

City of Kamloops  
Financial Information  
For the Year Ended December 31, 2019

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

Name	Position	Group	Remuneration (Note 1)	Taxable benefits & payouts (Note 2)	Total Income	Expenses
Adams, Michael	Fire Chief	FDMG	\$ 160,198	\$ 4,862	\$ 165,060	\$ 12,253
Aldrich, Michael	Chief Operator - Pumping Facil	CUPEH	78,446	10,312	88,758	0
Allan, Edward	Captain	IAFF	129,587	1,574	131,161	0
Ambler, Randall	Crew Lead - Util Maintenance	CUPEH	74,107	9,203	83,311	0
Anderson, Alex	Firefighter 4th Year	IAFF	101,521	1,004	102,525	0
Anderson, Kreg	Electrician	CUPEH	80,550	5,793	86,342	105
Androlick, Mark	Lead Hand - Util Const	CUPEH	72,592	2,432	75,023	0
Antulov, Angelo	Client Services Mgr - IT	MGMT	105,271	3,349	108,620	3,018
Armstrong, Bryon	Crew Lead - Arenas Maint.	CUPEH	72,465	2,624	75,088	0
Auger, Max	Firefighter 4th Year	IAFF	101,871	1,454	103,325	0
Austinson, Chris	Firefighter 4th Year	IAFF	102,771	1,004	103,775	0
Austinson, Dean	Firefighter 15th Year	IAFF	111,966	1,583	113,548	0
Avril, Andrew	Firefighter 2nd Year	IAFF	83,605	1,354	84,959	0
Baker, Liam	Utilities Engineer	MGMT	85,437	3,698	89,135	2,991
Ball, Arlene	Firefighter 20th Year	IAFF	107,123	1,486	108,610	0
Baltakis, Piotr	Database & Security Mgr	MGMT	105,271	3,199	108,470	2,441
Bath, Kuldeep	Information Technology Mgr	MGMT	127,671	5,315	132,986	2,379
Beach, Eric	Planning & Development Sup	MGMT	105,271	3,199	108,470	4,249
Beeton, Julie	Lead Communications Operator	IAFF	104,201	1,473	105,674	3,792
Beeton, Kevin	Police Support Services Sup	MGMT	82,055	1,947	84,002	648
Belliveau, Jolanta	Asset Management Sup	MGMT	97,169	2,689	99,857	7,318
Bennett, Jamie	Lead Hand - Util Const	CUPEH	72,542	8,078	80,620	0
Bentley, Stephen	Planner	CUPEH	72,504	1,988	74,492	2,503
Bentz, Warren	Chief Operator - Treatment Pla	CUPEH	77,369	1,737	79,106	0
Bepple, Mark	Engineering Development Sup	MGMT	99,197	3,229	102,425	2,354
Berger, Barbara	Rec, Social Dev & Culture Mgr	MGMT	133,613	8,656	142,269	968
Binns, Bradley	Firefighter 4th Year	IAFF	101,803	1,454	103,257	0
Bisset, Denver	Firefighter 4th Year	IAFF	113,172	1,004	114,176	4,829
