Name	Position	Group	Remuneration	Expenses
Adams, Michael	Fire Chief	FDMG	141,103.04	11,556.24
Allan, Edward	Lieutenant	IAFF	115,676.61	
Ambler, Randall	Crew Lead - Utilities Maint	CUPE	78,009.76	
Andersen, Clint	Rec & Civic Facilities Sup	MGMT	99,357.81	2,243.29
Anderson, Alex	Firefighter 4th Year	IAFF	87,677.66	
Anderson, Kreg	Electrician II	CUPE	84,433.08	561.31
Antulov, Angelo	Client Services Manager - IT	MGMT	103,620.46	360.00
Auger, Max	Firefighter 4th Year	IAFF	91,257.22	
Austinson, Chris	Firefighter 4th Year	IAFF	91,504.66	150.00
Austinson, Dean	Firefighter 10th Year	IAFF	96,838.56	3,824.91
Baerg, Ken	Captain	IAFF	114,262.89	
Baker, Liam	Assist Transportation Engineer	MGMT	95,733.18	995.66
Ball, Arlene	Firefighter 15th Year	IAFF	102,934.55	211.50
Baltakis, Piotr	Database & Security Manager	MGMT	101,197.80	1,587.43
Barclay, Bruce	Crew Lead - Building Maint.	CUPE	75,969.14	410.00
Beach, Eric	Planning & Development Sup	MGMT	101,687.30	2,673.39
Beacom, John	Millwright	CUPE	78,836.88	
Beaulieu, Megan	Transportation Planner	CUPE	94,738.82	2,983.96
Beeton, Julie	Communications Op (4th Yr.)	IAFF	85,533.11	
Beeton, Kevin	Police Support Services Sup	MGMT	78,988.21	3,125.94
Bell, Donald Jeff	Platoon Captain	IAFF	117,357.99	
Bentz, Warren	Chief Operator - Treatment Plant	CUPE	77,081.87	7.00
Bepple, Mark	Engineering Development Coord	CUPE	77,916.92	2,455.92
Berger, Barbara	Rec, Social Dev & Culture Mgr.	MGMT	132,394.73	308.36
Bhullar, Parissa	Revenue and Taxation Manager	MGMT	115,938.78	3,709.19
Binns, Bradley	Firefighter 4th Year	IAFF	91,419.65	
Bisset, Denver	Firefighter 4th Year	IAFF	91,219.74	
Blohm, Wayne	Building Official III	CUPE	90,163.00	510.50
Booth, Ryan	Water Treatment Plant Op III	CUPE	84,863.15	
Booy, Joshua	Firefighter 4th Year	IAFF	96,402.70	
Bossert, Curtis M	Assistant Fire Chief	FDMG	122,652.97	249.00
Bostock, Allen	Carpenter FA	CUPE	77,473.20	400.00
Bradley, Kristina	Communications Op (4th Yr.)	IAFF	85,558.46	
Brasseur, Beau	Firefighter 10th Year	IAFF	92,626.98	
Bregoliss, David G	Grants & Rev Serv Manager	MGMT	103,616.82	
Brise, Mark	Firefighter 4th Year	IAFF	91,216.47	
Broughton, James	Mechanic	CUPE	78,782.62	
Brown, Mike	Firefighter 10th Year	IAFF	92,111.97	
Brulotte, Darrell	Mechanic	CUPE	77,547.83	
Bruno, Antonio	Crew Lead - Sign Shop	CUPE	75,334.01	
Bubbar, Kundan L	Chief Building Inspector/Mgr.	MGMT	126,466.13	909.29
Bulk, Jerod	Firefighter 4th Year	IAFF	90,576.22	150.00
Burnham, Chris	Captain	IAFF	116,071.30	
Burton, Jeffrey	Business Analysis Srvs Manager	MGMT	99,702.93	1,994.48
Butchart, Stephen W	Captain	IAFF	114,029.71	,
Butler, Corey	Firefighter 10th Year	IAFF	92,958.80	

Name	Position	Group	Remuneration	Expenses
Cail, Ryan	Firefighter 15th Year	IAFF	102,590.37	•
Calderoni, David V.	Bylaw Services Officer II	CUPE	78,406.30	
