



2023

City of Brandon

Public Sector Compensation Disclosure Report

Independent Auditor's Report on Compliance with Act

To the Members of the Council of the City of Brandon:

Opinion

We have audited the Public Sector Compensation Disclosure Report greater than or equal to \$85,000 of the City of Brandon (the "City") for the year ended December 31, 2023.

In our opinion, the accompanying Public Sector Compensation Disclosure Report of the City for the year ended December 31, 2023 is prepared, in all material respects, in accordance with the criteria established by the terms and conditions of Section 2(1) of The Public Sector Compensation Disclosure Act.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Public Sector Compensation Disclosure Report section of our report. We are independent of the City in accordance with the ethical requirements that are relevant to our audit of the Public Sector Compensation Disclosure Report in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Public Sector Compensation Disclosure Report

Management is responsible for the preparation of the Public Sector Compensation Disclosure Report, in accordance with the criteria established by the terms and conditions of Section 2(1) of The Public Sector Compensation Disclosure Act, and for such internal control as management determines is necessary to enable the preparation of the Schedule of Employee Compensation that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the City's financial reporting process.

Auditor's Responsibilities for the Audit of the Public Sector Compensation Disclosure Report

Our objectives are to obtain reasonable assurance about whether the Public Sector Compensation Disclosure Report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Public Sector Compensation Disclosure Report.

Independent Auditor's Report on Compliance with Act - continued

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Public Sector Compensation Disclosure Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 City's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the accompanying Public Sector Compensation Disclosure Report and whether the accompanying Public Sector Compensation Disclosure Report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Brandon, Manitoba
July 3, 2024

MNP LLP

Chartered Professional Accountants

CITY OF BRANDON
PUBLIC SECTOR COMPENSATION DISCLOSURE REPORT
For the Year Ended December 31, 2023

PART A:

Compensation paid to members of Council by The City of Brandon amounted to \$374,839.09 ,in aggregate.

PART B:

Compensation paid to individual members of City Council.

Name	Job Title	Regular Earnings	Other Compensation	Total Compensation
Fawcett, Jeffrey	Mayor	100,000.16	11,953.78	111,953.94
Parker, Glen	Deputy Mayor	29,059.68	2,784.15	31,843.83
Berry, Shawn	Councillor	23,297.56	3,557.26	26,854.82
Cameron, Shaun	Councillor	23,297.56	2,077.26	25,374.82
Cullen, Barry	Councillor	23,297.56	2,075.00	25,372.56
Desjarlais, Kris	Councillor	23,297.56	3,267.26	26,564.82
Hildebrand, Gregory	Councillor	23,297.56	2,587.30	25,884.86
Karrouze, Heather	Councillor	23,297.56	1,907.30	25,204.86
Luebke, Bruce	Councillor	23,297.56	1,907.30	25,204.86
Splett, Jason	Councillor	23,297.56	2,077.30	25,374.86
Tame, Tyson	Councillor	23,297.56	1,907.30	25,204.86

PART C:

The Public Sector Compensation Disclosure Act (Act) requires disclosure of individual compensation paid to officers or employees where such annual compensation totals Eighty-Five Thousand (\$85,000) or more.

Compensation, as defined in the Act, includes the total value of salary payments, allowances, overtime payments, retirement or severance payments, vacation or other payouts, retroactive earnings and taxable benefits.

The following officers or employees received compensation from The City of Brandon equal to or in excess of Eighty-Five Thousand (\$85,000).

Name or Employee No.	Job Title	Regular Earnings	Other Compensation	Total Compensation
Pennycook, C	Chargehand - Airport	87,011.10	11,692.53	98,703.63
Barnett, J	Chargehand - Building Maintenance	82,387.23	4,952.59	87,339.82
Nevin, T	Chargehand - Engineering	78,919.45	26,055.75	104,975.20
Low, B	Chargehand - Fleet	82,156.79	5,436.83	87,593.62
Bednorski, K	Chargehand - Greenspace Maintenance	81,369.03	5,900.30	87,269.33
Dyck, D	Chargehand - Underground Utilities	87,106.91	26,687.42	113,794.33
Penner, B	Chargehand - Utility Maintenance	94,578.07	6,304.03	100,882.10
Munro, S	Chargehand - Water Treatment Operations	81,901.77	16,501.42	98,403.19
Bowles, R	City Manager/CAO	216,829.05	5,266.12	222,095.17
Addison, T	Corporate HR/Payroll Officer	92,815.09	670.31	93,485.40
Lefebvre, M	Deputy Fire Chief	163,309.38	346.80	163,656.18
Potter, J	Deputy Fire Chief	165,193.04	242.36	165,435.40
Trudel, S	Director of Economic Development (Retired)	141,722.50	430.10	142,152.60
Poole, L	Director of Human Resources	147,067.96	3,168.40	150,236.36
Burton, T	Director of Information Technology	142,050.45	655.66	142,706.11
Sigurdson, R	Director of Legislative Services	117,509.90	553.43	118,063.33
Roque, P	Director of Parks & Recreation Services	143,407.55	582.52	143,990.07
Nickel, R	Director of Planning & Buildings	135,830.24	511.30	136,341.54
Richardson, P	Director of Public Works	132,311.16	1,215.88	133,527.04
Stewart, R	Director of Public-Safety Communications	131,819.90	331.32	132,151.22
Richardson, C	Director of Transportation Services	138,142.79	962.53	139,105.32
Stangherlin, A	Director of Utilities	135,019.90	667.48	135,687.38
Praznik, T	Emergency Manager	97,837.71	2,000.32	99,838.03

