

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

## **HALIFAX REGIONAL MUNICIPALITY**

Year ended March 31, 2024

# HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year Ended March 31, 2024

<b>Contents</b>	<b>Page</b>
Halifax Regional Municipality	3
Halifax Public Library	23
Halifax Regional Water Commission	24
Notes	26

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
ABBOTT, BLAINE	IT	ITSM Process Coordinator	101,858.65	140.27	101,998.92
ADAMS, KENNETH	Transit	Fleet Supervisor	109,844.31	281.76	110,126.07
ADAMS, MITCHEL	Transit	Conventional Transit Operator	115,214.33	1,142.13	116,356.46
ADAMSKI, PETER	Police	Police Constable	112,984.40	3,956.78	116,941.18
ADEKAYODE, RAYMOND	Fire	Firefighter Engineer	141,158.51	256.76	141,415.27
AIREY, DARREN	Fire	Firefighter	114,293.56	256.78	114,550.34
AKPOKIGHE, WISDOM	Public Works	Project Manager	104,344.03	71.16	104,415.19
ALBRECHT, CHRISTIAN	Police	Police Constable	119,392.31	3,119.70	122,512.01
ALLEN, PAUL	Police	Police Constable	107,098.57	-	107,098.57
ALLISON, ERIN	Transit	Supervisor Transit Infrastructure	100,344.42	236.77	100,581.19
AMARAL, CRISTINA	Fire	Firefighter	107,843.61	256.79	108,100.40
AMUKU, BUKU	Transit	Conventional Transit Operator	102,243.09	1,061.60	103,304.69
ANDERSON, MICHAEL	Police	Police Constable	138,393.22	2,967.06	141,360.28
ANDREWS, PETER	Fire	Deputy Chief Director - Operations	181,278.20	1,204.65	182,482.85
ANGELIDIS, CHRISTINE	Police	Police Constable	117,329.24	356.77	117,686.01
ANGUIISH, BRADLEY	Public Works	Executive Director Public Works & Chief	258,388.97	3,928.71	262,317.68
ANSTEY, TYLER	Police	Police Constable	134,752.43	11,168.90	145,921.33
APESTIGUY, KATE	Human Resources	Respectful Workplace Specialist	102,153.65	494.08	102,647.73
APTT, PHILIP	Police	Police Constable	127,788.55	1,956.77	129,745.32
ARAB, ROBERT	Police	Police Constable	112,208.61	1,956.77	114,165.38
ARCHIBALD, DEBRA	Fire	Captain	179,054.43	386.03	179,440.46
ARMSTRONG, BRETT	Police	Police Constable	144,247.84	4,954.42	149,202.26
ARSENAULT, DERRICK	Planning & Development	Housing and Small Buildings 2	102,858.76	431.74	103,290.50
ARSENAULT, SHAWN	Police	Police Constable	115,908.89	1,956.78	117,865.67
ARSENAULT, THOMAS	Fire	Firefighter Engineer	120,736.23	256.77	120,993.00
ARSENEAU, JEAN-SIMON	Police	Police Constable	119,412.80	6,394.10	125,806.90
ASH, LENNY	Police	Police Constable	128,232.34	25,397.28	153,629.62
ASH, LILLIAN	Community Safety	Director, Programming & Partnerships	109,327.73	56.79	109,384.52
ASH, WAYNE	Fire	Captain	157,305.19	256.76	157,561.95
ASTEPHEN, PERRY	Police	Sergeant	193,935.00	2,856.77	196,791.77
ATCHLEY, CHAD	Transit	Conventional Transit Operator	107,844.69	1,879.95	109,724.64
ATKINS, HAYDN	Fire	Mechanic EVT	136,481.96	256.78	136,738.74
ATWELL, ROBYN	Police	Sergeant	166,443.02	29,131.04	195,574.06
AUDAS, SEAN	Planning & Development	Manager Land Dev & Subdivision Program	115,396.87	592.17	115,989.04
AUDET, BEVERLEY	Public Works	Director Infrastructure Maintenance & Op	166,936.10	223.78	167,159.88
AULAKH, SINGH	Transit	Conventional Transit Operator	100,322.17	713.19	101,035.36
AUSTIN, JOSEPH	Transit	Fleet Supervisor	118,097.25	296.43	118,393.68
AUSTIN, SAM	CAO	Councillor	103,300.46	-	103,300.46
AXFORD, DANIEL	Fire	Firefighter	108,304.34	256.77	108,561.11
AYOTTE, JULIEN	Police	Police Constable	161,361.56	3,089.87	164,451.43
BACAY, ARNEL	IT	System Administrator II	102,755.45	98.53	102,853.98
BAIRD, ROBERT	Police	Police Constable	125,725.14	8,036.34	133,761.48
BAISLY, DANIEL	Fire	Firefighter	118,643.07	256.77	118,899.84
BAKER, SCOTT	Fire	Firefighter	112,045.36	256.77	112,302.13
BAKER, TREVOR	IT	Manager Enterprise Services & Infra	121,036.45	56.78	121,093.23
BALCOM, ANGELA	Police	Police Constable	138,688.87	4,456.77	143,145.64
BANFIELD, SAMANTHA	Police	Police Constable	128,312.94	9,387.14	137,700.08
BANKS, COREY	Fire	Div. Chief - Medical, Research & Quality	148,215.33	51.37	148,266.70
BARBATI, JOE	Fire	Captain	153,007.21	256.76	153,263.97
BARKER, RYAN	Transit	Mechanic	105,637.75	356.77	105,994.52
BARNA, FERENC	Police	Sergeant	206,192.82	2,356.76	208,549.58
BARR, KRISTOPHER	Police	Sergeant	132,146.93	2,356.77	134,503.70
BARRETT, CHRISTOPHER	Fire	Firefighter	109,765.54	256.76	110,022.30
BASTOW, BARRY	Fire	Platoon Captain	141,086.05	256.75	141,342.80
BATES, JAMIE	IT	Application Administrator	108,270.80	123.56	108,394.36
BATES, JOSHUA	Legal & Legislative Services	Policing Policy Strategist	102,432.95	6.85	102,439.80
BEALS, CORTONIO	Fire	Deputy Chief-Comm Risk Red, Prof Dev&Log	179,465.74	1,977.26	181,443.00
BEATON, ANDREW	Police	Police Constable	120,303.26	4,058.51	124,361.77
BEER, JONATHAN	Police	Police Constable	139,367.02	3,463.80	142,830.82
BELL, TERRA	Police	Police Constable	126,086.31	8,085.08	134,171.39
BENJAMIN, BRAD	Police	Police Constable	118,208.24	4,941.97	123,150.21
BENNETT, COREY	Fire	Firefighter	110,905.79	256.77	111,162.56
BENNETT, JAMES	Police	Police Constable	110,614.30	3,956.78	114,571.08

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
BENNETT, JEFFREY	Police	Police Constable	123,891.96	10,404.10	134,296.06
BERGMAN, COREY	Police	Police Constable	99,675.94	356.78	100,032.72
BERUBE, DANNY	Police	Sergeant	134,865.03	4,155.46	139,020.49
BEST, JOSHUA	Police	Police Constable	101,703.98	5,444.78	107,148.76
BHULLAR, BHUPINDER	Transit	Access-A-Bus Operator	102,421.56	438.69	102,860.25
BITAR, MICHEL	Transit	Conventional Transit Operator	103,226.92	1,500.07	104,726.99
BLACKWOOD, GERALD	Finance & Asset Management	Executive Director Finance&Asset Mgmt/CF	221,698.08	4,341.49	226,039.57
BLAIKIE, ROBERT	Police	Police Constable F.B.P.	110,614.30	356.78	110,971.08
BLAKE, KENNETH	Police	Police Constable	113,066.18	4,456.77	117,522.95
BLANCHARD, JUSTIN	Police	Police Constable	110,614.30	356.78	110,971.08
BLANCHARD, SYLVIE	IT	Database Administrator	112,447.31	98.49	112,545.80
BLISSETT, ASHLEY	Planning & Development	Manager Development Engineering Program	118,865.13	374.06	119,239.19
BLOUIN, MATTHEW	Fire	Firefighter	109,692.58	256.76	109,949.34
BLUNDON, SHAUNA	Property, Fleet & Environment	Project Manager	100,343.37	140.28	100,483.65
BOENES, JENNY	Property, Fleet & Environment	Coordinator Property, Fleet & Environme	98,757.97	1,666.58	100,424.55
BOIES, AMANDA	Fire	Firefighter	112,161.24	256.76	112,418.00
BOLCH, WILLIAM	Property, Fleet & Environment	Superintendent Municipal Fleet	103,250.66	81.82	103,332.48
BOON, DAVID	Police	Divisional Commander Crim Investigations	154,686.90	1,756.78	156,443.68
BOTTOMLEY, ELSWORTH	Transit	Conventional Transit Operator	99,826.17	695.15	100,521.32
BOUDREAU, GILLES	Police	Sergeant	155,817.39	21,408.33	177,225.72
BOULAY, ALEXANDRE	Fire	Firefighter	129,783.54	256.77	130,040.31
BOURDAGES, PIERRE	Police	Staff Sergeant	175,258.65	6,102.32	181,360.97
BOURQUE, MARK	IT	IT Security Analyst	107,386.84	140.27	107,527.11
BOUTILIER, ADAM	Fire	Firefighter	109,073.46	256.78	109,330.24
BOUTILIER, JOSEPH	Police	Police Constable F.B.P.	116,747.33	7,983.32	124,730.65
BOUTILIER, MICHAEL	Fire	Firefighter Engineer	138,119.14	256.77	138,375.91
BOWES, ADAM	Fire	Captain	171,055.65	256.77	171,312.42
BOWSER, JOHN	Fire	Training Officer	182,034.50	256.76	182,291.26
BOWSER, MICHAEL	Fire	Firefighter Engineer	115,211.55	256.77	115,468.32
BOYD, LAWRENCE	Police	Superintendent Patrol	168,090.32	1,656.77	169,747.09
BOYER, TALBOT	Fire	Firefighter	102,412.96	405.22	102,818.18
BRACKETT, JOSHUA	Fire	Firefighter Engineer	126,997.21	256.77	127,253.98
BRADLEY, KRISTEN	Police	Police Constable	123,445.90	1,956.78	125,402.68
BRANCH, ASHLEY	Fire	Firefighter Engineer	121,888.36	256.77	122,145.13
BRENNAN, JUSTIN	Police	Police Constable F.B.P.	113,987.27	356.78	114,344.05
BREWER, COREY	Police	Police Constable	117,525.15	356.78	117,881.93
BREWER, JOEL	Fire	Firefighter Engineer	116,340.92	256.77	116,597.69
BREWER, NATHAN	Police	Police Constable	128,941.83	356.77	129,298.60
BRIAND, MATTHEW	Transit	Fleet Supervisor	100,639.34	376.78	101,016.12
BRIAND, MICHAEL	Transit	Conventional Transit Operator	100,799.85	861.37	101,661.22
BRISCOMBE, MARK	IT	System Administrator II	108,422.81	98.52	108,521.33
BROOKS, BROCK	Police	Police Constable	124,152.54	2,538.12	126,690.66
BROOM, LEE	Transit	Access-A-Bus Operator	108,309.12	238.69	108,547.81
BROWN, ANDREW	IT	Application Administrator	116,916.14	81.82	116,997.96
BROWN, DOUGLAS	Police	Emerg. Response Communicator Supervisor	101,398.84	2,556.77	103,955.61
BROWN, JAY	Fire	Captain	182,972.78	256.75	183,229.53
BROWN, JEFF	Fire	Firefighter Engineer	117,780.23	256.78	118,037.01
BROWN, KAREN	Legal & Legislative Services	Solicitor Services 1	174,055.19	2,873.63	176,928.82
BROWN, RUSSELL	Fire	Firefighter Engineer	126,695.35	256.77	126,952.12
BROWN, WILLIAM (BJ)	Fire	Firefighter	117,872.70	256.78	118,129.48
BROWNHILL, DEVON	Fire	Firefighter	108,586.13	256.79	108,842.92
BRUCE, CHARLES	Police	Police Constable F.B.P.	212,873.24	62,194.17	275,067.41
BUELL, DONALD	Police	Police Constable	144,025.68	4,695.72	148,721.40
BUNDY, KEIVA	Fire	Firefighter Engineer	113,168.97	-	113,168.97
BURGESS, MARK	Fire	Division Chief Technology & Innovation	155,362.65	140.27	155,502.92
BURHOE, NORA	Police	Emergency Response Communicator	102,782.64	2,056.78	104,839.42
BURKE, STEPHEN	Transit	Conventional Transit Operator	104,910.21	820.35	105,730.56
BURKE, TAYLOR	Fire	Firefighter	111,767.20	256.78	112,023.98
BURNS, HUGH	Transit	Superintendent Transit Fleet	113,988.61	348.51	114,337.12
BURNSIDE, SHONA	Police	Emergency Response Communicator	118,946.67	56.78	119,003.45
BURRIDGE, HANNAH	Police	Police Constable	116,433.95	785.50	117,219.45
BURT, ROSS	Police	Staff Sergeant	182,938.34	2,856.77	185,795.11
BURTON, COLIN	Public Works	Mgr Transportation Infrastructure Mgt	116,713.90	3,380.15	120,094.05

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
BURTON, MICHAEL	Fire	Captain	105,759.90	-	105,759.90
BUSSEY, STEPHEN	Fire	Captain	214,516.65	256.77	214,773.42
BUTLER, ANDRÉ	Fire	Captain	131,101.30	256.77	131,358.07
BUTLER, KENDRA	Fire	Firefighter	116,960.75	256.76	117,217.51
CADIEUX, PIERRE-PAUL	Police	Police Constable	136,744.59	9,562.50	146,307.09
CADO, LAZAR	Police	Police Constable	106,250.32	4,462.07	110,712.39
CAIN, ADRIAN	Transit	Conventional Transit Operator	101,557.58	624.96	102,182.54
CAIN, DANIEL	Fire	Firefighter Engineer	114,234.53	256.77	114,491.30
CALDWELL, HEATHER	IT	Coordinator	103,984.84	56.78	104,041.62
CALDWELL, ROBERT	Fire	Firefighter	128,772.48	256.77	129,029.25
CAMERON, ADAM	Fire	Firefighter	109,385.64	311.78	109,697.42
CAMERON, JAMES	Transit	Conventional Transit Operator	101,504.18	575.95	102,080.13
CAMERON, KRISTA	Public Works	Design Engineer	100,668.71	14.85	100,683.56
CAMP, CHRISTOPHER	Fire	Fire Prevention Officer	154,988.26	606.77	155,595.03
CAMPBELL, JEFFREY	Fire	Firefighter	119,341.18	256.77	119,597.95
CAMPBELL, JOEL	Fire	Captain	131,642.12	256.76	131,898.88
CAMPBELL, LEO	Police	Police Constable	115,035.88	6,072.49	121,108.37
CAMPBELL, LIAM	Police	Police Constable	175,150.21	5,219.07	180,369.28
CANE, JASON	Fire	Firefighter Engineer	114,965.29	256.77	115,222.06
CANNING, R. BRAD	Fire	Firefighter Engineer	136,392.56	256.77	136,649.33
CANTFELL, BRIAN	Police	Police Constable	115,137.70	1,956.77	117,094.47
CARLISLE, JEFFREY	Police	Sergeant	170,962.20	2,856.77	173,818.97
CARMICHAEL, DAVID	Fire	Platoon Captain	174,796.64	256.77	175,053.41
CARMICHAEL, GARLAND	Police	Sergeant	153,363.22	2,940.27	156,303.49
CARPENTER, JOSIAH	Police	Police Constable	114,174.70	23,889.24	138,063.94
CARROLL, ERICA	Fire	Fire Prevention Officer	135,051.07	256.76	135,307.83
CARTER, DYLAN	Police	Police Constable	115,181.51	338.03	115,519.54
CARTER, MICHAEL	Police	Sergeant	135,002.19	3,842.28	138,844.47
CARTER, SARA	Police	Police Constable	140,308.27	7,785.59	148,093.86
CARVER, SHAWN	Police	Police Constable F.B.P.	161,071.69	5,426.70	166,498.39
CARVERY, SHAUN	Police	Police Constable	111,282.67	8,458.33	119,741.00
CASAS LOPEZ, LUIS	IT	Network Administrator II	126,277.99	1,768.32	128,046.31
CHALMERS, TRAVIS	Fire	Firefighter	123,573.46	256.77	123,830.23
CHAMBERS, DAVID	Police	Police Constable F.B.P.	168,254.62	356.77	168,611.39
CHAMBERS, KIMBERLEY	Police	Police Constable	100,753.21	56.78	100,809.99
CHAMBERS-SPRIGGS, TANYA	Police	Staff Sergeant	158,500.79	3,956.77	162,457.56
CHANG, MATTHEW	Fire	Firefighter Engineer	108,365.47	256.78	108,622.25
CHAPMAN, JANIS	Police	Sergeant	129,121.17	3,023.44	132,144.61
CHAPPEL, CHERYL	Transit	Manager Programs & Engagement	103,017.32	1,837.20	104,854.52
CHARLES, CHRISTOPHER	Fire	FFAP Coordinator	114,201.38	256.77	114,458.15
CHAULK, RON	Police	Police Constable	127,651.29	1,203.65	128,854.94
CHAUVIN, MAXIM	Community Safety	Director, Housing and Homelessness	140,842.13	830.31	141,672.44
CHEDIAC, MONIER	Police	Staff Sergeant	147,897.52	3,956.77	151,854.29
CHEESEMAN, MICHAEL	Police	Sergeant	152,129.94	2,839.08	154,969.02
CHESTNEY, JORDAN	Police	Police Constable	127,612.14	356.77	127,968.91
CHHABRA, GURMINDER (MARK)	Police	Police Constable	114,819.32	16,217.96	131,037.28
CHICARELLA, CHRISTOPHER	Police	Police Constable	114,077.52	11,177.60	125,255.12
CHISHOLM, DIANE	Property, Fleet & Environment	Director Municipal Facilities Maint & Op	136,873.08	56.77	136,929.85
CHOWDHURY, HUSNOOR	Public Works	Design Engineer	100,597.28	1,054.15	101,651.43
CHRISTIE, SALLY	CAO	Chief of Staff-CAO	155,483.27	56.78	155,540.05
CHRISTOFF, AMANDA	Fire	Firefighter	108,606.64	245.76	108,852.40
CLARK, PAUL M	Fire	Captain	176,334.68	256.76	176,591.44
CLARKE, FALLON	Police	Police Constable F.B.P.	125,377.56	9,584.41	134,961.97
CLARKE, JEFFERY	Fire	Captain	154,654.08	356.77	155,010.85
CLARKE, JEFFREY	Police	Divisional Commander Central Patrol	152,565.42	1,656.77	154,222.19
CLARKE, JENNIFER	Police	Police Constable	123,727.38	5,247.45	128,974.83
CLARKE, RITA	Human Resources	Employee Engagement Specialist	100,456.18	3,360.60	103,816.78
CLARKE, RYAN	Police	Police Constable	128,054.81	2,228.01	130,282.82
CLEARY, TIMOTHY	Fire	Firefighter Engineer	115,878.44	256.77	116,135.21
CLOTHIER, TERRANCE	Transit	FerryCapt	150,953.10	1,741.51	152,694.61
CLOWATER, DAVID	Police	Police Constable	125,365.77	1,956.78	127,322.55
CLUETT, ANDREW	Fire	Firefighter	128,204.11	256.77	128,460.88
CLYKE, BOBBY	Police	Sergeant	156,746.90	5,873.75	162,620.65

