

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

**HALIFAX REGIONAL MUNICIPALITY**

Year ended March 31, 2017

# **HALIFAX REGIONAL MUNICIPALITY**

Statement of Compensation

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

Year ended March 31, 2017

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# HALIFAX REGIONAL MUNICIPALITY

## Statement of Compensation

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

Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Adams, Brenda	Operations Support	Manager Citizen Contact Centres	113,333.20	736.96	114,070.16
Adamson, William	Fire Services	Captain	106,707.08	-	106,707.08
Adekayode, Raymond	Fire Services	Firefighter	104,117.87	-	104,117.87
Anderson, Michael	Police	Police Constable	98,499.03	3,919.04	102,418.07
Andrews, Peter	Fire Services	Division Commander	118,244.28	-	118,244.28
Andrews, Steven	Fire Services	Firefighter	108,666.10	428.52	109,094.62
Anguish, Bradley	Parks and Recreation	Director Parks Recreation & Communities	180,576.27	474.00	181,050.27
Antoft, Nicholas	Fire Services	Captain	111,586.78	-	111,586.78
Appt, Philip	Police	Police Constable	103,059.92	1,955.00	105,014.92
Archibald, Debra	Fire Services	Firefighter	107,547.95	-	107,547.95
Arjoon, Kevin	CAO's Office	Municipal Clerk	115,555.44	-	115,555.44
Arsenault, Thomas	Fire Services	Firefighter	102,934.18	-	102,934.18
Ash, Wayne	Fire Services	Firefighter	104,227.75	198.51	104,426.26
Astephen, Perry	Police	Sergeant	119,158.52	1,445.00	120,603.52
Atwell, Robyn	Police	Sergeant	106,396.53	851.00	107,247.53
Audet, Beverley	Transportation and Public Works	Manager Municipal Operations	126,835.51	-	126,835.51
Auld, Sean	Police	Operational Planning Officer	132,527.55	1,491.07	134,018.62
Ayotte, Julien	Police	Police Constable	99,859.86	1,030.00	100,889.86
Baird, Robert	Police	Police Constable	110,512.60	2,723.02	113,235.62
Balcom, Angela	Police	Police Constable	108,642.44	1,500.00	110,142.44
Bannon, Glen	Transit Services	Manager Transit Operations	123,583.65	-	123,583.65
Barbati, Joe	Fire Services	Firefighter	104,008.02	227.76	104,235.78
Barna, Ferenc	Police	Police Constable	101,709.72	4,584.41	106,294.13
Barr, Kristopher	Police	Police Constable	100,752.88	1,000.00	101,752.88
Bastow, Barry	Fire Services	Lieutenant	105,138.67	-	105,138.67
Beals, Cortonio	Fire Services	Division Commander	116,767.06	6,630.88	123,397.94
Beer, Jonathan	Police	Police Constable	97,765.44	5,064.44	102,829.88
Belliveau, Robert	Fire Services	Training Officer	101,717.01	-	101,717.01
Bergman, Corey	Police	Police Constable	116,147.30	1,514.00	117,661.30
Best, Linden	Fire Services	Firefighter	100,547.08	-	100,547.08
Bezanson, Charles	Fire Services	Division Commander	121,269.26	-	121,269.26
Bjerke, Robert	Planning and Development	Chief Planner & Director	171,348.80	-	171,348.80
Blackburn, Michael	Fire Services	Division Commander	132,268.80	-	132,268.80
Blackwood, Gerald	Finance and ICT	Manager Revenue	113,708.72	2,006.24	115,714.96
Blair-Smith, Caroline	Human Resources	Manager HR Shared Services	104,227.50	270.00	104,497.50
Blais, Jean-Michel	Police	Chief of Police	202,152.88	1,354.51	203,507.39
Blencowe, Anthony	Police	Police Constable	107,207.47	1,170.00	108,377.47
Boon, David	Police	Sergeant	110,725.93	151.00	110,876.93
Boudreau, Gilles	Police	Police Constable	100,593.45	812.00	101,405.45
Bourdages, Pierre	Police	Sergeant	109,063.28	4,217.32	113,280.60
Bourgeois, Jeffrey	Fire Services	Captain	111,726.43	2,234.67	113,961.10
Boutilier, Michael	Fire Services	Firefighter	122,317.89	390.01	122,707.90
Bowers, Scott	Police	Police Constable	103,497.07	1,000.00	104,497.07
Bowes, Adam	Fire Services	Firefighter	120,991.13	93.60	121,084.73
Bowser, Michael	Fire Services	Firefighter	101,429.60	227.76	101,657.36
Boyd, Lawrence	Police	Sergeant	133,691.38	1,000.00	134,691.38
Brckett, Daniel	Fire Services	Captain	101,716.99	-	101,716.99
Brien, Colin	Police	Police Constable	110,496.75	1,155.00	111,651.75
Brooks, Brock	Police	Police Constable	103,963.66	6,498.78	110,462.44
Brown, Jay	Fire Services	Firefighter	102,562.37	-	102,562.37
Brown, Karen	Legal	Solicitor	144,270.74	-	144,270.74
Bruce, Charles	Police	Police Constable	117,126.30	17,166.40	134,292.70
Buell, Donald	Police	Police Constable	116,701.40	1,170.00	117,871.40
Burt, Ross	Police	Sergeant	102,857.26	1,000.00	103,857.26
Burton, Kenneth	Police	Sergeant	109,578.64	2,156.00	111,734.64
Burton, Michael	Fire Services	Captain	106,081.57	-	106,081.57
Bussey, Stephen	Fire Services	Lieutenant	121,859.32	-	121,859.32
Butler, James	Police	Operations Support Officer	124,292.47	1,391.07	125,683.54

