

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

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2025

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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Year Ended March 31, 2025

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Halifax Regional Municipality

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Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Abbott, Blaine	Information Technology	ITSM Process Coordinator	105,022.61	63.08	105,085.69
Abdalla, Amr	Halifax Transit Services	Sustainable Fleet Analyst	97,481.71	3,853.77	101,335.48
Abudayyeh, Omar	Fire & Emergency Services	Firefighter	102,692.51	263.07	102,955.58
Adams, Kenneth	Halifax Transit Services	Fleet Supervisor	112,153.76	173.08	112,326.84
Adams, Mitchel	Halifax Transit Services	Conventional Transit Operator	118,771.27	238.07	119,009.34
Adamski, Peter	Halifax Regional Police	Police Constable	113,190.86	2,363.08	115,553.94
Adekayode, Raymond	Fire & Emergency Services	Firefighter Engineer	142,005.88	263.08	142,268.96
Afolabi, Oladapo	Halifax Transit Services	Business Analyst Asset Mngmt and Control	102,253.89	446.18	102,700.07
Airey, Darren	Fire & Emergency Services	Firefighter	111,612.51	263.06	111,875.57
Akpokighe, Wisdom	Public Works	Project Manager	107,500.14	1,417.61	108,917.75
Albrecht, Christian	Halifax Regional Police	Police Constable	119,018.62	3,739.25	122,757.87
Allaham, Ahmed	Public Works	Program Manager	104,314.49	423.45	104,737.94
Allen, Paul	Halifax Regional Police	Police Constable	124,433.73	363.09	124,796.82
Allison, Erin	Halifax Transit Services	Supervisor Transit Infrastructure	98,597.24	2,518.64	101,115.88
Al-Miari, Mohammad	Public Works	Supervisor, Construction Services	102,055.12	63.08	102,118.20
Amaral, Cristina	Fire & Emergency Services	Firefighter	110,238.12	263.07	110,501.19
Anand, Raj	Halifax Regional Police	Police Constable	110,344.39	12,884.24	123,228.63
Anderson, James	Halifax Regional Police	Police Constable	97,502.24	26,587.56	124,089.80
Anderson, Michael	Halifax Regional Police	Police Constable	147,870.95	2,391.79	150,262.74
Andrews, Nicholas	Halifax Regional Police	Police Constable F.B.P.	102,966.29	363.08	103,329.37
Andrews, Peter	Fire & Emergency Services	Deputy Chief Director - Operations	182,579.07	1,358.96	183,938.03
Angelidis, Christine	Halifax Regional Police	Police Constable	148,886.42	363.07	149,249.49
Anguish, Bradley	Chief Administrative Office	Commissioner of Operations	275,629.43	4,118.85	279,748.28
Anstey, Tyler	Halifax Regional Police	Police Constable	139,729.30	7,507.71	147,237.01
Apestiguy, Kate	Human Resources	Respectful Workplace Specialist	102,660.09	63.06	102,723.15
Aptt, Philip	Halifax Regional Police	Police Constable	140,266.20	1,963.07	142,229.27
Arab, Robert	Halifax Regional Police	Police Constable	113,828.62	363.08	114,191.70
Archibald, Debra	Fire & Emergency Services	Captain	185,116.66	314.86	185,431.52
Armstrong, Brett	Halifax Regional Police	Police Constable	159,768.73	2,935.40	162,704.13
Arsenault, Shawn	Halifax Regional Police	Police Constable	113,638.79	1,963.08	115,601.87
Arsenault, Thomas	Fire & Emergency Services	Firefighter Engineer	117,464.48	263.07	117,727.55
Arseneau, Jean-Simon	Halifax Regional Police	Police Constable	112,200.67	8,937.48	121,138.15
Ash, Lenny	Halifax Regional Police	Police Constable	126,200.38	33,696.05	159,896.43
Ash, Lillian	Community Safety	Director, Programming & Partnerships	137,158.52	594.12	137,752.64
Ash, Wayne	Fire & Emergency Services	Captain	175,483.42	263.07	175,746.49
Astephen, Perry	Halifax Regional Police	Sergeant	238,710.95	2,863.07	241,574.02
Atchley, Chad	Halifax Transit Services	Conventional Transit Operator	115,131.75	263.07	115,394.82
Atherton, Andrew	Office of the Auditor General	Municipal Auditor General	204,865.90	1,360.93	206,226.83
Atkins, Haydn	Property, Fleet & Environment	Mechanic EVT	137,190.64	263.07	137,453.71
Atwell, Robyn	Halifax Regional Police	Sergeant	180,295.26	19,478.08	199,773.34
Audas, Sean	Planning & Development	Manager Land Dev & Subdivision Program	114,265.37	8,227.31	122,492.68
Audet, Beverley	Public Works	Director Infrastructure Maintenance & Op	157,603.82	6,119.69	163,723.51
Austin, Joseph	Halifax Transit Services	Fleet Supervisor	115,603.51	255.08	115,858.59
Austin, Sam	Chief Administrative Office	Councillor	100,408.08	0.00	100,408.08
Axford, Daniel	Fire & Emergency Services	Firefighter	111,380.97	263.06	111,644.03
Ayotte, Julien	Halifax Regional Police	Police Constable	170,314.47	791.79	171,106.26
Baigent, Scott	Halifax Regional Police	Police Constable	106,069.43	2,630.12	108,699.55
Baisly, Daniel	Fire & Emergency Services	Firefighter	128,092.77	263.07	128,355.84
Baker, Scott	Fire & Emergency Services	Firefighter	112,917.39	263.08	113,180.47
Baker, Trevor	Information Technology	Manager Enterprise Services & Infra	127,726.56	104.83	127,831.39
Balcom, Angela	Halifax Regional Police	Police Constable	153,783.28	4,463.07	158,246.35
Banfield, Samantha	Halifax Regional Police	Police Constable	154,666.82	6,686.69	161,353.51
Banks, Corey	Fire & Emergency Services	Div. Chief - Medical, Research & Quality	150,683.32	1,380.95	152,064.27
Barbati, Joe	Fire & Emergency Services	Captain	149,842.54	263.07	150,105.61

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Barker, Ryan	Property, Fleet & Environment	Mechanic EVT	118,877.14	63.07	118,940.21
Barna, Ferenc	Halifax Regional Police	Sergeant	185,175.76	2,863.07	188,038.83
Barr, Kristopher	Halifax Regional Police	Sergeant	133,981.72	2,363.06	136,344.78
Barrett, Christopher	Fire & Emergency Services	Firefighter	112,344.40	263.06	112,607.46
Barry, Kelly	Parks & Recreation	Coordinator Director's Office	106,558.32	63.08	106,621.40
Bastow, Barry	Fire & Emergency Services	Platoon Captain	170,012.67	263.06	170,275.73
Bates, Jamie	Information Technology	Application Administrator	110,846.35	63.08	110,909.43
Bates, Joshua	Legal & Legislative Services	Policing Policy Strategist	105,505.92	63.07	105,568.99
Beals, Cortonio	Fire & Emergency Services	Deputy Chief-Comm Risk Red, Prof Dev&Log	182,578.74	1,558.23	184,136.97
Beaton, Andrew	Halifax Regional Police	Police Constable	98,511.51	2,449.22	100,960.73
Beaton, Hilary	Halifax Regional Police	Crime Analyst	104,675.96	63.07	104,739.03
Beer, Jonathan	Halifax Regional Police	Police Constable	136,769.66	3,963.08	140,732.74
Bell, Terra	Halifax Regional Police	Police Constable	132,654.51	21,423.95	154,078.46
Bellemare, Rochelle	Human Resources	Director Total Rewards	138,879.11	2,485.24	141,364.35
Bello, Bamidele	Community Safety	Social Policy Strategist	100,070.99	1,577.49	101,648.48
Bennett, Corey	Fire & Emergency Services	Firefighter	112,349.28	263.06	112,612.34
Bennett, James	Halifax Regional Police	Police Constable	111,460.18	3,963.08	115,423.26
Bennett, Jeffrey	Halifax Regional Police	Police Constable	131,793.16	8,669.53	140,462.69
Benoit, Angus (Gabriel)	Halifax Transit Services	Ferry Captain	102,139.80	403.08	102,542.88
Berube, Danny	Halifax Regional Police	Sergeant	142,947.27	5,216.14	148,163.41
Betts, Shannon	Public Works	Director Solid Waste	125,465.49	198.72	125,664.21
Bhat, Sardar Thejinder Singh	Halifax Transit Services	Conventional Transit Operator	100,494.76	213.07	100,707.83
Bhatia, Dheeraj	Halifax Transit Services	Manager Planning & Scheduling	117,117.54	1,371.21	118,488.75
Bhullar, Bhupinder	Halifax Transit Services	Access-A-Bus Operator	100,187.01	338.08	100,525.09
Bhullar, Tejinderjeet	Halifax Transit Services	Access-A-Bus Operator	101,332.04	385.80	101,717.84
Bitar, Michel	Halifax Transit Services	Conventional Transit Operator	105,474.21	213.07	105,687.28
Blackwood, Gerald	Finance & Asset Management	Chief Financial Officer	225,082.72	11,064.12	236,146.84
Blaikie, Robert	Halifax Regional Police	Police Constable F.B.P.	111,732.97	2,363.08	114,096.05
Blake, Kenneth	Halifax Regional Police	Police Constable	116,610.84	4,463.08	121,073.92
Blanchard, Cody	Fire & Emergency Services	Firefighter	103,567.84	263.06	103,830.90
Blanchard, Justin	Halifax Regional Police	Police Constable	111,460.22	363.08	111,823.30
Blanchard, Sylvie	Information Technology	Database Administrator	110,995.72	823.73	111,819.45
Blissett, Ashley	Planning & Development	Manager Development Engineering	128,422.03	63.08	128,485.11
Blouin, Matthew	Fire & Emergency Services	Firefighter	113,074.68	263.06	113,337.74
Blundon, Shauna	Property, Fleet & Environment	Project Manager	103,488.85	63.09	103,551.94
Boenes, Jenny	Property, Fleet & Environment	Coordinator Property, Fleet & Environme	104,466.02	63.08	104,529.10
Boies, Amanda	Fire & Emergency Services	Firefighter Engineer	130,418.85	263.07	130,681.92
Bolch, William	Property, Fleet & Environment	Superintendent Municipal Fleet	109,001.44	63.06	109,064.50
Boon, David	Halifax Regional Police	Superintendent Criminal Invest Division	162,625.61	1,913.09	164,538.70
Boone, Brian	Halifax Regional Police	Police Constable	114,086.02	2,363.08	116,449.10
Boudreau, Gilles	Halifax Regional Police	Sergeant	139,472.72	4,828.21	144,300.93
Boulay, Alexandre	Fire & Emergency Services	Firefighter	135,037.18	301.18	135,338.36
Bourdages, Pierre	Halifax Regional Police	Staff Sergeant	183,763.18	6,073.56	189,836.74
Bourque, Mark	Information Technology	IT Security Analyst	111,448.39	880.28	112,328.67
Boutilier, Adam	Fire & Emergency Services	Firefighter Engineer	112,747.32	263.06	113,010.38
Boutilier, Donna	Legal & Legislative Services	Solicitor	109,765.24	186,526.82	296,292.06
Boutilier, Joseph	Halifax Regional Police	Police Constable F.B.P.	133,824.99	8,026.46	141,851.45
Boutilier, Michael	Fire & Emergency Services	Firefighter Engineer	117,310.74	263.08	117,573.82
Bowes, Adam	Fire & Emergency Services	Captain	184,792.45	263.07	185,055.52
Bowser, John	Fire & Emergency Services	Training Officer	178,585.16	263.06	178,848.22
Bowser, Michael	Fire & Emergency Services	Firefighter Engineer	116,838.17	263.08	117,101.25
Boyd, Lawrence	Halifax Regional Police	Superintendent Patrol	129,958.58	2,179.52	132,138.10
Boyer, Talbot	Fire & Emergency Services	Firefighter	123,901.77	287.57	124,189.34
Brackett, Joshua	Fire & Emergency Services	Captain	124,420.37	397.35	124,817.72

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Bradley, Courtney	Halifax Regional Police	Police Constable	116,834.19	1,006.16	117,840.35
Bradley, Kristen	Halifax Regional Police	Police Constable	132,268.33	1,963.07	134,231.40
Branch, Ashley	Fire & Emergency Services	Firefighter Engineer	119,980.33	263.06	120,243.39
Brennan, Justin	Halifax Regional Police	Police Constable F.B.P.	104,988.83	363.08	105,351.91
Brewer, Corey	Halifax Regional Police	Police Constable	116,844.35	1,296.41	118,140.76
Brewer, Joel	Fire & Emergency Services	Firefighter Engineer	126,509.40	263.08	126,772.48
Brewer, Nathan	Halifax Regional Police	Police Constable	135,873.05	363.08	136,236.13
Briar, Michelle	Legal & Legislative Services	Enterprise Risk and Insurance Analyst	101,064.01	666.81	101,730.82
Briscombe, Mark	Information Technology	System Administrator II	106,989.69	104.83	107,094.52
Brooks, Brock	Halifax Regional Police	Police Constable	172,036.89	3,302.83	175,339.72
Brown, Andrew	Information Technology	Application Administrator	117,064.31	63.08	117,127.39
Brown, Douglas	Halifax Regional Police	Emerg. Response Communicator Supervisor	103,355.54	2,563.07	105,918.61
Brown, Jay	Fire & Emergency Services	Captain	188,052.67	263.07	188,315.74
Brown, Jeff	Fire & Emergency Services	Firefighter Engineer	120,591.58	346.59	120,938.17
Brown, Karen	Legal & Legislative Services	Managing Solicitor	181,275.53	12,444.34	193,719.87
Brown, Russell	Fire & Emergency Services	Firefighter Engineer	151,450.49	263.07	151,713.56
Brown, Sara	Information Technology	ERP Functional Consultant	102,741.36	104.83	102,846.19
Brown, William (BJ)	Fire & Emergency Services	Firefighter Engineer	122,838.62	263.07	123,101.69
Brownhill, Devon	Fire & Emergency Services	Firefighter	110,286.37	263.07	110,549.44
Bruce, Charles	Halifax Regional Police	Police Constable F.B.P.	137,282.13	49,897.95	187,180.08
Buell, Donald	Halifax Regional Police	Police Constable	145,820.28	4,463.08	150,283.36
Bundy, Keiva	Fire & Emergency Services	Firefighter Engineer	116,838.17	319.86	117,158.03
Burgess, Mark	Fire & Emergency Services	Division Chief Technology & Innovation	151,243.96	812.00	152,055.96
Burhoe, Nora	Halifax Regional Police	Emergency Response Communicator	100,174.11	2,063.06	102,237.17
Burke, Stephen	Halifax Transit Services	Conventional Transit Operator	107,726.09	213.08	107,939.17
Burke, Taylor	Fire & Emergency Services	Firefighter	112,220.14	263.07	112,483.21
Burns, Hugh	Halifax Transit Services	Superintendent Transit Fleet	108,832.72	1,503.09	110,335.81
Burnside, Shona	Halifax Regional Police	Emergency Response Communicator	105,582.62	63.07	105,645.69
Burt, Ross	Halifax Regional Police	Staff Sergeant	183,169.75	2,863.07	186,032.82
Burton, Colin	Public Works	Mgr Transportation Infrastructure Mgt	121,679.15	4,704.21	126,383.36
Burton, Faron	Halifax Transit Services	Conventional Transit Operator	107,491.29	213.07	107,704.36
Burton, Michael	Fire & Emergency Services	Captain	107,291.55	63.06	107,354.61
Bussey, Stephen	Fire & Emergency Services	District Chief	220,875.34	263.07	221,138.41
Butler, André	Fire & Emergency Services	Captain	137,237.12	263.07	137,500.19
Butler, Kendra	Fire & Emergency Services	Firefighter	114,879.65	263.06	115,142.71
Cadieux, Pierre-Paul	Halifax Regional Police	Police Constable	121,372.25	9,955.33	131,327.58
Cado, Lazar	Halifax Regional Police	Police Constable	108,323.58	5,293.34	113,616.92
Cain, Adrian	Halifax Transit Services	Conventional Transit Operator	104,330.09	213.08	104,543.17
Cain, Daniel	Fire & Emergency Services	Firefighter Engineer	117,297.37	263.08	117,560.45
Caldwell, Heather	Information Technology	Coordinator	109,240.99	146.59	109,387.58
Caldwell, Robert	Fire & Emergency Services	Firefighter	118,096.51	263.08	118,359.59
Cameron, Adam	Fire & Emergency Services	Firefighter	119,023.31	350.19	119,373.50
Cameron, James	Halifax Transit Services	Conventional Transit Operator	101,383.96	213.08	101,597.04
Camp, Christopher	Fire & Emergency Services	Fire Prevention Officer	163,211.95	263.07	163,475.02
Campbell, Jeffrey	Fire & Emergency Services	Firefighter	120,270.04	263.07	120,533.11
Campbell, Joel	Fire & Emergency Services	Captain	133,362.46	263.06	133,625.52
Campbell, Leo	Halifax Regional Police	Police Constable	118,542.13	10,277.23	128,819.36
Campbell, Liam	Halifax Regional Police	Police Constable	198,971.10	4,006.96	202,978.06
Cane, Jason	Fire & Emergency Services	Firefighter Engineer	116,897.93	263.06	117,160.99
Canning, R. Brad	Fire & Emergency Services	Firefighter Engineer	126,623.41	263.08	126,886.49
Cantfell, Brian	Halifax Regional Police	Police Constable	117,079.30	1,963.09	119,042.39
Carlisle, Jeffrey	Halifax Regional Police	Sergeant	183,285.17	2,863.07	186,148.24
Carlson, Lisa	Human Resources	Labour Relations Specialist	101,856.72	104.85	101,961.57
Carmichael, David	Fire & Emergency Services	Platoon Captain	188,606.85	263.07	188,869.92

