

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

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2016

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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Year ended March 31, 2016

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HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Adamski, Peter	Police	Police Constable	98,788.68	1,574.00	100,362.68
Adamson, William	Fire Services	Lieutenant	116,197.33	300.00	116,497.33
Adekayode, Raymond	Fire Services	Firefighter	100,512.32	-	100,512.32
Allen, Joel	Police	Police Constable	99,834.08	1,000.00	100,834.08
Anderson, Michael	Police	Police Constable	99,862.48	3,824.35	103,686.83
Andrews, Peter	Fire Services	Division Commander	118,771.74	-	118,771.74
Andrews, Steven	Fire Services	Firefighter	104,390.71	285.29	104,676.00
Angel, Joel	Transportation & Public Works	Contract Supervisor	106,139.74	149.63	106,289.37
Anguish, Bradley	Parks & Recreation	Director Parks & Recreation	182,796.71	747.65	183,544.36
Antoft, Nicholas	Fire Services	Captain	129,562.21	-	129,562.21
Aptt, Philip	Police	Police Constable	107,145.02	112.00	107,257.02
Archibald, Debra	Fire Services	Firefighter	104,889.23	-	104,889.23
Ash, Lenny	Police	Police Constable	101,372.15	6,189.69	107,561.84
Ash, Wayne	Fire Services	Firefighter	108,067.03	730.08	108,797.11
Astephen, Perry	Police	Sergeant	132,125.73	1,603.52	133,729.25
Atwell, Robyn	Police	Sergeant	111,699.66	827.00	112,526.66
Auld, Sean	Police	Operational Planning Officer	136,795.51	1,531.25	138,326.76
Auton, Stephen	Fire Services	Captain	134,136.28	100.00	134,236.28
Ayers, Bruce	Police	Police Constable	102,104.58	4,526.14	106,630.72
Baird, Robert	Police	Police Constable	112,907.35	1,756.12	114,663.47
Balcom, Angela	Police	Police Constable	108,198.47	1,476.00	109,674.47
Bannon, Glen	Transit Services	Manager Transit Operations	125,451.02	-	125,451.02
Barkhouse, Michael	Police	Police Constable	108,049.65	1,125.00	109,174.65
Barna, Ferenc	Police	Police Constable	110,292.01	770.00	111,062.01
Barnes-Young, Andrea	Office of Auditor General	Senior Associate	100,506.11	1,381.79	101,887.90
Barr, Kristopher	Police	Police Constable	106,092.48	1,455.00	107,547.48
Barrington, Cathie	CAO's Office	Manager Councillor's Support	100,191.50	-	100,191.50
Bastow, Barry	Fire Services	Firefighter	101,464.01	-	101,464.01
Beals, Cortonio	Fire Services	Division Commander	118,219.61	4,293.38	122,512.99
Beaton, Andrew	Police	Police Constable	102,208.26	974.00	103,182.26
Beer, Jonathan	Police	Police Constable	116,067.21	7,666.07	123,733.28
Belliveau, Robert	Fire Services	Training Officer	105,632.62	-	105,632.62
Benoit, James	Fire Services	Captain	104,124.31	-	104,124.31
Bergman, Corey	Police	Police Constable	119,860.58	1,615.00	121,475.58
Bezanson, Charles	Fire Services	Division Commander	122,738.67	-	122,738.67
Bigelow, Peter	Parks & Recreation	Manager Policy & Planning	115,000.39	-	115,000.39
Bjerke, Robert	Planning and Development	Chief Planner & Director Planning & Development	173,697.63	160.00	173,857.63
Blackburn, Michael	Fire Services	Division Commander	134,034.53	-	134,034.53
Blackwood, Gerald	Finance and ICT	Manager Revenue	115,455.55	2,069.14	117,524.69
Blais, Jean-Michel	Police	Chief of Police	204,471.78	531.25	205,003.03
Blake, Kenneth	Police	Police Constable	106,380.54	1,408.00	107,788.54
Blencowe, Anthony	Police	Police Constable	105,764.20	1,451.68	107,215.88
Boon, David	Police	Sergeant	115,469.77	1,826.16	117,295.93
Boudreau, Gilles	Police	Police Constable	104,551.96	879.00	105,430.96
Bourdages, Pierre	Police	Sergeant	100,420.26	3,220.78	103,641.04
Bourgeois, Jeffrey	Fire Services	Captain	115,339.46	2,434.67	117,774.13
Boutilier, Bernard	Police	Police Constable	99,385.30	1,000.00	100,385.30
Boutilier, Michael	Fire Services	Firefighter	118,663.23	158.24	118,821.47
Bowes, Adam	Fire Services	Firefighter	108,537.97	1,223.05	109,761.02
Bowser, Michael	Fire Services	Firefighter	100,498.49	354.81	100,853.30
Boyd, Lawrence	Police	Sergeant	128,063.64	1,246.00	129,309.64
Brackett, Daniel	Fire Services	Captain	106,749.95	-	106,749.95
Bradley, Kristen	Police	Police Constable	102,222.70	3,685.77	105,908.47
Brewer, Joel	Fire Services	Firefighter	102,861.27	528.22	103,389.49
Brewer, Nathan	Police	Police Constable	103,021.78	976.00	103,997.78
Brien, Colin	Police	Police Constable	105,328.33	1,180.00	106,508.33

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Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Brimicombe, Vincent	Operations Support	Superintendent Operations & Technical Services	103,576.47	-	103,576.47
Brooks, Brock	Police	Police Constable	114,640.26	4,036.02	118,676.28
Brown, Debbie	CAO's Office	Executive Coordinator to the CAO	99,078.14	2,524.20	101,602.34
Brown, Jay	Fire Services	Firefighter	101,171.38	-	101,171.38
Brown, Karen	Legal	Solicitor	147,894.16	-	147,894.16
Brownell, Peter	Fire Services	Firefighter	109,264.88	2,165.08	111,429.96
Bruce, Charles	Police	Police Constable	111,174.04	12,350.30	123,524.34
Buell, Donald	Police	Police Constable	107,082.51	3,013.67	110,096.18
Burdock, Peter	Police	Sergeant	87,053.97	55,710.76	142,764.73
Burnet, David	Fire Services	Division Chief Fire Prevention	98,355.33	26,569.50	124,924.83
Burt, Ross	Police	Sergeant	117,011.95	1,532.00	118,543.95
Burton, Kenneth	Police	Sergeant	111,390.35	928.00	112,318.35
Burton, Michael	Fire Services	Captain	112,057.27	700.00	112,757.27
Bussey, Stephen	Fire Services	Firefighter	112,680.30	-	112,680.30
Butler, James	Police	Information Management Officer	128,922.96	1,431.25	130,354.21
Butts, Richard	CAO's Office	Chief Administrative Officer	300,592.82	45,743.89	346,336.71
Calder, Stephen	Police	Sergeant	113,204.90	5,105.05	118,309.95
Cameron, David	Fire Services	Captain	105,632.62	-	105,632.62
Campbell, Leo	Police	Police Constable	95,556.73	5,238.83	100,795.56
Canning, R. Brad	Fire Services	Firefighter	101,052.87	36.96	101,089.83
Carlisle, Jeffrey	Police	Sergeant	123,592.05	720.00	124,312.05
Carlisle, Stephanie	Police	Sergeant	112,869.97	429.00	113,298.97
Carmichael, David	Fire Services	Firefighter	103,671.57	235.95	103,907.52
Carmichael, Garland	Police	Police Constable	99,809.29	382.00	100,191.29
Carpenter, Lorne	Fire Services	Captain	116,234.81	25,071.04	141,305.85
Carr, Jeffrey	Police	Sergeant	112,432.60	873.00	113,305.60
Carter, Michael	Police	Police Constable	104,540.33	1,636.00	106,176.33
Carver, Shawn	Police	Police Constable	111,032.78	6,561.54	117,594.32
Carvery, Shaun	Police	Police Constable	93,111.47	9,147.62	102,259.09
Cecchetto, Julia	Police	West Divisional Commander	125,795.16	966.78	126,761.94
Cecchetto, Michael	Police	Sergeant	120,777.34	1,546.00	122,323.34
Chambers, David	Police	Police Constable	109,983.65	2,242.28	112,225.93
Chambers, Kimberley	Police	Police Constable	102,073.81	1,420.32	103,494.13
Chambers-Spriggs, Tanya	Police	Sergeant	104,715.54	919.00	105,634.54
Chapman, Janis	Police	Police Constable	116,160.52	1,285.00	117,445.52
Chediak, Monier	Police	Sergeant	126,747.78	2,391.28	129,139.06
Chhabra, Gurminder (Mark)	Police	Police Constable	104,136.34	8,039.70	112,176.04
Clancey, Dawn	Police	Manager Integrated Emergency Services	100,406.43	-	100,406.43
Clark, Paul Michael	Fire Services	Captain	129,585.50	-	129,585.50
Clarke, Jeffrey	Police	Sergeant	113,576.97	3,516.24	117,093.21
Clement, David	Fire Services	Division Captain Logistics	125,649.62	-	125,649.62
Clowater, David	Police	Police Constable	99,479.74	916.00	100,395.74
Clyke, Bobby	Police	Sergeant	109,883.73	3,196.65	113,080.38
Colborne, Bruce	Transportation & Public Works	Supervisor Construction Services	111,771.37	273.65	112,045.02
Cole, Dana (Adam)	Police	Police Constable	101,946.21	2,790.32	104,736.53
Collins, Joseph	Police	Sergeant	110,934.46	303.68	111,238.14
Collins, Joshua	Police	Police Constable	100,447.17	937.00	101,384.17
Connors, Bradley	Fire Services	Captain	161,177.30	9,475.32	170,652.62
Conrad, Ryan	Fire Services	Firefighter	102,563.09	435.82	102,998.91
Conrad, Vincent	Fire Services	Training Officer	134,569.12	-	134,569.12
Cooke, James	Police	Police Constable	112,928.53	1,952.00	114,880.53
Cooke, William	Police	Police Constable	99,298.97	837.00	100,135.97
Corkum, Kevin	Fire Services	Lieutenant	110,273.98	149.76	110,423.74
Covey, Matt	Planning and Development	Manager Building Standards	99,580.78	4,470.51	104,051.29
Crockett, Allan	Fire Services	Firefighter	100,216.08	165.55	100,381.63
Croft, Tony	Police	Police Constable	114,451.38	1,185.00	115,636.38