Blackall, Terri Lynn	Eng & Ut Records Coord	CUPEH	73,213	1,978	75,191	0
Blohm, Wayne	Building Official III	CUPEH	77,640	2,550	80,190	1,760
Blundell, Tammy	Bylaw Services Manager	MGMT	94,777	1,708	96,484	7,687
Bonato, Giovanni	Eng. Development Tech II	CUPEH	74,425	2,039	76,464	2,324
Booth, Ryan	Water Treatment Plant Operator	CUPEH	80,442	5,821	86,263	0
Booy, Joshua	Firefighter 4th Year	IAFF	107,820	1,004	108,824	2,179
Bostock, Allen	Carpenter FA	CUPEH	78,030	2,000	80,030	0
Bradley, Kristina	Communications Op (4th Yr)	IAFF	94,041	1,540	95,581	0
Brasseur, Beau	Firefighter 10th Year	IAFF	106,453	1,466	107,919	0
Bregoliss, David G	Grants & Revenue Serv Mgr	MGMT	105,271	3,199	108,470	0
Brise, Mark	Firefighter 10th Year	IAFF	102,002	1,505	103,508	0
Broughton, James	Mechanic	CUPEH	81,250	3,030	84,280	0
Brown, Mike	Firefighter 10th Year	IAFF	105,332	1,466	106,798	1,813
Brulotte, Darrell	Mechanic	CUPEH	75,760	2,964	78,724	380
Bulk, Jerod	Firefighter 10th Year	IAFF	106,564	1,466	108,030	0
Bullock, Brandon	Lead Hand - Util Const	CUPEH	68,221	8,682	76,903	0
Burkatsky, Justin	Eng. Development Tech II	CUPEH	74,370	2,097	76,467	2,489
Burnham, Chris	Captain	IAFF	125,645	1,574	127,218	0
Bursac, Alex	Crew Lead - Environmental Serv	CUPEH	73,646	2,125	75,771	1,376
Burton, Jeffrey	Business Analysis Services Mgr	MGMT	105,271	3,793	109,064	3,355
Butchart, Stephen W	Captain	IAFF	124,766	1,574	126,339	0
Butler, Corey	Firefighter 15th Year	IAFF	109,568	1,579	111,147	0
Bylycia, Brett	Electrician	CUPEH	77,336	2,526	79,862	105
Cail, Ryan	Lieutenant	IAFF	125,531	1,076	126,607	0
Calderoni, David V.	Lead Hand - Bylaw Services	CUPEH	73,836	8,870	82,706	949
Cameron, Danielle	Business Analyst 1	CUPEH	64,454	10,622	75,076	2,130
Campbell, Linda	Admin Assistant - RCMP	MGMT	71,572	8,263	79,835	35
Campbell, Neil	Chief Training Officer	IAFF	129,611	1,579	131,190	0
Carroll, Patrick	Planner	CUPEH	75,714	2,102	77,816	2,326
Carusi, Agostino	Utilities Serv Sup - Ops	MGMT	96,205	9,162	105,366	1,592
Carusi, Antonio	Mechanic	CUPEH	75,995	3,238	79,234	20
Cashman, Brad	Firefighter 3rd Year	IAFF	87,821	1,382	89,203	0
Cassidy, Kevin	Fire Inspect/Investigator II	IAFF	118,772	1,526	120,297	1,401

