



REVISED AGENDA
STANDING POLICY
ON ENVIRONMENT, UTILITIES
AND CORPORATE SERVICES
PUBLIC MEETING

Monday, July 20, 2015, 2:00 p.m.

Council Chamber, City Hall

Committee Members:

Councillor T. Paulsen, (Chair), Councillor A. Iwanchuk, (Vice-Chair), Councillor C. Clark, Councillor R. Donauer, Councillor E. Olauson, His Worship Mayor D. Atchison (Ex-Officio)

Pages

1. CALL TO ORDER

2. CONFIRMATION OF AGENDA

Recommendation

1. That item 11.7 Leasing of Civic Facility be added to In Camera Session; and
2. That the agenda be confirmed, as amended

3. DECLARATION OF PECUNIARY INTEREST

4. ADOPTION OF MINUTES

Recommendation

That the minutes of Regular Meeting of the Standing Policy Committee on Finance held on June 1, 2015 be adopted.

5. UNFINISHED BUSINESS

6. COMMUNICATIONS (requiring the direction of the Committee)

6.1 Delegated Authority Matters

6.2 Matters Requiring Direction

6.2.1 Meewasin Valley Authority Financial Statements, March 31, 2015 (File No. CK. 1870-10)

5 - 20

Recommendation

That the information be received and forwarded to City Council for information.

6.3 Requests to Speak (new matters)

7. REPORTS FROM ADMINISTRATION

7.1 Delegated Authority Matters

7.2 Matters Requiring Direction

- 7.2.1 Acquisition of Land Owned by Handy Man Rental Centre Ltd. for North Commuter Parkway Project [Files CK. 4020-1, AF. 4020-1 and LA. 4225-01-1] 21 - 24

Recommendation

That the Standing Policy Committee on Finance recommend to City Council at its meeting to be held on July 23, 2015:

1. That the Real Estate Manager be authorized to purchase a portion of Lot 3, Block 279, Plan 10907592, Extension 0 comprising approximately 231 square metres from Handy Man Rental Centre Ltd. at a purchase price of \$28,540;
2. That the City Solicitor be requested to prepare the appropriate agreement and that His Worship the Mayor and the City Clerk be authorized to execute the agreement under the Corporate Seal; and
3. That all costs associated with the land acquisition be charged to the Capital Project Land Acquisition account for the North Commuter Parkway project.

- 7.2.2 2014 Public Accounts (Files CK. 1895-3, x 4670-1, AF. 369-1 and 4610-1) 25 - 107

Recommendation

That the report of the CFO/General Manager, Asset and Financial Management Department dated July 20, 2015, be forwarded to City Council as information at its meeting to be held August 20, 2015.

- 7.2.3 Purchasing Review Request for Proposal - Award of Contract (Files CK. 1000-1, x 127-1) 108 - 114

Recommendation

That the Standing Policy Committee on Finance recommend to

City Council at its meeting to be held August 20, 2015:

1. That The Procurement Office be awarded the contract to conduct a purchasing review for the City of Saskatoon to a maximum cost of \$100,000.00; and
2. That the City Solicitor be requested to prepare the appropriate agreement and that His Worship the Mayor and City Clerk be authorized to execute the agreement under the Corporate Seal.

7.2.4 Inquiry - Councillor Donauer - Revision of City of Saskatoon's Procurement Policy (Files CK. 1000-1, x 127-1)

115 - 120

Recommendation

That the Standing Policy Committee on Finance recommend to City Council at its meeting to be held August 20, 2015:

That the Administration continue to follow Priority Saskatchewan's initiatives and bring back further reports to the Standing Policy Committee on Finance as those initiatives are implemented.

8. URGENT BUSINESS

9. MOTIONS (notice previously given)

10. GIVING NOTICE

11. IN CAMERA AGENDA ITEMS

Recommendation

That the Committee move *In Camera* to consider items 11.1 to 11.7.

11.1 Internal Audit Plan - City of Saskatoon 2015 (File CK. 1600-3)

[In Camera - Audits and Tests, Economic/Financial and Other Interests, Policy Options/Advice]

11.2 Land Development (Files CK. 3500-13, AF. 4001-0 and LA. 4226-0)

[In Camera - Economic/Financial - Land]

11.3 Land Development (Files CK. 4215-1, AF. 4214-1, LA. 4215-014-224 and 4215-014-265)

[In Camera - Economic/Financial - Land]

11.4 Land Development (Files CK. 4020-1, AF. 4020-1 and LA. 4020-015-

005)

[In Camera - Economic/Financial - Land]

11.5 Land Development (Files CK. 4020-1, AF. 4020-1 and LA. 4020-015-005)

[In Camera - Economic/Financial - Land]

11.6 Land Development (Files CK. 600-3, x 7550-1 and AF. 6050-1)

[In Camera - Economic/Financial - Land]

11.7 Leasing of Civic Facility - [Files CK. 600-3, AF. 600-1, 290-1 and LA. 4225-80-1]

[In Camera - Economic/Financial - Land]

12. ADJOURNMENT



MEEWASIN VALLEY AUTHORITY
FINANCIAL STATEMENTS
MARCH 31, 2015



To the Participating Parties:

Management has responsibility for preparing the accompanying financial statements. This responsibility includes selecting appropriate accounting principles and making objective judgements and estimates in accordance with Canadian generally accepted accounting principles.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorised, assets are safeguarded, and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors and the Audit Committee are composed entirely of directors who are neither management nor employees of the Authority. The Audit Committee is appointed by the Board to review the financial statements in detail with management and to report to the Board prior to their approval of the financial statements for publication.

MNP LLP, an independent firm of Chartered Accountants, is appointed by the Board of Directors to audit the financial statements and report directly to the Participating Parties; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Audit Committee and management to discuss their audit findings.

June 9, 2015



Chief Executive Officer



Director of Operations

To the Participating Parties:
Meewasin Valley Authority

We have audited the accompanying financial statements of Meewasin Valley Authority, which comprise the statement of financial position as at March 31, 2015, the statements of operations and changes in fund balances and cash flows, and the accompanying schedules for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly in all material respects the financial position of Meewasin Valley Authority as at March 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Saskatoon, Saskatchewan
June 9, 2015

MNP LLP

Chartered Accountants

MEEWASIN VALLEY AUTHORITY

1.

Statement of Financial Position

March 31, 2015

	<u>2015</u>	<u>2014</u>
Assets		
<i>Current</i>		
Cash	\$ 192,726	169,188
Short-term investments (note 3a)	1,500,140	1,406,211
Accounts receivable (note 4)	254,969	342,550
Inventory	5,889	8,655
Prepaid expenses	<u>59,421</u>	<u>67,452</u>
	2,013,145	1,994,056
Long term investments (note 3b)	17,115	-
Capital assets (note 5)	<u>1,985,928</u>	<u>2,031,204</u>
	\$ 4,016,188	4,025,260
Liabilities		
<i>Current</i>		
Accounts payable and accrued charges	\$ 150,581	241,507
Deferred revenue (note 6)	439,568	-
Due to <i>Partners FOR the Saskatchewan River Basin</i> (note 7c)	<u>200,099</u>	<u>251,150</u>
	<u>790,248</u>	<u>492,657</u>
Fund Balances		
General fund – unrestricted	1	37
Construction projects fund – internally restricted	1	187,940
Donations fund – unrestricted	126,400	199,812
Capital assets fund – invested in capital assets	1,985,928	2,031,204
Land access fund – internally restricted	214,365	214,365
Capital assets replacement fund – internally restricted	888,940	888,940
Restricted contributions fund – externally restricted (note 2a)	<u>10,305</u>	<u>10,305</u>
	3,225,940	3,532,603
Commitments (note 13)		
	\$ 4,016,188	4,025,260

The accompanying notes form an integral part of the financial statements.

ON BEHALF OF THE BOARD:



Director



Director

MEEWASIN VALLEY AUTHORITY

2.

Statement of Operations and Changes in Fund Balances

Year ended March 31, 2015

	General Fund (Schedule 1)	Construction Projects Fund (Schedule 2)	Donations Fund (Schedule 3)	Capital Assets Fund	Land Capital Assets Access Replacement Fund	Restricted Contributions Fund	2015 Total	2014 Total
Revenues								
Statutory	\$ 1,534,832	767,416	-	-	-	-	2,302,248	2,266,497
Grants	14,479	617,679	-	-	-	-	632,158	649,236
Donations	-	-	1,105,897	-	-	-	1,105,897	647,331
Other	105,063	74,337	589	-	-	-	179,989	325,576
	<u>1,654,374</u>	<u>1,459,432</u>	<u>1,106,486</u>	-	-	-	<u>4,220,292</u>	<u>3,888,640</u>
Expenditures								
Amortization	1,721,251	2,506,058	241,168	-	-	-	4,468,477	3,801,096
	<u>1,721,251</u>	<u>2,506,058</u>	<u>241,168</u>	<u>58,478</u>	-	-	<u>58,478</u>	<u>57,454</u>
							<u>4,526,955</u>	<u>3,858,550</u>
Excess (deficiency) of revenues over expenditures	(66,877)	(1,046,626)	865,318	(58,478)	-	-	(306,663)	30,090
Fund balance, beginning of year	37	187,940	199,812	2,031,204	214,365	888,940	3,532,603	3,502,513
Inter-fund allocations:								
Purchase of capital assets	-	(13,202)	-	13,202	-	-	-	-
From general fund	14,999	(14,999)	-	-	-	-	-	-
From donations fund	51,842	886,888	(938,730)	-	-	-	-	-
Fund balance, end of year	<u>1</u>	<u>1</u>	<u>126,400</u>	<u>1,985,928</u>	<u>214,365</u>	<u>888,940</u>	<u>3,225,940</u>	<u>3,532,603</u>

The accompanying notes form an integral part of the financial statements.

MEEWASIN VALLEY AUTHORITY

3.

Statement of Cash Flows

March 31, 2015

	<u>2015</u>	<u>2014</u>
Cash provided by (used in) the following activities:		
<i>Operating</i>		
Excess of revenue over expenditures	\$ (306,663)	30,090
Add item not affecting cash:		
Amortization	58,478	57,454
Donation of long term investments	<u>(17,115)</u>	<u>-</u>
	<u>(265,300)</u>	<u>87,544</u>
 Change in non-cash operating working capital:		
Accounts receivable	87,581	(264,684)
Prepaid expenses	8,031	9,163
Inventory	2,766	(333)
Accounts payable and accrued charges	(90,926)	(62,435)
Deferred revenue	439,568	(450,809)
Due to <i>Road Map 2020</i>	-	(4,375)
Due to <i>Partners FOR the Saskatchewan River Basin</i>	<u>(51,051)</u>	<u>(46,435)</u>
	<u>130,669</u>	<u>(732,364)</u>
 <i>Investing</i>		
Purchase of short-term investments (net)	(93,929)	895,171
Purchase of capital assets	<u>(13,202)</u>	<u>(24,975)</u>
	<u>(107,131)</u>	<u>870,196</u>
 Net change in cash during the year	23,538	137,832
 Cash, beginning of year	<u>169,188</u>	<u>31,356</u>
 Cash, end of year	\$ <u>192,726</u>	<u>169,188</u>

The accompanying notes form an integral part of the financial statements.

Notes to the Financial Statements

Year ended March 31, 2015

1. Purpose and Objective of Meewasin Valley Authority

The Meewasin Valley Authority is incorporated under a special act, The Meewasin Valley Authority Act, of the Legislature of the Province of Saskatchewan.

The Meewasin Valley Authority ("Meewasin") is a conservation agency established to protect and develop the natural and heritage resources of the Meewasin Valley and promote a better understanding of these resources. The three participating parties provide statutory funding and appointments to the Board of Directors: the City of Saskatoon, University of Saskatchewan, and Government of Saskatchewan. This statutory funding represented 55% of total revenue in the current year (2014 - 58%).

2. Accounting Policies

These financial statements are the representations of management, prepared in accordance with Canadian public sector accounting standards and including the following significant accounting policies:

(a) Fund Accounting**i) General Fund**

Revenues and expenses related to program delivery and administration activities are reported in the General Fund.

ii) Construction Projects Fund

Meewasin charges construction project expenditures to the construction projects fund as incurred. Construction project expenditures include all costs associated with landscaping or construction of a service facility on land owned by either Meewasin or a participating party. These costs include expenditures for planning and research and allocations of salaries.

When a project is completed and retained by Meewasin, the project cost is recorded as a capital asset with a credit to the capital assets fund.

iii) Donations Fund

Meewasin records revenues and expenditures related to fundraising activities in the donations fund. From time to time, the net proceeds of these activities are allocated to the general fund or the construction projects fund where they are used to support Meewasin programs.

iv) Capital Assets Fund

Meewasin charges capital asset purchases to the general fund and construction projects fund as incurred. In order to maintain a record of capital assets, all purchased and constructed capital assets are recorded at cost as capital assets with a corresponding credit to the capital assets fund. When capital assets are sold the proceeds on disposal are included in revenue and the related net book value of the asset is removed from both the capital asset account and the capital assets fund.

Notes to the Financial Statements

Year ended March 31, 2015

2. Accounting Policies - *continued*

(a) Fund Accounting - *continued*

iv) Capital Assets Fund

Independent appraisals are undertaken when new conservation easements are acquired. The results are vetted with Canada Revenue Agency prior to acquisition. These easements are recorded as a separate class of asset at the appraised value with a corresponding credit to the capital assets fund.

Amortization is charged to the capital assets fund using the straight-line method over the following estimated useful lives:

<u>Asset</u>	<u>Useful Life</u>
Building	20 years
Equipment and office furniture	10 years
Electronic data processing equipment	3.33 years
Vehicles	3.33 years

No amortization is recorded in the year an asset is acquired or for assets under construction.

It is expected that this policy will charge the capital assets fund with the total cost of the assets over the useful lives of the assets.

v) Land Access Fund

Meewasin has established a land access fund to secure public access to riverbank land as opportunity and need arise.

vi) Capital Assets Replacement Fund

A capital assets replacement fund has been established to provide for the eventual replacement of major capital assets.

vii) Restricted Contributions Fund

Donations that are subject to externally imposed stipulations are kept in the fund until such time as they are spent as stipulated.

(b) Financial instruments

Meewasin recognizes its financial instruments when Meewasin becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management. Financial assets and liabilities originated and issued in all other related party transactions are initially measured at their carrying or exchange amount in accordance with PS 4260 *Related Party Transactions* (refer to Note 7).

At initial recognition, Meewasin may irrevocably elect to subsequently measure any financial instrument at fair value. Meewasin has not made such an election during the year.

Notes to the Financial Statements

Year ended March 31, 2015

2. Accounting Policies – *continued*(b) Financial instruments - *continued*

Meewasin measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of Meewasin performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess (deficiency) of revenues over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at amortized cost or cost.

All financial assets except derivatives are tested annually for impairment. Management considers whether the investee has experienced continued losses for a period of years, recent collection experience for the loan, such as a default or delinquency in interest or principal payments, in determining whether objective evidence of impairment exists. Any impairment, which is not considered temporary, is recorded in the statement of operations. Write-downs of financial assets measured at cost and/or amortized cost to reflect losses in value are not reversed for subsequent increases in value. Reversals of any net re-measurements of financial assets measured at fair value are reported in the statement of re-measurement gains and losses.

(c) Revenues and Expenditures Recognition

Restricted contributions are recognized as revenue of the appropriate fund in the year in which the related expenses are incurred.

Unrestricted contributions are recognized as revenue of the appropriate fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

All tax-receipted contributions are recognized as revenue of the Donations Fund in the year they are receipted.

Investment income is recognized in the General Fund, except investment income (loss) related to the Restricted Contributions Fund, which is recognized in that fund.

Grants in the form of donated services from government agencies are recorded at the contracted amount. Pledges are recorded as the donation is received.

Revenue is allocated between the various funds based on statutory and contractual requirements or as specified by donors.

The Board of Directors approves allocations between funds.

Notes to the Financial Statements

Year ended March 31, 2015

2. Accounting Policies - *continued*

(d) Use of Estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. These estimates and assumptions are reviewed periodically and, as adjustments become necessary, they are reported in excess of revenue over expenditures in the periods in which they become known.

3. Investments

(a) Short-term investments

Short-term investments consist of bankers acceptances and Provincial Promissory notes and treasury bills bearing interest at rates ranging from 1.05 – 1.18% with maturity dates between April 2015 and July 2015.

(b) Long-term investments

Long-term investments consist of a donated whole life insurance policy. The cash surrender value of which is \$17,115 at March 31, 2015.

4. Accounts Receivable

Meewasin has \$0 in accounts receivable at March 31, 2015 from a related party, the City of Saskatoon, (2014 - \$149,151) pursuant to funding agreements between the parties.

As at March 31, 2015, a funding agreement continues with the City of Saskatoon related to the River Landing, Riverfront capital project, Phase II.

Meewasin has an amount in accounts receivable at March 31, 2015 of \$0 from a related party, the Province of Saskatchewan, (2014 - \$58,406) pursuant to funding agreements between parties.

5. Capital Assets

	2015			2014
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Land	\$ 1,218,293	-	1,218,293	1,218,293
Conservation easement	257,200	-	257,200	257,200
Building	1,184,899	734,967	449,932	478,362
Equipment and office furniture	70,829	37,486	33,343	29,126
Electronic data processing equipment	180,416	153,256	27,160	46,134
Vehicles	46,685	46,685	-	2,089
	<u>\$ 2,958,322</u>	<u>972,394</u>	<u>1,985,928</u>	<u>2,031,204</u>

Notes to the Financial Statements

Year ended March 31, 2015

6. Deferred Revenue

Deferred revenue includes the following categories:

- (a) Meewasin has deferred capital contributions of \$66,188 from the Province of Saskatchewan that relate to capital expenditures for the Meewasin Valley Trail to be made in a subsequent period (2014 - \$0).
- (b) Meewasin has deferred revenue of \$306,850 from the City of Saskatoon which is its 1st Quarter, 2016 statutory contributions (2014 - \$0).
- (c) Meewasin has deferred revenue of \$47,959 from Trans Canada Trail that relates to expenditures for trail construction phase II to be made in a subsequent period (2014 - \$0).
- (d) Meewasin has deferred revenue of \$18,571 from J.W. McConnell Family Foundation that relates to expenditures for Cities for People to be made in a subsequent period (2014 - \$0).

7. Related Party Transactions

- (a) Participating parties

In addition to the statutory assessments and deferred contributions in Note 6, Meewasin received the following grants and other payments during the year from its participating parties:

		<u>2015</u>	<u>2014</u>
Province of Saskatchewan	Construction projects fund	\$ 451,053	504,767
Province of Saskatchewan	General fund grants	5,280	18,685
City of Saskatoon	Construction projects fund grants	50,000	60,000
City of Saskatoon	Construction projects sale of goods and services	60,827	189,821
City of Saskatoon	General fund grants	700	-
University of Saskatchewan	Construction projects sale of goods and services	-	4,500

- (b) Meewasin Foundation Inc.

Since August 1, 1999, the former operations of Meewasin Foundation Inc. are being reported within Meewasin's Donation Fund. The Foundation continues as the beneficial owner of life insurance policies provided by donors.

- (c) Partners FOR the Saskatchewan River Basin (PFSRB)

PFSRB is a non-profit environmental corporation operating under its own Board of Directors. Financial accountability resides with that Board of Directors. The Meewasin Valley Authority is engaged under contract to provide PFSRB with management services and program delivery.

As at March 31, 2015, the net value of assets and liabilities held by Meewasin on behalf of PFSRB is shown on the Meewasin Statement of Financial Position as \$200,099 due to PFSRB (2014 - \$251,150).

During the year, Meewasin Valley Authority provided grants to PFSRB of \$20,000 (2014 - \$20,000). Meewasin provided a donation in-kind to PFSRB of \$24,016 representing staff support and office space (2014 - \$26,378).

Financial statement users interested in the activities of PFSRB for the year ended March 31, 2015 are referred to that entity's own financial statements.

Notes to the Financial Statements

Year ended March 31, 2015

8. Contractual Obligations

The Meewasin Valley Authority entered into an agreement with the Leisureland Community Co-operative Ltd. whereby the public use of certain lands (Maple Grove) owned by Meewasin is limited. The agreement was a condition of the purchase of the property by Meewasin and will expire December 31, 2022.

9. Government Assistance

In addition to the amounts received from the Province of Saskatchewan and City of Saskatoon per note 7(a), during the year Meewasin received \$79,843 in cash grants from the Government of Canada (2014 - \$39,709).

10. Defined Contribution Plan

The Authority participates in a multi-employer defined contribution plan on behalf of its employees. Contributions are based on 7.25% of salary up to \$12,465 per participant per annum. The Authority's contributions and corresponding expense totalled \$116,954 in 2015 (2014 - \$103,648).

11. Endowment Funds

- (a) The Saskatoon Community Foundation, a registered charitable foundation, under an agreement with Meewasin has established an endowment fund called **The Meewasin Valley Fund** for the benefit of Meewasin.

At The Saskatoon Community Foundation's fiscal year end December 31, 2014, the balance of The Meewasin Valley Fund was \$783,037 (2013 - \$678,197). The Saskatoon Community Foundation manages these funds within the parameters established by the fund agreement.

- (b) The Saskatoon Community Foundation, under an agreement with Meewasin, established an endowment fund called **The Wes Bolstad Fund** for the Meewasin Valley Authority. At the Saskatoon Community Foundation's fiscal year end December 31, 2014, the balance of the fund was \$17,985 (2013 - \$16,701).
- (c) During 2012 The Saskatoon Community Foundation, under an agreement with Meewasin, established an endowment fund called **The Susan Lamb Fund** for the Meewasin Valley Authority. An initial contribution of \$10,000 was made by Meewasin on November 26, 2012. At the Saskatoon Community Foundation's fiscal year end December 31, 2014, the balance of the fund was \$20,518 (2013 - \$19,221).

12. Pledged Donations

Outstanding pledges were not recorded in revenue. The outstanding pledges receivable within five years, as at March 31, 2015, were \$766,037 (2014 - \$867,880). The pledges by year going forward are: \$621,637 - 2016; \$74,800 - 2017; \$44,800 - 2018; \$24,800 - 2019; and \$0 - 2020.

Donation Fund expenditures represent the cost of fundraising activity and include consultant fees for the Meewasin Matters Campaign. The costs relate to actual donations received and to the pledged donations achieved.

13. Commitments

At March 31, 2015 Meewasin Valley Authority has outstanding commitments of \$540,977 related to on-going construction projects (2014 - \$231,409).

Notes to the Financial Statements

Year ended March 31, 2015

14. Financial Instruments

All significant financial assets, financial liabilities and equity instruments of Meewasin are either recognized or disclosed in the financial statements together with other information relevant for making a reasonable assessment of future cash flows, interest rate risk, and credit risk.

The Meewasin Valley Authority's financial instruments include cash, short-term investments, accounts receivable, and accounts payable and accrued charges. The carrying amounts of these instruments approximate their respective fair values. Financial instruments also include due to Partners FOR the Saskatchewan River Basin. The fair values of these instruments can not be estimated as the timing of future cash flows is not determinable.

As at March 31, 2015, the Meewasin Valley Authority does not have any outstanding contracts or financial instruments with embedded derivatives.

(a) Risk Management Policy

Meewasin, as part of operations, has established the risk management objective of preserving the value of its financial instruments to ensure that they can be used in support of the Meewasin purpose. Risks are controlled because the *Meewasin Valley Authority Act* requires that investments are made in compliance with the *Financial Administration Act (SK)*.

(b) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk. Meewasin is exposed to price risk through its short-term investments in banker's acceptances. The risk is minimized due to the short terms to maturity of the investments held.

(c) Credit concentration

Financial instruments that potentially subject Meewasin to concentrations of credit risk consist of accounts receivable. 99% of accounts receivable is comprised of amounts due from federal, provincial, and municipal governments, other public institutions such as the University of Saskatchewan and school boards, and financial institutions. Meewasin believes that there is minimal risk associated with the collection of these amounts. Meewasin performs regular credit assessments of its debtors and provides allowances for potentially uncollectible accounts receivable.

MEEWASIN VALLEY AUTHORITY

11.

Statement of General Fund

Schedule 1

Year ended March 31, 2015

	<u>2015</u>	<u>2014</u>
Revenues		
Statutory funding:		
City of Saskatoon	\$ 479,267	464,250
Government of Saskatchewan	606,000	606,000
University of Saskatchewan	449,565	440,748
Fee for service	64,504	62,527
Grants	14,479	52,627
Interest and other	40,559	48,143
	<u>1,654,374</u>	<u>1,674,295</u>
Expenditures		
Administrative	622,044	606,106
Development review	84,320	83,395
Facility operation	172,799	209,421
Planning	176,220	186,828
Public education and involvement	197,459	204,914
Beaver Creek	224,011	250,376
Meewasin Valley Centre	204,386	189,121
Resource conservation	60	14,474
Special projects	39,952	46,022
	<u>1,721,251</u>	<u>1,790,657</u>
Deficiency of revenues over expenditures	(66,877)	(116,362)
Fund balance, beginning of year	37	38,528
Allocations		
To capital assets replacement fund	-	(80,000)
From construction projects fund	14,999	11,545
To land access fund	-	(25,000)
From donations fund	51,842	171,326
Fund balance, end of year	\$ <u>1</u>	<u>37</u>

The accompanying notes form an integral part of the financial statements.

MEEWASIN VALLEY AUTHORITY

12.

Statement of Construction Projects Fund

Schedule 2

Year ended March 31, 2015

	<u>2015</u>	<u>2014</u>
Revenues		
Statutory funding		
City of Saskatoon	\$ 239,633	232,125
Government of Saskatchewan	303,000	303,000
University of Saskatchewan	224,783	220,374
Fee for service and other	74,337	214,006
Grants	<u>617,679</u>	<u>569,609</u>
	1,459,432	1,566,114
Expenditures		
Beaver Creek	100,387	31,960
Cosmopolitan Park	14,910	-
Fred Heal Canoe Launch	1,004	-
Kiwans Park	-	3,513
Maple Grove	29,064	4,360
Meewasin Rink	4,588	4,000
Meewasin Swale	60,113	19,011
Meewasin Swale Trail Development Plan	4,544	-
Meewasin Valley Centre	14,908	34,586
Meewasin Valley Trail	1,870,897	1,181,512
Mendel Riverbank	139,854	11,561
Natural Areas	6,291	15,048
Paradise Beach	717	-
Park signage	4,818	1,934
Peggy McKercher Conservation Area	7,168	10,116
Poplar Bluffs	9,315	2,890
Riverbank restoration	131,643	186,321
River Landing - Riverfront I	12,656	12,282
River Landing - Riverfront II	12,759	18,826
Rotary Park	3,222	6,406
St. Joseph High School	18,668	31,292
Tree planting	53,639	64,835
U. of S. Riverbank and East Side Weir	1,147	15,171
Weir Riverbank	<u>3,746</u>	<u>-</u>
	2,506,058	1,655,624
Deficiency of revenues over expenditures	(1,046,626)	(89,510)
Fund balance, beginning of year	187,940	313,970
Allocations		
To purchase capital assets	(13,202)	(24,975)
To general fund	(14,999)	(11,545)
From donations fund	<u>886,888</u>	<u>-</u>
Fund balance, end of year	\$ <u><u>1</u></u>	<u>187,940</u>

The accompanying notes form an integral part of the financial statements.

MEEWASIN VALLEY AUTHORITY

13.

Statement of Donations Fund

Schedule 3

Year ended March 31, 2015

	<u>2015</u>	<u>2014</u>
Revenues		
General	\$ 197,388	197,754
Cameco Riverfront campaign	10,000	10,000
Trails Campaign	829,535	414,563
Planned giving	51,422	2,324
Plant - A - Tree	10,602	11,840
Rink Campaign	6,050	9,950
Gift Club	900	900
Gift shop (gross margin)	589	900
	<u>1,106,486</u>	<u>648,231</u>
Expenditures		
General administration	61,777	74,748
Trails Campaign	107,370	221,322
Individual donations	3,163	6,364
Planned giving	1,826	5,799
Plant - A - Tree	3,689	3,405
Rink Campaign	6,187	7,993
Gift shop	733	2,075
Other	1,826	2,759
Saskatoon Community Foundation – Wes Bolstad Fund	-	551
Saskatoon Community Foundation – Susan Lamb Fund	875	5,347
The Meewasin Endowment Fund (note 11)	53,722	24,452
	<u>241,168</u>	<u>354,815</u>
Excess of revenues over expenditures	865,318	293,416
Fund balance, beginning of year	199,812	77,722
Allocations		
To construction projects fund	(886,888)	-
To general fund	(51,842)	(171,326)
Fund balance, end of year	\$ <u>126,400</u>	<u>199,812</u>

The accompanying notes form an integral part of the financial statements.

Acquisition of Land Owned by Handy Man Rental Centre Ltd. for North Commuter Parkway Project

Recommendation

That the Standing Policy Committee on Finance recommend to City Council:

1. That the Real Estate Manager be authorized to purchase a portion of Lot 3, Block 279, Plan 10907592, Extension 0 comprising approximately 231 square metres from Handy Man Rental Centre Ltd. at a purchase price of \$28,540;
2. That the City Solicitor be requested to prepare the appropriate agreement and that His Worship the Mayor and the City Clerk be authorized to execute the agreement under the Corporate Seal; and
3. That all costs associated with the land acquisition be charged to the Capital Project Land Acquisition account for the North Commuter Parkway project.

Topic and Purpose

The purpose of this report is to receive City Council's approval for the purchase of a portion of Lot 3, Block 279, Plan 10907592, Extension 0 (Attachment 1), comprising approximately 231 square meters of land required for construction of the North Commuter Parkway (NCP) project.

Report Highlights

1. The City of Saskatoon (City) requires land for intersection upgrades to Wanuskewin Road and Marquis Drive as part of the NCP project.
2. Notable terms of the purchase include a price of \$28,540.

Strategic Goal

This report supports the long-term strategy of optimizing the flow of people and goods in and around the city under the Strategic Goal of Moving Around.

Background

City Council adopted the functional plan for the NCP project at its May 21, 2013 meeting. The Integrated Growth Plan identified the desire to provide an additional river crossing to the Perimeter Highway for commuter traffic between east-side neighbourhoods and the north-end employment area.

The functional plan includes intersection enhancements at Wanuskewin Road and Marquis Drive.

Report

Land for NCP Project and Terms of the Agreement

A portion of Lot 3, Block 279, Plan 10907592, Extension 0 is required to accommodate the proposed alignment of the NCP project, as shown on Attachment 1.

The Real Estate Services section has negotiated a purchase agreement with the property owner, Handy Man Rental Centre Ltd. Noteworthy details of the agreement are as follows:

- Purchase Price
 - \$28,540
 - Initial deposit of \$8,540 with the balance due upon Closing (subsequent to subdivision).
- Minor Site Alterations and Construction Disturbance
 - A \$13,000 payment would be made to Handy Man Rental Centre Ltd. to compensate for site alterations and construction disturbance.
- Conditions Precedent
 - City Council approval by July 24, 2015.
- Relocation of Existing Site Improvements
 - The City is responsible for the relocation of any fences and reinstatement of ground surface being impacted.
 - The City is responsible for widening Handy Man Rental Centre Ltd.'s Marquis Drive access/egress to 40 feet. Of note is that the 0.3 metre wide municipal buffer would need to be legally removed for this 40 foot section of the egress. As part of the subdivision process, this portion of buffer strip would be closed and converted to Marquis Drive Right of Way.

Options to the Recommendation

The only option is to not approve the acquisition of the land. This option is not recommended as this land is an integral part of the NCP project.

Public and/or Stakeholder Involvement

Real Estate Services has discussed this purchase with both the City's Transportation Division and the NCP Project Manager.

Financial Implications

In December 2012, City Council, through budget deliberations, approved the use of \$10 million currently allocated towards the Traffic Bridge Replacement as an interim source of funding to assemble land for the NCP project.

Other Considerations/Implications

There are no policy, environment, privacy or CPTED implications or considerations, and a communication plan is not required.

Due Date for Follow-up and/or Project Completion

This proposed acquisition would close upon City Council approval, and the completion of the required documentation to finalize the sale would be completed by the City Solicitor's Office.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Attachment

1. Handy Man Storage Property – Area Required for Roadway

Report Approval

Written by: Scott McCaig, Real Estate Services

Reviewed by: Keith Pfeil, Manager, Real Estate Services
Dan Willems, Project Manager, North Commuter Parkway
Frank Long, Director of Saskatoon Land

Approved by: Tim Halstead, Acting General Manager, Asset & Financial
Management Department
Randy Grauer, Acting City Manager

Handy Man Storage Property - Area Required for Roadway



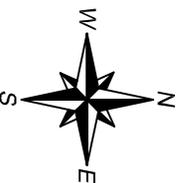
ISC Surface Parcel No. 162090255
 Lot 3 BIK 279 Plan No. 101907592 Ext 0

Area Required
 for Roadway
 230.9sm or
 2,485sf

Marquis Drive

Wanuskewin Road

Area Required for Roadway 230.9sm or 2,485sf
 Area to be confirmed by Plan of Survey



Real Estate Services - June 2015

NOTE: The information contained on this map is for reference only and not to be used for legal purposes. This map is not a survey and should not be used as a legal document. The map may not be reproduced without the expressed written consent of Real Estate Services.

2014 Public Accounts

Recommendation

1. That the report of the CFO/General Manager, Asset and Financial Management Department dated July 20, 2015, be forwarded to City Council as information.

Topic and Purpose

The purpose of this report is to present the 2014 Public Accounts to City Council, including the amount of overtime that was utilized in 2014 and a summary of how overtime is managed within the City of Saskatoon (City).

Report Highlights

1. The 2014 Public Accounts are included as required by *The Cities Act*
2. The City of Saskatoon is effectively managing overtime to increase organizational capacity in the most cost effective manner.

Strategic Goal

The 2014 Public Accounts support the Strategic Goal of Asset and Financial Sustainability by demonstrating how the City invests in what matters to the City, and demonstrates openness, accountability and transparency in the allocation of resources.

Background

As required by *The Cities Act*, Section 156, this report tables the 2014 Public Accounts which includes a breakdown of grant payment, employee remuneration and third party payments greater than \$50,000.

Report

City of Saskatoon 2014 Public Accounts

The Public Accounts document is legislated by *The Cities Act* to be generated each year by municipalities and lists, among other things, remuneration over \$50,000 to civic employees including employees of its Boards and Commissions, as well as, remuneration for elected officials. For 2014, remuneration has been separated into the following four columns:

- Regular Earnings
- Retroactive Pay
- Car Allowance
- Overtime

Of the 707 (548 excluding retroactive pay) total employees who earned \$100K+ in 2014, there are 200 earners (198 excluding retroactive pay) with the Saskatoon Police Service and there are 287 (161 excluding retroactive pay) with the Saskatoon Fire Department.

Overtime

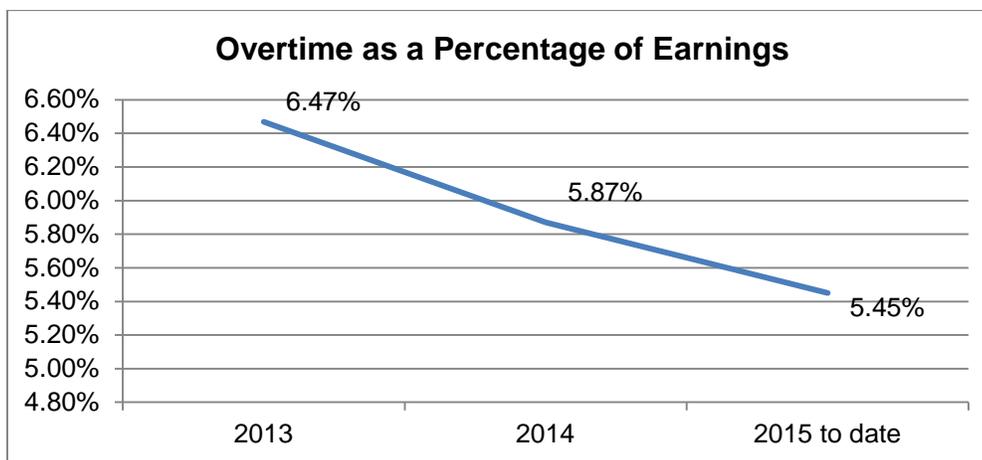
The City strategically uses overtime to manage fluctuations in workload and to increase organizational capacity. Utilizing overtime strategically is often more cost effective than adding more employees when the cost of hiring, training and benefits are factored in.

Absences due to vacation, illness, disability, training and employee turnover have an impact on overtime costs. Managing absenteeism is an essential factor in controlling overtime costs. Proper management of absenteeism reduces workload fluctuations and better enables management to measure and utilize strategic overtime effectively.

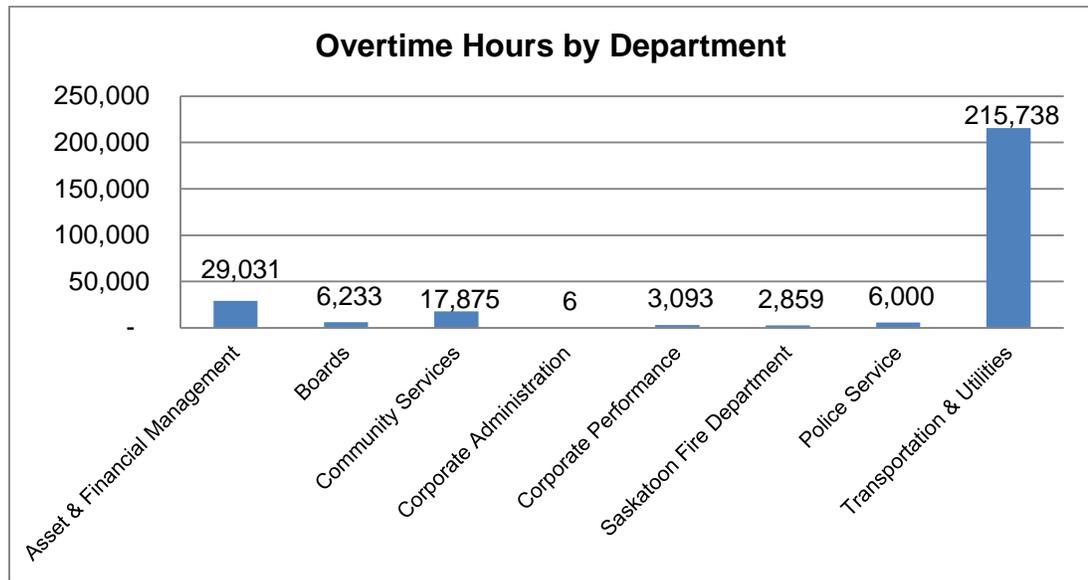
The City has a number of significant services that have demand fluctuations (transit services, power outages, etc.) and seasonal fluctuations (snow removal, road repairs, etc.). These types of fluctuations are difficult to plan for and can be very costly if overstaffed or not managed effectively. While there are substantial benefits of using overtime, it is important to monitor overtime utilization to ensure excessive overtime is managed from both a departmental and individual perspective. Excessive overtime can result in lower productivity, increased absenteeism, missed work due to injury or illness and can result in higher employee turnover.

The following is a summary of overtime in 2014:

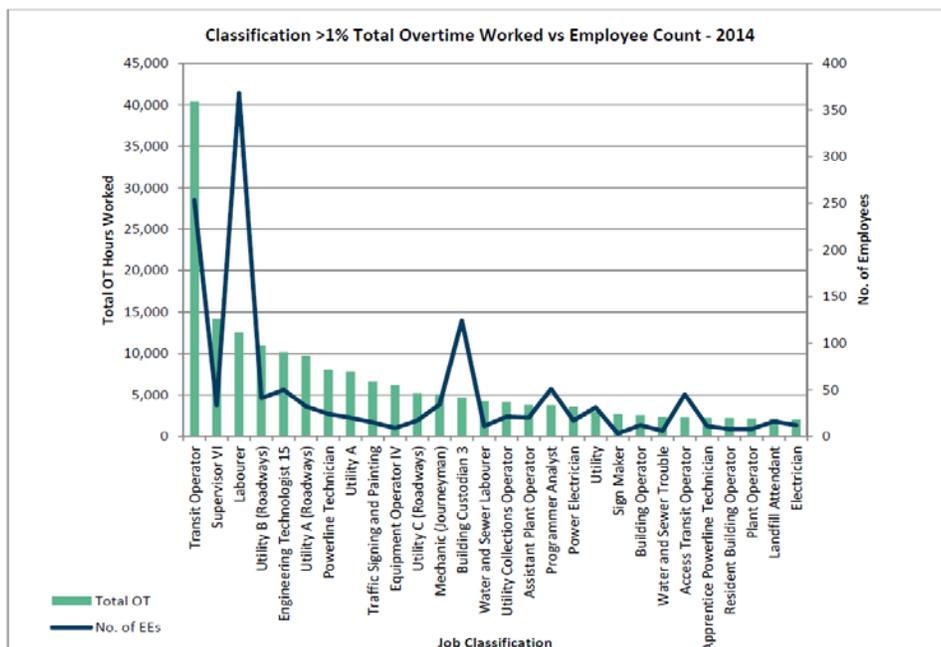
- Total overtime as a percentage of earnings has been trending downwards since 2013 as seen in the following chart:



- Total cost for civic overtime (excluding boards and commissions) in 2014 was \$11.8 million (280,836 hours).
- Average overtime per employee has decreased to 68.7 hours in 2014 from 72.5 hours in 2013.
- Transportation and Utilities Department accounted for 76.8% of all overtime in 2014 as seen by the chart on the following page.



- Transportation and Utilities Department's overtime is mainly due to the following:
 - Saskatoon Light & Power continues to have challenges recruiting qualified Powerline Technicians. In addition, this service is subject to intermittent interruptions (i.e. power outages) and seasonal demands (i.e. new services and maintenance) that cause staffing demands to fluctuate and higher levels of overtime.
 - Saskatoon Transit has experienced higher than normal overtime due to recruitment challenges for qualified mechanics, as well as increased service demands in relation to transit operators.
 - Public Works' overtime is related to seasonal services which are extremely difficult to project staffing requirements due to environmental factors. Current service demands for Public Works necessitate that available equipment is utilized to full capacity, therefore, increased capacity can be more cost effective by utilizing existing staff on overtime rather than increasing the department's staffing compliment.
- Transit operators accounted for approximately 14.4% of the overall annual overtime in 2014, remaining job classifications are included in the graph on the following page.