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Year ended March 31, 2017

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Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Calder, Stephen	Police	Sergeant	112,450.54	4,142.82	116,593.36
Cameron, David	Fire Services	Captain	101,949.75	-	101,949.75
Canning, R. Brad	Fire Services	Firefighter	105,418.34	74.64	105,492.98
Carlisle, Jeffrey	Police	Sergeant	117,150.29	748.00	117,898.29
Carlisle, Stephanie	Police	Sergeant	104,896.53	1,000.00	105,896.53
Carmichael, David	Fire Services	Lieutenant	107,535.21	112.32	107,647.53
Carr, Jeffrey	Police	Sergeant	108,015.92	781.00	108,796.92
Carter, Michael	Police	Police Constable	102,028.65	1,483.00	103,511.65
Carver, Shawn	Police	Police Constable	111,521.50	6,838.70	118,360.20
Carvery, Shaun	Police	Police Constable	99,126.28	7,879.93	107,006.21
Cecchetto, Julia	Police	West Divisional Commander	124,152.94	1,590.64	125,743.58
Cecchetto, Michael	Police	Sergeant	126,076.19	1,000.00	127,076.19
Chambers, Kimberley	Police	Police Constable	100,061.84	1,186.16	101,248.00
Chambers-Spriggs, Tanya	Police	Sergeant	102,083.75	925.00	103,008.75
Chapman, Janis	Police	Police Constable	103,825.37	1,000.00	104,825.37
Chediak, Monier	Police	Sergeant	119,742.97	927.00	120,669.97
Clark, Paul Michael	Fire Services	Captain	123,365.35	-	123,365.35
Clarke, Jeffrey	Fire Services	Lieutenant	103,972.45	138.45	104,110.90
Clarke, Jeffrey	Police	Sergeant	114,951.17	4,650.79	119,601.96
Clement, David	Fire Services	Division Captain	123,308.55	-	123,308.55
Clyke, Bobby	Police	Sergeant	101,695.41	3,618.96	105,314.37
Collins, Joseph	Police	Sergeant	106,896.53	-	106,896.53
Connors, Bradley	Fire Services	Division Commander	133,933.11	15,759.14	149,692.25
Conrad, Patrick	Fire Services	Firefighter	100,575.63	315.12	100,890.75
Conrad, Ryan	Fire Services	Firefighter	101,530.26	262.57	101,792.83
Conrad, Vincent	Fire Services	Training Officer	160,453.36	-	160,453.36
Corkum, Kevin	Fire Services	Captain	104,210.09	-	104,210.09
Cote, Samuel	Police	Police Constable	108,279.94	2,184.11	110,464.05
Covey, Matt	Fire Services	Division Chief Fire Prevention & Public Education	115,046.32	274.69	115,321.01
Crockett, Allan	Fire Services	Firefighter	102,962.08	202.51	103,164.59
Croft, Tony	Police	Police Constable	115,647.64	1,180.00	116,827.64
Cross, Bridget	Police	Police Constable	113,276.78	1,000.00	114,276.78
Cross, Nathan	Police	Police Constable	107,227.95	2,256.48	109,484.43
Crowell, Dale	Fire Services	Captain	117,696.03	-	117,696.03
Crowell, Dennis	Police	Sergeant	108,139.11	-	108,139.11
Currie, Lloyd	Fire Services	Division Commander	127,241.13	-	127,241.13
Currie, Shawn	Police	Police Constable	101,051.57	510.32	101,561.89
Dahl, Darren	Fire Services	Captain	114,747.86	-	114,747.86
David, Benoit	Fire Services	Captain	121,397.15	50.00	121,447.15
Davis, Donna	Operations Support	Project Manager Cogswell Redevelopment	152,913.09	626.50	153,539.59
de Montbrun, Louis	Finance and ICT	Manager Financial Reporting	126,038.44	985.50	127,023.94
Dean, Kevin	Fire Services	Division Commander	111,052.88	-	111,052.88
Dean, Sherry	Fire Services	Firefighter	102,347.89	193.27	102,541.16
DeBaie, Bruce	CAO's Office	Managing Director Corporate Communications	113,328.66	-	113,328.66
Denine, Matthew	Police	Police Constable	100,189.46	3,990.92	104,180.38
Denty, Kelly	Planning and Development	Manager Current Planning	118,305.46	720.00	119,025.46
Desrochers, Paul	Police	Police Constable	113,575.78	1,602.86	115,178.64
Deters, Auren	Fire Services	Firefighter	103,402.63	263.73	103,666.36
DeYoung, Jeffrey	Fire Services	Firefighter	104,635.77	264.88	104,900.65
Diaczenko, Will	Police	Police Constable	106,089.91	3,804.83	109,894.74
Dodge, Dana	Transit Services	Fleet Supervisor	109,078.48	2,000.00	111,078.48
Dodge, Duane	Fire Services	Firefighter	103,823.54	-	103,823.54
Donovan, James	Planning and Development	Manager Buildings & Compliance	131,147.70	1,121.08	132,268.78
Doucet, Shawn	Fire Services	Firefighter	115,933.77	-	115,933.77
Doyle, Carly	Police	Police Constable	112,272.88	1,869.00	114,141.88
Doyle, Mark	Police	Police Constable	104,546.90	1,560.00	106,106.90
Duale, Ali	Fire Services	Firefighter	99,463.71	1,013.18	100,476.89
Dubé, Jacques	CAO's Office	Chief Administrative Officer	139,655.21	1,790.82	141,446.03