City of Kamloops  
Financial Information  
For the Year Ended December 31, 2019

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

Name	Position	Group	Remuneration (Note 1)	Taxable benefits & payouts (Note 2)	Total Income	Expenses
Chadwick, D Adam	G.I.S. Mgr	MGMT	112,983	2,965	115,948	3,569
Chamberlin, Philip	Watch Clerk - RCMP	CUPES	65,315	15,611	80,926	326
Chapin, Myles	Lead Hand - Caretaker	CUPEH	70,504	6,186	76,691	0
Chase, James W	Firefighter 15th Year	IAFF	123,294	1,480	124,774	364
Chasse, Francois Leo	Arena & Pools Sup	MGMT	104,735	6,539	111,274	506
Cheetham, Glen	Sustainability Services Sup	MGMT	95,219	6,179	101,398	2,891
Chin, Henry	Firefighter 15th Year	IAFF	118,218	1,474	119,692	0
Cichon, Randy	Firefighter 10th Year	IAFF	105,205	1,509	106,713	0
Clarke, Donald J	Firefighter 10th Year	IAFF	104,680	1,459	106,139	0
Collins, Michael	Firefighter 10th Year	IAFF	110,682	1,466	112,147	468
Comeau, Ronald	Lead Hand - Carpentry	CUPEH	80,549	1,498	82,047	675
Cook, Shawn	Senior Parks Sup	MGMT	113,203	9,935	123,139	4,056
Cooper, Darryl	Platoon Captain	IAFF	134,635	1,579	136,213	0
Corke, Murray	Crew Lead - Streets	CUPEH	74,021	3,084	77,104	0
Crookes, Jeff	Millwright	CUPEH	80,554	2,091	82,645	0
Cross, Richard	Lead Hand - Mechanical	CUPEH	81,589	3,520	85,109	20
Crundwell, Darren	Capital Projects Mgr	MGMT	123,434	9,897	133,331	4,433
Cumming, Matthew	Firefighter 2nd Year	IAFF	80,083	891	80,974	0
Cupello, Ernest	Water/Wastewater Operator II	CUPEH	74,927	8,013	82,940	0
Cusator, Loren	Safety Advisor	MGMT	79,019	2,656	81,675	1,451
Cyr, Julia	Museum Sup	MGMT	95,219	2,209	97,428	3,142
Damini, Darryl	Captain	IAFF	130,384	1,699	132,082	0
Dandeneau, Gerry	Firefighter 4th Year	IAFF	101,341	1,454	102,795	0
Dandurand, Kevin	Crew Lead - Mechanic Shop	CUPEH	79,214	2,825	82,039	0
Davidson, Bev	Records Management Systems Sup	MGMT	79,872	2,745	82,617	35
Davidson, Shawn	Captain	IAFF	134,355	1,574	135,929	2,678
Davies, Christopher M	Firefighter 4th Year	IAFF	101,679	1,454	103,133	0
Davis, Paul	Water Treatment Plant Operator	CUPEH	76,627	47,898	124,524	0
Davoren, Todd	Crew Lead - Sanitation/Signs	CUPEH	72,875	4,061	76,935	0
Dawson, Cara	Revenue and Taxation Mgr	MGMT	104,686	4,864	109,550	5,820
de Candole, Derek	Community Energy Specialist	ZXMP	72,113	0	72,113	3,167
De Frias, Robert	Wastewater Treat Plant Op III	CUPEH	76,154	3,671	79,825	0
de Pfyffer, Nicole	Communications Op (4th Yr)	IAFF	94,720	1,430	96,149	0
Decicco, Mike	Crew Lead - Turf	CUPEH	75,877	2,776	78,653	3,174
Demuriak, Brandon	Traffic & Transportation Eng	MGMT	105,422	3,507	108,930	5,923
Dhillon, Jesse	Design Engineer	MGMT	115,137	4,562	119,699	865
Dick, William	Firefighter 4th Year	IAFF	103,450	1,454	104,904	0
Dixon, Jason	Building & Engineering Dev Mgr	MGMT	116,688	3,175	119,863	1,450
Doi, Terry	Firefighter 10th Year	IAFF	103,199	1,466	104,665	0
Doll, Michael	Park Operations & Planning Sup	MGMT	95,219	7,904	103,123	0
Doucette, Wade	Water Treatment Plant Operator	CUPEH	82,630	3,273	85,904	0
Duggan, Andrew	Crew Lead - Carpentry	CUPEH	82,498	3,254	85,752	1,498
Eckhart, Brent	Millwright	CUPEH	81,313	4,640	85,953	0
Elgert, Dax	Capital Projects Sup	MGMT	105,271	9,810	115,080	371
Ettinger, Dave	Communications Op (4th Yr)	IAFF	96,295	1,430	97,725	0
Ewings, Richard	Capital Projects Sup	MGMT	105,271	9,810	115,080	0
Farrow, Glen	Streets & Environment Svcs Mgr	MGMT	123,726	8,282	132,008	3,535
Fehr, Jason	Instrumentation Mechanic	CUPEH	80,462	2,054	82,517	642
Ferguson, David	Platoon Captain	IAFF	109,330	71,339	180,669	0
Fink, Ryan W.	Electrician	CUPEH	80,463	2,285	82,748	1,040
Foskett, Christopher	Lead Hand - Electrical	CUPEH	84,640	11,607	96,247	105
Foster, David	Crew Lead - RCMP IT Supp Serv	CUPES	74,950	2,841	77,790	0
Franks, Ian	Drainage Engineer	MGMT	109,701	5,606	115,307	2,888
Fraser, Cheryl	Transit Planner	CUPES	71,215	3,569	74,783	2,526
Freeman, David	Assist Dir/Real Estate Mgr	MGMT	121,358	8,511	129,869	1,827
Freeze, Jeff	Captain	IAFF	124,551	1,574	126,125	0
Fretz, Jen	Director Civic Operations	MGMT	192,563	19,630	212,193	5,692
Fritz, Brent	Firefighter 4th Year	IAFF	103,382	1,454	104,836	0
Froescul, Teri	Payroll Coord	CUPES	80,211	3,597	83,808	2,017
Funk, Dan	Captain	IAFF	123,798	1,536	125,334	0
Fuoco, Daryl	Electrician	CUPEH	80,719	9,846	90,565	0