A number of continuous improvement initiatives in relation to data collection and reporting will provide management with a greater awareness of the factors driving overtime costs and enable them to maximize the real benefits of strategic overtime. This will also enable management to better examine the scheduling of work or reviewing the business process and decisions that drive workload and capacity, and where possible, make necessary improvements.

Communication Plan

Once the reports have been received by City Council, the 2014 Public Accounts will be available via the City’s website as well as upon request at City Hall.

Other Considerations/Implications

There are no policy, financial, environmental, privacy or CPTED considerations or implications, and public and/or stakeholder involvement is not required.

Due Date for Follow-up and/or Project Completion

There is no follow-up required.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Attachments

- 1. City of Saskatoon Public Accounts 2014

Report Approval

Written by: Clae Hack, Director of Finance
 Reviewed by: Kerry Tarasoff, CFO/General Manager, Asset & Financial Management Department
 Approved by: Murray Totland, City Manager
 2014 PublicAccounts.docx

City of Saskatoon

PUBLIC ACCOUNTS 2014

SUPPLEMENTARY
STATEMENT AND SCHEDULES

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Letter of Transmittal

July 20, 2015

The Cities Act requires the reporting of certain financial data not formally contained in the year-end financial statements. The attached statements and schedules have been prepared in accordance with these requirements from the same records from which the audited financial statements have been extracted. The audit opinion accompanying the financial statements does not, however, pertain to these supplementary statements and schedules.

The following summarizes the contents of the supplementary statements and schedules:

1. Grant Payments - 2014

Lists the total of all grants exceeding \$50,000 to any individual, corporation, or government.

2. Employee Remuneration - 2014

Lists the names, most recent job title, and salary for each employee of the City of Saskatoon, whose remuneration exceeded \$50,000 in 2014. Salaries may include vehicle usage reimbursements.

3. Board Members Remuneration - 2014

Lists the member's name, board name, total remuneration and expenses for all board members.

4. Business Improvement District Employee Remuneration - 2014

Lists the names, job title and salary for each employee of the Business Improvement Districts, whose remuneration exceeded \$50,000 in 2014.

5. Third Party Payments - 2014

Lists the total of all payments (other than salaries) exceeding \$50,000 to any individual, corporation, or government.

6. City Council Remuneration - 2014

Lists the total remuneration and expenses for all City Council members.

The City of Saskatoon Annual Financial Report also forms part of the Public Accounts.

Director of Finance & Supply

Grants

**CITY OF SASKATOON
GRANTS
For the Year Ended December 31, 2014**

<u>GRANT PAYMENTS</u>	<u>AMOUNT</u>
Can Am Gymnastics Club	\$ 68,082
Cuelenaere Kendall Katzman & Watson	200,814
Habitat for Humanity Saskatoon Inc.	64,563
McDougall Gauley LLP	126,225
Meewasin Valley Authority	537,750
Memorial Cup 2013 Inc.	50,000
Persephone Theatre	65,000
Saskatchewan Housing Corporation	1,277,709
Saskatoon Crisis Intervention Center	125,200
Saskatoon Downtown Youth Centre Inc.	120,000
Saskatoon Health Region	100,000
Saskatoon Housing Initiatives Partnershp	110,000
Saskatoon Minor Hockey Association	559,141
Saskatoon Regional Economic	445,950
Saskatoon Restorative Action Program	75,000
Saskatoon S. P. C. A.	143,370
Saskatoon Symphony Society	65,000
Saskatoon Tourist & Convention	320,850
Saskatoon Youth Soccer	248,797
Stooshinoff Bitzer	231,960
Taiso Gymnastics Club	57,997
Wanuskewin Heritage Park Authority	184,000

**CITY OF SASKATOON
NOTES TO GRANTS
For the Year Ended December 31, 2014**

Note 1

Grants have been reported in accordance with *The Cities Regulations*.

Note 2

This includes grants paid to organizations or individuals that are \$50,000 or greater.

Note 3

Payments to law firms represent grant funds held in trust by the law firms. Each individual grant may be less than \$50,000; however, this document discloses the total funds remitted to each law firm (assuming the total exceeds \$50,000).

Employee Remuneration

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Acoose, Nigel R	Utility B (Roadways)	\$ 68,984	\$ 50,194	\$ 1,259	\$ 17,532	\$ -
Adair, Phil J	Captain	132,772	113,283	19,391	97	-
Adams, Gregory R	Information Management Consultant	101,571	99,203	2,368	-	-
Adams, Kelly J	Customer Service Representative	72,581	60,469	1,453	10,659	-
Adams, Ronald G D	Facilities Superintendent	94,872	85,723	1,950	-	7,199
Adamson, David E	Captain	86,408	65,047	21,176	185	-
Adelakun, Adebolanle (Bola) I	Assessment Research Analyst	75,306	75,306	-	-	-
Adkins, Ryan P	Water System Operator	67,303	55,307	1,476	10,520	-
Adrian, Cory D	Constable 1st Class (5th Year)	101,937	88,413	293	13,231	-
Adrian, Kevin N	Constable 2nd Class (4th Year)	93,625	78,416	277	14,932	-
Afseth, Laurie S	Building Inspector	70,799	69,146	1,580	72	-
Ahmed, Amin R	Application Delivery Manager	127,752	124,873	2,880	-	-
Ahmed, Maqsood	Operator	51,468	46,341	-	5,128	-
Akindipe, Olanrewaju (Lanre) O	Infrastructure Engineer	91,820	88,549	1,973	-	1,298
Akre, Morley A	Operator	51,889	47,774	-	4,115	-
Alarcon, Rodrigo A	Relief Operator	75,834	64,899	1,456	9,479	-
Aldorfer, Lloyd E	Trainer	63,542	61,511	1,561	470	-
Alexander, John (Cameron) T	Mechanic (Journeyman)	90,489	75,360	2,045	13,085	-
Al-Hasan, Sufian	Utility B (Roadways)	73,515	51,089	864	21,561	-
Al-Jobary, Mohammad	Apprentice Power Electrician	51,188	47,746	972	2,469	-
Allen, Gerry D	Engineering Technologist 15	93,853	68,548	2,223	23,082	-
Allen, Kathryn (Kathy) A	Community Consultant	77,610	71,755	994	-	4,861
Alm, Robert L	Utility Collections Operator	62,710	54,182	1,418	7,110	-
Altrogge, Dale P	Captain	144,499	122,530	20,290	1,679	-
Altrogge, Deborah V	Sergeant	111,610	103,812	349	7,449	-
Amyotte, Dale R	Sergeant	117,829	109,390	402	8,037	-
Andal, Linda J	Director of Financial Planning	118,283	115,700	2,583	-	-
Andal, Rodney W	Supervisor IV	73,887	62,206	1,588	10,093	-
Andersen, Kurt A	Painter	65,982	63,716	1,541	725	-
Anderson, Brent J	Project Coordinator	80,479	71,406	1,710	512	6,850
Anderson, Christopher R	Assistant Plant Operator	83,826	73,286	1,706	8,834	-
Anderson, Huston J	Utility A	60,719	54,125	1,397	5,197	-
Anderson, Jesse	Supervisor VI	84,648	65,942	1,916	16,790	-
Anderson, John R	Firefighter 1st Class	110,055	94,403	14,517	1,135	-
Anderson, Judy M	Accounting Clerk 12	60,561	59,149	1,412	-	-
Anderson, Lesley I	Neighbourhood Planning Manager	102,151	99,881	2,270	-	-
Andre, Jeremy T	Utility Collections Operator	57,279	52,055	1,225	3,999	-
Andre, Konrad J	Senior Planner 21	82,407	80,576	1,831	-	-
Andrie, Jesse J	Drafting Technologist	54,257	52,144	333	1,780	-
Androsoff, Deborah B	Sr. Land Specialist/Tax Enforcement Legal Assist.	65,583	64,054	1,529	-	-
Andruchiw, Daniel	Relief Shop Supervisor	60,258	59,971	-	287	-
Anger, Celene K	Project Engineer	95,170	91,808	1,216	-	2,146
Anthony, David J	Constable Prob Yr (2nd 6 Months)	65,862	64,762	189	911	-
Anweiler, Marian F	Clerk-Steno 10	56,082	55,576	507	-	-
Apostolakis, Nick J	GIS Analyst	83,530	65,726	1,811	15,993	-
Aquilon, Landen L	Equipment Operator II	63,038	53,092	1,339	8,607	-
Arcand, Adina J	Fire Dispatcher 1st Class	106,622	91,085	15,538	-	-
Ardell, Jason R J	Firefighter (7th Year)	110,308	94,403	15,905	-	-
Armbruster, Michael D	Constable 1st Class (5th Year)	95,482	87,354	234	7,894	-
Armstrong, Allen G	Machine Operator	74,993	59,664	1,739	13,591	-
Armstrong, Kathryn D	Customer Service Representative	58,050	56,696	1,353	-	-
Arnault, Angela M	Clerk-Steno 9	54,174	52,936	1,238	-	-
Arndt, Evan M	Firefighter 1st Class	109,724	94,403	15,260	61	-
Arnold, Dawn L	Virtual Reference Assistant	56,174	55,190	984	-	-
Arnold, Heather J	Clerical Supervisor 14	65,791	64,054	1,535	202	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Arnold, Jim	Captain	\$ 134,613	\$ 114,366	\$ 19,564	\$ 683	\$ -
Arnold, JoAnne L	Human Resource Consultant II	89,122	87,044	2,077	-	-
Arnst, Reena L	Sergeant	104,872	104,528	344	-	-
Arntsen, Sarah B	Constable 1st Class (5th Year)	88,852	86,872	306	1,674	-
Arsenault, Jason W	Constable 1st Class (5th Year)	74,383	74,171	211	-	-
Asham, Daniel C	Parking Meter Technician	58,240	48,038	-	10,202	-
Ashmeade, Vincent N	Staff Sergeant	116,786	114,393	399	1,994	-
Ashton, Taylor G	Trainer	66,936	62,777	1,669	2,490	-
Atamanenko-Rolston, Sasha A	Fire Inspector	63,558	51,149	12,409	-	-
Atkinson, Blake R	Constable 1st Class (5th Year)	96,037	86,937	320	8,780	-
AuCoin, Brian C	Logistics and Procurement Manager	94,139	88,760	502	-	4,876
Aulis, Elaine L	Clerical Supervisor 13	56,890	55,292	1,470	127	-
Austin, Melissa D	Senior Planner 21	50,478	48,966	1,512	-	-
Avivi, Jay	Relief Shop Supervisor	76,177	58,322	-	17,855	-
Avratinis, John C	Meter Reader	56,992	46,976	1,118	-	8,898
Azinfar, Hossein	Planning and Design Engineer	99,812	97,516	2,296	-	-
Babichuk, Wanda J	Accounting Clerk 11	65,250	63,627	1,624	-	-
Babiyak, Bradley J	Facility Supervisor	90,416	88,317	2,100	-	-
Baccus, Shauna L	Senior Firefighter (15th Year)	115,881	99,296	15,063	1,522	-
Bachinsky, Giles K	Assistant Plant Operator	81,256	70,909	1,669	8,678	-
Back, Renee A	Programmer Analyst	80,259	72,570	1,839	5,851	-
Bacon, Doug J	Landfill Attendant	58,612	52,479	1,317	4,816	-
Badger, James C	Equipment Operator II	58,980	52,520	1,387	5,072	-
Badham, George A	Pool Technician	58,002	53,093	1,326	3,584	-
Baetz, Jennifer L	Fine Arts Librarian	50,569	50,383	186	-	-
Bahrey, Tim M	Greenskeeper	76,016	69,445	1,807	4,764	-
Baier, Catherine J A	Firefighter 1st Class	104,113	94,788	9,325	-	-
Bailey, Kyle T	Firefighter 1st Class	99,563	87,274	11,742	547	-
Baillargeon, Bryce L	Sergeant	109,856	106,543	372	2,940	-
Bains, Greg N	Lawyer	153,587	150,007	3,580	-	-
Bakker, Deanne E	Constable (10th Year)	95,252	94,941	310	-	-
Bakker, Nick J	Customer Services Manager	73,067	68,393	1,594	-	3,080
Balderston, Greg D	Employment Supervisor	99,057	97,054	2,316	-	(313)
Baldissera, Lisa T	Chief Curator	78,780	76,655	2,125	-	-
Baldry, Michael S	Programmer Analyst	59,461	56,893	1,248	1,320	-
Ball, Martin J	Senior Firefighter (20th Year)	118,994	100,873	17,496	624	-
Ballantyne, Elan D	Open Space Consultant	66,239	64,893	1,346	-	-
Balogun, Danae C	Senior Planner 21	72,542	70,669	1,512	361	-
Balogun, Ramota A	Environmental Protection Officer	63,028	62,576	452	-	-
Balzer, Ramona	Landfill Attendant	59,649	48,793	938	9,918	-
Banadyga, Kyle J	Constable 3rd Class (3rd Year)	65,710	65,569	141	-	-
Banman, Jason P	Plumber	85,112	72,304	2,226	10,582	-
Baptist, Beverley L	Legal Systems Specialist	65,761	64,233	1,529	-	-
Baptist, Dean J	Utility A (Roadways)	74,591	55,918	1,570	17,103	-
Baran, Bob	Director of Building Standards	126,370	120,677	2,880	-	2,814
Baran, Kristijan	Operator	55,219	45,784	-	9,435	-
Baraniecki, JoAnn R	Assessment Appraiser	82,893	71,411	1,727	-	9,755
Baraniecki, Matthew J	Parks Supervisor	72,204	68,896	1,759	1,549	-
Barbar, Patrick	Sergeant	121,351	108,207	256	12,888	-
Barber, Glen A	Facilities Maintenance Person	53,466	51,886	1,235	345	-
Barber, Mitchel S	Constable 2nd Class (4th Year)	72,661	69,159	170	3,331	-
Barkway, Joan L	Accounting Clerk 12	60,747	59,149	1,412	186	-
Barnes, Erin S	Forestry Analyst	57,061	55,687	1,303	71	-
Baron, Bradley M	Firefighter (7th Year)	114,412	96,291	16,793	1,329	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Baron, Chelsea L	Constable 1st Class (5th Year)	\$ 88,391	\$ 87,901	\$ -	\$ 490	\$ -
Baron, Dennis A	Constable 1st Class (5th Year)	99,271	90,869	316	8,086	-
Barrack, Rick J	Facility Operator	52,531	48,254	957	3,319	-
Barreras, George A	Assistant Plant Operator	79,068	66,116	1,518	11,435	-
Barrett, Kim S	Programmer Analyst	76,900	72,116	1,721	3,063	-
Barsi, Wendell G	Sergeant	109,848	106,837	316	2,695	-
Barss, Steve D	Programmer Analyst	75,136	72,116	1,772	1,248	-
Bartel, Trudy M	Fire Inspector	119,320	101,853	17,049	418	-
Bartoli, Mateo A	Power Electrician	86,657	73,782	1,829	11,046	-
Barton, Jay W	Senior Firefighter (20th Year)	121,834	102,551	17,748	1,536	-
Baseden, Blaine A	Operator	50,915	48,993	-	1,922	-
Basko, Brent N	Utility A	64,201	53,943	1,465	8,793	-
Bassett, Larry K	Systems Analyst	111,747	87,102	2,366	22,278	-
Bast, Barbara	Secretary V	64,120	62,449	1,671	-	-
Bast, Leon M	Firefighter (7th Year)	112,869	96,301	16,568	-	-
Bauman, Gerald M	Supervisor VI	51,449	48,890	1,536	1,022	-
Bautista, Joel C	Sergeant	112,772	106,026	327	6,420	-
Bayda, Karen H	Accounting Clerk 12	60,567	59,155	1,412	-	-
Bayley, Elaine V	Labourer	51,127	46,277	877	3,973	-
Bayly, Alison R	Constable 1st Class (5th Year)	88,371	85,449	309	2,614	-
Bayly, Timothy K	Sergeant	117,497	113,086	344	4,067	-
Bayly, Todd W	Sergeant	112,987	112,173	421	392	-
Bazin, James	Landfill Attendant	54,632	49,823	910	3,899	-
Beal, Michael A	Design Engineer	79,128	75,956	1,726	-	1,445
Beaman, Velda A	Sergeant	108,113	105,402	358	2,352	-
Bear, Allisha R	Constable Prob Yr (2nd 6 Months)	58,180	58,180	-	-	-
Bear, Cody L J	Constable Prob Yr (2nd 6 Months)	58,576	58,393	-	184	-
Bear, Larry E	Water and Sewer Maintenance	51,136	49,789	1,185	162	-
Beatty, Kenton G R	Firefighter (7th Year)	112,821	96,291	16,530	-	-
Beaudry, Lincoln T	Utility Collections Operator	69,389	53,910	1,466	14,013	-
Beaudry, Philip G	Operator	73,392	46,518	-	26,874	-
Beck, Allen P	Captain	140,653	119,780	20,569	303	-
Beck, Gerald J	Senior Firefighter (20th Year)	122,492	102,108	17,587	2,797	-
Beck, Keith D	Inventory and Disposal Services Manager	83,504	81,558	1,946	-	-
Becker, Jesse C	Engineering Technologist 15	68,093	66,506	1,587	-	-
Becker, Michael S	Drafting Technologist 15	68,260	66,670	1,590	-	-
Beerling, Ryan D	Constable (10th Year)	100,856	97,436	309	3,111	-
Beesley, Darrell A	Utility A (Roadways)	88,852	60,791	1,936	26,124	-
Belanger, Marc D A	Constable 1st Class (5th Year)	89,672	86,198	289	3,185	-
Belitsky, Clint C	Senior Firefighter (10th Year)	116,770	98,189	16,905	1,676	-
Bell, Drew R	Information Technology Consultant	96,386	94,292	2,094	-	-
Bell, Jameson C	Water and Sewer Labourer	64,031	49,495	742	13,795	-
Bell, Jeremy A	Drafting Technologist 13	56,390	56,223	167	-	-
Bell, Lorne D	Captain	138,374	118,131	20,242	-	-
Bell, Trevor J	Director of Saskatoon Light & Power	157,096	149,189	3,457	-	4,450
Bellegarde, Nancy L	GIS Design Analyst	74,186	71,658	1,704	824	-
Belzevick, Roxanne L	Assessment Technician	51,592	51,089	503	-	-
Bence, Chris J	Equipment Operator VII	52,718	43,859	283	8,576	-
Bendel, Terry L	Meter Reader	54,615	45,524	421	-	8,669
Bender, Kristin D	Building Inspector	60,382	59,938	254	190	-
Benson, Conan W	Senior Firefighter (10th Year)	115,577	97,895	16,529	1,153	-
Benson, Jared S	Senior Firefighter (10th Year)	116,230	98,515	17,462	253	-
Bent, Jeffrey	Superintendent	163,539	163,005	534	-	-
Beres, Lisa M	Legal Secretary	51,476	50,607	870	-	-
Bereza, Stacey H	Special Constable I (4th Year)	65,611	64,772	226	613	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Berg, Kendell D	Senior Firefighter (10th Year)	\$ 115,104	\$ 98,179	\$ 16,926	\$ -	\$ -
Berg, Krystal D	Assessment Technician	52,548	51,610	938	-	-
Berg, Matthew J	Firefighter (7th Year)	113,653	96,291	16,721	641	-
Berg, Nolan D	Sergeant	111,470	104,538	366	6,567	-
Berg, Rebecca A	Secretary III	57,469	55,955	1,298	217	-
Berg, Timothy B	Constable (10th Year)	99,713	98,145	314	1,255	-
Bergamasco, Ashley S	Constable 1st Class (5th Year)	92,445	87,577	376	4,492	-
Berge, Kim E	Parks Superintendent	97,926	89,445	2,100	-	6,381
Bergen, Coral J	Records Management Technician	50,564	49,634	930	-	-
Bergen, Nathaniel A J	Labourer	60,962	50,731	1,462	8,769	-
Bergeron, William A	Constable (10th Year)	98,873	95,052	374	3,447	-
Bergstrom, Matthew L	Roadway Activity Coordinator	69,925	66,506	1,590	-	1,828
Berikoff, Robert M	Systems Analyst	96,435	86,596	2,190	7,648	-
Berk, Robert S	Supervisor IV	70,530	59,634	1,443	9,453	-
Bernhardt, Robert	Special Projects	83,504	81,558	1,946	-	-
Berscheid, Sheila	Executive Assistant, City Manager	79,929	78,066	1,863	-	-
Best, Kristina I V	Clerical Supervisor 13	56,428	56,012	416	-	-
Bestvater, Stacy C	Senior Firefighter (15th Year)	117,239	99,322	17,039	877	-
Betker, Boyd P	Service Writer	57,929	55,096	1,356	1,477	-
Bettig, Shelley Ann M	Equipment Operator	52,572	46,367	1,854	4,351	-
Bettschen, Suzanne L	Client Services Technician	53,242	52,006	1,236	-	-
Beveridge, Zack F	Golf Course Equipment Service Technician	59,561	58,341	1,220	-	-
Bhandal, Harvinder S	Operator	66,375	43,062	-	23,313	-
Bidaux, Steven	Meter Reader	55,340	46,747	1,106	-	7,487
Bideshi, Nicholle S	Director of Business Administration	63,614	61,182	2,432	-	-
Bilanski, Marlys J	General Manager, Corporate Services	203,040	198,240	-	-	4,800
Bird, Craig J	Supervisor VI	110,800	71,168	2,135	37,497	-
Bird, Lynn M	Special Constable I (10th Year)	74,791	74,542	249	-	-
Bischoff, Wayne A	Solicitor II (Risk Management)	123,539	120,660	2,880	-	-
Bishko, Brayden W	Electrical Engineering Technologist I	66,509	59,443	705	6,361	-
Bishop, Brandon L	Senior Firefighter (10th Year)	114,843	98,179	16,390	274	-
Bishop, Carlito L	Utility A (Roadways)	58,893	52,568	1,472	4,853	-
Bishop, Cody B	Constable 1st Class (5th Year)	106,535	94,217	385	11,932	-
Bjorndahl, Richard D	Facilities Maintenance Person	51,705	49,153	1,533	1,019	-
Black, Calvin D	Building Operator - TCU	64,977	51,296	807	12,873	-
Blackport, Douglas W	Operator	64,326	47,930	-	16,395	-
Blackstone, Caree J	Utility B (Roadways)	73,934	58,877	1,857	13,200	-
Blades, Adam C	Constable 1st Class (5th Year)	99,037	93,831	306	4,900	-
Bleakney, Blair P	Director of Legal Services	127,042	124,163	2,880	-	-
Block, Kassie R	Constable 1st Class (5th Year)	83,949	82,461	263	1,225	-
Bloder, Jessica R	Building Inspector	58,454	57,433	899	122	-
Blom, Robert G	Captain	131,896	112,271	19,625	-	-
Blomquist, Sharon M	Sergeant	126,095	108,657	409	17,028	-
Blondeau, Darwin L	Captain	79,250	59,776	19,474	-	-
Blue, Robert J	Health and Safety Superintendent	104,071	97,058	2,316	-	4,697
Blum, Daniel M P	Constable 1st Class (5th Year)	86,753	86,493	260	-	-
Blumers, Carla M	Director of Communications	103,889	101,538	2,351	-	-
Bodnar, Donald W	Director of Finance - Police	146,670	143,251	3,419	-	-
Bodnarchuk, Kim M K	Solicitor II	119,114	116,467	2,647	-	-
Boechler, Karen	Contact Centre Supervisor	70,925	66,200	1,504	3,221	-
Boechler, Kim P	Sergeant	105,168	104,334	344	490	-
Boehm, Judy K	Sr. Fire Dispatcher (10th Year)	108,094	91,991	16,103	-	-
Boehm, Kurt A	Firefighter (7th Year)	113,772	96,291	16,633	848	-
Boensch, Anthony R	Sergeant	121,877	104,660	356	16,861	-
Boensch, Bernie J	Body Repairman (Journeyman)	57,185	53,388	-	3,797	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Bogad, Christine G	Solicitor III	\$ 132,744	\$ 129,872	\$ 2,872	\$ -	\$ -
Boisvert, Denis M	Body Shop Supervisor	88,198	80,498	1,837	5,863	-
Boisvert, Devon D	Mechanic (Journeyman)	67,493	64,328	-	3,166	-
Bomersbach, Noreen	Zookeeper	61,268	59,524	1,429	315	-
Bonello, John G	Water System Operator	58,809	51,644	1,242	5,923	-
Bonokoski, Katelyn A	Infrastructure Engineer	73,126	71,499	1,627	-	-
Bonyng, James P S	Constable 1st Class (5th Year)	93,023	85,472	287	7,264	-
Boone, Jeffrey W	Pest Management Supervisor	74,344	68,669	1,740	3,934	-
Boos, Glen A	Information Management Consultant	101,571	99,203	2,368	-	-
Borisko, Gregory J	Electronic Foreman	91,541	73,686	1,957	14,530	1,369
Borsa, Tyrone A	Engineering Technologist 17	86,222	71,553	1,937	5,733	7,000
Boschman, Dennett J	Water and Sewer Labourer	70,770	50,014	894	19,862	-
Boser, Douglas M	Supervisor VI	86,281	71,443	2,112	12,727	-
Bothorel, Jason M	Firefighter (7th Year)	114,494	96,301	16,477	1,716	-
Bothorel, Tyler J	Senior Firefighter (10th Year)	115,062	98,179	16,883	-	-
Botting, Dylan P	Human Resource Consultant III	87,969	86,078	1,891	-	-
Boucher, Gerald E	Facility Operator	51,644	47,151	986	3,507	-
Bouliane, Conrad J	Equipment Operator VII	71,052	56,427	1,535	13,089	-
Bourassa, Wade J	Sergeant	114,745	106,855	392	7,498	-
Bouthillette, Bruce F	Project Coordinator	80,512	70,371	1,715	1,242	7,184
Boutin, Luke M	Firefighter (7th Year)	110,365	94,413	15,952	-	-
Boutin, Meghan E	Planning Technologist	59,252	57,546	974	732	-
Bouyer, Phillip A D	Utility A	69,335	54,805	1,423	13,107	-
Bowering, Kevin S	Pool Technician	52,002	48,923	679	2,401	-
Bowers, Casey R	Senior Captain	85,811	64,370	20,372	1,069	-
Bowman, John M R	Mechanic (Journeyman)	64,471	56,397	1,737	6,336	-
Bowring, Ian T	Equipment Operator V	60,519	54,523	1,398	4,598	-
Bowring, Steven J	Utility C (Roadways)	61,043	50,670	1,309	9,065	-
Boyce, Adam J	Constable 1st Class (5th Year)	94,807	90,401	363	4,043	-
Boyd, Karen A	CPIC Operator	63,808	55,833	1,192	6,783	-
Boyenko, Colin A	Constable (10th Year)	124,866	101,179	355	23,332	-
Boyer, Ashley P	CPIC Operator	53,159	49,729	1,114	2,316	-
Boyer, C. Alan	Engineering Technologist 15	112,033	66,804	2,075	30,333	12,821
Boyko, Aaron A	Systems Analyst	83,010	81,156	1,854	-	-
Boyko, Darlene R	Clerk-Steno 10	56,826	54,322	1,309	1,195	-
Boyko, Jared A	Programmer Analyst	71,931	70,287	1,644	-	-
Boyko, Nicholas P	Apprentice Powerline Technician	50,725	44,793	679	5,252	-
Boyle, Dean S	Electrician	68,984	67,107	1,593	284	-
Braaten, Lorilee D	Parks Technician 14	66,244	63,146	1,553	1,545	-
Braaten, Matthew W P	Water and Sewer Labourer	68,544	49,867	838	17,839	-
Brace, Tim P	Senior Firefighter (10th Year)	115,896	98,179	16,811	907	-
Bracken, C. Paul	Maintenance Manager	117,830	113,951	2,719	-	1,159
Braconnier, Peter R	Senior Firefighter (20th Year)	124,176	104,986	17,898	1,292	-
Bradford, Jay A	Equipment Operator VI	56,823	53,209	1,222	2,391	-
Bradford, Matthew J	Sergeant	104,161	103,425	344	392	-
Bradley, Roger J	Building Inspection Manager	100,831	94,140	2,140	-	4,550
Bradley, Ryan S	Firefighter (7th Year)	118,742	101,711	16,077	953	-
Braich, Jivjot S	Assessment Appraiser	63,801	62,520	1,281	-	-
Braitenbach, Daryl	Supervisor VI	91,263	66,766	1,803	22,695	-
Braithwaite, Sandra L	Special Constable I (17th Year)	84,743	83,604	349	790	-
Brake, Terrence P	Constable (10th Year)	100,458	97,499	401	2,558	-
Brand, Carolyn	Clerk 11	64,981	56,699	1,353	1,457	5,472
Brandrick, Jamie L	Service Supervisor	76,406	74,819	1,587	-	-
Brann, Deanna M	Special Constable I (2nd Year)	51,914	51,142	-	772	-
Braun, Bonnie L	Human Resource Consultant	99,370	97,054	2,316	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Braun, Dale G	Vehicle and Equipment Supervisor	\$ 76,332	\$ 76,332	\$ -	\$ -	\$ -
Braun, Lyle B	Powerline Technician	101,764	82,489	2,304	16,971	-
Brauner, Leslie L	Constable (10th Year)	99,531	93,947	291	5,292	-
Bray, Jeffrey E	Landscape Development Coordinator	68,588	63,469	1,848	72	3,200
Brayshaw, James R	Senior Firefighter (20th Year)	120,992	103,835	17,157	-	-
Brecht, Douglas L	Sergeant	104,609	104,265	344	-	-
Brehaut, Travis A	Firefighter (7th Year)	113,089	96,301	16,623	165	-
Brentnell, Jared E	Constable 1st Class (5th Year)	94,506	86,370	287	7,849	-
Bretzer, Dennis A	Metering Technologist	90,783	66,645	2,420	21,719	-
Briant, Keith W	Staff Sergeant	148,938	148,117	390	431	-
Brick, Aaron L	Project Engineer	92,073	82,982	1,984	-	7,107
Brickner, Jordan J	Engineering Technologist 15	53,104	34,975	-	18,129	-
Bright, Keeley D	Water and Sewer Trouble	69,224	54,824	1,509	12,892	-
Brightley, Garcia A	Constable (10th Year)	102,169	100,248	356	1,566	-
Brissaw, Steve	Captain	132,000	113,176	18,823	-	-
Britton, S. Bruce	Senior Firefighter (20th Year)	119,671	100,863	17,577	1,231	-
Broadbent, J. Jeffrey	Constable 1st Class (5th Year)	97,703	90,519	316	6,869	-
Brockmeyer, Theodore J	Programmer Analyst	73,835	72,114	1,721	-	-
Bromstad, Courtney M	Building Code Engineer	87,953	85,996	1,957	-	-
Brooks, Yvonne M	Secretary IV	64,089	62,662	1,427	-	-
Brophy, Michael D	Supervisor IV	75,808	60,558	1,635	13,616	-
Brossart, Dale A	Captain	137,885	118,004	19,882	-	-
Brotzel, Pamela D	Planner 16	66,615	65,198	1,418	-	-
Brower, Rachel A	Constable 1st Class (5th Year)	89,327	85,487	267	3,573	-
Brown, Corey J	Traffic Signal Technician	75,303	65,499	1,415	8,389	-
Brown, Darrell S	Utility A	76,675	61,452	2,138	13,085	-
Brown, Kendra A	Manager, Central Records	97,712	95,524	2,188	-	-
Brown, Kent A	Utility A	81,848	58,889	1,945	21,014	-
Brown, L. Darwyn	Landfill Attendant	60,580	50,490	808	9,282	-
Brown, Lori J	Recreation Technician 13	63,363	61,793	1,485	85	-
Brown, Richard A	Chief Communications Officer	77,592	75,000	-	-	2,592
Brown, Robert K	Constable (10th Year)	102,712	96,328	382	6,003	-
Brown, Rodney D	Branch Supervisor	62,540	61,630	910	-	-
Brownlee, Trevor B	Senior Firefighter (20th Year)	121,221	102,004	17,933	1,284	-
Bruce, Leah C	Fine Arts Coordinator	57,286	56,861	424	-	-
Brudehl, Nolan S	Apprentice Powerline Technician	56,207	47,373	785	8,050	-
Brule, Danette A	Court Clerk	53,881	53,881	-	-	-
Brule, Dominic V	Mechanic	74,136	70,684	206	3,246	-
Bryant, Shellie	Administrative Services Manager	93,911	91,824	2,087	-	-
Bryden, Daniel J	Sergeant	110,989	105,742	347	4,900	-
Bryksa, Linus F	Planning Supervisor	80,621	78,962	1,659	-	-
Buchholz, Adam S	Utility B (Roadways)	52,994	49,952	963	2,079	-
Buchholz, Daniel J	Operator	55,495	45,238	-	10,256	-
Buchholz, Dean R V	Senior Project Management Engineer	95,345	87,654	2,102	1,396	4,193
Buchko, Fredrick N	Utility Collections Operator	75,433	54,984	1,416	19,033	-
Budz, Wayne	Captain	132,750	113,753	18,875	122	-
Bueckert, Richard J	Sergeant	126,657	105,410	433	20,813	-
Buhr, Jaymeann R	Asset Control Clerk 13	72,391	61,870	1,558	8,963	-
Buness, Joy A	Revenue Collection and Licensing Manager	90,075	87,975	2,100	-	-
Buness, Rebecca L	Constable (10th Year)	89,688	89,401	287	-	-
Burak, Jason P	Buyer I	65,943	57,491	1,547	6,904	-
Buratenski, Donald M	Sergeant	112,210	105,046	352	6,812	-
Burback, Jennifer R	Programmer Analyst	73,803	72,114	1,689	-	-
Burghardt, Rodney H	Entomologist	67,122	64,593	1,559	970	-
Burke, Gregory C	Executive Director and CEO	148,990	146,657	2,333	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Burke, Shelley E	Secretary IV	\$ 58,877	\$ 57,487	\$ 1,390	\$ -	\$ -
Burlock, David E	Utility A (Roadways)	72,616	59,991	1,600	11,025	-
Burnett, Blair W T	Utility B (Roadways)	79,324	51,640	1,798	25,886	-
Burrows, Brennan C	Constable 2nd Class (4th Year)	83,063	76,973	238	5,852	-
Busa, Allison L	Constable 1st Class (5th Year)	81,228	78,436	301	2,491	-
Busa, Dean M	Firefighter (7th Year)	113,851	96,312	16,319	1,220	-
Busa, Ryan P	Constable (10th Year)	91,138	87,784	311	3,042	-
Busby, Clayton K	Systems Analyst	104,074	87,091	2,485	14,498	-
Busby, Denny W	Auto Mechanic 15	57,765	57,045	721	-	-
Busby, Jason B	Auto Mechanic Supervisor	73,465	70,063	1,580	1,822	-
Busby, Ruth A	Buyer	60,552	59,149	1,403	-	-
Busch, Avery J	Engineering Technologist 15	57,359	44,947	-	12,412	-
Bushman, Tim S	Plant Manager	133,484	124,453	2,780	-	6,252
Bushman, Tyler J	Utility A (Roadways)	72,681	58,084	1,446	13,151	-
Butler, Michelle A	Office Clerk	50,730	49,559	1,171	-	-
Butler, Wade D	Buyer I	60,848	58,077	1,394	1,376	-
Butt, Mubarka	Manager, People Strategies	96,477	93,597	2,880	-	-
Butt, Zahid A	Operator	52,389	43,075	-	9,314	-
Butterfield, David R	Senior Firefighter (15th Year)	117,552	100,067	17,270	215	-
Buydens, Edwin L	Operator	71,293	52,477	-	18,815	-
Bykowsky, Dave M	Assistant Chief	136,986	133,873	3,113	-	-
Bzdel, Gerald W	Sergeant	121,705	107,381	480	13,844	-
Bzowsky, Jeremy M	Assistant Plant Operator	80,563	69,220	1,795	9,548	-
Calaguian, Eric J	Assessment Appraiser	67,298	65,675	1,624	-	-
Cameron, Guy G	Event Services Supervisor	60,563	59,149	1,414	-	-
Campbell, Charmaine	Customer Services Analyst	65,803	63,934	1,500	369	-
Campbell, Deanna L	Access Transit Supervisor	73,740	72,024	1,716	-	-
Campbell, Elysa M	Constable 1st Class (5th Year)	63,826	58,292	287	5,248	-
Campbell, James R	Constable 1st Class (5th Year)	96,916	93,073	371	3,471	-
Campbell, Jayne J	Clerk-Steno 9	52,120	50,822	1,236	62	-
Campbell, Kimberley R	Operator	51,367	46,816	-	4,551	-
Campbell, Mark R	Recreation Site Administrator	70,685	69,174	1,511	-	-
Campbell, Murray J	Electrician	75,849	73,406	1,629	814	-
Cannam, Marlin E	Plumber	68,014	64,976	123	2,915	-
Cao, Hai T	Assistant Plant Operator	94,709	74,899	1,944	17,866	-
Carpenter, Lianne R	Buyer	57,640	56,449	1,191	-	-
Carr, Kayla D	Building Inspector	69,793	65,205	1,469	-	3,119
Carter, Brennen W	Constable (10th Year)	105,844	94,670	372	10,801	-
Casey, Brian A	Accounting Coordinator II	92,964	87,989	2,100	-	2,875
Casey, Heather A	Marketing Coordinator	66,536	65,125	1,411	-	-
Cassidy, Alan R	Constable (10th Year)	104,545	101,439	356	2,749	-
Cassidy, Justin R	Traffic Signing and Painting	66,322	56,968	1,903	7,450	-
Cassidy, Patty J	Operator	51,089	38,709	-	12,379	-
Cassidy, Troy S	Operator	55,721	44,449	-	11,271	-
Cathcart, Bradley T	Constable 1st Class (5th Year)	88,163	87,867	296	-	-
Caulfield, Jane L	Communication Consultant II	75,981	75,283	698	-	-
Cave, Gwen N	Clerical Supervisor 11	58,054	56,696	1,357	-	-
Cayabyab, Fabian J R	Operator	54,241	41,563	-	12,678	-
Ceaser, Allan G	Traffic Signing and Painting	99,162	57,823	2,204	39,135	-
Cey, Geri D	Special Constable I (10th Year)	77,181	76,489	247	444	-
Chabot, Victoria L	Branch Library Assistant	52,003	50,878	858	266	-
Chan, Jimmy C M	Specifications Engineer	83,504	81,558	1,946	-	-
Chan, Vincent C	Electrical Engineering Technologist II	93,908	83,018	2,245	8,645	-
Chanthasiry, Orasa (Beth)	Accounting Clerk 12	61,118	59,229	1,548	341	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Chanthavone, Coralie F	Secretary IV	\$ 64,292	\$ 62,793	\$ 1,499	\$ -	\$ -
Charpentier, Christopher J	Power Electrician	87,036	73,356	1,784	11,895	-
Chartier, Michelle A	Parks Superintendent	92,964	87,471	1,724	-	3,768
Chatterbok, Mark S	Deputy Police Chief	196,247	192,074	731	3,442	-
Chatterbok, Regan T	Apprentice Powerline Technician	67,096	58,299	859	7,938	-
Cheke, James R	Firefighter 1st Class	109,818	94,413	14,452	953	-
Chelack, Rhonda M	Events Manager	103,654	97,054	2,316	-	4,284
Chen, Jake	Project Engineer	75,515	69,342	1,655	-	4,518
Cherepacha, Larry E	Mechanic I	64,752	63,063	1,689	-	-
Cherepacha, Leonard R	Bylaw Inspection Supervisor	82,010	71,411	1,704	-	8,894
Cherewyk, Daniel M	Building Inspector	80,138	68,959	1,646	-	9,533
Chesney, Derek D	Constable 1st Class (5th Year)	88,116	87,465	288	363	-
Chevli, Ajay J	Staff Sergeant	122,029	117,494	411	4,124	-
Child, Robert (Bob) J	Carpenter	58,779	46,223	1,374	11,183	-
Chillog, Tyson G	Senior Firefighter (10th Year)	116,206	98,210	17,111	886	-
Chimboryk, Sandy L	Clerk 10	55,756	54,434	1,322	-	-
Chittick, Dale	Arborist	56,920	53,634	1,241	2,044	-
Chomyn, Travis F W	Constable 3rd Class (3rd Year)	76,364	69,745	177	6,442	-
Chouinard, John P	Traffic Signing and Painting	70,378	45,282	1,342	23,753	-
Christensen, Kristen M	Recreation Technician 13	68,542	61,673	1,470	-	5,399
Christian, Roxanne D	Parking Enforcement Coordinator	72,696	66,795	1,600	-	4,302
Christianson, Todd E	Environmental Operations Superintendent	86,206	79,939	451	-	5,815
Christison, Zachariah W	Meter Reader	50,325	46,042	1,053	-	3,230
Chrun, Ervin J	Equipment Operator IV	98,414	55,676	2,133	40,605	-
Chuhaniuk, Christopher A	Training Coordinator	76,422	70,685	1,664	-	4,073
Chung, Che Ho (Vincent)	Constable 3rd Class (3rd Year)	70,265	69,110	175	980	-
Church, Corey J	Power Electrician	86,497	76,819	1,923	7,756	-
Churko, Blaze L	Labourer	52,546	47,550	784	4,212	-
Cirkvencic, Viktorija L	Senior Firefighter (15th Year)	124,549	105,126	17,242	2,181	-
Clackson, Sean F	Equipment Utilityman	59,956	54,635	1,481	3,840	-
Clancy, Brendan R J	Firefighter 1st Class	110,086	94,403	14,609	1,075	-
Clancy, Dale	Corporate GIS Manager	123,539	120,660	2,880	-	-
Clark, Bruce Albert	Meter Reader	57,512	46,976	1,132	-	9,405
Clark, Bruce Allan	Captain	138,176	118,004	20,173	-	-
Clark, Bruce J	Water Operations Superintendent	110,013	107,913	2,100	-	-
Clark, Julie A	Constable (10th Year)	97,252	96,960	292	-	-
Clark-Knorr, Wendy J	Zookeeper	58,155	56,946	1,209	-	-
Clauson, Joanne K	Human Resource Assistant	71,503	70,901	-	602	-
Claypool, Alvin R.W.	Human Resource Consultant II	88,988	87,044	1,944	-	-
Claypool, Marius	Utility C (Roadways)	72,426	54,310	1,469	16,648	-
Clayton, Priscila K	Constable (10th Year)	57,970	57,071	18	882	-
Clement, Craig W	Relief Operator	79,473	67,008	1,568	10,896	-
Clement, Kenneth	Commercial Building Inspector	85,146	71,442	1,704	-	12,000
Closson, Mark A	Staff Sergeant	117,431	115,938	378	1,115	-
Coates, Brody J	Utility A (Roadways)	64,883	54,899	1,490	8,494	-
Coates, Erin K	Sergeant	138,102	105,206	383	32,514	-
Coates, Stuart C	Senior Firefighter (20th Year)	122,036	104,339	17,040	657	-
Cochrane, Joseph R	Utility C (Roadways)	69,299	57,933	1,536	9,830	-
Coffin, William N	Assistant Chief	59,525	56,314	3,211	-	-
Colborn, Morley N	Carpenter	66,807	63,594	1,033	2,180	-
Cole, Harold John	Carpenter	70,782	67,014	1,648	2,120	-
Cole, Howard G	Plumbing Inspector	90,996	72,264	1,888	4,412	12,431
Colleaux, Kim C	Sergeant	113,874	109,904	466	3,504	-
Collins, Christine A	Law Office Manager	89,122	87,044	2,077	-	-
Collins, Paul	Graphic Designer	60,503	59,092	1,412	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Connell, David D	Constable (10th Year)	\$ 95,859	\$ 93,897	\$ 306	\$ 1,656	\$ -
Connolly, Tracy L	Event Ticketing Administrator	54,117	47,829	1,493	104	4,692
Connolly, Wayne P	Mechanic (Journeyman)	76,502	64,142	-	12,361	-
Conrad, Chantal E	Special Constable I (2nd Year)	54,008	54,008	-	-	-
Conrad, Lee M	Constable 2nd Class (4th Year)	74,610	71,299	208	3,104	-
Constantinoff, Lorne D	Inspector	153,426	152,916	510	-	-
Conway, Amanda A	Maintenance Engineer	99,949	94,826	2,044	-	3,079
Conway, Brian C	Fire Inspector Level VIII	120,777	102,202	17,182	1,393	-
Cook, Donald A	Transportation Planning Manager	110,456	108,010	2,446	-	-
Cook, Jacob	Labourer	50,114	43,644	595	5,874	-
Cooley, Carol A	Manager, Adult and Information Services	96,820	95,197	1,623	-	-
Cooper, Christopher	Recreation Technician 8	52,409	50,174	1,184	1,052	-
Cope, Jill	Project Manager	110,798	108,215	2,583	-	-
Coquet, Gilbert M	Lieutenant	134,727	113,283	19,425	2,019	-
Corbett, J. Reid	Manager, Water and Wastewater Treatment	163,728	155,507	3,580	-	4,641
Corcoran, Robyn J	Children's Librarian	59,986	58,968	1,018	-	-
Corriveau, Sylvain R	Auto Mechanic 15	71,417	66,882	1,639	2,896	-
Costello, Michael J	Accounting Coordinator I	83,504	81,558	1,946	-	-
Cote, Beth D	Web Services Librarian	60,924	59,892	1,032	-	-
Cotts, Timothy P	Operator	50,252	49,009	-	1,243	-
Cousin, Dale G	Instrument Technician	86,015	81,418	1,946	2,651	-
Couture, Suzanne P	Records, Information and Bylaw Supervisor	65,583	64,054	1,529	-	-
Cox, F. Douglas	Technical Support Coordinator	72,937	71,263	1,674	-	-
Cox, Glenn F	Sergeant	60,210	55,870	371	3,969	-
Craig, Rod J	Utility (Containers)	79,454	54,753	1,615	23,086	-
Crawford, Dawn M	Operator	51,803	45,891	-	5,912	-
Crawford, Owen A	Assistant Plant Operator	92,958	75,574	1,928	15,456	-
Creary, Jenifer L	Constable 1st Class (5th Year)	90,917	87,374	276	3,267	-
Crilly, Darren S	Manager, Parks	113,704	108,945	625	-	4,134
Crilly, Karla M	Library Assistant/Page Supervisor	61,023	59,950	1,073	-	-
Crocker, John E	Firefighter (7th Year)	114,064	96,467	16,591	1,006	-
Crone, Jason C	Traffic Signal Technician	80,241	66,291	607	13,342	-
Cross, Trevor J G	Senior Firefighter (10th Year)	112,846	96,291	16,555	-	-
Crowe, Ellis (Dean)	Roadway Activity Coordinator	64,063	60,258	362	-	3,443
Cui, Wei M	Programmer Analyst	87,449	72,896	1,939	12,615	-
Culbert, Jody L	Constable 1st Class (5th Year)	89,923	86,595	-	3,328	-
Cullen, Gerard	Sales Representative	75,420	73,662	1,758	-	-
Cummine, Tara L	Constable 1st Class (5th Year)	88,007	87,680	-	327	-
Cunningham, Jan M	Community Consultant	73,563	67,201	1,140	-	5,221
Curren, Judith A	Special Constable I (10th Year)	86,460	79,342	297	6,821	-
Curtis, Kelly A	Service Supervisor	75,589	72,188	1,653	1,748	-
Cux, Leonardo A	Buildings and Grounds Maintenance Labourer	51,225	49,458	827	940	-
Czuplejewicz, Roman	Utility A	86,966	58,162	1,947	26,857	-
Czarnecki, Dylan J	Facility Supervisor	84,006	78,106	1,777	-	4,124
Czeraniak, Noreen	Supervisor VI	76,883	64,401	2,152	10,331	-
Dafoe, Tim C	Labourer	50,901	41,330	899	8,673	-
Dahl, Kenneth R	Assistant City Archivist	68,130	66,543	1,587	-	-
Dahl, Stephen M	System Operator	83,798	77,256	1,864	4,678	-
Daku, Lisa D	Sr. Fire Dispatcher (10th Year)	58,547	48,621	9,925	-	-
Dale, Justin G	Engineering Technologist 15	54,873	36,529	374	17,971	-
Dale, Kelly A	Senior Firefighter (20th Year)	120,937	101,994	17,695	1,249	-
Dale, Kristie L	Special Constable I (10th Year)	73,707	73,461	246	-	-
Dament, Trenton D	Constable (10th Year)	91,563	89,054	304	2,205	-
Danielson, Tara L	Constable 1st Class (5th Year)	79,803	79,507	296	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Danyliw, Jon W	Solicitor II	\$ 93,516	\$ 93,058	\$ 458	\$ -	\$ -
Davern, William J	Solicitor III	116,062	112,483	3,580	-	-
David, Gary F	Sergeant	92,438.5	85,177.8	400.1	6,860.6	-
Davidson, Catherine O	Health and Safety Superintendent	96,346	90,282	2,052	-	4,012
Davidson, Rosanne (Rosie) M	Human Resource Consultant	87,953	87,953	-	-	-
Davies, Deborah C	Senior Firefighter (20th Year)	119,403	101,999	17,405	-	-
Davies, Kevin W	Senior Firefighter (20th Year)	120,316	102,874	17,442	-	-
Davis, Donna M	Accounting Coordinator I	79,472	74,890	1,601	2,980	-
Davis, Shelley L	Assessment Appraiser	66,130	64,797	1,334	-	-
Daw, Troy L	Laboratory Technologist	69,842	65,888	1,582	2,372	-
Dawson, Brenda M	Special Constable I (17th Year)	78,832	78,574	258	-	-
Dawson, Darryl J	Development Review Manager	110,681	105,506	2,388	-	2,787
Day, Jill M	CPIC Shift Supervisor	74,742	61,244	1,624	11,874	-
De Castro, Jaybee G	Senior Planner 21	80,265	78,481	1,784	-	-
Deans, Rodney R	Carpenter	71,180	68,767	1,678	735	-
DeBoice, Carolyn J	Sergeant	107,365	106,579	394	392	-
DeBray, Sherry L	Customer Service Representative	58,998	57,631	1,367	-	-
Decker, Suzanne E	Director of Sales	88,336	82,450	1,603	-	4,284
DeGirolamo, Daniel E	Electronic Communications Technician	82,581	71,029	1,939	9,613	-
DeGirolamo, Marc A	Battalion Chief	138,216	126,204	12,012	-	-
Dehod, Thomas P	Asset Planning Technologist	72,892	71,274	1,618	-	-
Deibert, Susan B	Sergeant	79,800	79,459	341	-	-
Dellezay, Henry J	Building Operator	73,105	50,767	1,396	20,942	-
Delorme, Kurt R	Community Relations Coordinator (1st Class)	95,282	81,483	13,799	-	-
Delvenne, Brett C	Apprentice Powerline Technician	66,015	55,206	1,312	9,497	-
Dempster, Kyle S	Roadway Activity Coordinator	65,753	62,326	1,432	-	1,995
Deneiko, Russel Brandon	Utility A (Roadways)	55,091	49,723	1,023	4,345	-
Denniss, Gord R	Operator	50,166	47,493	-	2,673	-
Denny, Kinesha A	Landscape Architectural Technologist	53,649	51,231	772	1,646	-
Densham, Glen W	Parks Supervisor	79,847	69,971	1,825	8,051	-
Denysiuk, Adam J	Powerline Technician	97,030	84,952	2,130	9,948	-
Depeel, Trevor G	Engineering Technologist 15	85,735	67,646	2,049	7,117	8,923
Derbawka, Megan J M	Meter Installer	56,587	49,051	1,207	6,329	-
Derkson, Mavis	Sergeant	114,845	105,002	532	9,311	-
Derkson, Chase E	Utility A (Roadways)	71,359	56,688	999	13,672	-
Desmarais, Judy L	Fire Dispatcher 1st Class	107,939	92,084	15,855	-	-
Desmarais, Morland (Morley) F	Firefighter (7th Year)	112,983	96,291	16,692	-	-
DesRoches, Patrick B	Resident Building Operator (TCU Place)	70,279	67,747	1,715	817	-
Detillieux, Lori	Credit and Collections Representative	58,055	56,773	1,282	-	-
Dexter, Sean A	Constable 1st Class (5th Year)	94,091	90,495	329	3,267	-
Diaz, Julio A	Firefighter 1st Class	110,573	94,403	15,380	791	-
Diaz, Ricardo A	Operator	60,128	44,705	-	15,423	-
Dick, Steven K	Firefighter 2nd Class	85,505	77,538	7,967	-	-
Didur, Diane M	Systems Analyst	94,501	86,082	2,054	6,365	-
Diederichs, Twila C	Accounting Clerk 12	62,081	59,212	1,537	1,332	-
Dies, Leah R	Time Clerk	55,194	47,444	-	7,750	-
Dimen, Ryan W	Plumber	76,879	74,228	1,648	1,002	-
Dinelle, Marty D	Building and Grounds Maintenance Supervisor	80,382	77,663	1,844	875	-
Diplacido, Stefano M	Constable (10th Year)	94,495	94,165	329	-	-
Dishko, Brennan T	Constable 4th Class (2nd Year)	58,759	56,433	-	2,326	-
Dishko, John D	Captain	132,605	113,444	18,755	406	-
Ditto, Eric K	Utility Collections Operator	63,024	52,332	1,455	9,237	-
Dmytrowich, Cole M	Utility A (Roadways)	72,859	58,763	1,784	12,312	-
Dobmeier, Kimberly A	Clerk-Steno 9	52,685	51,605	1,080	-	-
Dobrohoczki, Philip H	Engineering Technologist 15	74,438	67,516	2,127	4,796	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Dobrowney, Susan M	Plant Operator	\$ 83,932	\$ 72,043	\$ 1,602	\$ 10,286	\$ -
Dodds, Lana M	Operations Superintendent	80,234	74,139	1,601	-	4,495
Dodds, Patrick G	Meter Installer I	56,465	55,219	1,246	-	-
Doell, Donald W	Sign Maker	83,116	53,579	1,848	27,689	-
Doerksen, Robert D	Constable 1st Class (5th Year)	92,209	89,741	324	2,144	-
Dogniez, Martin	Utility C (Roadways)	76,989	61,998	1,720	13,271	-
Dolan, Christina R	Credit and Collections Representative	57,911	56,558	1,353	-	-
Dolinsky, Jonathan J	Assessment Technician	53,987	52,816	1,171	-	-
Donahue, Debbie J	Supervisor (Utility Customer Service)	102,166	67,396	2,055	32,716	-
Dong, Kim	Programmer Analyst	75,838	72,203	1,758	1,877	-
Donison, Kimberly L	Constable 1st Class (5th Year)	96,725	87,761	287	8,678	-
Donohoe, James	Project Engineer	88,622	83,804	1,033	-	3,786
Dorval, Gilles	Aboriginal Relations Advisor	116,508	109,172	2,554	-	4,783
Dottermann, Adam J	Constable 1st Class (5th Year)	96,885	88,169	263	8,453	-
Dougan, Darren S	Resident Building Operator - Pools	83,624	66,200	1,908	15,516	-
Dougan, Dean K	Supervisor VI	69,237	64,719	1,352	3,166	-
Down, Dennis	Storekeeper 8	50,927	49,737	1,191	-	-
Doyle, Paul J	Meter Installer (Shift)	68,225	52,611	1,183	14,431	-
Drader, Douglas S	Research Assistant 9	55,674	54,381	1,293	-	-
Drake, James E	Children's Program Specialist	56,079	55,095	984	-	-
Draper, Nathan E	Utility B (Roadways)	63,031	46,088	1,218	15,724	-
Dressler, Darwin W	Utility A	75,298	58,028	1,855	15,415	-
Drever, Cameron M	Staff Sergeant	121,690	120,014	382	1,294	-
Drever, Doug	Circle Drive South Project Manager	158,536	150,015	3,580	-	4,942
Driedger, Chad W	Meter Reader	52,570	46,825	711	-	5,034
Drysdale, Heather L	Parks Supervisor	71,748	67,528	1,589	2,632	-
Dubnyk, Andrew M	Constable 1st Class (5th Year)	92,475	89,374	283	2,818	-
Dubois, Jaime L	Fire Dispatcher 4th Class	70,682	67,217	3,464	-	-
Dubyk, Kyler	Service	53,214	50,030	-	3,183	-
Duchak, Trevor	Buyer I	60,386	53,450	1,262	5,674	-
Dudiak, Robert A F	Senior Project Management Engineer	99,543	93,499	2,113	-	3,932
Dulle, Calvin M	Wash Bay Attendant	64,058	48,639	1,122	14,297	-
Durand, Luc	Fire Inspector Level VIII	123,034	105,278	17,756	-	-
Durant, Ryan E	Senior Firefighter (15th Year)	113,539	96,805	16,733	-	-
Duret, Mario M	Building Inspector	69,360	62,938	1,535	4,887	-
Duriez, Christopher D	Project Engineer	81,281	72,817	1,717	-	6,748
Durocher, Jason D	Operations Assistant III	64,664	56,415	1,441	6,808	-
Durston, Darwin	Utility C (Roadways)	62,040	52,676	1,544	7,820	-
Dyal, Deo	Welder (Journeyman)	92,063	69,275	2,366	20,422	-
Dyal, Shawn A	Relief Operator	67,624	63,589	1,553	2,482	-
Dybvig, Trent R	Constable 1st Class (5th Year)	97,978	91,352	296	6,330	-
Dyck, David A	Equipment Operator IV	91,061	52,976	1,823	36,263	-
Dyck, Glen S	Plumber	67,713	64,939	1,618	1,156	-
Dyck, Kendra L	Accounting Clerk 12	52,075	50,871	1,204	-	-
Dyck, Kurtis A	Senior Firefighter (20th Year)	121,811	103,181	17,666	963	-
Dyck, Murray J	Operator	68,689	47,977	-	20,712	-
Dyck, Shannon L	Environmental Coordinator	64,777	63,528	1,250	-	-
Dyksman, Shaun P	Audio Technician	55,861	52,186	1,321	2,354	-
Earl, Curtis S	Senior Firefighter (10th Year)	115,088	97,755	17,183	150	-
Earl, Joanne L	Sergeant	109,192	103,409	344	5,439	-
Edelman, Veronica L	Recreation Technician 13	63,072	61,602	1,470	-	-
Edie, Dwayne A	Auto Mechanic 15	67,414	65,495	1,324	594	-
Edoho, Ronke Shakirat	Accounting Coordinator I	72,896	71,603	1,293	-	-
Edwards, Dennis W	Building Inspection Manager	67,791	63,710	2,330	-	1,751

