

ADMINISTRATIVE REPORT TO COUNCIL
ON
2025 STATEMENT OF FINANCIAL INFORMATION

PURPOSE

The purpose of this report is to seek a Council resolution approving the 2025 Statement of Financial Information (Attachment “A”), as required by the *Financial Information Act*.

COUNCIL STRATEGIC PLAN

This report supports Council's strategic priorities and areas of focus regarding:

- **Governance and Service Excellence**
 - **Fiscal Responsibility:** We are accountable to Kamloops residents and businesses in providing effective management, best value, and responsible use of tax dollars.

SUMMARY

The annual Statement of Financial Information report is required under the *Financial Information Act* and includes summary and detailed reports that highlight employee remuneration, supplier payments, and Council remuneration. In 2000, the Ministry of Finance implemented the Statement of Financial Information report to present a financially transparent, standardized version of the annual financial statement information for provincial corporations, boards, commissions, school districts, universities, and municipal governments. The reporting criteria have remained largely unchanged since implementation. As part of the Statement of Financial Information report, the City is required to prepare a Schedule of Remuneration and Paid Expenses, a Statement of Severance Agreements, a Schedule of Payments to Suppliers of Goods and Services, and a Schedule of Payments to Suppliers for Grants and Contributions.

In accordance with the Financial Information Regulation, Schedule 1, Section 6, the report is prepared on a cash basis (when the employee or supplier received the money, not when it was earned) for the calendar year (January 1–December 31). The report must list the following:

- the names, positions, and total amount of remuneration paid to each employee whose earnings exceed \$75,000 and the total amount of expenses paid to or on behalf of that employee in the calendar year
- the names, positions, and total amount of remuneration paid to each elected official and the total amount of expenses paid to or on behalf of that elected official in the calendar year
- the vendor names and amounts paid to all suppliers whose aggregate payments received exceeded \$25,000 for the calendar year
- the organization names and amounts paid to organizations as grants whose aggregate payments received exceeded \$25,000 for the calendar year

To ensure consistency across reporting entities, the Financial Information Regulation defines expenses and remuneration. The remuneration amounts reflect regular wages, overtime,

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vehicle allowances, taxable benefits, and other payouts based on the date the remuneration was received. Remuneration does not include anything payable under a severance agreement. The Financial Information Regulation defines expenses to include:

- travel expenses
- memberships
- tuition
- relocation
- vehicle leases
- extraordinary hiring expenses
- registration fees
- and similar amounts paid directly to an employee, or to a third party on behalf of an employee, and which have not been included in “remuneration”

These expenses are “not limited to expenses that are generally perceived as prerequisites, or bestowing personal benefits, and may include expenditures required for employees to perform their job functions”. However, “benefits of a general nature applicable to all employees pursuant to an agreement such as medical, dental, counselling, insurance and similar plans” are excluded. These definitions apply to both employees and Council.

For consistency across reporting entities, the Financial Information Regulation requires that supplier payment listings include all payments for capital projects, operations, and labour benefits. The last page of the supplier listings explains the difference between the Statement of Financial Information report, which is on a cash basis, and the audited financial statements reporting of expenses, which is based on when expenses for labour and supplies are earned (accrual basis).

RECOMMENDATION:

That Council authorize the 2025 Statement of Financial Information (Attachment A), as presented, in accordance with the *Financial Information Act*.

SUPPORTING COUNCIL AND CORPORATE DIRECTION

There is no applicable information.

DISCUSSION

This section highlights the changes that affected the remuneration reported in 2025 compared to the prior year. The overall increase in remuneration reported from 2024 to 2025 was 11.0% (10.6% for 2023 to 2024), or approximately \$9.0 million. The change in staffing and remuneration was a result of a year-over-year increase in Canadian Union of Public Employees (CUPE) staffing and a year-over-year increase in Kamloops Fire Rescue remuneration due to annual salary increases in accordance with employment and collective agreements.

The overall changes are detailed below. It is important to note that the limits defined in the Statement of Financial Information report (\$75,000 and \$100,000) have not been adjusted for inflation since it was implemented in 2000. Factoring in the Consumer Price Index would adjust the levels to >\$126,000 and >\$168,000, respectively.

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Number of Staff in 2025 Compared to 2024

The number of individuals in each pay group category must align with the total number of employees who receive a T4 slip at year-end. This can lead to double counting when an employee leaves and someone is hired into the position during the year, as it reflects a personnel change rather than an increase in approved positions. Additionally, collective agreement adjustments and market-driven changes in management and exempt salary rates influence annual shifts between salary levels.

Pay Group	Over \$100,000			Over \$75,000 (includes over \$100,000)		
	2025	2024	Change	2025	2024	Change
CUPE and Program Instructors	86	60	26	364	288	76
IAFF* and Kamloops Fire Rescue Management	128	123	5	132	131	1
City Management	102	90	12	114	106	8
Exempt Staff	13	6	7	20	14	6
Total	329	279	50	630	539	91

*IAFF = International Association of Fire Fighters

**Grouping changes in 2025 have changed previously reported 2024 values.

Total Remuneration of Staff in 2025 Compared to 2024

Pay Group	Over \$100,000		Over \$75,000 (includes over \$100,000)		Total Remuneration (excluding Council)		
	2025	2024	2025	2024	2025	2024	% change
CUPE and Program Instructors	\$9,303,864	\$6,451,943	\$32,954,834	\$26,180,641	\$52,293,510	\$48,841,399	7.07%
IAFF and Kamloops Fire Rescue Management	17,825,217	15,329,785	18,204,081	15,976,311	18,534,515	16,310,112	13.64%
City Management	15,938,405	12,670,586	17,013,363	14,103,090	17,412,497	14,609,341	19.19%
Exempt Staff	1,472,577	674,136	2,095,467	1,376,436	2,354,398	1,856,406	26.83%
Total	\$44,540,063	\$35,126,450	\$70,267,745	\$57,636,478	\$90,123,773	\$81,617,258	

**Grouping changes in 2025 have changed previously reported 2024 values

The increase in 2025 total remuneration over 2024 equates to an approximate \$37.19 increase in property taxes paid on an average City of Kamloops residence.

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Council Remuneration

- Council remuneration follows Council Policy No. GGL-3, Council - Remuneration, Travel Expenses, Insurance, and Communications Allowance, which sets out a formula to establish the Mayor's remuneration as a percentage based on similar municipalities. The Councillors' remuneration is a percentage of the Mayor's remuneration.

Council expenses follow the same guidelines outlined in the Financial Information Regulation (noted above) and incorporate all activities, including Council representation.

Supplier Payments

This section highlights the supplier payment schedules reported in 2025.

- Financial Information Regulation, Schedule 1, subsection 7(2)(b), states that it is the intention of the Office of the Comptroller General to seek a legislative amendment to the *Financial Information Act* to require a separate schedule of grants and contributions. In the meantime, these payments should be listed in the schedule of payments to suppliers of goods and services. This schedule should be prepared in two parts to identify grants and contributions separately.
- In 2025, we have prepared a separate part of the Schedule of Payments to Suppliers to show grants and contributions.

The schedule includes all cumulative payments over \$25,000. As expected, the City makes significant payments to vendors providing various services to the community. In 2025, only 14.4% (10.5% in 2024) of vendors incurred a spend greater than \$25,000. The top 10 vendors accounted for 56.5% (57.2% in 2024) of overall spend and included payments for the RCMP contract, employee benefit payments in accordance with collective agreements, utility costs of operations, BC Transit, and work on Council-approved capital projects.

During 2025, the City saw continuing cost increases associated with the RCMP contract, the BC Transit contract, and capital projects because of the supply chain issues that have been ongoing since 2020.

Other expenses included with the vendor payment listing are related to costs of telecommunication fees, insurance and legal fees, overtime meals for staff in accordance with collective agreements, and maintenance of City-owned capital assets.



D. Hallinan, FCPA, FCMA
Corporate Services Director



Approved for Council

Author: J. McCarthy, CPA, CGA, Accounting
Supervisor

Reviewed by: L. Hill, BCom, CPA, CMA, Financial
Services Manager

JM/kjm
Attachment

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City of Kamloops



Canada's Tournament Capital

Statement of Financial Information

For the Year Ended December 31, 2025

Statement of Financial Information
For the Year Ended December 31, 2025

**Statement of Financial Information Prepared
Under the Financial Information Act**

**City of Kamloops
7 W Victoria Street
Kamloops, British Columbia
V2C 1A2**

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Statement of Financial Information Approval

The undersigned, as authorized by the Financial Information Regulations, Schedule 1, subsection 9(2), approves all the statements and schedules included in this Statement of Financial Information, produced under the Financial Information Act.

David Hallinan, FCPA, FCMA
Corporate Services Director

Reid Hamer-Jackson
Mayor

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Guarantee and Indemnity Agreements
FIR, Schedule 1, section 5

This organization has not given any guarantee or indemnities under the Guarantee and Indemnities Regulations.

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
1. Elected Officials

Name	Position	Remuneration	Taxable benefits	Council Representation	Expenses
Hamer-Jackson, Reid	Mayor	\$ 81,046	\$ 2,599	\$ -	\$ 209
Bass, Dale	Council	55,651		-	12,366
Bepple, Nancy	Council	55,651		1,684	10,456
Hall, Kelly	Council	55,651		-	6,829
Karpuk, Stephen	Council	55,651		900	2,779
Middleton (Waithe), Margot	Council	55,651		-	6,976
Neustaeter, Katie	Council	55,651		3,293	4,239
O'Reilly, Mike	Council	55,651		1,612	4,653
Sarai, Bill	Council	55,651		1,612	11,948
		\$ 526,254	\$ 2,599	\$ 9,101	\$ 60,455

INFORMATION REGARDING REMUNERATIONS AND EXPENSES

This schedule discloses all remuneration and expenses paid to elected officials of the municipality during the fiscal year ended December 31, 2025.

Remuneration includes all amounts paid to, or on behalf of, an individual for services rendered and is reported on a gross basis. This includes:

- Base salaries, acting pay and indemnities paid to members of Council
- Payments made through third parties on behalf of the individual

In accordance with the Act, remuneration is disclosed for all elected .

Taxable Benefits includes parking, group life insurance, accidental death and dismemberment insurance and medical services plan.

Expenses include amounts paid directly by the municipality or reimbursed to individuals for costs incurred in the performance of their duties. These may include:

- Travel and accommodation
- Meals and incidentals
- Professional development, training, and conference fees
- Mileage and other transportation-related costs

Expenses are disclosed separately from remuneration and are reported for all elected officials and those employees whose remuneration exceeds the disclosure threshold.

Council Representation expenses are amounts incurred during authorized travel for the purpose of discussion business opportunities and meeting with government representatives. The expenses also included expenses incurred while traveling as the City's representative member of an external organization, committee, or board.

