FINANCE AND ADMINISTRATION COMMITTEE

Tuesday, June 5, 2012
4:00 PM

Henry Baker Hall, Main Floor, City Hall

Public Agenda
Finance and Administration Committee
Tuesday, June 5, 2012

Approval of Public Agenda

Approval of the Public Agenda

Administration Reports

FA12-19 Fire Hall #4 Funding Returned to Asset Revitalization Reserve

Recommendation

That the Administration be authorized to transfer $194,698.41 from the Land Development Reserve to the Asset Revitalization Reserve to fulfill the obligation to repay the Asset Revitalization Reserve for funding that was borrowed to complete the new #4 Fire Hall project.

FA12-20 Grey Cup Legacy Project - Facilities Management Services Resources

Recommendation

That the six-month term position of Facilities Operations Coordinator be funded from the Facilities Reserve at a value of $47,500.

FA12-21 Authorization to Initiate a Process to Engage Professional Services

Recommendation

1. That the Deputy City Manager & CFO be authorized to initiate the competitive process outlined in this Report to engage professional audit services for the City of Regina and related entities for the years ending 2012 – 2016.

2. That the Deputy City Manager & CFO be authorized to award and finalize terms for the audit services contract, after review of proposals from professional audit firms.

3. The City Clerk be authorized to execute the agreement with the successful proponent as prepared by the City Solicitor.

This report will be forwarded to the June 11, 2012 City Council meeting.

FA12-22 2011 Public Accounts

Recommendation

That the 2011 Public Accounts document be forwarded to City Council as information.

Communications

FA12-23 RROC - Audited Financial Statements

Recommendation
That this communication be received and filed.

FA12-24 EVRAZplace - Audited Financial Statements

Recommendation
That this communication be received and filed.

Resolution for Private Session

Resolution for Private Session

FA12-19

June 5, 2012

To: Members,
Finance and Administration Committee

Re: Fire Hall #4 Funding Returned to Asset Revitalization Reserve

RECOMMENDATION

That the Administration be authorized to transfer $194,698.41 from the Land Development Reserve to the Asset Revitalization Reserve to fulfill the obligation to repay the Asset Revitalization Reserve for funding that was borrowed to complete the new #4 Fire Hall project.

CONCLUSION

In order to finalize the fulfilment of the obligation for the loan from the Asset Revitalization Reserve a transfer must be made from the Land Development Reserve to the Asset Revitalization Reserve.

BACKGROUND

In the 2010 budget, a request for funding of $1,335,000 was approved to complete the construction of the new #4 Fire Hall of which $335,000 was approved from the Asset Revitalization Reserve. There was an agreement or understanding that the funding from the Asset Revitalization Reserve be repaid through any one or a combination of government rebates, cost savings and or proceeds from the sale of the old #4 Fire Hall. It was estimated at that time that the proceeds of the sale of the old #4 Fire Hall could generate $225,000 in revenue. In October 2011, the old #4 Fire Hall was sold for $210,205.68. The net proceeds from the sale after deducting real estate, legal fees, and taxes are $194,698.41 which is available to transfer to the Asset Revitalization Reserve to repay the outstanding obligation. The balance of the obligation, $140,301.59 was repaid at year end by transferring unused capital funds resulting from cost savings on the construction of the new #4 Fire Hall.

At year end, pursuant to *The Regina Administration Bylaw 2003-69 Schedule A Section 33(a),* the net proceeds from the sale of $194,698.41 were transferred to the Land Development Reserve. In order to transfer the proceeds from the Land Development Reserve to the Asset Revitalization Reserve City Council approval is required.

DISCUSSION

There was a commitment to repay the funding utilized from the Asset Revitalization Reserve in the amount of $335,000 for the construction of the new #4 Fire Hall. Funding in the amount of $140,301.59 has already been repaid at year end by transferring unused capital funds resulting from cost savings on the construction of the new #4 Fire Hall. In order to fulfill the remainder of the commitment the proceeds from the sale of the old #4 Fire Hall are required to be transferred. The old #4 Fire Hall was sold in October of 2011 for $210,205.68 resulting in net proceeds of $194,698.41after deducting applicable fees. This transfer would complete the repayment to the Asset Revitalization Reserve.

Another option that was pursued to repay the Asset Revitalization Reserve was the potential to receive Provincial and Federal rebates for the implementation of a wind turbine and solar hot

water heating system at the new #4 Fire Hall. The wind turbine was not deemed a cost effective electrical solution for the new fire hall and was therefore not implemented. The solar hot water heating system was implemented but it was not eligible for a rebate due to the rebate program deadline. The system was not able to be commissioned by the deadline so the system did not qualify for the rebate funding.

As a result, the best option for repaying the reserve back is utilizing the proceeds from the sale of the old #4 Fire Hall.

RECOMMENDATION IMPLICATIONS

Financial Implications

By transferring the sale proceeds, in the amount of $194,698.41, from the Land Development Reserve to the Asset Revitalization Reserve, the reserve balances are projected to be $8,169,134 and $4,899,600 respectively.

Environmental Implications

None related to this report.

Strategic Implications

None related to this report.

Other Implications

None related to this report.

Accessibility Implications

None related to this report.

COMMUNICATIONS

The Real Estate Branch will be notified of the transfer from the Land Development Reserve to the Asset Revitalization Reserve in the amount of $194,698.41.

DELEGATED AUTHORITY

The transfer between the Land Development Reserve and the Asset Revitalization Reserve requires City Council approval.

Respectfully submitted,

Chuck McDonald

Chuck McDonald, Director
Finance

Respectfully submitted,

B Sjoberg

Brent Sjoberg,
Deputy City Manager & CFO

CB/JA/JH/BDS:a
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FA12-20

June 5, 2012

To: Members,
Finance and Administration Committee

Re: Grey Cup Legacy Project - Facilities Management Services Resources

RECOMMENDATION

That the six-month term position of Facilities Operations Coordinator be funded from the Facilities Reserve at a value of $47,500.

CONCLUSION

The Grey Cup Legacy Project has reduced the need for some capital maintenance already planned for Mosaic Stadium at Taylor Field. However, the project has put pressure on the human resource capacity in the Facilities Operations branch of the Facilities Management Services department, as in addition to his regular responsibilities, the Manager has oversight responsibility for the Grey Cup Legacy Project and the 2013 Grey Cup. Transferring $47,500 from the Facilities Reserve in 2012 to cover six months of a term Facilities Operations Coordinator position will alleviate some of that pressure and ensure that overall responsibility for Facilities Operations does not suffer because of the time required to support the Legacy Project. The transfer of funds from the Mosaic Stadium portion of the Facilities Reserve will ensure that the cost to the City of Regina is covered through funds generated at Mosaic Stadium.

BACKGROUND

The Saskatchewan Roughrider Football Club is undertaking a $14 million Legacy Project at Mosaic Stadium at Taylor Field to prepare for the 2013 Grey Cup. The City of Regina, through the Facilities Management Services department is providing oversight to the work being undertaken by the Saskatchewan Roughriders to ensure protection of the stadium (City asset) and to ensure that the work undertaken by the Football Club does not jeopardize any of the other activities planned for the stadium. The additional workload that is a result of the oversight role is placing significant pressure on the Facilities Operations branch and will over the course of the next year and a half make it impossible to complete other important responsibilities previously outlined in the branch plan. The purpose of this report is to seek a reallocation of funding from the Facilities Reserve to fill a position on a temporary basis to provide support to the Manager of Facilities Operations and Facilities Operations branch activities.

DISCUSSION

The 101st Grey Cup will be played at Mosaic Stadium at Taylor field on Sunday, November 24, 2013. The Grey Cup is Canada's largest single sporting event of the year. The Saskatchewan Roughrider Football Club is making changes to Mosaic Stadium in anticipation of the Grey Cup. Through a staged approach seating capacity at the stadium will be increased over two years. In

time for the 2012 football season, main level stands in the north and south end zones will be constructed. The construction will include private boxes, washrooms and concessions. A second level of seating and other amenities will be added for the 2013 season.

The City of Regina has been very clear with the Saskatchewan Roughriders. The total cost of the enhancements at Mosaic Stadium over the next two years will be fully covered by the Football Club. The City of Regina has no interest in making enhancements to Mosaic Stadium while working towards the construction of a new stadium as part of the Regina Revitalization Initiative. However, the City Manager has also communicated to the Football Club the City's endorsement of the project and a commitment to provide oversight to the project work, to ensure the protection of the City of Regina asset (the stadium) and to represent the needs of other users of this community facility throughout the project.

The City is providing oversight to the project as follows: The Facilities Operations Manager is a member of the Grey Cup Legacy Project Steering Committee and provides day to day oversight. A Senior Engineer from Facilities Management Services is supporting the Facilities Operations Manager with any technical aspects of the project. The City Manager has also created an internal committee to provide high level oversight of the project. The City Manager, Deputy City Manager & CFO, Director of Facilities Management Services and Manager of Facilities Operations will meet on a regular basis with representatives of the Saskatchewan Roughriders to ensure that the project is going according to plan and that the City's interests are being considered at all stages of the project.

The Administration is confident that this approach will work well to support the Saskatchewan Roughriders in their efforts. The project however, does put additional pressure on the operational branch within the organization that has responsibility for day to day operation of all City facilities. The work required to participate with the Saskatchewan Roughriders on their project is making it impossible for the Facilities Operations Manager to complete all of his other responsibilities. On a short-term basis this would probably be manageable, however, in reality, when the responsibilities for running the stadium for the time up to and including the Grey Cup game in late November of 2013 is considered, the drain on Facilities resources is significant. To alleviate some of the pressure, it has been determined that an 18-month term position of Facilities Operations Coordinator should be added to the staffing complement for the Facilities Operations branch. The individual in this position would take over some of the day to day responsibilities of the Manager, providing him with more time to focus on the Legacy Project and the Grey Cup.

The salary costs related to this term position is approximately $95,000 annually (including benefits). It has been determined that this position should be funded in such a manner that it does not adversely affect other program expenses within Facilities Management Services. For the six month period in 2012, the position can be funded through the Facilities Reserve. For the twelve month period covering the 2013 calendar year, the cost should be covered by the Saskatchewan Roughriders. This will be negotiated with the Roughriders at such time as an agreement is struck between the two parties that will allow the Roughriders to hold the Grey Cup at Mosaic Stadium. There is considerable time and effort required from the City's perspective to ensure that an event this large is successful. It is reasonable that through the contractual agreement for the event, the lessee of the stadium cover (in addition to other expenses the City will incur) the cost of the salary of one staff person, dedicated to providing the event.

Transferring funding from the Facilities Reserve to fund the position for six months in 2012 requires City Council approval. Within the current contractual arrangement with the Saskatchewan Roughriders, they pay annual rent for the stadium in the amount of $200,000. The Facilities Reserve stipulates very clearly that those funds will be invested in the Reserve and are available to fund the City of Regina's portion of future upgrades to Mosaic Stadium. The Legacy Project is making some of the work already planned for the stadium unnecessary. In that regard, it makes sense to transfer the funding to the Facilities Operations salary account to allow for the hiring of some additional support for the branch, to ensure that other branch operations are not jeopardized because of the Grey Cup Legacy project. Using funding from the reserve makes sense because the funds in the reserve are specifically attributable to Mosaic Stadium as these are generated from rental fees paid by the Saskatchewan Roughriders for their use of the stadium.

RECOMMENDATION IMPLICATIONS

Financial Implications

The report outlines a recommendation to reallocate $47,500 from the Facilities Reserve to the Facilities Operations branch to cover salary expenses for one position for six months. The reallocation moves funding previously allocated to work that is no longer necessary because of the Legacy Project. This reallocation will allow for the Legacy Project to continue with City oversight, but without adversely affecting the amount of work that could and should be completed within the Facilities Operations branch in the Facilities Management Services department.

It is appropriate to fund this position from the Mosaic Stadium portion of the Facilities Reserve as the work is directly attributable to the City's relationship with the Saskatchewan Roughriders and the funds in the reserve are generated through rental charges paid by the football club to the City. This transfer will assure that the cost to the City is covered through funds generated through rental fees for Mosaic Stadium.

Environmental Implications

None with respect to this report.

Strategic Implications

The City of Regina Administration has worked hard over the past number of years to develop planning processes throughout the organization. The Facilities Management Services department and Facilities Operations branch plans were both completed and committed to before the Legacy Project was announced. Reallocating the funding from work that is no longer required at Mosaic Stadium provides opportunity to continue to attempt to achieve the plans. Without the reallocation, plans will have to be reworked and reduced, and Facilities Management Services will achieve less than planned from a strategic perspective.

Other Implications

None with respect to this report.

Accessibility Implications

The National Building Code of Canada is very explicit with respect to accessibility requirements. Part of the oversight role undertaken by Facilities Management Services is to ensure that the construction project includes all appropriate approvals through building permits, etc.

COMMUNICATIONS

No formal communication will be undertaken with respect to this report. The City maintains relationships with the Saskatchewan Roughriders through this project and various other activities. The issue has been discussed with them. The final decision with respect to this issue will be communicated at forthcoming meetings with the Football Club.

DELEGATED AUTHORITY

The disposition of this report requires City Council approval.

Respectfully submitted,

Pat Gartner, Director
Facilities Management Services

Respectfully submitted,

Brent Sjoberg,
Deputy City Manager & CFO

PG/BDS:a
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FA12-21

June 5, 2012

To: Members,
Finance and Administration Committee

Re: Authorization to Initiate a Process to Engage Professional Services

RECOMMENDATION

1. That the Deputy City Manager & CFO be authorized to initiate the competitive process outlined in this Report to engage professional audit services for the City of Regina and related entities for the years ending 2012 – 2016.

2. That the Deputy City Manager & CFO be authorized to award and finalize terms for the audit services contract, after review of proposals from professional audit firms.

3. The City Clerk be authorized to execute the agreement with the successful proponent as prepared by the City Solicitor.

CONCLUSION

The appointment of the current auditor expires with the completion of the 2011 audit. The auditor is appointed by City Council pursuant to Section 159 (1) of *The Cities Act*. The Administration is requesting authorization to initiate a process to engage professional audit services and to award and finalize a contract for services. The contract value is projected to exceed $500,000.

BACKGROUND

Section 159(1) of *The Cities Act* requires that City Council appoint an auditor for the City of Regina as well as several other related entities. In 2007, the firm Deloitte & Touche LLP was appointed for a five-year term, which expired at the completion of the 2011 audit. In order to appoint an auditor for the next five-year term, the Administration is requesting authorization for the Deputy City Manager & CFO to initiate a process to engage professional audit services for the audit of the financial statements of the City of Regina and several related entities for the years ending 2012 – 2016. The contract value for the length of the contract is projected to exceed $500,000. The Administration is also requesting that the Deputy City Manager & CFO be authorized to award and finalize terms for the audit services contract, after review of proposals from professional audit firms.

DISCUSSION

The request for proposals will be advertised through an opportunity notice posted on the City's web page and on the MERX internet tendering service. The Administration expects that a limited number of firms will reply given the specific qualifications required to plan and execute an audit of this scope and specifications.

A review committee has been established which will include the following:

Lorrie Schmalenberg, CGA, Manager, Corporate Accounting
Breanne Howden, CA, Senior Financial Reporting and Policy Advisor
Curtis Smith, CA, Manager, Policy and Risk Management
Chuck McDonald, CMA, Director of Finance
Lisa M. Weisensel, CA, Manager, Finance, Regina Public Library

Each firm considered to meet the qualifications based on the criteria that will be provided in the request for proposals will provide a written proposal as well as a presentation to the committee. The Pension Board will initiate a process to engage professional audit services for the Pension Plans with the exception that the Casual Pension Plan falls within the accounting system of the City of Regina.

In reviewing the proposals, there will be a number of considerations:

Relevant experience – an auditor must have a sufficient understanding of the organization's business, accounting principles prescribed for that business and its related entities. The City of Regina is subject to the principles of the Public Sector Accounting Board which prescribes ongoing changes to these principles so an understanding of emerging issues as they relate to the City of Regina and its entities is also important. This knowledge is necessary to understand and assess potential areas of risk that should be examined as well as to reduce the effort required by City staff and management to explain the specialized policies and procedures. Evaluation criteria will include knowledge in the audit of similar size organizations, municipalities and other government organizations.

Staff Resources – while junior and intermediate staff will change throughout the audit engagement, we will request a commitment for a senior designated audit partner for the full five-year term, as well as information to assess whether the firm has resources available to meet our deadlines. Since the last audit proposal in 2007, our audit timelines have decreased by approximately nine weeks which is a challenging timeline.

Audit Plan and Methodology – the Administration will review the proposals with an expectation that key areas and risks related to the City will be addressed in the proposal. Sufficient detail will be expected to validate the proficiency of the audit firm to plan and execute the audit.

Audit Fees and Hours – the firms will provide pricing for the audit of each separate entity that is consolidated in the financial statements as well as rates for special audits such as our third party funding audits (MAER) reports. Over the five year term of the last audit, the City of Regina consolidated entity changed significantly in its audit requirements. Tangible Capital Assets project was mandated by PSAB which was a huge undertaking for all municipalities in Saskatchewan and resulted in higher audit fees. Further, the MAER reports required by third party funding partners were not known at the time of tender. The City of Regina has some known potential changes and certainly cannot predict the unknown ones but some can be reasonably assumed from the known PSAB emerging issues. The costs of these additional/special audits can be a significant part of the complete cost; therefore, the proposals will also be evaluated for an understanding of, and pricing for, potential extra audits.

All proposals are likely to include a caveat that, should the scope change during the course of the audit, the auditors will seek to negotiate additional fees. This is standard practice within the industry as the exact nature of the audit, changes to the entities and other unknowns can cause significant extra work for the audit, some of which can be requested by management if needed.
Independence – Audit firms are required to comply with the standards of their professional association in maintaining independence and objectivity. The City of Regina also has a policy on auditor independence.

Regarding independence, it is worth noting that all members of the committee of evaluation are members in good standing of professional accounting bodies, with all three national bodies represented. All professional accountants swear to a code of ethics to uphold the standards of their profession. Further, given the impact of the Audit function and the direct consequences of poor results to all members of that team, there is no motivation for any member of the committee to choose a firm on any basis other the supported criteria and the best interests of the City of Regina and its entities.

RECOMMENDATION IMPLICATIONS

Financial Implications

The operating budgets for each fiscal year will include the costs for the City's portion of the audit. For 2012 this budget has been set and for 2013 it is likely to be set before the audit firm is selected, therefore there is some risk that not all costs have been budgeted for 2012.

Environmental Implications

None related to this report.

Strategic Implications

None related to this report.

Other Implications

None related to this report.

Accessibility Implications

None related to this report.

COMMUNICATIONS

The request for proposals will be advertised through an opportunity notice posted on the City's web page and on the MERX internet tendering service.

DELEGATED AUTHORITY

The recommendation of this report require City Council approval

Respectfully submitted,

Chuck McDonald, Director
Finance

Respectfully submitted,

Brent Sjoberg,
Deputy City Manager & CFO

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FA12-22

June 5, 2012

To: Members,
Finance and Administration Committee

Re: 2011 Public Accounts

RECOMMENDATION

That the 2011 Public Accounts document be forwarded to City Council as information.

CONCLUSION

The publication of the 2011 Public Accounts and the completion of the actions outlined in the Communication Plan fulfill the requirements of *The Cities Act*.

BACKGROUND

Attached is a copy of the 2011 City of Regina Public Accounts prepared in accordance with Section 156 of *The Cities Act* and *The Cities Regulations* and in accordance with the provisions of *The Local Authority Freedom of Information and Protection of Privacy Act* as it relates to privacy.

DISCUSSION

The Public Accounts disclose financial information for 2011 in accordance with the legislation and regulations. Where applicable, the entity responsible for the expenditure, (City Council, Board of Police Commissioners, Buffalo Pound Water Administration Board, Regina Downtown or Regina's Warehouse Business Improvement District) is disclosed. The Public Accounts include:

1. City Council Remuneration and Expenses – Includes the remuneration for the Mayor and Councillors, and details of expenses incurred directly or on behalf of the Mayor and Councillors.

2. Grants – Includes a breakdown of grants and subsidies provided by the City of Regina to various organizations and individuals. The report provides a further breakdown of the grant or subsidy into the following categories:

   - Operating and Capital Grants
   - Tax Abatements and Exemptions
   - Subsidized Rent
   - Transit Subsidies

   In order to provide the disclosure outlined in *The Cities Regulations*, the term grants, rather than community investments, has been used in the Public Accounts document.

3. Employee Remuneration – Includes information on employee salaries over $50,000. Salaries reported include any retroactive pay relating to prior years paid during 2011. A separate section is provided for each of the City of Regina, the Board of Police Commissioners, the Buffalo Pound Water Administration Board, and Regina Downtown. Regina's Warehouse Business Improvement District did not have any salaries in excess of the threshold amount for reporting.

4. Expenses – Includes expenses over $50,000 with the information shown for each entity that incurred an expense in relation to a particular company, organization or individual. A separate section is provided for each of the City of Regina, the Buffalo Pound Water Administration Board, Regina Downtown and Regina's Warehouse Business Improvement District.

RECOMMENDATION IMPLICATIONS

Financial Implications

The cost of producing the Public Accounts is provided for in the approved General Operating Budget.

Environmental Implications

None related to this report.

Strategic Implications

The production of Public Accounts services operational excellence as it complies with legislative requirements.

Other Implications

None related to this report.

Accessibility Implications

None related to this report.

COMMUNICATIONS

To comply with Section 157 (1) of *The Cities Act,* copies of the Annual Report and Public Accounts will be sent to the Minister of Municipal Affairs. Copies will also be provided to individuals upon request.

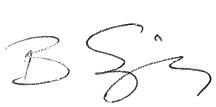
DELEGATED AUTHORITY

This report must be forwarded to City Council for information.

Respectfully submitted,

Chuck McDonald, Director
Finance Department

Respectfully submitted,



Brent Sjoberg,
Deputy City Manager & CFO

LS/CM/rls
Attachment
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2011
Public Accounts

Year Ended December 31, 2011

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REGINA | City of Regina
Infinite Horizons

June 5, 2012

His Worship the Mayor and Members of Council

In accordance with Section 156 of *The Cities Act* and *The Cities Regulations*, I am submitting the City of Regina Public Accounts for the year ended December 31, 2010.

This report is divided into the following sections:

1. City Council Remuneration and Expenses
2. Grants – City of Regina
3. Employee Remuneration – General Municipal, Police Services, Buffalo Pound Water Administration Board and Regina Downtown
4. Expenditures – City of Regina, Buffalo Pound Water Administration Board, Regina Downtown, and Regina's Warehouse Business Improvement District

Each section contains notes detailing the reporting requirements and providing an explanation of the contents.

The statements and schedules in this report include information on all City of Regina operations, the Board of Police Commissioners, Buffalo Pound Water Administration Board, Regina Downtown and Regina's Warehouse Business Improvement District.

The City of Regina Annual Report and Buffalo Pound Water Administration Board, Regina Downtown and Regina's Warehouse Business Improvement District Annual Reports also form part of the Public Accounts. The annual reports provide information on 2011 actual and budgeted revenues and expenses.

Respectfully submitted,

Chuck McDonald

Chuck McDonald
Director of Finance

Finance Department
Corporate Services Division
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Regina.ca

City Council Remuneration

and Expenses

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City Council Remuneration and Expenses

For the Year Ended December 31, 2011

(in dollars)

	Base Salary	Deputy Mayor Salary	Travel Per Diems	Total Remuneration
Mayor				
Fiacco, Pat	102,735			102,735
Councillors				
Browne, Louis	34,245	300		34,545
Bryce, Sharron	34,245	300	1,300	35,845
Clipsham, Fred	34,245	300	1,150	35,695
Findura, John	34,245	300	650	35,195
Fougere, Michael	34,245	300		34,545
Hincks, Terry	34,245	300	300	34,845
Hutchinson, Jocelyn	34,245	-	350	34,595
Murray, Wade	34,245	600	550	35,395
O'Donnell, Mike	34,245	600		34,845
Szarka, Chris	34,245	600	450	35,295

Expenses

	Travel	Leased Car	Communications	Total Expenses
Mayor				
Fiacco, Pat	8,546	13,383		21,929
Councillors				
Browne, Louis	2,521		2,699	5,220
Bryce, Sharron	4,875			4,875
Clipsham, Fred	5,746			5,746
Findura, John	2,890		3,129	6,019
Fougere, Michael	1,149		2,883	4,032
Hincks, Terry	1,947		2,405	4,353
Hutchinson, Jocelyn	4,286		3,171	7,457
Murray, Wade	4,752			4,752
O'Donnell, Mike	2,016			2,016
Szarka, Chris	1,608			1,608

Board of Police Commissioners

	Board Payments	Board Per Diems	Board Travel
Councillors			
Bryce, Sharon	1,076		3,191
Murray, Wade	1,076		3,218
Bryce, Sharon			
Murray, Wade			

See accompanying notes.

Notes to City Council Remuneration and Expenses

For the Year Ended December 31, 2011
(in dollars)

Note 1

City Council remuneration and expenses have been reported in accordance with Section 9 of *The Cities Regulations*.

Note 2

Travel per diems are allowances paid to Councillors when they travel out of the city on City business. The per diem rate is $100 per day.

Note 3

Travel includes all 2011 travel expenses incurred by the Mayor and Councillors, whether paid to the Mayor and/or Councillors or on their behalf. Travel expenses represent expenses, including conference registration fees, paid directly by the City of Regina.

Note 4

Each Councillor has an annual budget of $5,000 that covers travel, travel per diems and communication expenses. Communication expenses include ward newsletters and community newsletter advertisements. In addition, the Elected Officials Travel Policy allows Councillors to carry forward any unspent amounts to future years.

The following table summarizes the expenses incurred for each Councillor in 2011 and the amount carried forward from the previous year.

Councillor	Unexpended 2010 Allowance	2011 Allowance	Total Available	2011 Expenses	Unexpended 2011 Allowance
Browne, Louis	369	5,000	5,369	5,220	148
Bryce, Sharron	4,357	5,000	9,357	6,175	3,182
Clipsham, Fred	5,822	5,000	10,822	6,896	3,926
Findura, John	2,783	5,000	7,783	6,669	1,114
Fougere, Michael	8,649	5,000	13,649	4,032	9,617
Hincks, Terry	2,150	5,000	7,150	4,653	2,497
Hutchinson, Jocelyn	2,940	5,000	7,940	7,807	133
Murray, Wade	302	5,000	5,302	5,302	-
O'Donnell, Mike	170	5,000	5,170	2,016	3,154
Szarka, Chris	4,749	5,000	9,749	2,058	7,691

Notes to City Council Remuneration and Expenses

For the Year Ended December 31, 2011

(in dollars)

Note 5

Board Payments represent amounts paid to the Mayor or Councillors for attendance at Board of Police Commissioners meetings. Board Travel includes all 2011 travel expenses incurred by the Mayor and Councillors that were funded by the Regina Board of Police Commissioners whether paid directly to them or on their behalf.