City of Kamloops  
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**FIR, Schedule 1, section 6**  
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Name	Position	Group	Remuneration (Note 1)	Taxable benefits & payouts (Note 2)	Total Income	Expenses
Galan, Trevor	Firefighter 4th Year	IAFF	102,371	1,454	103,825	0
Gannon, Jason	Crew Lead - Util Construction	CUPEH	77,611	2,081	79,692	0
Gannon, Kerry	Crew Lead - Streets	CUPEH	73,955	28,316	102,271	1,985
Gaudry, Jarrod	Firefighter 10th Year	IAFF	102,433	1,509	103,942	200
Gleave, Ron	Millwright	CUPEH	80,509	2,432	82,941	0
Gorman, James	Captain	IAFF	136,484	1,574	138,058	0
Grant, Troy	Platoon Captain	IAFF	131,879	1,575	133,454	0
Gray, Kelly	Crew Lead - Streets	CUPEH	80,209	1,771	81,981	0
Green, Krystina	IT Project Planner	CUPEH	73,729	2,598	76,327	5,674
Greffard, Dale	Captain	IAFF	128,179	1,574	129,753	0
Grice, Tom	Crew Lead - Electrical/Instrum	CUPEH	89,529	3,377	92,906	2,578
Guertin, Sheldon J.	Captain	IAFF	130,008	1,574	131,582	836
Gysel, Giles	Information Access Analyst	CUPEH	73,213	2,329	75,542	2,570
Haines, Michael	Platoon Captain	IAFF	133,257	1,129	134,386	0
Halisheff, Glen	Crew Lead - Sanitation/Signs	CUPEH	72,888	6,150	79,038	46
Hall, Kevin	Proj Coordinator/Investigator	IAFF	124,510	1,574	126,083	1,596
Hallinan, David	Planning & Procurement Mgr	MGMT	116,871	3,013	119,884	4,453
Hanson, Kim	Sheet Metal Worker	CUPEH	78,567	2,047	80,614	0
Hanson, Preston	Lead Hand - Util Const	CUPEH	74,106	17,065	91,170	0
Harfman, Tim	Water Treatment Plant Operator	CUPEH	80,948	5,133	86,081	0
Harlock, William	Captain	IAFF	131,045	1,574	132,619	0
Hartt, Ken	Captain	IAFF	125,745	1,574	127,319	0
Harvey, David D	Lead Hand - Util Const	CUPEH	38,600	54,008	92,608	0
Hawkings, Scott	Mechanic	CUPEH	79,895	3,549	83,443	0
Haywood-Farmer, Stephen	Firefighter 4th Year	IAFF	108,153	1,454	109,607	0
Head, Trevor	Lead Hand - Carpentry	CUPEH	77,175	2,172	79,347	0
Helfrich, Michael	Business Mgr - KFR	MGMT	89,231	2,927	92,158	1,608
Helly, Susan E	Crew Lead - Turf	CUPEH	75,877	9,230	85,107	0
Herman, Reid	Firefighter 10th Year	IAFF	109,144	1,396	110,540	0
Heshka, Wendy	Communications Mgr	MGMT	108,683	6,390	115,073	4,704
Hill, Lewis	Financial Services Mgr	MGMT	116,688	3,385	120,073	6,539
Hintz, Cory	Firefighter 15th Year	IAFF	119,665	1,480	121,145	2,640
Hodgkiss, Spencer	Crew Lead - Streets	CUPEH	68,732	7,334	76,066	147
Holloway, Erin	Lieutenant	IAFF	122,013	626	122,639	0
Holloway, Jordan	Firefighter 10th Year	IAFF	100,664	1,459	102,123	733
Holmes, David	Firefighter 10th Year	IAFF	104,637	1,466	106,103	0
Hoppenreys, Dana	Firefighter 4th Year	IAFF	101,047	1,454	102,501	0
Howatt, Jennifer	Senior HR & Abilities Advisor	MGMT	104,971	2,339	107,310	3,948
Humphrey, Katherine L.	Director Corporate Services	MGMT	190,241	20,154	210,395	8,309
Irwin, Joel	Firefighter 10th Year	IAFF	104,785	1,462	106,247	0
Jansen, Ken	Crew Lead - Horticulture	CUPEH	81,600	7,556	89,156	0
Jensen, Bernard P	Specialty Equipment Mechanic	CUPEH	75,904	2,974	78,879	0
Jensen, Wayne	Capital Proj Inspector FA	CUPES	88,413	12,764	101,177	2,945
Johnson, Scott	Firefighter 10th Year	IAFF	103,332	1,466	104,798	2,664
Johnston, Lee	Lead Mechanic	IAFF	124,509	1,574	126,082	3,126
Johnston, Trent	Firefighter 2nd Year	IAFF	78,716	889	79,605	0
Jones, David R	Business Lic & Prop Use Coord	CUPES	73,213	1,988	75,201	925
Jones, Jeremy	Traffic Tech Coord	CUPES	73,274	2,250	75,524	1,520
Jones, Jessie L	Crew Lead - Arenas Maint.	CUPEH	69,143	7,357	76,500	0
Jubinville, Corey	Firefighter 15th Year	IAFF	114,292	1,022	115,314	0
Kachel, Matthew	Capital Projects Sup	MGMT	105,271	9,810	115,080	3,948
Kanigan, W MacKenzie	Financial Planning Mgr	MGMT	102,169	2,806	104,975	5,560
Karpiak, Scott	Firefighter 10th Year	IAFF	107,718	1,466	109,184	813
Kaskowski, Andrew R	Bylaw Services Officer	CUPEH	70,743	5,342	76,084	60
Kelly, Todd	Firefighter 10th Year	IAFF	103,366	1,466	104,832	0
Kerr, Taylor	Firefighter 3rd Year	IAFF	88,528	1,382	89,910	0
Kiloh, Jennifer	Communications Op (4th Yr)	IAFF	94,130	1,430	95,560	0
Klassen, Arron	Firefighter 4th Year	IAFF	110,065	1,454	111,519	0
Koldewijn, Greg	Firefighter 4th Year	IAFF	100,100	1,454	101,554	0
Koronko, Brian D	Crew Lead -Rec Facilities	CUPEH	39,182	36,334	75,516	0
Krutop, Kris	Captain	IAFF	126,859	1,574	128,432	0