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Cross, Bridget	Police	Police Constable	107,176.91	2,818.03	109,994.94
Cross, Nathan	Police	Police Constable	110,770.39	5,176.35	115,946.74
Crowell, Dale	Fire Services	Lieutenant	122,106.44	300.00	122,406.44
Crowell, Dennis	Police	Sergeant	110,934.46	1,616.00	112,550.46
Currie, Lloyd	Fire Services	Division Commander	129,011.06	-	129,011.06
Currie, Shawn	Police	Police Constable	104,583.82	-	104,583.82
Dahl, Darren	Fire Services	Lieutenant	115,583.87	131.04	115,714.91
Dauphinee, Donald	Police	Police Constable	86,865.37	33,397.85	120,263.22
David, Benoit	Fire Services	Division Commander	111,235.40	148.13	111,383.53
Davis, Donna	Finance and ICT	Chief Information Officer	155,228.95	419.23	155,648.18
de Montbrun, Louis	Finance and ICT	Manager Financial Reporting	123,823.37	1,084.57	124,907.94
Dean, Kevin	Fire Services	Lieutenant	127,720.46	300.00	128,020.46
Dean, Sherry	Fire Services	Firefighter	102,578.82	261.03	102,839.85
DeBaie, Bruce	CAO's Office	Managing Director Corporate Communications	114,847.96	-	114,847.96
Denine, Matthew	Police	Police Constable	107,974.31	8,846.87	116,821.18
Denty, Kelly	Planning and Development	Manager Current Planning	120,040.52	-	120,040.52
Desrochers, Paul	Police	Police Constable	112,387.66	1,913.70	114,301.36
Deters, Auren	Fire Services	Firefighter	102,216.83	474.32	102,691.15
DeYoung, James	Transit Services	Superintendent Transit Fleet	103,413.14	-	103,413.14
DeYoung, Jeffrey	Fire Services	Firefighter	102,870.92	394.24	103,265.16
Diaczenko, Will	Police	Police Constable	114,722.51	2,106.28	116,828.79
Dickson, Nicholas	Police	Technical Services Specialist	106,274.49	-	106,274.49
Dobbin, Thomas	Fire Services	Firefighter	95,264.61	26,314.32	121,578.93
Dodge, Duane	Fire Services	Firefighter	105,211.80	-	105,211.80
Donovan, James	Planning and Development	Manager Buildings & Compliance	133,140.12	-	133,140.12
Dooks-Fahie, Michelle	Police	Police Constable	100,957.54	1,518.00	102,475.54
Doucet, Shawn	Fire Services	Firefighter	115,883.23	-	115,883.23
Doucette, Kevin	Police	Police Constable	106,749.90	849.00	107,598.90
Doyle, Carly	Police	Police Constable	112,598.94	2,183.00	114,781.94
Doyle, Mark	Police	Police Constable	105,646.00	515.00	106,161.00
Duale, Ali	Fire Services	Firefighter	105,635.67	-	105,635.67
Dunbrack, Patricia	Fire Services	Captain	104,016.79	50.00	104,066.79
Duncan, Peter	Planning and Development	Manager Infrastructure Standards Program	126,673.97	-	126,673.97
Dunfee, Brendan	Fire Services	District Captain	110,297.37	-	110,297.37
Durling, Stephen	Transit Services	Mechanic	114,747.27	2,184.26	116,931.53
Edwards, Jonathan	Police	Police Constable	105,263.24	1,250.74	106,513.98
Edwards, Kevin	Fire Services	Captain	145,833.38	2,334.67	148,168.05
Edwards, Paul	Fire Services	Captain	108,367.79	2,634.67	111,002.46
El-Diri, Eddy	Police	Police Constable	98,884.37	2,421.17	101,305.54
Elworthy, Matthew	Police	Police Constable	103,170.55	4,637.52	107,808.07
Estabrooks, Chris	Fire Services	Firefighter	97,561.95	24,123.07	121,685.02
Evans, Phillip	Finance and ICT	Manager Technology Infrastructure	111,137.81	2,083.80	113,221.61
Evans, S. George	Fire Services	Fire Prevention Officer	93,212.56	31,381.10	124,593.66
Fairbairn, Scott	Police	Police Constable	109,877.31	1,515.00	111,392.31
Fairbairn, Steven	Police	Police Constable	107,554.39	1,000.00	108,554.39
Fairbanks, Benjamin	Legal	Solicitor	125,419.50	-	125,419.50
Falkenham, Clifford	Police	Operations Support Officer	94,060.99	33,519.92	127,580.91
Farmer, George	Police	Police Constable	99,192.68	2,455.92	101,648.60
Farrow, Joseph	Police	Police Constable	124,390.26	6,682.79	131,073.05
Ferguson, John	Fire Services	Captain	124,862.01	400.00	125,262.01
Fiander, Grant	Police	Police Constable	98,789.67	2,206.80	100,996.47
Fisher, Bruce	Finance and ICT	Manager Financial Policy & Planning	132,344.41	1,561.43	133,905.84
Fitzgerald, Marcheta	Fire Services	Fire Prevention Officer	111,889.87	225.00	112,114.87
Fleckney, Brian	Fire Services	Captain	116,250.73	4,869.34	121,120.07
Flewwelling, Ian	Police	Sergeant	116,994.63	2,836.44	119,831.07
Flynn, Shawn	Police	Police Constable	100,181.39	4,849.25	105,030.64