Halifax Regional Municipality

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Carmichael, Garland	Halifax Regional Police	Sergeant	154,807.35	2,946.57	157,753.92
Carpenter, Josiah	Halifax Regional Police	Police Constable	147,793.54	21,048.82	168,842.36
Carroll, Don	Fire & Emergency Services	Firefighter Engineer	116,838.17	315.36	117,153.53
Carroll, Erica	Fire & Emergency Services	Firefighter Engineer	119,757.08	263.06	120,020.14
Carter, Michael	Halifax Regional Police	Sergeant	169,928.11	14,206.47	184,134.58
Carter, Sara	Halifax Regional Police	Police Constable	114,405.34	2,363.08	116,768.42
Carvery, Shaun	Halifax Regional Police	Police Constable	143,669.51	20,415.21	164,084.72
Casas Lopez, Luis	Information Technology	Network Administrator II	121,679.99	2,757.02	124,437.01
Casey, Darren	Fire & Emergency Services	Fire Inspector	118,959.77	201.51	119,161.28
Casey, John	Fire & Emergency Services	Firefighter	147,179.36	263.08	147,442.44
Chalmers, Travis	Fire & Emergency Services	Firefighter	118,571.09	263.07	118,834.16
Chambers, David	Halifax Regional Police	Police Constable F.B.P.	156,803.92	363.07	157,166.99
Chambers, Kimberley	Halifax Regional Police	Police Constable	115,333.24	2,363.09	117,696.33
Chambers-Spriggs, Tanya	Halifax Regional Police	Staff Sergeant	156,925.65	3,963.07	160,888.72
Chang, Matthew	Fire & Emergency Services	Firefighter Engineer	114,924.89	263.06	115,187.95
Chapman, Janis	Halifax Regional Police	Sergeant	127,958.36	3,963.08	131,921.44
Chappel, Cheryl	Halifax Transit Services	Manager Programs & Engagement	105,184.20	63.05	105,247.25
Charles, Christopher	Fire & Emergency Services	FFAP Coordinator	116,593.03	1,148.72	117,741.75
Chaulk, Ron	Halifax Regional Police	Police Constable	128,883.90	11,563.39	140,447.29
Chauvin, Maxim	Community Safety	Director, Housing and Homelessness	148,082.60	4,106.69	152,189.29
Chediac, Monier	Halifax Regional Police	Divisional Commander Central Patrol	149,519.74	2,796.40	152,316.14
Cheeseman, Michael	Halifax Regional Police	Sergeant	144,318.07	2,363.06	146,681.13
Chestney, Jordan	Halifax Regional Police	Police Constable	118,570.03	363.07	118,933.10
Chhabra, Gurminder (Mark)	Halifax Regional Police	Police Constable	131,661.52	13,814.17	145,475.69
Chicarella, Christopher	Halifax Regional Police	Police Constable	114,786.04	6,686.70	121,472.74
Chowdhury, Husnoor	Public Works	Design Engineer	103,299.09	822.96	104,122.05
Christie, Sally	Chief Administrative Office	Chief of Staff	165,303.31	104.83	165,408.14
Christoff, Amanda	Fire & Emergency Services	Firefighter	110,956.29	263.07	111,219.36
Clark, Paul M	Fire & Emergency Services	Captain	163,577.00	340.72	163,917.72
Clarke, Fallon	Halifax Regional Police	Police Constable F.B.P.	137,051.40	9,634.14	146,685.54
Clarke, Jeffery	Fire & Emergency Services	Captain	147,912.71	263.06	148,175.77
Clarke, Jennifer	Halifax Regional Police	Police Constable	128,135.91	1,649.24	129,785.15
Clarke, Rita	Human Resources	Employee Engagement Specialist	107,554.71	1,045.32	108,600.03
Clarke, Ryan	Halifax Regional Police	Police Constable	131,817.48	2,167.53	133,985.01
Cleary, Danielle	Public Works	Team Lead Contract Services	103,206.39	2,563.06	105,769.45
Cleary, Shawn	Chief Administrative Office	Councillor	100,408.08	0.00	100,408.08
Cleary, Timothy	Fire & Emergency Services	Firefighter Engineer	123,390.24	263.07	123,653.31
Clowater, David	Halifax Regional Police	Police Constable	134,390.92	1,963.08	136,354.00
Cluett, Andrew	Fire & Emergency Services	Training Officer	130,503.42	280.59	130,784.01
Cluett, Nicole	Halifax Regional Police	Police Constable	101,097.07	7,758.51	108,855.58
Clyke, Bobby	Halifax Regional Police	Sergeant	153,792.77	8,786.16	162,578.93
Cobb-Lewis, Tanya	Finance & Asset Management	Manager Payroll	116,411.94	3,678.87	120,090.81
Collett, Catherine	Chief Administrative Office	Senior Policy Advisor	110,106.28	1,627.22	111,733.50
Collier, Andrew	Halifax Regional Police	Police Constable	94,350.19	24,317.81	118,668.00
Collins, Alastair	Halifax Transit Services	Conventional Transit Operator	109,863.79	223.07	110,086.86
Collins, Patrick	Fire & Emergency Services	BA Technician	110,591.19	263.06	110,854.25
Comer, Billy	Parks & Recreation	Manager, Events	102,329.11	1,665.22	103,994.33
Connell, Edison	Property, Fleet & Environment	Fleet Trades Person	100,063.04	1,279.11	101,342.15
Connell, Matthew	Information Technology	Application Administrator	118,772.40	63.08	118,835.48
Connolly, Marcia	Property, Fleet & Environment	Manager Leasing and Tenant Services	122,197.96	843.07	123,041.03
Connors, Bradley	Fire & Emergency Services	District Chief	212,820.17	763.81	213,583.98
Connors, Michael	Office of Strategic Infrastructure &	Manager Strategic Trans Planning Prog	123,883.89	2,499.08	126,382.97
Connors, Timothy	Fire & Emergency Services	Firefighter Engineer	122,552.26	263.05	122,815.31
Conrad, Andrew	Fire & Emergency Services	Firefighter Engineer	118,708.55	263.05	118,971.60

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Conrad, Craig	Halifax Regional Police	Police Constable F.B.P.	143,359.39	363.08	143,722.47
Conrad, Patrick	Fire & Emergency Services	Captain	152,817.56	263.07	153,080.63
Conrad, Ryan	Fire & Emergency Services	Firefighter Engineer	116,838.17	263.08	117,101.25
Conrad, Stephen	Fire & Emergency Services	Captain	126,300.78	461.42	126,762.20
Conrad, Susan	Halifax Regional Police	Police Constable	102,431.48	363.08	102,794.56
Conrad, Vincent	Fire & Emergency Services	Division Chief - Training	150,808.60	378.06	151,186.66
Cooke, James	Halifax Regional Police	Police Constable	154,104.94	1,963.08	156,068.02
Cooke, William	Halifax Regional Police	Police Constable	144,962.60	5,820.69	150,783.29
Corkum, Kevin	Fire & Emergency Services	Captain	131,528.79	146.58	131,675.37
Cornick, Adam	Parks & Recreation	Superintendent Parks West	109,816.56	219.58	110,036.14
Covey, Matt	Fire & Emergency Services	Division Chief - Fire Prev & Pub Ed	150,871.26	738.46	151,609.72
Cowper, Aaron	Fire & Emergency Services	Captain	159,377.09	263.06	159,640.15
Cox, Stephen	Halifax Regional Police	Police Constable	126,724.89	10,598.77	137,323.66
Crane, Krystal	Halifax Regional Police	Emergency Response Communicator	100,681.08	63.06	100,744.14
Creaser, Angela	Human Resources	Total Rewards Specialist	113,938.69	488.52	114,427.21
Creemer, Harry	Fire & Emergency Services	Captain	134,834.14	263.06	135,097.20
Crocker, Robin	Fire & Emergency Services	Firefighter	120,711.82	263.07	120,974.89
Crockett, Allan	Fire & Emergency Services	Firefighter Engineer	118,582.41	326.46	118,908.87
Croft, Lisa	Halifax Transit Services	Supervisor, Ferry Crewing and Scheduling	103,466.23	113.08	103,579.31
Cromwell, Christopher	Fire & Emergency Services	Firefighter	114,205.13	263.07	114,468.20
Cromwell, Larry	Halifax Regional Police	Police Constable	114,042.23	363.08	114,405.31
Crooks, Michael	Fire & Emergency Services	Training Officer	152,333.63	263.08	152,596.71
Crooks, Tracey	Fire & Emergency Services	Firefighter Engineer	122,301.85	263.07	122,564.92
Croox, Jocelyn	Halifax Regional Police	Emergency Response Communicator	100,793.59	63.06	100,856.65
Cross, Bridget	Halifax Regional Police	Sergeant	126,356.62	6,108.99	132,465.61
Cross, Nathan	Halifax Regional Police	Sergeant	187,809.48	17,871.90	205,681.38
Crowell, Dale	Fire & Emergency Services	Captain	172,699.16	273.30	172,972.46
Crowell, Katelyn	Halifax Regional Police	Civilian Forensic Technician	146,043.17	1,063.08	147,106.25
Cumming, Crysta	Public Works	Manager, Engineering Design	121,682.76	10,242.03	131,924.79
Currie, Marion	Community Safety	Manager Corporate Planning	132,254.89	63.08	132,317.97
Currie, Shawn	Halifax Regional Police	Police Constable	144,757.86	8,038.27	152,796.13
Currie, Tammy	Information Technology	Manager Client Services	111,415.22	63.08	111,478.30
Curry, James	Fire & Emergency Services	Firefighter Engineer	117,410.98	263.05	117,674.03
Cuttell, Patricia	Chief Administrative Office	Councillor	100,408.08	0.00	100,408.08
Czernon, Elijah	Fire & Emergency Services	Firefighter	106,610.30	263.07	106,873.37
Da Ros, Gregory	Information Technology	Manager Digital Services	116,508.14	2,027.25	118,535.39
Dahl, Darren	Fire & Emergency Services	Captain	182,632.16	263.07	182,895.23
D'Alesio, Hugo	Fire & Emergency Services	Firefighter Engineer	107,040.42	697.39	107,737.81
Daly, Logan	Fire & Emergency Services	Firefighter	115,770.55	263.06	116,033.61
Dauphinee, Peter	Halifax Transit Services	Dispatch Supervisor	104,963.61	221.57	105,185.18
David, Benoit	Fire & Emergency Services	Captain	155,373.17	263.07	155,636.24
David, Mervin	Halifax Transit Services	Manager Ferry Operations	113,449.76	161.58	113,611.34
Davis, Christopher	Public Works	Manager, Right of Way Services	124,285.25	2,788.65	127,073.90
Day, Christopher	Halifax Transit Services	Conventional Transit Operator	110,396.42	313.06	110,709.48
Day, James	Fire & Emergency Services	Captain	129,777.05	469.32	130,246.37
Day, Jason	Fire & Emergency Services	Firefighter Engineer	133,198.77	263.07	133,461.84
Day, Michael	Halifax Regional Police	Police Constable F.B.P.	116,541.34	363.06	116,904.40
Day, Peter	Fire & Emergency Services	Firefighter Engineer	114,547.29	263.06	114,810.35
Deagle Gammon, Cathy	Chief Administrative Office	Councillor	107,913.86	0.00	107,913.86
Deakin, Lee	Fire & Emergency Services	Division Chief, Logistics	121,706.17	315.00	122,021.17
Dean, Sherry	Fire & Emergency Services	Assistant Chief A Platoon	165,100.49	1,662.14	166,762.63
DeBaie, Jody	Public Works	Trans Infra Mgmt Prgm Engineer	109,650.89	244.53	109,895.42
Delaney, Jeremy	Fire & Emergency Services	Firefighter	107,309.03	287.11	107,596.14
Delle Monache, Stefano	Fire & Emergency Services	Training Officer	131,625.66	276.51	131,902.17

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Delong, Christopher	Halifax Regional Police	Police Constable	130,494.55	363.08	130,857.63
Dempsey, Alexander	Fire & Emergency Services	Firefighter	126,719.18	263.06	126,982.24
Denine, Matthew	Halifax Regional Police	Police Constable	126,593.02	9,036.96	135,629.98
Dennison, Andy	Fire & Emergency Services	Firefighter	113,953.00	263.06	114,216.06
Desaulniers, Joseph D	Fire & Emergency Services	Firefighter	120,667.02	263.05	120,930.07
Desmond, Joshua	Halifax Regional Police	Police Constable F.B.P.	144,578.07	7,704.91	152,282.98
Desrochers, Adam	Fire & Emergency Services	Firefighter	113,288.42	263.06	113,551.48
Desrochers, Paul	Halifax Regional Police	Police Constable F.B.P.	161,716.94	3,720.52	165,437.46
Detchkoff, Cory	Fire & Emergency Services	Firefighter Engineer	115,362.58	263.07	115,625.65
Deters, Auren	Fire & Emergency Services	Captain	144,780.24	263.08	145,043.32
Deveau, Tyler	Fire & Emergency Services	Firefighter	116,510.08	294.61	116,804.69
Dewar, Sym	Halifax Regional Police	Police Constable	145,092.84	8,483.01	153,575.85
DeYoung, Jeffrey	Fire & Emergency Services	Captain	126,927.72	311.14	127,238.86
Dickson, Nicholas	Halifax Regional Police	Surveillance Technician	115,494.57	3,795.82	119,290.39
Dickson, Tracey	Chief Administrative Office	Coordinator to Commissioner of Operation	117,162.89	63.08	117,225.97
Digou, Blair	Property, Fleet & Environment	Manager Corporate Security	102,722.25	1,330.16	104,052.41
Dion, Kelvin	Fire & Emergency Services	Captain	141,635.44	263.07	141,898.51
Dixon, David	Fire & Emergency Services	Firefighter Engineer	116,891.97	263.08	117,155.05
Dobie, Leslie	Fire & Emergency Services	Firefighter Engineer	113,922.90	263.07	114,185.97
Dod, Harjot	Finance & Asset Management	Senior Performance Analyst	104,776.29	146.57	104,922.86
Dodge, Dana	Property, Fleet & Environment	Mechanic EVT	121,152.42	353.08	121,505.50
Dodge, Duane	Fire & Emergency Services	Captain	138,851.89	263.06	139,114.95
Dolomont, Kenda	Halifax Regional Police	Emergency Response Communicator	103,770.99	577.51	104,348.50
Dominix, Cory	Fire & Emergency Services	Captain	132,151.97	263.07	132,415.04
Doncaster, Nevin	Halifax Regional Police	Police Constable	114,076.55	8,347.99	122,424.54
Donovan, Heather	Halifax Regional Police	Emergency Response Communicator	101,898.38	63.06	101,961.44
Dooks, Michelle	Halifax Regional Police	Sergeant	175,371.10	2,363.08	177,734.18
Doran, Chad	Halifax Regional Police	Emerg. Response Communicator Supervisor	104,429.96	146.57	104,576.53
Dorey, Clifford	Halifax Transit Services	Mechanic	99,708.20	638.07	100,346.27
Dorey, Michael	Fire & Emergency Services	Captain	133,292.60	263.06	133,555.66
Doucet, Shawn	Fire & Emergency Services	Firefighter Engineer	112,798.08	263.08	113,061.16
Doucette, Chad	Fire & Emergency Services	Firefighter	111,276.72	263.08	111,539.80
Doucette, Kevin	Halifax Regional Police	Police Constable	132,690.93	1,363.07	134,054.00
Doughty, Ian	Halifax Transit Services	Conventional Transit Operator	102,388.30	263.08	102,651.38
Dowding, Justin	Fire & Emergency Services	Captain	136,920.66	263.07	137,183.73
Dowling, Jeffrey	Fire & Emergency Services	Firefighter	113,158.93	263.06	113,421.99
Doyle, Colm	Fire & Emergency Services	Firefighter	113,804.80	263.06	114,067.86
Doyle, Joel	Fire & Emergency Services	Captain	146,399.35	263.07	146,662.42
Doyle, Mark	Halifax Regional Police	Police Constable	128,579.75	1,963.08	130,542.83
Drover, Jeff	Finance & Asset Management	Team Lead Financial Business Partner	106,156.80	2,766.84	108,923.64
Drysdale, Clayton	Fire & Emergency Services	Captain	129,688.88	263.08	129,951.96
Drysdale, Sara	Fire & Emergency Services	Firefighter	113,180.48	263.06	113,443.54
Ducharme, Sara	Human Resources	Health & Wellness Specialist	100,024.20	553.09	100,577.29
Dugandzic, Philip	Property, Fleet & Environment	Director, Facility Design & Construction	147,077.74	653.14	147,730.88
Duncan, Peter	Planning & Development	Director Infrastructure Planning	168,088.98	63.07	168,152.05
Dunfee, Brendan Jr.	Fire & Emergency Services	Captain	124,126.89	344.04	124,470.93
Duquet-Perron, Olivier	Halifax Regional Police	Police Constable F.B.P.	123,314.22	4,864.64	128,178.86
Durling, Craig	Halifax Regional Police	Police Constable	128,436.96	2,363.08	130,800.04
Durrant, Jean	Halifax Regional Police	Emergency Response Communicator	105,242.55	2,563.08	107,805.63
Eaglestone, Ben	Fire & Emergency Services	Firefighter Engineer	118,389.57	472.90	118,862.47
Edwards, Amy	Halifax Regional Police	Sergeant	147,669.65	1,963.09	149,632.74
Edwards, Jonathan	Halifax Regional Police	Police Constable	134,849.73	363.08	135,212.81
Edwards, Paul	Fire & Emergency Services	Captain	136,571.43	263.06	136,834.49
Edwards, Scott	Fire & Emergency Services	Firefighter Engineer	127,998.02	389.76	128,387.78

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Eisan, John Grant	Fire & Emergency Services	Firefighter	110,468.76	263.06	110,731.82
Eisan, Krista	Halifax Regional Police	Emergency Response Communicator	107,157.62	63.08	107,220.70
Eisan, Wendell	Fire & Emergency Services	Inventory Equipment Technician	133,083.54	263.07	133,346.61
Ekechukwu, Ola	Human Resources	Manager Talent Acquisition	108,330.71	146.57	108,477.28
El-Diri, Eddy	Halifax Regional Police	Police Constable	186,043.76	1,963.07	188,006.83
Elhaji, Ahmad	Fire & Emergency Services	Firefighter	101,386.38	423.64	101,810.02
Elliott, Geoffrey	Fire & Emergency Services	Firefighter	143,485.62	263.07	143,748.69
Engels, Ryan	Fire & Emergency Services	Captain	167,988.15	263.07	168,251.22
English, James	Halifax Transit Services	Fleet Supervisor	105,994.83	78.08	106,072.91
Espeseth, David	Halifax Transit Services	Supervisor Transit Planning	115,904.85	63.06	115,967.91
Ettinger, Angela	Human Resources	Manager Employee Relations	117,280.86	63.07	117,343.93
Evans, Kara	Community Safety	Coordinator Community Safety	101,378.38	1,627.25	103,005.63
Everett, Julieanne	Information Technology	Manager Project Management Office	121,092.38	371.86	121,464.24
Everson, Michelle	Halifax Regional Police	Police Constable	111,460.18	363.09	111,823.27
Fairbairn, Nicholas	Halifax Regional Police	Police Constable	138,469.05	1,381.29	139,850.34
Fairbairn, Scott	Halifax Regional Police	Police Constable	302,206.55	6,185.65	308,392.20
Fall, John	Fire & Emergency Services	Firefighter Engineer	145,145.24	527.37	145,672.61
Fallon, Clinton	Halifax Transit Services	Conventional Transit Operator	100,381.89	233.07	100,614.96
Farmer, Rob	Information Technology	ERP Business Lead	105,219.10	104.84	105,323.94
Farr, Jacob	Halifax Regional Police	Police Constable	111,460.18	363.08	111,823.26
Farrell, Keegan	Fire & Emergency Services	Firefighter	112,026.61	263.05	112,289.66
Farrow, Joseph	Halifax Regional Police	Police Constable	74,544.30	28,661.93	103,206.23
Faulkner, Brady	Halifax Regional Police	Police Constable	105,520.97	0.00	105,520.97
Fawcett, John	Public Works	Program Manager	117,806.20	2,108.24	119,914.44
Feltmate, Jordan	Halifax Regional Police	Police Constable	139,128.39	4,435.92	143,564.31
Fenerty, Daniel James	Fire & Emergency Services	Firefighter Engineer	111,054.69	263.05	111,317.74
Fenner, Stephen	Fire & Emergency Services	Firefighter Engineer	121,000.89	263.08	121,263.97
Ferguson, David	Fire & Emergency Services	Firefighter	111,063.97	263.07	111,327.04
Ferguson, John	Fire & Emergency Services	Captain	165,329.16	263.06	165,592.22
Ferguson, Todd	Fire & Emergency Services	Firefighter Engineer	117,075.81	263.06	117,338.87
Fillmore, Alexander	Fire & Emergency Services	Firefighter	112,721.60	302.17	113,023.77
Fillmore, Fiona	Finance & Asset Management	Senior Financial Consultant	112,192.37	1,454.84	113,647.21
Fish, Derek	Halifax Regional Police	Police Constable	111,460.18	2,863.08	114,323.26
Fitzgerald, Marcheta	Fire & Emergency Services	Division Captain Logistics	151,951.05	263.08	152,214.13
Fitzgerald, Tim	Halifax Transit Services	Conventional Transit Operator	112,339.25	228.08	112,567.33
Fleckney, Brian	Fire & Emergency Services	Captain	141,896.06	263.06	142,159.12
Fleckney, Samantha	Fire & Emergency Services	Firefighter	111,001.86	263.05	111,264.91
Fletcher, Darrell	Fire & Emergency Services	Captain	164,839.65	319.83	165,159.48
Flinn, Paul	Office of the Auditor General	Audit Director	127,747.65	63.09	127,810.74
Flynn, Pauline	Halifax Regional Police	Police Constable	143,238.26	363.08	143,601.34
Flynn, Shawn	Halifax Regional Police	Police Constable	139,660.27	7,507.20	147,167.47
Fong, Richard	Fire & Emergency Services	Platoon Captain	117,328.26	63.08	117,391.34
Fontaine, Leroy	Fire & Emergency Services	Firefighter	111,449.02	263.07	111,712.09
Foote, Andrew	Fire & Emergency Services	Captain	140,887.73	263.06	141,150.79
Foran, Todd	Fire & Emergency Services	Firefighter Engineer	117,410.98	263.06	117,674.04
Foran, Tyler	Halifax Regional Police	Police Constable	102,444.78	14,510.84	116,955.62
Forbes, Terry	Fire & Emergency Services	Firefighter	108,802.23	263.07	109,065.30
Ford, Corey	Fire & Emergency Services	Firefighter	114,971.44	263.08	115,234.52
Ford, Heather	Halifax Regional Police	Police Constable	140,020.76	3,042.58	143,063.34
Forhan, Jillian	Halifax Regional Police	Police Constable F.B.P.	116,733.21	363.08	117,096.29
Forrest, Jason	Halifax Regional Police	Police Constable	122,874.38	1,963.07	124,837.45
Forsyth, Hannah	Halifax Transit Services	Coordinator Halifax Transit	101,604.70	3,376.60	104,981.30
Foshay, Nicholas	Fire & Emergency Services	Captain	140,593.14	263.07	140,856.21
Foster, Jeffrey	Halifax Regional Police	Police Constable	124,518.38	3,220.52	127,738.90