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
COBB-LEWIS, TANYA	Finance & Asset Management	Manager Payroll	114,314.58	2,662.69	116,977.27
COLLETT, CATHERINE	CAO	Senior Policy Advisor	100,500.56	56.77	100,557.33
COLLINS, PATRICK	Fire	BA Technician	110,680.03	208.51	110,888.54
COLMAN-SADD, EVANGELINE	Office of the Auditor General	Municipal Auditor General	111,919.05	791.98	112,596.24
COLVILLE, JASON	Transit	Access-A-Bus Operator	100,828.11	265.37	101,093.48
COMER, BILLY	Parks & Recreation	Manager, Events	103,651.53	56.77	103,708.30
CONNELL, MATTHEW	IT	Application Administrator	113,870.07	123.57	113,993.64
CONNOLLY, MARCIA	Property, Fleet & Environment	Manager Leasing and Tenant Services	115,919.05	56.78	115,975.83
CONNORS, BRADLEY	Fire	District Chief	193,006.81	140.27	193,147.08
CONNORS, MICHAEL	Planning & Development	Manager Strategic Trans Planning Prog	120,271.16	374.08	120,645.24
CONNORS, TIMOTHY	Fire	Firefighter	114,841.86	256.77	115,098.63
CONRAD, ANDREW	Fire	Firefighter Engineer	117,065.13	256.77	117,321.90
CONRAD, ANDREW	Police	Police Constable	101,606.23	2,356.78	103,963.01
CONRAD, CRAIG	Police	Police Constable F.B.P.	143,374.80	356.76	143,731.56
CONRAD, CRYSTAL	Transit	Fleet Supervisor	112,942.95	358.52	113,301.47
CONRAD, PATRICK	Fire	Captain	155,595.33	256.77	155,852.10
CONRAD, RYAN	Fire	Firefighter Engineer	114,080.27	256.77	114,337.04
CONRAD, STEPHEN	Fire	Firefighter	118,253.59	286.61	118,540.20
CONRAD, SUSAN	Police	Police Constable	120,706.17	356.77	121,062.94
CONRAD, VINCENT	Fire	Division Chief - Training	148,384.08	56.78	148,440.86
COOK, HUGHIE	IT	System Administrator II	105,005.35	98.52	105,103.87
COOKE, JAMES	Police	Police Constable	146,070.60	1,956.77	148,027.37
COOKE, WILLIAM	Police	Police Constable	128,054.80	2,356.78	130,411.58
COPELAND, JASON	Transit	Ferry Shore Engineer	109,302.53	341.78	109,644.31
CORCORAN, COREY	Police	Police Constable	115,395.98	9,582.68	124,978.66
CORKUM, KEVIN	Fire	Captain	148,228.37	256.77	148,485.14
CORNICK, ADAM	Parks & Recreation	Superintendent Parks West	105,002.25	56.77	105,059.02
COVEY, MATT	Fire	Division Chief - Fire Prev & Pub Ed	154,481.68	223.76	154,705.44
COWPER, AARON	Fire	Captain	135,389.71	256.75	135,646.46
COX, STEPHEN	Police	Police Constable	123,834.43	6,040.08	129,874.51
CREASER, ANGELA	Human Resources	Total Rewards Specialist	106,263.65	1,060.82	107,324.47
CREEMER, HARRY	Fire	Captain	132,473.16	256.77	132,729.93
CROCKER, ROBIN	Fire	Firefighter Engineer	119,168.59	256.77	119,425.36
CROCKETT, ALLAN	Fire	Firefighter Engineer	125,762.66	256.77	126,019.43
CROFT, TONY	Police	Sergeant	122,192.49	29,506.77	151,699.26
CROMWELL, CHRISTOPHER	Fire	Firefighter	122,844.28	256.76	123,101.04
CROMWELL, LARRY	Police	Police Constable F.B.P.	113,857.19	4,231.23	118,088.42
CROOKS, MICHAEL	Fire	Captain	143,081.05	256.77	143,337.82
CROOKS, TRACEY	Fire	Firefighter Engineer	119,600.22	256.77	119,856.99
CROSS, BRIDGET	Police	Sergeant	133,184.49	8,308.25	141,492.74
CROSS, NATHAN	Police	Sergeant	173,044.76	18,743.46	191,788.22
CROSS, RICHARDO	Police	Police Constable	103,504.14	356.76	103,860.90
CROWELL, DALE	Fire	Captain	176,295.79	256.76	176,552.55
CROWELL, KATELYN	Police	Civilian Forensic Technician	140,496.06	1,056.76	141,552.82
CUMMING, CRYSTA	Public Works	Manager, Engineering Design	116,449.80	7,866.07	124,315.87
CURRIE, MARION	Community Safety	Manager Corporate Planning	120,629.52	56.77	120,686.29
CURRIE, SHAWN	Police	Police Constable	163,495.13	15,372.45	178,867.58
CURRIE, TAMMY	IT	Manager Client Services	105,631.61	549.65	106,181.26
CURRY, JAMES	Fire	Firefighter Engineer	115,145.27	256.77	115,402.04
DA ROS, GREGORY	IT	Manager Digital Services	110,785.85	2,310.18	113,096.03
DAHL, DARREN	Fire	Captain	187,193.00	256.77	187,449.77
DALY, LOGAN	Fire	Firefighter	111,786.65	256.78	112,043.43
DAVID, BENOIT	Fire	Captain	174,841.60	256.77	175,098.37
DAVID, IZAAK	Fire	Firefighter	101,500.88	597.10	102,097.98
DAVID, MERVIN	Transit	Manager Ferry Operations	109,525.92	56.79	109,582.71
DAVIS, CHRISTOPHER	Public Works	Manager, Right of Way Services	116,919.56	3,481.02	120,400.58
DAY, JAMES	Fire	Firefighter Engineer	157,866.79	400.46	158,267.25
DAY, JASON	Fire	Firefighter Engineer	123,832.42	256.75	124,089.17
DAY, MICHAEL	Police	Police Constable F.B.P.	112,207.17	356.77	112,563.94
DAY, PETER	Fire	Firefighter Engineer	111,843.34	256.78	112,100.12
DEAN, SHERRY	Fire	Assistant Chief	158,786.18	6,275.81	165,061.99
DEBAIE, JODY	Public Works	Trans Infra Mgmt Prgm Engineer	105,929.92	466.90	106,396.82
DELLE MONACHE, STEFANO	Fire	Firefighter	130,685.54	299.64	130,985.18

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
DELONG, CHRISTOPHER	Police	Police Constable	116,677.44	3,197.17	119,874.61
DEMPSEY, ALEXANDER	Fire	Firefighter	122,092.55	256.78	122,349.33
DENINE, MATTHEW	Police	Police Constable	120,895.65	5,901.09	126,796.74
DENNISON, ANDY	Fire	Firefighter	112,132.19	256.78	112,388.97
DENTY, KELLY	Planning & Development	Executive Director Planning and Developm	125,998.50	2,841.56	128,840.06
DESAULNIERS, JOSEPH D	Fire	Training Officer	119,081.53	256.78	119,338.31
DESMOND, JOSHUA	Police	Police Constable F.B.P.	110,428.06	16,404.99	126,833.05
DESROCHERS, ADAM	Fire	Firefighter	114,637.96	256.77	114,894.73
DESROCHERS, PAUL	Police	Police Constable F.B.P.	143,140.00	36,422.47	179,562.47
DETKHOFF, CORY	Fire	Firefighter	121,171.01	266.02	121,437.03
DETERS, AUREN	Fire	Captain	158,325.62	256.77	158,582.39
DEVEAU, TYLER	Fire	Firefighter Engineer	120,515.15	256.77	120,771.92
DEWAR, SYM	Police	Police Constable	146,411.73	15,205.70	161,617.43
DEYOUNG, JEFFREY	Fire	Firefighter Engineer	121,103.58	256.76	121,360.34
DICKSON, NICHOLAS	Police	Surveillance Technician	111,060.75	3,656.77	114,717.52
DICKSON, TRACEY	Public Works	Coordinator Director's Office	108,608.78	1,612.77	110,221.55
DION, KELVIN	Fire	Captain	139,076.59	256.75	139,333.34
DIXON, DAVID	Fire	Firefighter Engineer	116,902.88	256.78	117,159.66
DOBIE, LESLIE	Fire	Firefighter	117,443.90	256.77	117,700.67
DOD, HARJOT	Finance & Asset Management	Senior Performance Analyst	101,644.73	98.52	101,743.25
DODGE, DANA	Transit	Fleet Supervisor	127,383.94	406.77	127,790.71
DODGE, DUANE	Fire	Captain	133,413.43	256.77	133,670.20
DOLOMONT, KENDA	Police	Emergency Response Communicator	104,534.76	56.79	104,591.55
DOMINIX, CORY	Fire	Captain	127,463.88	256.76	127,720.64
DONCASTER, NEVIN	Police	Police Constable	113,197.77	5,606.08	118,803.85
DONOVAN, HEATHER	Police	Emergency Response Communicator	106,681.97	56.78	106,738.75
DOOKS-FAHIE, MICHELLE	Police	Sergeant	149,799.85	356.77	150,156.62
DORAN, CHAD	Police	Emerg. Response Communicator Supervisor	112,775.88	140.27	112,916.15
DOREY, CLIFFORD	Transit	Mechanic	108,192.84	501.77	108,694.61
DOREY, MICHAEL	Fire	Captain	133,426.57	256.77	133,683.34
DOUCET, SHAWN	Fire	Firefighter Engineer	110,480.74	256.77	110,737.51
DOUCETTE, CHAD	Fire	Firefighter	108,343.47	256.78	108,600.25
DOUCETTE, KEVIN	Police	Police Constable	136,961.78	1,356.78	138,318.56
DOUGHTY, IAN	Transit	Conventional Transit Operator	103,893.07	751.94	104,645.01
DOWDING, JUSTIN	Fire	Captain	130,530.35	256.77	130,787.12
DOWLING, JEFFREY	Fire	Firefighter	111,259.88	382.04	111,641.92
DOYLE, COLM	Fire	Firefighter	110,812.30	256.78	111,069.08
DOYLE, JOEL	Fire	Captain	148,675.50	256.77	148,932.27
DOYLE, MARK	Police	Police Constable	124,247.41	1,956.77	126,204.18
DROVER, JEFF	Finance & Asset Management	Financial Business Partner	100,099.50	3,057.03	103,156.53
DRYSDALE, CLAYTON	Fire	Captain	124,977.45	256.76	125,234.21
DRYSDALE, SARA	Fire	Firefighter	109,813.30	256.76	110,070.06
DUGANDZIC, PHILIP	Property, Fleet & Environment	Director Corp Facility Design&Construct	140,025.90	374.07	140,399.97
DUNBRACK, PATRICIA	Fire	Captain	105,285.09	10,462.75	115,747.84
DUNCAN, PETER	Planning & Development	Director Infrastructure Planning	163,771.89	374.06	164,145.95
DUNFEE, BRENDAN JR.	Fire	Firefighter Engineer	113,964.33	262.53	114,226.86
DUQUET-PERRON, OLIVIER	Police	Police Constable F.B.P.	118,647.07	1,759.43	120,406.50
DURLING, CRAIG	Police	Police Constable	125,229.71	356.77	125,586.48
DURRANT, JEAN	Police	Emergency Response Communicator	112,718.23	2,056.76	114,774.99
EAGLESTONE, BEN	Fire	Firefighter Engineer	119,683.09	256.77	119,939.86
EDANO, ABELINO	Transit	Conventional Transit Operator	102,876.80	719.09	103,595.89
EDWARDS, AMY	Police	Police Constable	119,868.48	1,956.78	121,825.26
EDWARDS, JONATHAN	Police	Police Constable	158,940.74	356.78	159,297.52
EDWARDS, PAUL	Fire	Captain	140,861.03	256.76	141,117.79
EDWARDS, SCOTT	Fire	Firefighter Engineer	125,256.17	256.77	125,512.94
EISAN, JOHN GRANT	Fire	Firefighter	115,263.59	256.77	115,520.36
EISAN, WENDELL	Fire	Inventory Equipment Technician	113,985.19	256.77	114,241.96
EKE-AGU, NANCY	IT	Project Manager IT	78,642.64	24,026.43	102,669.07
EL SHAIR, AHMED	Police	Police Constable	118,433.55	20,787.83	139,221.38
EL-DIRI, EDDY	Police	Police Constable	107,922.77	1,956.76	109,879.53
ELLIOTT, GEOFFREY	Fire	Firefighter	149,332.91	256.78	149,589.69
ENGELS, RYAN	Fire	Captain	155,549.06	256.77	155,805.83
ESPESETH, DAVID	Transit	Supervisor Transit Planning	114,216.17	56.77	114,272.94

