

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

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2019

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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Year ended March 31, 2019

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HALIFAX REGIONAL MUNICIPALITY

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Year ended March 31, 2019

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 Compensation (\$)
Adams, Brenda	Corporate and Customer Services	Manager Citizen Contact Centres	115,123.88	-	115,123.88
Adamski, Peter	Police	Police Constable	101,463.96	1,581.00	103,044.96
Adamson, William	Fire Services	Captain	125,730.33	-	125,730.33
Adekayode, Raymond	Fire Services	Firefighter	110,718.46	-	110,718.46
Allen, Joel	Police	Police Constable	104,257.65	1,000.00	105,257.65
Allen, William	Police	Police Constable	100,442.19	1,558.26	102,000.45
Al-Molky, David	Halifax Transit Services	Dispatch Supervisor	99,568.32	2,749.60	102,317.92
Anderson, Michael	Police	Police Constable	103,739.16	3,111.16	106,850.32
Andrews, Peter	Fire Services	Deputy Chief Operations	128,147.46	6,703.04	134,850.50
Andrews, Steven	Fire Services	Firefighter	110,820.08	146.16	110,966.24
Anguish, Bradley	Transportation & Public Works	Director Transportation & Public Works	203,095.59	438.00	203,533.59
Antoft, Nicholas	Fire Services	District Captain	133,689.75	-	133,689.75
Aptt, Philip	Police	Police Constable	111,252.12	1,000.00	112,252.12
Arab, Robert	Police	Police Constable	104,054.05	921.00	104,975.05
Archibald, Debra	Fire Services	Firefighter	119,510.59	-	119,510.59
Arjoon, Kevin	Legal, Municipal Clerk and External Affairs	Municipal Clerk	120,065.22	362.58	120,427.80
Armitage, Glenn	Fire Services	Firefighter	98,941.08	2,205.10	101,146.18
Arsenault, Thomas	Fire Services	Firefighter	101,486.96	-	101,486.96
Ash, Lenny	Police	Police Constable	111,956.08	4,377.66	116,333.74
Ash, Wayne	Fire Services	Firefighter	114,076.68	-	114,076.68
Astephen, Perry	Police	Sergeant	144,296.50	1,712.04	146,008.54
Audet, Beverley	Transportation & Public Works	Manager Municipal Operations	151,744.65	3,256.75	155,001.40
Auld, Sean	Police	Operational Planning Officer	120,861.35	31,853.42	152,714.77
Ayotte, Julien	Police	Police Constable	128,446.55	876.00	129,322.55
Baird, Robert	Police	Police Constable	119,049.43	3,566.33	122,615.76
Balcom, Angela	Police	Police Constable	121,995.19	1,056.00	123,051.19
Barbati, Joe	Fire Services	Firefighter	114,102.07	-	114,102.07
Barkhouse, Michael	Police	Police Constable	107,106.26	1,658.64	108,764.90
Barna, Ferenc	Police	Police Constable	124,678.24	1,482.85	126,161.09
Barr, Kristopher	Police	Sergeant	108,502.60	933.00	109,435.60
Barrington, Cathie	CAO's Office	Manager Councillor's Support	102,633.00	-	102,633.00
Bastow, Barry	Fire Services	Lieutenant	111,803.88	-	111,803.88
Beals, Cortonio	Fire Services	Assistant Chief	127,220.14	8,285.78	135,505.92
Beaton, Andrew	Police	Police Constable	103,379.03	980.00	104,359.03
Beeler, Andrew	Police	Police Constable	106,087.69	774.00	106,861.69
Beer, Jonathan	Police	Police Constable	123,319.08	4,452.94	127,772.02
Bell, Terra	Police	Police Constable	106,285.53	886.00	107,171.53
Belliveau, Robert	Fire Services	Training Officer	112,512.03	-	112,512.03
Benjamin, Brad	Police	Police Constable	101,328.13	5,800.37	107,128.50
Bennett, James	Police	Police Constable	99,435.72	566.64	100,002.36
Bennett, Jeffrey	Police	Police Constable	110,912.70	942.00	111,854.70
Bentley, Bruce	Police	Police Constable	110,254.04	1,069.18	111,323.22
Bergman, Corey	Police	Police Constable	114,679.98	1,546.00	116,225.98
Berube, Danny	Police	Police Constable	99,352.24	1,053.48	100,405.72
Best, Linden	Fire Services	Fire Prevention Officer	132,044.81	-	132,044.81
Bezanson, Charles	Fire Services	Assistant Chief	131,506.93	208.64	131,715.57
Blackburn, Michael	Fire Services	Division Commander	135,901.65	-	135,901.65
Blackwood, Gerald	Corporate and Customer Services	Director Corporate & Customer Services	187,124.98	1,058.50	188,183.48
Blair-Smith, Caroline	CAO's Office	Senior Advisor to the CAO	118,904.97	475.00	119,379.97
Blais, Jean-Michel	Police	Chief of Police	217,096.06	642.31	217,738.37
Blake, Kenneth	Police	Police Constable	101,230.47	1,000.00	102,230.47
Blencowe, Anthony	Police	Police Constable	106,593.25	1,000.00	107,593.25
Blissett, Ashley	Planning & Development	Manager Development Engineering Program	107,270.97	281.57	107,552.54
Bohemier, Nicole	Police	Police Constable	98,113.40	5,442.33	103,555.73
Booker, Roger	Police	Police Constable	100,157.79	-	100,157.79
Boon, David	Police	Staff Sergeant	129,193.04	1,100.45	130,293.49
Bourdages, Pierre	Police	Sergeant	151,061.77	9,883.19	160,944.96
Bourgeois, Jeffrey	Fire Services	Captain	112,096.37	-	112,096.37
Boutillier, Joseph	Police	Police Constable	104,971.60	3,516.29	108,487.89
Boutillier, Michael	Fire Services	Firefighter	138,243.91	312.24	138,556.15
Bowers, Scott	Police	Police Constable	107,161.17	1,020.00	108,181.17
Bowes, Adam	Fire Services	Firefighter	114,647.94	-	114,647.94
Bowser, John	Fire Services	Training Officer	142,024.19	-	142,024.19

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Year ended March 31, 2019

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Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Boyd, Lawrence	Police	Sergeant	120,019.70	1,249.00	121,268.70
Brackett, Daniel	Fire Services	Captain	111,742.83	-	111,742.83
Brackett, Joshua	Fire Services	Firefighter	101,012.86	205.21	101,218.07
Bradley, Kristen	Police	Police Constable	100,681.84	1,602.06	102,283.90
Brewer, Corey	Police	Police Constable	106,315.30	960.00	107,275.30
Brewer, Joel	Fire Services	Firefighter	101,036.31	381.64	101,417.95
Brewer, Nathan	Police	Police Constable	110,579.41	934.00	111,513.41
Bricker, Jamie	Police	Police Constable	102,400.12	132.00	102,532.12
Brien, Colin	Police	Police Constable	118,362.42	1,110.00	119,472.42
Brooks, Brock	Police	Police Constable	113,162.52	6,196.91	119,359.43
Brown, Jay	Fire Services	Lieutenant	105,995.16	-	105,995.16
Brown, Jeffery	Police	Police Constable	106,129.50	2,124.90	108,254.40
Brown, Karen	Legal, Municipal Clerk and External Affairs	Solicitor	147,847.39	-	147,847.39
Bruce, Charles	Police	Police Constable	153,701.61	23,656.33	177,357.94
Buell, Donald	Police	Police Constable	108,741.45	1,000.00	109,741.45
Burgess, Michael	Human Resources	Manager Client Services	133,226.54	1,298.37	134,524.91
Burgess, Paul	Planning & Development	Manager Infrastructure Standards Program	103,488.46	281.57	103,770.03
Burt, Ross	Police	Sergeant	137,610.36	588.00	138,198.36
Burton, Kenneth	Police	Sergeant	118,799.30	40.00	118,839.30
Burton, Michael	Fire Services	Captain	114,966.63	-	114,966.63
Bussey, Stephen	Fire Services	Lieutenant	152,172.08	-	152,172.08
Butler, James	Police	Operations Support Officer	134,203.93	1,375.00	135,578.93
Byrne, Nicholas	Police	Police Constable	100,404.45	2,012.00	102,416.45
Calder, Stephen	Police	Sergeant	119,137.74	1,913.86	121,051.60
Cameron, David	Fire Services	Captain	112,233.02	-	112,233.02
Camp, Christopher	Fire Services	Firefighter	103,473.58	-	103,473.58
Campbell, Joel	Fire Services	Firefighter	103,069.75	-	103,069.75
Campbell, Leo	Police	Police Constable	101,381.01	2,690.01	104,071.02
Campbell, Liam	Police	Police Constable	104,272.23	6,230.09	110,502.32
Campbell-Waugh, Carol	Police	Police Constable	100,548.84	1,000.00	101,548.84
Cane, Jason	Fire Services	Firefighter	104,198.67	243.48	104,442.15
Canning, R. Brad	Fire Services	Firefighter	103,385.34	63.75	103,449.09
Cantfell, Brian	Police	Police Constable	105,670.74	2,326.00	107,996.74
Carlisle, Jeffrey	Police	Sergeant	128,405.29	574.00	128,979.29
Carlisle, Stephanie	Police	West Divisional Commander	127,331.46	904.00	128,235.46
Carmichael, David	Fire Services	Lieutenant	122,558.20	447.73	123,005.93
Carmichael, Garland	Police	Sergeant	116,453.67	850.00	117,303.67
Carr, Jeffrey	Police	Sergeant	119,560.79	1,406.00	120,966.79
Carter, Dylan	Police	Police Constable	107,011.45	1,974.72	108,986.17
Carter, Sara	Police	Police Constable	103,608.83	566.64	104,175.47
Carver, Shawn	Police	Police Constable	111,076.05	2,949.74	114,025.79
Carvery, Shaun	Police	Police Constable	111,412.99	7,878.97	119,291.96
Cecchetto, Michael	Police	Sergeant	138,869.26	1,000.00	139,869.26
Chambers, David	Police	Police Constable	116,246.07	1,507.38	117,753.45
Chambers-Spriggs, Tanya	Police	Sergeant	120,870.01	720.00	121,590.01
Chapman, Janis	Police	Police Constable	117,282.83	1,000.00	118,282.83
Chaulk, Ron	Police	Police Constable	104,290.19	864.00	105,154.19
Chediac, Monier	Police	Sergeant	123,271.21	1,286.58	124,557.79
Cheeseman, Michael	Police	Sergeant	117,330.41	1,740.00	119,070.41
Chenard, Jacques	Police	Police Constable	102,892.87	871.00	103,763.87
Chhabra, Gurminder (Mark)	Police	Police Constable	103,681.62	3,871.78	107,553.40
Clancey, Dawn	Police	Administration Manager, Integrated Emergency Services	103,884.92	-	103,884.92
Clark, Paul M	Fire Services	Captain	133,071.66	-	133,071.66
Clarke, Jeffery	Fire Services	Lieutenant	110,561.74	-	110,561.74
Clarke, Jeffrey	Police	Sergeant	125,305.93	6,659.86	131,965.79
Clarke, Jennifer	Police	Police Constable	100,555.91	-	100,555.91
Clement, David	Fire Services	Division Captain	139,210.16	-	139,210.16
Clothier, Terrance	Halifax Transit Services	Ferry Captain	103,647.82	654.40	104,302.22
Clowater, David	Police	Police Constable	107,165.51	1,004.00	108,169.51
Clyke, Bobby	Police	Sergeant	136,127.11	3,727.31	139,854.42
Collings, Craig	Corporate and Customer Services	Lead Hand Mechanic	122,893.15	-	122,893.15
Collins, Joshua	Police	Police Constable	102,502.44	868.00	103,370.44
Colman-Sadd, Evangeline	Office of Auditor General	Municipal Auditor General	179,354.22	1,058.50	180,412.72