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Canadian Union of Public Employees (CUPE) Group:				
Ackles, K	Lead Hand - Utility Operations Response	\$ 119,429	\$ 410	\$ 45
Adamczyk, T	Engineering Design Technician I	72,909	312	3,574
Adkin, M	Carpenter	94,509	400	370
Alexander II, W	Equipment Operator III - Solid Waste Operations	76,394	318	-
Allan, M	Mechanic	87,639	1,404	4,556
Anderson, C	Water/Wastewater Operator I	90,850	341	45
Anderson, G	Equipment Operator III - Solid Waste Operations	79,268	318	-
Anderson, K	Lead Hand - Electrical	104,334	425	721
Anness, C	Watch Clerk - RCMP	92,479	344	73
Archambault, J	Community Services Officer II	98,830	365	574
Armstrong, B	Crew Leader - Arenas Maintenance	105,278	358	-
Attwood, K	Equipment Operator IV - Utilities (Backhoe)	76,483	324	370
Bablani, B	Business Analyst II	87,953	386	129
Bartella, R	Project Accountant	88,347	372	-
Bennett, J	Crew Leader - Utilities Maintenance	101,521	395	1,118
Bennett-Donaldson, M	Equipment Operator III - Solid Waste Operations	80,681	318	-
Bertoli, G	Equipment Operator IV - Streets	76,098	434	100
Bhardwaj, S	Energy and Emissions Analyst	73,469	312	1,701
Birch, N	Crew Leader - Arenas Maintenance	96,588	358	-
Black, N	Equipment Operator IV - Streets	80,576	363	-
Blackall, T	Engineering and Utilities Records Coordinator	91,900	511	667
Blackwell, K	Lead Hand - Streets Operations	89,916	346	1,063
Blohm, W	Building Official III	108,863	427	867
Boileau, M	Crew Leader - Community Services Officer	126,723	403	313
Bonato, J	Engineering Development Technician II	91,658	392	760
Booth, R	Crew Leader - Water Treatment Plant	108,293	419	215
Bourdages, A	Water Treatment Plant Operator	104,296	383	334
Bourgeois, J	Lead Hand - Utility Operations Response	83,310	344	1,125
Breitkreitz, C	Building Official III	108,862	423	3,410
Brochu, C	Culture and Events Coordinator	81,855	330	318
Brooks, L	Finance Coordinator	88,650	381	94
Broughton, J	Crew Leader - Mechanical Shop	108,841	1,427	20
Brulotte, D	Mechanic	95,439	1,454	245
Bruneau, H	Water/Wastewater Operator I	76,003	325	495
Bruno, C	Partsperson	79,210	332	80
Bruno, J	Equipment Operator III - Solid Waste Operations	77,199	318	-
Bruno, P	Crew Leader - Utilities Maintenance	94,966	1,003	360
Brunt, T	Survey Coordinator	88,602	381	1,371
Bullock, B	Lead Hand - Utilities Maintenance	95,111	383	1,438
Burkatsky, J	Engineering Development Coordinator	91,817	393	2,387
Burns-Reber, R	Electrician	85,100	370	818
Bursac, A	Environmental Services Coordinator	92,992	386	3,224
Bux, A	Building Official III	108,863	427	2,890
Byette, J	Arborist II	85,509	358	2,959
Bylsma, P	Lead Hand - Civic Construction	88,048	364	1,310
Bylycia, B	Electrician	99,688	423	114
Cadwell, D	Solid Waste Truck Operator	75,383	324	-
Calderoni, D	Labourer II	76,804	480	-
Campbell, D	Sport Development Coordinator	78,486	327	2,385
Campbell, R	Community Services Officer II	103,722	335	595
Carlin, T	Field Assistant	77,006	323	687
Carlucci, M	Infrastructure Delivery Administrator	84,967	882	353
Carr, B	Records Management Systems (RMS) Clerk I	96,209	358	491
Carrelli, C	GIS Technician	87,526	372	167
Carusi, V	Recreation Facilities Attendant I - Arenas	75,594	310	-

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Chamberlin, P	Crime Analyst II	90,385	386	785
Champagne, K	Operations and Records Liaison - RCMP	75,047	292	278
Chapman, C	Watch Clerk - RCMP	85,878	344	73
Chapman, P	Utility Services Operator	80,810	415	3,135
Chapple, R	Utility Services Operator	78,019	318	2,264
Charest, K	Environmental Technician	76,222	924	2,699
Chobater, B	Community Development Coordinator	76,035	327	35
Chorlton, E	Planner II	93,462	400	1,641
Clark, D	Recreation Facilities Attendant II - Arenas	77,069	315	125
Coates, S	Water Treatment Plant Operator	109,659	375	2,123
Consalvo, R	Equipment Operator III - Streets and Sign Shop	78,355	318	-
Corke, M	Equipment Operator V - Streets	84,032	341	-
Cossentine, T	Arborist I	75,334	324	2,096
Cotito, G	Utility Services Operator	73,899	467	2,027
Court, R	Lead Hand - Utilities Maintenance	89,400	383	1,131
Couture, M	Engineering Design Technician II	87,352	372	550
Cowan, J	Crime Analyst II	84,103	358	210
Cowan, Z	Community Services Officer II	97,276	301	991
Crowe, J	Pipelayer	83,702	341	955
Cunningham, A	Watch Clerk - RCMP	87,727	344	-
Davidson, D	Aquatics Coordinator	84,276	358	689
Davis, K	CUPE President	115,489	426	-
Davoren, T	Crew Leader - Solid Waste Operations	105,089	389	-
De Cicco, M	Crew Leader - Turf	103,758	386	110
De Frias, D	Wastewater Treatment Plant Operator III	95,815	383	275
Decicco, O	Lead Hand - Caretaker	77,827	324	103
Del Giudice, R	Equipment Operator V - Utilities Maintenance	82,052	324	633
Delorme, L	Equipment Operator IV - Civic Construction (Hydrovac)	74,786	445	1,072
Desai, J	Community Events Coordinator	79,099	927	71
Dhaliwal, N	Water Meter Coordinator	88,825	491	45
Diakiw, S	Water Treatment Plant Operator	94,599	358	216
Dick, M	Solid Waste Reduction Coordinator	96,329	392	2,891
Dicostanzo, N	Equipment Operator III - Streets and Sign Shop	94,463	318	180
Djordjevich, B	Planner II	98,307	412	3,431
Duggan, J	Water/Wastewater Operator I	83,363	341	555
Durant, C	Lead Hand - Mechanical Shop	104,773	1,420	4,243
Eccleston, J	Equipment Operator II - Parks	78,257	310	75
Elgert, J	Equipment Operator III - Streets and Sign Shop	76,847	318	-
Exelby, K	Recreation Facilities Attendant I - Arenas	95,526	427	380
Fan, L	Engineering Utilities Technician I	78,075	327	2,125
Favaro, M	Watch Clerk - RCMP	76,294	316	-
Fedato, J	Equipment Operator III - Solid Waste Operations	74,807	318	-
Fehr, J	Instrumentation Mechanic	99,353	423	350
Fehr, N	PRIME & Records Coordinator	84,508	341	-
Ferguson, C	Community Services Officer I	84,738	302	283
Fink, R	Electrician	100,797	473	334
Fisher, D	Crew Leader - Wastewater Treatment Facility	101,119	423	543
Forbes, M	Mechanic	96,675	1,404	225
Fornelli, C	Exercise Specialist	87,319	372	3,908
Foskett, C	Lead Hand - Electrical	113,777	455	1,292
Foster, D	Crew Leader - IT Helpdesk Technician	94,557	508	1,899
Fournier, B	Community Services Officer II	92,970	359	392
Franklin, R	Crew Leader - Community Services Officer	149,056	453	690
Fridman, M	Archivist	76,403	327	248
Garbutt, J	Sustainability Educator	76,922	312	2,138
Gauthier, M	Victim Services Liaison	72,713	312	4,728
Gee, B	Pipelayer	81,127	341	1,150
Geiger, R	Solid Waste Assistant	73,711	1,051	263

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
George, J	Community Services Officer II	110,676	378	170
Gervasi, G	Recreation Facilities Attendant I - Arenas	78,299	307	123
Gitu, M	Information and Privacy Coordinator	84,646	372	1,609
Goddard, B	Lead Hand - Utility Operations Response	109,433	360	-
Graham, C	Mechanic	75,561	971	460
Grant, B	Procurement Analyst	87,099	341	1,144
Gray, K	Crew Leader - Streets Operations	106,374	400	1,034
Green, K	Business Analyst II	91,037	386	195
Grice, T	Crew Leader - Electrical/Instrumentation	24,737	671	50,349
Griggs, M	Equipment Operator V - Utilities Maintenance	80,531	376	1,148
Gysel, G	Information Access Analyst	90,187	386	-
Hall, J	Equipment Operator III - Solid Waste Operations	75,584	305	125
Hanghofer, L	Watch Clerk - RCMP	87,095	329	-
Hannah, S	Equipment Operator IV - Utilities (Backhoe)	83,289	324	298
Hanson, P	Crew Leader - Utility Operations	117,036	608	2,793
Harfman, T	Water Treatment Plant Operator	111,844	508	290
Harlock, L	Watch Clerk - RCMP	88,308	344	-
Harrison, G	Equipment Operator III - Streets and Sign Shop	81,144	412	251
Hawkings, S	Millwright	102,223	423	577
Hawkins, S	Communications & Community Engagement Advisor	86,529	972	785
Head, T	Crew Leader - Carpentry	103,138	425	511
Headey, S	Community Services Officer II	109,113	336	392
Hedayatifard, M	Planner	92,591	376	2,523
Heer, I	Field Assistant	75,722	318	971
Heggs, J	Community Services Officer II	104,518	365	491
Heise, G	Business Analyst I	87,578	372	145
Helly, S	Crew Leader - Turf	106,957	549	491
Hetherington, C	Planning Technician	87,340	470	549
Hill, B	IT Helpdesk Technician I	72,803	287	22,812
Hillis, P	Equipment Operator III - Solid Waste Operations	78,301	318	94
Ho, H	Network Administrator	94,524	381	-
Hoffbeck, T	Lead Hand - Streets Operations	85,173	447	-
Hoffman, J	Engineering Design Technician III	88,674	381	618
Hofstede, A	Equipment Operator II - Parks	85,403	310	125
Hopfl, J	Equipment Operator III - Streets and Sign Shop	77,818	318	-
Hoye, G	Equipment Operator IV - Utilities Maintenance	75,483	324	3,188
Hrycan, G	Coordinator - Central Stores	86,664	358	80
Hunka, O	Equipment Operator IV - Streets	77,000	324	-
Irmen, D	Project Coordinator - Capital Projects	105,053	412	3,143
Isabelle, D	Watch Clerk - RCMP	86,262	344	-
Israel, H	Aquatic Operations Coordinator	78,102	338	953
Izadi, A	Transportation Technician I	74,583	312	460
Jacob, T	Plumber	100,186	414	357
Jamieson, D	Community Services Officer II	107,523	378	490
Jansen, K	Crew Leader - Horticulture	117,740	400	125
Jenkins, L	Arborist I	75,494	324	508
Jensen, W	Capital Projects Inspector	136,644	392	3,280
Johnson, J	Communications & Community Engagement Advisor	90,623	972	394
Jones, J	Engineering Development Technician II	92,082	459	-
Jones, J	Crew Leader - Arenas Maintenance	98,426	608	-
Jones, J	Carpenter	93,977	400	45
Jones, T	Utility Services Operator	75,814	318	45
Karpuk, K	Finance Coordinator	91,553	381	5,797
Katuski, R	Carpenter	99,088	400	460
Kaur, M	Procurement Analyst	76,000	327	1,485
Kennedy, J	Equipment Operator III - Solid Waste Operations	80,570	279	-
Keser, S	Lead Hand - Aquatics Maintenance	81,859	318	-
Khun-Khun, S	Finance Coordinator	89,017	491	1,283