Campbell, Linda	Deputy Corporate Officer	MGMT	76,801.44	2,890.00
Campbell, Neil	Chief Training Officer	IAFF	116,085.25	,
Carusi, Agostino	Utilities Serv Sup - Maintenance	MGMT	93,602.24	1,848.31
Carusi, Antonio	Mechanic	CUPE	78,713.24	
Casorso, Jennifer	Social & Comm Dev Sup	MGMT	80,428.21	2,446.44
Cassidy, Kevin	Fire Inspect/Investigator 4th yr.	IAFF	94,066.78	,
Cave, Greg K	Utilities Serv Sup - Construct	MGMT	100,701.63	1,960.66
Chadwick, D Adam	G.I.S. Manager	MGMT	108,766.25	1,464.29
Chalmers, Robert	Platoon Captain	IAFF	117,859.98	
Chase, James W	Firefighter 10th Year	IAFF	82,028.11	
Chasse, Francois Leo	Arena & Pools Supervisor	MGMT	100,735.48	1,534.43
Cheetham, Glen	Sustainability Serv Supervisor	MGMT	97,386.81	1,130.48
Chin, Henry	Firefighter 10th Year	IAFF	100,381.91	6,444.68
Chisholm, Robert L	Lab Tech - Wastewater	CUPE	75,690.31	
Cichon, Randy	Firefighter 4th Year	IAFF	91,753.89	150.00
Clarke, Donald J	Firefighter 4th Year	IAFF	90,114.52	224.00
Collins, Michael	Firefighter 10th Year	IAFF	101,512.45	5,716.82
Comeau, Ronald	Crew Lead - Carpentry	CUPE	76,879.40	
Cook, Shawn	Senior Parks Supervisor	MGMT	113,656.74	2,295.79
Cooper, Darryl	Captain	IAFF	114,051.67	
Crookes, Jeff	Millwright	CUPE	78,981.19	
Cross, Richard	Crew Lead Mechanic	CUPE	82,853.71	
Crundwell, Darren	Capital Projects Manager	MGMT	121,048.65	419.85
Cupello, Ernest	Water/Wastewater Operator II	CUPE	87,542.07	
Cyr, Julia	Museum Supervisor	MGMT	91,286.28	3,285.20
Damini, Darryl	Captain	IAFF	113,115.57	
Dandeneau, Gerry	Firefighter 4th Year	IAFF	89,876.76	
Dandurand, Kevin	Mechanic	CUPE	75,478.48	20.00
Davidson, Shawn	Captain	IAFF	115,458.51	
Davies, Christopher M	Firefighter 4th Year	IAFF	91,256.34	
Davis, Paul	Water Treatment Plant Op III	CUPE	91,063.39	2,072.05
Decicco, Mike	Crew Lead - Turf	CUPE	75,023.40	2,512.65
Devlin, John	Assist Engineering Mgr.	MGMT	119,139.64	3,293.57
Dhillon, Jesse	Design Engineer	MGMT	108,767.84	1,706.36
Dixon, Jason	Building & Engineering Dev Mgr.	MGMT	106,208.22	1,783.32
Doi, Terry	Firefighter 10th Year	IAFF	96,906.27	169.85
Doll, Michael	Park Operations & Planning Sup	MGMT	98,976.53	
Doucette, Wade	Water Treatment Plant Op III	CUPE	80,898.11	
Driedger, Rachel	Capital Projects Supervisor	MGMT	99,152.76	3,650.98
Duckworth, David	Dir Corp Srvs & Comm Safety	MGMT	204,773.22	7,738.14
Duggan, Andrew	Crew Lead - Carpentry	CUPE	83,381.21	800.00
Eckhart, Brent	Millwright	CUPE	81,058.92	175.00
Elgert, Dax	Capital Projects Supervisor	MGMT	106,331.50	335.00
Ettinger, Dave	Communications Op (4th Yr.)	IAFF	86,644.48	

Name	Position	Group	Remuneration	Expenses
Ewings, Richard	Capital Projects Supervisor	MGMT	106,328.38	
Farrow, Glen	Streets & Environment Srvs Mgr.	MGMT	120,373.82	984.60
Fehr, Jason	Instrumentation Mechanic	CUPE	79,295.14	
