 2	83,643	9,770	344
McClure	Greg	Recreation Leader 2	68,300	15,230	819
McConaghy	Helen	Supervisor Food Services	77,308	19,384	0
McConnell	Grace	Electronic Disclosure Clerk	73,987	6,425	0
McCready	Joel	Firefighter	116,839	3,687	0
McCrossan	Shirley	Clerk Traffic	65,245	9,996	0
McCuaig	Scott	Firefighter	119,001	26,870	204
McDiarmid	Craig	Fire Captain	143,004	9,168	251
McDonald	Bruce	Coordinator Facility Operations	56,164	29,119	231
McDonald	Mark	Parks Forester Foreperson	87,946	26,907	4,712
McDonnell	Michael	Fire Captain Training	133,727	11,297	563
McEwan	Paul	Facilities Management Program Planner	103,402	4,177	0
McFadyen	Jason	Truck Driver Solid Waste and Recycling	60,101	20,263	0
McIntosh	Alan	Foreperson Turf Specialist	79,221	6,338	780
McIntosh	Brayden	Firefighter	90,732	19,220	102
McIntosh	Dylan	Firefighter	112,885	2,236	204
McIntosh	Tom	Fire Captain	73,923	91,932	0
McKave	Roberto	Coordinator Community Volunteer Resources	68,831	12,160	80
McKenzie	Brodie	Firefighter	114,206	15,384	152
McLaren	Chris	Coordinator Recreation Programs	83,150	5,061	0
McLean	Adrian	Trades 2 Painter	89,669	3,835	0
McLean	Brad	Fire Captain	143,176	6,626	102
McMillan-Gordon	Peggy	Booking Coordinator	65,709	20,130	0
McNeil	Marty	Truck Driver 3	70,529	28,002	0
McQuade	Neil	Firefighter	122,211	10,416	0
McQueen	Behn	Firefighter	119,420	9,263	713
McQueen	Dean	Foreman 2 Grounds Maintenance	78,182	47,657	887
McQueen	Justin	Firefighter	109,381	23,376	0
McVicar	Rick	Recreation Facility Maintenance Supervisor	89,170	15,982	730
McWilliam	Cameron	Firefighter	102,307	13,152	0
Mellalieu	Brad	Labourer 1	63,621	13,297	0
Meredith	Kelly	Fire Captain	54,953	20,370	0
Mester	Richard	Manager Business Process and Reporting	152,405	1,171	0
Mestrovic	Duby	Warehouse Supervisor	92,101	10,911	0
Metcalfe	Sean	Fire Prevention Inspector	116,633	9,918	1,339
Meyer	James	Assistant Water Services Maintenance Worker	78,692	3,366	0
Middleton	Carrie	QA and Customer Service Centre Lead	81,794	4,070	0
Middleton	Sean	Firefighter	111,076	2,976	102
Mihalic	Kris	Budget Analyst	75,917	7,393	159
Mikowski	Christian	Trades 2 Mechanic	93,808	5,266	0
Miles	Jay	Firefighter	108,360	33,826	154
Miller	Gus	Fire Captain	143,117	19,310	0
Miniaci	Danny	Truck Driver 3	73,002	15,951	0
Miskie	Alixander	Labourer 2	67,066	15,032	1,600
Mitchell	Neal	Labourer 2	64,208	15,205	0
Mitrovic	Nikola	Librarian 1	88,115	4,025	0
Mitten	Helen	Team Lead IT	140,344	3,840	0
Mofti	Ako	Labourer 1	74,576	13,582	0
Mohamed Ali	Naji	Arboriculture Lead Hand	84,398	19,709	0
Mohammed	Shawn	Firefighter	120,979	3,441	102
Mok	Jason	Sales Service Supervisor	68,431	25,851	0
Moniz	Dan	Truck Driver Solid Waste and Recycling	63,634	15,709	0
Monk	Daniel	Assistant Chief Training Officer	149,506	15,021	1,962
Montgomery	Mindi	Clerk 3	75,320	2,777	0
Moon	Ryan	Firefighter	85,234	18,387	0
Mooney	Geoff	Finance Functional Lead	133,326	4,610	1,602
Moore	Susan	Customer Service Assistant	63,590	18,611	0
Mora	Joseph	Fire Captain	146,707	37,175	0
Morgan	Anthony	Foreman 3 Roads and Drainage	65,454	20,999	0
Morgan	James	Trades 2 Painter	74,361	18,922	0

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Morissey	Andrew	Field Arborist	87,797	28,010	0
Morrison-Clark	Mary	General Manager Parks Recreation and Cultural Services	238,762	12,936	5,173
Morton	Nick	Labourer 2	17,708	67,292	0
Motak	Jiri	Information Officer	72,950	6,824	0
Moutinho	Andy	Recreation Programmer	82,097	7,849	538
Mui	Michael	Firefighter	119,189	4,389	0
Mulligan	Thomas	Truck Driver 1	69,157	14,590	0
Munt	Jason	Firefighter	122,227	7,888	353
Murchison	Scott	Firefighter	115,929	19,039	0
Murphy	Andrew	Irrigation Systems Worker	82,172	12,131	208
Muschamp	Rob	Assistant Foreman Solid Waste & Recycling	80,321	20,551	0
Mydske	Brett	Firefighter	114,812	3,157	102
Myers	Evan	Fire Captain	128,516	32,799	102
Myint	Susu	Librarian 2	93,637	3,751	475
Nacauli	Noel	Firefighter	111,194	28,239	493
Nacinovic	Eric	Equipment Operator 4A	71,205	12,778	0
Nadalin	David	Firefighter	124,855	15,758	102
Naderi-Dasoar	Mahsoo	Director Engineering Projects	21,783	61,385	774
Nagata	Lena	HR Advisor Recruitment	91,781	564	290
Nagata	Travis	Firefighter	109,093	7,801	0
Nagle	Angela	Engineering Information Clerk	72,858	2,663	0
Nagra	Gurpreet	Senior Basis Administrator	142,624	14,657	0
Nair	Ragu	Team Lead IT	133,305	16,463	0
Namazi	Mehran	Information Officer	74,652	11,187	0
Nand	Sanjay	Truck Driver Solid Waste and Recycling	74,994	11,341	0
Naples	Ryan	Senior Printshop Operator	82,409	3,728	0
Nash	Nathan	Trades 2 Mechanic	84,766	9,931	23
Natrasony	Shawn	Planner 1	97,769	4,908	0
Navarro	Sebastian	Firefighter	99,036	1,889	251
Nay	Alix	Corporate Records Analyst	78,920	3,311	0
Ndihokubwayo	Jean	Assistant Project Manager	103,633	4,030	1,029
Neal	Veronica	Admin Assistant Burnaby Municipal Benefit Society	65,580	27,414	0
Neilson	John	Front Counter CI RCMP	84,075	4,901	1,790
Neish	Wil	Building Inspector 3	103,714	34,542	1,547
Nelsen	Justin	Buyer 1	72,476	3,004	194
Nemeth	Michael	Assistant Coordinator Parks Custodial	76,348	19,011	208
Nerreter	Matt	Firefighter	115,742	14,458	462
Neumann	Joanna	Revenue and Taxation Coordinator	81,989	5,025	2,325
Neville	Lucy	Firefighter	105,824	7,902	133
Ng	Jenny	Purchasing Specialist	104,747	4,378	2,758
Ng	Lisa	Parks Designer	86,298	1,339	1,886
Ng	Stan	Engineering Survey Technologist	80,538	3,278	0
Ng	Tom	Director Facilities Management	184,654	12,289	579
Ng	Winnie	IT Testing Specialist	102,585	9,271	0
Ngo	Trevor	Engineer Project Management	102,745	32,831	2,275
Nicholson	Jordan	Security Guard	59,672	15,342	0
Nicholson	Valerie	Pool Services Worker	67,969	8,290	0
Nielsen	Therese	Admin Assistant Planning and Development	78,487	4,380	0
Nievares	Suseh	Production and Technical Services Coordinator	75,121	4,186	0
Nijjar	Mandeep	Property Use Coordinator	75,574	8,231	828
Nijjer	Mike	Fire Captain	137,130	41,453	133
Ning	Shawn	Microcomputer Support Specialist 2	70,348	7,084	0
Noble	Shara	Database Administrator	132,928	13,158	0
Nokony	Denis	Director Cultural Services	147,382	81,087	0
Nonis	Claudio	Assistant Water Services Maintenance Worker	75,794	13,281	104
Noordam	Audrey	Team Lead Data Governance and Analytics	140,146	15,811	1,350
Norman	Michael	Trades 2 Gardener	90,764	5,336	208
Norsworthy	Jordan	Manager Parks Operations	161,681	10,580	5,392
Norton	Mark	Planner 3	126,191	10,058	0
Notarrigo	Sharon	HR Coordinator Library	78,833	832	162
O'Brien	Sean	Fire Prevention Inspector	123,526	31,146	1,100
O'Connor	David	Director Golf Services	184,653	19,559	893
O'Keefe	Andrew	Trades Foreman 1	102,566	23,395	623
O'Neill	Tyler	Firefighter	121,958	18,917	251
O'Toole	Terry	Trades 2 Mechanic	94,521	10,848	0
Oakey	Damon	Trades 2 Gardener	87,015	3,725	208
Oakey	Steve	Senior Engineering Inspector	98,644	21,144	0
Oetter	Mike	Court Liaison Officer	91,276	4,658	0
Ohashi	Olivia	Communications and Marketing Coordinator	75,799	4,655	194
Oishi	Kobe	Firefighter	83,945	8,717	0
Okazaki	Kai	Planner 2	102,743	5,000	1,262