Name or Employee No.	Job Title	Regular Earnings	Other Compensation	Total Compensation
Hargreaves, L	Environmental Initiative Coordinator	85,384.77	338.52	85,723.29
Ryback, M	Fire Acting Lieutenant I	105,458.85	6,375.75	111,834.60
Hodgins, C	Fire Acting Lieutenant I	109,661.48	2,392.32	112,053.80
Houlihan, J	Fire Acting Lieutenant I	111,134.76	17,272.25	128,407.01
Tiel, M	Fire Acting Lieutenant I	109,887.91	2,402.66	112,290.57
Hole, M	Fire Acting Lieutenant II	111,330.30	10,678.50	122,008.80
Peto, S	Fire Acting Lieutenant II	112,886.76	2,646.69	115,533.45
Sherb, S	Fire Acting Lieutenant II	112,581.33	5,009.62	117,590.95
Wilton, D	Fire Acting Lieutenant II	114,288.19	2,195.87	116,484.06
Collister, S	Fire Captain	125,072.56	6,201.52	131,274.08
Janzen, M	Fire Captain	125,092.51	5,634.05	130,726.56
Matthews, D	Fire Captain	125,015.28	7,744.03	132,759.31
Wheatland, D	Fire Captain	125,188.25	3,099.23	128,287.48
Parlow, T	Fire Chief	185,697.27	633.04	186,330.31
McDonald, S	Fire Chief (Retired)	18,418.08	68,913.99	87,332.07
Lamerz, T	Fire Inspector	116,806.54	804.63	117,611.17
Lees, V	Fire Inspector	110,219.80	1,397.01	111,616.81
Brown, R	Fire Lieutenant	114,896.60	4,161.89	119,058.49
Browett, T	Fire Lieutenant	119,186.52	8,647.86	127,834.38
Garrioch, K	Fire Lieutenant	119,086.77	16,284.16	135,370.93
Wowk, T	Fire Lieutenant	119,711.27	4,948.17	124,659.44
Szabo, J	Fire Prevention Officer	119,244.58	2,435.58	121,680.16
Kyle, B	Fire Public Educator	101,729.55	-	101,729.55
Parrott, C	Fire Training Officer	123,606.63	485.31	124,091.94
Aitken, D	Firefighter	107,205.22	6,459.39	113,664.61
Arndt, J	Firefighter	106,769.59	3,275.97	110,045.56
Bell, T	Firefighter	106,147.74	34,530.14	140,677.88
Billiaert, J	Firefighter	91,580.75	10,917.49	102,498.24
Blondeau, J	Firefighter	89,223.86	7,911.14	97,135.00
Bonar, P	Firefighter	102,656.42	5,131.86	107,788.28
Boudreault, E	Firefighter	107,053.56	17,184.76	124,238.32
Coates, B	Firefighter	107,080.35	20,049.73	127,130.08
Dechka, K	Firefighter	85,250.26	18,864.51	104,114.77
Desjardin, A	Firefighter	105,737.71	14,582.40	120,320.11
Doran, L	Firefighter	112,101.75	748.65	112,850.40
Falk, T	Firefighter	103,482.93	3,243.04	106,725.97
Fraijo, J	Firefighter	105,149.43	7,267.86	112,417.29
Funk, J	Firefighter	106,555.39	10,388.16	116,943.55
George, J	Firefighter	90,427.71	10,902.91	101,330.62
Hicks, W	Firefighter	92,096.96	9,132.54	101,229.50
Jones, K	Firefighter	107,953.47	3,510.50	111,463.97
Kimpinski, K	Firefighter	85,951.77	2,008.38	87,960.15
Klemick, S	Firefighter	107,337.20	9,599.73	116,936.93
Lang, M	Firefighter	106,467.47	2,648.90	109,116.37
Martin, K	Firefighter	103,572.06	3,305.59	106,877.65
McLeod, M	Firefighter	105,532.91	1,494.93	107,027.84
Murkin, K	Firefighter	103,548.56	9,694.09	113,242.65
Patterson, K	Firefighter	97,720.32	9,336.68	107,057.00
Pranys, M	Firefighter	105,937.44	26,092.49	132,029.93
Redekop, C	Firefighter	106,669.73	2,202.12	108,871.85
Reynolds, S	Firefighter	107,312.83	18,054.39	125,367.22
Robbins, T	Firefighter	98,845.61	3,723.16	102,568.77
Ryan, S	Firefighter	90,075.62	6,617.25	96,692.87
Sebastian, A	Firefighter	85,632.38	12,642.87	98,275.25
Smith, A	Firefighter	93,923.59	14,414.64	108,338.23
Stott, C	Firefighter	105,579.46	4,481.57	110,061.03
Tannas, M	Firefighter	105,742.51	6,877.30	112,619.81
Tannas, T	Firefighter	105,279.61	4,327.34	109,606.95
Thiessen, C	Firefighter	103,908.59	11,565.98	115,474.57
Thomas, S	Firefighter	108,158.79	2,549.84	110,708.63