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Connors, Bradley	Fire Services	Division Commander	125,048.78	7,649.97	132,698.75
Conrad, Andrew	Police	Police Constable	107,258.70	4,742.61	112,001.31
Conrad, Craig	Police	Police Constable	102,968.91	684.00	103,652.91
Conrad, Patrick	Fire Services	Firefighter	105,117.00	396.80	105,513.80
Conrad, Stephen	Fire Services	Firefighter	102,490.13	160.08	102,650.21
Conrad, Susan	Police	Police Constable	98,520.88	1,987.80	100,508.68
Conrad, Vincent	Fire Services	Training Officer	135,216.19	2,615.36	137,831.55
Cooke, James	Police	Police Constable	116,655.76	1,509.00	118,164.76
Cooke, William	Police	Police Constable	111,676.24	897.00	112,573.24
Cooper, Stephen	Police	Police Constable	100,157.83	-	100,157.83
Corkum, Kevin	Fire Services	Captain	125,702.35	576.00	126,278.35
Cote, Samuel	Police	Police Constable	114,779.66	1,374.36	116,154.02
Covey, Matt	Fire Services	Division Chief Fire Prevention & Public Education	121,420.98	281.57	121,702.55
Cowper, Aaron	Fire Services	Captain	117,186.75	-	117,186.75
Crockett, Allan	Fire Services	Firefighter	112,542.59	157.44	112,700.03
Croft, Lisa	Halifax Transit Services	Supervisor Transit Network	108,676.47	50.00	108,726.47
Croft, Tony	Police	Sergeant	126,669.52	865.00	127,534.52
Cromwell, Christopher	Fire Services	Firefighter	102,568.11	-	102,568.11
Cromwell, Larry	Police	Police Constable	102,797.47	1,467.64	104,265.11
Cross, Bridget	Police	Sergeant	122,335.94	1,981.64	124,317.58
Cross, Nathan	Police	Police Constable	125,055.54	1,080.00	126,135.54
Crowell, Dale	Fire Services	Captain	126,022.65	-	126,022.65
Crowell, Dennis	Police	Sergeant	118,799.30	-	118,799.30
Currie, Lloyd	Fire Services	Division Commander	135,498.74	1,303.44	136,802.18
Currie, Marion	Corporate and Customer Services	Program Manager Organization Performance Excellence	112,942.95	1,601.88	114,544.83
Currie, Shawn	Police	Police Constable	136,554.49	2,012.58	138,567.07
Cutler, William	Halifax Transit Services	Manager Bus Maintenance	101,546.26	15.00	101,561.26
Dahl, Darren	Fire Services	Captain	135,103.62	570.81	135,674.43
David, Benoit	Fire Services	Captain	138,564.14	-	138,564.14
Davis, Donna	Finance, Asset Management & ICT	Project Manager Cogswell Redevelopment	155,836.17	246.66	156,082.83
Davis, Tanya	Planning & Development	Manager Strategic Transportation Planning Program	102,505.08	281.57	102,786.65
Day, James	Fire Services	Firefighter	109,158.84	116.20	109,275.04
de Montbrun, Louis	Finance, Asset Management & ICT	Manager Financial Reporting	130,896.73	1,058.50	131,955.23
Dean, Kevin	Fire Services	Division Commander	127,195.08	2,795.47	129,990.55
Dean, Sherry	Fire Services	Training Officer	117,625.96	4,635.00	122,260.96
DeBaie, Bruce	Corporate and Customer Services	Managing Director Corporate Communications	117,365.12	-	117,365.12
DeLong, Christopher	Police	Police Constable	105,516.31	2,372.51	107,888.82
Denine, Matthew	Police	Police Constable	117,197.38	4,712.77	121,910.15
Denty, Kelly	Planning & Development	Chief Planner & Director	182,618.75	100.00	182,718.75
Desrochers, Paul	Police	Police Constable	123,369.60	-	123,369.60
Deters, Auren	Fire Services	Firefighter	107,291.52	272.16	107,563.68
DeYoung, Jeffrey	Fire Services	Firefighter	104,807.03	678.81	105,485.84
Dickson, Nicholas	Police	Surveillance Technician	106,726.80	-	106,726.80
Dodge, Duane	Fire Services	Firefighter	106,380.19	174.97	106,555.16
Doiron, Tara Lee	Police	Police Constable	101,428.41	682.00	102,110.41
Dominix, Cory	Fire Services	Firefighter	101,220.66	498.91	101,719.57
Dooks-Fahie, Michelle	Police	Police Constable	119,774.88	1,000.00	120,774.88
Dorey, Michael	Fire Services	Firefighter	105,519.05	-	105,519.05
Doucet, Shawn	Fire Services	Firefighter	114,210.95	-	114,210.95
Doucette, Kevin	Police	Police Constable	110,379.27	825.00	111,204.27
Dowding, Justin	Fire Services	Firefighter	105,778.04	643.55	106,421.59
Doyle, Carly	Police	Police Constable	113,100.75	1,695.00	114,795.75
Doyle, Mark	Police	Police Constable	108,408.11	1,518.00	109,926.11
Duale, Ali	Fire Services	Firefighter	102,134.10	524.92	102,659.02
Dubé, Jacques	CAO's Office	Chief Administrative Officer	278,891.85	12,349.30	291,241.15
Dugandzic, Philip	Planning & Development	Manager Building Standards	105,183.43	-	105,183.43
Dunbrack, Patricia	Fire Services	Captain	114,690.08	-	114,690.08
Duncan, Peter	Planning & Development	Manager Infrastructure Planning	126,836.08	281.57	127,117.65
Duquet-Perron, Olivier	Police	Police Constable	95,570.46	6,040.99	101,611.45
Durling, Craig	Police	Police Constable	103,277.05	503.00	103,780.05
Eaglestone, Ben	Fire Services	Firefighter	104,113.08	259.30	104,372.38
Edwards, Amy	Police	Police Constable	100,460.61	354.15	100,814.76
Edwards, Jonathan	Police	Police Constable	107,832.39	1,522.30	109,354.69