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Year ended March 31, 2017

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Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Dunbrack, Patricia	Fire Services	Captain	102,275.67	-	102,275.67
Duncan, Peter	Planning and Development	Manager Infrastructure Planning	121,948.28	302.53	122,250.81
Edwards, Jonathan	Police	Police Constable	103,315.08	814.00	104,129.08
Edwards, Paul	Fire Services	Captain	102,589.89	2,234.67	104,824.56
Elworthy, Matthew	Police	Police Constable	102,198.80	4,849.80	107,048.60
Engels, Ryan	Fire Services	Firefighter	99,903.27	491.65	100,394.92
Evans, Phillip	Finance and ICT	Manager Technology Infrastructure	109,390.28	1,711.20	111,101.48
Fairbairn, Scott	Police	Police Constable	109,151.78	1,699.00	110,850.78
Fairbairn, Steven	Police	Police Constable	103,942.35	1,136.00	105,078.35
Fairbanks, Benjamin	Legal	Solicitor	123,415.30	711.47	124,126.77
Farrow, Joseph	Police	Police Constable	109,148.86	3,920.09	113,068.95
Ferguson, John	Fire Services	Captain	116,664.88	2,234.67	118,899.55
Ferguson, Todd	Fire Services	Firefighter	101,939.77	82.68	102,022.45
Fisher, Bruce	Finance and ICT	Manager Financial Policy & Planning	119,661.61	2,045.50	121,707.11
Fitzgerald, Marcheta	Fire Services	Fire Prevention Officer	117,793.51	-	117,793.51
Fleckney, Brian	Fire Services	Captain	104,653.41	2,234.67	106,888.08
Flewelling, Ian	Police	Sergeant	115,967.73	4,057.44	120,025.17
Flynn, Shawn	Police	Police Constable	96,883.02	3,494.39	100,377.41
Fong, Regan	Police	Sergeant	106,396.57	-	106,396.57
Fong, Richard	Fire Services	Captain	103,019.08	-	103,019.08
Foot, Andrew	Fire Services	Captain	107,553.11	-	107,553.11
Foran, Todd	Fire Services	Firefighter	107,671.48	74.88	107,746.36
Foster, Susan	Police	Police Constable	113,766.17	3,888.04	117,654.21
Fournier, Thomas	Police	Police Constable	99,466.49	5,970.22	105,436.71
Fox, Robert	Police	Sergeant	116,957.33	5,105.79	122,063.12
Fraser, Cyril	Fire Services	Captain	118,314.01	-	118,314.01
Fraser, Jane	CAO's Office	Deputy Chief Administrative Officer	216,569.13	3,405.94	219,975.07
Gallagher, Kevin	Fire Services	Captain	105,618.03	-	105,618.03
Gannon, Dwayne	Fire Services	Firefighter	121,968.13	277.20	122,245.33
Garber, Geoff	Fire Services	Firefighter	104,648.44	-	104,648.44
Garry, Claude	Fire Services	Captain	101,635.90	-	101,635.90
Gates, James	Fire Services	Captain	126,298.27	-	126,298.27
Gaudet, Darrell	Police	Staff Sergeant	124,762.81	1,050.00	125,812.81
Gibbons, Gerard	Police	Sergeant	106,896.55	820.00	107,716.55
Gibson, Curtis	Police	Police Constable	97,021.26	3,242.23	100,263.49
Gillett, Stephen	Police	Sergeant	106,896.52	2,619.24	109,515.76
Gillis, Andrea	Human Resources	Manager Labour Relations	131,648.64	4,456.04	136,104.68
Gillis, Anthony	Police	Police Constable	98,521.25	6,225.34	104,746.59
Girard, Robin	Fire Services	Firefighter	102,940.54	318.24	103,258.78
Glennie, Alexander	Fire Services	Captain	116,754.40	2,234.67	118,989.07
Graham, Gordon	Police	Sergeant	134,912.04	10,088.79	145,000.83
Grantham, Peter	Fire Services	Firefighter	106,330.19	984.36	107,314.55
Gray, Brian	Fire Services	Deputy Chief Operations	153,411.60	334.97	153,746.57
Green, Angela	Parks and Recreation	Manager Recreation Programming	123,922.70	474.00	124,396.70
Green, Jacob	Fire Services	Lieutenant	118,498.28	93.60	118,591.88
Green, Pamela	Police	Police Constable	107,386.97	1,000.00	108,386.97
Greene, Katherine	Planning and Development	Manager Policy & Strategic Initiatives Program	104,991.34	507.17	105,498.51
Greene, Patrick	Fire Services	Captain	109,353.45	-	109,353.45
Greener, David	Legal	Solicitor	127,500.16	286.79	127,786.95
Greenham, Peter	Fire Services	Training Officer	111,256.58	2,753.00	114,009.58
Greer, Barry	Fire Services	Captain	113,821.44	-	113,821.44
Grimes, William	Fire Services	Captain	108,351.12	-	108,351.12
Guzzwell, Stephen	Police	Police Constable	102,751.59	1,758.00	104,509.59
Habib, Andre	Police	Sergeant	105,721.19	1,000.00	106,721.19
Hamer, Daniel	Fire Services	Fire Prevention Officer	102,590.18	-	102,590.18
Harding, David	Police	Police Constable	109,024.21	2,151.00	111,175.21
Harlow, Michael	Fire Services	Firefighter	115,650.42	1,959.12	117,609.54
Hart, Penelope	Police	Staff Sergeant	112,861.21	-	112,861.21

# HALIFAX REGIONAL MUNICIPALITY

## Statement of Compensation

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Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Hartlen, Mark	Police	Staff Sergeant	125,400.47	-	125,400.47
Hartling, Darrell	Fire Services	Fire & Life Safety Education Officer	102,010.28	1,539.83	103,550.11
Harvey, Brendan	Police	Police Constable	102,131.18	3,725.46	105,856.64
Harvey, Richard	Parks and Recreation	Manager Policy & Planning	103,860.24	502.41	104,362.65
Harvie, Trevor	Transportation and Public Works	Superintendent Winter Operations Training & Compliance	103,336.63	4,610.52	107,947.15
Haverstock, Mark	Fire Services	Firefighter	105,952.58	240.24	106,192.82
Head, Aaron	Police	Police Constable	104,154.96	5,622.77	109,777.73
Hebb, Donald	Fire Services	Firefighter	111,083.02	-	111,083.02
Hebb, Gregory	Fire Services	Captain	134,329.15	2,234.67	136,563.82
Hebb, Robert	Fire Services	Captain	130,849.14	-	130,849.14
Henry, John	Parks and Recreation	Manager Aquatics, Leisure, Active Living & Inclusion	103,061.52	-	103,061.52
Henwood, Ronald	Fire Services	Storesperson	102,860.35	-	102,860.35
Hernden, Lindsay	Police	Divisional Commander	124,153.29	1,050.00	125,203.29
Hewitt, Marshall	Police	Police Constable	104,509.91	1,160.00	105,669.91
Hickey, Blair	Police	Police Constable	98,149.45	6,045.91	104,195.36
Higgins, Steven	CAO's Office	Executive Assistant	102,261.03	-	102,261.03
Hill, David	Police	Police Constable	94,692.96	6,377.18	101,070.14
Hill, Gena	Police	Police Constable	99,742.93	2,108.32	101,851.25
Hobeck, Mark	Police	Staff Sergeant	112,403.65	986.96	113,390.61
Hoffmann, Edward	Fire Services	Captain	103,662.72	-	103,662.72
Hollett, Harold	Fire Services	Deputy Chief Operational Support	155,229.31	611.34	155,840.65
Hotton-MacDonald, Carrie	Transit Services	Manager Resource Support & Development	105,948.79	895.72	106,844.51
Hovey, Kevin	Police	Sergeant	125,974.97	1,447.00	127,421.97
Hubley, David	Transportation and Public Works	Manager Project Planning & Design	133,236.71	263.40	133,500.11
Hueston, D'Arcy	Police	Sergeant	115,839.29	1,958.00	117,797.29
Hughes, Patricia	Transit Services	Manager Planning & Scheduling	107,225.95	-	107,225.95
Hunt, Gregory	Fire Services	Firefighter	101,807.85	213.68	102,021.53
Hunter, Wayne	Police	Police Constable	106,260.01	6,326.07	112,586.08
Irving, Paul	Fire Services	District Captain	128,644.63	2,308.54	130,953.17
Jardine, Bradley	Police	Police Constable	108,387.55	1,000.00	109,387.55
Jefferies, Jonathan	Police	Police Constable	111,915.94	1,765.48	113,681.42
Jiang, Qingshuang	Finance and ICT	Data Architect	107,986.05	1,711.20	109,697.25
Johnson, Ronald	Fire Services	Captain	115,908.27	-	115,908.27
Johnston, Sandra	Police	Sergeant	104,501.46	810.00	105,311.46
Jones, Darren	Fire Services	Captain	129,836.57	2,234.67	132,071.24
Joseph, Nickel	Police	Police Constable	101,369.51	1,540.00	102,909.51
Judah, Joshua	Legal	Solicitor	136,734.55	-	136,734.55
Justason, Eugene	Fire Services	Maintenance Technician	97,057.35	5,155.78	102,213.13
Kavanaugh, Daniel	Police	Police Constable	101,167.53	4,197.10	105,364.63
Keating, Patrick	Fire Services	Captain	123,924.00	-	123,924.00
Keliher, Matthew	Transportation and Public Works	Manager Solid Waste	119,709.42	2,689.25	122,398.67
Kelly, Colleen	Police	Executive Officer	132,383.15	1,491.07	133,874.22
Keys, Heather	Police	Police Constable	99,881.11	1,777.00	101,658.11
Kidwai, Ahmad	Transit Services	Manager Accessible Transit	100,364.73	-	100,364.73
Killen, Jason	Fire Services	Captain	100,004.13	-	100,004.13
Kinghorne, Randolph	Legal	Solicitor	133,041.40	-	133,041.40
Kirton, Harold	Police	Police Constable	101,507.75	3,236.14	104,743.89
Kline, Patrick	Fire Services	Captain	118,624.86	-	118,624.86
Knisley, Sara	Legal	Solicitor	113,539.77	-	113,539.77
Koch, Stephen	Fire Services	Captain	130,388.53	2,234.67	132,623.20
Koutroulakis, Taso	Transportation and Public Works	Manager Traffic & Right of Way	129,723.26	1,065.78	130,789.04
Krividic, Admir	Police	Police Constable	99,795.14	872.00	100,667.14
Kuhn, Scott	Police	Police Constable	99,827.99	1,361.74	101,189.73
Labrecque, Michael	CAO's Office	Deputy Chief Administrative Officer	209,562.46	-	209,562.46
Lahey, Martin	Fire Services	Fire Prevention Officer	106,684.80	85.97	106,770.77
Lake, Stanley	Fire Services	Lieutenant	111,809.69	1,045.00	112,854.69
Lane, Richard	Police	Staff Sergeant	130,890.68	1,000.00	131,890.68
Langille, Steven	Police	Sergeant	101,581.91	2,186.00	103,767.91