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Kuzmiuk, Jordan	Engineering Design Tech II	CUPES	75,825	1,492	77,316	2,510
Kwiatkowski, Marvin	Director Dev, Eng & Sustain	MGMT	197,220	10,803	208,023	6,032
Labrecque, Thomas	Eng. Development Tech II FA	CUPES	76,121	2,002	78,123	2,335
Lajeunesse, Neale	Millwright	CUPEH	80,463	2,092	82,555	0
Lam, Andrew	Wastewater Treat Plant Op III	CUPEH	80,541	3,437	83,978	0
Lam, Paul	Equip Op - Cemetery	CUPEH	64,406	11,393	75,799	0
Lamont, Graham	Sanitation & Sign Shop Sup	MGMT	87,691	2,971	90,662	3,555
Lannon, Brian	Captain	IAFF	124,649	1,574	126,223	0
Larsen, Chris	Firefighter 10th Year	IAFF	105,677	1,016	106,693	1,772
LeFluffy, Greg	Crew Lead - Electrical/Instrum	CUPEH	85,464	7,792	93,256	499
Leslie, Scott	Firefighter 10th Year	IAFF	108,752	1,466	110,218	1,813
Lewis, Jody	Executive Assistant - CAO	MGMT	74,480	2,651	77,131	3,582
Lewis, Kristina	Human Resources Advisor	MGMT	84,548	1,541	86,089	4,601
Lewis, Sherrie	Payroll Sup	MGMT	95,219	3,169	98,388	4,031
Lindoff, Wade	Platoon Captain	IAFF	130,362	1,129	131,491	0
Lindsay, Bill	Records Reviewer - RCMP	CUPEP	46,839	34,950	81,788	0
Little, Norm	Captain	IAFF	125,005	1,574	126,578	0
Locke, Jason	Comm Planning & Sustain Mgr	MGMT	104,276	4,579	108,854	3,147
Lockhart, Wayne D	Utilities Serv Sup - Construct	MGMT	94,055	6,078	100,133	7,427
Luca, Modesta	Office Services Sup	MGMT	81,432	2,413	83,845	1,339
Luison, Dennis	Assist Operations Mgr	MGMT	105,271	4,459	109,730	1,773
Luison, Devis	Trades Mgr	MGMT	123,434	8,172	131,606	2,216
Luison, Joe	Utilities Serv Sup - Maintenanc	MGMT	96,611	8,749	105,360	5,077
Lundgren, Lee K	Chief Building Official	MGMT	99,197	2,719	101,915	2,545
Lyons, Tory	Wastewater Treat Plant Op III	CUPEH	76,850	4,267	81,117	70
Maalerud, Ryan	Capital Projects Sup	MGMT	101,215	2,758	103,973	3,369
MacDonald, Jodie	Municipal Support Services Mgr	MGMT	107,224	4,282	111,506	298
MacIver, John	Firefighter 10th Year	IAFF	106,583	1,466	108,049	1,812
MacKenzie, Graham	Firefighter 10th Year	IAFF	105,549	1,466	107,015	892
Mahoney, Bernadette	Human Resources Advisor	MGMT	93,110	1,980	95,089	3,231
Marcotte, Riley	Plumber	CUPEH	77,536	4,529	82,064	0
Martin, Cole	Firefighter 4th Year	IAFF	101,814	1,454	103,268	0
Martin, Joe	Carpenter	CUPEH	75,465	2,200	77,665	0
Martin, Rod	Planning and Development Mgr	MGMT	121,358	3,116	124,474	5,233
Mathers, Ian	Electrician	CUPEH	80,463	1,921	82,383	105
Matkowski, Deven	Engineering Mgr	MGMT	132,581	8,546	141,127	940
Mazzardis, Joanna	Planner	CUPES	74,996	1,556	76,552	2,201
Mazzotta, Carmin	Community Planner	CUPES	75,895	1,604	77,499	1,950
Mazzotta, Maria	Corporate Officer	MGMT	114,358	4,026	118,383	2,888
McCarthy, Jennifer	Accounting Sup	MGMT	88,029	3,554	91,583	4,532
McCorkell, Byron	Director Comm & Protective Ser	MGMT	211,191	19,173	230,364	8,093
McCourt, Brianne	Planner	CUPES	74,515	2,220	76,735	2,499
McKinnon, Joe	Lieutenant	IAFF	125,690	1,490	127,179	2,598
McLean, Joshua	Firefighter 4th Year	IAFF	101,431	1,454	102,885	0
McMillan, Bryce	Firefighter 4th Year	IAFF	103,512	1,454	104,966	0
Meersman, Jacquy	Business Analyst	CUPES	73,213	1,639	74,852	729
Meyer, Patricia A	Revenue Coord	CUPES	74,934	1,986	76,920	0
Michener, Allan	Environmental Services Sup	MGMT	95,775	7,454	103,229	506
Mierau, Caleb	Safety Mgr	MGMT	107,224	11,252	118,476	1,769
Mitchell, Bertina	Deputy Corporate Officer	MGMT	29,043	46,351	75,394	0
Mitchell, William	Firefighter 4th Year	IAFF	102,604	1,454	104,058	0
Montpetit, David	Infrastructure Administrator	CUPES	82,275	2,210	84,485	472
Morgan, Ron D	Electrician	CUPEH	80,388	6,347	86,735	105
Morgenstern, Dwayne	Pipefitter/Layer	CUPEH	64,891	19,434	84,325	0
Moroz, Derek	Firefighter 10th Year	IAFF	99,682	1,459	101,141	2,607
Mortimer, Jason	Firefighter 4th Year	IAFF	103,484	1,454	104,938	0
Muir, Jennifer	Grant Writer	ZXMP	66,755	7,397	74,152	1,973
Murray, Chris	Firefighter 10th Year	IAFF	103,560	1,466	105,026	0
Nelson, Emily	DES Administrative Sup	MGMT	81,432	2,773	84,205	641
Newport, Heather	Communications Op (4th Yr)	IAFF	95,952	1,430	97,382	0
Nickel, Christine	Comm & Community Engage Adv	CUPES	70,674	2,082	72,756	2,314