Ferguson, David	Captain	IAFF	116,823.07	
Fink, Ryan W.	Electrician II	CUPE	78,842.10	111.77
Fisher, Derek	Chief Operator - Treatment Plant	CUPE	88,859.86	2,568.15
Fleming, Rob	Utilities Serv Sup - Treatment	MGMT	85,650.27	1,611.08
Ford, Robert	Water/Wastewater Operator III	CUPE	84,805.62	
Foskett, Christopher	Electrician II	CUPE	88,304.37	647.13
Freeman, David	Assist Dir/Real Estate Mgr.	MGMT	124,024.62	1,839.50
Freeze, Jeff	Lieutenant	IAFF	108,074.75	
Fretz, Jen	Dir Public Works & Utilities	MGMT	193,800.98	3,164.35
Fritz, Brent	Firefighter 4th Year	IAFF	89,954.96	
Froescul, Teri	Payroll Co-ordinator	CUPE	77,749.99	399.00
Funk, Dan	Firefighter 15th Year	IAFF	106,238.43	
Fuoco, Daryl	Electrician II	CUPE	88,552.60	111.78
Gaber, Troy R	Crew Lead - Streets	CUPE	83,862.16	4.50
Galan, Trevor	Firefighter 4th Year	IAFF	92,600.55	
Gannon, Kerry	Crew Lead - Streets	CUPE	90,973.15	
Gaudry, Jarrod	Firefighter 4th Year	IAFF	94,604.36	
Gladu, Rick	Crew Lead - Streets	CUPE	85,059.91	
Gleave, Ron	Millwright	CUPE	79,179.67	529.00
Gorman, James	Captain	IAFF	115,039.82	
Grant, Troy	Platoon Captain	IAFF	118,595.26	
Gray, Kelly	Crew Lead - Streets	CUPE	78,787.28	
Greffard, Dale	Captain	IAFF	116,583.11	
Grice, Tom	Crew Lead - Electrical/Instrum	CUPE	86,537.33	701.68
Guertin, Sheldon J.	Firefighter 15th Year	IAFF	110,261.13	1,320.72
Haines, Michael	Captain	IAFF	113,148.55	,
Hall, Kevin	Proj Coordinator/Investigator	IAFF	112,926.33	75.00
Hanson, Kim	Sheet Metal Worker	CUPE	75,337.05	
Hanson, Preston	Crew Lead - Utilities Const	CUPE	84,512.40	
Hardman, Shannon	Energy Management Coordinator	MGMT	82,389.20	1,325.38
Harfman, Tim	Water Treatment Plant Op III	CUPE	80,905.99	,
Harlock, William	Captain	IAFF	115,995.45	
Harry, Renata	Water & Sewer Engineer	MGMT	99,222.39	2,042.80
Hartt, Ken	Captain	IAFF	114,173.71	608.47
Harvey, David D	Leak Detection Coordinator	CUPE	75,369.68	
Haywood-Farmer, Stephen	Firefighter 4th Year	IAFF	89,706.11	
Herman, Reid	Firefighter 4th Year	IAFF	91,162.92	
Hintz, Cory	Firefighter 10th Year	IAFF	99,595.15	336.62
Holloway, Erin	Firefighter 15th Year	IAFF	102,606.99	230.02
Holloway, Jordan	Firefighter 4th Year	IAFF	89,955.03	
Holmes, David	Firefighter 10th Year	IAFF	93,699.36	
Hoppenreys, Dana	Firefighter 4th Year	IAFF	90,114.50	
Hopson, Bruce F	Trades Supervisor	MGMT	106,326.33	1,144.57

Name	Position	Group	Remuneration	Expenses
Howatt, Jennifer	Senior HR & Abilities Advisor	MGMT	93,731.55	1,864.68
Humphrey, Katherine L.	Finance Director	MGMT	185,250.92	10,975.61
Irwin, Joel	Firefighter 4th Year	IAFF	91,167.49	
Jansen, Ken	Crew Lead - Horticulture	CUPE	81,082.82	
Jensen, Bernard P	Specialty Equipment Mechanic	CUPE	76,627.61	
Jensen, Wayne	Capital Proj Inspector - F-Aid	CUPE	91,520.55	335.00
Johnson, Scott	Firefighter 10th Year	IAFF	93,845.12	