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Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Lassaline, Trevor	Police	Police Constable	100,318.29	1,832.54	102,150.83
Lavoie, Marc	Fire Services	Training Officer	109,892.74	-	109,892.74
Lawlor, David	Police	Sergeant	110,147.98	7,380.53	117,528.51
Leger, Marc P.	Fire Services	Firefighter	103,809.16	-	103,809.16
Legere, Ola	Fire Services	Captain	127,655.19	2,234.67	129,889.86
Legere, Ronald	Police	Sergeant	121,578.33	1,000.00	122,578.33
Lewis, Ashley	Police	Police Constable	99,913.06	5,763.06	105,676.12
Lewis, Laurie	Transportation and Public Works	Program Manager Policy & Outreach	99,507.35	1,146.69	100,654.04
Lewis, Shawn	Transit Services	Shift Supervisor	103,461.59	2,000.00	105,461.59
Lines, Wendy	Transit Services	Manager Bus Maintenance	111,129.90	2,500.00	113,629.90
Logan, Scott	Fire Services	Captain	137,657.88	2,234.67	139,892.55
Logan, William	Fire Services	Firefighter	104,462.64	102.03	104,564.67
London, Samuel	Fire Services	Firefighter	112,526.16	-	112,526.16
Longley, Malcolm	Police	Sergeant	119,225.14	7,317.23	126,542.37
Loughnan, Stephen	Fire Services	Captain	121,840.63	-	121,840.63
Lowther, Robert	Police	Sergeant	107,605.02	797.00	108,402.02
Lucas, Darcy	Police	Police Constable	104,388.88	6,082.72	110,471.60
Luck, Matthew	Police	Police Constable	102,198.78	1,533.00	103,731.78
Luther, James	Police	Police Constable	99,477.12	1,167.00	100,644.12
MacAdam, E. Alexander	Police	Police Constable	117,135.99	1,000.00	118,135.99
MacCormack, Corinne	Finance and ICT	Manager ICT Service Management & Operations	109,663.34	-	109,663.34
MacCulloch, Drew	Fire Services	Firefighter	105,581.71	377.58	105,959.29
MacDonald, Bruce	Fire Services	Captain	127,241.06	-	127,241.06
MacDonald, Karen	Legal	Solicitor	133,041.40	-	133,041.40
MacDonald, Kevin	Police	Police Constable	100,412.69	912.00	101,324.69
MacDonald, Margaret	CAO's Office	Managing Director External & Corporate Affairs	107,514.81	-	107,514.81
MacDonald, Mark	Police	Sergeant	107,200.17	1,000.00	108,200.17
MacDonald, Philip	Police	Police Constable	103,740.30	6,188.90	109,929.20
MacDonald, R. Scott	Police	Staff Sergeant	119,317.72	2,543.32	121,861.04
MacDougall, William Dewar	Fire Services	Firefighter	112,407.52	637.56	113,045.08
MacGillivray, Matthew	Police	Sergeant	104,681.03	1,381.90	106,062.93
MacKay, Amy	Police	Police Constable	98,403.35	2,739.61	101,142.96
MacKay, Robert	Police	Police Constable	102,168.20	2,814.87	104,983.07
MacKay, Shauna	Human Resources	Talent & Total Rewards Specialist	100,446.49	295.00	100,741.49
MacKellar, Scott	Fire Services	Lieutenant	107,343.10	-	107,343.10
MacKenzie, Phillip	Police	Sergeant	110,235.47	1,008.16	111,243.63
MacKenzie, Robert	Fire Services	Firefighter	101,230.68	223.31	101,453.99
MacLaurin, Roxanne	Legal	Solicitor	132,541.40	-	132,541.40
MacLean, Don	Police	Human Resources Officer	132,602.24	1,491.07	134,093.31
MacLean, John	Fire Services	Division Captain	109,642.17	-	109,642.17
MacLeod, Scott	Police	Police Constable	100,210.69	1,510.32	101,721.01
MacMullin, Robert	Police	Police Constable	108,248.08	4,386.76	112,634.84
MacNeil, Adam	Fire Services	Firefighter	101,596.38	108.81	101,705.19
MacNeil, Andrew	Police	Police Constable	99,891.75	1,832.28	101,724.03
MacNeil, Wendell	Fire Services	Captain	128,393.29	-	128,393.29
MacPherson, John	Operations Support	Manager Corporate Facility Design & Construction	105,439.41	228.48	105,667.89
Maheux, Nicolas	Fire Services	Captain	107,233.80	-	107,233.80
Malcolm, Joey	Police	Police Constable	96,840.49	5,186.72	102,027.21
Manning, Anthony	Fire Services	Captain	111,842.81	-	111,842.81
Mansvelt, John	Police	Police Constable	109,312.21	1,510.32	110,822.53
Manuel, Barry	Fire Services	Emergency Management Coordinator	126,119.32	252.74	126,372.06
March, Craig	Fire Services	Firefighter	109,039.27	265.20	109,304.47
March, Leonard	Fire Services	Captain	115,920.12	2,234.67	118,154.79
Marchand, Jo	Finance and ICT	Manager IT Service Management	106,827.23	2,178.09	109,005.32
Marchand, Michel	Police	Police Constable	101,358.92	895.00	102,253.92
Marinelli, Chris	Police	Police Constable	107,482.63	1,000.00	108,482.63
Marney, Kelly	Finance and ICT	Webmaster	60,336.14	76,849.43	137,185.57
Marr, William	Fire Services	Captain	121,039.56	-	121,039.56