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
ETTINGER, ANGELA	Human Resources	Manager Employee Relations	110,338.07	914.41	111,252.48
EVERETT, JULIEANNE	IT	Manager Project Management Office	115,369.18	56.77	115,425.95
EVERSON, MICHELLE	Police	Police Constable	111,363.41	356.78	111,720.19
FAIRBAIRN, NICHOLAS	Police	Police Constable	102,013.79	3,118.37	105,132.16
FAIRBAIRN, SCOTT	Police	Police Constable	250,274.99	32,241.33	282,516.32
FAIRBAIRN, STEVEN	Police	Constable	168,290.65	29,330.76	197,621.41
FALL, JOHN	Fire	Firefighter	151,902.84	315.00	152,217.84
FALLON, CLINTON	Transit	Conventional Transit Operator	99,177.73	863.47	100,041.20
FARMER, ROB	IT	ERP Business Lead	101,369.72	182.00	101,551.72
FARR, JACOB	Police	Police Constable	110,614.30	356.78	110,971.08
FARRELL, KEEGAN	Fire	Firefighter	108,313.98	256.78	108,570.76
FAWCETT, JOHN	Public Works	Project Manager	112,676.34	56.79	112,733.13
FELTMATE, JORDAN	Police	Police Constable	140,004.55	4,541.55	144,546.10
FENERTY, DANIEL JAMES	Fire	Firefighter	107,993.35	256.78	108,250.13
FENNER, STEPHEN	Fire	Firefighter Engineer	116,306.12	256.77	116,562.89
FERGUSON, DAVID	Fire	Firefighter	109,481.26	256.78	109,738.04
FERGUSON, JOHN	Fire	Captain	149,463.49	256.75	149,720.24
FERGUSON, TODD	Fire	Firefighter Engineer	127,445.98	256.76	127,702.74
FERNANDEZ MARTINEZ, VICTORIA	Planning & Development	Program Engineer	105,028.62	1,758.88	106,787.50
FILLMORE, ALEXANDER	Fire	Firefighter	110,455.34	304.29	110,759.63
FILLMORE, FIONA	Finance & Asset Management	Senior Financial Consultant	109,595.97	2,278.07	111,874.04
FISH, DEREK	Police	Police Constable	110,614.30	2,356.78	112,971.08
FITZGERALD, MARCHETA	Fire	Division Captain Logistics	162,363.59	340.26	162,703.85
FITZGERALD, TIM	Transit	Conventional Transit Operator	115,993.54	753.20	116,746.74
FLECK, ERICA	Community Safety	Director of Emergency Management	194,676.07	56.77	194,732.84
FLECKNEY, BRIAN	Fire	Captain	136,232.33	256.76	136,489.09
FLECKNEY, SAMANTHA	Fire	Firefighter	108,954.11	256.78	109,210.89
FLETCHER, DARRELL	Fire	Captain	137,602.60	-	137,602.60
FLINN, PAUL	Office of the Auditor General	Audit Director	119,411.84	1,334.26	120,746.10
FLYNN, JONATHAN	Police	Police Constable	110,614.30	356.78	110,971.08
FLYNN, PAULINE	Police	Police Constable	130,362.89	356.78	130,719.67
FLYNN, SHAWN	Police	Police Constable	147,443.01	5,497.61	152,940.62
FOGARTY, RYAN	Transit	Ferry Captain	104,693.11	326.77	105,019.88
FONG, REGAN	Police	Sergeant	39,210.79	64,296.35	103,507.14
FONG, RICHARD	Fire	Platoon Captain	131,676.25	256.77	131,933.02
FONTAINE, LEROY	Fire	Firefighter	111,755.42	256.79	112,012.21
FOOTE, ANDREW	Fire	Captain	141,056.21	256.75	141,312.96
FORAN, TODD	Fire	Firefighter Engineer	122,809.01	256.77	123,065.78
FORBES, TERRY	Fire	Firefighter	111,580.79	256.78	111,837.57
FORD, COREY	Fire	Firefighter	109,803.22	256.78	110,060.00
FORD, HEATHER	Police	Police Constable	120,473.72	4,024.78	124,498.50
FORHAN, JILLIAN	Police	Police Constable F.B.P.	119,135.66	356.78	119,492.44
FORREST, JASON	Police	Police Constable	125,444.25	1,956.78	127,401.03
FOSHAY, NICHOLAS	Fire	Firefighter	152,640.84	316.08	152,956.92
FOSTER, JEFFREY	Police	Police Constable	105,015.29	2,356.77	107,372.06
FOURNIER, THOMAS	Police	Police Constable	159,026.75	4,902.81	163,929.56
FOX, DORIS	Planning & Development	Business Transformation Specialist	100,247.88	56.78	100,304.66
FOX, ROBERT	Police	Staff Sergeant	125,853.90	3,627.10	129,481.00
FRALICK, MALACHI	Fire	Firefighter	110,096.85	374.20	110,471.05
FRANCIS, BLAKE	Fire	Firefighter	112,656.46	284.02	112,940.48
FRASER, ERNEST	Fire	Firefighter Engineer	114,587.72	256.77	114,844.49
FRASER, JAMES	Fire	Firefighter Engineer	114,199.37	256.77	114,456.14
FRASER, RODNEY	Police	Police Constable	124,512.51	356.76	124,869.27
FREEMAN, DANIEL	Finance & Asset Management	Senior Financial Consultant	102,471.17	1,167.43	103,638.60
FRONZI, FABRISIO	Transit	Access-A-Bus Operator	129,935.54	266.78	130,202.32
FULTON, JOSEPH	Fire	Captain	183,359.13	256.77	183,615.90
FURLONG, ROBERT	Police	Police Constable	118,736.43	356.78	119,093.21
GAGNON, KEVIN	Fire	Firefighter Engineer	142,667.57	256.77	142,924.34
GAGNON, NICOLAS	Police	Police Constable	119,440.00	1,521.23	120,961.23
GALLAGHER, ALEX	IT	GIS System Analyst	100,051.09	262.55	100,313.64
GALLAGHER, KEVIN	Fire	Captain	139,062.75	256.75	139,319.50
GALLANT, STEPHANIE	Police	Police Constable	129,934.78	356.77	130,291.55
GALLIVAN, DANIEL	Fire	Storeperson	103,331.19	256.78	103,587.97



# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
GALLIVAN, DAVID	Police	Police Constable	112,521.35	556.78	113,078.13
GALVIN, DOMINIQUE	Fire	Captain	119,208.25	295.63	119,503.88
GAMMON, JAMES	Transit	Access-A-Bus Operator	124,771.41	527.94	125,299.35
GANNON, DWAYNE	Fire	Firefighter Engineer	115,965.77	256.77	116,222.54
GARBER, GEOFF	Fire	District Chief	140,695.25	256.77	140,952.02
GARLAND, JAKE	Fire	Firefighter	167,921.58	256.77	168,178.35
GARRETT, SEAN	Parks & Recreation	Supervisor Sportsfields	100,075.45	56.77	100,132.22
GARRISON, TIMOTHY	Fire	Captain	126,299.21	256.76	126,555.97
GARRY, CLAUDE	Fire	Captain	149,507.29	256.76	149,764.05
GATES, COLLIN	Fire	Firefighter	115,052.73	256.77	115,309.50
GATES, JAMES	Fire	Platoon Captain	234,527.07	256.77	234,783.84
GAUDET, CHRISTOPHER	Fire	Captain	175,019.97	256.77	175,276.74
GAUDET, GARY	Fire	Firefighter Engineer	116,685.10	256.77	116,941.87
GAUDRY, AARON	Police	Sergeant	126,666.31	356.77	127,023.08
GEORGE, NICHOLAS	Fire	Firefighter	114,578.04	256.78	114,834.82
GERMAIN, JONATHAN	Police	Police Constable	123,331.09	5,391.28	128,722.37
GIBBONS, THOMAS	Police	Police Constable	114,965.40	1,997.60	116,963.00
GIBSON, BRADLEY	Fire	Firefighter	114,704.56	293.07	114,997.63
GIBSON, CAROLINE	Fire	Firefighter	109,906.04	256.78	110,162.82
GIBSON, CURTIS	Police	Police Constable	119,930.48	2,315.18	122,245.66
GIBSON, GREGORY	Fire	Firefighter Engineer	120,724.13	256.77	120,980.90
GIBSON, JULIE	Human Resources	Coordinator	110,855.00	56.75	110,911.75
GIBSON, MELANIE	Human Resources	Manager Labour Relations	116,355.68	507.71	116,863.39
GIDDENS, CHRISTOPHER	Legal & Legislative Services	Solicitor Services 2	167,087.25	4,951.17	172,038.42
GIFFIN, ANN	Police	Police Constable	114,714.33	356.78	115,071.11
GIFFIN, TAMMY	Police	Emergency Response Communicator	101,534.13	56.78	101,590.91
GILBERT, JORDAN	Police	Police Constable	119,825.32	1,956.78	121,782.10
GILBERT, RANDY	Public Works	Works Supervisor	99,698.13	348.92	100,047.05
GILLAM, CONOR	Police	Police Constable	94,567.49	9,473.21	104,040.70
GILLIS, GYLES	Police	Sergeant	141,820.96	440.27	142,261.23
GILLIS, KELLI	IT	SAP Functional Analyst	104,679.13	98.53	104,777.66
GILLIS, SCOTT	IT	System Administrator II	102,644.44	98.50	102,742.94
GILLIS, TRENA	Police	Police Constable	111,717.05	1,956.77	113,673.82
GILLIVAN, CLAIRE	Legal & Legislative Services	Solicitor Services 1	100,446.59	6,045.35	106,491.94
GINN, MICHAEL	Police	Emergency Response Communicator	102,288.51	56.78	102,345.29
GIRARD, ROBIN	Fire	Captain	130,590.76	256.77	130,847.53
GLENDENNING, STEPHANIE	Police	Police Constable	110,614.30	3,491.94	114,106.24
GLENNIE, ALEXANDER	Fire	Captain	171,533.08	256.75	171,789.83
GOLDSMITH, DAVID	Transit	Fleet Supervisor	118,741.50	306.77	119,048.27
GOLDSMITH, MADELEINE	Police	Executive Officer	110,614.30	356.77	110,971.07
GOODWIN, JUDSON	Police	Police Constable	118,998.30	2,780.22	121,778.52
GORDON, ANDREW	Police	Police Constable	116,642.69	356.78	116,999.47
GOUGH, ANDREW	Legal & Legislative Services	Solicitor III	136,186.15	5,854.27	142,040.42
GOUGH, MARK	CAO	Manager Public Affairs	122,279.22	56.79	122,336.01
GOULET, RICHARD	Transit	Access-A-Bus Operator	105,686.52	1,237.50	106,924.02
GRAHAM, AARON	Fire	Firefighter	135,498.61	256.77	135,755.38
GRAHAM, GENA	Police	Sergeant	154,322.82	356.77	154,679.59
GRAHAM, GORDON	Police	Sergeant	144,703.48	15,445.58	160,149.06
GRANDY, PHILIP W	Fire	Captain	198,053.50	256.77	198,310.27
GRANT, LANA	Police	Emergency Response Communicator	100,888.66	56.79	100,945.45
GRANTHAM, PETER	Fire	Firefighter Engineer	119,973.50	256.77	120,230.27
GRAVES, COLIN	Police	Police Constable	115,229.47	356.77	115,586.24
GRAY, RICKEY	Fire	Firefighter Engineer	116,616.39	256.77	116,873.16
GRAY, ROBERT	Fire	Firefighter Engineer	116,950.70	256.76	117,207.46
GRBAC, SERGIO	Planning & Development	Manager Building Standards	118,694.32	56.77	118,751.09
GREATHEAD, PETER	Transit	Ferry Captain	100,117.37	366.77	100,484.14
GREEK, JAMES	Police	Constable	117,891.17	59,733.96	177,625.13
GREEN, ANGELA	Parks & Recreation	Director Recreation Programming	140,356.54	1,413.66	141,770.20
GREEN, BENJAMIN	Police	Police Constable	136,238.84	8,415.99	144,654.83
GREEN, JACOB	Fire	Captain	222,378.40	256.77	222,635.17
GREEN, PAMELA	Police	Sergeant F.B.P.	135,223.34	2,356.77	137,580.11
GREENCORN, GEORGE	Police	Police Constable	110,614.30	356.78	110,971.08
GREENE, KATHERINE	Planning & Development	Director Regional and Community Planning	132,768.72	3,738.65	136,507.37

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
GREENE, PATRICK	Fire	Captain	177,103.64	256.76	177,360.40
GREENE, STEPHEN	Fire	Firefighter Engineer	115,174.27	256.77	115,431.04
GREENER, DAVID	Legal & Legislative Services	Solicitor Services 2	159,232.54	5,102.71	164,335.25
GREENHAM, PETER	Fire	Training Officer	133,896.51	256.75	134,153.26
GREENING, FERN	Legal & Legislative Services	Solicitor	118,774.00	4,438.41	123,212.41
GREENOUGH, SEAN	Police	Cybercrime Specialist	106,353.58	3,013.23	109,366.81
GREER, BARRY	Fire	Captain	185,999.82	318.49	186,318.31
GRIFT, SHAUN	Police	Police Constable F.B.P.	107,588.86	6,879.45	114,468.31
GRIMES, WILLIAM	Fire	Captain	174,427.93	256.77	174,684.70
GUEST, CHRISTOPHER	Police	Emergency Response Communicator	116,135.41	56.77	116,192.18
GUEST, MATTHEW	Police	Sergeant	121,366.38	1,773.34	123,139.72
GUY, KEVIN	Fire	Captain	156,934.93	256.77	157,191.70
GUZZWELL, STEPHEN	Police	Police Constable	119,166.02	2,856.77	122,022.79
HABIB, ANDRE	Police	Sergeant	153,520.19	3,657.90	157,178.09
HAENNI, BRETT	Fire	Firefighter	114,748.52	337.00	115,085.52
HAINES, SHANNON	Police	Police Constable F.B.P.	113,500.51	8,814.88	122,315.39
HAMILTON, JACQUELINE	Planning & Development	Executive Director Planning & Developmen	114,950.50	2,578.25	117,528.75
HANHAM, STEVEN	Fire	Firefighter	115,277.14	256.77	115,533.91
HANLON, ROBERT	IT	Team Lead Systems Administration	104,005.29	98.52	104,103.81
HANSEN, KRISTOPHER	Police	Police Constable	126,969.92	356.78	127,326.70
HARDIMAN, RONALD	Fire	Firefighter Engineer	116,965.85	256.77	117,222.62
HARDING, DAVID	Police	Police Constable	124,009.69	4,577.40	128,587.09
HARGREAVES, CHRISTOPHER	Parks & Recreation	Supervisor Sportsfields	103,985.83	703.77	104,689.60
HARLEY, DAVID	Finance & Asset Management	Director Accounting & Fin. Reporting	143,462.28	1,417.93	144,880.21
HARLOW, MICHAEL	Fire	Firefighter Engineer	153,610.94	256.77	153,867.71
HARRISON, SEAN	Fire	Firefighter	101,128.05	-	101,128.05
HARTLEN, BRETT	Fire	Firefighter	111,369.04	256.77	111,625.81
HARVEY, RICHARD	Parks & Recreation	Manager Policy & Planning	118,269.94	136.77	118,406.71
HARVIE, TREVOR	Property, Fleet & Environment	Director Corporate Fleet	135,693.07	5,801.08	141,494.15
HAVERSTOCK, MARK	Fire	Captain	135,193.91	256.77	135,450.68
HAWES, COLE	Police	Police Constable	115,055.85	946.27	116,002.12
HAYES, JOSEPH	IT	Project Manager Information Technology	102,082.20	41.75	102,123.95
HAYMAN, GEORGE	IT	Manager, ERP Delivery Management & Opera	118,704.21	56.76	118,760.97
HAYNE, DYLAN	Public Works	Design Engineer	108,775.70	341.08	109,116.78
HAYWARD, JOSEPH	Police	Police Constable	152,957.33	356.77	153,314.10
HEBB, BRADLEY	Fire	Firefighter	121,741.98	256.78	121,998.76
HEBB, DONALD	Fire	Firefighter Engineer	136,092.70	269.55	136,362.25
HEBB, ROBERT	Fire	District Chief	191,225.81	361.77	191,587.58
HEFFERAN, TAYLOR	Fire	Firefighter	101,405.42	256.77	101,662.19
HELM, MARK	IT	Solution Architect	101,451.59	886.44	102,338.03
HENNEBERRY, ALLISON	Police	Police Constable	107,822.74	356.78	108,179.52
HENNEBERRY, MITCHELL	Fire	Firefighter	118,432.56	256.77	118,689.33
HENRY, JOSHUA	Fire	Firefighter	127,115.08	309.96	127,425.04
HENWOOD, RONALD	Fire	Mechanic EVT	142,617.57	256.77	142,874.34
HERRITT, PHILIP	Transit	Director Transit Operations	158,916.36	2,276.87	161,193.23
HICKEY, COLLIN	Police	Police Constable	100,799.64	4,778.42	105,578.06
HICKS, LYLE	Transit	Conventional Transit Operator	107,918.06	934.44	108,852.50
HIGGINS, DANIEL	Fire	Mechanic EVT	103,628.79	256.75	103,885.54
HIGGINS, TYLER	Finance & Asset Management	Manager, Budget & Reserves	117,862.00	3,560.93	121,422.93
HILL, DAVID	Police	Police Constable	125,538.40	3,115.96	128,654.36
HILTZ, DARRELL	IT	Director Architecture & Infrastructure	146,462.90	56.77	146,519.67
HOFFMANN, EDWARD	Fire	Captain	165,737.58	256.76	165,994.34
HOGUE, STEPHANE	Fire	Firefighter	127,587.63	256.77	127,844.40
HOLLETT, HAROLD	Fire	Deputy Chief	178,386.91	6,341.64	184,728.55
HOLM, MAGGIE	Planning & Development	Principal Planner	100,242.24	876.99	101,119.23
HOLMES, KATHERINE	IT	Application Administrator	104,979.69	123.57	105,103.26
HOLMES, LEE	Fire	Firefighter	109,645.77	256.78	109,902.55
HOOD, DEREK	Police	Police Constable	135,216.22	3,956.77	139,172.99
HORAN, MATTHEW	Police	Emergency Response Communicator	100,114.48	56.78	100,171.26
HORTON, CRAIG	Finance & Asset Management	Financial Business Partner	133,523.43	193.42	133,716.85
HOVEY, KEVIN	Police	Sergeant	138,488.30	70,118.80	208,607.10
HOWIE, ANDREW	Police	Police Constable	124,043.40	1,356.78	125,400.18
HOWIE, JEANNETTE	Police	Emergency Response Communicator	105,023.12	140.27	105,163.39