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Edwards, Michou A	Customer Service Representative	\$ 58,273	\$ 56,939	\$ 1,334	\$ -	\$ -
Edwards-Price, N. Alyson	Director of Public Affairs	110,769	108,215	2,554	-	-
Eggen, Tracy	Supervisor II	69,473	56,026	1,561	11,886	-
Ehalt, Ryan B	Constable 1st Class (5th Year)	118,161	95,334	326	22,501	-
Ehlert, Delwin	Maintenance Support Manager	96,073	88,134	2,100	-	5,839
Ehman, Bruce N	Fire Service Instructor	126,352	108,053	18,299	-	-
Elash, Ted	Carpenter	103,084	64,399	2,186	36,499	-
Elia, Phillip L	Constable (10th Year)	93,853	93,522	331	-	-
Elliott, Ashley A M	Time Clerk	55,293	46,282	-	9,011	-
Elliott, Della D	Legal Secretary	58,050	56,696	1,353	-	-
Elliott, Donald L	Systems Development Manager	114,232	108,215	2,583	3,434	-
Elliott, Ross G	Senior Project Management Engineer	96,482	89,813	2,100	-	4,569
Emery, Daniel D	Sergeant	111,763	104,852	369	6,542	-
Emigh, Robert Trent	Staff Sergeant	119,216	118,419	366	431	-
Emiry, Jason P	Utility B (Roadways)	71,341	52,319	846	18,176	-
Emmons, Mark D	Senior Planner 21	83,159	81,221	1,938	-	-
Engle, Jerome W	Inspector	157,071	153,729	557	2,784	-
English, Cynthia S	Systems Analyst	94,147	86,161	2,367	5,619	-
Enns, Ellen M	Clerk0Steno 8	50,487	49,339	1,148	-	-
Enns, Terry W	Supervisor (Storm and Wastewater)	92,746	69,608	1,823	18,793	2,522
Ens, Corey L	Constable 1st Class (5th Year)	93,479	91,199	319	1,960	-
Ens, Joanne H	Storekeeper 8	50,704	49,503	1,201	-	-
Erickson, Amy L	Operator	53,238	48,315	-	4,923	-
Erickson, Elden F	Electronic Communications Technician	80,052	68,202	1,804	10,046	-
Erickson, Richard G	Constable 1st Class (5th Year)	95,899	87,939	303	7,657	-
Erickson, Ryan D	Traffic Signal Technician	84,466	68,219	2,291	13,956	-
Ertell, Jessica J A	Customer Service Representative	64,239	57,126	1,293	5,820	-
Espanant, Dean A	Captain	133,913	113,746	20,167	-	-
Evanchuk, Louis	Pest Management Technician 14	63,713	59,257	1,094	3,362	-
Evans, Kenneth J	Supervisor II	63,102	55,536	1,687	5,879	-
Evans, Trevor J	Senior Firefighter (10th Year)	114,386	97,864	16,522	-	-
Evenson, Laura L	Sergeant	108,369	104,424	418	3,528	-
Ewert, Jared N	Mechanic (Journeyman)	73,514	64,946	-	8,568	-
Fabe, Kimberly L	Special Constable I (10th Year)	78,800	74,923	251	3,626	-
Fadlemawla, Moussa	Project Engineer (Customer Service)	89,275	87,232	2,044	-	-
Fafard, Roger C	Supervisor VI	130,189	71,195	2,350	56,644	-
Fagnou, Kara R	Senior Building Code Engineer	99,950	97,621	2,330	-	-
Failler, Timothy W	Staff Sergeant	111,905	108,324	346	3,234	-
Fairbairn, Mark L	Senior Firefighter (10th Year)	115,099	98,181	16,857	61	-
Falk, John E	Powerline Foreman	132,172	93,126	2,970	36,076	-
Farago, Jason G	Senior Firefighter (10th Year)	113,144	96,089	17,056	-	-
Farion, Jeffrey B	Mechanic	68,980	65,103	2,052	1,825	-
Farmer, Brad J	Customer Service Representative	73,156	59,124	1,676	12,356	-
Farmer, Karen M	Community Consultant	74,476	68,305	1,331	-	4,840
Farquharson, Peter J	Technology Integration Manager	137,747	134,536	3,211	-	-
Farrell, Craig	Fire Inspector Level VIII	120,323	101,910	17,813	600	-
Farries, Debra J	Corporate Records Manager	83,504	81,558	1,946	-	-
Farwell, Linda M	Parks Supervisor	70,555	68,074	1,659	822	-
Fast, Joyce A	Committee Assistant	71,882	70,014	1,666	202	-
Faubert, Guy	Project Engineer	91,182	89,307	1,874	-	-
Faulkner, David C	Fire Inspector Level VIII	122,396	102,104	17,359	2,934	-
Fawcett, Darren M	Firefighter 1st Class	108,933	94,413	14,460	61	-
Fawcett, Wade C	Senior Firefighter (10th Year)	116,585	98,264	16,791	1,530	-
Fay, Christopher M	Large Meter Installer/Tester	65,429	63,959	1,470	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Fedorchuk, Don	Building Operator	\$ 58,735	\$ 56,042	\$ 465	\$ 2,228	\$ -
Fehr, Brody J M	Firefighter 1st Class	99,589	87,274	11,732	584	-
Fehr, Christopher L	Constable 1st Class (5th Year)	88,123	86,498	318	1,307	-
Fehr, Clayton D	Engineering Technologist 17	81,968	71,459	1,765	2,333	6,411
Fehr, Garnet G	Systems Analyst	88,080	82,229	1,961	3,890	-
Fehr, Gregory J	Buildings and Grounds Maintenance Labourer	63,881	51,435	1,406	11,040	-
Fehr, John P	Senior Firefighter (10th Year)	116,059	98,231	16,942	886	-
Fehr, Lori A	Clerk 10	56,005	54,710	1,295	-	-
Fehr, Renai J	Constable (10th Year)	86,137	86,042	96	-	-
Fehr, Shannon L	Constable (10th Year)	98,205	96,810	249	1,147	-
Fehr, Stewart R	Systems Analyst	95,720	86,970	2,221	6,529	-
Feng, Yan	Accounting Clerk 12	57,935	56,618	1,317	-	-
Ferraro, Tanya E C	Event Ticketing Administrator	66,060	52,009	1,363	12,687	-
Ferrell, Ernie C	Utility B (Roadways)	67,663	52,444	1,495	13,724	-
Fesser, Karen N	Health and Safety Superintendent	107,670	101,989	2,295	-	3,386
Fesser, Kirby W	Senior Assessment Appraiser	88,582	76,522	1,846	460	9,755
Fick-Dryka, Jodi L	Diversity Coordinator	96,898	94,675	2,224	-	-
Fidyk, Clayton R	Constable Prob Yr (2nd 6 Months)	87,198	86,930	268	-	-
Fidyk, Tosha L	Constable 1st Class (5th Year)	84,196	83,804	65	327	-
Figg, Carla M	Support Services Manager	92,274	87,840	1,903	-	2,531
Figueroa, Cristian L	Resident Building Operator	66,203	53,176	1,511	11,516	-
Findlay, Drew S	Firefighter (7th Year)	114,137	96,293	16,569	1,275	-
Findlay, Nicholas A	Building Operator	60,172	50,897	1,513	7,762	-
Finley, Ian T J	Coliseum Operator	60,188	51,528	1,107	7,553	-
Fisher, Allan R	Carpenter	69,485	68,131	1,188	166	-
Fisher, Corey E	Plant Operator	108,434	91,389	2,115	14,930	-
Fisher, Karen R	Accounting Assistant	59,077	57,694	-	1,383	-
Fisher, Kenneth J	Captain	140,990	119,775	20,520	695	-
Fisher, Mark S	Senior Firefighter (20th Year)	120,961	103,226	17,580	155	-
Fitzpatrick, Donna M	Special Constable I (17th Year)	81,117	76,164	263	4,690	-
Fitzpatrick, Mike J	Facilities Maintenance Person	53,376	52,137	1,240	-	-
Flath, Zachary A	Constable 1st Class (5th Year)	86,580	86,293	287	-	-
Flegg, June M	Acquisitions Supervisor	55,960	54,976	984	-	-
Fleming-Holowaty, Bonnie	Collections Supervisor	62,671	61,238	1,433	-	-
Fleury, Lance G	Utility A (Roadways)	64,048	54,738	1,307	8,002	-
Fleury, Timothy W	Assistant Plant Operator	72,696	64,325	1,785	6,586	-
Floch, Ken H	Operator	53,451	45,367	-	8,084	-
Flogan, Eric R	Constable (10th Year)	97,805	93,833	333	3,639	-
Flores, Mariniel	Traffic Engineer	61,019	60,732	288	-	-
Flynn, Ronald W	Engineering Technologist 15	69,614	66,669	1,635	1,311	-
Fogen, Randy M	Plumber	80,508	77,379	1,842	1,287	-
Folk, Debora J	Customer Service Representative	73,073	63,052	1,624	8,397	-
Folkersen, Keith B	Planner 16	64,956	64,596	360	-	-
Follick, Rodger G	Mechanic (Journeyman)	79,712	76,130	1,746	1,836	-
Follick, Tara L	Graphic Designer	59,833	58,444	1,388	-	-
Fontaine, Leonard B	Utility B (Roadways)	57,882	54,187	1,245	2,450	-
Ford, Darren B	Sergeant	104,865	104,519	347	-	-
Ford, Scott W	Executive Director	127,024	124,351	2,673	-	-
Forsyth, Gregg O	Powerline Technician	85,219	71,283	2,064	11,873	-
Forsyth, Thomas N	Constable 2nd Class (4th Year)	78,527	78,020	261	245	-
Fortier, Marie-Lise C	Youth Services Coordinator	73,667	72,421	1,246	-	-
Fortier, Paul G	Commercial Building Inspector	84,251	71,505	1,706	-	11,041
Fortner, Jessie R	Electronics Helper	54,023	51,598	824	1,601	-
Fortugno, Arnaldo A	Constable (10th Year)	94,432	92,207	129	2,096	-
Foss, Jenny	Assessment Appraiser	66,214	64,755	1,459	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Foster, Ann L	Alice Turner Branch Supervisor	\$ 67,199	\$ 66,020	\$ 1,179	\$ -	\$ -
Foster, Patrick J	Constable 1st Class (5th Year)	105,264	92,199	324	12,741	-
Foster, Thomas G	Superintendent	164,110	163,564	546	-	-
Fotso Tamokwe, Gildas	Engineering Technologist 15	51,618	38,410	-	13,208	-
Fouquette, Beau J	Constable 1st Class (5th Year)	86,945	86,658	287	-	-
Fouquette, Pamela D	Constable 1st Class (5th Year)	85,872	85,586	287	-	-
Fox, Sheryl J	Director of Development	103,817	103,817	-	-	-
Fraese, Bruce W	Utility B (Roadways)	58,559	51,118	1,281	6,159	-
Frain, Dale E	Trainer	66,264	62,221	1,556	2,486	-
Francais, Jared V	Programmer Analyst	75,108	72,133	1,293	1,683	-
Francis, Derrick P	Drafting Technologist 13	58,416	57,111	1,305	-	-
Francis, Katherine L	Recreation Technician 8	59,152	55,577	1,262	-	2,313
Frank, Robert M	Manager, Strategic Services	123,093	120,224	2,869	-	-
Franklin, Mark S	Constable 1st Class (5th Year)	78,654	78,371	283	-	-
Franson, S. Grant	Power Electrician Foreman	110,804	87,932	2,497	20,375	-
Fraser, Kelsie L	Social Media/Media Relations Specialist	70,211	68,654	1,557	-	-
Fraser, Sandra P	Associate Curator	77,134	75,371	1,763	-	-
Frassetto, Gino	Assistant Shop Supervisor	114,354	89,090	2,695	22,569	-
Freeman, Chad K	Programmer Analyst	78,332	72,223	1,906	4,203	-
Frehlich, Cyril D	Electrician	77,822	69,263	1,694	6,866	-
Freimark, Terrance E	Operations Superintendent	94,015	83,867	1,909	-	8,239
Freistadt, Brian A	Utility B (Roadways)	58,813	50,557	1,440	6,816	-
Freistadt, Denette R	Claims Administrator	60,561	59,149	1,412	-	-
Frie, Lionel L	Machine Operator	92,800	59,822	1,793	31,185	-
Friesen, Barbara L	Clerk 9	51,027	49,850	1,177	-	-
Friesen, Blair A	Mechanic (Journeyman)	77,397	75,768	1,630	-	-
Friesen, Dax T	Firefighter 1st Class	110,096	94,403	14,497	1,196	-
Friesen, Don G	Information Technology Consultant	101,571	99,203	2,368	-	-
Friesen, Mila R	Human Resource Consultant	79,417	78,534	883	-	-
Friesen, Russell B	Inspector	153,652	153,160	492	-	-
Friesen, Ryan R	Apprentice Powerline Technician	69,580	57,692	1,507	10,382	-
Friesen, Sheila M	Administrative Assistant II	63,917	62,793	1,124	-	-
Fritz, Brad J	Operations Superintendent	121,399	100,352	2,185	11,279	7,584
Froc, Glen R	Programmer Analyst	70,521	68,859	1,662	-	-
Froehlick, Kevin J	Equipment Operator IV	69,463	54,199	1,768	13,496	-
Froese, Stephen T	Electrical Engineering Technologist I	61,900	59,918	1,238	744	-
Frohaug, Megan C	Special Constable I (2nd Year)	54,786	54,737	-	49	-
Fullerton, Carolyn J	Accountant 17	73,111	71,411	1,700	-	-
Funes, Jose S	Operator	52,373	45,781	-	6,592	-
Funk, Cory T	Traffic Operations and Control Manager	121,960	114,012	2,446	-	5,502
Funk, Darren R	Sergeant	124,146	103,692	387	20,067	-
Funk, Dorothea L	Local History Coordinator	70,642	69,396	1,246	-	-
Funk, Tina J	Special Constable I (3rd Year)	60,105	59,974	131	-	-
Fusco, Terry J	Senior Planner 21	83,159	81,221	1,938	-	-
Gaboury, Amanda J	Clerk 9	51,031	49,853	1,177	-	-
Gaboury, Dennis A	Resident Building Operator - Pools	81,917	66,140	1,863	13,913	-
Gabruch, Donald K	Captain	143,787	122,724	21,064	-	-
Gabruch, Vincent R	Constable (10th Year)	100,435	97,221	319	2,895	-
Gaco, Jelena	Circulation Services Supervisor	53,377	52,439	938	-	-
Gaco, Zeljko	Operator	53,544	48,065	-	5,479	-
Gagnon, Charlene A	Building Operator	50,117	48,036	-	2,081	-
Gajadhar, Grant A	Firefighter (7th Year)	112,736	96,291	16,446	-	-
Galbraith, Dean R	Operator	51,321	47,195	-	4,126	-
Gall, Tim F	Resident Building Operator	78,463	70,149	1,880	6,434	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Ganchar, A. Glen	Powerline Technician	\$ 152,170	\$ 98,636	\$ 3,392	\$ 50,142	\$ -
Garbe, Greg C	Senior Firefighter (10th Year)	114,804	97,864	16,687	253	-
Gardiner, Angela M E	Manager, Transportation	152,598	146,281	3,324	-	2,993
Gardiner, Jay R	Utility B (Roadways)	62,855	52,822	1,369	8,664	-
Gardner, Grant D	Monitoring Technician	65,592	64,054	1,538	-	-
Gariepy, Lisa A	Special Constable I (17th Year)	63,523	63,305	218	-	-
Garvie, Carla V	Sergeant	94,600	94,290	309	-	-
Garvie, Cindy	Clerk 9	53,028	51,792	1,236	-	-
Gaston, Dale G	Systems Support Supervisor	66,507	64,123	1,540	844	-
Gaudet, Miguel M	Project Engineer	78,050	77,754	296	-	-
Gawley, Lesli J	Special Constable (5th Year)	58,503	57,912	245	347	-
Gawryluk, Nathan V O	Constable 1st Class (5th Year)	99,601	87,367	351	11,883	-
Geary, Joe	Virtual Reference Librarian	67,189	66,010	1,179	-	-
Gebhardt, Richard L	Electrician (Journeyman)	84,914	80,906	1,901	2,106	-
Gee, David	Constable 1st Class (5th Year)	87,364	86,077	287	1,001	-
Geib, Ryan A	Constable 1st Class (5th Year)	92,464	90,358	309	1,797	-
Geier, Terrance R	Sergeant	106,740	106,396	344	-	-
Gelowitz, Jarett L	Constable 1st Class (5th Year)	105,981	86,820	294	18,866	-
Gelowitz, Lorne G	Staff Sergeant	122,951	117,293	422	5,236	-
Genkens, Dirk V	Operator	58,521	46,927	-	11,594	-
Gent, Mitchell C	Mechanic	92,586	75,299	2,183	15,105	-
Georget, Shelby L	Constable 1st Class (5th Year)	96,575	90,942	284	5,350	-
Gerbrandt, Judy D	Special Constable I (17th Year)	79,946	78,379	263	1,305	-
Germann, Douglas A	Firefighter 3rd Class	72,130	68,489	2,997	643	-
Germann, Shantel A	Fitness Specialist	55,372	53,902	1,471	-	-
Gerse, Janice R.M.	CUC Events Manager	66,899	65,549	1,350	-	-
Gervais, Rashel L	Building Inspector	61,463	51,690	1,086	-	8,687
Ghumman, Faisal N	Programmer Analyst	61,945	58,665	1,104	2,175	-
Gibbs, Twyla L	Training and Promotions Coordinator	60,077	58,697	1,380	-	-
Gibson, Chris	Traffic Signing and Painting	104,738	60,028	2,081	42,629	-
Gibson, R Lynne	Manager, Human Resources	116,465	113,975	2,490	-	-
Gilbertson, Kyle K	Constable 1st Class (5th Year)	105,283	89,583	366	15,334	-
Gilchrist, Ryan E	Welder (Journeyman)	78,130	65,683	1,893	10,553	-
Gilhuly, Robert A	Facility Supervisor	94,975	88,828	2,040	-	4,107
Gill, AnoopSingh P	Operator	56,043	44,382	-	11,661	-
Gillespie-Meise, Alaina P	Occupational Health Consultant	92,871	86,729	1,975	-	4,167
Gilley, Marty	Security Services Supervisor	58,050	56,696	1,353	-	-
Giocoli, Barbara M	Landscape Architectural Technologist	60,356	56,734	1,409	2,213	-
Gipman, Jaime C	Clerk-Steno 9	53,056	51,818	1,237	-	-
Glass, Richard M	Pool Technician	66,855	51,251	1,526	14,077	-
Glen, Christopher M	Roadway Activity Coordinator	70,408	65,388	1,421	-	3,599
Gobeil, Daniel D	Asset Manager	86,335	82,244	1,708	2,383	-
Godwin, David B	Community Consultant	80,591	73,678	1,704	-	5,209
Goldsberry, Shannon L	Clerk 10	58,691	54,640	1,354	2,697	-
Goodheart, Rodney L	Utility C (Roadways)	99,003	56,821	2,108	40,073	-
Goodnough, Kent A	Buyer I	68,757	59,053	1,509	8,195	-
Goodwin, Cory M D	Constable (10th Year)	96,585	94,294	331	1,961	-
Gorenko, Dawn M	Constable 1st Class (5th Year)	64,338	63,235	287	817	-
Gorham, Kimberly	Clerical Supervisor 13	55,849	54,555	1,295	-	-
Gorieu, Tyler J	Power Electrician	83,573	71,942	384	11,246	-
Gosselin, Noah K	Building Operator	57,651	47,171	1,448	9,032	-
Gowda, Greg W	Captain	132,337	112,699	19,395	243	-
Grabowski, Brent A	Sergeant	112,982	104,057	399	8,527	-
Grabowski, Todd S	Asset Preservation Manager	89,578	83,473	1,897	-	4,209
Graff, Lorian	Clerk 9	55,766	53,693	1,302	771	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Graham, Christopher B	Programmer Analyst	\$ 89,798	\$ 72,373	\$ 1,986	\$ 15,439	\$ -
Graham, Garth J	Zoo Supervisor	71,294	69,700	1,594	-	-
Graham, Tammy K	Constable (10th Year)	89,523	89,206	317	-	-
Graham, Valerie H	Operator	56,058	48,137	-	7,921	-
Grant, Jeffery A	Operator	59,320	47,903	-	11,417	-
Grant, Karen J	Communication Consultant II	84,771	83,116	1,655	-	-
Grant, Lois J	Branch Library Assistant	53,578	52,640	938	-	-
Grant, Susan D	Staff Sergeant	138,074	131,227	378	6,469	-
Grasby, Christopher R	Senior Firefighter (10th Year)	117,008	98,630	17,348	1,030	-
Grass, Scott N	Senior Firefighter (20th Year)	123,711	104,714	18,078	920	-
Grauer, Randy W	General Manager, Community Services	198,400	193,600	-	-	4,800
Graves, Cameron C	Constable 1st Class (5th Year)	120,332	87,951	364	32,016	-
Gray, Adam C	Supervisor II	63,801	53,943	1,478	8,379	-
Gray, Dufferin C	Senior Firefighter (20th Year)	119,323	100,873	17,377	1,073	-
Gray, James R	Supervisor VI	67,479	65,450	1,552	476	-
Gray, Kent D	Captain	132,905	113,289	19,402	213	-
Gray, Ryan J	Labourer	63,599	49,959	1,515	12,125	-
Grazier, Matthew A	Senior Planner 21	76,423	74,744	1,679	-	-
Greabeiel, Dean C	Operator	50,878	47,902	-	2,976	-
Greack, Burc F	Special Projects-Customer Advocate and Liason	93,645	88,439	2,176	-	3,029
Greba, Trent J	Engineering Technologist 15	83,013	64,609	1,603	16,801	-
Grebeniuk, Curtis R	Mechanic Supervisor	91,169	76,580	2,398	12,191	-
Green, Loris A	Labourer	60,959	50,818	1,364	8,778	-
Gregor, Scott J	Accounting Coordinator	96,379	94,198	2,181	-	-
Grenier, Gilles P	Utility Collections Operator	62,056	53,720	1,640	6,696	-
Grenwich, Michelle E	Planner 16	56,748	55,277	1,472	-	-
Gresty, Jaramie J	Special Constable I (5th Year)	76,034	70,380	239	5,415	-
Gresty, Thomas J	Constable (10th Year)	106,666	97,273	352	9,041	-
Grieman, Dean C	Programmer Analyst	80,229	72,051	1,757	227	6,194
Grills, Robert J	Apprentice Powerline Technician	84,646	71,872	1,662	11,112	-
Grindheim, Darren G	Fire Dispatcher 2nd Class	81,252	70,951	10,081	220	-
Grisdale Jr., Michael	Senior Firefighter (15th Year)	117,525	100,067	17,136	322	-
Grona, Kyle P R	Firefighter 1st Class	111,298	94,403	14,544	2,352	-
Gronsdahl, Troy A	Curatorial Assistant	63,197	61,692	1,505	-	-
Gronsdal, Murray G	Investment Manager	96,065	93,966	2,100	-	-
Groshok, Jim J	Utility C (Roadways)	73,215	55,407	2,077	15,732	-
Grosiak, Debra T M	Operator	58,173	47,634	-	10,539	-
Gross, Garry R	Assistant Plant Operator	90,908	77,562	1,870	11,476	-
Grozell, David L	Utility B (Roadways)	66,168	47,513	964	17,691	-
Gryba, Catherine	General Manager, Corporate Performance	195,743	190,463	-	-	5,280
Gryba, Douglas T	Service Supervisor	74,466	72,044	1,714	708	-
Guenther, Daniel P	Firefighter 2nd Class	85,571	77,538	7,850	182	-
Guerrero, Victor M	Operator	59,486	38,017	-	21,469	-
Guilmette, Andrew	Water System Operator	58,843	55,846	1,337	1,660	-
Gulka, Dean E	Sergeant	116,454	104,152	345	11,957	-
Gursky, Kory M	Constable 1st Class (5th Year)	89,734	89,414	320	-	-
Guskjolen, Marcia J	CPIC Shift Supervisor	67,253	60,235	1,373	5,645	-
Gust, Trina L	Corporate Budget Manager	103,245	100,964	2,281	-	-
Gustafson, Geoffrey G	Constable 2nd Class (4th Year)	81,946	75,773	262	5,911	-
Gutek, Carl E	Constable (10th Year)	107,328	97,773	371	9,185	-
Gutek, Michael D	Director of Major Projects	195,452	188,196	4,491	-	2,764
Gutmann, Christine E	Senior Planner II	77,033	76,252	781	-	-
Guttormson, Ralph G	Mechanic (Journeyman)	67,686	62,401	-	5,285	-
Gyug, Scott R	Senior Firefighter (10th Year)	116,093	98,179	17,045	870	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Haanen, Lyle W	Supervisor VI	\$ 84,081	\$ 73,428	\$ 1,836	\$ 8,817	\$ -
Haapala, Daniel A	Motor Mechanic	105,655	90,339	15,316	-	-
Hackl, Morgan L	Assistant Chief	141,865	127,306	14,559	-	-
Haday, Clifford W	Captain	141,705	119,786	20,694	1,224	-
Hadzihasanovic, Elvedin (Eddie)	Design Assistant 15	68,132	66,515	1,617	-	-
Haeusler, Daryl H	Electrician (Journeyman)	90,192	76,671	2,345	11,176	-
Haeusler, Randy B	Facilities Superintendent	94,936	88,025	2,028	-	4,883
Haffner, Chris	Mechanic	96,863	77,001	2,163	17,699	-
Hahn, Nathan	Carpenter	71,270	67,128	1,669	2,473	-
Hails, Heather M	Secretary II	51,713	50,508	1,205	-	-
Haines, Richard	Captain	145,574	123,299	21,247	1,028	-
Hall, Murray	Assistant Plant Operator	50,523	50,242	282	-	-
Hallam, Chris R	Manager, Construction and Design	149,523	143,266	3,344	-	2,912
Halstead, Kyle G	Firefighter 3rd Class	70,415	67,421	1,873	1,121	-
Halstead, Tim P G	Manager, Facilities	136,320	129,185	2,935	-	4,199
Halter, Lorri L	Constable 1st Class (5th Year)	90,146	86,775	288	3,083	-
Halyk, Kruze B	Powerline Technician	88,310	74,256	1,957	12,097	-
Halyk, Trevor B	Assistant Plant Operator	94,399	77,005	1,939	15,454	-
Hamilton, Cheri I	Sponsorship and Communications Manager	52,956	52,956	-	-	-
Hamilton, Clifford R	Senior Firefighter (20th Year)	122,073	102,308	17,954	1,811	-
Hamilton, Kelsi R	Clerk 10	53,211	53,183	28	-	-
Hamilton, Sandra	Customer Services Supervisor	80,839	77,727	1,515	1,597	-
Hamilton, Tammy M	Clerk 10	55,540	54,244	1,296	-	-
Hamilton, Thomas S	Utility B (Roadways)	54,671	45,089	1,305	8,277	-
Hamm, Cole E	Engineering Technologist 15	75,747	66,547	1,694	-	7,506
Hamoline, Marilyn A	Special Constable I (4th Year)	62,063	60,619	219	1,225	-
Hamoline, Pamela A	Project Engineer	93,824	87,362	2,019	-	4,444
Hancock, Dennis	Relief Shop Supervisor	88,065	76,899	-	11,165	-
Hansen, Mark E	Constable 3rd Class (3rd Year)	72,990	69,650	175	3,166	-
Hanson, Barbara G	Operator	56,310	44,849	-	11,461	-
Hanson, Donald (Don) J	Pool Technician	50,005	46,728	142	3,135	-
Hanson, Ken W	Assistant Plant Operator	95,505	76,890	1,945	16,669	-
Hanson, Shannon M	Community Initiatives Manager	93,480	88,275	2,100	-	3,105
Harack, Jonathan D	Electrical Engineering Technologist I	81,176	72,231	1,583	7,361	-
Harder, Jerry R	Senior Firefighter (15th Year)	119,166	100,067	17,133	1,966	-
Harder, Ken R	Plumber	78,161	68,323	673	9,165	-
Harder, Trudy L	Manager, Central Library Public Services	129,882	127,598	2,284	-	-
Hardy, Chelsea D	Programmer Analyst	87,379	67,938	1,776	17,665	-
Hardy, Valerie J	Land Development Coordinator	66,187	64,671	1,517	-	-
Harrington, Daisy R	Building Code Engineer	81,208	79,432	1,776	-	-
Harmon, Kirby H	Staff Sergeant	150,782	118,944	391	31,448	-
Harms, Todd H	Operations Superintendent	94,404	84,966	1,931	-	7,508
Harris, Christopher J	Senior Firefighter (10th Year)	115,570	97,376	16,971	1,223	-
Harris, Christopher W	Constable 1st Class (5th Year)	88,602	86,880	293	1,429	-
Harrison, Brett W	Apprentice Power Electrician	61,493	57,246	1,542	2,705	-
Harrison, Vernon J	Captain	138,492	118,004	20,274	215	-
Harshenin, Calvin G	Operations Superintendent	94,176	87,766	-	-	6,409
Hart, Brent W	Battalion Chief	144,459	122,167	20,816	1,476	-
Hart, Sarah J	Fire Dispatcher 3rd Class	78,930	69,017	9,317	596	-
Hartell, Gary N	Building Inspector	81,551	69,196	1,653	-	10,701
Hartery, Matthew W	Constable 2nd Class (4th Year)	84,562	76,304	286	7,971	-
Hartl, Chad G	Utility B (Roadways)	65,112	54,276	1,434	9,401	-
Hartley, David B	Building Inspector	82,023	69,115	1,650	615	10,644
Hartley, Melanie R	Operations Superintendent	66,246	62,373	1,704	-	2,168
Hartman, Travis D	Engineering Technologist 15	91,023	67,634	1,816	13,734	7,839

