

Capital Regional District

625 Fisgard St., Victoria, BC V8W 1R7

Notice of Meeting and Meeting Agenda Finance Committee

Wednesday, May 7, 2025
9:30 AM
6th Floor Boardroom
625 Fisgard St.
Victoria, BC V8W 1R7

S. Brice (Chair), P. Jones (Vice Chair), P. Brent, C. Coleman, S. Goodmanson, D. Kobayashi, M. Little, K. Williams, R. Windsor, C. McNeil-Smith (Board Chair, ex-officio)

The Capital Regional District strives to be a place where inclusion is paramount and all people are treated with dignity. We pledge to make our meetings a place where all feel welcome and respected.

1. Territorial Acknowledgement

2. Approval of Agenda

3. Adoption of Minutes

3.1. 25-0498 Minutes of the Finance Committee Meeting of March 5, 2025

Recommendation: That the minutes of the Finance Committee meeting of March 5, 2025 be adopted as

circulated.

<u>Attachments:</u> Minutes - March 5, 2025

4. Chair's Remarks

5. Presentations/Delegations

5.1. Presentations

5.1.1. 25-0312 Verbal Presentation: CRD 2024 Audit Findings Report and Statement of Financial Implications, Lenora Lee, Lead Audit Engagement Partner, KPMG

5.2. Delegations

The public are welcome to attend CRD meetings in-person.

Delegations will have the option to participate electronically. Please complete the online application at www.crd.ca/address no later than 4:30 pm two days before the meeting and staff will respond with details.

Alternatively, you may email your comments on an agenda item to the CRD Board at crdboard@crd.bc.ca.

6. Committee Business

6.1. 25-0310 Capital Regional District 2024 Audit Findings Report and Statement of

Financial Information.

Recommendation: The Finance Committee recommends to the Capital Regional District Board:

That the Capital Regional District 2024 Statement of Financial Information be approved.

Attachments: Staff Report: CRD 2024 Audit Findings Report SOFI

Presentation: 2024 SOFI
Appendix A: 2024 SOFI

Appendix B: Unaudited Statements

Appendix C: Other Financial Stmts Analysis

Appendix D: DBRS Rating Methodology

Appendix E: 2024 Financial Performance Measures

Appendix F: 2024 Audit Findings Report

Appendix G: Management Letter

6.2. 25-0313 Bylaw No. 4676: 2025 to 2029 Financial Plan Bylaw, 2025, Amendment

Bylaw No. 1, 2025

Recommendation: The Finance Committee recommends to the Capital Regional District Board:

1. That Bylaw No. 4676, "2025 to 2029 Financial Plan Bylaw, 2025, Amendment Bylaw

No. 1, 2025", be introduced and read a first, second and third time; and

2. That Bylaw No. 4676 be adopted.

<u>Attachments:</u> <u>Staff Report: Bylaw 4676: 2025-29 Fin Plan Amend No 1</u>

Appendix A: Bylaw No. 4676

6.3. 25-0311 Capital Regional District External Grants 2024 Annual Report

Recommendation: There is no recommendation. This report is for information only.

Attachments: Staff Report: CRD External Grants Annual Report 2024

Appendix A: CRD External Grants Activity 2024

Appendix B: Update on Status of Grant-Funded Projects

Appendix C: Growing Communities Fund - Fin Summary

Appendix D: Grant Alignment Community Needs

6.4. 25-0309 Capital Regional District External Grants Update

Recommendation: There is no recommendation. This report is for information only.

<u>Attachments:</u> <u>Staff Report: CRD External Grants Update</u>

Appendix A: External Grants Dashboard

Appendix B: Grant Alerts

6.5. 25-0191 2026 Service and Financial Planning Guidelines

Recommendation: The Finance Committee recommends to the Capital Regional District Board:

That the service and financial planning guidelines be approved, and that staff be directed to prepare the draft financial plan review based on the timeline presented.

Attachments: Staff Report: 2026 Service & Financial Planning Guidelines

Appendix A: Corporate Planning Framework

Appendix B: Financial Planning Timetable

Appendix C: Financial Mgmt Strategies

Appendix D: Consolidated Five-Year Forecast

7. Notice(s) of Motion

8. New Business

9. Adjournment

The next meeting is July 2, 2025.

To ensure quorum, please advise Jessica Dorman (jdorman@crd.bc.ca) if you or your alternate cannot attend.



Capital Regional District

625 Fisgard St., Victoria, BC V8W 1R7

Meeting Minutes

Finance Committee

Wednesday, March 5, 2025

9:30 AM

6th Floor Boardroom 625 Fisgard St. Victoria, BC V8W 1R7

PRESENT

Directors: S. Brice (Chair), P. Jones (Vice Chair), P. Brent, C. Coleman, S. Goodmanson,

D. Kobayashi (EP), M. Little, S. Riddell (for R. Windsor), K. Williams (EP),

C. McNeil-Smith (Board Chair, ex-officio)

Staff: T. Robbins, Chief Administrative Officer; N. Chan, Chief Financial Officer; K. Morley, General Manager, Corporate Services; S. Carey, Senior Manager, Legal & Risk Management; M. Lagoa, Deputy Corporate Officer; J. Dorman, Committee Clerk (Recorder)

EP - Electronic Participation

Regrets: Director Windsor

The meeting was called to order at 9:30 am.

1. Territorial Acknowledgement

Vice Chair Jones provided a Territorial Acknowledgement.

2. Approval of Agenda

MOVED by Director Brent, SECONDED by Director Coleman, That the agenda for the March 5, 2025 of the Finance Committee be approved with the following amendment:

- Item 6.5. be moved to be considered before Item 6.4. CARRIED

3. Adoption of Minutes

3.1. 25-0196 Minutes of the November 6, 2024 Finance Committee Meeting

MOVED by Director Coleman, SECONDED by Director Little, That the minutes of the Finance Committee meeting of November 6, 2024 be adopted a circulated. CARRIED

4. Chair's Remarks

Chair Brice welcomed everyone to the first Finance Committee meeting of the year and spoke about the Provincial Budget updates that will be provided at a later date.

5. Presentations/Delegations

There were no presentations or delegations.

6. Committee Business

6.1.	25-0034	2025 Finance Committee Terms of Reference
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N. Chan presented Item 6.1. for information.

6.2. <u>25-0059</u> Capital Regional District External Grants Update

N. Chan presented Item 6.2. for information.

Discussion ensued on potential joint applications for emergency support in conjunction with municipal entities.

6.3. Capital Regional District Investment Portfolio Holdings and Performance Annual Update

N. Chan presented Item 6.3. for information.

Discussion ensued on the following:

- multi asset class fund
- Municipal Finance Authority rationale on investments
- benchmark increases

6.5. <u>25-0190</u> Potential Impacts of United States-Canada Tariffs

N. Chan presented Item 6.4. for information.

Discussion ensued on the following:

- tariff implications and triggers
- strategies and background on tariffs including local substitues
- operational changes and construction tenders versus product importation
- retaliatory tariffs and price implications

6.4.	<u>25-0212</u>	Implications of a "Buy Canadian" Purchasing Preference at the Capital Regional District
		S. Carey presented Item 6.5.
		Discussion ensued on the following: - best value buying principles and procurement policy - source of origin on products, price certainty and product security
		Director Coleman left the meeting at 10:26 am.
		Referral Motion: MOVED by Director Jones, SECONDED by Director Brent, That the report be forwarded to the Board for discussion. CARRIED
6.6.	<u>25-0069</u>	Previous Minutes of Other CRD Committees and Commissions for Information
		The following minutes were received for information: a) Royal and McPherson Theatres Services Advisory Committee - October 4, 2023
7. Noti	ce(s) of Motion	
		There were no notice(s) of motion.
8. New	Business	
		There was no new business.
9. Adjo	ournment	
		MOVED by Director Brent, SECONDED by Director Jones, That the March 5, 2025 Finance Committee meeting be adjourned at 10:31 am. CARRIED
CHAIR		
RECOR	DER	



REPORT TO FINANCE COMMITTEE MEETING OF WEDNESDAY, MAY 07, 2025

<u>SUBJECT</u> Capital Regional District 2024 Audit Findings Report and Statement of Financial Information

ISSUE SUMMARY

This report summarizes the Capital Regional District (CRD) 2024 Statement of Financial Information (SOFI), the 2024 Audit Findings Report and requests approval of the SOFI.

BACKGROUND

The Local Government Act and the Community Charter require local governments to prepare financial statements each calendar year in accordance with Generally Accepted Accounting Principles and Canadian Public Sector Accounting Standards (PSAS). In addition, the statements must be independently qualified by an auditor.

The financial statements, along with the annual filing of the Local Government Data Entry form, must be submitted to the Inspector of Municipalities and available for public viewing by May 15. The SOFI and the annual report must be completed and submitted to the Inspector of Municipalities by June 30.

With the annual audit complete, management has prepared the SOFI (Appendix A) with the required five statements with explanatory notes in accordance with PSAS:

- 1. Consolidated Statement of Financial Position
- 2. Consolidated Statement of Operations
- 3. Consolidated Statement of Change in Net Debt
- 4. Consolidated Statement of Remeasurement Gains and Losses
- 5. Consolidated Statement of Cash Flows

The SOFI also includes:

- 1. Schedule of Remuneration and Expenses Employees
- 2. Schedule of Remuneration and Expenses Directors and Alternate Directors
- 3. Schedule of Remuneration and Expenses Committee and Commission Members
- 4. Statement of Severance Agreements
- 5. Schedule of Payments to Suppliers for Goods and Services
- 6. Schedule of Guarantee and Indemnity Agreements

The financial package also includes Appendix B through Appendix F, identified as follows:

- Unaudited statements that present long-term debt, reserves and financial statements for each service (Appendix B)
- Other Financial Statement Analysis of the Consolidated Statement of Change in Net Debt, Consolidated Statement of Remeasurement Gains and Losses and Consolidated Statement of Cash Flows (Appendix C)
- Canadian Municipal Governments Credit Rating Methodology (Appendix D)

- Financial indicator analysis on the 2024 CRD results (Appendix E)
- The 2024 Audit Findings Report from KPMG (Appendix F)
- KPMG Management Letter (Appendix G)

The Audit Findings Report (Appendix F) summarizes the responsibilities of the auditor, the scope of work and audit results. The report also confirms there were no significant changes in the audit approach from the Audit Planning Report previously presented to the Board on January 8, 2025. The audit findings confirm the financial statements present fairly, in all material respects, the financial position of CRD as of and for the year ended December 31, 2024.

ALTERNATIVES

Alternative 1

The Finance Committee recommends to the Capital Regional District Board:

That the Capital Regional District 2024 Statement of Financial Information be approved.

Alternative 2

That the Capital Regional District 2024 Statement of Financial Information be referred back to staff for additional information.

IMPLICATIONS

Financial Implications

Audit Findings Report

The auditor's opinion is included as part of the Independent Auditors' Report within the financial statements (Appendix A).

The Audit Findings Report (Appendix F) provides the results of their audit, and further discusses areas of focus identified in the Audit Planning Report presented to the Board on January 8, 2025. Also included in the report is a summary of uncorrected misstatements (Appendix F, page 12).

New Accounting Standards

PS 3400 - Revenue

On January 1, 2024, the CRD adopted Public Sector Accounting Standard PS 3400 *Revenue*. The new accounting standard provides direction on accounting for revenues that are not in scope of other existing standards. Management performed a review of all CRD revenue streams and determined that there was no impact to net debt, accumulated surplus, or annual surplus on adoption of this standard.

Financial Statements

The Consolidated Statement of Financial Position and the Consolidated Statement of Operations form the basis of the audited financial statements (the Balance Sheet and Income Statement in private organizations).

The Capital Region Housing Corporation (CRHC) financial statements are consolidated in the CRD financial statements, as required by PSAS.

HIGHLIGHTS

1. Consolidated Statement of Financial Position

The Statement of Financial Position highlights the following four key elements that describe the financial status of the organization:

- 1. Financial Assets and Liabilities (cash resources and obligations)
- 2. Net Debt Position (calculated as the difference between financial assets and liabilities)
- 3. Non-Financial assets that are held for service provision [such as Tangible Capital Assets (TCAs)] and
- 4. Accumulated surplus (referred to as equity in private organizations)

Financial Assets

Financial assets are non-physical assets whose value is derived from a contractual claim. The financial assets as of year-end consist of cash, investments, accounts receivable and debt recoverable from member municipalities. Total financial assets were \$626.3 million as of year-end, a decrease of \$(0.7) million from prior year. Table 1 summarizes assets as of December 31, 2024 with comparative changes year-over-year.

Table 1 - Change in Assets Year-Over-Year

Assets (\$M)	2024	2023	\$ Change	% Change
Cash and Cash Equivalents	97.5	43.6	53.9	124%
Investments	319.1	369.4	(50.3)	(14%)
Accounts Receivable	40.1	36.3	3.8	10%
Debt Recoverable	166.5	174.7	(8.2)	(5%)
Municipal Finance Authority Debt Reserve Fund	3.1	3.0	0.1	3%
Total Assets	\$626.3	\$627.0	\$(0.7)	0%

Cash and cash equivalents increased by \$53.9 million as High Interest Savings Accounts (HISAs) were utilized due to the favorable interest rates and liquidity at the end of 2024.

The corresponding \$(50.3) million decrease in investments is also due to shifting working capital to HISAs. The total investments and cash and cash equivalents balances were stable year-over-year.

Accounts receivable increased by \$3.8 million due to an increase in Guaranteed Investment Certificate (GIC) interest receivable of \$3.4 million.

Member and third-party debt receivable decreased \$(8.2) million as the outstanding debt of municipalities decreased overall as a region.

Liabilities

Liabilities are obligations or debt that will be settled through financial assets. These obligations represent the costs for goods and services consumed and owed by the CRD. Liabilities are used to finance operations and capital construction or acquisitions. As of December 31, 2024, liabilities totaled \$765.6 million, an increase of \$44.1 million or 6% from prior year. Table 2 provides balances and year-over-year changes.

Table 2 – Change in Liabilities Year-Over-Year

Liabilities (\$M)	2024	2023	\$ Change	% Change
Accounts Payable and Accrued Liabilities	60.6	39.9	20.7	52%
Deferred Revenue	29.5	33.2	(3.7)	(11%)
Short-Term Debt	54.7	44.4	10.3	23%
Long-Term Debt	590.9	575.5	15.4	3%
Asset Retirement Obligations (AROs)	28.4	27.3	1.1	4%
Other Liabilities	1.5	1.2	0.3	33%
Total Liabilities	\$765.6	\$721.5	\$44.1	6%

The \$20.7 million increase in accounts payable and accrued liabilities is primarily due to significant construction activity at the end of the year including a \$4.4 million increase in payables for the Biogas plant, a \$2.1 million increase for the landfill cell liner project, and a \$2.6 million increase in construction holdback payables. Additionally, the timing of payment runs and holidays at year end resulted in a higher payable balance that was paid out in early January.

The \$(3.7) million decrease in deferred revenue relates to a decrease of \$(9.9) in deferred revenue from federal housing grants received in a previous year that was spent in 2024 offset by an increase of \$5.0 million in development cost charges collected but not yet spent.

The \$10.3 million increase in short-term debt is due to CRHC's increase in construction financing of \$11.6 million for housing projects offset by a \$(1.5) million decrease in temporary financing during the construction of CRD capital projects.

The \$15.4 million increase in long-term debt is due to a net increase of \$15.5 million in mortgages payable at CRHC with the Michigan Square mortgage placement in fall 2024.

The \$1.1 million increase in AROs is the result of the annual update to inflation and discount rates. The liability is an estimate that is updated annually to use assumptions that are current as of the financial reporting date.

Non-Financial Assets

Non-financial assets are resources held for service delivery over one or more future periods such as TCAs, inventories of supplies and prepaid portions of land leases. Table 3 lists balances of non-financial assets and changes from the previous year.

Table 3 – Change in Non-Financial Assets Year-Over-Year

Non Financial Assets (\$M)	2024	2023	\$ Change	% Change
TCA	2,174.3	2,076.6	97.7	5%
Other Non-Financial Assets	5.2	5.8	(0.6)	(10%)
Total Non-Financial Assets	\$2,179.5	\$2,082.4	\$97.1	5%

The \$97.7 million increase in TCA is driven by significant investments in infrastructure with net increases of \$23.0 in assets under construction, \$29.6 million in additions to engineering structures, \$33.8 million in additions to buildings and an additional \$10.6 million in machinery and equipment.

Accumulated Surplus

The accumulated surplus for the CRD is \$2.0 billion. The value of assets (financial and non-financial) is greater than what is owed (liabilities). Table 7 in Appendix C provides additional analysis on the breakdown of accumulated surplus.

2. Consolidated Statement of Operations

The Statement of Operations identifies results of financial activities for the fiscal year by presenting revenues less expenses on an accrual basis. Under accrual accounting, the CRD records economic events when they occur regardless of when cash is received or used. This aligns the revenues and expenses in the period in which the economic event took place.

As required by PSAS, the original budget authorized by a bylaw is included on the Statement of Operations and it has been adjusted to exclude reserve transfers and principal repayment of debt to better align with accrual accounting. Note 15 to the financial statements provides more information on budget adjustments (Appendix A).

Further differences to the budget exist where accounting standards require recognition of transactions at different periods than budgeted. The budget is established to determine revenue requirements and set expenditure authority and is largely done on a cash basis. Some key differences between the budget and reported information are due to revenue recognition timing of grants and donations, amortization expenses and inter-service sales.

Revenue

2024 Revenue was \$361.2 million, a decrease of \$(18.4) million or (5%). Revenue totals by type and changes from the previous year are summarized in Table 4.

Table 4 - Change in Revenue Year-Over-Year

Revenue (\$M)	2024	2023	\$ Change	% Change
Government Transfers	186.4	211.3	(24.9)	(12%)
Sale of Services	103.9	97.8	6.1	6%
Affordable Housing – Rental Income	26.5	24.6	1.9	8%
Other Revenue	20.7	22.0	(1.3)	(6%)
Investment Earnings	15.9	14.8	1.1	7%
Actuarial Adjustment of Long-Term Debt	2.6	4.1	(1.5)	(37%)
Payments in Lieu of Taxes	3.9	3.7	0.2	5%
Developer Contributions	1.3	1.3	0.0	0%
Total Revenue	\$361.2	\$379.6	\$(18.4)	(5%)

The primary change drivers in revenue are:

- \$(24.9) decrease in government transfers was due to significant grant revenue received in the previous year. There was a \$(14.4) million decrease in Rapid Housing Program grant revenue and a \$(11.6) million decrease from the Growing Communities Fund grant from 2023.
- \$6.1 million increase in sale of services due to increased landfill tipping fee revenue of \$4.6 million and an increase to water sales revenue of \$1.7 million.
- \$1.9 million increase in affordable housing rental income driven by revenue from two new buildings that went into service mid-2023 but had a full year of operations in 2024.
- \$(1.3) million decrease in other revenue as the District received a one-time land donation of \$1.6 million in 2023.
- \$1.1 million increase in interest earnings due to earning a full year of interest on the higher rate GICs that were locked in late summer 2023.
- \$(1.5) million decrease in actuarial adjustment of long-term debt (i.e. sinking fund earnings) due to the repayment of older debt that had accumulated large actuarial balances. Repayment of these older debt issues resulted in less interest earned in 2024.

Expenses

Expenses in 2024 increased by \$11.3 million or 4% to \$313.0 million. The change by expense type over the previous year is summarized in Table 5 and in the segmented reporting (Note 20) in the consolidated financial statements (Appendix A).

Table 5 – Change in Expenses Year-Over-Year

Expenses (\$M)	2024	2023	\$ Change	% Change
Salaries, Wages and Benefits	101.8	93.4	8.4	9%
Contract for Services and Consultants	40.0	32.6	7.4	23%
Amortization of TCA	69.1	64.6	4.5	7%
Interest on Debt	24.0	22.9	1.1	5%
Other Expenses	78.1	88.2	(10.1)	(11%)
Total Expenses	\$313.0	\$301.7	\$11.3	4%

Expense changes were driven by:

- \$8.4 million increase in salaries, wages and benefits from a 3% inflationary increase per the collective agreement, a 3% increase in headcount and a 30% reduction in turnover in the year resulting in a lower number of open positions in the year.
- \$7.4 million increase in contract for services and consultants for \$6.0 million increase from higher landfill operating costs driven by the new waste diversion program and new curbside pickup contract. Remaining \$1.3 million is due to inflationary pressures.
- \$4.5 million increase in amortization of TCA due to 7% growth in the district's asset base representing CRD's continued investment in infrastructure.
- \$1.1 million increase in Interest on Debt is the result of ongoing investment in TCA.
- \$(10.1) million decrease in other expenses due to a decrease of \$(14.4) million in housing grants disbursed through the Rapid Housing Program offset by a \$2.0 increase from a loss on disposal of legacy Hartland power generation assets, a \$1.1 million increase in software licences, and a \$1.0 million increase in the Residuals Treatment Facility operating costs.

2024 Annual Surplus

The net difference between revenues and expenses for 2024 is an annual surplus of \$48.3 million. Summarized in Table 6 is the change in accumulated surplus as a result.

Table 6 – Surplus Reconciliation

Surplus (\$M)	2024	2023
Increase in Investment in TCA	62.7	30.5
Decrease in Operating Funds and Reserves	(14.6)	(4.7)
Increase in Capital Funds and Reserves	0.2	52.1
Annual Surplus	\$48.3	\$77.9

The increase of \$62.7 million invested in TCA reflects surplus funds used to invest in assets. The decrease of \$(14.6) million in operating funds and reserves was largely driven by a reduction of \$18.3 million from the solid waste capital and operating reserves used to fund significant capital activities at the Hartland Landfill site. This was offset by net increases in reserve balances across the other funds.