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Nield, Ryan	Firefighter 4th Year	IAFF	100,619	1,454	102,073	0
Nordick, Allen W	Water/Wastewater Operator II	CUPEH	63,526	47,767	111,294	0
Nowicki, Brad	Lead Hand - Electrical	CUPEH	84,522	13,137	97,659	105
Nowicki, Russell	Carpenter	CUPEH	75,441	1,103	76,544	0
Nykoluk, Eric	Firefighter 4th Year	IAFF	101,555	1,454	103,009	0
Odian, Dwayne	Capital Projects Inspector	CUPES	74,425	2,563	76,987	2,235
Olstad, Dean	Chief Fire Prevention Officer	IAFF	133,701	1,579	135,280	1,996
Ouellette, Pat	Lead Hand - Mechanical	CUPEH	81,575	3,087	84,662	0
Paloposki, Kurt	Water/Wastewater Operator II	CUPEH	73,438	10,233	83,671	0
Passeri, Riccardo	Firefighter 10th Year	IAFF	107,533	1,466	108,998	1,758
Patterson, Jordan J	Firefighter 4th Year	IAFF	101,431	1,454	102,885	0
Perron, Ronald	Mechanic	CUPEH	76,950	7,974	84,924	20
Perszon, Brynn	Comm & Community Engage Advis	CUPES	71,490	2,536	74,026	2,220
Pile, Terrance G.	Risk Mgr	MGMT	112,983	3,325	116,308	4,748
Plumtree, Sandra	Watch Clerk - RCMP	CUPES	69,390	9,730	79,119	129
Poirier, Cory	Firefighter 4th Year	IAFF	103,957	1,454	105,411	0
Pont, Jeffrey L	Firefighter 4th Year	IAFF	99,987	1,454	101,441	0
Pretula, Chris	Firefighter 15th Year	IAFF	122,259	1,030	123,290	0
Price, Ian	Water/Wastewater Operator II	CUPEH	67,836	19,527	87,363	0
Purves, Brian	Crew Lead - Aboriculture	CUPEH	75,877	2,385	78,262	450
Putnam, Jeff	Parks & Civic Facilities Mgr	MGMT	132,833	8,455	141,287	3,785
Quigley, Colleen	Acting Director Human Resource	MGMT	130,714	5,185	135,899	5,619
Redgrove, Scott	Records Mgr	MGMT	105,271	2,839	108,110	0
Reid, Wesley	Firefighter 10th Year	IAFF	105,708	1,466	107,174	0
Reith, David A	Engineering Design Coord	CUPES	74,252	1,981	76,233	734
Rilkoff, Lori	Director Human Res & Safety	MGMT	153,331	16,557	169,888	2,806
Rimmer, Michael	Infrastructure Administrator	CUPES	72,612	11,760	84,372	1,644
Rivet, Julie	Assistant Design Engineer	MGMT	76,589	1,758	78,346	2,310
Robertson, Tammy	External Relations Mgr	MGMT	108,784	5,860	114,644	606
Robinson, Stephen	Assist Fire Chief	FDMG	136,715	1,792	138,507	5,159
Russell, Nathan	Firefighter 4th Year	IAFF	101,521	1,454	102,975	0
Ryan, Reginald J	Fleet & Mechanical Shop Sup	MGMT	93,386	6,152	99,537	538
Sakaki, David	Captain	IAFF	129,279	1,574	130,852	0
Salituro, Anthony	Crew Lead - Cemetery	CUPEH	72,542	9,503	82,045	0
Schoular, Robb	Assist Fire Chief	FDMG	135,964	1,792	137,757	4,911
Schroeder, Mark	Firefighter 4th Year	IAFF	102,153	1,454	103,607	0
Schuett, Derrick	Carpenter	CUPEH	75,441	1,548	76,989	0
Scott, Dylan	Utilities Serv Sup - Treatment	MGMT	85,613	5,730	91,343	879
Serl, Natalie	Social & Comm Dev Sup	MGMT	93,291	6,081	99,372	1,919
Setka, Josh	Electrician	CUPEH	80,614	4,327	84,942	935
Shepherd, Sandy	Firefighter 15th Year	IAFF	108,074	1,020	109,095	0
Sherman, Ryan	Labour Relations Advisor	MGMT	97,208	2,494	99,702	2,976
Shimoyama, Bob	Mechanic	CUPEH	76,954	3,113	80,067	0
Silva, Mike	Firefighter 10th Year	IAFF	111,159	1,466	112,625	0
Simpson, Adam	Trades Sup	MGMT	95,834	4,031	99,866	4,185
Sison, Raymond	Purchasing & Inv Control Mgr	MGMT	108,635	2,884	111,518	1,819
Smeaton, Andrew	Aquatics Programs Sup	MGMT	82,084	2,939	85,023	1,314
Smeaton, Cory	Carpenter	CUPEH	76,605	2,052	78,657	0
Smeaton, David	Carpenter	CUPEH	75,949	2,314	78,263	400
Smerchinski, Mike	Building Official I*	CUPES	74,030	3,423	77,453	792
Smid, Tyler	Firefighter 4th Year	IAFF	75,580	1,451	77,031	0
Smith, Clayton	Firefighter 4th Year	IAFF	107,555	1,454	109,009	0
Smith, Kevin	Building Official III	CUPES	77,764	2,034	79,798	717
Smith, Nathan	Mechanic	CUPEH	76,880	2,993	79,873	1,008
Smith, Rob G	Utilities Serv Sup - Ops	MGMT	101,433	11,712	113,145	2,001
Smith, Sean	Business Ops & Events Sup	MGMT	90,174	2,553	92,727	0
Smith, Sean D.	Crew Lead - HVAC	CUPEH	88,085	2,462	90,547	716
Soderstrom, Jamie	Firefighter 10th Year	IAFF	105,283	1,466	106,749	992
St. Godard, Daniel	Millwright	CUPEH	81,337	3,955	85,292	0
St. Laurent, Gerry	Equip Op V	CUPEH	64,742	20,374	85,116	0
Statsmann, Alisha	Client Support Services Sup	MGMT	82,914	2,323	85,237	35