Johnston, Lee	Lead Mechanic	IAFF	114,885.24	3,515.25
Jubinville, Corey	Firefighter 10th Year	IAFF	95,373.58	
Kachel, Matthew	Capital Projects Supervisor	MGMT	104,934.89	345.00
Kaiser, Dale R	Maintenance Management Sup	MGMT	101,533.69	184.23
Kanigan, W MacKenzie	Financial Planning Manager	MGMT	93,733.01	3,983.14
Karpiak, Scott	Firefighter 10th Year	IAFF	92,831.77	1,340.28
Kelly, Todd	Firefighter 4th Year	IAFF	89,816.93	,
Kennedy, Cindy	Corporate Officer	MGMT	119,872.56	5,273.66
Kennedy, Del	Water/Wastewater Operator II	CUPE	82,564.16	,
Kilmartin, Stephen H	Platoon Captain	IAFF	117,599.19	
Klancar, Anthony	Information Technology Manager	MGMT	128,845.88	62.90
Klassen, Aaron	Firefighter 4th Year	IAFF	95,129.78	
Kloster, Robert	Fleet Plan & Compl Supervisor	MGMT	98,808.53	987.65
Koldewijn, Greg	Firefighter 4th Year	IAFF	90,545.42	
Krutop, Kris	Captain	IAFF	118,502.76	
Kwiatkowski, Marvin	Director Dev & Eng Services	MGMT	198,307.84	5,005.79
Lajeunesse, Neale	Millwright	CUPE	79,695.30	- ,
Lannon, Brian	Captain	IAFF	112,630.45	
Larsen, Chris	Firefighter 10th Year	IAFF	92,227.43	
LeFlufy, Greg	Lead Hand - Electrical	CUPE	90,884.16	530.45
Leslie, Scott	Firefighter 4th Year	IAFF	89,876.74	
Lewis, Sherrie	Payroll Supervisor	MGMT	91,409.83	320.00
Lindoff, Wade	Captain	IAFF	116,455.48	
Little, Norm	Lieutenant	IAFF	109,842.74	
Locke, Jason	Community Planning Supervisor	MGMT	85,397.59	3,556.44
Luca, Modesta	Office Services Supervisor	MGMT	80,554.51	35.00
Luison, Dennis	Asst. Operations Manager	MGMT	109,760.02	1,607.40
Luison, Devis	Trades Manager	MGMT	119,627.10	1,001110
Luison, Joe	Streets & Sign Shop Supervisor	MGMT	91,195.90	115.99
Lundgren, Lee K	Building Official III	CUPE	80,999.15	1,829.50
MacDonald, Jodie	Municipal Support Services Mgr.	MGMT	85,822.94	420.80
MacIver, John	Firefighter 4th Year	IAFF	89,984.94	
MacKenzie, Graham	Firefighter 10th Year	IAFF	93,105.83	
Madsen, Kurt	Carpenter	CUPE	75,168.99	
Mahoney, Bernadette	Human Resources Advisor	MGMT	85,220.74	1,041.27
Martin, Cole	Firefighter 4th Year	IAFF	91,084.42	1,011.21
Martin, Joe	Carpenter	CUPE	76,209.39	
Martin, Rod	Planning and Development Mgr.	MGMT	119,132.64	2,943.15
Mathers, lan	Electrician II	CUPE	80,078.56	35.00

Name	Position	Group	Remuneration	Expenses
Matkowski, Deven	Engineering Manager	MGMT	135,623.34	2,180.39
Matonovich, John	Equipment Operator II	CUPE	80,003.85	139.76
Mazzardis, Joanna	Planner	CUPE	77,450.75	1,668.51
McCorkell, Byron	Dir Parks, Rec and Culture	MGMT	206,253.49	4,379.43
McKinnon, Joe	Firefighter 10th Year	IAFF	100,515.77	·
McLean, Joshua	Firefighter 4th Year	IAFF	92,767.00	150.00
McLean, W. Dale	Fire Chief	FDMG	157,407.33	5,268.36
McMahon, David	Assistant Fire Chief	FDMG	122,484.97	·
McManus, Jennifer	Communications Op (4th Yr.)	IAFF	84,101.98	