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Fournier, Thomas	Halifax Regional Police	Police Constable	153,332.15	5,364.11	158,696.26
Fox, Doris	Planning & Development	Business Transformation Specialist	103,419.56	63.08	103,482.64
Fox, Robert	Halifax Regional Police	Staff Sergeant	149,838.80	4,100.42	153,939.22
Fralick, Malachi	Fire & Emergency Services	Firefighter	111,214.67	263.08	111,477.75
Francis, Blake	Fire & Emergency Services	Firefighter	113,073.55	263.09	113,336.64
Fraser, James	Fire & Emergency Services	Firefighter Engineer	116,838.17	263.08	117,101.25
Fraser, Kyreishia	Halifax Regional Police	Booking Technician	100,900.61	446.58	101,347.19
Fraser, Rodney	Halifax Regional Police	Police Constable	127,462.76	2,345.91	129,808.67
Freeman, Daniel	Finance & Asset Management	Senior Financial Consultant	105,767.05	1,257.21	107,024.26
Fulton, Joseph	Fire & Emergency Services	Captain	181,740.65	263.08	182,003.73
Furlong, Robert	Halifax Regional Police	Police Constable	116,594.08	363.08	116,957.16
Gagnon, Kevin	Fire & Emergency Services	Firefighter Engineer	127,273.85	263.07	127,536.92
Gagnon, Nicolas	Halifax Regional Police	Police Constable	122,757.75	2,185.14	124,942.89
Gallagher, Kevin	Fire & Emergency Services	Captain	149,785.75	296.93	150,082.68
Gallant, Laura	Halifax Regional Police	Police Constable	118,473.40	2,935.40	121,408.80
Gallivan, David	Halifax Regional Police	Police Constable	113,907.74	563.08	114,470.82
Galvin, Dominique	Fire & Emergency Services	Captain	126,650.81	386.25	127,037.06
Gammon, James	Halifax Transit Services	Access-A-Bus Operator	111,944.77	455.27	112,400.04
Gannon, Dwayne	Fire & Emergency Services	Firefighter Engineer	120,556.83	263.08	120,819.91
Garber, Geoff	Fire & Emergency Services	District Chief	161,426.76	63.07	161,489.83
Garland, Jake	Fire & Emergency Services	Firefighter	102,831.76	263.07	103,094.83
Garrett, Sean	Parks & Recreation	Supervisor Sportsfields	104,017.30	103.05	104,120.35
Garry, Claude	Fire & Emergency Services	Captain	151,750.57	263.08	152,013.65
Gates, Collin	Fire & Emergency Services	Firefighter	117,866.14	263.07	118,129.21
Gates, James	Fire & Emergency Services	Platoon Captain	175,694.75	263.08	175,957.83
Gaudet, Christopher	Fire & Emergency Services	Captain	148,703.05	346.57	149,049.62
Gaudet, Gary	Fire & Emergency Services	Firefighter Engineer	116,838.18	263.08	117,101.26
Gaudry, Aaron	Halifax Regional Police	Sergeant	129,403.05	363.08	129,766.13
Gauthier, Wendy	Finance & Asset Management	Planning & Performance Coordinator	102,022.29	483.04	102,505.33
Gentles, Trisaunt	Halifax Regional Police	Police Constable F.B.P.	111,042.99	14,135.71	125,178.70
Georgakakos, Vasilios	Halifax Transit Services	Conventional Transit Operator	100,813.45	277.48	101,090.93
George, Nicholas	Fire & Emergency Services	Firefighter	111,275.87	263.06	111,538.93
Germain, Jonathan	Halifax Regional Police	Police Constable	111,485.14	4,060.79	115,545.93
Gibson, Bradley	Fire & Emergency Services	Firefighter	115,303.31	315.17	115,618.48
Gibson, Caroline	Fire & Emergency Services	Firefighter Engineer	115,139.81	263.07	115,402.88
Gibson, Curtis	Halifax Regional Police	Police Constable	115,763.59	363.07	116,126.66
Gibson, Gregory	Fire & Emergency Services	Firefighter Engineer	118,708.55	263.06	118,971.61
Gibson, Julie	Human Resources	Coordinator	114,140.61	105.80	114,246.41
Gibson, Melanie	Human Resources	Manager Labour Relations	120,398.66	63.07	120,461.73
Giddens, Christopher	Legal & Legislative Services	Managing Solicitor	178,245.98	14,252.08	192,498.06
Giffin, Ann	Halifax Regional Police	Police Constable	115,023.93	363.08	115,387.01
Giffin, Tammy	Halifax Regional Police	Emergency Response Communicator	105,013.86	63.06	105,076.92
Gilbert, Jordan	Halifax Regional Police	Police Constable	122,003.55	1,963.08	123,966.63
Gilbert, Randy	Public Works	Works Supervisor	106,319.19	274.17	106,593.36
Gillam, Conor	Halifax Regional Police	Police Constable	116,891.89	10,545.18	127,437.07
Gillis, Gyles	Halifax Regional Police	Sergeant	125,145.94	446.57	125,592.51
Gillis, Kelli	Information Technology	ERP Functional Consultant	107,845.00	104.82	107,949.82
Gillis, Lindsey	Fire & Emergency Services	Firefighter	120,405.04	262.38	120,667.42
Gillis, Scott	Information Technology	System Administrator II	101,974.87	104.83	102,079.70
Gillis, Trena	Halifax Regional Police	Sergeant	126,440.69	3,302.83	129,743.52
Girard, Paul	Halifax Transit Services	Manager, Transit Operational Support	104,293.35	480.58	104,773.93
Girard, Robin	Fire & Emergency Services	Captain	136,811.49	416.03	137,227.52
Glendenning, Stephanie	Halifax Regional Police	Police Constable	91,217.86	56,201.95	147,419.81
Glennie, Alexander	Fire & Emergency Services	Captain	180,776.13	263.06	181,039.19

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Goldsmith, David	Halifax Transit Services	Fleet Supervisor	119,144.43	63.08	119,207.51
Goldsmith, Madeleine	Halifax Regional Police	Police Constable	113,732.92	363.08	114,096.00
Goodwin, Judson	Halifax Regional Police	Police Constable F.B.P.	117,116.02	4,363.60	121,479.62
Gordon, Andrew	Halifax Regional Police	Sergeant	145,457.70	363.08	145,820.78
Gorman, James	Legal & Legislative Services	Solicitor	104,732.10	17,306.59	122,038.69
Gough, Andrew	Legal & Legislative Services	Solicitor III	165,817.08	23,660.69	189,477.77
Gough, Mark	Chief Administrative Office	Manager Public Affairs	120,769.49	63.07	120,832.56
Graham, Aaron	Fire & Emergency Services	Firefighter	121,007.24	263.07	121,270.31
Graham, Gena	Halifax Regional Police	Sergeant	171,774.66	363.07	172,137.73
Graham, Gordon	Halifax Regional Police	Sergeant	157,928.20	10,328.59	168,256.79
Grandy, Philip W	Fire & Emergency Services	Captain	197,391.58	263.07	197,654.65
Grant, James	Halifax Transit Services	Conventional Transit Operator	100,800.17	245.27	101,045.44
Grantham, Peter	Fire & Emergency Services	Firefighter Engineer	124,036.50	263.08	124,299.58
Grason, Kadeem	Halifax Regional Police	Police Constable F.B.P.	98,449.99	24,562.15	123,012.14
Graves, Colin	Halifax Regional Police	Police Constable	113,491.19	363.08	113,854.27
Gray, Rickey	Fire & Emergency Services	Firefighter Engineer	125,319.75	263.08	125,582.83
Gray, Robert	Fire & Emergency Services	Firefighter Engineer	119,956.33	263.08	120,219.41
Green, Angela	Parks & Recreation	Director Recreation Programming	148,978.48	4,696.84	153,675.32
Green, Benjamin	Halifax Regional Police	Police Constable	162,521.54	4,811.05	167,332.59
Green, Jacob	Fire & Emergency Services	Captain	233,371.51	263.08	233,634.59
Green, Pamela	Halifax Regional Police	Sergeant F.B.P.	132,637.44	2,863.06	135,500.50
Greencorn, George	Halifax Regional Police	Police Constable	111,460.18	363.08	111,823.26
Greene, Katherine	Planning & Development	Director Regional and Community Planning	145,211.65	1,387.07	146,598.72
Greene, Patrick	Fire & Emergency Services	Captain	164,765.59	263.07	165,028.66
Greene, Stephen	Fire & Emergency Services	Firefighter Engineer	117,410.96	263.06	117,674.02
Greener, David	Legal & Legislative Services	Solicitor	166,589.38	14,404.90	180,994.28
Greenham, Peter	Fire & Emergency Services	Training Officer	117,453.45	35,769.50	153,222.95
Greening, Fern	Legal & Legislative Services	Solicitor	133,128.96	8,040.01	141,168.97
Greenough, Sean	Halifax Regional Police	Cybercrime Specialist	106,193.70	2,063.09	108,256.79
Greer, Barry	Fire & Emergency Services	Captain	189,167.85	263.07	189,430.92
Grift, Shaun	Halifax Regional Police	Police Constable	114,168.65	4,114.38	118,283.03
Grimes, William	Fire & Emergency Services	Captain	147,240.70	263.07	147,503.77
Grundy, Jason	Halifax Transit Services	Conventional Transit Operator	111,168.54	288.08	111,456.62
Guest, Christopher	Halifax Regional Police	Emergency Response Communicator	106,051.27	63.06	106,114.33
Guest, Matthew	Halifax Regional Police	Sergeant	123,862.84	875.30	124,738.14
Guy, Kevin	Fire & Emergency Services	Captain	135,335.82	263.07	135,598.89
Guzzwell, Stephen	Halifax Regional Police	Police Constable	118,292.84	2,863.08	121,155.92
Habboush, Youssef	Planning & Development	Senior Program Engineer	100,743.36	63.05	100,806.41
Habel, Jeff	Halifax Regional Police	Police Constable	119,107.36	328.53	119,435.89
Habib, Andre	Halifax Regional Police	Sergeant	165,197.73	3,363.07	168,560.80
Haenni, Brett	Fire & Emergency Services	Firefighter	115,837.59	263.07	116,100.66
Haines, Shannon	Halifax Regional Police	Police Constable F.B.P.	114,094.11	4,971.82	119,065.93
Hamilton, Jacqueline	Planning & Development	Executive Director Planning & Developmen	209,475.48	3,162.30	212,637.78
Hanham, Steven	Fire & Emergency Services	Firefighter Engineer	114,919.87	263.06	115,182.93
Hanlon, Robert	Information Technology	Team Lead Systems Administration	98,177.83	2,825.79	101,003.62
Hansen, Kristopher	Halifax Regional Police	Police Constable	168,345.66	363.08	168,708.74
Hardiman, Ronald	Fire & Emergency Services	Firefighter Engineer	114,080.53	263.08	114,343.61
Harding, David	Halifax Regional Police	Police Constable	155,124.14	5,446.43	160,570.57
Hargreaves, Christopher	Parks & Recreation	Supervisor Sportsfields	108,758.65	1,458.57	110,217.22
Harley, David	Finance & Asset Management	Director of Financial Management and Ope	147,654.19	1,257.23	148,911.42
Harlow, Michael	Fire & Emergency Services	Firefighter Engineer	136,276.14	263.08	136,539.22
Hartlen, Brett	Fire & Emergency Services	Training Officer	112,943.74	263.05	113,206.79
Harvey, Richard	Parks & Recreation	Director Strategic Planning & Design	124,141.02	1,135.62	125,276.64
Harvie, Trevor	Property, Fleet & Environment	Director Corporate Fleet	146,343.45	63.08	146,406.53

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Hatfield, William	Legal & Legislative Services	Solicitor	97,930.49	16,597.56	114,528.05
Haverstock, Mark	Fire & Emergency Services	Captain	139,717.17	263.06	139,980.23
Hawes, Cole	Halifax Regional Police	Police Constable	113,990.96	363.08	114,354.04
Hayes, Joseph	Information Technology	Project Manager Information Technology	104,993.85	104.81	105,098.66
Hayman, George	Information Technology	Manager, ERP Delivery Management & Opera	123,071.19	146.57	123,217.76
Hayne, Dylan	Public Works	Transportation Capital Infrastructure Pr	110,799.35	1,529.06	112,328.41
Hayward, Joseph	Halifax Regional Police	Police Constable	145,690.36	2,935.40	148,625.76
Hebb, Bradley	Fire & Emergency Services	Firefighter Engineer	120,874.37	263.08	121,137.45
Hebb, Donald	Fire & Emergency Services	Captain	145,190.01	263.07	145,453.08
Hebb, Robert	Fire & Emergency Services	District Chief	208,655.28	378.07	209,033.35
Helm, Jennifer	Planning & Development	Business Transformation Specialist	101,551.41	63.07	101,614.48
Helm, Mark	Information Technology	Solution Architect	104,510.36	916.40	105,426.76
Hendry, Norman	Halifax Transit Services	Director Transit Fleet	138,951.65	5,192.81	144,144.46
Hendsbee, David	Chief Administrative Office	Councillor	100,408.08	0.00	100,408.08
Henneberry, Mitchell	Fire & Emergency Services	Firefighter Engineer	116,012.77	263.06	116,275.83
Henry, Joshua	Fire & Emergency Services	Firefighter	124,215.23	296.42	124,511.65
Henwood, Ronald	Fire & Emergency Services	Inventory Equipment Technician	130,746.96	263.08	131,010.04
Herritt, Philip	Halifax Transit Services	Director Transit Operations	151,184.40	4,581.01	155,765.41
Hickey, Collin	Halifax Regional Police	Police Constable	123,804.32	4,060.79	127,865.11
Higgins, Daniel	Property, Fleet & Environment	EVT - Lead Hand	127,521.11	263.09	127,784.20
Higgins, Tyler	Finance & Asset Management	Manager, Budget & Reserves	122,559.14	2,559.40	125,118.54
Hill, David	Halifax Regional Police	Police Constable	130,318.98	3,517.18	133,836.16
Hill, Quentin	Chief Administrative Office	Manager Councillor's Support	100,954.19	63.06	101,017.25
Hiltz, Darrell	Information Technology	Director Architecture & Infrastructure	150,066.73	3,701.44	153,768.17
Hines, Carl	Halifax Transit Services	Conventional Transit Operator	100,644.10	288.07	100,932.17
Hodder, Kelsey	Halifax Regional Police	Police Constable	98,875.25	11,563.39	110,438.64
Hoffmann, Edward	Fire & Emergency Services	Captain	179,290.13	346.57	179,636.70
Hogan, Krista	Parks & Recreation	Project Engineer	101,479.13	401.50	101,880.63
Hogue, Stephane	Fire & Emergency Services	Firefighter	121,775.06	263.07	122,038.13
Hollett, Harold	Fire & Emergency Services	Deputy Chief	183,356.81	1,100.71	184,457.52
Holm, Maggie	Planning & Development	Principal Planner	103,249.59	902.48	104,152.07
Holmes, Lee	Fire & Emergency Services	Firefighter	117,168.96	263.05	117,432.01
Homans, Robyn	Public Works	Project Management Manager	121,891.74	647.95	122,539.69
Hood, Derek	Halifax Regional Police	Police Constable	127,920.76	5,410.01	133,330.77
Horton, Craig	Finance & Asset Management	Financial Business Partner	101,301.53	63.07	101,364.60
Howie, Andrew	Halifax Regional Police	Police Constable	139,950.93	1,363.08	141,314.01
Hubley, Timothy D	Fire & Emergency Services	Firefighter	122,523.11	263.07	122,786.18
Huestis, Kevin	Fire & Emergency Services	Firefighter	113,671.23	263.08	113,934.31
Hueston, D'Arcy	Halifax Regional Police	Sergeant	202,135.44	6,964.11	209,099.55
Hughes, Patricia	Halifax Transit Services	Director Planning & Customer Engagement	152,011.81	4,925.62	156,937.43
Hunt, Gregory	Fire & Emergency Services	Firefighter	116,997.55	263.06	117,260.61
Hunter, Wayne	Halifax Regional Police	Police Constable	137,315.33	5,829.26	143,144.59
Hurley, Brandon	Halifax Regional Police	Police Constable	134,506.79	363.08	134,869.87
Husk, Tanner	Halifax Regional Police	Police Constable	104,033.11	5,397.13	109,430.24
Hynes, Wade	Halifax Regional Police	Health & Wellness Specialist	103,880.02	0.00	103,880.02
Ibrahim, Ahmad	Fire & Emergency Services	Firefighter	123,714.75	263.07	123,977.82
Inglis, Douglas J	Fire & Emergency Services	Firefighter Engineer	117,381.73	263.08	117,644.81
Isnor, Troy	Fire & Emergency Services	Firefighter	111,757.14	263.07	112,020.21
Ivey, Joshua	Finance & Asset Management	Manager, Revenue Operations	114,221.45	63.09	114,284.54
Jacklyn, Wallace	Fire & Emergency Services	Firefighter Engineer	113,987.84	63.10	114,050.94
Jackman, Dylan	Halifax Regional Police	Police Constable	120,806.75	1,411.20	122,217.95
Jackson, Wendy	Halifax Regional Police	Emerg. Response Communicator Supervisor	114,084.25	2,063.08	116,147.33
Jackson, Winnell	Halifax Regional Police	Staff Sergeant	149,050.58	2,552.55	151,603.13
Jahncke, Robert	Property, Fleet & Environment	Manager Client & Project Mgmt Services	117,210.73	792.99	118,003.72