Name or Employee No.	Job Title	Regular Earnings	Other Compensation	Total Compensation
Whelpton, C	Firefighter	101,257.90	9,733.27	110,991.17
Wilson, R	Firefighter	101,207.11	14,249.60	115,456.71
Wood, G	Firefighter	102,734.90	8,659.30	111,394.20
Worrall, K	Firefighter	105,943.09	10,466.65	116,409.74
Yanick, J	Firefighter	106,364.39	10,248.67	116,613.06
Allard, M	General Manager - Development Services	144,741.42	3,875.09	148,616.51
Pulak, P	General Manager - Operations	149,550.85	1,110.30	150,661.15
McConkey, A	Information Technologist	76,399.00	8,811.89	85,210.89
Peters, Z	Information Technologist	78,795.65	6,355.24	85,150.89
McLeod, C	Journey Person Electrician	86,449.99	1,920.28	88,370.27
Ashley, G	Journey Person Mechanic	75,798.55	12,608.14	88,406.69
King, J	Journey Person Plumber	85,246.18	703.98	85,950.16
Maxwell, D	Journey Person Plumber	85,076.42	442.98	85,519.40
Tripp, T	Manager - Accounting	91,672.11	3,012.96	94,685.07
Brown, G	Manager - Airport	100,657.05	228.00	100,885.05
Fischer, M	Manager - Building Safety	126,984.00	262.58	127,246.58
Chapil, A	Manager - Corporate Policy	94,554.50	327.19	94,881.69
Winters, K	Manager - Design & Construction	97,115.00	23,789.42	120,904.42
Vogel, C	Manager - Fleet Services	102,967.90	225.62	103,193.52
Craig, C	Manager - Information Technology	95,428.87	1,295.73	96,724.60
Schmuland, P	Manager - Information Technology	91,433.05	3,080.06	94,513.11
Woloshen, T	Manager - Maintenance	86,442.30	4,326.27	90,768.57
Hart, J	Manager - Municipal Assets	100,197.07	543.82	100,740.89
Wilson, B	Manager - Parks Operations	97,866.65	208.82	98,075.47
Loree, L	Manager - Procurement	100,182.81	3,455.73	103,638.54
Dykun, W	Manager - Public-Safety Communications	91,270.39	2,809.58	94,079.97
Richards, I	Manager - Records & Information	92,843.64	497.18	93,340.82
Reimer, H	Manager - Recreation	91,800.53	1,991.51	93,792.04
Haddow, S	Manager - Solid Waste Facility	87,506.21	177.36	87,683.57
Chapin, M	Manager - Strategic Infrastructure (Acting)	94,105.38	2,104.07	96,209.45
Arndt, C	Manager - Transit	102,529.39	227.97	102,757.36
Ziesmann, P	Manager - Underground Utilities	91,236.00	9,060.20	100,296.20
Knight, W	Manager - Water Reclamation Facility	112,491.60	120.30	112,611.90
Howe, A	Manager - Water Treatment Facility	102,035.79	432.55	102,468.34
Streyko, R	Occupational Safety & Health Educator	86,127.35	674.80	86,802.15
000000926	Police Acting Sergeant	127,960.15	684.48	128,644.63
000001173	Police Chief (Acting)	186,364.40	401.80	186,766.20
000003863	Police Chief (Retired)	136,336.59	36,580.45	172,917.04
000041515	Police Constable	103,808.10	13,325.44	117,133.54
000041026	Police Constable	107,453.80	11,399.89	118,853.69
000041462	Police Constable	92,388.62	13,130.26	105,518.88
000011024	Police Constable	106,113.80	9,040.45	115,154.25
000010007	Police Constable	121,262.69	11,627.17	132,889.86
000095566	Police Constable	106,690.80	11,259.48	117,950.28
000095412	Police Constable	106,495.71	7,666.79	114,162.50
000041461	Police Constable	83,862.62	13,984.41	97,847.03
000010011	Police Constable	118,203.93	8,182.98	126,386.91
000041757	Police Constable	92,997.38	11,916.90	104,914.28
000095732	Police Constable	109,543.63	4,331.83	113,875.46
000005075	Police Constable	120,759.17	4,692.88	125,452.05
000041516	Police Constable	103,613.13	17,154.40	120,767.53
000041514	Police Constable	107,602.80	20,161.19	127,763.99
000095353	Police Constable	107,864.40	2,739.14	110,603.54
000002196	Police Constable	120,143.95	2,660.32	122,804.27
000041099	Police Constable	108,543.93	942.94	109,486.87
000041097	Police Constable	107,483.84	2,379.90	109,863.74
000095408	Police Constable	108,438.39	9,790.53	118,228.92
000004738	Police Constable	120,073.68	22,892.10	142,965.78
000041480	Police Constable	108,414.35	12,333.98	120,748.33
000001041	Police Constable	116,874.07	17,356.68	134,230.75