McMillan, Bryce	Firefighter 3rd Year	IAFF	78,365.40	
Michener, Allan	Environmental Services Sup	MGMT	98,076.53	1,782.65
Mierau, Caleb	Safety Manager	MGMT	110,400.10	1,778.94
Miller, Gordie	Crew Lead - Utilities Const	CUPE	83,954.59	•
Mitchell, Bertina	Office Services Supervisor	MGMT	79,888.21	3,204.74
Mitchell, William	Firefighter 4th Year	IAFF	91,178.33	•
Montpetit, David	LAN Administrator	CUPE	81,109.04	
Morgan, Ron D	Electrician II	CUPE	88,861.34	111.78
Moroz, Derek	Firefighter 4th Year	IAFF	90,433.54	
Murray, Chris	Firefighter 10th Year	IAFF	92,809.90	
Nelson, Emily	DES Administrative Supervisor	MGMT	80,151.96	35.00
Newport, Heather	Communications Op (4th Yr.)	IAFF	87,108.73	
Nield, Ryan	Firefighter 4th Year	IAFF	90,234.16	1,059.81
Nordick, Allen W	Water/Wastewater Operator II	CUPE	90,656.52	.,
Nowicki, Brad	Lead Hand - Electrical	CUPE	88,295.72	561.32
Nykoluk, Eric	Firefighter 4th Year	IAFF	93,301.17	
Ogilvie, Heidi	Aquatics Programs Supervisor	MGMT	90,548.29	1,194.74
Olstad, Dean	Chief Fire Prevention Officer	IAFF	118,184.49	342.50
Ouellette, Pat	Crew Leader Mechanic	CUPE	76,817.40	20.00
Passeri, Riccardo	Firefighter 4th Year	IAFF	90,990.00	
Patterson, Jordan J	Firefighter 4th Year	IAFF	84,223.48	
Perron, Ronald	Mechanic	CUPE	78,708.55	
Pile, Terrance G.	Risk Manager	MGMT	108,878.07	731.13
Poirier, Cory	Firefighter 3rd Year	IAFF	79,922.88	
Pont, Jeffrey L	Firefighter 4th Year	IAFF	89,805.80	150.00
Pretula, Chris	Firefighter 10th Year	IAFF	101,960.49	
Price, lan	Equipment Operator 4-Utilities	CUPE	138,629.96	
Purves, Brian	Crew Lead - Arboriculture	CUPE	76,536.20	262.71
Putnam, Jeff	Parks & Civic Facilities Mgr.	MGMT	135,026.33	4,093.88
Quigley, Colleen	Human Resources Manager	MGMT	109,381.87	807.10
Ramsay, John A	Comm Safety & Enforcement Mgr.	MGMT	97,410.63	2,025.35
Redgrove, Scott	Records Manager	MGMT	101,852.94	175.00
Reid, Wesley	Firefighter 4th Year	IAFF	92,307.08	11 2.20
Rilkoff, Lori	Dir Human Resources	MGMT	152,565.24	1,718.51
Robertson, Tammy	Mgr.	MGMT	124,024.62	1,990.63
Russell, Nathan	Firefighter 4th Year	IAFF	90,710.80	.,000.00
Ryan, Reginald J	Fleet & Mech Shop Supervisor	MGMT	91,942.66	330.90

Name	Position	Group	Remuneration	Expenses
Sakaki, David	Captain	IAFF	110,613.06	•
Schroeder, Mark	Firefighter 4th Year	IAFF	93,221.53	2,275.29
Shepherd, Sandy	Firefighter 10th Year	IAFF	94,367.29	,
Shimoyama, Bob	Mechanic	CUPE	80,292.03	
Silva, Mike	Firefighter 10th Year	IAFF	96,681.50	
Simpson, Adam	Crew Leader - HVAC	CUPE	80,591.99	
Sirianni, Mario	Assist Sup Bylaw Srvs	CUPE	81,766.94	
Sison, Raymond	Purchasing & Inv Control Mgr.	MGMT	101,472.61	3,735.97
Smerchinski, Mike	Building Official I*	CUPE	85,143.85	1,599.09
Smith, Clayton	Firefighter 4th Year	IAFF	90,909.78	93.33
Smith, Kevin	Building Official III	CUPE	86,718.19	1,839.82
Smith, Nathan	Mechanic	CUPE	80,302.16	•