3. Other Financial Statement Analysis

Summaries and analysis of the remaining three statements (Changes in Net Debt, Remeasurement Gains and Losses and Cash Flows) can be found in Appendix C.

Financial Indicators

The consolidated financial health of the organization is monitored and reported through financial indicators (Appendix E). These measures demonstrate a consistent, healthy financial position based on operational needs, market conditions and debt servicing costs.

Changes in Accounting Standards

As identified on page 17 of the Audit Findings Report (Appendix F), there will be an update to the Conceptual Framework for core concepts and objectives in financial reporting in addition to the implementation of PS 1202 *Financial statement Presentation*. These changes take effect for the CRD in 2027. These changes will impact how certain financial information is presented in the statements without changes to how transactions are recorded.

Staff will begin to assess the impact of these changes starting in 2025. The changes are not expected to have significant implications to the CRD's existing reporting practices; however, further work is required to complete the assessment.

CONCLUSION

Board approval of the CRD 2024 SOFI is required under the *Local Government Act*, *Community Charter* and *Financial Information Act*. As noted in the Audit Findings Report, it is the auditor's opinion that these financial statements present fairly the consolidated financial position and the results of financial activities for the year ending December 31, 2024, in accordance with Canadian Public Sector Accounting Standards.

RECOMMENDATION

The Finance Committee recommends to the Capital Regional District Board: That the Capital Regional District 2024 Statement of Financial Information be approved.

Submitted by:	Submitted by: Varinia Somosan, CPA, CGA, Sr. Mgr., Financial Services / Deputy CFO		
Concurrence:	Nelson Chan, MBA, FCPA, FCMA, Chief Financial Officer, GM Finance & IT		
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer		

ATTACHMENTS

Presentation: 2024 Statement of Financial Information
Appendix A: CRD 2024 Statement of Financial Information
Appendix B: CRD 2024 Unaudited Financial Statements
Appendix C: CRD Other Financial Statement Analysis

Appendix D: CRD DBRS Rating Methodology

Appendix E: CRD 2024 Financial Performance Measures

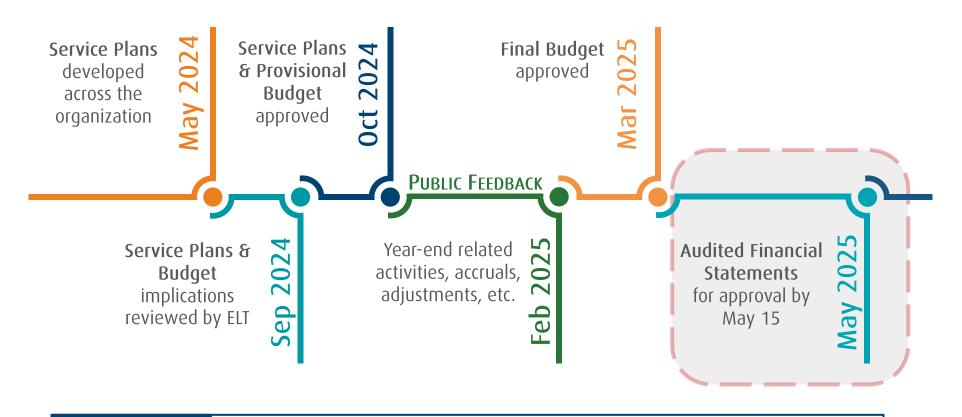
Appendix F: CRD Audit Findings Report Appendix G: CRD Management Letter

2024 Statement of Financial Information

Capital Regional District Wednesday May 7, 2025



Conclusion of the 2024 Planning & Reporting Process

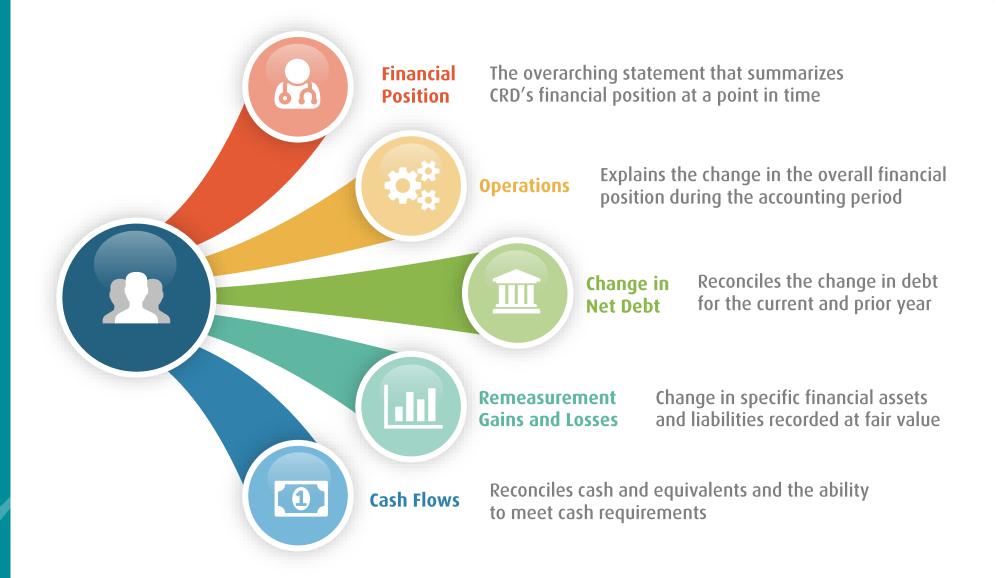


CRD Audited Financial Statements

- Legislation requires statements be approved and submitted to the Ministry of Municipal Affairs and Housing by May 15
- Financial Statements are prepared on an accrual basis (as required by PSAB)
- Consolidated statements include all CRD services and CRHC



What are the Five Required Financial Statements?





How do the Financial Statements Relate?

Statement of Financial Position	2024	2023
Financial Assets		
Cash & Cash Equivalents	XXX	XXX
Other Assets	XXX	XXX
_	XXX	XXX
Financial Liabilities		
Accounts Payable	XXX	XXX
Other Liabilities	XXX	XXX
	XXX	XXX
Net Financial Assets (Debt)	XXX	XXX
Non-Financial Assets		
Tangible Capital Assets	XXX	XXX
Other Non-Financial Assets	XXX	XXX
_	XXX	XXX
Accumulated Surplus is comprised of;		
Accumulated Operating Surplus	XXX	XXX
Accumulated Remeasurement Gains/Losses	XXX	XXX

Explaining Changes in Financial Position

Statement of Cash Flow	2024	2023
Operating Transactions	Χ	Χ
Capital Transactions	Χ	Χ
Investing Transactions	Χ	Χ
Financing Transactions	X	Χ
	Х	Χ
Cash & Equivalents at Beginning of Year	X	Χ
Cash & Equivalents at End of Year	Х	X

Statement of Net Debt	2024	2023
Annual Surplus	Χ	Χ
Acquisition of Tangible Capital Assets	X	Χ
	Χ	Χ
Net Debt at Beginning of Year	X	Х
Net Debt at End of Year	Х	Χ

Statement of Operations	2024	2023	
Revenue	Χ	Χ	
Expenses	X	Χ	_
	X	Χ	
Accumulated Surplus Beginning of Year	X	Χ	
Accumulated Surplus End of Year	Х	Х	

Statement of Remeasurement Gains	2024	2023	
Accumulated Remeasurement Opening	Х	Χ	
Net Remeasurement Gains (Losses)	X	Χ	
Accumulated Remeasurement Close	Х	Х	



Key Takeaways from the Financial Statements



1 Delivering Services



2 Investments for our Future



3 Managing our Cost of Debt



4 Diversifying our Revenue

In 2024, the
Capital Regional District
continued focus on
supporting Regional
Priorities identified in
the Corporate and
Strategic Plan

Capital investments were 2.4x the rate of depreciation

The CRD manages \$2.2B in assets in support of service delivery 12% of total revenue was used to service long-term debt

The generally accepted upper benchmark from lending authorities is 25%

24% of total revenue was raised through requisition from municipalities and electoral areas while 43% from sale of services



Investments Made for our Future

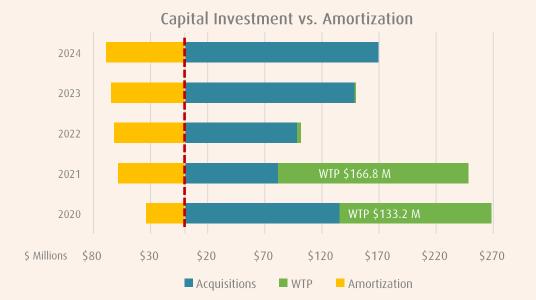


Investments Made for our Future

2024 capital investment was 2.4x the rate of depreciation

2024 net book value of tangible capital assets is \$2.2 billion

The 2025-2029 5-year financial plan includes TCA additions of \$883 million







Managing the Cost of Debt



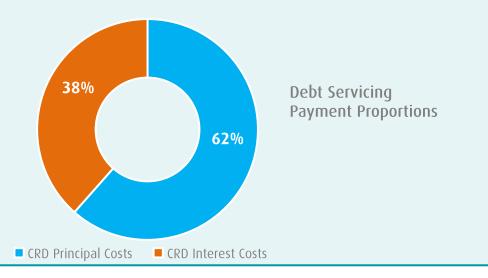
Managing our Cost of Debt

12% of total revenue was used to service long-term debt

In 2024, total CRD debt matured to where the proportion of principal payments were 62% of servicing costs compared to 38% on interest

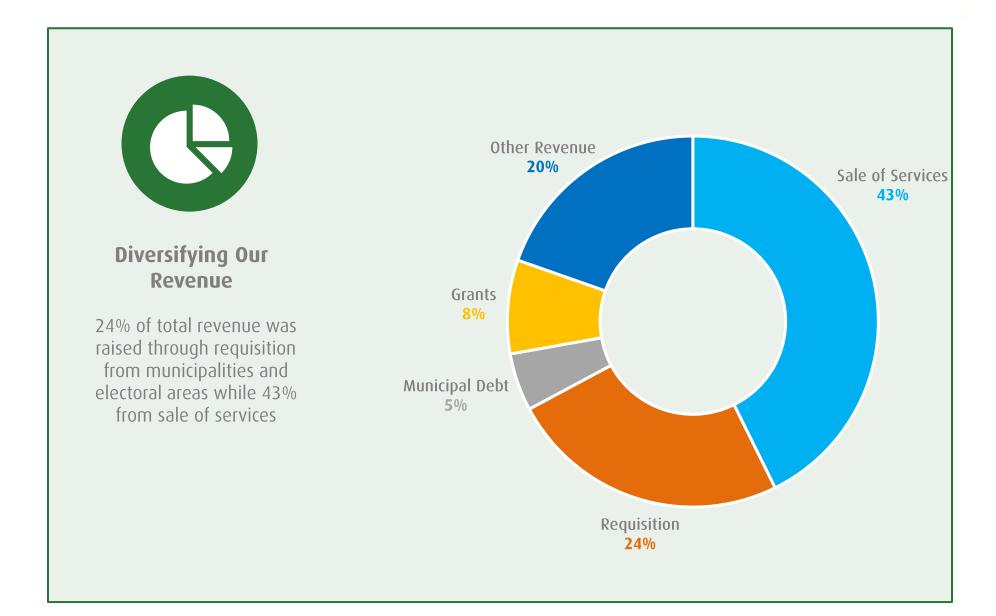
Debt Service Costs to Total Revenue







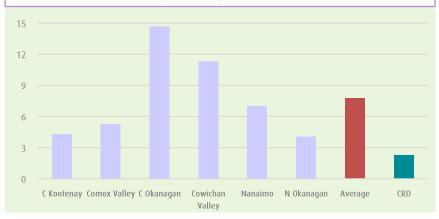
Diversifying Revenue Streams



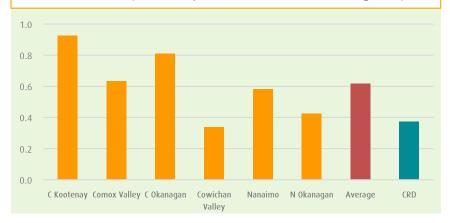


Regional District Benchmarking

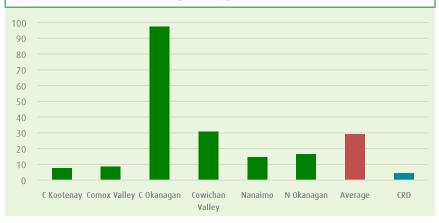
Quick Ratio: Measure of short-term liquidity or the ability to pay immediate financial obligations (greater than 1 is ideal)



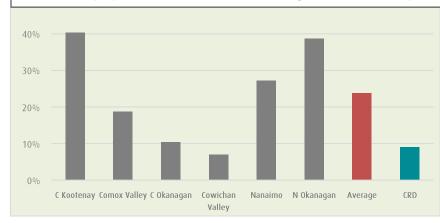
Debt-to-Equity Ratio: Measure of financial leverage, or using debt to increase value (essential public service utilities average 1.2)



Interest Coverage Ratio: Measures how easily a company can pay interest on outstanding debt (greater than 2 is ideal)



Capital Reserve Health: Measure of ability to finance long-term investment projects, also acts as buffer during financial hardship



CRD from 2024 Audited Financial Statement, Source for Rest: Local Government Statistics 2023, by Ministry of Municipal Affairs and Housing, https://www2.gov.bc.ca/gov/content/governments/local-governments/facts-framework/statistics/regional-district-general-financial-statistics, March 2025.

Excluded from comparison due to size of region (less than \$10M or greater than \$300M in costs); Central Coast, Metro Vancouver, Mount Waddington, North Coast, Peace River.



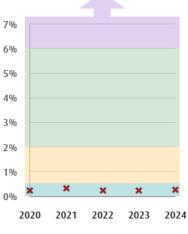
DBRS Credit Rating



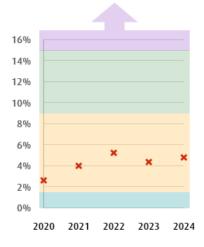
DBRS is the largest rating agency in Canada and fourth largest in the world. Using the rating methodology for municipal government, CRD results are shown below.



Net Tax-Supported Debt Per Capita



Net Tax-Supported Debt as a Percentage of Assessment



Interest Costs as a Percentage of Revenue

AAA

The capacity for the payment of financial obligations is exceptionally high and unlikely to be adversely affected by future events.

AA

The capacity for the payment of financial obligations is considered high. Differs from AAA only to a small degree. Unlikely to be significantly vulnerable to future events.

Α

The capacity for the payment of financial obligations is substantial. May be vulnerable to future events, but considered manageable.

BBB

Adequate credit quality. The capacity for the payment of financial obligations is considered acceptable. May be vulnerable to future events.

Rating Canadian Municipal Governments: Canadian Municipal Government Financial Risk Metrics, by DBRS (Dominion Bond Rating Service), May 2022





Thank you











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Capital Regional District Capital Region Housing Corporation

STATEMENT OF FINANCIAL INFORMATION APPROVAL

The undersigned, as authorized by the Financial Information Regulation, Schedule 1, subsection 9(2), approves all the statements and schedules included in this Statement of Financial Information, produced under the *Financial Information*

Nelson Chan, MBA, FCPA, FCMA Chief Financial Officer, GM Finance & Information Technology May 14, 2025

Cliff McNeil Smith Chair, CRD Board On behalf of the Board of Directors May 14, 2025

^{*}Prepared pursuant to the Financial Information Regulation, Schedule 1, section 9



KPMG LLP

St. Andrew's Square II 800-730 View Street Victoria BC V8W 3Y7 Canada Telephone 250 480 3500 Fax 250 480 3539

INDEPENDENT AUDITOR'S REPORT

To the Chair and Directors of the Capital Regional District

Opinion

We have audited the consolidated financial statements of the Capital nal District (the District), which comprise:

- the consolidated statement of financial position as at Decemb 31, 2024
- the consolidated statement of operations for the year then ded
- the consolidated statement of change in net debt for the year ended
- the consolidated statement of remeasurement ga and losses for the year then ended
- the consolidated statement of cash flows for the y ded
- and notes to the consolidated financial statements. cluding a summary of significant accounting policies

(hereinafter referred to as the "financial nts").

In our opinion, the accompanying final statements present fairly, in all material respects, the consolidated financial position of the District as at D ember 31, 2024, and its consolidated results of operations, its consolidated change in net g ted remeasurement gains and losses, and its consolidated cash consolid flows for the year then end dance with Canadian public sector accounting standards. a in acc

Basis for Opinion

We conducted our audit in accolatice with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our auditor's report.

We are independent of the District in accordance with the ethical requirements that are relevant to our audit of the financial statements 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.



Capital Regional District Page 2

Other Information

Management is responsible for the other information. Other information comprises:

the information, other than the financial statements and the auditor's report thereon, included in the Annual Report.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is material y inconsistent with the financial statements or our knowledge obtained in the audit and remain alert for cations that the other information appears to be materially misstated.

We obtained the information, other than the financial statements and the auditor's port thereon, included in the Annual Report as at the date of this auditor's report.

If, based on the work we have performed on this other in n, we conclude that there is a material misstatement of this other information, we are required to report the fact in the auditor's report.

We have nothing to report in this regard.

ed with Governance for the Financial Responsibilities of Management and Tho Statements

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

In preparing the financial sta management is responsible for assessing the District's ability to continue as a going concern, disclosi as applic ple, matters related to going concern and using the going concern basis of accounting unless manage nt eith intends to liquidate the District or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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.



Capital Regional District Page 3

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 the financial statements.

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 financial statements, 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 fraction ther than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrep entations, or the override of internal control.
- udit i Obtain an understanding of internal control relevant to the order to design audit procedures that are essing an opinion on the effectiveness of the appropriate in the circumstances, but not for the purpose of District's internal control.
- Evaluate the appropriateness of accounting poli ed and the reasonableness of accounting estimates and related disclosures made by management.
- se of the going concern basis of accounting and, based Conclude on the appropriateness of management's on the audit evidence obtained, whet naterial undertainty exists related to events or conditions that may is abily to continue as a going concern. If we conclude that a material cast significant doubt on the Distr uncertainty exists, we are required aw and tion in our auditor's report to the related disclosures in the financial statements or, if such disclosi s are inadequate, to modify our opinion. Our conclusions are based on the audit evidence of up to the date of our auditor's report. However, future events or conditions may cause the District continue as a going concern. cease
- Evaluate the overall pre ntation structure and content of the financial statements, including the disclosures, and whether the financial nents represent the underlying transactions and events in a manner that achieves fair presentation.
- 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.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

Chartered Professional Accountant	
Victoria, Canada , 2025	



Capital Regional District Capital Region Housing Corporation

MANAGEMENT REPORT

The Financial Statements contained in this Statement of Financial Information under the Financial Information Act have been prepared by management in accordance with Canadian public sector accounting standards. The integrity and objectivity of these statements are management's responsibility. Management is also responsible for all the statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors are responsible for approving the financial statements and for ensuring that management fulfills its responsibilities for financial reporting and internal control.

The external auditor, KPMG LLP, conduct an independent examination, in accordance with Canadian public sector accounting standards, and express their opinion on the financial statements. Their examination does not relate to the other schedules and statements required by the *Financial Information Act*. Their examination includes a review and evaluation of the District's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly. The external auditor has full and free access to staff and management. The Independent Auditor's Report outlines the scope of the audit for the year ended December 31, 202.

On behalf of Capital Regional District and Capital Region Housing Corporation,

Nelson Chan, MBA, FCPA, FCMA Chief Financial Officer, GM Finance & Information Technology May 14, 2025

^{*} For municipalities, the officer assigned responsibility for financial administration signs

^{*} Prepared pursuant to Financial Information Regulation, Schedule 1, Section 9

Consolidated Statement of Financial Position

As at December 31, 2024, with comparative information for 2023

	2024	2023
Financial Assets		
Cash and cash equivalents (Note 3)	\$ 97,513,561	\$ 43,577,611
Investments (Note 3)	319,121,456	369,368,276
Accounts receivable	40,062,783	36,347,447
Debt recoverable: member municipalities and other entities (Note 5)	166,494,464	174,736,593
Restricted cash: MFA Debt Reserve Fund (Note 6)	3,116,784	2,965,974
	626,309,048	626,995,901
Liabilities		
Accounts payable and accrued liabilities	60,562,910	39,860,102
Deferred revenue (Note 7)	29,559,088	33,195,611
Short-term debt (Note 4)	54,667,653	44,454,719
Long-term debt (Note 5)	590,862,986	575,478,832
Other liabilities (Note 9)	1,558,741	1,189,690
Asset retirement obligations (Note 8)	28,430,415	27,351,583
	765,641,793	721,530,537
Net Debt	(139,332,745)	(94,534,636)
Non-financial Assets		
Tangible capital assets (Note 10)	2,174,256,255	2,076,615,673
Inventory of supplies	1,312,169	1,339,471
Prepaid expenses	3,952,484	4,487,587
	2,179,520,908	2,082,442,731
Accumulated Surplus	2,040,188,163	1,987,908,095
Accumulated Surplus consists of:		
Accumulated surplus (Note 11)	2,040,205,955	1,991,926,039
Net remeasurement gains (losses)	(17,792)	(4,017,944)
Accumulated Surplus	\$ 2,040,188,163	\$ 1,987,908,095

Contractual obligations (Note 12)

Contractual rights (Note 13)

Contingencies (Note 14)

The accompanying notes are an integral part of the consolidated financial statements.