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Last Name, First Name	Business Unit	Office or Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Edwards, Paul	Fire Services	Captain	112,663.92	2,802.17	115,466.09
Edwards, Scott	Fire Services	Firefighter	104,747.36	502.94	105,250.30
Eisan, Wendell	Fire Services	Inventory Equipment Technician	100,994.84	-	100,994.84
El Shair, Ahmed	Police	Police Constable	104,813.53	12,133.26	116,946.79
El-Diri, Eddy	Police	Police Constable	100,113.05	1,554.00	101,667.05
Elliott, Geoffrey	Fire Services	Firefighter	100,632.96	2,109.99	102,742.95
Elworthy, Matthew	Police	Police Constable	119,289.81	3,441.44	122,731.25
Engels, Ryan	Fire Services	Firefighter	103,186.59	313.87	103,500.46
Evans, Phillip	Finance, Asset Management & ICT	Manager Technology Infrastructure	112,615.76	2,017.60	114,633.36
Everson, Michelle	Police	Police Constable	101,772.07	-	101,772.07
Fairbairn, Scott	Police	Police Constable	106,596.67	1,354.15	107,950.82
Fairbairn, Steven	Police	Police Constable	123,998.52	1,000.00	124,998.52
Fall, John	Fire Services	Firefighter	105,039.71	78.96	105,118.67
Farmer, George	Police	Police Constable	105,466.67	-	105,466.67
Farrow, Joseph	Police	Police Constable	112,586.66	2,368.38	114,955.04
Faulkner, Myles	Fire Services	BA Technician	101,702.01	-	101,702.01
Fenton, John	Finance, Asset Management & ICT	Project Manager Information Technology	100,478.47	91.79	100,570.26
Ferguson, John	Fire Services	Captain	124,605.76	2,490.82	127,096.58
Ferguson, Todd	Fire Services	Firefighter	104,938.56	82.08	105,020.64
Fiander, Grant	Police	Police Constable	103,087.41	1,024.00	104,111.41
Fillmore, Lawrence	Fire Services	Firefighter	102,014.89	-	102,014.89
Fisher, Bruce	Finance, Asset Management & ICT	Manager Financial Policy & Planning	124,391.22	1,058.50	125,449.72
Fitzgerald, Marcheta	Fire Services	Fire Prevention Officer	133,221.35	427.04	133,648.39
Fleck, Erica	Fire Services	Emergency Management Coordinator	124,521.02	-	124,521.02
Fleckney, Brian	Fire Services	Captain	117,421.85	2,490.82	119,912.67
Flewelling, Ian	Police	Sergeant	122,804.17	4,957.33	127,761.50
Flinn, Paul	Office of Auditor General	Audit Director	104,193.74	1,058.50	105,252.24
Flynn, Pauline	Police	Police Constable	107,095.67	750.00	107,845.67
Flynn, Shawn	Police	Police Constable	112,899.88	2,959.54	115,859.42
Fong, Regan	Police	Sergeant	136,355.79	-	136,355.79
Fong, Richard	Fire Services	Captain	126,501.75	696.90	127,198.65
Foote, Andrew	Fire Services	Captain	119,859.26	129.73	119,988.99
Foran, Todd	Fire Services	Firefighter	105,208.81	-	105,208.81
Forrest, Jason	Police	Police Constable	104,428.17	2,653.76	107,081.93
Foshay, Nicholas	Fire Services	Firefighter	102,715.41	156.48	102,871.89
Foster, Jeffrey	Police	Police Constable	114,301.79	932.00	115,233.79
Foster, Susan	Police	Police Constable	112,576.11	9,304.88	121,880.99
Fournier, Thomas	Police	Police Constable	113,940.69	5,157.23	119,097.92
Fox, Robert	Police	Staff Sergeant	131,096.75	6,280.24	137,376.99
Fraser, Cyril	Fire Services	Captain	122,292.37	-	122,292.37
Fraser, Ernest	Fire Services	Firefighter	102,469.78	140.16	102,609.94
Fraser, Jane	Finance, Asset Management & ICT	Director Finance & Asset Management	202,495.27	3,199.64	205,694.91
Fraser, Kristine	Police	Police Constable	106,931.12	1,685.90	108,617.02
Fulton, Joseph	Fire Services	Lieutenant	121,045.67	-	121,045.67
Gabriel, Erica	Fire Services	Firefighter	100,131.50	3,796.56	103,928.06
Gagnon, Kevin	Fire Services	Firefighter	109,277.04	101.76	109,378.80
Gallagher, Kevin	Fire Services	Captain	112,988.27	-	112,988.27
Gallant, Peter	Police	Police Constable	100,157.80	318.95	100,476.75
Galvin, Dominique	Fire Services	Firefighter	103,214.45	193.93	103,408.38
Gannon, Dwayne	Fire Services	Firefighter	126,446.79	457.92	126,904.71
Garber, Geoff	Fire Services	Firefighter	109,250.88	136.48	109,387.36
Garry, Claude	Fire Services	Captain	117,461.49	-	117,461.49
Gates, James	Fire Services	Captain	139,819.91	-	139,819.91
Gaudet, Christopher	Fire Services	Firefighter	101,984.67	560.15	102,544.82
Giacomantonio, Christopher	Police	Research & Development Specialist	102,065.45	642.31	102,707.76
Gibson, Curtis	Police	Police Constable	112,768.93	4,395.97	117,164.90
Gibson, Scott	Fire Services	Firefighter	100,792.27	-	100,792.27
Giddens, Christopher	Legal, Municipal Clerk and External Affairs	Solicitor TERM (Capital)	121,632.18	-	121,632.18
Giffin, Ann	Police	Police Constable	106,215.40	906.00	107,121.40
Gilbert, Jordan	Police	Police Constable	105,101.93	1,000.00	106,101.93
Gillett, Stephen	Police	Sergeant	118,799.30	3,221.24	122,020.54
Gillis, Anthony	Police	Police Constable	104,107.87	6,832.29	110,940.16
Gillis, Duncan	Finance, Asset Management & ICT	Portfolio Manager	101,843.10	1,619.20	103,462.30

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Gillis, Gyles	Police	Sergeant	108,761.45	2,280.00	111,041.45
Gillis, Trena	Police	Police Constable	104,343.54	-	104,343.54
Girard, Robin	Fire Services	Firefighter	100,558.80	193.83	100,752.63
Glendenning, Stephanie	Police	Police Constable	100,700.59	-	100,700.59
Glennie, Alexander	Fire Services	Captain	132,958.75	2,490.82	135,449.57
Gorman, Christopher	Police	Police Constable	100,157.79	1,000.00	101,157.79
Gough, Andrew	Legal, Municipal Clerk and External Affairs	Solicitor	112,185.01	-	112,185.01
Graham, Aaron	Fire Services	Firefighter	105,610.29	222.72	105,833.01
Graham, Gena	Police	Police Constable	103,514.02	1,562.00	105,076.02
Graham, Gordon	Police	Sergeant	153,662.42	2,481.16	156,143.58
Grandy, Phillip W	Fire Services	Firefighter	103,884.91	1,005.76	104,890.67
Grantham, Peter	Fire Services	Firefighter	104,897.12	1,097.19	105,994.31
Graven, James	Fire Services	Firefighter	102,580.86	-	102,580.86
Graves, Colin	Police	Police Constable	105,945.92	2,296.00	108,241.92
Gray, Brian	Fire Services	Deputy Chief Operations	125,064.16	57,787.89	182,852.05
Gray, Robert	Fire Services	Firefighter	102,187.27	-	102,187.27
Greek, James	Police	Police Constable	109,424.55	863.00	110,287.55
Green, Angela	Parks and Recreation	Manager Recreation Programming	128,283.30	549.00	128,832.30
Green, Jacob	Fire Services	Lieutenant	143,662.52	397.98	144,060.50
Green, Pamela	Police	Sergeant	132,175.93	768.00	132,943.93
Greencorn, George	Police	Police Constable	104,225.06	1,424.38	105,649.44
Greene, Katherine	Planning & Development	Manager Policy & Strategic Initiatives Program	106,655.78	522.75	107,178.53
Greene, Patrick	Fire Services	Captain	128,711.32	-	128,711.32
Greene, Stephen	Fire Services	Firefighter	102,263.99	-	102,263.99
Greener, David	Legal, Municipal Clerk and External Affairs	Solicitor	133,863.74	-	133,863.74
Greenham, Peter	Fire Services	Training Officer	117,974.61	2,741.78	120,716.39
Greer, Barry	Fire Services	Captain	129,323.98	-	129,323.98
Grimes, William	Fire Services	Captain	135,792.66	-	135,792.66
Guest, Matthew	Police	Police Constable	105,055.35	-	105,055.35
Guy, Kevin	Fire Services	Firefighter	112,951.39	30.60	112,981.99
Guzzwell, Stephen	Police	Police Constable	112,496.52	939.00	113,435.52
Habib, Andre	Police	Sergeant	130,565.82	1,000.00	131,565.82
Hamer, Daniel	Fire Services	Division Captain Fire & Prevention	116,266.21	-	116,266.21
Harding, David	Police	Police Constable	112,970.35	4,250.07	117,220.42
Harlow, Michael	Fire Services	Firefighter	128,482.15	2,411.16	130,893.31
Hartlen, Beate	Transportation & Public Works	Superintendent Service Delivery & Asset	100,687.54	-	100,687.54
Harvey, Brendan	Police	Police Constable	115,792.37	3,197.47	118,989.84
Harvey, Richard	Parks and Recreation	Manager Policy & Planning	106,985.88	526.84	107,512.72
Harvie, Trevor	Transportation & Public Works	Superintendent Winter Operations Training & Compliance	101,630.50	-	101,630.50
Haverstock, Mark	Fire Services	Firefighter	113,347.40	51.43	113,398.83
Hayes, Jonathan	Police	Police Constable	115,391.15	3,440.06	118,831.21
Hayward, Joseph	Police	Police Constable	132,831.13	877.00	133,708.13
Head, Aaron	Police	Police Constable	108,444.79	3,310.29	111,755.08
Hebb, Donald	Fire Services	Firefighter	102,051.57	639.00	102,690.57
Hebb, Gregory	Fire Services	Captain	142,425.95	2,490.82	144,916.77
Hebb, Robert	Fire Services	Captain	136,967.86	1,452.98	138,420.84
Henneberry, Allison	Police	Police Constable	107,343.37	1,115.00	108,458.37
Henneberry, Penelope	Planning & Development	Manager Buildings & Compliance	116,212.15	526.84	116,738.99
Henry, John	Parks and Recreation	Manager Aquatics, Leisure, Active Living & Inclusion	103,769.92	34,849.96	138,619.88
Henwood, Ronald	Corporate and Customer Services	Mechanic	107,639.28	-	107,639.28
Hewitt, Marshall	Police	Police Constable	102,217.40	1,110.00	103,327.40
Hickey, Blair	Police	Police Constable	110,194.62	1,939.32	112,133.94
Higgins, Steven	Planning & Development	Manager Current Planning	122,306.37	100.00	122,406.37
Hill, David	Police	Police Constable	103,502.18	4,259.01	107,761.19
Hiltz, Darrell	Finance, Asset Management & ICT	Lead Architect	114,113.63	-	114,113.63
Hislop, Kevin	Finance, Asset Management & ICT	Manager Payroll	100,783.66	-	100,783.66
Hodgson, James	Police	Police Constable	100,477.76	10.00	100,487.76
Hoffmann, Edward	Fire Services	Captain	119,054.23	570.81	119,625.04
Hollett, Harold	Fire Services	Deputy Chief Operational Support	161,360.81	504.96	161,865.77
Hood, Derek	Police	Police Constable	103,893.22	1,000.00	104,893.22
Hovey, Kevin	Police	Sergeant	145,721.75	1,553.00	147,274.75
Howie, Andrew	Police	Police Constable	104,251.86	2,288.00	106,539.86
Hubleby, David	Transportation & Public Works	Manager Project Planning & Design	138,713.25	281.57	138,994.82