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
James, Patrick	Fire & Emergency Services	Firefighter	114,745.24	263.06	115,008.30
Janson, Jim	Legal & Legislative Services	Solicitor	154,104.07	19,940.67	174,044.74
Jarrett, Nicholas	Halifax Regional Police	Digital Forensic Technician	110,433.97	1,663.07	112,097.04
Jayachandran, Frederick	Halifax Transit Services	Conventional Transit Operator	100,792.32	289.20	101,081.52
Jazic, Alan	Halifax Regional Police	Police Constable	112,344.19	363.08	112,707.27
Jeans, Jennifer	Public Works	Design Engineer	107,417.28	423.46	107,840.74
Jefferies, Jonathan	Halifax Regional Police	Sergeant	150,017.06	3,963.07	153,980.13
Jennex, Nicholas	Fire & Emergency Services	Firefighter	103,790.55	340.13	104,130.68
Jennings, Greg	Fire & Emergency Services	Firefighter	124,136.12	263.06	124,399.18
Jensen, John David	Fire & Emergency Services	Firefighter	114,979.67	263.06	115,242.73
Jessome, Dawn	Halifax Transit Services	Ferry Captain	103,766.20	338.08	104,104.28
Jiang, Qingshuang	Information Technology	Data Architect	129,010.73	712.01	129,722.74
John Oorutharayil, Renju	Halifax Regional Police	Police Constable	139,544.64	15,100.33	154,644.97
Johnson, Christopher	Fire & Emergency Services	Captain	136,217.10	263.06	136,480.16
Johnson, Erica	Halifax Regional Police	Police Constable	148,270.32	14,219.21	162,489.53
Johnson, Michael	Fire & Emergency Services	Firefighter Engineer	114,055.04	263.08	114,318.12
Johnson, Stephanie	Halifax Regional Police	Superintendent Administration	163,227.67	3,154.54	166,382.21
Johnson, Zachary	Halifax Regional Police	Police Constable	139,840.88	8,294.40	148,135.28
Johnston, Paul	Chief Administrative Office	Managing Director GREA	149,394.99	63.08	149,458.07
Johnston, Sandra	Halifax Regional Police	Sergeant	132,637.44	5,435.38	138,072.82
Jollimore, Kim	Finance & Asset Management	Director Citizen Contact Centres	145,924.40	313.56	146,237.96
Jolous Jamshidi, Reza	Public Works	Waste Resource Engineer	105,545.25	2,275.60	107,820.85
Joncas, Jason	Halifax Regional Police	Police Constable	131,118.36	1,963.08	133,081.44
Jones, Darren	Fire & Emergency Services	Captain	182,157.87	263.08	182,420.95
Jones-Grant, Tracey	Chief Administrative Office	Managing Director, Office of Diversity &	147,695.80	2,463.70	150,159.50
Jordan, Timothy	Public Works	Design Engineer	99,714.03	694.20	100,408.23
Joseph, Nickel	Halifax Regional Police	Police Constable	124,370.47	1,963.08	126,333.55
Josey, Alexandra	Fire & Emergency Services	Firefighter	110,724.37	263.05	110,987.42
Joshi, Shravan	Fire & Emergency Services	Firefighter	119,480.84	263.08	119,743.92
Joudrey, Andrew	Halifax Regional Police	Police Constable	152,711.43	363.08	153,074.51
Judah, Joshua	Legal & Legislative Services	Managing Solicitor	180,337.37	12,373.69	192,711.06
Kalra, Sushant	Halifax Transit Services	Conventional Transit Operator	105,441.99	213.07	105,655.06
Katrinardottir, Kristin	Halifax Regional Police	Police Constable	206,157.12	11,241.85	217,398.97
Kavanaugh, Daniel	Halifax Regional Police	Police Constable	116,220.85	2,938.59	119,159.44
Keck, Scott	Fire & Emergency Services	Captain	146,535.33	320.87	146,856.20
Kennedy, Jordan	Property, Fleet & Environment	Mechanic EVT	108,939.52	63.08	109,002.60
Kennedy, Patricia	Halifax Regional Police	Sergeant	127,550.22	363.08	127,913.30
Kent, Rebecca	Chief Administrative Office	Councillor	100,408.08	0.00	100,408.08
Keyes, Heather	Halifax Regional Police	Police Constable	119,081.44	4,935.40	124,016.84
Khan, Aaron	Finance & Asset Management	Financial Business Partner	101,139.29	1,347.57	102,486.86
Kidston, Mark	Halifax Regional Police	Police Constable F.B.P.	118,547.79	1,006.16	119,553.95
Kiley, Kameron	Fire & Emergency Services	Firefighter	115,963.44	395.60	116,359.04
Killam, Doug	Information Technology	IT Security Analyst	111,448.32	880.28	112,328.60
Killen, Jason	Fire & Emergency Services	Captain	135,663.60	263.06	135,926.66
Kincade, Bradley	Halifax Regional Police	Police Constable	114,297.75	1,963.08	116,260.83
King, Alisa	Halifax Regional Police	Police Constable	129,478.88	10,223.02	139,701.90
King, Michael	Human Resources	Manager, Corporate Safety	107,758.32	2,180.25	109,938.57
Kinghorne, Randolph	Legal & Legislative Services	Solicitor	166,589.36	15,118.15	181,707.51
Kirton, Harold	Halifax Regional Police	Sergeant	176,065.17	9,571.41	185,636.58
Kleronomos, John	Information Technology	Manager Strategy & Portfolio	122,947.94	104.81	123,052.75
Kliffer, Matthew	Fire & Emergency Services	Firefighter	114,148.94	325.96	114,474.90
Kline, Patrick	Fire & Emergency Services	Captain	151,102.17	263.08	151,365.25
Koblents, Hanita	Planning & Development	Principal Planner	104,856.23	1,435.30	106,291.53
Koch, Stephen	Fire & Emergency Services	Captain	199,960.77	346.58	200,307.35

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Komorowski, Julie	Finance & Asset Management	Portfolio Manager, Procurement	104,960.18	202.07	105,162.25
Krivdic, Admir	Halifax Regional Police	Police Constable	112,370.22	363.08	112,733.30
Kuhn, Scott	Halifax Regional Police	Police Constable F.B.P.	126,722.40	363.08	127,085.48
Kuryluk, Avery	Fire & Emergency Services	Captain	125,834.13	203.04	126,037.17
Lahey, Martin	Fire & Emergency Services	Fire Prevention Officer	157,241.45	354.30	157,595.75
Lake, Stanley	Fire & Emergency Services	Division Chief Safety & Compliance	150,745.96	230.06	150,976.02
Lalonde, Nicholas	Fire & Emergency Services	Firefighter	115,311.65	263.07	115,574.72
Lamba, Arvind	Halifax Transit Services	Conventional Transit Operator	103,187.73	228.07	103,415.80
Lambert, Desmond	Halifax Regional Police	Police Constable	130,844.14	41,368.90	172,213.04
Lambert, Tanya	Halifax Regional Police	Police Constable	127,436.64	18,396.08	145,832.72
Lamphier, Jaius	Halifax Regional Police	Police Constable	136,904.51	2,721.04	139,625.55
Landry, Andrew	Halifax Regional Police	Police Constable	123,451.95	363.07	123,815.02
Landry, Jillian	Information Technology	GIS Business Lead	112,099.83	725.23	112,825.06
Lane, Blain	Halifax Regional Police	Police Constable	91,450.30	56,201.95	147,652.25
Langille, Helen	Planning & Development	Program Engineer	98,836.61	3,880.41	102,717.02
Langille, Steven	Halifax Regional Police	Sergeant	132,630.74	4,463.07	137,093.81
Langille, Thea	Planning & Development	Manager Urban & Rural Planning App Prog	113,255.29	3,678.04	116,933.33
Langley, Brett	Fire & Emergency Services	Firefighter Engineer	125,400.29	263.07	125,663.36
Langlois, Gerald	Property, Fleet & Environment	Controls Technician	108,875.78	63.09	108,938.87
Lanigan, Adam	Office of Strategic Infrastructure &	Senior Transportation Engineer	115,727.68	1,876.36	117,604.04
Lanthier, Bruce	Fire & Emergency Services	Captain	124,660.76	263.08	124,923.84
Lapointe, Martin	Fire & Emergency Services	Firefighter Engineer	131,474.76	263.07	131,737.83
Laraque, Jules	Halifax Regional Police	Police Constable	131,242.44	21,333.94	152,576.38
Lassaline, Trevor	Halifax Regional Police	Police Constable	206,181.24	3,827.70	210,008.94
Latreille, Robbie	Halifax Regional Police	Police Constable	138,127.94	1,963.07	140,091.01
Lauzier, Jeffery	Fire & Emergency Services	Firefighter	118,463.82	282.33	118,746.15
Lavoie, Andre	Fire & Emergency Services	Firefighter Engineer	124,515.50	263.06	124,778.56
Lawless, Jamie	Fire & Emergency Services	Firefighter	108,647.43	309.92	108,957.35
Lawlor, David	Halifax Regional Police	Sergeant	137,480.73	6,400.01	143,880.74
Lawlor, Timothy	Halifax Regional Police	Police Constable F.B.P.	149,224.23	25,443.20	174,667.43
Leadbetter, Nicholas	Fire & Emergency Services	Firefighter	112,037.83	263.07	112,300.90
LeBlanc, Simon	Fire & Emergency Services	Firefighter	152,045.17	263.08	152,308.25
Leclerc, Brendon	Fire & Emergency Services	Firefighter	100,906.22	263.08	101,169.30
Leger, Marc	Fire & Emergency Services	Training Officer	152,013.59	263.08	152,276.67
Legere, Ronald	Halifax Regional Police	Executive Officer	156,454.49	2,459.53	158,914.02
Leggett, Mary	Fire & Emergency Services	Captain	132,520.72	336.82	132,857.54
Lenihan, Kenneth	Information Technology	Manager GIS	117,923.09	1,036.07	118,959.16
Leroux, Jonah	Fire & Emergency Services	Captain	120,511.26	305.70	120,816.96
LeRue, Gregory	Fire & Emergency Services	Captain	152,156.99	385.68	152,542.67
Lethbridge, Daniel	Halifax Regional Police	Police Constable	124,634.96	2,131.55	126,766.51
Levandier, Diane	Parks & Recreation	Area Manager	114,265.39	2,342.20	116,607.59
Lewis, Ashley	Halifax Regional Police	Police Constable	190,427.85	14,457.24	204,885.09
Lewis, Mindy	Finance & Asset Management	Supervisor Payroll	101,105.57	1,547.53	102,653.10
Lewis, Shawn	Halifax Transit Services	Fleet Supervisor	119,621.95	263.08	119,885.03
Little, Bradley	Fire & Emergency Services	Firefighter Engineer	125,301.48	263.08	125,564.56
Lloyd, Glen	Halifax Transit Services	Fleet Supervisor	103,790.12	93.09	103,883.21
Loadman, Sherri	Halifax Regional Police	Supervisor Crime Analysis Intercept Mon	101,594.37	63.10	101,657.47
Logan, William	Fire & Emergency Services	Captain	151,338.47	310.24	151,648.71
Lohnes, Christopher	Halifax Transit Services	Conventional Transit Operator	100,772.21	260.28	101,032.49
Long, Mark	Halifax Regional Police	Police Constable	111,460.18	2,363.08	113,823.26
Longley, Malcolm	Halifax Regional Police	Sergeant	142,975.60	4,463.07	147,438.67
Lowe, John	Fire & Emergency Services	District Chief	159,472.88	63.06	159,535.94
Lucas, Trevor	Fire & Emergency Services	Captain	125,612.86	263.08	125,875.94
Luck, Matthew	Halifax Regional Police	Police Constable	133,004.17	3,410.01	136,414.18

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Luddington, Justin	Legal & Legislative Services	Solicitor	146,473.16	24,879.97	171,353.13
Luther, James	Halifax Regional Police	Sergeant	159,155.86	10,449.19	169,605.05
Luzny, Douglas	Information Technology	Public Safety Telecommunications Lead	101,780.67	63.06	101,843.73
Lynch, Susan	Halifax Regional Police	Police Constable	152,140.90	1,963.07	154,103.97
Mabey, Jordan	Fire & Emergency Services	Firefighter	111,963.32	263.06	112,226.38
MacAdam, E. Alexander	Halifax Regional Police	Police Constable	155,556.73	4,463.08	160,019.81
MacBurnie-Nickerson, Melis	Halifax Regional Police	Crime Analyst	100,160.86	2,063.08	102,223.94
MacCormack, Corinne	Information Technology	Director Service Management Operations	139,350.69	146.57	139,497.26
MacCulloch, Drew	Fire & Emergency Services	District Chief	148,858.92	263.07	149,121.99
MacDonald, Andrea	Community Safety	Director, Community Standards & Complian	137,806.72	63.08	137,869.80
MacDonald, Andrew	Fire & Emergency Services	Captain	153,884.39	263.06	154,147.45
MacDonald, Brandon	Fire & Emergency Services	Firefighter	113,725.01	263.08	113,988.09
MacDonald, David	Property, Fleet & Environment	Superintendent Emergency Fleet Services	129,950.14	2,138.18	132,088.32
MacDonald, Erin	Finance & Asset Management	Portfolio Manager, Procurement	102,308.28	1,083.17	103,391.45
MacDonald, Karen	Legal & Legislative Services	Managing Solicitor	180,337.37	12,160.67	192,498.04
MacDonald, Katie	Halifax Regional Police	Police Constable	129,361.15	11,241.82	140,602.97
MacDonald, Kevin	Halifax Regional Police	Police Constable	120,349.43	3,043.08	123,392.51
MacDonald, Laurel	Public Works	Works Supervisor	99,595.73	421.38	100,017.11
MacDonald, Leonard	Halifax Regional Police	Sergeant	133,469.44	363.06	133,832.50
MacDonald, Margaret	Parks & Recreation	Executive Director Parks & Recreation	213,870.93	1,085.71	214,956.64
MacDonald, Mark	Fire & Emergency Services	Firefighter Engineer	115,615.84	263.07	115,878.91
MacDonald, Michael	Property, Fleet & Environment	Project Manager Capital Projects	105,968.46	63.07	106,031.53
MacDonald, Philip	Halifax Regional Police	Police Constable	168,336.71	2,863.08	171,199.79
MacDonald, R. Scott	Halifax Regional Police	Staff Sergeant	172,274.56	4,463.07	176,737.63
MacDonald, Stewart	Halifax Transit Services	Director Employee Support & Development	116,197.81	63.08	116,260.89
MacDonald, Tracy	Halifax Regional Police	Police Constable	123,104.89	6,935.92	130,040.81
MacDonald, Trevor	Legal & Legislative Services	Solicitor III	164,292.00	22,283.18	186,575.18
MacDougall, Margaret	Legal & Legislative Services	Solicitor	144,945.20	17,033.08	161,978.28
MacDougall, William Dewar	Fire & Emergency Services	Captain	144,817.50	263.07	145,080.57
MacEachern, Matthew	Office of Major Projects	Prjct Dir Cogswell Redev TERM (Capital)	106,205.93	1,150.13	107,356.06
MacEwan, Cody	Halifax Regional Police	Police Constable	152,479.62	4,703.87	157,183.49
MacFarlane, Derek	Halifax Regional Police	Police Constable	149,089.29	363.08	149,452.37
MacFarlane, Sean	Halifax Regional Police	Police Constable	126,003.05	363.08	126,366.13
MacGregor, Jared	Halifax Regional Police	Police Constable	134,408.95	3,310.53	137,719.48
MacInnis, James	Fire & Emergency Services	Training Officer	167,569.90	263.07	167,832.97
MacInnis, Melissa	Halifax Regional Police	Communications Advisor	101,428.60	63.08	101,491.68
MacIntyre, Erin	Planning & Development	Director Current Planning	152,155.58	2,299.33	154,454.91
MacIntyre, Roderick	Public Works	Director Traffic & Parking Management	141,408.14	9,128.24	150,536.38
MacIsaac, Craig	Fire & Emergency Services	Training Officer	135,124.19	263.07	135,387.26
MacIsaac, David	Public Works	Manager Active Transportation	110,747.45	8,132.92	118,880.37
MacIsaac, Greg	Parks & Recreation	Manager, Business Services	118,812.75	14.28	118,827.03
MacIsaac, Matthew	Halifax Regional Police	Police Constable	139,934.06	7,590.03	147,524.09
MacIsaac, Shawn	Halifax Regional Police	Police Constable	140,303.30	3,852.50	144,155.80
Mackay, Gregory	Property, Fleet & Environment	Project Manager	105,399.39	389.87	105,789.26
MacKay, Kristen	Halifax Regional Police	Police Constable	122,702.92	20,566.51	143,269.43
MacKay, Tracey	Halifax Regional Police	Emerg. Response Communicator Supervisor	102,094.95	2,063.06	104,158.01
MacKellar, Scott	Fire & Emergency Services	Captain	225,100.01	346.57	225,446.58
MacKenzie, Kyle	Halifax Regional Police	Police Constable	107,271.86	363.06	107,634.92
MacKenzie, Phillip	Halifax Regional Police	Sergeant	68,884.11	31,609.43	100,493.54
MacKenzie, Robert	Fire & Emergency Services	Captain	152,940.96	263.07	153,204.03
MacLaughlin, Devin	Halifax Regional Police	Police Constable	130,919.37	363.08	131,282.45
MacLean, Don	Halifax Regional Police	Chief of Police	227,856.70	859.54	228,716.24
MacLean, Iain	Legal & Legislative Services	Municipal Clerk	153,610.39	2,241.94	155,852.33
MacLean, James	Information Technology	Project Manager Information Technology	111,549.58	361.52	111,911.10