Note 6

Each Councillor has an annual budget of $3,800 that covers home or business office services. Business office services include: computer, copier, facsimile, computer modem line, public telephone line, services, electronic organizer and blackberry.

The following table summarizes the expenses incurred for each Councillor in 2011:

Councillor	2011 Expenses
Browne, Louis	1,787
Bryce, Sharron	2,755
Clipsham, Fred	2,718
Findura, John	1,820
Fougere, Michael	3,334
Hincks, Terry	3,883
Hutchinson, Jocelyn	2,193
Murray, Wade	3,800
O'Donnell, Mike	2,631
Szarka, Chris	1,782

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Grants

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Grants - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Name	Operating/ Capital	Tax Abatements and Exemptions	Subsidized Rent	Transit Subsidies
AI Ritchie Community Association Inc.	84,729			1,912
Art Gallery of Regina Inc.	65,000			
Caledonian Curling Club			243,065	
Communities of Tomorrow	55,000			
Evraz Place	400,000		1,700,000	
Family Service Regina Inc.	53,500			
Globe Theatre Society	125,000			
Heritage Community Association Inc.	75,882		26,164	
MacKenzie Art Gallery Inc.	293,725	161,422		
Mobile Crisis Services Inc.	136,350			
North Central Family Centre Inc.	82,243			
Rainbow Youth Cenre Inc.	54,060			2,520
Ranch Ehrlo	200,000			
Regina Airport Authority		501,590		
Regina Education and Action on Child Hunger Inc. (REACH)	79,285		20,199	
Regina North East Community Recreation Association Inc.	76,738			
Regina Regional Opportunities Commission	927,900			
Regina Senior Citizens Centre Inc.	156,296			
Regina Symphony Orchestra Inc.	125,000			
Royal Canadian Mounted Police Heritage Centre		424,386		
Saskatchewan Housing Corporation	265,000	16,684		
Saskatchewan Science Centre Inc.	165,000	249,392		
The Regina Plains Museum Inc.	100,200		8,675	
University of Regina	114,000			
Wascana Centre Authority	60,000			

See accompanying notes.

Notes to Grants
For the Year Ended December 31, 2011
(in dollars)

Note 1

Grants have been reported in accordance with Subsection 9 (c) and (d) of *The Cities Regulations*.

Note 2

Grants are separated into a variety of categories in order to disclose the nature of grant or subsidy. Grants include all assistance paid by the City of Regina to organizations or individuals over $50,000.

Operating/Capital Grants

Grants paid to organizations to assist them in their operations and/or capital projects. This also includes grants to assist organizations with conventions or shows held in the City.

Tax Abatements and Exemptions

Various tax abatements and exemptions given to organizations and approved by City Council under Sections 244 (abatements) or 262 (exemptions) of *The Cities Act*. The tax abatement amounts disclosed represent the entire amount of the abatement whereas the tax exemption amounts disclosed represent only the municipal portion of the taxes forgiven.

Subsidized Rent

Properties owned by the City and leased for below market value. The amount disclosed represents the difference between the actual lease payment and the estimated market value of the lease.

Transit Subsidies

Free transportation given to organizations in the form of passes and tickets.

Employee Remuneration

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Abtosway, Cory G.	Crew Lead, Landfill	78,100	
Ackerman, Amber	Corporate Information Analyst	55,162	
Ackerman, James C.	Hazardous Materials Inspector	35,130	62,595
Ackerman, James L.	Bus Operator	66,470	
Adam, Carl D.	Firefighter	65,515	
Adam, Kirk D.	Captain	100,614	
Adam, Lisa D.	Manager, Corporate Communication	56,096	1,409
Adie, Joann J.	Infrastructure Records Technician	61,093	
Aebig, Cory	Crew Lead, Roadway Operations	78,532	
Agha, Amir A.	Senior Engineer	107,458	
Agha, Raheela	Financial Administration Business Systems Analyst	58,116	
Aird, Janet	Manager, Financial Services	93,197	1,950
Alarcon, Ian Angelo Q.	Engineer	64,680	2,066
Alejandria, Joseph A.	Senior Engineer	100,081	2,066
Alejandria, Richard H. A.	Graphics Technologist	48,884	2,063
Alexander, Michael B.	Manager, Capital Projects and Initiatives	101,871	74,051
Allin, Robert	Bus Operator	57,319	
Amin, Mohammed R.	Senior Engineer	100,429	
Amyotte, Kristen	Bylaw Standards Officer	57,658	
Anderson, Allen	Skilled Labourer	54,336	
Anderson, Ann M.	Communications Consultant	67,150	
Anderson, Brad	Bus Operator	52,147	
Anderson, Cindy B.	Business and Performance Support Strategist	82,546	
Anderson, Jeff	Firefighter	55,057	
Anderson, John B.	Manager, Fleet Operations	97,612	10,388
Anderson, Justin	Dispatch Clerk	53,999	
Anderson, Kevin K.	Bus Operator	55,958	
Anderson, Loreen R.	Community Consultant	59,882	
Anderson, Michael	Trades I - Distribution System Services	77,794	
Anderson, Penny L.	Coordinator, Workforce Development	67,150	
Anderson, Wendy S.	Administrative Assistant to Deputy City Manager	66,559	
Andrews, Michael G.	Captain	103,411	
Andrusyk, Jamie T.	Firefighter	81,952	
Anthony, Troy	Bus Operator	54,556	
Antochow, Gordon J.	Technologist II - Water, Sewer and Waste	78,457	
Antonini, Leonard A.	Firefighter	86,728	
Arsenault, Roger	Firefighter	84,204	
Arsenault, Simon	Firefighter	84,772	
Atchison, Chrystal L.	Legal Counsel	47,369	3,472
Ault, Barry J.	A/Foreman - Facilities Operations	71,617	
Austring, Don	Firefighter	84,263	
Babcock, Bradley T.	Engineer	65,690	
Bachynski, Doyle A.	Equipment Operator III	65,065	
Bahan, Barb	Administrative Assistant to City Manager	69,186	
Baier, Tammy R.	Revenue Services Analyst	68,615	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Bailey, Joseph	Bus Operator	50,947	
Bailey, Ron D.	Divisional Strategic Services Consultant	81,861	
Bailey, Sandy G.	Manager, Water and Sewer Engineering	116,848	1,950
Baillargeon, Lee A.	Firefighter	81,788	
Baker, Dean K.	Journeyperson - Electrician	65,334	
Baker, Donald	Bus Operator	68,798	
Bamford, Thomas	Human Resources Consultant	65,296	
Banin, Jason	Trades Coordinator	82,999	93
Banin, Sonia G.	Leisure Systems and Revenue Analyst	55,956	
Banks, Douglas K.	Automated Side Loader Operator	54,782	
Barabe, Randy M.	Leadperson, Parks Maintenance	56,239	
Baragar, Randy L.	Equipment Operator III	74,169	
Barber, Diane M.	Coordinator, Project Services	80,390	
Barkhouse, Kevin D.	Solid Waste Truck Operator	53,032	
Barr, Don	Director of Assessment and Taxation	143,034	20,439
Bater, Kevin W.	Lead Operator	83,648	
Bates, Rodger H.	Assistant Chief - Fire	126,457	1,950
Battiste, Glenroy A.	Bottomman	81,949	
Bauer, Arnold P.	Manager, Solid Waste Collection	98,776	1,950
Beaton, Boyd	Facilities Operations Coordinator	79,784	593
Beatty, Brian	Crew Lead, Roadway Operations	63,815	
Beatty, Dean J.	Firefighter	84,263	
Beaulieu, Larry J.	Supervisor of Central Stores, Salvage and Fuel	71,955	
Bechard, Blair	Firefighter	84,204	
Bechtold, Gloria L.	Coordinator, Purchasing	96,244	
Bechtold, Harvey	Payroll Clerk II - Transit	57,320	
Beck, James	Project Engineer	72,617	2,062
Beckman, Jennifer	Financial Services Team Leader	56,157	1,434
Beeson, John G.	Manager, Fleet Operations	53,514	2,346
Belick, John F.	Journeyperson - Mechanic	65,835	
Bell, Barbra L.	Manager, Customer Care Strategy	98,292	1,950
Bell, Carey	Coordinator, Property Taxation and Administration	71,793	
Bell, Cy	Casual Labourer	50,476	
Bellamy, Marcie R.	Divisional Strategic Services Consultant	61,619	
Bellegarde, Peter D.	Firefighter	84,363	
Bellows, Derrick E.	Director, Environmental Services	143,392	2,600
Bells, Brad N.	Manager, Transit Administration	112,102	1,875
Benna-Stewart, Linette L.	Bus Operator	52,180	
Benning, Kirby	Firefighter	84,204	
Benson, Melinda A.	Purchasing Agent II	41,526	20,570
Berner, Chris K.	Dispatch Clerk	54,983	
Bernhardt, Cindy	Financial Services Team Leader	58,269	
Besplug, Bert F.	Lieutenant	91,345	
Beston, Derreck S.	Crew Lead, Roadway Operations	75,676	
Betker, William R.	Geomatics Technician I	58,038	
Bialobzyski, Mark A.	Mechanical Inspector	61,005	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Bien, Tyler W.	Technologist II - Roadways and Traffic	58,127	
Bigler, Hugh J.	1st Year Apprentice Electrical/Instrumentation	50,522	
Bingaman, Jeff J. G.	Geomatics Technician II	61,587	
Binns, Michael W. R.	Senior Engineer	108,816	441
Bird, Alfred G.	Leadperson, Parks Maintenance	50,651	
Bird, Charlie	Bus Operator	56,472	
Bird, Kevin F.	Firefighter	81,788	
Birkeland, Sheri	Sustainability Outreach Coordinator	71,264	
Bishoff, Alan M.	Senior Assessment Appraiser	79,704	
Bitz, Nick A.	Bus Operator	52,633	
Bjerke, Robert J.	Director, Planning and Sustainability	20,333	178,643
Bjorgan, Lori A.	Senior Human Resources Consultant	100,580	
Blackett, Bernard A.	Coordinator, Roadway Operations	2,288	51,912
Bladyko, Joseph A.	Supervisor, Solid Waste Disposal	34,227	21,407
Block, Darrell	Engineering Assistant V, Roadways and Traffic	58,414	
Boan, Wayde G.	Firefighter	84,251	
Bobyck, Darren	Irrigation Worker III	59,950	
Bodnard, Kirby L.	Coordinator, Fleet Operations	79,352	1,427
Bohach, Jeff R.	Manager, Communications	116,084	1,950
Bokamyer, Douglas G.	Coordinator, Water and Sewer Construction	74,124	
Bolen, Adrien J.	Bus Operator	54,243	
Bolen, Daryl	Mechanic	81,755	
Bolen, Verne P.	Bus Operator	106,374	
Bonke, Eric L.	Senior CAD Technician	74,212	5,232
Booth, Douglas W.	Engineering Assistant III - Water and Sewer Engineering	81,269	
Booth, Richard S.	Manager, Supply Services	74,248	5,481
Bork, Brad	Firefighter	74,046	
Bouchard, Arnold R.	Captain	100,793	53,205
Boudreau, Donnell	Equipment Operator II	55,120	
Bourdin, Kymberly	Communications Consultant	68,538	
Boutin, Matthew A. W.	Firefighter	77,265	
Bowditch, Edward T.	Bus Operator	50,478	
Boychuk, Marianne L.	Firefighter	86,559	
Boyer, Darren	Firefighter	86,604	
Braden, Ralph N.	Firefighter	85,804	
Brailean, Linda	Bylaw Standards Officer	61,042	
Brass, Shannon	Bottomman	64,812	
Bratushesky, Wayne	Crew Lead, Roadway Operations	92,412	1,933
Brears, Liberty A.	Policy Analyst	61,532	
Breitkreuz, Darren	Night Foreman	58,622	
Brezinski, Dwain	Bus Operator	61,756	
Brice, Trevor M.	Deputy Chief, Operations	132,574	
Bridger, Clinton	Bus Operator	64,499	
Briggs, James M.	CAD Technician	54,016	
Brittner, Thomas W.	Captain	99,987	
Brock, Duane	Firefighter	84,640	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Brockwell, Ray	Equipment Operator II	64,819	
Brooks, Paul	Casual Labourer	52,381	
Brown, Doug	Risk Manager	72,667	601
Brown, Geoff G.	Senior Engineer	105,942	
Brown, Michel	Bus Operator	59,981	
Brown, Tod M.	Firefighter	84,263	
Bryant-Besharah, Bonny	General Manager, Community and Protective Services	127,049	188,840
Bryden, Deborah	Manager, Property Taxation and Administration	115,927	1,950
Buch, Theodore M.	Fire Inspector	96,063	
Buchan, Brad	Firefighter	78,564	
Buckoski, Brad	Equipment Operator III	49,755	2,350
Bucsis, Larry	Bus Operator	69,153	
Buehler, Arnold	Transit Training Coordinator	58,809	
Bujaczek, Ron	Application Management Coordinator	95,488	
Burany, Randy A.	Supervisor - Development Services	69,594	
Burkart, Garry W.	Journeyman Transit	50,935	
Burkholder, David C.	Fleet Training Officer	72,692	5,600
Burns, Michael J.	Fire Inspector	78,831	
Burtnack, Jeffrey W.	Firefighter	74,113	
Burwell, Al	Captain	101,052	
Bussman, Jean A.	Construction Technologist	62,418	
Cameron, Scott D.	Manager, Facilities Operations	106,553	4,213
Campbell, Chris B.	Supervisor, Testing Lab and Materials Engineering	70,804	
Campbell, Todd	Journeyperson - Mechanic	66,325	
Cardinal, Beverly C.	Inclusion and Aboriginal Policy Analyst	69,312	
Carey, Ronald	Casual Labourer	53,405	
Carleton, Colin A.	Firefighter	55,180	
Carlston, Jason	Deputy City Manager, Community Planning and Development	165,168	31,674
Carnochan, Cortnie	Human Resources Associate	59,535	
Carroll, Troy	Equipment Operator III	54,632	
Carteri, Leo L.	Bus Operator	61,610	
Carteri, Tony	Captain	96,723	9,504
Carton, Allan	Crew Lead, Roadway Operations	76,123	
Cassano, Joe	Crew Lead, Roadway Operations	67,719	
Cassell, Sean	Bottomman	71,759	
Champagne, Henry B.	Crew Lead - Solid Waste Collection	56,589	
Chandler, Michael R.	Mechanical Inspector	61,263	
Chapman, Richard J.	Supervisor, Parks Maintenance	69,415	
Chernick, Glenn	Forestry Technician	54,714	
Cheshuk, Jerry T.	Manager, Wastewater Treatment Plant	107,243	1,950
Chillog, Michael G.	Firefighter	74,120	
Chomos, Geoff	Systems Analyst II	78,596	
Choquette, Tyler S.	Firefighter	74,098	
Chorney, Danielle L.	Project Engineer	96,603	
Chorney, Ken	Firefighter	79,476	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Chorney, Peggy L.	Community Consultant	58,991	3,242
Chow, Lorne W.	Senior Bylaw Standards Officer	60,917	
Christensen, Tamara J.	Manager, Traffic Signals and Lighting	114,963	1,950
Chung, Wayne W. Y.	Engineer	67,430	2,066
Chupik, Dennis B.	Development Assistant	54,053	
Chupik, Larry W.	Commercial Building Inspector I	60,763	
Cichocki, Aaron P.	Firefighter	59,417	
Clarke, Brian	Infrastructure Coordinator	87,780	
Clarke, Dave	Firefighter	81,760	
Clarke, Gregory S.	Senior Captain	57,791	49,893
Clarke, Kenneth M.	Captain	101,291	
Clary, Bill B.	Bus Operator	54,276	
Clemmensen, Steven D.	Bus Operator	79,631	
Clermont, Debra M.	Coordinator, Tax Administration and Collections	73,304	
Clifford, Christine	Legal Counsel	118,657	
Clincke, Dominique	Coordinator, Landscape Design	78,725	307
Clyne, Delaine N. A.	Senior City Planner	74,724	
Coffey, Fred	Financial Administration Business Systems Analyst	69,452	
Cole, Edelean B.	Coordinator, Payables	39,140	19,467
Cole, Garry	Bus Operator	67,860	1,194
Cole, Rodney	Firefighter	84,379	
Coleman, Gail	Paratransit Registration and Administration Clerk	50,374	
Collins, Jayne D.	Claims Investigator	60,819	
Comfort, Paul J.	Firefighter	81,788	
Contreras, Fabian O.	Strategy and Performance Consultant	87,685	
Cooney, Deborah C.	Revenue Services Analyst	68,436	71
Cotcher, Michael D.	City Planner II	52,783	
Cote, Sharla J.	Project Engineer	81,036	
Court, Rob L.	Manager, Environmental Engineering	53,708	8,900
Cousins, Peter E.	Firefighter	86,378	
Cox, Clifford	Bus Operator	54,422	
Cozma, Randy B.	Equipment Operator IV - Roadways	57,779	
Craigen, Cory D.	Firefighter	80,187	
Cronin, Fredrick G.	Coordinator, Roadway Operations	112,359	3,209
Crook, Cyrus A. G.	Senior Engineer	102,245	
Crooks, Doc W. R.	Firefighter	65,579	
Crowe, Patrick R.	Equipment Operator II	73,850	
Csoke, Sidney	Bus Operator	50,850	
Cummings, Brian J.	Skilled Labourer	56,797	
Curry, Chris	Firefighter	84,263	
Cyr, Delbert H.	Crew Lead, Roadway Operations	67,570	
Daku, Alyssa D.	Manager, Corporate Information Governance	89,660	1,950
Daku, Hartley A.	Captain	103,146	
Daradich, Janine R.	Coordinator, Infrastructure Strategy	61,875	
Daschner, Kurtis	Irrigation Worker II	51,879	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Davidson, Dwaine E.	Captain	103,768	
Davies, Glen B.	City Manager	284,506	16,441
Davies, Scott	Firefighter	78,564	
Day, Keith H.	Firefighter	55,158	
Deal, Robert	Journeyperson - Painter and Decorator	58,114	
Dean, Brian A.	Supervisor, Field Operations	91,946	
Decelles, Jason A.	Senior Engineer	88,014	707
Deck, Pamela M.	Manager, Divisional Strategic Services	94,747	1,950
Deiana, Marco	Manager, Healthy Workplace and Total Rewards	106,085	7,248
Delmaire, Marcus	Bus Operator	63,580	
Denouden, Gregory L.	Captain	28,567	26,218
Denouden, Troy G.	Firefighter	55,223	
Derin, Brant	Journeyman Body Repairman	61,244	
Derkacz, Judy L.	Revenue Services Analyst	69,093	
Derkitt, William E.	Facilities Operator I	51,668	
Derkson, Lyle	Fire Inspector	82,960	
Deschambault, Wendy L.	Casual Labourer	64,981	
Dheilly, Richard	Training Captain	94,118	644
Didowycz, Matthew J.	Firefighter	55,180	
Digney, Kevin D.	Firefighter	81,760	
Dimen, Garth W.	Firefighter	77,265	922
Dimen, Gwen	Human Resources Associate	51,865	
Ditson, Dauna M.	Communications Consultant	53,758	
Dizy, Gerry M.	Engineering Assistant V, Roadways and Traffic	61,061	
Docherty, Colin J.	Equipment Operator III	80,012	
Dodds, Darcy E.	Truck Driver - Sewer and Water	73,232	
Dodge, Dean M.	Coordinator, Program Services	73,643	
Doka, Corey	Forester II	59,682	
Doka, Greg D.	Trades I - Distribution System Services	94,132	
Dolff, Randy	Journeyperson - Mechanic	65,420	
Dolha, Coltin	Casual Labourer	51,570	
Dolter, Larry R.	Senior Captain	111,002	
Domoslai, Tim R.	Centre Administrator - Neil Balkwill Civic Arts Centre	59,359	1,646
Donahue, Denise	City Planner II	79,537	
Donaldson, Juanita	Accounting Clerk VI	50,290	
Doney, Kurtis	Project Engineer	84,274	
Donison, Robert J.	Captain	103,701	
Donohoe, James	Senior Engineer	48,998	12,000
Dooley, Brian	Bus Operator	52,333	
Dorn, Chelsea E.	Revenue Services Analyst	58,965	
Doucet, Daniel	Bus Operator	87,723	
Down, Bill A.	Bus Operator	58,026	
Drackett, Dan G.	Firefighter	77,265	
Drackett, Randy	Firefighter	86,801	
Dreger, Aaron	Firefighter	78,563	
Driedger, Clint	Traffic Signal Control Electrician	65,389	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Drozda, Mike	Fire Inspector	87,381	
Drummond, Darel F.	Sewerjet/ Hydrovac Operator	81,191	
Duce, Edward W.	Coordinator, Construction Programming	88,097	
Dueker, Daryl	Traffic Signal Control Electrician	78,384	
Duell, David	Bus Operator	63,179	
Duesterbeck, Daryle	Mechanical Inspector	60,236	
Dugalo, Glen	Bus Operator	76,752	
Dulmage, Terry A.	Casual Labourer	52,238	
Dumais, Richard T.	Bus Operator	52,585	
Dumalski, Gwendolyn J.	Community Consultant	54,498	160
Dunbar, Jay	Firefighter	78,664	
Dundas, Jason C.	Firefighter	81,788	
Durovick, Debra A.	Program Specialist - Aquatics	59,423	
Dybvig, Raymond	Journeyperson - Mechanic	64,907	
Dyck, Randall J.	Firefighter	65,515	
Eberts, Lori P.	Systems Analyst II	85,720	
Ecarnot, Lynda M.	Dispatch Clerk	55,982	
Eirich, Larry	Manager, Application Management	119,135	1,950
Eirich, Russell	Entomology Research Analyst	67,729	
Eisler, Ryan T.	Firefighter	77,275	
Eklund, Douglas	Maintenance Operator	67,777	
Elgren, Glenn	Bus Operator	92,032	
Ell, Vernon J.	Captain	100,140	
Elliott, Scott	Engineering Assistant III - Water and Sewer Services	57,210	
Ellis, Colin	Systems Analyst II	41,964	20,418
Elsaesser, Brent D.	Community Consultant	54,742	
Engel, Chad H.	Coordinator, Business Strategy	72,092	6,860
Enright, Mark P.	Commercial Building Inspector I	60,763	
Erdelyan, Shawn	Irrigation Worker II	50,801	
Erickson, Barry	Forester II	57,196	
Ermel, Clinton	Maintenance Person	78,823	
Ermel, Larry N.	Bylaw Enforcement Officer	65,422	36,123
Eutenecier, Mark M.	Solid Waste Truck Operator	51,069	
Eyndhoven, Terry L.	Financial Services Team Leader	69,951	
Eyndhoven, Trevor	Senior Operator	69,982	
Fairbairn, Cheryl S.	Project Leader - Business Technology	80,176	
Fairbairn, Wendy	Infrastructure Records Technician	61,354	
Faul, Kevin D.	Manager, Operational Assessment and Performance	102,944	
Fawcett, Peter G.	Foreman, Facilities Operations	71,739	
Fayant, Timothy	Skilled Labourer	51,708	
Fazekas, Istvan	Journeyman Transit	76,341	5,811
Fehler, Robert L.	Utilityperson	52,296	
Fenton, Jeremy J.	Senior City Planner	66,470	
Fiacco, Frank A.	Billing Coordinator	61,397	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Fieldgate, Deborah L.	Coordinator, Market Data and Research	74,169	
Filteau, Kevin	Specialist - Waste Minimization	62,394	
Finch, Cory	Firefighter	84,300	
Fiorante, Antonio	Instrument Control Specialist	72,380	88
Fischer, Scott	Skilled Labourer	62,621	
Fisher, Calvin J.	Firefighter	55,158	
Fisher, Chris	Director, Information Technology Services	143,358	2,600
Fisher, Gerald R.	Bus Operator	81,250	
Fisher, Trevor	Equipment Operator IV - Roadways	74,860	
Flaman, Dwayne F.	Manager, Bylaw Enforcement, Licensing and Municipal Fines	90,070	64,270
Flavel, Klinton R.	Senior Captain	101,377	
Florek, Kelly A.	Development Assistant	61,630	1,723
Florizone, Teresa A.	Controller, Policy and Risk Management	130,684	20,549
Folk, Janet	Director, Pensions and Disability Administration	130,733	2,600
Forester, Leonard	Journeyperson - Mechanic	69,219	
Forman, Michelle	Strategy and Performance Consultant	90,874	
Forrester, Ronald D.	Captain	102,024	
Fortier, Gilbert L.	Facilities Operator I	62,270	
Fortier, Normand	Journeyperson - Industrial Mechanic	72,704	
Foster, Darcy B.	Supervisor, Geomatics Services	70,852	4,017
Fox, Darren R.	Closed Circuit TV Sewer Camera Operator	51,277	
Francis, Mikael W.	Bus Operator	50,848	
Frank, Erica A.	Community Consultant	55,274	
Frank, Marjorie	Service Desk Analyst	59,129	
Frankiewitz, Stephen	Hydrant Repairperson	52,151	
Fredrickson, Darrell G.	Tradesperson - Transit	54,314	
Frei, Todd M.	Firefighter	65,523	
Friedrich, Angelene B.	Administrative Assistant, Human Resources	50,407	
Friesen, James D.	Firefighter	74,143	
Friesen, Jeret L.	Firefighter	77,275	
Friesen, Perry D.	Manager, Concrete	81,978	4,534
Froh, James P.	Bus Operator	73,760	
Froh, Kregg	Engineering Assistant III - Water and Sewer Engineering	55,975	
Froh, Terry J.	Bus Operator	73,987	
Frohlick, Dan	Equipment Operator III	81,190	
Fuchs, Randall J.	Lieutenant	95,163	
Gabel, Glen	Human Resources Consultant	79,090	3,483
Gabriel, Michael	Crew Lead - Asphalt Screed	79,781	
Gaddie, Kenneth J.	Lieutenant	90,169	
Gafencu, Dwayne N.	Captain	100,149	
Gall, Darren	Skilled Labourer	62,489	
Gallant, Kayla	Laboratory Analyst	53,849	
Gallenger, Trevor J.	Firefighter	77,265	
Galloway, George E. H.	Manager, Winter District Maintenance	94,704	
Gamble, Walter	City Hall Building Operator	54,312	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Gangl, John M.	Supervisor, Sewage Collection	88,347	2,232
Ganshorn, Katherine	Human Resources Associate	66,164	525
Gardner, Kerry	Emergency Medical Training Captain	93,584	
Garland, Wayne	Mechanic - Non-Journeyman	58,041	
Garrett, Brian M.	Weigh Scale Attendant II	53,169	
Garrioch, Lyle	Journeyperson - Electrician	71,263	
Gartner, Jeff D.	Firefighter	80,609	
Gartner, Pat	Director, Facilities Management Services	133,508	2,600
Gasmo, Karen	Director, Transportation and Material Services	139,861	2,600
Gasper, Doug F.	Crew Lead, Roadway Operations	65,348	
Gattinger, Mark J.	Captain	100,744	
Gaudet, Joy	Payroll Systems Analyst	60,663	
Gavin, Keith D.	Lieutenant	87,459	
Gaw, Peter B.	Semi Skilled Labourer	76,979	
Geiger, Garth	Firefighter	84,665	
Geiss, Darrell J.	Crew Lead - Traffic Technical Operations	85,329	
Gejdos, David A.	Captain	100,097	
Gelinas, Kevin J.	Captain	99,412	
Gelsinger, Michael P.	Captain	100,364	
Gemmell, Roland M.	Assistant Chief - Fire	126,645	2,922
Geng, Sherry X.	Senior Business Strategist	72,413	1,162
Gerber, Joey	Foreman, Open Space Services/Cemeteries	58,886	
Germann, Stefan	Building Inspection Engineer - Underfill	62,546	
Gerolami, Michael	Technical Support Specialist I	71,928	
Gervais, Amber	Financial Management Analyst	82,649	
Gervais, Laurie M.	Lieutenant	91,935	
Gette, Loretta J.	Senior Engineer	109,006	
Gettle, Craig	Journeyperson - Carpenter	56,093	
Getz, Terrence	Journeyperson - Mechanic	64,386	
Gibbons, Greg	Skilled Labourer	50,906	
Gibson, Donna Lee	Human Resources Associate	66,371	
Gibson, Dwayne A.	Firefighter	84,849	
Gibson, Trav	Firefighter	83,662	
Gidluck, Aron	Firefighter	78,596	
Gillies, Michael	Supervisor, Field Operations	93,861	10,801
Gimas, Kevin	Sewerjet/ Hydrovac Operator	73,092	
Girgulis, Todd H.	Supervisor, Leisure Centres	71,867	
Glencross, Donald J.	Casual Labourer	70,546	
Goebel, Brandi A.	Technologist II - Roadways and Traffic	67,563	
Gohlke, David	Casual Labourer	52,566	
Gohlke, Elaine	Committee Assistant	63,936	1,595
Gold, Brian K.	Bus Operator	63,788	
Goldie, Scott	Firefighter	84,276	
Gordon, Glenn	Coordinator, Arts, Culture and Film	82,825	
Gottfried, Richard K.	Tradesperson - Transit	52,277	
Gottselig, Murray C.	Manager, Divisional Strategic Services	90,851	1,950