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Okruhlica	Marise	Coordinator Recreation Programs	76,241	3,064	236
Okumura	Benjamin	Firefighter	77,298	13,534	102
Olchowy	Estate of Eric	Foreman Concrete	25,594	59,779	0
Olenick	Duncan	Librarian 1	89,277	3,655	720
Oleschuk	Ben	Firefighter	118,171	11,334	102
Oliver	Brianna	Recreation Centre Supervisor 2	79,264	4,533	458
Ollenberger	Greg	Foreman 2 Grounds Maintenance	92,048	62,474	208
Olney	Sean	Equipment Operator 4	61,188	27,782	104
Olonan	Dustin	Clerk 3	69,866	5,868	0
Olson	Kevin	Firefighter	117,322	5,991	133
Omer	Srood	Engineer Project Management	133,644	3,934	4,129
Omiya	Takenori	Eco-Sculpture Assistant	73,285	2,760	241
Openshaw	Aaron	Equipment Operator 4A	71,688	19,747	0
Osborne	Tess	Plan Checker 1	58,760	18,278	726
Otanga	Misha	Firefighter	106,281	2,793	0
Otten	Stephen	Labourer 2	79,466	9,199	208
Otterstrom	Marianne	Fine and Performing Arts Programmer	72,482	3,484	0
Overs	Thomas	Firefighter	116,014	18,202	0
Oviatt	Ryan	Firefighter	116,038	17,257	102
Pacheco	Marco	Assistant Manager Inventory and Warehouse Operations	132,188	1,830	0
Pagnottaro	Tony	Equipment Operator 4	74,352	37,076	104
Palma	Nigel	Firefighter	90,304	17,088	353
Pan	Jason	Process Automation Technologist	113,318	31,391	2,150
Panichelli	John	Firefighter	116,976	24,987	0
Papagni	Adrian	Assistant Foreman Roads and Drainage	77,287	34,220	0
Parker	David	Firefighter	116,007	11,694	360
Parker	Kelly	Fire Captain	97,398	132,165	0
Pasqua	Anthoni	Electrical Inspector 1	101,653	6,793	0
Pasqua	Claudio	Plumbing and Gas Inspector 1	103,455	15,820	1,043
Pasqualetto	Chris	Plumbing and Gas Inspector 1	103,452	18,261	1,134
Patano	Clodwyn	Pool Services Worker	68,924	20,066	0
Patro	Ambar	Business Analyst 3	106,326	8,697	573
Pattenden	Brenda	Markings and Signs Worker 1	70,959	7,036	0
Patterson	Jacob	Firefighter	83,945	8,038	0
Patton	Chris	Manager Solid Waste and Recycling	134,189	28,179	0
Paulson	Brian	Captain Fire Prevention	147,940	6,491	76
Paulson	Mitchell	Firefighter	105,852	16,602	102
Pavan	Steven	Fire Captain	137,630	38,206	384
Payette	John	Firefighter	118,123	5,087	0
Payne	Joshua	Firefighter	111,822	10,298	542
Pearsall	Scott	Janitor Leader	57,536	24,224	0
Pelletier	Dean	Director PRC Strategic Initiatives	49,114	49,651	0
Pellizzari	Daniel	Park Attendant 2	68,573	13,578	208
Pellizzari	Samantha	Policy and Governance Administrator	90,169	2,759	735
Perfecto	Patricia	Coordinator Community Volunteer Resources	59,831	26,076	130
Perrone	Jillian	Firefighter	106,338	9,748	0
Pesic	Amy	Manager Payroll Services	156,972	117,313	1,280
Petchetti	Bhanu	Business Analyst 3	76,135	373	185
Peters	Dillon	Fire Captain	130,113	35,808	251
Peterson	William	Trades 2 Mechanic	79,915	12,182	0
Petrusa	Kate	Assistant Curator	87,144	3,336	1,057
Petruzzelli	Nick	Trades 2 Mechanic	73,557	17,360	0
Pettenon	Lorenzo	Fire Captain	118,766	29,198	0
Petti	Douglas	Fire Captain	148,574	12,293	0
Pflugrath	Charmaine	Emergency Management Coordinator	112,752	1,482	420
Pham	Joe	Property Use Coordinator	82,419	7,197	0
Phang	May	Deputy General Manager Engineering	210,649	21,912	805
Phelan	Nicholas	Apprentice	69,093	7,116	0
Phi	Peter	Plumbing and Gas Inspector 1	103,387	21,931	1,578
Philip	Sanjay	Firefighter	114,155	9,367	102
Phillips	Darryl	Truck Driver Solid Waste and Recycling	68,496	11,604	0
Phillips	Michael	Planner 2	104,853	4,908	0
Picco	Sergio	Senior Manager Occupational Health	150,303	13,295	80
Pickering	Dean	Fire Captain	143,815	7,624	0
Pickering	Matt	Labourer 2	69,213	10,996	0
Pinheiro	Manuel	Equipment Operator 1	63,708	16,590	0
Pires	Pedro	Computer Support Specialist	98,284	28,567	0
Piscopo	Carla	Recreation Leader Weight Room	64,912	20,363	236
Pistrin	James	Firefighter	119,369	4,643	564
Pleasance	Rod	Senior Manager Infrastructure	76,877	8,199	1,624
Poku	Reilly	GIS Technician	84,326	4,430	125
Polich	Todd	Anti-Graffiti Coordinator	94,694	4,343	0

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Poloyko	Peter	Park Patroller	69,357	5,857	0
Ponce	Danais	Planner 2	98,355	5,149	263
Pooni	Darseen	Climate Action and Energy Officer	99,145	17,741	0
Porter	Christopher	Trades 2 Plumber	91,218	3,852	269
Porter	Colton	Firefighter	114,189	16,223	102
Porter	Jamie	Markings and Signs Worker 2	69,629	17,614	0
Porter	Jill	Manager Recreation Services	147,414	13,190	1,850
Possey	Travis	Foreman 2 Parks Development	98,435	40,924	4,656
Potter	Robert	Foreman Solid Waste and Recycling	91,382	41,009	0
Poulin	Dave	Foreman 2 Grounds Maintenance	92,047	72,670	0
Prasad	Brandon	Markings and Signs Worker 2	80,794	40,376	0
Prasad	Gina	Reader RCMP	86,825	10,824	0
Prasad	Richard	Building Service Worker	65,787	19,936	0
Pratt	Michael	Labourer 2	67,728	8,466	0
Predojevic	Luba	Coordinator - Customer Support	99,034	3,801	0
Prevette	Elsie	Planning Technician Information Systems	80,538	3,216	0
Prevost	Scott	Coordinator Parks Custodial Services	95,594	18,941	0
Procaccini	Ryan	Plumbing and Gas Inspector 1	45,593	49,741	841
Procyk	Vance	Fire Captain	147,802	13,129	384
Pruner	Trevor	Materials Management Worker 2	71,433	3,852	2,110
Punia	Reeva	Engineering Project Technologist	86,264	3,625	0
Purewal	Asha	HR Advisor Recruitment	93,145	519	455
Qaddoumi	Hikmat	Business Analyst 2	100,502	1,336	0
Quach	John	Supervisor Parks Plant Maintenance	99,900	30,740	1,209
Quan	Adam	Manager Roads and Drainage	117,231	23,208	992
Quan	Neale	GIS Technician	91,267	9,944	2,790
Quante	Ziggy	Firefighter	116,100	28,142	102
Quinn	Ruairi	Labourer 2	64,743	10,813	0
Quintana	Eva	Librarian 1	69,839	12,430	267
Quizon	Jantzen	Plan Checker 2	76,638	42,082	1,770
Quon	Jennifer	Watch Clerk RCMP	74,738	22,183	0
Racanelli	Carla	Watch Clerk RCMP	75,441	13,701	0
Radonich	Tyler	Firefighter	114,988	16,106	102
Rae	Allan	Truck Driver 3	62,345	14,839	0
Rafatjah	Mitra	Senior Project Manager, Civic Buildings	145,159	11,806	4,872
Rafuse	Mikayla	Engineer Project Management	103,215	5,577	4,177
Rai	Robbie	Truck Driver Solid Waste and Recycling	69,546	11,835	0
Rakic	Dario	Firefighter	115,967	20,494	462
Ramogida	Bruno	Trades 2 Carpenter	91,647	7,892	0
Rankin	Tanya	Coordinator Fine Arts	87,274	3,792	0
Raposo	Nicholas	Technical Infrastructure Architect 2	100,232	10,609	0
Ratcliffe	Chris	Technical Infrastructure Architect 1	103,542	13,630	0
Ready	Connor	Equipment Operator 1	71,147	26,510	0
Rear	Blake	Team Lead IT	140,253	1,224	0
Reda	Vincent	Parks Designer	103,215	4,190	420
Redfern	Elliot	Labourer 2	68,120	11,669	1,600
Reed	Chris	Fire Captain	127,315	27,363	0
Ren	Joy	Staff Solicitor	176,084	17,117	2,418
Renkema	Brennan	Trades 2 Carpenter	86,848	5,555	0
Rennie	Erin	Planner 3	83,429	686	517
Retel	Trevor	Labourer 3	66,509	10,858	0
Revitt	Chris	Manager Parks Operations	103,866	76,133	2,266
Reynolds	Alan	HR Advisor Recruitment	108,742	731	80
Richardson	Gord	Assistant Pump Station Service Worker	64,943	25,448	104
Richardson	Kevin	Firefighter	116,128	7,914	717
Richen	Scott	Trades 2 Gardener	90,189	4,133	208
Riekman	Mark	Supervisor Parks Operations	69,298	40,563	0
Rilcoff	Tracey	Prime Records Specialist	92,014	8,174	3,219
Ritchie	Miles	Deputy Fire Chief Admin	187,539	27,686	849
Roach	Toby	Fire Captain	141,338	12,985	102
Roberts	Colleen	Front Counter Clerk RCMP	64,075	34,090	0
Robertson	Andrea	Planned Maintenance Analyst	118,225	5,123	0
Robertson	James	Labourer 2	65,944	12,331	0
Robertson	Joe	Foreman 2 Waterworks	96,606	19,697	104
Robertson	Thomas	Firefighter	112,856	5,241	102
Robin	Randi	Librarian 1	87,751	3,996	162
Robinson	Darcy	Assistant Fire Chief	156,811	17,312	0
Robinson	Nathan	Arboricultural Foreman	93,366	30,082	0
Robinson	Zachary	Irrigation Systems Worker	80,028	12,937	872
Robson	Thomas	Firefighter	105,906	3,502	102
Rodriguez	Rey	Labourer 1	67,078	12,370	0
Rohrlack	Heather	Manager Visual Communications and Production	110,667	2,300	0