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Hueston, D'Arcy	Police	Sergeant	128,195.16	5,028.74	133,223.90
Hughes, Alan	Police	Police Constable	99,970.86	1,000.00	100,970.86
Hughes, Patricia	Halifax Transit Services	Manager Planning & Scheduling	114,193.82	501.26	114,695.08
Hunt, Gregory	Fire Services	Firefighter	100,352.96	476.53	100,829.49
Hunter, Wayne	Police	Police Constable	117,363.36	8,685.62	126,048.98
Irving, Paul	Fire Services	District Captain	134,610.42	34,605.14	169,215.56
Jackson, Winnell	Police	Sergeant	106,020.69	1,699.32	107,720.01
Janson, Jim	Legal, Municipal Clerk and External Affairs	Solicitor	103,239.33	-	103,239.33
Jardine, Bradley	Police	Police Constable	106,129.89	1,000.00	107,129.89
Jazic, Alan	Police	Police Constable	103,608.83	992.05	104,600.88
Jefferies, Jonathan	Police	Sergeant	127,160.65	4,082.94	131,243.59
Jensen, John David	Fire Services	Firefighter	103,602.10	192.30	103,794.40
Jiang, Qingshuang	Finance, Asset Management & ICT	Data Architect	111,769.65	1,472.00	113,241.65
Johnson, Christopher	Fire Services	Captain	118,982.24	38.92	119,021.16
Johnson, Ronald	Fire Services	Captain	122,943.84	-	122,943.84
Johnston, Sandra	Police	Sergeant	113,941.05	283.32	114,224.37
Joncas, Jason	Police	Police Constable	110,157.74	2,859.32	113,017.06
Jones, Darren	Fire Services	Captain	139,345.58	2,490.82	141,836.40
Jones-Grant, Tracey	Human Resources	Manager Diversity and Inclusion	108,607.12	-	108,607.12
Joseph, Nickel	Police	Police Constable	111,394.33	1,457.00	112,851.33
Joudrey, Andrew	Police	Police Constable	110,595.30	1,910.94	112,506.24
Judah, Joshua	Legal, Municipal Clerk and External Affairs	Solicitor	140,605.85	-	140,605.85
Justason, Eugene	Fire Services	Maintenance Technician	97,649.23	7,729.36	105,378.59
Kavanaugh, Daniel	Police	Police Constable	99,796.94	3,999.58	103,796.52
Keating, Patrick	Fire Services	Captain	115,445.73	2,490.82	117,936.55
Keliher, Matthew	Transportation & Public Works	Manager Solid Waste	106,809.85	4,240.30	111,050.15
Kelly, Colleen	Police	Executive Officer	133,469.65	1,375.00	134,844.65
Kennedy, Jordan	Corporate and Customer Services	Mechanic	100,854.44	-	100,854.44
Kennedy, Patricia	Police	Police Constable	114,996.75	1,195.00	116,191.75
Keyes, Heather	Police	Police Constable	100,394.91	843.00	101,237.91
Kharma, George	Fire Services	Captain	113,890.83	363.24	114,254.07
Killen, Jason	Fire Services	Captain	111,742.84	-	111,742.84
Kincade, Bradley	Police	Police Constable	112,775.52	-	112,775.52
King, Alisa	Police	Police Constable	100,648.78	-	100,648.78
Kinghorne, Randolph	Legal, Municipal Clerk and External Affairs	Solicitor	133,863.73	-	133,863.73
Kirton, Harold	Police	Police Constable	101,926.98	538.48	102,465.46
Kline, Patrick	Fire Services	Captain	130,664.94	-	130,664.94
Knisley, Sara	Legal, Municipal Clerk and External Affairs	Solicitor	118,532.95	-	118,532.95
Koch, Stephen	Fire Services	Captain	132,800.64	2,490.82	135,291.46
Koutroulakis, Taso	Transportation & Public Works	Manager Traffic & Right of Way	135,050.04	310.50	135,360.54
Kozma, Andrew	Police	Chief Information Security Officer	102,107.22	212.92	102,320.14
Krivdic, Admir	Police	Police Constable	108,756.88	824.00	109,580.88
Kuhn, Scott	Police	Police Constable	114,939.21	895.00	115,834.21
Lahey, Martin	Fire Services	Fire Prevention Officer	116,748.97	-	116,748.97
Lake, Jennifer	Police	Police Constable	107,331.50	1,000.00	108,331.50
Lake, Stanley	Fire Services	Lieutenant	128,453.01	-	128,453.01
Lambert, Desmond	Police	Police Constable	99,579.81	3,872.57	103,452.38
Lambert, Tanya	Police	Police Constable	103,559.90	14.00	103,573.90
Lane, Richard	Police	Divisional Commander	136,125.23	1,000.00	137,125.23
Langille, Steven	Police	Sergeant	127,018.42	1,000.00	128,018.42
Lanthier, Bruce	Fire Services	Firefighter	102,952.18	220.56	103,172.74
Lapointe, Martin	Fire Services	Firefighter	103,468.78	85.42	103,554.20
Laraque, Jules	Police	Police Constable	108,822.85	5,357.98	114,180.83
Lassaline, Trevor	Police	Police Constable	104,696.77	3,921.11	108,617.88
Latreille, Robbie	Police	Police Constable	102,826.72	2,322.00	105,148.72
Lavoie, Norman	Fire Services	Division Captain	114,026.53	2,685.96	116,712.49
Lawlor, David	Police	Sergeant	124,101.50	5,397.70	129,499.20
Leblanc, Jeffrey	Police	Police Constable	108,454.23	2,475.00	110,929.23
Leger, Marc	Fire Services	Firefighter	133,584.41	-	133,584.41
Legere, Ola	Fire Services	Captain	139,387.62	2,490.82	141,878.44
Legere, Ronald	Police	Staff Sergeant	147,624.26	-	147,624.26
LeRue, Gregory	Fire Services	Firefighter	100,822.84	-	100,822.84
Lewis, Ashley	Police	Police Constable	115,643.02	6,099.88	121,742.90

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Lewis, Laurie	Transportation & Public Works	Program Manager Policy & Outreach	104,794.85	1,083.00	105,877.85
Lewis, Shawn	Halifax Transit Services	Shift Supervisor	109,089.40	50.00	109,139.40
Li, David	Police	Police Constable	103,564.91	1,634.96	105,199.87
Lines, Wendy	Finance, Asset Management & ICT	Manager Corporate Planning	120,387.58	317.73	120,705.31
Little, Bradley	Fire Services	Firefighter	102,086.29	801.77	102,888.06
Logan, Scott	Fire Services	Captain	145,902.80	2,490.82	148,393.62
Logan, William	Fire Services	Firefighter	107,735.11	697.78	108,432.89
London, Samuel	Fire Services	Firefighter	108,946.07	-	108,946.07
Longley, Malcolm	Police	Sergeant	119,991.51	2,157.00	122,148.51
Loughnan, Stephen	Fire Services	Captain	118,712.28	-	118,712.28
Lowe, John	Fire Services	Division Commander	138,374.10	71.18	138,445.28
Lowther, Robert	Police	Sergeant	119,580.70	1,315.45	120,896.15
Lucas, Darcy	Police	Police Constable	106,846.43	3,783.62	110,630.05
Luck, Matthew	Police	Police Constable	106,042.31	1,434.00	107,476.31
Luther, James	Police	Sergeant	106,694.88	1,751.57	108,446.45
Lutley, Robert	Fire Services	Fire Prevention Officer	109,108.52	-	109,108.52
Lynch, Heather	Police	Police Constable	101,319.51	2,242.57	103,562.08
Lynch, Susan	Police	Police Constable	102,283.19	1,000.00	103,283.19
MacAdam, E. Alexander	Police	Police Constable	115,445.86	1,000.00	116,445.86
MacCulloch, Drew	Fire Services	Firefighter	114,059.70	114.70	114,174.40
MacDonald, Andrea	Planning & Development	Manager License Standards	101,204.78	-	101,204.78
MacDonald, Bruce	Fire Services	Captain	143,628.63	2,490.82	146,119.45
MacDonald, Karen	Legal, Municipal Clerk and External Affairs	Solicitor	134,363.73	-	134,363.73
MacDonald, Kevin	Police	Police Constable	108,067.55	1,032.95	109,100.50
MacDonald, Lisa	Police	Police Constable	110,299.18	1,000.00	111,299.18
MacDonald, Margaret	Parks and Recreation	Manager Program Support Services	112,416.79	-	112,416.79
MacDonald, Mark	Police	Staff Sergeant	126,490.62	-	126,490.62
MacDonald, Philip	Police	Police Constable	123,192.84	1,802.33	124,995.17
MacDonald, R. Scott	Police	Staff Sergeant	134,862.15	2,497.26	137,359.41
MacDonald, Scott	Police	Police Constable	103,618.02	1,992.17	105,610.19
MacDonald, Tammy	Police	Police Constable	105,094.71	811.00	105,905.71
MacDonald, Tracy	Police	Police Constable	100,649.62	634.00	101,283.62
MacEwen, Jeffrey	Transportation & Public Works	Supervisor Construction Services	100,861.73	540.00	101,401.73
MacFarlane, Derek	Police	Police Constable	103,447.15	873.00	104,320.15
MacGregor, Jared	Police	Police Constable	107,412.17	2,501.84	109,914.01
MacInnis, James	Fire Services	Firefighter	117,091.56	-	117,091.56
MacIntyre, Roderick	Transportation & Public Works	Senior Traffic Operations Engineer	101,536.69	-	101,536.69
MacIsaac, Matthew	Police	Police Constable	106,209.92	1,725.89	107,935.81
MacIsaac, Shaun	Police	Police Constable	101,041.58	3,689.18	104,730.76
MacKay, Amy	Police	Police Constable	123,706.54	2,048.59	125,755.13
MacKay, Kristen	Police	Police Constable	95,340.22	6,205.16	101,545.38
MacKay, Robert	Police	Police Constable	103,268.44	3,494.15	106,762.59
MacKay, Shauna	Human Resources	Talent & Total Rewards Specialist	96,615.59	22,763.01	119,378.60
MacKellar, Scott	Fire Services	Lieutenant	109,864.95	-	109,864.95
MacKenzie, Phillip	Police	Sergeant	128,480.66	1,511.00	129,991.66
MacKenzie, Robert	Fire Services	Firefighter	107,821.60	495.21	108,316.81
MacKinlay, Shaune	CAO's Office	Principal Advisor and Communications	100,541.31	-	100,541.31
MacLaughlin, Devin	Police	Police Constable	107,580.28	1,063.95	108,644.23
MacLaurin, Roxanne	Legal, Municipal Clerk and External Affairs	Solicitor	133,863.73	-	133,863.73
MacLean, Don	Police	Superintendent Patrol	144,217.36	1,375.00	145,592.36
MacLean, Jeffrey	Police	Police Constable	100,018.24	871.00	100,889.24
MacLean, John	Fire Services	Division Chief Professional Development, Training & Safety	120,796.90	-	120,796.90
MacLennan, Allan	Police	Police Constable	103,787.69	2,290.00	106,077.69
MacLeod, Scott	Police	Police Constable	104,173.14	1,000.00	105,173.14
MacMullin, Robert	Police	Police Constable	117,883.16	1,090.00	118,973.16
MacNeil, Adam	Fire Services	Firefighter	114,708.65	-	114,708.65
MacNeil, Andrew	Police	Police Constable	106,527.28	2,473.00	109,000.28
MacNeil, Lynn	Fire Services	Firefighter	102,679.39	219.84	102,899.23
MacNeil, Wendell	Fire Services	Captain	132,768.39	2,490.82	135,259.21
MacPhail, Robert	Police	Police Constable	102,347.45	318.95	102,666.40
MacPherson, John	Corporate and Customer Services	Manager Corporate Facility Design & Construction	124,408.57	270.00	124,678.57
MacVicar, Andrew	Police	Police Constable	101,420.06	1,252.00	102,672.06
Maheux, Nicolas	Fire Services	Captain	119,825.31	-	119,825.31

