

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

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2023

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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

Year Ended March 31, 2023

Contents	Page
Halifax Regional Municipality	1
Halifax Public Library	23
Halifax Regional Water Commission	24
Notes	26

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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

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

Last name First name	Business Unit	Office of Position Last Heald	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
ACORN, SHELLEY	POLICE	Police Constable	141,727.21		141,727.21
ADAMS, MITCHEL	Transit	Conventional Transit Operator	120,073.51		120,073.51
ADAMSKI, PETER	POLICE	Police Constable	121,629.39		121,629.39
ADEKAYODE, RAYMOND	FIRE	Firefighter Engineer	160,790.44		160,790.44
AIREY, DARREN	FIRE	Firefighter	128,807.89		128,807.89
AL MOLKY, DAVID	Transit	Dispatch Supervisor	100,244.52		100,244.52
ALARIE, JOSHUA	POLICE	Police Constable F.B.P.	113,576.37		113,576.37
ALBRECHT, CHRISTIAN	POLICE	Police Constable	122,155.42		122,155.42
ALLEN, JOEL	POLICE	Police Constable	121,770.88		121,770.88
AMARAL, CRISTINA	FIRE	Firefighter	109,305.63		109,305.63
ANDERSON, MICHAEL	POLICE	Police Constable	138,302.61		138,302.61
ANDREWS, PETER	FIRE	Deputy Chief Director - Operations	177,172.95	600.97	177,773.92
ANGUSH, BRADLEY	PW	Exec Director Public Works	252,905.22	305.09	253,210.31
ANSTEY, TYLER	POLICE	Police Constable	127,990.79		127,990.79
ANTHONY, MILLIE	IT	Project Manager Information Technology	107,116.96		107,116.96
ANTOFT, NICHOLAS	FIRE	Platoon Captain	152,934.76		152,934.76
APTT, PHILIP	POLICE	Police Constable	148,363.24		148,363.24
ARAB, ROBERT	POLICE	Police Constable	123,183.86		123,183.86
ARCHIBALD, DEBRA	FIRE	Captain	129,477.92		129,477.92
ARMSTRONG, BRETT	POLICE	Police Constable	152,287.12		152,287.12
ARSENAULT, SHAWN	POLICE	Police Constable	118,380.74		118,380.74
ARSENAULT, THOMAS	FIRE	Firefighter Engineer	117,724.92		117,724.92
ASH, LENNY	POLICE	Police Constable	160,279.82		160,279.82
ASH, WAYNE	FIRE	Captain	157,808.90		157,808.90
ASTEPHEN, PERRY	POLICE	Sergeant	191,141.30		191,141.30
ATCHLEY, CHAD	Transit	Conventional Transit Operator	118,409.24		118,409.24
ATKINS, HAYDN	PFE	Mechanic EVT	121,713.32		121,713.32
ATWELL, ROBYN	POLICE	Sergeant	110,400.83		110,400.83
AUDAS, SEAN	PLAN & DEV	Manager Land Dev & Subdivision Program	109,420.47	115.00	109,535.47
AUDET, BEVERLEY	PW	Director Road Operations & Construction	147,647.35		147,647.35
AXFORD, DANIEL	FIRE	Firefighter	118,780.75		118,780.75
AYOTTE, JULIEN	POLICE	Police Constable	144,899.19		144,899.19
BAIRD, ROBERT	POLICE	Police Constable	129,418.06		129,418.06
BAISLY, DANIEL	FIRE	Firefighter	139,728.97		139,728.97
BAKER, SCOTT	FIRE	Firefighter	111,360.21		111,360.21
BAKER, TREVOR	IT	Manager Enterprise Services & Infra	114,592.88		114,592.88
BALCOM, ANGELA	POLICE	Police Constable	142,710.61		142,710.61
BANFIELD, SAMANTHA	POLICE	Police Constable	124,155.84		124,155.84
BARBATI, JOE	FIRE	Captain	119,950.37		119,950.37
BARNA, FERENC	POLICE	Sergeant	182,543.94		182,543.94
BARR, KRISTOPHER	POLICE	Sergeant	141,232.90		141,232.90
BARRETT, CHRISTOPHER	FIRE	Firefighter	111,650.19		111,650.19
BASTOW, BARRY	FIRE	Captain	134,369.98		134,369.98
BEALS, CORTONIO	FIRE	Deputy Chief-Comm Risk Red, Prof Dev&Log	175,109.03	868.05	175,977.08
BEATON, ANDREW	POLICE	Police Constable	122,314.49		122,314.49
BEER, JONATHAN	POLICE	Police Constable	171,647.09		171,647.09
BELL, TERRA	POLICE	Police Constable	144,213.47		144,213.47
BENJAMIN, BRAD	POLICE	Police Constable	128,574.41		128,574.41
BENNETT, COREY	FIRE	Firefighter	111,947.05		111,947.05
BENNETT, JAMES	POLICE	Police Constable	122,316.44		122,316.44
BENNETT, JEFFREY	POLICE	Police Constable	133,317.08		133,317.08
BENNETT, SARA	POLICE	Police Constable	163,708.15		163,708.15

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

BENTLEY, BRUCE	POLICE	Police Constable	124,057.54		124,057.54
BERGMAN, COREY	POLICE	Police Constable	116,643.53		116,643.53
BERRIGAN, SEAN	FIRE	Firefighter Engineer	117,279.80		117,279.80
BERUBE, DANNY	POLICE	Police Constable	138,989.54		138,989.54
BITAR, MICHEL	Transit	Conventional Transit Operator	100,653.25		100,653.25
BLACKWOOD, GERALD	FAM	Exec. Director Finance & Asset Mgmt/CFO	218,113.05	1,651.92	219,764.97
BLAIKIE, ROBERT	POLICE	Police Constable F.B.P.	114,087.25		114,087.25
BLAIR SMITH, CAROLINE	CAO	DCAO - Corporate Services	268,072.37	500.57	268,572.94
BLAKE, KENNETH	POLICE	Police Constable F.B.P.	121,783.51		121,783.51
BLANCHARD, JUSTIN	POLICE	Police Constable	115,987.25		115,987.25
BLISSETT, ASHLEY	PLAN & DEV	Manager Development Engineering Program	120,300.27	305.08	120,605.35
BLOUIN, MATTHEW	FIRE	Firefighter	111,571.50		111,571.50
BOIES, AMANDA	FIRE	Firefighter	115,076.06		115,076.06
BOLCH, WILLIAM	PFE	Superintendent Municipal Fleet	103,150.60		103,150.60
BOON, DAVID	POLICE	Divisional Commander Crim Investigations	150,971.58	100.00	151,071.58
BOONE, BRIAN	POLICE	Police Constable	115,880.30		115,880.30
BORUTSKI, ALYSSA	POLICE	Police Constable	103,469.31		103,469.31
BOUDREAU, GILLES	POLICE	Sergeant	152,047.92		152,047.92
BOULAY, ALEXANDRE	FIRE	Firefighter	159,036.13		159,036.13
BOURDAGES, PIERRE	POLICE	Staff Sergeant	202,043.04		202,043.04
BOURQUE, JENNIFER	POLICE	Emergency Response Communicator	102,345.56		102,345.56
BOURQUE, MARK	IT	IT Security Analyst	103,097.64		103,097.64
BOUTILIER, ADAM	FIRE	Firefighter	106,181.56		106,181.56
BOUTILIER, DONNA	LEGAL	Solicitor	100,583.19	5,784.50	106,367.69
BOUTILIER, JOSEPH	POLICE	Police Constable F.B.P.	133,005.54		133,005.54
BOUTILIER, MICHAEL	FIRE	Firefighter Engineer	182,986.95		182,986.95
BOWES, ADAM	FIRE	Captain	174,840.57		174,840.57
BOWSER, JOHN	FIRE	Training Officer	189,591.00		189,591.00
BOWSER, MICHAEL	FIRE	Firefighter Engineer	118,721.73		118,721.73
BOYD, LAWRENCE	POLICE	Superintendent Patrol	163,625.14	2,683.85	166,308.99
BRACKETT, JOSHUA	FIRE	Firefighter Engineer	147,462.14		147,462.14
BRADLEY, KRISTEN	POLICE	Police Constable	124,183.85		124,183.85
BRANCH, ASHLEY	FIRE	Firefighter Engineer	141,995.13		141,995.13
BRENNAN, JUSTIN	POLICE	Police Constable F.B.P.	114,519.75		114,519.75
BREWER, COREY	POLICE	Police Constable	115,376.93		115,376.93
BREWER, JOEL	FIRE	Firefighter Engineer	125,023.89		125,023.89
BREWER, NATHAN	POLICE	Police Constable	128,321.59		128,321.59
BRISCOMBE, MARK	IT	System Administrator II	100,393.43		100,393.43
BROOKS, BROCK	POLICE	Police Constable	122,297.75		122,297.75
BROWN, ANDREW	IT	Application Administrator	104,733.28		104,733.28
BROWN, DOUGLAS	POLICE	Emerg. Response Communicator Supervisor	119,131.83		119,131.83
BROWN, JAY	FIRE	Captain	142,024.71		142,024.71
BROWN, JEFF	FIRE	Firefighter Engineer	120,091.62		120,091.62
BROWN, JEFFERY	POLICE	Police Constable	136,804.67		136,804.67
BROWN, KAREN	LEGAL	Solicitor	167,178.63	5,784.50	172,963.13
BROWN, RUSSELL	FIRE	Firefighter	152,261.92		152,261.92
BROWN, WILLIAM (BJ)	FIRE	Firefighter Engineer	118,188.91		118,188.91
BROWNHILL, DEVON	FIRE	Firefighter	109,418.44		109,418.44
BRUCE, CHARLES	POLICE	Police Constable F.B.P.	220,822.55		220,822.55
BUELL, DONALD	POLICE	Police Constable	172,958.62		172,958.62
BUNDY, KEIVA	FIRE	Firefighter Engineer	121,593.05		121,593.05
BURGESS, MARK	FIRE	Division Chief Technology & Innovation	127,788.29	304.88	128,093.17
BURKE, TAYLOR	FIRE	Firefighter	110,880.03		110,880.03
BURKE, THOMAS	PW	Winter Works Operator 1	105,731.89		105,731.89
BURNS, HUGH	Transit	Fleet Supervisor	122,797.70		122,797.70

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

BURNSIDE, SHONA	POLICE	Emergency Response Communicator	100,172.13		100,172.13
BURRIDGE, HANNAH	POLICE	Police Constable	115,840.93		115,840.93
BURT, ROSS	POLICE	Staff Sergeant	170,311.14		170,311.14
BURTON, COLIN	PW	Mgr Transportation Infrastructure Mgt	103,174.75	305.09	103,479.84
BURTON, KENNETH	POLICE	Sergeant	101,610.80		101,610.80
BURTON, MICHAEL	FIRE	Captain	137,400.28		137,400.28
BUSSEY, STEPHEN	FIRE	Captain	222,529.91		222,529.91
BUTLER, ANDRÉ	FIRE	Firefighter Engineer	130,820.10		130,820.10
BUTLER, KENDRA	FIRE	Firefighter	115,037.64		115,037.64
BYRNE, NICHOLAS	POLICE	Police Constable	116,054.02		116,054.02
CADIEUX, PIERRE PAUL	POLICE	Police Constable	153,886.73		153,886.73
CADO, LAZAR	POLICE	Police Constable	100,308.52		100,308.52
CAIN, DANIEL	FIRE	Firefighter Engineer	113,375.83		113,375.83
CALDWELL, ROBERT	FIRE	Firefighter	130,192.61		130,192.61
CAMERON, ADAM	FIRE	Firefighter	108,085.02		108,085.02
CAMP, CHRISTOPHER	FIRE	Fire Prevention Officer	155,610.06	700.00	156,310.06
CAMPBELL, CYNTHIA	POLICE	Police Constable	114,387.23		114,387.23
CAMPBELL, JEFFREY	FIRE	Firefighter	143,719.30		143,719.30
CAMPBELL, JOEL	FIRE	Captain	132,118.28		132,118.28
CAMPBELL, LEO	POLICE	Police Constable	125,790.94		125,790.94
CAMPBELL, LIAM	POLICE	Police Constable	180,714.13		180,714.13
CANE, JASON	FIRE	Firefighter	117,174.64		117,174.64
CANNING, R BRAD	FIRE	Firefighter Engineer	139,939.36		139,939.36
CANTFELL, BRIAN	POLICE	Police Constable	120,744.63		120,744.63
CARLISLE, JEFFREY	POLICE	Sergeant	157,618.44		157,618.44
CARLISLE, STEPHANIE	POLICE	Divisional Commander Administration	153,249.07	155.00	153,404.07
CARMICHAEL, DAVID	FIRE	Platoon Captain	176,743.34		176,743.34
CARMICHAEL, GARLAND	POLICE	Sergeant	159,251.04		159,251.04
CARROLL, ERICA	FIRE	Fire Prevention Officer	140,144.51	700.00	140,844.51
CARTER, MICHAEL	POLICE	Sergeant	132,054.49		132,054.49
CARTER, SARA	POLICE	Police Constable	140,816.73		140,816.73
CARVER, SHAWN	POLICE	Police Constable	154,295.47		154,295.47
CARVERY, SHAUN	POLICE	Police Constable	135,943.62		135,943.62
CASAS LOPEZ, LUIS	IT	Network Administrator II	101,814.90		101,814.90
CHALMERS, TRAVIS	FIRE	Firefighter	100,130.96		100,130.96
CHAMBERS SPRIGGS, TANYA	POLICE	Staff Sergeant	149,915.97		149,915.97
CHAMBERS, DAVID	POLICE	Police Constable F.B.P.	165,019.12		165,019.12
CHANG, MATTHEW	FIRE	Firefighter	109,896.17		109,896.17
CHAPMAN, JANIS	POLICE	Sergeant	129,870.17		129,870.17
CHARLES, CHRISTOPHER	FIRE	FFAP Coordinator	107,399.72		107,399.72
CHAULK, RON	POLICE	Police Constable	143,862.35		143,862.35
CHAUVIN, MAXIM	PARKS & REC	Director, Housing and Homelessness	161,859.37		161,859.37
CHEDIAC, MONIER	POLICE	Staff Sergeant	150,035.90		150,035.90
CHEESEMAN, MICHAEL	POLICE	Sergeant	159,077.42		159,077.42
CHESTNEY, JORDAN	POLICE	Police Constable	132,382.96		132,382.96
CHHABRA, GURMINDER (MAR	POLICE	Police Constable	129,131.76		129,131.76
CHICARELLA, CHRISTOPHER	POLICE	Police Constable	124,428.41		124,428.41
CHISHOLM, DIANE	PFE	Director Municipal Facilities Maint & Op	137,190.05		137,190.05
CHRISTIE, SALLY	CAO	Senior Advisor to the CAO	131,282.36		131,282.36
CLARK, PAUL M	FIRE	Captain	190,425.85		190,425.85
CLARK, RONALD	Transit	Conventional Transit Operator	115,516.96		115,516.96
CLARKE, FALLON	POLICE	Police Constable F.B.P.	114,699.98		114,699.98
CLARKE, JEFFERY	FIRE	Captain	154,188.79	100.00	154,288.79
CLARKE, JEFFREY	POLICE	Divisional Commander Central Patrol	152,481.21		152,481.21
CLARKE, JENNIFER	POLICE	Police Constable	127,209.35		127,209.35