# HALIFAX REGIONAL MUNICIPALITY

## Statement of Compensation

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

Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Marriott, Jason	Police	Police Constable	112,959.48	4,036.92	116,996.40
Martell, James	Fire Services	Captain	136,327.97	-	136,327.97
Martin, Christina	Police	Sergeant	104,896.53	892.00	105,788.53
Martin, Sean	Police	Sergeant	112,284.99	876.00	113,160.99
Martyn, Stephen	Fire Services	District Captain	127,923.22	2,308.54	130,231.76
Mason, Gregory	Police	Staff Sergeant	118,887.52	778.00	119,665.52
Mason, Robert	Fire Services	Firefighter	100,451.88	206.37	100,658.25
Massey, Rajiv	Operations Support	Manager Corporate Fleet & Equipment	122,108.20	500.00	122,608.20
Matthews, Andrew	Police	Staff Sergeant	113,012.99	750.00	113,762.99
Mattie, Derrick J.	Fire Services	Captain	114,560.67	-	114,560.67
McCoombs, Reid	Police	Operations Support Officer	124,152.94	1,050.00	125,202.94
McCormack, Stephen	Police	Sergeant	107,597.99	870.00	108,467.99
McCracken, Ryan	Fire Services	Firefighter	104,390.10	367.30	104,757.40
McCusker, David	Planning and Development	Manager Strategic Transportation Planning Program	113,140.13	936.54	114,076.67
McIsaac, Parker	Police	Police Constable	102,230.69	1,566.00	103,796.69
McKay, Brian	Fire Services	Captain	104,127.85	-	104,127.85
McKenzie, David	Fire Services	Captain	136,843.15	-	136,843.15
McKinnon, John	Police	Sergeant	111,754.71	848.00	112,602.71
McLellan, Brad	Police	Police Constable	98,233.28	2,288.00	100,521.28
McNabb, Leonard	Fire Services	Captain	129,998.61	2,234.67	132,233.28
McNeil, Anthony	Police	Sergeant	107,408.65	341.64	107,750.29
McNeil, Jason	Police	Sergeant	112,388.40	1,768.64	114,157.04
McNeil, Joanne	Police	Sergeant	106,111.07	1,136.64	107,247.71
McNeil, John	Police	Police Constable	103,591.51	844.00	104,435.51
McNeil, Kevin	Police	Sergeant	112,924.68	1,980.28	114,904.96
McNeil, Robin	Police	Superintendent Patrol	145,732.41	1,491.07	147,223.48
McNeil, William	Fire Services	Training Officer	108,169.60	-	108,169.60
McNulty, Phillip	Fire Services	Executive Officer	133,530.83	-	133,530.83
Meagher, Brendan	Fire Services	Captain	125,669.82	500.00	126,169.82
Melanson, Gregory	Fire Services	Firefighter	102,384.05	-	102,384.05
Meldrum, David	Fire Services	Division Chief Professional Development, Training & Safety	123,241.91	-	123,241.91
Melvin, Brent	Fire Services	Captain	113,318.00	-	113,318.00
Messervey, Clarence	Fire Services	Captain	123,202.93	-	123,202.93
Misener, Rodney	Fire Services	Firefighter	105,931.75	-	105,931.75
Mitchell, Spencer	Fire Services	Firefighter	101,750.12	-	101,750.12
Moore, Edward	Fire Services	Captain	102,485.16	-	102,485.16
Moore, Michael	Fire Services	Captain	129,848.17	-	129,848.17
Moore, Stephen	Fire Services	Fire & Explosion Investigator	114,157.81	-	114,157.81
Moore, William	Police	Deputy Chief	156,675.08	1,896.08	158,571.16
Morash, Ryan	Police	Police Constable	97,021.25	5,988.37	103,009.62
Moriarty, Brian	Fire Services	Fire Prevention Officer	103,305.76	85.79	103,391.55
Morris, Michael	Operations Support	Superintendent Emergency Fleet Services	101,997.48	-	101,997.48
Morris, William	Police	Staff Sergeant	113,945.65	900.00	114,845.65
Moser, Donald	Police	Divisional Commander	123,915.40	1,000.00	124,915.40
Mosher, Bruce	Fire Services	Captain	125,390.50	2,234.67	127,625.17
Moulton, Diane	Operations Support	Manager Facilities Management	118,194.01	982.59	119,176.60
Mullally, Catherine	Human Resources	Chief Human Resources Officer	180,877.63	1,551.72	182,429.35
Munroe, Larry	Office of Auditor General	Municipal Auditor General	99,004.38	23,821.33	122,825.71
Munroe, Wayne	Operations Support	Mechanic	104,125.63	-	104,125.63
Murphy, Breton	CAO's Office	Manager Public Affairs	100,871.38	5,822.25	106,693.63
Murphy, Jeffery	Fire Services	Firefighter	100,706.74	-	100,706.74
Murphy, Justin	Police	Police Constable	99,689.76	3,022.28	102,712.04
Murphy, Kevin	Police	Sergeant	131,554.56	4,232.24	135,786.80
Murray, Brad	Police	Police Constable	96,914.98	3,956.96	100,871.94
Murray, Stephen	Police	Sergeant	106,896.53	1,000.00	107,896.53
Naugle, Charles	Police	Sergeant	113,374.09	747.00	114,121.09
Nearing, Stephen	Fire Services	Division Chief Emergency Communications & Technology	118,309.14	-	118,309.14
Nelson, Brian	Fire Services	Fire & Explosion Investigator	114,732.18	-	114,732.18