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Mailman, James	Fire Services	Firefighter	105,031.90	-	105,031.90
Malcolm, Joey	Police	Police Constable	113,422.23	1,514.48	114,936.71
Mandru, Egist	Police	Police Constable	103,775.60	887.00	104,662.60
Manley, Eric	Police	Police Constable	108,291.57	1,915.00	110,206.57
Manning, Anthony	Fire Services	Captain	124,829.72	-	124,829.72
Mansvelt, John	Police	Police Constable	135,592.25	1,000.00	136,592.25
March, Craig	Fire Services	Training Officer	147,907.55	-	147,907.55
March, Leonard	Fire Services	Captain	136,176.34	2,498.60	138,674.94
Marchand, Michel	Police	Police Constable	120,607.43	1,130.00	121,737.43
Marinelli, Chris	Police	Sergeant	107,606.23	1,842.40	109,448.63
Marinelli, Nicholas	Police	Police Constable	110,167.42	929.00	111,096.42
Marr, David	Office of Auditor General	Audit Manager	103,495.03	-	103,495.03
Marr, William	Fire Services	Captain	132,326.52	77.84	132,404.36
Marriott, Jason	Police	Police Constable	133,945.05	916.00	134,861.05
Marshall, Trevor	Fire Services	Training Officer	129,315.88	-	129,315.88
Martell, James	Fire Services	Captain	143,944.91	103.78	144,048.69
Martin, Christina	Police	Sergeant	121,683.69	922.00	122,605.69
Martin, Sean	Police	Sergeant	123,571.30	876.00	124,447.30
Martin, Sharon	Parks and Recreation	Manager Youth Programs	102,400.74	-	102,400.74
Martyn, Stephen	Fire Services	District Captain	148,152.18	2,573.16	150,725.34
Mason, Gregory	Police	Operations Support Officer	140,518.81	1,000.00	141,518.81
Mason, John	Corporate and Customer Services	Manager Building Operations	106,418.49	-	106,418.49
Matthews, Andrew	Police	Information Management Officer	135,132.53	1,000.00	136,132.53
Mattie, Derrick J	Fire Services	Captain	128,263.81	-	128,263.81
Mattie, Leonard B	Fire Services	Lieutenant	111,680.15	-	111,680.15
Mayer, Richard	Police	Police Constable	114,534.47	1,208.64	115,743.11
McCoombs, Reid	Police	Human Resources Officer	134,394.63	1,000.00	135,394.63
McCormack, Stephen	Police	Sergeant	117,137.74	1,000.00	118,137.74
McCormick, Justin	Police	Police Constable	112,046.06	3,890.70	115,936.76
McCracken, Ryan	Fire Services	Firefighter	107,716.93	340.12	108,057.05
McCrum, Andrew	Police	Police Constable	100,788.49	2,330.28	103,118.77
McCulley, Garrett	Police	Police Constable	104,077.22	2,640.05	106,717.27
McCulloch, Trudi	Police	Police Constable	98,987.31	2,255.00	101,242.31
McCullough, Janna	Police	Police Constable	100,249.29	-	100,249.29
McDermott, Christopher	Police	Police Constable	99,105.80	940.00	100,045.80
McGrath, Anthony	Police	Police Constable	102,874.11	280.00	103,154.11
McIsaac, Carol	Police	Police Constable	100,084.40	-	100,084.40
McIsaac, Parker	Police	Police Constable	110,677.68	1,524.00	112,201.68
McIver, Karl	Police	Police Constable	113,301.98	914.00	114,215.98
McKenzie, David	Fire Services	Captain	147,987.57	2,490.82	150,478.39
McKinnon, John	Police	Sergeant	110,768.23	1,491.12	112,259.35
McLaughlin, Paula	Police	Police Constable	99,076.54	1,000.00	100,076.54
McLellan, Brad	Police	Police Constable	117,265.87	775.00	118,040.87
McLellan, Todd	Police	Police Constable	102,900.14	905.00	103,805.14
McMahon, Christopher	Police	Police Constable	102,799.18	895.00	103,694.18
McNabb, Leonard	Fire Services	Captain	140,408.10	2,490.82	142,898.92
McNamara, Chad	Police	Police Constable	100,053.81	2,143.00	102,196.81
McNamara, Geoffrey	Police	Police Constable	105,765.53	2,281.28	108,046.81
McNeil, Anthony	Police	Employee Assistance Program Coordinator	125,651.17	-	125,651.17
McNeil, Jason	Police	Sergeant	136,086.59	2,007.00	138,093.59
McNeil, Joanne	Police	Sergeant	119,027.35	-	119,027.35
McNeil, John	Police	Sergeant	121,940.38	788.00	122,728.38
McNeil, Joshua	Police	Police Constable	104,161.11	1,583.00	105,744.11
McNeil, Kevin	Police	Sergeant	118,433.81	846.00	119,279.81
McNeil, Robin	Police	Deputy Chief	160,384.87	1,375.00	161,759.87
McNulty, Phillip	Fire Services	Deputy Chief	144,186.61	63,803.48	207,990.09
Meagher, Brendan	Fire Services	Captain	132,949.01	2,490.82	135,439.83
Meisner, Derrick	Police	Police Constable	115,763.53	7,222.75	122,986.28
Meisner, Jason	Police	Police Constable	99,761.59	322.00	100,083.59
Meisner, Tyson	Fire Services	Firefighter	99,714.31	812.12	100,526.43
Melanson, Gregory	Fire Services	Firefighter	100,154.60	2,120.28	102,274.88
Meldrum, David	Fire Services	Division Chief Professional Development, Training & Safety	132,939.89	208.64	133,148.53
Melvin, Brent	Fire Services	Captain	135,854.14	-	135,854.14