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Kielpinski, I	Community Services Officer II	109,829	378	372
Kiland, M	Operations and Records Liaison - RCMP	75,264	327	-
Kirschner, A	Recreation Facilities Attendant I - Arenas	75,398	293	-
Klassen, D	GIS Technician	86,438	372	2,688
Klunder, T	Business Licence Inspector and Land Systems Coordinator	101,022	481	2,298
Koroll, M	Engineering Utilities Coordinator	88,919	381	2,365
Kouroupis, A	Community Services Officer II	101,726	378	270
Kreklevich, J	Water/Wastewater Operator II	80,375	360	433
Kropp, J	Equipment Operator V - Utilities Maintenance	80,133	341	1,183
Kryger, M	Recreation Facilities Attendant I - Arenas	75,973	310	-
Kuzmiuk, J	Engineering Design Coordinator	93,277	448	1,590
Labar, J	Arborist I	75,637	449	688
Lajeunesse, N	Millwright	100,665	423	230
Lam, P	Crew Leader - Cemetery	101,790	383	-
Lapointe, J	Solid Waste Truck Operator	76,783	324	-
Laquerre, J	Crew Leader - Community Services Officer	118,466	403	1,382
Larocque, M	Lead Hand - Solid Waste Operations	101,096	383	263
Larson, C	Operations and Records Liaison - RCMP	76,417	327	-
Ledger, T	Technologist - Civic Ops	82,652	366	2,079
Lee, H	Social Development Coordinator	76,553	327	232
Lefebvre, C	Lead Hand - Parks Amenities	79,697	238	1,469
Leonard, E	Laboratory Technician - Wastewater	84,013	358	120
Lloyd, B	Plumber	96,734	414	1,492
Locke, D	Equipment Operator V - Utilities Maintenance	82,049	341	241
Lockwood, T	Utility Services Operator	74,780	318	881
Loehr, A	Community Services Officer II	100,195	299	765
Loehr, J	Community Services Officer II	99,708	363	1,028
Loehr, P	Finance Coordinator	76,142	323	-
Lu, M	Transportation Planner	91,006	386	1,099
Lucier, B	Environmental Services Coordinator	82,917	877	1,579
Luison, T	Water/Wastewater Operator II	80,342	339	1,566
Lyons, T	Wastewater Treatment Plant Operator III	91,345	383	181
Mabee, N	Water Treatment Plant Operator	79,191	244	1,301
Macintosh, M	Museum Curator	76,947	977	63
Mackenzie, B	Community Services Officer II	109,227	378	409
Macleod, N	Mechanic	97,091	1,404	-
Macus, A	Labourer II	74,768	445	-
Magill, S	Capital Projects Liaison	90,880	454	808
Maheux, J	Equipment Operator III - Streets and Sign Shop	76,867	312	-
Maidment, M	Engineering Development Technician II	91,910	392	2,990
Marcotte, R	Lead Hand - Plumbing	110,698	427	514
Mathers, I	Electrician	108,067	473	873
Matheson, V	Crew Leader - Arenas Maintenance	90,385	358	69
Matonovich, J	Equipment Operator III - Cemeteries	83,888	538	-
Mattioli, R	Equipment Operator III - Streets and Sign Shop	75,109	503	-
Mazzardis, J	Senior Planner	103,698	698	1,820
McDonnell, C	Equipment Operator IV - Utilities Maintenance	78,876	324	1,839
Mcdonnell, K	Equipment Operator IV - Streets	82,072	324	103
McKay, A	Recreation Facilities Attendant II - Arenas	77,108	315	-
McKenna, M	Survey Technician II	87,168	372	830
McLean, T	Equipment Operator V - Streets	83,753	367	-
McPhee, T	Field Technician	87,318	341	669
Meeley, M	Sign Maintenance/Street Marking Technician	78,754	318	711
Meersman, J	Business Analyst II	98,063	385	-
Mehta, R	Crew Leader - Community Services Officer	107,941	403	682
Meixner, Q	Crew Leader - Arenas Maintenance	90,126	358	73
Mercuri, P	Crew Leader - Arenas Maintenance	93,433	483	198
Messerer-Trosin, J	Legislative Coordinator	89,160	378	1,416

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Methot, C	Aquatics Coordinator	84,457	358	1,211
Mihalech, K	Editing Specialist	76,254	327	-
Miller, M	Carpenter	95,458	400	45
Miller, T	Millwright	98,766	423	45
Mishchenko, S	Corporate Assistant	79,282	327	132
Moar, R	Equipment Operator IV - Civic Construction	77,441	324	633
Montgomery, B	Equipment Operator III - Streets and Sign Shop	89,251	318	249
Morgan, R	Electrician	103,954	423	195
Morgenstern, D	Lead Hand - Utilities Maintenance	97,827	383	640
Morphy, D	Equipment Operator III - Solid Waste Operations	78,457	318	-
Mulligan, D	Refrigeration Mechanic	103,959	427	966
Mutcher, A	Community Services Officer II	99,257	428	270
Nasz, R	Equipment Operator III - Streets and Sign Shop	80,766	318	-
Neath, D	Building Official II	80,807	426	742
Ned, D	Lead Hand - Streets Operations	96,448	491	176
Nguyen, V	Engineering Design Technician II	73,581	372	2,286
Nickel, C	Communications & Community Engagement Advisor	87,292	972	348
Nobbs, B	Equipment Operator III - Streets and Sign Shop	81,337	318	288
Norstrom, O	Senior Software Developer	90,475	386	-
Nowicki, B	Lead Hand - Electrical	106,479	427	186
Nowicki, R	Crew Leader - Civic Facilities	107,031	461	1,580
O'Neill, C	Lead Hand - Utilities Maintenance	92,636	383	796
O'Neill, M	Equipment Operator II - Parks	81,469	310	125
Oram, G	Cross Connection Control Coordinator	83,959	358	174
Overby, R	Operations and Records Liaison - RCMP	74,676	377	81
Pacheco, B	Community Services Officer II	86,848	378	222
Pagnotta, E	Recreation Facilities Attendant II - Arenas	78,709	306	-
Palmer, C	Equipment Operator V - Streets	77,305	328	288
Paloposki, K	Lead Hand - Utility Operations	93,954	355	2,367
Parry, K	Electrician	99,945	423	935
Parul, P	Senior Software Developer	92,868	386	-
Pattison, Z	Infrastructure Administrator	84,810	366	-
Paul, D	IT Helpdesk Technician II	88,669	381	1,824
Perszon, B	Communications and Community Engagement Coordinator	89,421	979	454
Petterson, S	Community Services Officer II	103,494	333	347
Piper, C	Equipment Operator III - Solid Waste Operations	78,582	318	-
Piroddi, S	Crime Prevention Coordinator	88,439	338	651
Pomeroy, R	Information and Disclosure Specialist	76,691	312	-
Powell, S	Lead Hand - Carpentry	98,788	416	294
Price, I	Water/Wastewater Operator III	138,840	383	403
Purkis, A	Wastewater Treatment Plant Operator III	96,922	383	3,046
Purves, B	Crew Leader - Aboriculture	101,605	400	661
Pycock, A	Engineering Utilities Technician I	72,571	327	2,693
Randrup, B	Carpenter	93,777	400	-
Ranger, C	Contract Specialist	87,482	372	958
Reid, S	Equipment Operator III - Streets and Sign Shop	76,858	318	-
Reimer, C	Community Services Officer II	107,636	378	502
Reitsma, J	Planner II	96,021	432	1,641
Rezeli, D	Arborist II	84,642	358	543
Richards, C	Water Treatment Plant Operator	94,750	383	1,038
Ripa, R	Corporate Assistant	80,001	327	132
Robbins, J	Carpenter	93,650	400	894
Roberts, K	Plumber	97,305	414	193
Robertson, D	Plumber	79,454	326	45
Ross, M	Crew Leader - Utilities Revenue and Compliance	89,765	493	2,965
Rostek, D	Community Services Officer II	97,793	358	924
Ruttan, B	Building Official III	109,072	424	2,983
Samila, D	Pipelayer	84,388	329	411

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Sammet, R	Aquatics Coordinator	83,877	508	654
Sarai, N	Community Services Officer II	108,662	346	222
Sawatzky, G	Maintenance Management Analyst	87,073	372	1,148
Schieman, J	Equipment Operator III - Streets and Sign Shop	75,916	318	150
Schiller, A	Recreation Facilities Attendant I - Arenas	76,015	298	-
Schucknecht, D	Utility Services Operator	80,334	318	872
Schuett, D	Carpenter	93,526	525	350
Scott, A	Survey Technician II	87,182	372	235
Setka, J	Electrician	101,363	423	479
Shanks, D	Refrigeration Mechanic	103,014	427	225
Sherlock, D	Lifeguard I	88,447	298	-
Shimoyama, B	Mechanic	100,590	1,404	20
Sia, C	Graphic Designer	74,086	912	609
Simpson, D	Recreation Facilities Attendant I - Arenas	75,704	310	-
Simpson, T	Planning Technician	87,580	450	549
Sinclair, T	Fleet Coordinator	90,824	376	352
Singh, A	Equipment Operator III - Solid Waste Operations	76,967	318	-
Skuta, T	Infrastructure Administrator	92,954	381	63
Smerchinski, M	Building Official I	104,930	419	867
Smith, C	Equipment Operator II - Parks	87,458	310	125
Smith, G	Climate & Sustainability Planner	90,239	986	1,209
Smith, J	Mechanic	97,926	1,404	4,515
Smith, J	Community Services Officer II	117,788	401	305
Smith, K	Building Official III	74,675	1,227	867
Smith, N	Recreation Facilities Attendant I - Arenas	79,634	333	-
Smith, R	Equipment Operator II - Parks	83,285	495	125
Smith, S	Crew Leader - HVAC	108,159	427	1,462
Soles, S	Watch Clerk - RCMP	92,720	376	-
Spijksma, S	Data Analyst	87,174	372	-
Spivak, A	PRIME & Records Coordinator	92,922	341	-
Steinke, D	Lead Hand - Utilities Treatment Lab Facility	91,955	433	547
Stickley, C	Solid Waste Truck Operator	75,018	324	-
Stoll, J	Building Official III	109,597	427	125
Stone, B	Real Estate Coordinator	87,318	372	1,040
Strank, R	GIS Technician	88,464	482	2,528
Stringer, S	Community Services Officer I	83,296	292	823
Stuart, C	Crew Leader - Parks Amenities	103,333	507	729
Stump, J	Lead Hand - Utilities Maintenance	93,417	359	3,746
Taylor, J	Electrician	101,452	423	116
Tekonomy, C	Community and Culture Coordinator	88,125	372	875
Teshima, T	Equipment Operator IV - Utilities Maintenance	79,399	324	3,452
Thompson, J	Crew Leader - Community Services Officer	101,797	383	443
Thwaites, J	Capital Projects Inspector	131,393	526	4,166
Tiel, M	Equipment Operator III - Solid Waste Operations	76,630	452	-
Tobin, S	Crew Leader - Aquatics Maintenance	88,894	358	-
Tompkins, D	Crew Leader - Solid Waste Operations	102,106	533	766
Topham, J	Tournament Capital and Event Coordinator	78,475	327	1,608
Traverse, M	Information and Disclosure Specialist	79,606	276	-
Treadway, B	Crew Leader - Electrical/Instrumentation	111,856	427	584
Triska, L	IT Helpdesk Technician II	93,163	381	1,824
Truscott, K	Lead Hand - Millwright	104,842	427	1,205
Tulliani, J	Equipment Operator III - Streets and Sign Shop	80,496	318	288
Turner, R	Sign Production Technician	82,180	1,081	16
van der Roest, D	Community Services Officer II	99,760	378	305
Vandenharn, C	Community Services Officer II	84,499	358	158
Waligorski, D	Community Services Officer II	114,302	378	267
Watson, D	Equipment Operator IV - Civic Construction	108,488	355	-
Weatherhead, G	Lead Hand - Wastewater Treatment Facility	96,151	403	181