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
HUBLEY, TIMOTHY D	Fire	Firefighter	122,652.42	256.78	122,909.20
HUESTIS, KEVIN	Fire	Firefighter	114,474.68	256.77	114,731.45
HUESTON, D'ARCY	Police	Sergeant	220,840.13	1,956.77	222,796.90
HUGHES, PATRICIA	Transit	Director Planning & Customer Engagement	146,837.31	1,898.81	148,736.12
HUNT, GREGORY	Fire	Firefighter	116,784.99	256.76	117,041.75
HUNT, KELLY	Human Resources	Director, Talent Management	145,914.91	621.11	146,536.02
HUNTER, WAYNE	Police	Police Constable	140,786.96	7,129.76	147,916.72
HURLEY, BRANDON	Police	Police Constable	118,962.99	1,193.10	120,156.09
IBRAHIM, AHMAD	Fire	Firefighter	115,282.00	256.77	115,538.77
INGLIS, DOUGLAS J	Fire	Firefighter Engineer	115,831.38	256.77	116,088.15
ISNOR, TROY	Fire	Firefighter	110,257.22	256.78	110,514.00
JACKMAN, DYLAN	Police	Police Constable	120,359.76	2,155.15	122,514.91
JACKSON, WENDY	Police	Emerg. Response Communicator Supervisor	108,383.70	2,056.78	110,440.48
JACKSON, WINNELL	Police	Staff Sergeant	147,632.02	4,038.38	151,670.40
JAHNCKE, ROBERT	Property, Fleet & Environment	Manager Client & Project Mgmt Services	113,186.61	56.78	113,243.39
JAMES, PATRICK	Fire	Firefighter	111,686.60	256.78	111,943.38
JANSON, JIM	Legal & Legislative Services	Solicitor	129,803.79	5,901.47	135,705.26
JAZIC, ALAN	Police	Police Constable	112,700.27	1,642.94	114,343.21
JEANS, JENNIFER	Public Works	Design Engineer	102,987.39	140.25	103,127.64
JEFFERIES, JONATHAN	Police	Sergeant	142,601.35	3,956.77	146,558.12
JENNINGS, GREG	Fire	Firefighter	127,464.93	256.77	127,721.70
JENSEN, JOHN DAVID	Fire	Firefighter	111,319.71	256.76	111,576.47
JESSOME, DAWN	Transit	Ferry Captain	108,312.30	406.77	108,719.07
JIANG, QINGSHUANG	IT	Data Architect	123,922.92	815.77	124,738.69
JODREY, EUGENE	Fire	Firefighter Engineer	115,198.74	256.79	115,455.53
JOHN OORUTHARAYIL, RENJU	Police	Police Constable	115,581.24	27,434.23	143,015.47
JOHNSON, CHRISTOPHER	Fire	Captain	136,472.75	256.75	136,729.50
JOHNSON, ERICA	Police	Police Constable	100,689.98	11,122.42	111,812.40
JOHNSON, MICHAEL	Fire	Firefighter	117,070.15	256.78	117,326.93
JOHNSON, STEPHANIE	Police	Divisional Commander Administration	154,818.51	1,951.77	156,770.28
JOHNSON, ZACHARY	Police	Police Constable	113,836.24	3,762.51	117,598.75
JOHNSTON, PAUL	CAO	Managing Director GREA	142,433.18	56.78	142,489.96
JOHNSTON, SANDRA	Police	Sergeant	131,630.93	2,856.77	134,487.70
JOLLIMORE, KIM	Finance & Asset Management	Director Citizen Contact Centres	141,466.35	140.27	141,606.62
JOLOUS JAMSHIDI, REZA	Public Works	Waste Resource Engineer	102,038.37	165.32	102,203.69
JONCAS, JASON	Police	Police Constable	125,992.66	1,956.77	127,949.43
JONES, DARREN	Fire	Captain	180,647.05	256.78	180,903.83
JONES-GRANT, TRACEY	CAO	Managing Director, Office of Diversity &	139,488.68	1,139.95	140,628.63
JOSEPH, ALICIA	Police	Police Constable	118,473.81	1,956.78	120,430.59
JOSEPH, NICKEL	Police	Police Constable	117,585.10	1,956.78	119,541.88
JOSEY, ALEXANDRA	Fire	Firefighter	111,800.13	256.78	112,056.91
JOSHI, SHRAVAN	Fire	Firefighter	113,209.17	256.77	113,465.94
JOUDREY, ANDREW	Police	Police Constable	136,583.46	2,380.65	138,964.11
JUDAH, JOSHUA	Legal & Legislative Services	Solicitor	164,950.48	5,953.63	170,904.11
KATRINARDOTTIR, KRISTIN	Police	Police Constable	173,815.12	26,792.54	200,607.66
KAVANAUGH, DANIEL	Police	Police Constable	113,272.18	2,599.09	115,871.27
KECK, SCOTT	Fire	Captain	120,639.30	273.13	120,912.43
KELLOCK, MITCHELL	Transit	Ferry Captain	101,599.80	406.79	102,006.59
KENNEDY, JORDAN	Fire	Mechanic EVT	103,858.26	256.77	104,115.03
KENNEDY, PATRICIA	Police	Sergeant	133,534.94	1,356.78	134,891.72
KEYES, HEATHER	Police	Police Constable	120,314.25	2,356.77	122,671.02
KIDSTON, MARK	Police	Police Constable F.B.P.	113,712.74	1,627.09	115,339.83
KILEY, KAMERON	Fire	Firefighter	102,482.52	367.21	102,849.73
KILLAM, DOUG	IT	IT Security Analyst	106,936.84	140.27	107,077.11
KILLEN, JASON	Fire	Captain	132,072.50	256.75	132,329.25
KINCADE, BRADLEY	Police	Police Constable	110,614.30	1,956.78	112,571.08
KING, ALISA	Police	Police Constable	126,945.24	2,040.27	128,985.51
KING, MICHAEL	Human Resources	Team Lead, Corporate Safety	104,429.83	1,646.90	106,076.73
KINGHORNE, RANDOLPH	Legal & Legislative Services	Solicitor	159,660.70	5,669.91	165,330.61
KINSELLA, DANIEL	Police	Chief of Police	159,560.00	703.23	160,263.23
KIRTON, HAROLD	Police	Sergeant	160,316.33	14,235.15	174,551.48
KLERONOMOS, JOHN	IT	Manager Strategy & Portfolio	118,822.26	56.76	118,879.02
KLIFFER, MATTHEW	Fire	Firefighter	124,457.48	256.77	124,714.25

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
KLINE, PATRICK	Fire	Captain	152,753.03	256.77	153,009.80
KOCH, STEPHEN	Fire	Captain	181,778.44	256.77	182,035.21
KOMOROWSKI, JULIE	Finance & Asset Management	Procurement Practices Consultant	102,336.30	140.25	102,476.55
KRIVDIC, ADMIR	Police	Police Constable	112,129.84	356.78	112,486.62
KUHN, SCOTT	Police	Police Constable F.B.P.	115,815.51	356.78	116,172.29
LAHEY, MARTIN	Fire	Fire Prevention Officer	150,122.43	606.77	150,729.20
LAKE, JENNIFER	Police	Police Constable	118,473.53	4,195.72	122,669.25
LAKE, STANLEY	Fire	Division Chief Safety & Compliance	152,992.11	56.77	153,048.88
LALONDE, NICHOLAS	Fire	Firefighter	111,057.16	328.86	111,386.02
LAMBERT, DESMOND	Police	Police Constable	122,501.95	24,334.63	146,836.58
LAMBERT, TANYA	Police	Police Constable	133,440.88	13,030.67	146,471.55
LAMPHIER, JAIRUS	Police	Police Constable	104,110.39	6,662.14	110,772.53
LANDRY, JILLIAN	IT	GIS Business Lead	109,411.81	98.54	109,510.35
LANE, BLAIN	Police	Police Constable	110,614.30	2,856.78	113,471.08
LANGILLE, STEVEN	Police	Sergeant	132,099.25	4,456.77	136,556.02
LANGILLE, THEA	Planning & Development	Manager Urban & Rural Planning App Prog	108,648.29	2,154.19	110,802.48
LANGLEY, BRETT	Fire	Firefighter	129,174.62	256.77	129,431.39
LANGLOIS, GERALD	Property, Fleet & Environment	Maintenance Electricians	110,746.34	56.76	110,803.10
LANIGAN, ADAM	Planning & Development	Senior Transportation Engineer (Capital)	110,276.03	2,101.11	112,377.14
LANTHIER, BRUCE	Fire	Captain	135,512.58	256.78	135,769.36
LAPOINTE, MARTIN	Fire	Firefighter Engineer	132,447.76	256.77	132,704.53
LARAQUE, JULES	Police	Police Constable	115,632.14	21,056.78	136,688.92
LASSALINE, TREVOR	Police	Police Constable	167,750.29	9,954.01	177,704.30
LATREILLE, ROBBIE	Police	Police Constable	136,679.47	1,956.77	138,636.24
LAUZIER, JEFFERY	Fire	Firefighter	111,182.34	256.78	111,439.12
LAVOIE, ANDRE	Fire	Training Officer	111,566.93	256.77	111,823.70
LAWLESS, STEPHEN	Police	Police Constable	111,336.08	356.78	111,692.86
LAWLOR, DAVID	Police	Sergeant	137,151.77	9,898.86	147,050.63
LAWLOR, TIMOTHY	Police	Police Constable F.B.P.	119,348.81	13,079.64	132,428.45
LEADBETTER, NICHOLAS	Fire	Firefighter Engineer	108,323.56	256.77	108,580.33
LEBLANC, SIMON	Fire	Firefighter	144,042.79	256.77	144,299.56
LECLERC, BRENDON	Fire	Firefighter	110,417.82	263.94	110,681.76
LEGER, MARC	Fire	Training Officer	157,778.24	256.76	158,035.00
LEGERE, RONALD	Police	Executive Officer	154,555.31	1,656.77	156,212.08
LEGGETT, MARY	Fire	Captain	128,785.98	256.77	129,042.75
LENIHAN, KENNETH	IT	Manager GIS	113,388.85	872.90	114,261.75
LEROUX, JONAH	Fire	Firefighter Engineer	114,234.53	256.77	114,491.30
LEROUX, MICHAEL	Transit	Conventional Transit Operator	108,731.43	955.34	109,686.77
LERUE, GREGORY	Fire	Firefighter Engineer	149,058.63	256.77	149,315.40
LETHBRIDGE, DANIEL	Police	Police Constable	118,911.24	4,350.95	123,262.19
LEVANDIER, DIANE	Parks & Recreation	Area Manager	116,650.96	56.76	116,707.72
LEWIS, ASHLEY	Police	Police Constable	132,340.92	21,416.71	153,757.63
LEWIS, SHAWN	Transit	Fleet Supervisor	136,936.35	666.77	137,603.12
LITTLE, BRADLEY	Fire	Firefighter Engineer	122,594.59	256.77	122,851.36
LLOYD, GLEN	Transit	Fleet Supervisor	107,776.42	56.79	107,833.21
LOGAN, WILLIAM	Fire	Captain	170,810.78	457.19	171,267.97
LOHNES, CHRISTOPHER	Transit	Conventional Transit Operator	100,556.28	2,771.43	103,327.71
LONG, MARK	Police	Police Constable	110,614.30	2,356.78	112,971.08
LONGLEY, MALCOLM	Police	Sergeant	135,548.78	5,402.91	140,951.69
LOPEZ, MYRONE	IT	Manager Architecture	117,241.40	2,298.80	119,540.20
LOWE, JOHN	Fire	District Chief	157,628.57	56.78	157,685.35
LOWTHER, ROBERT	Police	Sergeant	131,630.93	2,856.77	134,487.70
LUCAS, TREVOR	Fire	Captain	120,144.95	297.39	120,442.34
LUCIC, ERIC	Planning & Development	Director, Strategic Projects	130,450.48	1,738.23	132,188.71
LUCK, MATTHEW	Police	Police Constable	127,869.32	1,956.78	129,826.10
LUDDINGTON, JUSTIN	Legal & Legislative Services	Solicitor	127,726.56	5,669.93	133,396.49
LUTHER, JAMES	Police	Sergeant	153,743.96	7,439.31	161,183.27
LYNCH, SUSAN	Police	Police Constable	134,027.43	1,956.77	135,984.20
MABEY, JORDAN	Fire	Firefighter	114,450.79	256.78	114,707.57
MACADAM, E. ALEXANDER	Police	Police Constable	169,468.43	4,456.77	173,925.20
MACCORMACK, CORINNE	IT	Director Service Management Operations	132,601.25	56.76	132,658.01
MACCULLOCH, DREW	Fire	Captain	157,422.46	256.77	157,679.23
MACDONALD, ANDREA	Community Safety	Director, Community Standards & Complian	127,145.60	56.79	127,202.39

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MACDONALD, ANDREW	Fire	Captain	150,660.33	256.77	150,917.10
MACDONALD, BRANDON	Fire	Firefighter Engineer	110,047.41	256.77	110,304.18
MACDONALD, BRUCE	Fire	Captain	158,203.26	32,971.89	191,175.15
MACDONALD, DAVID	Property, Fleet & Environment	Superintendent Emergency Fleet Services	128,537.83	1,274.22	129,812.05
MACDONALD, ERIN	Finance & Asset Management	Portfolio Manager, Procurement	100,213.64	56.79	100,270.43
MACDONALD, KALI	Police	Police Constable	133,538.64	1,585.49	135,124.13
MACDONALD, KAREN	Legal & Legislative Services	Solicitor	167,515.91	5,821.45	173,337.36
MACDONALD, KEVIN	Police	Police Constable	116,236.63	2,898.52	119,135.15
MACDONALD, LEONARD	Police	Sergeant	130,174.77	356.77	130,531.54
MACDONALD, LISA	Police	Police Constable	110,614.30	4,456.78	115,071.08
MACDONALD, MARGARET	Parks & Recreation	Executive Director Parks & Recreation	203,999.47	3,159.60	207,159.07
MACDONALD, MARK	Fire	Firefighter	120,223.96	256.77	120,480.73
MACDONALD, MICHAEL	Property, Fleet & Environment	Project Manager Capital Projects	102,881.99	56.76	102,938.75
MACDONALD, PHILIP	Police	Police Constable	141,175.19	2,856.78	144,031.97
MACDONALD, R. SCOTT	Police	Staff Sergeant	167,723.36	4,456.77	172,180.13
MACDONALD, RONALD	IT	System Administrator II	103,667.79	98.51	103,766.30
MACDONALD, SCOTT	Police	Police Constable	110,933.07	2,856.78	113,789.85
MACDONALD, STEWART	Transit	Manager, Employee Services	103,071.57	98.50	103,170.07
MACDONALD, TAMMY	Police	Police Constable	115,414.40	3,280.22	118,694.62
MACDONALD, TRACY	Police	Police Constable	115,291.56	2,856.78	118,148.34
MACDONALD, TREVOR	Legal & Legislative Services	Solicitor Services 2	140,167.73	5,767.67	145,935.40
MACDOUGALL, MARGARET	Legal & Legislative Services	Solicitor Services 1	121,341.31	505.78	121,847.09
MACDOUGALL, WILLIAM DEWAR	Fire	Captain	148,522.09	256.77	148,778.86
MACEWAN, CODY	Police	Police Constable	120,188.61	1,208.93	121,397.54
MACFARLANE, DEREK	Police	Police Constable	121,871.72	356.77	122,228.49
MACGREGOR, JARED	Police	Police Constable	122,916.74	12,050.88	134,967.62
MACINNIS, JAMES	Fire	Training Officer	163,550.93	256.76	163,807.69
MACINNIS, MELISSA	Police	Communications Advisor	101,958.92	56.77	102,015.69
MACINTYRE, ERIN	Planning & Development	Director Current Planning	138,781.35	3,460.61	142,241.96
MACINTYRE, RODERICK	Public Works	Manager, Traffic Services and Road Safet	123,612.03	3,581.55	127,193.58
MACISAAC, CRAIG	Fire	Firefighter	136,702.21	256.77	136,958.98
MACISAAC, DAVID	Public Works	Manager Active Transportation	114,496.11	1,696.98	116,193.09
MACISAAC, GREG	Parks & Recreation	Manager, Business Services	109,691.72	56.77	109,748.49
MACISAAC, MATTHEW	Police	Police Constable	123,216.72	5,308.53	128,525.25
MACISAAC, SHAWN	Police	Police Constable	130,617.95	2,632.76	133,250.71
MACKAY, BRANDON	Police	Police Constable	106,936.79	2,368.11	109,304.90
MACKAY, GREGORY	Property, Fleet & Environment	Project Manager	100,356.86	457.58	100,814.44
MACKAY, KRISTEN	Police	Police Constable	112,753.15	9,180.12	121,933.27
MACKAY, TRACEY	Police	Emerg. Response Communicator Supervisor	100,713.56	2,056.77	102,770.33
MACKELLAR, SCOTT	Fire	Captain	190,517.04	256.77	190,773.81
MACKENZIE, KYLE	Police	Police Constable	113,082.21	353.71	113,435.92
MACKENZIE, PHILLIP	Police	Sergeant	163,442.68	10,882.29	174,324.97
MACKENZIE, ROBERT	Fire	Captain	133,663.41	256.77	133,920.18
MACKINLAY, SHAUNE	CAO	Chief of Staff	124,193.94	56.78	124,250.72
MACLAUGHLIN, DEVIN	Police	Police Constable	117,334.23	356.78	117,691.01
MACLAURIN, ROXANNE	Legal & Legislative Services	Solicitor	103,137.24	5,669.91	108,807.15
MACLEAN, DON	Police	Chief of Police	196,449.96	2,303.25	198,753.21
MACLEAN, IAIN	Legal & Legislative Services	Municipal Clerk	143,560.21	56.75	143,616.96
MACLEAN, JAMES	IT	Project Manager Information Technology	108,457.66	41.75	108,499.41
MACLEAN, JEFFREY	Police	Police Constable	106,232.84	356.78	106,589.62
MACLEAN, JOHN	Fire	Divisional Captain Training	149,938.46	256.75	150,195.21
MACLENNAN, ALLAN	Police	Police Constable	139,161.92	10,110.71	149,272.63
MACLEOD, JOHN	Police	Police Constable	118,685.29	2,856.78	121,542.07
MACLEOD, SCOTT	Police	Sergeant	140,751.08	2,356.77	143,107.85
MACMILLAN, JOHN	Fire	Lead Hand Mechanic	149,911.89	256.77	150,168.66
MACMULLIN, ROBERT	Police	Police Constable	137,714.28	12,398.12	150,112.40
MACNEIL, ADAM	Fire	Captain	138,725.88	256.77	138,982.65
MACNEIL, ANDREW	Police	Police Constable	123,376.29	785.49	124,161.78
MACNEIL, LYNN	Fire	Captain	133,330.93	1,203.71	134,534.64
MACPHAIL, ROBERT	Police	Police Constable	133,030.71	3,887.19	136,917.90
MACPHERSON, JOHN	Property, Fleet & Environment	Executive Director, Property, Fleet & En	200,037.00	4,237.09	204,274.09
MACVICAR, ANDREW	Police	Police Constable	112,364.11	3,956.78	116,320.89
MAGGIO, ANDREW	Fire	Firefighter	145,142.04	256.78	145,398.82