**CITY OF SASKATOON
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Hartney, Laura M	Future Growth Manager	\$ 111,100	\$ 108,511	\$ 2,590	\$ -	\$ -
Harvey, Darrin R	Sergeant	110,743	105,231	415	5,096	-
Has, Ryan J R	Utility A	69,073	53,853	1,383	13,837	-
Hassen, Colleen J	Sales Supervisor	60,643	59,309	1,334	-	-
Haubrich, Dawn L	Drafting Technologist 13	62,857	61,390	1,467	-	-
Hauck, Curtis M	Auto Mechanic 15	69,436	66,498	1,733	1,206	-
Haugan, Trevor S	Special Constable III (5th Year)	83,673	75,362	258	8,053	-
Haughn, Cheryl L E	Training Coordinator	74,013	72,294	1,719	-	-
Haughn, Phil L	Parking Services Manager	88,072	82,962	1,886	-	3,225
Hauser, Glen D	Treasury Systems Manager	64,095	64,095	-	-	-
Hawkins, Warren D	Senior Project Management Engineer	90,664	84,217	1,890	-	4,557
Hawreluik, Riley R	Electrician (Journeyman)	116,538	79,601	2,381	34,556	-
Hay, Bill J	Probationary Firefighter	71,699	54,951	16,695	53	-
Haye, David L	Inspector	153,939	153,389	549	-	-
Hayes, Mandy L M	Customer Service Representative	50,306	49,008	-	1,297	-
Hayes, Nicholas J	Audio Technician	60,392	41,392	1,409	17,590	-
Hazelwanter, Bradley A	Staff Sergeant	94,510	92,543	378	1,589	-
Hazelwanter, Douglas M	Utility Collections Operator	59,216	51,084	1,408	6,725	-
Heatherley, Meghan	Engineering Technologist 15	76,712	65,359	1,644	2,201	7,507
Hebig, Lionel D	Senior Electronic Communications Technician	91,191	75,487	2,034	13,670	-
Hebig, Trevor A	Plumbing Inspector	93,279	73,788	1,876	4,102	13,514
Hedlin, Joel H A	Constable (10th Year)	96,009	93,108	287	2,614	-
Hegedus, Neil J	Systems Analyst	80,512	76,417	1,912	2,182	-
Heidecker, Ryan L	Plumber	76,178	61,843	1,656	12,679	-
Heidt, Dean M	Senior Firefighter (10th Year)	114,695	98,179	16,516	-	-
Heidt, Melvin A	Meter Installer I	54,319	53,815	505	-	-
Hein, Brent D	Equipment Operator II	53,668	50,571	946	2,152	-
Hein, Jason R	Constable (10th Year)	99,611	96,849	336	2,426	-
Heine, Martina	Corporate Payroll Supervisor	63,945	60,039	1,407	2,499	-
Heineke, Richard R	Technical Services Manager	75,969	70,014	1,671	-	4,284
Heinrich, Saache J	Children's Librarian	53,658	52,720	938	-	-
Heinrichs, Galen W	Water and Sewer Engineering Manager	80,346	77,757	2,590	-	-
Heinze, Lucas	Utility B (Roadways)	56,218	48,147	964	7,107	-
Heiser, Jack G	Director, Information Services	146,670	143,251	3,419	-	-
Heiser, Jeffrey J	Programmer Analyst	60,782	59,068	1,358	356	-
Heit, Jennifer	Customer Service Representative	57,576	56,449	1,100	27	-
Heit, Mark K	Parks Supervisor	72,699	67,731	1,669	3,299	-
Hellquist, Carol L	Accounting Clerk 12	61,063	57,019	1,353	2,690	-
Helt, Christopher J	Customer Support Coordinator	72,517	70,717	1,800	-	-
Hemstad, Tyra A	Constable 1st Class (5th Year)	93,016	87,584	287	5,145	-
Henderson, Barry B	Operator	53,329	49,303	-	4,026	-
Hendriks, Tracey	Identification Records Clerk	60,632	59,155	1,412	65	-
Hendry, Justin C	Constable 4th Class (2nd Year)	58,333	56,784	-	1,549	-
Henry, Rhonda I	Clerk 11	58,745	56,612	1,296	837	-
Heppler, Norman G	Operator	68,844	48,445	-	20,398	-
Herauf, Joseph D	Utility B (Roadways)	76,119	55,446	1,772	18,901	-
Hergott, Kristen	Service Supervisor	64,135	62,527	-	1,608	-
Heuchert, Kim D	Utility Operator	76,246	68,064	1,692	6,490	-
Heusdens, Richard A	Employee Benefits Supervisor	104,555	102,118	2,437	-	-
Heusdens, Robert L	Service Supervisor	55,822	54,018	1,804	-	-
Hey, Marion L A	Clerk0Steno 8	50,516	49,339	1,177	-	-
Hicks, David	Utility A	50,985	50,248	737	-	-
Hicks, Kyla A	Sergeant	128,474	104,962	358	23,154	-
Hiebert, Marvin L	Cemetery Utilityperson 8	54,160	49,603	1,269	3,289	-
Hildebrandt, Andrew D	Asset Preservation Manager	103,552	101,291	2,262	-	-

**CITY OF SASKATOON
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For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Hilkewich, Curtis T	Building and Grounds Labourer	\$ 51,433	\$ 50,393	\$ 1,040	\$ -	\$ -
Hill, Brenda J	Administrative Assistant II	63,917	62,793	1,124	-	-
Hill, Ryan W	Mechanic (Journeyman)	55,492	55,268	224	-	-
Hill, Shawn W	Utility Worker I	56,087	50,693	1,184	4,210	-
Hill, Wayne	Utility Rate Analyst	99,420	97,102	2,317	-	-
Hille, Alysha A	Project and Marketing Manager	83,504	81,558	1,946	-	-
Hillis, Tyler J	Utility A	85,560	53,035	1,077	31,448	-
Hills, Chad	Senior Firefighter (20th Year)	121,278	102,483	17,701	1,095	-
Hillstrom, Debbie M	Secretary IV	64,292	62,793	1,499	-	-
Hilton, Richard	Labourer	80,367	68,109	1,486	10,772	-
Hiltz, John	Project Coordinator	79,803	70,561	1,707	1,711	5,825
Hiltz, Matthew S	Project Engineer	76,007	76,007	-	-	-
Hindmarsh, James A	Constable 4th Class (2nd Year)	57,205	56,832	-	373	-
Hindmarsh, Wade L	Senior Captain	133,010	113,997	19,013	-	-
Hippe, Gregory B	Operations Superintendent	100,787	90,536	2,139	-	8,112
Hlady, Carolyn L	Sergeant	107,525	103,980	360	3,185	-
Hnidy, David B	Captain	130,027	111,561	18,466	-	-
Hoang, Ken	Water and Sewer Trouble	109,927	87,130	1,886	20,911	-
Hoang, Thai M	Customer Services Manager	77,466	76,581	885	-	-
Hobbs, Emily J	Constable 1st Class (5th Year)	88,322	84,180	262	3,879	-
Hobbs, Holly M	Human Resource Consultant III	94,986	94,166	820	-	-
Hobbs, Levina D	Training Administrator	54,046	52,886	1,160	-	-
Hoffman, Collin L	Meter Shop Superintendent	90,075	87,975	2,100	-	-
Hoffman, Elizabeth A	Landscape Architect	73,262	71,558	1,704	-	-
Hogan, Michael (Mickey)	Plant Operator	108,078	79,811	2,399	25,869	-
Hogan, Robert J	Senior Firefighter (20th Year)	122,080	103,317	17,752	1,010	-
Holaday, Jonathan C	Power Electrician	100,592	84,437	2,289	13,866	-
Holden, Kelly R	Senior Firefighter (20th Year)	105,918	87,143	17,855	920	-
Holden, William J	Senior Planner 21	89,530	81,845	2,100	5,585	-
Holeha, Tyson C	Constable 1st Class (5th Year)	95,149	87,272	260	7,616	-
Hollinger, Joey R	Buyer II	73,109	62,288	1,683	9,138	-
Hollinger, Mia A L	Controller	52,758	52,427	330	-	-
Holmes, Douglas M	Body Repairman (Journeyman)	60,879	54,812	-	6,068	-
Holmes, Garry J	Security Systems Technician	79,040	69,368	1,705	2,581	5,386
Holmes, Janice	Senior CPIC Supervisor	67,660	64,185	1,530	1,945	-
Holmes, Roy A	Schedules Planner II	57,416	54,637	-	2,779	-
Holmstrom, Mark	Captain	132,367	113,293	19,073	-	-
Holovach, Christina R	Constable (10th Year)	95,139	88,092	309	6,738	-
Holowachuk, Darryl R	Constable 1st Class (5th Year)	99,580	92,838	371	6,371	-
Holowachuk, Wes P	Senior Planner 21	65,251	64,755	496	-	-
Holowaty, Ryan W	Constable (10th Year)	93,760	93,474	287	-	-
Holte, Dale M	Mechanic (Journeyman)	83,821	75,263	1,924	6,634	-
Holtom, Richard R	Customer Service Representative	67,720	57,271	1,615	8,834	-
Hommen, Taylor J	Mechanic (Journeyman)	73,996	71,988	229	1,779	-
Hong, Anne (Huijuan)	Accounting Coordinator I	70,839	69,396	1,443	-	-
Hood, Sheri	Stores Supervisor	66,258	64,172	1,495	591	-
Hoover, Dean J	Sergeant	125,717	104,302	392	21,023	-
Horbay, David M	Utility B (Roadways)	51,511	48,840	1,583	1,088	-
Horbay, Leon P	Equipment Operator IV	127,782	84,122	1,932	41,728	-
Hordal, Trina L	Benefits Consultant II	88,057	86,074	1,983	-	-
Horne, Travis L	Assessment Manager	91,842	81,640	1,865	-	8,337
Horner, Gary B	Utility A (Roadways)	86,887	55,787	1,454	29,646	-
Hornung, Blaire R	Senior Firefighter (15th Year)	118,322	100,067	17,368	886	-
Horsley, Todd R	Sergeant	114,771	110,122	377	4,273	-
Horsnell, Andrea E	Exhibit Control Clerk	50,561	49,344	1,177	40	-

**CITY OF SASKATOON
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For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Horvath, Michael C	Sergeant	\$ 112,447	\$ 105,519	\$ 362	\$ 6,567	\$ -
Horyn, Alvin H	Auto Mechanic 15	78,718	69,328	1,805	7,586	-
Hosaluk, Jason M	Preparator	59,445	57,901	112	1,432	-
Hoskins, Morley E	Plumber	77,615	73,289	1,712	2,615	-
Houdek, Lesley C	Clerk 10	56,515	54,261	1,312	941	-
Houghton, Matthew J	Utility A (Roadways)	65,464	53,082	1,468	10,915	-
Hounsell, Ryan B	Constable 1st Class (5th Year)	98,819	88,885	174	9,760	-
Howard, Garry	Operator	50,364	45,958	-	4,406	-
Howden, John J	Director of Business Development & Promotions	106,873	104,518	2,355	-	-
Howe, Bob J	Director of Saskatoon Transit	139,833	134,057	3,098	-	2,678
Howie, Scott C	Senior Plumbing Inspector	102,708	78,454	2,113	10,418	11,724
Hrooshkin, Michael L	Trainer	63,768	62,311	1,457	-	-
Hryniuk, Dale G	Facilities Superintendent	92,980	84,722	1,914	-	6,344
Huang, Chiung-Yu (Amy) A	Assessment Research Analyst	75,374	75,276	-	99	-
Huber, Eden F	Senior Firefighter (10th Year)	114,337	96,291	16,557	1,489	-
Huber, Kurt L	Senior Firefighter (15th Year)	117,200	100,077	17,123	-	-
Huber, Wayne W	Carpenter	70,757	67,878	1,696	1,182	-
Hude, David B	Facilities Superintendent	81,438	75,236	1,945	-	4,257
Hudec, Delores M	Clerk	60,565	59,180	1,384	-	-
Hudec, Dennis C	Constable (10th Year)	102,789	102,061	337	392	-
Hudson, David E	Coliseum Operator	76,151	60,098	1,499	14,554	-
Hudson, Janice L	Committee Assistant	67,286	65,865	1,421	-	-
Hudson, Kevin W	Metering and Sustainable Electricity Manager	122,900	106,525	2,435	9,363	4,578
Hudson, Rey	Arborist	55,202	49,245	1,224	4,732	-
Hueser, Wilbur	Fire Service Instructor (6th Year)	134,711	114,938	19,044	729	-
Huisman, Darcy M	Assessment Manager	90,047	87,975	2,053	-	19
Huisman, Randal A	Staff Sergeant	120,383	113,352	378	6,653	-
Humen, Randy J	Plumber	84,216	69,588	1,694	12,934	-
Humphrey, Cary P	Manager, Leisure Services	140,833	134,747	3,163	-	2,923
Humphrey, Preston P	Coliseum Operator	51,809	45,423	1,416	4,970	-
Hunchak, Sherri R	Sergeant	104,051	103,682	368	-	-
Hundeby, Gordon D	Project Services Manager	102,826	96,122	2,295	1,151	3,258
Hunt, Andrew (Drew) J	Programmer Analyst	73,835	72,114	1,721	-	-
Hupet, Gerald L	Operator	66,878	44,006	-	22,872	-
Hupet, Perry K	Operator	54,115	44,131	-	9,984	-
Hussey, Terrence A B	Operator	50,568	48,358	-	2,210	-
Hustej, Jaysen M	Firefighter (7th Year)	111,465	94,403	16,048	1,014	-
Huston, Karen	Clerk 10	55,539	54,244	1,295	-	-
Husulak, Barret L	Firefighter 2nd Class	85,397	77,538	7,859	-	-
Husulak, Nathaniel J	Firefighter 1st Class	108,915	94,413	14,441	61	-
Hutchison, Carrie D	Community Consultant	77,412	70,348	1,669	-	5,394
Hydamacka, Norman M	Trainer	63,356	62,312	731	314	-
Hyde, Patrick J	Manager, Public Works	158,141	150,007	3,580	-	4,554
Hyland, Brian R	Firefighter 1st Class	110,762	94,403	14,504	1,855	-
Hyland, Daryl R	Accounting Coordinator I	83,504	81,558	1,946	-	-
Hyshka, David D	Parks Technician 14	67,282	64,295	1,547	1,441	-
Hyshka, Shawn M	Maintenance Assistant	61,723	56,134	1,482	4,107	-
Hysuick, Garry L	Painter	52,176	50,641	1,535	-	-
Hysuick, Kirk D	Utility A	72,994	57,345	1,429	14,220	-
Illerbrun, D. Jeff	Power Electrician	62,126	57,794	1,874	2,459	-
Imrie, Larry	Design Assistant 15	68,099	66,512	1,587	-	-
Ingram, Lorne B	Sergeant	111,225	109,004	408	1,813	-
Ingrouille, Matthew M	Constable 1st Class (5th Year)	96,185	87,997	307	7,881	-
Innes, Larry A	Labourer	51,698	46,956	1,404	3,338	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Ireland, Beverly W	Customer Service Representative	\$ 56,395	\$ 55,144	\$ 1,251	\$ -	\$ -
Irvine, Kael A	Firefighter 1st Class	109,591	94,431	14,550	610	-
Irwin, Joanne C	Library Assistant/Page Supervisor	51,981	51,216	766	-	-
Isaac, Tim P	Supervisor VI	69,108	62,374	1,962	4,771	-
Isbister-Bear, Warren T	Aboriginal and Inclusion Consultant	57,725	53,630	1,731	-	2,364
Ivanco, William (Bill) J	Mechanic Supervisor	94,191	81,366	2,084	10,742	-
Iverson, Shane L	Firefighter 1st Class	110,126	94,413	14,578	1,135	-
Ives, Gregory P	Information Management Consultant	101,571	99,203	2,368	-	-
Jablan, Snezana	Programmer Analyst	74,061	72,220	1,731	110	-
Jabour, Michelle	Operator	52,533	46,384	-	6,149	-
Jackle, Doug O	Plant Operator	99,084	79,581	2,082	17,421	-
Jackson, Jesse T W	Constable 2nd Class (4th Year)	80,601	75,640	221	4,740	-
Jacobson, Jason L	Constable (10th Year)	105,346	99,783	321	5,241	-
Jago, Braden A	Asset Planning Technologist	78,020	71,465	1,655	-	4,900
Jahraus, Cleo M	Water Labs Coordinator	77,822	76,102	1,720	-	-
Jakobsen, Alex K	IT Systems Administrator	69,456	65,807	1,209	2,440	-
Janbakhsh, Mehrmoosh	Senior Project Management Engineer	96,059	90,535	2,083	-	3,441
Janex, Patrick J	Labourer	53,059	47,160	860	5,039	-
Janson, Kayla M	Constable 2nd Class (4th Year)	79,338	74,680	236	4,423	-
Janzen, Dale J	Electrician	76,846	59,163	1,636	16,047	-
Janzen, Gary L	Plumber	68,095	64,694	1,434	1,967	-
Janzen, Hector J	Constable 1st Class (5th Year)	101,085	99,991	277	817	-
Janzen, James W	Mechanic (Journeyman)	74,773	65,666	-	9,107	-
Jaremko, Ronald	Local History Library Assistant	53,540	52,602	938	-	-
Jarvis, Ryan K	Senior Firefighter (10th Year)	115,751	99,028	16,724	-	-
Jean, Daniel	Parks Supervisor	73,055	69,252	1,708	2,095	-
Jean, Jeremy N	Utility A (Roadways)	55,048	47,594	732	6,722	-
Jelinski, Michelle R	Environmental Operations Manager	101,150	95,020	2,044	-	4,086
Jenkins, Lucy (Sandy) S	Clerk-Steno 11	58,050	56,696	1,353	-	-
Jensen, Dale	Painter	65,780	63,992	1,534	254	-
Jess, Justin D	Utility B (Roadways)	58,390	47,815	920	9,655	-
Jheengut, Vishal	Constable 2nd Class (4th Year)	79,823	70,156	204	9,463	-
Jiang, Yaping (Judy) Y	Planning Engineer	89,682	87,668	2,014	-	-
Jobson, Dwayne S	Senior Firefighter (20th Year)	119,859	102,227	17,456	175	-
Johner, Carol M	Manager, Marketing and Communications	110,152	108,215	1,937	-	-
Johnsgaard, Jeffrey B	Constable (10th Year)	102,313	99,299	349	2,666	-
Johnson, Blair D	Powerline Technician	158,982	97,744	3,183	58,055	-
Johnson, Dayna K	Corporate Accounting Manager	74,464	72,312	2,152	-	-
Johnson, Dustin I P	Firefighter 1st Class	98,720	87,274	11,446	-	-
Johnson, Kimberly M	Service Supervisor	62,993	62,993	-	-	-
Johnson, Margaret L	Assessment Appraiser	82,878	71,419	1,704	-	9,755
Johnson, Michael L B	Constable (10th Year)	112,478	105,527	458	6,493	-
Johnson, Michele C	Sergeant	112,807	106,610	420	5,778	-
Johnson, Nancy L	Facility Supervisor	86,411	83,991	1,776	-	645
Johnston, Brent D	Powerline Technician	117,790	90,051	2,194	25,545	-
Johnston, Desmond R	Equipment Operator IV	68,481	53,371	1,581	13,530	-
Johnston, Justin R	Power Electrician	98,528	80,988	2,347	15,194	-
Johnston, Murray G	Senior Firefighter (20th Year)	124,442	106,200	18,242	-	-
Johnston, Tony C	Senior Firefighter (20th Year)	121,161	102,566	17,632	963	-
Johnstone, Andrew W	Constable (10th Year)	103,144	101,727	358	1,058	-
Jones, Amber L	Education & Environmental Performance Manager	75,600	71,797	1,210	-	2,592
Jones, Bethany J	Customer Service Manager	82,993	82,496	498	-	-
Jones, Darryl J	Senior Firefighter (20th Year)	119,873	101,962	17,316	595	-
Jones, Lee D	Sergeant	113,573	106,048	387	7,138	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Jonsson, Kristina H	Accounting Clerk 12	\$ 60,561	\$ 59,149	\$ 1,412	\$ -	\$ -
Joorisity, Steven	Equipment Operator VII	62,903	49,037	1,205	12,661	-
Jordan, Michael C	Director of Government Relations	152,075	146,205	1,070	-	4,800
Jordan, Molly R	Design Assistant 15	68,624	66,599	1,606	418	-
Jordan, Scott L	Electrician (Journeyman)	83,625	75,474	2,286	5,865	-
Jorgenson, Arin M	Communication Consultant II	62,388	62,171	217	-	-
Jorgenson, Jeff A	General Manager, Transportation and Utilities	222,371	214,397	-	-	7,974
Jorgenson, Joe J	Sergeant	113,344	111,528	444	1,372	-
Josephson, Amy R B	Zookeeper	61,578	59,389	1,458	731	-
Joslin, Scott A	Sergeant	107,688	107,344	344	-	-
Juarez, Jose R	Supervisor VI	90,147	68,618	2,175	19,355	-
Junop, Shane M	Electrician	70,432	68,586	554	1,293	-
Junor, Neil M	Systems Analyst	91,905	86,129	2,094	3,681	-
Jurkiewicz, Maciej (Matt)	Senior Project Management Engineer	73,339	70,317	-	-	3,023
Kabir, Mohammed (Tuhin) H	IT Support Technician	57,916	55,158	1,030	1,728	-
Kachur, Brian M	Captain	128,789	110,865	17,924	-	-
Kachur, Rick	Senior Firefighter (20th Year)	120,646	102,125	17,820	701	-
Kahl, Dean A	Constable 1st Class (5th Year)	86,084	85,785	300	-	-
Kambeitz, Catherine J	Senior Planner 21	79,782	78,001	1,780	-	-
Kaminski, Gwen	Systems Analyst	89,649	86,082	2,054	1,512	-
Kanak, Diane I	Records, Information & Legislative Serv. Manager	99,370	97,054	2,316	-	-
Kane, Ken A	Sergeant	121,968	106,836	431	14,701	-
Karst, Sandy	Exhibit Control Manager	65,178	62,793	1,539	845	-
Katarawa, Joseph	Utility Collections Operator	55,378	44,249	1,454	9,676	-
Kateryniuk, Lisa L	Constable 2nd Class (4th Year)	57,564	56,929	244	392	-
Kautzman, Debbie A	Supervisor II	81,993	57,558	1,467	22,968	-
Kaye, Stephen M	Staff Sergeant	213,122	164,381	470	48,271	-
Kazmir, Landon L M	Programmer Analyst	76,499	72,166	1,913	2,420	-
Kearns, Jodi B	Special Constable I (5th Year)	74,975	74,471	244	260	-
Keating, Gordon James (Jay)	Constable 1st Class (5th Year)	93,154	85,708	258	7,187	-
Keating, Jason M	Director of Operations	101,338	100,761	577	-	-
Keegan, David R	Sales Representative	72,297	66,308	1,522	-	4,467
Keehborn, Warren J	Painter	71,226	64,503	1,637	5,086	-
Keen, Lorne A	Sergeant	116,774	106,734	436	9,604	-
Keindel, Anthony J	Operator	60,474	44,431	-	16,043	-
Keith, David G	Systems Analyst	90,531	86,340	2,131	2,060	-
Keleman, Robert J	Constable 1st Class (5th Year)	96,709	90,715	318	5,676	-
Kellington, Jonathan D	Firefighter (7th Year)	113,727	96,291	16,506	931	-
Kelly, Lee-Ann L	Clerk 10	55,224	53,908	1,281	36	-
Kempin, Gregory F	Supervisor VI	101,184	68,128	1,985	31,071	-
Kendal, Scott C	Supervisor VI	109,850	64,545	2,056	43,250	-
Kennedy, Clayton G	Irrigation Technician 14	59,435	58,053	1,118	264	-
Kennedy, Joshua R	Constable 3rd Class (3rd Year)	69,578	65,360	175	4,043	-
Kennon, Jason D	Maintenance Manager	101,538	99,380	2,158	-	-
Kerpan, Garth A	Captain	141,790	121,113	20,297	380	-
Khan, M. Nisar	Planning and Design Engineer	89,319	87,358	1,961	-	-
Khan, Sohrab N	Senior Project Management Engineer	93,475	86,490	1,947	-	5,038
Kiesman, Andrew R J	Sergeant	114,704	95,803	345	18,556	-
Kilborn, Shayne D	Wash Bay Attendant	53,080	50,336	1,204	1,540	-
Kilgour, Pamela K	Director of Finance - TCU	102,398	95,918	2,196	-	4,284
Kindrachuk, Randy D	Recreation Site Administrator	83,646	76,403	1,821	-	5,421
Kindrat, A. Scott	Forestry Technician	59,878	56,006	1,217	2,655	-
Kindrat, Korey L	Supervisor VI	112,297	68,309	2,322	41,666	-
King, Neil J	Electrician	79,241	69,468	1,650	8,123	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Kinzel, Anita L	Remittance Coordinator	\$ 53,028	\$ 51,792	\$ 1,236	\$ -	\$ -
Kinzel, Laura L	Public Programs Coordinator	78,613	76,909	1,704	-	-
Kinzel, Michelle C	Constable (10th Year)	95,208	94,888	320	-	-
Kirchgessner, Dale M	Constable 1st Class (5th Year)	93,042	86,490	303	6,248	-
Kirchgessner, Scott A	Senior Firefighter (15th Year)	112,623	95,941	16,682	-	-
Kirchmeier, Anna M	Secretary III	53,929	52,730	1,199	-	-
Kirkness, Brennan A J	Utility B (Roadways)	71,120	55,072	1,686	14,362	-
Kirkpatrick, Bruce E	Captain	137,628	118,004	19,625	-	-
Kirwan, Gerard	Captain	130,842	112,446	18,347	49	-
Kitchen, Kevin P	Community Initiatives Manager	93,283	88,303	2,100	-	2,880
Klaassen, Richard A	Supervisor VI	80,022	59,566	1,662	18,794	-
Klane, Arnold A	Operator	56,907	52,887	-	4,021	-
Klassen, James M	Traffic Signing and Painting	109,882	58,815	2,208	48,860	-
Klassen, Sandra R	Bylaw Inspector 13	70,361	55,402	1,222	1,745	11,992
Klath, Taya D	Constable (10th Year)	93,783	93,474	309	-	-
Klein, Jeffrey J	Firefighter (7th Year)	113,542	96,407	16,515	620	-
Kleiter, Bruce K	Plumber	72,511	70,085	311	2,115	-
Klinger, Jason S	Senior Firefighter (20th Year)	120,258	101,960	17,340	958	-
Klus, Jesse	Traffic Signing and Painting	58,414	46,829	808	10,777	-
Kluz, Kristopher N	Constable 1st Class (5th Year)	87,089	86,309	290	490	-
Knight, Marieke C C	Community Consultant	78,639	71,438	1,704	-	5,497
Knittig, Jeffrey J	Administration and Data Support Manager	83,504	81,558	1,946	-	-
Knittig, Timothy L	Instrument Technician	86,109	74,886	1,803	9,420	-
Knowles, Tim J	Assistant Plant Operator	78,929	69,804	1,613	7,512	-
Knudsen-Deline, Tina	Operator	50,585	48,330	-	2,255	-
Knutson, Scott G E	Water and Sewer Labourer	61,204	53,150	1,283	6,770	-
Koback, Brady L	Senior Firefighter (20th Year)	120,483	101,955	17,718	810	-
Koback, Vanessa L	Bylaw Inspector 16	73,375	71,428	1,570	378	-
Kobelsky, Curtis J	Programmer Analyst	79,545	72,236	1,790	5,518	-
Kobelsky, Sharlene A	Sergeant	111,973	103,652	343	7,978	-
Kobylka, Layton	Programmer Analyst	80,982	72,157	1,759	7,066	-
Koch, Carmen R	Senior Firefighter (15th Year)	116,116	99,251	16,865	-	-
Koch, Mark A	Constable (10th Year)	98,944	97,534	369	1,041	-
Kochan, Allan A	Utility A (Roadways)	96,535	60,448	1,786	34,301	-
Koetting, Jeff H	Utility Shift Supervisor	53,676	51,045	-	2,631	-
Kohuch, Emil D	Senior Building Inspector	89,105	74,300	1,896	3,747	9,163
Kolla, Tyson K	Engineering Technologist 15	54,027	38,048	-	15,979	-
Kolosnjaji, Vladimir	Design Assistant 15	69,105	66,506	1,587	1,011	-
Kondra, Amanda K	Clerk-Steno 9	52,999	51,806	1,193	-	-
Kondra, Colleen R	Service Supervisor	70,523	67,331	1,565	1,628	-
Konkin, Glenn C	Mechanic (Journeyman)	76,184	72,558	1,743	1,883	-
Kook, Wenona A	Benefits Consultant I	78,525	76,765	1,760	-	-
Kooner, Jaspreet Singh	Operator	57,575	42,329	-	15,247	-
Korczak, Ryan A	Utility A (Roadways)	62,713	52,968	1,563	8,182	-
Kornelsen, Benjamin J	Recreation Site Administrator	70,759	69,264	1,495	-	-
Korol, Robert M	Chief Executive Officer	164,184	155,000	3,580	-	5,604
Koroluk, Marlon N	Arborist	55,563	49,882	1,307	4,375	-
Korte, Justin R	Apprentice Powerline Technician	50,080	44,560	704	4,816	-
Korte, Shelley D	Manager, Administration	126,387	120,660	2,880	-	2,848
Korthuis, Riley R	Firefighter 1st Class	108,855	94,403	14,452	-	-
Kosteniuk, David C	Assistant Plant Operator	77,590	70,583	1,771	5,235	-
Kostur, Beth N	Constable 1st Class (5th Year)	96,499	88,372	328	7,800	-
Kostyk, John K	Firefighter (7th Year)	114,098	96,291	16,866	941	-
Kot, Michael J	Constable 1st Class (5th Year)	98,861	91,870	314	6,677	-
Kotasek-Toth, Paula M	Senior Planner II	87,254	85,281	1,972	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Kotelmach, Andy J	Battalion Chief	\$ 131,915	\$ 126,660	\$ 5,255	\$ -	\$ -
Kotowski, Krystyna	Senior Project Management Engineer	104,240	97,631	2,330	-	4,279
Kotylak, Brian J	Meter Installer	67,712	51,477	1,301	14,934	-
Koutecky, Judy M	Administrative Assistant	66,371	64,824	1,547	-	-
Kovacs, A. Ferencs	Operator	53,794	46,357	-	7,438	-
Kowalchuk, David A	Mechanic	75,891	74,157	1,734	-	-
Kowalczyk, Maciej	Equipment Operator VII	54,325	48,146	575	5,603	-
Kowalenko, Jason D	Constable 1st Class (5th Year)	92,806	88,461	261	4,084	-
Kowalski, Derek J	Solicitor I	76,658	74,974	1,684	-	-
Kowalski, James P	Electronics Storekeeper	62,708	53,377	506	8,825	-
Kowaluk, Beverley J	Credit and Collections Representative	58,132	56,779	1,353	-	-
Kowaluk, Darren B	Utilityman I	62,261	60,860	1,401	-	-
Kowaluk, John J	Operations Superintendent	126,533	100,754	2,373	12,768	10,638
Kowbel, Jantina S	Human Resource Consultant II	72,242	70,801	1,441	-	-
Kozak, Kurt D	Arborist	55,694	52,857	1,300	1,536	-
Kozicki, David H	Sergeant	104,678	104,334	344	-	-
Kozushka, Florence M	Secretary V	61,852	60,553	1,299	-	-
Krahn, Dorcas (Dori) S	Community Relations Coordinator (1st Class)	100,020	81,483	14,150	4,387	-
Krahn, John A	Mechanical Supervisor	119,645	101,853	17,376	416	-
Krause, Judith A	GIS Design Analyst	73,116	71,411	1,704	-	-
Krawchuk, Gregory W	Senior Cross Connection Inspector	77,124	75,390	1,734	-	-
Krawetz, Wally	Engineering Technologist 15	68,738	66,685	1,605	448	-
Kreke, Lyle A	Operator	50,793	47,345	-	3,449	-
Kreke, Regina E	Accounting Clerk 12	61,274	59,177	1,412	685	-
Kreller-Noehring, Tammy M	Clerk-Steno 9	53,078	51,842	1,236	-	-
Kreuger, Traci A	Constable 1st Class (5th Year)	87,016	87,016	-	-	-
Kripki, Dana L	Senior Planner II	90,065	87,975	2,089	-	-
Kristinsson, Hrolfur M	Landscape Architect	72,627	68,966	1,656	2,004	-
Kropelnicky, Richard S	Health and Safety Superintendent	95,658	93,532	2,126	-	-
Krowchenko, Heather D	Constable 1st Class (5th Year)	95,944	88,596	284	7,065	-
Krozser, Belinda E	Revenue Control Coordinator	69,961	66,555	1,760	1,645	-
Kruesel, Michael B	Utility Containers (Special Services)	73,336	52,873	1,560	18,903	-
Kryzanowski, Dean J	Powerline Technician	120,535	88,861	2,726	28,948	-
Krzak, Pamela R	Accounting Clerk 12	60,567	59,155	1,412	-	-
Krzyzaniak, Jasen C	Firefighter 1st Class	109,549	94,403	14,538	608	-
Kseniuk, Dustin A	Utility A (Roadways)	64,635	51,104	1,287	12,245	-
Kuan, Brad	Accounting Clerk 12	50,784	49,975	-	809	-
Kucheran, Aurnyn L	Equipment Operator V	56,547	51,560	1,500	3,486	-
Kudryk, Kristian R	Water and Sewer Labourer	79,985	54,167	1,623	24,195	-
Kudryk, Robert P	Utility (Containers)	69,401	53,184	1,468	14,750	-
Kuemper, Brent A	Sergeant	108,108	105,800	348	1,960	-
Kuemper, Justin K	Landfill Attendant	62,902	52,151	1,387	9,364	-
Kuemper, Lauri L	Clerk 10	52,144	50,849	1,295	-	-
Kukurudza, Warren J	Senior Firefighter (20th Year)	118,629	101,272	17,183	175	-
Kulpa, Wally J	Meter Reader	52,892	46,723	1,132	-	5,038
Kumar, Akhil	Building Inspection Manager	91,822	89,818	2,004	-	-
Kumar, Ashok	Computer Operator	52,769	52,463	233	74	-
Kumar, Munish	Traffic Signal Technician	102,089	72,051	2,154	27,885	-
Kuntz, Todd R	Engineering Technologist 17	79,251	71,426	1,704	-	6,120
Kuny, Brian G	Sergeant	69,001	68,398	359	245	-
Kuny, Richard A R	Constable 1st Class (5th Year)	97,947	88,578	344	9,025	-
Kurczaba, Randy	Systems Analyst	98,544	87,225	2,394	8,925	-
Kurmey, M. David	Utility A	77,363	59,926	1,873	15,563	-
Kurmey, Stacey D	Sr. Fire Dispatcher (10th Year)	108,325	91,546	16,779	-	-
Kurulak, Della F	Executive Assistant	71,268	70,015	1,253	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Kusch, Cheslie C	Traffic Signing and Painting	\$ 62,797	\$ 48,922	\$ 2,206	\$ 11,669	\$ -
Kushnier, John M	Captain	130,852	109,935	20,582	335	-
Kyowski-Bzdel, Gloria L	CPIC Shift Supervisor	67,902	60,968	1,585	5,349	-
Kyplain, Christopher E	Operator	58,285	47,788	-	10,497	-
LaBrash, Kim D	Supervisor VI	73,380	60,160	1,497	11,724	-
Lackie, Kara R	Open Space Consultant	56,770	56,770	-	-	-
Lacroix, Daniel J	Programmer Analyst	69,891	67,438	673	1,780	-
Lacroix, Lynne	Manager, Community Development	142,434	134,910	3,211	-	4,313
Lafferty, Scott K	Meter Reader	55,621	46,887	934	-	7,800
Lafond, Todd E	Building and Grounds Labourer	50,989	48,402	1,160	1,427	-
LaFontaine, Adrian P	Utility Collections Operator	63,247	54,058	1,426	7,764	-
Lafreniere, Lisa M	Staff Sergeant	123,062	121,344	425	1,294	-
LaFreniere, Troy S B	Plant Manager	133,330	126,229	2,880	-	4,222
Lagace, Romuald P	Drafting Supervisor	73,078	71,374	1,704	-	-
Lagacy, Jason M E	Instrument Technician	78,433	73,712	1,795	2,926	-
Lagasse, Darrell R	Systems Analyst	88,137	86,082	2,054	-	-
Laidlaw, Russell D	Sergeant	115,647	108,364	448	6,836	-
Lalonde, Joel R	Constable (10th Year)	101,251	100,291	387	573	-
Lam, Hal E	Sergeant	89,835	89,540	295	-	-
Lam, Shall	Planner 16	68,044	66,456	1,587	-	-
Lamabe, Jeannette M	Accounting Clerk 12	60,561	59,149	1,412	-	-
Lambe, Matthew J	Constable 1st Class (5th Year)	77,956	77,433	229	294	-
Lancaster, D. Bradley	Parks Technician 12	61,900	58,686	1,462	1,751	-
Lander, Michael G	Captain	137,687	117,658	19,495	535	-
Landrie, Dennis W	Facilities Utilityperson 8	51,225	46,473	1,297	3,455	-
Landry, Tony J	Sergeant	110,793	96,669	358	13,765	-
Lang, Amber R	Constable (10th Year)	106,625	103,349	324	2,952	-
Lange, Faye V	Customer Service Representative	58,056	56,696	1,360	-	-
Langen, Karen E	Connections Desk Supervisor	73,624	69,275	1,695	2,654	-
Langenhoff, Bradley D	Water System Operator	70,073	56,478	1,488	12,106	-
Lanning, Chelsea R	Infrastructure Engineer	72,876	71,295	1,581	-	-
LaPointe, Celine M	Clerk-Steno 7	63,545	62,553	723	269	-
Lapointe, Jordan T	Constable 3rd Class (3rd Year)	64,700	64,274	191	235	-
Lara, Cesar L	Facilities Maintenance Person	55,730	45,025	-	10,705	-
Larmer, Bobbi-Daye	Human Resource Consultant II	89,122	87,044	2,077	-	-
Larner, Courtney L	Special Constable I (5th Year)	74,129	73,530	217	382	-
Larocque, Arnie	Mechanical Shop Supervisor	105,001	86,308	2,038	16,656	-
Larocque, David A	Sergeant	132,065	106,920	398	24,746	-
Larson, Angela	Director, Finance and Operations	113,730	110,915	2,815	-	-
Laturnus, Joseph A	Parks Technician 14	65,534	63,488	1,530	516	-
Lau, Henry C Y	Senior Planner 21	83,256	81,318	1,938	-	-
Lavallee, Jamie D	Utility A	75,585	56,341	1,612	17,631	-
Lavallee, Lindsay J	Constable 3rd Class (3rd Year)	63,293	62,650	173	470	-
Lavallee, Tyson S	Sergeant	148,988	107,855	436	40,697	-
Laverty, Terence	Sergeant	106,123	105,772	351	-	-
Lavoie, Nicole K	Zookeeper	60,801	59,265	1,179	357	-
Lawrence, Sylvia D	Clerk 11	58,034	56,573	1,342	119	-
Layton, Amy F	CPIC Operator	56,995	55,185	1,298	512	-
Lazic, Goran	Traffic Operations Engineer	99,950	97,621	2,330	-	-
Le Roux, Marthinus H	Sergeant	104,545	103,469	288	788	-
Leach, Sharon M	Parks Superintendent	89,658	84,780	1,910	-	2,968
Leard, Gary M	Operations Assistant V	71,716	66,338	1,640	3,737	-
LeBoutillier, David W	Planning and Design Engineer	99,950	97,621	2,330	-	-
Lechner, Robert J	Sergeant	108,664	104,585	354	3,724	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
LeClaire, Cameron B	Operations Superintendent	\$ 86,998	\$ 76,861	\$ 1,915	\$ -	\$ 8,222
Ledoux, Clinton A	Senior Firefighter (15th Year)	117,079	99,251	16,943	886	-
Ledoux, Codey J	Equipment Operator II	52,098	50,704	1,104	289	-
Ledoux, Leroy J	Utility B (Roadways)	70,363	56,920	1,610	11,833	-
Ledray, Glenn W	Assistant Chief	141,361	134,536	6,825	-	-
Leduc, Albert A	Programmer Analyst	70,497	68,851	1,646	-	-
Lee, Dianne M	Identification Records Clerk	60,561	59,149	1,412	-	-
Lee, Joseph P	Senior Project Management Engineer	86,890	81,624	2,205	-	3,061
Lee, Roger W	Greenskeeper	73,219	69,173	1,725	2,321	-
Leedahl, Derek	Lieutenant	132,605	113,283	19,322	-	-
Leedahl, Linda N	Purchasing Services Manager	95,812	94,136	1,676	-	-
Lei, Linda	Property Agent	76,313	69,834	1,382	-	5,097
Leibel, Garry	Buildings and Grounds Maintenance Labourer	51,103	49,862	1,218	23	-
Leibel, Neil P	Engineering Technician	95,892	60,650	1,813	23,283	10,145
Leigh, Michael E	Senior Firefighter (15th Year)	118,585	100,077	17,304	1,203	-
Leland, Rebecca A	Building Inspector	68,323	66,821	1,502	-	-
Lemaire, Darren J	Constable 1st Class (5th Year)	99,343	89,358	348	9,637	-
LeMay-Becker, Chantal	Constable (10th Year)	76,393	76,122	271	-	-
Lemke, Brendan M	Engineering and Technical Support Manager	127,315	108,777	2,826	11,219	4,492
Leniuk, Jason R	Senior Firefighter (15th Year)	117,246	100,067	17,179	-	-
Lenius, Corey B	Sergeant	126,401	106,061	445	19,896	-
Lens, Bram	Operator	51,137	43,628	-	7,510	-
Leonard, Verne H	Senior Firefighter (20th Year)	119,876	102,057	17,600	219	-
Leon-Fuentes, Cristian A	Utility A (Roadways)	64,219	56,402	1,470	6,347	-
LePage, Marc A	Buyer	71,515	57,907	1,640	11,968	-
LePage, Mark J	Firefighter (7th Year)	115,167	96,291	16,601	2,275	-
Lepard, Anita L	Building Inspector	71,263	66,001	1,502	637	3,122
Lepine, Lealand J	Utility Collections Operator	52,923	49,931	1,202	1,789	-
Leschyshyn, Dennis	Utility C (Roadways)	58,052	52,735	1,276	4,041	-
Lesko, Edward M	Body Repairman (Journeyman)	56,344	52,735	-	3,609	-
Letendre, Carey J	GIS Technologist	65,805	64,277	1,529	-	-
Leuschen, Robert W	Operator	62,192	46,477	-	15,715	-
Leuschen-Mewis, Carla M	Research Coordinator	71,575	69,942	1,633	-	-
Levesque, Jody J	Constable 1st Class (5th Year)	92,668	89,911	308	2,450	-
Levesque, Michel R	Mechanic	79,201	74,790	1,821	2,589	-
Lewendon, David J	Patrolman / Service Truck Operator	87,567	69,741	2,020	15,806	-
Lewendon, Jennifer L	CPIC Operator	59,826	55,481	1,309	3,035	-
Li, Serene S F	Financial Analyst II	89,498	87,303	572	-	1,623
Li, Yamin (Thomas)	Electrician (Journeyman)	117,976	77,128	2,427	38,422	-
Libke, Adam J	Firefighter 1st Class	99,142	87,274	11,755	114	-
Libke, Mike J	Community Initiatives Manager	96,336	91,214	2,100	-	3,023
Liebrecht, Dean C	Sergeant	115,347	111,020	366	3,961	-
Lieffers, Luke E	Programmer Analyst	76,780	72,387	1,822	2,571	-
Lieffers, Michael A S	Apprentice Power Electrician	50,190	44,378	872	4,940	-
Lim, Alan	Operator	68,817	52,509	-	16,308	-
Linares, Omar V	Powerline Technician	145,939	101,645	2,640	41,654	-
Lind, Roxanne J	Systems and Training Coordinator	79,543	78,902	641	-	-
Lindberg, Holly J	Firefighter (7th Year)	110,762	96,976	12,545	1,241	-
Lindberg, Russell (Jason)	Senior Firefighter (10th Year)	115,343	98,179	16,658	506	-
Lindsay, Les W	Golf Course Assistant	56,855	54,214	1,187	1,454	-
Link, Christopher M	Constable 3rd Class (3rd Year)	65,733	65,558	175	-	-
Linklater, Grant K	Sergeant	126,830	113,231	466	13,133	-
Listoe, John S	Parks Supervisor	71,141	69,026	1,685	431	-
Listoe, Pamela J	Accounting Clerk 12	67,389	63,625	1,475	2,289	-
Little, Grant W	Sergeant	113,296	106,942	374	5,981	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Little, Linda P	Branch Library Assistant	\$ 53,600	\$ 52,662	\$ 938	\$ -	\$ -
Liu, Jian	Programmer Analyst	73,923	72,202	1,721	-	-
Liu, Jiu Tang	Electronic Communications Technician	60,634	59,665	-	969	-
Loewen, Jasmine C	Branch Supervisor	62,594	61,549	1,045	-	-
Lofdahl, William N	Chief Executive Officer	161,080	157,500	3,580	-	-
Lohneis, Jim E	Systems Analyst	93,250	86,373	2,147	4,730	-
Long, Elaine L	Committee Assistant	69,484	67,812	1,672	-	-
Long, Frank A	Land Bank Manager	132,354	126,475	2,869	-	3,011
Longley, Tammy L	Event Coordinator	54,066	52,872	1,194	-	-
Longworth, Randy S	Operator	51,098	46,806	-	4,292	-
Longworth, Tammy A M	CPIC Operator	61,176	55,597	1,369	4,210	-
Loran, Thomas J	Drafting Technologist 13	59,745	59,402	343	-	-
Lord, Arthur J M	Community Consultant	78,693	71,414	1,704	-	5,574
Lorette, Brigitte M	Constable (10th Year)	81,033	80,741	292	-	-
Loucks, Dean Q	Large Meter Installer/Tester	66,119	64,636	1,483	-	-
Loucks, Jeannette M L	Operations Assistant III (V&E)	53,772	51,302	1,099	1,370	-
Loughran, Ian	Energy & Sustainability Engineering Manager	86,395	81,912	2,330	-	2,153
Love, Scott B	Powerline Technician	97,802	80,887	2,014	14,902	-
Lovick, Jonn	Engineering Technologist 15	86,810	67,157	1,817	9,468	8,368
Low, Barry J	Constable 1st Class (5th Year)	100,516	86,800	342	13,374	-
Lozinsky, Bradley L	Firefighter (7th Year)	112,652	96,291	16,361	-	-
Lu, Thomas	Programmer Analyst	104,148	68,935	1,940	33,273	-
Lucas, Barbara	Customer Service Representative	58,050	56,696	1,353	-	-
Lucas, Dwight J	Stage Carpenter	57,545	52,384	1,345	3,815	-
Lucas, Kevin B	Captain	133,009	113,293	19,326	389	-
Lucier, Dion R	Utility (Containers)	66,063	56,117	1,728	8,218	-
Lucyk, Brandon W	Firefighter 1st Class	108,902	94,413	14,449	41	-
Lucyk, David W	Captain	60,328	37,452	20,671	2,205	-
Lucyshyn, Brent J	Senior Firefighter (10th Year)	120,954	99,374	20,088	1,493	-
Lucyshyn, Dwayne A	Charter Coordinator	54,968	53,883	-	1,086	-
Lucyshyn, Justin M J	Firefighter 1st Class	99,392	87,274	11,662	456	-
Lucyshyn, Marlene R	Secretary III	60,042	58,833	1,210	-	-
Ludwig, Barbara L	Accounting Clerk 12	52,653	51,426	1,227	-	-
Lund, Neilson A	Sergeant	126,289	107,302	357	18,629	-
Lupkoski, Brian A	Operator	65,411	56,152	-	9,259	-
Lutzer, Brian E	Parks Supervisor	77,043	67,830	1,759	7,455	-
Ly, Henry H	Constable (10th Year)	97,837	95,916	338	1,583	-
Lynch, Blaine W	Sergeant	111,930	109,253	403	2,274	-
Lynden, Brock M	Constable 1st Class (5th Year)	117,314	87,579	292	29,443	-
Lynden, Shaina C	Constable 1st Class (5th Year)	85,657	85,657	-	-	-
Lynn, Terry D	Traffic Signing and Painting	74,443	54,601	1,792	18,050	-
Lyons, Carol J	Accounting Coordinator I	70,518	69,342	1,176	-	-
Lyons, Glen A	Operator	55,321	54,471	-	850	-
Lyrette, Anthony J	Water and Sewer Trouble	74,931	56,866	1,586	16,479	-
Lyster, T. Damien	Customer Service Representative	50,641	49,674	1,128	(161)	-
Ma, Junyuan (John)	Programmer Analyst	74,253	72,119	1,761	373	-
Macala, Agnes (Ness) M	HRIS Administrator	59,059	57,561	1,499	-	-
Macala, Stanley	Assistant Parks Supervisor	87,977	86,446	1,531	-	-
MacDougall, Michael J	Water and Sewer Trouble	71,642	55,086	1,735	14,822	-
MacGillivray, Marlene A	Accounting Coordinator II	89,598	87,585	2,012	-	-
Mack, Chelsey J	Manager, People Strategies	104,802	102,498	2,304	-	-
Mack, Steven J	Firefighter 1st Class	110,900	94,470	15,296	1,134	-
MacKenzie, Corridawne S V	Constable (10th Year)	91,946	88,610	294	3,042	-
MacKenzie, Jordan M	Electrician	68,980	66,143	-	2,837	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
MacKenzie, Victoria (Macy) M	Special Constable I (3rd Year)	\$ 66,230	\$ 65,187	\$ 177	\$ 866	\$ -
Mackie, Thomas A	Fire Inspector	85,491	65,674	18,177	1,640	-
MacNeill, Shannon B	Plant Operator	99,994	79,666	2,090	18,238	-
Madsen, Gilbert R	Constable 2nd Class (4th Year)	72,484	70,491	-	1,993	-
Maduck, Alan J	Meter Reader	55,075	46,570	383	-	8,123
Mager, Luke F	Mechanic (Journeyman)	95,488	77,599	2,033	15,856	-
Magus, Jay S	Engineering Manager	67,797	66,268	-	-	1,530
Mah, Clifford Y	Project Engineer	64,556	59,846	1,380	-	3,330
Mah, Richard A	Labourer	53,662	48,147	1,224	4,291	-
Mah, Sherry L	GIS Technologist	52,736	51,504	1,232	-	-
Maier, Carol J	Corporate Service Delivery Coordinator	79,405	77,670	1,735	-	-
Makeechak, Philip E	Fire Inspector Level VIII	120,239	102,277	17,544	418	-
Maki, Brett	Staff Sergeant	124,470	117,291	426	6,753	-
Makulowich, Chad M	Firefighter (7th Year)	113,062	96,291	16,771	-	-
Malanowich, Chad M P	Constable (10th Year)	98,532	98,196	336	-	-
Malko, Kellianne Rose	Research Coordinator	66,401	65,154	1,247	-	-
Malkowich, Douglas R	Mechanic	87,699	75,367	2,282	10,050	-
Maloney, Matthew	Constable (10th Year)	102,663	94,731	302	7,630	-
Mamer, Chelsea R	Staff Accountant	63,101	62,938	163	-	-
Mamer, Sarah D	Corporate Records Analyst	59,301	58,002	1,299	-	-
Mamer, Troy D	Curatorial Assistant	63,075	61,602	1,473	-	-
Manaois, Elmer	Operator	64,508	46,392	-	18,116	-
Manastyrski, Jodi L	Solicitor I	88,384	87,951	433	-	-
Mann, Jonathon P	Constable 1st Class (5th Year)	89,986	82,249	290	7,447	-
Manning, John R	Solicitor III	153,587	150,007	3,580	-	-
Mantyka, Elaine O	Special Constable I (5th Year)	75,220	73,935	244	1,041	-
Marchand, Keith A	Mechanic (Journeyman)	82,326	75,122	1,820	5,383	-
Marchuk, Randal L	Meter Installer I	56,685	56,283	-	402	-
Marek, Andrew P	Constable 2nd Class (4th Year)	80,662	76,320	251	4,092	-
Mark, Reynold E	IT Security Administrator	102,356	97,056	2,316	2,984	-
Markus, Jon T	Planning and COMPSTAT Manager	98,160	95,619	2,173	368	-
Markwart, Richelle	Supervisor VI	70,425	64,517	1,589	4,319	-
Marlatte, Bruce G	Engineering Technologist 17	91,408	71,762	1,956	5,892	11,798
Martel, Karin K	Special Constable I (5th Year)	73,826	73,577	249	-	-
Martens, Daniel J	Project Engineer	56,090	53,568	-	-	2,522
Martens, Gary R	Commercial Building Inspector	85,717	71,462	1,710	637	11,908
Martfeld, Wyatt A	Firefighter 1st Class	110,196	94,472	14,577	1,147	-
Martin, Christopher F	Constable 1st Class (5th Year)	99,144	88,201	317	10,626	-
Martin, Daniel J	Constable 1st Class (5th Year)	93,335	90,425	296	2,614	-
Martin, James	Service Supervisor (Maintenance)	73,003	67,345	1,026	4,633	-
Martin, Janice D	Operator	50,743	48,963	-	1,780	-
Martin, John W	Senior Firefighter (15th Year)	118,330	100,067	17,124	1,139	-
Martin, Kerrie A	Fire Dispatcher 1st Class	105,002	89,070	15,932	-	-
Martin, Randy C	Constable 1st Class (5th Year)	86,282	78,988	237	7,057	-
Martin, Scot C	Sergeant	104,388	104,044	344	-	-
Martin, Susan	Communication Consultant II	82,979	81,330	1,649	-	-
Martin, Tara M	Constable (10th Year)	94,839	94,552	287	-	-
Martinez, Cruz	Utility C (Roadways)	66,590	53,762	1,407	11,422	-
Martinez, Victor H	Utility B (Roadways)	63,575	48,019	936	14,620	-
Martinka, Colin R	Senior Firefighter (10th Year)	116,402	98,179	16,663	1,560	-
Marzolf, Vernon E	Engineering Technologist 15	98,281	66,506	1,586	16,102	14,088
Maslen, Robert V	Operator	61,535	45,615	-	15,921	-
Mason, Natalie	Credit and Collections Representative	58,965	57,518	1,448	-	-
Masuskapoe, Roddy C	Water System Operator	65,387	57,675	1,402	6,310	-
Materi, Tyson R	Apprentice Mechanic	63,114	61,860	-	1,254	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Mather, Fay E	Clerk	\$ 64,920	\$ 59,309	\$ 1,401	\$ 4,211	\$ -
Matheson, Gail M	Clerk 7	50,670	47,036	1,076	2,557	-
Matheson, Kimberley A	Director of Strategic & Business Planning	124,319	120,682	2,880	-	758
Mathiason, Sarah J	Programmer Analyst	81,266	72,198	1,834	7,234	-
Mathieu, Ann-Marie	Deputy Library Director	131,073	128,845	2,228	-	-
Matieshin, Dale	Building Operator	70,997	53,915	460	16,623	-
Matieshin, Matthew E	Special Constable I (5th Year)	83,285	79,812	280	3,193	-
Matlock, Keith J	Supervisor VI	96,767	68,193	2,180	26,394	-
Matt, Shirley A	Traffic Management Engineer	103,131	97,621	2,330	-	3,180
Matt, Virginia M	Monitoring Technician	61,854	60,581	1,274	-	-
Matthies, Harold P	Operations Manager	116,552	113,942	2,610	-	-
Matyas, James F	Captain	129,218	110,797	18,372	49	-
Maurice, Dolores A M	Coordinator, Payroll Services	50,438	46,260	-	4,178	-
Maxwell, Sandra L	Staff Sergeant	118,036	117,442	378	216	-
Mayhew, Jonathan (Jon) W	Utility	51,883	40,803	-	11,080	-
Mazer, Nick	Weigh Scale Attendant	50,908	49,183	1,195	530	-
Mazurak, Cara D	Accounting Clerk 12	60,200	58,233	1,442	526	-
McAdam, Brent L	Planner 16	64,912	63,491	1,421	-	-
McAdam, Katelynn L	Constable 3rd Class (3rd Year)	65,276	62,842	146	2,288	-
McAuley, Warren W	Firefighter 1st Class	108,844	94,403	14,441	-	-
McAvoy, Bradley R	Constable 1st Class (5th Year)	92,415	91,742	346	327	-
McAvoy, Rolanda V	Sergeant	104,399	104,051	349	-	-
McBain, Ed	Labourer	63,074	59,746	2,754	574	-
McBride, Cameron G	Sergeant	121,570	105,419	372	15,779	-
McCabe, Bryan K	Manager, Information Technology Services	101,471	99,753	1,719	-	-
McCaig, Scott D	Property Agent	103,677	85,082	1,762	11,752	5,081
McCall, Arthur R	Utility Worker II	62,610	53,428	1,464	7,718	-
McCallen, Sean M	Firefighter 1st Class	110,805	94,421	15,312	1,071	-
McCallum, Donald Glen	Building Inspector	75,235	64,763	1,477	-	8,995
McCallum, Matthew	Water and Sewer Trouble	65,996	53,234	972	11,789	-
McCannell, Andrew J	Engineering Manager	84,368	81,537	2,208	-	622
McCarthy, Wanita D	Sergeant	105,937	104,793	360	784	-
McCorkell, Keith A	Supervisor VI	87,210	65,441	1,705	20,064	-
McCormick, Eron E	Senior Firefighter (20th Year)	121,800	101,561	18,296	1,942	-
McCrea, Todd D	URD Foreman	140,725	94,360	2,927	43,439	-
McDade, Peter A	Constable 3rd Class (3rd Year)	74,841	70,646	160	4,035	-
McDonald, Glen C	Senior Planning Engineer	94,579	92,374	2,205	-	-
McDonald, Randall W	Programmer Analyst	74,551	72,345	1,845	361	-
McDougall, Ryan R H	Resident Building Operator	66,074	63,126	1,537	1,412	-
McEwan, Bradley J	Senior Firefighter (15th Year)	117,413	99,251	17,108	1,054	-
McFadzen, Teresa L	Assistant Collections Supervisor	61,690	60,301	1,389	-	-
McFarland, Erin	Clerk 10	55,549	54,254	1,295	-	-
McFarlane, Jaeda I	Clerk	52,280	49,085	1,253	1,942	-
McFie, Rian J	Systems Analyst	96,184	86,941	2,244	6,999	-
McGillivray, David	Support and Operations Manager	106,868	97,160	2,323	7,385	-
McGillivray, Douglas D	Bylaw Inspector 15	58,163	52,749	1,587	-	3,827
McHarg, Judy L	Staff Sergeant	113,917	113,463	453	-	-
McHarg, Kim D	Building Inspector	80,192	68,593	1,656	145	9,798
McInnes, Marno L	Director, Human Resources	162,426	155,929	897	-	5,600
McIntosh, Sherry L	Zookeeper	62,573	59,480	1,499	1,595	-
McKay, Norma J	Fire Inspector	116,456	99,574	16,332	550	-
McKay, Randy J	Senior Assessment Appraiser	85,060	73,559	1,746	-	9,755
McKay, Richard G	Traffic Signing and Painting	73,689	51,461	1,555	20,672	-
McKee, Colleen S	Communications and Marketing Manager	56,655	56,655	-	-	-
McKee, Dave O	Pest Management Supervisor	76,668	75,017	1,650	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
McKenzie, David S	Staff Sergeant	\$ 115,425	\$ 115,046	\$ 379	\$ -	\$ -
McKenzie, Michelle L	Senior Assessment Appraiser	87,007	75,396	1,856	-	9,755
McKenzie, Rod R	Vehicle and Equipment Manager	118,466	115,833	2,633	-	-
McKerlie, Tracey A	Captain	132,902	113,283	19,424	195	-
McKinna, Dave G	Electrical Engineering Technologist II	86,915	80,974	2,043	3,897	-
McLane, John Paul J	Constable 1st Class (5th Year)	100,434	93,203	371	6,861	-
McLaren, Daniel A	Planner 13	57,863	57,358	505	-	-
McLaughlin, Douglas I	Senior Firefighter (20th Year)	124,076	106,137	17,939	-	-
McLean, Curt (C.J) J	Power Electrician	83,647	73,360	1,639	8,648	-
McLean, Michael F	Constable (10th Year)	94,915	93,685	392	838	-
McLean, Raymond G	Senior Firefighter (10th Year)	115,362	97,683	16,878	801	-
McLeod, Robert B	Firefighter (7th Year)	114,399	96,291	16,329	1,778	-
McLeod, Wendy C	Communication Consultant II	84,454	82,251	2,203	-	-
McMeekin, Andy J	Project Engineer	82,302	76,471	986	-	4,845
McMillan, Grant B	Sergeant	107,098	102,930	386	3,781	-
McNair, Joel D	Senior Firefighter (10th Year)	116,627	98,233	16,875	1,518	-
McNair, Kelly B	Senior Firefighter (10th Year)	116,026	98,179	16,772	1,075	-
McNeil, Douglas M	Sergeant	115,395	102,264	314	12,818	-
McNeil, Melanie A	Constable 2nd Class (4th Year)	80,464	76,490	217	3,757	-
McPhail, Calvin B	Operations Superintendent	82,135	80,348	1,787	-	-
McPhee, Don L	Capital and Operating Projects Manager	113,345	100,677	2,379	5,903	4,386
McRobb, Jane E	Information Services Coordinator	73,671	72,393	1,278	-	-
McRobbie, Norman G	Water and Sewer Labourer	81,685	58,533	1,931	21,221	-
McRorie, Sheryl G	Director of Ticketing and Business Projects	110,451	107,935	2,516	-	-
McShane, Tyson B	Senior Planner 21	83,159	81,221	1,938	-	-
Meadows, Jason M A	Systems Analyst	78,839	77,072	1,767	-	-
Meckelborg, Keith J	Sergeant	106,596	103,294	362	2,940	-
Meddins, Patricia L	Branch Supervisor	68,238	66,792	1,149	297	-
Medernach, Ted	Powerline Technician	123,133	87,910	2,526	32,698	-
Medinski, Gregory P	Supervisor IV	72,100	62,392	1,375	8,333	-
Medrano, Guillermo A	Utility B (Roadways)	73,925	53,160	1,819	18,946	-
Medrano, Gustavo E	Utility Collections Operator	61,375	52,490	1,542	7,343	-
Meek, Robert N	Senior Firefighter (20th Year)	123,617	101,965	17,744	3,908	-
Megaw, William D	Metering Foreman	116,671	79,109	3,184	34,378	-
Meggs, Kerry	Equipment Operator IV	92,321	55,754	1,982	34,585	-
Meginbir, Randy W	Senior Firefighter (20th Year)	119,262	101,955	17,308	-	-
Meier, Dione L	Constable 1st Class (5th Year)	89,116	86,978	325	1,813	-
Meinema, Jeremy T	Finance and Sales Manager	91,679	89,722	1,958	-	-
Melchiorre, Marina M	Infrastructure Engineer	90,075	87,975	2,100	-	-
Mellor, Warren D	Captain	139,142	118,387	20,350	405	-
Melnychuk, Tyler J E	Constable 1st Class (5th Year)	87,746	87,454	293	-	-
Melnyk, Roxane L	Facility Supervisor	89,844	84,062	1,857	-	3,925
Melvin, Adam P	Utility B (Roadways)	72,585	63,223	1,440	7,922	-
Merkosky, Christine M	Building Inspector	78,777	67,864	1,543	72	9,298
Meschishnick, Samuel D	Metering Technologist	50,502	47,105	-	3,397	-
Meszaros, Bernie A	Utility B (Roadways)	64,135	52,663	1,714	9,758	-
Metcalfe, Jarrett J	Utility A (Roadways)	64,296	53,581	1,668	9,047	-
Metheral, Jason P	Building Inspector	62,180	61,580	601	-	-
Metlewsky, Catherine M	Operator	57,796	46,282	-	11,514	-
Meyers, Kristian S	Utility A	76,639	58,068	1,919	16,652	-
Michasiw, Ken W	Captain	134,504	118,004	16,273	228	-
Michel, Andy S	Programmer Analyst	73,498	72,918	579	-	-
Michel, Jenel R	Programmer Analyst	71,547	69,939	1,608	-	-
Michell, Justin J	Constable 1st Class (5th Year)	92,792	89,269	297	3,226	-
Michell, Susan P	Emergency Measures Assistant	55,289	54,244	1,045	-	-