City of Kamloops
Statement of Financial Information
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Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Webber, M	Plumbing Official II	102,456	423	2,105
Webster, K	Utility Services Operator	74,849	318	2,320
Welch, J	Power Equipment (Small Engine) Technician	94,786	1,404	-
Wells, D	Maintenance Management Analyst	87,788	422	-
Wells, D	Building Official II	103,732	427	867
Wesolowski, P	Transportation Technician II	87,359	372	182
Weston, D	Support Services Coordinator - RCMP	93,992	372	63
Wigglesworth, E	Community Services Officer II	74,836	149	470
Wilk, T	Sheet Metal Worker	97,258	414	1,129
Winter, C	Crew Leader - IT Helpdesk Technician	93,439	398	1,896
Wong, Y	IT Helpdesk Technician II	91,504	381	1,955
Woodhouse, J	Lead Hand - Mechanical Shop	94,471	1,420	170
Woods, G	Lead Hand - Streets Operations	87,116	549	125
Wourms, K	Crew Leader - Natural Resources	98,123	585	71
Wright, C	Community Services Officer II	91,927	286	309
Yanko, P	Lead Hand - Utility Operations Response	115,102	359	-
Yeldandi, N	Business Analyst II	89,455	338	73
Young, L	Gardener II	80,279	341	125
Zielinski, J	Emergency Support Services Coordinator	89,564	319	5,095
Total for CUPE Employee Group		\$ 32,797,526	\$ 157,324	\$ 353,340

International Association of Fire Fighters (IAFF) Group:

Anderson, A	Fire Fighter	\$ 133,816	\$ 820	\$ -
Arduini, A	Communications Operator Full Time	133,145	593	-
Auger, M	Fire Fighter	136,086	932	-
Austinson, C	Fire Fighter	129,570	820	-
Austinson, D	Captain	160,909	711	380
Avril, A	Fire Fighter	124,308	698	-
Binns, B	Fire Fighter	134,263	820	-
Bisset, D	Fire Fighter	132,389	975	-
Boeckx, D	Fire Fighter	114,702	607	1,607
Booy, J	Fire Fighter	130,477	710	-
Bradley, K	Lead Communications Operator	152,254	1,311	4,935
Brasseur, B	Fire Fighter	157,173	836	-
Brise, M	Fire Fighter	137,450	711	564
Brodtrick, J	Fire Fighter	128,577	698	114
Brown, M	Fire Fighter	146,240	711	-
Bulk, J	Fire Fighter	138,920	711	585
Butler, C	Training Officer	157,453	711	493
Cashman, B	Fire Fighter	131,213	698	450
Cassidy, K	Fire Fighter	138,243	786	450
Chase, J	Fire Fighter	149,571	711	-
Chin, H	Captain	165,158	711	-
Cichon, R	Fire Fighter	136,009	711	-
Clarke, D	Fire Fighter	133,055	711	-
Collins, M	Captain	159,076	836	-
Cowen, J	Life Safety Educator/Investigator	131,372	728	1,305
Cumming, M	Fire Fighter	130,757	698	1,028
Dalcanale, N	Fire Fighter	130,210	698	1,028
Damini, D	Captain	158,448	711	-
Dandeneau, G	Fire Fighter	133,409	710	-
Davidson, S	Captain	174,753	711	-
Davies, C	Fire Fighter	139,136	820	-
De Pfyffer, N	Communications Operator Full Time - Prior to 2017	117,674	664	155
Dick, B	Fire Fighter	142,157	755	450
Doi, T	Fire Fighter	159,422	836	563
Evans, P	Fire Fighter	98,334	551	-

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Farmer, S	Fire Fighter	133,901	710	-
Fisher, A	Fire Fighter	126,939	690	-
Forsythe, M	Fire Fighter	139,573	741	-
Frang, R	Fire Fighter	110,463	607	-
Freeze, J	Captain	158,710	711	-
Frey, T	Communications Operator Full Time	103,913	528	-
Fritz, B	Fire Fighter	138,028	710	450
Galan, T	Fire Fighter	133,751	710	-
Gaudry, J	Fire Fighter	141,799	785	1,613
Gilbert, S	Fire Fighter	123,261	667	450
Gorman, J	Platoon Captain	178,817	711	-
Guertin, S	Platoon Captain	170,933	711	-
Harlock, W	Captain	172,750	711	-
Hartt, K	Platoon Captain	168,583	711	-
Herman, R	Fire Fighter	133,478	711	450
Hintz, C	Captain	154,136	711	-
Hodson, J	Fire Fighter	129,827	698	255
Holloway, E	Captain	159,203	711	-
Holloway, J	Fire Fighter	137,452	711	94
Holmes, D	Lieutenant	153,001	836	-
Hoppenreys, D	Fire Fighter	131,390	710	-
Johnston, L	Lead Mechanic	152,864	711	363
Johnston, T	Fire Fighter	125,974	698	450
Jubinville, C	Captain	156,995	711	-
Kelly, T	Fire Fighter	139,773	711	585
Kerr, T	Fire Fighter	125,618	698	-
Keylock, J	Fire Fighter	102,730	551	-
Kieper, J	Fire Fighter	99,019	551	430
Klassen, A	Fire Fighter	148,408	710	-
Koldewijn, G	Fire Inspector/Investigator I	128,158	941	1,109
Krutop, K	Platoon Captain	169,662	711	-
Landry, S	Communications Operator Full Time	108,522	478	-
Larsen, C	Fire Fighter	142,876	711	585
Law, M	Fire Fighter	102,668	659	-
Leslie, S	Fire Fighter	140,407	736	450
Little, N	Captain	157,784	711	-
Lowe, K	Fire Fighter	127,210	661	1,028
Macauley, B	Fire Fighter	119,782	661	450
Maciver, J	Fire Fighter	140,950	711	450
Mackenzie, G	Fire Fighter	153,482	711	1,024
MacQueen, R	Fire Fighter	130,486	698	-
Marshall, S	Fire Fighter	112,868	607	1,028
Martin, C	Fire Fighter	135,514	941	-
McKinnon, J	Captain	160,863	711	-
McLean, J	Fire Fighter	129,612	710	-
McMillan, B	Fire Fighter	128,198	710	450
Mitchell, W	Fire Fighter	138,935	820	-
Morran, J	Fire Fighter	112,283	607	-
Mortimer, J	Fire Fighter	126,456	755	450
Murray, C	Fire Fighter	153,608	836	450
Newport, H	Communications Operator Full Time - Prior to 2017	131,628	664	3,111
Nield, R	Project Coordinator/Investigator	157,855	711	1,079
Nykoluk, E	Fire Fighter	134,484	820	-
Palazzo, J	Fire Fighter	105,893	562	-
Pasemko, L	Communications Operator Full Time	109,248	585	50
Passeri, R	Fire Fighter	146,892	711	-
Patterson, J	Fire Fighter	128,271	773	478
Poirier, C	Fire Fighter	132,074	710	-

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Pont, J	Fire Fighter	139,488	853	-
Pretula, C	Captain	161,091	711	-
Pridmore, S	Fire Fighter	108,801	562	-
Rasche, E	Fire Fighter	128,041	698	900
Redan, O	Fire Fighter	108,439	607	1,028
Reid, W	Fire Fighter	138,967	711	80
Russell, N	Fire Fighter	138,849	820	450
Sakaki, D	Captain	156,176	711	-
Schoebel, R	Fire Fighter	111,696	607	-
Schreiner, C	Fire Inspector/Investigator I	130,983	693	-
Schroeder, M	Fire Fighter	135,788	710	-
Silva, M	Lieutenant	163,654	836	-
Simcoe, J	Communications Operator Casual	82,923	-	-
Smid, T	Fire Fighter	140,518	710	-
Smith, C	Fire Fighter	129,804	710	1,350
Smith, T	Fire Fighter	119,044	659	-
Soderstrom, J	Lieutenant	154,896	836	585
Sonneson, M	Fire Fighter	118,406	661	-
Steel, T	Fire Fighter	108,789	607	-
Stouse, J	Communications Operator Full Time	134,719	593	-
Sugrim, S	Fire Fighter	129,822	698	450
Suominen, M	Fire Fighter	144,262	710	-
Swanson, C	Fire Fighter	96,881	607	1,028
Swift, R	Captain	161,164	836	-
Szatmari, T	KFR Mechanic	148,167	711	230
Taylor, R	Fire Fighter	138,318	711	-
Torbohm, K	Fire Fighter	128,261	698	-
Venables, S	Fire Fighter	148,510	711	461
Voss, M	Chief Training Officer	183,649	793	-
Walker, J	Fire Fighter	137,415	710	1,013
Webster, R	Fire Inspector/Investigator III	155,035	711	44
Weninger, L	Chief Fire Prevention Officer/Investigator	167,661	836	15
Westerby, B	Lieutenant	154,985	836	585
Wilkes, A	Fire Fighter	122,295	664	-
Wilkie, T	Fire Fighter	121,557	607	1,028
Wilkinson, T	Fire Fighter	138,147	820	585
Wright, D	Fire Fighter	135,471	749	-
Wright, R	Captain	164,083	711	-
Young, M	Fire Fighter	129,199	848	-
Total for IAFF Group:		\$ 18,109,641	\$ 94,437	\$ 41,271

Management Employees Group:

Akuetteh, N	Transportation Engineer	\$ 124,383	\$ 734	\$ 3,020
Anderson, D	Deputy Corporate Officer	120,259	738	2,201
Aspinall, K	Executive Assistant - CC	94,968	565	36
Baltakis, P	Database and Security Manager	139,492	795	3,635
Bath, K	Information Technology Manager	190,394	1,124	392
Beach, E	Current Planning Manager	149,123	882	1,160
Beatty, W	Community Services Manager	144,722	795	9,335
Beday, A	Municipal Support Services Manager - RCMP	140,941	833	1,315
Behn, S	Transportation Engineer	128,185	749	4,692
Belliveau, J	Asset Management Supervisor	134,092	1,295	2,783
Bentley, S	Community Planning Manager	140,603	833	4,323
Bepple, M	Engineering Development Supervisor	134,866	795	569
Brugger, S	Office Services Supervisor - Civic Operations	95,370	565	2,211
Bryant, M	Network Services Manager	134,431	795	3,649
Cahoon, K	FireSmart Liaison	103,010	525	3,033

City of Kamloops
Statement of Financial Information
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Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Cail, R	Deputy Fire Chief	264,023	1,095	3,520
Cameron, D	IT Project Services Manager	128,281	871	3,518
Campbell, L	Records Management Systems Supervisor	115,530	865	282
Candido, S	Indigenous and External Relations Manager	140,442	833	3,558
Chacko, J	Client Support Services Supervisor	92,716	551	816
Chadwick, A	GIS Manager	149,682	882	7,250
Cheetham, G	Climate and Sustainability Manager	128,330	4,273	1,583
Cook, S	Parks Operations Supervisor	149,410	7,853	-
Cooper, L	Financial Planning Manager	85,711	521	1,301
Cotter, R	Community Services Supervisor - Operations	114,910	677	2,767
Crundwell, D	Integrated Asset Services Divisional Manager	180,334	6,307	3,604
Cupello, E	Utility Services Supervisor - Operations	128,791	809	6,979
Cusator, L	Safety Manager	143,247	850	2,076
Cyr, J	Museum Supervisor	131,813	718	3,388
Dennis, I	Utilities Engineer	156,043	967	3,024
Dhillon, J	Design Engineer	189,612	1,101	656
Dixon, J	Building and Engineering Development Manager	178,607	1,312	2,219
Doll, M	Green Spaces and Natural Resources Supervisor	120,654	5,963	2,801
Dunsmore, R	Investigative Support Services Supervisor	92,906	596	200
Ekelund, A	Social and Community Development Supervisor	123,680	726	2,033
Elgert, D	Capital Projects Supervisor	177,716	7,765	675
Ellendt, J	Client Services Manager - IT	129,094	765	3,645
Enns, L	Archaeology Supervisor	81,425	490	465
Farrow, G	Civic Operations Business Manager	189,132	4,684	4,799
Freeman, D	Asst Dir./Real Estate Manager	170,123	6,221	702
Fretz, J	Civic Operations Director	243,143	12,806	2,740
Gannon, J	Utility Services Supervisor - Maintenance	135,722	707	8,930
Garbay, N	Enterprise Risk Manager	146,456	866	5,079
Gordon, A	Project Delivery Manager	137,935	752	953
Hallinan, D	Corporate Services Director	226,621	12,737	3,526
Hartson, N	Social, Housing and Community Development Manager	138,659	795	3,512
Hatch, Q	Communications Supervisor	120,106	1,394	1,109
Helfrich, M	Business Manager	128,811	737	6,454
Helgason, T	Emergency Preparedness Manager	144,722	1,334	10,602
Herman, A	Capital Projects Supervisor	80,949	490	371
Hill, L	Financial Services Manager	182,770	976	5,170
Hoban, D	Capital Projects Supervisor	126,113	747	2,895
Hodgkiss, S	Trades Supervisor	132,173	742	3,452
Holmes, S	Sport, Recreation and Wellness Manager	139,906	821	930
Holton, M	Solid Waste Collections Supervisor	123,391	733	1,911
Howaniec, E	Risk Management Supervisor	116,013	798	1,070
Howatt, J	Employee Services Director	190,957	10,125	4,813
Irani, P	Transportation Manager	177,554	976	5,103
Johnson, S	Administrative Assistant to RCMP	79,360	468	2,201
Johnson, S	Assistant Fire Chief	198,201	1,041	7,995
Kachel, M	Infrastructure Delivery Divisional Manager	198,911	7,992	2,335
Karpiak, S	Assistant Fire Chief	202,146	1,041	6,444
Kidd, D	Records Manager	88,168	553	2,942
Kwiatkowski, M	Development, Engineering and Sustainability Services Director	264,680	1,406	8,652
Laitres, K	Social Development and Housing Supervisor	97,818	514	3,979
Lamont, G	Civic Construction Support Supervisor	128,239	744	6,674
Leflufy, G	Civic Operations Support Manager	141,997	940	1,576
Lewis, S	Payroll Supervisor	133,078	-	195
Lloyd, B	Trades Supervisor	128,697	763	445
Lockhart, W	Civic Construction Manager	161,468	923	2,403
Luison, J	Assistant Civic Operations Director/Public Works Divisional Manager	205,545	1,077	3,443
Mackenzie, H	Office Services Asst Supervisor - Civic Ops	86,289	506	353
Madsen, L	Senior HRIS Analyst	103,023	578	1,966

City of Kamloops
Statement of Financial Information
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Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Magdolen, D	Cultural Services and Events Manager	140,336	1,432	6,673
Martin, R	Planning and Development Manager	178,607	1,062	1,428
Matkowski, D	Engineering Manager	191,138	6,373	2,640
Mazzotta, C	Community and Culture Director	182,817	8,671	1,823
Mazzotta, M	Corporate Officer	164,596	976	801
McCarthy, J	Accounting Supervisor	123,979	718	1,837
McCorkell, B	Chief Administrative Officer	325,824	11,925	6,154
Nelson, E	Executive Assistant - DES	99,864	565	106
Nicholls, N	Archaeology Manager	141,075	837	3,446
Nichols, S	Privacy Officer	121,958	718	3,233
Nordgren, P	Streets & Sign Shop Supervisor	133,576	795	1,454
Pahl, T	Utilities Engineer	162,716	961	1,590
Perri, M	Community Services Supervisor - Operations	147,034	718	3,028
Peters, C	Civic Construction Supervisor	124,163	785	4,507
Putnam, J	Parks and Streets Manager	180,785	6,307	2,823
Quigley, C	Human Resources & Safety Director	106,732	3,733	273
Rios, K	Human Resources Manager	105,073	847	1,386
Roberts, C	Executive Assistant - CAO	94,968	1,165	267
Rodrigue, K	Communications Manager	161,979	942	2,416
Rutsatz, D	Planning and Procurement Manager	159,208	942	4,694
Schaad, M	Utilities Engineer	154,359	903	1,847
Scott, D	Utility Services Supervisor - Treatment Facilities	134,092	863	4,406
Simpson, A	Trades and Facilities Manager	176,785	1,022	72
Sison, R	Purchasing and Inventory Control Manager	179,175	882	1,436
Smeaton, A	Business Operations & Events Supervisor	126,783	718	1,307
Sonnenberg, S	Executive Assistant - CS	94,968	690	520
Sotola, S	Capital Projects Supervisor	124,770	734	3,814
Sparks, D	Environmental Services Supervisor	126,879	816	4,118
Strecheniuk, M	Aquatics Program Supervisor	112,170	662	452
Stride, L	Recreation, Health and Wellness Supervisor	120,654	828	4,145
Thompson, N	Taxation Manager	125,404	-	100
Tomm, C	Assistant Fire Chief	178,772	1,041	3,765
Trawin, D	Chief Administrative Officer	384,871	-	-
Twemlow, T	Civic Facilities Supervisor	138,785	887	6,374
Uzeloc, K	Protective Services Director / Fire Chief	218,688	12,686	6,662
Vere, M	Chief Building Official	149,984	882	3,770
Vetere, J	Arena and Pool Operations Supervisor	138,993	855	5,158
Wagner, R	Utility and Environmental Services Manager	168,264	903	5,794
Waterfall, L	Real Estate Supervisor	115,503	677	2,406
White, B	Revenue Supervisor	113,156	665	1,354
Wightman, G	Utility & Environmental Services Divisional Manager	218,574	4,646	3,926
Total Management Employee Group		\$ 16,794,729	\$ 218,632	\$ 336,443

Total Non-Management Exempt Employee (Exempt) Group

Amaral, M	Human Resources Advisor - Equity, Diversity and Inclusion	\$ 102,569	\$ 608	\$ 4,070
Baidya, B	Indigenous and External Relations Liaison	88,951	527	194
Chan, M	Executive Assistant - PS	80,557	526	2,193
Cossentine, C	Executive Assistant to Council	83,235	493	2,202
Crouse, K	Health and Disability Services Supervisor	130,820	776	2,123
Dyck, H	Safety Advisor	114,879	668	2,962
Friess, L	Human Resources Advisor	85,519	521	2,264
Gallon, A	Human Resources Advisor	114,025	675	5,322
Gammel, L	Community Services Supervisor - Training & Support Services	104,847	545	4,333
Garner, J	Assistant Design Engineer	124,581	733	3,162
Gelineau, C	Indigenous and External Relations Administrator	91,125	535	1,596
Hlady, J	Safety Advisor	113,256	650	1,749
Lempfers, D	Human Resources Advisor	107,448	761	3,928

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
2. Other Employees

Name	Position	Renumeration	Taxable Benefits	Expenses
Lubbe, H	Civic Operations Support Supervisor	126,004	1,290	1,963
Lussetti, M	Software and AI Technical Manager	100,668	459	-
Mann, G	HRIS Analyst	103,303	386	151
Michener, A	Environmental Services Supervisor	97,643	2,548	441
Plesko, M	Reporting and Analysis Supervisor	121,119	1,318	1,480
Shockey, J	Corporate Services Administrator	96,777	675	422
Thiessen, J	Human Resources Advisor	92,301	1,150	3,290
Total Exempt Employee Group		\$ 2,079,627	\$ 15,844	\$ 43,845
Total Employees with Remuneration greater than \$75,000		\$ 69,781,523	\$ 486,237	\$ 774,898
Employees with remuneration of \$75,000 or less		20,246,520	80,655	142,636
Total remuneration of Elected Officials		526,254	2,599	69,556
Total Disbursements paid to Employees		\$ 90,554,297	\$ 569,491	\$ 987,090

INFORMATION REGARDING RENUMERATIONS AND EXPENSES

This schedule discloses all remuneration and expenses paid to elected officials and employees of the municipality during the fiscal year ended December 31, 2025.

Remuneration includes all amounts paid to, or on behalf of, an individual for services rendered and is reported on a gross basis. This includes:

- Salaries, wages, and indemnities paid to members of Council
- Overtime and supplemental earnings
- Payments made through third parties on behalf of the individual

In accordance with the Act, remuneration is disclosed for all elected officials and for employees whose total remuneration exceeds \$75,000 during the reporting year. This threshold has not changed since September 2002.

Taxable Benefits includes parking, group life insurance, accidental death and dismemberment insurance and medical services plan.

Expenses include amounts paid directly by the municipality or reimbursed to individuals for costs incurred in the performance of their duties. These may include:

- Travel and accommodation
- Meals and incidentals
- Professional development, training, and conference fees
- Mileage and other transportation-related costs

Expenses are disclosed separately from remuneration and are reported for all elected officials and those employees whose remuneration exceeds the disclosure threshold.