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Meshal, Ashraf	Police	Police Constable	100,392.69	1,476.00	101,868.69
Messervey, Clarence	Fire Services	Captain	129,941.08	-	129,941.08
Miedema, Shannon	Planning & Development	Manager Environment & Energy Program	99,689.42	1,121.07	100,810.49
Millaire, Steve	Police	Police Constable	116,356.38	1,553.00	117,909.38
Miller, Nancy	Police	Police Constable	101,087.01	-	101,087.01
Misener, Rodney	Fire Services	Firefighter	108,042.98	-	108,042.98
Misner, Karen	Police	Police Constable	106,749.07	783.00	107,532.07
Mitchell, Jason	Police	Police Constable	100,433.00	3,013.23	103,446.23
Mitchell, Susan	Police	Police Constable	109,089.23	1,000.00	110,089.23
Mood, Jason	Police	Police Constable	100,290.81	850.00	101,140.81
Moore, Edward	Fire Services	Captain	112,185.77	-	112,185.77
Moore, Michael	Fire Services	Captain	129,472.42	-	129,472.42
Moore, Stephen	Fire Services	Lieutenant	112,438.14	146.67	112,584.81
Moore, Jason	Fire Services	Firefighter	107,562.35	162.94	107,725.29
Moran, Heather	Police	Police Constable	102,637.11	5,140.82	107,777.93
Morash, Ryan	Police	Police Constable	101,871.09	9,067.71	110,938.80
Morris, Michael	Corporate and Customer Services	Superintendent Emergency Fleet Services	112,050.76	-	112,050.76
Morris, Ryan	Police	Police Constable	107,803.74	3,174.61	110,978.35
Morris, William	Police	Staff Sergeant	140,881.66	1,354.15	142,235.81
Moser, Donald	Police	Operational Planning Officer	134,323.64	1,000.00	135,323.64
Mosher, Bruce	Fire Services	Captain	139,538.12	2,490.82	142,028.94
Moulton, Diane	Corporate and Customer Services	Manager Facilities Management	122,689.05	1,135.50	123,824.55
Muir, Kyle	Police	Police Constable	102,388.27	-	102,388.27
Mullally, Catherine	Human Resources	Chief Human Resources Officer	197,785.73	1,882.71	199,668.44
Mullane, Robert	Parks and Recreation	Superintendent Parks	103,937.38	208.57	104,145.95
Munroe, Wayne	Corporate and Customer Services	Mechanic	108,509.14	-	108,509.14
Murney, Marshall	Police	Police Constable	104,127.56	797.00	104,924.56
Murphy, Breton	Corporate and Customer Services	Manager Public Affairs	104,967.26	-	104,967.26
Murphy, Devin	Police	Police Constable	100,764.80	2,086.70	102,851.50
Murphy, Jeffery	Fire Services	Firefighter	106,063.81	-	106,063.81
Murphy, Justin	Police	Police Constable	103,899.28	740.68	104,639.96
Murphy, Kevin	Police	Sergeant	133,898.64	4,276.11	138,174.75
Murray, Brad	Police	Police Constable	106,967.52	3,396.65	110,364.17
Murray, Jennifer	Police	Police Constable	105,848.02	1,000.00	106,848.02
Naugle, Charles	Police	Sergeant	137,478.18	873.20	138,351.38
Nearing, Stephen	Fire Services	Division Chief Emergency Communications & Technology	123,400.26	-	123,400.26
Newton, Brandon D	Fire Services	Firefighter	103,074.79	1,127.52	104,202.31
Nichols, Carolyn	Police	Staff Sergeant	120,305.07	328.00	120,633.07
Nicholson, Andrew	Police	Police Constable	105,901.65	5,597.62	111,499.27
Nicholson, Jeffrey	Police	Police Constable	110,426.81	4,371.80	114,798.61
Nielsen, Iliya	Police	Police Constable	124,955.52	1,160.00	126,115.52
Nixon, Peter	Police	Sergeant	118,799.30	-	118,799.30
Nolan, Laura	Human Resources	Manager Labour Relations	111,931.73	1,472.00	113,403.73
Novakovic, Bojan	Police	Police Constable	100,788.50	2,656.92	103,445.42
Nowlan, Crystal	Finance, Asset Management & ICT	Manager Asset Management TERM	102,405.93	1,255.60	103,661.53
Oakley, Edward	Fire Services	District Captain	132,341.16	495.87	132,837.03
O'Brien, Dale	Fire Services	Firefighter	104,449.02	-	104,449.02
O'Brien, Kenneth	Police	Police Constable	109,944.80	2,708.43	112,653.23
O'Donnell, James	Fire Services	Firefighter	105,949.74	-	105,949.74
O'Neill, Patrick	Police	Police Constable	117,923.12	1,361.00	119,284.12
Oostveen, Robert	Police	Constable	94,795.60	59,755.25	154,550.85
Opalka, Stacey	Police	Police Constable	99,579.81	1,000.00	100,579.81
Orr, Robert	Transportation & Public Works	Program Manager Engineering & Contract Services	107,431.11	923.00	108,354.11
Pace, David	Fire Services	Lieutenant	104,853.24	-	104,853.24
Palmeter, Barbara	Finance, Asset Management & ICT	Senior Financial Consultant	101,968.98	-	101,968.98
Palmeter, Brian	Police	Sergeant	140,220.87	879.00	141,099.87
Parasram, Amit	Police	Police Constable	122,914.32	1,000.00	123,914.32
Pare, Nadya-Lyse	Fire Services	Assistant Chief	129,362.31	208.64	129,570.95
Parent, Daniel	Police	Police Constable	118,871.74	1,733.00	120,604.74
Paris, Donna Lee	Police	Police Constable	116,905.51	6,548.63	123,454.14
Paris, Jeffery	Fire Services	Captain	134,223.78	-	134,223.78
Parker, Matthew J	Fire Services	Lieutenant	129,535.29	440.01	129,975.30
Parker, Ronald	Fire Services	Firefighter	101,319.45	-	101,319.45

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Parsons, Darcy	Fire Services	Firefighter	100,205.62	-	100,205.62
Parsons, David	Fire Services	Firefighter	101,231.04	-	101,231.04
Parsons, Edward	Fire Services	Lieutenant	115,635.10	522.35	116,157.45
Parsons, Jason	Fire Services	Captain	140,765.52	1,193.52	141,959.04
Parsons, Sean	Fire Services	Firefighter	104,358.30	-	104,358.30
Patriquin, Jeffrey	Police	Police Constable	102,494.90	9,048.60	111,543.50
Payne, Jamie	Police	Sergeant	135,544.60	2,387.28	137,931.88
Peers, Tony	Fire Services	Firefighter	108,312.41	41.28	108,353.69
Pellerine, Donald	Transportation & Public Works	Superintendent Streets & Sidewalks West	106,768.99	-	106,768.99
Pelley, Travis	Fire Services	Firefighter	100,787.59	59.76	100,847.35
Penfound, Dianne	Police	Police Constable	105,165.49	284.00	105,449.49
Penfound, William	Police	Police Constable	103,456.45	1,006.32	104,462.77
Pepler, Nicholas	Police	Sergeant	126,591.09	1,000.00	127,591.09
Peroni, Bryan	Police	Police Constable	102,593.64	1,312.64	103,906.28
Perrier, Craig	Fire Services	Firefighter	101,290.37	-	101,290.37
Perrin, James	Police	Superintendent Criminal Investigation Division	147,532.22	1,375.00	148,907.22
Perry, Darla	Police	Sergeant	129,053.84	4,894.47	133,948.31
Peters, Matthew	Police	Police Constable	112,536.97	4,945.66	117,482.63
Pierce, Mark	Police	Police Constable	104,935.40	862.00	105,797.40
Pierce, Shelly	Police	Police Constable	115,269.27	2,090.17	117,359.44
Pike, Leigh	Police	Police Constable	118,750.22	952.00	119,702.22
Pittman, James	Fire Services	Captain	112,860.88	2,615.36	115,476.24
Pitts, Dennis	Fire Services	Captain	127,341.99	-	127,341.99
Plater, Joel	Legal, Municipal Clerk and External Affairs	Manager Risk & Insurance Services	109,838.31	630.00	110,468.31
Pluta, Christian	Police	Police Constable	99,809.09	1,000.00	100,809.09
Poole, Matthew	Police	Police Constable	108,968.46	1,765.00	110,733.46
Poole, Terrence	Police	Police Constable	108,372.56	1,362.00	109,734.56
Porter, Hayley	Police	Police Constable	99,390.19	3,870.57	103,260.76
Pothier, Brian	Police	Police Constable	128,175.50	984.00	129,159.50
Pothier, Jeffrey	Police	Police Constable	126,932.86	4,666.24	131,599.10
Powell, Christopher	Fire Services	Firefighter	100,957.03	-	100,957.03
Powell, Ronald	Fire Services	Captain	138,732.22	-	138,732.22
Power, Phil	Police	Police Constable	114,389.88	1,520.21	115,910.09
Praught, Andrew	Police	Police Constable	109,237.61	2,033.12	111,270.73
Prior, Jody	Police	Police Constable	102,532.17	1,897.46	104,429.63
Pryde, Mark	Fire Services	Firefighter	108,668.41	-	108,668.41
Pryor, E. Jane	Finance, Asset Management & ICT	Manager Procurement	135,485.57	325.00	135,810.57
Pulsifer, Jeffrey	Police	Police Constable	109,129.08	760.00	109,889.08
Purvis, Carl	Planning & Development	Manager Urban & Rural Applications Program	107,003.14	526.84	107,529.98
Pyle, Kurt	Planning & Development	Manager Social & Economic Research Program	104,595.92	-	104,595.92
Quesnel, Raymond	Police	Police Constable	109,549.92	3,925.70	113,475.62
Rafuse, Lawrence	Fire Services	Firefighter	112,373.18	-	112,373.18
Rainault, Tanya	Police	Police Constable	100,681.86	1,388.44	102,070.30
Rankin, Jeannie	Police	Police Constable	104,089.42	2,110.94	106,200.36
Rasmussen, Barbara	Police	Police Constable	111,962.31	3,515.37	115,477.68
Rasmussen, Eric	Fire Services	Captain	127,884.23	90.81	127,975.04
Ray, Simon	Fire Services	Captain	141,774.71	2,698.39	144,473.10
Raymond, Mark	Police	Police Constable	106,947.66	2,992.73	109,940.39
Razic, Jasmin	Police	Police Constable	109,059.86	1,219.32	110,279.18
Reade, Kevin	Fire Services	Division Commander	125,431.16	7,372.85	132,804.01
Reage, David	Halifax Transit Services	Director Halifax Transit Services	184,798.34	-	184,798.34
Reeves, Anthony	Police	Staff Sergeant	136,972.47	585.40	137,557.87
Reeves, Marques	Police	Sergeant	131,365.01	2,994.81	134,359.82
Reid, Jason	Police	Police Constable	100,339.42	-	100,339.42
Rhodenizer, Clinton	Police	Police Constable	100,749.13	973.00	101,722.13
Richards, Heather	Fire Services	Firefighter	104,545.20	-	104,545.20
Richardson, Gregg	Police	Police Constable	100,157.81	-	100,157.81
Riggins, John	Police	Police Constable	106,472.88	1,000.00	107,472.88
Ritcey, Neera	Police	Public Relations & Communications Manager	105,148.17	-	105,148.17
Roache, Daniel	Police	Police Constable	140,797.67	4,884.41	145,682.08
Roberge, Larry	Police	Police Constable	137,868.31	2,064.68	139,932.99
Roberts, David	Police	Police Constable	124,642.35	13,513.44	138,155.79
Robertson, Brian	Fire Services	Firefighter	112,589.16	384.08	112,973.24