**CITY OF SASKATOON
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For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Mickelson, Jake A	Engineering Technologist 15	\$ 75,690	\$ 60,204	\$ 1,380	\$ 9,116	\$ 4,989
Middleton, John P	Staff Sergeant	69,551	62,356	403	6,792	-
Miklautsch, Cole W	Constable 1st Class (5th Year)	92,246	87,826	316	4,104	-
Miklautsch, Lisa D	Constable 2nd Class (4th Year)	77,174	74,519	283	2,373	-
Mikytyshyn, Maurice J	Superintendent Special Projects	88,259	81,413	2,046	4,385	415
Millard, Barbara L	Corporate Payroll Supervisor	118,094	72,402	1,871	43,822	-
Miller, Abram	Utility C (Roadways)	58,587	52,227	1,258	5,102	-
Miller, Arron S	Information Technology Consultant	101,509	99,203	2,306	-	-
Miller, Elisabeth	Senior Planner 21	87,899	81,318	1,938	-	4,643
Miller, Philip W	Plant Operator	91,466	77,196	1,868	12,402	-
Mills, Trisha L	Engineering Technologist 15	82,927	67,114	1,798	5,276	8,738
Minhas, Rajinder	Programmer Analyst	64,737	63,149	1,448	140	-
Mireau, Claude P	Senior Captain	134,219	115,275	18,944	-	-
Mireault, Daniel L	Environmental Coordinator	64,632	64,245	251	136	-
Miskolczi, Andrew A	Client Services Sales Coordinator	63,095	61,625	1,470	-	-
Mitchell, Candace D	Constable 1st Class (5th Year)	113,204	97,809	334	15,061	-
Mitzel, Brian R	Sergeant	114,021	110,878	447	2,695	-
Miyashita, Stephen N	Senior Firefighter (20th Year)	119,080	100,863	17,297	920	-
Mochoruk, Jack A	Stores Supervisor	58,176	53,041	-	5,135	-
Moellenbeck, Michael M	Accounting Coordinator I	81,979	80,145	1,834	-	-
Mogenson, Robert (Glen)	Electronic Technician	97,230	74,072	2,110	21,048	-
Mohninger, Laura A	Constable 1st Class (5th Year)	96,762	90,872	319	5,570	-
Mohoshin, MD	Planning Engineer	86,032	84,603	1,429	-	-
Molberg, Nicole L	Constable (10th Year)	109,586	96,008	325	13,253	-
Moline, Donna M	Accounting Clerk 12	77,953	68,809	1,575	7,568	-
Mollison, Ian S	Firefighter 1st Class	109,960	94,403	15,314	243	-
Molnar, Peter-Joseph W	Firefighter (7th Year)	111,330	95,308	16,022	-	-
Moncur, Robert S	Corporate Support Services Manager	116,243	113,659	2,583	-	-
Mongovius, Douglas W	Operator	63,051	46,853	-	16,198	-
Mongovius, Pat K	Access Transit Operator	50,754	44,602	-	6,152	-
Monk, Ian R	Buyer	60,561	59,149	1,412	-	-
Montes, Arnold D R	Constable 1st Class (5th Year)	102,338	94,105	352	7,881	-
Montgomery, Julie N	Central Records Trainer	64,599	61,613	1,435	1,551	-
Montgomery, Kevin W	Sergeant	130,994	106,024	444	24,526	-
Monvado, Florinda	HRIS Administrator	63,912	62,529	1,384	-	-
Mooney, Dan C	Stage Lighting Technician	67,599	61,928	1,598	4,072	-
Moore, Bruce S	Trouble/Service Powerline Technician	113,627	94,614	2,229	16,784	-
Moore, Christine C	Credit and Collections Representative	58,065	56,712	1,353	-	-
Moore, Christopher D	Wastewater Inspector	61,163	54,971	393	5,799	-
Moore, Rick A	Wash Bay Attendant	55,552	53,823	772	958	-
Moore-Wright, Jonathan E	Information Management Consultant	101,576	99,208	2,368	-	-
Moorhouse, Bonnie M	CPIC Shift Supervisor	66,737	60,882	1,481	4,373	-
Moorhouse, Glenn C	Mechanic Supervisor	98,887	80,817	2,255	15,815	-
Moorhouse, Miranda F	Electrical Engineering Technologist I	59,545	57,649	738	1,158	-
Moosomin, Christopher L	Utility B (Roadways)	57,722	49,620	1,231	6,871	-
Moran, John	Facility Supervisor (Zoo)	95,280	88,367	2,100	-	4,813
Morgan, Chris L	Utility	53,403	40,466	-	12,937	-
Morgan, Corey K	Programmer Analyst	75,365	72,206	1,835	1,324	-
Morgan, Kerry B	Facility Operator	52,356	47,631	1,208	3,516	-
Morgan, Mark J	Sergeant	108,336	105,576	359	2,401	-
Morin, Judith	Treasury Systems Manager	90,045	87,975	2,069	-	-
Morley, Shelley (Jackie) L	Service Supervisor	71,198	66,999	1,594	2,604	-
Moroch, Joe	Labourer	58,979	48,217	791	9,971	-
Morrison, Dallas F	Operations Superintendent	92,999	82,554	1,787	-	8,658
Morrison, L. Neil	Operator	50,105	46,682	-	3,423	-

**CITY OF SASKATOON
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Morson, Keith	Facilities Superintendent	\$ 94,298	\$ 88,013	\$ 2,043	\$ -	\$ 4,242
Morton, David (Michael)	Constable 3rd Class (3rd Year)	63,993	63,847	146	-	-
Moser, Aaron P	Constable (10th Year)	92,269	91,982	287	-	-
Moser, Moira L	Greenhouse Technician 11	62,610	59,195	1,374	2,041	-
Moshenko, Marc T	Meter Installer I	56,125	54,863	1,262	-	-
Moskal, Ken A	Metering Technologist	109,517	73,658	2,249	33,611	-
Moss, Gregory W	Building and Grounds Labourer	57,062	52,637	1,402	3,023	-
Mostoway, Maureen	Customer Service Supervisor	68,514	62,459	1,542	4,513	-
Mostoway, Patrick J	Supervisor VI	130,694	102,727	2,194	25,773	-
Muchowsky, Kevin M	Water and Sewer Labourer	58,256	50,837	1,143	6,276	-
Mudasia, Joseph A	Constable 1st Class (5th Year)	91,169	86,534	306	4,329	-
Muise, Dennis B	Power Electrician	95,296	79,409	597	15,289	-
Muller, Darryl J	Power Electrician	91,821	79,783	1,950	10,088	-
Muller, Luke B	Associate Director of Development	80,312	80,312	-	-	-
Mundell, Chris R	Systems Analyst	110,451	86,924	2,356	21,170	-
Mundell, Troy E	Programmer Analyst	74,090	72,214	1,724	151	-
Munro, Karla M	Accounting Clerk 12	52,434	51,176	437	822	-
Munro, Russell O	Maintenance Engineer	113,076	107,211	2,100	-	3,766
Murdaugh, Willie T	Sewer Camera Operator	53,754	52,213	1,465	77	-
Murphy, Christopher G	Constable 1st Class (5th Year)	96,037	90,818	319	4,900	-
Murphy, Travis D	Operator	69,647	47,054	-	22,593	-
Murray, Brad W	Land Development Project Manager	101,119	99,128	2,035	-	(43)
Murray, Carl J	Labourer	55,118	48,475	1,447	5,196	-
Murray, Matthew J	Senior Firefighter (20th Year)	120,863	102,170	17,510	1,182	-
Murray, Trent M	Engineering Technologist 15	83,956	66,512	1,697	3,439	12,308
Musty, Gary J	Coliseum Operator	68,953	55,096	1,264	12,593	-
Myall, Alicia N	Marketing Coordinator	67,265	65,685	1,581	-	-
Myers, Ryan A	Utility A (Roadways)	77,927	55,426	1,678	20,823	-
Nachtegaele, Jeffrey G	Constable 1st Class (5th Year)	94,480	89,776	294	4,410	-
Nadon, Anthony J	Staff Sergeant	119,441	113,707	344	5,390	-
Nagy, Janet A	Clerk-Steno 9	53,717	51,807	1,279	631	-
Nagy, Levi W	Water and Sewer Trouble	59,384	51,151	700	7,533	-
Nahachewsky, David M	Battalion Chief	132,204	126,660	5,544	-	-
Nahachewsky, Steven G	Firefighter (7th Year)	112,500	95,813	16,540	147	-
Naqvi, Syed S	Project Engineer	94,940	87,975	2,100	-	4,865
Nase, Derek S	Plumber	75,217	73,209	1,556	452	-
Naseer, Muqsitun	Infrastructure Engineer	83,184	81,676	1,508	-	-
Nash, Katherine E	Constable 1st Class (5th Year)	87,817	87,529	287	-	-
Navarro, Javier	Operator	51,857	45,204	-	6,653	-
Navrot, Heather E	Constable (10th Year)	95,040	94,729	311	-	-
Navrot, Spade B	Staff Sergeant	117,644	115,117	370	2,156	-
Neault, Aaron O	Constable 1st Class (5th Year)	92,363	89,712	283	2,369	-
Nechiporenko, James D	Financial Analyst II	82,691	81,061	1,630	-	-
Nedjelski, Lincoln D	Constable 1st Class (5th Year)	92,371	91,779	265	327	-
Nelson, Dallas W D	Environmental Protection Officer	62,632	61,886	745	-	-
Nelson, Rhett L	Apprentice Mechanic	77,780	66,292	1,700	9,788	-
Nelson, Steven L	Constable 1st Class (5th Year)	101,919	95,605	361	5,954	-
Nelson, Tatum A B	Special Constable I (5th Year)	70,355	70,135	221	-	-
Nemanishen, Michelle J	Special Constable 1 (10th Year)	82,137	77,108	268	4,761	-
Nemeth, Anthony J	Captain	137,178	117,332	19,466	380	-
Nesbitt, Donald (Ben) A	Permit Supervisor	78,713	74,573	1,810	2,329	-
Ness, Chad T	Senior Firefighter (15th Year)	119,710	100,415	17,496	1,800	-
Nett, Terence J	Operator	51,593	47,301	-	4,292	-
Neufeld, Arthur L	GIS Technologist	65,583	64,054	1,529	-	-

**CITY OF SASKATOON
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Neufeld-Churchman, Amber S D	Special Constable 1 (5th Year)	\$ 75,838	\$ 74,865	\$ 244	\$ 729	\$ -
Neufeldt, Kevin D	Operator	52,925	45,603	-	7,323	-
Neuls, Amber R	Programmer Analyst	71,393	69,939	1,454	-	-
Newell, Heather J	Employee Development Coordinator	75,792	74,080	1,712	-	-
Newlove, Blaine A	Building Inspector	81,187	69,417	1,672	1,009	9,088
Newnham, Alysha R	Special Constable 1 (3rd Year)	63,401	63,173	143	85	-
Newnham, Yvonne L	CPIC Operator	66,361	55,628	1,471	9,263	-
Ng, John (Johnathan) G H	Special Constable II (5th Year)	72,958	72,719	239	-	-
Nguyen, Elisa-Ann L	Clerk-Steno 9	52,091	51,868	224	-	-
Nguyen, Minh B	Quality Assurance Technologist	120,494	77,059	3,170	40,264	-
Nguyen, Ryan Khac Nha	Firefighter 1st Class	110,442	94,413	15,421	608	-
Nichols, Kristi B	Clerk 9	59,906	55,297	1,354	3,256	-
Nickel, David M	Firefighter (7th Year)	110,529	94,403	16,065	61	-
Nicolas Flores, Hillary L	Drafting Technologist 15	63,311	59,719	1,402	2,189	-
Nisay, Orlando	Utility Shift Supervisor	55,267	48,881	-	6,386	-
Noble, Jeremy R	Programmer Analyst	72,226	70,618	1,607	-	-
Noesgaard, Kai P	Constable 1st Class (5th Year)	96,219	93,845	332	2,042	-
Nogier, Patrick G	Staff Sergeant	116,326	115,899	426	-	-
Nolan, Chad W	Constable (10th Year)	114,662	100,798	327	13,537	-
Nolan, Kelley K R	Constable 1st Class (5th Year)	99,397	93,057	296	6,044	-
Nordmarken, Michael D T	Programmer Analyst	75,266	72,208	1,829	1,229	-
Nordstrom, Kevin G	Senior Project Management Engineer	83,162	82,922	240	-	-
Norman, William (Bill) A	Police Fleet Supervisor	73,727	72,024	1,703	-	-
Norris, Cindy L	Payroll and Systems Administrator	66,478	61,500	1,419	3,559	-
Northcott, Bradford J	Operator	50,444	46,426	-	4,018	-
Nosper, April A	Operator	50,279	44,638	-	5,640	-
Nowosad, Lisa M	Sergeant	106,490	103,618	308	2,565	-
Nunweiler, Chad A	Assessment Appraiser	65,829	65,312	517	-	-
Nunweiler, Sarah M	Marketing Manager	81,854	81,607	248	-	-
Nyen, Justine M	Traffic Safety Engineer	81,329	76,115	1,655	-	3,559
Nyirfa, Craig A	Sergeant	104,120	102,762	378	980	-
O'Brien, J. Jeffrey	Archivist	73,116	71,411	1,704	-	-
O'Brien, Lori C	Clerk-Steno 11	58,052	56,696	1,355	-	-
Obst, Grant R	Staff Sergeant	123,819	122,786	386	647	-
Ochitwa, Kory M	Sergeant	152,048	108,016	444	43,588	-
Odishaw, Trevor D	Senior Firefighter (20th Year)	121,743	102,136	17,778	1,828	-
Odnokon, Carla R	Neighbourhood Program Consultant	80,329	73,863	1,763	-	4,703
Odorico, Loretta	Facility Supervisor	93,026	88,004	2,100	-	2,922
Oftebro, Keith S	Parks Technician 14	61,316	54,757	1,287	5,272	-
Olafson, Kelly P	Constable (10th Year)	103,736	101,388	319	2,029	-
Olafson, Melanie F	Constable 3rd Class (3rd Year)	69,692	68,873	209	611	-
Oldham, Kelly M	Special Constable I (17th Year)	82,684	78,816	266	3,602	-
Oleksyn, Debbie L	Clerk 8	50,110	48,933	1,177	-	-
Olenchuk, Michael J	Trouble/Service Powerline Technician	79,803	69,797	-	10,006	-
Olenchuk, Spencer M	Apprentice Powerline Technician	86,443	64,755	2,361	19,327	-
Olexyn, Dustin S	Senior Project Management Engineer	61,693	57,216	2,205	-	2,273
Olfert, James D	Engineering Technologist 15	68,139	64,210	1,592	2,337	-
Oliver, James R	Sergeant	117,927	108,136	407	9,384	-
Olson, Johanne L	Clerk 9	53,028	51,792	1,236	-	-
Olson, Lisa A	Director of Human Resources	137,747	134,536	3,211	-	-
Olson, Lisa R	Special Constable 1 (10th Year)	75,949	75,697	252	-	-
Olson, Regan T	Environmental Protection Officer	66,409	63,957	1,569	883	-
Olson, Wendy	Utility Billing Supervisor	80,625	66,895	1,741	11,989	-
Olver, Greg M	Senior Firefighter (15th Year)	119,827	100,067	17,267	2,493	-