Nelson Chan, MBA, FCPA, FCMA Chief Financial Officer, **GM Finance & Information Technology**

Consolidated Statement of Operations

For the year ended December 31, 2024, with comparative information for 2023

	Budget (Note 15)	2024	2023
Revenue			
Government transfers (Note 16)	\$ 158,331,414	\$ 186,401,814	\$ 211,347,632
Sale of services	117,956,614	103,913,717	97,759,795
Affordable housing rental income	26,239,398	26,493,504	24,565,024
Other revenue	16,605,904	20,680,535	21,955,924
Investment income	1,029,882	15,892,155	14,847,023
Actuarial adjustment of long-term debt (Note 5a)	-	2,654,878	4,106,348
Grants in lieu of taxes	3,877,976	3,877,888	3,735,664
Developer contributions	-	1,318,010	1,246,670
Total Revenue	324,041,188	361,232,501	379,564,080
Expenses (Note 20)			
Sewer, water, and garbage services	134,248,565	154,881,828	143,038,395
Recreation and cultural services	39,417,617	41,653,710	38,419,694
General government services	26,876,708	54,801,618	62,049,707
Affordable housing rental expense and contributions	20,415,812	23,875,619	22,327,932
Debt payments: member municipalities & other entities (Note 5)	18,229,269	18,272,886	17,369,106
Protective services	14,074,208	14,343,558	13,439,462
Planning and development services	5,598,761	4,144,748	4,021,973
Transportation services	995,643	978,618	1,004,643
Total Expenses	259,856,583	312,952,585	301,670,912
Annual Surplus	64,184,605	48,279,916	77,893,168
Accumulated Surplus, beginning of year	1,991,926,039	1,991,926,039	1,914,032,871
Accumulated Surplus, end of year (Note 11)	\$ 2,056,110,644	\$2,040,205,955	\$ 1,991,926,039

The accompanying notes are an integral part of the consolidated financial statements.

Consolidated Statement of Change in Net Debt

For the year ended December 31, 2024, with comparative information for 2023

	Budget (Note 15)	2024	2023
Annual surplus	\$ 64,184,605 \$	48,279,916 \$	77,893,168
Acquistion of tangible capital assets	(306,588,165)	(167,851,314)	(146,539,266)
Contributed tangible capital assets	-	(1,318,010)	(2,286,670)
Revaluation of asset retirement obligation	-	54,000	(1,099,892)
Amortization of tangible capital assets	-	69,128,750	64,595,376
(Gain) loss on disposal of tangible capital assets	-	1,824,823	(47,813)
Proceeds on sale of tangible capital assets	-	521,169	97,663
Other tangible capital asset transfers	-	-	269,855
	(242,403,560)	(49,360,666)	(7,117,579)
Acquistion of inventory of supplies	-	(2,836,046)	(2,682,575)
Acquistion of prepaid expenses	-	(6,303,644)	(5,680,112)
Consumption of inventory of supplies	-	2,863,348	2,637,655
Use of prepaid expenses	-	6,838,747	3,455,154
	-	562,405	(2,269,878)
Net Remeasurement Gains	-	4,000,152	2,600,117
Change in Net Debt	(242,403,560)	(44,798,109)	(6,787,340)
Net Debt, beginning of year	(94,534,636)	(94,534,636)	(87,747,296)
Net Debt, end of year	\$ (336,938,196) \$	(139,332,745) \$	(94,534,636)

The accompanying notes are an integral part of the consolidated financial statements.

Consolidated Statement of Remeasurement Gains and Losses

For the Year Ended December 31, 2024, with comparative information for 2023

	2024	2023
Accumulated remeasurement gain (loss), beginning of year	\$ (4,017,944) \$	(6,618,061)
Unrealized gains (losses) attributable to:		
Foreign exchange	(14,768)	(3,359)
Investments measured at fair value	4,014,920	2,603,476
Net remeasurement gains and losses for the year	4,000,152	2,600,117
Accumulated remeasurement gain (loss), end of year	\$ (17,792) \$	(4,017,944)

The accompanying notes are an integral part of the consolidated financial statements.

Consolidated Statement of Cash Flows

For the year ended December 31, 2024, with comparative information for 2023

	 2024	2023
Cash provided by (used in):		
Operating activities:		
Annual surplus	\$ 48,279,916 \$	77,893,168
Items not involving cash:		
Amortization	69,128,750	64,595,376
Contributed tangible capital assets	(1,318,010)	(2,286,670)
Other tangible capital asset transfers	-	269,855
(Gain) loss on disposal of tangible capital assets	1,824,823	(47,813)
Actuarial adjustment of long-term debt	(2,654,878)	(4,106,348)
Accretion expense	1,132,832	1,143,480
(Increase) decrease in non-cash assets:		
Accounts receivable	(3,715,336)	(11,692,911)
Prepaid expenses	535,103	(2,224,958)
Inventory of supplies	27,302	(44,923)
Increase (decrease) in non-cash liabilities:		
Accounts payable and accrued liabilities	20,702,807	2,479,737
Deferred revenue	(3,636,523)	(14,893,081)
Other liabilities	369,051	(216,148)
Net change in cash from operating activities	130,675,837	110,868,764
Capital activities:		
Proceeds on sale of tangible capital assets	521,169	97,663
Cash used to acquire tangible capital assets	(167,851,314)	(146,539,266)
Net change in cash from capital activities	(167,330,145)	(146,441,603)
Investing activities:		
Acquisition of investments	(96,841,443)	(241,953,950)
Proceeds from investments	151,088,416	219,603,594
Net change in cash from investing activities	54,246,973	(22,350,356)
Financing activities:		
Restricted cash - MFA debt reserve fund	(150,810)	1,129,875
Additions to short-term debt	32,762,505	35,731,001
Additions to long-term debt	43,879,064	51,484,805
Repayment of short-term debt	(17,549,571)	(14,233,727)
Repayment of long-term debt	(22,597,903)	(29,243,841)
Net change in cash from financing activities	36,343,285	44,868,113
Net increase (decrease) in cash and cash equivalents	53,935,950	(13,055,082)
Cash and cash equivalents, beginning of year	43,577,611	56,632,693
Cash and cash equivalents, end of year	\$ 97,513,561 \$	43,577,611
Cash paid for interest	\$ 23,766,288 \$	23,140,620
Cash received for interest	6,881,897	6,792,643

The accompanying notes are an integral part of the consolidated financial statements.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

1. SIGNIFICANT ACCOUNTING POLICIES

a) BRITISH COLUMBIA REGIONAL DISTRICTS

The consolidated financial statements of the Capital Regional District (the District) are prepared by management in accordance with Canadian public sector accounting standards for local governments and regional districts as recommended by the Public Sector Accounting Board of the Chartered Professional Accountants of Canada. The resources and operation of the District are segregated into various funds for accounting and financial reporting purposes, each being treated as a separate entity with responsibility for the stewardship of the assets allocated to it. Transactions and balances between funds are eliminated on consolidation. The consolidated financial statements exclude trust assets that are administered for the benefit of external parties.

b) BASIS OF CONSOLIDATION

The consolidated financial statements reflect the assets, liabilities, revenues, and expenses of the District and Capital Region Housing Corporation (CRHC). The CRHC is controlled by the District. All transactions and balances between these entities have been eliminated on consolidation.

c) BASIS OF ACCOUNTING

The District follows the accrual method of accounting for revenues and expenses. Revenues are normally recognized in the year in which they are earned and measurable. Expenses are recognized as they are incurred and measurable as a result of receipt of goods or services and/or the creation of a legal obligation to pay.

d) TAXATION

Each Municipality and Electoral Area within the District is requisitioned for their portion of each service in which they participate. These funds are then levied by the Municipalities and the Province (for Electoral Areas) to individual taxpayers and turned over to the District by August 1 of each year.

e) INTEREST

The District follows the practice of investing individually significant unspent funds. Interest earned is measured using the effective interest method and is reported in the period earned. When required by the funding government or related Act, investment income earned on deferred revenue is added to the investment and forms part of the deferred revenue balance.

f) REVENUE

Revenues from transactions with performance obligations are recognized when (at a point in time) or as (over a period of time) the District satisfies the performance obligations, which occurs when control of the benefits associated with the promised goods or services has passed to the payor.

Revenues from transactions without performance obligations are recognized when the District has the right to claim or retain an inflow of economic resources received or receivable and there is a past transaction or event that gives rise to the economic resources.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

1. SIGNIFICANT ACCOUNTING POLICIES continued

g) GOVERNMENT TRANSFERS

Government transfers without stipulations restricting their use are recognized in the consolidated financial statements as revenues in the period in which the transfers are authorized, any eligibility criteria are met, and reasonable estimates of the amounts can be made. Government transfers with stipulations restricting their use are recognized in the consolidated financial statements as revenues in the period in which stipulations that give rise to an obligation have been met.

h) DEFERRED REVENUE

Deferred revenue includes amounts received from third parties which may only be used in certain programs, in the completion of specific work, or for the purchase of tangible capital assets. Revenue is recognized in the period when the related expenses are incurred, services performed, or the tangible capital assets are acquired, thereby extinguishing the related liability.

i) CASH AND CASH EQUIVALENTS

Cash and cash equivalents include short-term highly liquid investments with a term to maturity of less than 90 days at acquisition.

j) FINANCIAL INSTRUMENTS

Financial instruments are classified into two categories fair value or cost.

- i. Fair value category: investments quoted in an active market are reflected at fair value as at the reporting date. Sales and purchases of investments are recorded on the trade date. The District's investments in MFA pooled funds are measured at fair value.
 - Transaction costs related to the acquisition of investments are recorded as an expense. Unrealized gains and losses on financial assets are recognized in the consolidated statement of remeasurement gains and losses until such time that the financial asset is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the consolidated statement of operations and related balances reversed from the consolidated statement of remeasurement gains and losses.
- ii. Cost category: investments not quoted in an active market, financial assets and liabilities are recorded at cost or amortized cost. Gains and losses are recognized in the consolidated statement of operations when the financial asset is derecognized due to disposal or impairment. Sales and purchases of investments are recorded on the trade date.

Transaction costs related to the acquisition of financial assets are included in the cost of the related instrument.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

1. SIGNIFICANT ACCOUNTING POLICIES continued

j) FINANCIAL INSTRUMENTS continued

Financial assets are assessed for impairment on an annual basis. If there is an indicator of impairment, the District determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the District expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

k) LONG-TERM DEBT

Long-term debt is recorded net of repayments and actuarial adjustments.

I) EMPLOYEE FUTURE BENEFITS

- The District and its employees make contributions to the Municipal Pension Plan. These contributions are expensed as incurred.
- ii. Sick leave and other benefits are also available to the District's employees. The costs of these benefits are actuarially determined based on service and best estimates of retirement ages and expected future salary and wage increases. The obligations under these benefit plans are accrued based on projected benefits as the employees render services necessary to earn the future benefits.

m) ASSET RETIREMENT OBLIGATIONS

An asset retirement obligation (ARO) is a legal obligation to incur costs to retire a tangible capital asset in a future period. AROs are measured at the present value of expected future cash flows including an estimate for inflation. Future cash flows are based on the best information available at the financial reporting date. Accretion expense is recorded annually to reflect the cost associated with an increase in the present value of the ARO over time. The carrying amount of the liability is reassessed annually and updated as new information becomes available. Changes in estimates are recorded prospectively and the liability is derecognized when retirement activities are completed.

The asset retirement cost at initial recognition is capitalized along with the related tangible capital asset and amortized in accordance with the District's tangible capital asset policy Note 1 m) i.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

1. SIGNIFICANT ACCOUNTING POLICIES continued

n) NON-FINANCIAL ASSETS

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

i. Tangible Capital Assets

Tangible capital assets are recorded at cost which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. The cost, less residual value, of the tangible capital assets, excluding land, are amortized on a straight line basis over their estimated useful lives as follows:

Asset	Useful Life - Years
Engineering Structures	10 to 100 Years
Buildings	20 to 75 Years
Machinery and Equipment	5 to 20 Years
Vehicles	8 to 15 Years
Other Assets	5 to 25 Years

Amortization is charged annually, including in the year of acquisition and in the year of disposal. Assets under construction are not amortized until the asset is available for productive use.

Tangible capital assets are written down when conditions indicate that they no longer contribute to the District's ability to provide goods and services or when the value of the future economic benefits associated with the asset is less than the book value of the asset.

The District is fortunate to have many natural assets that reduce the need for engineered infrastructure that would otherwise be required. This includes watersheds, creeks, ditches and wetlands (rain water management). Canadian public sector accounting standards do not allow for the valuation and recording of such assets into the consolidated financial statements of the District. As such, these natural assets are not reported in these consolidated financial statements.

Assets acquired by right, such as forests, water and mineral resources, are not recorded in the consolidated financial statements.

ii. Contributions of Tangible Capital Assets

Tangible capital assets received as contributions are recorded at their fair value at the date of receipt and also are recorded as revenue.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

1. SIGNIFICANT ACCOUNTING POLICIES continued

n) NON-FINANCIAL ASSETS continued

iii. Works of Art and Cultural and Historic Assets

Works of art and cultural and historic assets are not recorded as assets in these consolidated financial statements.

iv. Interest Capitalization

The District does not capitalize interest costs associated with the acquisition or construction of a tangible capital asset.

v. Leased Tangible Capital Assets

Leases which transfer substantially all of the benefits and risks incidental to the District are accounted for as leased tangible capital assets. All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

vi. Inventories of Supplies

Inventories of supplies held for consumption are recorded at the lower of cost and replacement cost.

o) CONTAMINATED SITES

Contaminated sites are defined as the result of contamination being introduced in air, soil, water or sediment of a chemical, organic, or radioactive material or live organism that exceeds an environmental standard. A liability for remediation of contaminated sites is recognized, net of any expected recoveries, when all of the following criteria are met:

- i. an environmental standard exists
- ii. contamination exceeds the environmental standard
- iii. the District is directly responsible or accepts responsibility for the liability
- iv. future economic benefits will be given up, and
- **v.** a reasonable estimate of the liability can be made.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

1. SIGNIFICANT ACCOUNTING POLICIES continued

p) PUBLIC PRIVATE PARTNERSHIP PROJECTS

A public private partnership (P3) is an infrastructure project where a private sector partner designs, builds, finances and operates public infrastructure assets.

The asset costs at initial recognition include development and financing fees estimated at fair value that require the extraction of capital cost information from the financial model in the project agreement. Costs that are incurred directly by the District are also included in the asset cost. The assets are capitalized and amortized in accordance with the District's tangible capital asset policy Note 1 m) i.

A liability is measured initially for the same amount as the capital cost from the financial model less any consideration paid to the private sector partner. The liability is recorded as long-term debt. The liability is subsequently measured at amortized cost. The implicit interest rate in the agreement is used to calculate the finance charge embedded in the financial model using the effective interest rate method.

Upon substantial completion of construction, the private sector partner receives monthly payments over the term of the agreement to cover the partner's operating, capital and financing costs. Operating and financing costs are recognized as expenses in the period to which they relate. Capital costs reduce the liability owning to the private sector partner.

q) USE OF ESTIMATES

The preparation of consolidated financial statements conforming with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the period. Significant estimates include assumptions used in estimating provisions for accrued liabilities, AROs and the useful lives of tangible capital assets. Actual results could differ from these estimates.

r) SEGMENTED INFORMATION

A segment is defined as a distinguishable activity or group of activities of a government for which it is appropriate to separately report financial information to achieve the objectives of the standard. The District has provided definitions of the District's segments as well as presented consolidated financial information in segmented format in Note 20.

2. ADOPTION OF NEW ACCOUNTING STANDARD

On January 1, 2024, the District adopted Public Sector Accounting Standard PS 3400 *Revenue* (PS 3400) on a prospective basis. The new accounting standard provides direction on accounting for revenues that are not in scope of other existing standards. All revenue streams in scope of PS 3400 have historically been accounted for in accordance with the new standards and as a result there was no impact to net debt, accumulated surplus, or annual surplus on adoption.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

3. CASH AND CASH EQUIVALENTS AND INVESTMENTS

a) CASH AND CASH EQUIVALENTS

	2024	2023
CRD	\$ 71,260,716 \$	20,130,838
CRHC	26,252,845	23,446,773
	\$ 97,513,561 \$	43,577,611

b) INVESTMENTS

	2024	2023
Investments measured at fair value:		
CRD MFA pooled funds	\$ 104,697,456 \$	97,494,276
Investments measured at cost		
CRD term deposits and GICs	214,424,000	271,874,000
	\$ 319,121,456 \$	369,368,276

The cost of MFA pooled funds for CRD is \$104,596,172 (2023 - \$101,278,122).

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

4. SHORT-TERM DEBT

The District's short-term debt of \$15,550,000 (2023 - \$17,000,000) is borrowed through MFA. In 2024, \$5,000,000 (2023- \$300,000) of short-term debt was transferred to long-term debt, and \$3,500,000 (2023 - \$300,000) was repaid. The District paid \$919,017 (2023 - \$426,981) of variable short-term interest based on the MFA's floating daily rate. Short-term debt is repayable on demand and must be repaid or transferred to long-term debt within 5 years of initial draw.

CRHC's short-term debt of \$39,117,653 (2023 - \$27,454,719) is borrowed through BC Housing Management Commission (BCHMC) to finance the construction of affordable housing projects. Interest is charged at a variable rate based on BCHMC's short term cost of borrowing plus an administrative spread. The short-term debt is converted to a long-term mortgage at the completion of each construction project.

2024

		_			
	utstanding ecember 31, 2023		Additions	Repayments nd Transfers	Outstanding ecember 31, 2024
General Capital	\$ 8,500,000	\$	1,950,000	\$ (8,500,000)	\$ 1,950,000
Sewer Capital	8,500,000		3,000,000	-	11,500,000
Water Capital	-		2,100,000	-	2,100,000
CRD Debt	17,000,000		7,050,000	(8,500,000)	15,550,000
CRD Total	17,000,000		7,050,000	(8,500,000)	15,550,000
CRHC Total	27,454,719		25,712,505	(14,049,571)	39,117,653
	\$ 44,454,719	\$	32,762,505	\$ (22,549,571)	\$ 54,667,653

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

5. LONG-TERM DEBT

a) DEBT

The District is required by legislation to borrow debenture debt through MFA. The principal portion of long-term debt is added to the MFA sinking fund, which is secured against the debt and invested over the term of the loan. The balance of this fund is used to retire the debt at or before maturity of the loan depending on the actual return on investments in the sinking fund. The MFA provides the District with an estimated actuarial valuation, which is the estimated return on the invested balance of the sinking fund. Debt principal is reported net of repayments and actuarial adjustments. Revenue for actuarial adjustments is recorded as Actuarial adjustment of long-term debt in the consolidated statement of operations.

The District is also required by legislation to incur long-term debt on behalf of member municipalities and can incur long-term debt for other entities through agreements with the MFA. All monies borrowed are upon the District's credit at large and, in the event of any default, would constitute an indebtedness for which its members are jointly and severally liable.

The District reports the total principal and interest payments collected from member municipalities and other entities as revenues in Government transfers and as expenses in Debt payments: member municipalities & other entities. Total principal payments received from member municipalities and other entities in the year was \$10,818,476 (2023 - \$10,490,499).

Member municipalities includes all debt incurred by the District on behalf of other entities where the principle and interest payments will be recovered from third parties. In 2024, \$124,531 (2023 - \$110,761) was collected from member municipalities relating to payments into the Debt Reserve Fund (Note 6) and are included as expenses in Debt payments: member municipalities and other entities. Debt incurred on behalf of member municipalities and other entities is also presented as a receivable in Debt recoverable: member municipalities and other entities on the consolidated statement of financial position for \$166,494,464 (2023 - \$174,736,593).

Included in long-term debt is a P3 agreement liability for the Residuals Treatment Facility (RTF). The RTF contract has a 20-year term to December 31, 2040 with monthly capital cost and financing payments of \$460,812 including interest of 6.29%. Interest paid in 2024 was \$3,513,656 (2023 - \$3,632,972).

Interest expense on long-term debt, including interest on the P3 agreement, is as follows:

	2024	2023
Interest expense on long-term debt	\$ 23,077,262	\$ 22,511,733
Interest received from member municipalities & other entities	7,670,341	7,108,010
Net interest expense related to long-term debt	\$ 15,406,921	\$ 15,403,723

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

5. LONG-TERM DEBT continued

a) DEBT continued

Debt is comprised of the amounts in the following table and includes varying maturities, with interest rates ranging from 0.91% to 6.29% and a weighted average rate of 3.31%. The District's debt with the MFA totals \$178,338,555 (2023 - \$168,143,223) and non-debenture debt of \$56,546,642 (2023 - \$58,706,434). Included in non-debenture debt is \$56,347,020 (2023 - \$58,363,109) owed for the RTF P3 agreement. Principal repayment on the P3 debt was \$2,016,089 (2023 - \$1,896,773). The CRHC debt consists of mortgage debt with BCHMC and commercial banks.

			2024				
	Outstanding December 31, 2023	Additions	Principal	Sinking Fund	Total Debt Repayments	Outstanding December 31, 2024	
General Capital	\$ 31,730,242	\$ 23,875,000	\$ (3,134,674)	(677,473)	\$ (3,812,147)	\$ 51,793,095	
Sewer Capital	160,660,692	-	(7,754,997)	(743,367)	(8,498,364)	152,162,328	
Water Capital	34,458,722	1,500,000	(3,750,857)	(1,278,091)	(5,028,948)	30,929,774	
	226,849,656	25,375,000	(14,640,528)	(2,698,931)	(17,339,459)	234,885,197	
Accrued Actuarial	(1,600,001)	-	-	44,053	44,053	(1,555,948)	
CRD Debt	225,249,655	25,375,000	(14,640,528)	(2,654,878)	(17,295,406)	233,329,249	
Member Municipalities	174,736,593	5,956,000	(10,818,476)	(3,379,653)	(14,198,129)	166,494,464	
CRD Total	399,986,248	31,331,000	(25,459,004)	(6,034,531)	(31,493,535)	399,823,713	
CRHC	175,492,584	23,504,064	(7,957,375)	-	(7,957,375)	191,039,273	
	\$ 575,478,832	\$ 54,835,064	\$ (33,416,379)	\$ (6,034,531)	\$ (39,450,910)	\$ 590,862,986	

b) DEMAND NOTES - CONTINGENT LIABILITY

The MFA holds demand notes related to the District's debenture debt in the amount of \$14,793,419 (2023 - \$14,922,415) of which \$6,751,766 (2023 - \$7,255,867) is held by the District for the member municipalities & other entities (Note 6). The demand notes are not recorded in the consolidated financial statements as they will only be called upon if the MFA does not have sufficient funds to meet its payment obligations.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

5. LONG-TERM DEBT continued

c) LONG-TERM DEBT PAYABLE/MATURING

The following principal and actuarial amounts included in long-term debt are payable/maturing over the next five years and thereafter.