# HALIFAX REGIONAL MUNICIPALITY

## Statement of Compensation

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

Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Nichols, Carolyn	Police	Sergeant	103,550.94	870.00	104,420.94
Nicholson, Andrew	Police	Police Constable	96,883.07	3,636.02	100,519.09
Nielsen, Illya	Police	Police Constable	114,020.99	1,185.00	115,205.99
Nixon, Peter	Police	Sergeant	106,896.53	-	106,896.53
Nolan, Laura	Human Resources	Labour Relations Specialist	98,900.02	1,728.60	100,628.62
Oakley, Edward	Fire Services	District Captain	115,479.66	-	115,479.66
O'Brien, Kenneth	Police	Police Constable	103,804.15	2,282.60	106,086.75
O'Donnell, James	Fire Services	Firefighter	100,628.12	-	100,628.12
Oostveen, Robert	Police	Police Constable	110,684.01	13,591.52	124,275.53
Orr, Robert	Transportation and Public Works	Program Manager Engineering & Contract Services	102,057.79	851.40	102,909.19
Osmond, Curtis	Police	Police Constable	105,919.82	1,395.00	107,314.82
Palmer, Brian	Police	Sergeant	107,189.12	805.00	107,994.12
Parasram, Amit	Police	Police Constable	112,500.66	1,212.00	113,712.66
Pare, Nadya-Lyse	Fire Services	Captain	116,312.15	-	116,312.15
Paris, Donna Lee	Police	Police Constable	111,022.94	5,925.63	116,948.57
Paris, Jeffrey	Fire Services	Captain	120,292.65	-	120,292.65
Parker, Matthew	Fire Services	Fire Prevention Officer	113,351.27	223.24	113,574.51
Parsons, Ed	Fire Services	Lieutenant	105,892.38	-	105,892.38
Parsons, Jason	Fire Services	Captain	123,201.36	-	123,201.36
Parsons, Sean	Fire Services	Firefighter	111,954.29	-	111,954.29
Patriquin, Jeffrey	Police	Police Constable	101,805.46	4,250.95	106,056.41
Payne, Jamie	Police	Sergeant	107,798.61	4,656.88	112,455.49
Pellerine, Donald	Transportation and Public Works	Superintendent Streets & Sidewalks	102,466.82	-	102,466.82
Pepler, Nicholas	Police	Sergeant	99,959.01	905.70	100,864.71
Perrier, Craig	Fire Services	Firefighter	104,056.59	-	104,056.59
Perrin, James	Police	Superintendent Criminal Investigation Division	144,788.54	1,760.31	146,548.85
Perry, Darla	Police	Sergeant	114,569.42	4,094.30	118,663.72
Peters, Matthew	Police	Police Constable	98,339.56	4,133.19	102,472.75
Piccott, David	Police	Police Constable	82,754.30	55,481.44	138,235.74
Pierce, Shelly	Police	Police Constable	104,718.45	1,325.32	106,043.77
Pike, Leigh	Police	Police Constable	102,283.88	1,001.00	103,284.88
Pittman, James	Fire Services	Captain	112,750.68	-	112,750.68
Pitts, Dennis	Fire Services	Captain	128,224.94	-	128,224.94
Plater, Joel	Legal	Manager Risk & Insurance Services	105,913.98	1,113.93	107,027.91
Pothier, Brian	Police	Police Constable	99,211.33	2,261.49	101,472.82
Pothier, Jeffrey	Police	Police Constable	99,668.48	5,028.06	104,696.54
Powell, Ronald	Fire Services	Captain	131,803.54	-	131,803.54
Power, Phil	Police	Police Constable	99,275.19	1,709.64	100,984.83
Praught, Andrew	Police	Police Constable	96,606.62	4,805.41	101,412.03
Prest, Natasha	Fire Services	Firefighter	105,979.17	243.32	106,222.49
Pryde, Mark	Fire Services	Firefighter	110,413.90	-	110,413.90
Pryor, E. Jane	Finance and ICT	Manager Procurement	130,511.78	1,920.40	132,432.18
Publicover, David	Police	Sergeant	106,695.29	-	106,695.29
Pulsifer, Jeffrey	Police	Police Constable	100,587.42	782.00	101,369.42
Purvis, Carl	Planning and Development	Manager Urban & Rural Applications Program	104,552.02	507.17	105,059.19
Pyle, Kurt	Planning and Development	Manager Social & Economic Research Program	101,050.12	-	101,050.12
Rafuse, Lawrence	Fire Services	Firefighter	124,848.52	-	124,848.52
Rasmussen, Barbara	Police	Police Constable	99,255.28	4,853.00	104,108.28
Rasmussen, Eric	Fire Services	Captain	120,630.18	-	120,630.18
Rath Spicer, Theresa	Police	Public Relations & Communications Manager	109,558.55	1,000.00	110,558.55
Ray, Simon	Fire Services	Captain	130,767.65	-	130,767.65
Reade, Kevin	Fire Services	Division Commander	123,996.96	3,370.00	127,366.96
Reage, David	Transit Services	Director Halifax Transit Services	162,212.10	-	162,212.10
Reeves, Anthony	Police	Staff Sergeant	125,772.77	1,000.00	126,772.77
Richards, Heather	Fire Services	Firefighter	105,508.40	-	105,508.40
Ritchie, Jacob	Planning and Development	Manager Urban Design Program	96,949.48	7,578.37	104,527.85
Roache, Daniel	Police	Police Constable	117,488.15	3,406.50	120,894.65
Roberge, Larry	Police	Police Constable	124,599.32	1,858.02	126,457.34