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

CLARKE, RYAN	POLICE	Police Constable	130,537.69		130,537.69
CLEARY, TIMOTHY	FIRE	Firefighter	115,783.83		115,783.83
CLOTHIER, TERRANCE	Transit	Ferry Captain	125,518.93		125,518.93
CLOWATER, DAVID	POLICE	Police Constable	123,995.07		123,995.07
CLUETT, ANDREW	FIRE	Training Officer	137,061.76		137,061.76
CLYKE, BOBBY	POLICE	Sergeant	165,121.21		165,121.21
COBB LEWIS, TANYA	FAM	Manager Payroll	102,805.50	1,224.75	104,030.25
COLLINS, JOSHUA	POLICE	Police Constable	114,387.25		114,387.25
COLMAN SADD, EVANGELINE	OAG	Municipal Auditor General	201,929.26	1,277.50	203,206.76
CONNELL, MATTHEW	IT	Application Administrator	103,739.97		103,739.97
CONNOLLY, MARCIA	PFE	Manager Leasing and Tenant Services	111,596.35		111,596.35
CONNORS, BRADLEY	FIRE	District Chief	163,609.77	635.47	164,245.24
CONNORS, MICHAEL	PLAN & DEV	Manager Strategic Trans Planning Prog	113,840.35	305.09	114,145.44
CONNORS, TIMOTHY	FIRE	Firefighter	114,387.71		114,387.71
CONRAD, ANDREW	FIRE	Firefighter Engineer	116,109.89		116,109.89
CONRAD, ANDREW	POLICE	Police Constable	114,387.25		114,387.25
CONRAD, CRAIG	POLICE	Police Constable F.B.P.	130,734.65		130,734.65
CONRAD, CRYSTAL	Transit	Fleet Supervisor	111,194.35		111,194.35
CONRAD, MICHAEL	PFE	Fleet Trades Person	102,861.25		102,861.25
CONRAD, PATRICK	FIRE	Captain	150,621.09		150,621.09
CONRAD, RYAN	FIRE	Firefighter Engineer	116,053.72		116,053.72
CONRAD, STEPHEN	FIRE	Firefighter	122,066.96		122,066.96
CONRAD, SUSAN	POLICE	Police Constable	125,830.13		125,830.13
CONRAD, VINCENT	FIRE	CO Div Ch - Training	139,841.05		139,841.05
COOKE, JAMES	POLICE	Police Constable	200,456.64		200,456.64
COOKE, WILLIAM	POLICE	Police Constable	137,179.00		137,179.00
CORKUM, KEVIN	FIRE	Captain	161,353.83		161,353.83
COVEY, MATT	FIRE	CO Dist Ch - Fire Prev & Pub Ed	142,260.23	623.15	142,883.38
COWPER, AARON	FIRE	Captain	144,730.20		144,730.20
COX, STEPHEN	POLICE	Police Constable	133,607.89		133,607.89
CREASER, ANGELA	HR	Total Rewards Specialist	102,610.33		102,610.33
CREEMER, HARRY	FIRE	Captain	127,707.13		127,707.13
CROCKER, ROBIN	FIRE	Firefighter	132,259.50		132,259.50
CROCKETT, ALLAN	FIRE	Training Officer	147,400.09		147,400.09
CROFT, JILLIAN	POLICE	Emerg. Response Communicator Supervisor	112,557.74		112,557.74
CROFT, TONY	POLICE	Sergeant	153,102.77		153,102.77
CROMWELL, CHRISTOPHER	FIRE	Firefighter	118,793.03		118,793.03
CROMWELL, LARRY	POLICE	Police Constable F.B.P.	116,022.32		116,022.32
CROOKS, MICHAEL	FIRE	Training Officer	124,259.67		124,259.67
CROOKS, TRACEY	FIRE	Firefighter	137,246.71		137,246.71
CROSS, BRIDGET	POLICE	Sergeant	150,694.76		150,694.76
CROSS, NATHAN	POLICE	Sergeant	177,164.83		177,164.83
CROWELL, DALE	FIRE	Captain	165,084.47		165,084.47
CROWELL, KATELYN	POLICE	Civilian Forensic Technician	158,683.36		158,683.36
CURRIE, MARION	FAM	Manager Corporate Performance	117,303.49		117,303.49
CURRIE, SHAWN	POLICE	Police Constable	166,567.66		166,567.66
CURRY, JAMES	FIRE	Firefighter Engineer	116,024.69		116,024.69
CUTLER, WILLIAM	Transit	Director, Transit Fleet (M4)	125,109.38		125,109.38
DA ROS, GREGORY	IT	Manager Digital Services	104,503.22		104,503.22
DAHL, DARREN	FIRE	Captain	185,788.28		185,788.28
DALY, LOGAN	FIRE	Firefighter	105,492.39		105,492.39
DANEAULT, KAVEN	POLICE	Police Constable	111,198.31		111,198.31
DAVID, BENOIT	FIRE	Captain	164,663.24		164,663.24
DAVID, MERVIN	Transit	Manager Ferry Operations	102,329.80		102,329.80
DAVIS, CHRISTOPHER	PW	Manager, Right of Way Services	114,090.82	305.09	114,395.91

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

DAVIS, DONNA	PW	Prjct Mgr Cogswell Redev TERM (Capital)	118,240.52		118,240.52
DAY, CHRISTOPHER	Transit	Conventional Transit Operator	100,509.34		100,509.34
DAY, JAMES	FIRE	Firefighter Engineer	153,651.78		153,651.78
DAY, JASON	FIRE	Firefighter	125,236.96		125,236.96
DAY, MICHAEL	POLICE	Police Constable F.B.P.	106,448.31		106,448.31
DAY, PETER	FIRE	Firefighter Engineer	113,753.50		113,753.50
DEAN, KEVIN	FIRE	Assistant Chief	169,072.38	589.76	169,662.14
DEAN, SHERRY	FIRE	Assistant Chief	148,617.79	775.47	149,393.26
DEBAIE, JODY	PW	Trans Infra Mgmt Prgm Engineer (Capital)	100,650.27	305.09	100,955.36
DELLE MONACHE, STEFANO	FIRE	Firefighter	165,713.48		165,713.48
DELONG, CHRISTOPHER	POLICE	Police Constable	139,705.93		139,705.93
DEMPSEY, ALEXANDER	FIRE	Firefighter	123,656.85		123,656.85
DEMPSEY, NANCY	LEGAL	CPO & Manager Access & Privacy	137,141.95	137.67	137,279.62
DENINE, MATTHEW	POLICE	Police Constable	140,051.69		140,051.69
DENISON, ANDY	FIRE	Firefighter	110,861.94		110,861.94
DENTY, KELLY	PLAN & DEV	Exec Director Planning & Development	223,419.61	1,766.92	225,186.53
DESAULNIERS, JOSEPH D	FIRE	Firefighter	115,380.25		115,380.25
DESMOND, JOSHUA	POLICE	Police Constable F.B.P.	121,868.23		121,868.23
DESROCHERS, ADAM	FIRE	Firefighter	118,215.90		118,215.90
DESROCHERS, PAUL	POLICE	Police Constable F.B.P.	131,245.78		131,245.78
DETKHOFF, CORY	FIRE	Firefighter	126,075.07		126,075.07
DETERS, AUREN	FIRE	Firefighter Engineer	162,400.23		162,400.23
DEVEAU, TYLER	FIRE	Firefighter Engineer	141,080.02		141,080.02
DEWAR, SYM	POLICE	Police Constable	174,803.84		174,803.84
DEYOUNG, JEFFREY	FIRE	Firefighter Engineer	136,448.37		136,448.37
DICKSON, NICHOLAS	POLICE	Surveillance Technician	114,825.85	114.73	114,940.58
DICKSON, TRACEY	PW	Coordinator Director's Office	101,868.23		101,868.23
DILL, JAMES	POLICE	Police Constable	125,124.38		125,124.38
DION, KELVIN	FIRE	Captain	137,791.35		137,791.35
DIXON, DAVID	FIRE	Firefighter Engineer	111,693.62		111,693.62
DOBIE, LESLIE	FIRE	Firefighter	128,210.73		128,210.73
DODGE, DANA	Transit	Fleet Supervisor	118,242.06		118,242.06
DODGE, DUANE	FIRE	Captain	132,856.96		132,856.96
DOMINIX, CORY	FIRE	Firefighter	116,923.07		116,923.07
DONCASTER, NEVIN	POLICE	Police Constable	119,444.37		119,444.37
DONOVAN, HEATHER	POLICE	Emergency Response Communicator	105,956.20		105,956.20
DOOKS FAHIE, MICHELLE	POLICE	Sergeant	135,090.46		135,090.46
DORAN, CHAD	POLICE	Emerg. Response Communicator Supervisor	112,568.37		112,568.37
DOREY, MICHAEL	FIRE	Captain	133,346.18		133,346.18
DOUCET, SHAWN	FIRE	Firefighter Engineer	110,968.32		110,968.32
DOUCETTE, CHAD	FIRE	Firefighter	115,898.78		115,898.78
DOUCETTE, KEVIN	POLICE	Police Constable	129,672.55		129,672.55
DOUGHTY, IAN	Transit	Conventional Transit Operator	109,134.64		109,134.64
DOWDING, JUSTIN	FIRE	Firefighter Engineer	123,062.36		123,062.36
DOWLING, JEFFREY	FIRE	Firefighter	118,960.13		118,960.13
DOYLE, CARLY	POLICE	Police Constable	114,453.29		114,453.29
DOYLE, COLM	FIRE	Firefighter	109,581.54		109,581.54
DOYLE, JOEL	FIRE	Captain	162,727.74		162,727.74
DOYLE, MARK	POLICE	Police Constable	144,846.88		144,846.88
DRYSDALE, CLAYTON	FIRE	Firefighter	117,683.62		117,683.62
DRYSDALE, SARA	FIRE	Firefighter	114,492.26		114,492.26
DUBÉ, JACQUES	CAO	Chief Administrative Officer	276,780.90		276,780.90
DUGANDZIC, PHILIP	PFE	Director Corp Facility Design&Construct	131,815.53	545.53	132,361.06
DUNBRACK, PATRICIA	FIRE	Captain	132,860.76		132,860.76
DUNCAN, PETER	PLAN & DEV	Director Infrastructure Planning	148,080.93	305.09	148,386.02

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

DUNFEE, BRENDAN JR	FIRE	Firefighter	129,330.34		129,330.34
DUQUET PERRON, OLIVIER	POLICE	Police Constable F.B.P.	127,634.43		127,634.43
DURLING, CRAIG	POLICE	Police Constable	129,192.69		129,192.69
DURRANT, JEAN	POLICE	Emergency Response Communicator	116,819.31		116,819.31
EAGLESTONE, BEN	FIRE	Firefighter	128,083.38		128,083.38
EDWARDS, AMY	POLICE	Police Constable	123,578.59		123,578.59
EDWARDS, JONATHAN	POLICE	Police Constable	130,250.18		130,250.18
EDWARDS, PAUL	FIRE	Captain	135,739.40		135,739.40
EDWARDS, SCOTT	FIRE	Firefighter	135,627.43		135,627.43
EISAN, JOHN GRANT	FIRE	Firefighter	101,573.88		101,573.88
EISAN, WENDELL	FIRE	Inventory Equipment Technician	115,752.75		115,752.75
EL DIRI, EDDY	POLICE	Police Constable	103,260.64		103,260.64
EL SHAIR, AHMED	POLICE	Police Constable	146,917.90		146,917.90
ELLIOTT, GEOFFREY	FIRE	Firefighter	156,413.10		156,413.10
ELWORTHY, MATTHEW	POLICE	Police Constable	143,886.55		143,886.55
ENGELS, RYAN	FIRE	Captain	173,356.79		173,356.79
ESPESETH, DAVID	Transit	Supervisor Transit Planning	100,770.54		100,770.54
ETTINGER, ANGELA	HR	Manager Employee Relations	106,425.51		106,425.51
EVERETT, JULIEANNE	IT	Manager Project Management Office	102,956.05	269.73	103,225.78
EVERSON, MICHELLE	POLICE	Police Constable	114,404.00		114,404.00
FAIRBAIRN, SCOTT	POLICE	Police Constable	230,610.57		230,610.57
FAIRBAIRN, STEVEN	POLICE	Police Constable	211,942.55		211,942.55
FALL, JOHN	FIRE	Firefighter	180,099.92		180,099.92
FARR, JACOB	POLICE	Police Constable	113,434.81		113,434.81
FARRELL, KEEGAN	FIRE	Firefighter	109,977.55		109,977.55
FAWCETT, JOHN	PW	Project Manager	109,232.03	305.09	109,537.12
FELTMATE, JORDAN	POLICE	Police Constable	149,447.44		149,447.44
FENERTY, DANIEL JAMES	FIRE	Firefighter	109,944.98		109,944.98
FENNER, STEPHEN	FIRE	Firefighter Engineer	118,143.45		118,143.45
FENTON, JOHN	IT	Project Manager Information Technology	108,971.46	256.21	109,227.67
FERGUSON, DAVID	FIRE	Firefighter	109,472.96		109,472.96
FERGUSON, JOHN	FIRE	Captain	138,777.60		138,777.60
FERGUSON, TODD	FIRE	Firefighter Engineer	152,419.24		152,419.24
FILLMORE, ALEXANDER	FIRE	Firefighter	116,174.70		116,174.70
FILLMORE, FIONA	FAM	Senior Financial Consultant	104,149.88	2,132.65	106,282.53
FIRTH, EDWARD A	FIRE	Firefighter Engineer	115,927.36		115,927.36
FISH, DEREK	POLICE	Police Constable	116,137.20		116,137.20
FITZGERALD, MARCHETA	FIRE	Division Captain Logistics	163,546.23		163,546.23
FITZGERALD, TIM	Transit	Conventional Transit Operator	122,959.18		122,959.18
FLECK, ERICA	FIRE	Assistant Chief	154,081.87	774.24	154,856.11
FLECKNEY, BRIAN	FIRE	Captain	138,676.19		138,676.19
FLECKNEY, SAMANTHA	FIRE	Firefighter	110,104.22		110,104.22
FLETCHER, DARRELL	FIRE	Captain	162,742.73		162,742.73
FLINN, PAUL	OAG	Audit Director	112,970.04	1,110.65	114,080.69
FLYNN, CHRISTA	POLICE	Police Constable	114,387.24		114,387.24
FLYNN, JONATHAN	POLICE	Police Constable	115,949.45		115,949.45
FLYNN, PAULINE	POLICE	Police Constable	116,004.56		116,004.56
FLYNN, SHAWN	POLICE	Police Constable	147,944.28		147,944.28
FONG, REGAN	POLICE	Sergeant	138,373.30		138,373.30
FONG, RICHARD	FIRE	Platoon Captain	162,422.92		162,422.92
FONTAINE, LEROY	FIRE	Firefighter	125,094.46		125,094.46
FOOTE, ANDREW	FIRE	Captain	132,335.18		132,335.18
FORAN, TODD	FIRE	Firefighter Engineer	126,238.68		126,238.68
FORBES, TERRY	FIRE	Firefighter	109,686.05		109,686.05
FORD, COREY	FIRE	Firefighter	119,474.44		119,474.44