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Grace, Dean	Cemeterian II	52,580	
Graham Banman, Karen	Coordinator, Payroll Services	67,317	
Graham, Gordon R.	Firefighter	84,263	
Grams, Riston	Bottomman	76,531	
Grandel, David	Journeyperson - Carpenter	54,287	
Grant, Patti	Manager, Office Administration	81,353	
Green, Patrick	Journeyperson - Industrial Mechanic	66,001	
Gregory, Stuart	Fleet Training Officer	88,980	
Grenier, Patti	Human Resources Associate	60,143	
Griffin, Dan J.	Supervisor, Water Supply	97,454	
Griffin, Donald S.	Equipment Operator III	78,764	
Griffin, Lynette	Manager, Transit Operations and Accessibility	104,889	1,950
Gronick, Shaun A.	Semi Skilled Labourer	50,060	
Guenther, Evan R.	Technologist II - Roadways and Traffic	54,056	
Gullickson, Harley G.	Equipment Operator IV	68,292	
Guraluk, Kevin	Equipment Operator III	52,485	
Gurskey, Clayton J.	Senior Captain	102,401	
Habtemichael, Abeye	Bus Operator	51,536	
Hagan, Rea E.	Bus Operator	55,444	
Hagar, Peter	Senior Engineer	113,591	
Hagen, Blaine D.	Crew Lead, Roadway Operations	66,789	
Hahn, Allison L.	Project Engineer	66,441	2,625
Hall, Erna	Manager, Service Regina	81,908	1,950
Hall, Lisa E.	Licensing Analyst	67,469	
Hall, Sterling	Senior Engineer	116,532	
Halladay, Jessica L.	Human Resources Consultant	56,928	1,629
Halpenny, Jamie	Paratransit Coordinator	74,083	
Halvorson, Tracey L.	Employee Rehabilitation Officer	81,511	
Hamilton, Kelly M.	Firefighter	85,011	
Hammond, Craig	Forester II	53,679	
Hammond, Tim	Firefighter	84,204	
Hampson, Mark	Journeyperson - Mechanic - Light	64,066	
Hanes, Gerald H.	Forester I	51,421	
Hansen, Fredrick	Firefighter	84,251	
Hanson, Bradford C.	Firefighter	86,232	
Hanson, Jamie	Manager, Facilities Engineering	119,493	1,950
Harbis, Nicollette	Cash Management and Investment Analyst	79,664	
Hargrove, Jill L.	Manager, Revenue Administration Services	86,465	1,950
Harle, Kenneth	Supervisor, Transit	64,446	
Harmatiuk, Sheila	Manager, Government Relations	92,274	1,950
Harmen, Lonnie	Residential Building Inspector II	57,290	
Harris, Darren	Irrigation Worker II	51,525	
Hartman, Traiton J.	Firefighter	65,565	
Hartnell, Beverley K.	Supervisor, Leisure Centres	60,952	32,444
Harty, Susan	Supervisor, Technology Applications	72,699	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Harvey, Brian	Facilities Operator I	50,708	
Harvey, David S.	Bus Operator	50,197	
Hastings, Marvin S.	Crew Lead - Cold Planer	94,645	
Hauck, Kenneth A.	Captain	100,345	
Hauglum, Sean J.	Supervisor, Technology Applications	91,844	
Hawkes, Kenneth L.	Trades Coordinator - Mechanical - Heavy	70,509	
Hawryluk, Diana L.	Director, Planning and Sustainability	38,384	12,750
Headrick, Albert C.	Fire Marshal	115,646	1,950
Headrick, Garry	Journeyperson - Mechanic - Light	65,574	
Hehn, Darren	Financial Management Analyst	76,189	
Heintz, Curtis	Firefighter	77,296	
Heisler, Brent R.	Engineering Assistant III	68,951	
Heisler, Collin	Journeyperson - Mechanic - Light	63,150	
Heistad, Ernie W.	Skilled Labourer	69,077	
Helm, Bruce W.	Systems Analyst II	80,169	
Hembroff, Brian	Facilities Maintenance Coordinator	30,087	38,931
Henning-Hill, Helene H.	Manager, Engineering and Business Systems	102,691	1,200
Henry, Gladwin	Programmer Analyst III	66,879	
Herauf, Allan C.	Project Management Analyst	73,710	
Herauf, Leonard M.	Lieutenant	94,714	
Herauf, Wade	Bus Refurbisher Assistant	83,535	
Heroux, Christine	Manager, Payroll Services	75,202	1,950
Heshka, Lori	Human Resources Associate	55,381	
Heuchert, Larry	Supervisor of Equipment and Maintenance	85,466	
Heward, Dave	Facilities Operator I	55,594	
Hiebert, Dwayne G.	Maintenance Operator	62,879	
Hildebrand, William	Crew Lead - Grade Finisher	68,903	
Hilderman, Katherine I.	Manager, Technical Services	88,536	1,950
Hildred, Chad E.	Traffic Underground Installer	53,533	
Hill, Emmaline	Strategy and Performance Consultant	69,419	
Hilt, Preston A.	Bus Operator	59,007	
Hirschmueller, Albert	Development Assistant	55,393	
Hlavsa, Rob	Bus Operator	54,194	
Hoath, Robert J.	Crew Lead - Grade Finisher	87,130	25,025
Hodgson, Stacey M.	Coordinator, Administrative Services	54,443	
Hoffart, Nicole	Marketing Consultant	58,029	
Hoffart, Paul	Senior Engineer	64,453	
Hoggan, Rodney	Equipment Operator III	52,408	
Holden, Christopher	Director, Community Services	144,438	55,287
Holhauser, Derwin G.	Asphalt Plant Operator	84,423	
Hollinger, James J.	Senior Captain	49,141	53,183
Holmes, Rickey J.	Fire Inspector	95,015	10,004
Holmes, William	Journeyperson - Carpenter	64,052	110
Holmes-Binns, Aaron	Property Assessor	62,960	1,300
Holt, Bart K.	Firefighter	55,241	
Holt, Tim	Bus Operator	51,238	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Holzer, Wayne J.	Captain	100,360	
Homeniuk, Leonard M.	Equipment Operator II	68,955	2,021
Hood, Jack	Solid Waste Truck Operator	50,273	
Hoolaeff, Rick A.	Traffic Detours/Restrictions Controller	64,436	
Hopson, Brian	Crew Lead - Water and Sewer Construction	77,264	
Hoque, Mohammed	Financial Administration Business Systems Analyst	61,163	1,197
Horning, Richard G.	Supervisor, Parks Maintenance	67,359	1,465
Houston, Shannon R.	Project Leader - Business Technology	69,115	
Howatt, Randy	Crew Lead - Hydrants	52,755	
Howell, Tracy D.	Firefighter	84,263	
Howie, Karen G.	Manager, Sweeping and Alleys	84,079	1,950
Howse, Kristy M.	Communications and Research Analyst	56,713	
Hoyt, Vernon	Bus Operator	52,787	
Huber, Alvin F. G.	Supervisor, Technology Applications	63,323	
Huber, Glen	Trades Coordinator - Mechanical - Heavy	73,489	
Hubich, Chad	Technical Support Specialist I	77,776	
Hubick, Garth	Leadperson, Parks Maintenance	61,321	
Humphreys, Mark	Equipment Operator IV - Roadways	74,820	
Hurley, Shawn	Journeyman Transit	67,446	
Hustak, Lisa	Bus Operator	50,742	
Imumorin, Peter I.	Project Engineer	85,811	2,294
Inglis, Nancy L.	Director, Roadway Operations	54,694	5,991
Israel, Elizenda	Financial Administration Business Systems Analyst	64,060	
Jackson, Bradford W.	Bottomman	64,979	
Jackson, G. Layne	Deputy Chief, Public Safety, Planning and Prevention	109,318	1,950
Jacobson, Kevin R.	Bus Operator	65,150	
Jakubowski, Paul	Firefighter	84,204	
James, Cary D. W.	Project Coordinator - Trades	64,489	124
James, Paul	Route Maintenance Worker	51,619	
James, Sherri-Lynn	Engineering Assistant IV- Roadways and Traffic	53,178	1,014
Jara, Jose M.	Supervisor, Technology Applications	68,217	
Jastrzebski, Jadwiga	GIS Planner	66,686	
Jeannot, Bryce B.	Firefighter	55,223	
Jeannot, Chad E.	Utilityperson II	52,593	
Jeeves, Craig Lee	Bus Operator	60,060	
Jeffery, Steve	Manager, Business Transformation Program	118,452	1,950
Jelinski, Greg	Manager, Concrete	86,700	790
Jellicoe, Allison D.	Human Resources Associate	53,507	
Jeske, Rick L.	Lieutenant	94,992	
Jessop, Allen	Traffic Signal Control Electrician	67,615	
Jeworski, Larry	Bus Operator	53,122	
Jijian, David D.	Coordinator, Water and Sewer Construction	68,809	
Johnson, Cecilia	Community Consultant	56,268	
Johnson, Colinda	Property Assessor	59,708	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Johnson, Gerald W.	Lieutenant	88,073	
Johnston, Douglas R.	Manager, Transit Operations and Training	86,415	1,950
Johnston, Lauralyn	Senior Planner	67,425	
Johnston, Mark A.	Technologist II - Roadways and Traffic	69,409	2,185
Johnston, Ryan	Pest Control Officer	57,033	
Johnston, Wendy A.	Coordinator, Workforce Development	61,170	667
Jones, Gayle	Administrative Assistant to Deputy City Manager	56,796	
Jones, Mitchell T.	Development Control Officer II	60,257	
Jones, William	Programmer Analyst III	66,081	
Jordan, Darcy K.	CAD Technician	53,812	
Jors, Curtis M.	Journeyperson - Mechanic	69,407	
Jose, Shane W. J.	Casual Labourer	58,536	
Joyal, Marcel C.	Journeyperson - Plumber/Gasfitter	52,951	
Judge, Brian	Firefighter	84,481	
Kabatoff, Ken	Supervisor, Parks Development	83,659	
Kalenchuk, Danny W.	Maintenance Person - Electrician	77,505	14,122
Kalim, Faisal L.	Engineer	65,309	953
Kaminska-Rybak, Lori-Ann	Corporate Budget Analyst	68,065	
Kapell, Gregory J.	Lieutenant	96,188	
Kasperski, Sharon V.	Business and Workforce Management Analyst	79,744	
Katelnikoff, William	Equipment Coordinator	39,057	13,740
Kauck, Gerald L.	Automated Side Loader Operator	51,428	
Kaufmann, Tanner	Journeyman Transit	66,871	
Kay, Gerard	Deputy Chief, Training Academy, Safety and Logistics	108,442	1,950
Kaye, John J.	Equipment Operator III	56,134	
Keith, John A.	Crew Lead - Grade Finisher	75,021	
Keith, Patrick T. W.	Supervisor, Technology Applications	54,359	89
Kell, George M.	Lead Operator	87,247	
Kempf, Paul D.	Community Consultant	59,002	
Kerr, James V.	Senior Captain	112,387	
Kerr, Russell H.	Bus Operator	63,002	
Kerth, Cindy L.	Senior Bylaw Standards Officer	77,585	606
Kerth, Darren A.	Development Assistant	62,327	
Kessler, Heidi M.	Water Technologist	53,425	
Kessler, Richard	Equipment Operator IV - Roadways	57,781	
Kilbach, Darrell A.	Crew Lead - Water and Sewer Construction	85,474	
Kilbride, Mike D.	Journeyperson - Plumber/Gasfitter	68,485	
King, Lisa A.	Coordinator, Community Partnerships	72,877	2,032
King, Maurice	Bus Operator	63,439	
King, Terry P.	Crew Lead, Roadway Operations	67,126	
King, Tim	Casual Labourer	50,979	
Kinney, Donald	A/Leadman Facilities Operations	53,139	
Kinvig, David R.	Assistant Chief - Fire	113,075	4,061
Kirkpatrick, Frank	Permit Facilitator	56,821	
Kirkpatrick, Miles C.	Bylaw Standards Officer	57,369	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Kirstein, Cory A.	Firefighter	64,930	
Kistner, Don G.	Training Captain	93,676	
Klaptchuk, Frank J.	Bus Operator	60,762	
Klass, Scott	Senior Operator	75,762	
Klaudeman, Sean A.	Semi Skilled Labourer	50,739	
Kliman, Jonathan	Firefighter	78,596	
Klippenstein, Neil B.	Business Systems Analyst	59,854	
Klotz, Garry	Equipment Operator IV - Roadways	68,385	
Kluge, Darcy A.	Bus Operator	55,563	
Klyne, Michael	Foreman, Golf Course	66,955	
Klyne, Steve	Bus Operator	54,640	
Knutson, Clayton T.	Fleet Management Technologist	52,465	
Koch, Dale	Journeyperson - Carpenter	57,005	
Koch, Danny	Firefighter	78,596	
Koch, Nicholas J.	Firefighter	82,047	
Kochar, Joe A.	Container Maintenance Leadperson	62,161	
Kocoy, Dwayne A.	Bus Operator	60,385	
Koffler, Chris D.	Firefighter	65,689	
Kohle, Louise	Database Analyst	75,688	
Kohne, Murray	Senior Operator	66,728	
Kohut, Dennis	Journeyperson - Mechanic - Light	63,666	
Koivisto, Kari J.	Director, Fleet Services	130,642	2,600
Koochin, Tanya	Coordinator, Business System Administration	72,378	
Koot, Mike	Firefighter	84,222	
Kopan, Lonny A.	Firefighter	55,158	
Koroluk, Shawn P.	Policy and Procedure Analyst	63,679	1,739
Kosolofski, Trevor	Manager, Asphalt Services	104,163	1,950
Kovach, Glen F.	GIS Programmer	66,871	
Kozack, Jay	Skilled Labourer	55,232	
Kozakewich, Jaeson	Firefighter	81,995	
Kozar, Craig	Manhole Builder	56,694	
Kozey, Ivan E.	Financial Services Team Leader	83,568	
Kozlowski, Trevor A.	Firefighter	55,211	
Krahenmil, Brent	Manager, Facilities Maintenance	88,219	1,950
Kramer, Wendy	Payroll Officer II	57,285	
Krasilowez, Lydia	Service Desk Analyst	59,124	
Kraus, Trevor	Firefighter	84,227	
Kreklewich, Preston D.	Casual Labourer	53,062	
Kreshewski, Allen M.	Casual Labourer	50,039	
Krieger, Neal	Bus Operator	87,478	
Kriekle, David A.	Equipment Operator IV	54,913	
Krijnen, Johan	Senior Engineer	119,114	
Krismer, Gerald	Assistant City Assessor	117,066	1,950
Krohn, Heather E.	Roadways and Traffic Technologist	60,938	
Krohn, Robert G.	Facilities Operator I	57,291	
Krueger, Jayne C.	Legal Counsel	94,650	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Krupski, Robert A.	A/Facilities Maintenance Coordinator	72,155	
Krupski, Tracey D.	Utility Billing Clerk	31,805	18,799
Kuhnie, Teagan M.	Human Resources Associate	51,730	
Kullman, Randy D.	Firefighter	87,958	
Kumaran, Pathma R.	Financial Services Team Leader	71,913	
Kuntz, Blake R.	Captain	100,362	
Kurty, Kathy J.	Coordinator, Cemeteries	58,995	
Kuruliak, Randy	Coordinator, Construction Programming	82,660	
Kuzmicz, Diane	Paratransit Clerk	54,808	
Kvamme, Darcy L.	Bus Operator	54,378	
Kydd, Travis B.	Firefighter	55,069	
Lafontaine, Les	Equipment Operator II	58,273	
Lafontaine, Mike	Firefighter	84,602	
Lainey, Daniel M.	Landscape Construction Technician	56,738	
Lake, Leslie	Stock Clerk III	58,227	
Lalonde, Joseph P. H.	Journeyperson - Carpenter	61,207	
Lalonde, Raymond P.	Foreman, Facilities Operations	55,550	40,190
Lambert, Gail	Senior Communications Consultant	73,868	882
Lamontagne, Rene	Semi Skilled Labourer	56,537	
Landry, Terry	Journeyperson - Welder	63,198	
Lang, Audrey	Coordinator, Tax Administration and Collections	62,584	
Lang, Kevin J.	Tradesperson II-Plumber/Cross Conn. Control Insp.	65,260	1,784
Larocque, James R.	Programmer Analyst II	68,993	
Latoski, Michael J.	Senior Engineer	132,477	
Lawford, Casey	Firefighter	78,596	
Lea-Wilson, Colin	Bus Operator	60,455	
Leblanc, Ian P.	Engineering Assistant IV - Roadways and Traffic	52,435	
Leclair, Douglas A.	Crew Lead - Concrete Services	84,104	
Leclerc, Philippe C.	Manager, Interactive Communications	81,913	
Lee, Sylvia M.	Director, Human Resources	135,050	2,600
Lefebvre, Janice M.	Bylaw Enforcement Officer	65,653	
Legard, Brian	Manager, Fleet Maintenance	96,825	1,950
Legault, Bruce A.	Crew Lead - Wastewater Treatment Plant Maintenance	80,035	
Legault, Lisa S.	Manager, Business Support	96,548	1,950
Legendre, Rock G.	Bus Operator	53,911	
Lehmann, John	Deputy Chief, Training Academy, Safety and Logistics	107,023	21,044
Leibel, Barry	Manager, Equipment and Maintenance	80,779	1,950
Lemon, Gregory A.	Revenue Services Analyst	56,920	
Leugner, Shanie L.	Manager, Infrastructure Development	66,358	1,732
Lewis, Robert	Bus Operator	68,231	
Lewis-Erick, Robert	Facilities Operator I	50,607	
Lichtenwald, Jonathan C.	Firefighter	74,620	
Lindemann, David A.	Engineer	69,351	
Ling, James	Technical Support Analyst I	63,772	
Lipinski, Natosha R.	Manager, Public Involvement	79,440	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Lipp, Raymond	Equipment Operator II	63,070	
Lipp, Robert A.	Human Resources Consultant	80,463	2,989
Lipton, Saul	Engineering Assistant IV - Roadways and Traffic	56,933	
Liski, Bruce	Irrigation Worker III	56,530	
Liskowich, Blake A.	Firefighter	84,413	
Liskowich, Candace E.	Public Education Officer	85,277	
Litzenberger, Jeremy T.	Crew Lead - Mudjacking	64,044	
Liu, Peter	Project Engineer	81,294	
Lockert, Ronald	Journeyperson - Mechanic	65,781	
Loeppky, Doug G.	Leadperson, Parks Maintenance	61,912	2,084
Longeau, Linda A.	Property Assessor	68,072	
Longman, Greg	Journeyperson - Refrigeration/Air Conditioning Mechanic	63,666	
Longmoore, Kelsey A.	Engineer	64,923	
Looysen, Kelly J.	Bus Operator	55,224	
Lord, Greg F.	Supervisor, Traffic Signals Trades	76,261	
Lorenc, Andrew	Programmer Analyst III	68,503	
Lorenc, Dariusz P.	Systems Analyst II	111,873	
Loucks, Darlene	Access to Information and Privacy Coordinator	76,699	
Lovely, Chris M.	Skilled Labourer	65,565	
Lowe, David	Firefighter	79,025	
Lowe, Thomas F.	Captain	100,441	
Lowenberger, Colyn	Manager, Investments	97,217	1,950
Lowes, Kelly D.	Firefighter	84,432	
Lowthian, Dennis W.	Supervisor, Irrigation Services	77,350	
Lubiniecki, Noel J.	Firefighter	81,811	
Luchuck, Susan A.	Senior Transit Planner	92,613	775
Lucier, Kevin	Bus Operator	61,291	
Luhning, Nathan I.	Manager, Business Development - Transit	80,676	2,063
Lukey, Dale	Journeyperson - Carpenter	57,226	
Lund, Vivian E. F.	Financial Reporting and Policy Advisor	67,710	
Lundeen, Jeff	Journeyperson - Mechanic	68,083	
Luster, Marvin	Crew Lead - Grade Finisher	55,850	
Lustig, Brent	Human Resources Consultant	93,778	
Luzny, Roberta	Financial Administration Business Systems Analyst	91,298	
Lysack, Dean M.	Supervisor, Field Operations	82,453	
Lysack, Kinda	Supervisor, Technology Applications	66,440	882
Lysack, Robert B.	Equipment Operator IV	88,503	
MacAuley, Brendan	Bus Operator	54,298	
MacDonald, Chris P.	Firefighter	65,566	
MacDonald, Jason	Financial Management Analyst	96,301	
Machniak, Kevin T.	Firefighter	84,204	
MacKay, Kevin	Firefighter	87,129	
Macknak, Thomas O.	Captain	101,691	
MacLean, Jeff	Firefighter	78,564	
MacLellan, Aaron	Firefighter	78,596	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
MacMillan, Stewart J.	Coordinator, Landscape Design	66,040	
Maddigan, David M.	Truck Driver - Sewer and Water	52,384	
Madsen, Stella	Director, Water and Sewer Services	140,490	2,600
Mager, Danen T.	Bottomman	66,637	
Mager, Keenan C.	Casual Labourer	60,392	
Magnus, Brent G.	Pension and Benefits Business Systems Analyst	60,203	
Maher, Charles P.	Manager, Real Estate	88,388	1,950
Maier, Aaron	Firefighter	78,596	
Mailander, Darryl	Supervisor, Sport Facilities	81,097	
Mailander, Rhonda L.	Community Investment Policy Analyst	67,436	
Mailander, Trent G.	Technical Support Analyst III	69,985	
Maksymiw, Taylor	Firefighter	55,192	
Makuch, Gary M.	Maintenance Operator	66,778	
Malach, Rod	Journeyperson - Mechanic	65,826	
Malawski, Leszek	Manager, Asphalt Production and Materials Engineering	113,104	12,753
Mancinelli, Bonnie L.	Communications and Protocol Advisor	60,212	
Mann, Terry	Human Resources Consultant	54,212	49,076
Manz, Judy H.	Service Desk Analyst	59,511	
Marcyniuk, Tim G.	Engineering Assistant III	54,096	
Marcynuk, Kelly R.	Floor Lead	53,227	
Mario, Ben G. W.	Senior City Planner	63,352	
Markewich, Gregory D.	Manager, Financial Operations	106,292	1,950
Markewich, Laura L.	Deputy Chief, Administration and Communications	106,328	15,735
Markowski, Evan	Equipment Operator III	58,364	2,266
Marlin, S. Jill	Bylaw Prosecution Officer	64,437	
Martin, Dawn P.	Manager, Strategy Management	94,672	150
Martin, Karen	Paratransit Clerk	50,210	
Martin, Kyle	Bus Operator	51,402	
Martin, Larry	Bus Operator	84,700	
Martin, Mike J.	Geomatics Technician I	50,129	
Maserek, Ashley	Human Resources Associate	60,269	630
Mason, Linda A.	Senior Real Estate Clerk	41,523	32,805
Massier, Daryl	Crew Lead, Roadway Operations	62,478	
Massier, Dean R.	Supervisor, Testing Lab and Materials Engineering	53,949	3,848
Matthew, Deborah	Senior Alarm Dispatcher	95,056	
Matthewson, Bruce D.	Coordinator, Sport and Recreation Facilities	84,473	17,361
Mattick, William A.	Captain	102,425	
Maurice, Robert H.	Captain	98,802	
May, Jeffrey D.	Manager, Financial Planning	99,943	10,861
Mayer, Jeremy	Firefighter	78,598	
Maynes, Dale M.	Weigh Scale Attendant II	50,257	
Maystruck, Lyle	Electrician - Sewage Treatment Plant	68,887	
McCall, Dustin D.	Project Engineer	71,889	
McCord, Thomas R.	Senior Captain	30,114	49,509
McCulloch, Alvin A.	Bus Operator	51,950	
McCulloch, Bryce	Supervisor, Transit	63,332	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
McCullough, Dustin R.	Firefighter	81,760	
McCullough, Richard	Director, Fire and Protective Services	158,777	
McDonald, Chuck	Director, Finance	141,023	2,600
McDonald, Dean E.	Equipment Operator IV	82,981	
McDonald, Kelly D.	Engineering Assistant II	52,743	
McFadden, Elizabeth B.	Bus Operator	52,847	
McFadden, Ken	Sign Shop Worker	50,443	
McFadzean, Tom	A/Leadman Facilities Operations	53,774	
McGillis, Barry	Bus Operator	57,534	
McGirr, Richard C.	Casual Labourer	55,007	
McGrath, Barb A.	Manager, Divisional Strategic Services	88,925	1,875
McGregor, Mandy	Human Resources Consultant	79,782	
McInnis, Patricia	Bus Operator	104,527	
McIvor, Russ	Firefighter	84,251	
McKinney, Daryn J.	Bus Operator	54,648	
McLean, Dallas D.	Housing Standards Inspector	52,767	
McLellan, Cameron A.	Financial Administration Business Systems Analyst	53,284	
McLennan, Jody M.	Firefighter	81,788	
McLeod, Kelly L.	Mechanic	74,612	
McMillan, Dallas J.	Firefighter	84,263	
McMillan, Ward T.	Skilled Labourer	78,083	
McNeil-Wilson, Andrea	Licensing and Municipal Fines Manager	76,281	1,950
McPherson, Jill M.	Systems Analyst I	72,820	
McRae, Garry	Firefighter	84,204	
McStay, Robert	Firefighter	78,564	
Meickel, Marvin F.	Senior Bylaw Standards Officer	29,780	44,087
Meikle, Donald G.	Senior City Planner	85,178	
Mellom, Leo	Lead Operator	47,551	25,521
Melnechenko, Flora	Purchasing Agent II	59,119	
Melton, Allen W.	Bus Operator	51,113	
Mengel, Gary J.	Equipment Operator III	76,681	
Merk, Joanne	Coordinator, Client Support	84,224	
Michael, Gaza L.	Coordinator, Roadway Operations	92,157	
Mickleborough, Jim E.	Small Tools and Equipment Specialist	51,837	
Middleton, Warren H.	Supervisor, Transit	71,347	
Migneault, Shane	Journeyperson - Plumber/Gasfitter	63,074	
Mignon, Kevin P.	Equipment Operator III	90,091	3,219
Mihial, Deborah K.	Senior Engineer	102,520	
Mihial, Keith D.	Firefighter	81,778	
Milessa, Mauro	Coordinator, Water and Sewer	63,716	
Miller, Brian	Manager, Sewer and Drainage Operations	118,509	1,950
Miller, Greg	Bus Operator	60,175	
Miller, Michael G.	Bus Operator	87,340	
Miller, Scott B.	Manager, Assessment Research	106,171	2,845
Milliken, David J.	Water Technologist	61,847	
Milo, Leonard D.	Firefighter	81,788	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Mintzler, Glen G.	Lieutenant	94,384	
Mital, Rajeev	Programmer Analyst II	75,654	
Mitchell, James W.	Equipment Operator III	75,108	
Mitchell, Nelson	Skilled Labourer	51,873	
Moes, Bradley J.	Firefighter	80,676	
Moffatt, Lee M.	Firefighter	55,223	
Moffatt, Tracy	Fleet Stores Coordinator	63,836	1,917
Moldovan, Robert W.	Manager, Residential Assessment	106,171	1,950
Molnar, Susan	Human Resources Consultant	85,941	
Moneo, Miles J.	Skilled Labourer	55,993	
Monz, Richard	Firefighter	85,252	
Moore, Gord	Supervisor, Golf Courses	72,018	546
Moore, Judith A.	Committee Assistant	59,520	
Moore, Thomas A.	Technologist II - Water and Sewer Services	58,036	
Moorhead, Richard	Firefighter	84,565	
Moran, Chris	Stock Clerk I	52,773	
Moran, Thomas J.	Firefighter	86,326	
Morgan, Ray	Manager, Forestry, Horticulture and Pest Control	103,291	1,950
Moroz, Mark	Firefighter	78,564	
Morris, Howard M.	Lieutenant	91,775	
Morrison, Hugh S.	Senior Research Appraiser	80,010	
Morrison, Melody G.	Asset Management Administrator	67,228	
Morrison, Nathan N.	Branding and Marketing Manager	81,402	1,950
Morrow, Wade	Supervisor, Pest Management	73,004	
Moyer, Greg	Trades Coordinator - Mechanical - Heavy	74,016	
Mudford, Vernon	Residential Building Inspector II	57,852	
Mueller, Heather	Engineering Assistant IV - Roadways and Traffic	58,322	
Mulamalla, Hima Bindu	Programmer Analyst II	57,076	30
Mundy, James	Casual Labourer	58,621	
Mundy, Kevin	Journeyman Transit	93,911	
Murray, Harvey W.	Firefighter	81,841	
Myers, Kenneth	Bus Operator	52,874	
Nagel, Curtis D.	Firefighter	84,610	
Nahnepowwisk, Kenneth R.	Bus Operator	59,848	
Nash, Steve E.	Firefighter	82,865	
Neald, Dana G.	Captain	100,129	
Neal-Morgan, Janice E.	Accounting Clerk VI	52,051	
Neilson, Shawn	Journeyman Transit	68,139	
Nemeth, Angie	Casual Labourer	53,726	
Nerbas, Jared M.	Firefighter	79,992	
Neufeld, Aaron	Firefighter	78,596	
Neufeld, Charmaine	Manager, Parks Maintenance	88,694	1,950
Neumann, David	Firefighter	84,336	
Newman, Melvin G.	Captain	100,323	
Newson, Darrell S.	Firefighter	81,788	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Nichols, Robert T.	Equipment Clerk	55,098	
Nickel, Hugh J.	Process and Performance Consultant	51,481	
Nicol, Jim A.	Executive Director, Governance and Strategy	151,508	3,900
Nielson, Dawna L.	Manager, Sport and Recreation	105,522	1,950
Nieminen, Gary	Manager, Environmental Engineering	44,494	66,443
Nisbett, Chris S.	Fleet Training Officer	68,266	1,233
Nixon, James	Bus Operator	52,117	
Nomura, John T.	Foreman, Facilities Operations	75,660	
Norman, John R.	Senior Engineer	102,444	
Norton, Marsha G.	Human Resources Associate	69,151	3,179
Norton, Rory	Manager, Information Technology Planning	108,253	1,950
Novak, Brian B.	Lieutenant	50,757	47,995
Oancia, Mark	Journeyperson - Mechanic - Light	63,930	
Oatway, Grant L.	Junior Project Lead	63,405	
Obarianyk, Yaroslav	Firefighter	78,596	
O'Brien, Lauren G. K.	Application Management Coordinator	95,160	
Obrigewitsch, Charles	Captain	99,565	
O'Connell, Thomas J.	Manager, Traffic Control and Parking	118,725	1,950
O'Connor, Jonathan	Manager, Business Continuity and Emergency Preparedness	86,607	1,950
Odling, Jana-Marie	Legal Counsel	118,452	
Olsen, Donald C.	Lieutenant	93,870	
Olsen, Georgina	Administrative Assistant to Deputy City Manager	63,086	
Olsen, James	Bus Operator	80,469	
Olson, Melody K.	Project Leader - Business Technology	26,618	28,253
Olson, Robin G.	Captain	100,495	
Oni, Olumuyiwa	Database Analyst	79,521	
Onodera, David	Director, Transit	0	75,713
Onrait, Kim G.	Director, Transit	105,083	2,189
Onyskevitch, David	Casual Labourer	56,590	250
Orban, Jacqueline K.	Engineering Assistant III	51,256	
Oroz, Milena	Programmer Analyst III	64,967	
Orthner, Jeff W.	Bus Operator	51,375	
Osheski, Don	Project Engineer	77,154	
Ott, Jay V.	Firefighter	77,265	
Ouellette, Guy	Bus Operator	63,026	
Ouellette, Perry J.	Crew Lead, Landfill	81,686	
Overend, Jay R.	Coordinator, Water and Sewer Programming	65,955	
Owens, Twyla D.	Coordinator, Payroll Services	54,305	650
Packham, Tyler J.	Firefighter	80,506	
Pahl, Donovan M.	Trades I - Distribution System Services	69,148	
Palaniuk, Travis D.	Journeyperson - Industrial Mechanic	67,608	128
Pamintuan, Librado	Technical Support Analyst II	67,149	
Panagabko, Blair	Firefighter	77,787	
Parisian, Shane R.	City Hall Foreman - Facilities Operation	63,872	178