Smith, Rob G	Utilities Serv Sup - Ops	MGMT	100,701.63	1,844.44
Snelling, Wendy	Business Operations Supervisor	MGMT	79,528.21	2,013.47
Soderstrom, Jamie	Firefighter 10th Year	IAFF	93,874.33	•
Spina, John J	Crew Lead - Solid Waste	CUPE	78,872.06	
St. Godard, Daniel	Millwright	CUPE	81,089.54	529.00
Statsmann, Alisha	Client Support Services Sup	MGMT	80,620.21	4,394.56
Stedeford, lain	Instrumentation Mechanic	CUPE	79,077.38	-,00
Stewart, Douglas	Assist Director Finance	MGMT	76,189.06	287.06
Strecheniuk, Micah Lee	Human Res Advisor Trainee	MGMT	75,635.93	776.59
Stride, Linda	Rec, Health & Wellness Sup	MGMT	91,317.22	1,256.98
Suominen, Mika	Firefighter 4th Year	IAFF	82,834.32	1,20100
Sutherland, Daniel	Asst Chief Communications	FDMG	126,282.33	6,375.37
Swift, Robson	Firefighter 10th Year	IAFF	96,596.42	2,345.73
Szatmari, Tamas	Mechanic - 25th year	IAFF	106,059.65	2,477.40
Taylor, Joshua	Electrician II	CUPE	82,799.91	530.45
Taylor, Richard	Firefighter 10th Year	IAFF	90,505.31	
Thwaites, Jeff	Capital Projects Inspector	CUPE	88,418.31	1,338.76
Tomm, Colin	Firefighter 10th Year	IAFF	104,848.73	336.62
Trawin, David	City Administrator	MGMT	266,220.45	10,277.62
Truscott, Kevin R	Crew Lead - Utility Trades	CUPE	85,667.13	175.00
Twemlow, Trevor	Crew Leader Mechanic	CUPE	80,897.99	20.00
Udsen, Nadine	Records Management Systems Sup	MGMT	80,730.21	444.52
Van Iterson, Ronnie	Utility Operator	CUPE	78,869.35	
Venables, Scott	Firefighter 4th Year	IAFF	96,610.59	1,965.05
Vetere, Joe	Crew Lead - Parks Amenities	CUPE	76,934.41	484.41
Voss, Michael	Training Officer	IAFF	117,761.16	
Walker, Jeffrey	Firefighter 4th Year	IAFF	95,307.33	
Wallace, Mike	Captain	IAFF	115,017.14	
Watson, Sam E L	Firefighter 4th Year	IAFF	94,159.87	
Webster, Daryll	Crew Lead - Bylaw Srvs	CUPE	77,840.42	714.96
Webster, Raymond	Fire Inspect/Investigator II	IAFF	104,340.42	4,281.22
Welke, Jonathan	Drainage Engineer	MGMT	98,436.77	666.56
Weninger, Lyle	Life Safety Educator/Investigator	IAFF	97,329.31	1,179.03
Westerby, Robert	Firefighter 10th Year	IAFF	95,228.10	1,110.00

Name	Position	Group	Remuneration	Expenses
Wilk, Kenneth	Trades Supervisor	MGMT	105,551.01	131.25
Wilkinson, Trevor	Firefighter 4th Year	IAFF	95,158.57	
Wilson, Jon	Comm Safety & Enforcement Mgr.	MGMT	104,157.56	
Woodruff, Karen	Communications Op (4th Yr.)	IAFF	85,549.55	
Wright, Daniel	Firefighter 4th Year	IAFF	91,495.19	150.00
Wright, Ryan	Firefighter 10th Year	IAFF	97,513.35	336.62
Yanko, Paul	Water/Wastewater Operator II	CUPE	90,648.66	

Employees with remuneration exceeding \$75,000	27,658,685.21	254,318.84
Employees with remuneration of \$75,000 or less	30,885,528.53	194,648.63
Total Renumeration of Elected Officials	363,928.45	37,398.44
Total Disbursements paid to Employees	\$ 58,908,142.19	\$ 486,365.91