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Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Fong, Regan	Police	Sergeant	111,497.19	1,000.00	112,497.19
Fong, Richard	Fire Services	Captain	105,702.47	100.00	105,802.47
Foote, Andrew	Fire Services	Captain	109,520.01	-	109,520.01
Foran, Todd	Fire Services	Firefighter	106,908.26	355.68	107,263.94
Foster, Jeffrey	Police	Police Constable	99,649.90	963.00	100,612.90
Foster, Susan	Police	Police Constable	101,287.09	7,001.64	108,288.73
Fournier, Thomas	Police	Police Constable	105,970.21	5,098.15	111,068.36
Fox, Robert	Police	Sergeant	123,496.98	5,034.36	128,531.34
Fraser, Cyril	Fire Services	Captain	123,253.90	700.00	123,953.90
Fraser, Jane	CAO's Office	DCAO Administrative Office Operations	181,551.05	1,089.79	182,640.84
Fraser, Kristine	Police	Police Constable	99,182.07	1,781.64	100,963.71
Furlong, Robert	Police	Police Constable	58,679.75	41,853.07	100,532.82
Gallagher, Kevin	Fire Services	Lieutenant	109,685.53	200.00	109,885.53
Gallagher, Terry	Operations Support	Manager Corporate Facility Design & Construction	124,187.60	-	124,187.60
Galloway, Mark	Police	Police Constable	90,051.75	54,838.55	144,890.30
Gannon, Dwayne	Fire Services	Firefighter	110,347.17	269.89	110,617.06
Garber, Geoff	Fire Services	Firefighter	108,266.57	393.60	108,660.17
Garrison, Timothy	Fire Services	Firefighter	101,320.70	198.90	101,519.60
Garry, Claude	Fire Services	Lieutenant	105,419.92	188.76	105,608.68
Gates, James	Fire Services	Captain	138,477.59	-	138,477.59
Gaudet, Christopher	Fire Services	Firefighter	100,562.15	681.07	101,243.22
Gaudet, Darrell	Police	Staff Sergeant	128,126.60	1,000.00	129,126.60
Gibbons, Gerard	Police	Sergeant	110,934.49	836.00	111,770.49
Gibson, Curtis	Police	Police Constable	100,766.16	4,226.29	104,992.45
Gillett, Stephen	Police	Sergeant	117,070.44	-	117,070.44
Gillis, Andrea	Human Resources	Manager Labour Relations	132,933.26	4,254.58	137,187.84
Gillis, Anthony	Police	Police Constable	98,608.91	3,612.98	102,221.89
Gillis, Gyles	Police	Police Constable	102,148.23	1,776.00	103,924.23
Gillis, Trena	Police	Police Constable	103,179.47	-	103,179.47
Glennie, Alexander	Fire Services	Captain	140,153.56	2,434.67	142,588.23
Goldsmith, David	Transit Services	Fleet Supervisor	105,065.71	-	105,065.71
Graham, Gordon	Police	Sergeant	141,145.61	9,948.79	151,094.40
Grandy, Philip	Fire Services	Firefighter	104,367.66	-	104,367.66
Grant, Kirby	Legal	Solicitor	137,827.69	-	137,827.69
Grantham, Peter	Fire Services	Firefighter	101,989.84	-	101,989.84
Gray, Brian	Fire Services	Deputy Chief Operations	155,031.49	595.26	155,626.75
Green, Jacob	Fire Services	Firefighter	115,327.46	217.56	115,545.02
Green, Pamela	Police	Police Constable	112,928.52	1,000.00	113,928.52
Greencorn, George	Police	Police Constable	99,500.98	6,283.39	105,784.37
Greene, Katherine	Planning and Development	Manager Business Services Program	103,209.00	-	103,209.00
Greene, Patrick	Fire Services	Lieutenant	111,178.51	200.00	111,378.51
Greener, David	Legal	Solicitor	130,683.89	-	130,683.89
Greenham, Peter	Fire Services	Training Officer	113,339.22	2,685.58	116,024.80
Greer, Barry	Fire Services	Captain	116,611.56	600.00	117,211.56
Grimes, William	Fire Services	Captain	120,592.79	600.00	121,192.79
Grosvenor, Richard	Fire Services	Lieutenant	116,120.82	-	116,120.82
Guzzwell, Stephen	Police	Police Constable	100,117.57	2,160.00	102,277.57
Habib, Andre	Police	Sergeant	113,893.30	1,636.00	115,529.30
Haines, Richard	Transportation & Public Works	Utility Worker	112,656.30	3,488.00	116,144.30
Hamer, Daniel	Fire Services	Fire Prevention Officer	106,531.61	225.00	106,756.61
Harding, David	Police	Police Constable	114,055.50	2,178.70	116,234.20
Harlow, Michael	Fire Services	Firefighter	114,260.87	1,997.33	116,258.20
Harper, Nancy	Finance and ICT	Manager Accounting Controls & Reporting	100,603.76	-	100,603.76
Hart, Penelope	Police	Staff Sergeant	114,478.35	1,303.85	115,782.20
Hartlen, Mark	Police	Staff Sergeant	130,150.09	318.95	130,469.04
Hartling, Darrell	Fire Services	Fire Prevention Officer	108,070.68	2,180.34	110,251.02

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Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Harty, Derrick	Fire Services	Captain	136,494.86	700.00	137,194.86
Harvey, Brendan	Police	Police Constable	121,466.21	2,546.23	124,012.44
Harvey, Richard	Planning and Development	Principal Planner	99,866.26	420.10	100,286.36
Haverstock, Mark	Fire Services	Firefighter	111,071.23	67.47	111,138.70
Hayes, Jonathan	Police	Police Constable	107,963.68	1,717.38	109,681.06
Hayward, Joseph	Police	Police Constable	98,756.80	2,965.28	101,722.08
Hebb, Donald	Fire Services	Firefighter	100,641.46	404.50	101,045.96
Hebb, Gregory	Fire Services	Captain	132,586.03	-	132,586.03
Hebb, Robert	Fire Services	Captain	134,621.79	600.00	135,221.79
Henneberry, Allison	Police	Police Constable	105,479.93	3,794.34	109,274.27
Henry, John	Parks & Recreation	Manager Aquatics, Leisure, Active Living & Inclusion	108,286.36	79.00	108,365.36
Hernden, Lindsay	Police	Central Divisional Commander	125,363.10	666.78	126,029.88
Hewitt, Marshall	Police	Police Constable	109,488.47	1,185.00	110,673.47
Hill, David	Police	Police Constable	101,659.17	7,349.01	109,008.18
Hill, Gena	Police	Police Constable	101,574.11	6,186.98	107,761.09
Hobeck, Mark	Police	Staff Sergeant	113,330.29	-	113,330.29
Hodgson, James	Police	Police Constable	100,799.38	3,866.40	104,665.78
Hoffmann, Edward	Fire Services	Lieutenant	107,699.24	171.99	107,871.23
Hollett, Harold	Fire Services	Deputy Chief Operations Support	157,002.27	287.69	157,289.96
Hovey, Kevin	Police	Sergeant	127,412.73	1,484.00	128,896.73
Hubley, David	Transportation & Public Works	Manager Project Planning & Design	134,929.81	273.65	135,203.46
Hueston, D'Arcy	Police	Police Constable	132,384.16	2,042.32	134,426.48
Hunter, Wayne	Police	Police Constable	108,155.03	7,116.02	115,271.05
Irving, Paul	Fire Services	District Captain	131,121.34	2,308.54	133,429.88
Isles, Gail	Human Resources	Manager Client Services	131,885.85	2,176.68	134,062.53
Jackson, Winnell	Police	Police Constable	99,192.66	1,573.00	100,765.66
Jardine, Bradley	Police	Police Constable	108,038.09	1,347.00	109,385.09
Jefferies, Jonathan	Police	Police Constable	117,191.75	2,467.17	119,658.92
Jessen, Paul	Police	Police Constable	105,211.39	1,125.00	106,336.39
Jiang, Qingshuang	Finance and ICT	Data Architect	109,755.02	1,665.20	111,420.22
Johnson, Ronald	Fire Services	Captain	117,531.05	200.00	117,731.05
Johnston, Sandra	Police	Sergeant	108,985.93	1,175.00	110,160.93
Joncas, Jason	Police	Police Constable	104,135.54	3,975.82	108,111.36
Jones, Darren	Fire Services	Captain	118,738.03	-	118,738.03
Joseph, Nickel	Police	Police Constable	104,825.34	1,233.00	106,058.34
Judah, Joshua	Legal	Solicitor	139,111.74	-	139,111.74
Justason, Eugene	Fire Services	Maintenance Technician	105,227.69	5,644.63	110,872.32
Kamperman, Robert	Fire Services	Fire Prevention Officer	82,542.05	29,328.00	111,870.05
Kavanaugh, Daniel	Police	Police Constable	100,199.66	5,007.57	105,207.23
Keating, Patrick	Fire Services	Captain	126,931.80	-	126,931.80
Keliher, Matthew	Transportation & Public Works	Manager Solid Waste	116,054.92	1,068.93	117,123.85
Kelly, Colleen	Police	Executive Officer	135,037.11	1,531.25	136,568.36
Kidwai, Ahmad	Transit Services	Manager Accessible Transit	101,776.24	-	101,776.24
Killen, Jason	Fire Services	Captain	103,782.34	-	103,782.34
Kinghorne, Randolph	Legal	Solicitor	137,470.87	-	137,470.87
Kirk, James	Finance and ICT	Manager ICT Transformation	138,229.39	1,656.00	139,885.39
Kirton, Harold	Police	Police Constable	117,797.79	6,499.88	124,297.67
Kline, Patrick	Fire Services	Captain	121,069.25	-	121,069.25
Koch, Stephen	Fire Services	Captain	135,762.07	900.00	136,662.07
Koutroulakis, Taso	Transportation & Public Works	Manager Traffic & Right of Way	134,696.74	273.65	134,970.39
Kuhn, Scott	Police	Police Constable	103,519.74	911.00	104,430.74
Kuryluk, Avery	Fire Services	Firefighter	103,294.15	224.07	103,518.22
Labrecque, Michael	CAO's Office	DCAO Administrative Office Operations	228,395.83	-	228,395.83
Lahey, Martin	Fire Services	Fire Prevention Officer	109,482.23	225.00	109,707.23
Lake, Stanley	Fire Services	Training Officer	110,423.67	1,410.00	111,833.67
Lambert, Tanya	Police	Police Constable	100,223.91	838.00	101,061.91