	2025	2026	2027	2028	2029	Thereafter
CRD						
General	\$ 4,328,071	\$ 3,326,072	\$ 3,100,610	\$ 3,062,228	\$ 3,024,650	\$ 22,681,057
Sewer	7,847,859	7,288,114	7,366,407	7,496,891	7,570,761	86,305,512
Water	3,313,103	2,913,014	2,792,231	2,323,144	1,935,161	9,530,185
CRD Debt Member	15,489,033	13,527,200	13,259,248	12,882,263	12,530,572	118,516,754
Municipalities	10,233,362	9,520,414	8,252,360	8,120,433	8,071,992	64,975,487
CRD Total	25,722,395	23,047,614	21,511,608	21,002,696	20,602,564	183,492,241
CRHC	6,176,087	5,979,083	5,854,817	5,536,728	5,472,485	162,020,073
Total Principal Repayment	31,898,482	29.026.697	27,366,425	26,539,424	26,075,049	345,512,314
Estimated Sinking Fund Income	4,145,388	5,171,728	5,119,067	5,436,019	5,731,223	78,841,170
	\$ 36,043,870	\$ 34,198,425	\$ 32,485,492	\$ 31,975,443	\$ 31,806,272	\$424,353,484

Member municipalities includes all debt incurred by the District on behalf of other entities where the principal and interest payments will be recovered from third parties.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

6. MFA DEBT RESERVE FUND

The MFA provides capital financing for regional districts and their member municipalities. The MFA is required to establish a Debt Reserve Fund into which each regional district and member municipality, who shares in the proceeds of a debt issue through the District, is required to pay certain amounts set out in the debt agreements. Interest earned on these funds (less administrative expenses) becomes an obligation of the MFA to the regional district. If at any time insufficient funds are provided by the regional district or their member municipalities or any other MFA borrower, the MFA may then use these funds to meet payments on its obligations. Should this occur, the regional district and member municipalities may be called upon to restore the fund. The MFA has not required the debt reserve fund to meet obligations in its history. The cash deposits of the member municipalities \$3,601,856 (2023 - \$3,635,909) are not recorded in these consolidated financial statements. The District's restricted cash on its direct debt is \$3,116,784 (2023 - \$2,965,974).

	2024	2023
Cash Deposits		
Restricted cash - MFA Debt Reserve Fund	\$ 3,116,784 \$	2,965,974
Cash deposits - Member Municipalities	3,601,856	3,635,909
Demand Notes		
Demand notes - Capital Regional District	8,041,653	7,666,548
Demand notes - Member Municipalities	6,751,766	7,255,867
	\$ 21,512,059 \$	21,524,298

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

7. DEFERRED REVENUE

Continuity of deferred revenue is as follows:

	2024	2023
Balance, beginning of year	\$ 33,195,611 \$	48,088,692
Externally restricted contributions received:		
Federal housing grants	4,201,961	13,172,785
Development cost charges	4,578,702	4,459,851
Developer advances for construction	2,645,606	2,387,350
Total externally restricted contributions received	11,426,269	20,019,986
Externally restricted contributions used and recognized in revenue	(15,511,664)	(34,719,478)
Net change in externally restricted contributions	(4,085,395)	(14,699,492)
Change in deposits and other deferred revenues	448,872	(193,589)
Balance, end of year	\$ 29,559,088 \$	33,195,611

The deferred revenue reported on the consolidated statement of financial position consists of the following:

	2024	2023
Deferred revenue - general	\$ 8,406,052 \$	17,145,015
Deferred revenue - water	1,136,598	1,174,784
Development cost charges	18,021,616	13,062,081
Developer advances for construction	1,245,522	1,070,244
Deferred revenue - CRHC	749,300	743,487
Balance, end of year	\$ 29,559,088 \$	33,195,611

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

8. ASSET RETIREMENT OBLIGATIONS

The District has AROs for the removal of hazardous materials from buildings and engineering structures, as well as landfill closure and post-closure costs. All estimated cash flows have been discounted to present value. Discount and inflation rates in the future are estimates and subject to change. These changes can impact ARO's value significantly when being applied over an extended period of time.

The District uses the Municipal Finance Authority (MFA) long-term borrowing rate as the discount rate. The 10-year average B.C. consumer price index rate is used to estimate inflation and aligns with the Bank of Canada's target inflation range of 1.00% to 3.00%.

	2023	ARO Additions	Se	ARO ettlements	 visions to Estimate	-	Accretion Expense	2024
Hazardous materials	\$12,248,447	\$ -	\$	(7,040)	\$ 85,753	\$	510,583	\$ 12,837,743
Landfill closure and post-closure costs	15,103,136	-		-	(132,713)		622,249	15,592,672
	\$27,351,583	\$ -	\$	(7,040)	\$ (46,960)	\$	1,132,832	\$ 28,430,415

a) HAZARDOUS MATERIALS

The District owns buildings that contain hazardous materials including asbestos and lead. There is a legal obligation to remove these materials in a prescribed manner when they are disturbed. These costs are expected to be incurred when demolishing or renovating the buildings and engineering structures. The retirement costs are estimated to include all costs directly attributable to the abatement of the hazardous materials, including overhead costs. The obligations are expected to be settled over the next 41 years as buildings are demolished or renovated.

	2024	2023
Discount rate	4.27%	4.17%
Inflation rate	2.70%	2.54%
Settlement timing	1 to 41 years	1 to 42 years

b) LANDFILL CLOSURE AND POST-CLOSURE COSTS

The District is responsible for the closure and post-closure costs of the Hartland Landfill. The landfill has a progressive closure plan where the site is split into cells, and the final cover system for each cell is constructed once the cell is filled. Post-closure costs are the environmental monitoring and leachate disposal costs that will be incurred over a 30-year period after the closure of the landfill. The timing and extent of cash flows required to settle the ARO are based on the District's Design, Operate and Closure Plan (DOCP).

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

8. ASSET RETIREMENT OBLIGATIONS continued

b) LANDFILL CLOSURE AND POST-CLOSURE COSTS continued

	2024	2023
Discount rate	4.32%	4.12%
Inflation rate	2.70%	2.54%
Post-closure period	30 years	30 years
Closure date	2075	2075
Reserve balance	\$14,271,343	\$13,670,126

In 2023, the provincial government approved the District's Solid Waste Management Plan (SWMP). The SWMP contemplates changes in waste to coverage ratios and garbage per capita disposal rates that could result in the landfill life being extended to 2096. The more conservative closure date of 2075 has been used in estimating the ARO.

The District's operational certificate requires contributions to a reserve be sufficient to fund closure and post-closure costs. Annual contributions to reserve are made throughout the landfill operating period and are based on estimated timing and amounts of future cashflows, including an estimated return on reserve assets. The contribution rates are updated periodically to ensure the reserve balance is sufficient to fund ARO costs.

Notes to the Consolidated Financial Statements

For the year ended December 31, 2024

9. OTHER LIABILITIES

Other liabilities consist of the following balances:

	2024	2023
Sick leave benefits	\$ 490,299	\$ 477,499
Contaminated sites	876,500	695,500
Other benefits payable	191,942	16,691
	\$ 1,558,741	\$ 1,189,690

a) SICK LEAVE BENEFITS

The District provides sick leave benefits to its employees. The accrued benefit obligation is included in Other liabilities on the consolidated statement of financial position and has been estimated by an actuarial valuation completed at December 31, 2024. The District's accrued benefit obligation is \$490,299 (2023 - \$477,499).

The significant actuarial assumptions adopted in measuring the District's accrued benefit obligation are as follows:

	2024	2023
Discount rates	4.3%	4.1%
Expected future inflation rates	2.00% to 2.50%	2.00% to 3.00%
Expected wage and salary increases	2.00% to 2.50%	2.00% to 3.00%

The expected future inflation rates and wage and salary increases is 2.50% for 2025, and 2.00% thereafter.

b) CONTAMINATED SITES

The District estimated a liability of \$876,500 as at December 31, 2024 (2023 - \$695,500) for remediation of five known contaminated sites. Estimated undiscounted expenditures in 2024 are \$876,500 (2023 - \$695,500). The nature of the contamination includes heavy metals, chlorinated solvents, hydrocarbons, and other organic and inorganic compounds. The source of the contamination includes unregulated shooting activities, disposal of excess soil from utility projects, underground storage tanks, fuel bulk storage facilities, and disposal of septage and other trucked liquid and solid waste.

10. TANGIBLE CAPITAL ASSETS

	 Cost					Accumulated Amortization				
	Balance at December 31, 2023	Additions	Disposals and Adjustments	Transfers	Balance at December 31, 2024	Balance at December 31, 2023	Disposals and Adjustments	Amortization Expense	Balance at December 31, 2024	Net Book Value December 31, 2024
Work in Progress										
CRD	\$ 64,060,689	\$ 59,528,298	\$ -	\$ (36,566,876)	\$ 87,022,111	\$ -	\$ -	\$ -	\$ -	\$ 87,022,111
Engineering Structures										
CRD	1,719,808,029	44,206,366	(3,777,360)	30,675,337	1,790,912,372	438,749,641	(1,511,304)	43,026,925	480,265,262	1,310,647,110
Buildings										
CRD	315,523,368	2,683,460	(43,246)	1,081,368	319,244,950	67,053,766	(1,153)	8,834,209	75,886,822	243,358,128
CRHC	199,057,658	42,716,966	-	-	241,774,624	90,279,342	-	3,794,990	94,074,332	147,700,292
	514,581,026	45,400,426	(43,246)	1,081,368	561,019,574	157,333,108	(1,153)	12,629,199	169,961,154	391,058,420
Machinery & Equipment										
CRD	86,598,154	11,066,426	(2,300,299)	3,935,625	99,299,906	52,592,073	(2,229,211)	6,327,051	56,689,913	42,609,993
CRHC	45,124,225	4,426,223	-	-	49,550,448	35,087,271		2,445,785	37,533,056	12,017,392
	131,722,379	15,492,649	(2,300,299)	3,935,625	148,850,354	87,679,344	(2,229,211)	8,772,836	94,222,969	54,627,385
Vehicles										
CRD	31,553,142	2,661,143	(1,755,090)	289,121	32,748,316	19,048,600	(1,684,494)	2,725,838	20,089,944	12,658,372
Land										
CRD	289,935,325	1,495,737	-	61,343	291,492,405	-	-	-	-	291,492,405
CRHC	9,496,053	-		-	9,496,053				-	9,496,053
	299,431,378	1,495,737	-	61,343	300,988,458	-	-	-	-	300,988,458
Land Depletion										
CRD	648,301	-	-	-	648,301	257,778	-	18,523	276,301	372,000
Land Under Prepaid Lease										
CRHC	12,243,900	-	-	-	12,243,900	2,658,609	-	210,477	2,869,086	9,374,814
Other Assets										
CRD	26,216,618	455,354	(36,666)	524,082	27,159,388	17,922,709	(15,858)	1,744,952	19,651,803	7,507,585
	\$ 2,800,265,462	\$169,239,973	\$ (7,912,661)	\$ -	\$ 2,961,592,774	\$ 723,649,789	\$ (5,442,020)	\$ 69,128,750	\$787,336,519	\$ 2,174,256,255
Totals										
CRD	2,534,343,626	122,096,784	(7,912,661)	-	2,648,527,749	595,624,567	(5,442,020)	62,677,498	652,860,045	1,995,667,704
CRHC	 265,921,836	47,143,189			313,065,025	128,025,222	-	6,451,252	134,476,474	178,588,551
	\$ 2,800,265,462	\$169,239,973	\$ (7,912,661)	\$ -	\$ 2,961,592,774	\$ 723,649,789	\$ (5,442,020)	\$ 69,128,750	\$787,336,519	\$ 2,174,256,255
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During 2024, \$1,318,010 (2023 - \$2,286,670) in water distribution infrastructure and \$nil (2023 - \$NIL) in other assets were contributed to the District.

In 2024, additions of \$NIL (2023 - \$275,106) in Machinery and Equipment and \$NIL (2023 - \$131,139) in Work in Progress were for the acquisition of major spare parts for tangible capital assets.

10. TANGIBLE CAPITAL ASSETS

	Cost					_			
Balance at December 31, 2022	Additions	Disposals and Adjustments	Transfers	Balance at December 31, 2023	Balance at December 31, 2022	Disposals and Adjustments	Amortization Expense	Balance at December 31, 2023	Net Book Value December 31, 2023
\$ 51,963,138	\$ 38,489,025	\$ (269,855)	\$ (26,121,619)	\$ 64,060,689	\$ -	\$ - 9	-	\$ -	\$ 64,060,689
1,675,954,326	24,380,634	-	19,473,069	1,719,808,029	396,769,503	-	41,980,138	438,749,641	1,281,058,388
297,959,634	19,374,850	(6,811,288)	5,000,172	315,523,368	65,350,939	(6,761,438)	8,464,265	67,053,766	248,469,602
162,809,348	36,248,310	-	-	199,057,658	86,617,434	-	3,661,908	90,279,342	108,778,316
460,768,982	55,623,160	(6,811,288)	5,000,172	514,581,026	151,968,373	(6,761,438)	12,126,173	157,333,108	357,247,918
80,818,460	7,373,516	(2,630,170)	1,036,348	86,598,154	50,667,867	(2,630,170)	4,554,376	52,592,073	34,006,081
41,784,069	3,340,156	-	-	45,124,225	32,998,849	-	2,088,422	35,087,271	10,036,954
122,602,529	10,713,672	(2,630,170)	1,036,348	131,722,379	83,666,716	(2,630,170)	6,642,798	87,679,344	44,043,035
26,171,143	5,722,286	(399,343)	59,056	31,553,142	17,485,619	(399,343)	1,962,324	19,048,600	12,504,542
277,132,467	12,676,110	-	126,748	289,935,325	-	-	-	-	289,935,325
9,496,053	-	-	-	9,496,053	-	-	-	-	9,496,053
286,628,520	12,676,110	-	126,748	299,431,378	-	-	-	-	299,431,378
648,301	-	-	-	648,301	239,255	-	18,523	257,778	390,523
11,303,596	940,304	-	-	12,243,900	2,452,052	-	206,557	2,658,609	9,585,291
24,409,752	1,380,640	-	426,226	26,216,618	16,263,846	-	1,658,863	17,922,709	8,293,909
\$ 2,660,450,287	\$149,925,831	\$(10,110,656)	\$ -	\$ 2,800,265,462	\$ 668,845,364	\$ (9,790,951)	64,595,376	\$723,649,789	\$ 2,076,615,673
2,435,057,221	109,397,061	(10,110,656)	-	2,534,343,626	546,777,029	(9,790,951)	58,638,489	595,624,567	1,938,719,059
225,393,066	40,528,770			265,921,836	122,068,335	<u> </u>	5,956,887	128,025,222	137,896,614
\$ 2,660,450,287	\$149.925.831	\$(10,110,656)	\$ -	\$ 2.800.265.462	\$ 668.845.364	\$ (9.790.951) \$	64.595.376	\$723,649,789	\$ 2,076,615,673
	\$ 51,963,138 1,675,954,326 297,959,634 162,809,348 460,768,982 80,818,460 41,784,069 122,602,529 26,171,143 277,132,467 9,496,053 286,628,520 648,301 11,303,596 24,409,752 \$ 2,660,450,287 2,435,057,221 225,393,066	December 31, 2022 Additions \$ 51,963,138 \$ 38,489,025 1,675,954,326 24,380,634 297,959,634 19,374,850 162,809,348 36,248,310 460,768,982 55,623,160 80,818,460 7,373,516 41,784,069 3,340,156 122,602,529 10,713,672 26,171,143 5,722,286 277,132,467 12,676,110 9,496,053 - 286,628,520 12,676,110 648,301 - 11,303,596 940,304 24,409,752 1,380,640 \$ 2,660,450,287 \$149,925,831 2,435,057,221 109,397,061	Balance at December 31, 2022 Additions Disposals and Adjustments \$ 51,963,138 \$ 38,489,025 \$ (269,855) 1,675,954,326 24,380,634 - 297,959,634 19,374,850 (6,811,288) 162,809,348 36,248,310 - 460,768,982 55,623,160 (6,811,288) 80,818,460 7,373,516 (2,630,170) 41,784,069 3,340,156 - 122,602,529 10,713,672 (2,630,170) 26,171,143 5,722,286 (399,343) 277,132,467 12,676,110 - 9,496,053 - - 286,628,520 12,676,110 - 648,301 - - 11,303,596 940,304 - 24,409,752 1,380,640 - \$ 2,660,450,287 \$149,925,831 \$(10,110,656) 22,5393,066 40,528,770 -	Balance at December 31, 2022 Additions Disposals and Adjustments Transfers \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (26,121,619) 1,675,954,326 24,380,634 - 19,473,069 297,959,634 19,374,850 (6,811,288) 5,000,172 162,809,348 36,248,310 - - 460,768,982 55,623,160 (6,811,288) 5,000,172 80,818,460 7,373,516 (2,630,170) 1,036,348 41,784,069 3,340,156 - - 122,602,529 10,713,672 (2,630,170) 1,036,348 26,171,143 5,722,286 (399,343) 59,056 277,132,467 12,676,110 - 126,748 9,496,053 - - - 286,628,520 12,676,110 - 126,748 648,301 - - - 24,409,752 1,380,640 - 426,226 \$ 2,660,450,287 \$149,925,831 \$(10,110,656) - 2,435,057,221	Balance at December 31, 2022 Additions Disposals and Adjustments Transfers Balance at December 31, 2023 \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (26,121,619) \$ 64,060,689 1,675,954,326 24,380,634 - 19,473,069 1,719,808,029 297,959,634 19,374,850 (6,811,288) 5,000,172 315,523,368 162,809,348 36,248,310 - - 199,057,658 460,768,982 55,623,160 (6,811,288) 5,000,172 514,581,026 80,818,460 7,373,516 (2,630,170) 1,036,348 86,598,154 41,784,069 3,340,156 - - - 45,124,225 122,602,529 10,713,672 (2,630,170) 1,036,348 31,722,379 26,171,143 5,722,286 (399,343) 59,056 31,553,142 277,132,467 12,676,110 - 126,748 289,935,325 9,496,053 - - - 9,496,053 286,628,520 12,676,110 - 126,748 299,431,378 <td>Balance at December 31, 2022 Additions Disposals and Adjustments Transfers Balance at December 31, 2023 December 31, 2022 \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (26,121,619) \$ 64,060,689 \$ - 1,675,954,326 24,380,634 - 19,473,069 1,719,808,029 396,769,503 297,959,634 19,374,850 (6,811,288) 5,000,172 315,523,368 65,350,939 162,809,348 36,248,310 - - 199,057,658 86,617,434 460,768,982 55,623,160 (6,811,288) 5,000,172 514,581,026 151,968,373 80,818,460 7,373,516 (2,630,170) 1,036,348 86,598,154 50,667,867 41,784,069 3,340,156 - - - 45,124,225 32,998,849 122,602,529 10,713,672 (2,630,170) 1,036,348 131,722,379 83,666,716 26,171,143 5,722,286 (399,343) 59,056 31,553,142 17,485,619 277,132,467 12,676,110 - 126,748 289,935,32</td> <td>Balance at December 31, 2022 Disposals and Adjustments Disposals and Adjustments Balance at December 31, 2023 Disposals and December 31, 2022 Disposals and Adjustments \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (26,121,619) \$ 64,060,689 \$ - \$ \$ - \$ 1,675,954,326 24,380,634 - 19,473,069 1,719,808,029 396,769,503 - \$ 297,959,634 19,374,850 (6,811,288) 5,000,172 315,523,368 65,350,939 (6,761,438) 162,809,348 36,248,310 199,057,658 86,617,434 - \$ 460,768,982 55,623,160 (6,811,288) 5,000,172 514,581,026 151,968,373 (6,761,438) 80,818,460 7,373,516 (2,630,170) 1,036,348 86,598,154 50,667,867 (2,630,170) 41,784,069 3,340,156 103,438 131,722,379 83,666,716 (2,630,170) 26,171,143 5,722,286 (399,343) 59,056 31,553,142 17,485,619 (399,343) 277,132,467 12,676,110 - 126,748 289,935,325 </td> <td>Balance at December 31, 2022 Lakiditions Disposals and Adjustments and Adjustments Realemeer at December 31, 2022 Balance at December 31, 2022 Disposals and Adjustments Amortization Expense \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (261,21,619) \$ 64,060,689 \$ - \$ - 41,980,138 297,959,634 19,374,850 (6,811,288) 5,000,172 315,523,368 65,350,939 (6,761,438) 8,464,265 162,809,348 36,246,310 - - 199,057,658 86,617,434 - - 3,661,908 460,768,982 55,623,160 (6,811,288) 5,000,172 514,581,026 151,968,373 (6,761,438) 12,126,173 80,818,460 7,373,516 (2,630,170) 1,036,348 86,598,154 50,667,867 (2,630,170) 4,554,376 41,784,069 3,340,156 - - - 45,124,225 32,998,849 - 2,088,422 26,171,143 5,722,286 (399,343) 59,056 31,553,142 17,485,619 (399,343) 1,962,324 277,32,467</td> <td> Balance at December 31, 2022 Additions Disposals and Adjustments Transfers December 31, 2022 December 31, 2022 Disposals and Adjustments Balance at December 31, 2023 S 51,963,138 S 38,489,025 S (26,98,55) S (26,121,619) S 64,060,689 S - S - S - S - S - S - S - S - S - S</td>	Balance at December 31, 2022 Additions Disposals and Adjustments Transfers Balance at December 31, 2023 December 31, 2022 \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (26,121,619) \$ 64,060,689 \$ - 1,675,954,326 24,380,634 - 19,473,069 1,719,808,029 396,769,503 297,959,634 19,374,850 (6,811,288) 5,000,172 315,523,368 65,350,939 162,809,348 36,248,310 - - 199,057,658 86,617,434 460,768,982 55,623,160 (6,811,288) 5,000,172 514,581,026 151,968,373 80,818,460 7,373,516 (2,630,170) 1,036,348 86,598,154 50,667,867 41,784,069 3,340,156 - - - 45,124,225 32,998,849 122,602,529 10,713,672 (2,630,170) 1,036,348 131,722,379 83,666,716 26,171,143 5,722,286 (399,343) 59,056 31,553,142 17,485,619 277,132,467 12,676,110 - 126,748 289,935,32	Balance at December 31, 2022 Disposals and Adjustments Disposals and Adjustments Balance at December 31, 2023 Disposals and December 31, 2022 Disposals and Adjustments \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (26,121,619) \$ 64,060,689 \$ - \$ \$ - \$ 1,675,954,326 24,380,634 - 19,473,069 1,719,808,029 396,769,503 - \$ 297,959,634 19,374,850 (6,811,288) 5,000,172 315,523,368 65,350,939 (6,761,438) 162,809,348 36,248,310 199,057,658 86,617,434 - \$ 460,768,982 55,623,160 (6,811,288) 5,000,172 514,581,026 151,968,373 (6,761,438) 80,818,460 7,373,516 (2,630,170) 1,036,348 86,598,154 50,667,867 (2,630,170) 41,784,069 3,340,156 103,438 131,722,379 83,666,716 (2,630,170) 26,171,143 5,722,286 (399,343) 59,056 31,553,142 17,485,619 (399,343) 277,132,467 12,676,110 - 126,748 289,935,325	Balance at December 31, 2022 Lakiditions Disposals and Adjustments and Adjustments Realemeer at December 31, 2022 Balance at December 31, 2022 Disposals and Adjustments Amortization Expense \$ 51,963,138 \$ 38,489,025 \$ (269,855) \$ (261,21,619) \$ 64,060,689 \$ - \$ - 41,980,138 297,959,634 19,374,850 (6,811,288) 5,000,172 315,523,368 65,350,939 (6,761,438) 8,464,265 162,809,348 36,246,310 - - 199,057,658 86,617,434 - - 3,661,908 460,768,982 55,623,160 (6,811,288) 5,000,172 514,581,026 151,968,373 (6,761,438) 12,126,173 80,818,460 7,373,516 (2,630,170) 1,036,348 86,598,154 50,667,867 (2,630,170) 4,554,376 41,784,069 3,340,156 - - - 45,124,225 32,998,849 - 2,088,422 26,171,143 5,722,286 (399,343) 59,056 31,553,142 17,485,619 (399,343) 1,962,324 277,32,467	Balance at December 31, 2022 Additions Disposals and Adjustments Transfers December 31, 2022 December 31, 2022 Disposals and Adjustments Balance at December 31, 2023 S 51,963,138 S 38,489,025 S (26,98,55) S (26,121,619) S 64,060,689 S - S - S - S - S - S - S - S - S - S