City of Kamloops  
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For the Year Ended December 31, 2019

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

Name	Position	Group	Remuneration (Note 1)	Taxable benefits & payouts (Note 2)	Total Income	Expenses
Stedeford, Iain	Instrumentation Mechanic	CUPEH	80,462	2,155	82,618	0
Steinke, Daniel	Waste Water Treatment Pl Pr Op	CUPEH	73,778	5,996	79,774	365
Stoll, Jason	Building Official III	CUPES	78,531	2,625	81,156	717
Strank, Ryan	GIS Technician - F Aid	CUPES	72,717	1,943	74,659	422
Streichenik, Micah Lee	Human Resources Advisor	MGMT	88,004	2,798	90,803	1,706
Stride, Linda	Rec, Health & Wellness Sup	MGMT	102,349	-829	101,520	1,609
Sullivan, Carmen	Cupe President	CUPES	87,386	3,305	90,691	0
Suominen, Mika	Firefighter 4th Year	IAFF	107,612	1,454	109,066	0
Sutherland, Daniel	Assist Chief Support Services	FDMG	136,781	5,312	142,093	3,580
Swift, Robson	Firefighter 10th Year	IAFF	79,498	1,082	80,580	0
Szatmari, Tamas	Mechanic - 25th year	IAFF	116,576	1,526	118,101	1,484
Taylor, Richard	Firefighter 10th Year	IAFF	106,237	1,466	107,703	2,705
Thwaites, Jeff	Capital Projects Inspector	CUPES	75,148	25,401	100,549	1,941
Tomm, Colin	Lieutenant	IAFF	139,177	1,151	140,328	50
Tompkins, David J	Crew Lead - Sanitation/Signs	CUPEH	73,045	8,048	81,093	225
Trawin, David	City Administrator	MGMT	272,906	13,231	286,137	10,930
Truscott, Kevin R	Crew Lead - Utility Trades	CUPEH	84,485	2,738	87,223	0
Twemlow, Trevor	Pools & Civic Facilities Sup	MGMT	87,500	7,668	95,167	529
Unger, Brandy	Capital Projects Inspector	CUPES	78,005	8,718	86,723	4,814
Venables, Scott	Firefighter 10th Year	IAFF	113,179	1,466	114,645	0
Vetere, Joe	Crew Lead - Parks Amenities	CUPEH	76,471	11,483	87,954	350
Voss, Michael	Training Officer	IAFF	130,998	1,699	132,697	616
Wagner, Robert	Streets Supervisor	MGMT	87,887	1,624	89,510	4,505
Walker, Jeffrey	Firefighter 4th Year	IAFF	106,461	1,285	107,747	0
Wallis, Shannon	Executive Assistant - CAO	MGMT	76,022	3,396	79,418	2,934
Watson, Sam E L	Firefighter 4th Year	IAFF	102,401	1,454	103,855	0
Weatherhead, Greg	Wastewater Treat Plant Op III	CUPEH	77,320	1,540	78,861	175
Webster, Raymond	Fire Inspect/Investigator II	IAFF	115,015	1,526	116,540	1,616
Weninger, Lyle	Life Safety Educator/Investig	IAFF	127,129	1,574	128,702	929
Wesolowski, Przemyslaw	Traffic Technician II	CUPES	71,319	4,044	75,363	2,442
Westerby, Robert	Firefighter 10th Year	IAFF	106,795	1,016	107,811	0
Wightman, Greg	Utility Services Mgr	MGMT	121,241	8,140	129,382	4,587
Wilk, Kenneth	Trades Sup	MGMT	106,120	9,329	115,450	946
Wilkinson, Trevor	Firefighter 4th Year	IAFF	110,657	1,416	112,074	6,335