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Lane, Richard	Police	Staff Sergeant	142,746.97	1,000.00	143,746.97
Langille, Steven	Police	Sergeant	118,212.43	1,000.00	119,212.43
Lassaline, Trevor	Police	Police Constable	109,219.48	2,390.54	111,610.02
Lavoie, Marc	Fire Services	Training Officer	120,627.60	-	120,627.60
Lavoie, Norman	Fire Services	Breathing Apparatus Technician	101,797.49	7,588.13	109,385.62
Lawlor, David	Police	Sergeant	114,881.73	7,565.21	122,446.94
Legere, Ola	Fire Services	Captain	136,231.84	2,234.67	138,466.51
Legere, Ronald	Police	Sergeant	117,772.33	1,140.15	118,912.48
Lewis, Ashley	Police	Police Constable	116,107.38	5,933.52	122,040.90
Lewis, Laurie	Transportation & Public Works	Program Manager Policy & Outreach	99,426.62	847.50	100,274.12
Li, David	Police	Police Constable	104,306.40	1,054.00	105,360.40
Lillington, Brian	Police	Police Constable	53,152.52	48,238.81	101,391.33
Lines, Wendy	Transit Services	Manager Bus Maintenance	113,661.97	2,339.06	116,001.03
Logan, Scott	Fire Services	Captain	145,007.17	2,734.67	147,741.84
Long, Mark	Police	Police Constable	101,393.41	1,107.64	102,501.05
Longley, Malcolm	Police	Sergeant	126,780.19	5,572.63	132,352.82
Loughnan, Stephen	Fire Services	Captain	121,311.81	-	121,311.81
Lowther, Robert	Police	Sergeant	110,434.47	949.00	111,383.47
Luck, Matthew	Police	Police Constable	104,221.37	1,404.22	105,625.59
Luther, James	Police	Police Constable	100,425.94	2,262.85	102,688.79
Lynch, Susan	Police	Police Constable	102,297.08	4,904.99	107,202.07
MacAdam, E. Alexander	Police	Police Constable	110,430.15	1,660.00	112,090.15
MacCulloch, Drew	Fire Services	Firefighter	100,815.93	487.38	101,303.31
MacDonald, Bruce	Fire Services	Captain	137,363.71	2,334.67	139,698.38
MacDonald, Karen	Legal	Solicitor	137,827.69	-	137,827.69
MacDonald, Margaret	CAO's Office	Managing Director External & Corporate Affairs	108,637.52	-	108,637.52
MacDonald, Mark	Police	Sergeant	114,565.43	1,000.00	115,565.43
MacDonald, Philip	Police	Police Constable	103,987.46	528.00	104,515.46
MacDonald, R. Scott	Police	Staff Sergeant	121,250.44	1,455.52	122,705.96
MacDonald, Scott	Police	Police Constable	99,502.25	762.00	100,264.25
MacDonald, Tammy	Police	Police Constable	100,415.30	791.00	101,206.30
MacDougall, William Dewar	Fire Services	Firefighter	107,881.66	484.19	108,365.85
MacIsaac, Shawn	Police	Police Constable	98,871.59	5,519.83	104,391.42
MacKay, Amy	Police	Police Constable	104,848.60	5,259.61	110,108.21
MacKay, Robert	Police	Police Constable	110,856.73	2,615.39	113,472.12
MacKay, Shauna	Parks & Recreation	General Manager Sackville Sports Stadium	105,212.91	250.00	105,462.91
MacKenzie, Phillip	Police	Sergeant	108,535.83	672.00	109,207.83
MacKenzie, Robert	Fire Services	Firefighter	101,397.29	334.57	101,731.86
MacLaughlin, Devin	Police	Police Constable	100,314.23	851.00	101,165.23
MacLaurin, Roxanne	Legal	Solicitor	138,273.69	-	138,273.69
MacLean, Don	Police	Human Resources Officer	135,989.45	1,531.25	137,520.70
MacLean, John	Fire Services	Division Captain Training	109,501.94	-	109,501.94
MacLennan, Allan	Police	Police Constable	107,910.49	3,544.39	111,454.88
MacLeod, Scott	Police	Police Constable	102,913.66	3,264.55	106,178.21
MacMullin, Robert	Police	Police Constable	121,859.00	6,238.68	128,097.68
MacNeil, Andrew	Police	Police Constable	103,658.88	3,522.50	107,181.38
MacNeil, Wendell	Fire Services	Captain	126,492.38	2,234.67	128,727.05
MacNeill, John	Fire Services	District Captain	116,217.14	2,308.54	118,525.68
Macorig, Enzo	Transportation & Public Works	Utility Operator 1	105,081.92	5,800.00	110,881.92
MacPhail, Robert	Police	Police Constable	102,158.86	954.00	103,112.86
MacPherson, John	Operations Support	Senior Project Manager	103,882.50	273.65	104,156.15
Maheux, Nicolas	Fire Services	Captain	110,148.51	500.00	110,648.51
Malcolm, Joey	Police	Police Constable	105,412.11	2,632.97	108,045.08
Mandru, Egist	Police	Police Constable	102,977.51	950.00	103,927.51
Manley, Eric	Police	Police Constable	105,901.16	2,188.95	108,090.11
Manning, Anthony	Fire Services	Captain	110,148.53	700.00	110,848.53