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

FORD, HEATHER	POLICE	Police Constable	126,021.69		126,021.69
FORHAN, JILLIAN	POLICE	Police Constable F.B.P.	117,976.23		117,976.23
FORREST, JASON	POLICE	Police Constable	126,375.44		126,375.44
FOSHAY, NICHOLAS	FIRE	Firefighter	173,045.20		173,045.20
FOSTER, JEFFREY	POLICE	Police Constable	125,692.17		125,692.17
FOSTER, SUSAN	POLICE	Police Constable F.B.P.	135,645.81		135,645.81
FOURNIER, THOMAS	POLICE	Police Constable	149,120.75		149,120.75
FOX, ROBERT	POLICE	Staff Sergeant	181,576.28		181,576.28
FRALICK, MALACHI	FIRE	Firefighter	109,285.90		109,285.90
FRANCIS, BLAKE	FIRE	Firefighter	104,217.56		104,217.56
FRASER, ERNEST	FIRE	Firefighter Engineer	131,340.16		131,340.16
FRASER, JAMES	FIRE	Firefighter Engineer	114,323.62		114,323.62
FRASER, KRISTINE	POLICE	Police Constable	116,137.16		116,137.16
FRASER, RODNEY	POLICE	Police Constable	113,382.99		113,382.99
FULTON, JOSEPH	FIRE	Captain	182,114.07		182,114.07
FURLONG, ROBERT	POLICE	Police Constable	117,954.47		117,954.47
GAGNON, KEVIN	FIRE	Firefighter	149,070.37		149,070.37
GAGNON, NICOLAS	POLICE	Police Constable	124,112.23		124,112.23
GALLAGHER, KEVIN	FIRE	Captain	134,446.32		134,446.32
GALLANT, STEPHANIE	POLICE	Police Constable	135,251.58		135,251.58
GALLIVAN, DANIEL	FIRE	Storeperson	109,426.65		109,426.65
GALLIVAN, DAVID	POLICE	Police Constable	116,850.09		116,850.09
GALVIN, DOMINIQUE	FIRE	Firefighter Engineer	128,219.67		128,219.67
GANNON, DWAYNE	FIRE	Firefighter Engineer	120,479.04		120,479.04
GARBER, GEOFF	FIRE	Captain	133,741.75		133,741.75
GARLAND, JAKE	FIRE	Training Officer	160,552.50		160,552.50
GARRISON, TIMOTHY	FIRE	Training Officer	141,924.98		141,924.98
GARRY, CLAUDE	FIRE	Captain	153,010.18		153,010.18
GATES, COLLIN	FIRE	Firefighter	132,251.34		132,251.34
GATES, JAMES	FIRE	Platoon Captain	236,832.71		236,832.71
GAUDET, CHRISTOPHER	FIRE	Captain	159,197.41		159,197.41
GAUDET, GARY	FIRE	Firefighter Engineer	119,700.09		119,700.09
GAUDRY, AARON	POLICE	Sergeant	131,551.61		131,551.61
GAUL, JUSTIN	FIRE	Firefighter	111,683.57		111,683.57
GEORGE, NICHOLAS	FIRE	Firefighter	123,344.60		123,344.60
GERMAIN, JONATHAN	POLICE	Police Constable	108,354.26		108,354.26
GIBBONS, THOMAS	POLICE	Police Constable	118,240.20		118,240.20
GIBSON, BRADLEY	FIRE	Firefighter	136,687.23		136,687.23
GIBSON, CAROLINE	FIRE	Firefighter	109,819.60		109,819.60
GIBSON, CURTIS	POLICE	Police Constable	145,079.68		145,079.68
GIBSON, GREGORY	FIRE	Firefighter Engineer	118,995.05		118,995.05
GIBSON, JULIE	CAO	Coordinator to DCAO	107,758.37		107,758.37
GIBSON, MELANIE	HR	Manager Labour Relations	105,446.70		105,446.70
GIDDENS, CHRISTOPHER	LEGAL	Solicitor	157,602.94	5,784.50	163,387.44
GIFFIN, ANN	POLICE	Police Constable	114,732.38		114,732.38
GILBERT, JORDAN	POLICE	Police Constable	131,709.77		131,709.77
GILLIS, GYLES	POLICE	Sergeant	160,954.16		160,954.16
GILLIS, KELLI	IT	SAP Functional Analyst	101,851.24		101,851.24
GILLIS, TRENA	POLICE	Police Constable	126,750.84		126,750.84
GIRARD, ROBIN	FIRE	Training Officer	137,941.78		137,941.78
GLENDENNING, STEPHANIE	POLICE	Police Constable	115,799.16		115,799.16
GLENNIE, ALEXANDER	FIRE	Captain	147,065.66		147,065.66
GODIN, TERESA	POLICE	Emergency Response Communicator	103,567.46		103,567.46
GOLDSMITH, DAVID	Transit	Fleet Supervisor	111,020.03		111,020.03
GOLDSMITH, MADELEINE	POLICE	Police Constable	116,219.33		116,219.33

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

GOODWIN, JUDSON	POLICE	Police Constable	121,680.59		121,680.59
GORDON, ANDREW	POLICE	Police Constable	115,724.24		115,724.24
GOUGH, ANDREW	LEGAL	Solicitor	134,916.75	5,311.16	140,227.91
GOUGH, MARK	CAO	Manager Public Affairs	111,570.94		111,570.94
GRAHAM, AARON	FIRE	Firefighter	136,453.01		136,453.01
GRAHAM, GENA	POLICE	Sergeant	142,418.90		142,418.90
GRAHAM, GORDON	POLICE	Sergeant	152,018.97		152,018.97
GRANDY, PHILIP W	FIRE	Captain	160,619.97		160,619.97
GRANTHAM, PETER	FIRE	Firefighter Engineer	144,502.66		144,502.66
GRAVES, COLIN	POLICE	Police Constable	121,188.37		121,188.37
GRAY, RICKEY	FIRE	Firefighter Engineer	139,113.91		139,113.91
GRAY, ROBERT	FIRE	Firefighter Engineer	137,673.74		137,673.74
GRBAC, SERGIO	PLAN & DEV	Manager Building Standards	115,303.12	1,613.94	116,917.06
GREEK, JAMES	POLICE	Police Constable	139,134.22		139,134.22
GREEN, ANGELA	PLAN & DEV	Director Recreation Programming	137,742.82		137,742.82
GREEN, BENJAMIN	POLICE	Police Constable	141,184.45		141,184.45
GREEN, JACOB	FIRE	Captain	229,515.39		229,515.39
GREEN, PAMELA	POLICE	Sergeant F.B.P.	138,678.43		138,678.43
GREENCORN, GEORGE	POLICE	Police Constable	114,387.25		114,387.25
GREENE, KATHERINE	PLAN & DEV	Director Regional and Community Planning	124,079.07	200.00	124,279.07
GREENE, PATRICK	FIRE	Captain	177,162.21		177,162.21
GREENE, STEPHEN	FIRE	Firefighter Engineer	123,060.35		123,060.35
GREENER, DAVID	LEGAL	Solicitor	150,317.84	5,080.70	155,398.54
GREENHAM, PETER	FIRE	Training Officer	142,601.78		142,601.78
GREER, BARRY	FIRE	Captain	163,070.32		163,070.32
GRIMES, WILLIAM	FIRE	Captain	187,068.81		187,068.81
GUEST, CHRISTOPHER	POLICE	Emergency Response Communicator	104,438.87		104,438.87
GUEST, MATTHEW	POLICE	Sergeant	135,700.54		135,700.54
GUPTA, SUDEEP	Transit	Conventional Transit Operator	110,260.18		110,260.18
GUY, KEVIN	FIRE	Captain	151,410.91		151,410.91
GUZZWELL, STEPHEN	POLICE	Police Constable	127,519.10		127,519.10
HABIB, ANDRE	POLICE	Sergeant	177,667.48		177,667.48
HAENNI, BRETT	FIRE	Firefighter	114,820.42		114,820.42
HAINES, SHANNON	POLICE	Police Constable F.B.P.	128,488.55		128,488.55
HAMILTON, SARA	POLICE	Booking Technician	116,501.87		116,501.87
HANHAM, STEVEN	FIRE	Firefighter	115,639.85		115,639.85
HANSEN, KRISTOPHER	POLICE	Police Constable	123,249.54		123,249.54
HARDIMAN, RONALD	FIRE	Firefighter Engineer	124,178.58		124,178.58
HARDING, DAVID	POLICE	Police Constable	119,505.69		119,505.69
HARGREAVES, CHRISTOPHER	PARKS & REC	Supervisor Sportsfields	102,414.38		102,414.38
HARLEY, DAVID	FAM	Director Accounting & Fin. Reporting	130,073.45	1,110.65	131,184.10
HARLOW, MICHAEL	FIRE	Firefighter Engineer	169,133.59		169,133.59
HARPER, NANCY	FAM	Manager Accounting Controls & Reporting	109,278.47		109,278.47
HARRISON, SEAN	FIRE	Training Officer	128,135.24		128,135.24
HARTLEN, BRETT	FIRE	Firefighter	138,084.87		138,084.87
HARVEY, BRENDAN	POLICE	Police Constable F.B.P.	115,585.26		115,585.26
HARVEY, RICHARD	PARKS & REC	Manager Policy & Planning	114,891.15		114,891.15
HARVIE, TREVOR	PFE	Director Corporate Fleet	131,694.04	500.00	132,194.04
HAVERSTOCK, MARK	FIRE	Captain	130,047.86		130,047.86
HAWES, COLE	POLICE	Police Constable	118,044.31		118,044.31
HAYES, JONATHAN	POLICE	Police Constable	143,433.92		143,433.92
HAYMAN, GEORGE	IT	Project Manager IT	111,014.17		111,014.17
HAYNE, DYLAN	PW	Design Engineer	101,099.09	468.32	101,567.41
HAYWARD, JOSEPH	POLICE	Police Constable	168,499.55		168,499.55
HEAD, AARON	POLICE	Police Constable	165,072.50		165,072.50

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

HEBB, BRADLEY	FIRE	Firefighter	131,381.12		131,381.12
HEBB, DONALD	FIRE	Firefighter Engineer	147,484.40		147,484.40
HEBB, ROBERT	FIRE	District Chief	170,595.47		170,595.47
HEFFERAN, TAYLOR	FIRE	Firefighter	105,484.97		105,484.97
HENNEBERRY, ALLISON	POLICE	Police Constable	116,141.52		116,141.52
HENNEBERRY, MITCHELL	FIRE	Firefighter Engineer	134,714.23		134,714.23
HENRY, JOSHUA	FIRE	Firefighter	148,595.28		148,595.28
HENWOOD, RONALD	PFE	Mechanic EVT	140,525.56		140,525.56
HICKS, LYLE	Transit	Conventional Transit Operator	107,199.59		107,199.59
HIGGINS, TYLER	FAM	Manager, Budget & Reserves	108,571.02	1,224.75	109,795.77
HILL, DAVID	POLICE	Police Constable	126,334.64		126,334.64
HILTZ, DARRELL	IT	Director Architecture & Infrastructure	142,374.15		142,374.15
HINES, CARL	Transit	Conventional Transit Operator	104,592.49		104,592.49
HOFFMANN, EDWARD	FIRE	Captain	163,812.15		163,812.15
HOGUE, STEPHANE	FIRE	Firefighter	128,306.35		128,306.35
HOLLETT, HAROLD	FIRE	Deputy Chief	172,911.35	635.47	173,546.82
HOLMES, LEE	FIRE	Firefighter	109,674.06		109,674.06
HOOD, DEREK	POLICE	Police Constable	139,054.07		139,054.07
HORAN, MATTHEW	POLICE	Emergency Response Communicator	107,957.69		107,957.69
HORNE, VICTORIA	PW	Director Parking	126,798.70		126,798.70
HORTON, CRAIG	FAM	Financial Business Partner	137,069.82		137,069.82
HOVEY, KEVIN	POLICE	Sergeant	168,674.86		168,674.86
HOVINGH, JONATHON	POLICE	Police Constable	105,753.96		105,753.96
HOWIE, ANDREW	POLICE	Police Constable	122,406.51		122,406.51
HOWIE, JEANNETTE	POLICE	Emergency Response Communicator	103,512.71		103,512.71
HUBLEY, TIMOTHY D	FIRE	Firefighter	113,622.65		113,622.65
HUESTIS, KEVIN	FIRE	Firefighter	138,873.27		138,873.27
HUESTON, D'ARCY	POLICE	Sergeant	218,100.74		218,100.74
HUGHES, PATRICIA	Transit	Director Planning & Customer Engagement	138,364.95	631.42	138,996.37
HUNT, GREGORY	FIRE	Firefighter	120,675.82		120,675.82
HUNT, KELLY	HR	Director Employee Service & Support	166,815.47	344.14	167,159.61
HUNTER, WAYNE	POLICE	Police Constable	154,421.99		154,421.99
HURLEY, BRANDON	POLICE	Police Constable	124,000.00		124,000.00
IBRAHIM, AHMAD	FIRE	Firefighter	117,724.68		117,724.68
INGLIS, DOUGLAS J	FIRE	Firefighter Engineer	119,725.86		119,725.86
ISNOR, TROY	FIRE	Firefighter	109,828.95		109,828.95
JACKLYN, WALLACE	FIRE	Firefighter Engineer	110,656.81		110,656.81
JACKMAN, DYLAN	POLICE	Police Constable	122,427.20		122,427.20
JACKSON, WENDY	POLICE	Emerg. Response Communicator Supervisor	104,164.48		104,164.48
JACKSON, WINNELL	POLICE	Staff Sergeant	157,920.04		157,920.04
JAGGI, GAGAN	Transit	Director Transit Fleet	105,333.47		105,333.47
JAHNCKE, ROBERT	PFE	Manager Client & Project Mgmt Services	106,685.31	1,118.41	107,803.72
JAMES, PATRICK	FIRE	Firefighter	111,102.46		111,102.46
JANSON, JIM	LEGAL	Solicitor	122,647.71	5,784.50	128,432.21
JAZIC, ALAN	POLICE	Police Constable	120,211.96		120,211.96
JEFFERIES, JONATHAN	POLICE	Sergeant	147,595.53		147,595.53
JENNINGS, GREG	FIRE	Firefighter	129,528.35		129,528.35
JENSEN, JOHN DAVID	FIRE	Firefighter	110,332.71		110,332.71
JIANG, QINGSHUANG	IT	Data Architect	121,228.33		121,228.33
JODREY, EUGENE	FIRE	Firefighter Engineer	117,159.74		117,159.74
JOHN OORUTHARAYIL, RENJU	POLICE	Police Constable	114,791.46		114,791.46
JOHNSON, CHRISTOPHER	FIRE	Captain	141,331.00		141,331.00
JOHNSON, ERICA	POLICE	Police Constable	102,426.36		102,426.36
JOHNSON, MICHAEL	FIRE	Firefighter	128,225.16		128,225.16
JOHNSTON, PAUL	CAO	Managing Director GREA	138,453.58		138,453.58