Readers are cautioned that the comparatives of employee remuneration from year to year can be skewed due to employee turnover, attrition, and internal transfers.

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Remuneration and Expenses
FIR, Schedule 1, section 6
3. Reconciliation

	Remuneration	Taxable Benefits	Total
Employees with remuneration exceeding \$75,000	\$ 69,781,523	\$ 486,237	\$ 70,267,760
Employees with remuneration of \$75,000 or less	20,246,520	80,655	20,327,175
Total Remuneration of Elected Officials	526,254	2,599	528,853
Total Remunerations paid to Employees	<u>\$ 90,554,297</u>	<u>\$ 569,491</u>	<u>\$ 91,123,788</u>
Total Operations Expenses - Salaries & Wages per FS		\$ 110,862,597	
Year end adjustments to accrued wages and benefits payable		(2,386,171)	
Employers costs; medical, dental, insurance and other benefits		(22,878,856)	
Capitalized Wages & Benefits		5,526,218	
Total Adjusted Operations Expenses - Salaries & Wages		<u>\$ 91,123,788</u>	
Net Difference		<u>\$ -</u>	

The reconciliation of the Schedule of Remuneration and Expenses is used explain why the total reported on the Statement of Financial Information (SOFI) differs from the value of salaries and wages reported with the Financial Statement of Operations Expense.

The Schedule of Remuneration and Expenses summarizes the value of gross wages and benefits reported on all T4s issued to City staff and Council during a calendar year.

The value of salaries and wages reported with the Financial Statement of Operations Expense includes all wages, benefits and employee related costs incurred by the Employer.

These differences include:

- Timing differences between the year the expense is paid (included in SOFI) and when the Wages & Benefit cost was incurred (year-end accrual).
- Employer-paid costs including CPP, EI, Worker's Compensation premiums and Employer Health Tax premiums.
- Wages related to the construction or maintenance of capital assets are included with Tangible Capital Assets on the Financial Statement of Operations, not in the expenses on the Statement of Operation.

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Statement of Severance Agreements
FIR, Schedule 1, section 6

There were 3 severance agreement under which payment commenced between the City of Kamloops and its non-unionized employees during fiscal year 2025

These agreements represent severance equivalent to an average of 21.3 weeks of pay at current rate.

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
109 Fabrication Ltd.	\$ 60,486
1415040 B.C. Ltd.	91,476
5 Star Services and Products Inc.	29,935
9319-2466 Quebec Inc.	30,067
A.P.I. Alarm Inc.	25,542
Acklands - Grainger Inc	27,913
Acres Enterprises Ltd	17,265,535
Advance Diving Projects Ltd	248,905
AdvantageOne Technology Inc.	128,406
AECOM Canada ULC	580,522
Aeroustics Engineering Limited	246,386
All About Imprint	53,953
ALS Canada Ltd	65,354
Amazon	62,792
Andres Electronics Experts	428,703
Andrew Sheret Ltd	221,602
Anita Atwal Law Corporation	40,874
Aon Reed Stenhouse Inc.	649,917
ARPA Investments Ltd	42,000
Arrow Transportation Systems Inc.	4,237,831
Art Knapp Garden Center & Florist	37,928
ASK Wellness Society	162,479
ASSA ABLOY Entrance Systems	101,723
Associated Fire Safety Group	89,533
ATS Traffic Ltd.	635,410
B & L Small Motors Ltd	41,434
B A Dawson Blacktop Ltd	15,038,965
BC Hydro	6,519,476
BC Hydro	446,840
BC Hydro & Power Authority	70,309
BC Lions Football Limited Partnership	59,483
BC SPCA	199,140
BC Transit #475	10,257,764
BDO Canada LLP	168,888
BGC Kamloops	86,184
BGE Indoor Air Quality Solutions Ltd.	68,681

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
BI Purewater Canada Inc.	70,141
BigSteelBox Corporation	26,455
Black Armour Asphalt Products Inc.	42,060
Bluegreen Architecture Inc.	88,392
Board of Education School District No 73	99,779
Brick, The	32,030
Broad Spectrum Pest Solutions Ltd	82,688
Brogan Fire & Safety	680,510
Burcon Slipform Inc	73,693
Canada Post Corporation	206,351
Canada's Big Truck Rental	822,211
Canadian Mental Health Association	324,930
Canadian National	1,294,391
Canadian Pacific Railway Co	369,468
CanCADD Imaging Solutions Ltd.	29,138
Carahsoft Technology Corp	64,030
Care Systems Services Ltd	67,260
Carelance Janitorial Ltd.	78,225
Caro Analytical Services	58,603
Castle Fuels (2008) Inc	33,267
Cat Rental Store	103,100
Caterpillar Financial Services Limited	138,105
CBS Parts Ltd	95,352
CDW Canada Corp.	294,766
Central Interior Pumps Ltd.	103,687
CentralSquare Canada Software Inc.	161,957
Chances Bulk Unloading Ltd	165,233
Chandos Construction Ltd	1,856,963
Chubb Fire and Security Canada Inc.	74,587
Cintas Canada Limited	150,133
City Centre Auto Service	37,037
City of Kamloops Rec Club	25,569
CKBZ-FM C1FM-FM Radio	29,846
Clark Builders	392,132
Clear Tech Industries Inc	190,702
Cloudpermit Inc	217,280

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Cloverdale Paint Inc	177,731
Collins Steel	110,153
Community Energy Association	119,825
Compass Group Canada Ltd	35,358
Cona Home Services Ltd.	272,133
Copper Peak Developments Inc.	1,217,597
Costco Wholesale Corp.	25,536
Craftsman Ventures (Van Horne) Ltd.	127,500
Creative Transportation Solutions	43,328
Cullen Diesel Power Ltd	38,487
Cummins Canada ULC	99,607
Custom Hose and Fittings Ltd	35,186
D G MacLachlan Ltd	56,965
Dalhousie Drive Investments Inc.	82,960
Darlene Cadman DBA WEFT Strategies	283,137
Dawson International Truck Centres Ltd.	911,141
DB Perks & Associates Ltd	53,510
Dearborn Motors Ltd	37,988
DefineHR Inc	41,693
Delta/Marriott Hotels	69,126
Desjardins Fin. Security Life Assurance	5,015,836
Dinesen Nurseries Ltd.	34,706
Direct Energy Business Ltd	203,805
DLGL	732,220
Don's Auto Towing	55,094
Douglas Lake Equipment LP	45,679
Drago's Spring and Welding	222,307
Drive Products	54,800
DSI Mechanical Ltd.	36,862
Eagleview Refrigeration Ltd.	39,617
EB Horsman & Son	219,650
EBARA HG ULC	92,300
ECL Fibreglass Manufacturing	27,479
Econolite Canada Inc	230,211
Eecol Electric Corp.	122,989
Electric Motor & Pump Service Ltd.	295,198

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Emterra Environmental	46,280
Envisio Solutions Inc.	42,000
ESRI Canada Ltd	269,682
Exceed Electrical Engineering Ltd.	665,125
Exp Services Inc.	304,842
Extreme Excavating Company	21,158,990
Federal Engineering, Inc.	148,220
Finning Canada	138,404
First Transit Canada Inc.	32,207
Flowsystems Distribution Inc.	1,083,978
Fortis BC	32,549
FortisBC-Natural Gas	733,624
Forum Research Inc.	30,012
Fountain Tire Ltd.	502,478
Fred Surridge Ltd	85,984
Frontline Integrated Security Ltd.	337,648
Fulton & Company LLP	1,205,183
Fulton & Company LLP - IN TRUST	3,483,408
Gateway Repairs Truck & Trailer Ltd.	32,208
GE Vernova Electrification Software	78,921
GFL Environmental Inc.	2,778,092
GFL Environmental Inc.	74,748
GHD Limited	75,515
Gill's Dream Enterprise	29,250
GK Sound Inc.	246,870
Global Network for Community Safety Cda	26,640
Gobonfire.Com	35,731
Goose Busters	29,728
Graham Maintenance Services LP	25,856
Grasslands Organics Strawberry Hill GP I	260,703
Group2 Architecture Interior Design Ltd.	305,924
Guillevin Internatioal Co.	74,454
Hach Sales & Service Canada Ltd	79,590
Hanson's Auto Repair	268,429
Harper Grey LLP	173,016
Harrison Industrial Contracting Ltd	86,673

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Heritage Office Furnishings Kelowna Ltd	89,291
HHBG LAW CORPORATION	26,019
Hi-Pro Sporting Goods Ltd	29,009
Home Depot	61,632
Homewood Health Inc.	51,227
Houle Electric Limited	45,931
HPF Engineering Ltd	27,750
Hyland Software Canada ULC	250,474
IBM Canada Ltd.	412,931
ICBC	414,890
ICESoft Technologies Holdings Ltd.	33,152
ICONIX Waterworks Limited Partnership	650,865
ICSClean Supplies Ltd.	335,189
IDRS	64,066
Infinite Road Marking Ltd.	358,792
Inland Truck & Equipment Ltd.	25,752
Interior Marine Construction Ltd.	71,660
Interior Plumbing and Heating	568,077
Interprovincial Traffic Services Ltd.	105,624
Iridia Medical Inc.	171,971
ISL Engineering and Land Services Ltd	140,321
IX Solutions Ltd	3,835,281
J.T. White Trucking Ltd	92,386
Jan Jonker Art and Design	26,278
Jelly Events and Promotions Ltd.	200,585
Joint Force Tactical Ltd.	42,796
Kal Tire Transport Ltd	62,131
Kami Cabs Ltd	50,955
Kami Carpets Ltd	43,500
Kamloops Airport Authority Society	399,294
Kamloops Blazers Hockey Club Ltd	164,701
Kamloops Central Business Improvement	155,997
Kamloops Communications Inc	145,275
Kamloops Computer Centre	33,845
Kamloops Electric Motors Sales & Services	43,629
Kamloops Ford Lincoln Ltd	45,078

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Kamloops Heritage Railway Society	40,000
Kamloops Precision Machining Ltd	47,579
Kamloops Repairs Centre Ltd.	25,953
Kamloops Sports Council	79,500
Kemp Concrete Products	219,676
Kendrick Equipment (2003) Ltd	209,655
Kerr Interior Systems Ltd.	139,942
Keso Turf Supplies Ltd.	751,624
KMS Tools and Equipment	29,784
Knúcwmens le Sxwixwéytemc Arch Svc Ltd	2,593,709
LaBounty Plumbing & Heating Ltd.	54,981
Lapper Entertainment & Security	770,932
Lee's Music	35,014
Leica Geosystems Ltd	103,608
Lennox Industries (Canada) Ltd	42,007
Lidstone & Company Barristers&Solicitors	54,590
Linde Canada Inc.	29,294
Live Nation Canada	533,341
Liveoak DW Builders Ltd.	2,963,516
Long View Systems Corporation	53,397
Lordco Auto Parts	261,470
Lyons Landscaping Ltd.	106,358
MagicSpace Entertainment Inc.	83,538
Manulife Financial	271,519
McElhanney Ltd.	1,456,608
MCW Consultants Ltd.	125,298
Meadowlands Horticultural Inc.	122,496
Metro Motors Ltd.	1,288,858
Metro Reload Ltd	57,287
Microsoft Canada Inc.	250,131
Minister of Finance	56,222
Minister of Finance - Employer Health Tax	1,716,195
Minister of Finance-Transportation	35,102
Minister of Finance-Water Management	43,894
Mitacs Inc.	31,500
Motion Industries, (Canada) Inc.	43,649