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Parisian, Tony	Cemeterian II	53,062	
Parisien, Brent J.	Bus Operator	58,797	
Parisien, Trevor S.	Firefighter	88,989	
Pasiechnyk, Chad C.	Firefighter	74,098	
Paton, Donald	Bus Operator	53,121	
Payak, Chris	Firefighter	78,596	
Payne, Norman J.	Equipment Operator IV	50,157	
Pelletier, Dionne	Skilled Labourer	72,810	
Pelletier, Jeffery P.	Lieutenant	93,316	
Pelletier, Marlowe T.	Fleet Training Officer	67,880	1,233
Pelletier, Vance	Semi Skilled Labourer	61,778	
Pelletier, Verne G.	Utilityperson II	61,118	
Pelltier, Wesley P.	Casual Labourer	60,167	
Penn, George W.	Manager, Transit Administration	75,203	61,678
Penner, Lee C.	Firefighter	81,795	
Perrault, Preston J.	Captain	100,130	
Perrault, Robert A.	Bus Operator	50,005	
Perreault, Robert J.	Bus Operator	55,442	7
Perry, Mark W.	Firefighter	86,872	
Perry, Phillip	Journeyman Transit	68,859	
Peter, James M.	Stock Clerk IV	56,788	
Peters, James L.	Captain	100,084	
Peters, Jeff	Human Resources Consultant	94,397	702
Peters, Richard W.	Senior Captain	104,664	
Petford, Darwyn R.	Supervisor, Material Supply	53,883	35,939
Petrovitch, Carlo I.	Programmer Analyst III	66,498	
Petrovitch, Steve F.	Crew Lead - Asphalt Screed	85,137	
Pfeifer, Calvin	Trades Coordinator	71,051	
Phaneuf, Garry J.	Bus Operator	54,129	
Phillips, Kristopher J.	Business Systems Analyst	68,824	
Phillips, Laura	Collections Coordinator	74,386	
Pieracci, Alberto	Supervisor, Field Operations	77,302	
Pierce, Bruce	Bus Operator	51,259	
Piluschak, Linda R.	Human Resources Consultant	70,038	51,703
Pointer, Dale	Captain	100,352	
Pointer, Matthew R.	Firefighter	77,265	
Poitras, Lance A.	Casual Labourer	54,252	
Polivka, Glenn	Bus Operator	71,300	
Polsom, James A.	Bus Operator	53,772	
Polsom, Martin	Leadman, Golf Course	55,173	
Pominville, James R.	Lieutenant	87,878	
Poncsak, Stuart	Bus Operator	54,566	
Poncsak, Trevor A.	Bus Operator	54,693	
Poorman, Brian	Skilled Labourer	62,354	
Porras, Myriam	Payroll Officer II	51,184	2,459
Porter, Carolyn J.	Engineer	71,263	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Posehn, Dewey	Systems Analyst I	63,981	
Poure, Kenneth	Manager, Cemetery, Golf and Landscape Trades	118,422	39,042
Powell, Brian E.	Manager, Organizational Development and Employment	101,241	1,950
Powell, Mike G.	Manager, Facilities Building Services	92,653	2,393
Powell, Shelley A.	Coordinator, Business Project - Reassessment	64,785	
Powers, Jordan	Firefighter	77,265	
Prawzick, Angela	Public Education Officer	87,761	
Priddell, Allan J.	Assistant Chief - Fire	123,778	31,667
Priddell, Glen	Firefighter	86,606	
Prohar, Christopher J.	Firefighter	77,451	
Proznick, Lynn	Dispatcher	78,950	
Pugsley, Brian E.	Crew Lead, Roadway Operations	87,747	
Puszkar, Steve	Bottomman	71,655	
Putz, Gerald A.	Captain	98,739	
Quadri, Fazal S.	Financial Reporting and Policy Advisor	78,077	
Quinnett, Marc F.	Firefighter	84,300	
Quist, Stanley M.	Firefighter	43,897	39,298
Rackow, Frederick C.	A/Supervisor Technology Applications	64,199	1,888
Raison, Sean E.	Coordinator, Open Space Services	78,596	
Ranalli, Tawna	Program Specialist - Aquatics	59,092	
Rathwell, Mark A.	Senior Advisor to the Mayor	71,137	5,200
Reeder, Blair E.	Casual Labourer	52,968	
Reeve, Gordon A.	Bylaw Standards Officer	57,056	
Reid, Maureen H.	Human Resources Associate	68,452	
Reiman, Trevor	Firefighter	84,747	449
Reslein, Mark	Bus Operator	64,175	
Rettman, Bryon	Journeyperson - Painter and Decorator	57,645	
Rhodes, Lorne E.	Casual Labourer	54,435	
Rice, Bruce	Senior Policy and Research Analyst	82,135	
Richter, James G.	Equipment Operator III	82,026	
Richter, Larry R.	Captain	101,562	
Rieger, Scott	Journeyman Body Repairman	59,911	
Ritmiller, Darrell H.	Firefighter	84,227	
Roberts, Trevor	Firefighter	84,204	
Robinson, Mike A.	Supervisor, Parks Maintenance	61,795	
Robinson, R. Jeffrey	Property Assessor	68,836	
Rohrick, Earl V.	Permit Supervisor	82,839	7,558
Rokosh, Walter S.	Crew Lead - Water Supply Maintenance	103,031	
Rope, Tony	Crew Lead - Concrete Services	76,815	
Rosloot, Casey	Bus Operator	60,611	
Ross, Douglas A.	Development Control Officer II	57,733	16,928
Ross, Murray	Firefighter	84,263	
Rostad, Brent	Manager, Landfill Operations	106,458	9,863
Roszell, Jason P.	Casual Labourer	63,638	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Rotariu, Dale	Journeyperson - Carpenter	61,534	
Roth, Harry	Firefighter	86,765	
Rounce, Raelene	Supervisor, Technology Applications	51,723	
Rowan, Donald L.	Supervisor, Field Operations	124,039	
Rugg, Christopher A. J.	Firefighter	81,760	
Runge, Bonnie Lee	Property Assessor	69,403	
Runge, Darcy E.	Storekeeper - Transit	50,660	
Rushton, Patrick	Journeyperson Apprentice	53,191	
Rutten, Derek	Firefighter	78,563	
Sadlemyer, Trevor	Firefighter	80,952	
Sale, Chris	Senior City Planner	53,342	
Sali, Barbara	Senior Assessment Appraiser	81,166	
Sali, Ronald	Bus Operator	55,021	
Sali, Wade	Technical Support Specialist I	73,544	488
Salloum, Reginald A.	Captain	100,370	
Samuelson, Conway C. J.	Crew Lead - Solid Waste Collection	57,325	
Sanchuck, Darryl	Casual Labourer	52,905	
Sanders, Doug A.	Training Captain	93,572	
Sanderson, David	Bus Operator	54,142	
Sano, Brent	Bus Operator	92,507	
Sano, Brian	Bus Operator	90,005	1,786
Sare, Kim	Coordinator, Sustainable Communities	84,539	
Saroj, Neeraj	Senior Engineer	63,651	
Saul, Joe	Firefighter	78,564	
Saunders, Christopher	Journeyperson - Carpenter	52,175	
Savory, Carol L.	Accounting Clerk VI	50,497	
Sawchin, Richard	Bus Operator	52,195	
Sax, Robert	Firefighter	87,680	
Sayer, Dion	Maintenance Operator	62,392	
Sazinski, Larry	Bus Operator	51,250	
Schaeffer, Bruce	Firefighter	85,772	
Scherer, Blair K.	Firefighter	84,463	
Scherle, Brian P.	Senior CAD Technician	73,706	7,886
Schlechte, Mark	Data Base Administrator	93,126	178
Schlechter, Brian L.	Supervisor, Field Operations	75,428	2,541
Schlechter, Joe F.	Swimming Pool Technician	61,617	
Schlechter, Mark J.	Coordinator, Roadway Operations	111,336	4,891
Schlitz, Dara K.	Supervisor, Material Supply	73,842	
Schlosser, Glenda L.	Manager, Pensions and Disability Administration	93,890	21,125
Schlosser, Michael J.	Crew Lead - Grade Finisher	74,054	
Schlosser, Steve P.	Lead Operator	96,723	781
Schmalenberg, Lorrie	Manager, Corporate Accounting	98,529	2,648
Schmalz, Anthony G.	Firefighter	80,506	
Schmidt, Derek	Bus Operator	59,839	
Schmidt, Rodney	Special Projects Manager	92,495	7,874

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Schneider, Richard	Equipment Operator III	68,735	3,324
Schneider, Tim D.	Commercial Building Inspector II	64,431	
Schommer, Joseph F.	Director, Planning and Sustainability	112,300	42,330
Schreiner, Dave	Crew Lead, Lift Station Maintenance	93,837	
Schuler, Brian L.	Senior Assessment Appraiser	79,683	
Schulkowsky, Mike	Senior Assessment Appraiser	62,832	
Schultze, Robert W.	Manager, Commercial Assessment	104,100	1,950
Schumann, Jason W.	Firefighter	84,204	
Schutzman, Rhonda	Administrative Assistant, Corporate Services	58,393	
Schwabe, Kirby	Supervisor, Transit	65,102	
Schwartz, Todd A.	Human Resources Consultant	89,168	
Schwentke, Larry	Business Systems Analyst	63,159	
Schwickrath, Gayle E. C.	Manager, Business Services	99,152	14,683
Searle, Fred	Manager, Development Review	82,214	1,125
Sebastian, Daniel W.	Lieutenant	46,721	28,286
Sebastian, Kelvin L.	Coordinator, Roadway Operations	111,462	7,140
Sebastian, Kirby M.	Bus Operator	52,970	
Sebulsky, Randy G.	Captain	97,039	
Seidenthal, Clifford	Supervisor, Technology Applications	88,832	
Seidlik, Brian T.	Captain	98,838	
Seifert, Myles	Firefighter	84,263	
Selinger, Robert	Bus Operator	53,793	
Senft, Brad	Casual Labourer	50,430	
Senkow, Clifford M.	Firefighter	84,263	
Sentes, Rick A.	Solid Waste Truck Operator	50,267	
Sernick, Sean D.	Casual Labourer	53,532	
Shalley, Laurie L.	Manager, Business and Infrastructure Strategy	104,901	1,950
Sharma, Vasant	Project Engineer	93,743	667
Sharp, Ivan	Supervisor, Infrastructure Services	72,587	
Shaw, John	Skilled Labourer	50,708	
Shaw, Simon	A/Repairperson Low Level Pumps	68,146	
Shearer, Jeff	Crew Lead - Traffic Electrical	86,226	
Sherman, Shane A.	Firefighter	77,265	
Shiplack, Kevin	Truck Driver - Sewer and Water	75,364	
Shull, Jerry	Firefighter	84,338	
Sikma, Derek J. A.	Firefighter	77,282	
Sikorski, Calvin	Firefighter	84,204	
Silva, Filonilo C.	Senior Engineer	83,942	
Simington, Bev A.	Bus Operator	54,818	
Simpson, James T.	Asphalt Plant Operator	74,173	
Sinclair, Douglas J.	Supervisor, Sewage Treatment Plant Maintenance	79,598	
Sinclair, Kevin	Firefighter	86,606	
Sinclair, Scott L.	Firefighter	84,263	
Sindani, Peter	Crew Lead - Water and Sewer Construction	100,915	
Sindelar, Marcela	Accountant I	52,292	
Sisco, Riley	Casual Labourer	50,583	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Sisco, Robert D.	Coordinator, Water and Sewer	61,903	
Sisco, Rod	Traffic Operations Coordinator	59,106	
Sjoberg, Brent	Deputy City Manager & CFO	194,808	5,200
Slywka, Ryley W.	Landscape Architect	60,375	
Smadu, Delmar	Bus Operator	53,293	
Smale, Amber	Deputy City Clerk	93,066	1,950
Smishek, Mark	Human Resources Associate	64,424	
Smith, Brydon	Bus Operator	67,889	
Smith, Curtis	Manager, Policy and Risk Management	93,189	1,275
Smith, Gary G.	Bus Operator	62,762	
Smith, Jodi	Bus Operator	50,492	
Smith, Randy	Firefighter	84,251	
Smith, Stephen T.	Bus Operator	54,555	
Snyder, Randall	Bus Operator	56,345	
Sokochoff, Dale K.	Journeyman Transit	55,091	
Solie, Keith	Equipment Operator III	53,948	
Solomon, Janice L.	Coordinator, Social Development	85,377	9,719
Sorensen, Todd A.	Firefighter	84,263	
Sotkowy, David P.	Fuel System Officer	51,905	
Spelliscy, James D.	Firefighter	84,204	
Spence, Derek O.	Bus Operator	60,669	
Spence, Laurel E.	Bus Operator	49,514	883
Splett, Lori	Technologist II - Water and Sewer Services	64,709	
Srochenski, Darren A.	Trades I - Sewer Services	56,604	
Stainbrook, Corey A.	Journeyperson - Mechanic - Light	63,751	
Stamford, Lynley B.	Bus Operator	51,992	
Standingready, Tim	Bus Operator	54,819	
Stark, Mike	Firefighter	84,457	
Stearns, Deborah L.	Coordinator, Administrative Services	62,616	
Stefan, Evan B.	Firefighter	77,344	
Steif, Morley G.	Building Inspection Engineer	106,972	
Steiner, Adam C.	Bus Operator	52,689	
Steiner, Paul	Bus Operator	61,906	
Stephen, Barry J.	Senior Captain	111,040	
Stephen, Sheila	Dispatcher	67,249	
Stephenson, Gordon	Firefighter	85,410	
Steponchev, Brenda L.	Billing Coordinator	58,441	
Steponchev, Darren G.	Residential Building Inspector II	62,155	
Stevenson, Grace M.	Data Base Administrator	88,332	
Stewart, Gary	Bus Operator	59,981	887
Stewart, James A.	Bus Operator	63,820	
Stewart, Paul G.	Survey Technician	67,407	
Stilborn, David E. R.	Business Solutions Specialist	50,676	
Stinson, Scott E.	Firefighter	74,043	
Stobbe, Raymond V.	Residential Building Inspector II	76,671	
Stochmal, Tim	Bylaw Standards Officer	56,463	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Storle, Dylan K.	Technologist II - Water and Sewer Services	55,042	
Storry, Jeff M.	Irrigation Worker II	51,471	
Strand, Robert M.	Supervisor, Parks Maintenance	68,556	93
Strand, Vincent J.	Senior Engineer	45,585	12,000
Strassburger, Kevin M.	Utilityperson II	49,857	321
Strasser, Brad	Journeyperson - Mechanic	63,669	
Strawford, Dale	Technical Support Specialist II	78,660	
Streisel, Andy J.	Crew Lead - Water and Sewer Construction	74,914	
Stricker, Jan	Bus Operator	57,109	
Strueby, Sharon	Manager, Strategic and Business Services	118,995	2,470
Struthers, Neil	Engineer	59,095	
Sundeen, Neil R.	Firefighter	84,263	
Sunkawasti, Allen	Equipment Operator III	67,656	6,338
Sutton, Andrew	Forester II	55,247	
Svec, John	Bus Operator	52,999	
Swan, Katrina M.	Legal Counsel	118,178	
Swanton, Lyle T.	Lieutenant	90,549	
Sylvestre, Mark	Coordinator, Community and Neighbourhood Service	73,625	
Syrnick, Kevin M.	Senior Engineer	107,406	
Szeles, Barry	Firefighter	80,919	
Tallon, Tim	Firefighter	78,636	
Tanner, Harold	Equipment Operator II	56,627	
Tebb, Tamara	Human Resources Associate	52,158	1,118
Temple, Wayne	Journeyperson - Welder	63,057	
Tetlock, Vickie	Cemetery Clerk	58,224	
Tetlow, Kevin R.	Lieutenant	88,687	
Thanawala, Paresh R.	Senior Engineer	78,585	3,204
Thomas, Dean J.	Firefighter	84,281	
Thomas, Scott A.	Senior Engineer	110,634	
Thul, Anthony N.	Systems Analyst II	79,847	
Thurlow, Curtis W.	Bottomman	68,804	
Tkach, Anthony	Business Intelligence Administrator	73,057	
Togneri, Alex D.	Firefighter	77,265	
Toker, Wayne	Casual Labourer	64,312	
Tolley, Lindsay	Firefighter	86,606	
Torres, Mavis	Committee Assistant	53,870	
Trask, Robert E.	Journeyperson - Parts	50,777	
Treleaven, Greg	Firefighter	85,124	
Treso, Barclay	Engineering Assistant III	63,370	
Treso, Les	Financial Administration Business Systems Analyst	68,315	
Trombley, Blair C.	Equipment Operator III	61,766	
Trombley, Darcy S.	Equipment Operator III	77,347	
Tuchscherer, John J.	Human Resources Consultant	94,134	
Turluk, Dennis	Horticulture Extension Officer	54,025	
Turner, Harvey A.	Traffic Signal Systems Technician	58,528	

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Ubell, Wayne L.	Captain	100,581	
Ullrich, John W.	Manager, Water and Sewer Construction	110,265	68,369
Ulrich, David P. J.	Bus Operator	57,130	
Ursu, Randy E.	Solid Waste Truck Operator	40,001	16,002
Valente, Alan	Technical Support Analyst II	66,798	
Valenzuela, Mario E.	GIS Planner	60,763	16,456
Vancuren, David	Leadman, Landscape Trades	59,339	
Vancuren, Perry J.	Forester II	54,664	
Vande Velde, Leon	Equipment Operator III	55,616	
Vandendort, Neil P.	Director, Parks and Open Space	139,193	2,600
Vanstone, Peggy A.	CAD Technician	50,660	
Vatamaniuck, Ronald	Casual Labourer	52,031	
Viala, Paul	Fire Research and Development Analyst	76,623	
Vicenzino, Romano	Captain	94,000	
Vogt, Allan	Utilityperson II	50,949	
Volk, Jaret	Human Resources Consultant	71,991	
Volk, Jennifer P.	Bus Operator	60,349	
Volk, Michael D.	Equipment Operator IV - Roadways	90,022	
Volk, Randy B.	Bus Operator	61,296	
Volke, Marcille A.	Neighbourhood Centre Programmer	54,359	
Volsky, Frances	Coordinator, Administrative Services	53,838	
Volsky, Kelly	Coordinator, Business Innovation and Data Integration	80,745	
Voss, Stephen	Trades I - Sewer Services	76,992	
Wagner, Frederick J.	Journeyman Transit	27,509	24,911
Wagner, Glenn M.	Firefighter	80,954	
Wagner, Ivan J.	Captain	100,037	
Wagner, Laurie A.	Property Assessor	67,811	
Wahl, Tara L.	Coordinator, Administrative Services	55,157	790
Walbaum, Roger	Firefighter	84,204	
Walker, Darlyn	Law Office Administrator	68,814	
Wallace, Francis R.	City Planner II	63,046	
Walliser, Natalie A.	Landscape Architect	54,010	
Walsh, Evelyn	Floor Lead	53,266	
Walton, Stephanie M.	Policy Analyst	60,272	
Wandzura, W. Dorian C.	Deputy City Manager & COO, City Operations	175,945	5,200
Warren, Chris J.	Supervisor, Technology Applications	86,185	
Warren, Douglas M.	Geomatics Technician I	60,565	921
Warren, Leanne C.	Management Information Systems Administrator	63,220	
Warren, Marly E.	Human Resources Associate	52,493	
Wasnik, Bryan	Arborist	68,488	
Wasyliw, Garry	Manager, Building and Engineering Standard	124,643	22,107
Waugh, Douglas K.	A/Building and Yard Maintenance Operator	51,440	
Weber, Charla N.	Senior Research Appraiser	83,854	2,205