# HALIFAX REGIONAL MUNICIPALITY

## Statement of Compensation

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

Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Roberts, David	Police	Police Constable	107,898.22	6,303.11	114,201.33
Robertson, Brian	Fire Services	Firefighter	107,896.60	391.16	108,287.76
Robertson, Gregory	Police	Sergeant	135,150.15	12,420.12	147,570.27
Robertson, Paul	Police	Sergeant	116,986.59	1,848.64	118,835.23
Robia, Amos	Fire Services	Captain	111,215.83	-	111,215.83
Robichaud, John	Fire Services	Captain	113,167.17	-	113,167.17
Robinson, Craig	Police	Police Constable	103,421.39	811.00	104,232.39
Robinson, Kimberly	Police	Sergeant	103,012.01	771.00	103,783.01
Roche, David	Fire Services	Firefighter	110,715.35	-	110,715.35
Rogers, Stephen	Fire Services	Firefighter	105,571.12	-	105,571.12
Rudback, Nancy	Police	Sergeant	117,235.48	894.68	118,130.16
Rutte, Cornelis	Fire Services	Firefighter	113,600.07	-	113,600.07
Ryan, Michael	Parks and Recreation	Manager Community Partnerships	103,901.89	-	103,901.89
Ryan, Peter	Fire Services	Firefighter	111,205.87	67.08	111,272.95
Ryckman, Ronald	Fire Services	Captain	117,217.67	2,234.67	119,452.34
Samson, Sherri	Police	Police Constable	99,732.28	538.00	100,270.28
Sanford, Michael	Police	Police Constable	115,595.75	1,203.00	116,798.75
Sangster, Bruce	Fire Services	Captain	109,343.85	-	109,343.85
Saunders, Barbara	Police	Staff Sergeant	113,945.65	789.00	114,734.65
Savage, Mike	Mayor's Office	Mayor	176,826.04	100.00	176,926.04
Sayer, Roger	Police	Police Constable	126,619.23	1,000.00	127,619.23
Scallion, Wallace	Fire Services	Captain	110,213.38	-	110,213.38
Schofield, Denise	Parks and Recreation	Manager Program Support Services	133,498.52	869.00	134,367.52
Searle, David	Fire Services	Captain	104,836.18	-	104,836.18
Sears, Michael	Fire Services	Lieutenant	106,876.19	121.68	106,997.87
Seebold, Jeffrey	Police	Police Constable	102,602.80	2,679.44	105,282.24
Shaffner, Scot	Fire Services	Division Commander	130,626.99	50.00	130,676.99
Shannon, Jason	Police	Police Constable	117,593.13	1,829.27	119,422.40
Shannon, Paul	Fire Services	Captain	85,615.95	21,728.24	107,344.19
Sheppard, Jordan	Police	Police Constable	103,123.75	4,667.84	107,791.59
Sheppard, Justin	Police	Police Constable	121,452.39	1,648.32	123,100.71
Sheppard, Tim	Police	Police Constable	99,509.05	1,505.00	101,014.05
Silver, Tom	Fire Services	Fire & Life Safety Education Officer	105,627.65	-	105,627.65
Simmonds, Antonio	Police	Sergeant	103,884.45	878.00	104,762.45
Singh, Gursharan	Police	Manager Strategic Technology Integration	102,938.72	-	102,938.72
Slaunwhite, David	Fire Services	Division Commander	115,973.45	50.00	116,023.45
Slaunwhite, Derk	Legal	Solicitor	133,041.38	-	133,041.38
Slaunwhite, Kevin	Fire Services	Captain	112,378.18	-	112,378.18
Slaunwhite, Larry	Fire Services	Captain	106,212.04	27,305.71	133,517.75
Smith, Kevin	Police	Staff Sergeant	131,890.01	1,341.64	133,231.65
Smith, Rosalyn	Parks and Recreation	Manager Administration Services	103,834.61	-	103,834.61
Soley, Margaret	Parks and Recreation	Manager Parks Capital Projects	102,552.04	632.00	103,184.04
Spares, Jeff	Parks and Recreation	Construction Project Manager	102,212.88	669.69	102,882.57
Sparks, Anthony	Police	Police Constable	99,424.01	9,789.73	109,213.74
Spence, Carleton	Fire Services	Captain	109,352.08	-	109,352.08
Speranza, Andrea	Fire Services	Captain	134,181.76	-	134,181.76
Spinelli, Anthony	Operations Support	Project Director Cogswell Redevelopment	217,350.12	775.86	218,125.98
Spriggs, Roger	Police	Police Constable	101,614.01	949.00	102,563.01
Squires, Jason	Fire Services	Firefighter	108,588.32	-	108,588.32
Stanley, Duane	Police	Police Constable	98,988.08	1,709.00	100,697.08
Starrett, Christopher	Police	Police Constable	101,986.14	1,007.00	102,993.14
Stevens, Gregory	Police	Police Constable	105,537.10	1,841.00	107,378.10
Stevens, Randy	Fire Services	Firefighter	111,897.85	-	111,897.85
Stickings, Peter	Operations Support	Director Operations Support	158,167.58	237.00	158,404.58
Stienburg, Dean	Police	Sergeant	108,035.17	2,491.60	110,526.77
Stienburg, Donald	Police	Staff Sergeant	124,334.14	-	124,334.14
Strickland, Michael	Police	Sergeant	103,827.90	953.00	104,780.90
Stymiest, James	Fire Services	Lieutenant	100,939.98	193.44	101,133.42

# HALIFAX REGIONAL MUNICIPALITY

## Statement of Compensation

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

Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Sullivan, Michael	Police	Police Constable	101,666.33	1,000.00	102,666.33
Sullivan, Richard	Fire Services	Captain	100,239.54	-	100,239.54
Sutherland, James	Fire Services	District Captain	121,960.41	-	121,960.41
Swanson, Christopher	Fire Services	Firefighter	111,824.93	-	111,824.93
Symonds, Tyler	Fire Services	Firefighter	105,461.65	142.07	105,603.72
Tarbox, Christopher	Fire Services	Captain	101,439.58	-	101,439.58
Taylor, Colin	Legal	Solicitor	100,716.71	-	100,716.71
Taylor, Elizabeth	Parks and Recreation	Manager Culture & Events	101,375.34	-	101,375.34
Teal, Sarah	Finance and ICT	Manager ICT Strategic Planning & Delivery	102,183.93	-	102,183.93
Therault, Stephen	Fire Services	Captain	137,785.92	2,234.67	140,020.59
Thibault, Monia	Police	Police Constable	104,080.58	5,314.53	109,395.11
Thibault, Sherry	Fire Services	Firefighter	108,664.24	262.57	108,926.81
Thomas, Christopher	Police	Sergeant	118,142.62	2,626.12	120,768.74
Thompson, Andre	Police	Sergeant	122,843.48	1,431.00	124,274.48
Thornhill, Edward	Finance and ICT	Manager Corporate Planning	122,963.36	-	122,963.36
Tousignant, Yves	Fire Services	Captain	112,564.53	-	112,564.53
Townsend, Sean	Police	Sergeant	106,896.53	830.00	107,726.53
Tracey, Christopher	Police	Police Constable	101,762.87	4,225.36	105,988.23
Tracey, Monica	Police	Police Constable	96,106.95	5,127.54	101,234.49
Traves, John	Legal	Director Legal, Insurance and Risk Management Services	243,142.80	2,233.49	245,376.29
Triff, Joseph	Fire Services	Firefighter	101,576.96	101.70	101,678.66
Trudel, Craig	Police	Police Constable	102,230.70	1,700.27	103,930.97
Trussler, Doug	Fire Services	Chief Director	202,220.37	1,993.46	204,213.83
Tucker, Patrick	Police	Police Constable	106,768.36	1,180.00	107,948.36
Turner, Ray	Police	Police Constable	101,231.32	788.00	102,019.32
Turner, Stephen	Fire Services	Captain	114,060.46	5,673.67	119,734.13
Underwood, Joshua	Police	Police Constable	101,156.89	1,510.32	102,667.21
Upshaw, Craig	Police	Police Constable	98,722.30	1,486.00	100,208.30
Upshaw, Thane	Fire Services	Firefighter	105,285.43	306.54	105,591.97
Varin, Larry	Fire Services	Fire Prevention Officer	104,136.78	225.00	104,361.78
Verner, Kathleen	Police	Police Constable	99,785.44	2,244.70	102,030.14
Wagg, Steven	Police	Police Constable	114,169.83	1,000.00	115,169.83
Waldorf, Peter	Police	Police Constable	108,302.58	3,484.40	111,786.98
Walker, Mark	Fire Services	Captain	113,146.39	-	113,146.39
Walsh, Kurt	Police	Police Constable	115,647.58	1,120.00	116,767.58
Walsh, Ray	Parks and Recreation	Manager Parks	119,005.13	-	119,005.13
Ward, Martin	Legal	General Counsel	166,060.19	-	166,060.19
Warnell, Barry	Police	Police Constable	97,596.63	10,001.60	107,598.23
Warner, Kevin	Planning and Development	Manager Land Development & Subdivision Program	100,371.82	100.00	100,471.82
Wasson, James	Police	Police Constable	123,286.84	1,190.00	124,476.84
Weatherby, Holly	Fire Services	Fire & Life Safety Education Officer	109,538.32	-	109,538.32
Webber, Peter	Police	Police Constable	104,719.77	2,776.09	107,495.86
West, Adam	Fire Services	Firefighter	101,073.68	59.28	101,132.96
West, Gordon	Fire Services	Division Commander	124,617.87	90.00	124,707.87
Wheeler, Douglas	Fire Services	Fire Prevention Officer	118,172.40	205.92	118,378.32
White, Daniel	Fire Services	Training Officer	105,300.30	1,874.54	107,174.84
White, James D.	Fire Services	Firefighter	117,789.08	-	117,789.08
White, James R.	Fire Services	Firefighter	99,864.78	203.28	100,068.06
Whitewood, Amanda	Finance and ICT	Director Finance & Information, Communications & Technology	202,035.45	3,216.39	205,251.84
Whynott, Adam	Police	Police Constable	102,911.11	1,665.00	104,576.11
Wile, Michael	Operations Support	Manager Corporate Real Estate	110,048.73	-	110,048.73
Willett, Michael	Police	Sergeant	109,610.00	1,000.00	110,610.00
Williams, Marshall	Police	Police Constable	99,520.63	2,464.03	101,984.66
Wilson, Britt	Human Resources	Manager Talent & Total Rewards	130,548.88	270.00	130,818.88
Wilson, David	Fire Services	Captain	101,716.98	-	101,716.98
Wilson, Kenneth	Transit Services	Amalgamated Transit Union President	104,326.47	1,169.68	105,496.15
Wilson, Martha	Finance and ICT	Manager ICT Project Management Office	108,464.97	249.71	108,714.68
Wintrup, William	Fire Services	Firefighter	104,088.45	123.24	104,211.69