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Municipal Insurance Association of BC	785,067
Municipal Pension Plan	15,183,621
Norkam Seniors Housing Co-Operative	63,000
North Shore Business Imprv. Assoc.	271,882
Northern Metalic Lubricants Ltd	94,864
Northwest Hydraulics Consultants	104,515
NuTech Safety Ltd	28,470
Oakcreek Golf and Turf LP.	217,593
OKGN Marketing	77,322
Organized Crime Agency of BC	119,160
Overtime Apparel & Promotions	43,388
Pacific Flow Control Ltd.	52,748
Pacific Quorum (Okanagan) Properties Inc	51,972
Para Metals Contracting	27,300
Parkland Corporation	32,138
Parkworks Solutions Corp.	59,122
Parsons Inc.	689,072
PayByPhone Technologies Inc.	70,840
PerfectMind Inc.	64,176
Perimeter Solutions Canada Ltd	32,974
Peterbilt Pacific Inc	81,177
Pickering Safety	61,828
Pinchin Ltd.	132,509
Play Full Screen	32,967
PME Inc.	3,484,763
Porta Ice Ltd.	58,175
Postage by Phone	42,000
Prairie Coast Equipment	439,278
Precise Parklink Inc.	472,564
Prism Engineering Limited	48,361
PUMA Utility Monitoring Inc.	39,526
Pure Technologies Ltd	525,000
Purity Feed Company Ltd	30,259
Purolator Inc	31,941
QED Technical Services Inc	35,183
R James Management Group Ltd.	119,634

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Ramada by Wyndham Kamloops Hotel	31,379
Rapid Cool Refrigeration	25,218
Receiver General for Canada-ISED	25,953
Receiver General of Canada-Payroll Tax	5,281,895
Receiver General of Canada-RCMP	31,060,700
Red Tag Fitness	29,995
Reimagine Architects Ltd.	283,637
RGH Pacific Emergency Services Inc.	48,030
River Valley Construction Services Ltd	1,962,301
RJC Services	31,647
Rollins Machinery Limited	523,806
Roper Greyell LLP	236,530
SBC Insurance Agencies Ltd	36,276
SCG Process	117,132
Schmidty's Haul-Away & Landscaping	305,685
Scotty Dog Entertainment Ltd.	98,027
SCP Distributors Inc Canada	60,667
SCV Waste Solutions	121,319
Seal Tec Industries Ltd	125,216
Select Hydraulics Ltd.	28,620
Service Master of Kamloops	283,250
Shaw Business	89,917
Shaw Cablesystems GST#815781448	37,823
Shaw's Enterprises Ltd.	65,906
Shepherd, Alexander	50,000
Side Show Productions Ltd.	92,608
SLR Consulting (Canada) Ltd.	316,462
SLS Chemical Inc.	552,077
Small, Henry	318,736
Smart Options	57,877
SMS Equipment Inc.	88,961
Social Pinpoint Software Inc	46,836
Southwest Glass Ltd	34,980
Spatial Technologies (2017) Inc	62,429
Sportball Kamloops 1162291 BC Ltd	38,828
Stantec Architecture Ltd.	231,935

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Stantec Consulting Ltd.	490,819
Staples Professional	117,399
Station One Architects	1,025,054
Stingray Radio Inc	34,282
Strata Corporation (KAS2093)	261,832
Summit Valve and Controls Inc.	89,990
Sun Valley Painting & Decorating Corp	224,028
Suncor Energy Products Partnership	1,934,742
Sunny Green Environmental	570,634
Sunrise Redi-Mix Concrete Ltd.	28,829
Superior Propane Inc	48,066
Syntax Systems Ltd	236,764
TAF Ventures Inc.	31,631
TeamViewer Germany GmbH	76,304
Technical Safety BC	34,685
Telus Communications Inc.	269,482
Telus Communications Inc.	174,753
Telus Communications Inc.	67,200
Telus Mobility	408,261
Tetra Tech Canada Inc.	43,050
Thompson Nicola Regional District	240,053
Thurber Engineering Ltd	680,716
Ticketmaster Canada LP	63,630
Tiger Calcium Services Inc.	160,125
TK Elevator (Canada) Limited	33,269
Tk'emlúps te Secwépemc	725,615
Tower Fitness Equipment	185,164
Trane Canada ULC	34,662
Traynor, Robert R	35,778
Triton Environmental Consultants	66,176
TRU Foundation	28,300
True Consulting Ltd	1,200,817
TRUE Land Surveying	64,410
Uline Canada Corporation	25,895
United Gear & Machine Works Ltd	41,228
Unitrend Plastics Manufacturing Ltd	37,925

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
Univar Solutions Canada Ltd	186,970
Urban Appeal Landscaping Ltd.	9,365,497
Urban Systems Ltd.	2,944,068
Vallen Canada Inc.	305,841
Valley Traffic	130,107
Valleyview Lands Limited Partnership	85,142
Vcura Canada Incorporated	516,909
Veolia Water Technologies& Sol Canada GP	56,388
Veolia Water Technologies&Solutions	448,139
Vimar Equipment	200,675
Vivacity Technologies Ltd.	189,682
Waterstone Law Group LLP-In Trust	115,000
Watson Engineering	42,525
Wesco Distribution Canada LP	119,755
Westcan Bulk Transport Ltd	78,750
Westcana Electric Inc.	808,969
Westcoast Road Marking	25,951
Western Roofing Master Roofers	419,228
Western Water Associates Ltd.	234,981
Westlund	32,136
Work Safe BC	2,023,497
WSP Canada Inc.	747,776
Xpress Chef Ltd.	33,293
Yellowstone Traffic and Safety	70,498
Yeti Refrigeration Inc	1,883,423
YMCA BC-Northern Region	57,430
Young Anderson	219,104
Total paid to Suppliers who received aggregate payments exceeding \$25,000	\$ 234,998,113
Total paid to Suppliers who received aggregate payments less than \$25,000	6,160,327
Total Disbursements Paid to Employees	987,090
Total Supplier purchases	\$ 242,145,530

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments to Suppliers of Goods and Services
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
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INFORMATION REGARDING SCHEDULE OF PAYMENTS TO SUPPLIERS

This schedule discloses all payments made to suppliers for the payment of goods and services during the fiscal year ended December 31, 2025. Suppliers greater than the \$25,000 threshold are listed individually. Payments to suppliers less than \$25,000 are reported as a group total. The current threshold was set in September 2002 and has not been adjusted since.

Items to note regarding the reporting of payments to Suppliers:

- The schedule is prepared on a cash basis for the payments made in the reporting year, whereas the annual financial statements are prepared on an accrual basis and include expenses incurred during the reporting year but may not have been paid in the same year.
- The schedule does not provide a comprehensive spending disclosure since only suppliers and employee remunerations greater than the current thresholds are listed on the final report.
- The costs in the report do not reflect net costs after recoveries or grants from other government agencies.
- A supplier name does not necessarily mean a single contract was awarded to a supplier. These values can be made up of multiple invoices, ongoing contracts or work for multiple departments.
- Supplier names can show on multiple line items when an organization has separate entities that each provide a unique part of service and are paid individually.
- Not all payments are considered expenses, including payments for the acquisition of tangible capital assets, employee payroll benefits, debt repayment and/or interest.

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of Payments for Grants & Contributions
FIR, Schedule 1, section 7

Supplier Name	Amount Paid
A Way Home Kamloops Society	\$ 85,014
ASK Wellness Society	320,562
BGC Kamloops	275,820
Blue House Recovery Society (BHRS)	43,297
British Columbia Wildlife Park Society	479,682
Canadian Mental Health Association	176,643
Connective Support Society Kamloops	123,061
Interior Community Services	53,337
Kamloops & District Elizabeth Fry Society	128,575
Kamloops 2026 Canada 55+ Games Society	30,000
Kamloops Aboriginal Friendship Society	31,311
Kamloops Art Gallery	486,645
Kamloops Arts Council	76,226
Kamloops Central Business Improvement	134,630
Kamloops Food Bank & Outreach	31,524
Kamloops Mountain Bike Trail Association (prv: Kamloops Performance Cycling Centre)	120,000
Kamloops Sports Council	225,463
Kamloops Symphony Society	118,254
Kamloops Youth Soccer Association	75,000
Pacific Sport Interior BC	65,273
Sagebrush Theatre	156,000
The Mustard Seed	292,043
Tourism Kamloops	250,000
Venture Kamloops	774,928
Western Canada Theatre Company	183,488
YMCA BC	1,508,957
Total grant and contributions paid exceeding \$25,000	\$ 6,245,733
Aggregate grant and contribution payments of \$25,000 or less	285,480
Total Grant and Contribution Disbursements	\$ 6,531,213

INFORMATION REGARDING SCHEDULE OF PAYMENTS FOR GRANTS

This schedule shows grants the municipality provided to support projects and services in the area during the fiscal year ended December 31, 2025. Grants are intended to support community services, non-profit organizations, and local initiatives that benefit residents. Grant payments greater than the \$25,000 threshold are listed individually. Payments below \$25,000 are reported as a combined total. The current threshold was set in September 2002 and has not been adjusted since.

Items to note regarding the reporting of Grant payments:

- The schedule is prepared on a cash basis and reflects payments made in the reporting year. In contrast, the annual financial statements are prepared on an accrual basis and include expenses incurred during the year but may not have been paid in the reporting period.
- The schedule does not provide a complete disclosure of all spending, as only payments greater than the reporting thresholds are listed on the final report.
- The costs in the report do not reflect net costs after recoveries from other government agencies.
- Grant amounts may vary annually depending on program needs, applications received, and available budget funding.

City of Kamloops
Statement of Financial Information
For the Year Ended December 31, 2025

Schedule of payments to suppliers
FIR, Schedule 1, section 7
4. Reconciliation

	Total
Total of aggregate payments exceeding \$25,000, paid to suppliers	\$ 234,998,113
Consolidated total of payments of \$25,000 or less paid to suppliers	6,160,327
Consolidated total of all grants and contributions	987,090
Total Disbursements paid to Employees	6,531,214
Total paid to suppliers	\$ 248,676,744
 Total Expenses per Financial Statement, Consolidated Statement of Operations	 281,990,458
Less Non-Cash Adjustment - Amortization expense	(40,945,559)
Less Non-Cash Adjustment - Accretion expense	(1,528,269)
Less Interest on Debt	(2,868,668)
Net Operating Adjustments for Year-end accrual, prepaids and inventory	648,261
Net Capitalized Cost to Acquire Capital Assets	97,768,032
Net Employee Wage and Benefit costs	(86,387,511)
Total Adjusted Statement of Operations Expenses	\$ 248,676,744
 Net Difference	 -\$ 0

The reconciliation of the Payments to Suppliers is used explain why the balance from the Schedule of Payments to Suppliers differs from the Financial Statement of Operations.