Name or Employee No.	Job Title	Regular Earnings	Other Compensation	Total Compensation
000002592	Police Constable	117,862.28	5,692.65	123,554.93
000095107	Police Constable	109,302.18	1,031.72	110,333.90
000041148	Police Constable	91,484.34	22,726.11	114,210.45
000095407	Police Constable	108,298.15	6,740.97	115,039.12
000000574	Police Constable	115,496.07	25,636.10	141,132.17
000095240	Police Constable	110,757.95	12,401.08	123,159.03
000041222	Police Constable	106,831.90	4,285.07	111,116.97
000041508	Police Constable	69,776.88	15,690.79	85,467.67
000041185	Police Constable	113,878.89	22,044.27	135,923.16
000095830	Police Constable	94,329.08	11,779.64	106,108.72
000000859	Police Constable	100,844.23	584.12	101,428.35
000000445	Police Constable	120,770.05	10,890.00	131,660.05
000011168	Police Constable	112,210.78	915.41	113,126.19
000010021	Police Constable	120,291.48	2,411.46	122,702.94
000095787	Police Constable	115,102.68	16,246.13	131,348.81
000041482	Police Constable	100,335.83	3,426.13	103,761.96
000003252	Police Constable	120,852.98	18,302.30	139,155.28
000041184	Police Constable	108,830.70	657.77	109,488.47
000041221	Police Constable	107,295.00	9,685.86	116,980.86
000002238	Police Constable	114,361.00	2,710.14	117,071.14
000000446	Police Constable	118,482.18	27,579.56	146,061.74
000000925	Police Constable	114,545.37	3,640.38	118,185.75
000000669	Police Constable	121,002.35	15,935.11	136,937.46
000001152	Police Constable	123,632.46	5,443.08	129,075.54
MacKay, E	Police Crime Analyst	86,446.80	350.04	86,796.84
000004564	Police Deputy Chief (Acting)	163,315.31	430.21	163,745.52
000006949	Police Inspector	155,946.49	412.93	156,359.42
000002576	Police Inspector	145,164.31	930.00	146,094.31
Atkinson, T	Police Research & Policy Analyst	86,111.20	2,973.08	89,084.28
000002485	Police Sergeant	134,706.94	436.96	135,143.90
000000148	Police Sergeant	135,365.81	7,905.46	143,271.27
000012823	Police Sergeant	133,215.00	3,124.59	136,339.59
000002213	Police Sergeant	130,367.44	1,100.47	131,467.91
000000439	Police Sergeant	131,617.45	20,908.49	152,525.94
000003293	Police Sergeant	130,234.84	25,537.22	155,772.06
000002188	Police Sergeant	133,471.10	7,546.41	141,017.51
000003392	Police Sergeant	129,381.46	8,322.20	137,703.66
000001270	Police Sergeant	129,584.92	4,606.48	134,191.40
000000150	Police Sergeant	123,966.84	20,873.01	144,839.85
000002262	Police Sergeant	132,692.16	11,106.08	143,798.24
000003285	Police Sergeant	132,187.33	2,827.91	135,015.24
000041098	Police Specialist	116,114.34	6,328.66	122,443.00
000001195	Police Specialist	109,987.38	14,414.23	124,401.61
000095743	Police Specialist	115,381.60	21,145.77	136,527.37
000000661	Police Specialist	118,668.12	21,315.18	139,983.30
000003319	Police Specialist	117,546.50	21,025.86	138,572.36
000010008	Police Specialist	118,434.40	6,217.30	124,651.70
000001154	Police Specialist	117,139.22	1,890.56	119,029.78
000095467	Police Specialist	118,332.80	13,782.94	132,115.74
000000149	Police Specialist	117,436.80	25,187.86	142,624.66
000003797	Police Specialist	121,051.76	12,134.36	133,186.12
000095742	Police Specialist	115,624.60	25,203.42	140,828.02
000000532	Police Specialist	121,888.98	8,559.99	130,448.97
000001124	Police Specialist	118,224.55	26,077.17	144,301.72
000001153	Police Specialist	122,917.32	8,691.16	131,608.48
000010232	Police Specialist	121,951.20	3,980.30	125,931.50
000095449	Police Specialist	118,246.26	13,870.48	132,116.74
000001251	Police Specialist	115,635.64	21,639.43	137,275.07
000000437	Police Specialist	118,015.49	12,130.01	130,145.50
000010020	Police Specialist	117,110.80	667.52	117,778.32