Woodruff, Karen	Communications Op (4th Yr)	IAFF	95,071	1,580	96,651	0
Wourms, Kirsten	Crew Lead - Natural Resources	CUPEH	75,877	2,301	78,178	90
Wright, Daniel	Firefighter 4th Year	IAFF	100,574	1,454	102,028	0
Wright, Ryan	Firefighter 15th Year	IAFF	112,658	1,480	114,138	0
Yanko, Paul	Water/Wastewater Operator II	CUPEH	86,482	1,101	87,583	0
<b>Employees with remuneration exceeding \$75,000</b>			\$ 33,242,932	\$ 1,678,084	\$ 34,921,016	\$ 444,191
<b>Employees with remuneration of \$75,000 or less</b>			\$ 27,670,043	\$ 1,450,666	\$ 29,120,709	\$ 111,541
<b>Total remuneration of Elected Officials</b>			\$ 399,519	\$ 13,247	\$ 412,766	\$ 37,006
<b>Total Disbursements paid to Employees</b>			<b>\$ 61,312,494</b>	<b>\$ 3,141,998</b>	<b>\$ 64,454,492</b>	<b>\$ 592,738</b>

Note 1: Remuneration include base income, acting pay and overtime

Note 2: Taxable benefits & payouts includes parking, group life insurance, accidental death and dismemberment insurance, retroactive pay and medical services plan.

Note 3: Legend for payroll group codes

Payroll Group Code	Description
COUN	Councillors
CUPEH	CUPE hour employee with benefits
CUPEP	CUPE part time employee with no benefits
CUPES	CUPE salary employee

City of Kamloops  
 Financial Information  
 For the Year Ended December 31, 2019

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

Name	Position	Group	Remuneration (Note 1)	Taxable benefits & payouts (Note 2)	Total Income	Expenses
FDMG	Fire Department Managers					
IAFF	International Association of Fire Fighters					
MGMT	Management					

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

<b>Employees with remuneration exceeding \$75,000</b>	\$	34,921,016
<b>Employees with remuneration of \$75,000 or less</b>		29,120,709
<b>Total Remuneration of Elected Officials</b>		412,766
<b>Total Disbursements paid to Employees</b>	<b>\$</b>	<b>64,454,492</b>
<b>Reconciling Items</b>		
Year end adjustments to accrued wages and benefits payable	\$	1,955,084
Employers costs; medical, dental, insurance and other benefits		4,352,680
Employer's portion of CPP, EI and superannuation		4,830,744
<b>Total Reconciling Items</b>	<b>\$</b>	<b>11,138,508</b>
<b>Total per Operating Expenses by Segment</b>	<b>\$</b>	<b>75,593,000</b>



City of Kamloops  
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**Statement of Severance Agreements  
FIR, Schedule 1, section 6**

There was one severance agreements under which payment commenced between the City of Kamloops and its non-unionized employees during fiscal year 2019.

These agreements represent severance equivalent to an average of 19 months of pay at current rate.