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Rojek	Rafael	Senior Buyer	94,375	3,587	0
Rope	Colby	Fire Captain	137,231	32,236	102
Roper	Mervin	Parking Patroller	75,668	24,000	0
Rosas	Marilian	Senior HR Advisor	115,426	8,935	1,731
Rose	David	Recreation Complex Supervisor	98,958	9,365	0
Rose	Hughe	Firefighter	74,600	37,110	0
Rosenlund	Tyler	Firefighter	115,963	5,112	102
Ross	Clay	Trades 2 Carpenter	84,053	6,373	0
Ross	Kristiane	Learning Services Coordinator	76,619	514	80
Ross	Ryan	Firefighter	120,495	7,530	0
Rossignol	Royce	Firefighter	106,313	16,452	353
Rotella	Nico	Foreman 1 Waterworks	84,130	20,696	104
Rousseau	Simone	Senior Manager Infrastructure	77,959	6,193	873
Rowbottom	Justin	Trades 2 Metal Fabricator/Welder	88,672	15,446	0
Rowley	Richard	Director Finance Revenue Services	184,653	16,128	1,945
Roza-Pereira	Marco	Microcomputer Support Specialist 3	82,365	19,180	0
Rozon	Cheri	Recreation Office Supervisor	81,398	12,003	0
Ruddell	Tracey	Business Analyst 2	111,345	4,277	1,746
Ruddy	Scott	Fire Captain	143,951	10,108	102
Rumohr	Kalee	Firefighter	113,605	4,010	0
Rusch	Louise	Coordinator Recreation Programs	81,948	8,553	707
Rushton	Paul	Captain Public Education	72,860	41,020	76
Rutherford	Andrew	Survey Assistant 2	68,432	12,534	591
Rychkun	Sterling	Equipment Operator 4A	69,443	22,142	0
Saborio	Jon	Foreman 2 Parks Development	87,527	14,265	0
Saint-Jean	Guy	Park Attendant 2	70,262	11,083	0
Saito	Hugo	Engineering Technologist Design	108,641	5,786	576
Salame	Susan	Auxiliary Constable Program Coordinator	79,193	6,168	1,090
Salas	Daniel	Building Inspector 3	93,638	23,934	1,671
Salsberg Maya	David	Energy Management Coordinator	84,380	3,347	0
Samra	Harpreet	Firefighter	121,467	22,020	102
Samson	David	Deputy Fire Chief Operations	171,083	166,143	4,063
Sanchez	Manuel	Lead Pool Services Worker	71,470	10,126	0
Sanderson	Allison	Recreation Complex Supervisor	98,390	28,849	0
Sandher	Nadev	Truck Driver Solid Waste and Recycling	73,760	14,663	0
Sandhu	Balwinder	Janitor Leader	62,277	16,805	0
Sandhu	Jeevan	Return to Work Advisor	102,648	1,662	868
Sandhu	Manny	Building Inspector 2	70,550	5,600	1,469
Sandhu	Navraj	Truck Driver Solid Waste and Recycling	70,585	8,291	0
Sandhu	Pavi	Planning Technician 2	79,133	3,617	0
Sandhu	Sonny	Recreation Facility Maintenance Supervisor	81,146	6,246	536
Santorelli	Mike	Materials Management Worker 2	73,745	11,228	0
Santos	Francis	Communications and Marketing Coordinator	78,857	3,088	486
Sarginson	Cody	Underground Services Lead Hand	70,935	30,105	701
Sarkar	Alok	Manager, IT Development Services	146,114	5,602	0
Sarmiento	Kevin	Food Services Attendant	58,983	37,068	0
Sarter	Alekos	Park Planner	76,273	19,696	830
Sasakura	Yoshihide	Labourer 3	79,843	3,509	0
Saunders	Joanne	Sales Service Supervisor	72,644	21,667	0
Savino	Rick	Equipment Coordinator Public Works	61,195	28,975	0
Sawatzky	Jared	Planning Technician Information Systems	76,889	3,299	0
Schild	Bill	Arena Services Worker	54,355	23,507	0
Schiller	Heidi	Director Public Service	155,705	12,154	6,491
Schmidt	Erik	Director Public Works SWR Fleet and SM	184,525	21,011	505
Schuk	Carla	Planner 3	130,064	5,060	861
Schultz	Steve	Traffic Technician 1	79,180	18,164	0
Schumann	Johannes	Director Neighborhood Planning & Urban Design	205,749	12,032	0
Schwarz	Trevor	Truck Driver Parks Lead Hand	68,499	14,133	520
Scoble	Adam	Firefighter	118,130	4,586	0
Scoten	Dorothy	Director IT Portfolio Business Relationship Management	115,115	60,111	0
Scott	Heather	Parks Designer	92,210	5,267	4,513
Scott	Lisa	Planner 1	112,351	5,475	0
Scott	Mark	Fire Captain	137,810	16,808	102
Scott	Sheila	Communications Strategist	86,020	5,599	228
Scurk	Cody	Supervisor Employment Services	115,594	2,679	80
Sedore	Steve	Foreman 2 Grounds Maintenance	84,352	19,521	208
Sekhon	Navi	Fire Captain	137,895	22,686	0
Sendjaya	Sharon	Senior Engineer Project Management	113,610	18,883	2,827
Senghera	Jasmin	Planner 1	82,324	5,504	0
Senjack	Robert	Fire Captain	129,059	13,261	0
Senner	Braden	Firefighter	83,945	9,028	204
Serka	Anthony	Plumbing and Gas Inspector 1	74,395	33,099	841



Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Shackleton	Kevin	Assistant Foreman - Transfer Site	80,434	41,841	0
Shaer	Tanner	Firefighter	58,798	56,955	0
Sham	Anho	Business Analyst 3	117,473	7,056	11,561
Shankar	Veena	Janitor Leader	64,587	10,685	0
Sharma	Kushal	Financial Analyst	110,936	13,380	1,414
Sharma	Vivek	Team Lead IT	129,522	40,496	300
Shaver	Josh	Truck Driver Solid Waste and Recycling	72,947	8,611	0
Shaw	Michael	Truck Driver 2	72,902	10,621	0
Shek	Patrick	Chief Building Inspector	53,426	159,654	583
Sheridan	Renea	Quality Assurance Supervisor	94,056	4,693	180
Shevchenko	Greg	Arboricultural Foreman	100,621	37,128	323
Shiels	Scot	Firefighter	122,098	20,722	102
Shrimpton	Jeanette	Bylaw Enforcement Coordinator	86,834	3,499	726
Shum	Benny	Building Inspector 3	93,112	31,286	1,199
Siegel	Jesse	GIS Technician	76,816	3,034	125
Sigurdson	Joy	Business Analyst 2	111,460	5,013	0
Silva	Laureena	Coordinator Recreation Programs	79,746	6,390	0
Silvester	James	Staff Counsel	174,005	18,034	3,302
Simmonds	Liam	Labourer 1	63,084	13,000	0
Simpson	Andy	Fleet Coordinator Parks Vehicle and Equipment	91,917	23,306	4,859
Simpson	Caren	Planned Maintenance Assistant	77,516	3,101	0
Simson	Mark	Foreman 3 Roads and Drainage	93,017	35,738	0
Singh	John	Trades Foreman 2 Facilities Management	91,817	32,394	0
Singh	Justin	Markings and Signs Worker 1	63,534	22,960	1,490
Singh	Navdeep	Engineering Technologist Design	101,181	4,808	3,307
Singh	Pavindeep	Firefighter	114,902	11,478	0
Singh	Simranjeet	Infrastructure Security Analyst	92,742	15,536	0
Singzon	Philip	Trades 2 Painter	89,913	3,724	0
Sipila	Eric	Supervisor Electrical Inspections	117,314	21,215	0
Sisson	Scott	Underground Services Lead Hand	72,653	6,316	104
Skakum	Jim	Truck Driver Solid Waste and Recycling	72,255	14,085	0
Skinner	Jeff	Fire Captain	136,726	22,482	0
Skita	Erika	HR Advisor Learning Services	90,440	433	6,013
Sloan	Craig	Truck Driver Solid Waste and Recycling	70,377	9,634	0
Sloat	Mark	Planner 2	121,522	11,092	0
Small	Iain	Electrical Inspector 1	87,160	9,965	1,228
Smith	Adam	Firefighter	122,211	8,543	1,068
Smith	Bonnie	Reader RCMP	76,276	12,744	0
Smith	Carol	Business Manager Engineering	125,446	1,925	0
Smith	Craig	Firefighter	106,761	10,302	0
Smith	Dylan	Firefighter	118,438	3,662	0
Smith	Justin	Firefighter	95,453	13,663	102
Smith	Ryanna	Firefighter	90,518	25,348	31
Smyth	Brad	Firefighter	112,035	20,817	132
Soares	Paul	Foreman 1 Sewers	89,502	34,185	104
Sohi	Amar	Assistant Coordinator Victim Services	68,371	11,470	2,558
Sohi	Suki	Supervisor Financial Services	75,700	12,733	2,325
Somian	Mesmin	Janitor Leader	60,264	42,067	0
Soo	Wendy	Project Office Coordinator	77,308	4,152	0
Soriano	Sandra	Assistant Project Manager	89,788	3,984	1,136
Sorokovsky	Peter	Manager Golf Course Maintenance	135,067	36,508	3,837
Sousa	Nicole	Librarian 1	89,867	4,650	242
Southwell	Beth	Coordinator Theatre and Facility Services	79,037	11,495	3,474
Spindler	Doug	Director Treasury Services	166,139	12,229	1,561
Spivak	Chris	Apprentice Mechanic	68,799	8,420	0
Sporns	Rick	Assistant Manager Park Design and Development	130,802	3,463	0
Spottiswood	Sean	Recreation Leader 2	73,811	19,389	0
St. Jean	Michelle	Safety Advisor	98,213	3,930	1,118
Stacey	Christopher	Director Engineering Projects	139,979	21,419	999
Stairs	Russell	Engineering Technologist Design	78,833	3,854	0
Stancic	Angela	Supervisor Engineering Administration	76,262	4,420	0
Stancic	Antonio	Truck Driver Solid Waste and Recycling	66,307	11,055	0
Stapelmann	Kevin	Fire Captain	133,265	21,888	102
Steen	Chase	Fire Captain	140,318	18,157	0
Steffensen	Gregg	Facilities Management Coordinator	101,826	3,953	0
Stein	Darren	Materials Management Worker 2	72,050	9,878	0
Stenerson	Michael	Firefighter	57,447	52,467	0
Stevens	Derek	Playground Maintenance Worker	72,067	14,036	208
Stevenson	Niel	Fire Captain	137,674	4,186	353
Stewart	Bryan	Engineering Information Clerk	75,003	2,877	877
Stewart	Chad	Foreperson Golf Course	84,106	17,537	377
Stewart	Isaiah	Firefighter	115,453	17,835	102