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Weinberger, Erik	Firefighter	78,564	
Weist, David J.	Water Attendant	52,311	
Weist, Kim L.	Sewerjet/Hydrovac Operator	94,320	3,548
Weitzel, Jason C.	Policy and Procedure Analyst	50,759	
Wendler, Richard J.	Equipment Operator IV - Roadways	59,921	
Weninger, George H.	Facilities Operator I	52,944	
Werry, Byron G.	Executive Director, Legal	155,726	2,600
West, Neil	Bus Operator	64,796	
Weston, Andrea B.	Geographic Information Systems Coordinator	95,172	
Westphal, Mark	Systems Analyst II	79,673	
Whiteoak, Paul D.	Firefighter	81,760	
Wiebe, Janell Y.	Firefighter	74,568	
Wiebe, Jared A.	Firefighter	65,566	
Wiens, Jonathan P.	Desktop Training Analyst	57,857	625
Wiens, Kenneth	Manager, Water Operations	118,452	12,819
Wiens, Luke G.	Programmer Analyst II	56,699	
Wilke, Reginald	Crew Lead, Roadway Operations	86,977	
Wilke, Timothy S.	Firefighter	84,203	
Wilkie, Hal S.	Supervisor, Field Operations	76,406	
Wilkinson, Brian	Coordinator, Computer and Financial Systems	67,427	
Wilkinson, Brian L.	Bylaw Standards Officer	84,069	60,894
Willenborg, Vern	Electrical/Instrumentation Journeyperson	117,243	
Willoughby, Cheryl M.	Legal Counsel	96,147	
Wilson, Patricia	Manager, Utility Billing	104,144	1,950
Wilson, Rob	Firefighter	78,721	
Winter, Leanne C.	Community Consultant	56,084	3,313
Wirachowsky, Michael	Captain	95,482	
Wirth, Brian D.	Supervisor, Field Operations	79,088	
Woitas, Karl	Journeyperson - Electrician	66,161	
Wolbaum, Chad L.	Firefighter	81,788	
Wolfe, Wesley W.	Repairperson Low Level Pumps	69,879	
Wolff, William Reg	Residential Building Inspector II	59,875	
Wolk, Don A.	Bus Operator	52,247	189
Wood, Brad J.	Financial Reporting and Policy Advisor	78,051	4,319
Wood, Howard G.	Captain	100,781	
Wood, Jeff	Manager, Information Technology Operations	111,596	3,230
Wood, Shane W.	Firefighter	73,056	
Woronoski, Brian W.	Mechanical Inspector II	65,296	
Wosik, Mariusz	Leadman, Golf Course	56,958	
Woulfe, Darrell M.	Crew Lead - Water and Sewer Construction	79,613	
Wright, John D.	Enterprise Architect	90,814	
Wu, Gang	Senior Engineer	72,645	2,415
Wudrich, Dalton D.	Special Projects Consultant	102,472	1,950
Wyatt, Frank	Systems Analyst I	73,120	
Wyatt, Kelly J.	Director, Development Engineering	142,384	2,600

See accompanying notes.

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Employee Remuneration - General Municipal

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Yablonski, Grant A.	Routing and Scheduling Analyst	60,938	
Yaciw, Jay P.	Firefighter	65,737	
Yaworski, Adonis	Bus Operator	51,254	
Yemen, Mark N. D.	Legal Counsel	66,357	
Youlyahshiev, Bahodir	Senior Engineer	105,804	
Yu, Qian	Programmer Analyst I	65,467	
Yu, Qiufang	Programmer Analyst II	56,630	
Yulyakshieva, Nigora	Manager, Roadway Preservation	118,360	1,950
Zak, Victor L.	Systems Analyst II	84,623	
Zalopski, Wade C.	Equipment Operator II	60,123	7,134
Zander, Kelly	Truck Driver - Sewer and Water	72,607	
Zaryski, Kelly	Bus Operator	93,803	
Zasada, Max S.	Project Engineer	84,671	
Zatylny, Ray J.	Journeyperson - Mechanic	66,214	
Zepick, Scott A.	Firefighter	86,618	
Zhan, Junsheng	Programmer Analyst II	56,022	
Ziefflie, Brian J.	Supervisor, Field Operations	105,922	
Ziegler, Murray D.	Captain	100,037	
Zinkewich, Leonard H.	Captain	100,295	
Zinkhan, Lyle D.	Captain	88,439	53,639
Zummack, Garnet E.	Captain	100,356	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Ackerman, Bonita M.	Communications Supervisor	80,152	
Adams, Dana	Constable	77,090	
Adams, David	Constable	84,897	
Anderson, Chad	Constable	94,518	
Anderson, Lawrence C.	Sergeant	111,584	
Arnold, Brandi	Constable	84,281	
Ash, Roderick J.	Sergeant	103,866	
Ash, Scott	Constable	63,845	
Aubichon, Alan John	Constable	80,997	
Bachman, Kelly L.	IEIS Analyst	58,945	
Bacon, Tyler	Constable	81,221	
Baer, Reynold	Constable	74,465	
Bahsler, Dave	Infrastructure Support Analyst II	68,356	
Bailey, Nicole M.	Human Resources Officer, Staffing and Training	68,353	
Baisley, Regan B.	Communications Officer	71,612	
Balfour, Amy	Strategic Research Officer	65,933	
Balliett, Jordan	Constable	54,252	
Barber, Dallas	Corporal	115,763	
Barr, Ian G.	Sergeant	109,198	
Baryluk, Sherry L.	Court Information Clerk	58,905	
Bates, Shannon	Constable	51,880	
Baumgartner, Jo A.	Records Manager	117,136	
Beauschesne, Pierre P. C. B.	Corporal	112,754	
Behm-Wallace, David	Constable	71,972	
Beitel, Neil R.	Constable	73,896	
Belcourt, Colin	Constable	82,244	
Bell, Teresa L.	Evidence Management Supervisor	63,256	
Bellamy, Margaret Louise	Data Quality and Case Management Specialist	42,724	21,258
Bellamy, Ryan	Communications Officer	55,356	
Bells, Robin D.	Payroll Supervisor	64,216	
Benko, Candace L.	Corporal	106,540	
Berting, Kelley R.	Sergeant	97,926	
Bespalko, Nolan	Constable	98,256	
Bilodeau, Karolina J.	Digital Media Clerk	51,724	
Blampied, Darryl G.	Constable	96,314	
Boehm, Teresa M.	Communications Administrator	69,592	
Boers, Jodi	Constable	94,938	
Boivin, Marie	Administrative Coordinator	70,477	
Bonar, Andrea	Communications Officer	57,489	
Bonk, Anthony	Constable	79,625	
Boon, Brandon	Constable	78,333	
Borne, Graham N.	Constable	106,070	
Bosche, Richard	Constable	81,338	
Bourassa, Chad D.	Constable	84,354	
Bourassa, Richard M.	Superintendent	98,616	96,024

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Bowes, Kevin	Constable	96,543	
Boxall, Melissa J.	Constable	109,104	
Boynton, Tyler B.	Constable	96,626	
Brandt, Brenda L.	Communications Officer	68,099	
Bray, Evan J.	Sergeant	114,030	
Breitkreuz, Kevin D.	Constable	93,740	
Bridgeman, Keith	Constable	87,213	
Briere, Terry A.	Garage Attendant	57,186	
Brown, Michelle C.	Communications Officer	72,993	
Buhr, Ryan	Constable	50,199	
Burrows, Cara L.	Constable	78,013	
Burtenshaw, Cheryl	Communications Officer	67,965	
Callander, Leonard Drew	Sergeant	109,601	
Campbell, Grant	Constable	96,429	
Campbell, Kelly L.	Sergeant	110,981	
Campbell, Marla L.	Release of Information Clerk	51,859	
Carey, Melissa	Constable	50,801	
Carnall, Riley	Constable	73,275	
Carter, Jason E.	Constable	92,403	
Chagnon, Pascal M.	Constable	92,223	
Chaulk, Landis E.	Sergeant	108,448	
Clark, Mark R.	Sergeant	124,674	
Clarke, Brent	Constable	84,253	
Claude, Richard	Constable	77,866	
Clay, Cindy M.	Court Information Clerk	62,544	
Cobbledick, Elysia	Constable	85,241	
Collins, James	Corporal	107,102	
Coons, Corinne J.	Court Information Clerk	62,756	
Cosgrove, Kenneth G.	Constable	106,294	
Costanza, Andrea C.	Constable	104,265	
Coulthard, William N.	Constable	94,259	
Cousins, Gregory R.	CPIC Radio Operator	63,060	
Criddle, Guy	Corporal	104,721	
Crumly, Vivian M.	Constable	98,506	
Csada, Carla C.	Police Information Clerk - Direct Entry	55,302	
Csada, Derek J.	Constable	103,217	
Culling, Cory Q.	Sergeant	100,670	
D'Andrea, Robert B.	Sergeant	130,127	
Danylyshen, Darrel	Corporal	112,395	
Davey, Lisa N.	Constable	91,341	
Davies, Lorilee E.	Staff Sergeant	104,718	
Davies, Theresa	Constable	65,726	
Davis, Lance C.	Staff Sergeant	118,365	
Davis, Troy G.	Corporal	128,027	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Dean, Robert W.	Inspector	139,166	
Decterow, Erin T.	Constable	99,784	
Deibert, Tyrell	Constable	91,000	
Dennis, Peter J.	Constable	65,721	6,885
Desjarlais, Angela M.	Corporal	104,994	
Detz, Sandra A.	RIIU Clerk	55,906	
Dizy, Rodney J.	Sergeant	104,114	
Dods, Steven	Constable	96,140	
Dombowsky, William B.	Sergeant	110,952	
Douglas, Scott	Constable	54,618	
Dreaver, Darcy A.	Constable	96,337	
Duck, Justin R. A.	Constable	100,641	
Dudar, Lance A.	Superintendent	155,934	
Duff, John	Constable	63,072	
Duncan, David S.	Constable	109,007	
Dunford, Kayla	Constable	54,840	
Dunitz, Warren G.	Sergeant	122,920	
Dunnigan, Tracey F. A.	Corporal	101,089	
Dureau, Ryan M.	Constable	89,952	
Duthie, Rodney M.	Constable	97,250	
Eberle, Rodney D.	Constable	104,106	
Eckert, Blair G.	Corporal	104,474	
Eiswirth, Diana K.	Payroll Clerk	66,995	
Elek, Cory	Constable	55,021	
Ellingson, Ryan J.	Constable	101,422	
Emery, Christine L.	Communications Officer	69,598	
Emery, Troy P.	Corporal	98,797	
Engelhardt, Peter J.	Constable	11,958	40,762
Erichsen, Kollin D.	Sergeant	103,115	
Ermel, Brent A.	Sergeant	121,281	
Eskra, Carla I.	CPIC Supervisor	58,459	
Ethier, Joshua	Constable	82,056	
Ewart, Trevor R.	Sergeant	118,941	
Farden, April	Constable	64,444	
Fenwick, Shawn M.	Corporal	102,400	
Ferraton, Nicole Danette	Communications Officer	72,967	
Ferraton, Roger J.	Sergeant	89,320	56,368
Ferris, Jennifer	Constable	96,079	
Filazek, Timothy E.	Corporal	92,175	
Finkeldey, Darren L.	Corporal	114,784	
Flaman, Kathleen Anne	Communications Officer	69,289	
Fleece, Garth D.	Constable	107,069	
Ford, Duley	Constable	50,470	
Fowlie, Brian S.	Photographic Technician	55,295	
Fox, Derrick	Constable	102,352	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Frank, Brenda L.	Court Disposition Clerk	51,715	
Fraser, Adam A.	Constable	98,269	
Fraser, Richard R.	Corporal	106,030	
Freed, Janice G.	Police Information Clerk - Direct Entry	56,101	
Froh, Peter	Constable	86,872	
Froh, Tia L. L.	Constable	91,296	
Gall, Todd M.	Sergeant	106,509	
Gallagher, Lawrence J.	Mechanical Maintenance Caretaker	55,614	
Garner, Judy G.	Administrative Support Secretary	61,339	
Gaudette, Christelle A.	CPIC Radio Operator	59,836	
Gawley, Jessica B.	Corporal	95,950	
Gee, Peter S.	Sergeant	106,441	
Gendreau, Stanislav	Constable	83,672	
Geni, Linda P.	Constable	93,779	
George, Shawn P.	Sergeant	108,312	
Giroux, Gary J.	Corporal	105,227	
Glas, Colin M.	Constable	93,923	
Glazer, Kimberly	Constable	62,922	
Gledson, Cindy M.	Communications Officer	69,433	
Goertz, Lori A.	Court Information Clerk	56,850	
Golaiy, Mark	Constable	107,531	
Golden, Jonathan C.	Corporal	102,979	
Gordon, Shannon M.	Corporal	97,821	
Gorman, Kelly D.	Corporal	105,704	
Gottselig, Christina F.	Communications Officer	75,704	
Gottselig, Darryl P.	Constable	96,910	
Gottselig, Todd	Constable	95,212	
Gray, Lise C.	Corporal	15,280	45,220
Greenman, Rod E.	Garage Attendant	58,895	
Gregory, Alyssa J.	Constable	90,013	
Griffiths, Alan	Constable	65,522	
Griffiths, James E.	Constable	91,492	
Grohs, Trevor	Constable	85,333	
Gropp, William J.	Constable	90,091	
Gulka, Mara	Secretary I - Human Resources	58,740	
Gunderson, Jason G.	Corporal	109,963	
Guzik, Lara C.	Media Development Officer	66,771	
Hackywicz, Trevor	Constable	84,554	
Hadley, Renee S.	Court Information Clerk	56,566	
Hagen, Landon T.	Constable	93,736	
Hagen, Troy C.	Chief of Police	205,419	
Hall, Colleen C.	Sergeant	103,746	
Hall, Morley	Constable	82,806	
Hanna, Lorrie L.	Training and Quality Assurance Coordinator	67,013	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Haroldson, Robert	Constable	78,011	
Harper, Blaine S.	Electronics Technician	76,500	
Harris, Kevin	Constable	100,259	100
Hassman, Donna L.	Sergeant	93,562	
Hatharasinghe, Kevin	Police Information Clerk - Direct Entry	53,403	751
Hay, Jill S.	Victim Services Coordinator	67,302	
Hayden, William D.	Sergeant	104,313	
Hebert, Inez M.	Constable	71,973	
Hegi, Colin R.	Corporal	104,168	1,030
Heiliger, Alana A. K. H.	Constable	85,021	
Henderson, Neil B.	Constable	103,656	
Hendren, Allan C.	Sergeant	112,541	
Hesse, Chad	Constable	88,844	
Hignell, Nora	Communications Officer - Casual	52,374	
Hnetka, Ryan J. J.	Constable	72,476	
Hodgins, Russell C.	Constable	91,031	
Hoedel, Garry	Inspector	154,479	
Hoedel, Shane	Corporal	113,930	
Hooker, W. Ben	Constable	89,028	
Hordichuk, Kim	Constable	86,993	
Horton, Rhonda	Police Information Clerk - Direct Entry	53,614	
Houston, Caroline M.	Sergeant	122,712	
Hovdestad, Gregory R.	Corporal	91,424	
Howell, Thomas F.	Constable	96,570	
Hua, Shan	IEIS Database Analyst	63,377	
Huber, Robert C.	Sergeant	107,534	
Huber, Timothy D.	Sergeant	109,457	
Hubich, Erin	Communications Officer	55,393	
Hungle, Sarah-Jane	Constable	63,619	
Hunt, Chadwick	Constable	65,492	
Jackiw, Christopher S.	Corporal	113,860	1,056
Jarocki, Michelle A.	Staff Sergeant	124,491	
Jerome, Todd R.	Corporal	102,106	
Johnson, Brent A.	Sergeant	104,833	
Johnstone, Priscilla	Constable	70,512	
Kauk, Ross M.	Constable	105,864	
Kelsch, Mark J.	Sergeant	16,045	40,432
Kemp, Joseph Curtis	Staff Sergeant	87,081	44,422
Kerth, Jeremy	Constable	76,522	2,205
Keshane, Stuart T.	Constable	99,588	
Klemp, Janet	Constable	87,276	
Kliman, David	Constable	92,992	919
Kloczko, Shelley D.	Communications Manager	115,219	
Klyne, Thomas	Constable	54,265	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Koch, Darcy W.	Inspector	120,911	
Kolybaba, Lori D.	Communications Supervisor	77,638	
Korchinski, Jarod A.	Constable	94,109	
Koroluk, Bob G.	Staff Sergeant	107,952	
Kosolofski, Dwight G.	Sergeant	107,140	
Kotylak, Chelsea	Constable	50,575	
Kovacs, Frank	Constable	91,181	
Kozakewycz, Barney J.	Radio Coordinator	66,995	1,323
Kozoriz, Karla M.	Financial Services Manager	112,575	
Krawetz, Gregory	Constable	86,959	
Kress, Jonathan	Constable	61,052	
Krieger, David N.	Constable	93,184	
Kronstedt, Kirsten	CPIC Radio Operator	60,344	
Kubanowski, Anthony J.	Sergeant	110,818	
Kuffner, Cameron R.	Corporal	110,128	
Kullman, Rick	Constable	90,557	
Kupusa, Tony C.	Constable	102,607	
Kurtz, Christina	Communications Officer	66,568	
Lacoste, Diane E.	Communications Officer	71,209	
Lalach, Cornelia D.	Constable	102,046	
Lalach, Melinda M.	Constable	95,080	
Lamer, Derek J.	Corporal	96,168	
Lanigan, Trent T.	Constable	96,079	
Larocque, Jay I.	Constable	93,641	
Larsen, Hans P.	Sergeant	104,126	26
Larsen, Lisa A.	Evidence Management Clerk	52,092	
Lauf, Eric	Constable	66,986	
Lawrence, Curtis	Constable	85,094	
Lawson, Cole E.	Constable	79,638	
Layman, Scott W.	Staff Sergeant	114,269	
Lazarenko, Sharon A.	Data Quality and Case Management Specialist	55,272	
Le Clair, Rene P.	Corporal	96,889	
Leach, Bart G.	Staff Sergeant	99,242	57,881
Leibel, Ken J.	Garage Attendant	61,013	
Lenius, Jason T.	Mechanical Maintenance Caretaker	52,874	
Lenius, Tyler J.	Constable	91,869	
Lerat, Kevin S. L.	Sergeant	108,207	
Lerat, Tyler J.	Constable	84,378	200
Leroux, Beverly A.	Court Coordinator	62,879	
Leverington, Jessica	Communications Officer	65,863	
Lewis, Garth A.	Staff Sergeant	119,505	
Lewis, Jeffrey	Constable	91,406	
Lewis, Wade	Constable	60,850	
Lindskog, Cory D.	Sergeant	100,792	
Liskowich, Todd C.	Constable	85,622	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Logan, Timothy	Constable	87,400	
Longhurst, Cory S.	Constable	89,117	
Longman, Randy	Constable	91,171	
Lorence, Jody	Constable	111,153	
Love, Sheryl	Records Supervisor	73,931	
Luesink, Stephen R.	Fleet Supervisor	75,510	
Lusok, Dean	Constable	97,265	
Lutz, Bart J.	Corporal	107,439	
Macknak, Denise C.	Court Disposition Clerk	51,715	
MacLean, Robert W.	Corporal	98,421	
Madill, Kaeli J.	Social Media Officer	58,206	1,529
Magee, Colin	Constable	87,982	
Malcolm, Keith A.	Constable	96,228	
Malowany, Michelle A.	Communications Officer	68,542	
Mansbridge, Krista E.	Communications Supervisor	74,826	
Mansfield, Stephanie B.	EFAP, Health and Safety Coordinator	91,313	
Mansfield, Thomas E.	Inspector	133,561	
Marcia, Andrea	Constable	70,064	
Marks, Jordon J.	Corporal	98,376	
Marks, Kara	Constable	70,883	
Marshall, Laurel J.	Sergeant	115,562	
Massier, Ryan	Constable	80,679	
Matt, Holly L.	Communications Officer	74,490	
Maurice, Tanner	Constable	77,155	
Maynes, James	Constable	79,081	
Maze, Belynda	Constable	68,327	
Mazurak, Chad	Constable	87,653	
McArthur, Dale	Constable	94,385	
McCormick, Mark T.	Corporal	109,280	
McDonald, Darcy L.	Sergeant	95,882	
McDonald, Joseph S.	Mechanical Maintenance Caretaker	55,608	
McFetridge, Kyle K.	Corporal	96,461	
McKechnie, Darrin R.	Staff Sergeant	116,144	
McKim, Shaunna M.	Constable	87,929	
McLeod, Michelle D.	Data Quality and Case Management Specialist	55,368	1,463
McMartin, Trenton	Automotive Technician	67,668	
McMillan, Tyler L.	Infrastructure Support Analyst I	57,305	
McNabb, Gregory W.	Corporal	104,860	
McNutt, Paul	Constable	65,186	
McPherson, Darren J.	Corporal	107,882	
McQuaid, Lauri E.	Data Quality and Case Management Specialist	55,272	
Mills, Desiree	Constable	63,838	
Mohr, Louise M.	Executive Director	158,251	
Monaghan, James K.	Constable	102,043	
Monroe, Kari L.	Communications Officer	68,333	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Morin, Lauri J.	Inspector	150,349	
Morin, Robert D.	Deputy Chief of Police	174,761	3,900
Mosiondz, Darrell N.	Sergeant	105,867	
Muntain, Robert	Constable	60,473	
Murray, Paul	Service Desk Technician	53,732	
Naylen, Gary P.	Constable	94,689	
Nelson, Jerry L.	Staff Sergeant	76,863	44,701
Nelson, Tammy L.	Communications Officer	70,411	
Neufeld, Corrie E. E.	Constable	85,055	
Neufeld, Curtis J.	Constable	86,508	
Newell, Ryan	Strategic Research Officer	65,958	
Newman, Kelly D.	Constable	99,294	
Nicholls, Jonathan W.	Sergeant	104,956	
Norton, Steven	Constable	72,202	
Okai-Brown, Anastasia	Cultural Relations Officer	51,402	
Oliver, Mark W.	Constable	91,902	
Olynick, Cory	Constable	84,233	
Ortman, Sheree D.	Staff Sergeant	119,908	1,900
Oshanyk, Jeffery T.	Constable	108,634	
O'Soup, Stephanie S. C.	Aboriginal Resource Officer	59,492	
Otitoju, Emmanuel	Constable	94,424	
Patron, Cory	Constable	94,339	
Patryluk, Christie	Constable	86,007	
Pelletier, Shelly L.	Corporal	97,346	
Pengelly, Angela	Constable	91,937	
Petkau, Robin	Constable	93,568	
Petrisor, Connie M.	Court Information Clerk	58,129	
Petruic, David	Constable	98,394	
Pigeon, Cindy L.	Constable	95,383	
Pilon, Gordon R.	Staff Sergeant	113,897	
Popowich, Elizabeth J.	Public Information Manager	90,116	
Popowich, Trevor	Constable	58,229	
Potter, Joshua A.	Constable	94,247	
Power, Rob	Constable	92,675	
Pritchard, Marlo D.	Inspector	150,850	
Puglia, Andrew D.	Sergeant	99,192	
Quere, Jeremy R.	Sergeant	106,960	
Rae, Dean R.	Inspector	145,332	
Raison, Tracy L.	Financial Analyst	41,777	10,393
Randall, Blair E.	Constable	89,487	
Rayner, Ronald S.	Sergeant	101,030	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Reavley, Denise J.	Sergeant	104,836	
Reimer, Rhonda A.	Constable	86,841	
Renchko, Andrea	Constable	71,405	
Rensby, Jordan	CPIC Radio Operator	56,420	
Reynolds, Paul H.	Sergeant	118,055	
Riddell, Regan L.	Corporal	97,303	
Riddell, Shane R.	Sergeant	112,058	100
Rieger, Matthew T.	Constable	92,304	
Robertson, Aaron	Constable	63,160	
Robertson, Neil	Legal Counsel	160,459	2,068
Robinson, Anita E.	Constable	97,297	
Rodier, Anthony	Constable	88,434	
Ross, Dean R.	Corporal	98,282	
Roteliuk, Ronald N.	Sergeant	113,543	
Roteliuk, Sonya R.	Sergeant	112,315	
Rupcich, Maria A.	Corporal	102,959	
Sabo, Jessica	Constable	89,551	
Sadlemyer, Marion J.	Police Information Clerk - Direct Entry	55,965	
Salamon, Keith	Constable	62,995	
Sandison-Cattell, Patti	Wellness Coordinator	55,272	
Sarantopoulos, Georgia	Constable	91,627	
Scantlebury, David J.	Constable	99,089	
Schatz, Darcy L.	Staff Sergeant	107,471	44,596
Schellhorn, Colin	Constable	79,771	
Schmidt, Brent L.	Superintendent	152,278	
Schmidt, Marceda M.	Data Quality and Case Management Specialist	55,272	
Schmidt, William V.	Constable	104,212	
Schroh, Loretta M.	Crime Analyst	63,054	
Sebastian, Chad W.	Constable	99,028	
Sebulsky, Tyler P.	Constable	94,856	
Seel, Michael	Constable	71,243	
Seiferling, Timothy J.	Corporal	100,022	
Selensky, Lynn M.	Accounting Clerk II	53,294	
Selinger, Paul P.	Sergeant	111,823	
Semenchuck, Robert E.	Constable	98,824	
Serrano, Claudio A.	Corporal	107,128	
Serrano, Juan	Constable	108,648	
Shalansky, Amanda T.	Constable	97,682	
Shannon, Brent T.	Sergeant	111,978	
Shaver, Alisa C.	Constable	92,873	
Shaw, Linda A.	Communications Supervisor	82,516	
Sheppherd, Katherine W.	Data Quality and Case Management Specialist	54,969	
Sherwin, Todd A.	Corporal	113,468	
Shumay, Kelly H.	Constable	95,770	
Sieber, Andree A. E.	Constable	86,301	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Silzer, Kevin A.	Corporal	107,497	
Simmons, Steven	Constable	93,827	
Simons, Marcus W.	Constable	93,946	
Singh, Jaswinder	Constable	85,496	
Slater, Sean S.	Constable	109,222	
Slater, Shannon	Constable	61,501	
Smith, Gordon L.	Sergeant	111,840	
Solie, Jill	Traffic Clerk - Casual	50,164	
Solomon, Craig R.	Constable	94,204	
Solomon, Michelle M.	Constable	93,600	
Stach, Alana L.	Corporal	109,474	
Stadel, Christine A.	Corporal	97,606	
Steffenson, Donovan A.	Infrastructure Support Supervisor	96,118	
Steinke, Sheldon W.	Constable	102,616	
Sterling, Devon L.	Constable	97,310	
Stevely, Derek J.	Sergeant	116,817	
Stevely, Trent T.	Staff Sergeant	117,116	
Stewart, Allisha	Constable	64,667	
Stone, Wendy K.	Crime Prevention Strategist	71,470	
Strachan, Jeanine M.	Communications Officer	69,783	268
Struble, Trenton W.	Corporal	102,939	
Strueby, Ahren A. G. S.	Constable	101,107	
Strueby, Nathaniel	Corporal	94,990	
Strueby, T. J. Todd	Constable	60,807	
Strueby, Todd K.	Sergeant	125,607	
Sulymka, Shelly K.	Sergeant	104,848	
Swetlikoff, William	Constable	80,413	
Switzer, Frances A.	Communications Officer	76,510	
Sylvestre, Charles	Information Services Manager	111,310	
Tamaki, Kevin	Constable	76,945	507
Tate, Paul D.	Staff Sergeant	118,131	
Temple, Dale E.	Constable	87,998	
Temple, Russell	Constable	89,325	
Thacyk, Christopher	Constable	92,353	
Thompson, Blair A.	Staff Sergeant	118,285	
Thompson, Scott B.	Sergeant	110,233	
Thull, Nicole F.	Constable	91,736	
Thurlow, Sandra L.	Secretary III - Human Resources	61,207	
Tillotson, Sheldon W. A.	Constable	54,736	
Tomaschefski, Garth	Constable	87,590	
Tomaz, Jason	Constable	59,483	
Trithart, Kelly D.	Sergeant	116,927	
Tunison, Christopher J.	Constable	91,591	
Tunison, James	Corporal	99,621	
Tunison, Peter J.	Constable	98,347	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Turner, Jonathan	Constable	93,787	
Ullrich, Darren H.	Facilities Supervisor	73,358	
Veitch, Clinton	Constable	98,705	
Venne, Renee L.	Constable	86,427	
Verbeek, Mark K.	Corporal	98,347	
Vibert, Wayne D.	Electronics Technician	76,498	
Virgin, David J.	Sergeant	106,716	
Vogel, Terry T. L.	Service Desk Support Supervisor	64,713	
Von Falkenhausen, Leonhard	Constable	59,627	
Wadsworth, John Paul	Constable	96,743	
Wagar, Angie L.	Communications Officer	73,726	
Wagner, Jeffrey W.	Sergeant	109,240	
Walker, John W.	Staff Sergeant	123,893	
Wall, Todd M.	Sergeant	125,527	
Wallace, Timothy N.	Corporal	103,614	
Walter, Bradley M.	Sergeant	113,634	
Walton, Murray W.	Sergeant	109,799	
Wang, Xiaoyun Sharon	Systems Analyst	76,498	
Wanke, Christopher D. E.	Constable	99,855	
Ward, Christopher Casey	Corporal	107,248	
Warnar, Curtis	Constable	78,639	
Weir, Ronald A.	Staff Sergeant	119,303	
Weir, Trevor J.	Constable	100,000	
Westerman, Bryant A.	Constable	100,654	
White, Zachary	Constable	65,897	
Wiebe, Mitchel	Constable	74,596	
Wiebe, Roger W.	Constable	86,010	
Wilcox, Darren S.	Inspector	138,260	
Wild, Sheri K.	Constable	87,484	
Wilkinson, Jason J.	Constable	102,584	
Windjack, Jacy L.	Constable	87,640	
Wolfe, Scott M.	Constable	102,466	
Wollbaum, Derek J.	Constable	101,298	
Wood, Correy D.	Constable	103,806	
Wyatt, Steven R.	Constable	105,623	
Yadlowski, Dean E.	Sergeant	109,057	
Yarnton, William W.	Sergeant	13,320	40,432
Yee, Tony	Corporal	103,512	
Yee, William	Corporal	97,348	
Young, Audra L. A.	Sergeant	109,963	
Young, Brad	Constable	79,171	
Young, Genita Joan	Communications Officer	64,102	