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
MacLean, John	Fire & Emergency Services	Divisional Captain Training	138,295.57	2,898.92	141,194.49
MacLennan, Allan	Halifax Regional Police	Police Constable	152,766.97	13,836.37	166,603.34
MacLeod, John	Halifax Regional Police	Police Constable F.B.P.	113,706.03	2,863.08	116,569.11
MacLeod, Scott	Halifax Regional Police	Sergeant	149,839.35	2,910.57	152,749.92
MacMillan, John	Property, Fleet & Environment	Lead Hand Mechanic	139,369.52	263.08	139,632.60
MacMullin, Robert	Halifax Regional Police	Police Constable	145,018.57	19,958.28	164,976.85
MacNeil, Adam	Fire & Emergency Services	Captain	150,427.76	263.07	150,690.83
MacNeil, Andrew	Halifax Regional Police	Police Constable	118,371.95	2,399.50	120,771.45
MacNeil, Lynn	Fire & Emergency Services	Captain	142,807.54	285.26	143,092.80
MacNeil, Phyllis	Legal & Legislative Services	Municipal Prosecutions Coordinator	76,899.52	24,557.77	101,457.29
MacNeil, Shamus	Fire & Emergency Services	Firefighter	112,264.87	263.07	112,527.94
MacPhail, Shane	Finance & Asset Management	Team Lead Financial Business Partner	103,837.59	1,340.72	105,178.31
MacPherson, John	Property, Fleet & Environment	Executive Director Property, Fleet & Env	204,817.33	1,816.04	206,633.37
MacVicar, Andrew	Halifax Regional Police	Police Constable	124,276.30	4,391.80	128,668.10
Madamombe, Marcelline	Finance & Asset Management	Finance Capital Business Partner	100,011.27	3,505.17	103,516.44
Maggio, Andrew	Fire & Emergency Services	Firefighter Engineer	139,128.79	263.07	139,391.86
Mahaney, Colin	Public Works	Winter Works Operator 2	103,360.61	511.07	103,871.68
Maheux, Nicolas	Fire & Emergency Services	Captain	156,120.80	263.07	156,383.87
Mailman, James	Fire & Emergency Services	Captain	164,982.11	263.07	165,245.18
Mailman, Paddy	Halifax Transit Services	Dispatch Supervisor	116,332.48	388.57	116,721.05
Malcolm, Joey	Halifax Regional Police	Police Constable	162,612.49	3,381.29	165,993.78
Mancini, Tony	Chief Administrative Office	Deputy Mayor	102,943.05	0.00	102,943.05
Mandru, Egist	Halifax Regional Police	Police Constable	112,907.40	1,963.08	114,870.48
Manley, Eric	Halifax Regional Police	Police Constable	124,185.26	1,963.08	126,148.34
Mann, Manpreet	Information Technology	Application Administrator	100,604.56	1,115.67	101,720.23
Manning, Matthew	Fire & Emergency Services	Firefighter	118,434.23	263.06	118,697.29
Manos, Jillian	Fire & Emergency Services	Firefighter	112,913.47	263.06	113,176.53
Mansvelt, John	Halifax Regional Police	Police Constable	124,916.10	7,839.25	132,755.35
Manuel, Andrew	Halifax Regional Police	Police Constable	111,984.68	363.07	112,347.75
Manuel, Owen	Halifax Transit Services	Mechanic	102,939.10	280.00	103,219.10
March, Craig	Fire & Emergency Services	Training Officer	180,556.98	263.07	180,820.05
March, Leonard	Fire & Emergency Services	Captain	202,805.82	263.08	203,068.90
March, Patrick	Fire & Emergency Services	Firefighter	126,027.38	263.08	126,290.46
Marinelli, Chris	Halifax Regional Police	Divisional Commander East & West Patrol	163,849.23	3,163.11	167,012.34
Marinelli, Nicholas	Halifax Regional Police	Police Constable	130,394.58	791.80	131,186.38
Mark, Jennifer	Fire & Emergency Services	Policy&Business Initiatives Coordinator	107,903.78	230.08	108,133.86
Marr, Karen	Legal & Legislative Services	Coordinator	111,029.65	1,442.70	112,472.35
Marriott, Jason	Halifax Regional Police	Police Constable	246,093.45	4,221.55	250,315.00
Marshall, Trevor	Fire & Emergency Services	Captain	186,670.01	451.63	187,121.64
Martel, Julie	Fire & Emergency Services	Firefighter	118,037.85	263.07	118,300.92
Martell, Hayden	Halifax Regional Police	Police Constable	114,338.98	1,900.00	116,238.98
Martell, Michelle	Fire & Emergency Services	Firefighter Engineer	116,838.17	263.08	117,101.25
Martin, Angela	Information Technology	Business Relationship Manager	102,447.07	1,478.11	103,925.18
Martin, Benjamin	Halifax Regional Police	Emerg. Response Communicator Supervisor	106,095.35	2,063.08	108,158.43
Martin, Bryant	Fire & Emergency Services	Firefighter	114,050.40	263.07	114,313.47
Martin, Christina	Halifax Regional Police	Divisional Commander Administration	156,332.66	2,459.52	158,792.18
Martin, Christopher	Fire & Emergency Services	Firefighter	111,480.13	263.06	111,743.19
Martin, Scott	Halifax Regional Police	Employee Assistance Program Coordinator	122,944.91	4,318.02	127,262.93
Martin, Sean	Halifax Regional Police	Sergeant	133,001.44	2,946.56	135,948.00
Martino, Elise	Legal & Legislative Services	Solicitor	109,217.16	24,306.90	133,524.06
Martyn, Stephen	Fire & Emergency Services	Platoon Captain	171,879.32	263.07	172,142.39
Mason, Crystal	Fire & Emergency Services	Firefighter	112,472.95	263.06	112,736.01
Mason, John	Property, Fleet & Environment	Manager Building Operations	121,155.66	972.01	122,127.67
Mason, Jonathan	Halifax Regional Police	Police Constable	120,941.36	12,031.92	132,973.28

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Mason, Robert	Fire & Emergency Services	Captain	139,394.81	385.28	139,780.09
Mason, Steven	Halifax Regional Police	Police Constable F.B.P.	119,885.84	1,917.19	121,803.03
Mather, Liam	Chief Administrative Office	Manager Internal Communications	108,091.78	63.08	108,154.86
Matheson, Dave	Fire & Emergency Services	Firefighter	111,822.14	305.06	112,127.20
Matheson, Michael	Property, Fleet & Environment	Fleet Coordinator	106,512.35	2,000.85	108,513.20
Mathieu, Jeffrey	Fire & Emergency Services	Firefighter Engineer	117,983.66	263.09	118,246.75
Matthews, Andrew	Halifax Regional Police	Deputy Chief	179,717.29	2,459.52	182,176.81
Mattie, Derrick J	Fire & Emergency Services	Captain	140,576.20	263.06	140,839.26
Mattie, Leonard B	Fire & Emergency Services	Platoon Captain	181,966.36	351.82	182,318.18
Mattie, Melissa	Fire & Emergency Services	Firefighter Engineer	139,352.39	263.08	139,615.47
Maxwell, Mark	Halifax Regional Police	Police Constable	133,857.38	1,649.24	135,506.62
Mayer, Richard	Halifax Regional Police	Police Constable	124,020.63	6,257.98	130,278.61
McAulay, Jeffery	Public Works	Manager Engineering & Contract Services	126,522.54	882.84	127,405.38
McCarthy, Derek	Fire & Emergency Services	Firefighter	113,048.64	263.07	113,311.71
McCormack, Stephen	Halifax Regional Police	Staff Sergeant F.B.S.	140,337.07	5,410.00	145,747.07
McCormack, William	Fire & Emergency Services	Firefighter	111,835.50	263.05	112,098.55
McCormick, Justin	Halifax Regional Police	Police Constable	144,827.15	363.08	145,190.23
McCrum, Andrew	Halifax Regional Police	Police Constable	121,943.04	7,332.48	129,275.52
McCulley, Garrett	Halifax Regional Police	Police Constable	137,875.14	1,363.08	139,238.22
McCulley, Stuart	Halifax Regional Police	Police Constable	119,795.87	363.07	120,158.94
McCulloch, Trudi	Halifax Regional Police	Police Constable	135,344.17	1,963.07	137,307.24
McCullough, Janna	Halifax Regional Police	Police Constable	115,420.27	3,953.61	119,373.88
McCurdy, Kara	Fire & Emergency Services	Wildfire Mitigation Program Manager	116,327.24	0.00	116,327.24
McDonald, Brian	Halifax Transit Services	Access-A-Bus Operator	121,630.35	395.27	122,025.62
McDonald, John	Fire & Emergency Services	Firefighter	112,887.05	263.07	113,150.12
McEachern, Alexander	Halifax Regional Police	Police Constable	126,165.13	2,077.96	128,243.09
McGrath, Anthony	Halifax Regional Police	Police Constable	125,942.57	3,963.08	129,905.65
McGrath, David	Finance & Asset Management	Senior Business Analyst	101,950.15	1,970.59	103,920.74
McGrath, John Patrick	Parks & Recreation	Manager Aquatic & Inclusion Services	110,594.42	63.07	110,657.49
McGrath, Justin	Halifax Regional Police	Police Constable F.B.P.	126,822.25	5,025.41	131,847.66
McIsaac, Carol	Halifax Regional Police	Police Constable	114,580.17	2,863.08	117,443.25
McIsaac, Parker	Halifax Regional Police	Sergeant	169,098.38	363.08	169,461.46
McIvor, Karl	Halifax Regional Police	Police Constable	144,483.93	1,220.52	145,704.45
McIvor, Kellie	Parks & Recreation	Manager, Culture & Community	105,606.35	1,476.66	107,083.01
McLaughlin, Darryl	Fire & Emergency Services	Firefighter Engineer	125,625.77	263.06	125,888.83
McLean, Aaron	Finance & Asset Management	Deputy Treasurer	106,853.57	623.83	107,477.40
McLellan, Brad	Halifax Regional Police	Sergeant	169,388.57	1,542.05	170,930.62
McLellan, Todd	Halifax Regional Police	Police Constable	114,439.96	2,391.80	116,831.76
McLeod, Christopher	Halifax Regional Police	Police Constable F.B.P.	125,190.74	4,971.81	130,162.55
McLeod, Nicholas	Fire & Emergency Services	Firefighter	117,841.45	263.08	118,104.53
McMackin, Lana-Nicole	Halifax Regional Police	Police Constable	111,460.18	2,863.08	114,323.26
McMahon, Christopher	Halifax Regional Police	Police Constable F.B.P.	142,955.76	3,963.07	146,918.83
McNamara, Chad	Halifax Regional Police	Police Constable F.B.P.	111,460.18	363.08	111,823.26
McNamara, Keegan	Fire & Emergency Services	Firefighter	112,844.82	263.08	113,107.90
McNaughton, Myra	Halifax Regional Police	Police Constable	118,552.43	7,597.73	126,150.16
McNeil, Jason	Halifax Regional Police	Sergeant	181,484.63	3,963.06	185,447.69
McNeil, John	Halifax Regional Police	Sergeant F.B.P.	172,341.72	363.07	172,704.79
McNeil, Joshua	Halifax Regional Police	Police Constable	111,902.87	1,963.08	113,865.95
McPherson, Nicholas	Halifax Regional Police	Police Constable	106,022.48	12,363.53	118,386.01
Meagher, Brendan	Fire & Emergency Services	Captain	165,334.73	263.07	165,597.80
Meech, Brady	Halifax Regional Police	Police Constable	132,880.97	12,688.78	145,569.75
Mehner, Andrea	Public Works	Manager Streets, Active Transp&Sidewalks	117,366.50	2,415.07	119,781.57
Meisner, Derrick	Halifax Regional Police	Sergeant	131,771.01	363.08	132,134.09
Meisner, Jason	Halifax Regional Police	Police Constable	123,793.58	2,863.08	126,656.66

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Meisner, Tyson	Fire & Emergency Services	Captain	176,047.24	263.08	176,310.32
Melanson, Ian	Fire & Emergency Services	Firefighter	112,135.68	263.08	112,398.76
Meldrum, David	Fire & Emergency Services	Deputy Chief - Performance & Safety	182,578.67	1,358.96	183,937.63
Melvin, Brent	Fire & Emergency Services	Captain	179,264.20	263.07	179,527.27
Meredith, Leeann	Fire & Emergency Services	Captain	173,004.57	263.08	173,267.65
Mersereau, Emily	Halifax Regional Police	Police Constable	146,280.90	4,733.77	151,014.67
Meshal, Ashraf	Halifax Regional Police	Police Constable	113,463.96	1,963.08	115,427.04
Messervey, Clarence	Fire & Emergency Services	Captain	138,853.98	36,348.63	175,202.61
Miedema, Shannon	Property, Fleet & Environment	Director, Environment & Climate Change	129,064.26	10,959.83	140,024.09
Millacet, Gustavo	Halifax Transit Services	Ferry Captain	114,018.60	583.08	114,601.68
Millaire, Steve	Halifax Regional Police	Police Constable	111,460.18	363.08	111,823.26
Miller, Christopher	Fire & Emergency Services	Firefighter	116,913.44	227.15	117,140.59
Miller, Jeffrey	Public Works	Contract Supervisor	123,154.93	300.67	123,455.60
Miller, Michael	Fire & Emergency Services	Firefighter Engineer	117,983.66	263.09	118,246.75
Miller, Nancy	Halifax Regional Police	Sergeant	127,872.60	14,409.49	142,282.09
Mills, Kimberly	Public Works	Works Supervisor	100,937.87	164.07	101,101.94
Misener, Rodney	Fire & Emergency Services	Firefighter Engineer	133,869.20	263.08	134,132.28
Misner, Karen	Halifax Regional Police	Police Constable	114,781.90	2,363.08	117,144.98
Mitchell, Basil	Fire & Emergency Services	BA Technician	114,083.00	430.07	114,513.07
Mitchell, Jason	Halifax Regional Police	Police Constable	114,174.13	363.08	114,537.21
Mitchell, Matthew	Fire & Emergency Services	Firefighter	117,298.81	278.65	117,577.46
Mitchell, Spencer	Fire & Emergency Services	Captain	119,348.61	263.07	119,611.68
Mombourquette, Jermaine	Fire & Emergency Services	Training Officer	117,884.37	63.06	117,947.43
Mongia, Vipin	Halifax Transit Services	Conventional Transit Operator	100,680.71	196.17	100,876.88
Mood, Jason	Halifax Regional Police	Police Constable	107,244.22	529.76	107,773.98
Moore, Adam	Halifax Regional Police	Police Constable	134,076.62	6,204.39	140,281.01
Moore, Edward	Fire & Emergency Services	Captain	138,924.08	263.06	139,187.14
Moore, Julie	Halifax Regional Police	Training and Curriculum Consultant	106,002.19	63.08	106,065.27
Moore, Keigan	Property, Fleet & Environment	Mechanic EVT	106,683.22	263.08	106,946.30
Moore, Lee	Parks & Recreation	Manager Youth Programs	106,464.37	63.08	106,527.45
Moore, Sheena	Property, Fleet & Environment	Project Manager	100,384.23	1,505.69	101,889.92
Moore, Stephen	Fire & Emergency Services	Captain	136,111.09	263.07	136,374.16
Moore, William	Chief Administrative Office	Commissioner of Public Safety	206,426.52	0.00	206,426.52
Moores, Jason	Fire & Emergency Services	Captain	151,264.29	263.07	151,527.36
Moran, Heather	Halifax Regional Police	Police Constable	111,460.18	3,963.08	115,423.26
Morash, Amanda	Halifax Regional Police	Police Constable	108,064.16	7,758.50	115,822.66
Morash, Ryan	Halifax Regional Police	Police Constable F.B.P.	114,839.35	5,815.27	120,654.62
Morris, Ryan	Halifax Regional Police	Police Constable	158,514.58	2,077.96	160,592.54
Morrison, Hugh	Public Works	Manager Construction Services	124,371.09	2,372.26	126,743.35
Morrison, Jillian	Public Works	Manager, Traffic Services and Road Safet	119,552.40	2,983.29	122,535.69
Morse, Kathryn	Chief Administrative Office	Councillor	100,408.08	0.00	100,408.08
Mosher, Bruce	Fire & Emergency Services	Captain	167,259.21	263.07	167,522.28
Mosher, Kyle	Fire & Emergency Services	Firefighter	127,281.17	293.09	127,574.26
Muir, Kyle	Halifax Regional Police	Police Constable	117,286.38	10,866.72	128,153.10
Muise, Troy	Halifax Transit Services	Conventional Transit Operator	103,364.97	213.07	103,578.04
Munroe, Wayne	Property, Fleet & Environment	Mechanic EVT	136,673.90	304.82	136,978.72
Murnaghan, Aaron	Planning & Development	Manager, Housing Accelerator Fund	108,578.98	1,179.85	109,758.83
Murphy, Angela	Property, Fleet & Environment	Director Municipal Facilities Maint & Op	128,633.32	63.07	128,696.39
Murphy, Breton	Chief Administrative Office	Managing Dir. Corporate Communications	151,871.68	63.08	151,934.76
Murphy, Douglas	Parks & Recreation	Manager Sport & Scheduling	117,720.03	63.07	117,783.10
Murphy, Edward	Legal & Legislative Services	Solicitor	124,511.96	26,457.32	150,969.28
Murphy, Jeffery	Fire & Emergency Services	Firefighter Engineer	129,395.96	316.08	129,712.04
Murphy, Justin	Halifax Regional Police	Police Constable -Drugs	129,250.82	5,034.88	134,285.70
Murphy, Matthew	Halifax Regional Police	Police Constable	127,818.44	4,481.80	132,300.24

Halifax Regional Municipality

Statement of Compensation

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Year Ended March 31, 2025

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Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Murray, Brad	Halifax Regional Police	Police Constable	132,849.67	2,552.57	135,402.24
Murray, Christopher	Fire & Emergency Services	Firefighter	113,329.72	263.06	113,592.78
Murray, Jennifer	Halifax Regional Police	Police Constable	112,464.38	3,963.08	116,427.46
Myers, Melissa	Chief Administrative Office	Advisor Diversity & Inclusion	94,156.65	6,613.76	100,770.41
Naidoo, Nalini	Planning & Development	Director, Strategic Projects	153,896.91	1,250.97	155,147.88
Nait El Caid, Redouane	Fire & Emergency Services	Firefighter	108,840.72	449.88	109,290.60
Nash, Lucas	Fire & Emergency Services	Firefighter	118,552.02	263.06	118,815.08
Nasry, Ahmed	Halifax Regional Police	Police Constable	113,465.41	5,936.44	119,401.85
Nause, Scott	Fire & Emergency Services	Firefighter Engineer	132,806.85	263.07	133,069.92
Nearing, Kelsey	Legal & Legislative Services	Solicitor	127,735.23	17,237.99	144,973.22
Neilan, Jordan	Halifax Regional Police	Police Constable	128,961.72	363.07	129,324.79
Newbould, Eric	Human Resources	Manager Health	116,445.32	513.53	116,958.85
Newton, Brandon D	Fire & Emergency Services	Captain	151,030.35	263.08	151,293.43
Nichols, Carolyn	Halifax Regional Police	Superintendent Patrol	162,625.61	2,799.23	165,424.84
Nicholson, Jeffrey	Halifax Regional Police	Police Constable F.B.P.	111,460.19	6,459.51	117,919.70
Nickerson, Barry	Public Works	Waste Resource Engineer	103,457.19	418.18	103,875.37
Nickerson, Philip	Public Works	Supervisor, Design Engineering	120,999.88	423.46	121,423.34
Nielsen, Donavin	Halifax Transit Services	Conventional Transit Operator	105,233.74	260.27	105,494.01
Nielsen, Illya	Halifax Regional Police	Police Constable	138,991.67	1,363.07	140,354.74
Nightingale, Peter	Community Safety	Manager License Standards	108,390.35	824.28	109,214.63
Nisbet, Bradley	Fire & Emergency Services	Firefighter	102,723.74	296.08	103,019.82
Nolan, Laura	Human Resources	Director Employee Relations	155,061.78	6,119.68	161,181.46
Norris, Devon	Halifax Regional Police	Police Constable	127,499.22	4,059.12	131,558.34
Novakovic, Bojan	Halifax Regional Police	Police Constable	124,111.12	2,574.94	126,686.06
Nowlan, Crystal	Finance & Asset Management	Director Asset Management	143,605.28	1,751.96	145,357.24
Oakley, Edward	Fire & Emergency Services	Captain	140,289.22	263.06	140,552.28
Oakley, Michelle	Halifax Regional Police	Police Constable	150,075.65	363.08	150,438.73
O'Brien, Dale	Fire & Emergency Services	Firefighter	113,445.89	263.08	113,708.97
O'Brien, Ghyslain	Fire & Emergency Services	Firefighter	112,016.76	263.07	112,279.83
O'Brien, Kenneth	Halifax Regional Police	Police Constable	124,613.71	7,704.91	132,318.62
O'Connell, Shannon	Planning & Development	Senior Program Engineer	117,752.72	1,474.85	119,227.57
O'Dea, Conor	Chief Administrative Office	Senior Policy Advisor	132,628.96	2,556.17	135,185.13
O'Donnell, Christopher	Fire & Emergency Services	Firefighter Engineer	116,026.73	263.06	116,289.79
O'Donnell, James	Fire & Emergency Services	Firefighter Engineer	120,148.08	263.06	120,411.14
O'Laughlin, Brandon	Fire & Emergency Services	Firefighter	110,390.77	263.06	110,653.83
O'Laughlin, David	Fire & Emergency Services	Firefighter Engineer	113,818.99	263.06	114,082.05
O'Neill, Daniel	Halifax Regional Police	Police Constable	197,953.45	6,250.27	204,203.72
O'Neill, Jarrod	Fire & Emergency Services	Firefighter Engineer	122,190.31	263.06	122,453.37
O'Neill, Patrick	Halifax Regional Police	Police Constable F.B.P.	144,811.66	1,963.07	146,774.73
O'Neill, Sara	Halifax Regional Police	Booking Technician	120,778.23	363.07	121,141.30
Orabi, Nael	Halifax Regional Police	Police Constable	114,896.93	10,330.82	125,227.75
Orajiaka, Stanley	Information Technology	Network Administrator II	103,195.14	1,963.34	105,158.48
Orton, Genevieve	Fire & Emergency Services	Firefighter	110,208.01	369.17	110,577.18
O'Toole, Cathie	Chief Administrative Office	Chief Administrative Officer	299,954.05	12,464.64	312,418.69
Pace, David	Fire & Emergency Services	Platoon Captain	140,015.43	263.06	140,278.49
Palmer, Brian	Halifax Regional Police	Sergeant	135,277.99	12,161.21	147,439.20
Panchal, Jigar	Halifax Transit Services	Access-A-Bus Operator	103,446.47	303.07	103,749.54
Pappas, Michael	Finance & Asset Management	Director Corporate Planning	131,662.95	230.06	131,893.01
Paquet, Andrew	Halifax Regional Police	Police Constable	116,122.36	11,027.49	127,149.85
Parasram, Amit	Halifax Regional Police	Divisional Commander Information Mgmt	135,129.34	2,046.56	137,175.90
Parent, Daniel	Halifax Regional Police	Police Constable	159,671.92	1,963.08	161,635.00
Paris, Chadwick	Fire & Emergency Services	Firefighter	125,325.23	263.06	125,588.29
Paris, Danielle	Finance & Asset Management	Manager, Accounting Operations	123,891.56	3,124.55	127,016.11
Paris, Donna Lee	Halifax Regional Police	Police Constable	170,965.30	23,148.29	194,113.59