**CITY OF SASKATOON
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Olynyk, Clifford D	Operator	\$ 52,068	\$ 44,085	\$ -	\$ 7,982	\$ -
Olynyk, Medoria	Gift Shop Supervisor	58,781	57,501	1,280	-	-
O'Neil, Simone M	Operations Analyst	54,992	54,728	263	-	-
Ong, Jamie C H	Constable 1st Class (5th Year)	91,745	89,591	296	1,858	-
Opheim, Chris A	Utility (Containers)	68,489	51,385	1,632	15,473	-
Opheim, Perry J	Preparator	73,488	70,613	1,560	1,315	-
Opheim, Sharon R	Pool Technician	59,145	52,247	1,365	5,532	-
Orchard, Marjorie J	Human Resource Consultant II	93,927	87,097	2,077	-	4,753
O'Reilly, Deirdre E	Young Adult Services Librarian	58,024	57,073	951	-	-
Orr, Donald T	Powerline Technician	87,324	70,082	1,722	15,521	-
Osachuk, Landon W	Constable 1st Class (5th Year)	81,635	80,398	281	956	-
Ostendorf, Rochelle G	Drafting Technologist 13	56,743	53,448	368	2,927	-
Osterhout, Dru T	Apprentice Powerline Technician	67,184	55,395	1,461	10,327	-
Ostrander, Jim E	Engineering Technologist 15	106,358	68,000	2,142	24,649	11,567
Ostrosky, Laurie C	Mechanical Maintenance Foreman	108,363	82,095	2,715	23,554	-
Ottenbreit, Dale	Captain	140,609	119,775	20,577	257	-
Ottenbreit, Ryan S	GIS Design Analyst	73,116	71,411	1,704	-	-
Ottley, Shelly K	Special Constable 1 (10th Year)	76,945	75,875	253	817	-
Page, Jocelyne H	Parks Technician 12	52,574	51,086	1,181	307	-
Paidel, Darren J	Apprentice Mechanic	63,074	56,856	-	6,218	-
Painchaud, Cindy	Senior Drafting Technologist	84,728	71,687	1,851	7,961	3,228
Paisley, Tayler	Aquatic Technician	52,180	50,176	1,182	97	725
Paliy, Ivan	Operator	61,956	45,984	-	15,972	-
Palmer, Barbara G	Manager, Libraries (Saskatoon West Side)	102,924	101,151	1,774	-	-
Palmer, Leslee	Building Custodian 3	57,898	55,613	1,179	1,107	-
Palyvos, John	Operator	60,107	43,557	-	16,551	-
Pampu, David A	Carpenter	73,667	64,064	1,791	7,811	-
Panamaroff, Edward P	Constable (10th Year)	106,078	100,864	363	4,851	-
Pandey, Sudhir D	Environmental Labs Coordinator	77,459	75,744	1,715	-	-
Pannell, Bernard R	Deputy Police Chief	195,819	191,701	676	3,442	-
Papagianis, Kristy G	Customer Service Representative	61,862	58,307	1,384	2,171	-
Papouches, Anastasia	Constable 1st Class (5th Year)	99,011	87,675	290	11,046	-
Papunen, Gary S	Mechanic (Journeyman)	91,058	76,609	2,006	12,443	-
Paquette, Ryan N	Building Inspector	80,941	68,926	1,646	-	10,369
Paradis, Cindy L	Administrative Assistant I	51,413	50,508	904	-	-
Pare, Joshua F	Constable 3rd Class (3rd Year)	64,408	64,262	146	-	-
Parenteau, Franklin A	Sergeant	105,968	104,424	344	1,200	-
Parenteau, Lynnette M	Sergeant	103,773	103,424	349	-	-
Parish, Curtis G	Powerline Technician	105,789	86,257	2,314	17,218	-
Parisien, Darren M	Sergeant	109,614	103,752	374	5,488	-
Parker Moore, Shannon D	Constable 1st Class (5th Year)	86,925	86,638	287	-	-
Parker, Aaron L	Constable 3rd Class (3rd Year)	64,309	62,304	146	1,859	-
Parker, Frederick W	Utility A	96,072	59,712	1,942	34,418	-
Parker, Mitchell D	Asset Preservation Manager	93,179	89,120	1,077	-	2,981
Parker, Vicki D	Accountant 17	70,738	60,527	1,412	8,800	-
Parkvold, Lauren	Painter	66,945	59,651	1,534	5,759	-
Parnell, Larry	Traffic Signals Technologist II	84,302	74,744	1,841	2,214	5,502
Parranto, Preston P	Constable (10th Year)	107,229	106,527	358	343	-
Parsley, Raymond	Bldg. & Grounds Maint. Carpenter (Journeyman)	77,676	73,571	1,718	2,387	-
Parsons, Shannon E	Accounting Clerk 9	54,823	51,826	1,265	1,731	-
Pascoe, William (Bill) C	Carpenter	70,782	67,960	1,581	1,241	-
Pasiechnik, Kevin K	Mechanic	90,746	75,179	2,217	13,350	-
Pasitney, David	Captain	145,714	123,388	21,351	975	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Patel, Sanjay S	Relief Operator	\$ 71,608	\$ 62,545	\$ 1,451	\$ 7,612	\$ -
Patrick, Ceri	Resident Building Operator CUC	74,096	64,289	1,629	8,178	-
Pattanashetty, Ashish	Design Engineer	80,911	79,256	1,655	-	-
Paul, Chad O	Labourer	56,163	47,082	567	8,514	-
Paull, Brett	Building Custodian 3	51,536	42,408	-	9,128	-
Paulsen, Dan P	Fire Chief, Saskatoon Fire Department	165,034	165,034	-	-	-
Paulsen, Tamara L	Constable 1st Class (5th Year)	89,244	86,982	63	2,199	-
Paulson-Huebert, Sherry Y	Bylaw Inspector 15	77,605	66,513	1,587	-	9,505
Paur, Camela G	Guest Services Coordinator	64,292	62,793	1,499	-	-
Pawluk, Donna M	Special Constable 1 (10th Year)	76,426	75,571	252	604	-
Peace, Brenda J	Information Services Assistant	50,762	49,874	889	-	-
Peacock, Kevin E	Manager, Corporate Information Services	154,390	150,007	4,383	-	-
Peakman, Jason R	Mechanic (Journeyman)	76,256	74,502	1,754	-	-
Pearson, Bruce D	Recreation Site Administrator	78,559	76,427	1,823	309	-
Pearson, Ellen E	Planner 13	59,442	58,670	772	-	-
Peberdy, Tanner B	Powerline Technician	97,616	76,412	1,979	19,225	-
Pedersen, Gary A	Parks Supervisor	70,965	67,513	1,680	1,772	-
Pedersen, Joel N	Sergeant	104,242	103,896	347	-	-
Pela, Roman	Operator	54,226	45,487	-	8,739	-
Pellerin, Blair P	Sergeant	128,864	106,231	411	22,223	-
Penner, Myles J	Engineering Technologist 15	55,715	36,705	372	18,638	-
Penner, Rob L	Utility C (Roadways)	62,661	55,269	1,489	5,903	-
Penny, Richard D	Inspector	154,343	153,832	510	-	-
Penteluke, Kyle R	Assistant Plant Operator	85,337	69,032	1,793	14,512	-
Penteluke, Lyle G	Senior Firefighter (20th Year)	124,599	106,086	17,967	546	-
Penzie, Jody O	Clerk 10	55,553	52,338	1,116	2,099	-
Pepin, Lorraine B	Pool Technician	58,340	52,564	1,356	4,420	-
Peppler, Leonard D	Senior Firefighter (20th Year)	119,647	101,955	17,692	-	-
Perrett, Linda M	Victim Services Supervisor	73,116	71,411	1,704	-	-
Pert, Lyle J	Apprentice Mechanic	79,403	75,418	1,730	2,255	-
Pesenti, Jennifer L	Marketing Coordinator	75,991	74,087	1,904	-	-
Peters, Donavan G	Operator	52,326	47,752	-	4,573	-
Peters, Leonard N	Operator	53,548	46,104	-	7,444	-
Peters, Paul C	Water System Operator	58,677	53,397	1,383	3,897	-
Peters, Stanley W	Utility C (Roadways)	69,639	54,216	1,594	13,828	-
Peters, Wesley J	Constable (10th Year)	99,828	95,459	311	4,058	-
Peterson, Douglas J	Senior Firefighter (20th Year)	124,913	105,211	17,864	1,839	-
Petrie, Patrick M	Constable 1st Class (5th Year)	91,950	89,696	295	1,960	-
Petro, James (Lyle)	Programmer Analyst	79,333	72,127	1,819	5,387	-
Petrovicz, Derek P	Constable 1st Class (5th Year)	89,460	85,084	313	4,063	-
Petrun, Dale J T	Business Systems and Project Supervisor	71,002	63,484	1,667	5,851	-
Petrun, Tanya T	Accounting Clerk 12	70,497	59,888	1,542	9,067	-
Pettigrew, Alexandra (Sandy)	Accounting Clerk 12	62,607	59,206	1,548	1,853	-
Pewapisconias, Brennan A	Power Electrician	85,528	73,868	1,954	9,706	-
Pfeifer, Shannon C	Accounting Clerk 12	53,282	51,271	788	1,224	-
Pfeil, Jason T	Sergeant	105,903	103,794	345	1,764	-
Pfeil, Keith M	Real Estate Manager	113,406	106,597	2,544	-	4,265
Phelps, Brad J	Supervisor VI	91,016	62,533	1,937	26,546	-
Phillips, Jeffrey A	IT Network Administrator	62,231	58,847	1,055	2,329	-
Phillips, Michael D	Utility Collections Operator	59,699	53,078	1,295	5,326	-
Phipps, Barbara A	Utility and Support Services Manager	96,433	94,333	2,100	-	-
Phothimath, Bounmixay (Olay)	Utility B (Roadways)	54,103	48,255	929	4,920	-
Piche, Adrien L	Operator	54,854	47,224	-	7,630	-
Piche, Dawn R	Sr. Fire Dispatcher (10th Year)	109,442	93,046	16,397	-	-
Pidgurski, Ken S	Captain	145,172	122,724	21,236	1,212	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Pidhaychuk, Bradley A	Water and Sewer Labourer	\$ 92,755	\$ 58,637	\$ 2,121	\$ 31,997	\$ -
Pierlot, Evan (Butch) A	Electrician	76,784	67,591	1,644	7,549	-
Pikaluk, Kyle D	Engineering Technologist 15	55,181	36,300	-	18,881	-
Pilka, Paulette	Apprentice Body Repairman	52,192	49,058	-	3,134	-
Pilkey, Laurie M	Assessment Appraiser	82,885	71,411	1,719	-	9,755
Pingue, Hugh M	Sign Maker	87,235	54,260	1,958	31,016	-
Piprell, Aaron J	Sergeant	107,723	106,154	344	1,225	-
Pisio, Joanne M	Special Constable 1 (4th Year)	76,650	65,142	216	11,293	-
Piska, David L	Operator	51,304	47,311	-	3,993	-
Pitzel, Paul H	Sergeant	107,403	104,821	377	2,205	-
Planchot, Mark P	Community Consultant	78,307	71,411	1,704	-	5,191
Plantje, John F	Fire Inspector	123,404	101,172	18,577	3,655	-
Plessl, Walter E	Maintenance Manager	113,349	104,314	2,402	1,290	5,344
Pocha, Kenneth G	Business Systems and Project Supervisor	72,625	65,881	1,726	5,018	-
Pocha, Scott M	Pool Technician	56,538	47,532	1,157	7,848	-
Podiluk, Edward Joseph	Service Supervisor	72,661	70,428	1,516	718	-
Poglod, Jaroslaw (Jarek)	Operator	79,937	49,447	-	30,490	-
Pohler, Adam S	Powerline Technician	93,632	89,493	1,682	2,456	-
Poilievre, Constant P	Senior Firefighter (10th Year)	115,896	98,179	16,853	864	-
Poitras, Justin N	Power Electrician Foreman	107,706	85,421	2,384	19,901	-
Pollard, Mitchell E	Service Supervisor	69,240	67,320	1,541	379	-
Polsfut, Travis L	Labourer	58,772	49,851	1,557	7,363	-
Pongracz, Dean J	Powerline Technician	115,792	80,993	461	34,338	-
Poochay, Curtis A	Aboriginal Resource Officer	59,922	58,591	1,331	-	-
Poochay, Twana M	Accounting Clerk 12	62,111	56,227	1,392	4,491	-
Porter, Patrick R	Senior Firefighter (20th Year)	121,855	101,955	17,437	2,463	-
Porter, Scott E	Plumber	82,856	74,462	1,929	6,464	-
Posteraro, Frank	Facility Operator	54,263	48,618	975	4,670	-
Postnikoff, Kim J	Supervisor VI	69,213	59,523	1,398	8,293	-
Potter, Matthew D	Mechanic (Journeyman)	94,840	75,434	2,158	17,248	-
Pouliot, Leslie L	Firefighter (7th Year)	113,470	96,291	16,539	641	-
Pouliot, Luc A	Plumber	77,121	74,838	1,655	628	-
Powiada, Michael A	Sergeant	111,798	110,952	355	490	-
Pozniak, Charlene J	Special Constable 1 (17th Year)	88,221	76,648	275	11,298	-
Pozniak, Gregory L	Constable 1st Class (5th Year)	100,788	89,177	300	11,312	-
Pratt, Stephanie A	Pay and Benefits Coordinator	65,099	63,989	1,109	-	-
Prefontaine, Daniel J	Lieutenant	133,547	114,167	19,380	-	-
Prefontaine, Gerald E	Drainage Inspector	70,605	68,959	1,646	-	-
Prima, Blaire O	Senior Planner 21	70,605	69,796	596	213	-
Primeau, Heather J	Constable 1st Class (5th Year)	99,597	96,000	309	3,287	-
Prince-LeBlanc, Lorraine (Lori) C	Fire Inspector V	107,234	90,471	16,645	118	-
Pringle, Darren R	Sergeant	118,307	109,982	435	7,890	-
Pringle, Dean G	Sergeant	104,855	104,511	344	-	-
Prior, Jennifer L	Special Constable 1 (5th Year)	76,052	73,836	272	1,944	-
Probe, Jeremy J	Recreation Technician 8	51,231	49,686	1,191	354	-
Procyshyn, Giles J	Operator	79,056	49,322	-	29,734	-
Prosofsky, Tyler J	Constable 1st Class (5th Year)	75,438	73,358	283	1,797	-
Protz, Jayson M	Firefighter 1st Class	109,454	94,475	14,484	495	-
Protz, Lenny P	Senior Firefighter (20th Year)	126,422	105,137	18,800	2,484	-
Prychak, Micheal T	Senior Firefighter (20th Year)	119,914	101,955	17,302	657	-
Prystupa, Bernie F	Engineering Technologist 17	81,240	71,036	1,626	2,643	5,935
Prytula, Brian	Mechanic (Journeyman)	75,184	72,885	-	2,299	-
Prytula, Jeff T	Facilities Technician	65,973	59,530	1,501	4,942	-
Ptolemy, Donna M	Clerk-Steno 9	53,033	51,797	1,236	-	-
Pura, Astrid L	Sergeant	69,150	66,036	413	2,701	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Pura, Steven E	Constable 1st Class (5th Year)	\$ 87,769	\$ 86,642	\$ 311	\$ 817	\$ -
Purdy, Eric S	Operations Engineer	66,771	63,242	-	-	3,529
Purich, Carol L	Executive Support, Mayor's Office	89,122	87,044	2,077	-	-
Puryk, Murray S	Electrical Engineering Technologist I	64,067	61,453	418	2,196	-
Quail, Eric W	Roadways Manager	111,528	103,636	2,227	890	4,775
Quale, Rosanne M	Laboratory Technologist	65,768	64,964	803	-	-
Quan, Edward	Powerline Foreman	77,378	63,562	3,194	10,621	-
Quayle, Sharon R	Clerk 11	58,347	56,696	1,353	297	-
Quigley, Clarence Ian (Nicholas)	Fire Dispatcher 4th Class	75,934	69,920	5,494	520	-
Quintal, Joshua R	Project Engineer	78,174	76,471	1,703	-	-
Quintana, Enrique R	Building and Grounds Labourer	56,766	48,566	588	7,612	-
Quon, Teresa M	Manager, Business Administration	123,539	120,660	2,880	-	-
Rachul, Arthur L	Supervisor VI	76,370	61,543	1,953	12,873	-
Racicot, Devon W	Sergeant	107,033	104,483	369	2,181	-
Radke, Amy E	Special Constable 1 (10th Year)	75,146	74,542	249	355	-
Radke, Heather E	Coliseum Operator	65,009	58,019	1,395	5,596	-
Raeber, Rochelle M M	Manager, Libraries (Saskatoon East Side)	101,072	99,357	1,715	-	-
Rahman, Mofizur	Operator	57,718	48,150	-	9,567	-
Rains, Bryon G	Labourer	51,873	48,280	1,199	2,394	-
Rainville, Derek A.G.	Constable (10th Year)	100,279	99,021	309	948	-
Rainville, Kelly R	Constable (10th Year)	92,178	87,767	287	4,125	-
Rajakumar, Bibian D	Project Engineer	84,167	82,417	1,750	-	-
Ralston, Michael J	Captain	135,120	114,648	19,401	1,071	-
Ramage, Jay O	Mechanic (Journeyman)	89,838	77,155	1,925	10,759	-
Ramage, Mark E	Captain	137,112	117,635	19,402	76	-
Ramler, Jordan M	Design Assistant 15	68,104	66,506	1,528	70	-
Ramos, Venerando (Randy) C	Engineering Technologist 15	89,518	64,961	1,999	14,841	7,718
Ramsay, Dylan J	Engineering Technologist 15	50,045	37,663	512	11,870	-
Randall, Tracy D	Sales Manager	69,344	64,562	422	-	4,361
Rans, Victoria L	Special Constable 1 (4th Year)	65,466	64,660	193	613	-
Rapko, Rita J	Operator	52,437	46,079	-	6,358	-
Rathgeber, Kevin B	Systems Analyst	88,128	86,082	2,046	-	-
Rathwell, Patrick W	Sergeant	113,914	107,461	344	6,109	-
Rau, Dawn N	Customer Service Representative	58,035	56,712	1,323	-	-
Rau, Jennifer M	Accounting Coordinator II	79,331	77,626	1,704	-	-
Rauckman, Linda A	Manager, Materials Management	123,497	120,660	2,837	-	-
Rauckman, Meghan D	Records Management Technician	56,765	50,718	1,227	4,820	-
Rawlyk, Donna M	Executive Secretary	71,685	70,014	1,671	-	-
Rea, Doug	Captain	142,602	122,355	20,247	-	-
Reddekopp, Clifford F	Supervisor VI	118,619	86,638	2,436	29,545	-
Reddekopp, Collin J	Constable 1st Class (5th Year)	92,137	91,697	339	102	-
Reddekopp, Gary D	Mechanical Maintenance Foreman	96,279	81,903	2,258	12,119	-
Reddick, Belinda A	Special Constable 1 (3rd Year)	60,058	59,927	131	-	-
Redekop, Shelley J	Special Constable 1 (5th Year)	73,414	73,083	332	-	-
Redekopp, Christopher J	Fire Service Instructor	114,177	104,084	9,914	179	-
Redekopp, Regan J	Senior Firefighter (10th Year)	115,753	98,495	17,258	-	-
Redl, Rodney J	Supervisor VI	121,011	97,371	2,045	21,595	-
Rees, Gerald	Parks Superintendent	96,967	88,034	2,100	-	6,833
Reese, Wes L	Facility Operations Supervisor	91,379	65,666	1,846	15,749	8,119
Regan, Cindy M	Equipment Operator IV	74,506	50,865	1,484	22,157	-
Regan, Susan M	Operator	54,480	47,866	-	6,615	-
Regier, David W	Meter Installer II	83,349	55,870	2,156	25,324	-
Regier, Matthew D	Environmental Management System Coord.	73,125	71,420	1,704	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Regnier, Vince	Resident Building Operator	\$ 90,844	\$ 65,733	\$ 1,715	\$ 23,396	\$ -
Reichel, Cheryl D	Utility B (Roadways)	59,143	54,562	1,532	3,049	-
Reid, Brent	Facility Operator	50,789	46,606	1,010	3,174	-
Reid, Gordon P	Greenskeeper	79,668	69,230	1,786	8,653	-
Reid, Norrie J	Special Constable 1 (4th Year)	66,889	66,688	201	-	-
Reid, Timothy M	Captain	80,114	61,049	19,044	21	-
Reinhart, Ashlin J	Senior Firefighter (10th Year)	114,426	97,815	16,611	-	-
Reinhart, Lowell B	Infrastructure Analyst	78,209	76,449	1,759	-	-
Reisinger, Walter M	Captain	138,497	118,004	20,190	304	-
Rempel, B. Kim	Engineering Technician	59,589	57,288	1,445	857	-
Rempel, Loretta G	Clerk-Steno 9	50,232	49,211	1,020	-	-
Rempel, Michael J	Utility A (Roadways)	79,534	56,484	1,964	21,086	-
Renfer, David D	Contract Administrator	70,855	66,773	1,582	2,500	-
Repesse, James B	Sergeant	106,304	105,957	346	-	-
Repesse, Tonya M	Sergeant	106,979	104,112	-	2,867	-
Reschny, Colton	Firefighter (7th Year)	115,057	96,293	16,501	2,262	-
Reschny, Mike J	Sr. Fire Dispatcher (15th Year)	114,348	97,235	17,113	-	-
Rewuski, Lindsey E S	Communication Assistant	59,211	54,322	1,344	3,545	-
Rey, Arlene M	Accounting Clerk 12	60,560	59,148	1,412	-	-
Reynolds, Aaron	Engineering Technologist 15	90,917	60,242	1,562	22,103	7,011
Reynolds, Judy A	Bylaw Inspector 15	76,974	66,506	1,587	-	8,881
Reynolds, Robert J	Captain	139,218	118,429	20,536	253	-
Rhodes, Christopher C	Constable 1st Class (5th Year)	99,616	89,382	357	9,877	-
Richard, Trevor J	Water System Operator	59,005	56,555	1,360	1,089	-
Richards, Christopher J	Project Engineer	61,622	58,889	2,075	-	658
Richards, Jami L	Constable 1st Class (5th Year)	95,270	87,207	272	7,792	-
Richards, Kathy	Special Constable 1 (10th Year)	89,168	75,334	263	13,572	-
Richards, Steven M	Constable 1st Class (5th Year)	99,134	94,098	298	4,737	-
Richelhof, Dylan L	Assistant Plant Operator	86,597	71,557	1,687	13,353	-
Richter, Howard	Instrument Technician	88,998	80,786	2,059	6,152	-
Richter, Jo-Anne M	Business Licence & Bylaw Compliance Manager	93,323	91,203	2,121	-	-
Rieger, Andrea A	Accounting Clerk 12	60,571	59,149	1,422	-	-
Rieger, Jared P	Constable 1st Class (5th Year)	87,032	83,658	287	3,087	-
Riemer, Timothy	Biosolids Foreman	100,432	72,392	2,567	25,472	-
Riley, William (Bill) T	Captain	143,979	122,750	21,018	210	-
Rings, Justin J	Maintenance Technician	98,344	84,149	14,195	-	-
Rink, Darcy L	Powerline Technician	79,019	61,065	-	17,954	-
Rioux, Rhonda M	Clerk-Steno 11	58,817	57,456	1,361	-	-
Ripley, Caleb R L	Project Engineer	62,961	59,231	675	1,171	1,884
Ritchie, Tim G	Assessment Valuation Operations Manager	124,177	120,660	2,880	-	638
Ritz, Kevin S	Captain	138,173	118,004	20,169	-	-
Ritza, Andrew C	Constable 1st Class (5th Year)	99,288	95,106	383	3,798	-
Roach, Donald C	Registrar	68,093	66,506	1,587	-	-
Robert, Shannon L	Senior Firefighter (20th Year)	119,509	101,955	17,554	-	-
Roberts, Andrew M	Facility Supervisor (Golf Courses)	94,760	85,878	1,946	-	6,935
Robertson, Jeffrey S	Communications Technologist	56,423	53,279	-	3,143	-
Robertson, Kevin R	Building Inspector	70,918	69,272	1,646	-	-
Robertson, Raymond G	Constable 1st Class (5th Year)	109,168	92,674	323	16,171	-
Robertson, Sheila A	Communication Coordinator	71,734	67,994	1,634	2,106	-
Robertson, Stacey T	Senior Firefighter (10th Year)	115,177	98,179	16,809	190	-
Robinson, Jamie W	Access Transit Manager	73,539	67,879	2,214	-	3,447
Robinson, Perry S	Zookeeper	61,220	59,415	1,423	382	-
Roblin, Mark C	Senior Firefighter (10th Year)	115,339	98,179	16,696	464	-
Robson, Kimberley E A	Constable 1st Class (5th Year)	85,601	85,339	262	-	-
Rock, Jason S	Operator	51,394	45,574	-	5,820	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Rode, Thomas J	Apprentice Power Electrician	\$ 52,526	\$ 47,876	\$ 1,107	\$ 3,544	\$ -
Rodger, Wayne P	Fire Marshal (2nd Year)	139,825	119,567	20,258	-	-
Rodgers, Roy J	Constable (17th Year)	124,399	110,804	208	13,386	-
Rodomsky, Brian J W	Utility B (Roadways)	57,673	54,960	1,179	1,535	-
Rodriguez, Leonel H	Operator	63,889	45,304	-	18,585	-
Roesch, Marla J	Special Constable 1 (2nd Year)	56,927	55,101	-	1,825	-
Roesler, Steve P	Senior Firefighter (20th Year)	120,579	101,955	17,464	1,160	-
Roesler, Tyler S	Firefighter (7th Year)	113,385	96,361	16,350	674	-
Rogstad, R. Mark	Director of Media Relations	93,012	86,533	1,579	-	4,900
Rohachuk, Lois	Small Systems Supervisor	70,651	69,006	1,646	-	-
Rolleston, Betty A	Operations Superintendent	99,045	90,114	1,872	-	7,060
Rollheiser, Leanne C	SIMS Supervisor	63,078	61,608	1,470	-	-
Rolph, Owen J	Senior Firefighter (10th Year)	115,120	98,179	16,941	-	-
Romaniuk, Chad T	Firefighter 2nd Class	85,612	77,587	7,846	178	-
Romanow, Wendy L	Payroll Coordinator	66,873	61,781	1,479	3,613	-
Romero-Pineiro, Cesar (Alejandro)	Community Consultant	76,889	70,011	1,533	-	5,345
Rorick, Jason A	Constable 1st Class (5th Year)	83,829	79,974	302	3,553	-
Ross, Richard T	Utility C (Roadways)	75,028	55,132	1,748	18,148	-
Rossmann, Barry H	Solicitor III	153,587	150,007	3,580	-	-
Roth, Daniel J	Firefighter 1st Class	109,888	94,405	14,613	869	-
Roth, Mark E	Senior Firefighter (10th Year)	112,101	95,795	16,307	-	-
Rothenburger, Richard N	Resident Building Operator	81,598	63,089	2,000	16,510	-
Rowland, Barry D	Mechanic (Journeyman)	59,884	50,107	-	9,777	-
Royal, Ryan K	Utility Collections Operator	58,756	52,159	895	5,703	-
Rudd, Kimberly L	Interior Design Consultant	71,553	62,476	1,466	2,028	5,584
Ruddick, Kerry D	Sergeant	111,903	111,559	344	-	-
Ruddick, Sherry L	Director of Central Records & Asset Management	129,630	120,660	2,880	6,091	-
Rumak, Lonnie G	Electrician	60,998	56,332	1,620	3,046	-
Rumpel, Dave W	Deputy Fire Chief	150,457	147,096	3,361	-	-
Rupchan, Velda C	Clerk-Steno 8	52,882	51,587	1,295	-	-
Rurak, Brad G	Plumbing Inspector	97,455	72,991	1,910	8,739	13,815
Rus, Elisabeta (Vica)	Accounting Coordinator II	89,309	87,975	1,334	-	-
Rusnell, Roland C	Supervisor VI	71,632	62,285	1,501	1,604	6,242
Russell, Christopher M	Firefighter (7th Year)	112,580	96,291	16,289	-	-
Russell, Genevieve E	Senior Planner II	88,542	86,527	2,015	-	-
Rutar, Candace M	Adult/YA Librarian	61,344	60,271	1,073	-	-
Ryan, Jennifer S	Branch Supervisor	63,179	63,024	155	-	-
Ryan, Michael	Body Repairman (Journeyman)	60,156	54,542	-	5,614	-
Rybchinski, Gordon N	Arborist	55,713	52,190	1,301	2,222	-
Rysavy, Scott D	Time Clerk	51,233	45,899	-	5,334	-
Saccucci, Keith A	Design Assistant 15	70,241	68,654	1,587	-	-
Sach, Richard W	Constable 1st Class (5th Year)	85,895	85,608	287	-	-
Sackmann, Debby R	Committee Assistant	59,187	57,783	1,404	-	-
Sackmann, Murray W	Recreation Site Administrator	78,142	76,321	1,821	-	-
Sader, Darrell B	Trouble/Service Powerline Technician	129,736	100,936	2,577	26,222	-
Sadownick, Nathan T	Constable 1st Class (5th Year)	94,727	90,240	362	4,125	-
Sadowski, Michael J	Project Engineer	81,987	78,458	1,752	-	1,778
Salahub, Emery D P	Senior Firefighter (10th Year)	114,398	96,816	16,548	1,034	-
Salahub, Morris	Utility A (Roadways)	89,914	67,506	1,893	20,515	-
Salisbury, Lorriene D	Circulation Services Coordinator	65,857	64,723	1,134	-	-
Salmon, Kevin J	Senior Firefighter (20th Year)	126,761	105,395	18,071	3,295	-
Salt, Lorraine G	Technical Services Coordinator	69,450	68,204	1,246	-	-
Salvador, Ramon R	Electronic Communications Technician	82,621	70,713	1,952	9,956	-
Salzl, Keith A	Sergeant	105,659	103,403	344	1,911	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Sampson, Derek K	Programmer Analyst	\$ 74,644	\$ 72,139	\$ 1,763	\$ 743	\$ -
Sampson, Robert S	Sergeant	107,226	104,661	311	2,254	-
Sampson, Terry N	Utility A	61,871	52,006	1,356	8,508	-
Samson, Randy N J	Mechanic	86,723	75,432	2,183	9,108	-
Sanders, Donald W	Constable (10th Year)	88,148	87,151	291	706	-
Sanderson, Alfred	Utility C (Roadways)	66,816	50,471	1,535	14,810	-
Sanderson, Jeffrey A	Senior Firefighter (15th Year)	116,173	99,251	16,880	42	-
Sankovic, Sinisa	Operator	65,298	45,532	-	19,766	-
Santoro, Dominic	Parks Supervisor	70,715	68,896	1,617	201	-
Santos-Vargas, Felicitas (Fay) A	Clerical Supervisor 13	63,072	61,602	1,470	-	-
Sargent, Jonathan E	Machine Operator	71,447	58,502	2,028	10,918	-
Saric, Gavriilo	Senior Project Management Engineer	112,029	96,732	2,355	5,818	7,124
Sarich, Aaron J K	Water System Operator	61,495	51,126	1,268	9,102	-
Sarmiento, Marc Le-Vir V	Building Operator - TCU	66,942	52,644	212	14,085	-
Sasakamoose Kuffner, Becky A	Race Relations Coordinator	80,724	74,163	1,763	-	4,798
Sasbrink-Harkema, Sietse (Allen)	Residuals Handling Facility Foreman	52,973	51,811	1,161	-	-
Sasse, Barbara J	Secretary IV	64,292	62,793	1,499	-	-
Sauer, Jeff P	Coliseum Operator	68,622	60,638	1,397	6,587	-
Saunders, Jason E	Constable 1st Class (5th Year)	92,257	86,476	330	5,452	-
Saunders, Steven B	Powerline Foreman	127,017	92,992	2,567	31,458	-
Savino, Franco	Captain	138,962	122,724	15,131	1,107	-
Savino, Jesse	Parking Meter Technician	55,704	44,786	1,252	9,665	-
Sawatsky, Daniel D	Service	53,702	45,229	-	8,473	-
Sawchuk, Gregory R	Firefighter (7th Year)	112,785	96,291	16,494	-	-
Sawyshyn, Robert W	Senior Arborist	63,063	58,529	1,388	3,147	-
Sayer, Gregory E	Captain	146,328	124,299	21,381	648	-
Scanlan, Michael S	Constable 1st Class (5th Year)	113,039	92,902	332	19,806	-
Schaan, Janice R	CPIC Operator	61,223	57,072	1,335	2,816	-
Schaefer, Clayton V	Constable (10th Year)	102,808	94,712	331	7,765	-
Schafer, Chelsie E	Open Space Consultant	59,611	58,800	811	-	-
Schafer, Karl J	Senior Firefighter (10th Year)	115,753	98,179	16,942	633	-
Schafer, Michael J	Welder (Journeyman)	73,134	65,282	1,790	6,062	-
Schafer, Terry R	Water System Operator	58,849	56,526	1,335	988	-
Schatkoske, Kevin K	Supervisor VI	111,169	65,815	2,547	42,807	-
Schatz, Dani	Schedules Planner I	50,500	48,228	-	2,272	-
Scheibe, Paul D	Utility A	63,574	52,830	1,376	9,368	-
Scheirich, Jason T	Operator	56,615	46,976	-	9,639	-
Schellenberg, Brent M	Senior Firefighter (10th Year)	116,254	98,179	16,895	1,181	-
Schenn, Jeffrey J	Senior Firefighter (20th Year)	119,930	102,266	17,664	-	-
Schick, Wayne D	Mechanic (Journeyman)	80,185	66,875	-	13,310	-
Schindel, Jordan W	Firefighter 1st Class	99,782	87,274	11,796	712	-
Schlamp, Kristin M	Administrative Coordinator	51,444	50,313	1,131	-	-
Schlosser, Charlene S	Secretary III	55,495	54,151	1,344	-	-
Schlosser, Jason J	Mechanic (Journeyman)	79,327	73,070	950	5,307	-
Schlosser, Michele D	Special Constable 1 (10th Year)	76,512	76,260	252	-	-
Schmidt, Adam C	Constable 1st Class (5th Year)	87,506	85,335	259	1,911	-
Schmidt, Darren	Powerline Foreman	164,652	100,788	3,647	60,217	-
Schmidt, Daryl G	Land Development Manager	111,163	108,511	2,652	-	-
Schmidt, Dave G	Mechanic (Journeyman)	83,520	75,368	1,967	6,186	-
Schmidt, Gwen M	Outreach Services Coordinator	66,986	65,807	1,179	-	-
Schmidt, Lyndon J	Firefighter 2nd Class	85,635	77,543	7,873	219	-
Schmidt, Patrick M	Project Engineer	85,455	80,602	377	-	4,476
Schmidt, Tal D	Firefighter 1st Class	109,308	94,413	14,530	365	-
Schmidt, Trent P J	Water and Sewer Manager	115,507	109,857	2,625	-	3,025
Schmidt, Wade F	Senior Firefighter (20th Year)	122,330	102,023	17,548	2,759	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Schneider, Debra J	Clerk-Steno 10	\$ 55,539	\$ 54,244	\$ 1,295	\$ -	\$ -
Schnitzler, Patrick R	Captain	132,720	113,283	19,437	-	-
Schock, Kevin	Utility B (Roadways)	83,744	54,429	1,889	27,426	-
Schoffer, Jeff	Programmer Analyst	78,649	71,968	1,716	-	4,965
Schoffer, Tyler J	Water System Operator	54,937	51,694	1,200	2,043	-
Schreiner, Melissa D	Clerk-Steno 9	53,064	51,822	1,242	-	-
Schriemer, Joceline S	Sergeant	103,349	103,005	344	-	-
Schroeder, Karl F	Engineering Technologist 15	75,820	63,048	1,620	11,152	-
Schroeder, Timothy S	Auto Mechanic 15	68,761	64,616	1,599	2,546	-
Schulte, Rhonda L	Sergeant	108,485	104,704	351	3,430	-
Schultenkamper, Colleen	Accounts Payable Coordinator	77,031	75,319	1,712	-	-
Schultenkamper, David E	Maintenanceperson	63,073	61,602	1,471	-	-
Schultes, Leesa	Laboratory Technologist	58,820	56,688	270	1,862	-
Schultz, Christine C M	Accounting Coordinator I	67,585	67,486	99	-	-
Schultz, Lawrence W	Engineering Manager	127,795	120,676	2,880	-	4,239
Schulz, Christopher J	Senior Planner II	79,674	77,946	1,728	-	-
Schutz, Dynette K	Police Payroll Supervisor	73,996	66,565	1,595	5,835	-
Schwalm, Greg A	POSSE Workflow Coordinator	71,777	70,061	1,715	-	-
Schwark, Jessie J	Firefighter 1st Class	100,029	87,274	11,661	1,095	-
Schwartz, Kevin D	Constable 1st Class (5th Year)	86,549	85,691	287	572	-
Schwartz, Michael A	Power Electrician	79,068	69,533	1,748	7,786	-
Schwartz, Scott G	Programmer Analyst	67,567	65,181	1,492	894	-
Scott, Kalene L	Constable 4th Class (2nd Year)	57,356	56,822	-	534	-
Scott, Kevin D	Sign Maker	101,421	53,158	2,138	46,124	-
Scott, Raymond F	Probationary Firefighter	66,044	50,541	15,408	96	-
Scott, Russell W E	Fire Inspector	118,729	101,853	16,876	-	-
Sears, Evan G	Engineering Technologist 15	57,388	43,332	231	13,825	-
Sedelnick, Jonathan T	Firefighter 1st Class	100,526	87,274	11,774	1,478	-
Sedgewick, Christopher W	Constable 1st Class (5th Year)	92,662	87,090	328	5,243	-
Sedgewick, Daniel J	Constable 1st Class (5th Year)	94,847	86,466	264	8,116	-
Seed, Catherine L	Information Management Consultant	101,571	99,203	2,368	-	-
Seidel, Chad M	Constable 1st Class (5th Year)	88,165	85,912	293	1,960	-
Seidel, Donna G	Clerk 8	50,527	49,339	1,188	-	-
Sekulich, Dwayne	Golf Course Equipment Service Technician	57,955	57,690	266	-	-
Semkiw, Jeffrey R	Mechanic (Journeyman)	90,018	75,669	2,086	12,263	-
Sendecki, Nikki D	Engineering Technologist 15	76,933	66,731	1,618	-	8,584
Senger, Crystal G	Constable 1st Class (5th Year)	90,033	86,923	292	2,818	-
Senger, Macaully C	Constable Prob Yr (2nd 6 Months)	53,769	52,005	-	1,764	-
Senger, Stephanie P	Clerk-Steno 7	52,209	51,360	850	-	-
Senick, Craig G	Facilities Superintendent	91,844	85,012	1,927	-	4,904
Sethi, Sanjeev	Programmer Analyst	73,943	72,114	1,754	76	-
Severson, Lesley S	Electrician	76,886	64,607	1,677	10,602	-
Sevold, Patrick J	Traffic Signal Technician	80,134	66,419	1,938	11,777	-
Sexauer, Jill A	Special Constable 1 (5th Year)	78,010	74,664	257	3,089	-
Sexsmith, Daryl R	Housing Analyst	81,423	79,549	1,874	-	-
Sexsmith, W. Calvin	Manager, Future Growth Engineering	156,496	150,007	3,580	-	2,909
Seymour, David V	Senior Captain	137,225	117,290	19,469	465	-
Shabaga, David S	Building Operator	67,618	57,249	1,569	8,800	-
Shalovelo, Brian W	Inspector	156,487	153,191	512	2,784	-
Shang, Keqiang	Building Code Engineer	90,075	87,975	2,100	-	-
Sharma, Prem	Assistant Plant Operator	71,124	63,906	1,472	5,746	-
Sharp, P. Jemmie	Constable 1st Class (5th Year)	95,367	87,558	295	7,514	-
Sharpe, Robert S	Landfill Attendant	57,924	48,020	758	9,147	-
Shauf, A. Christopher R	Director of Marketing	53,877	53,877	-	-	-
Shepherd, Chelsea D	Sergeant	106,015	105,648	367	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Shepherd, Tracy J	Constable (10th Year)	\$ 99,346	\$ 97,355	\$ 315	\$ 1,676	\$ -
Shepherdson, Donald	Supervisor VI	93,753	66,775	2,138	24,839	-
Sheppard, Gaye G	Clerk-Steno 9	53,459	52,223	1,236	-	-
Sherin, Steven	Senior Firefighter (10th Year)	114,983	98,189	16,795	-	-
Sherwin, Keith R	Building Operator	66,705	59,524	1,620	5,561	-
Shewchuk, Kevin E	Information Management Consultant	101,571	99,203	2,368	-	-
Shiels, Wayne A	Supervisor VI	115,681	73,934	2,205	39,542	-
Shier, Lisa B	Clerk 6	57,724	56,807	917	-	-
Shirran, Richard A	Constable 1st Class (5th Year)	99,948	92,027	326	7,596	-
Shivak, Marcel J	Labourer	81,079	74,970	1,376	4,734	-
Shoffner, Adam D	Constable 1st Class (5th Year)	85,416	81,746	276	3,394	-
Shore, Catherine J	Fitness Specialist	53,328	52,750	578	-	-
Short, Alexander I	Mechanic (Journeyman)	108,931	64,242	-	44,689	-
Shrigley, Cory A	Access Transit Supervisor	58,973	58,417	-	556	-
Shukin, Darcy D	Staff Sergeant	119,367	114,924	401	4,043	-
Shumay, Darrin S	Information Management Consultant	101,557	99,203	2,354	-	-
Shupe, Levi E	Instrument Technician	78,358	73,068	1,663	3,628	-
Shutiak, Bradley J	Motor Mechanic (10th Year)	107,645	92,121	15,524	-	-
Shutiak, Raymond	Resident Building Operator	72,625	58,292	1,690	12,643	-
Shuttleworth, Robert N	Special Constable 1 (4th Year)	66,969	64,891	225	1,853	-
Shwydiuk, Ryan M	Constable 1st Class (5th Year)	94,713	86,928	313	7,473	-
Shyluk, Sandra M	Assessment Manager	88,360	81,434	1,866	-	5,059
Sibley, Jeremy A	Property Coordinator	59,774	54,921	879	-	3,975
Sick, Jason G	Bylaw Inspector 16	66,103	64,659	1,443	-	-
Sidhu, Gurpreet S	Operator	51,906	44,204	-	7,702	-
Sidhu, Simranjeet S	Operator	50,673	44,727	-	5,946	-
Siebert, Luke D	Constable 1st Class (5th Year)	81,402	77,791	230	3,381	-
Siegel, Janelle D	Building Inspector	77,433	67,864	1,547	-	8,022
Sielski, Richard S	Utility Operator	84,640	72,107	1,814	10,718	-
Siemens, Bruce M	Captain	132,917	113,283	19,390	243	-
Siemens, Frederick L	Sergeant	100,188	99,872	316	-	-
Siemens, Russell J	Utility Collections Operator	76,709	58,607	1,716	16,386	-
Siermacheski, Jaret L	Design Engineer	74,555	72,979	1,576	-	-
Siermacheski, Yvonne A	Fine Arts Film Specialist	56,136	55,154	981	-	-
Siermachesky, Scott D	IT Support Technician	52,973	50,571	876	1,527	-
Sies, Carol C	Clerk-Steno 10	56,955	54,289	1,301	1,365	-
Silbernagel, Bradley J	Utility A (Roadways)	68,272	58,366	1,597	8,310	-
Silzer, Bryan R	Senior Firefighter (20th Year)	121,005	101,989	17,265	1,752	-
Simmons, Wendy G	Systems Analyst	88,822	86,082	2,063	677	-
Simpson, Kevin S	Programmer Analyst	64,039	62,598	1,441	-	-
Simpson, Regan	Senior Firefighter (10th Year)	115,880	98,179	16,931	770	-
Simpson, Thomas G	Service Supervisor	71,151	67,366	1,571	2,213	-
Sinclair, Douglas A	Operator	54,035	52,148	-	1,887	-
Sinclair, Karen O	Interior Design Consultant	72,015	60,455	700	5,333	5,528
Sinclair, Nichole L	Special Constable 1 (5th Year)	72,275	71,797	233	245	-
Singer, Glenn K	Operator	52,184	40,303	-	11,882	-
Singh, Anjali N	Traffic Operations Technologist	55,539	54,244	1,295	-	-
Siraj, Imran	Constable 1st Class (5th Year)	81,507	80,316	293	898	-
Sirdar, M. Hashim	Operator	56,167	43,651	-	12,516	-
Sirois, Rick	Resident Building Operator	77,776	65,234	1,786	10,757	-
Sirota, Luanne D	Policy Manager	92,543	87,976	2,100	-	2,467
Sivanesan, Haema	Associate Curator	67,471	67,471	-	-	-
Skene, Alan B	Engineering Technologist 17	82,709	71,494	1,757	3,473	5,986
Skinnider, Patrick J	Constable 1st Class (5th Year)	94,709	94,190	339	180	-
Sklapsky, Sterling M	Supervisor VI	105,516	68,853	2,154	34,509	-