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Stewart	Mosiah	Labourer 1	70,050	11,393	0
Stoklosa	Mark	Golf Course Attendant	74,190	7,830	503
Strain	Kerry	Circulation Supervisor	76,751	3,073	645
Strelezki	Andrew	Firefighter	90,788	12,491	204
Stroppa	Chris	Firefighter	119,421	33,760	0
Stroup	Dean	Fire Captain	1,868	84,221	0
Su	Jane	Senior Accountant	94,804	3,725	159
Suhr	Kimberly	Recreation Centre Supervisor 2	96,857	18,258	597
Sullivan	Barry	Engineering Project Technologist	102,876	4,534	0
Summers	Gavin	Assistant Fire Chief	180,794	30,583	0
Sun	Paul	Property Valuator Negotiator 2	98,951	4,020	1,209
Sun	Po	Planner 2	110,834	15,911	4,316
Sundquist	Jon	Truck Driver Solid Waste and Recycling	76,860	16,286	0
Swecera	Jeff	Fire Captain	133,332	28,157	102
Syed	Kamal	Business Analyst 2	112,396	21,277	0
Sykora	Francis	Research Coordinator - Projects	67,848	15,745	1,735
Sze	Joy	Financial Analyst	78,001	2,035	2,011
Szolosi	Frank	Printshop Operator	76,173	4,035	0
Taillon	Isabelle	Manager Recreation Services	154,121	13,545	4,219
Tailor	Bindu	Director IT Client Services	168,264	11,276	3,017
Tait	Chris	GIS Analyst	103,307	5,205	2,815
Tait	Elliott	Foreperson 1 Grounds Maintenance	82,722	12,856	0
Tallarico	Teresa	Legal Assistant	76,701	4,032	0
Tam	Annie	Business Analyst 2	112,406	17,189	0
Tam	Joseph	Trades 2 Carpenter	91,445	3,732	0
Tam	Ken	Multimedia Analyst	122,596	14,567	0
Tam	Ruby	GIS Technician	39,328	64,116	0
Tamagi	Harold	Supervisor Plumbing and Gas Inspections	122,361	21,565	2,462
Tan III	Lorenzo	Building Service Worker	66,553	10,687	0
Tan	Lynette	Admin Assistant Office of the CAO	95,539	641	0
Tan	Mei	HR Advisor Recruitment	108,962	694	686
Tang	Helga	Property Use Coordinator	73,829	6,872	745
Tarling	Blair	Senior Real Property Administrator	106,212	8,798	1,146
Tawse	Patricia	Research Coordinator - Projects	74,378	13,249	0
Taylor	Clayton	Trades Foreman 2	85,609	38,890	0
Taylor	Grant	Planner 2	122,350	6,474	0
Tebbs	Shirley	Trades 2 Gardener	80,440	3,959	208
Tebbutt	Michael	Firefighter	112,985	8,969	102
Tegart	Robyn	Senior Manager Purchasing	147,592	5,569	2,315
Teixeira	Martin	Truck Driver Solid Waste and Recycling	74,891	16,833	0
Tekatch	Dallas	Truck Driver Solid Waste and Recycling	66,875	10,607	0
Tembhekar	Swapna	Senior Manager Enterprise Architect and BRM	133,796	10,110	0
Temple	Jackson	Firefighter	106,351	8,320	0
Tench	Daniela	Coordinator Recreation Programs	59,505	29,621	277
Teres	Jose	Senior Manager Civic Development	145,808	10,159	818
Tessarolo	Renato	Plumbing and Gas Inspector 2	84,448	29,862	1,111
Teves	Kerry	Recreation Centre Supervisor 2	96,561	10,888	0
Teymourian	Peyman	IT Senior Project Manager	80,284	227	0
Thandi	Rebecca	Director PRC Strategic Initiatives	120,916	7,920	1,004
Thompson	Niall	Fire Captain Training	127,287	11,654	461
Tian	Alex	Building Technician	67,413	54,010	1,829
Tibbles	Kelli	Senior Citizens' Centre Supervisor	76,389	5,936	463
To	Jeffrey	Supervisor - Realty and Lands	106,402	3,963	3,459
Tobin	Tracey	Climate Action and Energy Officer	96,862	16,705	1,867
Tomic	Tomislav	Firefighter	114,813	7,095	0
Tomioka	Miyuki	Assistant Project Manager	86,206	4,259	0
Tonin	Alex	Communications and Marketing Coordinator	77,442	3,037	0
Tougas	Maxwell	Mapping Technician 2	77,985	8,329	2,804
Toussaint	Tchad	Truck Driver 3	68,503	24,351	0
Tracy	Patrick	Crime Prevention Programs Facilitator	73,932	4,957	1,399
Tran	Michael	RCMP Computer Systems Specialist	95,335	3,778	0
Traspadillo	Marivic	Admin Assistant Finance	86,481	1,853	0
Traversy	Garrett	Irrigation Systems Worker	82,708	9,739	626
Trouwborst	Francine	Clerk 3	74,976	4,287	0
Truman	Timothy	Firefighter	94,579	13,988	0
Truong	Erik	Truck Driver Solid Waste and Recycling	67,102	9,715	0
Tsai	Eric	Traffic Assistant	76,524	15,783	0
Tse	Peter	Building Service Worker	66,529	13,157	0
Tse	Samuel	Cook	63,024	23,384	0
Tse	Wendy	Director Community Planning	147,735	11,214	0
Tseng	Jasmine	Traffic Control Person 1	68,573	28,189	0
Tsithriotis	Perry	Firefighter	98,518	47,889	0

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Tsuyuki	Victoria	Graphics Designer	75,451	2,884	0
Turra	Carlo	Electrical Inspector 1	94,003	8,379	0
Tuura	Nathan	Firefighter	116,028	25,332	353
Tuytens	Deborah	Cultural Heritage Manager	153,550	9,581	4,440
Twumasi	Yaw	Labourer 3	81,335	4,014	0
Tylor	Joe	Captain Fire Prevention	138,675	8,838	76
Udovicic	Nick	Firefighter	2,933	92,416	0
Vaissade	Steven	Firefighter	104,596	30,454	353
Valdecantos	Dean	Coordinator Recreation Programs	84,563	19,600	69
Vall	Peter	Firefighter	109,965	14,351	102
Van Der Geest	Mark	Firefighter	122,010	14,573	31
Van Hombeeck	Cyndy	Paralegal	90,981	4,026	0
Van Horn	Esther	Admin Assistant to OIC	85,763	1,114	941
van Spaendonk	Anja	Planning Technician 1	74,190	3,030	0
Van Veen	Craig	Bylaw Patroller	72,206	3,396	0
Vanhinsberg	Neill	Librarian 1	89,151	3,529	0
Vela	Matthew	Firefighter	76,595	9,964	353
Verseveldt	Nico	Firefighter	106,141	13,611	102
Vesik	Karina	Financial Analyst	76,190	12,323	1,469
Vetter	Ryan	Team Lead IT	70,059	18,059	0
Vidic	Libby	Senior Manager Civic Building Projects	147,705	6,972	579
Vink	Troy	Records and Information Administrator	120,856	668	167
Virginillo	Dawn	Manager Crime Reduction and Intervention	112,647	4,032	2,491
Viskovic	Frank	Trades 2 Plumber	79,719	8,927	308
Volk	Greg	Fire Captain	142,819	18,845	102
Wadehra	Bhikas	Truck Driver 1	70,902	12,705	104
Wagner	Cole	Public Affairs Officer	93,073	1,569	2,981
Waine	Graeme	Foreperson - Parks Forestry	79,531	35,335	0
Wall	Geraldine	Coordinator Community Volunteer Resources	71,255	12,676	80
Wallace	Chris	Firefighter	110,939	9,169	102
Wallsmith	Darren	Fire Captain	144,507	43,966	102
Walton	Daniel	Fire Captain	148,492	24,088	0
Wandrei	Bruce	Trades Foreman 1	101,713	12,872	0
Wang	Alex	Traffic Technician 2	83,986	9,843	0
Wang	Frank	Senior Buyer	88,308	4,120	0
Wang	George	Technical Infrastructure Architect 1	103,448	11,389	0
Wang	Joshua	Firefighter	119,514	8,892	360
Wang	Keera	Transportation Engineer	114,499	2,158	3,422
Waraich	Tauseef	Manager Green Fleet and Equipment	149,816	1,256	2,423
Ward	Ryan	Firefighter	120,173	15,130	660
Warnock	Mitchell	Firefighter	106,281	18,055	353
Wassenaar	Matthijs	Firefighter	105,129	31,366	102
Wasson	Ian	Planner 3	135,617	19,244	0
Watt	Jason	Chief Building Inspector	166,473	13,565	2,296
Watts	Curt	Manager, IT Network & Data Centre	133,117	14,263	0
Watts	Sean	Custodial Guard	66,118	9,206	0
Webber	Zachary	Firefighter	83,494	8,480	102
Weholm	Ray	Trades 2 Machinist	89,216	5,655	0
Weir	Braden	Fire Prevention Inspector	75,252	21,710	76
Weir	Travis	Fire Captain	143,126	25,601	102
Weiss	Logan	Firefighter	115,575	21,869	0
Wells	Bryan	Irrigation Systems Worker	80,879	11,115	520
Weloy	John	Manager Safety and Security	134,317	39,380	0
Wensley	David	Captain Fire Prevention	56,276	58,339	76
Werk	Aaron	Foreman 1 Waterworks	81,565	21,697	104
Whatman	Claire	Admin Assistant IT	90,930	598	0
Wheeler	Garret	Firefighter	88,620	23,070	0
White	James	Truck Driver 2	65,659	16,902	0
Whitlock	Chris	Senior Engineer Project Management	149,968	1,310	1,238
Wiley	Tammy	Business Analyst 2	112,388	7,252	0
Willet	Ryan	Truck Driver Solid Waste and Recycling	72,714	10,958	0
Willet	Stephen	Sub-Foreperson CCTV Inspections	67,299	14,902	0
Willis	Karen	Senior Manager Learning Services	144,992	11,551	1,500
Willson	Amy	Design Supervisor	79,899	3,615	0
Wilson	Heather	Staff Officer OHS and Wellness	57,095	30,934	10,142
Wilson	Michele	Admin Community Volunteer Resources	94,227	38,203	354
Wilson	Sean	Fire Captain	134,960	28,861	0
Wise	Daniel	Firefighter	97,348	3,963	102
Wishlow	Jordan	Trades 2 Plumber	92,013	5,028	0
Wishnowsky	Sharon	Staff Solicitor	94,962	15,385	3,164
Wittal	Bryce	Firefighter	122,228	27,938	31
Wodzynski	Maciek	Development Plan Technician	90,888	4,029	0

Last Name	First Name	Job Title	Base Salary <sup>1</sup>	Benefits & Other <sup>2</sup>	Expenses
Wolf	Kristian	Librarian 1	84,870	3,181	172
Wolfe	Myles	Librarian 1	56,996	23,582	0
Wolfe	Steven	Fire Captain	148,576	28,276	102
Wong	Calvin	Night Dispatcher Watchperson	70,336	30,036	0
Wong	Carlen	HR Advisor Recruitment	89,038	709	686
Wong	Catherine	Client Support Assistant	75,197	24,619	245
Wong	Derek	HR Advisor Learning Services	98,407	3,135	162
Wong	Elaine	Office Manager Mayor's Office	104,675	18,551	0
Wong	Evelyn	Administrative Officer - Purchasing	73,223	4,272	0
Wong	Jason	Business Analyst 3	108,284	6,530	0
Wong	Jennifer	Assistant City Solicitor	187,644	11,357	5,620
Wong	Jonathon	Youth Centre Supervisor	64,855	24,151	834
Wong	Kimberley	Senior Operations Engineering Roads, Drainage and Asset Management	147,297	9,682	4,961
Wong	Larry	Senior Analyst Asset Project	122,486	9,953	1,414
Wong	Lawrence	Operations Coordinator	71,564	15,476	0
Wong	Marc	Truck Driver Solid Waste and Recycling	70,073	13,540	0
Wong	Michelle	Communications and Marketing Coordinator	79,638	3,052	86
Wong	Ruby	Planning Technician Information Systems	77,157	4,029	137
Wong	Vincent	Climate Action and Energy Officer	113,314	16,195	0
Wren	Chad	Firefighter	121,385	9,413	462
Wren	Spencer	Facilities Management Coordinator	102,348	7,822	0
Wren	Stephanie	IT Training Analyst	103,569	7,235	0
Wu	Grace	Financial Analyst	116,190	8,460	1,849
Wu	Jerry	Business Analyst 2	108,941	37,929	0
Wu	Jing Jing	IT Testing Specialist	103,447	4,733	0
Wynes	Kristine	Firefighter	114,040	7,165	102
Yajjala	John	Business Analyst 3	122,362	13,579	0
Yan	Benjamin	Building Technician	86,483	63,121	2,341
Yan	Crystal	Engineering Control Systems Technician	93,170	6,001	1,586
Yan	Simon	Firefighter	122,188	12,890	890
Yang	Emily	Aquatic Leader 1	66,055	13,539	435
Yang	Warner	Reader RCMP	86,880	28,147	0
Yao	Andrew	Planning Analyst	94,471	6,368	2,731
Yasaka	David	Trades 2 Gardener	99,129	12,165	0
Yee	Geoff	Firefighter	122,189	10,953	353
Yeung	Rebecca	Senior Buyer	85,617	3,316	966
Yip	James	Business Analyst 2	97,276	2,495	0
Yong	Melinda	Park Planner	96,104	3,789	99
Young	Charles	Parks Janitor	71,175	7,227	0
Young	Kurtis	Engineering Technologist Public Works	90,253	1,777	1,446
Young	Ryan	Fire Captain	142,863	6,294	788
Younger	Caitlyn	Firefighter	116,007	13,375	204
Yu	Andrew	Planner 2	105,335	11,119	0
Yuen	Irene	Senior Building Technologist	107,857	81,204	1,199
Yuen	Mike	Team Lead IT	122,839	39,368	0
Yung	Joel	Senior Survey Technologist	91,224	29,474	0
Zanotto	Chiara	Firefighter	114,825	21,777	0
Zanotto	Luca	Trades Foreman 1	98,835	21,444	0
Zarud	Olena	IT Testing Specialist	103,427	4,230	0
Zech	Bill	GIS Technician	91,267	3,632	3,045
Zeinabova	Blanka	Senior Manager Legislative Services	154,708	23,115	2,053
Zhang	Kevin	Senior Operations Engineer Water & Sewer	131,073	7,108	2,358
Zhang	Ran	Business Analyst 2	79,025	8,145	0
Zhang	Willie	Capital Asset Analyst	95,061	8,944	159
Zhukovets	Dmytro	Supervisor Bylaw Enforcement	77,010	12,483	1,779
<b>Total</b>			<b>138,961,747</b>	<b>21,859,253</b>	<b>819,908</b>