See accompanying notes.

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Employee Remuneration - Police Services

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Young, Kyla D.	Corporal	95,023	
Young, Shaun A.	Constable	110,182	
Yum, Alex Y.	Sergeant	123,974	
Zaharuk, Corey M.	Staff Sergeant	114,605	
Zanni, Reno E.	Automotive Technician	68,209	
Zuk, Rachelle	Communications Officer	58,980	
Zumstein, Carole A.	Commercial Crime Assistant	51,343	

See accompanying notes.

Employee Remuneration - Buffalo Pound Water Administration Board

For the Year Ended December 31, 2011
(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Anderson, Aaron E.	Relief Operator/Maintenance Person	74,604	
Baron, Lauren A.	Laboratory Technician	68,359	
Berezowski, Eugene	Plant Foreman	96,538	
Boots, Ben	Plant Superintendent	129,795	
Conrad, Daniel	Plant Chemist	114,659	
Drake, Steve	Senior Operator	84,473	
Farago, Keith	Maintenance II	72,398	
Fradette, Shane G.	Regeneration Plant Operator/ Shift Maintenance	77,110	
Friesen, Brian	Senior Operator	85,461	
Gullage, Ed	Senior Operator	85,465	
Hakl, Robin M.	Laboratory Technician	67,376	
Hanning, Nevin	Regeneration Plant Operator/ Shift Maintenance	76,593	
Hoppenreys, Brian	Senior Operator	84,751	
Johnson, Keith	Journeyman Maintenance	73,924	
Kardash, Blair	Senior Laboratory Technician	79,667	
Kaytor, James R.	Relief Operator/Maintenance Person	62,043	
Koch, Kevin	Senior Industrial Mechanic	78,622	
Meili, Shaun	Regeneration Plant Operator/ Shift Maintenance	79,883	
Miller, Gene	Senior Electrician	67,117	20,403
Smith, Douglas	Maintenance I	64,365	
Stanhope, Garry	Senior Electrician	86,855	
Sutherland, Jeff	Senior Maintenance	82,422	
Temple, Curtis	Senior Instrumentation Technician	80,517	
Whittle, Gregory	Laboratory Technician	71,338	

See accompanying notes.

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Employee Remuneration - Regina Downtown

For the Year Ended December 31, 2011

(in dollars)

Employee Name	Employee Title	Remuneration	
		Regular	Other
Veresuk, Judith C.	Executive Director	94,996	

See accompanying notes.

Notes to Employee Remuneration

For the Year Ended December 31, 2011
(in dollars)

Note 1

Employee remuneration has been reported in accordance with Subsection 9(a) of *The Cities Regulations*. Employee remuneration has been separately identified as that paid under City Council authority, noted as General Municipal; the Board of Police Commissioners authority, noted as Police Services; Buffalo Pound Water Administration Board and Regina Downtown.

Regina's Warehouse Business Improvement District made no employee payments exceeding $50,000 from January 1 to December 31, 2011, therefore, the Regulations do not require any employee remuneration information be disclosed.

Note 2

Employee title represents the employment title of the employee as at December 31, 2011 or at date of termination.

Note 3

Information is included for those employees earning in excess of $50,000. "Other Remuneration" may include vacation credits, sick credits, allowances, membership fees of $1,000 or greater, and/or amounts paid to an employee upon termination. "Regular Remuneration" includes all remuneration paid other than that included in "Other Remuneration", and includes any remuneration, such as retroactive pay, relating to prior years paid in 2011.

Note 4

Employee travel is no longer required to be reported as Subsection 9(e) of *The Cities Regulations* was repealed on December 17, 2010.

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Expenditures

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Expenditures - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Payee	General Municipal	Police	Total
A & L Demolition & Excavating	65,275		65,275
AAA Security	161,932		161,932
ABC Central Towing	150,574	6,074	156,648
ABO Transport Ltd	2,450,917		2,450,917
Acklands-Grainger Inc.	360,717	10,240	370,956
ACME Environmental Services Inc	316,362		316,362
ACS Public Sector Solutions Inc.	2,940	61,740	64,680
ADLO Electric Motor Repair Ltd	84,164		84,164
AECOM Canada Ltd	4,147,445		4,147,445
Air Canada	93,951	33,048	127,000
AMEC Earth & Environmental Limited	59,037		59,037
American Process Group (Canada) Inc.	933,601		933,601
Anderson Associates Consulting Engineers Inc	81,322		81,322
Applied Research Associates	155,688		155,688
ASL Paving Ltd.	10,262,105		10,262,105
Asset Works, Inc	52,581		52,581
Associated Engineering (Sask) Ltd.	636,649		636,649
Atlas Sanitary Sewer Services	80,392	3,415	83,807
BASF Canada Inc	129,088		129,088
BEA Transit Solutions Inc	431,797		431,797
Bennett Dunlop Ford	77,358	319,938	397,296
Big Rock Trucking Ltd.	980,671		980,671
BlairTech Management Inc	150,587		150,587
Blake, Cassels & Graydon LLP	61,024		61,024
BLS Asphalt & Landscape Construction	1,356,824	4,900	1,361,724
Boyd Construction	172,272		172,272
Buffalo Pound Water	7,127,961		7,127,961
Canada Post Corp	529,143	185	529,328
Canadian Linen And Uniform Service	69,914	9,835	79,749
Canadian National Railways	79,603		79,603
Canadian Pacific Railway Company	355,898		355,898
Capital	51,764		51,764
Capital Ford Lincoln Inc	430,969	194,813	625,782
Capital Sewer Service Inc.	110,331		110,331
Carswell Thomson Professional Publishing	43,140	13,009	56,149
CCR Construction Ltd.	55,425		55,425
Century Vallen	217,828	932	218,760
Certa Pro Painters	52,497		52,497
CGI Information Systems and Management Consultant	79,260		79,260
CH2M Hill	64,970		64,970
Chemtrade West Limited Partnership	429,906		429,906
CIT Financial Ltd.	75,898		75,898
City of Brandon	142,611		142,611

See accompanying notes.

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Expenditures - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Payee	General Municipal	Police	Total
Cleartech Ind Inc.	87,987	275	88,262
Clifton Associates Ltd.	128,359		128,359
Colliers International Regina	270,581		270,581
Commercial Solutions Inc.	107,594		107,594
Commissionaires Saskatchewan	145,291	655,284	800,575
ConAsph Environmental Coatings Ltd	91,502		91,502
Concentra Financial	114,041		114,041
Concreate USL Ltd.	1,918,259		1,918,259
Corix Water Products Limited Partnership	394,674		394,674
Crestview Chrysler Dodge Ltd.	114,381	28,748	143,129
CRL Engineering / 101150419 Saskatchewan Ltd	213,048		213,048
Croft Aggregates Limited	63,452		63,452
Croft Electric	67,275		67,275
Crown Enterprises Ltd.	144,889	39,266	184,155
Cubbon Advertising Concepts	124,523		124,523
Cummins Western Canada	298,919	3,026	301,945
Cushman & Wakefield Ltd	131,084		131,084
Custom Truck Sales Inc.	53,852		53,852
D G Regan & Associates Ltd.	71,974		71,974
Dell Canada Inc.	425,763	65,958	491,721
Dell Financial Services Canada Ltd.	415,819		415,819
Deloitte & Touche Inc.	516,722		516,722
Denny Forbes Construction Inc	173,010		173,010
Dialog	424,074		424,074
DLGL Ltd.	112,672		112,672
Dundee Development Corp	472,208		472,208
Dundee Realty Corporation	1,259,019		1,259,019
Early's	160,114		160,114
ECL Fiberglass Manufacturing Inc.	62,255		62,255
EECOL Electric	417,143		417,143
Electromega Ltd.	53,613		53,613
Eljay Irrigation Ltd.	119,198		119,198
EMCO Corporation	417,761		417,761
Emshay Enterprises Ltd	1,335,199		1,335,199
Ennis Paint Canada ULC	107,114		107,114
ESRI Canada Ltd.	104,663		104,663
ESTI Consulting Services	27,091	568,904	595,994
Evraz Place	213,063		213,063
Fact Computers	27,057	166,935	193,992
Family Service Regina	112,314	1,080	113,394
FDM Software Ltd	106,166		106,166
Federated Co-operatives Ltd.	7,235,070	9,525	7,244,595

See accompanying notes.

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Expenditures - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Payee	General Municipal	Police	Total
Fer-Marc Equipment Ltd.	448,584		448,584
First Bus Centre Inc	497,400		497,400
FirstCanada ULC	3,073,839	279	3,074,118
Fisher Scientific Ltd.	57,681	955	58,636
Flocor Inc	532,047		532,047
Flynn Canada Ltd.	888,897		888,897
Folio Instruments Inc.	105,586		105,586
Folk Construction	72,004		72,004
Fort Garry Industries Ltd.	360,279	2,504	362,783
Frontier Peterbilt Sales Ltd.	377,340		377,340
Fugro SESL Geomatics (Sask) Ltd.	81,119		81,119
Gabriel Construction Ltd.	2,767,001		2,767,001
Glentel Inc.	387,477		387,477
Gold Business Machines Ltd.	106,734		106,734
Graham Construction & Engineering (1985) Ltd.	1,220,087		1,220,087
Graham's Tire Service Ltd	140,633	37,430	178,063
Great West Life Assurance Co.	365,437		365,437
Group 5 Security Corp	62,105		62,105
Guardian Traffic Services Ltd.	166,579	1,037	167,616
Harvard Property Management Inc.	59,064		59,064
Hay Group Limited	54,323	4,080	58,403
Hazco Environmental Services Ltd.	1,774,940		1,774,940
HB Lanarc Consultants Ltd	51,094		51,094
HBI Office Plus	11,257	205,221	216,479
HDL Investments Inc.	1,856,283		1,856,283
Hertz Equipment Rental	109,411		109,411
Hipperson Construction Co Ltd.	212,902		212,902
Honeywell Ltd.	40,446	66,374	106,820
Husky Oil Marketing Co	58,738		58,738
Hutch Training and Consulting	60,161		60,161
IBI Group	138,705		138,705
IBM Canada Ltd.	951,310		951,310
ICR Commercial Real Estate Inc.	69,196		69,196
ILES Electric Ltd.	5,185	82,003	87,188
Impact Printers	55,253		55,253
Independent Construction Management Inc	200,137		200,137
Infor Global Solutions Inc	91,613		91,613
Information Services Corporation of Saskatchewan	85,710		85,710
Information Systems Management Canada Corporation	913,568		913,568
Inland Aggregates Ltd.	321,006		321,006
Insight Software Canada Ltd.	201,980	62,354	264,335
Intergraph Canada Ltd	8,899	186,882	195,782

See accompanying notes.

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Expenditures - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Payee	General Municipal	Police	Total
International Flood Control Corp	51,914		51,914
International Transportation Assessment Solutions	72,308		72,308
Interprovincial Traffic Services Ltd.	607,474		607,474
Iron Max Fitness	92,426	3,864	96,290
ITT Water & Waste Water	144,746		144,746
JR's Welding	101,494		101,494
K L Services Ltd.	71,529		71,529
Kanuka Thuringer		411,444	411,444
KAP City Constructions Ltd	122,719		122,719
Kay's Construction Inc	72,387		72,387
Kay's Construction Ltd.	239,978		239,978
Kayway Industries Inc.	63,013		63,013
Ken Dormuth Trucking Ltd.	63,962		63,962
KGS Group	140,383		140,383
Konica Minolta Business Solutions (Canada) Ltd	176,298		176,298
Kozoriz, Karla M	5,244	54,611	59,855
KPMG LLP	168,091		168,091
Kramer Ltd.	591,943		591,943
Lafarge Canada Inc.	73,563		73,563
Lafrentz Road Marking	50,991		50,991
Leader Post	399,766		399,766
Loraas Disposal Services Ltd.	429,665	3,659	433,324
MacPherson Leslie & Tyerman	131,825	91,174	222,999
Marsulex Inc.	318,655		318,655
Maxxam Analytics Inc.	64,616		64,616
McAsphalt Industries Ltd.	989,093		989,093
McDougall Gauley	46,616	19,083	65,700
McKim Cringan George	836,171		836,171
Mercedes Regina	53,393		53,393
Mercer (Canada) Ltd	81,871		81,871
Mercury Earth Coring Ltd.	148,089		148,089
Michelin North America (Canada) Ltd.	144,618		144,618
Microage	41,431	20,030	61,461
Mid West Combustion	73,710	1,376	75,085
Miller Thomson	226,200		226,200
Minister of Finance	6,855,067	73,481	6,928,548
Moose Jaw Refinery Partnership	2,328,675		2,328,675
Morphotrak Inc		50,725	50,725
Morsky Construction Ltd..	300,595		300,595
Motorola Solutions Canada	50,953	26,821	77,774
Municipal Solutions	118,215		118,215

See accompanying notes.

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Expenditures - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Payee	General Municipal	Police	Total
MXD Development Strategists Ltd	64,050		64,050
NAI Commercial Real Estate (Sask) Ltd	113,729		113,729
Nelson Environmental Inc	422,100		422,100
New Flyer Industries Ltd.	56,097		56,097
Niche Technology		108,000	108,000
NIS Contractors Ltd.	443,676		443,676
Northern Tree Co. Inc.	138,048		138,048
Nova Bus, A Division of Prevost Car Inc.	4,340,630		4,340,630
Novell	126,267		126,267
Oakcreek Golf & Turf Inc.	427,135		427,135
Oracle Canada ULC	1,151,848		1,151,848
Oxford Libero Consulting GP Inc	113,815		113,815
P3Architecture Partnership	132,560		132,560
Panasonic Canada Inc.		58,053	58,053
Park N Play Design Co	85,352		85,352
Pasqua Paving	3,680,585		3,680,585
Paul Raff Studio Inc	57,273		57,273
Pavement Scientific International Inc.	981,256		981,256
PCL Construction Management	6,659,616		6,659,616
Peter Crushing & Hauling Ltd	187,142		187,142
Phoenix Auto Parts Ltd.	62,522	8,107	70,629
Playlotz Contracting	396,506		396,506
Postage By Phone	231,000		231,000
Premay Equipment LP	70,708		70,708
Prevost Car Inc.	273,469		273,469
Provincial Club Towing (1971) Ltd.	148,426	5,908	154,334
Python Mfg Inc	50,327		50,327
R & D Paving & Landscaping	333,278		333,278
R Nicholls Distributors Inc	90,901	29,039	119,940
Receiver General for Canada	8,506,927	2,022,510	10,529,436
Redhead Equipment	2,235,687		2,235,687
Regina Humane Society Inc.	1,083,295		1,083,295
Regina Mobile Wash	53,252		53,252
Regina Motor Products (1970)	4,025	58,435	62,460
Regina Worker Cafe Cooperative	73,194	156	73,351
Rescue Consulting Canada Inc.	116,765	628	117,392
Rocky Mountain Phoenix	5,212,385		5,212,385
Saskatchewan Blue Cross	4,082,526		4,082,526
Saskatchewan Government Insurance (SGI)	706,804	218,994	925,799
Saskatchewan Housing Corporation	100,000		100,000

See accompanying notes.

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Expenditures - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Payee	General Municipal	Police	Total
Saskatchewan Urban Municipalities Association (SU	220,056		220,056
Saskatchewan Workers' Compensation Board	2,219,278		2,219,278
SaskBattery	52,851	934	53,785
SaskEnergy	2,666,035	125,769	2,791,805
SaskPower Corporation	9,575,640	152,776	9,728,416
SaskTel	1,337,384	265,725	1,603,109
SaskTel Mobility	363,543	95,222	458,766
Scottco Roof Consultants	55,158		55,158
Second Avenue Ventures	81,235		81,235
Shanahan's Building Products	68,556	402	68,957
Signal Industries (1998) Saskatchewan Ltd.	113,910		113,910
Slabmaster Ltd.	271,717		271,717
SMS Equipment Inc	442,464		442,464
SOS Janitorial Services Ltd.	58,420		58,420
Souris Valley Industries (1977) Ltd.	96,405		96,405
South Country Equipment Ltd. (SCE)	837,975		837,975
Specialized Pavement Marking Canada ULC (SPM)	134,227		134,227
Standard Life	238,269		238,269
Standard Pole Ltd	171,077		171,077
Stantec Architecture Ltd.	170,046		170,046
Stantec Consulting Ltd.	933,108		933,108
Steve's Landscaping & Bobcat Service	82,646		82,646
Stratos Inc	52,829		52,829
Sudden Fun Recreation Equipment Ltd.	62,987		62,987
Superior Safety Inc	69,476		69,476
Supreme Basics	449,479	11,171	460,651
Supreme Trailer Sales	74,447		74,447
TG Marketing	32,628	20,706	53,334
The Active Network, Ltd.	55,325		55,325
The Odan/Detech Group Inc	97,940		97,940
The Truck Outfitters Inc	50,378	11,633	62,011
ThyssenKrupp Elevator	55,222	4,042	59,263
Towers Watson Canada Inc	142,030		142,030
Traction Heavy Duty Parts	91,425		91,425
Trapeze Software Inc.	88,299		88,299
Tristen Hydro-Vac	66,006		66,006
Tube City IMS, LLC	152,957		152,957
United Network Payment Solutions	132,964		132,964
Unisource Canada Inc.	182,203	3,251	185,453
University of Regina	294,754	26,480	321,234
Valmont West Coast Engineering Ltd	100,078		100,078
Van Alstine Project Management Inc.	3,529,435		3,529,435

See accompanying notes.

DRAFT

Expenditures - City of Regina

For the Year Ended December 31, 2011

(in dollars)

Payee	General Municipal	Police	Total
Van Alstine Project Management Ltd.	396,478		396,478
Ventyx Inc	54,155		54,155
VFA Canada Corp.	68,268		68,268
W F Botkin Construction Ltd.	1,011,495		1,011,495
W/S Refund	178,577		178,577
Wachs Canada Ltd	76,340		76,340
Wajax Power Systems	80,196		80,196
Wallace Construction Specialties Ltd.	54,375	437	54,812
Wappel Construction Co. Ltd.	2,179,943		2,179,943
Wascana Centre Authority	1,586,585	250	1,586,835
Waste Management - South Saskatchewan	63,109		63,109
Waterous Power Systems	157,026		157,026
Weber Supply Company Inc.	207,785	251	208,035
Wee-Lift Crane Services	55,110		55,110
Western Litho Printers Limited	67,135		67,135
Western Specialty Contracting ULC	1,647,189		1,647,189
Westjet	45,996	37,135	83,131
Westridge Construction Ltd.	4,998,154		4,998,154
Wheaton Chevrolet Hummer	6,176	122,935	129,111
Wilco Contractors Southwest Inc	684,949		684,949
Wingert Construction Ltd.	933,766		933,766
Wolseley Mechanical Group	62,011		62,011
Wolseley Waterworks Group	1,067,412		1,067,412
Woodland Tree Services Ltd.	65,924		65,924
Work Authority by ISECO	32,989	25,750	58,740
WRT Equipment Ltd.	351,643		351,643
Xerox Canada Ltd.	74,452	40,725	115,177
Young's Equipment Inc.	96,355		96,355

See accompanying notes.

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Expenditures - Buffalo Pound Water Administration Board

For the Year Ended December 31, 2011

(in dollars)

Payee	Total
Associated Engineering (Sask) Ltd.	72,441
Chemtrade West Limited Partnership	922,713
City of Moose Jaw	425,755
City of Regina	1,440,882
Cleartech Ind Inc.	211,974
Double K Excavating Ltd.	108,903
Duncan Roofing	53,520
Fisher Scientific Ltd.	50,950
Indachem Inc	113,399
Marsulex Inc.	455,646
Receiver General for Canada	90,149
SaskEnergy	458,970
SaskPower Corporation	1,195,991
Siemens Canada Limited	120,400
Univar Canada Ltd.	173,498

See accompanying notes.

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Expenditures - Regina Downtown

For the Year Ended December 31, 2011

(in dollars)

Payee	Total
Blachere Illumination Canada	77,274
Look Matters and GJ Photo	79,365
NewWest Enterprise Property Group	92,990

See accompanying notes.

DRAFT

Expenditures - Regina's Warehouse Business Improvement District

For the Year Ended December 31, 2011
(in dollars)

Payee	Total
B-Creative Group	81,553

See accompanying notes.

Notes to Expenditures
For the Year Ended December 31, 2011
(in dollars)

Note 1

Expenses have been reported in accordance with accounting standards and Subsection 9(b) of *The Cities Regulations*.

Note 2

Expenses include all payments over $50,000 made by the City of Regina during 2011 from the following funds:

- General Operating and Capital Funds
- Water and Sewer Operating and Capital Funds
- Intergovernmental Services Fund

Expenses have also been reported for the Board of Police Commissioners, Buffalo Pound Water Administration Board, Regina Downtown and Regina's Warehouse Business Improvement District.

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REGINA
Infinite Horizons

Regina Regional
Opportunities Commission

April 2, 2012

Mr. Chuck McDonald, Director, Financial Services
Finance Department – Corporate Services
Queen Elizabeth II Court
Box 1790
Regina, Saskatchewan
S4P 3C8

Dear Mr. McDonald:

Re: RROC 2012 Community Investment Request – Final Payment of 2012 Authorized Funding

Further to your letter of January 4, 2012 regarding the annual funding approved for Regina Regional Opportunities Commission (RROC), please find attached our 2011 Audited Financial Statements approved by the Board of Directors of RROC on March 17, 2012. We have also attached a copy of our 2012 Annual Report.

We understand this completes our obligations in order to receive the second payment of our 2012 funding under the Community Investment Fund approval. If you require anything further please do not hesitate to let us know.