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MAHEUX, NICOLAS	Fire	Captain	154,303.05	256.75	154,559.80
MAILMAN, JAMES	Fire	Captain	146,246.48	256.77	146,503.25
MAILMAN, PADDY	Transit	Dispatch Supervisor	106,681.52	206.77	106,888.29
MALCOLM, JOEY	Police	Police Constable	144,445.54	5,261.98	149,707.52
MANDRU, EGIST	Police	Police Constable	108,501.48	1,956.78	110,458.26
MANLEY, ERIC	Police	Police Constable	98,961.36	1,956.78	100,918.14
MANNING, MATTHEW	Fire	Firefighter	117,352.11	256.78	117,608.89
MANOS, JILLIAN	Fire	Firefighter	110,938.96	256.76	111,195.72
MANSFIELD, WENDY	Police	Communications Advisor	100,658.93	2,056.77	102,715.70
MANSVELT, JOHN	Police	Police Constable	115,738.56	5,737.65	121,476.21
MANUEL, ANDREW	Police	Police Constable	111,784.84	2,303.29	114,088.13
MARCH, CRAIG	Fire	Training Officer	188,947.28	256.76	189,204.04
MARCH, LEONARD	Fire	Captain	188,543.50	256.77	188,800.27
MARCH, PATRICK	Fire	Firefighter	134,469.73	256.77	134,726.50
MARINELLI, CHRIS	Police	Staff Sergeant	173,339.09	6,642.78	179,981.87
MARINELLI, NICHOLAS	Police	Police Constable	120,685.01	2,844.48	123,529.49
MARK, JENNIFER	Fire	Policy&Business Initiatives Coordinator	107,948.17	223.77	108,171.94
MARR, KAREN	Legal & Legislative Services	Coordinator	106,624.52	1,339.91	107,964.43
MARRIOTT, JASON	Police	Police Constable	114,172.71	356.77	114,529.48
MARRYATT, JILLIAN	Parks & Recreation	Sackville/BedFord	100,964.56	22.40	100,986.96
MARSHALL, TREVOR	Fire	Training Officer	197,859.94	1,480.49	199,340.43
MARTEL, JULIE	Fire	Firefighter	122,030.29	256.77	122,287.06
MARTELL, HAYDEN	Police	Police Constable	104,023.94	3,109.13	107,133.07
MARTELL, MICHELLE	Fire	Firefighter Engineer	114,133.53	256.77	114,390.30
MARTIN, ANGELA	IT	Business Relationship Manager	102,408.19	98.51	102,506.70
MARTIN, BRYANT	Fire	Firefighter	112,707.27	256.79	112,964.06
MARTIN, CHRISTINA	Police	Divisional Commander Support	152,565.42	1,756.77	154,322.19
MARTIN, CHRISTOPHER	Fire	Firefighter	112,079.45	246.68	112,326.13
MARTIN, SCOTT	Police	Police Constable	121,218.51	440.28	121,658.79
MARTIN, SEAN	Police	Sergeant	134,345.62	2,940.27	137,285.89
MARTYN, STEPHEN	Fire	Platoon Captain	179,487.72	256.77	179,744.49
MASON, CRYSTAL	Fire	Firefighter	109,718.20	256.76	109,974.96
MASON, GREGORY	Police	Superintendent Support Division	122,546.36	44,699.39	167,245.75
MASON, JOHN	Property, Fleet & Environment	Manager Building Operations	119,825.43	56.76	119,882.19
MASON, ROBERT	Fire	Captain	135,315.46	382.97	135,698.43
MASON, STEVEN	Police	Police Constable F.B.P.	111,987.32	356.77	112,344.09
MATHER, SHAWN	Fire	Firefighter	110,010.41	256.77	110,267.18
MATHESON, DAVE	Fire	Firefighter	109,187.10	256.77	109,443.87
MATHESON, MICHAEL	Property, Fleet & Environment	Fleet Coordinator	104,213.55	187.19	104,400.74
MATHIEU, JEFFREY	Fire	Firefighter Engineer	115,198.73	256.79	115,455.52
MATTHEWS, ANDREW	Police	Superintendent Criminal Invest Division	170,926.07	2,203.23	173,129.30
MATTIE, DERRICK J	Fire	Captain	135,756.34	256.76	136,013.10
MATTIE, LEONARD B	Fire	Captain	172,678.89	289.48	172,968.37
MATTIE, MELISSA	Fire	Firefighter Engineer	132,289.42	256.77	132,546.19
MAXWELL, MARK	Police	Police Constable	127,945.37	991.93	128,937.30
MAYER, RICHARD	Police	Police Constable	123,462.39	356.78	123,819.17
MCAVOY, JEREMY	Fire	Firefighter	107,875.95	256.78	108,132.73
MCCARTHY, DEREK	Fire	Firefighter	110,806.86	256.76	111,063.62
MCCOOMBS, REID	Police	Deputy Chief	136,582.06	47,553.23	184,135.29
MCCORMACK, STEPHEN	Police	Sergeant	149,615.49	9,601.01	159,216.50
MCCORMACK, WILLIAM	Fire	Firefighter	107,877.79	256.79	108,134.58
MCCORMICK, JUSTIN	Police	Police Constable	152,073.78	356.77	152,430.55
MCCRUM, ANDREW	Police	Police Constable	122,443.68	4,641.40	127,085.08
MCCULLEY, GARETT	Police	Police Constable	133,606.36	1,356.78	134,963.14
MCCULLEY, STUART	Police	Police Constable	120,625.52	356.77	120,982.29
MCCULLOCH, TRUDI	Police	Police Constable	128,185.07	1,956.77	130,141.84
MCCULLOUGH, JANNA	Police	Police Constable	120,600.95	14,541.23	135,142.18
MCDERMOTT, CHRISTOPHER	Police	Police Constable	99,679.76	356.78	100,036.54
MCDONALD, BRIAN	Transit	Access-A-Bus Operator	135,796.92	694.30	136,491.22
MCDONALD, JOHN	Fire	Firefighter	113,654.14	256.76	113,910.90
MCEACHERN, ALEXANDER	Police	Police Constable	106,220.47	356.77	106,577.24
MCGANN, QUENTIN	Police	Emerg. Response Communicator Supervisor	113,022.55	1,740.28	114,762.83
MCGRATH, ANTHONY	Police	Police Constable	108,968.13	1,956.77	110,924.90

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MCGRATH, JOHN PATRICK	Parks & Recreation	Manager Aquatic & Inclusion Services	109,856.03	56.76	109,912.79
MCGRATH, JUSTIN	Police	Police Constable F.B.P.	119,239.95	6,948.03	126,187.98
MCISAAC, CAROL	Police	Police Constable	111,086.55	2,856.78	113,943.33
MCISAAC, PARKER	Police	Sergeant	155,477.94	356.78	155,834.72
MCIVER, KARL	Police	Police Constable	114,427.97	356.78	114,784.75
MCIVOR, KELLIE	Parks & Recreation	Manager, Culture & Community	101,558.42	2,046.11	103,604.53
MCKINNON, LORI	Fire	Manager Administrative Support Services	108,890.49	223.77	109,114.26
MCLAUGHLIN, DARRYL	Fire	Firefighter	113,383.53	256.78	113,640.31
MCLELLAN, BRAD	Police	Sergeant	155,788.04	2,178.84	157,966.88
MCLELLAN, TODD	Police	Police Constable	114,578.68	356.78	114,935.46
MCLEOD, CHRISTOPHER	Police	Police Constable F.B.P.	104,888.91	8,560.54	113,449.45
MCLEOD, NICHOLAS	Fire	Firefighter Engineer	110,823.37	256.78	111,080.15
MCMACKIN, LANA-NICOLE	Police	Police Constable	110,614.30	2,856.78	113,471.08
MCPMAHON, CHRISTOPHER	Police	Police Constable F.B.P.	152,769.39	1,956.78	154,726.17
MCNAMARA, CHAD	Police	Police Constable F.B.P.	110,614.30	356.77	110,971.07
MCNAMARA, KEEGAN	Fire	Firefighter	113,350.08	250.76	113,600.84
MCNAUGHTON, MYRA	Police	Police Constable	93,146.92	8,702.42	101,849.34
MCNEIL, JASON	Police	Sergeant	184,689.96	3,956.77	188,646.73
MCNEIL, JOHN	Police	Sergeant F.B.P.	154,056.59	3,231.99	157,288.58
MCNEIL, JOSHUA	Police	Police Constable	110,851.76	1,956.78	112,808.54
MCNEIL, KENZIE	Finance & Asset Management	Manager, Financial Policy	108,605.32	56.76	108,662.08
MCPHERSON, STEPHEN	Transit	Access-A-Bus Operator	116,990.17	300.89	117,291.06
MEAGHER, BRENDAN	Fire	Captain	153,336.60	256.77	153,593.37
MEECH, BRADY	Police	Police Constable	99,236.37	8,883.12	108,119.49
MEHNER, ANDREA	Public Works	Manager Streets, Active Transp&Sidewalks	130,151.29	265.52	130,416.81
MEISNER, DERRICK	Police	Sergeant	127,495.23	1,494.17	128,989.40
MEISNER, JASON	Police	Police Constable	121,643.47	2,856.78	124,500.25
MEISNER, TYSON	Fire	Captain	181,022.66	256.76	181,279.42
MELANSON, IAN	Fire	Firefighter	109,825.55	256.78	110,082.33
MELDRUM, DAVID	Fire	Deputy Chief - Performance & Safety	186,595.03	1,204.65	187,799.68
MELVIN, BRENT	Fire	Captain	157,984.80	256.76	158,241.56
MEREDITH, LEEANN	Fire	Captain	157,822.49	256.76	158,079.25
MERSEREAU, EMILY	Police	Police Constable	124,819.66	10,606.58	135,426.24
MESHAL, ASHRAF	Police	Police Constable	120,884.20	1,956.78	122,840.98
MESSERVEY, CLARENCE	Fire	Captain	158,064.03	256.76	158,320.79
MIEDEMA, SHANNON	Property, Fleet & Environment	Director, Environment & Climate Change	124,612.89	10,161.57	134,774.46
MILLACET, GUSTAVO	Transit	Ferry Captain	114,640.84	496.78	115,137.62
MILLAIRE, STEVE	Police	Police Constable	110,614.30	356.78	110,971.08
MILLER, JEFFREY	Public Works	Contract Supervisor	113,003.93	550.13	113,554.06
MILLER, MICHAEL	Fire	Firefighter Engineer	116,489.48	256.78	116,746.26
MILLER, NANCY	Police	Police Constable	123,456.57	7,991.17	131,447.74
MISENER, RODNEY	Fire	Training Officer	131,702.40	256.77	131,959.17
MISNER, KAREN	Police	Police Constable	115,984.10	356.78	116,340.88
MITCHELL, BASIL	Fire	BA Technician	114,447.06	423.77	114,870.83
MITCHELL, JASON	Police	Police Constable	113,446.42	4,247.72	117,694.14
MITCHELL, MATTHEW	Fire	Firefighter	120,643.67	256.78	120,900.45
MITCHELL, SPENCER	Fire	Firefighter	127,342.24	256.77	127,599.01
MITCHELMORE, ROGER	Public Works	Contract Supervisor	99,821.66	257.24	100,078.90
MOMBOURQUETTE, JERMAINE	Fire	Training Officer	112,234.56	256.75	112,491.31
MOOD, JASON	Police	Police Constable	114,041.10	356.78	114,397.88
MOORE, ADAM	Police	Police Constable	120,768.82	7,063.65	127,832.47
MOORE, EDWARD	Fire	Captain	132,828.73	256.75	133,085.48
MOORE, KEIGAN	Fire	Mechanic EVT	109,516.84	256.78	109,773.62
MOORE, LEE	Parks & Recreation	Manager Youth Programs	103,198.83	56.76	103,255.59
MOORE, STEPHEN	Fire	Captain	138,385.28	256.75	138,642.03
MOORE, WILLIAM	Community Safety	Executive Director Community Safety	187,539.19	1,057.27	188,596.46
MOORES, JASON	Fire	Captain	153,322.82	256.78	153,579.60
MOORHOUSE, LYNDISAY	Fire	Inventory Equipment Technician	110,523.44	256.77	110,780.21
MORAN, HEATHER	Police	Police Constable	112,212.15	13,648.18	125,860.33
MORRIS, RYAN	Police	Police Constable	131,189.12	7,245.87	138,434.99
MORRISON, HUGH	Public Works	Manager Construction Services	119,906.04	2,079.62	121,985.66
MORRISON, JILLIAN	Public Works	Supervisor Traffic Services	111,739.05	56.77	111,795.82
MOSHER, BRUCE	Fire	Captain	171,071.10	256.77	171,327.87

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MOSHER, KYLE	Fire	Firefighter	129,542.30	256.77	129,799.07
MUIR, KYLE	Police	Police Constable	124,944.67	16,033.77	140,978.44
MUNROE, WAYNE	Fire	Mechanic EVT	156,100.73	256.77	156,357.50
MURPHY, ANGELA	Property, Fleet & Environment	Director Municipal Facilities Maint & Op	107,196.19	223.76	107,419.95
MURPHY, BRETON	CAO	Managing Dir. Corporate Communications	162,531.76	56.77	162,588.53
MURPHY, DOUGLAS	Parks & Recreation	Manager Sport & Scheduling	111,612.13	56.77	111,668.90
MURPHY, EDWARD	Legal & Legislative Services	Solicitor	94,052.68	6,039.96	100,092.64
MURPHY, JEFFERY	Fire	Firefighter Engineer	124,530.91	256.77	124,787.68
MURPHY, JUSTIN	Police	Police Constable	114,130.79	3,956.78	118,087.57
MURPHY, MATTHEW	Police	Police Constable	116,984.06	1,956.77	118,940.83
MURRAY, BRAD	Police	Police Constable	130,741.41	6,646.29	137,387.70
MURRAY, CHRISTOPHER	Fire	Firefighter	114,630.97	256.77	114,887.74
MURRAY, JENNIFER	Police	Police Constable	112,459.56	1,956.78	114,416.34
NAIDOO, NALINI	Parks & Recreation	Director Strategic Planning & Design	142,865.41	3,190.42	146,055.83
NAIT EL CAID, REDOUANE	Fire	Firefighter	103,017.98	441.36	103,459.34
NAKONECHNY, DAVID	Transit	Fleet Supervisor	119,172.32	391.77	119,564.09
NASH, LUCAS	Fire	Firefighter	132,911.23	256.77	133,168.00
NASRY, AHMED	Police	Police Constable	123,180.33	15,109.21	138,289.54
NAUSE, SCOTT	Fire	Firefighter	139,861.00	256.77	140,117.77
NEILAN, JORDAN	Police	Police Constable	107,674.12	3,768.71	111,442.83
NEUBOULD, ERIC	Human Resources	Manager Health	110,923.63	2,015.45	112,939.08
NEWTON, BRANDON D	Fire	Captain	137,525.46	340.63	137,866.09
NICHOLS, CAROLYN	Police	Divisional Commander East & West Patrol	154,686.90	1,756.78	156,443.68
NICHOLSON, JEFFREY	Police	Police Constable F.B.P.	116,742.42	9,176.38	125,918.80
NICKERSON, BARRY	Public Works	Waste Resource Engineer	100,905.12	165.32	101,070.44
NICKERSON, PHILIP	Public Works	Supervisor, Design Engineering	124,235.73	140.28	124,376.01
NIELSEN, ILLYA	Police	Police Constable	132,347.83	1,356.77	133,704.60
NOLAN, LAURA	Human Resources	Director Employee Relations	150,185.79	636.78	150,822.57
NOWLAN, CRYSTAL	Finance & Asset Management	Director Asset Management	137,169.04	3,427.12	140,596.16
OAKLEY, EDWARD	Fire	Captain	145,418.63	256.76	145,675.39
OAKLEY, MICHELLE	Police	Police Constable	127,284.52	356.77	127,641.29
OAKLEY, SARAH	Public Works	Team Lead Infrastructure Assessment	100,520.38	320.27	100,840.65
O'BRIEN, DALE	Fire	Firefighter	110,768.09	256.78	111,024.87
O'BRIEN, GHYSLAIN	Fire	Firefighter	117,873.01	256.79	118,129.80
O'BRIEN, KENNETH	Police	Police Constable	119,296.46	13,628.87	132,925.33
O'CONNELL, SHANNON	Planning & Development	Senior Program Engineer	111,145.09	1,671.45	112,816.54
O'DEA, CONOR	CAO	Senior Policy Advisor	132,073.58	56.77	132,130.35
O'DONNELL, CHRISTOPHER	Fire	Firefighter Engineer	112,794.95	256.77	113,051.72
O'DONNELL, JAMES	Fire	Firefighter Engineer	118,364.58	256.77	118,621.35
O'LAUGHLIN, BRANDON	Fire	Firefighter	109,432.36	256.78	109,689.14
O'LAUGHLIN, DAVID	Fire	Firefighter	108,463.86	256.78	108,720.64
O'NEILL, DANIEL	Police	Police Constable	168,447.90	3,355.24	171,803.14
O'NEILL, JARROD	Fire	Firefighter Engineer	114,057.71	256.77	114,314.48
O'NEILL, PATRICK	Police	Police Constable F.B.P.	123,926.48	1,956.78	125,883.26
O'NEILL, SARA	Police	Booking Technician	121,013.81	356.77	121,370.58
OPALKA, STACEY	Police	Police Constable	101,354.74	356.78	101,711.52
ORABI, NAEL	Police	Police Constable	83,872.04	16,510.26	100,382.30
ORAJIKA, STANLEY	IT	Network Administrator I	102,880.23	1,186.17	104,066.40
OSMOND, TODD	Transit	Conventional Transit Operator	102,260.13	877.37	103,137.50
O'TOOLE, CATHIE	CAO	Chief Administrative Officer	292,227.02	11,344.42	303,571.44
PACE, DAVID	Fire	Captain	135,846.63	256.75	136,103.38
PAIVA, MARK	Transit	Conventional Transit Operator	99,068.00	948.59	100,016.59
PALMETER, BRIAN	Police	Sergeant	144,592.82	13,905.31	158,498.13
PAPPAS, MICHAEL	Finance & Asset Management	Director Corporate Planning	125,540.77	1,056.33	126,597.10
PAQUET, ANDREW	Police	Police Constable	98,173.45	8,411.37	106,584.82
PARASRAM, AMIT	Police	Sergeant	135,221.18	2,040.27	137,261.45
PARENT, DANIEL	Police	Police Constable	119,382.55	1,956.77	121,339.32
PARIS, CHADWICK	Fire	Firefighter	128,672.15	313.59	128,985.74
PARIS, DANIELLE	Finance & Asset Management	Manager, Accounting Operations	117,352.85	2,906.68	120,259.53
PARIS, DONNA LEE	Police	Police Constable	140,037.99	33,027.48	173,065.47
PARIS, JEFFERY	Fire	Captain	185,067.64	256.77	185,324.41
PARKER, MATTHEW H	Fire	Firefighter	131,899.70	256.77	132,156.47
PARKER, MATTHEW J	Fire	Captain	185,208.91	256.77	185,465.68



# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
PARKER, RONALD	Fire	Firefighter Engineer	115,998.89	256.78	116,255.67
PARSONS, ANDREW	Police	Police Constable	133,924.37	19,639.66	153,564.03
PARSONS, DARCY	Fire	Captain	136,190.14	256.77	136,446.91
PARSONS, DAVID	Fire	Firefighter Engineer	121,212.39	256.77	121,469.16
PARSONS, EDWARD	Fire	Captain	147,464.74	256.76	147,721.50
PARSONS, JASON	Fire	Captain	181,138.05	256.76	181,394.81
PARSONS, SEAN	Fire	Firefighter Engineer	136,470.57	256.76	136,727.33
PATRICK, KYLIE	Police	Emergency Response Communicator	100,950.10	56.78	101,006.88
PATRIQUIN, JEFFREY	Police	Police Constable	141,726.08	6,016.41	147,742.49
PAVLOVIC, GREGORY	Police	Police Constable	106,602.81	1,999.59	108,602.40
PAYNE, JAMIE	Police	Sergeant	143,536.01	10,669.45	154,205.46
PECARSKI, EDMUND	Property, Fleet & Environment	Manager, Facility Renewal	107,738.54	56.78	107,795.32
PEDDLE, ARTHUR	Fire	Mechanic EVT	118,741.58	256.78	118,998.36
PEERS, TONY	Fire	Firefighter Engineer	131,930.29	256.78	132,187.07
PELLERINE, DONALD	Public Works	Manager Streets, Active Transp&Sidewalks	137,652.91	340.79	137,993.70
PENFOUND, DIANNE	Police	Police Constable	122,406.13	1,956.77	124,362.90
PENFOUND, WILLIAM	Police	Police Constable	156,410.11	356.77	156,766.88
PENNY, CAROLYN	Finance & Asset Management	Senior Financial Consultant	100,403.66	493.34	100,897.00
PEPLER, NICHOLAS	Police	Staff Sergeant	143,995.10	3,956.77	147,951.87
PEPPER, JACQUELINE	Finance & Asset Management	Manager Corporate Performance	110,091.38	98.52	110,189.90
PERONI, BRYAN	Police	Police Constable	113,339.51	3,688.72	117,028.23
PERREAULT, DAWN	Police	Police Constable	125,923.20	18,925.18	144,848.38
PERRIER, CRAIG	Fire	Captain	130,939.99	256.77	131,196.76
PERRIN, STEPHEN	Transit	Fleet Supervisor	129,291.19	306.79	129,597.98
PERRY, DARLA	Police	President HRP	149,927.44	2,856.78	152,784.22
PETERS, MATTHEW	Police	Sergeant	162,264.48	5,858.22	168,122.70
PHILLIPS, TANYA	Community Safety	Manager Bylaw Standards	111,799.09	56.77	111,855.86
PHILOPOULOS, ANDREW	Public Works	Director Solid Waste	148,959.01	1,536.25	150,495.26
PIERCE, MARK	Police	Police Constable	112,248.08	356.78	112,604.86
PIERCE, SHELLY	Police	Police Constable	110,948.16	1,956.78	112,904.94
PIERCE-GOODLAND, VICTORIA	Transit	Director Employee Support & Development	128,917.38	1,644.32	130,561.70
PIERCEY, LORNE	Fire	Training Officer	145,345.87	256.78	145,602.65
PIKE, LEIGH	Police	Police Constable	174,377.01	356.78	174,733.79
PIKE, MARGARET	Planning & Development	Manager, Transformation & Innovation	106,815.41	56.79	106,872.20
PITTS, DENNIS	Fire	District Chief	187,516.26	56.76	187,573.02
PITTS, LUCAS	Public Works	Director Traffic Management	180,299.65	390.77	180,690.42
PLATER, JOEL	Legal & Legislative Services	Chief Risk Officer/Manager, Risk & Insur	123,653.76	648.83	124,302.59
PLUTA, CHRISTIAN	Police	Police Constable	110,614.30	4,456.78	115,071.08
POIRIER, CAMERON	Police	Police Constable	108,365.33	356.75	108,722.08
POOLE, CHRIS	Parks & Recreation	Superintendent Parks East	111,293.61	225.76	111,519.37
POOLE, MATTHEW	Police	Police Constable	111,793.11	6,504.71	118,297.82
POOLE, TERRENCE	Police	Police Constable	115,921.65	3,956.78	119,878.43
POPE, STEPHEN	Police	Police Constable F.B.P.	110,301.56	356.77	110,658.33
POSTOLOVIC, DUSAN	Police	Police Constable	112,379.42	356.77	112,736.19
POTHIER, BRIAN	Police	Police Constable	123,577.24	356.78	123,934.02
POTHIER, JEFFREY	Police	Police Constable	122,308.66	35,180.99	157,489.65
POWELL, CHRISTOPHER	Fire	Firefighter	120,134.31	256.76	120,391.07
POWELL, RONALD	Fire	Captain	203,256.54	256.77	203,513.31
POWER, LAURA	Human Resources	Manager Benefits & Employee Services	107,773.35	625.28	108,398.63
POWER, PHIL	Police	Sergeant	142,172.88	11,350.83	153,523.71
POWER-GARRETT, HOLLY	Finance & Asset Management	Manager Capital & Asset Management	112,060.05	1,980.77	114,040.82
PRAUGHT, ANDREW	Police	Police Constable	117,270.64	1,356.77	118,627.41
PREST, NATASHA	Fire	Captain	131,917.90	256.77	132,174.67
PRIDE, SHELLY	Parks & Recreation	Aquatic & Leisure Specialist	105,303.06	56.78	105,359.84
PROWSE, LANNA	Finance & Asset Management	Coordinator, Executive Director FAM	99,999.76	307.28	100,307.04
PRYDE, MARK	Fire	Firefighter Engineer	130,780.37	256.78	131,037.15
PRYOR, E. JANE	Finance & Asset Management	Director Procurement	152,457.95	1,631.75	154,089.70
PUFFER, SCOTT	Police	Police Constable	103,689.12	6,073.86	109,762.98
PULSIFER, JEFFREY	Police	Police Constable	99,006.67	1,956.78	100,963.45
PYKE, COREY	Fire	Firefighter	110,751.22	256.77	111,007.99
PYLE, KURT	Planning & Development	Director, Strategic Projects	116,771.59	56.79	116,828.38
QUINN, ALEXANDER	Parks & Recreation	Construction Project Manager	109,586.25	602.52	110,188.77
RADA, JESALAH	Fire	Firefighter	115,397.75	256.78	115,654.53

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
RAFUSE, LAWRENCE	Fire	Firefighter Engineer	122,530.69	256.77	122,787.46
RAINAULT, JARED	Fire	Firefighter Engineer	120,249.96	256.77	120,506.73
RAINAULT, TANYA	Police	Police Constable	112,808.98	2,468.99	115,277.97
RAMEY, SCOTT	Fire	Assistant Chief	160,385.32	954.59	161,339.91
RANA, ANIL	Police	Police Constable	123,212.97	13,728.72	136,941.69
RANDELL, MICHAEL	Police	Police Constable	126,601.60	2,542.82	129,144.42
RANKIN, JEANNIE	Police	Police Constable	110,614.30	2,356.78	112,971.08
RAO, VIKAS	Transit	Dispatch Supervisor	105,562.47	136.00	105,698.47
RASMUSSEN, BARBARA	Police	Police Constable	129,299.48	21,750.20	151,049.68
RASMUSSEN, ERIC	Fire	Captain	150,397.73	256.75	150,654.48
RATTRAY, MYLES	Police	Police Constable	153,971.06	356.77	154,327.83
RAY, SIMON	Fire	Captain	135,218.51	256.75	135,475.26
RAYMOND, MARK	Police	Police Constable	114,690.76	3,079.77	117,770.53
REAGE, DAVID	Transit	Executive Director Halifax Transit Svcs	211,603.06	16,122.92	227,725.98
REEVES, MARQUES	Police	Sergeant	170,660.69	2,856.77	173,517.46
REID, JASON	Police	Police Constable	110,614.30	2,856.78	113,471.08
RHODENIZER, CLINTON	Police	Police Constable	113,328.87	356.78	113,685.65
RICHARDS, HEATHER	Fire	Firefighter Engineer	116,611.26	256.77	116,868.03
RICHARDSON, HOLLY	CAO	Senior Policy Advisor to the Mayor	107,904.12	56.77	107,960.89
RIGGINS, JOHN	Police	Constable	91,323.48	48,838.56	140,162.04
RIX, BRIAN	Fire	Firefighter Engineer	112,782.89	256.77	113,039.66
ROACHE, LEE ANN	Police	Emerg. Response Communicator Supervisor	127,318.35	2,556.77	129,875.12
ROBERGE, LARRY	Police	Police Constable	145,164.28	4,076.19	149,240.47
ROBERTS, DAVID	Police	Police Constable	199,417.83	10,621.52	210,039.35
ROBERTS, EMMA	Fire	Firefighter	128,447.44	433.78	128,881.22
ROBERTSON, BRIAN	Fire	Firefighter Engineer	138,213.47	256.77	138,470.24
ROBERTSON, GREGORY	Police	Divisional Commander Information Mgmt	154,686.90	2,303.23	156,990.13
ROBERTSON, VICKI	Finance & Asset Management	Director Revenue	115,340.77	1,170.14	116,510.91
ROBIA, AMOS	Fire	District Chief	164,830.43	56.77	164,887.20
ROBICHAUD, JOHN	Fire	Captain	142,402.52	256.76	142,659.28
ROBICHAUD, SARAH	Police	Police Constable	107,509.24	4,728.18	112,237.42
ROBINSON, CRAIG	Police	Sergeant	178,872.09	1,341.75	180,213.84
ROBINSON, KIMBERLY	Police	Staff Sergeant F.B.S.	155,342.19	2,440.28	157,782.47
ROCHE, DAVID	Fire	Firefighter Engineer	126,448.71	256.77	126,705.48
RODGERS, AMANDA	Police	Booking Technician	101,919.72	308.37	102,228.09
RODGERS, BEN	Police	Police Constable	117,753.28	8,035.48	125,788.76
ROGERS, BRIAN	Fire	Training Officer	120,896.48	256.79	121,153.27
ROGERS, KELL	Police	Police Constable	112,707.60	1,956.78	114,664.38
ROGKAS, VASILEIOS	Transit	Conventional Transit Operator	102,261.60	933.98	103,195.58
ROMAGNANO, MIGUEL	Transit	Ferry Captain	122,756.31	721.77	123,478.08
ROOSEN, BRUCE	IT	Director Cybersecurity	132,601.26	56.77	132,658.03
ROREN, KARSTEN	Transit	Fleet Supervisor	102,224.82	281.77	102,506.59
ROSS, MELANIE	Police	Police Constable	117,690.12	3,956.77	121,646.89
ROSS, SHANE	Fire	Firefighter Engineer	127,395.13	256.77	127,651.90
RUBARTH, BEN	Police	Police Constable	120,922.79	2,209.32	123,132.11
RUDDERHAM, WALTER	Transit	Conventional Transit Operator	101,096.61	958.45	102,055.06
RUEL, CHRISTIAN	Fire	Firefighter Engineer	115,552.04	256.77	115,808.81
RUTTE, CORNELIS	Fire	Firefighter	123,959.05	256.77	124,215.82
RYAN, DENISE	CAO	Senior Advisor Economic Policy & Dev	119,484.65	56.76	119,541.41
RYAN, MAUREEN	Legal & Legislative Services	Solicitor Services 2	159,660.70	6,587.86	166,248.56
RYAN, MICHAEL	Parks & Recreation	Manager Community Partnerships	118,269.15	56.78	118,325.93
RYAN, PETER	Fire	Firefighter Engineer	166,404.31	256.77	166,661.08
SALGUEIRO, SANTIAGO	Fire	Firefighter	112,122.51	256.76	112,379.27
SALTER, DAVID	Fire	Firefighter	110,041.05	256.76	110,297.81
SAMAHA, ANDREW	Police	Police Constable	163,434.49	1,620.49	165,054.98
SAMPSON, MICHAEL	Fire	Training Officer	142,002.55	256.75	142,259.30
SAMSON, SHERRI	Police	Police Constable	128,400.01	1,356.77	129,756.78
SANDERS, FRANCISCUS	Legal & Legislative Services	Lead Privacy Program	106,791.27	56.77	106,848.04
SANDHU, RAMANDEEP	Transit	Access-A-Bus Operator	99,955.24	291.84	100,247.08
SANFORD, MICHAEL	Police	Police Constable	134,523.50	17,620.37	152,143.87
SANGSTER, BRUCE	Fire	District Chief	210,808.10	906.77	211,714.87
SANGSTER, LUCAS	Fire	Firefighter	135,979.03	256.77	136,235.80
SANTILLI, MARC	Transit	Manager Technical Services	113,295.40	1,382.71	114,678.11