**CITY OF SASKATOON
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<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Skomar, Katherine L	Event Coordinator	\$ 60,561	\$ 59,149	\$ 1,412	\$ -	\$ -
Skwarchuk, Ronald E	Operations Superintendent	98,330	92,192	2,205	-	3,933
Slaney, Richard M	Engineering Technologist 15	118,031	67,660	2,736	47,635	-
Slind, Theresa J	Adult Collections Librarian	67,177	65,998	1,179	-	-
Sluzalo, Blaine M	Powerline Technician	84,739	73,901	2,883	7,954	-
Slywka, Dwayne J	Constable (10th Year)	99,533	97,224	324	1,985	-
Smallbones, Joanne M	Constable (17th Year)	94,473	94,187	287	-	-
Smart, Sharon D	Bylaw Inspector 15	80,630	65,102	1,469	-	14,059
Smith, Aaron J	Constable 1st Class (5th Year)	105,883	89,834	327	15,722	-
Smith, Brian G	Captain	144,684	122,724	21,275	685	-
Smith, Bruce V	Equipment Operator VII	55,409	48,835	354	6,219	-
Smith, Cheryl J	Children's Librarian	61,260	60,187	1,073	-	-
Smith, Derek H M	Constable 1st Class (5th Year)	102,763	88,515	323	13,925	-
Smith, Glen W	Operator	54,311	45,426	-	8,885	-
Smith, Heather A	Fire Inspector Level VI	107,712	90,266	17,083	363	-
Smith, Karen	Media Production Coordinator	89,122	87,044	2,077	-	-
Smith, Karen R	Clerk-Steno 9	50,552	49,531	1,021	-	-
Smith, Kari A	Financial Analyst II	90,710	88,721	1,989	-	-
Smith, Lesley G	City Assessor	138,522	134,536	3,211	-	775
Smith, Michael C	Utility Shift Supervisor	54,838	50,233	-	4,605	-
Smith, Ryan A	Senior Firefighter (10th Year)	115,848	98,179	16,889	780	-
Smith, Ryan H	Sergeant	116,889	114,650	425	1,813	-
Smith, Terri L	Parks Technician 14	66,246	64,479	1,576	191	-
Smith, Terry E	Plumber	73,605	69,341	1,638	2,626	-
Smith, Tyler G	Operator	61,259	47,687	-	13,572	-
Smithson, William E	Powerline Technician	122,953	88,736	1,900	32,316	-
Smytaniuk, Katherine	Clerk-Steno 11	58,050	56,696	1,353	-	-
Soderberg, Jacky A	Customer Service Representative	58,052	56,696	1,356	-	-
Sofiak, Bill P	Meter Installer II	73,238	53,353	1,807	18,077	-
Sofiak, Karen L	Accounting Clerk 12	60,773	59,077	1,472	225	-
Sokalofsky, Stacy	Accountant 17	73,116	71,411	1,704	-	-
Sokalofsky, Trent B	Water Service Technician	72,411	70,756	1,655	-	-
Solie, Dale E	Inspector	144,552	144,060	492	-	-
Sommacal, Bryon A	Sergeant	124,009	109,000	407	14,603	-
Sommerfeld, Nathan J	Electrician	80,174	73,503	1,736	4,934	-
Soparlo, Talia N	Constable 3rd Class (3rd Year)	72,623	67,819	191	4,613	-
Sora, April Y	Diversity and Inclusion Consultant	83,887	77,475	1,554	-	4,858
Sosnowski, Marian	Utility A (Roadways)	71,578	53,433	1,429	16,716	-
Sotnikow, Mike R	Recreation Technician 13	63,279	61,809	1,470	-	-
Sotnikow, Renae D	Clerk	71,888	58,042	394	13,452	-
Soulie, Daryl G	Water and Sewer Labourer	60,000	54,048	1,313	4,639	-
Soura, Archie J S	Relief Operator	67,866	62,381	1,336	4,149	-
South, Jeanna L	Special Projects Manager	115,907	113,215	2,691	-	-
Southam, Cheryl J	Building and Grounds Foreman	94,743	76,700	1,880	16,163	-
Sovyn, Donald A	Meter Installer I	52,950	52,407	543	-	-
Spady, Doug J	Service Supervisor	74,504	71,921	1,734	849	-
Sparks, Allan S	Senior Firefighter (20th Year)	127,562	108,053	18,097	1,413	-
Speed, Tom	Machine Operator	88,505	59,978	2,171	26,356	-
Spence, Michele L	Constable 1st Class (5th Year)	86,981	86,766	-	214	-
Spence, Nasha M	Accounting Coordinator I	57,754	57,754	-	-	-
Spence, Sean G	Senior Firefighter (20th Year)	120,453	102,023	17,774	657	-
Spencer, James B	Senior Firefighter (15th Year)	118,683	100,072	17,563	1,048	-
Spencer, Krystal A	CPIC Operator	61,672	57,130	1,354	3,188	-
Sperling, Jarret L	Plant Operator	86,018	76,908	1,886	7,224	-
Spock, Damian P	Mechanic	116,780	77,162	2,269	37,349	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Spott, Avery C	Sergeant	\$ 107,766	\$ 107,444	\$ 323	\$ -	\$ -
Spratt, Krista C	Laboratory Technologist	50,549	48,178	868	1,503	-
Sproule, Joanne	City Clerk	149,665	144,459	3,286	-	1,920
St. Onge, Luke J	Constable Prob Yr (1st 6 Months)	54,624	52,652	339	1,633	-
St. Pierre, Robert H	Project Engineer	81,675	79,900	1,775	-	-
Stacey, William W	Power Electrician	80,684	76,223	300	4,161	-
Stack, Murray J	Utility C (Roadways)	54,500	39,309	1,970	13,220	-
Stalwick, Timothy D	Apprentice Power Electrician	85,541	78,086	1,652	5,803	-
Stamnes, Harley L	Sergeant	105,031	104,679	352	-	-
Stang, Charles T	Meter Installer I	55,823	54,592	1,232	-	-
Stanley, Beverly D	Accounting Coordinator II	92,036	87,362	2,018	-	2,657
Stanviloff, Robert J	Utility Collections Operator	57,971	50,954	696	6,321	-
Stecyk, Megan M	Children's Librarian	54,736	53,824	912	-	-
Steel, Clayton Tyler	Senior Firefighter (10th Year)	115,838	98,189	16,795	854	-
Steele, Tyson M	Assistant Plant Operator	89,356	72,485	1,681	15,190	-
Stefiuk, Kyle A	Utility C (Roadways)	66,358	54,519	1,452	10,386	-
Stefiuk, Michael	Bldg & Grounds Maint. Carpenter (Journeyman)	73,823	71,231	1,718	874	-
Stephanson, Murray D	Mechanic (Journeyman)	74,744	65,429	-	9,315	-
Stevens, David E	Firefighter (7th Year)	112,603	96,291	16,313	-	-
Stevens, James (Jim) W	Access Transit Operator	50,491	45,225	-	5,266	-
Stevens, Joanne	Corporate Budget Manager	114,330	111,869	2,461	-	-
Stevenson, John R	Health and Safety Superintendent	102,194	95,514	2,216	-	4,464
Stevenson, Trevor A	Constable 3rd Class (3rd Year)	69,527	67,877	206	1,444	-
Stewart, Dale J	Systems Analyst	91,601	86,272	2,054	3,275	-
Stewart, David C	Building Inspector	73,274	69,211	1,676	2,387	-
Stewart, James A	Firefighter 1st Class	108,932	94,403	14,529	-	-
Stobbs, Christy M	Assessment Support Technician	53,854	52,630	1,224	-	-
Stochmanski, John E	Utility Roadways Labourer	60,078	50,654	1,316	8,107	-
Stockdale, Keira C	Clinical Psychologist of Policing	134,357	132,187	2,170	-	-
Stokalko, Taras	Constable 1st Class (5th Year)	89,552	85,593	325	3,634	-
Stonehouse, Tisharae	Sergeant	108,497	108,183	314	-	-
Storey, Brock M	Project Engineer	78,732	73,329	809	-	4,594
Storey, Lucas C.R.	Project Engineer	84,202	78,566	1,620	-	4,016
Stove, Jeffrey L	Senior Firefighter (20th Year)	121,504	102,806	17,844	854	-
Stove, Yvonne J	Fire Inspector	119,147	101,853	17,294	-	-
Stowe, Mervyn J	Customer Service Coordinator	67,603	64,183	1,555	1,866	-
Strachan, Krista L	Constable 1st Class (5th Year)	89,385	88,323	-	1,062	-
Stratemeyer, Kim M	Special Constable (17th Year)	67,650	67,452	198	-	-
Strawson, James (Cory) C	Environmental Operations Superintendent	91,757	85,670	1,890	-	4,197
Strobbe, Bart J	Access Transit Supervisor	70,604	69,035	1,569	-	-
Strome, Larry R	Branch Library Assistant	53,642	52,704	938	-	-
Strongarm, Jennifer T L	Aboriginal Resource Officer	60,561	59,149	1,412	-	-
Stronski, Allan J	Machine Operator	83,454	60,950	2,261	20,243	-
Strouts, James P	Stores Supervisor	55,053	53,558	1,495	-	-
Strugnell, Daryl K	Operator	52,092	47,228	-	4,865	-
Strugnell, Kenneth B A	Building Operator	62,821	58,875	1,446	2,500	-
Stushnoff, Gordon F	Lighting and Drafting Superintendent	102,321	85,996	2,076	7,365	6,884
Stushnoff, Steven R	Power Electrician	89,974	76,474	2,334	11,166	-
Sullivan, Robert D	Trouble/Service Powerline Technician	113,664	94,900	2,508	16,257	-
Summach, Dean W	Accounting Coordinator	81,006	79,182	1,824	-	-
Summach, Jordan L	Special Constable I (3rd Year)	53,177	52,057	162	958	-
Sun, Yinshe	Systems Analyst	88,148	86,082	2,066	-	-
Supanga, Isagani O	Meter Reader	50,848	43,414	419	-	7,015
Sutherland, Elaine	Clerk-Steno 9	53,469	51,814	1,159	340	156
Sutherland, Matthew E	Constable 3rd Class (3rd Year)	68,153	62,672	146	5,335	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Sutherland, Shelley M	Manager, Corporate Revenue	\$ 152,636	\$ 149,278	\$ 3,358	\$ -	\$ -
Sutton, Michelle J	Music Cataloguer	55,524	54,553	971	-	-
Suwala, Travis M	Project Engineer	71,109	66,017	513	-	4,579
Swan, Danial J	Constable 2nd Class (4th Year)	73,931	72,292	201	1,437	-
Swiftwolfe, Dorthea L	Missing Person Liaison Officer	60,561	59,149	1,412	-	-
Syrenne, Real	Traffic Signing and Painting	56,014	50,792	1,270	3,952	-
Tabin, Kent L	Senior Firefighter (20th Year)	120,299	100,866	17,909	1,524	-
Talic, Sven	Constable 1st Class (5th Year)	91,190	87,359	270	3,561	-
Talloden, Christine A L	Constable 2nd Class (4th Year)	72,809	70,856	228	1,725	-
Tarala, Jasen A	Firefighter (7th Year)	113,441	96,291	16,530	620	-
Taras, Georgina J A	Pool Technician	52,921	46,863	1,112	4,946	-
Tarasoff, Gregg K	Captain	144,607	123,476	21,131	-	-
Tarasoff, Kerry C	General Manager, Asset & Financial Management	165,004	159,246	3,358	-	2,400
Tataryn, Anthony J	Emergency Measures Coordinator	128,388	108,370	18,505	1,514	-
Tataryn, R. G. Joseph	Constable (10th Year)	113,127	102,272	368	10,487	-
Tatton, Norman J	Operations Superintendent	95,142	89,594	1,463	-	4,085
Taylor, Danae M	Planning Technologist	57,432	55,103	880	1,449	-
Taylor, Glenda D	Engineering Technologist 15	96,453	68,911	2,254	25,288	-
Taylor, Joseph A	Constable 1st Class (5th Year)	92,894	91,721	357	817	-
Taylor, Robbie J	Constable (10th Year)	95,470	94,131	324	1,014	-
Taylor, Shelley A	Special Constable I (10th Year)	77,339	77,092	246	-	-
Taylor, Thomas J	Constable 1st Class (5th Year)	94,135	87,145	314	6,677	-
Teichreb, Christopher D A	Constable 1st Class (5th Year)	89,740	86,460	258	3,022	-
Teichroeb, Joshua J	Constable 3rd Class (3rd Year)	66,764	65,344	146	1,274	-
Tennent, M. Marie	Clerk 11	64,893	56,723	1,361	1,219	5,590
Terlesky, Kenneth J	Labourer	58,112	51,633	1,661	4,818	-
Tew, Darren W	Equipment Operator I	51,454	49,101	1,148	1,205	-
Thachuk, Cameron	Trouble/Service Powerline Technician	122,041	100,062	2,623	19,356	-
Thai, Thomas	Assistant Plant Operator	80,440	69,295	1,775	9,370	-
Thebaud, Irene	Bylaw Inspector 13	73,365	61,602	1,470	-	10,293
Theede, Scott F	Operations Engineer	93,646	85,371	1,872	-	6,403
Theobald, Jonathan A	Utility Labourer	69,143	52,005	958	16,180	-
Thibodeau, Lisa L	Community Consultant	79,690	73,678	1,704	-	4,308
Thiessen, Chad R	Firefighter 2nd Class	84,261	75,747	7,857	657	-
Thiessen, Donna M	Crime Free Multi-Housing Coordinator	73,193	71,411	1,707	75	-
Thody, Sean T	Senior Firefighter (15th Year)	117,995	100,067	17,299	629	-
Thomas, Jesse G	Utility A (Roadways)	56,605	51,795	1,412	3,399	-
Thomas, Lee A	Infrastructure Engineer	87,801	85,794	2,007	-	-
Thomas, R. Wade D	Design Assistant 15	68,093	66,506	1,587	-	-
Thomas, Robert E	Operator	53,269	48,101	-	5,167	-
Thome, Kim N	Clerk-Steno 11	58,060	56,707	1,353	-	-
Thompson, Aaron K D	Mechanic (Journeyman)	81,682	74,943	1,966	4,773	-
Thompson, Alisa J	Apprentice Power Electrician	64,043	61,244	1,690	1,109	-
Thompson, Derek W	Land Development Project Manager	94,401	87,975	2,100	-	4,326
Thompson, Diana D	Operator	61,508	48,004	-	13,504	-
Thompson, Dolores M	Customer Service Representative	58,050	56,696	1,353	-	-
Thompson, Kathryn M	Marketing Coordinator	53,247	52,149	1,099	-	-
Thompson, Kellie J	Clerical Supervisor 13	51,610	51,507	103	-	-
Thompson, Scott M	Senior Firefighter (10th Year)	116,606	98,253	16,972	1,381	-
Thomson, Angie C	Secretary IV	56,788	54,552	1,277	959	-
Thomson, Chad G	Electrician	77,355	71,211	1,588	4,555	-
Thomson, Jeff P D	Project Engineer	84,246	76,471	1,632	-	6,143
Thomson, Reginald R	Utility A (Roadways)	94,720	64,331	2,031	28,359	-
Thorarinson, Trent R	Probationary Firefighter	126,619	108,363	18,256	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Thorarinsson, Brett T	Labourer	\$ 57,055	\$ 50,127	\$ 713	\$ 6,215	\$ -
Thoreson, Megan R	Operations Engineer	69,731	65,518	96	-	4,116
Thorhaug, Krystal V	CPIC Operator	56,245	54,995	1,250	-	-
Thorn, Robert W	Systems Analyst	88,750	83,607	2,102	3,041	-
Thorpe, Glennis L	Human Resource Consultant II	89,122	87,044	2,077	-	-
Thorsteinson, Justin T	Constable (17th Year)	103,497	100,648	391	2,458	-
Timpson, Erinn L	Manager, Finance - Saskatoon Public Library	110,152	108,215	1,937	-	-
Ting, Vinh	Sales Representative	72,870	66,774	1,529	-	4,567
Tinline, Anna M	Accounting Clerk 12	60,619	59,213	1,406	-	-
Tisdell, Erin N	Constable (10th Year)	106,198	102,339	402	3,456	-
Tkachuk, Nick E	Utility A	71,915	57,378	1,676	12,861	-
Tkatchuk, Daniel D	Compensation and HR Systems Supervisor	104,473	102,256	2,217	-	-
Todd, Casey W	Systems Administrator	77,363	65,794	421	11,148	-
Toews, Anthony (Tony) K	Arborist	51,530	49,154	1,075	1,300	-
Tomaz, Jason A	Constable 1st Class (5th Year)	85,065	85,065	-	-	-
Tomchuk, John Jr. (Jay) A	Firefighter 1st Class	99,007	87,274	11,733	-	-
Tomiyama, Robert C	Special Projects Manager	111,660	102,842	3,928	-	4,890
Tooley, T Kevin M	Senior Assessment Appraiser	75,574	73,863	1,710	-	-
Torgerson, Amy D	Accounting Clerk 10	54,538	53,383	1,156	-	-
Torgerson, Blair A	Coliseum Operator	65,320	60,586	1,517	3,218	-
Torgerson, Chris C	Plant Operator	97,990	78,656	2,166	17,168	-
Totland, Murray L	City Manager	274,600	265,000	-	-	9,600
Tracksell, Barry Lee	Commercial Building Inspector	89,873	72,323	1,791	4,637	11,123
Tracksell, Dustin L	Apprentice Powerline Technician	75,018	66,489	1,499	7,030	-
Tracksell, Ian H	Parks Technician 14	68,327	62,422	1,612	4,293	-
Tran, Linsey J	Legal Secretary	58,028	56,696	1,332	-	-
Tran, Son T	Design Assistant 15	68,572	66,977	1,595	-	-
Travis, Tyler J	Supervisor IV	63,141	57,727	1,283	4,131	-
Trelnuk, William L	Constable 1st Class (5th Year)	103,022	93,313	307	9,403	-
Trew, Bryce L	Assessment Appraiser	70,250	68,685	1,565	-	-
Trimble, Michelle L	Box Office Supervisor	62,766	49,939	1,303	11,525	-
Tropeau, Derek J	Firefighter (7th Year)	111,772	94,802	16,536	434	-
Truscott, Dustin J	Occupational Health Consultant	107,343	101,907	2,318	-	3,119
Tryon, Caren L	Executive Secretary	71,685	70,014	1,671	-	-
Tryon, Kelly A J	Constable 1st Class (5th Year)	104,360	88,183	292	15,885	-
Tsang, Christopher W P	Operator	56,133	48,846	-	7,287	-
Tuck, Bradley A	Constable 1st Class (5th Year)	91,470	88,898	326	2,246	-
Turcotte, Richard J	Utility B (Roadways)	85,542	54,497	1,612	29,433	-
Turnbull, Jason K	Director of Business Administration	99,558	97,481	2,077	-	-
Turner, Bruce E	Landscape Technologist	71,581	67,519	1,373	2,689	-
Turple, Brian E	Carpenter	70,843	66,923	1,670	2,249	-
Turta, Dale K	Coliseum Operator	56,344	50,816	1,397	4,131	-
Tweidt, Lyle	Trouble/Service Powerline Technician	127,044	98,762	2,819	25,463	-
Twig, Melanie	RMS Liaison	58,444	57,082	1,361	-	-
Twordik, Kerry L	Accounting Clerk 12	59,043	57,741	1,303	-	-
Tyler, Roy	Operator	50,505	48,955	-	1,551	-
Tyndall, Don A	Captain	138,164	118,004	20,161	-	-
Tysdal, Brent M P	Senior Firefighter (10th Year)	115,430	98,204	16,636	590	-
Tysdal, Jeffrey A	Firefighter 1st Class	99,532	87,274	11,670	588	-
Tyshynski, Chad M	Utility B (Roadways)	68,377	51,879	1,699	14,799	-
Udchic, David D	Maintenance Technician (20th Year)	107,397	91,798	15,599	-	-
Unger, Jacob R	Supervisor VI	88,995	65,077	1,900	22,018	-
Unger, John	Resident Building Operator	89,141	82,477	1,759	4,904	-
Unrau, Brenda	Credit and Collections Representative	52,970	51,416	1,357	196	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Unrau, Ray M	Director of Emergency Planning	\$ 129,064	\$ 120,660	\$ 8,404	\$ -	\$ -
Unser, Tom G	Senior Firefighter (15th Year)	117,278	100,067	17,147	64	-
Upton, Albert	Labourer	54,177	52,189	1,444	544	-
Ur Rehman, Sohaib S R	Accounting Coordinator I	73,895	73,329	566	-	-
Urlacher, Theresa M	Accounting Clerk 12	63,024	61,828	1,197	-	-
Usselman, Blake J	Senior Firefighter (10th Year)	110,429	94,294	16,135	-	-
Usselman, Darcy K	Utility A (Roadways)	58,167	48,749	1,609	7,809	-
Valledor, Garry V	Engineering Technician	50,507	41,252	723	8,531	-
Van Den Beuken, Leslie Y	Sergeant	113,833	103,752	354	9,727	-
Van Dijk, Audrey	Facility Planner	93,702	84,559	1,987	2,822	4,334
Van Essen, William A	Building Operator 0 TCU	59,570	53,989	1,753	3,828	-
vanBeek, Holly T	Clerk-Steno 10	55,539	54,244	1,295	-	-
Vandale, Paul J	Utility Collections Operator	58,427	50,827	1,215	6,385	-
Vandale, Philip C	Painter	67,025	64,644	1,490	892	-
Vandeven, Michael J	Operations Superintendent	123,559	101,277	2,454	11,328	8,501
Vanthuyne, Brent A	Constable 1st Class (5th Year)	81,697	78,514	264	2,920	-
Varga, Jarret A	Mechanic (Journeyman)	66,106	65,012	-	1,094	-
Varga, Seth A	Utility A (Roadways)	72,992	54,280	1,375	17,338	-
Varnam, Christine J	Legal Librarian	63,131	62,076	1,054	-	-
Vaudreuil, Jarret S	Utility A	82,311	58,277	1,881	22,153	-
Vaxvick, Nancy M	Accountant 17	74,114	71,464	1,771	879	-
Venne, James L	Operator	60,307	53,856	-	6,451	-
Verboom, Roderick D	Time Clerk	51,625	49,700	-	1,925	-
Viczko, Jody M	Zookeeper	53,120	48,993	911	3,216	-
Vilness, Roxane	Design Assistant 15	65,435	63,878	1,470	87	-
Vinding, Dustin J	Firefighter 3rd Class	70,863	68,706	1,873	284	-
Vogel, Andrea C	Constable 1st Class (5th Year)	96,044	86,773	287	8,984	-
Vogelgesang, Anthony J	Service Supervisor	70,670	69,128	1,542	-	-
Vold, Maurice G	Systems Analyst	100,785	86,398	2,265	12,122	-
Volk, Dreu M	Firefighter 1st Class	109,687	94,403	15,223	61	-
Volk, Michelle D	Constable 1st Class (5th Year)	103,979	87,807	-	16,171	-
Vols, Larry G	Inspector	166,533	152,789	519	13,224	-
Von Biela, Carole L	Staff Scheduling Clerk	56,192	54,244	1,308	640	-
Von Eschen, Mark G	Stage Carpenter	68,150	48,073	113	19,964	-
Vossen, Thomas A	Constable 3rd Class (3rd Year)	73,369	70,280	182	2,908	-
Voth, Brenda	Clerk 11	58,543	56,860	1,369	314	-
Voth, Michael R	Human Resource Consultant III	90,146	88,175	1,971	-	-
Voulgaris, George	Auto Mechanic 15	82,671	68,560	1,786	12,325	-
Vrana, Joseph F	Traffic Signing and Painting	53,996	51,796	1,253	946	-
Waddell, Andrew J	CCTV Operator	81,014	58,777	1,493	20,744	-
Wagner, Michael J	Painter	66,925	63,775	1,596	1,554	-
Waldbauer, Clayton D	Planner 16	64,542	63,161	1,381	-	-
Waldenberg, Brady G	Human Resource Consultant II (Health & Safety)	93,682	87,523	1,831	-	4,328
Walker, Jimmy L	Firefighter (7th Year)	115,186	96,291	16,554	2,342	-
Wall, Jason M	Building Inspector	70,666	69,102	1,564	-	-
Wall, Lindsey B	Constable (10th Year)	103,673	95,471	396	7,806	-
Wallace, Alan G	Manager, Planning and Development	143,379	140,193	3,187	-	-
Wallace, Brenda L	Manager, Environmental Services	138,860	134,536	3,170	-	1,155
Walliser, Keith A	Senior Firefighter (10th Year)	116,678	98,179	17,161	1,339	-
Walz, Matthew S	Constable (10th Year)	97,889	88,550	315	9,025	-
Wang, Yixiang	Electrical Engineering Technologist I	84,933	80,168	1,783	2,983	-
Ward, Bethany J	Constable 2nd Class (4th Year)	84,822	77,122	237	7,463	-
Ward, Chad D	Probationary Firefighter	76,243	58,781	16,770	692	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Ward, Matthew F	Sergeant	\$ 122,994	\$ 106,294	\$ 432	\$ 16,269	\$ -
Warlow, Gerald A	Operator	62,267	47,909	-	14,358	-
Warrack, Debbie L	Clerk-Steno 9	53,028	51,792	1,236	-	-
Warren, Douglas H	Programmer Analyst	100,081	73,056	2,135	24,891	-
Warren, Trevor G	Senior Firefighter (15th Year)	116,286	99,272	16,845	168	-
Warwick, Patricia J	City Solicitor	199,985	193,797	4,269	-	1,920
Waselick, Robin H N	CPIC Operator	55,957	50,347	965	4,644	-
Wasmuth, Shannon A	Exempt Legal Assistant	71,685	70,014	1,671	-	-
Wasylenko, Lara K	Clerk 9	50,771	49,654	1,117	-	-
Wasylowich, Darrell S	Project Coordinator	81,412	66,435	1,712	5,833	7,431
Watkins, Albert W	Powerline Technician	133,834	101,137	2,099	30,598	-
Watt, Christopher	Stage Lighting Technician	70,640	48,590	1,314	20,737	-
Watt, Tamar E	Director of Operations	96,695	90,343	2,053	-	4,299
Wawryk, James K	Constable 1st Class (5th Year)	92,205	86,066	299	5,840	-
Wawryk, Kelly A	Utility Collections Operator	59,897	51,121	1,403	7,373	-
Webb, Neil G	Utility A (Roadways)	66,357	56,071	1,505	8,781	-
Webb, Robert N	Constable 3rd Class (3rd Year)	69,941	66,127	176	3,638	-
Weber, Erica T	Sergeant	87,826	87,539	287	-	-
Webster, Stephen D	Service Supervisor	72,386	68,953	1,583	1,851	-
Wegner, Brett	Drafting Technologist	61,091	53,356	1,167	6,568	-
Wegren, Doug J	Senior Firefighter (15th Year)	117,082	100,067	17,015	-	-
Weighill, Clive	Police Chief	238,845	238,845	-	-	-
Weightman, Sonya	Clerk 10	55,555	54,260	1,295	-	-
Weiman, Cameron L	Relief Operator	72,884	64,676	1,651	6,556	-
Weisgerber, Dayton W	Engineering Technologist 15	60,011	41,335	-	18,676	-
Weisgerber, Kenneth M	Senior Firefighter (20th Year)	122,395	104,481	17,914	-	-
Weiss, Darilyn A	Accounting Coordinator II	77,911	77,061	850	-	-
Wells, Donna L	Manager, Youth and Circulation Services	110,152	108,215	1,937	-	-
Wells, Robert J	Senior Firefighter (20th Year)	119,970	102,500	17,471	-	-
Welter, Robert J	Firefighter 1st Class	109,109	94,403	14,483	223	-
Wen, Mingyang (Amy)	Accountant 18	75,563	73,863	1,700	-	-
Werner, Ruth A	Accounting Clerk 12	61,435	59,149	1,371	915	-
Wheeler, Darren A	Large Meter Installer/Tester	64,471	63,029	1,441	-	-
White, Benjamin B	Constable (10th Year)	109,817	101,164	406	8,247	-
White, Ryan G W	Constable 1st Class (5th Year)	103,926	95,054	374	8,499	-
White, Scott	Senior Firefighter (15th Year)	117,582	100,067	17,000	516	-
Whitefish, Clarence W	Utility B (Roadways)	58,852	50,937	676	7,239	-
Whitenect, Dave A	Recreation Site Administrator	78,137	76,315	1,821	-	-
Whitenect, Paul B	Senior Planner II	90,075	87,975	2,100	-	-
Whiteside, Dwayne W	Senior Planner 20	80,665	78,783	1,882	-	-
Whyley, Robert A	Trouble/Service Powerline Technician	55,906	53,432	2,475	-	-
Wickstrom, Russell E	Buyer I	52,533	50,014	1,316	1,203	-
Wiebe, Jason R	Operations Superintendent	82,486	80,664	1,822	-	-
Wiebe, Rueben P	Constable (10th Year)	92,950	92,487	287	176	-
Wiebe, Shelley A	Accounting Clerk 12	60,565	58,973	1,406	186	-
Wiebe, Theresa R	Constable 1st Class (5th Year)	100,154	86,235	263	13,656	-
Wieler, Jim R	Senior Captain	136,241	116,382	19,606	253	-
Wiggins, Jason R	Firefighter 1st Class	109,881	94,403	14,546	933	-
Wilcox, Angela H	Health and Safety Superintendent	97,205	91,711	1,280	-	4,214
Wilde, Brenda	Business Librarian	56,162	55,153	1,009	-	-
Wilde, James H W	Sergeant	105,677	104,111	357	1,209	-
Wilde, Shelby D	Constable 1st Class (5th Year)	63,805	63,096	301	408	-
Wilkinson, Eldon W	Equipment Utilityman	58,827	52,149	1,586	5,092	-
Wilks, Kim W	Relief Shop Supervisor	82,222	69,631	-	12,591	-
Willard, Jason E G	Constable 1st Class (5th Year)	88,104	86,932	285	886	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Willems, Daniel J	Special Projects Manager	\$ 112,722	\$ 107,414	\$ 2,433	\$ -	\$ 2,875
Williams, Kelly K	CPIC Operator	70,421	57,467	1,567	11,387	-
Williamson, Ian M	Planner 16	66,515	65,088	1,427	-	-
Wilson, Bruce A	Mechanical Engineer	87,755	79,877	2,029	5,718	131
Wilson, Donald Jamie	Commercial Building Inspector	84,099	71,456	1,704	-	10,938
Wilson, Logan W	Building Inspector	73,020	68,538	1,655	2,827	-
Wilson, Mark D	Planner 13	61,374	60,054	1,320	-	-
Wilson, Neil G	Building Operator	64,812	54,487	1,600	8,725	-
Wilson, Shayne D	Water and Sewer Labourer	57,562	47,965	584	9,013	-
Wilson, Stacy L	Service Coordinator	59,193	56,000	1,326	1,867	-
Wilson, William C	Equipment Operator II	55,200	55,200	-	-	-
Wilson-Moore, Brett M	Water System Operator	55,506	49,570	1,168	4,768	-
Winter, Michael J	Senior Firefighter (15th Year)	117,448	100,067	17,360	21	-
Wintermute, Robin E	Sergeant	112,456	104,311	353	7,792	-
Wintonyk-Pilot, Janaya	Clerk-Steno 9	53,076	51,825	1,251	-	-
Wise, Matthew T	Constable 1st Class (5th Year)	97,351	95,215	356	1,780	-
Wohlberg, David V	Programmer Analyst	86,782	72,707	2,034	12,041	-
Wohlgemuth, Joseph Shawn	Arborist	55,422	53,605	1,177	640	-
Wojnakowski, Henry	Utility A (Roadways)	91,569	60,965	1,847	28,757	-
Wolfe, Michelle K	Recreation Technician 13	66,530	60,429	1,372	-	4,729
Wong, Dwayne S	Accounting Clerk 11	62,751	55,493	1,405	5,853	-
Wong, Eddie	Cemetery Technician 14	76,023	63,560	1,739	10,723	-
Wonsiak, Lorraine S	Clerk 10	60,275	54,814	1,308	4,153	-
Wood, Billi D	Operator	71,153	47,211	-	23,942	-
Wood, Stephen K	Asset Preservation Manager	93,383	91,206	2,177	-	-
Wood, Travis W T	Constable (10th Year)	90,039	89,750	289	-	-
Woodhead, Angela R	Meter Reader	55,318	46,887	1,180	-	7,252
Woodvine, Richard	Facility Operations Supervisor	108,226	95,699	1,751	4,749	6,027
Worobec, Jason P	Sergeant	117,290	112,303	410	4,577	-
Worth, Sara M	Validation Clerk	63,284	60,105	1,428	1,751	-
Woytowich, Scott E	Mechanic (Journeyman)	69,535	64,251	-	5,284	-
Wright, David E	Operator	56,590	53,224	-	3,366	-
Wright, Dianne V	Recreation Site Administrator	78,265	76,315	1,821	128	-
Wright, Don W	Forestry Technician	61,975	59,321	1,431	1,223	-
Wright, Peter O	Trouble/Service Powerline Technician	111,958	93,257	2,351	16,350	-
Wright, Robert	CCTV Helper	68,204	50,045	1,349	16,811	-
Wright, Sandra J	Time Clerk	63,096	47,990	-	15,107	-
Wudrich, Walter J	Building and Grounds Foreman	68,061	64,882	1,512	1,667	-
Wuhlar, Sharon	Utility Containers (Special Services)	57,999	52,382	1,458	4,159	-
Wunder-Buhr, Tanda N	Permit Supervisor	81,357	73,579	2,138	5,639	-
Wurzer-Cey, Barbara A	Young Adult Services Assistant	50,833	49,870	963	-	-
Wuttunee, Fraser A	Water and Sewer Labourer	84,299	56,430	1,484	26,386	-
Wutzke, Ruth E	Customer Service Representative	57,033	54,607	923	1,504	-
Wyshynski, Danielle A	Building Operator	54,363	49,510	-	4,853	-
Xiang, Zhonghua	Time Clerk	55,333	49,343	-	5,990	-
Xiao, Jing	Constable 1st Class (5th Year)	85,550	85,257	293	-	-
Yagelnesky, Richard B	Design Assistant 15	68,093	66,506	1,587	-	-
Yakubowski, Janelle	Special Constable I (17th Year)	85,661	78,248	265	7,148	-
Yang, Fan (Frank)	Programmer Analyst	75,002	72,127	1,754	1,121	-
Yanik, Viola S	Constable 1st Class (5th Year)	64,487	63,623	293	572	-
Yausie, Fern L	Administrative Coordinator	53,208	51,968	1,240	-	-
Yee, Kevin M	Staff Accountant	63,213	62,547	666	-	-
Yelland, Cindy L	Solicitor III	153,587	150,007	3,580	-	-

**CITY OF SASKATOON
EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014**

<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>Total Earnings</u>	<u>Regular Earnings</u>	<u>Retro Pay</u>	<u>Overtime</u>	<u>Car Allowance</u>
Yobb, Twyla M	Watershed Protection Manager	\$ 102,876	\$ 100,549	\$ 2,327	\$ -	\$ -
Young, Kenneth T	Senior Firefighter (20th Year)	124,284	106,212	18,071	-	-
Young, Linda K	Operator	50,612	47,043	-	3,568	-
Yourk, Ron	Senior Firefighter (20th Year)	126,727	106,928	18,204	1,595	-
Yurach, James K	Constable (10th Year)	105,166	98,488	328	6,351	-
Yuzdepski, Mitchell K	Inspector	151,952	144,997	446	6,508	-
Yuzik, Scott D	Sergeant	108,867	108,143	332	392	-
Zaichkowski, Kelly T	Equipment Operator IV	77,011	51,798	1,569	23,644	-
Zalenchuk, Brenda M	Clerk-Steno 9	53,066	51,811	1,201	54	-
Zapski, Donald J	Electrician (Journeyman)	85,319	80,567	2,431	2,321	-
Zary, Scott D	Constable 1st Class (5th Year)	93,496	86,933	315	6,248	-
Zavialetz, Christina (Tina) D	Access Transit Supervisor	65,947	64,440	1,506	-	-
Zawislak, Mark A	Senior Firefighter (20th Year)	126,315	105,088	18,410	2,816	-
Zerebeski, Bryan M	Project Engineer	87,117	79,569	1,738	-	5,810
Zerebeski, Chris	Cemetery Technician 14	71,491	62,379	1,595	7,517	-
Zhang, Li	Programmer Analyst	79,421	72,465	1,861	5,095	-
Ziegler, Kirk D	Equipment Operator IV	61,113	52,368	1,395	7,350	-
Ziegler, Nathan M	Sustainable Electricity Engineer	99,802	88,062	2,100	4,033	5,606
Zimmer, Daniel N	Constable 1st Class (5th Year)	97,181	89,125	358	7,698	-
Zimmer, Danielle P	Constable 2nd Class (4th Year)	76,727	71,121	205	5,400	-
Zimmer, Joseph B	Water Operations Superintendent	110,462	101,670	2,094	3,596	3,101
Zimmer, Marc L	Firefighter 1st Class	99,916	87,301	11,666	949	-
Zimmer, Melissa M	Fire Dispatcher 1st Class	98,046	90,557	7,489	-	-
Ziola, Mikael O	Sergeant	117,981	109,043	403	8,536	-
Zoorkan, Mark E M	Constable 1st Class (5th Year)	89,875	88,954	410	510	-
Zoretich, Michelle D	CPIC Operator	63,985	57,011	1,455	5,518	-
Zunti, Colton J	Apprentice Powerline Technician	62,556	50,266	1,556	10,735	-
Zurevinsky, Kurt M	Constable 2nd Class (4th Year)	72,730	71,879	230	621	-
Zuzak, Zenon S	Director, Saskatoon Public Library	153,756	151,052	2,704	-	-

CITY OF SASKATOON
NOTES TO EMPLOYEE REMUNERATION
For the Year Ended December 31, 2014

Note 1

Employee remuneration has been reported in accordance with *The Cities Regulations*.

Note 2

Employee title represents the official employment title of the employee as at December 31, 2014 or at date of termination/retirement.

Note 3

Information is included for those employees earning total remuneration in excess of \$50,000 which may include overtime, retroactive pay, car allowance or other reimbursements.

**Board Members
Remuneration**

CITY OF SASKATOON
BOARD MEMBERS REMUNERATION
For the Year Ended December 31, 2014

<u>NAME</u>	<u>BOARD</u>	<u>REMUNERATION</u>
Bold, June	Board of Revision	\$ 1,050
Brockbank, Michael	Property Maintenance Appeal Board	150
Deschamps, Adrian	Board of Revision	4,125
Dutton, Marvin	Board of Revision	1,725
Fleming, Roy	Property Maintenance Appeal Board	100
Freeland, Maria Lynn	Board of Revision	1,050
Gabruch, David	Board of Revision	6,225
Katzman, David	Board of Revision	1,425
Lamon, Lois	Development Appeals Board	375
Lepage, Raymond	Board of Revision	4,050
Nazarenko, Susan	Development Appeals Board	325
Oliver, Ian	Property Maintenance Appeal Board	600
Pangborn, Randy	Board of Revision	1,275
Ruys, Christine	Development Appeals Board	1,475
Sarkar, Asit	Board of Revision	2,250
Sarkar, Asit	Development Appeals Board	350
Snowsell, Brandon	Development Appeals Board	375
Stiller, Don	Property Maintenance Appeal Board	150
Thomson, Patrick	Board of Revision	675
Wiks, Dan	Property Maintenance Appeal Board	75
Will, Dennis	Board of Revision	375

Note 1

Board member remuneration has been reported in accordance with *The Cities Regulations*.

Note 2

Includes all payments for remuneration and other amounts made by the City of Saskatoon in 2014.

**Business Improvement
District
Employee Remuneration**

CITY OF SASKATOON
BUSINESS IMPROVEMENT DISTRICT REMUNERATION
For the Year Ended December 31, 2014

<u>NAME</u>	<u>BUSINESS IMPROVEMENT DISTRICT</u>	<u>REMUNERATION</u>
Marchildon, Sarah	Executive Director, Broadway	\$ 65,065
Penner, Brent	Executive Director, Downtown	110,272
Pshybelo, Randy	Executive Director, Riversdale	77,722

Note 1

Business Improvement District Employee remuneration has been reported in accordance with *The Cities Regulations*.

Note 2

Employee's salaries are paid by the corresponding Business Improvement District listed and each individual is not entitled to City of Saskatoon employee benefits.