## HALIFAX REGIONAL MUNICIPALITY

### Statement of Compensation

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

Year ended March 31, 2017

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

Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total (\$)
Withers, Grant	Fire Services	Captain	133,560.98	2,234.67	135,795.65
Withrow, Jason	Police	Sergeant	124,340.24	2,517.05	126,857.29
Wolf-Billard, Helga	Human Resources	Manager Health Safety & Wellness	100,410.45	449.54	100,859.99
Wood, Randy	Police	Police Constable	118,486.25	1,180.00	119,666.25
Woodworth, Harold	Fire Services	Fire Prevention Officer	118,398.43	225.00	118,623.43
Young, Allan	Fire Services	Captain	108,106.76	-	108,106.76
Young, Brenda	Police	Superintendent Administration	143,914.63	1,706.21	145,620.84
Young, G Dean	Fire Services	Firefighter	103,624.89	-	103,624.89
Young, P Darren	Fire Services	Captain	100,472.76	-	100,472.76
Zatezalo, Tatjana	Human Resources	Manager Organization Effectiveness & Learning	130,754.67	-	130,754.67
Zvaniga, Bruce	Transportation and Public Works	Director Transportation & Public Works	179,104.23	21,247.71	200,351.94

# Halifax Public Library

## Statement of Compensation

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

Year ended March 31, 2017

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

<b>Last Name, First Name</b>	<b>Office or Position Last Held</b>	<b>Salary (\$)</b>	<b>Other Benefits (\$)</b>	<b>Total (\$)</b>
Gallagher, Terry	Director Finance	122,224.99	16,278.29	138,503.28
Kachan, Åsa	Chief Executive Officer	165,863.36	-	165,863.36
Lebel, Debra	Director of Access	110,943.30	-	110,943.30
Maddigan, Cathy	Director Human Resources	120,322.30	-	120,322.30
Peverill, Kathleen	Director Community and Branch Services	120,322.29	-	120,322.29

# Halifax Regional Water Commission

## Statement of Compensation

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

Year ended March 31, 2017

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 (\$)
Arora, Susheel	Director Wastewater & Stormwater Service	158,629.66	13,334.04	171,963.70
Bellemare, Patrick	Manager Safety and Security	101,239.50	6,267.34	107,506.84
Bellemare, Rochelle	Manager Human Resources	97,884.40	6,681.97	104,566.37
Blouin, Tony	Manager Regulatory Compliance	109,947.59	1,261.40	111,208.99
Campbell, Reid	Director Water Services	158,629.66	9,003.88	167,633.54
Connolly, Todd	Works Supervisor II Water Services	89,635.27	11,486.90	101,122.17
Eisnor, John	Operations Engineer	100,277.46	2,009.06	102,286.52
Ellis, David	Manager Wastewater/Stormwater Infrastructure Engineering	111,290.85	1,523.07	112,813.92
Gorman, Thomas	Manager Water Infrastructure Engineering	109,697.72	7,589.26	117,286.98
Gray, Kevin	Manager Engineering Approvals	104,032.66	5,297.21	109,329.87
Guppy, Ian	Manager Wastewater Treatment Infrastructure Engineering	109,108.67	3,020.62	112,129.29
Hannam, James	Director Engineering & Information Services	164,078.47	10,413.96	174,492.43
Hiscock, David	Superintendent Water Services	102,805.55	4,007.85	106,813.40
Knapp, Jeffrey	Manager Energy Efficiency	111,260.87	3,509.08	114,769.95
Lloyd, Charles	Manager Environmental Engineering	109,108.67	2,753.39	111,862.06
MacDonald, Kenneth	Superintendent Wastewater Collections	111,003.35	5,681.38	116,684.73
MacKenzie, Kenda	Director Regulatory Services	130,091.93	7,133.48	137,225.41
MacNeil, Harold	Manager Engineering Information	99,293.78	4,331.94	103,625.72
MacNeil, Roderick	Superintendent Wastewater Treatment	111,290.85	6,190.96	117,481.81
Makin, Anthony	Supervisor Wastewater Collections	72,047.38	42,656.93	114,704.31
McMullin, Barry	Superintendent Water Services	109,108.67	5,322.22	114,430.89
O'Toole, Catherine	Director Corporate Services	170,146.49	14,530.37	184,676.86
Oxner, Garry	Superintendent Water Treatment	98,888.61	3,744.58	102,633.19
Parsons, Sheldon	Superintendent Wastewater Collections	109,108.67	3,181.37	112,290.04
Patey, Danny	Superintendent Wastewater Collections	107,790.38	1,931.51	109,721.89
Pillay, Dayalan	Manager Information Services	109,108.29	1,260.09	110,368.38
Reid, Richard	Superintendent Wastewater Treatment	109,947.97	2,331.76	112,279.73
Spurr, James	Corporate Legal Council	130,834.43	5,550.15	136,384.58
Williams, Valerie	Manager Asset Management	109,108.67	1,773.08	110,881.75
Yates, Carl	General Manager	221,226.93	17,718.34	238,945.27

## HALIFAX REGIONAL MUNICIPALITY

### Notes to Statement of Compensation

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

Year ended March 31, 2017

#### 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 and Halifax Regional Water Commission.

Significant interpretations regarding the basis of reporting include:

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

#### 2. Basis of Accounting

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

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

Significant interpretations regarding the basis of accounting include:

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

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

#### 3. Significant accounting policy:

Compensation:

Compensation is determined in accordance with Section 3(b) of the Administrative Order and is recognized on a cash basis. In the year ended March 31, 2017, there were 26 bi-weekly pays received by employees.