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

JOHNSTON, SANDRA	POLICE	Sergeant	140,064.90		140,064.90
JOLLIMORE, KIM	FAM	Director Citizen Contact Centres	132,937.98		132,937.98
JONCAS, JASON	POLICE	Police Constable	130,662.19		130,662.19
JONES GRANT, TRACEY	CAO	Manager Diversity and Inclusion	136,646.30		136,646.30
JONES, DARREN	FIRE	Captain	186,609.60		186,609.60
JOSEPH, ALICIA	POLICE	Police Constable	118,198.28		118,198.28
JOSEPH, NICKEL	POLICE	Police Constable	121,871.58	114.73	121,986.31
JOSEY, ALEXANDRA	FIRE	Firefighter	109,837.58		109,837.58
JOSHI, SHRAVAN	FIRE	Firefighter	124,572.32		124,572.32
JOUDREY, ANDREW	POLICE	Police Constable	137,012.73		137,012.73
JUDAH, JOSHUA	LEGAL	Solicitor	157,831.03	5,961.79	163,792.82
JUSTASON, EUGENE	FIRE	Maintenance Technician	110,702.84		110,702.84
JUTEAU, JAMIE	POLICE	Emerg. Response Communicator Supervisor	103,864.14		103,864.14
KATRINARDOTTIR, KRISTIN	POLICE	Police Constable	143,154.30		143,154.30
KAVANAUGH, DANIEL	POLICE	Police Constable	114,576.98		114,576.98
KEATING, PATRICK	FIRE	Captain	140,220.68		140,220.68
KECK, SCOTT	FIRE	Firefighter	136,010.08		136,010.08
KENNEDY, EDWARD	FIRE	Firefighter Engineer	126,141.80		126,141.80
KENNEDY, JORDAN	PFE	Mechanic EVT	111,111.77		111,111.77
KENNEDY, PATRICIA	POLICE	Sergeant	135,927.89		135,927.89
KEYES, HEATHER	POLICE	Police Constable	129,253.58		129,253.58
KIDSTON, MARK	POLICE	Police Constable F.B.P.	110,256.27		110,256.27
KILLAM, DOUG	IT	IT Security Analyst	103,097.34		103,097.34
KILLEN, JASON	FIRE	Captain	132,306.56		132,306.56
KINCADE, BRADLEY	POLICE	Police Constable	114,947.28		114,947.28
KING, ALISA	POLICE	Police Constable	126,925.13		126,925.13
KING, MICHAEL	HR	Team Lead, Corporate Safety	100,307.19		100,307.19
KINGHORNE, RANDOLPH	LEGAL	Solicitor	150,759.44	5,080.70	155,840.14
KINSELLA, DANIEL	POLICE	Chief of Police	262,711.72	542.90	263,254.62
KIRTON, HAROLD	POLICE	Sergeant	138,680.82		138,680.82
KLERONOMOS, JOHN	IT	Manager Strategy & Portfolio	114,136.25	265.93	114,402.18
KLIFFER, MATTHEW	FIRE	Firefighter	144,082.87		144,082.87
KLINE, PATRICK	FIRE	Captain	176,480.67		176,480.67
KNISLEY, SARA	LEGAL	Solicitor	146,175.12		146,175.12
KOCH, STEPHEN	FIRE	Captain	197,371.98		197,371.98
KRIVDIC, ADMIR	POLICE	Police Constable	116,879.43		116,879.43
KUHN, SCOTT	POLICE	Police Constable F.B.P.	118,881.78		118,881.78
LAHEY, MARTIN	FIRE	Fire Prevention Officer	155,576.07	786.24	156,362.31
LAKE, JENNIFER	POLICE	Police Constable	117,483.43		117,483.43
LAKE, STANLEY	FIRE	Division Chief Safety & Compliance	146,528.81	711.07	147,239.88
LALONDE, NICHOLAS	FIRE	Firefighter	117,207.71		117,207.71
LAMBERT, DESMOND	POLICE	Police Constable	153,912.90		153,912.90
LAMBERT, TANYA	POLICE	Police Constable	156,261.99		156,261.99
LANDRY, ANDREW	POLICE	Police Constable	146,826.35		146,826.35
LANDRY, JILLIAN	IT	Business Relationship Manager	106,369.95		106,369.95
LANE, BLAIN	POLICE	Police Constable	116,637.23		116,637.23
LANGILLE, STEVEN	POLICE	Sergeant	157,107.87		157,107.87
LANGILLE, THEA	PLAN & DEV	Principal Planner	105,825.42	696.29	106,521.71
LANGLEY, BRETT	FIRE	Firefighter	126,220.45		126,220.45
LANGLOIS, GERALD	PFE	Controls Technician	114,186.21	74.18	114,260.39
LANIGAN, ADAM	PLAN & DEV	Senior Transportation Engineer (Capital)	106,724.82	305.09	107,029.91
LANTHIER, BRUCE	FIRE	Captain	122,777.32		122,777.32
LAPOINTE, MARTIN	FIRE	Firefighter Engineer	143,736.67		143,736.67
LARAQUE, JULES	POLICE	Police Constable	135,511.92		135,511.92
LASSALINE, TREVOR	POLICE	Police Constable	163,577.21		163,577.21

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

LATREILLE, ROBBIE	POLICE	Police Constable	138,763.93		138,763.93
LAUZIER, JEFFERY	FIRE	Firefighter	116,854.03		116,854.03
LAVOIE, ANDRE	FIRE	Firefighter	118,518.56		118,518.56
LAWLESS, STEPHEN	POLICE	Police Constable	119,271.55		119,271.55
LAWLOR, DAVID	POLICE	Sergeant	154,623.96		154,623.96
LAWLOR, TIMOTHY	POLICE	Police Constable F.B.P.	135,133.71		135,133.71
LEADBETTER, NICHOLAS	FIRE	Firefighter	104,318.76		104,318.76
LEBLANC, PAUL	POLICE	Emergency Response Communicator	100,779.80		100,779.80
LEBLANC, SIMON	FIRE	Firefighter	122,486.21		122,486.21
LECLERC, BRENDON	FIRE	Firefighter	116,887.93		116,887.93
LEGAY, RODNEY	POLICE	Police Constable	118,903.80		118,903.80
LEGER, MARC	FIRE	Training Officer	155,356.31		155,356.31
LEGERE, RONALD	POLICE	Divisional Commander Pro Standard	153,692.37		153,692.37
LEGGETT, MARY	FIRE	Captain	124,115.48		124,115.48
LEHMANN, GORD	CAO	Graphic Designer	117,702.33		117,702.33
LEROUX, JONAH	FIRE	Firefighter Engineer	115,299.35		115,299.35
LEROUX, MICHAEL	Transit	Conventional Transit Operator	109,611.69		109,611.69
LERUE, GREGORY	FIRE	Firefighter Engineer	152,005.86		152,005.86
LETHBRIDGE, DANIEL	POLICE	Police Constable F.B.P.	123,160.55		123,160.55
LEVANDIER, DIANE	PARKS & REC	Area Manager	110,149.71		110,149.71
LEWIS, ASHLEY	POLICE	Police Constable	154,742.76		154,742.76
LEWIS, SHAWN	Transit	Fleet Supervisor	142,431.55		142,431.55
LINES, WENDY	FAM	Manager Corporate Planning	211,214.17		211,214.17
LITTLE, BRADLEY	FIRE	Firefighter Engineer	129,716.17		129,716.17
LOGAN, STEVEN	POLICE	Police Constable	115,080.82		115,080.82
LOGAN, WILLIAM	FIRE	Firefighter Engineer	142,955.00		142,955.00
LOHNES, CHRISTOPHER	Transit	Conventional Transit Operator	104,888.51		104,888.51
LONG, MARK	POLICE	Police Constable	116,137.25		116,137.25
LONGLEY, MALCOLM	POLICE	Sergeant	146,395.32		146,395.32
LOWE, JOHN	FIRE	District Chief	139,840.72	282.90	140,123.62
LOWTHER, ROBERT	POLICE	Sergeant	139,802.35		139,802.35
LUCAS, DARCY	POLICE	Police Constable F.B.P.	114,406.72		114,406.72
LUCAS, TREVOR	FIRE	Firefighter	118,048.53		118,048.53
LUCIC, ERIC	PLAN & DEV	Director, Strategic Projects	135,043.08	631.42	135,674.50
LUCK, MATTHEW	POLICE	Police Constable	125,742.80		125,742.80
LUDDINGTON, JUSTIN	LEGAL	Solicitor	121,249.99	626.85	121,876.84
LUTHER, JAMES	POLICE	Sergeant	147,691.46		147,691.46
LYNCH, SUSAN	POLICE	Police Constable	142,935.25		142,935.25
MABEY, JORDAN	FIRE	Firefighter	119,848.76		119,848.76
MACADAM, E ALEXANDER	POLICE	Police Constable	161,232.36		161,232.36
MACADAM, MORGAN	POLICE	Police Constable F.B.P.	103,918.20		103,918.20
MACBURNIE NICKERSON, ME	POLICE	Crime Analyst	113,235.61		113,235.61
MACCORMACK, CORINNE	IT	Director Service Management Operations	127,159.01		127,159.01
MACCULLOCH, DREW	FIRE	Training Officer	146,029.90		146,029.90
MACDONALD, ANDREA	PLAN & DEV	Director Buildings & Compliance	115,739.65		115,739.65
MACDONALD, ANDREW	FIRE	Captain	138,427.88		138,427.88
MACDONALD, BRANDON	FIRE	Firefighter	121,614.10		121,614.10
MACDONALD, BRUCE	FIRE	Captain	174,205.27		174,205.27
MACDONALD, DAVID	FIRE	Superintendent Emergency Fleet Services	110,748.66		110,748.66
MACDONALD, KALI	POLICE	Police Constable	126,085.05		126,085.05
MACDONALD, KAREN	LEGAL	Solicitor	158,327.59	5,784.50	164,112.09
MACDONALD, KEVIN	POLICE	Police Constable	126,046.93		126,046.93
MACDONALD, LEONARD	POLICE	Sergeant	127,507.25		127,507.25
MACDONALD, LISA	POLICE	Police Constable F.B.P.	118,237.26		118,237.26
MACDONALD, MARGARET	PARKS & REC	Executive Director Parks & Recreation	192,502.80		192,502.80