As you may have heard, the recent provincial budget eliminated the Enterprise Region Program which RROC received funding from to support our operational costs. The amount of funding lost as a result of this was approximately $400,000 on an annual basis. This will have a significant negative impact on the operations of RROC and we are currently assessing what changes we will have to make if alternative funding cannot be secured. Once we have completed that assessment we will be providing you with an update on our situation. Given that our approved budget for the year was a deficit of over $400,000 already, and the fact that RROC was already one of the lowest budget entities of its nature in Canada for a city of this size, this will not be an easy problem to solve. Without presuming increased financial support from the City, as one of the potential sources of replacement funding we will no doubt be having further conversations about this with you.

Thank you for the ongoing support we have enjoyed from the City of Regina.

Yours truly,

Larry Hiles

President & CEO

1925 Rose Street | Regina, Saskatchewan
Canada | S4P 3P1 | reginaroc.com

REGINA REGIONAL OPPORTUNITIES COMMISSION

FINANCIAL STATEMENTS

December 31, 2011

Deloitte & Touche LLP
900 - 2103 11th Ave
Bank of Montreal Building
Regina SK S4P 3Z8
Canada

Tel: 306-565-5200
Fax: 306-757-4753
www.deloitte.ca

INDEPENDENT AUDITOR'S REPORT

To the Chairman and Members of the Regina Regional Opportunities Commission:

We have audited the accompanying financial statements of Regina Regional Opportunities Commission, which comprise the statement of financial position at December 31, 2011, and the statements of operations, changes in net assets and cash flows 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 generally accepted accounting principles, 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.

Auditor's 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 auditor's 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 Regina Regional Opportunities Commission as at December 31, 2011, and its financial performance and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Deloitte & Touche LLP

Chartered Accountants

March 15, 2012
Regina, Saskatchewan

REGINA REGIONAL OPPORTUNITIES COMMISSION

Statement of Financial Position

As at December 31, 2011

		2011		2010
CURRENT ASSETS				
Cash	**$**	**357,996**	$	263,675
Short-term investments (Note 4)		**400,220**		494,803
Accounts receivable		**117,466**		45,723
Other current assets		**25,515**		38,206
		901,197		842,407
PROPERTY AND EQUIPMENT (Note 5)		**135,876**		206,436
	$	**1,037,073**	$	1,048,843
CURRENT LIABILITIES				
Accounts payable and accrued charges	**$**	**126,048**	$	97,459
Deferred contributions (Note 6)		**57,643**		87,746
		183,691		185,205
NET ASSETS				
Invested in property and equipment		**135,876**		206,436
Unrestricted		**717,506**		657,202
		853,382		863,638
	$	**1,037,073**	$	1,048,843

See accompanying notes

APPROVED BY THE BOARD

.....…….... Director

.....…….... Director

REGINA REGIONAL OPPORTUNITIES COMMISSION

Statement of Operations

As at December 31, 2011

		2011		2010
REVENUES				
City of Regina - operating grant	**$**	**922,900**	$	822,900
Enterprise Saskatchewan - enterprise region funding		**455,000**		411,250
Publications		**166,075**		309,589
Partner funding		**273,697**		304,526
Tourism Saskatchewan		**128,573**		131,322
Other income (Note 5)		**204,623**		93,375
Membership fees		**-**		2,427
		2,150,868		2,075,389
EXPENSES				
Salaries and benefits		**1,216,834**		1,131,300
Promotion and publicity		**374,095**		312,050
General and administrative (Schedule 1)		**185,137**		144,838
Occupancy		**171,858**		173,042
Professional fees		**64,046**		124,548
Program expenses		**54,008**		67,663
Recruitment and education		**47,713**		40,517
Travel		**47,433**		40,135
		2,161,124		2,034,093
(SHORTFALL) EXCESS OF REVENUES OVER EXPENSES	**$**	**(10,256)**	$	41,296

See accompanying notes

REGINA REGIONAL OPPORTUNITIES COMMISSION

Statement of Changes in Net Assets

As at December 31, 2011

	Unrestricted	Invested in Property and Equipment	2011 Total	2010 Total
Balance, beginning of year	**657,202**	**206,436**	**863,638**	822,342
(Shortfall) excess of revenues over expenses	**(10,155)**	**(101)**	**(10,256)**	41,296
Invested in property and equipment	**70,459**	**(70,459)**	**-**	-
BALANCE, END OF YEAR	**$ 717,506**	**$ 135,876**	**$ 853,382**	$ 863,638

See accompanying notes

REGINA REGIONAL OPPORTUNITIES COMMISSION

Statement of Cash Flows

As at December 31, 2011

	2011	2010
CASH FLOWS (USED IN) FROM		
OPERATING ACTIVITIES		
(Shortfall) excess of revenue over expenses	**$ (10,256)**	$ 41,296
Add back (deduct) non-cash items:		
Amortization	**79,843**	67,620
Gain from sales of property and equipment	**(79,742)**	-
Changes in non-cash working capital items related to operations:		
Accounts receivable	**(71,743)**	130,079
Other current assets	**12,691**	(24,778)
Accounts payable and accrued charges	**28,589**	(33,011)
Deferred contributions	**(30,103)**	(138)
	(70,721)	181,068
CASH FLOWS FROM (USED IN)		
INVESTING ACTIVITIES		
Proceeds from disposal of property and equipment	**80,850**	-
Purchase of property and equipment	**(10,391)**	(205,430)
Proceeds from disposal of short-term investments	**100,000**	300,000
Purchase of short-term investments	**(5,417)**	(304,948)
	165,042	(210,378)
NET INCREASE / (DECREASE) IN CASH	**94,321**	(29,310)
CASH, BEGINNING OF YEAR	**263,675**	292,985
CASH, END OF YEAR	**$ 357,996**	$ 263,675

1. DESCRIPTION OF OPERATIONS

On April 27, 2009, Bylaw 2009-20 created the Regina Regional Opportunities Commission (the "Commission") from the merge of the Regina Regional Economic Development Authority ("RREDA") and Tourism Regina. The Commission began operating as an entity on July 1, 2009.

The broad mandate of the Commission is to create and implement an economic development strategy to grow and sustain prosperity in the Regina region.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles. These financial statements are included in the consolidated financial statements of the City of Regina.

The Commission's significant accounting policies are as follows:

a) 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 reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

b) Property and equipment

Property and equipment are recorded at cost. Amortization has been provided using the straight-line method over the following years:

Building	2 years
Leasehold improvement	3 years
Furniture and equipment	10 years
Flag park	2 years
Display unit	10 years
Highway turnouts	10 years
Computer hardware	5 years
Computer software	2-3 years

Amortization is charged in the year of acquisition and in the year of disposal for a half year. It is expected that these procedures will charge operations with the total cost of the assets over their useful life. Gains or losses on the disposal of individual assets are recognized in income in the year of disposal.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

c) Revenue recognition

Publication revenue is recognized when publications are produced, if amounts received can be reasonably estimated and collection is reasonably assured. Publication fees received in advance of production are deferred.

The Commission follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue, if the amount to be received can be reasonably estimated and collection is reasonably assured.

d) Financial instruments

Financial assets and financial liabilities are initially recognized at fair value and their subsequent measurement is dependent on their classification as described below. Their classification depends on the purpose for which the financial instruments were acquired or issued, their characteristics and the Commission's designation of such instruments.

	Classification
Cash	Held-for-trading
Short-term investments	Held-for-trading
Accounts receivable	Loans and receivables
Accounts payable	Other liabilities

Held-for-trading

Held-for-trading financial assets are financial assets acquired for resale prior to maturity or that have been designated as held-for-trading. They are measured at fair value at the balance sheet date. Fair value fluctuations including interest earned, interest accrued, gains and losses realized on disposal and unrealized gains and losses are included in other income.

Loans and receivables

Loans and receivables are accounted for at amortized cost using the effective interest method.

Other liabilities

Other liabilities are recorded at amortized cost using the effective interest method and include all financial liabilities.

Transaction costs

All transaction costs are expensed as incurred.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial instruments

Not-for-profit organizations may elect to adopt Sections 3862, "Financial Instruments – Disclosure", and 3863, "Financial Instruments – Presentation", or to continue applying Section 3861, "Financial Instruments – Disclosure and Presentation". The Commission has elected not to adopt Sections 3862 and 3863.

3. FUTURE CHANGES IN ACCOUNTING POLICIES

The Canadian Institute of Chartered Accountants ("CICA") has issued a new accounting framework for government not-for-profit organizations. Effective for fiscal years beginning on or after January 1, 2012 government not-for-profit organizations will have to choose between Canadian public sector accounting standards with not-for-profit accounting standards or Canadian public sector accounting standards without not-for-profit accounting standards. As at year end, the Commission has not yet decided which framework to follow. The impact to the Commission's financial reporting will be dependent on which accounting framework is adopted.

4. SHORT-TERM INVESTMENTS

	2011	2010
Renaissance High Interest Savings Account	**$ 400,220**	$ 494,803

5. PROPERTY AND EQUIPMENT

	Cost	Accumulated Amortization	Net Book Value **2011**	Net Book Value 2010
Building	$ -	$ -	**$ -**	$ 5,000
Leasehold improvements	107,679	53,840	**53,839**	89,732
Furniture and equipment	91,046	65,237	**25,809**	23,617
Computer hardware	21,460	12,663	**8,797**	9,642
Flag park	-	-	**-**	1,783
Highway turnouts	21,049	10,447	**10,602**	14,781
Display unit	3,672	3,672	**-**	224
Computer software	84,575	47,746	**36,829**	61,657
	$ 329,481	$ 193,605	**$ 135,876**	$ 206,436

During the year the Commission sold its log cabin and flag park for net proceeds of $80,850 and recognized a gain of $79,742 in other income.

6. DEFERRED CONTRIBUTIONS

Deferred contributions represent unspent resources externally restricted for specific projects.

The Commission managed several projects during the year which were funded by senior governments and other parties. At the year end, not all funds received were expended on the related projects. These amounts will be included in income as the related expenses are incurred.

Changes in the deferred contributions balance are as follows:

	Publications	Tourism Saskatchewan Core Funding	Sponsorship	Stay and Play	Other	**2011**	2010
Balance, beginning of year	$ -	$ 53,955	$ 5,000	$ 4,310	$ 24,480	**$ 87,745**	$ 87,884
Amounts received	1,850	70,200	-	135,000	90,088	**297,138**	475,500
Amounts recognized as revenue	-	(108,603)	(5,000)	(111,022)	(102,615)	**(327,240)**	(475,638)
Balance, end of year	$ 1,850	$ 15,552	$ -	$ 28,288	$ 11,953	**$ 57,643**	$ 87,746

7. FINANCIAL INSTRUMENTS

Interest rate risk

The Commission is exposed to interest rate risk associated with the amount of interest being earned on its investments.

Credit risk

The Commission is exposed to credit risk from potential non-payment of accounts receivable and short-term investments. The Commission's receivables are primarily from major funding agencies whose credit risk is considered to be low. Short-term investments are with major Canadian financial institutions whose credit risk is considered to be low.

Fair values

The fair value of cash, accounts receivable, accounts payable and short-term investments approximates carrying value due to the short-term maturity of these items.

8. CAPITAL MANAGEMENT

The Commission relies primarily on grants from the City of Regina, Province of Saskatchewan and Enterprise Saskatchewan. The Commission uses these funds available to promote any economic initiative that will assist in the creation of tourism and investment opportunities and employment by sustaining existing business and also by encouraging new companies to become resident in the Regina region.

The Commission has adopted a conservative investment policy which maintains liquidity in high quality, low risk short term marketable securities.

9. RELATED PARTY TRANSACTIONS

The following related party transactions with the City of Regina and its subsidiaries are included in the financial statements:

	2011	2010
Revenues	**$ 943,550**	$ 844,614
Expenses	**4,337**	-

10. LEASE COMMITMENTS

On June 10, 2010, the Commission entered into a 3-year building lease at the location on Rose Street. The minimum annual lease payment is $46,516, plus common area costs plus applicable taxes, paid monthly on the first of the month.

11. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform with current year's presentation.

REGINA REGIONAL OPPORTUNITIES COMMISSION
Notes to the Financial Statements
December 31, 2011

		2011		2010
SCHEDULE 1 - GENERAL AND ADMINISTRATIVE				
Amortization	**$**	**79,843**	$	67,620
Courier & postage		**42,328**		19,378
Information system maintenace		**23,431**		21,548
Miscellaneous		**13,090**		16,408
Stationary & supplies		**7,832**		8,283
Reference material & memberships		**7,464**		6,444
Bad debts		**5,245**		227
Office equipment - rental & maintenance		**3,973**		2,530
Bank charges		**1,931**		2,400
	$	**185,137**	$	144,838

EVRAZplace
enriching our community

P.O. Box 167
Regina SK Canada S4P 2Z6
p. 306.781.9200 f. 306.565.3443
w. www.evrazplace.com

May 14, 2012

Mr. Todd Blyth
City Clerk's Office
15th Floor – City of Regina
2476 Victoria Avenue
REGINA SK S4P 3C8

Dear Mr. Blyth:

RE: Community Investment Funding
The Regina Exhibition Association Limited

This letter references the City Council's decision CR 11-165 – Interim Payments – The Regina Exhibition Association Limited (REAL-Evraz Place) of December 19th, 2011, which read:

"That the Deputy City Manager & CFO be authorized to make the final payment to REAL, based on their 2012 allocation. This payment is subject to the 2012 Community Investment Allocation to Executive Committee and the presentation of REAL – Evraz Place's 2011 Audited Financial Statements to the Finance and Administration Committee or July 1, 2012, whichever is later.

We are requesting the final payment of $200,000. As requested, we enclose a copy of our 2011 Audited Financial Statements, which can be found on page 13 of the 2011 Annual Report.

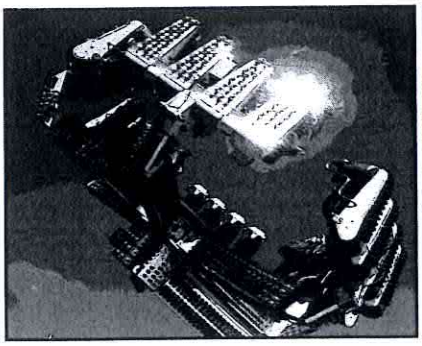
We will not be in attendance at the Finance and Administration Committee meeting. If you have any questions, please do not hesitate to contact my office at 781-9211.

Sincerely,

Mark Allan
President and CEO

Enclosure: as stated

ANNUAL REPORT
2011



EVRAZplace

E&E F&B S&R

VISION

World-class hospitality for trade, agri-business, sporting, entertainment and cultural events that bring innovation, enrichment and prosperity to Saskatchewan.

MISSION

Enriching the quality of life for people in the community through the hosting and delivery of local, regional, national and international events.

HEADLINES OF 2011

A NAME COULD MEAN A FORTUNE ON THE INTERNET. C4

BUSINESS

Prices remain high in Sask.

Farm show draws from local, abroad

WALKING DEAD STILL ALIVE AND WELL. B7

ARTS & LIFE

Avril Lavigne bares her soul

UNIVERSITY OF REGINA SPORTS. C3

SPORTS

CANADA CHALLENGE

Thanks for 60 great years

Prison time for plane fire

Cats join Riders for a head coach

Seinfeld's humour reveals truth

ARTS & LIFE

Sir Elton rules his stage

'A very funny movie'

Regina dancer accepted

CENTRE SQUARE PLACE

VAMPIRE DOG

WATER PLANT WOES

REGINA, SASKATCHEWAN

LEADER-POST

QUEEN CITY EX, SETTING UP TO THRILL

Sask. dams to get close look

Ex offers rides, food and fun

ARTS LIFE

A sweet, sweet dream

WHAT'S ON

KEITH PUT THE PEDAL TO THE METAL

FORD WORLD MEN'S CURLING CHAMPIONSHIP

Regina welcomes the world

Where there's curling, there's a party

COMMUNITY FEATURE

Partnership includes charitable element

'Tis the season to gorge

To be fair, about fairs

PRESIDENT'S MESSAGE

I am pleased to report on our initiatives and achievements during another very successful year. We have had strong positive results in two of the key areas of our responsibility to the City of Regina:

- As a manager and provider of events and event services at Evraz Place
- As stewards of the land and buildings known as Evraz Place

In 2011 Evraz Place achieved a record $30 million in gross revenues, nearly triple the gross revenues recorded eight years ago. Bottom line income for 2011 was $791,000, the second highest net income achieved in the prior eight years. Our financial health measured in terms of strong working capital, low debt load and the fact that we have recorded six consecutive years of profitability remains strong. As well in the past eight years we have re-invested over $10.8 million of cash generated by the business into the property at Evraz Place.

Our event business remains strong. We hosted the 2011 Ford Men's World Curling Championships in the newly air conditioned and dehumidified Brandt Centre. Some traditional offerings such as Regina Pats hockey, the Queen City Ex and Canadian Western Agribition have shown some improved results in terms of attendance levels or sales. The Western Canada Farm Progress Show was named 2011 Tourism Event of the Year by Saskatchewan Tourism. The "Farm Show" is experiencing strong growth in attendance by international buyers and was named the "Largest Trade Show in Canada" by Trade Show News Network magazine. With our partners in the community such as the Regina Regional Opportunities Corporation, the Regina Hotels Association, SaskMusic and the Saskatchewan Roughrider Football Club, we were able to announce the 2013 Juno Awards coming to the Brandt Centre in April and the Grey Cup Festival in November.

We are also very pleased with the growth of our sport and recreation business, which is performing well above our initial projections. You will also see that the food and beverage division continues to perform well, ensuring our property is busy and that our guests leave happy and well fed.

STEWARDSHIP OF EVRAZ PLACE

In recent years, we have made the improved stewardship of the property at Evraz Place a top priority. With over $80M in capital reinvestment in new and refurbished facilities (Credit Union EventPlex, Co-operators Centre, Brandt Centre, Queensbury Convention Centre and kitchen/commissary), we need to take the necessary steps to maintain these assets to a high standard. In 2011, we recorded a record $2M in reinvestment in capital improvements, repairs and maintenance.

$2M in Capital Improvements, Repairs & Maintenance - 2011

Two years ago, we also embarked upon a computerized Plant Operations and Maintenance Program (POM). We have now catalogued most of our equipment – everything from boilers, compressors to heating, ventilation to air conditioning equipment. Our POM Division now utilizes our computerized program to keep on top of preventative maintenance work, following manufacturers recommended maintenance standards. This program not only helps us organize our work, it helps management to track results and problem areas. This program is central to our goal of long term sustainability of the assets at Evraz Place.

Finally, thanks to the Board for their hard work and leadership, and to the managers and staff that make it all happen here day after day. We are fortunate to enjoy nice growth in our business, while generating a profit and making significant reinvestments in the facilities.

Mark Allan
President and CEO

EXECUTIVE MANAGEMENT TEAM

(As of April 2012)

Mark Allan, President and CEO
Neil Donnelly, Vice President Events and Entertainment
Graham Edge, Vice President Food and Beverage
John Hicke, Vice President and CFO
Reid Pedersen, Vice President Sports and Recreation
Elma Shoulak, Vice President Human Resources
Bill Stoner, Vice President Property and Facilities
Denise Wanner, Manager Executive Office

MANAGEMENT

(As of April 2012)

Dean Churchill – Director Finance and IT
Fred Fink – Manager Event Delivery
Darwin Godlien – Manager Security and Parking
Chris Hutchinson – Director Corporate Development
Candace Kirk – ARAMARK Food and Beverage Office Manager
Alicia Knapman – Box Office and Cash Operations Manager
Kyle Lamkey – General Manager Sports and Rec
Brenda McIntosh – Director Events and Entertainment
Lisa McMeekin – Conference and Catering Manager
Degan Middleton-Machdanz – Events Manager Food and Beverage
Rob O'Connor – Show Manager, Canada's Farm Progress Show
Bim Pandya – Director Facility Sales
Naimesh Patel – Custodial Manager
Maria Pia – Manager Human Resources
Fayth Runns – Manager HRIS
Pattie Schiefner – Manager Human Resources
Dave Senger – Co-operators Centre League Manager
Jerry Senko – General Manager Events and Entertainment
Garth Strawford – Food Service Manager
Rob Swan – Food and Beverage Manager
Ken Taylor – Director Trade and Consumer Shows
Roger Weldon – Manager Financial Analysis
Alison Wilkie – Catering and Events Manager
Mike Zech – Executive Chef

OFFICERS

Jeff MacPherson
Chair of the Board

Mark Allan
President and CEO

John Hicke
Vice President and CFO

Denise Wanner
Corporate Secretary

BOARD COMMITTEES

Audit and Finance Committee

Doug Mutschler, Chair
Tracey Bakkeli
Brian Barber
Mike MacNaughton
Laura Soparlo
Jeff MacPherson (ex-officio)

Governance/Nominating Committee

Laura Soparlo, Chair
Glen Davies
Karen Gibbons
Patrick A. Kelly
Mark Stefan
Jeff MacPherson (ex-officio)

Human Resources Committee

Mark Stefan, Chair
Terry Hincks
Reg Howard
Doug Mutschler
Rob Nisbet
Ron Nugent
Jeff MacPherson (ex-officio)

BOARD OF DIRECTOR'S MESSAGE

The Regina Exhibition Association Limited. That is the legal business name for our organization. I've known that is our legal name since joining the Board of Directors in April of 2006. Looking back on the Chairman's reports I wrote in 2007, 2008, 2009 and 2010, the name The Regina Exhibition Association Limited has appeared only once over those four years. It was in 2008 that I referenced that the Board of Directors would be undertaking a process to continue REAL under the Non-profit Corporations Act because the 1907 Legislative Act which governs our operations no longer fits with contemporary governance practices and many clauses in that Act, including the definition of our business, no longer reflects the complex and varied business activities we undertake.

By the time our shareholders have opportunity to read this Chairman's message you will all be aware of the process your Board of Directors is recommending to continue The Regina Exhibition Association Limited under the Non-profit Corporations Act. It is our strong belief as a Board that this change is necessary given the continued evolution of our business and the opportunities present in our Community to expand our business for the betterment of Regina. We are proud of our history and we respect the past and the path followed by those before us. They laid the foundation on which we stand today and directed the organization through many decades of growth and change. It is a new day and a new dawn in Saskatchewan. Growth and prosperity allow for opportunity and we have to position our company to continue to grow.

Last year we talked about the significant investments we have made in the assets of the Company that will benefit generations to come. This move and modernization of our governance and the capital and opportunity that this new structure affords is the most significant non cash investment in our future we could make. It is the right decision. It is a brave decision. It is a decision we are proud to be part of.

Jeff MacPherson
Chairman of the Board

COMMUNITY IMPACT

PROFILE

Situated in the heart of the Queen city – Regina, Evraz Place is one of the largest and most influential event complexes in the country. It is a centre of excellence for entertainment, agri-business, sporting, recreational and cultural activities. Evraz Place boasts 1.2 million square feet of indoor space and close to 42 acres of usable outdoor tradeshow space. The organization produces and hosts the majority of Regina's major events every year, including Western Canada Farm Progress Show presented by Viterra, the provincial exhibition – Queen City Ex Presented by Mosaic and Prairie Mobile Taste of Spring. It is home to the Canadian Western Agribition, the WHL's Regina Pats, Regina Soccer Association, Spring Home & Garden Show & Sale, First Nations University of Canada Pow Wow and numerous concerts, tradeshows and conventions.

The Co-operators Centre and Credit Union EventPlex host over 40 tournaments and special events annually, bringing in people from across Saskatchewan and Western Canada. With the largest integrated ice and turf sport complex in Canada, scheduling events like the Skate Canada Challenge fills over 1,000 hotel rooms on its own.

ECONOMIC IMPACT

Evraz Place is an economic engine that generates a $75 million impact annually on Regina and the surrounding areas' economy. It supports over 3,100 jobs in the province, creating $50 million in labor income. The event site impacts on a broad range of people with more than 70 percent of them coming from outside an 80km radius. It was estimated that more than 2.5 million people pass through the gates of Evraz Place annually, attending over 1,000 events. These events and activities also provide opportunities for local, regional and national media exposure.

EMPLOYMENT

Evraz Place operates on an annual budget of $27 million and employs approximately 170 full-time and more than 600 part-time and casual staff. Recognizing this ongoing success would not be possible without the support of its dedicated employees; Evraz Place is committed to ongoing staff training, appreciation and professional development. Various staff appreciation events are held throughout the year. The organization also offers the Employee Family Assistance Program (EFAP) which provides counseling and assistance to Evraz Place employees and their families.

CORPORATE ROLE

Evraz Place gives back to the community that it serves. The organization employs many at-risk youth who come from backgrounds involving poverty, unemployment, violence, alcohol and/or substance abuse. In fact, Evraz Place is one of the largest employers of North Central residents in Regina.

To serve the organization's corporate social responsibility, Evraz Place staff is taking a part in supporting the city Police and Fire departments, Wascana Community School, and the North Central Family Centre. From December 1990 to 2008, Evraz Place and its employees were also Partners in Education with Wascana /Herchmer Community School.
In addition to the community support on a local level, Evraz Place is active at both the civic and provincials levels. The President and CEO sit on the Mayor's community Leaders Advisory Council.

TOURISM

Evraz Place is an important anchor within the tourism industry – provincially, nationally and internationally. It is one of the top tourist attractions in the province and brings in hundreds of thousands of visitors every year.
In recognition of the numerous spin-offs created by the tourism industry, management and staff at Evraz Place are committed to fostering and maintaining partnership that work to strengthen tourism network. Members of the management team sit on the Board of Directors of Regina Regional Opportunities Commission (RROC) and various tourism committees. Evraz Place is also an active member of RROC, participating in many of their marketing programs and also involved with other tourism organizations such as the Regina Airport Authority, Tourism Saskatchewan, Special Events Regina (SER) and the Saskatchewan Trade & Export Partnership (STEP). Management members have been key participants in major event bids, and organizing committees, which have been successful in attracting events like the 2006 Tim Horton's Brier, 2007 Canadian Country Music Awards, 2008 Scotties Tournament of Hearts and the 2010 World Junior Hockey Champions.

Entertainment

Evraz Place, the hottest entertainment hub of the province brought a diversity of high-profiled artists and excellent performances in 2011, which attracted nearly 135,000 attendees and generated over $7.7 million in ticket sales.

International singer/songwriter and performer Elton John with his band did not disappoint their audience, performing their "Greatest Hits Live" concert on May 11th & 12th. Pop Super Star, Katy Perry made her way through Regina on July 13th with her "California Dreams" tour. Her electric performance at the Brandt Centre gave her sold out audience a night to remember.

Brandt Centre, the 6000-seat facility has been hosting all home games of the WHL's Regina Pats for the past 35 years. Evraz Place is proud to have Pats fans recognize the Brandt Centre as the home of this beloved hockey team.