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Mansvelt, John	Police	Police Constable	114,003.31	1,000.00	115,003.31
Manuel, Barry	Fire Services	Emergency Management Coordinator	128,256.60	277.82	128,534.42
March, Craig	Fire Services	Firefighter	107,186.48	74.88	107,261.36
March, Leonard	Fire Services	Captain	124,313.11	600.00	124,913.11
Marchand, Jo	Finance and ICT	Manager IT Service Management	107,119.70	1,656.00	108,775.70
Marchand, Michel	Police	Police Constable	102,945.63	1,239.95	104,185.58
Marinelli, Chris	Police	Police Constable	101,308.32	2,212.01	103,520.33
Marinelli, Nicholas	Police	Police Constable	109,041.63	3,072.65	112,114.28
Marr, David	Office of Auditor General	Senior Associate	100,846.06	-	100,846.06
Marr, William	Fire Services	Captain	112,790.55	550.00	113,340.55
Marriott, Jason	Police	Police Constable	107,114.01	9,120.71	116,234.72
Martell, James	Fire Services	Captain	142,140.92	2,446.40	144,587.32
Martell, Morris	Fire Services	Training Officer	106,219.22	-	106,219.22
Martin, Christina	Police	Sergeant	109,689.40	857.00	110,546.40
Martin, Sean	Police	Sergeant	123,559.62	934.00	124,493.62
Martyn, Stephen	Fire Services	District Captain	123,190.88	2,308.54	125,499.42
Mason, Gregory	Police	Staff Sergeant	122,663.67	1,615.06	124,278.73
Matthews, Andrew	Police	Staff Sergeant	121,056.19	1,700.50	122,756.69
Mattie, Derrick J.	Fire Services	Captain	125,560.78	400.00	125,960.78
Mayer, Richard	Police	Police Constable	98,172.05	4,498.46	102,670.51
McCoombs, Reid	Police	Operations Support Officer	126,647.05	1,000.00	127,647.05
McCormack, Stephen	Police	Sergeant	106,489.12	772.00	107,261.12
McCormick, Justin	Police	Police Constable	99,011.97	5,990.41	105,002.38
McCrum, Andrew	Police	Police Constable	101,754.85	1,769.48	103,524.33
McCulley, Garrett	Police	Police Constable	98,416.59	2,729.12	101,145.71
McCusker, David	Planning and Development	Manager Strategic Transportation Planning Program	117,755.38	262.40	118,017.78
McIsaac, Parker	Police	Police Constable	106,528.39	2,792.22	109,320.61
McIver, Karl	Police	Police Constable	99,361.18	908.00	100,269.18
McKay, Brian	Fire Services	Lieutenant	103,013.41	100.00	103,113.41
McKenzie, David	Fire Services	Captain	149,208.68	2,234.67	151,443.35
McKinnon, John	Police	Sergeant	113,856.94	780.00	114,636.94
McLellan, Brad	Police	Police Constable	112,416.49	1,712.00	114,128.49
McNabb, Leonard	Fire Services	Captain	142,235.24	-	142,235.24
McNeil, Anthony	Police	Sergeant	110,434.47	-	110,434.47
McNeil, Jason	Police	Sergeant	119,858.51	1,700.00	121,558.51
McNeil, Joanne	Police	Sergeant	110,516.08	752.00	111,268.08
McNeil, John	Police	Police Constable	102,924.37	891.00	103,815.37
McNeil, Joshua	Police	Police Constable	98,929.15	2,312.00	101,241.15
McNeil, Kevin	Police	Sergeant	116,677.12	6,091.99	122,769.11
McNeil, Robin	Police	Superintendent Patrol	147,166.56	1,674.98	148,841.54
McNeil, William	Fire Services	Training Officer	110,779.32	-	110,779.32
McNulty, Phillip	Fire Services	Executive Officer	135,625.00	-	135,625.00
Meagher, Brendan	Fire Services	Captain	115,863.29	-	115,863.29
Meagher, Patrick	Transit Services	Supervisor Bus Operations	100,906.29	-	100,906.29
Meldrum, David	Fire Services	Division Chief Professional Development, Training & Safety	124,534.14	-	124,534.14
Mellett, Cathy	CAO's Office	Municipal Clerk	103,519.95	29,532.40	133,052.35
Melvin, Brent	Fire Services	Captain	115,233.63	400.00	115,633.63
Messervey, Clarence	Fire Services	Captain	116,212.38	-	116,212.38
Mitchell, Spencer	Fire Services	Firefighter	105,126.65	-	105,126.65
Moore, Edward	Fire Services	Captain	106,843.11	100.00	106,943.11
Moore, Michael	Fire Services	Captain	120,995.94	-	120,995.94
Moore, Stephen	Fire Services	Fire & Explosion Investigator	113,937.42	225.00	114,162.42
Moore, William	Police	Deputy Chief	159,935.48	1,962.41	161,897.89
Moore, Jason	Fire Services	Firefighter	106,883.37	269.64	107,153.01
Morash, Ryan	Police	Police Constable	107,825.44	8,537.81	116,363.25

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Moriarty, Brian	Fire Services	Fire Prevention Officer	109,367.06	225.00	109,592.06
Morris, Michael	Operations Support	Superintendent Emergency Fleet Services	106,880.44	-	106,880.44
Morris, William	Police	Staff Sergeant	118,254.72	1,044.00	119,298.72
Moser, Donald	Police	East Divisional Commander	128,760.95	852.78	129,613.73
Mosher, Bruce	Fire Services	Captain	143,470.68	-	143,470.68
Mosher, Douglas	Transit Services	Manager Transit Security	86,335.89	33,163.01	119,498.90
Moulton, Diane	Operations Support	Manager Facilities Management	119,947.29	934.09	120,881.38
Mullally, Catherine	Human Resources	Director Human Resources	182,937.23	231.19	183,168.42
Mullane, Robert	Parks & Recreation	Superintendent Parks East	102,923.29	205.44	103,128.73
Munroe, Larry	Office of Auditor General	Municipal Auditor General	192,254.02	21,711.45	213,965.47
Murphy, Breton	CAO's Office	Manager Public Affairs	102,109.45	-	102,109.45
Murphy, Justin	Police	Police Constable	107,602.17	3,851.07	111,453.24
Murphy, Kevin	Police	Sergeant	136,559.14	7,268.04	143,827.18
Murray, Brad	Police	Police Constable	100,262.36	7,389.91	107,652.27
Murray, Stephen	Police	Sergeant	110,934.46	-	110,934.46
Naugle, Charles	Police	Sergeant	111,541.73	697.00	112,238.73
Nearing, Stephen	Fire Services	Division Chief Emergency Communications	119,775.27	-	119,775.27
Nelson, Brian	Fire Services	Fire & Explosion Investigator	121,898.55	225.00	122,123.55
Nichols, Carolyn	Police	Sergeant	106,685.89	799.00	107,484.89
Nickerson, Paul	Fire Services	Captain	111,172.74	-	111,172.74
Nielsen, Illya	Police	Police Constable	99,334.88	1,430.16	100,765.04
Nixon, Peter	Police	Sergeant	110,934.50	1,000.00	111,934.50
Oakley, Edward	Fire Services	Captain	122,821.24	200.00	123,021.24
O'Brien, Kenneth	Police	Police Constable	108,580.28	4,545.04	113,125.32
O'Brien, Kevin	Fire Services	Firefighter	107,147.23	-	107,147.23
O'Donnell, James	Fire Services	Firefighter	102,633.04	-	102,633.04
Oostveen, Robert	Police	Police Constable	114,811.64	15,371.16	130,182.80
Orr, Robert	Transportation & Public Works	Program Manager Engineering & Contract Services	102,228.31	959.65	103,187.96
Osmond, Curtis	Police	Police Constable	110,983.02	1,680.16	112,663.18
Palmeter, Brian	Police	Sergeant	110,963.55	885.00	111,848.55
Parasram, Amit	Police	Police Constable	104,455.24	3,321.82	107,777.06
Pare, Nadya-Lyse	Fire Services	Captain	116,056.49	-	116,056.49
Paris, Donna Lee	Police	Police Constable	112,375.73	7,953.70	120,329.43
Paris, Jeffrey	Fire Services	Captain	116,842.89	-	116,842.89
Parker, Matthew	Fire Services	Fire Prevention Officer	117,804.59	456.54	118,261.13
Parsons, Jason	Fire Services	Captain	116,550.71	100.00	116,650.71
Parsons, Sean	Fire Services	Firefighter	104,654.89	166.32	104,821.21
Patriquin, Jeffrey	Police	Police Constable	112,280.04	7,748.79	120,028.83
Payne, Jamie	Police	Sergeant	111,174.18	3,335.66	114,509.84
Pellerine, Donald	Transportation & Public Works	Superintendent Streets & Sidewalks	104,125.72	-	104,125.72
Pelley, Travis	Fire Services	Firefighter	103,197.94	646.80	103,844.74
Penfound, William	Police	Police Constable	97,087.65	3,792.34	100,879.99
Pepler, Nicholas	Police	Sergeant	99,846.38	1,000.00	100,846.38
Peroni, Bryan	Police	Police Constable	97,512.94	2,628.33	100,141.27
Perrier, Craig	Fire Services	Firefighter	103,540.17	-	103,540.17
Perrin, James	Police	Superintendent Criminal Investigations Division	146,635.46	1,544.10	148,179.56
Perry, Darla	Police	Sergeant	134,548.18	6,767.64	141,315.82
Peters, Matthew	Police	Police Constable	100,138.93	4,399.36	104,538.29
Piccott, David	Police	Police Constable	117,182.41	13,409.39	130,591.80
Pierce, Shelly	Police	Police Constable	104,476.51	916.00	105,392.51
Pike, Leigh	Police	Police Constable	111,238.16	963.00	112,201.16
Pittman, James	Fire Services	Captain	129,072.53	500.00	129,572.53
Pitts, Dennis	Fire Services	Captain	125,608.22	600.00	126,208.22
Plater, Joel	Legal	Manager Risk & Insurance Services	107,527.92	182.50	107,710.42
Pluta, Christian	Police	Police Constable	106,836.73	2,558.85	109,395.58