<b>2023 Number of Employees</b>	<b>1,409</b>	<b>&gt; \$75,000</b>	<b>138,961,747</b>	<b>21,859,253</b>	<b>819,908</b>
	<b>3,432</b>	<b>&lt;=\$75,000</b>	<b>68,287,835</b>	<b>12,883,327</b>	<b>146,698</b>
<b>Total</b>	<b>4,841</b>	<b>Total</b>	<b>207,249,581</b>	<b>34,742,580</b>	<b>966,606</b>

Note 1: Base salary only

Note 2: Prior year remuneration and other benefits

Prior year amounts paid in 2023 are included in note 2, which also include prior year retro pay and lump sum payouts of unused vacation and banked overtime.

# Schedule of Remuneration and Expenses

## Reconciliation of Remuneration to Financial Statements

For the year ended December 31, 2023

	(\$)
Compensation per Note 15 of Notes to the Consolidated Financial Statements Add: Labour Cost in Capital Programs	279,686,916
Less Current Year Accruals and Timing Differences	(12,398,823)
Less Employer Contributions not included on T4	(35,126,749)
Net Taxable Benefits & Non-Compensation Payments to Employees	(2,380,900)
Add Amounts paid from Prior Year Accruals	2,243,770
	<u><u>243,040,042</u></u>

### *Remuneration Per Schedule of Remuneration and Expenses*

<i>Remuneration</i>	907,598
<i>Benefits &amp; Allowances</i>	140,282
<b>Council</b>	<u><u>1,047,880</u></u>

### *2023 Remuneration and Benefits*

<b>Base Salary</b>	207,249,581
<b>Benefits &amp; Other</b>	34,742,580
<b>Employees</b>	<u><u>241,992,162</u></u>
	<u><u>243,040,042</u></u>

# Statement of Severance Agreements

For the year ended December 31, 2023

Prepared under the Financial Information Regulation, Schedule 1, subsection 6(7).

<b>Number of Agreements</b>	<b>Equivalent Number of Months' Salary &amp; Benefits</b>
<b>8</b>	<b>1-24</b>

# Schedule of Suppliers of Goods and Services

For the year ended December 31, 2023

Regulations require the City of Burnaby to report the total amount of paid to each supplier for goods and services that exceeds \$25,000 in the year reported.

Prepared under the Financial Information Regulations, Schedule 1, subsection 7(1)

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
0777792 BC Ltd DBA: The Radius Group	60,879
0842412 BC Ltd DBA: Dean's Milkman Dairy Services	43,057
0893967 BC Ltd DBA: Comfort Keepers	129,466
0894914 BC Ltd DBA: Guardteck Security Corp	114,158
1153084 BC Ltd DBA: Jon Ross Films	96,981
1179497 Ontario Inc DBA: Cable Ties and More	34,737
1187941 BC Ltd DBA: Mercedes-Benz Boundary	203,139
1189815 BC Ltd DBA: K2 Services	46,135
1209955 BC Ltd DBA: Hi-Cube Storage Products	48,508
1223663 BC Ltd DBA Best Coast Lights	64,995
1249147 BC Ltd DBA: Engkidz	31,838
3M Canada Company	50,494
7302754 Canada Inc DBA: Adad Hannah Studio	35,406
9944958 Canada Ltd DBA: The Wristband Man	73,161
A & A Testing Ltd	457,714
A-1 Party Rentals Inc	129,696
ABC Transmissions Ltd	40,928
Above 90 Lighting Inc	25,449
AC Civil Contracting Ltd	96,084
Access Information Management of Canada ULC	76,675
Acklands - Grainger Inc	96,672
Acquia Inc	191,197
Acres Communications	26,551
ACS Advanced Concrete Solutions Ltd	27,777
Action Glass Inc	250,918
Action Holdings Ltd	474,523
Active Navigation Inc	137,940
Active Network Inc	168,000
Acushnet Canada Inc	97,512
ADS Environmental Technologies Inc	245,636
Advanced Masonry Ltd	37,359
Advantageone Technology Inc	245,116
Aecom Canada Ltd	94,599
Affinity Staffing Inc	38,588

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Agfa Inc	35,359
Air Liquide Canada Inc	66,052
Alberta Sales Auto-Quip Sales & Service Ltd	56,450
Alfred Horie Construction Co Ltd	1,592,507
Allen / Mcmillan Litigation Counsel	80,857
Allmar Inc	114,589
All-Pro Services Ltd	457,862
Allstream Waste Solutions Inc	42,859
Alpha Mechanical Contracting Ltd	84,040
Alpha-Zulu Development (2005) Inc	103,071
AlSCO Canada Corporation	35,549
Altac Mechanical Inc	2,158,440
Altapro Electric Ltd	1,290,903
Amazon Web Services Canada Inc	193,671
Andornot Consulting Inc	25,265
Andrew Peller Ltd	78,606
Andrew Sheret Ltd	949,320
Andrew Todd Conservators Ltd	27,930
Ansan Industries Ltd	224,757
Aon Reed Stenhouse Inc	4,955,935
Apex Granite & Tile Inc	118,174
Apex Tree Services	603,320
Aplin & Martin Consultants Ltd	2,663,073
Apple Canada Inc	321,278
Applied Electronics Limited	110,675
Aquaterra Environmental Ltd	153,284
AR Mower & Supply Ltd	82,237
Arctig Fabricating & Welding Ltd	25,760
Arete Consulting Services Inc	103,606
Artefactual Systems Inc	32,655
Asplundh Canada ULC	427,354
Associated Engineering (BC) Ltd	662,015
Associated Fire Safety Group Inc	751,318
Astech Consultants Ltd	105,732
A-Tech Fitness Services Inc	34,252
ATI Telecom International	82,171
Atkinsrealis Canada Inc	77,700
Atlas Pest & Wildlife Control Ltd	130,011
Atlas Stone Products Ltd	86,552
Atlas Vinyl Sundecks Ltd	51,656
ATS Traffic Ltd	1,747,579
Avison Young Commercial Real Estate (BC) Inc	68,061
Avison Young Project	343,665



<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Avison Young Valuation and Advisory Services LP	51,785
Avocette Technologies Inc	109,863
AW Fireguard Supplies Ltd	463,291
B & B Contracting (2012) Ltd	81,690
B & T Enterprises Inc	54,900
B A Robinson Co Ltd	200,683
B A Trucking	218,740
BA Blacktop Infrastructure Inc	9,848,131
BA Blacktop Ltd	632,229
Baker & Taylor	65,371
Bar Code Applications Ltd	48,485
Barclay Restorations Corp	32,826
Barnes Wheaton Chevrolet Buick Gmc Ltd	222,572
Barry-Hamel Equipment Ltd	38,121
Batchelors Datamedia Ltd	41,369
Bay Hill Contracting Ltd	3,593,740
Bayshore Healthcare Ltd	120,375
BC Comfort Air Conditioning Ltd	46,109
BC Communications Inc	363,508
BC Eco Paving Incorporated	74,736
BC Hardwood Floor Co Ltd	84,525
BC Housing Management Commission	155,824
BC Hydro & Power Authority	6,082,918
BC Libraries Cooperative	90,979
BC Liquor Distribution Branch	152,685
BC Municipal Safety Association	140,554
BC Plant Health Care Inc	65,533
BC Recreation & Parks Association	25,081
BC Society For The Prevention of Cruelty To Animals	749,244
BCI Consulting Inc	215,047
Bedrock Bulldozing	142,769
Beijing Bookstore	54,244
Belzona Molecular BC Ltd	93,923
Benchmark Tech Recruitment Ltd	159,240
Benefit Floors Ltd	63,469
Bennett Jones LLP	33,858
BI Purewater	66,811
Bibliocommons Inc	56,687
Big Hearts Home Healthcare Services	61,470
Binary Sea Productions Pty Ltd	76,727
Birdseye Office Inc	30,240
Black Armour Asphalt Products Inc	67,073
Blackline Safety Corp	88,880

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Blackrete Paving Ltd	493,474
Blair Scholefield	52,500
Bloomberg L P	41,496
BNAC Environmental Solutions Inc	25,535
Bollman Roofing & Sheet Metal Ltd	74,544
Bosa Construction Inc	3,034,227
Branded Merch Ltd	75,568
Brandt Tractor Ltd	53,373
British Columbia Safety Authority	39,644
Bruce Voyce	45,399
BTM Lawyers LLP, In Trust	98,950
BTY Consultancy Group Inc	35,296
Building officials Association of BC	40,942
Bunt & Associates Engineering (BC)	277,020
Bunzl Cleaning and Hygiene	52,462
Burnaby Board of Trade	135,190
Burnaby Community Services Society	82,312
Burnaby Division of Family Practice Society	49,125
Burnaby Family Life Institute	30,500
Burnaby Hitch	27,102
Burnaby Hospital Foundation	1,000,000
Burnaby Neighbourhood House Society	174,365
Byte Camp Education Society	26,356
C+S Planning Group	25,040
C3 Mainline Inspections Inc	168,693
Callaway Golf Canada Ltd	121,126
Cambie Roofing Contractors Ltd	50,183
Canada Post Corporation	344,675
Canada Spring MFG (1988) Inc	242,005
Canadian Doormaster Electric Ltd	46,819
Canadian Landscape & Civil Services	242,128
Canadian Linen and Uniform Service	144,513
Canadian Pacific Railway Company	42,210
Canadian Tire Corp Ltd	26,498
Canadian Turner Construction Company Ltd	6,748,216
Canco Cranes & Equipment Ltd	44,296
Canem Systems Ltd	59,223
Canlan Ice Sports Corp	416,015
Canwest Concrete Cutting BC Corp	78,061
Carleton Square Holdings Ltd	112,231
Carscadden Stokes Mcdonald Architects Inc	634,715
Carswell, A Thomson Reuters Busines	68,582
Cascade Capital Machine Sales Inc	57,158