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

MACDONALD, MARK	POLICE	Staff Sergeant	190,802.03		190,802.03
MACDONALD, MARK	FIRE	Firefighter	120,442.78		120,442.78
MACDONALD, MICHAEL	PFE	Project Manager Capital Projects	100,016.58		100,016.58
MACDONALD, PHILIP	POLICE	Police Constable	143,278.58		143,278.58
MACDONALD, R SCOTT	POLICE	Staff Sergeant	183,418.34		183,418.34
MACDONALD, SCOTT	POLICE	Police Constable	117,232.73		117,232.73
MACDONALD, TAMMY	POLICE	Police Constable	117,788.11		117,788.11
MACDONALD, TRACY	POLICE	Police Constable	124,116.64		124,116.64
MACDONALD, TREVOR	LEGAL	Solicitor	130,839.17	6,019.14	136,858.31
MACDOUGALL, MARGARET	LEGAL	Solicitor	111,161.70	5,784.50	116,946.20
MACDOUGALL, WILLIAM DEW	FIRE	Captain	165,633.71		165,633.71
MACEWAN, CODY	POLICE	Police Constable	128,212.20		128,212.20
MACFARLANE, DEREK	POLICE	Police Constable	116,054.77		116,054.77
MACGREGOR, JARED	POLICE	Police Constable	120,929.72		120,929.72
MACINNIS, JAMES	FIRE	Training Officer	162,764.27		162,764.27
MACINNIS, MELISSA	POLICE	Communications Advisor	107,612.72		107,612.72
MACINTYRE, ERIN	PLAN & DEV	Director Current Planning	125,904.55	1,629.26	127,533.81
MACINTYRE, RODERICK	PW	Manager, Traffic Services and Road Safet	116,249.06	305.09	116,554.15
MACISAAC, CRAIG	FIRE	Firefighter	144,103.25		144,103.25
MACISAAC, DAVID	PW	Manager Active Transportation	109,535.03		109,535.03
MACISAAC, GREG	PARKS & REC	Business Lead	103,395.35		103,395.35
MACISAAC, MATTHEW	POLICE	Police Constable	136,235.15		136,235.15
MACISAAC, SHAWN	POLICE	Police Constable	149,423.71		149,423.71
MACKAY, AMY	POLICE	Police Constable	135,707.32		135,707.32
MACKAY, KRISTEN	POLICE	Police Constable	114,763.95		114,763.95
MACKAY, TRACEY	POLICE	Emerg. Response Communicator Supervisor	113,954.38		113,954.38
MACKELLAR, SCOTT	FIRE	Captain	212,605.77		212,605.77
MACKENZIE, PHILLIP	POLICE	Sergeant	166,966.82		166,966.82
MACKENZIE, ROBERT	FIRE	Captain	124,297.95		124,297.95
MACKINLAY, SHAUNE	CAO	Chief of Staff	113,255.71		113,255.71
MACLAUGHLIN, DEVIN	POLICE	Police Constable	117,711.32		117,711.32
MACLAURIN, ROXANNE	LEGAL	Solicitor	150,759.44	5,784.50	156,543.94
MACLEAN, DON	POLICE	Deputy Chief	180,979.49	620.44	181,599.93
MACLEAN, IAIN	LEGAL	Municipal Clerk	124,616.27		124,616.27
MACLEAN, JEFFREY	POLICE	Police Constable	121,139.61		121,139.61
MACLEAN, JOHN	FIRE	Divisional Captain Training	145,905.98		145,905.98
MACLENNAN, ALLAN	POLICE	Police Constable	155,751.53		155,751.53
MACLEOD, JOHN	POLICE	Police Constable	123,852.04		123,852.04
MACLEOD, SCOTT	POLICE	Sergeant	132,890.74		132,890.74
MACMILLAN, JOHN	PFE	Lead Hand Mechanic	154,083.78		154,083.78
MACMULLIN, ROBERT	POLICE	Police Constable	144,845.30		144,845.30
MACNEIL, ADAM	FIRE	Captain	133,078.62		133,078.62
MACNEIL, ANDREW	POLICE	Police Constable	121,262.61		121,262.61
MACNEIL, JOHN	FAM	Senior Financial Consultant	102,912.69		102,912.69
MACNEIL, LYNN	FIRE	Captain	158,837.73		158,837.73
MACPHAIL, ROBERT	POLICE	Police Constable	134,304.04		134,304.04
MACPHERSON, JOHN	PFE	Exec Director, Property, Fleet and Envi	191,838.19	1,238.94	193,077.13
MACVICAR, ANDREW	POLICE	Police Constable	123,368.37		123,368.37
MAGGIO, ANDREW	FIRE	Firefighter	125,948.65		125,948.65
MAHEUX, NICOLAS	FIRE	Captain	153,372.38		153,372.38
MAILLET, MARTINE	POLICE	Police Constable	122,384.86		122,384.86
MAILMAN, JAMES	FIRE	Captain	156,979.67		156,979.67
MALCOLM, JOEY	POLICE	Police Constable	158,648.45		158,648.45
MANDRU, EGIST	POLICE	Police Constable	119,357.25		119,357.25
MANLEY, ERIC	POLICE	Police Constable	121,043.25		121,043.25

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

MANNING, MATTHEW	FIRE	Firefighter	113,723.30		113,723.30
MANOS, JILLIAN	FIRE	Firefighter	111,904.48		111,904.48
MANSFIELD, WENDY	POLICE	Communications Advisor	105,574.28		105,574.28
MANSVELT, JOHN	POLICE	Police Constable	140,401.82		140,401.82
MARCH, CRAIG	FIRE	Captain	204,156.63		204,156.63
MARCH, LEONARD	FIRE	Captain	203,530.81		203,530.81
MARCH, PATRICK	FIRE	Firefighter	134,101.26		134,101.26
MARCHAND, MICHEL	POLICE	Police Constable	140,913.44		140,913.44
MARINELLI, CHRIS	POLICE	Staff Sergeant	181,483.05		181,483.05
MARINELLI, NICHOLAS	POLICE	Police Constable	121,446.11		121,446.11
MARR, KAREN	LEGAL	Coordinator	100,813.20		100,813.20
MARRIOTT, JASON	POLICE	Police Constable	187,010.49		187,010.49
MARSHALL, TREVOR	FIRE	Training Officer	199,743.59		199,743.59
MARTEL, JULIE	FIRE	Firefighter	128,878.25		128,878.25
MARTELL, HAYDEN	POLICE	Police Constable	111,262.97		111,262.97
MARTELL, MICHELLE	FIRE	Firefighter Engineer	116,055.83		116,055.83
MARTIN, BRYANT	FIRE	Firefighter	111,135.95		111,135.95
MARTIN, CHRISTINA	POLICE	Divisional Commander Support	154,496.91	125.00	154,621.91
MARTIN, SCOTT	POLICE	Police Constable	133,339.30		133,339.30
MARTIN, SEAN	POLICE	Sergeant	138,186.16		138,186.16
MARTYN, STEPHEN	FIRE	Platoon Captain	192,275.81		192,275.81
MASON, CRYSTAL	FIRE	Firefighter	111,656.77		111,656.77
MASON, GREGORY	POLICE	Superintendent Support Division	166,371.91	620.44	166,992.35
MASON, JOHN	PFE	Manager Building Operations	113,570.38		113,570.38
MASON, ROBERT	FIRE	Firefighter Engineer	129,337.51		129,337.51
MASON, STEVEN	POLICE	Police Constable F.B.P.	110,851.00		110,851.00
MATHER, SHAWN	FIRE	Firefighter	117,149.12		117,149.12
MATHESON, DAVE	FIRE	Firefighter	107,577.60		107,577.60
MATHESON, MICHAEL	PFE	Fleet Coordinator	101,307.12	2,169.15	103,476.27
MATHIEU, JEFFREY	FIRE	Firefighter Engineer	117,314.27		117,314.27
MATTHEWS, ANDREW	POLICE	Superintendent Criminal Invest Division	166,371.91	620.44	166,992.35
MATTIE, DERRICK J	FIRE	Captain	148,455.58		148,455.58
MATTIE, LEONARD B	FIRE	Captain	175,568.67		175,568.67
MATTIE, MELISSA	FIRE	Firefighter Engineer	151,422.23		151,422.23
MAXWELL, MARK	POLICE	Police Constable	129,367.15		129,367.15
MAYER, RICHARD	POLICE	Police Constable	121,191.13		121,191.13
MCAVOY, JEREMY	FIRE	Firefighter	110,676.02		110,676.02
MCCARTHY, DEREK	FIRE	Firefighter	113,308.56		113,308.56
MCCOOMBS, REID	POLICE	Deputy Chief	180,979.49	620.44	181,599.93
MCCORMACK, STEPHEN	POLICE	Sergeant	152,012.84		152,012.84
MCCORMACK, WILLIAM	FIRE	Firefighter	109,397.17		109,397.17
MCCORMICK, JUSTIN	POLICE	Police Constable	154,414.32		154,414.32
MCCRACKEN, RYAN	FIRE	Firefighter Engineer	149,944.91		149,944.91
MCCRUM, ANDREW	POLICE	Police Constable	128,347.96		128,347.96
MCCULLEY, GARETT	POLICE	Police Constable	123,581.41		123,581.41
MCCULLEY, STUART	POLICE	Police Constable	126,576.26		126,576.26
MCCULLOUGH, TRUDI	POLICE	Police Constable	128,662.95		128,662.95
MCCULLOUGH, JANNA	POLICE	Police Constable	130,972.99		130,972.99
MCDERMOTT, CHRISTOPHER	POLICE	Police Constable	116,146.21		116,146.21
MCDONALD, BRIAN	Transit	Access-A-Bus Operator	100,001.74		100,001.74
MCDONALD, JOHN	FIRE	Firefighter	121,586.94		121,586.94
MCEACHERN, ALEXANDER	POLICE	Police Constable	115,521.49		115,521.49
MCGANN, QUENTIN	POLICE	Employee Assistance Program Coordinator	119,152.19		119,152.19
MCGRATH, ANTHONY	POLICE	Police Constable	123,254.38		123,254.38
MCGRATH, JOHN PATRICK	PARKS & REC	Manager Aquatic & Inclusion Services	104,377.50		104,377.50

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

MCGRATH, JUSTIN	POLICE	Police Constable	134,717.40		134,717.40
MCISAAC, CAROL	POLICE	Police Constable	120,677.37		120,677.37
MCISAAC, PARKER	POLICE	Sergeant	133,813.37		133,813.37
MCIVER, KARL	POLICE	Police Constable	130,246.82		130,246.82
MCLAUGHLIN, DARRYL	FIRE	Firefighter	115,798.20		115,798.20
MCLELLAN, BRAD	POLICE	Sergeant	150,124.16		150,124.16
MCLELLAN, TODD	POLICE	Police Constable	118,431.19		118,431.19
MCLEOD, NICHOLAS	FIRE	Firefighter	116,979.67		116,979.67
MCMACKIN, LANA NICOLE	POLICE	Police Constable	116,637.25		116,637.25
MCTMAHON, CHRISTOPHER	POLICE	Police Constable F.B.P.	140,477.04		140,477.04
MENAMARA, CHAD	POLICE	Police Constable F.B.P.	119,084.23		119,084.23
MENAMARA, GEOFFREY	POLICE	Police Constable	122,916.14		122,916.14
MENIL, JASON	POLICE	Sergeant	187,402.17		187,402.17
MENIL, JOHN	POLICE	Sergeant F.B.P.	162,876.46		162,876.46
MENIL, JOSHUA	POLICE	Police Constable	121,622.37		121,622.37
MENIL, KENZIE	FAM	Manager, Financial Policy	104,305.37		104,305.37
MEAGHER, BRENDAN	FIRE	Captain	162,629.89		162,629.89
MEHNER, ANDREA	PW	Manager Streets, Active Transp&Sidewalks	105,731.22		105,731.22
MEISNER, DERRICK	POLICE	Police Constable	148,899.90		148,899.90
MEISNER, JASON	POLICE	Police Constable	126,330.51		126,330.51
MEISNER, TYSON	FIRE	Captain	152,209.61		152,209.61
MELANSON, IAN	FIRE	Firefighter	110,322.07		110,322.07
MELDRUM, DAVID	FIRE	Deputy Chief - Performance & Safety	177,286.65	600.97	177,887.62
MELVILLE, PAUL	Transit	Conventional Transit Operator	101,590.58		101,590.58
MELVIN, BRENT	FIRE	Captain	152,845.22		152,845.22
MEREDITH, LEEANN	FIRE	Captain	138,638.56		138,638.56
MERSEREAU, EMILY	POLICE	Police Constable	116,763.62		116,763.62
MESSERVEY, CLARENCE	FIRE	Captain	142,481.63		142,481.63
MIEDEMA, SHANNON	PFE	Director, Environment & Climate Change	125,471.49		125,471.49
MILLACET, GUSTAVO	Transit	Ferry Captain	111,001.18		111,001.18
MILLAIIE, STEVE	POLICE	Police Constable	115,987.25		115,987.25
MILLER, CHRISTOPHER	FIRE	IAFF LTD	118,171.13		118,171.13
MILLER, MICHAEL	FIRE	Firefighter Engineer	117,143.60		117,143.60
MILLER, NANCY	POLICE	Police Constable	143,721.30		143,721.30
MISENER, RODNEY	FIRE	Firefighter Engineer	164,913.00		164,913.00
MISNER, KAREN	POLICE	Police Constable	117,658.20		117,658.20
MITCHELL, BASIL	FIRE	BA Technician	125,949.97		125,949.97
MITCHELL, JASON	POLICE	Police Constable	117,729.87		117,729.87
MITCHELL, MATTHEW	FIRE	Firefighter	130,581.08		130,581.08
MITCHELL, SPENCER	FIRE	Firefighter	148,215.06		148,215.06
MOMBOURQUETTE, JERMAIN	FIRE	Training Officer	132,701.38		132,701.38
MOOD, JASON	POLICE	Police Constable	116,274.63		116,274.63
MOORE, ADAM	POLICE	Police Constable	123,449.64		123,449.64
MOORE, EDWARD	FIRE	Captain	133,718.40		133,718.40
MOORE, KEIGAN	PFE	Mechanic EVT	109,020.64		109,020.64
MOORE, STEPHEN	FIRE	Captain	141,580.03		141,580.03
MOORE, WILLIAM	CAO	Project Manager, Public Safety	120,085.36	520.44	120,605.80
MOORES, JASON	FIRE	Captain	156,312.69		156,312.69
MOORHOUSE, LYND SAY	FIRE	Inventory Equipment Technician	107,098.39		107,098.39
MORAN, HEATHER	POLICE	Police Constable	130,355.57		130,355.57
MORASH, RYAN	POLICE	Police Constable	134,678.70		134,678.70
MORRIS, MICHAEL	PFE	Superintendent Emergency Fleet Services	124,088.92		124,088.92
MORRIS, RYAN	POLICE	Police Constable	145,307.73		145,307.73
MORRISON, HUGH	PW	Manager Construction Services	113,928.31	136.01	114,064.32
MORRISON, JILLIAN	PW	Supervisor Traffic Services	104,956.96	305.09	105,262.05

