

To: Board of Trustees
From: CAO Andrew Peat
Subject: 2014 Remuneration & Payments to Suppliers
Date: 20 April 2015

As directed by trustees please find attached a summary of remuneration paid in 2014 greater than \$75,000 and payments to vendors in excess of \$25,000. In-line with the requirements of the Financial Information Act, remuneration is defined to include any form of salary, wages, bonuses, gratuities and taxable benefits. For District employees remuneration includes "paid-on-call" (POC) earnings when career members are tasked in this capacity either as instructors, attend drill and/or responding to a call-out. The Fire Service is normally only staffed during the day and standby coverage is arranged for the evenings and nights. The standby duty officer receives no further compensation when they respond in a command capacity to call-outs. The value of taxable benefits included in remuneration is for the most part premiums paid for Medical Service Plan, Group Life and AD&D insurance.

Compensation paid by the District is based on the terms of collective agreement and individual contract for excluded staff. The hours recorded as supplemental information should be understood to only hours "claimed" and not necessarily indicative of total hours "actually worked" on Fire District business.

Payments to suppliers should be understood to include only payments for goods and services to individual suppliers in excess of \$25,000 and does not include payments for required statutory/contractual employer contributions to the vendors like the Receiver General and BC Pension Corporation.

2014 REMUNERATION SUMMARY GREATER THAN \$75K WITH HOURS.

| NAME | POSITION | REMUNERATION | HOURS |
|------------------------|----------------------|---------------|-------------------------|
| AKERMAN, PATRICK (KEN) | LIEUTENANT | \$ 132,882.65 | REGULAR HOURS 1820 |
| | | | P.O.C. HOURS 198 |
| | | | STANDBY DUTY HOURS 1153 |
| BREMNER, TOM | FIRE CHIEF | \$ 131,083.62 | REGULAR HOURS 1820 |
| GEORGE, ARJUNA | DEPUTY CHIEF | \$ 136,733.20 | REGULAR HOURS 1820 |
| | | | P.O.C. HOURS 252 |
| | | | STANDBY DUTY HOURS 29 |
| HOLMES, JAMIE | ASSISTANT FIRE CHIEF | \$ 151,002.77 | REGULAR HOURS 1820 |
| | | | P.O.C. HOURS 169 |
| | | | STANDBY DUTY HOURS 1115 |
| HUNSBERGER, CODY | FIRE FIGHTER | \$ 78,452.68 | REGULAR HOURS 1242 |
| | | | P.O.C. HOURS 211 |
| | | | STANDBY DUTY HOURS 621 |
| LUNDY, DALE | CAPTAIN | \$ 153,855.39 | REGULAR HOURS 1820 |
| | | | P.O.C. HOURS 154 |
| | | | STANDBY DUTY HOURS 1121 |
| SHERRIN, MITCHELL | LIEUTENANT | \$ 145,367.64 | REGULAR HOURS 1820 |
| | | | P.O.C. HOURS 272 |
| | | | STANDBY DUTY HOURS 1134 |

2014 PAYMENTS TO SUPPLIERS OF GOODS SERVICES IN EXCESS OF \$25,000

| SUPPLIER | AMOUNT | |
|--|-------------|----------------------------------|
| BENEFITS BY DESIGN | \$41,542.94 | Employer Paid Group Benefits |
| HUB FINANCIAL INC. | \$27,057.60 | Employer Paid POC Group Benefits |
| JUSTICE INSTITUTE OF BC | \$28,749.15 | |
| PONSFORD, DOUG (VENDOR) | \$29,310.79 | |
| SALT SPRING ISLAND FIRE FIGHTERS ASSOCIATION | \$41,497.86 | |
| THE WALKER RESOURCES GROUP | \$39,525.00 | |