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Paris, Jeffery	Fire & Emergency Services	Captain	177,462.18	263.07	177,725.25
Parker, Adam	Fire & Emergency Services	Firefighter	104,115.86	333.87	104,449.73
Parker, Amanda	Halifax Regional Police	Emergency Response Communicator	104,558.72	2,063.06	106,621.78
Parker, Matthew H	Fire & Emergency Services	Firefighter	136,276.54	290.50	136,567.04
Parker, Matthew J	Fire & Emergency Services	Captain	158,429.92	263.07	158,692.99
Parker, Ronald	Fire & Emergency Services	Firefighter Engineer	119,650.84	263.09	119,913.93
Parks, Nicholas	Public Works	Traffic Signal & Street Light Technician	100,880.10	63.07	100,943.17
Parris, Gerald	Fire & Emergency Services	Firefighter	106,693.25	375.31	107,068.56
Parsons, Andrew	Halifax Regional Police	Police Constable	180,499.82	7,704.91	188,204.73
Parsons, Darcy	Fire & Emergency Services	Captain	135,214.28	263.07	135,477.35
Parsons, David	Fire & Emergency Services	Firefighter Engineer	120,675.69	263.08	120,938.77
Parsons, Edward	Fire & Emergency Services	Captain	143,723.16	263.07	143,986.23
Parsons, Jason	Fire & Emergency Services	Captain	191,019.86	263.07	191,282.93
Parsons, Sean	Fire & Emergency Services	Firefighter Engineer	132,798.54	263.08	133,061.62
Patel, Mustakim	Information Technology	Senior Service Desk Analyst	100,660.32	88.12	100,748.44
Patriquin, Allison	Fire & Emergency Services	Manager Fire Inspection Services	116,369.04	454.15	116,823.19
Patriquin, Jeffrey	Halifax Regional Police	Police Constable	159,247.27	5,607.19	164,854.46
Patterson, Dawson	Planning & Development	Manager Building Standards	108,451.34	402.18	108,853.52
Patterson, Scott	Fire & Emergency Services	Firefighter	106,270.21	403.28	106,673.49
Payne, Hannah	Halifax Regional Police	Police Constable	117,344.13	363.08	117,707.21
Payne, Jamie	Halifax Regional Police	Sergeant	142,075.32	8,670.93	150,746.25
Pecarski, Edmund	Property, Fleet & Environment	Manager, Facility Renewal	112,872.87	374.11	113,246.98
Peddle, Arthur	Property, Fleet & Environment	Mechanic EVT	122,135.76	263.08	122,398.84
Peers, Tony	Fire & Emergency Services	Firefighter Engineer	129,728.00	263.08	129,991.08
Pellerine, Donald	Public Works	Manager Streets, Active Transp&Sidewalks	128,238.52	2,541.20	130,779.72
Penfound, Dianne	Halifax Regional Police	Police Constable	113,252.10	1,963.08	115,215.18
Penfound, William	Halifax Regional Police	Police Constable	140,343.48	363.07	140,706.55
Penny, Carolyn	Finance & Asset Management	Senior Financial Consultant	103,684.82	1,102.58	104,787.40
Penny-King, Cheryl	Halifax Regional Police	Police Constable	152,149.39	3,900.01	156,049.40
Pepler, Nicholas	Halifax Regional Police	Staff Sergeant	149,615.76	4,463.06	154,078.82
Pepper, Jacqueline	Finance & Asset Management	Manager Corporate Performance	113,515.42	981.13	114,496.55
Peroni, Bryan	Halifax Regional Police	Police Constable	115,334.05	3,578.48	118,912.53
Perrier, Craig	Fire & Emergency Services	Captain	135,394.70	263.07	135,657.77
Perrin, Leah	Planning & Development	Manager Regional Planning	107,140.31	1,316.89	108,457.20
Perrin, Stephen	Halifax Transit Services	Fleet Supervisor	100,050.24	63.08	100,113.32
Perry, Darla	Halifax Regional Police	President HRP	156,044.20	2,863.07	158,907.27
Peters, Matthew	Halifax Regional Police	Sergeant	159,906.98	12,963.06	172,870.04
Peterson, Kimberly	Property, Fleet & Environment	Manager, Facility & Contract Services	100,289.69	63.07	100,352.76
Phillips, Tanya	Community Safety	Manager Bylaw Standards	117,917.31	63.07	117,980.38
Piedrahita, Ignacio	Halifax Transit Services	Conventional Transit Operator	100,076.85	213.07	100,289.92
Pierce, Mark	Halifax Regional Police	Police Constable	128,780.08	1,363.08	130,143.16
Pierce-Goodland, Victoria	Halifax Transit Services	Director Employee Support & Development	117,742.01	1,110.69	118,852.70
Piercey, Lorne	Fire & Emergency Services	Firefighter	151,772.11	263.07	152,035.18
Pike, Jonathan	Fire & Emergency Services	Firefighter	104,280.85	263.07	104,543.92
Pike, Leigh	Halifax Regional Police	Police Constable	198,244.68	363.08	198,607.76
Pike, Margaret	Planning & Development	Manager, Transformation & Innovation	110,019.97	63.09	110,083.06
Pitts, Dennis	Fire & Emergency Services	District Chief	184,148.47	63.06	184,211.53
Pitts, Lucas	Public Works	Executive Director Public Works	206,155.14	3,260.99	209,416.13
Plater, Joel	Legal & Legislative Services	Chief Risk Officer/Manager, Risk & Insur	128,015.84	666.80	128,682.64
Pluta, Christian	Halifax Regional Police	Police Constable	116,247.72	4,463.08	120,710.80
Poole, Chris	Parks & Recreation	Superintendent Parks East	119,474.86	1,040.53	120,515.39
Pope, Stephen	Halifax Regional Police	Police Constable F.B.P.	109,089.65	6,194.90	115,284.55
Postolovic, Dusan	Halifax Regional Police	Police Constable	124,523.52	416.07	124,939.59
Pothier, Brian	Halifax Regional Police	Police Constable	146,460.56	363.08	146,823.64

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Pothier, Jeffrey	Halifax Regional Police	Police Constable	137,347.90	25,184.72	162,532.62
Pottie, Matthew	Halifax Transit Services	Conventional Transit Operator	102,200.02	263.07	102,463.09
Powell, Christopher	Fire & Emergency Services	Firefighter	124,000.73	263.06	124,263.79
Powell, Ronald	Fire & Emergency Services	Captain	196,082.78	263.08	196,345.86
Power, Laura	Human Resources	Manager Benefits & Employee Services	113,192.56	574.06	113,766.62
Power, Phil	Halifax Regional Police	Sergeant	142,835.19	14,647.56	157,482.75
Power, Walter	Halifax Transit Services	Conventional Transit Operator	101,184.02	213.07	101,397.09
Power-Garrett, Holly	Finance & Asset Management	Manager Capital & Asset Management	118,488.56	4,001.44	122,490.00
Praught, Andrew	Halifax Regional Police	Police Constable	116,021.76	1,791.81	117,813.57
Prest, Natasha	Fire & Emergency Services	Captain	146,994.45	263.08	147,257.53
Pride, Shelley	Parks & Recreation	Aquatic Specialist	100,409.13	63.07	100,472.20
Prodger, Christopher	Halifax Regional Police	Police Constable	87,678.19	16,956.16	104,634.35
Prowse, Lanna	Finance & Asset Management	Coordinator, Executive Director FAM	103,209.85	146.56	103,356.41
Pryde, Mark	Fire & Emergency Services	Firefighter Engineer	71,251.88	29,225.34	100,477.22
Pryor, E. Jane	Finance & Asset Management	Director Procurement	152,928.28	5,309.08	158,237.36
Puffer, Scott	Halifax Regional Police	Police Constable	121,590.84	363.07	121,953.91
Pulsifer, Jeffrey	Halifax Regional Police	Police Constable	173,362.38	358.16	173,720.54
Purdy, Patricia	Chief Administrative Office	Councillor	100,408.08	0.00	100,408.08
Pyke, Corey	Fire & Emergency Services	Firefighter	112,888.00	263.07	113,151.07
Pyle, Kurt	Planning & Development	Manager, Culture, Heritage & Planning In	118,613.25	2,342.07	120,955.32
Quinn, Alexander	Parks & Recreation	Construction Project Manager	115,207.64	1,787.49	116,995.13
Rada, Jesalah	Fire & Emergency Services	Firefighter Engineer	116,844.98	263.06	117,108.04
Rafuse, Lawrence	Fire & Emergency Services	Firefighter Engineer	126,929.76	263.08	127,192.84
Rainault, Jared	Fire & Emergency Services	Firefighter Engineer	117,410.97	263.06	117,674.03
Rainault, Tanya	Halifax Regional Police	Police Constable	125,580.79	2,046.58	127,627.37
Ramey, Scott	Fire & Emergency Services	Assistant Chief	166,384.57	697.56	167,082.13
Rana, Anil	Halifax Regional Police	Police Constable	164,955.85	11,724.15	176,680.00
Randell, Michael	Halifax Regional Police	Police Constable	128,848.66	1,863.60	130,712.26
Rankin, Jeannie	Halifax Regional Police	Police Constable	111,460.18	2,363.08	113,823.26
Rasmussen, Barbara	Halifax Regional Police	Police Constable	149,347.14	13,884.93	163,232.07
Rasmussen, Eric	Fire & Emergency Services	Captain	170,044.02	263.06	170,307.08
Ratray, Myles	Halifax Regional Police	Police Constable	146,175.20	363.07	146,538.27
Ray, Simon	Fire & Emergency Services	Captain	152,975.43	263.06	153,238.49
Raymond, Mark	Halifax Regional Police	Police Constable	101,111.79	2,667.45	103,779.24
Reage, David	Office of Strategic Infrastructure &	Executive Director Strategic Infrastruct	219,208.30	13,623.95	232,832.25
Reeves, Marques	Halifax Regional Police	Sergeant	171,107.72	2,863.06	173,970.78
Reid, Jason	Halifax Regional Police	Police Constable	111,460.18	2,863.08	114,323.26
Rhodenizer, Clinton	Halifax Regional Police	Police Constable	113,665.69	363.08	114,028.77
Rhodes, Olivia	Halifax Regional Police	Police Constable	108,254.24	20,022.15	128,276.39
Richards, Heather	Fire & Emergency Services	Firefighter Engineer	125,016.24	263.09	125,279.33
Richardson, Holly	Chief Administrative Office	Senior Policy Advisor to the Mayor	109,559.22	3,330.47	112,889.69
Riggs, Thomas	Human Resources	Health & Wellness Specialist	100,425.84	1,873.26	102,299.10
Rix, Brian	Fire & Emergency Services	Firefighter Engineer	113,171.09	63.08	113,234.17
Roache, Lee Ann	Halifax Regional Police	Emerg. Response Communicator Supervisor	118,542.09	2,563.07	121,105.16
Roberge, Larry	Halifax Regional Police	Police Constable	137,845.52	6,642.33	144,487.85
Roberts, David	Halifax Regional Police	Police Constable	177,239.57	8,543.61	185,783.18
Roberts, Emma	Fire & Emergency Services	Firefighter	118,149.16	263.06	118,412.22
Robertson, Brian	Fire & Emergency Services	Firefighter Engineer	129,403.78	263.08	129,666.86
Robertson, Gregory	Halifax Regional Police	Superintendent Support Division	162,625.61	2,459.55	165,085.16
Robertson, Vicki	Finance & Asset Management	Director Revenue	135,303.07	1,257.21	136,560.28
Robia, Amos	Fire & Emergency Services	District Chief	159,473.82	63.06	159,536.88
Robichaud, John	Fire & Emergency Services	Captain	133,271.35	263.06	133,534.41
Robichaud, Sarah	Halifax Regional Police	Police Constable	134,433.27	791.80	135,225.07
Robinson, Craig	Halifax Regional Police	Sergeant	147,235.91	363.07	147,598.98

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Robinson, Kimberly	Halifax Regional Police	Divisional Commander-West	151,466.76	2,129.73	153,596.49
Roche, David	Fire & Emergency Services	Firefighter Engineer	139,288.68	263.08	139,551.76
Rodgers, Ben	Halifax Regional Police	Police Constable	118,843.88	8,776.71	127,620.59
Rogers, Brian	Fire & Emergency Services	Training Officer	123,071.15	2,709.15	125,780.30
Rogkas, Vasileios	Halifax Transit Services	Conventional Transit Operator	106,013.45	228.08	106,241.53
Romagnano, Miguel	Halifax Transit Services	Ferry Captain	110,793.99	791.32	111,585.31
Roosen, Bruce	Information Technology	Director Cybersecurity	139,194.69	146.57	139,341.26
Roren, Karsten	Halifax Transit Services	Fleet Supervisor	104,201.56	250.07	104,451.63
Ross, Heather	Fire & Emergency Services	Firefighter	102,591.67	340.70	102,932.37
Ross, Melanie	Halifax Regional Police	Police Constable	180,247.63	3,963.08	184,210.71
Rubarth, Ben	Halifax Regional Police	Police Constable	122,908.72	1,220.52	124,129.24
Rudderham, Walter	Halifax Transit Services	Conventional Transit Operator	100,974.39	245.28	101,219.67
Ruel, Christian	Fire & Emergency Services	Firefighter Engineer	116,838.17	346.58	117,184.75
Rutte, Cornelis	Fire & Emergency Services	Firefighter	132,431.74	346.58	132,778.32
Ryan, Denise	Chief Administrative Office	Senior Policy Advisor	122,398.13	1,494.66	123,892.79
Ryan, Maureen	Legal & Legislative Services	Solicitor	166,589.36	9,700.54	176,289.90
Ryan, Peter	Fire & Emergency Services	Firefighter Engineer	134,974.23	263.07	135,237.30
Salgueiro, Santiago	Fire & Emergency Services	Firefighter	112,501.13	263.07	112,764.20
Samaha, Andrew	Halifax Regional Police	Police Constable	154,066.34	1,649.24	155,715.58
Sampson, Michael	Fire & Emergency Services	Training Officer	155,081.89	263.07	155,344.96
Samson, Sherri	Halifax Regional Police	Police Constable	124,004.41	1,363.08	125,367.49
Sanders, Franciscus	Legal & Legislative Services	Lead Privacy Program	105,908.72	2,168.12	108,076.84
Sanford, Michael	Halifax Regional Police	Police Constable	132,443.21	15,181.08	147,624.29
Sangster, Bruce	Fire & Emergency Services	District Chief	232,241.32	63.08	232,304.40
Sangster, Lucas	Fire & Emergency Services	Firefighter Engineer	137,987.76	263.08	138,250.84
Santilli, Marc	Halifax Transit Services	Manager Technical Services	117,781.24	977.95	118,759.19
Sarty, Caleb	Halifax Regional Police	Police Constable	116,624.28	363.08	116,987.36
Savage, Mike	Chief Administrative Office	Mayor	132,363.12	0.00	132,363.12
Sawa, Simon	Fire & Emergency Services	Firefighter	121,865.25	263.06	122,128.31
Sayer, Roger	Halifax Regional Police	Sergeant	148,283.57	17,689.82	165,973.39
Schultz, Cody	Halifax Regional Police	Police Constable	213,047.71	38,251.20	251,298.91
Scott, Conor	Fire & Emergency Services	Captain	118,605.58	263.08	118,868.66
Scoville, David	Halifax Transit Services	Conventional Transit Operator	120,003.16	223.08	120,226.24
Scoville, Dennis	Halifax Transit Services	Conventional Transit Operator	103,668.58	213.08	103,881.66
Sears, Michael	Fire & Emergency Services	Captain	149,600.57	263.06	149,863.63
Seebold, Jeffrey	Halifax Regional Police	Police Constable	158,569.86	6,106.68	164,676.54
Selim-Omar, Rehber	Fire & Emergency Services	Firefighter	110,940.83	263.06	111,203.89
Selk, Nichole	Fire & Emergency Services	Firefighter	102,894.07	263.07	103,157.14
Sexton, Harold	Property, Fleet & Environment	Mechanic EVT	178,273.04	263.07	178,536.11
Shaffelburg, Paul	Information Technology	Director Data Analytics & Visualization	146,817.69	146.57	146,964.26
Shaffner, Benjamin	Fire & Emergency Services	Firefighter	113,065.35	263.07	113,328.42
Shannahan, Michael	Fire & Emergency Services	Captain	128,851.59	263.07	129,114.66
Shannon, Beate	Public Works	Manager Service Delivery & Asset Control	120,207.76	230.08	120,437.84
Shannon, Jason	Halifax Regional Police	Police Constable F.B.P.	157,130.20	3,963.08	161,093.28
Sharma, Sanjeev	Information Technology	ERP Functional Consultant	107,137.83	104.82	107,242.65
Sheppard, Justin	Halifax Regional Police	Sergeant F.B.P.	173,303.69	10,345.08	183,648.77
Sheppard, Keith	Fire & Emergency Services	Communications Technician	104,908.85	263.06	105,171.91
Sheppard, Tim	Halifax Regional Police	Police Constable	156,054.37	1,963.08	158,017.45
Sherwood, Anne	Public Works	Director, Tran Design & Construction Ser	147,351.26	3,273.74	150,625.00
Sherwood, Robin	Halifax Regional Police	Police Constable	126,223.15	1,963.08	128,186.23
Shewfelt, Richard	Halifax Regional Police	Digital Forensics Technician	109,819.40	1,663.06	111,482.46
Shirley, Shawna	Parks & Recreation	Area Manager	106,612.18	63.08	106,675.26
Shreenan, Jodie	Human Resources	Manager, Talent Development	115,257.66	146.58	115,404.24
Shulman, Wendy	Fire & Emergency Services	Program Manager Fire & Emerg Vol Sector	112,045.69	720.06	112,765.75