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
SARTY, CALEB	Police	Police Constable	119,062.82	356.78	119,419.60
SAVAGE, MIKE	CAO	Mayor	197,563.58	-	197,563.58
SAVOURY, YVONNE	Police	Emergency Response Communicator	100,872.95	2,556.79	103,429.74
SAWA, SIMON	Fire	Firefighter	112,455.73	305.10	112,760.83
SAYER, ROGER	Police	Sergeant	137,223.51	4,627.49	141,851.00
SCHOFIELD, DENISE	CAO	Deputy CAO, Operations	200,505.95	1,041.87	201,547.82
SCHUHMAN, ANDREW	Transit	Conventional Transit Operator	101,418.92	579.40	101,998.32
SCHULTZ, CODY	Police	Police Constable	167,664.51	30,824.01	198,488.52
SCOTT, CONOR	Fire	Firefighter	109,021.84	256.78	109,278.62
SEARS, MICHAEL	Fire	Captain	139,440.43	256.76	139,697.19
SEEBOLD, JEFFREY	Police	Police Constable	149,224.68	1,956.77	151,181.45
SELIM-OMAR, REHBER	Fire	Firefighter	108,745.40	236.82	108,982.22
SEXTON, HAROLD	Fire	Mechanic EVT	189,646.37	256.77	189,903.14
SHAFFELBURG, PAUL	IT	Director Data Analytics & Visualization	139,811.41	287.90	140,099.31
SHAFFNER, BENJAMIN	Fire	Firefighter	111,376.14	256.77	111,632.91
SHANAHAN, MICHAEL	Fire	Captain	122,696.47	256.77	122,953.24
SHANNON, BEATE	Public Works	Manager Service Delivery & Asset Control	124,069.96	223.77	124,293.73
SHANNON, JASON	Police	Police Constable F.B.P.	177,022.90	3,956.77	180,979.67
SHARMA, SANJEEV	IT	SAP Functional Analyst	104,456.69	67.98	104,524.67
SHEPPARD, JORDAN	Police	Police Constable F.B.P.	113,334.48	2,408.51	115,742.99
SHEPPARD, JUSTIN	Police	Sergeant F.B.P.	158,869.18	9,006.68	167,875.86
SHEPPARD, KEITH	Fire	Communications Technician	105,030.55	507.27	105,537.82
SHEPPARD, TIM	Police	Police Constable	114,763.32	1,956.78	116,720.10
SHERWOOD, ANNE	Public Works	Director, Tran Design & Construction Ser	140,762.12	2,902.53	143,664.65
SHERWOOD, ROBIN	Police	Police Constable	117,826.04	1,407.46	119,233.50
SHIRLEY, SHAWNA	Parks & Recreation	Area Manager	103,342.66	56.77	103,399.43
SHREENAN, JODIE	Human Resources	Manager, Talent Development	105,759.60	56.77	105,816.37
SHULMAN, WENDY	Fire	Program Manager Fire & Emerg Vol Sector	105,924.06	541.77	106,465.83
SICILIANO, AMY	Community Safety	Public Safety Advisor	108,823.92	3,930.01	112,753.93
SIDNEY, MATTHEW	Fire	Firefighter	109,610.23	256.78	109,867.01
SILVER, SHAWN	IT	System Administrator II	112,455.67	98.52	112,554.19
SIMMONDS, ANTONIO	Police	Superintendent Administration	170,926.07	2,553.66	173,479.73
SIMMONS, STEVE	Fire	Firefighter Engineer	116,630.18	256.77	116,886.95
SIMMS, BRADLEY	Fire	Captain	139,315.43	256.75	139,572.18
SINCLAIR, LOUIS	Fire	Firefighter Engineer	115,143.23	256.77	115,400.00
SINGH, GURSHARAN	Police	Manager Strategic Technology Integration	132,924.62	56.77	132,981.39
SIVAK, BENJAMIN	Planning & Development	Manager Planned Growth	101,344.17	1,312.39	102,656.56
SKELDING, SHAUN	Transit	Conventional Transit Operator	103,832.90	823.94	104,656.84
SLADE, MONICA	Police	Police Constable	127,308.09	5,095.49	132,403.58
SLATTER, MICHAEL	Fire	Training Officer	138,667.01	256.75	138,923.76
SLAUNWHITE, EARLE	Fire	Firefighter Engineer	115,198.73	256.78	115,455.51
SLAUNWHITE, DAVID	Fire	District Chief	194,030.28	56.76	194,087.04
SLAUNWHITE, DERK	Legal & Legislative Services	Solicitor Services 1	160,331.88	5,669.92	166,001.80
SLAUNWHITE, JACOB	Fire	Firefighter	118,845.26	256.78	119,102.04
SLAUNWHITE, KEVIN	Fire	Captain	132,508.95	256.75	132,765.70
SLAUNWHITE, STEPHEN T.	Fire	Fire Inspector PIO	116,764.92	606.77	117,371.69
SLAUNWHITE, STEPHEN W.	Fire	Firefighter	110,091.06	256.77	110,347.83
SMARDON, RAYMOND	Fire	Firefighter Engineer	115,447.55	256.77	115,704.32
SMELTZER, ERINN	Human Resources	Manager Talent Acquisition	109,157.09	421.47	109,578.56
SMELTZER, MATT	IT	Network Administrator II	126,073.07	1,464.72	127,537.79
SMITH, BRENDA	Police	Police Constable	137,776.98	1,956.77	139,733.75
SMITH, BRIAN	Transit	Access-A-Bus Operator	125,380.09	460.51	125,840.60
SMITH, CRAIG	Police	Police Constable	126,174.59	10,383.87	136,558.46
SMITH, DANIEL	Property, Fleet & Environment	Fleet Supervisor	100,200.41	98.52	100,298.93
SMITH, DAVID	Police	Sergeant	169,771.14	356.77	170,127.91
SMITH, JAMES	Police	Police Constable	119,746.02	780.21	120,526.23
SMITH, JASON	Fire	Firefighter Engineer	115,104.03	256.78	115,360.81
SMITH, JOANNE	Police	Research Coordinator	107,499.04	603.24	108,102.28
SMITH, KEVIN	Police	Staff Sergeant	159,138.93	4,456.77	163,595.70
SMITH, MEAGAN	Fire	Firefighter Engineer	124,539.87	256.77	124,796.64
SMITH, ROBERT	Public Works	Contract Supervisor	114,883.23	1,122.48	116,005.71
SMITH, RODNEY	Police	Digital Forensics Technician	105,083.53	1,656.76	106,740.29
SMITH, TIFFANY	Finance & Asset Management	Manager, Service Delivery	114,783.87	2,226.92	117,010.79

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
SMITH, TODD	Transit	Dispatch Supervisor	106,275.63	670.07	106,945.70
SMITHSON, BRENDON	Parks & Recreation	Director Regional Recreation Services	88,026.13	20,245.22	108,271.35
SNAIR, PATRICIA	Police	Police Constable	131,174.77	3,956.78	135,131.55
SNOOKS, CHRISTOPHER	Fire	Firefighter	123,253.06	256.76	123,509.82
SNOW, RYAN	Fire	Firefighter Engineer	114,899.91	256.78	115,156.69
SPARES, JEFF	Parks & Recreation	Manager Parks Capital Projects	127,693.63	1,148.77	128,842.40
SPEKKENS, JOHN	Finance & Asset Management	Senior Performance Analyst	103,390.49	98.51	103,489.00
SPENCE, CARLETON MARK	Fire	Captain	137,253.23	256.76	137,509.99
SPERANZA, ANDRÉA	Fire	Captain	185,881.98	256.77	186,138.75
SPINELLI, ANTHONY	Public Works	Prjct Dir Cogswell Redev TERM (Capital)	222,138.23	3,470.84	225,609.07
SPRAY, MAGGIE-JANE	CAO	Manager Internal Communications	103,910.79	32.77	103,943.56
SPRIGGS, ROGER	Police	Police Constable	123,271.40	13,665.59	136,936.99
SQUIRES, BETH	Police	Police Constable	110,614.30	2,856.78	113,471.08
SQUIRES, JASON	Fire	Captain	126,525.25	256.77	126,782.02
STANLEY, DUANE	Police	Sergeant	173,370.59	2,356.77	175,727.36
STARRETT, CHRISTOPHER	Police	Police Constable	122,618.36	356.78	122,975.14
STEELE, DAVID	Fire	Firefighter	111,235.25	256.77	111,492.02
STEELE, WARREN	Police	Police Constable F.B.P.	112,762.87	356.78	113,119.65
STEPHENSON, TODD	Police	Police Constable	123,131.97	35,296.28	158,428.25
STEVENS, CODY	Fire	Mechanic EVT	123,633.37	256.77	123,890.14
STEVENS, GREGORY	Police	Sergeant	159,431.15	8,616.27	168,047.42
STEVENS, MARK	Police	Police Constable	118,483.84	1,956.78	120,440.62
STEVENS, MICHAEL	Police	Police Constable	118,385.61	356.78	118,742.39
STEVENS, MURRAY R	Fire	Captain	136,414.59	256.77	136,671.36
STICKINGS, PETER	Property, Fleet & Environment	Director Corporate Real Estate	152,081.53	56.76	152,138.29
STIENBURG, DEAN	Police	President HSPA	32,663.55	77,637.01	110,300.56
STOCKMAN, JENNIFER	Police	Booking Technician	133,354.09	356.77	133,710.86
STONE, MATTHEW	Fire	Firefighter Engineer	109,309.84	256.77	109,566.61
STREATCH, TODD	Police	Police Constable	112,537.85	1,956.77	114,494.62
STRICKLAND, MICHAEL	Police	Sergeant	141,453.72	4,175.54	145,629.26
STROWBRIDGE, GARY	Police	Police Constable F.B.P.	108,185.42	1,286.16	109,471.58
STRUM, JAMES	Police	Booking Technician	102,092.34	356.77	102,449.11
STUBBERT, STEVEN	Fire	Captain	145,393.84	256.77	145,650.61
STUEBING, KENNETH	Fire	Executive Director / Fire Chief	239,785.71	9,623.21	249,408.92
STYMIEST, JAMES	Fire	Assistant Chief	172,628.58	240.27	172,868.85
SULLIVAN, DREW	Fire	Firefighter Engineer	116,860.37	256.79	117,117.16
SULLIVAN, MICHAEL	Police	Police Constable	127,680.67	4,456.77	132,137.44
SULLIVAN, RICHARD	Fire	Captain	168,916.09	256.75	169,172.84
SURETTE, EDMUND	Public Works	Director ProjPlan&TranAssetMgmt	142,872.54	2,431.28	145,303.82
SWANSON, CHRISTOPHER	Fire	Firefighter Engineer	164,945.96	256.77	165,202.73
SWEENEY, JOANNE	Police	Sergeant	160,586.78	5,086.69	165,673.47
SWEET, CHRIS	Fire	Engineer	77,203.50	29,219.04	106,422.54
SWIM, AARON	Fire	Firefighter	109,474.62	256.78	109,731.40
SYKES, GEOFFREY	Police	Police Constable	218,111.37	1,746.93	219,858.30
SYMONDS, TYLER	Fire	Captain	119,310.43	401.47	119,711.90
TAGGART, JORDAN	Fire	Firefighter	107,996.71	256.79	108,253.50
TAIT, JODI	Fire	Firefighter	111,215.98	256.77	111,472.75
TARASUK, ANTHONY	Police	Police Constable	99,750.09	21,318.34	121,068.43
TARBOX, CHRISTOPHER	Fire	Captain	131,284.45	256.75	131,541.20
TAYLOR, BRADLEY	Police	Police Constable	130,270.39	1,287.15	131,557.54
TAYLOR, BRITNEY	Property, Fleet & Environment	Team Lead, Accommodations & Tenant Servi	100,328.50	223.77	100,552.27
TAYLOR, COLIN	Legal & Legislative Services	Solicitor Services 2	141,398.86	5,669.92	147,068.78
TAYLOR, NICHOLAS	Public Works	Contract Supervisor	117,245.33	922.51	118,167.84
TAYLOR, STEVEN	Transit	Mobile Supervisor	131,373.97	488.88	131,862.85
TEED, CASSANDRA	Police	Police Constable	112,362.39	3,109.14	115,471.53
TERRY, STEPHEN-ROBERT	Finance & Asset Management	Strategic Portfolios & Plcies Consultant	103,210.58	859.52	104,070.10
THERIAULT, MARK	Fire	Firefighter Engineer	114,760.43	256.78	115,017.21
THERIAULT, STEPHEN	Fire	Captain	147,485.04	256.77	147,741.81
THIBAUT, MONIA	Police	Police Constable	128,863.12	1,956.78	130,819.90
THIBAUT, SHERRY	Fire	Captain	175,837.56	256.77	176,094.33
THOMAS, CHRISTOPHER	Police	Staff Sergeant, Info Mgt	147,497.57	3,280.20	150,777.77
THOMAS, CLINTON	Fire	Training Officer	115,407.49	249.57	115,657.06
THOMAS, HOLLY	Police	Sergeant	130,928.72	780.21	131,708.93

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
THOMAS, JOEL	Police	Police Constable	102,972.96	346.00	103,318.96
THOMAS, PATRICK	Fire	Firefighter	116,742.07	256.78	116,998.85
THOMPSON, ANNETTE	Fire	Captain	166,352.73	450.07	166,802.80
THOMPSON, MICHAELYN	CAO	Manager Marketing	117,406.45	56.78	117,363.23
THOMSON, ALLAN	Fire	Firefighter Engineer	116,498.75	256.79	116,755.54
THOMSON, PHILLIP	IT	IT Security Analyst	101,370.69	140.27	101,510.96
THORPE, DAVID	IT	Executive Director, IT & CIO	203,724.63	4,048.51	207,773.14
THORPE, TAVANNEY	Public Works	Works Supervisor	122,462.91	728.71	123,191.62
THURBIDE, AMANDA	IT	Application Administrator	103,024.81	123.54	103,148.35
TIBBO, MELINDA	Police	Police Constable F.B.P.	114,297.19	6,200.84	120,498.03
TINGLEY, MATTHEW	Police	Police Constable	167,276.29	356.77	167,633.06
TOHME, ISAAC	Police	Police Constable	137,449.73	9,037.82	146,487.55
TOOKE, HOLLY	Police	Police Constable	110,165.02	3,564.37	113,729.39
TOTA, KATARZYNA	Planning & Development	Manager Community Planning	103,626.69	945.28	104,571.97
TOUSIGNANT, YVES	Fire	Captain	203,669.40	256.77	203,926.17
TOWNS, RENEE	Finance & Asset Management	Director, Revenue	107,867.32	1,250.92	109,118.24
TOWNSEND, DEONE	Police	Police Constable	125,466.89	16,082.86	141,549.75
TRACEY, JARED	Transit	Fleet Supervisor	121,378.58	361.77	121,740.35
TRASK, SAMANTHA	Public Works	Supervisor Road Safety & Transportation	109,625.61	2,516.65	112,142.26
TRAVES, JOHN	Legal & Legislative Services	Executive Director Legal & Legislative S	246,351.58	15,984.72	262,336.30
TRENHOLM, CHRISTINA	Police	Sergeant	131,630.93	2,356.77	133,987.70
TRIFF, JOSEPH	Fire	Captain	152,678.41	256.77	152,935.18
TRUDEL, CRAIG	Police	Police Constable	101,349.61	356.78	101,706.39
TSIMIKLIS, VASSILIOS	Fire	Firefighter Engineer	114,439.16	256.76	114,695.92
TUCKER, KYLE	Fire	Training Officer	112,232.98	256.78	112,489.76
TUCKER, PATRICK	Police	Sergeant	139,853.59	2,856.77	142,710.36
TURNER, JENNIFER	Police	Police Constable	116,808.75	4,275.14	121,083.89
TURNER, RAY	Police	Sergeant	124,331.54	3,315.42	127,646.96
TURNER, STEPHEN	Fire	District Chief	170,890.64	56.77	170,947.41
TURPLE, BRENT	Police	Police Constable	113,344.48	6,090.38	119,434.86
TURPLE, JAMES	Fire	Firefighter	116,643.68	256.76	116,900.44
TYNAN, JOSEPH	Property, Fleet & Environment	Lead Hand - Facilities	124,788.51	1,855.52	126,644.03
UMLAH, DAVID	Public Works	Manager, Survey Services	104,890.07	3,024.94	107,915.01
UNDERWOOD, JOSHUA	Police	Police Constable	127,327.65	1,956.78	129,284.43
UPSHAW, THANE	Fire	Firefighter Engineer	137,176.21	256.76	137,432.97
VARIN, ANTOINE	Police	Police Constable	115,081.19	2,645.31	117,726.50
VARIN, LARRY	Fire	Fire Prevention Officer	156,667.43	606.76	157,274.19
VASSEUR, MICHAEL	Police	Police Constable	116,802.47	1,642.94	118,445.41
VATERS, JENNIFER	Police	Police Constable	112,003.62	2,856.78	114,860.40
VEINOTTE, MATTHEW	Police	Sergeant	136,935.73	2,757.76	139,693.49
VERNER, KATHLEEN	Police	Police Constable	117,011.96	356.77	117,368.73
VIALETTE, ANDREW	Police	Police Constable	136,325.76	356.77	136,682.53
VIENNEAU, KAVAN	Fire	Firefighter	116,020.61	256.78	116,277.39
VODICKA, RUDY	Property, Fleet & Environment	Project Manager	104,023.33	56.77	104,080.10
WAGG, STEVEN	Police	Sergeant	152,112.03	12,628.70	164,740.73
WALDORF, PETER	Police	Police Constable F.B.P.	142,342.19	8,896.30	151,238.49
WALKER, MARK	Fire	Captain	163,587.60	256.75	163,844.35
WALKER, THOMAS	Fire	Firefighter Engineer	115,640.13	256.79	115,896.92
WALSH, ANDREW	Transit	Ferry Mate	128,625.91	706.78	129,332.69
WALSH, BARRIE	Transit	Conventional Transit Operator	110,413.69	1,267.42	111,681.11
WALSH, CHRISTOPHER	Fire	Firefighter	117,388.84	256.77	117,645.61
WALSH, IAN	Police	Police Constable	110,614.30	356.78	110,971.08
WALSH, KURT	Police	Sergeant	163,657.44	860.61	164,518.05
WALSH, RAY	Parks & Recreation	Director Parks	135,883.23	56.79	135,940.02
WAMBOLDT, SHANE	Fire	Training Officer	122,539.58	256.77	122,796.35
WARD, MARTIN	Legal & Legislative Services	General Counsel	188,897.27	775.51	189,672.78
WARNELL, BARRY	Police	Police Constable	110,614.30	2,856.76	113,471.06
WASSON, BEAU	Police	Police Constable	114,853.98	3,821.64	118,675.62
WATERFIELD, JOEL	Fire	Firefighter	123,012.45	313.98	123,326.43
WATTERS, TYLER	Fire	Firefighter Engineer	109,641.35	256.78	109,898.13
WATTS-RUFFIN, JEROME	Transit	Access-A-Bus Operator	110,608.11	573.00	111,181.11
WAY, RAYLENE	Police	Sergeant	128,970.70	3,053.44	132,024.14
WEATHERBEE, KARA	Human Resources	Manager HR Systems & Reporting	111,921.36	1,085.08	113,006.44