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

MOSHER, BRUCE	FIRE	Captain	171,800.77		171,800.77
MOSHER, KYLE	FIRE	Firefighter	126,152.62		126,152.62
MUIR, KYLE	POLICE	Police Constable	117,977.63		117,977.63
MULLANE, ROBERT	PARKS & REC	Superintendent Parks East	134,112.08		134,112.08
MUNROE, WAYNE	PFE	Mechanic EVT	152,922.25		152,922.25
MURPHY, BRETON	CAO	Managing Dir. Corporate Communications	138,234.82		138,234.82
MURPHY, JEFFERY	FIRE	Firefighter Engineer	101,360.57		101,360.57
MURPHY, JUSTIN	POLICE	Police Constable	117,474.37		117,474.37
MURPHY, MATTHEW	POLICE	Police Constable	119,866.80		119,866.80
MURRAY, BRAD	POLICE	Police Constable	131,514.16		131,514.16
MURRAY, CHRISTOPHER	FIRE	Firefighter	128,891.68		128,891.68
MURRAY, JENNIFER	POLICE	Police Constable	116,120.86		116,120.86
NAIDOO, NALINI	PARKS & REC	Director Strategic Planning & Design	141,815.55	631.42	142,446.97
NAKONECHNY, DAVID	Transit	Fleet Supervisor	114,773.04		114,773.04
NASH, LUCAS	FIRE	Firefighter	137,098.86		137,098.86
NASRY, AHMED	POLICE	Police Constable	116,343.17		116,343.17
NAUSE, SCOTT	FIRE	Firefighter	160,947.46		160,947.46
NEWBOULD, ERIC	HR	Manager Health & Wellness	108,243.02		108,243.02
NEWTON, BRANDON D	FIRE	Firefighter	151,196.82		151,196.82
NICHOLS, CAROLYN	POLICE	Divisional Commander East & West Patrol	150,971.68	125.00	151,096.68
NICHOLSON, ANDREW	POLICE	Police Constable F.B.P.	142,344.30		142,344.30
NICHOLSON, JEFFREY	POLICE	Police Constable F.B.P.	126,495.65		126,495.65
NIELSEN, ILLYA	POLICE	Police Constable	148,190.49		148,190.49
NOLAN, LAURA	HR	Director Employee Relations	145,283.37		145,283.37
NORRIS, DEVON	POLICE	Police Constable	107,269.88		107,269.88
NOVAKOVIC, BOJAN	POLICE	Police Constable	120,050.49		120,050.49
NOWLAN, CRYSTAL	FAM	Director Asset Management	131,945.43	1,110.65	133,056.08
OAKLEY, EDWARD	FIRE	Captain	150,440.26		150,440.26
OAKLEY, MICHELLE	POLICE	Police Constable	109,277.02		109,277.02
O'BRIEN, DALE	FIRE	Firefighter	113,529.05		113,529.05
O'BRIEN, GHYSLAIN	FIRE	Firefighter	119,406.62		119,406.62
O'BRIEN, KENNETH	POLICE	Police Constable	131,064.33		131,064.33
O'CALLAGHAN, PAMELA	FIRE	FDM Roster Coordinator Operations	109,545.83		109,545.83
O'CONNELL, SHANNON	PLAN & DEV	Senior Program Engineer	106,505.71	1,608.65	108,114.36
O'DEA, CONOR	CAO	Senior Policy Advisor	126,789.79		126,789.79
O'DONNELL, CHRISTOPHER	FIRE	Firefighter	113,449.61		113,449.61
O'DONNELL, JAMES	FIRE	Firefighter Engineer	119,133.58		119,133.58
O'LAUGHLIN, BRANDON	FIRE	Firefighter	109,417.14		109,417.14
O'LAUGHLIN, DAVID	FIRE	Firefighter	112,428.30		112,428.30
O'NEILL, DANIEL	POLICE	Police Constable	159,739.25		159,739.25
O'NEILL, JARROD	FIRE	Firefighter	117,351.30		117,351.30
O'NEILL, PATRICK	POLICE	Police Constable F.B.P.	133,701.97		133,701.97
OPALKA, STACEY	POLICE	Police Constable	115,987.25		115,987.25
ORR, ROBERT	PW	Program Manager Engineer & Contract Serv	117,760.35		117,760.35
OSBORNE, KATIE	POLICE	Emergency Response Communicator	100,421.00		100,421.00
PACE, DAVID	FIRE	Captain	132,907.30		132,907.30
PALMETER, BRIAN	POLICE	Sergeant	150,386.46		150,386.46
PAPPAS, MICHAEL	FAM	Director Corporate Planning	118,450.98		118,450.98
PAQUET, ANDREW	POLICE	Police Constable	129,971.17		129,971.17
PARASRAM, AMIT	POLICE	Sergeant	137,321.84		137,321.84
PARENT, DANIEL	POLICE	Police Constable	141,623.52		141,623.52
PARIS, CHADWICK	FIRE	Firefighter	133,735.82		133,735.82
PARIS, DANIELLE	FAM	Manager, Accounting Operations	106,766.59	1,633.58	108,400.17
PARIS, DONNA LEE	POLICE	Police Constable	164,988.86		164,988.86
PARIS, JEFFERY	FIRE	Captain	188,627.54		188,627.54

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

PARKER, AMANDA	POLICE	Emergency Response Communicator	101,201.41		101,201.41
PARKER, JOHN	POLICE	Emerg. Response Communicator Supervisor	134,419.45		134,419.45
PARKER, MATTHEW H	FIRE	Firefighter	135,903.92		135,903.92
PARKER, MATTHEW J	FIRE	Captain	169,618.44		169,618.44
PARKER, RONALD	FIRE	Firefighter Engineer	119,154.11		119,154.11
PARSONS, ANDREW	POLICE	Police Constable	124,141.84		124,141.84
PARSONS, DARCY	FIRE	Captain	149,570.38		149,570.38
PARSONS, DAVID	FIRE	Firefighter Engineer	122,098.12		122,098.12
PARSONS, EDWARD	FIRE	Captain	149,178.13		149,178.13
PARSONS, JASON	FIRE	Captain	177,922.30		177,922.30
PARSONS, SEAN	FIRE	Firefighter Engineer	156,962.04		156,962.04
PATRIQUIN, JEFFREY	POLICE	Police Constable	147,090.79		147,090.79
PAYNE, JAMIE	POLICE	Sergeant	154,219.91		154,219.91
PEDDLE, ARTHUR	FIRE	Mechanic EVT	116,602.73		116,602.73
PEERS, TONY	FIRE	Firefighter Engineer	131,222.79		131,222.79
PELLERINE, DONALD	PW	Manager Streets, Active Transp&Sidewalks	114,870.32		114,870.32
PENFOUND, DIANNE	POLICE	Police Constable	124,714.82		124,714.82
PENFOUND, WILLIAM	POLICE	Police Constable	146,814.41		146,814.41
PEPLER, NICHOLAS	POLICE	Staff Sergeant	148,397.47		148,397.47
PEPPER, JACQUELINE	FAM	Manager Corporate Performance	105,224.71	305.08	105,529.79
PERONI, BRYAN	POLICE	Police Constable	129,990.38		129,990.38
PERREAULT, DAWN	POLICE	Police Constable	135,755.47		135,755.47
PERRIER, CRAIG	FIRE	Captain	127,631.52		127,631.52
PERRY, DARLA	POLICE	Sergeant	161,576.59		161,576.59
PETERS, MATTHEW	POLICE	Sergeant	149,566.18		149,566.18
PHILLIPS, TANYA	PLAN & DEV	Manager ByLaw Standards	106,722.84		106,722.84
PHILOPOULOS, ANDREW	PW	Director Solid Waste	140,379.98	305.09	140,685.07
PIERCE GOODLAND, VICTORIA	Transit	Director Employee Support & Development	120,445.01		120,445.01
PIERCE, MARK	POLICE	Police Constable	115,705.30		115,705.30
PIERCE, SHELLY	POLICE	Police Constable	122,421.95		122,421.95
PIERCEY, LORNE	FIRE	Training Officer	144,175.41		144,175.41
PIKE, LEIGH	POLICE	Police Constable	136,089.17		136,089.17
PIKE, MARGARET	PLAN & DEV	Manager Business Services Program	103,835.65		103,835.65
PITTS, DENNIS	FIRE	District Chief	174,755.88	282.90	175,038.78
PITTS, LUCAS	PW	Director Traffic Management	141,149.52	1,167.61	142,317.13
PLATER, JOEL	LEGAL	Chief Risk Officer/Manager, Risk & Insur	119,104.82	687.58	119,792.40
PLUTA, CHRISTIAN	POLICE	Police Constable	119,369.58		119,369.58
POIRIER, CAMERON	POLICE	Police Constable	101,438.36		101,438.36
POOLE, CHRIS	PARKS & REC	Superintendent Parks East	106,001.49		106,001.49
POOLE, MATTHEW	POLICE	Police Constable	117,818.69		117,818.69
POOLE, TERENCE	POLICE	Police Constable	124,754.67		124,754.67
POTHIER, BRIAN	POLICE	Police Constable	132,604.12		132,604.12
POTHIER, JEFFREY	POLICE	Police Constable	138,983.87		138,983.87
POWELL, CHRISTOPHER	FIRE	Firefighter	123,840.28		123,840.28
POWELL, RONALD	FIRE	Captain	198,318.58		198,318.58
POWER GARRETT, HOLLY	FAM	Manager Capital & Asset Management	109,248.28	2,169.15	111,417.43
POWER, PHIL	POLICE	Sergeant	142,744.98		142,744.98
PRAUGHT, ANDREW	POLICE	Police Constable	121,184.83		121,184.83
PRIOR, JODY	POLICE	Police Constable	148,258.45		148,258.45
PRYDE, MARK	FIRE	Firefighter Engineer	137,466.71		137,466.71
PRYOR, E JANE	FAM	Director Procurement	145,540.48		145,540.48
PULSIFER, JEFFREY	POLICE	Police Constable	119,440.30		119,440.30
PURVIS, CARL	PLAN & DEV	Manager Urban & Rural Planning App Prog	112,525.70	696.29	113,221.99
PYKE, COREY	FIRE	Firefighter	113,204.75		113,204.75
PYLE, KURT	PLAN & DEV	Manager, Culture, Heritage & Planning In	112,945.44	125.00	113,070.44

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

QUESNEL, RAYMOND	POLICE	Police Constable	114,387.25		114,387.25
QUINN, ALEXANDER	PARKS & REC	Construction Project Manager	106,956.93	336.43	107,293.36
RADA, JESALAH	FIRE	Firefighter	122,420.42		122,420.42
RAFUSE, LAWRENCE	FIRE	Firefighter Engineer	126,377.73		126,377.73
RAINAULT, JARED	FIRE	Firefighter Engineer	118,278.12		118,278.12
RAINAULT, TANYA	POLICE	Police Constable	117,367.97		117,367.97
RAMEY, SCOTT	FIRE	Assistant Chief	151,512.89	760.01	152,272.90
RANA, ANIL	POLICE	Police Constable	120,153.06		120,153.06
RANDELL, MICHAEL	POLICE	Police Constable	119,758.04		119,758.04
RANKIN, JEANNIE	POLICE	Police Constable	116,137.25		116,137.25
RASMUSSEN, BARBARA	POLICE	Police Constable	161,764.47		161,764.47
RASMUSSEN, ERIC	FIRE	Captain	145,710.76		145,710.76
RATTRAY, MYLES	POLICE	Police Constable	145,029.83		145,029.83
RAY, SIMON	FIRE	Captain	141,301.84		141,301.84
RAYMOND, MARK	POLICE	Police Constable	132,553.85		132,553.85
REAGE, DAVID	Transit	Executive Director Halifax Transit Svcs	215,119.57	2,283.34	217,402.91
REEVES, MARQUES	POLICE	Sergeant	164,667.13		164,667.13
REID, JASON	POLICE	Police Constable	116,137.25		116,137.25
RHODENIZER, CLINTON	POLICE	Police Constable	119,712.40		119,712.40
RICHARDS, HEATHER	FIRE	Firefighter Engineer	127,469.49		127,469.49
RIGGINS, JOHN	POLICE	Police Constable	117,817.89		117,817.89
RITCEY, NEERA	POLICE	Director Corporate Affairs	142,649.49	620.44	143,269.93
RIX, BRIAN	FIRE	Firefighter Engineer	116,061.08		116,061.08
ROACHE, LEE ANN	POLICE	Emerg. Response Communicator Supervisor	135,455.88		135,455.88
ROBERGE, LARRY	POLICE	Police Constable	149,040.24	75.00	149,115.24
ROBERTS, DAVID	POLICE	Police Constable	216,238.78		216,238.78
ROBERTS, EMMA	FIRE	Firefighter	135,925.23		135,925.23
ROBERTSON, BRIAN	FIRE	Firefighter Engineer	160,834.08		160,834.08
ROBERTSON, GREGORY	POLICE	Divisional Commander Information Mgmt	151,002.49	620.44	151,622.93
ROBERTSON, VICKI	FAM	Deputy Treasurer	109,430.55	1,110.65	110,541.20
ROBIA, AMOS	FIRE	District Chief	150,847.96		150,847.96
ROBICHAUD, JOHN	FIRE	Captain	139,486.78		139,486.78
ROBINSON, CRAIG	POLICE	Sergeant	195,444.36		195,444.36
ROBINSON, KIMBERLY	POLICE	Staff Sergeant F.B.S.	150,962.53		150,962.53
ROCHE, DAVID	FIRE	Firefighter Engineer	150,568.69		150,568.69
RODGERS, BEN	POLICE	Police Constable	107,253.77		107,253.77
ROGERS, BRIAN	FIRE	Firefighter Engineer	117,158.51		117,158.51
ROGERS, KELL	POLICE	Police Constable	117,404.01		117,404.01
ROMAGNANO, MIGUEL	Transit	Ferry Captain	111,496.80		111,496.80
ROOSEN, BRUCE	IT	Director Cybersecurity	127,106.02		127,106.02
ROSE, ANN	POLICE	Booking Technician	103,526.53		103,526.53
ROSS, MELANIE	POLICE	Police Constable	136,732.25		136,732.25
ROSS, SHANE	FIRE	Firefighter Engineer	133,002.45		133,002.45
RUBARTH, BEN	POLICE	Police Constable	125,761.83		125,761.83
RUEL, CHRISTIAN	FIRE	Firefighter Engineer	121,433.31		121,433.31
RUTTE, CORNELIS	FIRE	Firefighter	128,837.58		128,837.58
RYAN, DENISE	PARKS & REC	Manager, Business and Technical Services	113,038.90		113,038.90
RYAN, MAUREEN	LEGAL	Solicitor	150,759.44	6,014.50	156,773.94
RYAN, MICHAEL	PARKS & REC	Manager Community Partnerships	114,852.74		114,852.74
RYAN, PETER	FIRE	Firefighter Engineer	192,572.35		192,572.35
SALGUEIRO, SANTIAGO	FIRE	Firefighter	122,965.04		122,965.04
SALTER, DAVID	FIRE	Firefighter	111,428.14		111,428.14
SAMAHA, ANDREW	POLICE	Police Constable	149,408.41		149,408.41
SAMPSON, MICHAEL	FIRE	Training Officer	134,939.31		134,939.31
SAMPSON, MICHAEL	HR	Director Talent & Total Rewards	120,906.47		120,906.47