11. ACCUMULATED SURPLUS

	2024	2023
Invested in tangible capital assets	\$1,666,789,664	\$1,604,067,129
Net remeasurement gain and losses	(17,792)	(4,017,944)
CRD		
Operating funds and reserves	59,696,216	72,531,887
Capital funds and reserves	294,522,247	293,274,363
CRD Total Surplus	354,218,463	365,806,250
CRHC		
Operating funds and reserves	11,685,062	13,471,570
Capital funds and reserves	7,512,766	8,581,090
CRHC Total Surplus	19,197,828	22,052,660
Accumulated Surplus	\$2,040,188,163	\$1,987,908,095

Operating funds and reserves represent funds set-aside or available for operating activities to ensure sustainable service delivery. Capital funds and reserves represent funds set-aside or available for the acquisition of tangible capital assets. Investment in tangible capital assets represents surplus funds previously spent on acquiring tangible capital assets. Net remeasurement gains/losses is the unrealized gains/(losses) on changes in the fair value of investments.

12. CONTRACTUAL OBLIGATIONS

a) CAPITAL PROJECTS AND OPERATING CONTRACTS

At December 31, 2024, the District has outstanding commitments for capital projects of \$39,562,612 (2023 - \$58,273,157) and operating contracts of \$168,499,181 (2023 - \$130,721,518) including \$97,722,590 (2023 - \$102,630,701) for the operation and maintenance of the RTF. Total commitments are \$208,061,793 (2023 - \$188,994,675).

b) LONG-TERM LEASES

The District rents facilities and leases machinery and equipment under long-term operating leases. Future minimum lease payments are as follows:

	2024		2023
2025	\$ 671	769 \$	246,519
2026	548	125	186,190
2027	417	321	99,812
2028	79	949	79,445
2029	63	097	9,232
Total future minimum lease payments	\$ 1,780	261 \$	621,198

c) PUBLIC PRIVATE PARTNERSHIP

The District has entered into a multiple-year contract with a third party to design, build, finance, operate and maintain a RTF. The future obligations under the contract are as follows:

	Са	pital Cost and Financing	Operating and Maintenance Costs	Total Payments
2025	\$	5,529,745	\$ 5,028,605	\$ 10,558,350
2026		5,529,745	5,727,310	11,257,055
2027		5,529,745	5,251,411	10,781,156
2028		5,529,745	5,371,068	10,900,813
2029		5,529,745	5,493,337	11,023,082
Thereafter		60,827,193	70,850,859	131,678,052
	\$	88,475,918	\$ 97,722,590	\$ 186,198,508

Operating and maintenance costs to be paid to the private sector partner are contingent on specified performance criteria and the amounts in the table include an estimation of inflation but do not reflect performance holdbacks. The asset values are recorded as tangible capital assets and corresponding liabilities are recorded as debt and disclosed in Note 5.

13. CONTRACTUAL RIGHTS

a) THIRD PARTY AGREEMENTS

At December 31, 2024, the District has entered into a number of multi-year revenue contracts with third parties. The estimated contractual rights under these contracts are as follows:

	2024	2023
2025	\$ 11,530,244	\$ 724,465
2026	11,861,822	731,915
2027	12,210,792	691,869
2028	12,264,311	712,625
2029	12,471,146	246,632
	\$ 60,338,315	\$ 3,107,506

b) LONG-TERM LEASES

The District has entered into various contracts for rental revenue. The estimated contractual rights under these contracts are as follows:

	2024	2023
2025	\$ 1,472,167	\$ 264,221
2026	1,414,434	208,271
2027	1,142,687	45,429
2028	1,084,660	18,710
2029	127,045	-
	\$ 5,240,993	\$ 536,631

14. CONTINGENCIES

a) LAWSUITS

In the normal course of operations, the District is faced with lawsuits for damages of a diverse nature. At year-end, the District's estimated exposure to each such liability is either not determinable or is not considered to be significant. Claims paid by the District as a result of litigation are reported as expenses. Liabilities are recorded upon a determination that a loss is likely and a determination can be made of the estimated amounts.

b) BUILDING ENVELOPE REMEDIATION (BER) - (CRHC)

A number of low income housing buildings are operated by the CRHC under agreements with BCHMC. Prior to the signing of the new Umbrella Agreement in 2012, BCHMC provided funding for building envelope failure remediation for BCMHC and Homes BC buildings. In the event CRHC is unable to comply with agreement terms, BCHMC may require repayment of certain BER subsidies. Funding for future BER for all buildings except for buildings with no operating agreements is subject to future negotiations with BCHMC.

14. CONTINGENCIES continued

c) GOVERNMENT CONTRIBUTIONS

The CRHC has received funding to develop affordable housing units through forgivable loans. If the developments funded are not used for their approved purpose by the grantor, the loan will become repayable.

15. BUDGET DATA

The budget data presented in these consolidated financial statements is based on the 2024-2028 Financial Plan Bylaw 4537 as approved by the Board on March 15, 2024. Interfund transfers and debt principal payments are removed from the budget and the CRHC budget is added for presentation in the consolidated financial statements. Amortization is not contemplated in development of the budget and, as such, is not included. Other differences between budget and actuals exist such as higher demand for service, unexpected events, or changes in market and economic conditions. The District monitors budget by service and manages variances through service revenue, budget amendments, or reserve balances. The table below reconciles the budget surplus reported in the consolidated statement of operations to the budget surplus approved by the Board.

	Total
Budget annual surplus (deficit) as reported	\$ 64,184,605
Deduct outflows for:	
Transfers to reserve funds	(20,560,484)
Transfers to capital funds	(32,684,485)
Transfers to equipment replacement fund	(4,871,893)
Debt principal payments	(12,743,129)
CRHC transfers to reserve funds	(3,150,913)
CRHC debt principal payments	(6,378,738)
Add inflows for:	
Transfers from reserve funds	8,473,490
Transfers from capital funds	1,478,927
Prior year net surplus	6,310,294
CRHC transfers from reserve funds	137,902
Annual surplus approved by the Board	\$ 195,576

16. GOVERNMENT TRANSFERS

The following government transfers have been included in revenues:

	2024	2023
Federal	\$ 14,048,883 \$	30,726,636
Provincial	37,552,631	49,829,566
Local	134,800,300	130,791,430
	\$ 186,401,814 \$	211,347,632

Federal Government transfers include \$9,198,064 (2023 - \$24,363,312) relating to the Rapid Housing Initiative.

17. PENSION PLAN

The District and its employees contribute to the Municipal Pension Plan (a jointly trusteed pension plan). The board of trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan. Basic pension benefits are based on a formula. As at December 31, 2023, the plan has about 256,000 active members and approximately 129,000 retired members. Active members include approximately 45,000 contributors from local governments.

Every three years, an actuarial valuation is performed to assess the financial position of the plan and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plan. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plan. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent valuation for the Municipal Pension Plan as at December 31, 2021, indicated a \$3,761 million funding surplus for basic pension benefits on a going concern basis.

The District paid \$6,500,002 (2023 - \$5,949,827) for employer contributions to the plan in fiscal 2024, while employees contributed \$5,980,192 (2023 - \$5,496,430) to the plan in fiscal 2024.

The next valuation will be as at December 31, 2024 with results available later in 2025.

Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plan records accrued liabilities and accrued assets for the plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plan.

18. RELATED PARTY TRANSACTIONS

The Capital Regional Hospital District (CRHD) is a related party to the CRD. The Board of Directors for each entity is comprised of the same individuals. As legislated by the Hospital District Act, the officers and employees of the CRD are the corresponding officers and employees of the CRHD. The CRD and CRHD are separate legal entities as defined by separate Letters Patent and authorized by separate legislation. During the year the CRHD purchased, at cost, \$1,216,294 (2023 - \$947,496) of administrative support and project management services from the CRD.

The Regional Housing First Program (RHFP) is a partnership between the CRD, the Provincial government, and the Federal government to provide capital funding to affordable housing projects in the region. The CRD, CRHC and CRHD will invest a combined \$40 million towards projects. In 2018, a RHFP project management office was created to support the delivery of the program. During the year, the CRHD contributed \$nil (2023 - \$120,653) and the CRHC contributed \$nil (2023 - \$54,294) to the CRD, to cost share in administrative support and project management services.

19. GVLRA - CUPE LONG-TERM DISABILITY TRUST

The Trust was established January 1, 1987 as a result of negotiations between the Greater Victoria Labour Relations Association (GVLRA) representing a number of employers and the Canadian Union of Public Employees (CUPE) representing a number of CUPE locals. The Trust's sole purpose is to provide a long-term disability income benefit plan. The employers and employees each contribute equal amounts into the Trust. The District paid \$690,710 (2023 - \$622,128) for employer contributions and District employees paid \$696,466 (2023 - \$625,236) for employee contributions to the plan in fiscal 2024. Based upon most recent information, at December 31, 2023, the total plan provision for approved and unreported claims was \$27,791,600 with a net deficit of \$(3,419,021).

20. SEGMENTED REPORTING

The District is a diversified regional government that provides a wide range of services to its stakeholders. For management reporting purposes, the District's operations and activities are organized and reported by Fund. Funds were created for the purpose of recording specific activities to attain certain objectives in accordance with special regulations, restrictions or limitations.

District services are provided by departments and their activities are reported within these funds. Certain functions have been separately disclosed as segmented information, along with accounting for the services they provide as follows:

Water Services:

Water Services operations include responsibility for the supply of wholesale water to the core municipalities, distribution to the Saanich Peninsula, the Westshore Communities, and Sooke. This segment also includes accountability for a number of local water service areas in Port Renfrew, Saltspring Island, and the Southern Gulf Islands.

Sewer Services:

Sewer Services operations include responsibility for the design, build, and operation of sewage collection, treatment, and disposal systems in the District. This includes the accountability for liquid waste in the core area and a number of local sewer service areas in Port Renfrew, Saltspring Island, and the Southern Gulf Islands.

Environmental Health Services:

Environmental Health Services operations are responsible for solid waste management and related environmental assessment and regulatory programs. The department provides municipal solid waste disposal and recycling services.

Recreation and Cultural Services:

Recreation and Cultural Services operations provide a wide variety of facilities and programs to residents of the capital region. Regional Parks is responsible for establishing and protecting a network of regional parks. Three recreation centers are operated in Sooke, Sidney, and Ganges. There are a number of parks and recreation programs located throughout the Southern Gulf Islands.

20. SEGMENTED REPORTING continued

General Government Services:

General Government Services operations are responsible for providing the functions of Corporate Services (Financial Services, GIS & Information Technology, Business Development, Risk Management, Payroll, Arts Development, and Facilities Management), Administration (Human Resources and Corporate Communications), and Planning and Protective Services.

Capital Region Housing Corporation:

The CRHC is a wholly-owned subsidiary of the Capital Regional District. It was incorporated under the laws of British Columbia Company in 1982 and its principal activity is the provision of rental accommodation for citizens of the District.

The following page provides additional Segmented Information. The accounting policies used in these segments are consistent with those followed in preparation of the consolidated financial statements as disclosed in Note 1.

20. SEGMENTED REPORTING continued

For the year ended December 31, 2024

	Water Services	Sewer Services	Environmental Health Services	Recreation and cultural services	General government services	Capital Region Housing Corporation	2024
Revenue							
Government transfers	\$ 1,821,035	\$ 67,002,516	\$ 1,030,468	\$ 39,975,630	\$ 68,040,194	\$ 8,531,971	\$186,401,814
Sale of services	63,559,265	2,409,427	30,131,638	5,861,418	1,951,969	-	103,913,717
Other revenue	8,429,181	5,604,987	10,735,544	6,152,020	10,846,856	-	41,768,588
Affordable housing - rental income	-	-	-	-	-	26,493,504	26,493,504
Actuarial adjustment of long-term debt	1,145,938	815,892	(493,641)	(4,295,961)	5,482,650	-	2,654,878
	74,955,419	75,832,822	41,404,009	47,693,107	86,321,669	35,025,475	361,232,501
Expenses							
Salaries, wages and benefits	18,422,447	56,841	3,720,836	20,404,278	53,828,103	5,322,562	101,755,067
Contract for services and consultants	3,575,439	8,078,388	16,851,570	1,470,913	8,536,835	1,443,062	39,956,207
Repairs and maintenance	106,765	674,310	2,459,270	688,523	1,058,904	2,089,373	7,077,145
Supplies	2,098,048	3,981,957	201,083	1,289,306	2,042,157	(595,239)	9,017,312
Utilities	1,116,715	2,655,268	47,562	1,057,351	280,823	2,248,402	7,406,121
Amortization of tangible capital assets	15,211,113	28,032,766	3,659,411	6,302,952	9,471,259	6,451,249	69,128,750
Interest on debt	2,104,713	7,621,729	596,982	927,727	8,325,603	4,419,525	23,996,279
Other expenses	2,115,430	22,148,323	9,344,862	9,512,660	8,997,744	2,496,685	54,615,704
	44,750,670	73,249,582	36,881,576	41,653,710	92,541,428	23,875,619	312,952,585
Annual Surplus (Deficit)	\$ 30,204,749	\$ 2,583,240	\$ 4,522,433	\$ 6,039,397	\$ (6,219,759)	\$11,149,856	\$ 48,279,916

20. SEGMENTED REPORTING continued

For the year ended December 31, 2023

	Water Services	Sewer Services	Environmental Health Services	Recreation and cultural services	General government services	Capital Region Housing Corporation	2023
Revenue							
Government transfers	\$ 8,256,225	\$ 62,270,888	\$ 1,240,750	\$ 38,901,452	\$ 81,157,864	\$19,520,453	\$211,347,632
Sale of services	62,395,640	2,232,044	25,994,449	5,279,738	1,857,924	-	97,759,795
Other revenue	7,993,625	5,086,887	10,488,347	6,506,661	11,709,761	-	41,785,281
Affordable housing - rental income	-	-	-	-	-	24,565,024	24,565,024
Actuarial adjustment of long-term debt	3,875,000	(514,276)	(113,799)	(1,218,681)	2,078,104	-	4,106,348
	82,520,490	69,075,543	37,609,747	49,469,170	96,803,653	44,085,477	379,564,080
Expenses							
Salaries, wages and benefits	17,436,822	2,005	3,553,275	18,760,953	49,145,687	4,462,106	93,360,848
Contract for services and consultants	3,994,934	8,024,324	10,679,587	1,328,199	7,057,361	1,483,027	32,567,432
Repairs and maintenance	71,802	535,206	2,112,044	901,291	1,277,967	2,099,650	6,997,960
Supplies	1,814,231	3,360,830	179,732	1,244,362	2,062,817	(162,025)	8,499,947
Utilities	1,132,636	2,677,034	79,280	1,070,857	365,806	2,013,004	7,338,617
Amortization of tangible capital assets	14,114,903	27,409,270	3,532,423	5,225,203	8,356,688	5,956,889	64,595,376
Interest on debt	2,559,248	7,733,976	113,272	696,120	7,672,335	4,163,763	22,938,714
Other expenses	3,286,916	20,589,754	8,044,892	9,192,709	21,946,229	2,311,518	65,372,018
	44,411,492	70,332,399	28,294,505	38,419,694	97,884,890	22,327,932	301,670,912
Annual Surplus (Deficit)	\$ 38,108,998	\$ (1,256,856)	\$ 9,315,242	\$ 11,049,476	\$ (1,081,237)	\$21,757,545	\$ 77,893,168

21. FINANCIAL RISKS AND CONCENTRATION OF RISK

The District is potentially exposed to credit risk, market and interest rate risk, liquidity risk, and foreign exchange risk from the District's financial instruments. Qualitative and quantitative analysis of the significant risks from the District's financial instruments is provided below by type of risk.

a) CREDIT RISK

Credit risk primarily arises from the District's cash and cash equivalents, accounts receivable and investments. The risk exposure is limited to their carrying amounts at the date of the consolidated statement of financial position.

Accounts receivable primarily consist of amounts receivable from government organizations, residents and financial institutions. To reduce the risk, the District regularly reviews the collectability of its accounts receivable and if needed, will establish an allowance based on its best estimate of potentially uncollectible amounts. As at December 31, 2024, the amount of allowance for doubtful debts was \$1,494,725 (2023 - \$1,368,400). The District historically has not had difficulty collecting receivables, nor have counterparties defaulted on any payments.

There has been no change to the credit risk exposure from 2023.

b) MARKET AND INTEREST RATE RISK

Market risk is the risk that changes in market prices and inputs, such as interest rates, will affect the District's income. The objective of market risk management is to control market risk exposures within acceptable parameters while optimizing the return on risk.

The District manages market risk by holding cash balances with top rated Canadian Schedule I financial institutions. The investments are managed following the investment policy which is approved by the District's Board of Directors. The District periodically reviews its investments and is satisfied that the investments are being managed in accordance with the investment policy.

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. The District's investments are disclosed in Note 3 and changes in the fair value of investments have parallel changes in unrealized gains or losses until realized on disposal. The District's exposure to interest rate risk in relation to debt instruments is limited to long-term debt and short-term financing. The risk applies only to long-term debt when amortization periods exceed the initial locked-in term. Short-term financing is subject to daily float rates, which can result in variability over the course of short-term financing. Interest rate risk related to debt instruments is managed through budget and cash forecasts. Interest rate risk relating to mortgages is mitigated by the subsidy assistance received from BCHMC and CMHC which is based on mortgage principal and interest payments.

There has been no change to the interest rate risk exposure from 2023.

c) LIQUIDITY RISK

Liquidity risk is the risk that the District will not be able to meet its financial obligations as they become due. The District manages liquidity risk by continually monitoring actual and forecasted cash flows from operations, anticipated investing, and financial activities to ensure that its financial obligations are met.

There has been no change to the liquidity risk exposure from 2023.

21. FINANCIAL RISKS AND CONCENTRATION OF RISK continued

d) FOREIGN EXCHANGE RISK

The District has not entered into any agreements or purchased any foreign currency hedging arrangements to hedge possible currency risks, as management believes that the foreign exchange risk derived from currency conversions is not significant. The foreign currency financial instruments are short-term in nature and do not give rise to significant foreign currency risk.