Name or Employee No.	Job Title	Regular Earnings	Other Compensation	Total Compensation
000000660	Police Specialist	118,559.70	12,063.27	130,622.97
000004424	Police Staff Sergeant	124,006.60	30,718.86	154,725.46
000000351	Police Staff Sergeant	139,850.00	13,299.38	153,149.38
000001116	Police Staff Sergeant	140,495.20	9,182.74	149,677.94
000012708	Police Staff Sergeant	130,350.21	3,275.18	133,625.39
000000268	Police Staff Sergeant	140,626.20	16,907.27	157,533.47
Tembo, S	Principal Planner	86,657.44	306.92	86,964.36
Phillips, T	Project Engineer	88,041.70	550.99	88,592.69
Lynch, S	Project Manager	88,071.78	470.48	88,542.26
Cameron, C	Public-Safety Communications Dispatcher	81,755.71	13,599.12	95,354.83
Dalrymple, H	Public-Safety Communications Dispatcher	79,008.22	11,475.14	90,483.36
Hanlon, M	Public-Safety Communications Dispatcher	73,919.65	32,549.01	106,468.66
Keeping, M	Public-Safety Communications Dispatcher	80,460.99	7,540.06	88,001.05
LaCoste, D	Public-Safety Communications Dispatcher	81,192.18	10,313.36	91,505.54
Rock, J	Public-Safety Communications Dispatcher	76,596.43	8,972.26	85,568.69
Tuttosi, A	Public-Safety Communications Dispatcher	80,445.25	16,416.66	96,861.91
Twerdoski, D	Public-Safety Communications Dispatcher	80,427.71	11,168.85	91,596.56
Wells, K	Public-Safety Communications Dispatcher	80,649.16	30,217.17	110,866.33
Scott, L	Public-Safety Communications Quality Assurance	88,354.30	538.20	88,892.50
Chabot, C	Public-Safety Communications Shift Supervisor	85,501.37	14,022.29	99,523.66
Brown, S	Public-Safety Communications Shift Supervisor	91,160.29	2,074.23	93,234.52
McLeod, D	Public-Safety Communications Shift Supervisor	91,594.83	12,267.75	103,862.58
Trelford, A	Public-Safety Communications Shift Supervisor	92,134.68	8,269.65	100,404.33
Robertson, A	Real Estate Coordinator	85,802.38	605.20	86,407.58
Patel, J	Sales & Marketing Coordinator	81,317.55	5,666.34	86,983.89
Yeasmin, T	Senior Engineer/Modeler	105,226.87	113.18	105,340.05
Mok, A	Senior Planner	85,782.22	559.64	86,341.86
Houlihan, J	Service Delivery Coordinator	90,409.91	320.70	90,730.61
Farthing, M	Transit Quality Assurance Supervisor	85,060.25	423.98	85,484.23
VanHuizen, S	Transportation Planner	86,074.35	482.14	86,556.49
Holovan, O	Water Treatment Operator	74,792.42	16,160.60	90,953.02
Obijiaku, A	Water Treatment Operator	74,549.82	11,459.20	86,009.02
Wiltsey, M	Water Treatment Operator	74,412.55	18,387.21	92,799.76