These differences occur due to the Financial Statements being prepared on a consolidated basis using the accrual method of accounting, whereas the supplier payments schedule is prepared on a cash basis. Other reconciling items include:

- Adjustment of non-cash items on the Financial Statements to record the amortization of capitalized assets
- Interest paid on debt that is excluded from the Supplier listing
- Supplier invoice timing differences between the year the expense is paid (included in SOFI) and when the expense was incurred (year-end accrual).
- Payments to contractors and suppliers related to the purchase of capital assets are included with the Supplier listing (for SOFI purposes), but for Financial Statement purposes are included with Tangible Capital Assets on the Financial Statement of Operations, not in the expenses on the Statement of Operation.
- Employee remunerations and employee paid benefits appear in the Financial Statement of Operations but are not



Canada's Tournament Capital



Statement of Financial Information (SOFI) Fact Sheet

What is the "SOFI Report"?

The *Financial Information Act*, enacted in 1985, requires municipalities and other government organizations to prepare a Statement of Financial Information (SOFI) Report. The SOFI Report exists to open the books of municipalities, giving the public clear, standardized insight into who gets paid, where money goes, and how local governments manage public funds. SOFI Reports make it easy to see the big picture and support transparency, but they don't include enough detail for deeper review.

SOFI Reports answer:

- ✓ Who got paid
- ✓ Which vendors received money

SOFI Reports struggle to answer:

- ✗ Why money was spent
- ✗ Whether spending was efficient
- ✗ How projects or outcomes performed

The financial statements show the City's overall finances. The SOFI Report provides more detail by listing payments to suppliers and the pay and expenses of employees. These lists only include amounts above set limits, which have not changed since 2002.

All British Columbia municipalities must follow the same reporting requirements, creating consistency across local governments, allowing for comparisons between municipalities, and supporting provincial oversight and data collection. The format varies slightly by city, but the core sections are standardized. The report must be made public within six months of the fiscal year-end.

More broadly, the SOFI Report is part of BC's financial reporting system, which helps make sure local governments are accountable to residents for how they raise and spend money.

What does the SOFI Report include?

- Employee payments and expenses greater than \$75,000
- Mayor and Councillor payments and expenses
- Awarded grants greater than \$25,000
- Amounts paid to suppliers of goods and services greater than \$25,000

What is an employee expense in the SOFI Report?

- Payments to employees or to a third party on their behalf that are not included in “remuneration,” such as professional membership fees
- Expenses aren’t limited to personal benefits, such as conference fees. They can also include other work-related costs
- Expenses that support employees in doing their jobs, such as mileage

General employee benefits covered by an agreement such as medical, dental, counselling, and insurance are not included as SOFI Report expenses



What’s included in the SOFI Report:

- Pay for employees, the Mayor, and Councillors (any form of salary, wages, and taxable benefits)
- Deferred income paid by the employer
- Some expenses (see below for details)

Severance payments are not included.

Employee expenses included in the SOFI Report include, but are not limited to:

- Travel costs (fuel, airplane, taxi, bus, car rental, vehicle lease, hotel, advance, per diem, etc.)
- Membership, conference, course registration, tuition, exams, and recertification fees and dues
- Moving expenses and allowances
- Retirement and year of service allowances

Items not considered employee expenses for the SOFI Report include, but are not limited to:

- Work-related supplies, uniforms, or specialized clothing (e.g. personal protection equipment)
- Work-related meals and food, cell phone plan reimbursements, and salary deferral interest payments
- Work-related medical exam and doctor’s form fees
- Honourariums, grants, parks and recreation refunds, and long service awards
- Petty cash and floats

Is the SOFI Report useful?

On its own, the SOFI Report is like a list of transactions. To turn it into something meaningful, it must be “layered” with other municipal documents that explain intent, totals, and outcomes.

SOFI Report = The Receipts → Who got paid

Use the SOFI Report to identify high-paid employees, major vendors, and large expense claims.

- This is the starting point (the clues).



Step 1

Pick a line from the SOFI Report

For example:

- A construction company was paid \$5 million
- A staff member earned \$140,000

Ask “Why did the City incur these expenses?”

Five-Year Financial Plan (Budget) = The Plan → What Was Planned

Look at the City’s Five-Year Financial Plan (Budget) to see planned spending by department, approved capital projects, and expected staffing levels.

- This tells what the City intended to spend.



Step 2

Find it in the Five-Year Financial Plan (Budget)

Search for the related capital project lists and department budgets to find:

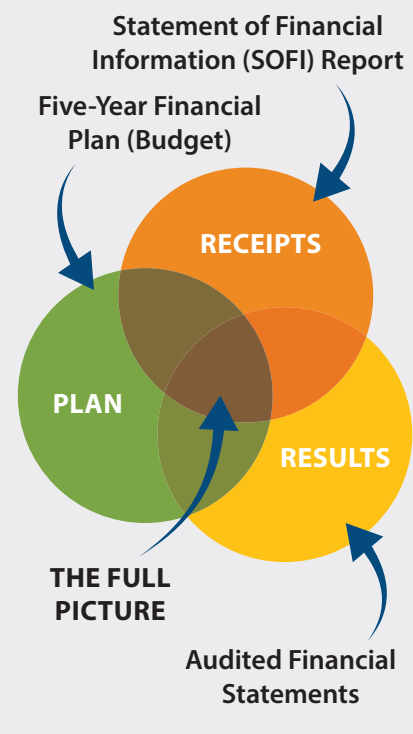
- Road rehabilitation project – \$6 million
- Engineering Division staffing increase

Now you know that this payment wasn’t random. It was planned and authorized by Council.



Here’s a practical way to work through the process

Three documents make the SOFI Report useful:



Is the SOFI Report useful? (continued)

Audited Financial Statements = The Results → What Actually Happened

The Audited Financial Statements show total revenues and expenses, surpluses and deficits, and asset and debt levels.

- This gives the big-picture.

You need all three documents to understand the full picture.

Combining these documents turns the SOFI Report from a list of numbers into a clear explanation of how public money was planned, spent, and accounted for.



Step 3

Find confirmation in the Audited Financial Statements

Check:

- Did total capital spending set out in the SOFI Report align with what was listed in the Five-Year Financial Plan (Budget)?
- Did overall expenses increase?

Now you can tell if the City was on track, overspending, or underspending.



Step 4

Add Council Reports (Optional, but Powerful)

Council reports attached to Council meeting agendas and the resulting meeting minutes often include project approvals or explanations for project variances.

Now you can answer why decisions were made.



This approach helps you detect:

Red flags

- Vendor payments with no clear project in the budget
- Spending far above what was approved
- Rapid salary growth without staffing changes

Normal patterns

- Big payments tied to capital projects
- Salary increases matching union agreements
- Variances explained in financial notes

Issues with SOFI Reports

SOFI Reports are useful, but they're far from perfect. Most issues come from how the information is structured, limited, or easy to misinterpret, rather than being outright errors.



Here is some information and explanation of the main issues:

Lack of context

You see what was spent but not why. The SOFI Report shows raw numbers without explanation.

- A salary might look high, but the SOFI Report doesn't explain if it is a specialized role or whether the salary includes overtime, acting pay, or allowances.
- A large supplier payment might seem suspicious, but it could be tied to a one-time or infrequent infrastructure project, like inspections of water or sewer lines.

Easy to misuse or misinterpret

Because it's simple and public, the SOFI Report is often used to highlight high salaries without context and to question spending without understanding municipal projects.

- This situation can drive misleading conclusions if the SOFI Report information is not paired with the Five-Year Financial Plan (Budget), Audited Financial Statements, and Council reports.

Pay amounts can be misinterpreted

The salary may include overtime, acting pay (additional compensation for covering a more senior role), and/or retroactive union pay increases.

- Unfortunately, people often compare numbers without realizing they're not comparing apples to apples.
- Comparing employee payments and the number of employees in each category from year-to-year can be skewed due to employee turnover, attrition, and internal transfers.

Compliance-focused and not user-friendly

The SOFI Report exists to meet legal requirements under the *Financial Information Act*.

- It is not intended to be a perfect analytical tool.
- The report includes very little explanation, few visuals, and is not designed for easy public understanding.

Privacy versus transparency tension

To protect privacy, only higher earners are disclosed and some details are grouped.

- This means the full workforce compensation structure is not captured because the SOFI Report doesn't include lower-paid staff.

Reporting limits have not been updated since 2002

The SOFI Report only includes employees earning over \$75,000 and suppliers paid over \$25,000, which does not provide a complete picture, just what crosses the thresholds.

- Someone who earned \$74,999 is not listed.
- Multiple small payments to a supplier may not appear.
- The thresholds are outdated, creating lists that are long and that don't highlight major costs as originally intended.

Issues with SOFI Reports (continued)

Not aligned with Audited Financial Statements

It's easy to misunderstand the City's actual financial position when only looking at the SOFI Report, as it is prepared differently than other standard municipal financial statements.

- The SOFI Report is closer to cash-based reporting, while Audited Financial Statements follow accrual accounting.
- Totals don't match cleanly. For example, the SOFI Report includes salaries and wages from the first week of January that are considered as part of the previous month in the Audited Financial Statements.
- The costs and payments included in the SOFI Report do not reflect net costs after recoveries from other government agencies.
- The reconciliation section, which contains adjustments to balance the SOFI Report to the Audited Financial Statement's labour reporting by department and section, can be confusing or overlooked.

Fragmented view of spending

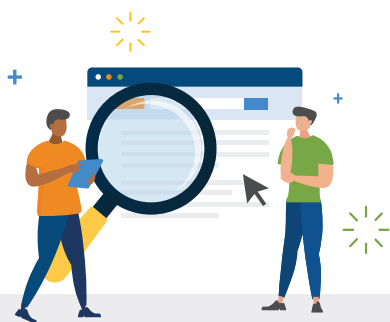
Payments to suppliers are shown by vendor, not by project.

- A single project could involve engineers, contractors, and consultants, which appear as separate line items in the SOFI Report, making it difficult to easily determine how much the project cost in total.

Vendor corporate structure can be misleading

There could be different legal entities for the same vendor group, including name changes, subsidiaries, or joint ventures that are not captured.

- It is more difficult to track total spending with one vendor group if their different entities are listed separately.
- The SOFI Report is not intended to provide detailed expense auditing.



Information sources:

- <https://www2.gov.bc.ca/gov/content/governments/services-for-government/public-sector-management/plan-report/financial-information-act-administration>
- <https://council.vancouver.ca/20190402/documents/a2.pdf>
- <https://www.ufv.ca/finance/reporting/statement-of-financial-information-sofi/>
- <https://www.victoria.ca/city-government/resources/statement-financial-information>
- <https://www.dnv.org/government-administration/statement-financial-information-sofi>
- <https://www.portmoody.ca/city-government/budget-and-finance/statement-of-financial-information/>