There has been no change to the foreign exchange risk exposure from 2023.

22. IMPACT OF TARIFFS

The imposition of U.S. tariffs on cross-border trade will result in increased costs for goods and services procured from U.S. suppliers, impacting operations and infrastructure projects. While the long-term impact remains uncertain, the District is actively working to monitor and mitigate the risks and impacts of the tariffs.

Schedule of Remuneration & Expenses: Employees

For the year ended December 31, 2024

Acosta, Guillermo Technical Services Technician 2 89,157 135 89, All, Nancy Mgr Equity Diversity Inclusin Accessibity 120,929 582 121, Allison, Cody Project Engineer 101,489 10,917 112,1 Allison, Cody Project Engineer 101,489 10,917 113,57 Alsdorf, Melanie Sr Mgr Carp Asset and Maintenance Might 119,444 15,07 135,5 Ampostic, Corinne Mgr Payroll 135,780 4,116 139, Anderson, Corey Mgr Emergency Programs 124,159 6,665 130, Anderson, Corey Mgr Emergency Programs 124,159 6,665 90, Anderson, Sam Accounting Supervisor 90,363 1,298 91, Anderson, Regan Accounting Supervisor Water Operations 179,498 3,428 132, Anderson, Sam Filed Supervisor Water Operations 129,498 3,428 132, Anderson, Sawy Water Treatment Operations 129,498 3,428 132, Anter, Cole U0 2 Regio	Name	Position	 Salary	Expe	nses	Total
Ali, Nancy Mgr Equity Diversity Inclusn Accessibty 120,929 582 121, Allison, Cody Project Engineer 101,489 10,917 112, Al-Rawi, Qais Sr Mgr Corp Asset and Maintenance Mgmt 119,744 15,307 135, Alsdorf, Melanie Sr Mgr EsAPARC Recreation 152,619 4,464 157, Amyotte, Corinne Mgr Payroll 135,780 4,116 139, Anderson, Corey Mgr Emergency Programs 124,159 6,665 130, Anderson, Regan Accounting Supervisor 90,363 1,298 91, Anderson, Reyan Fitness Weights and Rehabilitation Coord 87,142 262 87, Anderson, Ryan Fitled Supervisor Water Operations 129,498 3,428 132,24 Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132,24 Anderson, Samyer Water Treatment Operator 94,204 114 94, Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Cole UO 2 Regional Supply Jdf Saan Pen 81,368 1,686 83, Arthur, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Altchison, James Computer Support Technician 79,099 129 79, Altar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Banderinga, Natalie Planner 106,844 1,375 108, Banderinga, Verina 106,844 1,375 108, Banderinga, Verina 106,844 1,375 108, Banderinga, Verina 106,844 1,375 108,	Achuff, Michael	Environmental Technician 2	\$ 78,502	\$	-	\$ 78,502
Allison, Cody Alrawi, Qais Alrawi, Qais Sr Mgr Corp Asset and Maintenance Mgmt 119,744 15,307 135, Alsdorf, Melanie Sr Mgr SEAPARC Recreation 152,619 4,464 157, Amyotte, Corinne Mgr Payroll Anderson, Corey Mgr Emergency Programs 124,159 6,665 130, Anderson, Regan Accounting Supervisor Anderson, Ryan Affiress Weights and Rehabilitation Coord Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Sawyer Water Treatment Operator 97,823 58 97, Arthur, Cole U0 2 Regional Supply JdF Saan Pen 81,368 81,686 833, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atthison, James Computer Support Technician 107,806 1,035 108, Bandringa, Natalie Planner 106,844 1,375 108, Bardray, Jeff U0 2 Salt Spring and Pender Islands Barrety, Jeff Barrety, Jeff U0 2 Salt Spring and Pender Islands Barrety, Steven Barrety, Steven Environmental Science Officer 1 77,773 129 77, Balteman, Cameron U0 2 Wastewater Core Area Conveyance Raynes, Carissa Mgr Housing Operations 128,888 1,216 128,889 129,141 139,894 140,141 141,994 141,99	Acosta, Guillermo	Technical Services Technician 2	89,157		135	89,292
Al-Rawi, Qais Al-Rawi, Qais Al-Sadr, Melanie Sr Mgr SEAPARC Recreation 152,619 4,464 157, Amyotte, Corinne Mgr SEAPARC Recreation 152,619 4,464 157, Amyotte, Corinne Mgr Payroll 135,780 4,116 139, Anderson, Corey Mgr Emergency Programs 124,159 6,665 130, Anderson, Regan Accounting Supervisor 90,363 1,298 91, Anderson, Regan Accounting Supervisor Anderson, Regan Accounting Supervisor Anderson, Regan Accounting Supervisor Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Sawyer Water Treatment Operator Ander, Lessica Real Estate Property Officer 97,823 88 97, Arthur, Cole U0 2 Regional Supply Jdf Saan Pen 81,368 81,686 82, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atthur, Darek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atthur, Amaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bandringa, Natalie Planner 106,844 1,375 108, Barrady, Kevin Regulatory Inspector 89,353 - 89, Barrady, Kevin Regulatory Inspector 89,353 - 89, Barrady, Kevin Regulatory Inspector 89,353 - 89, Barrady, Kevin Regulatory Inspector 89,77, 80, 16,888 80,77,77,77 81, 129 77, 81, 129 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 81, 120 80,77, 80,	Ali, Nancy	Mgr Equity Diversity Inclusn Accessibty	120,929		582	121,511
Alsdorf, Melanie Sr Mgr SEAPARC Recreation 152,619 4,464 157, Arnyotte, Corinne Mgr Payroll 135,780 4,116 139, Anderson, Corey Mgr Emergency Programs 124,159 6,665 130, Anderson, Regan Accounting Supervisor 90,363 1,298 91, Anderson, Ryan Fitness Weights and Rehabilitation Coord 87,142 262 87, Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Sawyer Water Treatment Operator 94,204 114 94, Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,668 83, Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,668 83, Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,668 83, Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,668 83, Arthur, Cole UO 2 Reg	Allison, Cody	Project Engineer	101,489		10,917	112,406
Amyotte, Corinne Mgr Payroll 135,780 4,116 139, Anderson, Corey Mgr Emergency Programs 124,159 6,665 130, Anderson, Regan Accounting Supervisor 90,363 1,298 91, Anderson, Ryan Fitness Weights and Rehabilitation Coord 87,142 262 87, Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Sawyer Water Treatment Operator 94,204 114 94, Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole U0 2 Regional Supply JdF Saan Pen 81,368 1,686 83, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 80,515 - 80, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Barricy, Jeff U0 2 Sall Spring and P	Al-Rawi, Qais	Sr Mgr Corp Asset and Maintenance Mgmt	119,744		15,307	135,050
Anderson, Corey Mgr Emergency Programs 124,159 6,665 130, Anderson, Regan Accounting Supervisor 90,363 1,298 91, Anderson, Ryan Fitness Weights and Rehabilitation Coord 87,142 262 87, Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Sawyer Water Treatment Operator 94,204 114 94, Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,686 83, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 79,099 129 79, Attchison, James Computer Support Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Barrial, Jeff UO 2 Sal	Alsdorf, Melanie	Sr Mgr SEAPARC Recreation	152,619		4,464	157,083
Anderson, Regan Accounting Supervisor 90,363 1,298 91, Anderson, Ryan Fitness Weights and Rehabilitation Coord 87,142 262 87, Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132, Anderson, Samyer Water Treatment Operator 94,204 114 94, Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole U0 2 Regional Supply JdF Saan Pen 81,368 1,686 83, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atthison, James Computer Support Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bandringa, Natalie Planner 106,844 1,375 108, Barrady, Jeff U0 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnard, Kevin Regulatory Inspector 89,353 - 89, Barnes, Michael Sr Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron U0 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Baynes, Carissa Mgr Housing Operations 126,868 1,216 128, Beard, Stacey Equipment Operator 3 79,761 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 Beelando, Adrian Engineering Technician 5 Beravely, Graham Supver Core Area Wastewater Operations 130,449 161 130,449 189,840,45 114,861 189,87,870 197,461 661 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107,661 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107,661 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107,661 660 78, Bell, David Park Ranger 1 11,773 1,306 1144, Bil	Amyotte, Corinne	Mgr Payroll	135,780		4,116	139,896
Anderson, Ryan Fitness Weights and Rehabilitation Coord 87,142 262 87, Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132; Anderson, Sawyer Water Treatment Operator 94,204 114 94, Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole Uo 2 Regional Supply JdF Saan Pen 81,368 11,686 83, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atchison, James Computer Support Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92; Bader, Mathew Financial Systems Advisor 107,806 11,035 108, Bandringa, Natalie Planner 88,233 3 - 88, Barrady, Jeff Uo 2 Salt Spring and Pender Islands 97,948 11,044 98, Barrady, Kevin Regulatory Inspector 88,333 3 - 89, Barrady, Kevin Regulatory Inspector 88,333 3 - 89, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron Uo 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Baynes, Carissa Mgr Housing Operations 128,846 114, Beech, Chloe Uo 2 Regional Supply JdF Saan Pen 77,661 660 78, Beerly, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 94, 107, 107, 107, 107, 107, 107, 107, 107	Anderson, Corey	Mgr Emergency Programs	124,159		6,665	130,824
Anderson, Sam Field Supervisor Water Operations 129,498 3,428 132,2 Anderson, Sawyer Water Treatment Operator 94,204 114 94,2 Arnet, Jessica Real Estate Property Officer 97,823 58 97,2 Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,686 83,3 Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92,2 Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bardinga, Natalie Planner 106,844 1,375 108, Barrely, Jeff UO 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnerd, Kevin Regulatory Inspector 89,353 - 89, Barrett, Steven Ernvironmental Science Officer 1 77,773 129 77, Bateman, Cameron UO 2 Wastewater Cor	Anderson, Regan	Accounting Supervisor	90,363		1,298	91,661
Anderson, Sawyer Water Treatment Operator 94,204 114 94, Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,686 83, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atthison, James Computer Support Technician 79,099 129 79, Atter, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bardringa, Natalie Planner 106,844 1,375 108, Barred, Jeff UO 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnerd, Kevin Regulatory Inspector 89,353 - 89, Barnet, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron UO 2 Wastewater Core Area Conveyan	Anderson, Ryan	Fitness Weights and Rehabilitation Coord	87,142		262	87,404
Arnet, Jessica Real Estate Property Officer 97,823 58 97, Arthur, Cole UO 2 Regional Supply JdF Saan Pen 81,368 1,686 83, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atchison, James Computer Support Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bandringa, Natalie Planner 106,844 1,375 108, Bandringa, Natalie Planner 106,844 1,375 108, Barclay, Jeff UO 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnard, Kevin 89,353 - 89, Barnard, Kevin 89,353 - 89, Barnes, Michael 5r Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven 89,353 - 89, Barnes, Michael 97,773 129 77, Bateman, Cameron UO 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Battaglia, Vilma 102,8	Anderson, Sam	Field Supervisor Water Operations	129,498		3,428	132,926
Arthur, Cole U0 2 Regional Supply JdF Saan Pen 81,368 1,686 83, Arthur, Derek Technical Lead Development and Referrals 107,575 - 107, Ash, Shelby Laboratory Technician 2 80,515 - 80, Atchison, James Computer Support Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bardringa, Natalie Planner 106,844 1,375 108, Bardrady, Jeff U0 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnard, Kevin Regulatory Inspector 89,353 - 89, Barnes, Michael 5r Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Battaglia, Vilma Contract Coordinator 78,137 701 78, Battaglia, Vilma Contract Coordinato	Anderson, Sawyer	Water Treatment Operator	94,204		114	94,319
Arthur, DerekTechnical Lead Development and Referrals107,575-107,Ash, ShelbyLaboratory Technician 280,515-80,Attar, ArmaghanEnvironmental Contaminants Officer91,2161,65992,Bader, MathewFinancial Systems Advisor107,8061,035108,Bandringa, NataliePlanner106,8441,375108,Barclay, JeffUO 2 Salt Spring and Pender Islands97,9481,04498,Barnard, KevinRegulatory Inspector89,353-89,Barnes, MichaelSr Mgr Health and Capital Planning Strat167,974139168,Barrett, StevenEnvironmental Science Officer 177,77312977,Bateman, CameronUO 2 Wastewater Core Area Conveyance78,13770178,Battaglia, VilmaContract Coordinator78,511-78,Beard, StaceyEquipment Operator 379,792-79,Beeck, KatherineMgr Program Services Panorama138,8342,631141,Beech, ChloeUO 2 Regional Supply JdF Saan Pen77,66166078,Bell, DavidPark Ranger 279,85050080,Benjamin, TomBusiness Systems Analyst113,352541113,Betanzo, AdrianEngineering Technician 5107,833-107,Bewley, GrahamSupvr Core Area Wastewater Operations130,449161130,Bezeau, Jean-PaulGlS Technologist 294,791-94, <td>Arnet, Jessica</td> <td>Real Estate Property Officer</td> <td>97,823</td> <td></td> <td>58</td> <td>97,881</td>	Arnet, Jessica	Real Estate Property Officer	97,823		58	97,881
Ash, Shelby Laboratory Technician 2 80,515 - 80, Atchison, James Computer Support Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bandringa, Natalie Planner 106,844 1,375 108, Barclay, Jeff U0 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnard, Kevin Regulatory Inspector 89,353 - 89, Barnes, Michael Sr Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron U0 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Baynes, Carissa Mgr Housing Operations 126,868 1,216 128, Beard, Stacey Equipment Operator 3 79,792 - 79, Beck, Katherine Mg	Arthur, Cole	UO 2 Regional Supply JdF Saan Pen	81,368		1,686	83,055
Alchison, James Computer Support Technician 79,099 129 79, Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92,2 Bader, Mathew Financial Systems Advisor 107,806 1,035 108,8 Bandringa, Natalie Planner 106,844 1,375 108,8 Barclay, Jeff U0 2 Salt Spring and Pender Islands 97,948 1,044 98,8 Barnard, Kevin Regulatory Inspector 89,353 - 89,8 Barnes, Michael Sr Mgr Health and Capital Planning Strat 167,974 139 168,8 Barrett, Steven Environmental Science Officer 1 77,773 129 77,7 Bateman, Cameron U0 2 Wastewater Core Area Conveyance 78,137 701 78,8 Bateman, Cariessa Mgr Housing Operations 126,868 1,216 128,9 Beard, Stacey Equipment Operator 3 79,792 - 79,6 Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141, Beech, Chloe U0 2 Reg	Arthur, Derek	Technical Lead Development and Referrals	107,575		-	107,575
Attar, Armaghan Environmental Contaminants Officer 91,216 1,659 92, Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bandringa, Natalie Planner 106,844 1,375 108, Barclay, Jeff UO 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnard, Kevin Regulatory Inspector 89,353 - 89, Barnes, Michael Sr Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron UO 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Baynes, Carissa Mgr Housing Operations 126,868 1,216 128, Beard, Stacey Equipment Operator 3 79,792 - 79, Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141, Beech, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107, Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130, Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94, Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114, Bildfell, Erin First Nations Relations Advisor 79,140 426 79, Binks, Rob Field Supervisor Water Operations 102,486 140 102,	Ash, Shelby	Laboratory Technician 2	80,515		-	80,515
Bader, Mathew Financial Systems Advisor 107,806 1,035 108, Bandringa, Natalie Planner 106,844 1,375 108, Barclay, Jeff U0 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnard, Kevin Regulatory Inspector 89,353 - 89, Barnard, Kevin 167,974 139 168, Barnest, Michael Sr Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron U0 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Baynes, Carissa Mgr Housing Operations 126,868 1,216 128, Beard, Stacey Equipment Operator 3 79,792 - 79, Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141, Beech, Chloe U0 2 Regional Supply JdF Saan Pen 77,661 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107, Bewley, Graham Supvr Core Area Wastewa	Atchison, James	Computer Support Technician	79,099		129	7 9,228
Bandringa, NataliePlanner106,8441,375108,Barclay, JeffUO 2 Salt Spring and Pender Islands97,9481,04498,Barnard, KevinRegulatory Inspector89,353-89,Barnes, MichaelSr Mgr Health and Capital Planning Strat167,974139168,Barrett, StevenEnvironmental Science Officer 177,77312977,Bateman, CameronUO 2 Wastewater Core Area Conveyance78,13770178,Battaglia, VilmaContract Coordinator78,511-78,Baynes, CarissaMgr Housing Operations126,8681,216128,Beard, StaceyEquipment Operator 379,792-79,Beck, KatherineMgr Program Services Panorama138,8342,631141,Beech, ChloeUO 2 Regional Supply JdF Saan Pen77,66166078,Bell, DavidPark Ranger 279,85050080,Benjamin, TomBusiness Systems Analyst113,352541113,Betanzo, AdrianEngineering Technician 5107,833-107,6Bewley, GrahamSupvr Core Area Wastewater Operations130,449161130,6Bezeau, Jean-PaulGIS Technologist 294,791-94,Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,6Bildfell, ErinFirst Nations Relations Advisor79,14042679,Binks, RobField Supervisor Water Operations102,4861401	Attar, Armaghan	Environmental Contaminants Officer	91,216		1,659	92,875
Barclay, Jeff UO 2 Salt Spring and Pender Islands 97,948 1,044 98, Barnard, Kevin Regulatory Inspector 89,353 - 89, Barnard, Kevin Regulatory Inspector 89,353 - 89, Barnes, Michael Sr Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron UO 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Baynes, Carissa Mgr Housing Operations 126,868 1,216 128, Beard, Stacey Equipment Operator 3 79,792 - 79, Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141, Beech, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107,66 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130, Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94, Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114, Bildfell, Erin First Nations Relations Advisor 79,140 426 79, Binks, Rob Field Supervisor Water Operations 102,486 140 102,	Bader, Mathew	Financial Systems Advisor	107,806		1,035	108,841
Barnard, KevinRegulatory Inspector89,353-89,Barnes, MichaelSr Mgr Health and Capital Planning Strat167,974139168,Barrett, StevenEnvironmental Science Officer 177,77312977,Bateman, CameronUO 2 Wastewater Core Area Conveyance78,13770178,Battaglia, VilmaContract Coordinator78,511-78,Baynes, CarissaMgr Housing Operations126,8681,216128,Beard, StaceyEquipment Operator 379,792-79,Beck, KatherineMgr Program Services Panorama138,8342,631141,Beech, ChloeUO 2 Regional Supply JdF Saan Pen77,66166078,Bell, DavidPark Ranger 279,85050080,Benjamin, TomBusiness Systems Analyst113,352541113,Betanzo, AdrianEngineering Technician 5107,833-107,Bewley, GrahamSupvr Core Area Wastewater Operations130,449161130,Bezeau, Jean-PaulGIS Technologist 294,791-94,Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,Bildfell, ErinFirst Nations Relations Advisor79,14042679,Binks, RobField Supervisor Water Operations102,486140102,4	Bandringa, Natalie	Planner	106,844		1,375	108,218
Barnes, Michael Sr Mgr Health and Capital Planning Strat 167,974 139 168, Barrett, Steven Environmental Science Officer 1 77,773 129 77, Bateman, Cameron UO 2 Wastewater Core Area Conveyance 78,137 701 78, Battaglia, Vilma Contract Coordinator 78,511 - 78, Baynes, Carissa Mgr Housing Operations 126,868 1,216 128, Beard, Stacey Equipment Operator 3 79,792 - 79, Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141, Beech, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107,833 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130, Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94, Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114, Bildfell, Erin First Nations Relations Advisor 79,140 426 79, Binks, Rob Field Supervisor Water Operations 102,486 140 102,	Barclay, Jeff	UO 2 Salt Spring and Pender Islands	97,948		1,044	98,992
Barrett, Steven Environmental Science Officer 1 77,773 129 77,78 Bateman, Cameron UO 2 Wastewater Core Area Conveyance 78,137 701 78,18 Battaglia, Vilma Contract Coordinator 78,511 - 78,18 Baynes, Carissa Mgr Housing Operations 126,868 1,216 128,18 Beard, Stacey Equipment Operator 3 79,792 - 79,18 Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141,18 Beech, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78,18 Bell, David Park Ranger 2 79,850 500 80,18 Benjamin, Tom Business Systems Analyst 113,352 541 113,18 Betanzo, Adrian Engineering Technician 5 107,833 - 107,834 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130,18 Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94,18 Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114,18 Bildfell, Erin First Nations Relations Advisor 79,140 426 79,18 Binks, Rob Field Supervisor Water Operations 102,486 140 102,486	Barnard, Kevin	Regulatory Inspector	89,353		-	89,353
Bateman, Cameron UO 2 Wastewater Core Area Conveyance 78,137 701 78,78 Battaglia, Vilma Contract Coordinator 78,511 - 78,78 Baynes, Carissa Mgr Housing Operations 126,868 1,216 128,78 Beard, Stacey Equipment Operator 3 79,792 - 79,79 Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141,78 Beech, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78,78 Bell, David Park Ranger 2 79,850 500 80,78 Benjamin, Tom Business Systems Analyst 113,352 541 113,78 Betanzo, Adrian Engineering Technician 5 107,833 - 107,78 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130,78 Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94,79 Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114,79 Bildfell, Erin First Nations Relations Advisor 79,140 426 79,79 Binks, Rob Field Supervisor Water Operations 102,486 140 102,79	Barnes, Michael	Sr Mgr Health and Capital Planning Strat	167,974		139	168,113
Battaglia, Vilma Contract Coordinator 78,511 - 78,68 Baynes, Carissa Mgr Housing Operations 126,868 1,216 128,68 Beard, Stacey Equipment Operator 3 79,792 - 79,68 Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141,68 Beech, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78,68 Bell, David Park Ranger 2 79,850 500 80,68 Benjamin, Tom Business Systems Analyst 113,352 541 113,68 Betanzo, Adrian Engineering Technician 5 107,833 - 107,68 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130,68 Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94,68 Bildfell, Erin First Nations Relations Advisor 79,140 426 79,68 Bilks, Rob Field Supervisor Water Operations 102,486 140 102,68	Barrett, Steven	Environmental Science Officer 1	77,773		129	77,902
Baynes, Carissa Mgr Housing Operations 126,868 1,216 128,6868 Beard, Stacey Equipment Operator 3 79,792 - 79,692 Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141,6866, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78,681, David Park Ranger 2 79,850 500 80,681,000 Benjamin, Tom Business Systems Analyst 113,352 541 113,6861,000 Betanzo, Adrian Engineering Technician 5 107,833 - 107,833 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130,6826, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114,681 Bildfell, Erin First Nations Relations Advisor 79,140 426 79,681 Binks, Rob Field Supervisor Water Operations 102,486 140 102,486	Bateman, Cameron	UO 2 Wastewater Core Area Conveyance	78,137		701	78,838
Beard, Stacey Equipment Operator 3 79,792 - 79,792 Beck, Katherine Mgr Program Services Panorama 138,834 2,631 141, Beech, Chloe UO 2 Regional Supply JdF Saan Pen 77,661 660 78, Bell, David Park Ranger 2 79,850 500 80, Benjamin, Tom Business Systems Analyst 113,352 541 113, Betanzo, Adrian Engineering Technician 5 107,833 - 107,683 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130, Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94, Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114, Bildfell, Erin First Nations Relations Advisor 79,140 426 79, Binks, Rob Field Supervisor Water Operations	Battag l ia, Vilma	Contract Coordinator	78,511		=	78,511
Beck, KatherineMgr Program Services Panorama138,8342,631141,68Beech, ChloeUO 2 Regional Supply JdF Saan Pen77,66166078,68Bell, DavidPark Ranger 279,85050080,68Benjamin, TomBusiness Systems Analyst113,352541113,352Betanzo, AdrianEngineering Technician 5107,833-107,833Bewley, GrahamSupvr Core Area Wastewater Operations130,449161130,49Bezeau, Jean-PaulGIS Technologist 294,791-94,791Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,80Bildfell, ErinFirst Nations Relations Advisor79,14042679,80Binks, RobField Supervisor Water Operations102,486140102,486	Baynes, Carissa	Mgr Housing Operations	126,868		1,216	128,084
Beech, ChloeUO 2 Regional Supply JdF Saan Pen77,66166078,78Bell, DavidPark Ranger 279,85050080,77Benjamin, TomBusiness Systems Analyst113,352541113,452Betanzo, AdrianEngineering Technician 5107,833-107,833Bewley, GrahamSupvr Core Area Wastewater Operations130,449161130,449Bezeau, Jean-PaulGIS Technologist 294,791-94,791Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,66Bildfell, ErinFirst Nations Relations Advisor79,14042679,661Binks, RobField Supervisor Water Operations102,486140102,486	Beard, Stacey	Equipment Operator 3	79,792		=	79,792
Bell, DavidPark Ranger 279,85050080,7Benjamin, TomBusiness Systems Analyst113,352541113,352Betanzo, AdrianEngineering Technician 5107,833-107,7Bewley, GrahamSupvr Core Area Wastewater Operations130,449161130,49Bezeau, Jean-PaulGIS Technologist 294,791-94,791Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,000Bildfell, ErinFirst Nations Relations Advisor79,14042679,000Binks, RobField Supervisor Water Operations102,486140102,486	Beck, Katherine	Mgr Program Services Panorama	138,834		2,631	141,465
Benjamin, Tom Business Systems Analyst 113,352 541 113,455 Betanzo, Adrian Engineering Technician 5 107,833 - 107,633 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130,665 Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94,765 Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114,666 Bildfell, Erin First Nations Relations Advisor 79,140 426 79,666 Binks, Rob Field Supervisor Water Operations 102,486 140 102,666	Beech, Chloe	UO 2 Regional Supply JdF Saan Pen	77,661		660	78 <i>,</i> 321
Betanzo, Adrian Engineering Technician 5 107,833 - 107,833 Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130,449 Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94,791 Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114,786 Bildfell, Erin First Nations Relations Advisor 79,140 426 79,786 Binks, Rob Field Supervisor Water Operations 102,486 140 102,486	Bell, David	Park Ranger 2	79,850		500	80,350
Bewley, Graham Supvr Core Area Wastewater Operations 130,449 161 130,4 Bezeau, Jean-Paul GIS Technologist 2 94,791 - 94, Biggs, Ryan Watershed Technician Vegitation Mgmt 112,723 1,306 114, Bildfell, Erin First Nations Relations Advisor 79,140 426 79, Binks, Rob Field Supervisor Water Operations 102,486 140 102,4	Benjamin, Tom	Business Systems Analyst	113,352		541	113,893
Bezeau, Jean-PaulGIS Technologist 294,791-94,791Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,700Bildfell, ErinFirst Nations Relations Advisor79,14042679,700Binks, RobField Supervisor Water Operations102,486140102,486	Betanzo, Adrian	Engineering Technician 5	107,833		_	107,833
Bezeau, Jean-PaulGIS Technologist 294,791-94,791Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,700Bildfell, ErinFirst Nations Relations Advisor79,14042679,700Binks, RobField Supervisor Water Operations102,486140102,486	Bewley, Graham	Supvr Core Area Wastewater Operations	130,449		161	130,610
Biggs, RyanWatershed Technician Vegitation Mgmt112,7231,306114,0Bildfell, ErinFirst Nations Relations Advisor79,14042679,0Binks, RobField Supervisor Water Operations102,486140102,0		·			-	94,791
Bildfell, ErinFirst Nations Relations Advisor79,14042679,740Binks, RobField Supervisor Water Operations102,486140102,486	•	•			1,306	114,029
Binks, Rob Field Supervisor Water Operations 102,486 140 102,486			·			79,567
						102,626
-511-57 7 TO 17 TO	Bird, Aron	GIS Business Analyst	101,607		-	101,607