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Poirier, Cordell	Police	Sergeant	110,934.47	555.00	111,489.47
Pothier, Brian	Police	Police Constable	105,497.15	4,249.19	109,746.34
Pothier, Jeffrey	Police	Police Constable	106,857.98	5,634.78	112,492.76
Powell, Christopher	Fire Services	Firefighter	100,679.11	-	100,679.11
Powell, Ronald	Fire Services	Captain	145,973.08	-	145,973.08
Power, Phil	Police	Police Constable	107,442.72	886.00	108,328.72
Praught, Andrew	Police	Police Constable	100,404.68	5,346.62	105,751.30
Prest, Natasha	Fire Services	Firefighter	103,415.08	278.74	103,693.82
Prior, Jody	Police	Police Constable	99,667.83	3,696.87	103,364.70
Pryde, Mark	Fire Services	Firefighter	104,896.07	-	104,896.07
Publicover, David	Police	Sergeant	110,934.46	742.00	111,676.46
Purvis, Carl	Planning and Development	Principal Planner	103,444.33	-	103,444.33
Pyle, Kurt	Planning and Development	Manager Social & Economic Research Program	109,295.19	-	109,295.19
Quinn, David	Operations Support	Chief Plant Operator 2	100,032.40	1,775.00	101,807.40
Rafuse, Lawrence	Fire Services	Firefighter	111,559.62	-	111,559.62
Rasmussen, Barbara	Police	Police Constable	97,597.94	4,426.35	102,024.29
Rasmussen, Eric	Fire Services	Captain	126,134.10	-	126,134.10
Rath, Theresa	Police	Communications Advisor	130,758.35	-	130,758.35
Ray, Simon	Fire Services	Captain	129,538.91	450.00	129,988.91
Reade, Kevin	Fire Services	Captain	143,488.65	-	143,488.65
Reage, David	Transit Services	Director Halifax Transit	123,388.09	-	123,388.09
Reeves, Anthony	Police	Staff Sergeant	140,770.48	1,060.00	141,830.48
Reeves, Marques	Police	Sergeant	104,418.82	1,475.00	105,893.82
Richards, Heather	Fire Services	Firefighter	100,939.20	-	100,939.20
Riggins, John	Police	Police Constable	101,329.59	1,000.00	102,329.59
Roache, Daniel	Police	Police Constable	128,536.84	3,464.86	132,001.70
Robar, Edward	Transit Services	Director Metro Transit	134,188.81	-	134,188.81
Roberge, Larry	Police	Police Constable	118,148.65	2,424.02	120,572.67
Roberts, David	Police	Police Constable	114,545.50	6,708.90	121,254.40
Robertson, Brian	Fire Services	Firefighter	106,256.77	1,031.80	107,288.57
Robertson, David	Police	Police Constable	94,280.94	5,988.98	100,269.92
Robertson, Gregory	Police	Sergeant	154,097.22	10,041.71	164,138.93
Robertson, Paul	Police	Sergeant	122,080.40	1,891.64	123,972.04
Robia, Amos	Fire Services	Lieutenant	108,728.69	-	108,728.69
Robichaud, John	Fire Services	Captain	104,954.48	500.00	105,454.48
Robinson, Craig	Police	Police Constable	111,059.72	642.00	111,701.72
Robinson, Kimberly	Police	Sergeant	103,906.97	1,405.00	105,311.97
Roche, David	Fire Services	Firefighter	107,058.83	-	107,058.83
Rogers, Stephen	Fire Services	Firefighter	103,802.83	-	103,802.83
Rudback, Nancy	Police	Sergeant	118,677.16	3,014.55	121,691.71
Rutte, Cornelis	Fire Services	Firefighter	113,356.24	-	113,356.24
Ryan, Michael	Parks & Recreation	Manager Community Partnerships	105,303.56	-	105,303.56
Ryan, Peter	Fire Services	Firefighter	107,060.51	614.64	107,675.15
Ryckman, Ronald	Fire Services	Captain	134,182.87	2,234.67	136,417.54
Salsman, Julie	Finance and ICT	Team Lead Payroll	75,777.93	26,679.42	102,457.35
Samson, Sherri	Police	Police Constable	101,340.22	1,653.48	102,993.70
Sanford, Michael	Police	Police Constable	104,945.58	1,510.32	106,455.90
Sangster, Bruce	Fire Services	Lieutenant	104,456.40	-	104,456.40
Saunders, Barbara	Police	Staff Sergeant	120,685.07	941.00	121,626.07
Savage, Mike	CAO's Office	Mayor	175,697.20	-	175,697.20
Sayer, Roger	Police	Police Constable	116,117.95	4,476.56	120,594.51
Scallion, Wallace	Fire Services	Captain	117,550.86	-	117,550.86
Schofield, Denise	Parks & Recreation	Manager Program Support Services	135,060.06	1,221.65	136,281.71
Searle, David	Fire Services	Captain	115,199.80	-	115,199.80
Sears, Michael	Fire Services	Firefighter	102,433.91	390.94	102,824.85
Seebold, Jeffrey	Police	Police Constable	113,648.28	2,795.01	116,443.29