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Robertson, Gregory	Police	Staff Sergeant	133,927.91	10,394.79	144,322.70
Robertson, Paul	Police	Sergeant	129,161.86	777.00	129,938.86
Robia, Amos	Fire Services	Captain	150,099.67	900.33	151,000.00
Robichaud, John	Fire Services	Captain	119,968.54	-	119,968.54
Robinson, Craig	Police	Sergeant	128,036.85	8,140.63	136,177.48
Robinson, Kimberly	Police	Sergeant	117,892.67	2,259.09	120,151.76
Roche, David	Fire Services	Firefighter	106,962.02	-	106,962.02
Rogers, Stephen	Fire Services	Firefighter	113,213.32	-	113,213.32
Ross, Melanie	Police	Police Constable	100,456.71	1,000.00	101,456.71
Ross, Shane	Fire Services	Firefighter	102,432.40	-	102,432.40
Rudback, Nancy	Police	Sergeant	119,137.75	1,463.38	120,601.13
Rutte, Cornelis	Fire Services	Firefighter	106,740.16	2,197.91	108,938.07
Ryan, Denise	Parks and Recreation	Business Lead	100,742.74	-	100,742.74
Ryan, Maureen	Legal, Municipal Clerk and External Affairs	Solicitor	133,863.73	125.00	133,988.73
Ryan, Michael	Parks and Recreation	Manager Community Partnerships	109,517.16	-	109,517.16
Samaha, Andrew	Police	Police Constable	118,871.72	3,703.00	122,574.72
Samson, Sherri	Police	Police Constable	116,202.53	2,330.00	118,532.53
Sanford, Michael	Police	Police Constable	119,613.90	2,700.12	122,314.02
Sangster, Bruce	Fire Services	Captain	128,299.05	490.38	128,789.43
Santilli, Marc	Halifax Transit Services	Manager Technical Services	101,354.33	-	101,354.33
Saunders, Barbara	Police	Staff Sergeant	126,648.44	-	126,648.44
Savage, Mike	CAO's Office	Mayor	180,108.61	-	180,108.61
Sawler, Glen	Police	Police Constable	100,296.19	9,983.97	110,280.16
Sayer, Roger	Police	Police Constable	129,183.07	1,969.96	131,153.03
Scallion, Wallace	Fire Services	Captain	111,742.85	-	111,742.85
Schofield, Denise	Parks and Recreation	Director Parks & Recreation	162,376.49	938.50	163,314.99
Schultz, Cody	Police	Police Constable	90,966.44	11,006.77	101,973.21
Searle, David	Fire Services	Captain	112,230.27	-	112,230.27
Sears, Michael	Fire Services	Lieutenant	111,642.65	-	111,642.65
Sears, Scott	Corporate and Customer Services	Manager Corporate Fleet & Equipment	111,176.91	500.00	111,676.91
Seebold, Jeffrey	Police	Police Constable	118,503.34	2,844.44	121,347.78
Shaffner, Scot	Fire Services	Division Commander	135,701.40	10,867.46	146,568.86
Shannon, Jason	Police	Police Constable	119,183.95	1,000.00	120,183.95
Sheppard, Jordan	Police	Police Constable	106,595.04	5,389.66	111,984.70
Sheppard, Justin	Police	Police Constable	127,839.19	3,356.03	131,195.22
Sheppard, Tim	Police	Police Constable	102,571.12	1,000.00	103,571.12
Sherwood, Anne	Transportation & Public Works	Senior Design Engineer	102,511.84	281.57	102,793.41
Sherwood, Robin	Police	Police Constable	101,523.21	-	101,523.21
Silver, Tom	Fire Services	Fire & Life Safety Education Officer	93,341.02	34,601.03	127,942.05
Simmonds, Antonio	Police	Divisional Commander	134,976.87	1,000.00	135,976.87
Simms, Bradley	Fire Services	Firefighter	102,413.04	144.10	102,557.14
Singh, Gursharan	Police	Manager Strategic Technology Integration	107,273.50	244.93	107,518.43
Slade, Monica	Police	Police Constable	111,903.84	3,946.02	115,849.86
Slatter, Michael	Fire Services	Training Officer	121,638.15	-	121,638.15
Slaunwhite, David	Fire Services	Division Commander	123,830.77	6,324.48	130,155.25
Slaunwhite, Derk	Legal, Municipal Clerk and External Affairs	Solicitor	134,363.73	-	134,363.73
Slaunwhite, Kevin	Fire Services	Captain	118,252.62	-	118,252.62
Slaunwhite, Stephen W.	Fire Services	Firefighter	101,373.28	165.12	101,538.40
Smith, Craig	Police	Police Constable	100,954.40	2,594.32	103,548.72
Smith, David	Police	Police Constable	106,715.22	598.00	107,313.22
Smith, James	Police	Police Constable	101,452.12	387.00	101,839.12
Smith, Kevin	Police	Staff Sergeant	149,839.51	1,000.00	150,839.51
Smith, Rosalyn	Parks and Recreation	Manager Administration Services	103,946.36	-	103,946.36
Spares, Jeff	Parks and Recreation	Manager Parks Capital Projects	105,856.42	552.00	106,408.42
Spence, Carleton Mark	Fire Services	Captain	114,545.79	1,245.41	115,791.20
Spencer, David	Fire Services	Firefighter	100,065.48	-	100,065.48
Speranza, Andréa	Fire Services	Captain	150,874.70	-	150,874.70
Spicer, Mike	Halifax Transit Services	Manager Transit Operations	129,501.84	-	129,501.84
Spinelli, Anthony	Finance, Asset Management & ICT	Project Director Cogswell Redevelopment	217,350.12	1,601.88	218,952.00
Spriggs, Roger	Police	Police Constable	101,802.67	1,225.95	103,028.62
Squires, Beth	Police	Police Constable	102,904.13	817.00	103,721.13
Squires, Donald	Police	Police Constable	106,926.98	2,513.92	109,440.90
Squires, Jason	Fire Services	Firefighter	104,881.96	61.20	104,943.16

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Stanley, Duane	Police	Police Constable	113,377.51	1,308.00	114,685.51
Starrett, Christopher	Police	Police Constable	105,200.96	1,004.00	106,204.96
Steele, Warren	Police	Police Constable	103,961.33	951.00	104,912.33
Stephenson, Todd	Police	Police Constable	102,660.95	2,260.29	104,921.24
Stevens, Gregory	Police	Police Constable	113,368.22	1,574.00	114,942.22
Stevens, Mark	Police	Police Constable	120,484.41	195.00	120,679.41
Stevens, Michael	Police	Police Constable	99,672.06	907.00	100,579.06
Stevens, Murray R	Fire Services	Firefighter	109,408.92	-	109,408.92
Stickings, Peter	Finance, Asset Management & ICT	Manager Corporate Real Estate	136,228.72	549.00	136,777.72
Stienburg, Dean	Police	President HRP	139,403.09	337.16	139,740.25
Stienburg, Donald	Police	Staff Sergeant	145,556.15	1,000.00	146,556.15
Streach, Todd	Police	Police Constable	115,455.45	1,542.00	116,997.45
Strickland, Michael	Police	Sergeant	132,400.40	883.00	133,283.40
Stubbert, Steven	Fire Services	Firefighter	103,388.30	258.20	103,646.50
Stuebing, Kenneth	Fire Services	Chief Director Fire & Emergency Services	192,994.38	6,296.31	199,290.69
Stymiest, James	Fire Services	Lieutenant	118,589.85	-	118,589.85
Sullivan, Michael	Police	Police Constable	126,145.70	1,000.00	127,145.70
Sullivan, Richard	Fire Services	Captain	127,108.48	384.00	127,492.48
Sutherland, James	Fire Services	District Captain	87,018.51	34,095.86	121,114.37
Swanson, Christopher	Fire Services	Firefighter	112,610.21	-	112,610.21
Sykes, Geoffrey	Police	Police Constable	101,364.36	13,224.53	114,588.89
Symonds, Tyler	Fire Services	Firefighter	99,773.18	374.75	100,147.93
Tarbox, Christopher	Fire Services	Captain	125,387.20	363.24	125,750.44
Taylor, Colin	Legal, Municipal Clerk and External Affairs	Solicitor	108,044.95	-	108,044.95
Taylor, Elizabeth	Parks and Recreation	Manager Culture & Events	107,003.14	-	107,003.14
Teal, Sarah	Finance, Asset Management & ICT	Chief Information Officer	135,752.35	343.35	136,095.70
Tench, Lawrence	Police	Police Constable	106,781.97	4,994.01	111,775.98
Therault, Stephen	Fire Services	Captain	155,525.12	2,490.82	158,015.94
Thibault, Monia	Police	Police Constable	108,576.34	4,436.11	113,012.45
Thibault, Sherry	Fire Services	Firefighter	110,294.84	164.91	110,459.75
Thomas, Christopher	Police	Sergeant	137,599.36	1,896.28	139,495.64
Thomas, Holly	Police	Police Constable	99,390.19	1,000.00	100,390.19
Thompson, Andre	Police	Sergeant	140,152.57	1,428.00	141,580.57
Thompson, Annette	Fire Services	Firefighter	110,003.63	-	110,003.63
Tooke, Holly	Police	Police Constable	101,307.22	1,759.49	103,066.71
Tousignant, Yves	Fire Services	Captain	142,610.84	-	142,610.84
Towns, Renee	Finance, Asset Management & ICT	Manager Revenue	113,257.77	1,167.25	114,425.02
Townsend, Deone	Police	Police Constable	104,521.28	564.00	105,085.28
Townsend, Sean	Police	Sergeant	118,799.30	825.00	119,624.30
Tracey, Christopher	Police	Police Constable	111,271.48	3,571.98	114,843.46
Traves, John	Legal, Municipal Clerk and External Affairs	Director Legal, Municipal Clerk & External Affairs	228,877.59	1,601.88	230,479.47
Trenholm, Christina	Police	Police Constable	103,263.83	1,000.00	104,263.83
Triff, Joseph	Fire Services	Firefighter	111,291.42	722.18	112,013.60
Trudel, Craig	Police	Police Constable	111,858.99	2,286.69	114,145.68
Tucker, Patrick	Police	Sergeant	108,412.51	897.00	109,309.51
Turner, Jennifer	Police	Police Constable	108,445.76	924.00	109,369.76
Turner, Ray	Police	Police Constable	104,438.32	392.00	104,830.32
Turner, Stephen	Fire Services	Captain	133,712.59	2,490.82	136,203.41
Tynan, Joseph	Corporate and Customer Services	Lead Hand	118,147.71	3,575.50	121,723.21
Underwood, Joshua	Police	Police Constable	111,972.28	1,000.00	112,972.28
Upshaw, Craig	Police	Police Constable	116,191.67	1,000.00	117,191.67
Upshaw, Thane	Fire Services	Firefighter	116,144.02	-	116,144.02
Varin, Larry	Fire Services	Fire Prevention Officer	134,463.64	-	134,463.64
Vaters, James	Police	Police Constable	103,661.53	-	103,661.53
Vaters, Jennifer	Police	Police Constable	105,334.01	610.00	105,944.01
Veinotte, Matthew	Police	Police Constable	116,749.24	2,382.80	119,132.04
Verner, Kathleen	Police	Police Constable	102,087.89	3,390.72	105,478.61
Virgin, Sean	Fire Services	Safety Officer	114,533.03	-	114,533.03
Wagg, Steven	Police	Police Constable	137,168.89	1,000.00	138,168.89
Waldorf, Peter	Police	Police Constable	129,996.06	4,841.64	134,837.70
Walker, Mark	Fire Services	Captain	121,232.88	-	121,232.88
Walsh, Ian	Police	Police Constable	99,478.28	743.00	100,221.28
Walsh, Kurt	Police	Sergeant	116,060.43	778.00	116,838.43