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Siciliano, Amy	Community Safety	Public Safety Advisor	113,076.36	6,033.58	119,109.94
Sidney, Matthew	Fire & Emergency Services	Firefighter	105,484.77	263.08	105,747.85
Silver, Shawn	Information Technology	System Administrator II	109,442.73	104.83	109,547.56
Simmonds, Antonio	Halifax Regional Police	Deputy Chief	179,717.29	1,663.06	181,380.35
Simmonds, Antron	Halifax Transit Services	Conventional Transit Operator	106,690.37	213.07	106,903.44
Simmons, Steve	Fire & Emergency Services	Firefighter Engineer	117,916.44	263.09	118,179.53
Simms, Bradley	Fire & Emergency Services	Captain	141,236.41	263.06	141,499.47
Sinclair, Louis	Fire & Emergency Services	Firefighter Engineer	84,951.38	29,136.43	114,087.81
Singh, Abhishek	Finance & Asset Management	Senior Performance Analyst	103,162.91	346.25	103,509.16
Singh, Bikramjit	Halifax Regional Police	Police Constable	124,129.50	18,637.27	142,766.77
Singh, Gursharan	Information Technology	Manager, Business Solutions & Testing	133,738.91	63.08	133,801.99
Singh, Herminder	Halifax Transit Services	Conventional Transit Operator	99,825.55	204.40	100,029.95
Singh, Sanjeet	Information Technology	Cybersecurity Risk Analyst	100,906.79	888.41	101,795.20
Singh, Simran Jeet	Halifax Transit Services	Access-A-Bus Operator	114,370.42	473.08	114,843.50
Singh, Sukhvinder	Halifax Regional Police	Police Constable	99,265.15	19,762.66	119,027.81
Sivak, Benjamin	Planning & Development	Manager Planned Growth	114,265.49	4,020.99	118,286.48
Skelding, Shaun	Halifax Transit Services	Conventional Transit Operator	105,660.94	269.34	105,930.28
Slade, Monica	Halifax Regional Police	Police Constable	133,839.00	6,786.18	140,625.18
Slatter, Michael	Fire & Emergency Services	Training Officer	140,649.59	263.06	140,912.65
Slaunwhite, Earle	Fire & Emergency Services	Firefighter Engineer	117,983.66	263.09	118,246.75
Slaunwhite, David	Fire & Emergency Services	District Chief	187,116.11	63.08	187,179.19
Slaunwhite, Derk	Legal & Legislative Services	Solicitor	166,589.81	14,379.86	180,969.67
Slaunwhite, Jacob	Fire & Emergency Services	Firefighter	112,615.44	263.06	112,878.50
Slaunwhite, Jason	Human Resources	Director Employee Wellbeing	110,905.85	373.34	111,279.19
Slaunwhite, Kevin	Fire & Emergency Services	Captain	134,702.01	263.06	134,965.07
Slaunwhite, Stephen W.	Fire & Emergency Services	Firefighter Engineer	114,330.22	263.06	114,593.28
Smardon, Raymond	Fire & Emergency Services	Firefighter Engineer	117,570.51	263.08	117,833.59
Smeltzer, Erinn	Human Resources	Director, Talent Management	128,587.22	582.79	129,170.01
Smeltzer, Matt	Information Technology	Network Administrator II	126,932.31	298.37	127,230.68
Smith, Brenda	Halifax Regional Police	Police Constable	134,821.50	2,013.41	136,834.91
Smith, Brian	Halifax Transit Services	Access-A-Bus Operator	111,460.14	335.27	111,795.41
Smith, Craig	Halifax Regional Police	Police Constable	138,328.33	7,697.20	146,025.53
Smith, Daniel	Property, Fleet & Environment	Fleet Supervisor	112,940.11	188.30	113,128.41
Smith, David	Halifax Regional Police	Sergeant	165,564.25	2,363.07	167,927.32
Smith, Denise	Halifax Regional Police	Senior Policy Advisor	104,084.65	0.00	104,084.65
Smith, James	Halifax Regional Police	Police Constable F.B.P.	127,880.44	791.81	128,672.25
Smith, Jason	Fire & Emergency Services	Firefighter Engineer	122,810.94	263.06	123,074.00
Smith, Joanne	Halifax Regional Police	Research Coordinator	114,386.87	609.51	114,996.38
Smith, Kevin	Halifax Regional Police	Staff Sergeant	158,696.32	4,463.07	163,159.39
Smith, Matthew	Halifax Transit Services	Conventional Transit Operator	100,656.60	241.22	100,897.82
Smith, Meagan	Fire & Emergency Services	Training Officer	126,430.99	263.08	126,694.07
Smith, Michael	Halifax Regional Police	Police Constable	97,574.03	12,302.20	109,876.23
Smith, Robert	Public Works	Contract Supervisor	112,057.75	1,174.38	113,232.13
Smith, Rodney	Halifax Regional Police	Digital Forensics Technician	105,887.08	1,663.09	107,550.17
Smith, Tiffany	Finance & Asset Management	Manager, Service Delivery	120,836.93	2,778.15	123,615.08
Smith, Todd	Information Technology	ITSM Process Coordinator	101,823.62	456.89	102,280.51
Smithson, Brendon	Parks & Recreation	Director Regional Recreation Services	144,344.72	2,702.17	147,046.89
Snair, Patricia	Halifax Regional Police	Police Constable	134,537.22	3,963.08	138,500.30
Snooks, Christopher	Fire & Emergency Services	Firefighter	151,086.32	263.07	151,349.39
Snow, Ryan	Fire & Emergency Services	Firefighter	112,713.63	327.50	113,041.13
Soroka, Megan	Public Works	Program Manager	106,570.57	2,206.69	108,777.26
Spares, Jeff	Parks & Recreation	Manager Parks Capital Projects	138,943.89	1,216.44	140,160.33
Spekkens, John	Finance & Asset Management	Senior Performance Analyst	106,687.48	271.81	106,959.29
Spence, Carleton Mark	Fire & Emergency Services	Captain	144,927.17	263.06	145,190.23

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Speranza, Andréa	Fire & Emergency Services	Captain	181,490.77	263.07	181,753.84
Spinelli, Anthony	Office of Major Projects	Executive Director for the Office of Major Projects	228,942.57	132,454.78	361,397.35
Spriggs, Roger	Halifax Regional Police	Sergeant	137,072.72	17,361.76	154,434.48
Squires, Beth	Halifax Regional Police	Police Constable	111,460.18	2,863.08	114,323.26
Squires, Jason	Fire & Emergency Services	Captain	138,135.40	377.50	138,512.90
Stanley, Duane	Halifax Regional Police	Sergeant	158,709.43	2,863.08	161,572.51
Stanwood, Natalie	Fire & Emergency Services	Firefighter	111,061.76	392.18	111,453.94
Starrett, Christopher	Halifax Regional Police	Police Constable	163,947.08	1,963.08	165,910.16
Steele, David	Fire & Emergency Services	Firefighter	113,452.06	263.06	113,715.12
Steele, Warren	Halifax Regional Police	Police Constable F.B.P.	112,241.73	363.08	112,604.81
Stephenson, Todd	Halifax Regional Police	Police Constable	131,457.65	19,797.52	151,255.17
Stevens, Cody	Property, Fleet & Environment	Supervisor, Emergency Fleet	118,500.02	263.08	118,763.10
Stevens, Gregory	Halifax Regional Police	Sergeant	173,568.80	4,253.51	177,822.31
Stevens, Mark	Halifax Regional Police	Police Constable	111,823.28	1,963.08	113,786.36
Stevens, Michael	Halifax Regional Police	Police Constable	113,456.93	363.08	113,820.01
Stevens, Murray R	Fire & Emergency Services	Captain	151,329.81	263.08	151,592.89
Stickings, Peter	Property, Fleet & Environment	Director Corporate Real Estate	155,061.78	6,119.68	161,181.46
Stone, Matthew	Fire & Emergency Services	Firefighter Engineer	119,937.90	263.06	120,200.96
Streach, Todd	Halifax Regional Police	Police Constable	120,039.95	1,963.08	122,003.03
Strickland, Michael	Halifax Regional Police	Sergeant	150,001.07	3,963.06	153,964.13
Strowbridge, Gary	Halifax Regional Police	Police Constable F.B.P.	123,665.31	2,935.41	126,600.72
Strum, James	Halifax Regional Police	Booking Technician	120,985.73	363.06	121,348.79
Stubbert, Steven	Fire & Emergency Services	Captain	162,175.58	272.42	162,448.00
Stuebing, Kenneth	Fire & Emergency Services	Chief of Halifax Regional Fire and Emerg	224,130.19	19,668.35	243,798.54
Stymiest, James	Fire & Emergency Services	Assistant Chief B Platoon	161,431.34	378.07	161,809.41
Sullivan, Drew	Fire & Emergency Services	Firefighter Engineer	119,733.74	263.09	119,996.83
Sullivan, Michael	Halifax Regional Police	Police Constable	146,728.79	4,463.08	151,191.87
Sullivan, Richard	Fire & Emergency Services	Captain	195,032.19	263.07	195,295.26
Surette, Edmund	Public Works	Director ProjPlan&TranAssetMgmt	140,480.28	376.44	140,856.72
Sutherland, Joshua	Halifax Transit Services	Conventional Transit Operator	105,631.28	251.22	105,882.50
Swanson, Christopher	Fire & Emergency Services	Firefighter Engineer	148,540.11	263.07	148,803.18
Sweeney, Joanne	Halifax Regional Police	Staff Sergeant	156,854.65	6,590.11	163,444.76
Swim, Aaron	Fire & Emergency Services	Firefighter	110,537.06	263.06	110,800.12
Sykes, Geoffrey	Halifax Regional Police	Police Constable	141,812.29	21,584.72	163,397.01
Symonds, Tyler	Fire & Emergency Services	Captain	135,164.36	269.50	135,433.86
Szutka, Tadeusz	Property, Fleet & Environment	Mechanic EVT	104,459.00	63.08	104,522.08
Taggart, Jordan	Fire & Emergency Services	Firefighter	110,189.88	263.06	110,452.94
Tait, Jodi	Fire & Emergency Services	Firefighter	111,922.74	263.06	112,185.80
Tanner, Chad	Halifax Transit Services	Conventional Transit Operator	105,256.49	263.07	105,519.56
Tarasuk, Anthony	Halifax Regional Police	Police Constable	138,218.35	15,261.10	153,479.45
Tarbox, Christopher	Fire & Emergency Services	Platoon Captain	137,919.32	263.06	138,182.38
Taylor, Bradley	Halifax Regional Police	Police Constable	135,797.39	3,332.74	139,130.13
Taylor, Britney	Property, Fleet & Environment	Team Lead, Accommodations & Tenant Servi	106,498.50	333.91	106,832.41
Taylor, Colin	Legal & Legislative Services	Solicitor	169,377.37	21,404.13	190,781.50
Taylor, Steven	Halifax Transit Services	Mobile Supervisor	105,286.74	113.07	105,399.81
Terry, Stephen-Robert	Finance & Asset Management	Strategic Portfolios & Plcies Consultant	106,125.94	2,259.37	108,385.31
Theriault, Jeffrey	Fire & Emergency Services	Firefighter	99,831.85	263.09	100,094.94
Theriault, Mark	Fire & Emergency Services	Firefighter Engineer	116,838.17	263.07	117,101.24
Theriault, Stephen	Fire & Emergency Services	Captain	193,013.51	263.07	193,276.58
Thibault, Monia	Halifax Regional Police	Police Constable	136,943.06	1,963.07	138,906.13
Thibault, Sherry	Fire & Emergency Services	Captain	179,136.82	263.07	179,399.89
Thomas, Christopher	Halifax Regional Police	Staff Sergeant, Info Mgt	154,910.31	2,863.07	157,773.38
Thomas, Clinton	Fire & Emergency Services	Firefighter	124,443.11	316.07	124,759.18
Thomas, Holly	Halifax Regional Police	Sergeant	142,047.40	17,277.92	159,325.32

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Thomas, Joel	Halifax Regional Police	Police Constable	120,611.10	363.06	120,974.16
Thomas, Kristin	Public Works	Bridge Design Engineer	98,637.84	1,967.38	100,605.22
Thomas, Patrick	Fire & Emergency Services	Firefighter	125,391.48	263.08	125,654.56
Thomey, Aimee	Legal & Legislative Services	CPO & Manager Access & Privacy	120,169.47	63.06	120,232.53
Thompson, Annette	Fire & Emergency Services	Captain	164,176.60	263.08	164,439.68
Thompson, Michaelyn	Chief Administrative Office	Manager Marketing	119,860.79	63.07	119,923.86
Thomson, Allan	Fire & Emergency Services	Firefighter Engineer	118,037.72	263.09	118,300.81
Thomson, Phillip	Information Technology	IT Security Analyst	103,714.17	910.22	104,624.39
Thorburn, Philip	Fire & Emergency Services	District Chief	146,303.47	0.00	146,303.47
Thorpe, David	Information Technology	Chief Information Officer	215,967.00	63.08	216,030.08
Tibbo, Melinda	Halifax Regional Police	Police Constable F.B.P.	119,567.28	1,756.40	121,323.68
Tingley, Matthew	Halifax Regional Police	Police Constable	152,402.02	363.07	152,765.09
Tohme, Isaac	Halifax Regional Police	Police Constable	142,080.42	1,220.52	143,300.94
Tooke, Holly	Halifax Regional Police	Police Constable	113,113.22	3,430.08	116,543.30
Tota, Katarzyna	Planning & Development	Manager Community Planning	107,233.66	2,417.89	109,651.55
Tousignant, Yves	Fire & Emergency Services	Captain	200,673.05	263.08	200,936.13
Townsend, Deone	Halifax Regional Police	Police Constable	108,264.17	1,163.06	109,427.23
Tracey, Jared	Property, Fleet & Environment	Mechanic EVT	113,030.68	183.08	113,213.76
Trask, Samantha	Public Works	Supervisor Road Safety & Transportation	116,250.02	1,508.16	117,758.18
Traves, John	Legal & Legislative Services	Chief Governance Officer	252,545.26	11,770.77	264,316.03
Trenholm, Christina	Halifax Regional Police	Sergeant	135,069.95	2,363.06	137,433.01
Triff, Joseph	Fire & Emergency Services	Captain	162,637.54	289.01	162,926.55
Trudel, Craig	Halifax Regional Police	Police Constable	125,315.92	363.08	125,679.00
Tsimiklis, Vassilios	Fire & Emergency Services	Firefighter	116,699.23	263.08	116,962.31
Tucker, Kyle	Fire & Emergency Services	Firefighter Engineer	147,167.88	263.07	147,430.95
Tucker, Patrick	Halifax Regional Police	Sergeant	148,296.77	3,863.06	152,159.83
Turner, Jennifer	Halifax Regional Police	Police Constable	123,603.90	3,088.47	126,692.37
Turner, Ray	Halifax Regional Police	Sergeant	137,299.72	1,493.27	138,792.99
Turner, Stephen	Fire & Emergency Services	District Chief	167,603.63	63.07	167,666.70
Turple, Brent	Halifax Regional Police	Police Constable	110,394.36	363.08	110,757.44
Turple, James	Fire & Emergency Services	Firefighter	124,837.67	263.07	125,100.74
Tynan, Joseph	Property, Fleet & Environment	Lead Hand	146,525.44	2,904.06	149,429.50
Tyson, Matthew	Halifax Transit Services	Conventional Transit Operator	105,723.35	382.81	106,106.16
Ubhi, Rubenpal	Public Works	Trans Infra Mgmt Prgm Engineer	102,938.32	418.20	103,356.52
Umlah, David	Public Works	Manager, Survey Services	107,893.25	2,376.83	110,270.08
Underwood, Joshua	Halifax Regional Police	Police Constable	155,919.85	1,963.08	157,882.93
Upshaw, Thane	Fire & Emergency Services	Firefighter Engineer	127,744.20	263.08	128,007.28
Upshaw-Simmons, Dakota	Property, Fleet & Environment	Fleet Trades Person	101,264.94	704.45	101,969.39
Vallis, Jordan	Public Works	Contract Coordinator	102,049.89	818.10	102,867.99
Varin, Antoine	Halifax Regional Police	Police Constable	114,799.54	363.08	115,162.62
Varin, Larry	Fire & Emergency Services	Fire Prevention Officer	153,110.04	263.08	153,373.12
Vasseur, Michael	Halifax Regional Police	Police Constable	135,118.35	363.08	135,481.43
Vaters, Jennifer	Halifax Regional Police	Police Constable	112,831.89	3,506.16	116,338.05
Veinotte, Matthew	Halifax Regional Police	Sergeant	145,197.66	8,393.51	153,591.17
Verboom, Brandon	Halifax Regional Police	Police Constable F.B.P.	138,770.26	3,149.76	141,920.02
Verner, Kathleen	Halifax Regional Police	Police Constable	121,219.09	363.08	121,582.17
Vienneau, Kavan	Fire & Emergency Services	Firefighter	111,420.88	263.05	111,683.93
Vodicka, Rudy	Property, Fleet & Environment	Project Manager	105,639.42	222.57	105,861.99
Wagg, Steven	Halifax Regional Police	Sergeant	154,665.86	8,339.41	163,005.27
Waldorf, Peter	Halifax Regional Police	Police Constable F.B.P.	141,446.98	8,000.02	149,447.00
Walker, Mark	Fire & Emergency Services	Captain	147,025.69	263.06	147,288.75
Walker, Thomas	Fire & Emergency Services	Firefighter Engineer	100,750.66	263.09	101,013.75
Walsh, Andrew	Halifax Transit Services	Ferry Captain	127,390.50	637.60	128,028.10
Walsh, Barrie	Halifax Transit Services	Conventional Transit Operator	104,795.72	213.08	105,008.80