Bjelkick, Aleksandar Mgr Human Resources 142,225 606 142,830 Blackwell, Warren Team Lead Construction and Capital Works 123,953 200 124,153 Blancquiere, Kevin Assistant Bylaw Enforcement Officer 91,894 - 91,894 Blancy, Jennifer Mgr Water Quality Laboratory 135,772 621 136,393 Booth, Monique Mgr Communication Services 135,780 463 136,243 Boutlier, Jesse Team Lead Water Treatment Operations 121,660 1,075 122,735 Brown, Nathan Fire Emergency Preparedness Team Lead 118,960 1,006 1002 189,967 Broadstock, Jesoch UO 2 Regional Supphy JdF Saan Pen 79,350 1,647 80,997 Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,776 Breadstock, Sam UO 3 WW Treatment Core Area McLoughlin 89,724 3,106 29,830 Brewster, Lorraine 5r Mgr Panorama Recreation 154,753 1,486 156,240 Bridges, George UO 4 Regional Supphy JdF Saan Pen	Name	Position	Salary	Expenses	Total
Blacquiere, Kevin Assistant Bylaw Enforcement Officer 91,894 - 91,894 Blaney, Jennifer Mgw Water Quality Laboratory 135,772 621 136,393 Booth, Monique Mgr Communication Services 135,780 463 136,243 Boutlier, Jesse Team Lead Water Treatment Operations 121,660 1,075 122,735 Boyne, Nathan Fire Emergency Preparedness Team Lead 118,960 1,006 119,966 Braddey, James U0 3 Salf Spring and Pender Islands 97,020 2,091 99,111 Bradstock, Jacob U0 2 WW Treatment Core Area McLoughlin 89,724 3,166 29,830 Breadstock, Sam U0 3 WW Treatment Core Area McLoughlin 89,724 3,166 29,830 Brenay, James Conveyance Team Lead 121,167 1,045 122,212 Brewster, Jorraine Sr Myr Panorama Recreation 154,753 1,466 156,240 Bridges, George U0 4 Regional Supply Jdf Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,773 49 <td>Bjelica, Aleksandar</td> <td>Mgr Human Resources</td> <td>142,225</td> <td>606</td> <td>142,830</td>	Bjelica, Aleksandar	Mgr Human Resources	142,225	606	142,830
Blaney, Jennifer Mgr Water Quality Laboratory 135,772 621 136,393 Booth, Monique Mgr Communication Services 135,780 463 136,243 Boutilier, Jesse Team Lead Water Treatment Operations 121,660 1,075 122,725 Boyne, Nathan Fire Emergency Preparedness Team Lead 118,960 1,060 119,966 Brackey, Jordan UO 2 Regional Supply JdF Saan Pen 79,350 1,647 80,997 Bradley, James UO 3 Salf Spring and Pender Islands 97,020 2,091 99,111 Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,765 Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 89,724 3,106 92,830 Brenay, James Conveyance Team Lead 121,167 1,045 122,212 Brewster, Lorraine 5r Mgr Panorama Recreation 154,753 1,486 156,240 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,772 49 </td <td>Blackwell, Warren</td> <td>Team Lead Construction and Capital Works</td> <td>123,953</td> <td>200</td> <td>124,153</td>	Blackwell, Warren	Team Lead Construction and Capital Works	123,953	200	124,153
Booth, Monique Mgr Communication Services 135,780 463 136,243 Boutller, Jesse Team Lead Water Treatment Operations 121,660 1,075 122,735 Boyne, Nathan Fire Emergency Preparedness Team Lead 118,960 1,006 119,966 Bradley, James UO 3 Salf Spring and Pender Islands 97,020 1,647 80,997 Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,776 Bradstock, Sam UO 3 SwW Treatment Core Area McLoughlin 89,724 3,106 92,830 Brenay, James Conveyance Team Lead 121,167 1,045 122,212 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,780 521 115,702 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brogan, John Bulding Maintenance Attendant 78,037 6,975 85,011 Brooks, Skylar Team Lead McLoughlin Point WWIP 110,050 1,480	Blacquiere, Kevin	Assistant Bylaw Enforcement Officer	91,894	-	91,894
Boutilier, Jesse Ieam Lead Water Treatment Operations 121,660 1,075 122,735 Boyne, Nathan Fire Emergency Preparedness Feam Lead 118,960 1,006 119,966 Bracey, Jordan UO 2 Regional Supply JdF Saan Pen 79,350 1,647 80,997 Bradley, James UO 3 Salt Spring and Pender Islands 97,020 2,091 99,111 Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,776 Bradstock, Sam UO 3 WW Treatment Core Area McLoughlin 89,724 3,106 92,830 Brensey, James Conveyance Team Lead 121,167 1,045 122,212 Brewster, Lorraine Sr Mgr Panorama Recreation 154,753 1,86 156,240 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,772 Brooks, Garry Gatekeeper 90,905 - 90,905 Brooks, Syklar Team Lead McLoughlin Point WWTP 110,050 1,48 111,53	Blaney, Jennifer	Mgr Water Quality Laboratory	135,772	621	136,393
Boyne, Nathan Fire Emergency Preparedness Team Lead 118,960 1,006 119,966 Bracey, Jordan UO 2 Regional Supply JdF Saan Pen 79,350 1,647 80,997 Bradley, James UO 3 Salt Spring and Pender Islands 97,020 2,091 99,111 Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,776 Bradstock, Sam UO 3 WW Treatment Core Area McLoughlin 89,724 3,106 92,830 Breadstock, Sam UO 3 WW Treatment Core Area McLoughlin 189,724 1,045 122,212 Brewster, Lorraine Sr Mgr Panorama Recreation 154,753 1,486 156,240 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brodsk, Garry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brothan, Noah Research Planner 102,682 - 102,682	Booth, Monique	Mgr Communication Services	135,780	463	136,243
Bracey, Jordan UO 2 Regional Supply JdF Saan Pen 79,350 1,647 80,997 Bradley, James UO 3 Salt Spring and Pender Islands 97,020 2,091 99,111 Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,776 Bradstock, Sam UO 3 WW Treatment Core Area McLoughlin 89,724 3,106 92,830 Brenay, James Conveyance Feam Lead 121,167 1,045 122,212 Brewster, Lorraine Sr Myr Panorama Recreation 154,753 1,486 156,240 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 135,7	Boutilier, Jesse	Team Lead Water Treatment Operations	121,660	1,075	122,735
Bradley, James U0 3 Salt Spring and Pender Islands 97,020 2,091 99,111 Bradstock, Jacob U0 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,776 Bradstock, Sam U0 3 WW Treatment Core Area McLoughlin 89,724 3,106 92,830 Brenay, James Conveyance Team Lead 121,167 1,045 122,212 Bridges, George U0 4 Regional Supply Jef Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brogan, John Building Maintenance Attendant 78,037 6,975 85,011 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brothman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Burcel, Michael Building Maintenance Attendant 75,984 2,224 78,208 Burrel, Michael Watershed Technologist 2 GIS 95,657 24 95,681	Boyne, Nathan	Fire Emergency Preparedness Team Lead	118,960	1,006	119,966
Bradstock, Jacob UO 2 WW Treatment Core Area McLoughlin 86,905 3,871 90,776 Bradstock, Sam UO 3 WW Treatment Core Area McLoughlin 89,724 3,106 92,830 Brensy, James Conveyance Feam Lead 121,167 1,045 122,212 Brewster, Lorraine Sr Mgr Panorama Recreation 154,753 1,486 156,6240 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brooks, Gorty Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWIP 110,050 1,480 111,530 Brotan, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Burkland, Nigel Watershed Techniclogist 2 GIS 111,736 608 112,345 Burr, Richard UO 3 Salt Spring and Pender Islands 111,736 608 112,345 <td< td=""><td>Bracey, Jordan</td><td>UO 2 Regional Supply JdF Saan Pen</td><td>79,350</td><td>1,647</td><td>80,997</td></td<>	Bracey, Jordan	UO 2 Regional Supply JdF Saan Pen	79,350	1,647	80,997
Bradstock, Sam UO 3 WW Treatment Core Area McLoughlin 89,724 3,106 92,830 Brenay, James Conveyance Team Lead 121,167 1,045 122,212 Brewster, Lorraine Sr Mgr Panorama Recreation 154,753 1,486 156,240 Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brogan, John Building Maintenance Attendant 78,037 6,975 85,011 Brooks, Garry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technician Wildlife Biologist 111,553 748 112,301 Burrel, Michael Watershed Technologist 2 Gfs 95,657 24 95,681 Burrel, M	Bradley, James	UO 3 Salt Spring and Pender Islands	97,020	2,091	99,111
Brenay, James Conveyance Team Lead 121,167 1,045 122,212 Brewster, Lorraine Sr Mgr Panorama Recreation 154,753 1,486 156,240 Bridges, George U0 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brogan, John Building Maintenance Attendant 78,037 6,975 85,011 Brooks, Sarry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technologist 2 GIS 95,657 24 95,681 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Buttad, Patrick Mgr Financial Reporting 135,772 1,529 137,301 Butts, John	Bradstock, Jacob	UO 2 WW Treatment Core Area McLoughlin	86,905	3,871	90,776
Brewster, Lorraine Sr Mgr Panorama Recreation 154,753 1,486 156,240 Bridges, George U0 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brogan, John Building Maintenance Attendant 78,037 6,975 85,011 Brooks, Garry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Brusse, Michael Watershed Technician Wildlife Biologist 111,736 608 112,301 Burr, Richard U0 3 Salt Spring and Pender Islands 111,736 608 112,331 Burrell, Michael Watershed Technologist 2 GlS 95,657 24 95,681 Burrell, Michael Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301	Bradstock, Sam	UO 3 WW Treatment Core Area McLoughlin	89,724	3,106	92,830
Bridges, George UO 4 Regional Supply JdF Saan Pen 115,180 521 115,702 Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brogan, John Building Maintenance Attendant 78,037 6,975 85,011 Brooks, Garry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brothan, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technician Wildlife Biologist 111,753 748 112,301 Burr, Richard UO 3 Salt Spring and Pender Islands 111,736 608 112,345 Burrell, Michael Watershed Technologist 2 GfS 95,657 24 95,681 Burrell, Michael Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301	Brenay, James	Conveyance Team Lead	121,167	1,045	122,212
Bridges, Gordie Team Lead Water System Operations 135,727 49 135,776 Brogan, John Building Maintenance Attendant 78,037 6,975 85,011 Brooks, Garry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technician Wildlife Biologist 111,553 748 112,301 Burrell, Michael Watershed Technicopolist 2 GIS 95,657 24 95,681 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byron, Justin Conveyance Team Lead 125,700 1,420 127,120 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron	Brewster, Lorraine	Sr Mgr Panorama Recreation	154,753	1,486	156,240
Brogan, John Building Maintenance Attendant 78,037 6,975 85,011 Brooks, Garry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technician Wildlife Biologist 111,553 748 112,301 Burr, Richard U0 3 Salt Spring and Pender Islands 111,736 608 112,345 Burrell, Michael Watershed Technologist 2 GIS 95,657 24 95,681 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byrch, Sharon Mgr Information Services 145,151 20 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron	Bridges, George	UO 4 Regional Supply JdF Saan Pen	115,180	521	115,702
Brooks, Garry Gatekeeper 90,905 - 90,905 Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technician Wildlife Biologist 111,553 748 112,301 Burr, Richard UO 3 Salt Spring and Pender Islands 111,736 608 112,345 Burrell, Michael Watershed Technologist 2 GIS 95,657 24 95,681 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Bustard, Patrick Mgr Financial Reporting 131,569 1,298 132,867 Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byrch, Sharon Mgr Information Services 145,151 220 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron	Bridges, Gordie	Team Lead Water System Operations	135,727	49	135,776
Brooks, Skylar Team Lead McLoughlin Point WWTP 110,050 1,480 111,530 Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technician Wildlife Biologist 111,553 748 112,301 Burr, Richard UO 3 Salt Spring and Pender Islands 111,736 608 112,345 Burrell, Michael Watershed Technologist 2 GIS 95,657 24 95,681 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Bustard, Patrick Mgr Einancial Reporting 131,569 1,298 132,867 Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byrch, Sharon Mgr Information Services 145,151 20 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 <t< td=""><td>Brogan, John</td><td>Building Maintenance Attendant</td><td>78,037</td><td>6,975</td><td>85,011</td></t<>	Brogan, John	Building Maintenance Attendant	78,037	6,975	85,011
Brotman, Noah Research Planner 102,682 - 102,682 Brusse, Michael Building Maintenance Attendant 75,984 2,224 78,208 Buckland, Nigel Watershed Technician Wildlife Biologist 111,553 748 112,301 Burr, Richard U0 3 Salt Spring and Pender Islands 111,736 608 112,345 Burrell, Michael Watershed Technologist 2 GIS 95,657 24 95,681 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Bustard, Patrick Mgr Financial Reporting 131,569 1,298 132,867 Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byrch, Sharon Mgr Information Services 145,151 220 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 <	Brooks, Garry	Gatekeeper	90,905	-	90,905
Brusse, MichaelBuilding Maintenance Attendant75,9842,22478,208Buckland, NigelWatershed Technician Wildlife Biologist111,553748112,301Burr, RichardU0 3 Salt Spring and Pender Islands111,736608112,345Burrell, MichaelWatershed Technologist 2 GIS95,6572495,681Burrows, NigelMgr Wildfire Security and Emerg Response135,7721,529137,301Bustard, PatrickMgr Financial Reporting131,5691,298132,867Butts, JohnConveyance Team Lead125,7001,420127,120Byrch, SharonMgr Information Services145,151220145,371Byron, JustinSenior Park Maintenance Worker101,397603101,999Cain, CameronElectrical and Instrumentation Team Lead143,6616,656150,317Campbell, KarlaSr Mgr Salt Spring Island Administration112,6682,809115,477Campbell, SarahMgr Human Resources and Strategies145,151-145,151Cannen, RomuloSAP Business Analyst116,134-116,134Carby, ShawnSr Mgr Protective Services168,3822,088170,471Carey, StevenSr Mgr Legal and Risk Management172,3324,451176,783Carlson, RichardSenior Heavy Duty Mechanic136,08637136,123Carvill, JenniferElectoral Area Emergency Services Coord71,8265,62077,446Ceelen, ScottIndustrial Mechanic	Brooks, Skylar	Team Lead McLoughlin Point WWTP	110,050	1,480	111,530
Buckland, NigelWatershed Technician Wildlife Biologist111,553748112,301Burr, RichardUO 3 Salt Spring and Pender Islands111,736608112,345Burrell, MichaelWatershed Technologist 2 GIS95,6572495,681Burrows, NigelMgr Wildfire Security and Emerg Response135,7721,529137,301Bustard, PatrickMgr Financial Reporting131,5691,298132,867Butts, JohnConveyance Team Lead125,7001,420127,120Byrch, SharonMgr Information Services145,151220145,371Byron, JustinSenior Park Maintenance Worker101,397603101,999Cain, CameronElectrical and Instrumentation Team Lead143,6616,656150,317Campbell, KarlaSr Mgr Salt Spring Island Administration112,6682,809115,477Campbell, SarahMgr Human Resources and Strategies145,151-145,151Cannen, RomuloSAP Business Analyst116,134-116,134Carby, ShawnSr Mgr Protective Services168,3822,088170,471Carey, StevenSr Mgr Legal and Risk Management172,3324,451176,783Carlson, RichardSenior Heavy Duty Mechanic136,08637136,123Carmichael, DougGIS and Planning Technologist83,985783,992Carvill, JenniferElectoral Area Emergency Services Coord71,8265,62077,446Celen, ScottIndustrial Mechanic101,8	Brotman, Noah	Research Planner	102,682	-	102,682
Burr, RichardU0 3 Salt Spring and Pender Islands111,736608112,345Burrell, MichaelWatershed Technologist 2 GIS95,6572495,681Burrows, NigelMgr Wildfire Security and Emerg Response135,7721,529137,301Bustard, PatrickMgr Financial Reporting131,5691,298132,867Butts, JohnConveyance Team Lead125,7001,420127,120Byrch, SharonMgr Information Services145,151220145,371Byron, JustinSenior Park Maintenance Worker101,397603101,999Cain, CameronElectrical and Instrumentation Team Lead143,6616,656150,317Campbell, KarlaSr Mgr Salt Spring Island Administration112,6682,809115,477Campbell, SarahMgr Human Resources and Strategies145,151-145,151Cannen, RomuloSAP Business Analyst116,134-116,134Carby, ShawnSr Mgr Protective Services168,3822,088170,471Carey, StevenSr Mgr Legal and Risk Management172,3324,451176,783Carlson, RichardSenior Heavy Duty Mechanic136,08637136,123Carmichael, DougGIS and Planning Technologist83,985783,992Carvill, JenniferElectoral Area Emergency Services Coord71,8265,62077,446Celen, ScottIndustrial Mechanic101,825951102,775	Brusse, Michael	Building Maintenance Attendant	75,984	2,224	78,208
Burrell, Michael Watershed Technologist 2 GIS 95,657 24 95,681 Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Bustard, Patrick Mgr Financial Reporting 131,569 1,298 132,867 Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byrch, Sharon Mgr Information Services 145,151 220 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Buckland, Nigel	Watershed Technician Wildlife Biologist	111,553	748	112,301
Burrows, Nigel Mgr Wildfire Security and Emerg Response 135,772 1,529 137,301 Bustard, Patrick Mgr Financial Reporting 131,569 1,298 132,867 Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byrch, Sharon Mgr Information Services 145,151 220 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Burr, Richard	UO 3 Salt Spring and Pender Islands	111,736	608	112,345
Bustard, PatrickMgr Financial Reporting131,5691,298132,867Butts, JohnConveyance Team Lead125,7001,420127,120Byrch, SharonMgr Information Services145,151220145,371Byron, JustinSenior Park Maintenance Worker101,397603101,999Cain, CameronElectrical and Instrumentation Team Lead143,6616,656150,317Campbell, KarlaSr Mgr Salt Spring Island Administration112,6682,809115,477Campbell, SarahMgr Human Resources and Strategies145,151-145,151Cannen, RomuloSAP Business Analyst116,134-116,134Carby, ShawnSr Mgr Protective Services168,3822,088170,471Carey, StevenSr Mgr Legal and Risk Management172,3324,451176,783Carlson, RichardSenior Heavy Duty Mechanic136,08637136,123Carmichael, DougGIS and Planning Technologist83,985783,992Carvill, JenniferElectoral Area Emergency Services Coord71,8265,62077,446Ceelen, ScottIndustrial Mechanic101,825951102,775	Burrell, Michael	Watershed Technologist 2 GIS	95,657	24	95,681
Butts, John Conveyance Team Lead 125,700 1,420 127,120 Byrch, Sharon Mgr Information Services 145,151 220 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Burrows, Nigel	Mgr Wildfire Security and Emerg Response	135,772	1,529	137,301
Byrch, Sharon Mgr Information Services 145,151 220 145,371 Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Bustard, Patrick	Mgr Financial Reporting	131,569	1,298	132,867
Byron, Justin Senior Park Maintenance Worker 101,397 603 101,999 Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Butts, John	Conveyance Team Lead	125,700	1,420	127,120
Cain, Cameron Electrical and Instrumentation Team Lead 143,661 6,656 150,317 Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Byrch, Sharon	Mgr Information Services	145,151	220	145,371
Campbell, Karla Sr Mgr Salt Spring Island Administration 112,668 2,809 115,477 Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Byron, Justin	Senior Park Maintenance Worker	101,397	603	101,999
Campbell, Sarah Mgr Human Resources and Strategies 145,151 - 145,151 Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Cain, Cameron	Electrical and Instrumentation Team Lead	143,661	6,656	150,317
Cannen, Romulo SAP Business Analyst 116,134 - 116,134 Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Campbell, Karla	Sr Mgr Salt Spring Island Administration	112,668	2,809	115,477
Carby, Shawn Sr Mgr Protective Services 168,382 2,088 170,471 Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Campbell, Sarah	Mgr Human Resources and Strategies	145,151	-	145,151
Carey, Steven Sr Mgr Legal and Risk Management 172,332 4,451 176,783 Carlson, Richard Senior Heavy Duty Mechanic 136,086 37 136,123 Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Cannen, Romulo	SAP Business Analyst	116,134	-	116,134
Carlson, RichardSenior Heavy Duty Mechanic136,08637136,123Carmichael, DougGIS and Planning Technologist83,985783,992Carvill, JenniferElectoral Area Emergency Services Coord71,8265,62077,446Ceelen, ScottIndustrial Mechanic101,825951102,775	Carby, Shawn	Sr Mgr Protective Services	168,382	2,088	170,471
Carmichael, Doug GIS and Planning Technologist 83,985 7 83,992 Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Carey, Steven	Sr Mgr Legal and Risk Management	172,332	4,451	176,783
Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775	Carlson, Richard	Senior Heavy Duty Mechanic	136,086	37	136,123
Carvill, Jennifer Electoral Area Emergency Services Coord 71,826 5,620 77,446 Ceelen, Scott Industrial Mechanic 101,825 951 102,775		· ·	83,985	7	
Ceelen, Scott Industrial Mechanic 101,825 951 102,775	_			5,620	
				-	