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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 Compensation (\$)
Walsh, Ray	Parks and Recreation	Manager Parks	120,903.95	-	120,903.95
Wamboldt, Shane	Fire Services	Firefighter	102,702.92	180.72	102,883.64
Ward, Martin	Legal, Municipal Clerk and External Affairs	General Counsel	161,541.71	11,412.80	172,954.51
Warnell, Barry	Police	Police Constable	104,518.61	10,227.24	114,745.85
Wasson, James	Police	Police Constable	126,612.18	1,125.00	127,737.18
Watkins, Ronald	Police	Police Constable	104,266.38	795.00	105,061.38
Weatherby, Holly	Fire Services	Fire & Life Safety Education Officer	111,742.83	-	111,742.83
Webb, Ross	Police	Police Constable	80,405.60	49,190.16	129,595.76
Webber, Peter	Police	Police Constable	109,768.65	3,848.05	113,616.70
West, Adam	Fire Services	Firefighter	103,266.13	159.49	103,965.62
West, Gordon	Fire Services	Division Commander	132,463.09	-	132,463.09
Whalen, Terrance (Jake)	Legal, Municipal Clerk and External Affairs	Senior Advisor Economic Policy & Development	103,544.19	-	103,544.19
White, Daniel	Fire Services	Training Officer	126,467.63	2,179.46	128,647.09
White, James D	Fire Services	Lieutenant	133,466.38	-	133,466.38
White, James R.	Fire Services	Firefighter	109,299.33	324.48	109,623.81
Whynott, Adam	Police	Police Constable	102,853.49	1,486.00	104,339.49
Wilcox, Kyle	Halifax Transit Services	Manager Resource Support & Development	113,377.41	-	113,377.41
Wile, Michael	Finance, Asset Management & ICT	Manager Business Parks	106,583.40	-	106,583.40
Willett, Kathryn	Police	Sergeant	113,544.58	1,379.31	114,923.89
Willett, Michael	Police	Staff Sergeant	141,646.03	508.00	142,154.03
Williams, Christian	Fire Services	Firefighter	102,268.66	335.96	102,604.62
Williams, Marshall	Police	Police Constable	117,570.64	3,601.75	121,172.39
Williams, Peter	Fire Services	Firefighter	106,665.32	-	106,665.32
Wilson, Britt	Human Resources	Manager Talent & Total Rewards	134,924.44	1,215.00	136,139.44
Wilson, Jason	Police	Police Constable	103,344.74	-	103,344.74
Wilson, Martha	Finance, Asset Management & ICT	Manager ICT Project Management Office	112,257.48	-	112,257.48
Winters, Pamela	Police	Police Constable	100,157.79	770.00	100,927.79
Wintrup, William	Fire Services	Firefighter	121,274.56	142.80	121,417.36
Withers, Grant	Fire Services	Captain	142,136.75	2,490.82	144,627.57
Withrow, Jason	Police	Sergeant	144,296.53	6,810.49	151,107.02
Withrow, Zachary	Police	Police Constable	109,570.28	4,148.87	113,719.15
Wolf-Billard, Helga	Human Resources	Manager Health Safety & Wellness	126,909.59	1,601.88	128,511.47
Wood, Randy	Police	Police Constable	130,199.58	1,130.00	131,329.58
Woodworth, Harold	Fire Services	Fire Prevention Officer	86,767.53	34,083.41	120,850.94
Young, Allan	Fire Services	Captain	126,863.57	2,490.82	129,354.39
Young, Brenda	Police	Superintendent Administration	147,532.22	1,375.00	148,907.22
Young, Gerry D	Fire Services	Firefighter	108,195.22	-	108,195.22
Young, J Darren	Corporate and Customer Services	Senior Project Manager	102,575.14	3,129.82	105,704.96
Young, Patrick D	Fire Services	Captain	116,261.42	-	116,261.42
Younker, Mark	Fire Services	Firefighter	104,301.90	-	104,301.90
Zatezalo, Tatjana	Human Resources	Manager Organization Effectiveness & Learning	135,794.67	-	135,794.67
Zitto, Craig	Fire Services	Firefighter	103,788.43	651.72	104,440.15
Zvaniga, Bruce	Transportation & Public Works	Director Transportation & Public Works	101,483.00	9,261.67	110,744.67

HALIFAX PUBLIC LIBRARY

Statement of Compensation

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

Year ended March 31, 2019

The following Members of Council, 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 (\$)
Barry, Mairead	Director Strategy	103,074.63	941.76	104,016.39
Gallagher, Terry	Director Finance and Facilities	121,703.04	941.76	122,644.80
Haley-Mancini, Sharon	Branch Manager Central Library	103,542.95	-	103,542.95
Kachan, Åsa	Chief Librarian and CEO	166,003.50	941.76	166,945.26
Lebel, Debra	Director Access	123,735.57	941.76	124,677.33
Maddigan, Cathy	Director Human Resources	123,735.57	1,416.76	125,152.33
Peveill, Kathleen	Director Public Service	123,735.57	860.02	124,595.59
Wooshue, Kelli	Manager eServices	79,824.56	46,780.95	126,605.51

HALIFAX REGIONAL WATER COMMISSION

Statement of Compensation

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

Year ended March 31, 2019

The following Members of Council, 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 (\$)
Arora, Susheel	Director Wastewater and Stormwater Service	164,107.04	14,086.28	178,193.32
Bellemare, Patrick	Manager Safety and Security	103,689.30	4,691.91	108,381.21
Bellemare, Rochelle	Manager Human Resources	102,873.29	6,741.48	109,614.77
Blouin, Tony	Manager Regulatory Compliance	9,002.38	135,748.68	144,751.06
Brake, Warren	Manager Accounting	97,764.39	5,714.43	103,478.82
Campbell, Allan	Manager Finance	97,066.71	7,017.84	104,084.55
Campbell, D Reid	Director Water Services	164,580.24	10,288.87	174,869.11
Connolly, Todd	Works Supervisor Water Services	92,162.14	10,409.35	102,571.49
Eisnor, John	Operations Engineer	102,676.94	2,593.40	105,270.34
Ellis, David	Manager Wastewater Infrastructure Engineering	115,236.80	1,950.82	117,187.62
Feener, Mark	Superintendent Water Services	104,558.19	1,692.51	106,250.70
Gorman, Thomas	Manager Water Infrastructure Engineering	115,236.80	7,819.37	123,056.17
Gray, Kevin	Manager Engineering Approvals	114,054.48	6,527.26	120,581.74
Guppy, Ian	Manager Stormwater Infrastructure Engineering	115,236.80	2,355.63	117,592.43
Hannam, James	Director Engineering and IS	168,279.33	9,915.02	178,194.35
Hiscock, David	Superintendent Water Services	115,257.53	4,222.92	119,480.45
Kaiser, Reid	Works Supervisor Water Services	85,145.45	18,562.46	103,707.91
Knapp, Jeffrey	Manager Energy Efficiency	115,236.80	3,109.86	118,346.66
Krkosek, Wendy	Water Quality Manager	100,403.27	1,527.00	101,930.27
Lloyd, Charles	Manager Environmental Engineering	114,463.16	3,236.43	117,699.59
MacKenzie, Kenda	Director Regulatory Services	144,029.02	5,048.03	149,077.05
MacNeil, Harold	Engineering Information Manager	101,669.94	3,428.30	105,098.24
MacNeil, Roderick	Superintendent Wastewater Treatment	112,933.49	19,375.06	132,308.55
Mathew, Shiju	Manager Metering and Billing	101,708.90	2,981.96	104,690.86
McGonnell, Mark	Stormwater Engineer	101,325.97	4,765.80	106,091.77
McMullin, Barry	Superintendent Water Services	115,236.80	8,036.92	123,273.72
O'Toole, Catherine	Director Corporate Services	178,778.11	13,648.11	192,426.22
Oxner, Garry	Superintendent Water Treatment	108,531.46	4,018.36	112,549.82
Parsons, Sheldon	Superintendent Wastewater Collections	113,017.82	4,465.39	117,483.21
Patey, Danny	Superintendent Wastewater Collections	113,017.82	2,916.63	115,934.45
Patterson, Gerald	Senior Supervisor Wastewater Treatment	76,903.64	33,044.66	109,948.30
Pillay, Dayalan	Information Services Manager	113,017.82	1,412.91	114,430.73
Reid, Richard	Superintendent Wastewater Treatment	115,236.80	3,032.80	118,269.60
Rowe, Shawn	Superintendent Wastewater Collections	104,638.47	1,692.60	106,331.07
Spurr, James	Corporate Legal Council	132,660.49	6,103.37	138,763.86
Stevens, William	Superintendent Technical Services	105,573.06	2,055.68	107,628.74
Tooke, Anthony	Works Supervisor Water Services	85,871.04	14,130.91	100,001.95
Waddell, Colin	Supervisor Water Plants	97,652.60	6,639.13	104,291.73
Williams, Valerie	Manager Asset Management	113,017.82	2,364.62	115,382.44
Yates, Carl	General Manager	246,320.98	19,198.30	265,519.28

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year ended March 31, 2019

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-ADM 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, the Halifax Regional Library and the 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, 2019, there were 26 bi-weekly pays received by employees.