Third Party Payments

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
ABB Inc	\$ 123,900
Accu Flo Meter Services Ltd	114,675
Accurate Hd Ltd	1,870,254
Acklands Grainger Inc	483,244
Acrodex Inc	213,820
Action Car and Truck Accessories	57,751
Action Office Interiors	316,924
ADA Architecture Inc	125,633
Aecom Canada Limited	792,958
Aero Glass & Mirror Inc	52,780
Aim Electric Ltd	365,140
Air Liquide Canada Inc	80,672
Alberta Governor Service Inc	77,044
All-Brite Electric Co Ltd	157,368
Allan Construction Co Ltd	3,727,287
Allied Contract Sales Ltd	179,186
Allnorth Consultants Limited	77,313
Alsco Saskatoon	87,800
Altec Industries Ltd	216,632
Altus Geomatics LP	51,901
Altus Group Limited	79,250
Always Towing Ltd	528,997
Amec Foster Wheeler Environment & Infrastructure A Division of Amec	642,394
Ameresco	50,505
American Traffic Solutions	706,680
Anchor Construction Industrial Products	80,568
Anisoft Group Inc	239,514
Anixter Canada	89,534
AON Hewitt Inc	174,489
Applied Industrial Technologies	66,532
Aquifer Distribution Ltd	101,998
Arborist Supply Co Inc	93,324
Arbour Crest Tree Services Ltd	70,206
Architecture49 Inc	1,089,350
Arctic Refrigeration Inc	50,373
Arizona Railroad Depot LLC	109,366
ASL Paving Ltd	22,872,755
Associated Engineering (Sask) Ltd	1,765,989
Atap Infrastructure Management Ltd	69,720
Attila Glatz Concert Productions Inc	103,796
Auto Body Specialties of Canada Inc	51,354
Auto Clearing (1982) Ltd	141,518
Avery Dennison	90,174
B & B Tree Service Inc	564,259
Badger Daylighting LP	147,318
Baker Transit Parts Inc	107,032
Barndog Productions Inc	52,942

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
Bea Transit Services Inc	\$ 137,639
Bea Transit Solutions Inc	106,407
Big Bite Crushing Inc	65,166
Big G Trucking	549,520
Black and Mcdonald Limited	229,216
Blairmore Landing Developments Corp	68,700
Blake Cassels & Graydon LLP	775,436
Blue Cross	5,753,961
Bolt Supply House Ltd	101,330
Boyd Excavating Ltd	146,389
Brad's Towing Ltd	121,253
Braid Flooring Ltd	51,798
Brandt Tractor Ltd	331,013
Brenntag Canada Inc	100,937
Brewers Distributors Ltd	70,595
Brigadier Security Systems (2000) Ltd	225,525
Brownlee Beaton Kreke	66,827
Brunners Construction Ltd	2,399,915
Burlingham Cuelenaere Legal Prof Corp	894,184
Business Furnishings (Sask) Ltd	150,156
CA Canada Company	68,925
Canada Post Corporation	916,145
Canadian Corps of Commissionaires	2,613,746
Canadian Energy	79,233
Canadian National	1,259,200
Canadian National Railway Company	55,070
Canadian Pacific Railway Company	1,098,380
Carmont Construction Ltd	1,034,817
Carswell	116,383
Catterall & Wright	165,537
CDW Canada Inc	93,927
Central Asphalt & Paving Inc	21,971,380
Century Roofing & Sheet Metal Ltd	69,005
Century Vallen	324,975
Cervus Equipment	315,945
Cervus Equipment Peterbilt	50,111
CG Power Systems Usa Inc	185,467
CH2M Hill Canada Limited	975,639
Choice Electrical Supply Ltd	96,608
Chornoby Johnson Law Office	350,000
Cima Canada Inc	1,583,709
Cimco Refrigeration	61,280
City Asphalt Paving Ltd	566,297
Clark Roofing (1964) Ltd	74,642
Clearlite Glass Ltd	85,759
Clartech	337,804
Clifton Associates Ltd	236,057

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
Colliers McClocklin Real Estate Corp	\$ 754,130
Commercial Aquatic Supplies	70,796
Commercial Truck Equipment Co	601,291
Compass Group Canada Ltd	3,011,520
Computronix (Canada) Ltd	56,543
Comvida Corporation	64,833
Conveyer & Machine Service Ltd	63,944
Corix Water Products Limited Partnership	78,810
Cormode & Dickson Construction (1983) Ltd	58,470
Cosmopolitan Industries Limited	143,992
Creative Door Services Ltd	159,979
Creative Fire	789,322
Creative Staging Inc	246,712
Crestline Coach Ltd	472,880
Crosby Hanna & Associates	118,600
Crown Enterprises Ltd	103,230
CTV - A Bell Media Company	57,337
Cuelenaere Kendall Katzman & Watson	568,508
CUETS Financial	56,258
Culebra Sewer & Drain Cleaning	73,889
Cummins Western Canada LP	487,365
Dairyland Agro Supply Ltd	928,286
Danrich Environmental Controls	64,534
Davies Supply Group Ltd	68,212
Davtech	71,908
DC Cleaning	67,827
De Lage Landen Financial Services Canada	185,400
Deloitte LLP	817,653
Diners Club International	254,979
Dirty Devil Hydrovac Services	673,791
Don Wehage & Sons Trucking & Excavating	159,756
Double D Electrical Service	59,012
Dream Asset Management Corporation	700,916
Dundee Properties (GP) Inc	370,428
Dynamex Canada Limited	74,741
Early's Farm & Garden Centre Inc	198,109
Earthworks Equipment Corporation	188,988
Eaton Industries (Canada) Company	198,855
Ebner, Owen	122,870
Ecco Supply	53,093
Echologics Engineering	182,698
ECL Fiberglass Manufacturing Inc	60,512
Ecol Direct	93,838
Econolite Canada Inc	115,528
Eecol Electric (Sask) Inc	1,511,050
Elance Steel Fabricating Co Ltd	165,491

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
Electromega Ltd	\$ 144,132
EllisDon Corporation	34,783,531
Elster Metering	161,101
Emc Corporation of Canada	85,912
Emco Corporation	1,112,898
Employee & Family Assistance Program	486,226
Enterprise Rental Car	91,727
Envirotec Services Inc	451,373
Enviroway Detergent Mfg Inc	90,353
Enzogroup Realty Corporation	141,625
Epicor Software Canada Ltd	127,078
Erical Cleaning Services	365,800
Eriks	93,006
Escribe	84,502
ESRI Canada Limited	103,962
ESTI Consulting Services	76,207
Evans Consoles Corporation	142,325
Expert Locksmiths Ltd	74,896
Expocrete Concrete Products Ltd	152,444
Falcon Equipment	281,130
Fast Consulting	97,114
FDM Software Ltd	55,464
Federated Cooperatives Limited	113,622
Fer-Marc Equipment Ltd	1,454,629
Fieldturf Inc	226,623
Fireside Singers	129,056
First Aid For Life	52,964
Fitness Solutions	64,197
Flaman Investigation and Security Agency Ltd	304,672
Flaman Sales Ltd	101,810
Fleming Olson & Taneda In Trust	350,000
Flocor Inc	103,011
Flynn Canada Ltd	60,150
Ford Credit Canada	54,973
Fort Garry Industries Ltd	488,249
Fountain Tire	115,156
Friends of The Bowl Foundation Inc	2,044,845
Front Line Office Products	153,912
Frontline Leasing & Rentals Ltd	70,483
Frontline Outfitters	75,196
Frontline Truck & Trailer	109,050
FVB Energy Inc	61,141
G Mechanical Ltd	184,964
G. J. Bell International Trucks Ltd	161,489
Gabes Golf	173,212
Gabriel Construction	4,882,559

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
Gabriel Construction (Alberta) Ltd	\$ 289,559
Gabrush Management	50,266
Gall Law Office	2,355,760
Gallery Systems Inc	61,763
Garman, Weimer & Associates Ltd	333,452
Garnett Industries Ltd	171,680
GB Entertainment Services	70,350
General Body & Equipment Ltd	118,383
General Cable Company	770,433
General Management Services Ltd	231,496
General Paint Ltd	50,059
Genx Solutions	58,964
George, Nicholson, Franko & Associates	136,510
Gescan Ltd	70,926
Glacier Refrigeration Air Conditioning	51,120
Global Environmental Solutions Inc	498,792
Global Retail Strategies Inc	52,903
Golder Associates Ltd	787,996
Goodyear Canada Inc	192,510
Graham Construction & Engineering	13,611,196
Grand & Toy Office Products	417,251
Grant's Tree Service	262,096
Graycon Group Ltd	64,332
Graymont Western Canada Inc	645,267
Great West Life	2,696,721
Gregg Distributors Co Ltd	122,516
Guardian Traffic Services Ltd	185,215
Gunther's Masonry Construction Calgary	1,147,704
Hamm Construction Ltd	8,732,015
Handy Group of Companies	53,340
Handy Special Events	128,813
Harris, Kerry	53,562
Hartman Design Studio Inc	80,528
Hatch Ltd	93,002
Hatch Mott Macdonald Ltd	77,910
HBI Office Plus Inc	406,409
HD Supply Power Solutions	358,910
Hino Truck Sales	84,063
Hoefl Mechanical Corp	289,602
Hoffstetter Business Technologies	58,800
Home Depot	64,949
Homestead Ice Cream	68,900
Horizon Computer Solutions Inc	1,210,796
Hub City Paving Stone Ltd	129,283
Husky Oil/Pounder Emulsion	109,061
IBM Canada Ltd	395,203

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
ICR Property Management	\$ 528,566
Imaginit Canada	100,083
Imperial Parking	55,073
Indoc Cranes Canada Ltd	75,867
Infor Canada Ltd	209,873
Information Services Corp of Sask	159,558
Inland Audio Visual Limited	684,602
Innovative Civil Constructors Inc	2,237,795
Innovative Civil Solutions Inc	7,910,571
Innovative Piling Solutions	273,255
Innovative Residential Investments Inc	267,000
Insightrix Research Inc	104,883
Insituform Technologies Limited	1,756,473
Interprovincial Traffic Services Ltd	64,622
Invensys Systems Canada Inc	249,559
IPL Inc	176,139
Ipsos Reid LP	106,050
ISL Engineering and Land Services Ltd	102,795
Itron Canada Inc	72,044
J.P.S. Excavating	113,909
Joe Johnson Equipment Inc	188,957
John Deere Financial	156,513
John Deere Landscapes	66,481
Jones Entertainment Group Inc	87,548
Jubilee Ford Sales (1983) Ltd	775,963
Kal Tire	79,706
Kavanagh, W. P.	98,207
Kelsey Pipelines Ltd	3,392,067
Key West Engineering Ltd	196,076
Kim Constructors Ltd	550,176
Klark's Trenching Ltd	147,171
Koncept Sign Group	135,966
Kone Inc	152,500
Konica Minolta Business Solutions	176,919
Kova Engineering (Saskatchewan) Ltd	66,697
KPMG LLP	297,724
Kramer Ltd	1,373,075
Lafarge Canada Inc	712,057
Lafrentz Road Marking	639,648
Laroche-Mcdonald Agencies Ltd	1,045,913
Lawson Lundell LLP	60,677
Leanne Nyirfa Communications Counsel	57,199
Leavitt Machinery	132,773
Ledbetter Communications	54,653
Leland Kimpinski LLP	761,354

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
Library Bound Inc	\$ 1,336,662
Linda's Printing Place	86,743
Linestar Utility Supply Prairies Inc	63,001
Liquiforce Services Inc	66,052
Live Nation Canada Inc	657,639
Lonesome Prairie Sand & Gravel LP	944,279
Loraas Disposal Services Ltd	3,453,886
Luna Metal Works Ltd	89,817
LW Diamond Environmental Services Inc	58,539
M. D. Ambulance Care	271,691
M. D. Charlton Company Ltd	138,466
M. N. S. Ltd	73,451
Macewen Constructors Inc	2,347,593
Macpherson Leslie & Tyerman LLP	116,492
Marine Sonic Technology Ltd	58,386
Market Tire (1976) Ltd	330,218
Marsh Canada Limited	1,432,307
Martin & Levesque Uniforms	89,672
Matear, Erna	350,000
Maxie's Excavating	137,835
Maxium Financial Services Inc	91,476
McDonald's Restaurants of Canada Ltd	93,995
McGills Industrial Services	359,423
McKnight Enterprises Inc	160,064
Meewasin Valley Authority	534,502
Mega-Tech	68,924
Merlin Ford Lincoln	596,495
Metalpol S.A. De C.V.	52,837
Metalshapes Manufacturing Saskatoon	69,054
Mi-Sask Industries Ltd	2,047,574
Michels Canada Co	12,276,923
Microsoft Licensing, GP	738,771
Mid-West Sportswear Ltd	217,584
Minlan Management Ltd	82,243
Minute Muffler & Brake	53,594
Mitchinson Flying Service Ltd	242,002
MNP LLP	57,054
Mocon Construction Ltd	1,180,664
Modern Niagara Inc	56,699
Mohawk Mfg & Supply Co	77,688
Moloney Electric Inc	77,083
More Branded Apparel	58,789
Morrison Hershfield Limited	207,797
Motion Machinery Ltd	151,711
Motorola Solutions Canada Inc	996,659
Mountain Cat Contracting Ltd	68,454
Mountainview Systems	51,205

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
MWG Apparel Corp	\$ 65,153
Nemanishen Contracting Ltd	244,789
New Era Janitorial Services Inc	137,599
New Flyer Industries Canada ULC	362,913
Nexans Canada Inc	355,278
Nordic Industries (1979) Ltd	132,438
Northern Blacktop	3,287,281
Northstar Innovative Developments Inc	286,467
Nova Bus	2,371,262
Nova Pole International Inc	736,210
NSC Minerals Ltd	271,554
Nu-Gro Ltd	93,853
Oakcreek Golf & Turf LP	278,508
OK Tire Service Centre	157,073
On Purpose Leadership Inc	71,515
Open Roads Ltd	71,053
Ornacraft Iron Works	302,882
Ozonia North America Inc	107,460
P R Developments Ltd	149,820
P. Machibroda Engineering Ltd	94,784
Pacific Safety Products	70,651
Panasonic Canada Inc	64,429
Paradise Truck and Trailer Repairs Inc	66,258
Pavement Scientific International Inc	233,656
PCL Construction Management Inc	13,857,260
Perkins & Will Canada Architects Co	108,780
Peters Excavating Ltd	1,368,879
Petro-Canada Lubricants Inc	225,848
Pictometry Canada Corp	88,526
Pillar Properties Corp	373,625
Pinter & Associates Ltd	240,847
Pioneer Transformers Ltd	322,875
Postage By Phone	420,236
Pow City Mechanical Partnership	96,898
Power Ecosystems Inc	581,063
Prairie Graphics Inc	68,540
Prairie Paving (2006) Inc	1,931,597
Prairie West Fabricating & Welding Ltd	157,379
Prairieland Park	326,322
Prairieland Trenching Ltd	161,256
Pre-Con Limited	255,246
Precise Parklink (West) Ltd	63,352
Precision Asphalt	408,724
Precision Joint Sealing Inc	93,922
Prevost, A Division of Volvo Group Canada Inc	107,670

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
Production Lighting Ltd	\$ 63,890
Professional Computer Services	286,794
Quick Delivery Services Inc	132,057
Quik Caretaking Ltd	241,218
R Ness Contracting Ltd	198,904
R.M. of Corman Park #344	78,284
Rawlco Radio Ltd	165,840
Ray's Moving and Storage Company Ltd	121,847
RC Strategies	73,500
Rebanks Pepper Littlewood Architects	2,208,110
Receiver General for Canada	14,049,109
Redhead Equipment	1,081,890
Reflex Enterprise Solutions	94,621
Regina Elevator Co Ltd	50,946
Reztark Design Studio	78,828
Rhinomac Inc	68,112
Riabko, Mitch	62,288
Rite-Way Fencing (2000) Inc	152,631
Riverbend Developments Ltd	212,000
Rocklands Talent and Management Inc	55,137
Rocky Mountain Phoenix	83,655
Roof Management & Inspection Service Ltd	135,988
Roy Pegg Management	63,365
Royal Bank Visa Payment Centre	312,760
Royal Winnipeg Ballet	50,451
RPG - Resource Planning Group Inc	84,000
Russel Metals Inc	52,722
Sask Abilities Council	117,197
Sask Energy	5,417,925
Sask Government Insurance	727,456
Sask Indian Institute of Technologies	88,130
Sask Power	92,674,977
Sask Research Council	75,263
Sask Tel CMR	2,349,957
Sask Transportation Company	149,314
Sask Urban Municipalities Association	126,925
Sask Workers Compensation Board	2,916,145
Saskatchewan Information & Library	303,283
Saskatchewan Liquor & Gaming Authority	181,387
Saskatoon Animal Control Agency	498,019
Saskatoon Boiler Mfg Co Ltd	57,489
Saskatoon Co-op Centre	99,719
Saskatoon Fastprint	75,173
Saskatoon Health Region	52,172
Saskatoon Housing Authority	111,739

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
Saskatoon Media Group	\$ 54,111
Saskatoon Motor Products (1973) Ltd	88,791
Saskatoon Police Association	901,022
Saskatoon Prairieland Park Corp	159,063
Saskatoon Radio Cabs Ltd	50,640
Saskatoon Real Estate Services Inc	121,627
Saskatoon Regional Economic	254,750
Saskatoon Soccer Centre Inc	57,186
Saskatoon S. P. C. A.	415,173
Saskatoon Symphony	115,392
Saskatoon Tourist & Convention	112,373
Saskatoon Tribal Council	56,100
Saskatoon Zoo Society	100,106
Saskcon Repair Services Ltd	4,406,440
Sautner Concrete Services Inc	1,568,101
Sawchyn Golf Ltd	160,162
Sawyers Landscape Management	818,338
Scharfstein Gibbings Walen & Fisher LLP	94,655
Schneider Electric Canada Inc	76,682
Schwinghammer's Tree Service Ltd	460,018
Scott Phelps & Mason - In Trust	100,000
SCS Contracting Ltd	177,823
SCS Steel Container Systems Inc	886,341
SEDA Seating Ltd	60,606
Shak Golf Ltd	55,845
Shanahan's Limited Partnership	85,582
Shaw Business Solutions	182,517
Shear Fabrication Ltd	69,420
Sherwin-Williams	206,964
Sherwood Chevrolet Oldsmobile Inc	80,786
Sidewalks Plus Ltd	52,972
Siemens Canada Limited	97,414
Sigma Safety Corp	105,034
Silverado Demolition Operations Inc	87,431
SNC Lavalin	452,366
Softchoice Corporation	110,917
Sonepar Canada Inc - Texcan West	63,318
Southwest Paving Ltd	129,736
Space2Place Design Inc	263,417
Spartan Controls Ltd	106,516
SPI Health and Safety Inc	201,066
Sport Systems Unlimited Corp	88,431
Sprague-Rosser	2,624,743
SSG Safe Security Services Canada	467,225
Stadium Power	376,583
Standard General Inc	17,262,975
Stantec Consulting Ltd	1,533,177
Staples	57,044

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
STC Urban First Nations Services Inc	\$ 110,433
Stevenson Hood Thornton Beaubier	1,690,315
Stockdales Electric Motor Corp	321,772
Suer & Pollon Mechanical Partnership	1,839,510
Suncor Energy Products Partnership	9,710,184
Suncorp Valuations Ltd	142,435
Super Save Disposal (Saskatchewan) Ltd	62,235
Supreme Office Products	301,612
Sutherland Automotive	106,611
Sysco Regina	94,923
T & M Janzen Farms Inc	355,072
T. Monz Consulting Inc	51,006
Tacel Ltd c/o S & A Supplies	196,448
Tandus Centiva Canada GP	50,710
Tap Communications Inc	71,650
Tervita Corporation	1,281,206
Tetra Tech Eba Inc	279,149
TG Graphics SM Inc	78,414
The Active Network Ltd	51,300
The Board of Education o/a Saskatoon Public School Division	80,658
The City of Calgary	113,400
The Lawn Loggers Ltd	57,730
The Partnership	403,145
The Pepsi Bottling Group	61,954
The Rent-It Store & Tool Supply	75,047
The Star Phoenix	723,068
Titan Marketing Solutions	78,804
TMA Systems, LLC	66,281
Tomko Sports Systems Alberta	121,622
Top Shot Concrete	781,974
Toter LLC	250,051
Trade West Equipment Ltd	121,881
Traditional Contracting Inc	75,159
Trafco Canada	53,506
Trapeze Software Inc	1,883,492
Triod Supply (N.B.) Ltd	160,715
Truckline Parts & Service (Sask) Ltd	89,060
ULS Maintenance & Landscaping Inc	379,869
Unisource Canada Inc	148,169
United Library Services Inc	201,090
United Rentals of Canada	96,032
Univar Canada Ltd	1,015,115
University of Regina	79,639
University of Saskatchewan	262,817
Urban Systems Ltd	739,842
Util-Assist	286,303

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
V-Tec Petroleum Services	\$ 152,332
Valmont West Coast Engineering	341,620
Varsteel Ltd	140,386
Varty Floors Ltd	80,211
VCM Construction Ltd	4,799,811
Vermeer Canada Inc	305,865
Versaterm Inc	259,705
Virtay Street Sweepers Ltd	809,567
VWR International Ltd	105,237
Wajax Equipment	137,488
Wajax Power Systems	294,028
Wallace Meschishnik Clackson Zawada	1,150,000
Wanuskewin Heritage Park Authority	55,446
Wastequip LLC	87,048
Water Matters Inc	84,984
WBM Office Systems Inc	180,808
Weber Supply Company Inc	98,814
Wells Interiors Inc	255,197
Wesclean Equipment & Cleaning Supplies	70,658
Wesco Distribution Canada Inc	79,024
West-Can Seal Coating Inc	2,360,049
Westburne Electric Supply (Midwest)	192,301
Western Concessions	520,429
Western Fitness Equipment	256,434
Western Redi-Mix Inc	151,243
Westvac Industrial Ltd	293,159
Wheaton Pontiac Buick Cadillac GMC Ltd	383,814
Wilco Contractors Southwest Inc	1,634,607
William Cleaning Service Ltd	258,407
Willms Engineering Ltd	117,555
Winacott Spring/Western Star	167,550
WMCZ Lawyers In Trust	1,142,555
Woodgrain Manufacturing Ltd	218,905
Worley Parsons	117,303
Wozniak & Sons Enterprises Ltd	388,940
Wright Construction Western Ltd	3,272,931
WSP Canada Inc	668,896
Xerox Canada Ltd	109,838
Xylem Water Solutions	165,380
Yorkton Concrete 2012 Ltd	83,694
Zep Manufacturing Company of Canada	64,846
Zerrcomm Communications	52,674
Zu.Com Communications Inc	1,047,193

**CITY OF SASKATOON
THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014**

<u>VENDOR NAME</u>	<u>TOTAL PAID</u>
101122135 Saskatchewan Ltd	\$ 64,822
101175041 Saskatchewan Ltd	74,533
101197574 Saskatchewan Ltd	50,000
20/20 Geomatics	130,547
3M Canada Inc	193,552
614128 Ontario Ltd	713,473
755080 Alberta Ltd - DDS Consulting	150,344

CITY OF SASKATOON
NOTES TO THIRD PARTY PAYMENTS
For the Year Ended December 31, 2014

Note 1

Expenditures have been reported on the accrual basis in accordance with *The Cities Regulations*.

Note 2

Expenditures include all payments of \$50,000 and greater made by the City of Saskatoon and its Boards during 2014. Expenditures for TCU Place, SaskTel Centre and the Mendel Art Gallery boards relate to capital expenditures.

City of Saskatoon

City Council Remuneration

Remuneration
City Council Members

2014

	<u>Remuneration</u>	<u>Travel and Other Expenses</u>
D. Atchison	\$ 120,988	\$ 28,164
C. Clark	54,684	588
T. Davies	54,684	4,386
R. Donauer	54,684	6,070
D. Hill	54,684	10,505
A. Iwanchuk	54,684	4,024
Z. Jeffries	54,684	8,750
M. Loewen	54,684	856
P. Lorje	54,684	5,714
E. Olauson	54,684	6,088
T. Paulsen	54,684	3,765

Purchasing Review Request for Proposal – Award of Contract

Recommendation

That the Standing Policy Committee on Finance recommend to City Council:

1. That The Procurement Office be awarded the contract to conduct a purchasing review for the City of Saskatoon to a maximum cost of \$100,000.00; and
2. That the City Solicitor be requested to prepare the appropriate agreement and that His Worship the Mayor and City Clerk be authorized to execute the agreement under the Corporate Seal.

Topic and Purpose

To receive approval from City Council to retain The Procurement Office to conduct a review of the City of Saskatoon's purchasing procedures.

Report Highlights

1. Priority Saskatchewan will be bringing forward recommendations for changes to public procurement in Saskatchewan.
2. The City needs to do some background work in order to be in a position to implement change.
3. The Procurement Office can assist the City in establishing the appropriate procedures, protocols and documentation.
4. This work is compatible with the Priority Saskatchewan initiatives and can happen in conjunction with that initiative.

Strategic Goals

The recommendations in this report support the strategic goals of continuous improvement, and asset and financial sustainability.

Background

At its meeting held on February 9, 2015, the Standing Policy Committee on Finance considered a report from the Office of the City Solicitor regarding the award of this Request for Proposal to The Procurement Office and resolved that the matter be deferred to the May meeting of the Committee.

The Administration requested that the matter be further deferred until the July meeting of the Standing Policy Committee on Finance.

Report

Priority Saskatchewan will be bringing forward recommendations for changes to how the Government of Saskatchewan and related agencies conduct their procurement. Some of these changes may have applicability to the City of Saskatoon if we choose to

implement them. The Administration has been waiting to bring forward this report until more information was known about the proposed Priority Saskatchewan initiatives.

Priority Saskatchewan has now outlined their proposed 13 actions. However, it will take some time for these 13 actions to be implemented by Priority Saskatchewan.

In addition, it is likely that while the principles outlined by Priority Saskatchewan may have applicability to the City, changes will be required to accommodate the City's business as opposed to the Province's.

The Administration is getting pressure both from our suppliers and our internal staff to make changes to how the City conducts procurement. The Administration has discussed their proposed plans with Priority Saskatchewan and The Procurement Office. Both felt that the City's initiatives could continue in conjunction with the initiatives of Priority Saskatchewan.

Further, there is background work that is imperative that the City complete so that it is in a position to implement change when it is brought forward by Priority Saskatchewan.

The Procurement Office is being hired to do the following:

Stage 1: Risk Assessment (Institutional Review)

- provide a snapshot review of our existing procurement practices against industry-leading best practices
- conduct field studies to collect direct information about our procurement practices
- prepare a Risk Assessment, Diagnosis and Recommendations Report which will analyze and consolidate the findings from the snapshot review and field studies to provide detailed situation-specific due diligence recommendations in the key target areas

Stage 2: Professional Integration

- implement a Procurement Roadmap Policy Framework that provides a clear and consistent understanding of the flow of responsibility throughout the procurement process
- produce an updated policy that it is intended to address governance matters in relation to our procurement operations and establish clear rules and responsibilities through the stage of our procurement processes
- provide base protocols that provide guidance in the four stages of procurement: project planning, procurement streaming, document assembly and competition
- the six protocols are:
 - Procurement Project Planning Protocol
 - Format Selection Protocol
 - Document Drafting Protocol
 - Invitational Competition Protocol
 - Open Competition Protocol
 - Non-Competitive Procurement Protocol

- additional protocols may include: a qualified supplier rosters protocol, procedures negotiation protocol and a supplier disqualification protocol
- template overhaul – Invitation to Tender, RFP formats, Request for Quotation, Negotiated RFP, Request for Supplier Qualification and Request for Information templates
- additional templates may include standard term contracts

Stage 3: Deployment

- in-house training tailored to the new protocols, procedures and templates

The Procurement Office is aware of the Priority Saskatchewan initiatives and is confident they can help us put together appropriate procedures, protocols and documents that will be compatible with any Priority Saskatchewan documents.

The Procurement Office will work with the City's Purchasing Committee. The Purchasing Committee has been set up to examine the City's purchasing and procurement practices. It is made up of members from the City Solicitor's Office, the Materials Management Division, and other members of the Administration with an interest in the City's procurement model.

Options to the Recommendation

Alternatively, the City could wait until Priority Saskatchewan has implemented its proposed actions and then start our internal change process. This approach is not recommended as it will delay any change at the City of Saskatoon. In addition, much of this work would be required to be completed at that point anyway.

Public and/or Stakeholder Involvement

Consultation with suppliers of the City will be undertaken to obtain their suggestions for change to our procurement framework.

Communication Plan

A communications plan will be developed to ensure that any changes to our procurement framework are fully disclosed to our supplier community and to seek input from our supplier community.

Policy Implications

Existing policies of the City will need to be amended. Any proposed amendments to our policies will be brought back to the Committee.

Financial Implications

The project will be funded from a number of capital projects that will benefit from the new approach. This will offset project-specific procurement costs and risks for each of the projects, and will benefit projects from these funding sources going forward.

Due Date for Follow-up and/or Project Completion

The purchasing review is expected to take approximately six months. A report detailing the results of the review will be brought back to the Committee.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required. Public Notice of any amendments to the City's Purchasing Policy will be required.

Attachment

1. Report of the City Solicitor to SPC on Finance dated February 9, 2015.

Report Approval

Written by: Cindy Yelland, Director of Planning & Development Law
Approved by: Patricia Warwick, City Solicitor

Admin Report – PurchasingReviewRequest.docx
197-3549-cly-6.docx

Purchasing Review Request for Proposal - Award of Contract

Recommendation

That the Standing Committee on Finance recommend to City Council:

1. That The Procurement Office be awarded the contract to conduct a purchasing review for the City of Saskatoon to a maximum cost of \$100,000.00; and
2. That the City Solicitor be requested to prepare the appropriate agreement and that His Worship the Mayor and City Clerk be authorized to execute the agreement under the Corporate Seal.

Topic and Purpose

To receive approval from City Council to retain The Procurement Office to conduct a review of the City of Saskatoon's purchasing procedures.

Report Highlights

1. Every year the City of Saskatoon spends millions on the purchase of goods, services and construction.
2. The City would like to review our purchasing process, policies and procurement documents.
3. A Request for Proposal (RFP) for Legal Advisor Services – Purchasing Review was issued on November 28, 2014.
4. Proposals have now been received and evaluated. The Evaluation Committee is recommending the contract be awarded to The Procurement Office.

Strategic Goals-

The recommendations in this report support the strategic goals of continuous improvement, and asset and financial sustainability.

Report

Every year the City of Saskatoon spends millions on the purchase of goods, services and construction. The Administration has been looking at ways to make our purchasing process more efficient while maintaining fair, open and transparent procurement practices. However, due to the current amount of projects and procurement the City is engaged in, it has been difficult for the Administration to find the resources to implement these changes.

Further, the Administration wants to implement standardized procurement documents for use by the organization as a whole. The purchase of template documents adapted for the City's use is a large portion of this project. Standard documents will allow for more consistency throughout the organization, minimize risk, create efficiency and create standardized documents for our potential vendors.

In addition, it is time to review our purchasing policies and protocols to determine if they need amendment. It is also likely that the organization is in need of some additional protocols.

On November 28, 2014 the City of Saskatoon issued a Request for Proposals – Legal Advisor – Purchasing Review ("RFP"). The purpose of this RFP was to seek proposals regarding a review of our purchasing process, policies and procurement documents. The RFP identified the role of the legal advisor to:

- complete a risk assessment of the City's current purchasing process;
- provide advice with respect to and, draft replacements if necessary, regarding the City's purchasing policy and other required purchasing protocols and procedures;
- provide and draft, as required, template procurement documents and standard term contracts for use by the City of Saskatoon; and
- provide training with respect to the use of the procurement documents and standard term contracts.

Five proposals were received from:

- McKercher LLP
- MacPherson, Leslie and Tyerman LLP
- Miller Thomson LLP
- The Procurement Office
- Robertson Stromberg LLP

The proposals were evaluated on the following criteria:

- | | |
|--|----|
| • Experience and Qualifications | 40 |
| • Project understanding, work plan and scope of services | 30 |
| • Fee Proposal | 30 |

The highest scoring proponent was The Procurement Office. The Procurement Office has extensive experience in completing projects similar to this one. They have performed this service for numerous municipalities and public bodies across Canada. Given this experience they are highly qualified to perform the work required by the City of Saskatoon. They demonstrated an excellent project understanding, work plan and scope of services. At a cost of \$76,645.00 plus applicable taxes and expenses they were also one of the lowest cost proposals.

The project budget outlined in the RFP was \$100,000.00. As the project progresses the City may issue to retain The Procurement Office to perform additional work not currently specified in the work plan. For instance, the City may request additional template documents and policies that were not included in the proposal from The Procurement Office. The contract is being awarded up to a maximum upset price of \$100,000.00 to allow for that flexibility.

Public and/or Stakeholder Involvement

At this time there is no need for public and/or stakeholder involvement. If changes are proposed to the City's current purchasing process the City will seek the input of external stakeholders.

Policy Implications

At this time there are no policy changes being recommended. The outcome of this project may result in recommended changes to our purchasing policies. Any changes required will be brought back to a later meeting of the Committee.

Financial Implications

The project will be funded from a number of capital projects that will benefit from the new approach. This will offset project-specific procurement costs and risks for each of the projects, and will benefit projects from these funding sources going forward.

Other Considerations/Implications

There is no environmental, privacy, or CPTED implications or considerations, and a communications plan is not required.

Due Date for Follow-up and/or Project Completion

The purchasing review is expected to take approximately four months. A report detailing the results of the review will be brought back to the Committee.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Report Approval

Written by: Cindy Yelland, Solicitor, Director of Planning & Development Law
Approved by: Patricia Warwick, City Solicitor

197-3549-cly-5.docx

Inquiry – Councillor Donauer – Revision of City of Saskatoon’s Procurement Policy

Recommendation

1. That the Standing Policy Committee on Finance recommend to City Council:
That the Administration continue to follow Priority Saskatchewan’s initiatives and bring back further reports to the Standing Policy Committee on Finance as those initiatives are implemented.

Topic and Purpose

The purpose of this report is to provide information about Priority Saskatchewan’s initiative of the Government of Saskatchewan and provide an update to the motion of City Council regarding the City’s procurement policy.

Report Highlights

1. The New West Partnership Trade Agreement and the Agreement on Internal Trade prevent the City from having a local preference policy.
2. Priority Saskatchewan is bringing forward changes to how the Government of Saskatchewan and related agencies engage in public procurement.
3. The Administration has met with representatives from Priority Saskatchewan and has been following their initiatives.
4. Rather than conduct our own review of procurement practices in Canada, it will be the intention of the Administration to bring forward for discussion relevant portions of the initiatives from Priority Saskatchewan.

Strategic Goals

This report supports the Strategic Goals of continuous improvement, economic diversity and prosperity, and asset and financial sustainability.

Background

At its meeting held on December 15, 2014, City Council resolved:

- “1) That Council direct the Administration to investigate options and opportunities to improve the City of Saskatoon’s procurement policy to ensure that the process:
 - (a) is fair and equitable to local businesses;
 - (b) provides local businesses with similar advantages to those businesses operating in other Canadian cities and provinces; and/or
 - (c) penalizes businesses from other Canadian jurisdictions who are not in compliance with the Agreement on Internal Trade procurement rules; and

- 2) That Council direct the Administration to report on the extent and nature of the procurement policies/incentives being offered in other Canadian jurisdictions and how such policies/incentives impact the awarding of procurement contracts by the City of Saskatoon.”

Report

In Saskatchewan, municipalities are required to comply with both the New West Partnership Trade Agreement and the Agreement on Internal Trade. These are trade agreements that municipalities have been brought under by other levels of government. As a municipality, the City has limited jurisdiction to influence public policy around these trade agreements. The terms and enforcement of these trade agreements lie with the provincial and federal governments.

Both of these trade agreements are intended to encourage the free movement of people, goods, services and investments across provinces in Canada. Under these agreements the City is bound to apply principles of non-discrimination, transparency, openness and accessibility with respect to procurement opportunities. Both trade agreements prevent “buy local” policies from being implemented. However, both trade agreements only apply where the procurement value exceeds a specified amount.

The Agreement on Internal Trade applies to municipalities where the procurement exceeds \$100,000.00 for goods or services and \$250,000.00 for construction. The New West Partnership Trade Agreement applies to municipalities where the procurement exceeds \$75,000.00 for goods or services and \$200,000.00 for construction.

Under these thresholds, the City does have the ability to procure goods, services or construction in a manner that does not comply with these trade agreements.

In June of 2014, the Government of Saskatchewan announced the creation of Priority Saskatchewan. Priority Saskatchewan is responsible for ensuring that Saskatchewan businesses are treated fairly when bidding on government and Crown contracts. Priority Saskatchewan is leading a cross-government and Crown corporation review of current tendering practices.

The result of this initiative is a new procurement plan with three primary goals in mind:

- i) to ensure Saskatchewan businesses are treated fairly and respectfully when bidding on government and Crown contracts;
- ii) to bring greater simplicity and consistency to public procurement practices; and
- iii) to take steps to drive best value for taxpayers.

This plan is comprised of 13 actions. Attached please find a list of the actions.

Priority Saskatchewan has consulted with the City regarding its initiative. Some of the actions may be of interest to the City and the Administration is following the implementation of these actions to determine what may be of use to the City. To date,

none of the actions have been fully rolled out by Priority Saskatchewan. At this point, there is no indication that municipalities will be required to comply with these initiatives but instead Priority Saskatchewan is hoping municipalities will simply endorse the relevant principles, and internalize them in their own procurement framework. The Administration would like an opportunity to consider the details of each action before suggesting endorsement. It is likely that there will be many pieces that are relevant to the City and could be implemented by the City, but it is also likely that there will be portions that cannot or the Administration would not recommend that the City implement. Different levels of government often have different needs when it comes to procurement and we will have to consider the City’s needs against the particulars of each action as they are rolled out by Priority Saskatchewan.

The actions themselves represent good procurement practices and the Administration already does many of these things. Independent of Priority Saskatchewan’s initiative, the Administration has been considering changes to our procurement policies and framework. The Administration would like to continue with our procurement review which can work in conjunction with the results of the Priority Saskatchewan initiative.

To conduct an independent review of procurement practices across Canada would take considerable time and effort. The City may also not have access to the appropriate levels of government to make an accurate determination of their “real” procurement practices. The Administration has been waiting for the results of Priority Saskatchewan’s initiative before commencing this review.

Given the current requirements in the applicable trade agreements, it would seem a better use of our resources to follow the implementation of Priority Saskatchewan’s initiative and bring forward for discussion relevant portions of those initiatives which may be of interest to the City.

Options to the Recommendation

The Administration completes an independent review of procurement practices in Canada.

Due Date for Follow-up and/or Project Completion

The Administration hopes to be in a position to report back to the Committee on the implementation of some of the Priority Saskatchewan initiatives in late 2015 or early 2016.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Attachment

1. Procurement Action Plan Increases Fairness and Consistency for Saskatchewan Businesses Backgrounder.

Report Approval

Written by: Cindy Yelland, Director of Planning and Development Law
Approved by: Patricia Warwick, City Solicitor

Admin Report – ProcurementPolicy.docx
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Procurement Action Plan Increases Fairness and Consistency for Saskatchewan Businesses Backgrounder

Priority Saskatchewan, a branch of SaskBuilds, is leading the implementation of these 13 actions that will improve government and Crown sector procurement:

Action	What We Heard ...	Improvement Benefits
1. New employee Procurement Code of Conduct	Vendors do not always understand what to expect from the procurement process.	<ul style="list-style-type: none"> • Clear statement of the government's professional procurement practices.
2. Consistent application of best value as the basis of government procurement	Best value decision-making should be the standard across government except where purchasing is transactional (purchasing pens, paper etc.)	<ul style="list-style-type: none"> • Awarding contracts on the basis of best value is more strategic because it considers various criteria in addition to price (e.g. quality of materials, lifecycle costs, and performance).
3. Vendor Performance Evaluation	Poor performing vendors compete equally with other vendors because there is no follow up evaluation process in place.	<ul style="list-style-type: none"> • A consistent evaluation model will evaluate vendors across government and the Crowns and results will be considered in future competitions. • To support continual improvement, vendors will also have the opportunity to provide feedback.
4. Multi-staged and outcomes-based procurement	The current process can be too prescriptive and requires all interested vendors to develop and submit lengthy proposals, even though there may be a low chance of some vendors being selected.	<ul style="list-style-type: none"> • To encourage innovation, industry will be encouraged to suggest solutions rather than respond to prescribed specifications. • For large (\$20M or more) and complex projects, a two-stage procurement process will be used to generate a shortlist. • Only the shortlisted vendors will need to complete the detailed submission process. • This will save a number of businesses time and money.
5. Crown Corporations to maximize all opportunities available within the Agreement on Internal Trade (AIT)	Compliance practices vary across the sector.	<ul style="list-style-type: none"> • Crown Corporations will follow the requirements of the AIT only where required to do so. • Crowns will continue to look locally and globally for solutions to remain competitive.
6. Address the knowledge gap	There is a need to enhance procurement skills and expertise of vendors and employees in order to drive consistency across the organization.	<ul style="list-style-type: none"> • Create a virtual center of excellence to support employee procurement training. • Enhance vendor knowledge to ensure clear understanding of procurement process and objectives, and tools to increase bidding success.
7. Collaborative capital forecasting	Governments compete with each other for bidders because there is no coordinated approach to procurement.	<ul style="list-style-type: none"> • Government will lead a more coordinated joint planning approach with Crowns and the broader government sector (municipalities, academia, schools and hospitals).

8. Enhance the SaskTenders portal	The existing portal is not user friendly, not all Saskatchewan Government entities use it, and it does not have e-commerce capabilities.	<ul style="list-style-type: none"> • A single window for all government, Crown and potentially broader public sector procurement. • The site will be enhanced to support electronic submissions.
9. Common Procurement Templates	Procurement documents are not user-friendly and vary across ministries and Crowns.	<ul style="list-style-type: none"> • Improved templates with consistent and simplified language.
10. A formal debrief process	There is no standard debriefing model leading to frustration and poor information sharing.	<ul style="list-style-type: none"> • Develop a standard debrief model where both sides can learn from the experience leading to greater future success.
11. Corporate Citizenship in procurement	A vendor's record of corporate citizenship is not considered.	<ul style="list-style-type: none"> • Everyone benefits from contracts being awarded to vendors who are good corporate citizens.
12. Conflict of Interest for former government employees	Some vendors hire former government employees potentially giving them an unfair advantage.	<ul style="list-style-type: none"> • Build on the existing Employee Code of Conduct by developing a policy that provides clarity regarding former employees (who recently left) the public sector and pursue public contracts.
13. Define 'Saskatchewan Business'	There is no consistent definition of a Saskatchewan vendor making it is difficult to track the success of Saskatchewan vendors.	<ul style="list-style-type: none"> • Defining this term will improve the accuracy of procurement data.

For more information, contact:

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