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Cascade Wear BC Ltd	173,296
Cascades Recovery Inc	34,536
Caster World Distributors BC Ltd	41,247
Catalyst Community Developments Society	17,777,298
CBS Parts Ltd	151,848
CDW Canada Corp	262,975
Cedar Crest Lands (BC) Ltd	698,265
Centennial Foods - Vancouver	517,414
Centralsquare Canada Software Inc	266,852
CES Engineering Ltd	37,391
Cgs Gripstrip Products Ltd	60,088
Charles A Turpin	127,281
Christie Lites Ltd	31,050
Christina Sestan	39,900
Chronicle LLC	34,999
Cig Enterprises Ltd	30,371
City of Coquitlam	45,528
City of Nanaimo	60,459
City of Vancouver	27,946
Citywide Printing Ltd	30,252
Civic Innovation Lab Society	25,000
Civic Legal LLP	424,898
Civic Legal LLP In Trust	13,339,362
Cleartech Industries Inc	220,633
Clearview Demolition Ltd	364,420
Clearvision Media Group Inc	26,706
Clermonts Ultimate Tool Supply Inc	38,216
Cloudburst	149,594
Coast Mountain Bus Company	67,211
Coast Ropes and Rescue Inc	35,766
Coastal Ford Sales Limited	283,271
Coastal Training Consultants Ltd	45,213
Coencorp Consultant Corporation	58,557
Colliers Macaulay Nicolls Inc	1,311,140
Colliers Project Leaders Inc	5,270,323
Commander Warehouse Equipment Ltd	38,212
Commercial Truck Equipment Co	224,400
Commercial Vent Cleaning Co Ltd	29,245
Complete Utility Contractors Ltd	3,826,893
Compugen Inc	1,112,559
Construction ET Inc	1,884,282
Contemporary Office Interiors Ltd	304,746
Contigo People Development Ltd	40,740

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Coquitlam Concrete (1993) Ltd	558,211
Core6 Environmental Ltd	160,843
Corepm Services Ltd	94,604
Cornerstone Planning Group	90,228
Corus Sales Inc	28,261
Costco Wholesale Corp	37,873
Cranco Contracting Ltd	155,852
Create Vancouver Society	63,240
Creative Children Furniture and Art Supplies Ltd	32,585
Criffel Management Ltd	38,294
Crown Contracting Ltd	5,900,905
Cumis Life Insurance Company	34,625
Cummins Canada ULC	31,215
Custom Cubes Ltd	54,292
Custom Protect Ear Inc	36,872
CVS Midwest Tape LLC	107,114
Cyclone Taylor Figure Skating Ltd	31,325
DAHLT Consulting Inc	101,800
Dams Ford Lincoln Sales	142,826
Dania Society	1,590,934
Daniel C Lefler	62,156
Daniels Kitchen Ltd	26,604
Davey Tree Expert Co of Canada Ltd	43,023
DB Perks & Associates Ltd	237,087
DC Tree Services Ltd	843,914
Defiance Equipment Ltd	33,338
Deloitte LLP	173,023
Denbow Transport Ltd	224,353
Dependable Lock & Security Ltd	202,162
Design358 Floral Event & Management	40,738
Destination Auto Enterprises Inc	29,485
Devine Tree Services Ltd	206,632
Diamond and Schmitt Architects Incorporated	5,936,805
Diamond Head Consulting Ltd	722,079
Digicert Inc	33,415
Dillon Consulting Ltd	120,125
Direct Energy Marketing Limited	763,806
Discovery Products Ltd	38,066
DLA Piper (Canada) LLP	297,447
DMD & Associates Electrical Consultants Ltd	245,586
Docu-Link International Inc	47,006
Donerite Backhoe Services Ltd	376,282
Double M Excavating Ltd	56,222

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Double V Construction Ltd	992,223
Doug Wournell Architect AIBC	50,267
Douglas Lake Equipment	85,026
Drake Excavating (2016) Ltd	70,770
DS Tactical Supply Ltd	78,428
(Easi) Entrance Automation Systems Inc	54,807
E Lees & Associates Consulting Ltd	283,370
E Roko Distributors Ltd	45,293
Eagle West Crane & Rigging	72,405
EBSCO Canada Ltd	74,217
Eco Counter Inc	74,629
Ecoammo Sustainable Consulting(2017)	208,368
Ecobillet Solutions Ltd	1,344,036
Ecolab Co	48,825
Ecologic Consultants Ltd	27,011
E-Comm Emergency Communications for British Columbia Inc	6,161,442
Econolite Canada Inc	71,657
Ecowaste Industries Ltd	56,919
Ecol Electric	27,665
Eigen Development Ltd	33,960
Elan Paving Stone Ltd	45,213
Emco Corporation	1,213,571
Emm Creative Arts Co	28,887
Entandem	35,277
Enterprise Paper Co Ltd	64,658
Entity Mechanical Ltd	81,858
Eos Lightmedia Corporation	33,020
Equinix Canada Ltd	28,175
Escribe Software Ltd	96,376
Esri Canada Limited	573,402
Eventlab Inc	60,052
EXP Services Inc	87,288
Falcon Bird Control	78,712
Falcon Equipment Ltd	58,846
Farm-Tek Turf Services Inc	302,105
Faulknerbrowns Architecture Inc	96,175
Federation of Canadian Municipalities	115,914
Festilight Decor Inc	544,427
Finning (Canada)	70,398
Fire Health Services Ltd	203,045
First Truck Centre Vancouver Inc	194,382
Firstonsite Restoration Limited	36,672
Fleet Challenge Canada Inc	49,542

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Flocor Inc	199,166
Florenco Sales Ltd	39,712
Flow Engineering Inc	140,791
Flowlink Environmental Inc	120,637
Foreseason Technology Inc	143,465
Foreshore Equipment & Supply	42,396
Forestar Golf Sales Ltd	222,143
Fort Fabrication & Welding	40,886
FortisBC Energy Inc	1,436,286
Fortius Mechanical Inc	83,217
Frances Andrew Site Furnishings Ltd	82,854
Fraser Valley Aqua Cut	73,815
Fraser Valley Equipment Ltd	215,483
Fraser Valley Refrigeration Ltd	126,396
Fraser Valley Steel & Wire Ltd	25,278
Fred Cyclone Taylor Sporting Goods	38,500
Fred Surrige Ltd	312,458
Fricia Construction Inc	617,320
Fusion Security Inc	67,897
G Ho Engineering Consultants Inc	48,298
Garda Canada Security Corporation	64,590
Gartner Canada	233,112
GB Paving Ltd	90,062
Genx Solutions	347,767
Geoadvice Engineering Inc	156,282
Geopacific Consultants Ltd	89,040
GFL Environmental Inc	3,680,358
GFS British Columbia	551,169
GHD Limited	417,747
Ginqo Consulting Ltd	182,624
Golbey Law Corporation "In Trust"	2,102,651
Good Insights Strategy Inc	160,367
Google Inc	36,633
GPM Civil Contracting Incorporated	565,940
Graham Construction & Engineering LP	131,250
Graham Distributors Ltd	44,721
Grand & Toy Ltd	425,773
Granicus Canada Holdings ULC	43,144
Gravity Union Solutions Ltd	29,997
Green Light Consulting Solutions Inc	195,686
Green Roots Play Equipment Inc	313,725
Greenbarn Potters Supply Ltd	30,138
Greenlight Tech Staffing Inc	59,593

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Gregg Distributors Co Ltd	263,224
Grimco Canada Inc	38,188
Grime Fighters Service Group Ltd	205,183
Grimy Mechanical Generator Services	48,513
Grosvenor Brentwood Development Limited	3,345,688
Grover Elliott & Co Ltd	26,007
Guardteck Security Corp	538,054
Guild Yule LLP	205,006
Guild Yule LLP "In Trust" Barristers & Solicitors	50,000
Guillevin International Co	415,253
Guspro Inc	26,593
H Cheema Trucking Ltd	71,148
Habitat Systems Incorporated	224,025
Halse-Martin Construction Co Ltd	746,443
Hammersense Consulting Inc	465,537
Hank's Trucking & Bulldozing Ltd	635,137
Hanley Agencies Ltd	465,595
Hanscomb Limited	75,826
Harbour International Trucks Ltd	94,494
Harvard Industries Ltd	60,759
Hays Specialist Recruitment (Canada) Inc	63,499
HDR Architecture Associates Inc	58,995
Heatherbrae Builders Co Ltd	4,297,747
Hendrix Hotel & Restaurant Equipment Supplies Ltd	60,333
Heritage Office Furnishings Ltd	1,067,824
Hewlett Packard Enterprise Canada Co	645,224
Hi-Lite Truck Accessories Ltd	45,270
Holaco Construction (1997) Ltd	8,258,636
Home Depot Holdings Inc	64,278
Honeywell Limited	54,673
Hootsuite Inc	76,835
Horseshoe Star Holdings Ltd	60,815
Houle Electric Limited	750,179
HUB Cycling	67,687
Hub Fire Engines & Equipment Ltd	637,101
Hub Power Ltd	61,027
Hughes Condon Marler Architects	2,256,894
Humane Solutions Inc	34,582
Hyland Excavating Ltd	323,930
HYTEK Mechanical Inc	177,031
Iconix Waterworks LP	328,216
ID-Tec BV	108,276
Ikea	26,588

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Image Sign & Lighting Ltd	242,355
Image X Media Inc	93,555
Impact Canopies Canada Inc	73,716
Impact Ecovision Environmental Inc	56,283
Imperial Dade Canada Inc	677,025
Infor (Canada) Ltd	219,766
Inform Planning Inc	220,509
Inland Kenworth Partnership	352,941
Innovation Production Technologies	69,068
Insight Canada Inc	451,280
Insights Learning & Development Canada Ltd	30,870
Intellex Systems Inc	224,282
Intercity Packers Ltd	33,087
Intergraph Canada ULC	688,391
International Direct Response Services Ltd	69,227
Interprovincial Traffic Services Ltd	101,615
Introba Canada LLP	93,583
Invasive Species Council of Metro Vancouver Society	41,980
Invictus Professional Snowfighters Ltd	56,964
Iredale Architecture	132,504
ISL Engineering and Land Services Ltd	3,163,503
ISM Industrial Steel & Manufacturing Inc	182,298
ITC Systems	94,478
J2L Consulting Services Inc	31,702
Jack Cewe Construction Ltd	2,790,225
Jacob Bros Construction Inc	945,177
Jart Holdings Limited	118,886
Jasbinder Singh	40,077
Jasvinder Singh Hothi	1,342,809
JCL Ag Services Inc	25,708
Jerry Williams Excavating Ltd	259,573
Jiffy John Rentals Ltd	140,722
Jill Anholt Studio Incorporated	62,964
Johnson Controls LP	41,995
Johnston Davidson Architecture + Planning Inc	2,065,422
Jonas Jones	62,250
Jonathan Morgan & Company Ltd	138,230
JRS Engineering Ltd	51,870
Juriba Limited	43,039
Just Mechanical Ltd	2,862,321
Justice Institute of BC	55,294
Kane Shannon Weiler LLP In Trust	95,315
Kanopy Inc	30,608