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Shaffner, Scot	Fire Services	Division Commander	132,446.27	-	132,446.27
Shannon, Jason	Police	Police Constable	121,720.79	1,849.50	123,570.29
Shannon, Paul	Fire Services	Captain	105,632.63	-	105,632.63
Sheppard, Jordan	Police	Police Constable	108,675.94	7,040.96	115,716.90
Sheppard, Justin	Police	Police Constable	119,902.78	1,585.95	121,488.73
Sheppard, Tim	Police	Police Constable	101,648.54	2,270.49	103,919.03
Silver, Tom	Fire Services	Fire Prevention Officer	108,712.28	225.00	108,937.28
Singh, Gursharan	Police	Manager Strategic Technology Integration	104,202.29	-	104,202.29
Slaunwhite, David	Fire Services	Division Commander	117,755.25	96.25	117,851.50
Slaunwhite, Derk	Legal	Solicitor	136,351.25	-	136,351.25
Slaunwhite, Kevin	Fire Services	Captain	122,986.19	-	122,986.19
Slaunwhite, Larry	Fire Services	Captain	156,168.73	2,234.67	158,403.40
Smith, Craig	Police	Police Constable	95,620.51	6,087.11	101,707.62
Smith, David	Police	Police Constable	109,866.71	1,803.27	111,669.98
Smith, Derek	Transit Services	Ferry Mate	88,201.74	22,656.08	110,857.82
Smith, Ian	Fire Services	District Captain	122,996.58	-	122,996.58
Smith, Kevin	Police	Staff Sergeant	135,813.91	1,000.00	136,813.91
Smith, Robert	Transportation & Public Works	Contract Supervisor	124,979.13	149.63	125,128.76
Soley, Margaret	Parks & Recreation	Manager Parks Capital Projects	103,944.13	-	103,944.13
Spares, Jeff	Parks & Recreation	Construction Project Manager	107,542.36	352.65	107,895.01
Sparks, Anthony	Police	Police Constable	106,198.87	6,694.35	112,893.22
Spence, Carleton	Fire Services	Captain	114,734.21	700.00	115,434.21
Speranza, Andrea	Fire Services	Lieutenant	119,332.01	37.44	119,369.45
Spinelli, Anthony	Operations Support	Project Director Cogswell Redevelopment	112,854.87	14,978.54	127,833.41
Spriggs, Roger	Police	Police Constable	105,688.47	871.00	106,559.47
Squires, Jason	Fire Services	Firefighter	103,439.37	365.75	103,805.12
Stanley, Duane	Police	Police Constable	112,088.68	1,636.00	113,724.68
Stevens, Gregory	Police	Police Constable	113,891.50	2,731.48	116,622.98
Stevens, Michael	Police	Police Constable	102,265.17	912.00	103,177.17
Stevens, Randy	Fire Services	Firefighter	107,967.99	-	107,967.99
Stickings, Peter	Operations Support	Director Operations Support	133,364.01	-	133,364.01
Stienburg, Dean	Police	Sergeant	116,488.23	2,056.00	118,544.23
Stienburg, Donald	Police	Staff Sergeant	125,343.31	1,000.00	126,343.31
Stoddard, Randy	Police	Sergeant	88,476.17	52,915.60	141,391.77
Streach, Todd	Police	Police Constable	108,293.23	5,030.57	113,323.80
Strickland, Michael	Police	Sergeant	104,016.22	1,847.50	105,863.72
Sullivan, Michael	Police	Police Constable	101,883.69	1,000.00	102,883.69
Sullivan, Richard	Fire Services	Lieutenant	106,385.39	505.44	106,890.83
Sutherland, James	Fire Services	Captain	133,439.72	100.00	133,539.72
Swanson, Christopher	Fire Services	Firefighter	106,340.25	-	106,340.25
Symonds, Tyler	Fire Services	Firefighter	105,158.88	123.97	105,282.85
Tarbox, Chris	Fire Services	Lieutenant	108,529.24	300.00	108,829.24
Taylor, Colin	Legal	Solicitor	100,487.14	-	100,487.14
Taylor, Elizabeth	Parks & Recreation	Manager Culture & Events	102,586.05	-	102,586.05
Therault, Stephen	Fire Services	Captain	138,943.18	2,534.67	141,477.85
Thibault, Monia	Police	Police Constable	107,240.67	4,955.67	112,196.34
Thibault, Sherry	Fire Services	Firefighter	103,340.50	244.09	103,584.59
Thomas, Christopher	Police	Sergeant	125,115.69	5,148.62	130,264.31
Thomas, Robert	Fire Services	Firefighter	100,038.12	-	100,038.12
Thompson, Andre	Police	Sergeant	123,625.39	908.00	124,533.39
Thornhill, Edward	Finance and ICT	Manager Corporate Planning	124,711.94	-	124,711.94
Tousignant, Yves	Fire Services	Captain	143,109.90	100.00	143,209.90
Townsend, Sean	Police	Sergeant	113,363.56	857.00	114,220.56
Tracey, Monica	Police	Police Constable	99,256.46	6,016.12	105,272.58
Traves, John	CAO's Office	Chief Administrative Officer	217,991.42	673.10	218,664.52
Trudel, Craig	Police	Police Constable	110,380.46	1,447.69	111,828.15
Trussler, Doug	Fire Services	Fire Chief	204,978.51	1,027.60	206,006.11

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Tucker, Patrick	Police	Police Constable	107,369.26	1,155.00	108,524.26
Turner, Ray	Police	Police Constable	117,308.75	1,231.53	118,540.28
Turner, Stephen	Fire Services	Captain	111,859.45	400.00	112,259.45
Underwood, Joshua	Police	Police Constable	106,103.14	1,084.00	107,187.14
Upshaw, Craig	Police	Police Constable	103,051.92	1,614.00	104,665.92
Upshaw, Thane	Fire Services	Firefighter	105,467.05	262.08	105,729.13
Varin, Larry	Fire Services	Training Officer	114,340.03	-	114,340.03
Verner, Kathleen	Police	Police Constable	100,638.57	5,576.57	106,215.14
Wagg, Steven	Police	Police Constable	114,374.45	1,468.00	115,842.45
Waldorf, Peter	Police	Police Constable	111,919.86	4,644.52	116,564.38
Walker, Mark	Fire Services	Captain	117,265.68	550.00	117,815.68
Walsh, Kurt	Police	Police Constable	114,169.64	1,588.00	115,757.64
Ward, Martin	Legal	General Counsel	170,381.63	-	170,381.63
Warnell, Barry	Police	Police Constable	99,736.16	12,521.14	112,257.30
Wasson, James	Police	Police Constable	118,224.33	1,125.00	119,349.33
Waterfield, Gordon	Police	Police Constable	72,963.25	44,621.15	117,584.40
Watkins, Ronald	Police	Police Constable	101,480.32	1,000.00	102,480.32
Weatherby, Holly	Fire Services	Fire Prevention Officer	117,364.66	2,180.34	119,545.00
Webber, Peter	Police	Police Constable	122,307.00	4,402.72	126,709.72
West, Gordon	Fire Services	Division Commander	126,450.65	118.13	126,568.78
Wheeler, Douglas	Fire Services	Fire Prevention Officer	120,804.58	535.12	121,339.70
White, Daniel	Fire Services	Firefighter	110,933.66	1,987.94	112,921.60
White, James D.	Fire Services	Firefighter	104,008.51	-	104,008.51
Whitewood, Amanda	Finance and ICT	Director Finance & ICT / CFO	128,965.57	1,966.99	130,932.56
Whynott, Adam	Police	Police Constable	103,190.12	1,511.00	104,701.12
Wile, Michael	Operations Support	Manager Business Park	105,038.33	-	105,038.33
Willett, Michael	Police	Sergeant	129,538.20	1,602.00	131,140.20
Williams, Marshall	Police	Police Constable	101,298.69	3,763.61	105,062.30
Williams, Peter	Fire Services	Firefighter	106,067.99	-	106,067.99
Wilson, Britt	Human Resources	Manager Total Compensation	132,095.41	-	132,095.41
Wilson, Bryson	Fire Services	Division Commander	133,951.77	-	133,951.77
Wilson, David	Fire Services	Captain	107,038.62	-	107,038.62
Wilson, Kenneth	Transit Services	Amalgamated Transit Union President	107,803.95	75.00	107,878.95
Winters, Jeffrey	Police	Police Constable	99,714.93	2,934.34	102,649.27
Withers, Grant	Fire Services	Captain	119,599.30	2,734.67	122,333.97
Withrow, Jason	Police	Sergeant	126,012.42	5,952.14	131,964.56
Wolf-Billard, Helga	Human Resources	Manager Corporate Safety	102,746.32	449.54	103,195.86
Wood, Randy	Police	Police Constable	112,949.81	1,395.00	114,344.81
Woodworth, Harold	Fire Services	Training Officer	121,030.93	-	121,030.93
Wynn, John	Fire Services	Captain	113,849.69	-	113,849.69
Young, Allan	Fire Services	Captain	106,226.10	150.00	106,376.10
Young, Brenda	Police	Superintendent Administration	145,463.50	1,581.28	147,044.78
Young, G Dean	Fire Services	Firefighter	106,564.47	-	106,564.47
Young, Jane	Operations Support	Manager Citizen Contact Centres	115,631.17	33,761.96	149,393.13
Young, P Darren	Fire Services	Captain	101,919.49	600.00	102,519.49
Zatezalo, Tatjana	Human Resources	Manager Organizational Development	121,522.73	-	121,522.73
Zvaniga, Bruce	Transportation & Public Works	Director Transportation & Public Works	151,891.14	41,876.65	193,767.79