The organization acknowledges the importance of agriculture and continues to support the agri-business in our province and throughout Canada. Evraz Place is proud to be the home of the Canadian Western Agribition – one of the main agricultural events in the country.

In 2011, Evraz Place was home for a variety of entertainment and events including; Nelly, Ford's World Men's Curling, Keith Urban, Avril Lavigne, Disney Live Show, Buck Cherry & Papa Roach, Godsmack, LMFAO, Toby Keith, Seinfeld, WWE and the Harlem Globe Trotters. Each show left their audience with a unique experience.

The Ford Men's World Curling Championship was the most successful national or international curling event held in North America during the 2011/12 Season. During the final weekend the Brandt Centre was filled to capacity with people from around the world, who enjoyed warm hospitality, cool refreshments and top notch curling. Overall attendance topped 110,000. Regina showed their pride and cheered Team Canada – Jeff Stoughton team from Winnipeg on to victory. Evraz Place was noted as one of the best venues in the world for hosting curling events – the connectivity is second to none.

FARM SHOW:

Western Canada Farm Progress Show presented by Viterra embraced an unprecedented success in 2011 with an increased number of exhibitors and products; expanded tradeshow space; and a record-breaking crowd.

At this year's Farm Progress Show (June 20-22), an Innovations Program was introduced to promote all new inventions or improvements/enhancements made to existing products. This Innovations Program included a competition. Each product that qualified a new innovation was automatically qualified to be judged by a panel of six industry experts. The winners were awarded a gold or sterling Innovation Award.

To accommodate the growing appetite of exhibitors, the Farm Progress Show increased their tradeshow display area form 1.6 million sq. ft. to 1.78 million sq. ft. The 2010 opening of the Co-operators Centre is the essential contributor to the exhibit space increase. All tradeshow booths were completely sold out.

Western Canada Farm Progress Show is the country's largest dryland farming exposition and is consistently ranked number one among farm shows for its relevance to exhibitors and the agriculture industry.

QUEEN CITY EX

Excitement was in the air again this year for the 2011 Queen City Ex presented by Mosaic. The five-day provincial exhibition drew a crowd of 206,409 visitors. These numbers are just shy of 2010's attendance which was the highest in 10 years.

Downtown attractions such as the Strawberry Social on Scarth Street and the Pancake Breakfast at City Hall were also well attended and received.

The Mosaic Flip for Hunger (Pancake Breakfast) on Sunday, August 7th was tremendous success. Over 6,100 lbs of non perishable items and over $1,000 were collected by Mosaic for the Regina Food Bank at the breakfast. Mosaic also donated 1,000 admission & 200 ride passes to underprivileged youth and charitable groups as part of the Experience The Ex Program.

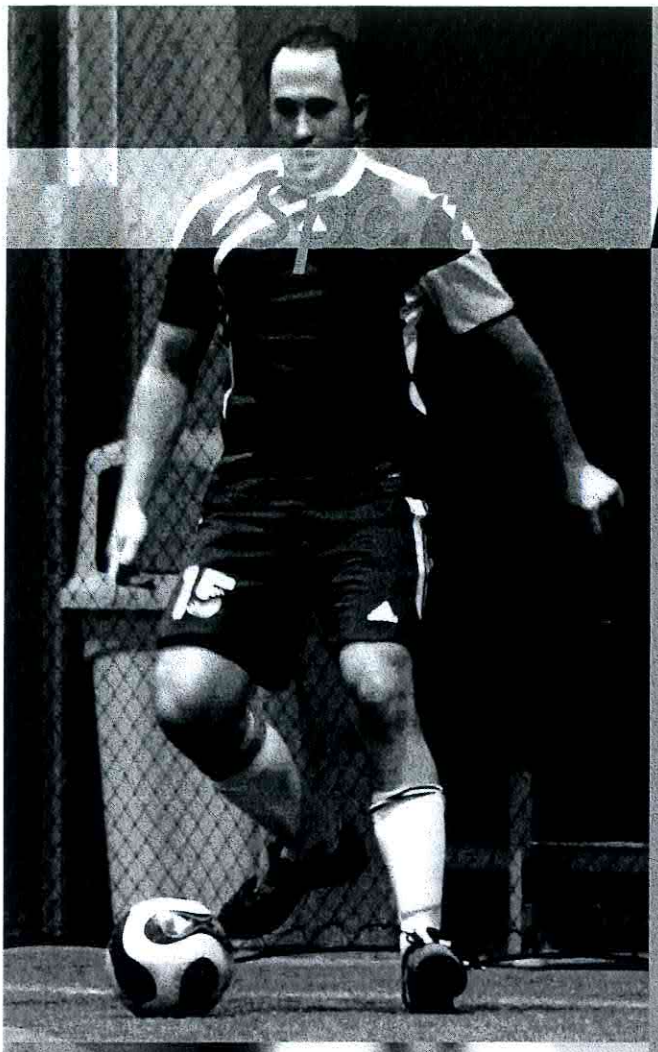
The Molson Canadian Grandstand which featured the acts of Marianas Trench, April Wine, Dierks Bentley, Great White and Down with Webster, all attracting great crowds. Other attractions and thrill acts included Chinese Acrobats of Hebei, Boogeyman Brigade Motocross, Stampede Wresting, KAOS Dog sports, Tanzania Mania, HOJA and Wayne Lee.

North American Midway enjoyed their best year yet in 2011.

TASTE OF SPRING

Prairie Mobile Taste of Spring – Regina's celebration of fine wines, spirits and food, was once again was the most anticipated event in the city. The 2011 show drew a crowd of more than 7,500 over the three night event. Friday and Saturday nights were sold out in a matter of minutes.

Due to a rising interest, this premier event out-grew the space at the Queensbury Convention Centre and moved into the Credit Union EventPlex in 2010. Exhibitors and guests are now enjoying, the more spacious venue.



Recreation

Year two of operation for the Sport & Recreation Division provided Regina and the surrounding communities with more than 12,000 hours of ice time and 10,000 hours of indoor turf programming. In addition, over 1 million people visited the Credit Union EventPlex and Co-operators Centre during regular programming and the over 40 tournaments & special events in 2011.

New for 2011, the Co-operators Centre Hockey League welcomed more than 100 adult recreational hockey teams (over 1,600 participants) to the facility. In 2012 the Co-operators Centre will also serve as a home facility to the highly successful youth 3 on 3 league and spring/summer adult league previously operated by Canlan Ice Sports.

SPORT EVENTS

The flexibility of the Sports & Recreation facilities allowed for a variety of community sport uses including hockey, soccer, flag football, broomball, figure skating, ringette, lacrosse, ball hockey and inline hockey. Evraz Place was also proud to partner with Casino Regina in 2011 to offer free daytime public skating for citizens of Regina.

One of the highlights of 2011 was hosting the Skate Canada Challenge at the Co-operators Centre from November 30th to December 4th. This was the first Skate Canada event hosted in Regina since 1987. Over 500 participants along with coaches, parents and officials from across Canada descended upon Regina for the event. The best of Canada's future Olympic and World Championship contenders displayed their talents to an appreciative crowd. Fast becoming one of the city's largest sporting events, the World Class Players Cup took over the Credit Union EventPlex for 19 days in April. This sporting and multi-cultural event has grown to 41 teams with over 1,200 participants and 20,000 spectators along with over 100 volunteers. In only six years, this event produced by local soccer icon Kevin Holness has become a staple of the local sporting scene.

Looking ahead, Evraz Place is pleased to welcome back the Canadian National Gymnastics Championships in May of 2012. Evraz Place first hosted this event in 2007 in the Credit Union EventPlex. In 2012, the event will utilize two arenas of the Co-operators Centre and the Credit Union Eventplex providing Canada's elite gymnasts and Olympic contenders with an additional 40,000 sq. ft. of training space and over 90,000 sq. ft. of competition area.

photo credit: Rob

SPECIAL EVENTS

In addition to sport and recreational activities, the multi-purpose facilities were used as exhibit and activity space for the City's major annual community events, such as the Western Canada Farm Progress Show, Queen City Ex presented by Mosaic, Canadian Western Agribition and Prairie Mobile Taste of Spring.

Sports Tournaments and Special Events hosted by the Sport & Recreation Division in 2011:

MAJOR EVENTS HOSTED:

2012 Skate Canada Challenge
2011 NHL Oldtimers Hockey Challenge
Western Prospects Hockey Camp
World Players Cup Soccer Championship

HOCKEY TOURNAMENTS:

HRI Bantam Tier I
HRI Bantam Tier II
HRI Female
HRI Midget Tier I
HRI Midget Tier II
HRI Novice Tier I
HIR Tier II
HRI Atom Tier I
HRI Atom Tier II
HRI Peewee Tier I
HRI Peewee Tier II
HRI Junior C
Sask Energy Employee Tournament
Sask Power Employee Tournament
Sasktel Employee Tournament
Norman Stevenson Memorial Tournament
Oskana Cup
Spring AAA Classic Minor Hockey Tournament

SASKATCHEWAN HOCKEY ASSOCIATION:

Christmas Skills of Gold Camp
3 Zone 2 Camps
Sask First Female Camps
Sask First Bantam Tournament
Sask First Midget Tournament

SKATE REGINA:

Living Skies Syncro Competition

SOCCER TOURNAMENTS:

RAZZ Tournament
RSA Youth Tournament
Regina High School Soccer Championships
Premiere Youth Provincials

RINGETTE TOURNAMENTS:

Jim Benning Tournament
Queen City Tournament
Saskatchewan Ringette Provincials

LACROSSE TOURNAMENTS:

Sask Lacrosse Festival

MAJOR EVENTS UPCOMING:

2012 Hockey Canadian Western Shield Womens Championships
2012 Canadian Gymnastics Championships
2013 Canadian Broomball Championships
2013 Skate Canada Challenge
2014 Canadian Ringette Championships

MAJOR EVENTS IN THE BID PROCESS:

2013 Lacrosse Provincials

Food & Beverage

With the continued demand for conference and catering facilities and services within the city, the Food Service Division at Evraz Place has again thrived in 2011, contributing nearly $3.4 million to the organization's overall revenue.

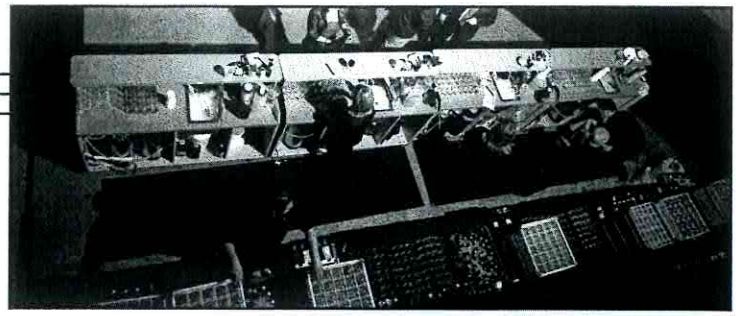
Evraz Place's conference and catering staff welcomed more than 67,000 customers during the past year. The division hosted 21 major conferences and 1,100 other diverse food and beverage events.

Evraz Place offers a world-class venue for various meetings, tradeshows, gatherings and dinners all with elegance. The multi-purpose event complex provides 307,000 sq. ft. of interconnected exhibition halls, pavilions, arenas, meeting and banquet salons. The complex can accommodate the parking for up to 4,500 vehicles.

Executive Chef Michael Zech and his team understand the importance of exceptional food to create a successful event. Along with his staff, Executive Chef Zech and his service staff create remarkable impressions for customers, from a lavish buffet to an inviting sit-down meal. This is done with the great selections of Prairie and International, food and beverages, all prepared freshly in-house.

CONFERENCE, CATERING & TRADESHOW FACILITIES AT EVRAZ PLACE

Facility	Size (sq. ft.)	Details
Queensbury Convention Centre	40,000	23,000 sq. ft plenary room 40 rooms Wireless internet access
Credit Union EventPlex	90,000	Classroom seating for 3,000 people Seamlessly accommodate 400 booths
Banner Hall	10,000	Accommodate 50 8' x 8' booths
Agribition Building	40,000	Hold 1,200 people for a buffet or served dinner event Accommodate 250 booths
Co-operators Centre	120,000	Six conference rooms Full service kitchen Capable of hosting up to 800 people in full service restaurant

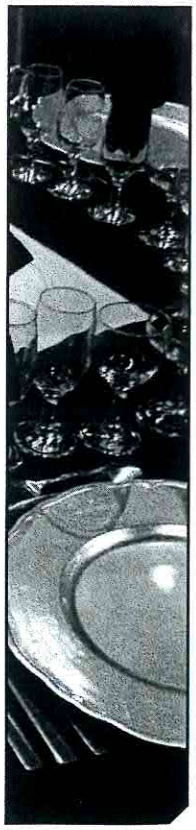


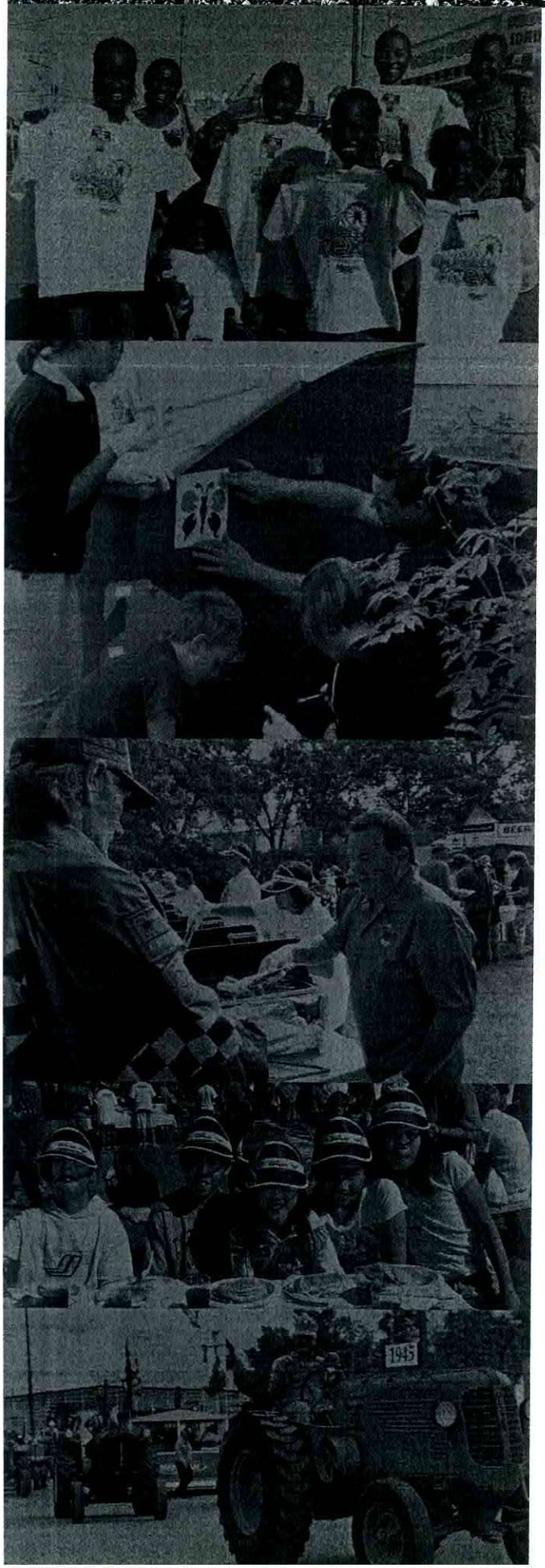
2011 EVENT HIGHLIGHTS

Many national and provincial premier events chose Evraz Place as their host venue.

National Infrastructure Summit
ORNAC National Conference
18th Annual Ken Goff Memorial Boxing Classic
19th Annual Williston Basin Petroleum Conference
2011 SaskTel Conference
2011 was the fourth consecutive year that Evraz Place hosted the Regina Premier's Dinner
Saskatchewan Dental Profession's Annual Conference
Professional Learning Community Summit
Plaza of Honor Dinner 2011
SaskPower Leader Forum 2011

In addition to the larger-scale conferences and events, Evraz Place has also catered to occasions which have smaller attendance. In the course of 2011, the Queensbury Convention Centre served over 4,500 people during various graduation celebrations and more than 6,000 people at corporate Christmas functions.





COMMUNITY PARTNERSHIPS

EVRAZ PLACE – ENRICHING OUR COMMUNITY

Together with our corporate partners, we at Evraz Place are enriching our community by providing the people of our city, province and country with opportunities to experience world-class events, entertainment and sports in first-class facilities.

The property and facilities of Evraz Place are owned by the City of Regina and leased to The Regina Exhibition Association Limited.

In 2011 over 2.5 Million people patronized our property, events and facilities. In 2012 and into the future, those numbers are expected to climb as we continue to evolve as a property and partner in this community.

At Evraz Place we recognize that none of this would be possible without the support and dedication of our invaluable corporate partners!

City of Regina | REGINA Infinite Horizons

EVRAZ Brandt the co-operators A Better Place For You

MOLSON CANADIAN Coca-Cola SaskTel

Mosaic VITERRA Saskatchewan Credit Unions Casino Regina

Best Western Seven Oaks Inn SaskEnergy conexus PRAIRIEMOBILE COMMUNICATIONS

STAYINREGINA.COM e:perience more DirectWest A SASKTEL COMPANY REGINA RMP MOTOR PRODUCTS Full Throttle DQ Grill & Chill

RE/MAX CO-OP RAMADA CORBY HARVEST

Frito-Lay PELLER ESTATES SAFEWAY WP WESTERN PIZZA SGI

MANAGEMENT REPORT

The accompanying financial statements of The Regina Exhibition Association Limited, operating Evraz Place, were prepared by and are the responsibility of management. They have been prepared in conformity with generally accepted accounting principles. The financial information in the annual report is consistent with the financial statements.

Management maintains systems of internal accounting control designed to provide reasonable assurance that all transactions are properly recorded in the Association's book of accounts, that procedures and policies are adhered to and that assets are safeguarded from unauthorized use.

Virtus Group LLP, an independent firm of Chartered Accountants, has been engaged as approved by the shareholders' vote at the 2011 Annual General Meeting to examine the financial statements in accordance with generally accepted auditing standards and provide an independent professional opinion.

The Audit and Finance Committee is composed of six members of the Board of Directors and meets regularly with the officers of the Association. The external auditors of the Association have access to the Audit and Finance Committee with or without management being present. The Audit and Finance Committee meets with the external auditors to review the planning and scope of testing and to discuss the results of their audit work. The external auditors issue a management letter. The financial statements have been approved by the Board of Directors on the recommendation of the Audit and Finance Committee.

Mark Allan
President and CEO
March 21, 2012

John Hicke
Vice President and CFO
March 21, 2012

TO THE SHAREHOLDERS OF THE REGINA EXHIBITION ASSOCIATION LIMITED OPERATING EVRAZ PLACE

We have audited the accompanying financial statements of Regina Exhibition Association Limited which comprise the balance sheet as at December 31, 2011 and the statements of income and cash flows 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 generally accepted accounting principles 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 of 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 auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those assessments, the auditor considers internal control relevant to the Association'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 Association'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, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2011 and its results of operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Virtus Group LLP

Chartered Accountants
Regina, Canada
March 21, 2012

Regina Exhibition Association Limited
operating Evraz Place

Balance Sheet

As at December 31, 2011

	2011 $	2010 $
Assets		
Current Assets		
Cash	5,699,658	4,529,371
Accounts and grants receivable	1,040,734	1,000,415
Supplies and prepaid expenses	90,667	51,450
	6,831,059	5,581,236
Property and equipment (note 3)	75,716,921	78,329,851
	82,547,980	83,911,087
Liabilities and Net Assets		
Current liabilities		
Accounts payable and accrued liabilities	2,688,542	2,109,989
Deferred revenue and deposits	2,258,560	1,558,756
Current portion of long-term debt (note 4)	175,764	175,764
	5,122,866	3,844,509
Long-term debt (note 4)	1,344,573	1,520,415
Deferred grants and other contributions (note 5)	72,549,789	75,806,213
	79,017,228	81,171,137
Share capital (note 6)	9,720	9,690
Retained earnings	3,521,032	2,730,260
Net assets	3,530,752	2,739,950
	82,547,980	83,911,087

See accompanying notes

Approved by the Board:

Director _____

Director _____

Regina Exhibition Association Limited
operating Evraz Place

Statement of Income

For the Year Ended December 31, 2011

	2011 $	2010 $
Revenues		
Sales	15,323,423	14,262,221
Rentals	7,121,060	5,937,732
Contributions and other income	3,691,168	3,731,184
Sponsorships and advertising	1,346,875	1,288,835
Revenue continuance (note 8)	2,600,000	2,600,000
	30,082,526	27,819,972
Expenses		
Administration	1,041,831	1,236,566
Amortization	3,629,261	3,625,301
Cost of goods sold	3,532,584	2,730,959
Repairs and maintenance	679,476	693,876
Supplies, equipment and contracted services	5,931,428	5,941,971
Telephone and utilities	2,106,081	2,068,569
Wages and employee benefits	12,371,093	11,160,927
	29,291,754	27,458,170
Net income for the year	790,772	361,801
Retained earnings - beginning of year	2,730,260	2,368,459
Retained earnings - end of year	3,521,032	2,730,260

See accompanying notes

Regina Exhibition Association Limited
operating Evraz Place

Statement of Cash Flows

For the Year Ended December 31, 2011

	2011 $	2010 $
Operating activities		
Net income for the year	790,772	361,801
Items not affecting cash		
Amortization	3,629,261	3,625,301
Deferred capital contributions recognized	(3,256,424)	(3,277,629)
	1,163,609	709,473
Net increase (decrease) in non-cash working capital balances related to operations	1,198,820	(2,885,084)
	2,362,429	(2,175,611)
Financing activities		
Repayment of long-term debt	(175,842)	(175,845)
Contributions received	-	8,190,994
Proceeds from issuance of shares	30	140
	(175,812)	8,015,289
Investing activities		
Purchase of property and equipment	(1,016,330)	(9,978,409)
Increase in cash during the year	1,170,287	(4,138,731)
Cash, beginning of year	4,529,371	8,668,102
Cash, end of year	5,699,658	4,529,371

See accompanying notes

Regina Exhibition Association Limited
operating Evraz Place

Notes to the Financial Statements

For the Year Ended December 31, 2011

1. Description of the business

The Regina Exhibition Association Limited (the Association) is a not-for-profit organization incorporated under a private act of the Province of Saskatchewan. Under its bylaws dividends cannot be paid and its shares cannot appreciate in value. The Association operates Evraz Place and leases land owned by the City of Regina under a nominal cost lease expiring in 2012. The Association expects to enter into a continued long-term lease arrangement with the City of Regina in 2012.

2. Accounting policies

The financial statements have been prepared in accordance with generally accepted accounting principles which require management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenue and expenses during the year. These estimates are reviewed periodically and adjustments as necessary are reported in the period of review.

a) Property & equipment and amortization

Property and equipment are recorded at cost. Amortization is recorded over the estimated useful life of the assets as follows:

Buildings	-straight-line over 10 to 30 years
Equipment	-straight-line over 3 to 20 years

b) Revenue recognition

Sales revenue, including catering, concessions and events, and Rental revenue are recognized as services are provided. Sponsorship and advertising revenue is recognized based on the terms of the contract.

c) Grants and other contributions

Grants and other contributions received by the Association are accounted for as follows:

i) Grants and other contributions to assist with the financing of capital asset additions are recorded as deferred capital contributions (see note 5). The portion of the grant and other contributions equivalent to the annual amortization expense of the related asset is recognized annually as Contributions and other income.

ii) Grants and other contributions intended for grounds and buildings repairs and maintenance are recorded in revenue in the period in which they are received.

iii) Grants and other contributions not specifically intended for capital asset additions are recorded in revenue in the period the related expenses are incurred.

d) Financial instruments - Recognition and measurement

All financial instruments are designated and classified as one of the following: held-to-maturity, loans and receivables, held-for-trading or available-for-sale and other liabilities.

Financial assets and liabilities held-for-trading are measured at fair value with gains and losses recognized in net income. Financial assets held-to-maturity, loans and receivables and financial liabilities other than those held-for-trading are measured at amortized cost. Available for sale financial assets are measured at fair value with unrealized gains and losses recognized as a separate component of net assets. Upon initial recognition any financial instrument may be designated as held-for-trading.

3. Property and equipment

	Cost	Accumulated Amortization	2011	2010
	$	$	$	$
Buildings	94,064,563	18,829,085	75,235,478	77,665,861
Equipment	4,081,961	3,600,518	481,443	663,990
	98,146,524	22,429,603	75,716,921	78,329,851

4. Long-term debt

	2011	2010
	$	$
Non-interest bearing loan payable in weekly installments of $3,380 per week. Due August, 2020.	1,520,337	1,696,179
	1,520,337	1,696,179
Less current portion	175,764	175,764
	1,344,573	1,520,415

The estimated principal repayments in the next five years are as follows:

2012	$ 175,764
2013	175,764
2014	175,764
2015	175,764
2016	175,764

5. Deferred grants and other contributions

	2011	2010
	$	$
Opening deferred grants and other contributions	75,806,213	70,892,848
Amounts deferred in year	-	8,190,994
Amounts recognized in year	3,256,424	3,277,629
Ending deferred grants and other contributions	72,549,789	75,806,213

6. Share capital and capital disclosure

	2011	2010
	$	$
Authorized-		
2,000 shares of $10 par value each		
Issued-		
972 shares (2010 - 969 shares)	9,720	9,690

The capital of the Association consists of its net assets and long-term debt. The Association budgets annually for sufficient capital to meet operating needs. The Association is not subject to significant capital restrictions.

7. Financial instruments

Fair values
The carrying amounts reported in the financial statements for accounts and grants receivable, and accounts payable and accrued liabilities approximate fair values due to the immediate or short-term maturities of these financial instruments.

The fair value of long-term debt, including current portion of long-term debt, is approximately $1,235,000 based on current market interest rates.

Credit risk
In management's estimation the Association is not subject to significant concentration of credit risk.

8. Revenue continuance

On November 22 1997, the Association ceased operating its casino. In accordance with an agreement between the Association and the Province of Saskatchewan, a 30 year agreement was entered into whereby the Association will receive $2,600,000 annually to maintain its earnings.

In a subsequent agreement with Canadian Western Agribition (CWA), the Association agreed to annual payments of $50,000 to CWA in recognition of historical revenue sharing.

9. Contingencies

The Association is subject to certain legal matters arising in the normal course of business, none of which are expected to materially affect the financial results of the Association.

10. Related parties

In the normal course of operations, the Association has relationships with Directors' businesses. These transactions are conducted at market prices and at comparable terms as with unrelated parties. The Association requires Directors' to adhere to its Conflict of Interest policy.

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