<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Katzie Development Limited Partners	63,880
Kendrick Equipment (2003) Ltd	893,812
Kensington Paint & Decorating Ltd	34,992
Kerr Wood Leidal Associates Ltd	428,865
Kerrisdale Notary	2,950,082
Keverest Technologies Inc	38,590
Keystone Environmental Ltd	83,136
Kinetic Construction Ltd	17,849,606
Kirk M Pickering & Associates	46,823
Klohn Crippen Berger Ltd	118,971
Knelsen Sand & Gravel Ltd	211,562
Kone Inc	31,099
Korean Cultural Heritage Society of BC	25,600
KPMG LLP	881,247
Kronos Canadian Systems Inc	80,949
Kwela Leadership & Talent Managemen Inc	29,688
L & M Painting & Decorating Ltd	105,210
Lafarge Canada Inc	3,588,220
Lafrentz Road Marking	143,822
Landsure Systems Ltd	106,167
Langfab Farbricators Ltd	68,970
Latoplast Ltd	167,690
Leavitt Machinery Canada Inc	169,897
Ledcor Design-Build (BC) Inc	1,714,113
Lexisnexis Canada Inc	27,285
Liberty Contract Management Inc	4,467,333
Library Bound Inc	250,129
Library Services Centre	108,691
Lifesaving Society of BC	111,931
Linde Canada Inc	73,790
LinkedIn Ireland ULC	26,638
Live Nation Canada Inc	542,956
Living Space Interiors Ltd	28,102
Livun Ltd	124,060
Lloyd Cutting	63,100
LMP Publication Limited Partnership	146,151
Loblaws Inc	28,857
Long View Systems Corporation	528,104
Loon Properties Inc	41,230
Lordco Parts Ltd	67,663
Lost & Found Design Inc	47,555
Lovett Westmacott Lawyers & Mediators	26,331
Lower Mainland Purpose Society For Youth & Families	101,018

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
LTS Pro Sound & Lighting	97,649
Luckett Wenman & Associates	65,136
Luzform Design	32,349
Lyngsoe Systems Inc	32,155
Mack Kirk Roofing & Sheet Metal Ltd	366,476
Magnari Inc	62,475
Mainland Construction Materials ULC	928,942
Mainroad Maintenance Products LP	924,933
Mallen Gowing Berzins Architecture	176,408
Mancorp Industrial Sales Ltd	141,625
Manulife Financial	225,746
Marine Roofing Repair & Maintenance Service (2003) Ltd	309,561
Mar-Tech Underground Services Ltd	736,218
Matakana Scaffolding BC Inc	61,500
Matrix Video Communications Corp	78,105
McElhanney Ltd	2,765,965
MCR ITF SFU Community Corp As Trustee For SFU CT	319,410
McRae's Environmental Services Ltd	1,564,304
MCW Consultants Ltd	171,446
Meadowlands Horticultural Inc	168,341
Mediquest Technologies Inc	33,573
Meta	47,901
Metal Supermarkets	154,723
Metro Law Office LLP "In Trust"	2,783,989
Metro Motors Ltd	456,903
Metro Testing & Engineering Ltd	104,111
Metro Vancouver Crime Stoppers	25,500
Metro Vancouver Regional District	69,242,649
Metropolitan Fine Printers Inc	62,175
Micro Com Systems Ltd	72,748
Microserve	839,476
Microsoft Licensing, GP	1,227,575
Mikelle Sasakamoose	48,405
Minister of Finance	6,785,149
Mintz Global Screening Inc	26,469
Mission Contractors Ltd	96,515
Mitchell Press Ltd	37,917
MKT Development Group Inc	164,477
MLP Consulting Services Ltd	188,454
MNP LLP	413,726
Modus Planning Design & Engagement Ltd	27,682
Mohammed Husain	82,759
Monarch North America Structures Ltd	303,879

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Morrey Nissan of Burnaby	35,378
Morrison Hershfield Limited	315,446
Morrow Engineering Ltd	35,389
Mott Electric Limited GP	28,194
Multigraphics Ltd	88,933
Mundie's Towing, Storage & Service 1976 Ltd	81,532
Municipal Pension Plan	20,015,536
N S Grewal Trucking Co	40,026
Napa Auto Parts	188,169
NATS Nursery Ltd	65,132
ND Graphics Inc	34,609
Nearmap Us Inc	33,725
Neilson Strategies Inc	47,581
Nella Cutlery (Toronto) Inc	300,165
Neptune Technology Group (Canada)	35,763
Netex Canada Netting Inc	551,119
New Line Hose & Fittings Ltd	50,744
New World Screen Printing Ltd	43,987
NGS Contracting Ltd	326,722
Nikkei National Museum & Cultural Centre	31,600
Northern Building Supply Ltd	105,408
Noviclean	38,935
Nucor Environmental Solutions Ltd	222,409
Nutrien Ag Solutions (Canada) Inc	135,462
NZR Productions Inc	33,821
Oakcreek Golf & Turf Inc	831,907
Ocean Marker Sport Surfaces (2014)	1,401,461
O'M Engineering Inc	149,765
Omicron Canada Inc	459,830
On Side Restoration Services Ltd	192,567
One Call Away Home Care Ltd	53,808
Onpoint Personnel Inc	151,142
Openroad Auto Group Ltd	309,612
Oracle Canada ULC	214,143
Organized Crime Agency of BC (OCABC)	148,621
Oughtred Coffee & Tea Limited	47,824
Overdrive Inc	503,487
Owen Bird Law Corporation	56,231
Pacific Blasting & Demolition Ltd	82,042
Pacific Cutting and Coring Ltd	226,848
Pacific Flow Control Ltd	81,541
Pacific Mattress Recycling Inc	228,234
Paladin Technologies Inc	240,386

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Palmieri Bros Paving Ltd	590,662
Panarama Technologies Ltd	32,111
Park Consulting Group Inc	243,912
Park N Play Design Company Ltd	150,296
Parkworks Solutions Corp	188,626
Parsons Inc	982,348
PBC Health Benefits Society	8,603,227
PBX Engineering Ltd	390,954
Periaktoi Technical Ltd	42,788
Peterbilt Pacific Inc	136,362
Petro-Canada Lubricants Inc	68,332
Ping Canada	35,532
Pit Viper Contracting Ltd	554,676
Pivot HR Services Inc	223,698
PKM Canada (Jet Fuel) Inc	102,008
Playspace Adventures Ltd	569,881
Polycrrete Restorations Ltd	116,889
Pomerleau Inc	7,212,709
Positive Influence Incorporated	233,702
Power Up Line Contractors Inc	66,263
Powerland Computers Ltd	157,036
Prairie Coast Equipment Inc	94,368
Precision ERP	170,416
Preszler Law Firm LLP In Trust	35,000
Prism Engineering Limited	53,807
Procom Consultants Group Ltd	335,956
Profire Emergency Equipment Inc	194,154
Project Execution Group Inc	206,079
Proquest LLC	69,580
Pro-Shopkeeper Computer Systems Inc	39,500
Prostar Painting & Restoration Ltd	106,548
Province of Ontario	34,793
PS Traffic Pro Services (2012) Inc	41,864
Public Library Interlink	34,985
Purerange Enterprises Ltd	41,133
PW Trenchless Construction Inc	71,925
PWL Partnership Landscape Architect Inc	121,869
QED Environmental Systems Inc	34,264
Quadient Canada Ltd	177,483
Qualichem Industrial Products Ltd	34,596
Raincoast Book Distribution Ltd	113,922
RAM Engineering Ltd	298,894
Ratio Architecture Interior Design & Planning Inc	205,106

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Raw Interior Design Inc	35,594
Raybern Erectors Ltd	328,427
RBR (BC) Roma Building Restoration Limited	84,341
RC Strategies Inc	30,975
Read Jones Christoffersen Ltd	387,699
Receiver General For Canada	86,875,182
Regehr Contracting Ltd	110,608
Reliance Foundry Co Ltd	32,256
Restoration Hardware	90,248
Revery Architecture Inc	6,604,211
RF Binnie & Associates Ltd	2,376,340
Richards Buell Sutton LLP	90,677
Richco Contracting Ltd	4,743,244
RND Holdings Ltd	29,220
Roadpost Inc	41,399
Roadway Traffic Products Ltd	246,563
Rochester Midland Canada Corporation	44,070
Rock Solid Technology Inc	107,959
Rockdoc Consulting Inc	42,615
Rogers Wireless	715,695
Rollins Machinery Limited	7,023,807
Rona Revy Inc	45,833
Roper Greyell LLP	315,579
S Sidhu Trucking Ltd	65,100
Safe Software Inc	28,000
Safesidewalks Canada Inc	182,066
Salmon's Transfer Ltd	30,893
Sanderson Concrete Inc	55,670
Sandpiper Contracting LLP	9,924,421
SAP Canada Inc	662,789
SAP Realm Consulting Ltd	41,234
Save-On-Foods Limited Partnership	174,947
SBC Insurance Agencies Ltd	89,317
Scene Ideas Inc	51,788
Schoolhouse Products Inc	42,534
Scooby's Dog Waste Removal Services Ltd	57,088
Scott Mitchell Excavating	420,015
Sealtec Industries Ltd	115,319
Securicore Inc	156,592
Sedgwick Strategies Inc	501,122
Seeco Industries Ltd	170,597
Servantage Services Corp	327,566
SG Arch Engineering Ltd	889,319

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Shape Properties Management Corp	509,529
Shaw Communications	85,186
Sheepdog Self Protection Inc	25,124
Sherine Industries	55,052
Si Systems Partnership	1,089,357
Simeio Solutions Canada Inc	191,100
Simon Fraser University	5,479,063
Sino United Publishing (Canada) Ltd	50,040
Sirsi/Dynix (Canada) Inc	89,604
Slater Vecchio LLP In Trust	37,500
Snow Cap Enterprises Ltd	45,561
Social Pinpoint Inc	33,350
Softchoice LP	379,681
Solid Rock Fencing Ltd	233,666
Solidcad A Cansel Company	81,429
Son Tirecraft Burnaby Inc	710,431
Source Floor & Specialties Inc	133,149
Source One	29,876
South Burnaby Paint Ltd	49,902
Specimen Trees Wholesale Nurseries	66,829
Spectrum Networks Inc	1,064,947
Spectrum Resource Group Inc	48,998
Spicers Canada ULC	142,358
Springfield Enterprises	43,076
SSDG Interiors Inc	103,537
St Leonards Youth & Family Services Society	36,035
Stacey Holloway & Associates Ltd	31,230
Standard Building Supplies Ltd	303,493
Standard Electric BC Ltd	1,622,676
Stantec Architecture Ltd	46,097
Stantec Consulting Ltd	356,480
Star West Petroleum Ltd	44,818
Steamworks Brewing Operations	51,489
Stellar Recruitment Inc	120,267
Stir Publishing Vancouver Inc	26,460
Stoyko Holdings Ltd	65,390
Streamline Pump Systems Ltd	78,229
Stromasys Inc	35,716
Studiohub Architects Ltd	84,240
Suncor Energy Products Partnership	4,689,162
Super Save Fence Rentals Inc	119,790
Superior City Services Ltd	1,274,186
Superior Propane	74,941