HALIFAX REGIONAL WATER COMMISSION

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Last Position Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Arora, Susheel	Wastewater and Stormwater Services	Director Wastewater / Stormwater Service	160,160.53	13,886.33	174,046.86
Avery, Dereck	Wastewater and Stormwater Services	Biosolids Coordinator	99,065.01	4,478.30	103,543.31
Bellemare, Patrick	Regulatory Services	Manager Safety and Security	115,421.26	7,013.48	122,434.74
Bellemare, Rochelle	Corporate Services	Manager Human Resources	101,977.51	5,224.79	107,202.30
Blouin, Tony	Regulatory Services	Manager Regulatory Compliance	111,605.64	1,895.51	113,501.15
Campbell, Reid	Water Services	Director Water Services	160,160.53	11,182.69	171,343.22
Campbell, James	Administration	Communications & Public Relations Coordinator	97,067.67	3,908.62	100,976.29
Connolly, Todd	Water Services	Works Supervisor II - Water Services	92,076.14	10,606.41	102,682.55
Eisnor, John	Water Services	Operations Engineer	111,388.97	2,143.74	113,532.71
Ellis, David	Engineering and Information Services	Manager Wastewater / Stormwater Infrastructure West / Central	118,111.19	1,577.41	119,688.60
Fahie, Christopher	Engineering and Information Services	Intermediate Project Engineer	104,521.97	1,610.86	106,132.83
Feener, Mark	Engineering and Information Services	Intermediate Project Engineer	98,391.36	3,003.91	101,395.27
Flinn, Peter	Water Services	Supervisor Water Plants	71,259.70	45,184.50	116,444.20
Geddes, Barry	Water Services	Watershed Manager	98,247.86	4,877.98	103,125.84
Gillis, Robert	Engineering and Information Services	Intermediate Project Engineer	105,423.68	2,057.32	107,481.00
Gorman, Thomas	Engineering and Information Services	Manager Water Infrastructure, Engineering	119,676.08	7,197.00	126,873.08
Gray, Kevin	Regulatory Services	Manager Engineering Approvals	116,399.59	4,438.41	120,838.00
Guppy, Ian	Engineering and Information Services	Manager Wastewater / Stormwater Infrastructure East	113,458.87	2,926.20	116,385.07
Hannam, James	Engineering and Information Services	Director Engineering & Information Services	170,895.51	13,504.41	184,399.92
Hiscock, David	Water Services	Superintendent Water Services	108,747.35	7,065.70	115,813.05
Isnor, Patricia	Regulatory Services	Intermediate Environmental Engineer	99,967.46	3,475.79	103,443.25
Knapp, Jeffrey	Engineering and Information Services	Manager Energy Efficiency	127,750.85	3,916.24	131,667.09
Levesque, Roger	Engineering and Information Services	Intermediate Project Engineer	95,413.68	6,220.73	101,634.41
Little, Cheryl	Corporate Services	Controller	117,146.61	5,546.26	122,692.87
Lloyd, Charles	Regulatory Services	Manager Environmental Engineering	113,578.77	4,230.98	117,809.75
MacDonald, Kenneth	Wastewater and Stormwater Services	Superintendent Wastewater Collections	114,682.73	5,951.54	120,634.27
MacDonald, Graham	Water Services	Superintendent Technical Services	74,624.07	29,415.23	104,039.30
MacKenzie, Kenda	Regulatory Services	Director Regulatory Services	127,245.81	3,880.65	131,126.46
MacNab, Andrew	Wastewater and Stormwater Services	Supervisor Wastewater Treatment Plant	103,072.15	6,055.64	109,127.79
MacNeil, Roderick	Wastewater and Stormwater Services	Superintendent Wastewater Treatment	128,588.75	9,623.14	138,211.89
MacNeil, Harold	Engineering and Information Services	Engineering Information Manager	105,283.46	6,536.47	111,819.93
Maynard, Peter	Engineering and Information Services	Intermediate Project Engineer	97,128.42	4,032.40	101,160.82
McMullin, Barry	Water Services	Superintendent Water Services	118,983.37	8,041.55	127,024.92
O'Toole, Catherine	Corporate Services	Director Corporate Services	172,950.88	14,057.02	187,007.90
Oxner, Garry	Water Services	Superintendent Water Treatment	115,556.71	5,453.48	121,010.19
Parsons, Sheldon	Wastewater and Stormwater Services	Superintendent Wastewater Collections	117,944.22	3,555.16	121,499.38
Patey, Danny	Wastewater and Stormwater Services	Superintendent Wastewater Collections	115,451.16	5,856.19	121,307.35
Patterson, Gerald	Wastewater and Stormwater Services	Senior Supervisor Wastewater Treatment Plant	110,051.66	6,106.57	116,158.23
Pillay, Dayalan	Engineering and Information Services	Information Services Manager	109,975.57	3,081.51	113,057.08
Reid, Richard	Wastewater and Stormwater Services	Superintendent Wastewater Treatment	132,697.34	3,275.38	135,972.72
Rice, Greg	Engineering and Information Services	Intermediate Project Engineer	106,951.72	7,151.29	114,103.01
Rowe, Shawn	Wastewater and Stormwater Services	Operations Engineer	103,407.24	3,574.89	106,982.13
Rowley, Eric	Corporate Services	Director Human Resources	111,908.27	5,790.07	117,698.34
Seguin, Robert	Water Services	Supervisor Technical Services	99,759.44	6,333.84	106,093.28
Spurr, James	Administration	Corporate Legal Counsel	135,146.62	5,249.86	140,396.48
Stevens, William	Water Services	Superintendent Technical Services	95,100.62	5,902.19	101,002.81
Thorne, Terry	Engineering and Information Services	Information Service Technical Coordinator	107,415.04	2,286.79	109,701.83
Waddell, Colin	Water Services	Supervisor Water Plants	94,450.48	8,114.21	102,564.69
White, Peter	Wastewater and Stormwater Services	Supervisor Fleet & Buildings	99,554.52	2,396.45	101,950.97
Williams, Valerie	Engineering and Information Services	Manager Asset Management	123,232.79	2,172.30	125,405.09
Winter, Philip	Wastewater and Stormwater Services	Supervisor Wastewater Treatment Plant	97,787.94	8,343.69	106,131.63
Yates, Carl	Administration	General Manager	216,495.11	21,072.40	237,567.51

HALIFAX REGIONAL LIBRARY BOARD

Statement of Compensation

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

Year ended March 31, 2016

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary / Wages (\$)	Other Benefits (\$)	Total (\$)
Barry, Margaret	Administration	Director Finance	121,314.43	1,089.79	122,404.22
Gorman, Bruce	Halifax Central Library	Director Central Library	124,466.50	-	124,466.50
Kachan, Åsa	Administration	Chief Executive Officer	165,853.35	-	165,853.35
MacPherson, J. Duncan	Information Technology	Director Information Technology & Collection Management	117,127.33	-	117,127.33
Maddigan, Cathy	Administration	Director Human Resources	124,466.49	250.00	124,716.49
Peverill, Kathleen	Branch Services	Director Community and Branch Services	119,845.13	-	119,845.13
Saulnier, Paula	Administration	Director Planning & Development	68,096.48	59,873.08	127,969.56

HALIFAX REGIONAL MUNICIPALITY

Notes to Statement of Compensation

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

Year ended March 31, 2016

1. Basis of Reporting

This Statement of Compensation has been prepared by the Halifax Regional Municipality (the "Municipality"), a public sector body, to disclose to the public the amount of compensation the Municipality pays, directly or indirectly, to any person of \$100,000 or more in a fiscal year, pursuant to Section 54A of the Halifax Regional Municipality Charter and the Municipality Administrative Order 2015-006 the Salary Disclosure Administrative Order (the "Administrative Order").

The Administrative Order applies to any compensation paid to a person, directly or indirectly, who is a member of the Council of the Municipality or who is in an employment or contractor relationship with any Municipal Body (meaning the Municipality and any agency board, commission or corporation to which the Council may appoint the majority of the members). The Administrative Order has listed the following Municipal Bodies to which compensation disclosure applies: the Municipality, Halifax Regional Library Board and Halifax Regional Water Commission.

Significant interpretations regarding the basis of reporting include:

An employee is considered to be anyone to whom the Municipal Body issues a T4 or T4A slip and also includes independent contractors or consultants that are sole proprietors or incorporated individuals.

2. Basis of Accounting

Section 3(b) of the Administrative Order defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing:

- i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts;
- ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans;
- iii) long-term incentive plan earnings and payouts;
- iv) the value of the benefit derived from vehicles or allowances with respect to vehicles;
- v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation;
- vi) payments made for exceptional benefits not provided to the majority of employees; and
- vii) payments made for members in recreational clubs or organizations.

Significant interpretations regarding the basis of accounting include:

Salary is defined as regular salary and wages, including acting pay and overtime, paid in the fiscal year. "Regular" is interpreted in the context of the individual's classification or position and normal work schedule or as specifically determined by a collective agreement applicable to the individual.

Other benefits includes all other elements of compensation, excluding 'salary' as defined above.

3. Significant accounting policy:

Compensation:

Compensation is determined in accordance with Section 3(b) of the Administrative Order and is recognized on a cash basis. In 2015/16, there were 27 bi-weekly pays received by employees.