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Walsh, Christopher	Fire & Emergency Services	Firefighter	118,202.41	263.07	118,465.48
Walsh, Ian	Halifax Regional Police	Police Constable	111,460.18	363.08	111,823.26
Walsh, Kurt	Halifax Regional Police	Sergeant	157,618.57	3,963.03	161,581.60
Walsh, Ray	Parks & Recreation	Director Parks	141,433.62	63.09	141,496.71
Wamboldt, Shane	Fire & Emergency Services	Captain	147,104.90	263.08	147,367.98
Ward, Martin	Legal & Legislative Services	General Counsel	186,818.71	14,726.67	201,545.38
Warnell, Barry	Halifax Regional Police	Police Constable	112,751.20	2,863.09	115,614.29
Wasson, Beau	Halifax Regional Police	Police Constable	128,778.82	5,186.18	133,965.00
Waterfield, Joel	Fire & Emergency Services	Firefighter	127,330.40	330.78	127,661.18
Watson, Matthew	Halifax Transit Services	Mobile Supervisor	105,206.81	78.08	105,284.89
Watters, Tyler	Fire & Emergency Services	Firefighter Engineer	108,800.03	263.08	109,063.11
Way, Raylene	Halifax Regional Police	Sergeant	127,771.51	15,555.23	143,326.74
Weatherbee, Kara	Human Resources	Manager HR Systems & Reporting	116,050.29	1,007.82	117,058.11
Webber, Peter	Halifax Regional Police	Police Constable	138,504.46	10,803.62	149,308.08
Wentzell, Kyle	Halifax Transit Services	Conventional Transit Operator	101,879.20	295.28	102,174.48
West, Adam	Fire & Emergency Services	Firefighter Engineer	139,884.62	263.08	140,147.70
West, Gordon	Fire & Emergency Services	District Chief HQ Ops	150,872.29	63.06	150,935.35
Westcott, Robert	Property, Fleet & Environment	Controls Technician	120,003.72	63.07	120,066.79
Whalen, Terrance (Jake)	Chief Administrative Office	Senior Advisor Economic Policy & Dev	132,734.59	4,514.86	137,249.45
White, Daniel	Fire & Emergency Services	Training Officer	153,761.75	263.06	154,024.81
White, Devin	Halifax Regional Police	Police Constable	120,789.95	3,712.46	124,502.41
White, James D	Fire & Emergency Services	Captain	187,961.12	263.07	188,224.19
White, James R.	Fire & Emergency Services	Captain	183,273.02	274.04	183,547.06
White, Matthew	Fire & Emergency Services	Firefighter	111,347.12	263.07	111,610.19
White, William	Finance & Asset Management	Manager EAM Systems	115,888.48	511.43	116,399.91
Whynott, Adam	Halifax Regional Police	Police Constable	128,929.37	3,963.08	132,892.45
Wierstra, Dirk	Information Technology	Manager Architecture	117,794.92	104.85	117,899.77
Wile, Michael	Property, Fleet & Environment	Manager Acquisitions Disposals Ind Lands	124,601.32	528.70	125,130.02
Wilkinson, Elora	Office of Major Projects	Project Manager (Capital)	101,475.44	191.57	101,667.01
Willett, Michael	Halifax Regional Police	Staff Sergeant	156,961.08	4,463.07	161,424.15
Williams, Barry	Fire & Emergency Services	Firefighter Engineer	119,853.94	263.09	120,117.03
Williams, Brent	Fire & Emergency Services	Firefighter Engineer	117,329.50	263.08	117,592.58
Williams, Christian	Fire & Emergency Services	Firefighter Engineer	122,961.78	263.07	123,224.85
Williams, Lisa	Halifax Regional Police	Crime Analyst	106,867.49	63.06	106,930.55
Williams, Peter	Fire & Emergency Services	Firefighter Engineer	135,415.04	263.06	135,678.10
Williams, Rainie	Fire & Emergency Services	Firefighter Engineer	113,432.34	263.08	113,695.42
Wilson, Barbara	Finance & Asset Management	Financial Business Partner	101,259.98	1,374.48	102,634.46
Wilson, Britt	Human Resources	Chief Human Resources Officer	212,278.82	104.82	212,383.64
Wilson, Bruce	Finance & Asset Management	Manager, Materials Management	107,672.48	88.12	107,760.60
Wilson, Jason	Halifax Regional Police	Police Constable	116,503.25	1,963.08	118,466.33
Wilson, Martha	Information Technology	Director Strategic Planning and Delivery	142,943.70	242.88	143,186.58
Wintrup, William	Fire & Emergency Services	Firefighter Engineer	117,464.48	263.05	117,727.53
Withers, Grant	Fire & Emergency Services	Captain	180,400.07	263.07	180,663.14
Withrow, Jason	Halifax Regional Police	Sergeant	193,770.19	15,041.61	208,811.80
Wong, Ho Nam	Halifax Transit Services	Conventional Transit Operator	112,507.98	213.08	112,721.06
Wood, Crispin	Public Works	Manager Urban Forestry	120,122.06	834.67	120,956.73
Wood, Randy	Halifax Regional Police	Police Constable	142,522.68	3,363.07	145,885.75
Wright, Philip	Halifax Transit Services	Conventional Transit Operator	104,966.80	340.00	105,306.80
Wylie, Aaron	Halifax Transit Services	Conventional Transit Operator	101,664.26	301.53	101,965.79
Yarich, Jacob	Fire & Emergency Services	Firefighter	119,450.61	263.07	119,713.68
Yildirim, Ozgen	Halifax Transit Services	Conventional Transit Operator	100,225.25	213.07	100,438.32
Yip, Simon	Fire & Emergency Services	Firefighter	122,122.13	399.15	122,521.28
York, Steven	Public Works	Manager Contract Operations and Winter S	117,758.34	2,253.80	120,012.14
Young, Allan	Fire & Emergency Services	Platoon Captain	143,954.27	263.07	144,217.34

Halifax Regional Municipality

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Young, Gerry D	Fire & Emergency Services	Firefighter Engineer	121,682.50	263.08	121,945.58
Young, J Darren	Property, Fleet & Environment	Manager, Major Projects	129,640.29	3,428.18	133,068.47
Young, Megan	Human Resources	Health & Wellness Specialist	100,240.95	313.07	100,554.02
Young, Patrick D	Fire & Emergency Services	Captain	135,298.12	263.07	135,561.19
Young, Wade	Fire & Emergency Services	Captain	131,495.02	263.07	131,758.09
Yunker, Mark	Fire & Emergency Services	Captain	120,667.84	368.73	121,036.57
Ziman, Shaun	Halifax Regional Police	Police Constable	130,385.92	4,837.84	135,223.76
Zinck, Michael	Halifax Regional Police	Police Constable F.B.P.	112,623.26	363.08	112,986.34
Zitto, Craig	Fire & Emergency Services	Firefighter Engineer	156,391.30	319.83	156,711.13
Zwicker, Daniel	Halifax Transit Services	Fleet Supervisor	105,236.66	93.07	105,329.73

Halifax Public Libraries

Statement of Compensation

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

Year Ended March 31, 2025

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

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

Employee Name	Business Unit	Office or Position Last Held	Wages	Benefits	Total
Asa Kachan	Library	Chief Librarian and CEO	250,510.14	1,080.88	251,591.02
Mairead Barry	Library	Director, Strategy	146,098.49	980.88	147,079.37
Cathy Maddigan	Library	Director, Human Resources	146,098.49	1,470.88	147,569.37
Kathleen Morris	Library	Director, Central District	146,098.49	350.00	146,448.49
Kevin Crick	Library	Director, Information Technology	127,849.28	-	127,849.28
Megan Gainer	Library	Director, Facilities	119,463.16	980.88	120,444.04
Shannon McAllister	Library	Manager Finance	113,978.60	1,224.70	115,203.30
Hannah Colville	Library	Senior District Manager	113,978.57	150.00	114,128.57
Janice Fiander	Library	Senior District Manager	113,978.57	-	113,978.57
David MacNeil	Library	Manager, Collections & Access	113,978.57	-	113,978.57
Laurel Taylor	Library	Manager, Integrated Comm & Fund Dev	113,978.57	-	113,978.57
Cynthia Gatto	Library	Senior District Manager	113,978.57	-	113,978.57
Heather MacKenzie	Library	Manager, Volunteer Services	113,978.57	-	111,827.16
Hannah Ching	Library	Manager, Human Resources	105,000.49	1,520.88	106,521.37
Darla Muzzerall	Library	Manager, Research & Analytics	104,527.54	867.80	105,395.34

Halifax Regional Water Commission

Statement of Compensation

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

Year ended March 31, 2025

Employees, Contractors and Consultants

For the year ended March 31, 2025, the following Employees, Contractors and Consultants received compensation of \$100,000 or more:

Employees, Contractors and Consultants				
Name	Position	Salary	Other	Total
Akande, Adedamola	Manager, Enterprise Risk Management Program	106,680.68	2,349.26	109,029.94
Awadalla, Arsanious	Coordinator, Information Services	100,142.42	3,078.26	103,220.68
Baisley, Kara	Plant Supervisor	104,620.02	2,221.71	106,841.73
Barkhouse, Jason	Manager, Water Distribution	101,613.93	7,918.42	109,532.35
Baxter, Bradley	Intermediate Project Engineer	102,099.11	841.54	102,940.65
Blades, David	Manager, Data Engineering	121,643.18	1,397.98	123,041.16
Boiduk, Paul	Industrial Electrician	97,888.06	3,622.01	101,510.07
Boudreau, Aaron	Project Engineer	103,319.55	1,260.27	104,579.82
Brake, Warren	Manager, Accounting	114,011.05	6,994.39	121,005.44
Cameron, David	Intermediate Project Engineer	102,017.88	1,666.96	103,684.84
Cameron, Melvin	Works Supervisor	105,315.09	10,145.42	115,460.51
Cameron, Todd	Process Technician	95,016.49	7,734.98	102,751.47
Campbell, Craig	Manager, Environmental Compliance	116,826.39	4,857.54	121,683.93
Campbell, Reid	Director, Engineering and IS	96,433.20	6,731.02	103,164.22
Chapman, Corey	Industrial Electrician	101,254.76	13,520.50	114,775.26
Chapman, Marcia	Manager, Regional Infrastructure Planning	121,929.39	1,320.27	123,249.66
Chisholm, James	Project Engineer	106,833.54	1,290.25	108,123.79
Christie, Robert	Sub-Foreperson, Wastewater Collection	85,002.47	18,886.69	103,889.16
Clements, Michael	Sub-Foreperson, Water Distribution	101,901.68	5,859.37	107,761.05
Cphoon, Robert	Supervisor, Wastewater Collection	107,569.87	16,700.79	124,270.66
Collins, Nicholas	Process Technician	98,755.78	7,033.67	105,789.45
Comeau, Michelle	Manager, Procurement	112,055.70	1,919.28	113,974.98
Cornect, Marcel	Process Technician	98,284.40	5,118.39	103,402.79
Croft, Christian	Process Technician	95,021.48	8,020.41	103,041.89
Crouse, Nigel	Supervisor, Wastewater Treatment	108,757.17	3,418.41	112,175.58
Crowe, Andrew	Water Treatment Plant Operator	107,325.07	8,893.78	116,218.85
de Montbrun, Louis	Director, Corporate Services / CFO	188,272.64	3,964.63	192,237.27
Deagle, Michael	Manager, Treatment Facilities	101,690.07	1,460.74	103,150.81
DeYoung, Joshua	Director, Engineering and Capital Infrastructure	158,594.32	4,502.34	163,096.66
Dort, David	Supervisor, Wastewater Treatment	104,144.70	2,694.61	106,839.31
Doucet, Steven	Engineering Technologist	105,838.63	2,885.54	108,724.17
Doucette, Amanda	Manager, Enterprise and Business Applications	103,520.67	961.14	104,481.81
Duncan, Jennifer	Manager, Asset Management	106,979.41	1,282.75	108,262.16
Eisan, Andrew	Process Technician	102,162.98	59.87	102,222.85
Eisnor, John	Director, Operations	155,105.01	1,491.74	156,596.75
Erhard, Kirk	Water Treatment Plant Operator	88,775.76	12,670.94	101,446.70
Faltas, Hanan	Project Manager	101,198.92	3,553.99	104,752.91
Feener, Mark	Senior Manager, Water Distribution	139,984.19	1,082.80	141,066.99
Fields, Brandon	Supervisor, SCADA & Process Control	113,699.28	2,607.38	116,306.66
Foy, Adam	Supervisor, Wastewater Collections	114,226.68	12,637.65	126,864.33
Frenette, Michael	Manager, Information and Technology Project Management Office	111,735.93	0.00	111,735.93
Galbraith, Zachary	Supervisor, Electrical/Instrumentation	101,178.83	7,119.39	108,298.22
Gant, Tracey	Enterprise Architect	104,598.24	459.88	105,058.12
Geddes, Barry	Manager, Watershed	129,556.54	4,998.38	134,554.92
Gillis, Robert	Manager, Structures and Special Projects	121,189.80	1,231.70	122,421.50
Gorman, Thomas	Senior Manager, Infrastructure Planning	144,961.54	5,017.90	149,979.44
Graham, Robert	Water Treatment Plant Operator	103,389.61	7,460.15	110,849.76
Green, Stewart	Supervisor, SCADA & Process Control	99,106.65	4,763.75	103,870.40
Hagh Goeei, Selvana	Project Engineer	107,532.35	1,282.84	108,815.19
Haley, Joel	Coordinator, Environmental Engineering	90,080.57	10,841.06	100,921.63

Halifax Regional Water Commission

Statement of Compensation

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

Year ended March 31, 2025

Employees, Contractors and Consultants

For the year ended March 31, 2025, the following Employees, Contractors and Consultants received compensation of \$100,000 or more:

Employees, Contractors and Consultants				
Name	Position	Salary	Other	Total
Healy, Kevin	Manager, Water Distribution	131,647.17	4,273.44	135,920.61
Higgins, Jordan	Process Technician	94,044.82	8,222.64	102,267.46
Hofmann, Anita	Occupational Health and Hygiene Practitioner	111,725.34	4,048.72	115,774.06
Houlihan, Andrew	Plant Supervisor	110,156.51	2,865.65	113,022.16
Isnor, Patricia	Project Manager	110,775.72	2,220.90	112,996.62
Kaiser, Reid	Works Supervisor	107,408.93	15,437.18	122,846.11
Kelloway, Kevin	Lead Operator, Small Systems	106,884.90	18,509.34	125,394.24
Kendell, Ashley	Director, People and Culture	176,149.54	1,098.89	177,248.43
Kendell, Lucie	Coordinator, Analytics and Visualization	96,488.81	4,560.15	101,048.96
Kennie, Daniel	Manager, Cybersecurity and Information Services	115,060.35	4,212.27	119,272.62
King, Franklyn	Manager, Data Analytics and Visualization	109,932.94	2,335.02	112,267.96
King, Cindy	Supervisor, Wastewater Collections	95,089.26	10,103.14	105,192.40
Knapp, Jeffrey	Senior Manager, Energy Efficiency and Business Development	145,580.32	2,678.90	148,259.22
Kohoot, Paul	Supervisor, Wastewater Collections	128,915.09	20,580.47	149,495.56
Krkosek, Wendy	Director, Environment, Health & Safety	145,372.81	2,546.06	147,918.87
LeBlanc, Stephanie	Senior Manager, Information and Technology Services	143,368.58	4,852.18	148,220.76
Levesque, Roger	Project Engineer	111,373.95	1,655.49	113,029.44
Levit, Eli	Project Engineer	104,614.16	3,592.20	108,206.36
Lloyd, Charles	Senior Manager, Corporate Environmental Compliance	137,769.03	2,448.25	140,217.28
MacDonald, Cody	Intermediate Development Engineer	101,470.96	890.25	102,361.21
MacDonald, Jerry	Works Supervisor	100,547.76	12,708.76	113,256.52
MacDonald, Jonathan	Manager, Water Infrastructure Planning	121,308.08	5,433.89	126,741.97
MacDougall, John	Manager, Water Distribution	113,635.93	4,108.63	117,744.56
MacInnis, Allan	Process Technician	105,694.52	13,300.80	118,995.32
MacIntosh, Krysta	Project Engineer	103,331.19	1,892.33	105,223.52
MacKenzie, Kenda	General Manager	248,913.34	5,763.98	254,677.32
MacLean, Cindy	Supervisor, People & Culture	98,852.58	3,259.27	102,111.85
MacNab, Andrew	Supervisor, Wastewater Treatment Plant	103,812.54	3,006.79	106,819.33
MacRae, Stephen	Sub-Foreperson, Wastewater Collection	97,333.97	6,569.03	103,903.00
Martel, Joshua	Day Operator, Water Supply Plants	93,080.57	10,117.51	103,198.08
Mathew, Shiju	Manager, Regulatory Customer Programs	111,751.77	2,607.83	114,359.60
Maynard, Peter	Project Engineer	109,590.45	2,002.02	111,592.47
McGonnell, Mark	Manager, Regulatory Stormwater	127,302.29	5,194.54	132,496.83
McIlwain, Bradley	Project Engineer	107,843.39	2,309.10	110,152.49
McPherson, Nicholas	Operational Technology Technician	102,744.27	6,147.35	108,891.62
Miller, Heather	Manager, Wastewater Combined System Infrastructure Planning	121,633.97	3,413.05	125,047.02
Miller, Michael	Acting Manager, Wastewater Collections	106,048.95	9,901.71	115,950.66
Mohan, Vishal	Supervisor, Procurement	99,235.64	1,302.69	100,538.33
Mosher, James	Supervisor, Wastewater Collections	97,623.90	6,765.55	104,389.45
Murray, Alana	Enterprise Architect	117,650.53	3,138.89	120,789.42
Myrick, E. Jeffrey	Senior Manager, Communication and Corporate Strategy	126,926.74	5,776.01	132,702.75
Nelson, Terrance	Water Treatment Plant Operator	89,726.02	11,874.03	101,600.05
Nnamdi, Udenwa	Project Manager	98,716.37	2,380.91	101,097.28
O'Leary, Kevin	Intermediate Project Engineer	108,183.25	559.91	108,743.16
O'Neil, Amanda	Coordinator, Regulatory Compliance	94,179.39	10,641.97	104,821.36
Parsons, Sheldon	Manager, Wastewater and Stormwater Collections	136,376.18	4,499.05	140,875.23
Patey, Danny	Manager, Wastewater and Stormwater Collections	135,764.74	3,941.80	139,706.54
Patterson, Patrick	Industrial Electrician	110,281.45	11,169.16	121,450.61
Peters, Matthew	Process Technician	98,584.14	6,698.89	105,283.03
Pictou, Murray	Supervisor, Wastewater Collections	119,079.72	18,830.01	137,909.73

Halifax Regional Water Commission

Statement of Compensation

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

Year ended March 31, 2025

Employees, Contractors and Consultants

For the year ended March 31, 2025, the following Employees, Contractors and Consultants received compensation of \$100,000 or more:

Employees, Contractors and Consultants				
Name	Position	Salary	Other	Total
Piercey, Robert	Service Department Operator	93,587.06	16,099.96	109,687.02
Reznikov, Sergey	Information Services Support Technician	95,645.92	4,652.03	100,297.95
Rice, Greg	Manager, Municipal Engineering	123,780.65	2,910.19	126,690.84
Richardson, Jennifer	Manager, Engineering Approvals	121,730.59	3,371.83	125,102.42
Roberge, Renée	Manager, Infrastructure Engineering	125,494.49	1,890.27	127,384.76
Rowe, Shawn	Senior Manager, Wastewater and Stormwater Collection	150,616.55	2,948.58	153,565.13
Rowlands, Aaron	Information Services Support Technician	98,407.81	5,146.11	103,553.92
Saadallah, Karam	Intermediate Project Engineer	106,840.69	1,954.70	108,795.39
Selig, Laura	Infrastructure Engineer	108,742.23	1,220.27	109,962.50
Sellon, Mark	Supervisor, Water Distribution	84,399.55	17,275.15	101,674.70
Shea, Heather	Supervisor, Wastewater Treatment	102,417.12	3,186.98	105,604.10
Singer, Jarvis	Senior Manager, Water & Wastewater Treatment	128,269.42	1,303.20	129,572.62
Singer, Lee	Operational Technology Technician	97,536.02	7,158.03	104,694.05
Snow, Andrew	Project Engineer	112,724.12	2,446.71	115,170.83
Stallard, Melissa	Supervisor, Water Quality Program	92,610.73	11,564.98	104,175.71
Stevens, William	Manager, Technical Services Capital Projects	126,329.33	3,039.35	129,368.68
Tagra, Sanjeev	Senior Manager, Strategic Projects	130,906.98	1,897.38	132,804.36
Thomas, Charles	Process Technician	96,177.72	11,211.66	107,389.38
Tooke, Anthony	Works Supervisor	112,150.53	9,494.54	121,645.07
Tucker, April	Asset Management Engineer	110,699.36	678.15	111,377.51
Waddell, Colin	Senior Manager, Water Services	151,458.89	5,311.13	156,770.02
Weeks, Christopher	Supervisor, Wastewater Collections	108,305.78	8,340.58	116,646.36
West, Michael	Operational Technology Technician	96,973.21	4,163.62	101,136.83
Whalen, Andrew	Operational Technology Technician	111,475.40	6,270.65	117,746.05
White, Ryan	Supervisor, SCADA/ICS Security	101,722.73	7,101.41	108,824.14
Williams, Cedric	Supervisor, Wastewater Collections	107,164.38	9,159.73	116,324.11
Williams, Valerie	Senior Manager, Asset Management and Capital Planning	148,262.00	495.44	148,757.44
Wilson, Justin	Manager, Technical Services	114,690.32	5,539.65	120,229.97
Woszczyński, Meghan	Project Engineer	109,992.91	1,995.61	111,988.52
Wright, Blake	Operational Technology Technician	93,966.13	8,912.01	102,878.14

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

1. Basis of Reporting

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

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

Significant interpretations regarding the basis of reporting include:

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

2. Basis of Accounting

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

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

Significant interpretations regarding the basis of accounting include:

Salary is defined as regular salary and wages, including acting pay and overtime, paid in the fiscal year.

“Regular” is interpreted in the context of the individual’s classification or position and normal work schedule or as specifically determined by a collective agreement applicable to the individual.

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

Other benefits paid is / includes...

3. Significant accounting policy:

Compensation:

Compensation is determined in accordance with Section 3(b) of the Administrative Order and is recognized on a cash basis. In the year ended March 31, 2025, there were 26 bi-weekly pays received by employees.