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

SAMSON, SHERRI	POLICE	Police Constable	135,694.38		135,694.38
SANDERS, FRANCISCUS	LEGAL	Lead Privacy Program	104,503.52	143.30	104,646.82
SANFORD, MICHAEL	POLICE	Police Constable	151,433.07		151,433.07
SANGSTER, BRUCE	FIRE	District Chief	193,136.62	282.90	193,419.52
SANGSTER, LUCAS	FIRE	Firefighter	146,718.75		146,718.75
SANTILLI, MARC	Transit	Manager Technical Services	109,976.60		109,976.60
SARTY, CALEB	POLICE	Police Constable	128,312.27		128,312.27
SAVAGE, MIKE	CAO	Mayor	191,808.43	60.00	191,868.43
SAVOURY, YVONNE	POLICE	Emergency Response Communicator	103,225.70		103,225.70
SAWA, SIMON	FIRE	Firefighter	114,161.21		114,161.21
SAYER, ROGER	POLICE	Sergeant	151,561.47		151,561.47
SCHOFIELD, DENISE	CAO	DCAO - Citizen Services	266,509.16	336.43	266,845.59
SCHUHMANN, ANDREW	Transit	Conventional Transit Operator	112,309.33		112,309.33
SCHULTZ, CODY	POLICE	Police Constable	222,237.33		222,237.33
SCOTT, CONOR	FIRE	Firefighter	110,910.72		110,910.72
SEARS, MICHAEL	FIRE	Captain	142,004.40		142,004.40
SEEBOLD, JEFFREY	POLICE	Police Constable	146,478.24		146,478.24
SEXTON, HAROLD	PFE	Mechanic EVT	161,631.99		161,631.99
SHAFFELBURG, PAUL	IT	Director Data Analytics & Visualization	132,222.26		132,222.26
SHAFFNER, BENJAMIN	FIRE	Firefighter	119,817.76		119,817.76
SHANAHAN, MICHAEL	FIRE	Captain	123,491.53		123,491.53
SHANNON, BEATE	PW	Manager Service Delivery & Asset Control	110,841.92		110,841.92
SHANNON, JASON	POLICE	Police Constable	168,407.75		168,407.75
SHEPPARD, JORDAN	POLICE	Police Constable F.B.P.	132,845.25		132,845.25
SHEPPARD, JUSTIN	POLICE	Sergeant F.B.P.	200,568.90		200,568.90
SHEPPARD, KEITH	FIRE	Communications Technician	102,350.63		102,350.63
SHEPPARD, TIM	POLICE	Police Constable	124,871.93		124,871.93
SHERWOOD, ANNE	PW	Director, Tran Design & Construction Ser	134,207.74	468.32	134,676.06
SHERWOOD, ROBIN	POLICE	Police Constable	129,847.28		129,847.28
SICILIANO, AMY	CAO	Public Safety Advisor	104,753.09	175.00	104,928.09
SIDNEY, MATTHEW	FIRE	Firefighter	107,235.18		107,235.18
SILVER, SHAWN	IT	System Administrator II	102,895.68		102,895.68
SIMMONDS, ANTONIO	POLICE	Superintendent Administration	166,371.91	620.44	166,992.35
SIMMONDS, ANTRON	Transit	Conventional Transit Operator	102,672.71		102,672.71
SIMMONS, STEVE	FIRE	Firefighter Engineer	119,938.12		119,938.12
SIMMS, BRADLEY	FIRE	Captain	136,800.79		136,800.79
SINCLAIR, LOUIS	FIRE	Firefighter Engineer	116,023.47		116,023.47
SINGH, AMARPREET (AR)	Transit	Supervisor Ferry Services	101,106.16		101,106.16
SINGH, GURSHARAN	POLICE	Manager Strategic Technology Integration	129,120.71		129,120.71
SIVAK, BENJAMIN	PLAN & DEV	Manager Planned Growth	113,553.31	631.42	114,184.73
SLADE, MONICA	POLICE	Police Constable	135,501.58		135,501.58
SLATTER, MICHAEL	FIRE	Training Officer	145,735.55		145,735.55
SLAUENWHITE, EARLE	FIRE	Firefighter Engineer	117,159.72		117,159.72
SLAUNWHITE, DAVID	FIRE	District Chief	167,198.80	282.90	167,481.70
SLAUNWHITE, DERK	LEGAL	Solicitor	151,357.15	703.80	152,060.95
SLAUNWHITE, JACOB	FIRE	Firefighter	125,246.99		125,246.99
SLAUNWHITE, KEVIN	FIRE	Captain	133,236.17		133,236.17
SLAUNWHITE, STEPHEN T	FIRE	Fire Inspector PIO	118,664.53		118,664.53
SLAUNWHITE, STEPHEN W	FIRE	Firefighter	111,863.65	700.00	112,563.65
SMARDON, RAYMOND	FIRE	Firefighter Engineer	119,235.95		119,235.95
SMELTZER, MATT	IT	Network Administrator II	100,379.87		100,379.87
SMITH, ANNETTE	Transit	Conventional Transit Operator	101,536.14		101,536.14
SMITH, BRENDA	POLICE	Police Constable	136,713.25		136,713.25
SMITH, CRAIG	POLICE	Police Constable	134,128.78		134,128.78
SMITH, DAVID	POLICE	Sergeant	150,095.37		150,095.37

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

SMITH, DAVID	IT	Senior Service Desk Analyst	104,111.67		104,111.67
SMITH, JAMES	POLICE	Police Constable	116,615.13		116,615.13
SMITH, JASON	FIRE	Firefighter	126,217.15		126,217.15
SMITH, JOANNE	POLICE	Research Coordinator	101,356.45	520.44	101,876.89
SMITH, KEVIN	POLICE	Staff Sergeant	167,751.90		167,751.90
SMITH, MEAGAN	FIRE	Firefighter Engineer	130,849.16		130,849.16
SMITH, ROBERT	PW	Contract Supervisor	101,168.65	343.23	101,511.88
SMITH, RODNEY	POLICE	Digital Forensics Technician	108,385.60		108,385.60
SMITH, ROSALYN	PARKS & REC	Director Regional Recreation Services	134,014.40		134,014.40
SNAIR, PATRICIA	POLICE	Police Constable	115,987.25		115,987.25
SNOOKS, CHRISTOPHER	FIRE	Firefighter Engineer	113,307.59		113,307.59
SNOW, RYAN	FIRE	Firefighter	121,297.70		121,297.70
SPARES, JEFF	PARKS & REC	Manager Parks Capital Projects	120,425.16	336.43	120,761.59
SPENCE, CARLETON MARK	FIRE	Captain	138,033.40		138,033.40
SPERANZA, ANDRÉA	FIRE	Captain	187,312.79		187,312.79
SPINELLI, ANTHONY	PW	Prjct Dir Cogswell Redev TERM (Capital)	223,890.15	1,651.92	225,542.07
SPRIGGS, ROGER	POLICE	Police Constable	124,610.65		124,610.65
SQUIRES, BETH	POLICE	Police Constable	116,137.25		116,137.25
SQUIRES, JASON	FIRE	Firefighter Engineer	125,978.91		125,978.91
STANLEY, DUANE	POLICE	Sergeant	147,467.08		147,467.08
STARRETT, CHRISTOPHER	POLICE	Police Constable	120,558.48		120,558.48
STEELE, DAVID	FIRE	Firefighter	121,315.92		121,315.92
STEELE, WARREN	POLICE	Police Constable F.B.P.	115,317.95		115,317.95
STEPHENSON, TODD	POLICE	Police Constable	147,939.44		147,939.44
STEVENS, CODY	PFE	Mechanic EVT	123,067.07		123,067.07
STEVENS, GREGORY	POLICE	Sergeant	148,729.10		148,729.10
STEVENS, MARK	POLICE	Police Constable	120,471.15		120,471.15
STEVENS, MICHAEL	POLICE	Police Constable	117,174.69		117,174.69
STEVENS, MURRAY R	FIRE	Captain	137,610.63		137,610.63
STICKINGS, PETER	PFE	Director Corporate Real Estate	149,491.32		149,491.32
STIENBURG, DEAN	POLICE	President HRP	162,251.06		162,251.06
STIENBURG, DONALD	POLICE	Staff Sergeant	202,622.11		202,622.11
STOCKMAN, JENNIFER	POLICE	Booking Technician	165,972.82		165,972.82
STONE, MATTHEW	FIRE	Firefighter	119,928.08		119,928.08
STREATCH, TODD	POLICE	Police Constable	126,085.26		126,085.26
STRICKLAND, MICHAEL	POLICE	Sergeant	147,973.02		147,973.02
STUBBERT, STEVEN	FIRE	Captain	137,534.28		137,534.28
STUEBING, KENNETH	FIRE	Executive Director / Fire Chief	218,891.12	2,267.51	221,158.63
STYMIEST, JAMES	FIRE	District Chief	157,181.77	282.90	157,464.67
SULLIVAN, DREW	FIRE	Firefighter Engineer	117,158.51		117,158.51
SULLIVAN, MICHAEL	POLICE	Police Constable	146,707.85		146,707.85
SULLIVAN, RICHARD	FIRE	Captain	142,088.53		142,088.53
SULLIVAN, TIMOTHY	POLICE	Police Constable	155,830.37		155,830.37
SURETTE, EDMUND	PW	Director ProjPlan&TranAssetMgmt	133,885.84	305.09	134,190.93
SUTTON, JOSHUA	POLICE	Police Constable	106,380.71		106,380.71
SWANSON, CHRISTOPHER	FIRE	Firefighter Engineer	173,021.52		173,021.52
SWEENEY, JOANNE	POLICE	Sergeant	164,273.85		164,273.85
SWEET, CHRIS	FIRE	Firefighter Engineer	117,158.51		117,158.51
SWIM, AARON	FIRE	Firefighter	102,317.32		102,317.32
SYMONDS, TYLER	FIRE	Firefighter Engineer	120,851.38		120,851.38
TAGGART, JORDAN	FIRE	Firefighter	109,638.06		109,638.06
TAIT, JODI	FIRE	Firefighter	128,597.96		128,597.96
TARBOX, CHRISTOPHER	FIRE	Captain	133,169.10		133,169.10
TAYLOR, BRADLEY	POLICE	Police Constable	132,836.15		132,836.15
TAYLOR, COLIN	LEGAL	Solicitor	131,146.79	5,784.50	136,931.29

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

TAYLOR, ELIZABETH	PARKS & REC	Manager Events	101,169.29		101,169.29
TEED, CASSANDRA	POLICE	Police Constable	115,320.78		115,320.78
TENCH, LAWRENCE	POLICE	Police Constable	137,508.85		137,508.85
THERIAULT, MARK	FIRE	Firefighter	112,067.09		112,067.09
THERIAULT, STEPHEN	FIRE	Captain	231,889.19		231,889.19
THIBAUT, MONIA	POLICE	Police Constable	138,428.26		138,428.26
THIBAUT, SHERRY	FIRE	Captain	168,022.46		168,022.46
THOMAS, CHRISTOPHER	POLICE	Staff Sergeant, Info Mgt	151,956.31		151,956.31
THOMAS, HOLLY	POLICE	Sergeant	127,724.56		127,724.56
THOMAS, PATRICK	FIRE	Firefighter	115,440.33		115,440.33
THOMPSON, ANNETTE	FIRE	Captain	144,046.29		144,046.29
THOMPSON, MICHAELYN	CAO	Manager Marketing	109,638.19		109,638.19
THOMSON, ALLAN	FIRE	Firefighter Engineer	117,288.19		117,288.19
THORPE, DAVID	IT	Executive Director, IT & CIO	187,417.37		187,417.37
TIBBO, MELINDA	POLICE	Police Constable F.B.P.	103,112.43		103,112.43
TINGLEY, MATTHEW	POLICE	Police Constable	146,332.58		146,332.58
TOHME, ISAAC	POLICE	Police Constable	143,142.33		143,142.33
TOOKE, HOLLY	POLICE	Police Constable	125,583.25		125,583.25
TOUSIGNANT, YVES	FIRE	Captain	193,391.44		193,391.44
TOWNS, RENEE	FAM	Director Revenue	132,491.74	1,224.75	133,716.49
TOWNSEND, DEONE	POLICE	Police Constable	129,319.85		129,319.85
TRACEY, CHRISTOPHER	POLICE	Police Constable	114,387.25		114,387.25
TRACEY, JARED	Transit	Fleet Supervisor	103,017.66		103,017.66
TRASK, SAMANTHA	PW	Supervisor Road Safety & Transportation	105,902.60	305.09	106,207.69
TRAVES, JOHN	LEGAL	Mun Solicitor/Dir Legal & Legis Services	248,389.64	7,914.71	256,304.35
TRENHOLM, CHRISTINA	POLICE	Sergeant	132,690.60		132,690.60
TRIFF, JOSEPH	FIRE	Captain	172,498.47		172,498.47
TRUDEL, CRAIG	POLICE	Police Constable	114,387.25		114,387.25
TSIMIKLIS, VASSILIOS	FIRE	Firefighter	112,178.67		112,178.67
TUCKER, KYLE	FIRE	Firefighter	112,831.45		112,831.45
TUCKER, PATRICK	POLICE	Sergeant	140,842.63		140,842.63
TURNER, JENNIFER	POLICE	Police Constable	124,512.58		124,512.58
TURNER, RAY	POLICE	Sergeant F.B.P.	122,143.85		122,143.85
TURNER, STEPHEN	FIRE	District Chief	162,667.03	282.90	162,949.93
TURPLE, BRENT	POLICE	Police Constable	124,704.27		124,704.27
TURPLE, JAMES	FIRE	Firefighter	122,803.15		122,803.15
TYNAN, JOSEPH	PFE	Lead Hand - Facilities	134,849.12		134,849.12
UNDERWOOD, JOSHUA	POLICE	Police Constable	129,678.52		129,678.52
UPSHAW, CRAIG	POLICE	Police Constable	118,001.53		118,001.53
UPSHAW, SEAN	FIRE	Firefighter	128,802.08		128,802.08
UPSHAW, THANE	FIRE	Firefighter Engineer	153,543.81		153,543.81
VAN DER HORST, MARLIES	FAM	Financial Business Partner	105,282.74	1,058.50	106,341.24
VARIN, ANTOINE	POLICE	Police Constable	119,718.78		119,718.78
VARIN, LARRY	FIRE	Division Captain Fire & Prevention	153,682.19	786.24	154,468.43
VASSEUR, MICHAEL	POLICE	Police Constable	121,424.33		121,424.33
VATERS, JENNIFER	POLICE	Police Constable	117,946.89		117,946.89
VEINOTTE, MATTHEW	POLICE	Sergeant	134,863.96		134,863.96
VERBOOM, BRANDON	POLICE	Police Constable F.B.P.	117,873.89		117,873.89
VERNER, KATHLEEN	POLICE	Police Constable	125,002.95		125,002.95
VIENNEAU, KAVAN	FIRE	Firefighter	113,541.22		113,541.22
WAGG, STEVEN	POLICE	Sergeant	144,296.12		144,296.12
WALDORF, PETER	POLICE	Police Constable F.B.P.	158,193.16		158,193.16
WALKER, MARK	FIRE	Captain	139,845.44		139,845.44
WALKER, THOMAS	FIRE	Firefighter Engineer	118,301.93		118,301.93
WALSH, ANDREW	Transit	Ferry Mate	112,873.80		112,873.80