# Halifax Regional Municipality

## Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
WEBBER, NICHOLAS	Police	Police Constable	129,777.49	356.78	130,134.27
WEBBER, PETER	Police	Police Constable	141,395.19	7,580.44	148,975.63
WELCH, DWIGHT	IT	Database Administrator	109,316.20	98.52	109,414.72
WEST, ADAM	Fire	Firefighter Engineer	137,078.46	256.77	137,335.23
WEST, GORDON	Fire	District Chief	151,415.52	156.77	151,572.29
WESTCOTT, ROBERT	Property, Fleet & Environment	Maintenance Electricians	110,434.92	56.77	110,491.69
WHALEN, TERRANCE (JAKE)	CAO	Senior Advisor Economic Policy & Dev	132,102.93	-	132,102.93
WHITE, DANIEL	Fire	Training Officer	152,047.35	256.76	152,304.11
WHITE, JAMES D	Fire	Captain	183,740.06	256.77	183,996.83
WHITE, JAMES R.	Fire	Captain	152,356.40	345.06	152,701.46
WHITE, MATTHEW	Fire	Firefighter	115,045.99	256.77	115,302.76
WHITE, WILLIAM	Finance & Asset Management	Manager EAM Systems	111,879.82	489.94	112,369.76
WHYNOTT, ADAM	Police	Police Constable	133,927.76	4,100.38	138,028.14
WIERSTRA, DIRK	IT	Manager Business Solutions & Testing	112,405.85	140.27	112,546.12
WILE, MICHAEL	Property, Fleet & Environment	Manager Acquisitions Disposals Ind Lands	120,870.50	56.77	120,927.27
WILLETT, KATHRYN	Police	Sergeant	123,859.27	1,956.77	125,816.04
WILLETT, MICHAEL	Police	Staff Sergeant	156,684.19	4,456.78	161,140.97
WILLIAMS, BARRY	Fire	Firefighter Engineer	117,699.06	256.77	117,955.83
WILLIAMS, BRENT	Fire	Firefighter	124,729.30	256.77	124,986.07
WILLIAMS, CHRISTIAN	Fire	Firefighter Engineer	120,747.07	256.77	121,003.84
WILLIAMS, PETER	Fire	Firefighter Engineer	144,977.43	256.77	145,234.20
WILLIAMS, RAINIE	Fire	Firefighter Engineer	112,643.23	256.78	112,900.01
WILSON, BRITT	Human Resources	Executive Director Human Resources	198,658.00	3,964.16	202,622.16
WILSON, JASON	Police	Police Constable	116,713.09	356.77	117,069.86
WILSON, MARTHA	IT	Director Strategic Planning and Delivery	136,209.05	56.77	136,265.82
WINTRUP, WILLIAM	Fire	Firefighter Engineer	115,978.78	256.77	116,235.55
WITHERS, GRANT	Fire	Captain	165,422.65	256.76	165,679.41
WITHROW, JASON	Police	Sergeant	176,715.42	9,126.69	185,842.11
WOOD, CRISPIN	Parks & Recreation	Manager Urban Forestry	118,586.26	674.39	119,260.65
WOOD, RANDY	Police	Police Constable	131,214.44	3,356.77	134,571.21
WOODS STEVENS, STEPHANIE	IT	Manager Information Management	106,147.19	1,340.06	107,487.25
WRIGHT, PHILIP	Transit	Conventional Transit Operator	105,218.20	1,138.49	106,356.69
YARICH, JACOB	Fire	Firefighter	144,196.94	256.77	144,453.71
YILDIRIM, OZGEN	Transit	Conventional Transit Operator	104,092.85	920.48	105,013.33
YIP, SIMON	Fire	Firefighter	113,288.35	313.53	113,601.88
YORK, STEVEN	Public Works	Manager Winter Operations & Training	117,469.65	2,249.31	119,718.96
YOUNG, ALLAN	Fire	Captain	136,865.40	256.75	137,122.15
YOUNG, GERRY D	Fire	Firefighter Engineer	128,222.68	256.78	128,479.46
YOUNG, J DARREN	Property, Fleet & Environment	Manager, Major Projects	122,761.86	842.58	123,604.44
YOUNG, PATRICK D	Fire	Captain	137,142.26	256.75	137,399.01
YOUNG, WADE	Fire	Captain	124,573.30	256.78	124,830.08
YOUNKER, MARK	Fire	Firefighter Engineer	117,035.78	256.76	117,292.54
ZATEZALO, TATJANA	Human Resources	Director, Org Development	1,742.00	195,793.47	197,535.47
ZAVALKO, SERGEY	Transit	Ferry Mate	103,625.59	426.78	104,052.37
ZIMAN, SHAUN	Police	Police Constable	127,547.65	6,693.07	134,240.72
ZINCK, MICHAEL	Police	Police Constable F.B.P.	112,393.19	356.78	112,749.97
ZINCK, MICKIE	Police	Emerg. Response Communicator Supervisor	114,522.24	2,556.77	117,079.01
ZITTO, CRAIG	Fire	Training Officer	114,290.14	200.00	114,490.14
ZWICKER, DANIEL	Transit	Fleet Supervisor	106,771.87	306.76	107,078.63

## Halifax Public Libraries

### Statement of Compensation

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

Year Ended March 31, 2024

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

*Note: other benefits include but not limited to retiring allowance, parking, vehicle allowance, educational reimbursement, gift & award top up, clothing allowance, boot allowance, professional dues reimbursement, and taxable benefits.*

Last name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
TAYLOR, LAUREL	Halifax Regional Library	Manager, Integrated Comm & Fund Dev	110,888.21	50.00	110,938.21
ROBILLIARD, SHANNON	Halifax Regional Library	Manager, Finance	115,209.25	1,274.75	116,484.00
MORRIS, KATHLEEN	Halifax Regional Library	Director, Central District	146,256.67	-	146,256.67
MADDIGAN, CATHY	Halifax Regional Library	Director, Human Resources	146,256.67	2,115.88	148,372.55
MACNEIL, DAVID	Halifax Regional Library	Manager, Access	114,102.03	-	114,102.03
MACKENZIE, HEATHER	Halifax Regional Library	Manager, Volunteer Services	108,365.29	-	108,365.29
KACHAN, ASA	Halifax Regional Library	Chief Librarian and CEO	194,252.76	980.88	195,233.64
GATTO, CYNTHIA	Halifax Regional Library	Senior District Manager	113,563.58	-	113,563.58
GAINER, MEGAN	Halifax Regional Library	Director, Facilities	124,801.67	1,423.05	126,224.72
FIANDER, JANICE	Halifax Regional Library	Senior District Manager	114,031.54	-	114,031.54
CRICK, KEVIN	Halifax Regional Library	Director, Information Technology	114,102.03	-	114,102.03
COLVILLE, HANNAH	Halifax Regional Library	Senior District Manager	113,984.95	-	113,984.95
BARRY, MAIREAD	Halifax Regional Library	Director, Strategy	146,256.67	980.88	147,237.55

## Halifax Regional Water Commission

### Statement of compensation

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

Year ended March 31, 2024

For the year ended March 31, 2024, the following employees, contractors and consultants received compensation of \$100,000 or more:

Last name, First Name	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Al-Zabet, Tareq	General Manager	173,608.04	265,162.22	438,770.26
Arora, Susheel	Director, Operations	67,188.06	47,267.93	114,455.99
Baisley, Kara	Supervisor, Water Supply Plants	101,523.51	2,662.44	104,185.95
Barkhouse, Jason	Works Supervisor	96,017.23	8,074.74	104,091.97
Blades, David	Manager, Data Engineering	114,432.45	2,448.79	116,881.24
Brake, Warren	Manager, Accounting	110,803.13	5,447.07	116,250.20
Cameron, Melvin	Works Supervisor	103,745.13	9,658.03	113,403.16
Campbell, Craig	Manager, Environmental Compliance	110,957.77	9,190.41	120,148.18
Campbell, Reid	Director, Engineering and Capital Infrastructure	195,482.86	6,637.07	202,119.93
Chapman, Marcia	Manager, Regional Infrastructure Planning	114,422.30	2,067.34	116,489.64
Chisholm, James	Project Engineer	102,499.16	4,312.32	106,811.48
Christie, Robert	Sub Foreman, Wastewater Collections	81,045.59	19,379.82	100,425.41
Cohoon, Robert	Supervisor, Wastewater Collections	104,991.71	14,186.79	119,178.50
Comeau, Michelle	Manager, Procurement	108,392.87	4,336.44	112,729.31
Crouse, Nigel	Manager, Wastewater Quality	99,269.62	5,635.25	104,904.87
Crowe, Andrew	Water Treatment Plant Operator	92,884.38	9,437.03	102,321.41
de Montbrun, Louis	Director, Corporate Services / CFO	199,986.00	8,886.83	208,872.83
DeYoung, Joshua	Senior Manager, Capital Project Delivery	122,002.07	9,353.17	131,355.24
Dort, David	Supervisor, Wastewater Treatment Plant	99,099.81	4,084.08	103,183.89
Eisnor, John	Senior Manager, Water Services	136,843.35	2,013.77	138,857.12
Fahie, Christopher	Process Engineering Program Manager	128,301.44	5,218.95	133,520.39
Faltas, Hanan	Project Manager	97,857.49	2,307.92	100,165.41
Feener, Mark	Manager, Water Distribution	126,815.07	2,152.62	128,967.69
Fields, Brandon	Utility Technician	107,568.77	4,497.16	112,065.93
Foy, Adam	Supervisor, Wastewater Collections	116,829.80	14,202.51	131,032.31
Frenette, Michael	Manager, Information and Technology Project Management Office	116,304.66	863.08	117,167.74
Gaudet, John	Utility Technician	98,203.23	9,606.43	107,809.66
Geddes, Barry	Manager, Watershed	123,671.15	4,965.20	128,636.35
Gillis, Robert	Manager, Program Manager, Structures and Special Projects	114,158.23	1,922.87	116,081.10
Gorman, Thomas	Senior Manager, Infrastructure Planning	137,270.23	5,584.12	142,854.35
Graham, Robert	Water Treatment Plant Operator	92,752.66	8,023.64	100,776.30
Gray, Kevin	Senior Manager, Regulatory Approvals	132,323.23	6,664.97	138,988.20
Healy, Kevin	Manager, Water Distribution	121,544.89	5,528.26	127,073.15
Hofmann, Anita	Occupational Health and Hygiene Practitioner	105,558.67	4,437.67	109,996.34
Houlihan, Andrew	Supervisor, Water Supply Plants	107,440.69	4,345.68	111,786.37
Isnor, Patricia	Project Manager	105,708.98	2,754.59	108,463.57
Jones, Grayson	Supervisor, Wastewater Collections	100,922.77	12,930.04	113,852.81
Kaiser, Reid	Works Supervisor	102,429.92	16,640.99	119,070.91
Kelloway, Kevin	Lead Operator, Small Systems	95,558.89	17,124.53	112,683.42
Kennie, Daniel	Manager, Cybersecurity and Information Services	107,697.42	4,692.61	112,390.03
King, Cindy	Supervisor, Wastewater Collections	96,642.00	11,520.69	108,162.69
Knapp, Jeffrey	Senior Manager, Energy Efficiency and Business Development	137,245.31	2,950.55	140,195.86
Kohoot, Paul	Supervisor, Wastewater Collections	129,380.57	15,806.06	145,186.63
Krkosek, Wendy	Manager, Water Quality	123,570.89	4,912.91	128,483.80
LeBlanc, Stephanie	Senior Manager, Information and Technology Services	135,652.00	3,303.00	138,955.00
Levesque, Daniel	Cyber Security Analyst	94,088.08	7,278.68	101,366.76
Levesque, Roger	Project Engineer	107,208.63	4,331.37	111,540.00
Lloyd, Charles	Senior Manager, Corporate Environmental Compliance	131,835.27	6,577.24	138,412.51
MacDonald, Jerry	Works Supervisor	95,163.93	16,254.81	111,418.74
MacDonald, Jonathan	Manager, Water Infrastructure Planning	114,137.84	1,828.27	115,966.11
MacDougall, John	Operations Engineer	110,354.56	4,495.52	114,850.08
MacInnis, Allan	Process Technician	94,404.83	12,866.45	107,271.28
MacKenzie, Kenda	General Manager (Acting)	189,552.68	11,385.21	200,937.89
MacNab, Andrew	Supervisor, Wastewater Treatment Plant	99,778.99	3,303.25	103,082.24



## Halifax Regional Water Commission

### Statement of compensation

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

Year ended March 31, 2024

For the year ended March 31, 2024, the following employees, contractors and consultants received compensation of \$100,000 or more:

Last name, First Name	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MacNeil, Harold	Manager, Engineering Information	115,957.48	4,486.59	120,444.07
MacNeil, Michael	Utility Technician	95,670.27	7,986.46	103,656.73
Mathew, Shiju	Manager, Regulatory Customer Programs	108,680.74	3,160.59	111,841.33
Maynard, Peter	Project Engineer	105,237.18	3,302.68	108,539.86
McGonnell, Mark	Manager, Regulatory Stormwater	123,179.17	5,387.46	128,566.63
McIlwain, Bradley	Project Engineer	101,902.69	2,820.72	104,723.41
McNeill, Susan	Manager, Customer Care	101,565.34	863.06	102,428.40
Michelin, George	Manager, Facilities Engineering	103,372.94	1,163.07	104,536.01
Miller, Heather	Manager, Wastewater Combined System Infrastructure Planning	117,008.66	2,741.50	119,750.16
Miller, Michael	Supervisor, Wastewater Collections	101,895.87	12,541.28	114,437.15
Mosher, James	Supervisor, Wastewater Collections	91,421.92	10,005.12	101,427.04
Murray, Alana	Manager, Water Supply Plants	129,807.09	3,825.89	133,632.98
Myrick, Jeffrey	Senior Manager, Communications and Corporate Strategy	112,485.00	9,830.96	122,315.96
Nnamdi, Udenwa	Project Manager	92,161.56	8,112.44	100,274.00
Oxner, Garry	Manager, Environmental Management System Program	123,034.93	5,044.82	128,079.75
Ozon, Derrick	Manager, Safety and Security	108,362.04	4,827.33	113,189.37
Parsons, Sheldon	Manager, Wastewater and Stormwater Collections	123,611.97	4,441.59	128,053.56
Patey, Danny	Manager, Wastewater and Stormwater Collections	123,232.47	2,396.65	125,629.12
Pictou, Murray	Supervisor, Wastewater Collections	115,408.37	18,160.18	133,568.55
Rice, Greg	Manager, Municipal Engineering	116,169.15	3,435.47	119,604.62
Rice, Raymond	Manager, Wastewater and Stormwater Collections	129,917.12	3,554.07	133,471.19
Richardson, Jennifer	Manager, Engineering Approvals	114,511.98	2,403.60	116,915.58
Roberge, Renée	Manager, Infrastructure Engineering	118,189.55	5,384.02	123,573.57
Rowe, Shawn	Senior Manager, Wastewater and Stormwater Collections	134,512.55	10,337.83	144,850.38
Scallion, Alicia	Manager, Finance	122,478.62	7,177.44	129,656.06
Schedler, Heidi	Director, Regulatory Affairs, Risk and Governance	180,989.98	6,140.15	187,130.13
Shea, Heather	Supervisor, Wastewater Treatment Plant	98,790.98	4,060.95	102,851.93
Singer, Jarvis	Manager, Wastewater Treatment	113,161.55	3,977.92	117,139.47
Snow, Andrew	Project Engineer	105,671.96	3,041.82	108,713.78
Stevens, William	Manager, Technical Services Capital Projects	120,870.72	3,037.92	123,908.64
Tagra, Sanjeev	Senior Manager, Strategic Projects	126,569.27	4,989.80	131,559.07
Tooke, Anthony	Works Supervisor	105,162.65	13,625.05	118,787.70
Tucker, April	Asset Management Engineer	105,236.50	1,217.69	106,454.19
Waddell, Colin	Director, Operations	152,857.16	5,081.36	157,938.52
Weeks, Christopher	Supervisor, Wastewater Collections	105,174.80	8,745.58	113,920.38
Whalen, Andrew	Utility Technician	105,758.33	7,166.83	112,925.16
White, Peter	Manager, Facilities, Fleet and Logistics	110,255.98	1,106.77	111,362.75
White, Ryan	Supervisor, SCADA/ICS Security	102,917.41	5,103.83	108,021.24
Williams, Cedric	Supervisor, Wastewater Collections	103,499.36	13,342.01	116,841.37
Williams, Valerie	Senior Manager, Asset Management and Capital Planning	140,047.25	2,387.76	142,435.01
Wilson, Justin	Manager, Technical Services	104,272.45	6,984.13	111,256.58
Woszczynski, Meghan	Project Engineer	108,358.90	1,667.33	110,026.23
Wright, Blake	Utility Technician	95,010.96	8,902.13	103,913.09

# HALIFAX REGIONAL MUNICIPALITY

## Statement of Compensation

Required pursuant to Administrative Order 2015 – 006 – ADM Salary Disclosure Administrative Order

### 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 Municipality 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) 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.

Other benefits paid is / includes...

### 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 the year ended March 31, 2024, there were 26 bi-weekly pays received by employees.