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Supremex Inc	33,008
Susan A Point	150,000
Suttle Recreation Inc	28,345
Sutton Road Marking Ltd	245,112
Sysco Vancouver	1,280,296
T Sekhon Trucking Ltd	87,486
T2 Systems Canada Inc	48,517
Target Products Ltd	90,537
Taylor's Turf Care Products Ltd	77,953
Team Aquatic Supplies Ltd	41,305
Team Rochon Inc	755,557
Team Sales Ltd	171,001
Teb Enterprises Ltd	59,876
Teema Solutions Group Inc	133,907
Telus Corporation	944,383
Terrafix Geosynthetics Inc	46,878
Terralink Horticulture Inc	87,602
Tetra Tech Canada Inc	62,149
The AME Consulting Group Ltd	42,832
The Board of Education of School District No 41 ( Burnaby )	716,548
The Canada Life Assurance Company	1,173,374
The Charles Machine Works Inc	174,643
The Drain Camera Shop	42,089
The Elizabeth Fry Society of Greater Vancouver	4,712,462
The FA Bartlett Tree Experts Company Canada Ltd	754,763
The Jazz Cellar Cafe Ltd	78,330
The KTL Group Inc	94,640
The New Vista Society	1,027,311
The Sherwin-Williams Company	36,628
Thinkspace Architecture Planning Interior Design Ltd	31,340
THPC Turf Health Products Company (2011) Ltd	149,097
Thurber Engineering Ltd	56,688
Tim Furness Event Company Inc	161,555
TK Elevator (Canada) Limited	32,434
Todays Books	35,593
Tomko Sports Systems Inc	128,824
Tomorrows Playground	27,609
Toole Design Group Canada Inc	76,015
Total Power Limited	131,956
Toter Inc	82,606
Tourism Burnaby	103,080
Township of Langley	43,168
Trail Appliances Ltd	33,215

<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
Trane Canada ULC	57,331
Transca (Polaris) Nominee Ltd	46,408
Transcan Leasing Corp	945,571
Translink (South Coast British Columbia Transportation Authority)	26,201
Transtar Sanitation Supply Ltd	55,823
Trevor Jarvis Contracting Ltd	952,071
Trumps Food Interests Ltd	60,401
Twining, Short & Haakonson Barristers	38,660
Tyler Technologies Inc	269,485
Uline Canada Corp	209,141
Union of British Columbia Municipalities	39,425
United Floral Inc	147,427
United Library Services Inc	679,408
United Rentals of Canada Inc	121,359
United Way British Columbia	54,488
Unity Connected Solutions Inc	43,108
Universal Appraisal Co Ltd	25,410
Urban Arts Architecture Inc	365,164
Urban Matters CCC Ltd	91,272
Urban Systems Ltd	753,554
V P Tile Imports Ltd	43,030
Van Den Kerkhof & Son Masonry Ltd	44,371
Vancouver Irrigation and Landscape Lighting Supply Ltd	46,477
Vancouver Island Tree Service Ltd	408,793
Vancouver Opera Association	84,000
Vancouver Symphony Society	36,225
Vanport Enterprises Ltd	338,559
Vasto Builders Inc	568,895
VDZ+A Consulting Inc	80,467
Ventana Construction Corp	7,231,444
Versett Inc	110,801
VFA Canada Corporation	77,391
Vimar Equipment Ltd	1,220,418
Visions Business Solutions	44,945
Volleyball BC	530,951
W D I Services Ltd	118,976
Walmart Canada Corp	35,983
Wasabi Technologies LLC	25,990
Water King Lake and Canal Restoration	33,180
Water Street Engineering Ltd	27,314
Weber Supply Company Inc	101,396
West Coast Elevator Services Ltd	188,127
West Dealer Auto Sales Ltd	52,946



<b>Vendor Name</b>	<b>Payment Amount (\$)</b>
West Pacific Consulting Group Managed Services Inc	143,136
Westburne Electric Supply (BC)	40,912
West-Can Home Hardware	30,472
Westcoast T-Bar Ltd	114,440
Western Compensation & Benefits Consultants Ltd	110,439
Western Integrated Electrical Ltd	1,605,767
Western Pacific Enterprises Ltd	47,954
Western Weed Control (1980) Ltd	61,593
Westport Manufacturing Co Ltd	38,622
Westvac Industrial Ltd	31,594
White Spot Services Ltd	38,846
Wilcor Industries	96,666
Willow Spring Construction (BC) Ltd	454,573
Wilo Canada Inc	40,757
Windsor Plywood	68,748
Wolseley Canada Inc	274,618
Wonderware Inc	108,599
Wood Wyant Canada Inc	75,161
Woodworks Custom Developments Ltd	76,315
Workiy Inc	141,813
Worksafe BC Workers Compensation Board of BC	7,324,843
WSP Canada Inc	808,593
Xerox Canada Ltd	280,390
Xylem Canada LP	292,703
Yellow Pages Group	65,778
Young Anderson Barristers & Solicitors	132,561
Zeemac Vehicle Lease Ltd	281,498
Zone West Enterprises Ltd	37,623
Zoom Video Communications Inc	97,715
<b>Vendor Accounts &gt; \$25,000</b>	<b>578,218,890</b>
<b>Vendor Accounts &lt; = \$25,000</b>	<b>9,953,166</b>
<b>TOTAL PAYMENTS (Other than Remuneration)</b>	<b>588,172,056</b>

# Reconciliation of Payments

## For Goods and Services to Financial Statements

For the year ended December 31, 2023

	(\$)
<b>Total Payment to Vendors per Schedule of Suppliers of Goods or Services</b>	<b>588,172,056</b>
<b>Reconciliation</b>	
Labour expenses not included in the payments to suppliers	255,401,223
Non-Cash Items (Amortization & Asset Related Transactions)	80,023,492
Tangible Capital Assets expenditures not included in the Statement of Operations	(238,732,997)
Financial Statement Consolidation Adjustments	2,405,148
Payments for expenditures unrelated to current year	(6,980,605)
Accruals and other journal entries not posted through accounts payable	(41,183,266)
Taxes	(15,994,193)
<b>Expenses per Consolidated Statement of Operations &amp; Accumulated Surplus</b>	<b>623,110,858</b>

# Schedule of Grants or Contributions

For the year ended December 31, 2023

Regulations require the City of Burnaby to report a statement of payments for the purpose of grants or contributions.

Prepared under the Financial Information Regulation, Schedule 1, subsection 7(2)b.

<b>Organization</b>	<b>(\$)</b>
115 Place Cooperative Housing Association	1,800
Afghan Women's Support Society	2,484
African Canadian Soccer & Cultural Association	4,900
Aleksandra Radoja	1,000
Asghar Shah	1,000
BC Cancer Foundation	500
BC Centre for Ability Association	11,148
Big Brothers of Greater Vancouver	5,000
Big Sisters of BC Lower Mainland	5,000
Bonsor 55+ Society Bonsor Recreation Complex	1,800
Bula! Fiji Association of BC	6,000
Burnaby Arts Council	25,000
Burnaby Association for South East Side (Bases)	10,000
Burnaby Board of Trade	125,000
Burnaby Christmas Bureau	2,140
Burnaby Community Services Society	40,696
Burnaby Division of Family Practice Society	49,125
Burnaby Family Life Institute	94,948
Burnaby Firefighters Charitable Society	500
Burnaby Football Club	2,000
Burnaby Hospice Society	11,676
Burnaby Hospital Foundation	1,000,000
Burnaby Meals on Wheels Society	26,916
Burnaby Minor Girls Hockey Applications	16,800
Burnaby Minor Softball Association	1,750
Burnaby Neighbourhood House Society	200,972
Burnaby Seniors Outreach Services Society	25,676
Burnaby Volunteer Centre Society	17,104
Cameray Child & Family Services	29,998
Cameron Seniors Society	1,200
Canadian Community Action & Restorative Empowerment Society	15,000
Canadian Community Services Association	16,500
Canadian Mental Health Association	10,680
Canadian Red Cross Society	5,163
Catalyst Community Developments Society	16,521,498
Centrecanada Newcomer Services Society	8,000
Chelsea Terrace Tenants Committee	1,380
Chetna Association of Canada	3,100
Chinese Taoism Kuan-Kung Association in Canada	8,000
Civic Innovation Lab Society	25,000

<b>Organization</b>	<b>(\$)</b>
Community Living Society	9,084
Confederation Seniors Association	1,440
Crisis Intervention & Suicide Prevention Centre of BC	5,000
Culture Chats BC Association	1,500
Cynthia Hsiao	1,000
Dania Society	1,590,934
Deaf Children's Society of BC	8,136
Dixon Transition Society	10,440
Down Syndrome Resource Foundation	14,000
Ethiopian Community Association of BC	4,000
Fair Haven Super Seniors	600
Gabriel Motea	100
Gabrielle Mcgowan	100
Heights Merchants Association	13,200
Immigrant Services Society of BC	8,280
Joshua Liu	1,000
Korean Cultural Heritage Society of BC	22,000
Lapower Running Society	6,000
Lin Lin	1,000
Lower Mainland Purpose Society for Youth & Families	101,018
Mackenzie Lee	75
Maite Mayeta Cumba	2,500
Mark Pan	100
Martina Ananga	100
Mckay Social Group	660
Meagan Ausena	100
Metro Ball Hockey Association	5,000
Michael Rae	1,000
Mihai Darvasa	17,500
Mosaic	8,016
My Artists Corner Society BC	8,000
Nikkei National Museum & Cultural Centre	27,000
Nobu Kawaguchi	2,500
North America Artist Association	5,600
Odd Squad Productions Society	5,000
Pandit Jasraj School of Music Foundation	3,000
Philippine Cultural Heritage Society	8,000
Renbu Dojo Kendo Club	1,500
Royal Canadian Legion #148	5,000
Scandinavian Community Centre	9,000
Sehar Fatima	1,000
Shiana Chand	1,000
Shri Guru Ravidass Sabha (Vancouver)	7,000
Simon Fraser University	5,239,538
Spirit of The Children Society	3,000
Squamish Indian Band DbA: Squamish Nation	10,000
St Francis De Sales Parish	4,000
St Leonards Youth & Family Services Society	36,035
St Matthews Day Care	43,452

<b>Organization</b>	<b>(\$)</b>
Student Association of BCIT	4,000
Take a Hike Youth at Risk Foundation	15,000
The Board of Education of School District No 41 ( Burnaby )	269,250
The Bulgarian-Canadian Society of BC	5,000
The Elizabeth Fry Society of Greater Vancouver	4,712,462
The Huaren Choir Vancouver Society	5,000
The Maple Leaf Singers	2,000
The Multicultural Drum Festival Society	10,000
The New Vista Society	1,027,311
The Society to End Homelessness	10,000
The University of British Columbia	15,000
Tsleil-Waututh Nation Treaty, Lands & Resources Department	10,000
Univercity Community Association	12,000
Vancouver Cantonese Opera	4,500
Vancouver Chinese Film Association	4,000
Volunteer Grandparents	1,500
Western Community Centred College for the Retired Society	3,000
Young Mens Christian Association	7,008
<b>Grand Total</b>	<b>31,706,994</b>