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

WALSH, BARRIE	Transit	Conventional Transit Operator	100,042.75		100,042.75
WALSH, CHRISTOPHER	FIRE	Firefighter	142,918.63		142,918.63
WALSH, IAN	POLICE	Police Constable	114,446.44		114,446.44
WALSH, KURT	POLICE	Sergeant	160,746.67		160,746.67
WALSH, RAY	PARKS & REC	Director Parks	129,807.42		129,807.42
WAMBOLDT, DARREN	FIRE	Firefighter	119,598.20		119,598.20
WAMBOLDT, SHANE	FIRE	Firefighter	127,353.02		127,353.02
WARD, MARTIN	LEGAL	General Counsel	179,327.46	5,784.50	185,111.96
WARNELL, BARRY	POLICE	Police Constable	131,029.92		131,029.92
WASSON, BEAU	POLICE	Police Constable	127,021.13		127,021.13
WASSON, JAMES	POLICE	Police Constable	112,810.36		112,810.36
WATERFIELD, JOEL	FIRE	Firefighter	109,931.52		109,931.52
WATTERS, TYLER	FIRE	Firefighter	109,781.55		109,781.55
WAY, RAYLENE	POLICE	Sergeant	128,957.72		128,957.72
WEATHERBEE, KARA	HR	Manager Employee Services & Data Control	104,308.62	422.36	104,730.98
WEBBER, NICHOLAS	POLICE	Police Constable	127,294.31		127,294.31
WEBBER, PETER	POLICE	Police Constable	141,164.80	75.00	141,239.80
WELCH, DWIGHT	IT	Database Administrator	103,518.25		103,518.25
WEST, ADAM	FIRE	Firefighter Engineer	147,441.70		147,441.70
WEST, GORDON	FIRE	District Chief	144,788.75	70.00	144,858.75
WHALEN, TERRANCE (JAKE)	CAO	Senior Advisor Economic Policy & Dev	112,283.24		112,283.24
WHITE, DANIEL	FIRE	Training Officer	150,608.86		150,608.86
WHITE, JAMES D	FIRE	Captain	185,000.98		185,000.98
WHITE, JAMES R	FIRE	Captain	143,228.89		143,228.89
WHITE, MATTHEW	FIRE	Firefighter Engineer	117,788.30		117,788.30
WHITE, WILLIAM	FAM	Manager EAM Systems	107,213.04		107,213.04
WHYNOTT, ADAM	POLICE	Police Constable	133,296.63		133,296.63
WIERSTRA, DIRK	IT	Manager Business Solutions & Testing	108,901.46		108,901.46
WILE, MICHAEL	PFE	Manager Acquisitions Disposals Ind Lands	115,682.08		115,682.08
WILLETT, KATHRYN	POLICE	Sergeant	147,074.70		147,074.70
WILLETT, MICHAEL	POLICE	Staff Sergeant	166,038.64		166,038.64
WILLIAMS, BARRY	FIRE	Firefighter Engineer	117,727.81		117,727.81
WILLIAMS, BRENT	FIRE	Firefighter	135,828.98		135,828.98
WILLIAMS, CHRISTIAN	FIRE	Firefighter Engineer	122,920.75		122,920.75
WILLIAMS, PETER	FIRE	Firefighter Engineer	163,998.05		163,998.05
WILLIAMS, RAINIE	FIRE	Firefighter	112,157.44		112,157.44
WILSON, BRITT	HR	Exec. Director HR & Corp. Communications	156,418.79	500.57	156,919.36
WILSON, JASON	POLICE	Police Constable	120,586.95		120,586.95
WILSON, MARTHA	IT	Director Strategic Planning and Delivery	131,209.72	250.19	131,459.91
WINTRUP, WILLIAM	FIRE	Firefighter Engineer	120,738.36		120,738.36
WITHERS, GRANT	FIRE	Captain	157,642.10		157,642.10
WITHROW, JASON	POLICE	Sergeant	214,981.44		214,981.44
WITHROW, ZACHARY	POLICE	Police Constable	129,773.96		129,773.96
WOOD, CRISPIN	PW	Manager Urban Forestry	111,245.90		111,245.90
WOOD, RANDY	POLICE	Police Constable	149,728.20		149,728.20
WOODS STEVENS, STEPHAN	LEGAL	Manager Information Management	104,416.99		104,416.99
WRIGHT, PHILIP	Transit	Conventional Transit Operator	118,173.62		118,173.62
YARICH, JACOB	FIRE	Firefighter	168,449.82		168,449.82
YOUNG, ALLAN	FIRE	Captain	136,582.51		136,582.51
YOUNG, GERRY D	FIRE	Firefighter Engineer	157,487.06		157,487.06
YOUNG, J DARREN	PFE	Manager, Major Projects	115,085.54	2,205.59	117,291.13
YOUNG, PATRICK D	FIRE	Captain	146,865.37		146,865.37
YOUNG, WADE	FIRE	Captain	124,207.57		124,207.57
YOUNKER, MARK	FIRE	Firefighter Engineer	122,595.17		122,595.17
ZATEZALO, TATJANA	HR	Manager Org Development, Health & Safety	145,223.38		145,223.38

Halifax Regional Municipality

Statement of Compensation

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

Year ended March 31, 2023

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.

ZIMAN, SHAUN	POLICE	Police Constable	133,777.23		133,777.23
ZINCK, MICHAEL	POLICE	Police Constable F.B.P.	116,712.00		116,712.00
ZINCK, MICKIE	POLICE	Emerg. Response Communicator Supervisor	109,264.85		109,264.85
ZITTO, CRAIG	FIRE	Firefighter	167,501.41		167,501.41

Halifax Public Library

Statement of Compensation

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

Year ended March 31, 2023

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

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

Last name First name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
MACKENZIE, HEATHER	Library	Manager, Volunteer Services	100,676.39		100,676.39
FIANDER, JANICE	Library	Service Manager	101,747.00		101,747.00
CRICK, KEVIN	Library	Manager I.T.	103,977.38		103,977.38
MACNEIL, DAVID	Library	Manager, Access	103,977.38		103,977.38
GILLIS, SARA	Library	Director, People & Culture	123,389.16		123,389.16
MORRIS, KATHLEEN	Library	Senior Service Manager, Central District	133,278.86		133,278.86
BARRY, MAIREAD	Library	Director, Strategy	133,278.86		133,278.86
MADDIGAN, CATHY	Library	Director, Employee & Labour Relations	133,428.86	500.57	133,929.43
KACHAN, ASA	Library	Chief Librarian and CEO	193,488.20		193,488.20

Halifax Regional Water Commission
Statement of Compensation
Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order
Year ended March 31, 2023

For the year ended March 31, 2023, the following Commissioners, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last name, First name	Last Position Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Amaral, Bernardino	Supervisor, Electrical and Instrumentation	\$106,231.09	\$36,360.51	\$142,591.60
Arora, Susheel	Director, Operations	\$188,097.65	\$6,270.98	\$194,368.63
Bellemare, Rochelle	Manager, Human Resources	\$122,655.93	\$4,992.21	\$127,648.14
Brake, Warren	Manager, Accounting	\$106,679.94	\$6,957.77	\$113,637.71
Cameron, Melvin	Supervisor, Water Distribution	\$92,347.33	\$10,917.13	\$103,264.46
Campbell, Craig	Manager, Environmental Compliance	\$98,294.10	\$3,488.33	\$101,782.43
Campbell, D Reid	Director, Engineering and Technology Services	\$188,683.84	\$5,779.10	\$194,462.94
Cohoon, Robert	Supervisor, Wastewater and Stormwater Collections	\$87,390.47	\$16,902.69	\$104,293.16
Comeau, Michelle	Manager, Procurement	\$99,478.91	\$4,744.27	\$104,223.18
de Montbrun, Louis	General Manager (Acting)	\$183,717.54	\$4,587.08	\$188,304.62
DeYoung, Joshua	Senior Manager, Capital Project Delivery	\$115,418.01	\$2,109.36	\$117,527.37
Eisnor, John	Manager, Water Distribution	\$124,279.68	\$2,146.55	\$126,426.23
Fahie, Christopher	Manager, Harbour Solutions Treatment Facilities	\$120,131.38	\$5,906.10	\$126,037.48
Feener, Mark	Manager, Water Distribution	\$122,469.31	\$3,288.21	\$125,757.52
Foy, Adam	Supervisor, Wastewater Services	\$102,453.48	\$11,487.32	\$113,940.80
Frenette, Michael	Senior Project Manager, Information Services	\$107,494.96	\$1,256.77	\$108,751.73
Geddes, Barry	Watershed Manager	\$97,706.09	\$4,456.83	\$102,162.92
Gorman, Thomas	Senior Manager, Infrastructure Planning	\$126,324.29	\$4,665.54	\$130,989.83
Gray, Kevin	Senior Manager, Regulatory Approvals	\$121,106.31	\$5,866.34	\$126,972.65
Guppy, Ian	Manager, Stormwater Infrastructure	\$122,856.20	\$2,521.38	\$125,377.58
Healy, Kevin	Operations Engineer	\$108,014.15	\$4,962.22	\$112,976.37
Houlihan, Andrew	Supervisor, Bennery Lake / Small Systems	\$101,040.41	\$3,496.29	\$104,536.70
Kaiser, Reid	Works Supervisor II, Water Services	\$89,090.90	\$21,485.26	\$110,576.16
Kelloway, Kevin	Lead Operator, Small Systems	\$101,624.61	\$15,319.51	\$116,944.12
Kennie, Daniel	Information Services Technical Coordinator	\$112,474.64	\$3,903.96	\$116,378.60
Knapp, Jeffrey	Senior Manager, Energy Efficiency and Business Development	\$126,324.18	\$1,967.19	\$128,291.37
Kohoot, Paul	Supervisor, Wastewater Collections	\$104,952.38	\$8,868.02	\$113,820.40
Krkosek, Wendy	Manager, Water Quality	\$120,939.02	\$3,285.76	\$124,224.78
Levesque, Roger	Project Engineer	\$98,293.52	\$3,954.05	\$102,247.57
Lloyd, Charles	Senior Manager, Corporate Compliance	\$120,449.92	\$10,669.82	\$131,119.74
MacDonald, Jonathan	Project Engineer	\$97,821.98	\$4,448.34	\$102,270.32
MacDougall, John	Project Engineer	\$96,385.06	\$3,995.01	\$100,380.07
MacInnis, Allan	Process Technician	\$90,165.61	\$10,283.36	\$100,448.97
MacKenzie, Kenda	Director, Regulatory Compliance Services	\$176,289.81	\$5,963.16	\$182,252.97
MacNab, Andrew	Supervisor, Halifax Wastewater Treatment Facility	\$97,339.31	\$4,255.09	\$101,594.40
MacNeil, Harold	Manager, Engineering Information	\$108,798.71	\$4,460.59	\$113,259.30
Mathew, Shiju	Manager, Regulatory Customer Programs	\$105,301.94	\$3,651.69	\$108,953.63
McAulay, Jeffery	Manager, Enterprise Risk Management Program	\$102,320.30	\$2,816.50	\$105,136.80
McGonnell, Mark	Manager, Regulatory Stormwater	\$110,062.96	\$5,036.00	\$115,098.96
McNeill, Susan	Manager, Customer Care	\$105,984.69	\$856.76	\$106,841.45
Miller, Heather	Operations Engineer	\$103,820.43	\$3,766.17	\$107,586.60
Miller, Michael	Supervisor, Wastewater Collections	\$90,870.89	\$10,716.68	\$101,587.57
Murray, Alana	SCADA and Process Control Supervisor	\$103,468.58	\$2,814.72	\$106,283.30
Myrick, E. Jeffrey	Manager, Communications and Public Affairs	\$107,710.69	\$10,917.29	\$118,627.98
O'Toole, Catherine	General Manager	\$208,759.84	\$41,595.99	\$250,355.83
Oxner, Garry	Manager, Environmental Management System	\$120,449.46	\$5,966.31	\$126,415.77
Ozon, Derrick	Manager, Safety and Security	\$107,001.93	\$3,842.32	\$110,844.25
Parsons, Sheldon	Manager, Wastewater and Stormwater Collection	\$120,598.90	\$4,364.73	\$124,963.63
Patey, Danny	Manager, Wastewater and Stormwater Collection	\$122,108.69	\$1,705.45	\$123,814.14
Pictou, Murray	Supervisor, Wastewater and Stormwater Collection	\$103,482.28	\$19,130.18	\$122,612.46
Rice, Greg	Project Engineer	\$98,830.72	\$2,422.27	\$101,252.99
Rice, Raymond	Manager, Wastewater and Stormwater Collection	\$121,665.62	\$5,595.98	\$127,261.60
Roberge, Renée	Project Engineer	\$99,407.09	\$4,727.56	\$104,134.65
Rowe, Shawn	Senior Manager, Wastewater and Stormwater Collection	\$135,599.49	\$1,460.29	\$137,059.78
Scallion, Alicia	Director, Corporate Services / CFO (Acting)	\$107,328.73	\$5,477.91	\$112,806.64
Schedler, Heidi	Director, Governance and Human Resources	\$163,027.58	\$5,464.13	\$168,491.71
Shea, Heather	Supervisor, Wastewater Treatment Plant	\$97,686.24	\$4,002.95	\$101,689.19
Singer, Jarvis	Manager, Wastewater Treatment	\$105,102.15	\$2,603.04	\$107,705.19

Halifax Regional Water Commission
Statement of Compensation
Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order
Year ended March 31, 2023

For the year ended March 31, 2023, the following Commissioners, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Stevens, William	Manager, Technical Services	\$122,152.06	\$56.75	\$122,208.81
Tagra, Sanjeev	Senior Manager, Strategic Projects	\$117,224.06	\$4,583.41	\$121,807.47
Tooke, Anthony	Supervisor, Water Distribution	\$100,139.40	\$10,409.86	\$110,549.26
Waddell, Colin	Senior Manager, Water Services	\$133,682.62	\$4,729.51	\$138,412.13
Weeks, Christopher	Supervisor, Wastewater Collections	\$97,596.24	\$10,177.39	\$107,773.63
White, Peter	Manager, Fleet, Facilities & Logistics	\$103,450.98	\$2,323.27	\$105,774.25
Williams, Cedric	Supervisor, Wastewater Services	\$96,946.21	\$11,202.74	\$108,148.95
Williams, Valerie	Senior Manager, Asset Management and Capital Planning	\$129,876.36	\$2,186.61	\$132,062.97
Wilson, Justin	Supervisor, SCADA / ICS Security	\$96,204.94	\$5,758.88	\$101,963.82

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, 2022, there were 26 bi-weekly pays received by employees.