Chamberliin, Luke Team Lead Water Transmission Operations 106,631 1,503 108,134 Chan, Nelson Chief Financial Officer, GM Finance 8, IT 282,768 4,711 287,8595 Chandner, Swapinka Planning Assistant 78,595 - 78,595 Chapman, Brenda Coordinator Administratives Services 74,848 576 75,424 Chapman, Jonathan Mgr Telecommunications and Automation 124,108 719 124,827 Charron, Chantalle Administrative Coordinator 2 78,764 79 78,862 Cherney, Russ Audio/Video Systems Analyst 101,399 - 101,399 Chernoff, Aidan U.O 2 Wastewater Coll Core Area Saan Pen 89,225 336 89,560 Chelbette, Charles Senior Broject Engineer 112,833 335 113,388 Christones, Maxwell Super Business Systems and GIS 130,171 4,942 135,113 Chydlova, Vanda Mgr Etterprise Resource Planning 162,729 2,245 164,979 Chydlova, Vanda Mgr Etterprise Resource Planning 106,517 33 </th <th>Name</th> <th>Position</th> <th>Salary</th> <th>Expenses</th> <th>Total</th>	Name	Position	Salary	Expenses	Total
Chander, Swapnika Planning Assistant 78,595 78,595 Chapman, Brenda Coordinator Administrative Services 74,848 576 75,424 Chapman, Jonathan Mgr Telecommunications and Automation 124,108 719 72,424 Charron, Chantalle Administrative Coordinator 2 78,646 77 78,622 Cherney, Russ Audio/Video Systems Analyst 101,399 - 101,399 Chernoff, Aidan UO 2 Wastewater Coll Core Area Saan Pen 90,616 3,465 94,081 Chettleburgh, Simon UO 3 Regional Supply Joff Saan Pen 89,225 336 89,500 Chokkalingam, Senthil Mgr SAP Technical Services 162,729 2,245 162,729 Chokkalingam, Senthil Mgr SAP Technical Services 112,853 535 113,888 Christensen, Maxwell Super Business Systems and GIS 130,171 4,942 135,113 Chyliova, Yanda Mgr Enterprise Resource Planning 162,729 2,245 164,974 Chyliova, Yanda Mgr Enterprise Resource Planning 162,7729 3,26 48,280 <td>Chamberlin, Luke</td> <td>Team Lead Water Transmission Operations</td> <td>106,631</td> <td>1,503</td> <td>108,134</td>	Chamberlin, Luke	Team Lead Water Transmission Operations	106,631	1,503	108,134
Chapman, Brenda Coordinator Administrative Services 74,848 576 75,424 Chapman, Jonathan Mgr Telecommunications and Automation 124,108 719 124,827 Charron, Chantalle Administrative Coordinator 2 78,764 97 78,662 Chenery, Russ Audio/Video Systems Analyst 101,399 - 101,399 Chernoff, Aidan Uo 2 Wastewater Coll Core Area Saan Pen 90,616 3,465 94,081 Chettleburgh, Simon Uo 3 Regional Supply JdF Saan Pen 89,225 336 89,560 Chokkalingam, Senthil Mgr SAP Technical Services 162,729 - 162,729 Chokkalingam, Senthil Mgr SAP Technical Services 130,171 4,942 133,513 Cholkette, Charles Senior Project Engineer 112,853 535 113,388 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 131,313 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 131,313 Chaste, Bake Senior Project Lead 106,517 33 <th< td=""><td>Chan, Nelson</td><td>Chief Financial Officer, GM Finance & IT</td><td>282,768</td><td>4,711</td><td>287,480</td></th<>	Chan, Nelson	Chief Financial Officer, GM Finance & IT	282,768	4,711	287,480
Chapman, Jonathan Mgr Telecommunications and Automation 124,108 719 124,827 Charron, Chantalle Administrative Coordinator 2 78,764 97 78,862 Cheney, Russ Addio/Video Systems Analyst 101,399 - 101,399 Cheney, Russ Addio/Video Systems Analyst 101,399 - 101,399 Cheney, Russ Addio/Video Systems Analyst 101,399 - 101,399 Cheney, Russ Addio/Video Systems And Store Control Core Area Saan Pen 90,616 3,465 94,081 Chettleburgh, Simon U0 3 Regional Supply Jdf Saan Pen 89,225 336 89,560 Chokkalingam, Senthil Mgr Enterprise Resource Sending Core 112,823 535 113,818 Christensen, Maxwell Suprv Business Systems and GIS 130,171 4,942 145,479 Clark, Blake Senior Project Lead 106,517 33 106,550 Clark, Blake Senior Project Lead 106,517 33 106,550 Clark, Blake Senior Project Lead 106,517 33 106,550 <tr< td=""><td>Chander, Swapnika</td><td>Planning Assistant</td><td>78,595</td><td>-</td><td>78,595</td></tr<>	Chander, Swapnika	Planning Assistant	78,595	-	78,595
Charron, Chantalle Administrative Coordinator 2 78,764 97 78,862 Cheney, Russ Audio/Video Systems Analyst 101,399 - 101,399 Chernoff, Aidan UO 2 Wastewater Coll Core Area Saan Pen 90,616 3,465 94,081 Chettleburgh, Simon UO 3 Regional Supply Jof Saan Pen 89,225 336 89,560 Chokkalingam, Senthil Mgr SAP Technical Services 162,729 - 162,729 Cholette, Charles Senior Project Engineer 112,853 535 113,388 Christensen, Maxwell Supra Business Systems and GIS 130,171 4,942 135,113 Chyllova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,974 Clairk, Blake Senior Project Lead 106,517 33 106,550 Clease, Thea Parks Financial Analyst 83,005 675 84,280 Collison, Nadine Coordinator of Volunteers 77,553 1,751 79,314 Connos, Gerrett Computer Support Technician 78,466 860 79,325	Chapman, Brenda	Coordinator Administrative Services	74,848	576	75,424
Cheney, Russ Audio/Video Systems Analyst 101,399 - 101,399 Chernoff, Aidan U0 2 Wastewater Coll Core Area Saan Pen 90,616 3,465 94,081 Chertleburgh, Simon U0 3 Regional Supply JdF Saan Pen 89,225 336 89,560 Chokkalingam, Senthil Mgr SAP Technical Services 162,729 - 162,729 Cholette, Charles Senior Project Engineer 112,853 535 113,388 Christensen, Maxwell Suppr Business Systems and GIS 130,171 4,942 135,113 Chyllova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,974 Clark, Blake Senior Project Lead 106,517 33 106,550 Clark, Blake Senior Project Lead 106,517 33 106,550 Collease, Thea Parks Financial Analyst 33,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,322 Constabe	Chapman, Jonathan	Mgr Telecommunications and Automation	124,108	719	124,827
Chernoff, Aidan UO 2 Wastewater Coll Core Area Saan Pen 90,616 3,465 94,081 Chettleburgh, Simon UO 3 Regional Supply JdF Saan Pen 89,225 336 89,560 Chokkalingam, Senthil Mgr SAP Technical Services 162,729 - 162,729 Cholette, Charles Senior Project Englineer 112,853 333 113,388 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Christensen, Maxwell Supvr Business Systems and GIS 160,517 33 106,550 Clark, Blake Senior Project Lead 106,517 33 106,550 Clarke, Blake Corroject Cardinal 181,364 1,71 79,314 Collica, Maria	Charron, Chantalle	Administrative Coordinator 2	78,764	97	78,862
Chettleburgh, Simon U0 3 Regional Supply JdF Saan Pen 89,225 336 89,560 Chokkalingam, Senthil Mgr SAP Technical Services 162,729 - 162,729 Cholette, Charles Senior Project Engineer 112,853 535 113,388 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Clark, Glake Senior Project Lead 106,517 33 106,557 Clark, Glake Senior Project Lead 106,517 33 106,557 Clease, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,553 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 16,577 104,235 <t< td=""><td>Cheney, Russ</td><td>Audio/Video Systems Analyst</td><td>101,399</td><td>-</td><td>101,399</td></t<>	Cheney, Russ	Audio/Video Systems Analyst	101,399	-	101,399
Chokkalingam, Senthil Mgr SAP Technical Services 162,729 - 162,729 Cholette, Charles Senior Project Engineer 112,853 535 113,888 Christensen, Maxwell Supur Business Systems and GIS 130,171 4,942 135,113 Chytilova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,674 Clark, Blake Senior Project Lead 106,517 33 106,550 Classe, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,312 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Watershed Protection 181,364 1,015 182,379 Comlay, Jaimen GIS Technologist 77,952 3,048 165,777 Crank Jaimen GIS Technologist 77,952 2,908 119,566 Cullen, Kelsey	Chernoff, Aidan	UO 2 Wastewater Coll Core Area Saan Pen	90,616	3,465	94,081
Cholette, Charles Senior Project Engineer 112,853 535 113,888 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Chytilova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,974 Clark, Blake Senior Project Lead 106,517 33 106,500 Clease, Thea Parks Financial Analyst 83,605 675 88,280 Collison, Nadine Coordinator of Volunteers 77,553 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Watershed Protection 102,438 1,797 104,235 Combley, Malcolm Mgr Water Transmission Operations 114,007 4,874 148,812 Cull	Chettleburgh, Simon	UO 3 Regional Supply JdF Saan Pen	89,225	336	89,560
Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Chytilova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,974 Clark, Blake Senior Project Lead 106,517 33 106,550 Clease, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette 5r Mgr Watershed Protection 181,364 1,05 182,379 Cowley, Malcolm Mgr Wastewater Engineering and Planning 162,729 3,048 165,777 Cranwell, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 <td< td=""><td>Chokkalingam, Senthil</td><td>Mgr SAP Technical Services</td><td>162,729</td><td>-</td><td>162,729</td></td<>	Chokkalingam, Senthil	Mgr SAP Technical Services	162,729	-	162,729
Chytilova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,976 Clark, Blake Senior Project Lead 106,517 33 106,550 Clease, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,312 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Constabel, Annette Mgr Watershed Protection 181,364 1,015 182,379 Constabel, Annette Mgr Watershed Protection 102,438 1,797 104,235 Constabel, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 114,607 4,874 148,881 Cullen, Max U0 2 Regional Supervisor 116,659 2,908 119,566 Cullen, Max	Cholette, Charles	Senior Project Engineer	112,853	535	113,388
Clark, Blake Senior Project Lead 106,517 33 106,550 Clease, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Wastewater Engineering and Planning 162,729 3,048 165,777 Cranwell, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,560 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Currow, Steven Mgr Watershed Protection Operations 135,780 1,54 138,232 Curris,	Christensen, Maxwell	Supvr Business Systems and GIS	130,171	4,942	135,113
Clease, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Watershed Protection 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max U0 2 Regional Supply Jdf Saan Pen 73,816 1,714 75,530 Currow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,232 Curtis, Matthew Mgr Operations 135,780 154 174,738 Davis, Jason	Chytilova, Vanda	Mgr Enterprise Resource Planning	162,729	2,245	164,974
Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Wastewater Engineering and Planning 162,729 3,048 165,777 Cranwell, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Currow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,232 Curtis, Matthew Mgr Operations 135,780 154 174,738 Daies, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,733	Clark, Blake	Senior Project Lead	106,517	33	106,550
Connor, Gerrett Computer Support Technician 78,466 860 79,325 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Watershed Protection 162,729 3,048 165,777 Cranwell, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Curnow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,323 Curtis, Matthew Mgr Operations 135,780 1,54 135,934 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 Davies,	Clease, Thea	Parks Financial Analyst	83,605	675	84,280
Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Cowley, Malcolm Mgr Wastewater Engineering and Planning 162,729 3,048 165,777 Cranwell, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Curnow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,323 Curtis, Matthew Mgr Operations 135,780 154 135,934 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 Davies, Morgan Environmental Conservation Specialist 88,196 70 88,266 <t< td=""><td>Collison, Nadine</td><td>Coordinator of Volunteers</td><td>77,563</td><td>1,751</td><td>79,314</td></t<>	Collison, Nadine	Coordinator of Volunteers	77,563	1,751	79,314
Cowley, Malcolm Mar Wastewater Engineering and Planning 162,729 3,048 165,777 Cranwell, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Curnow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,323 Curtis, Matthew Mgr Operations 135,780 154 135,733 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 Davis, Jun SAP Business Analyst 116,362 - 116,362 Davis, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davis, Ian Maintenance Management Analyst 114,167 6 114,173 Davis,	Connor, Gerrett	Computer Support Technician	78,466	860	79,325
Cranwell, Mark Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max UO 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Curnow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,323 Curtis, Matthew Mgr Operations 135,780 154 135,934 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 David, Ivy Bernadette SAP Business Analyst 111,6362 - 116,362 Davis, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davis, San Maintenance Management Analyst 114,167 6 114,173 Davis, Kare	Constabel, Annette	Sr Mgr Watershed Protection	181,364	1,015	182,379
Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Curnow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,323 Curtis, Matthew Mgr Operations 135,780 154 135,934 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 Davies, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davis, Ian Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spencer Laboratory Technician 2 78,638 - 78,638 Dewist, Arranger <td>Cowley, Malcolm</td> <td>Mgr Wastewater Engineering and Planning</td> <td>162,729</td> <td>3,048</td> <td>165,777</td>	Cowley, Malcolm	Mgr Wastewater Engineering and Planning	162,729	3,048	165,777
Cullen, Clayton Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Kelsey Park Operations Supervisor 116,659 2,908 119,566 Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Curnow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,323 Curtis, Matthew Mgr Operations 135,780 154 135,934 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 Davies, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davis, Ian Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spencer Laboratory Technician 2 78,638 - 78,638 Dawson, Ryan Senior Building Maintenance Attendant 82,740 2,862 85,602 <t< td=""><td>Cranwell, Mark</td><td>Building Plumbing Inspector</td><td>102,438</td><td>1,797</td><td>104,235</td></t<>	Cranwell, Mark	Building Plumbing Inspector	102,438	1,797	104,235
Cullen, KelseyPark Operations Supervisor116,6592,908119,566Cullen, MaxUO 2 Regional Supply JdF Saan Pen73,8161,71475,530Curnow, StevenMgr Watershed Protection Operations135,7802,542138,323Curtis, MatthewMgr Operations135,780154135,934Dales, JasonSr Mgr Wastewater Infrastructure Ops169,3235,414174,738David, Ivy BernadetteSAP Business Analyst116,362-116,362Davies, MorganEnvironmental Conservation Specialist88,1967088,266Davis, IanMaintenance Management Analyst114,1676114,173Davis, KarenUtility Billing Supervisor110,5501,300111,850Davis, SpencerLaboratory Technician 278,638-78,638Dawson, RyanSenior Building Maintenance Attendant82,7402,86285,602Deelstra, ChristyMaintenance Management Analyst97,122-97,122Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031Diinock, GordonPurchasing Assistant78,7951,05579,850	Cronk, Jaimen	GIS Technologist	77,952	260	78,212
Cullen, Max U0 2 Regional Supply JdF Saan Pen 73,816 1,714 75,530 Curnow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,323 Curtis, Matthew Mgr Operations 135,780 154 135,934 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 Davies, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davis, Ian Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spencer Laboratory Technician 2 78,638 - 78,638 Dawson, Ryan Senior Building Maintenance Attendant 82,740 2,862 85,602 Deelstra, Christy Maintenance Management Analyst 97,122 - 97,122 Delgadillo Lopez, Francisca Mgr Strategic Planning 149,133 25 149,163 <td< td=""><td>Cullen, Clayton</td><td>Mgr Water Transmission Operations</td><td>144,007</td><td>4,874</td><td>148,881</td></td<>	Cullen, Clayton	Mgr Water Transmission Operations	144,007	4,874	148,881
Curnow, StevenMgr Watershed Protection Operations135,7802,542138,323Curtis, MatthewMgr Operations135,780154135,934Dales, JasonSr Mgr Wastewater Infrastructure Ops169,3235,414174,738David, Ivy BernadetteSAP Business Analyst116,362-116,362Davies, MorganEnvironmental Conservation Specialist88,1967088,266Davis, IanMaintenance Management Analyst114,1676114,173Davis, KarenUtility Billing Supervisor110,5501,300111,850Davis, SpencerLaboratory Technician 278,638-78,638Dawson, RyanSenior Building Maintenance Attendant82,7402,86285,602Deelstra, ChristyMaintenance Management Analyst97,122-97,122Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Cullen, Kelsey	Park Operations Supervisor	116,659	2,908	119,566
Curtis, Matthew Mgr Operations 135,780 154 135,934 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 Davies, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davies, Ian Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spencer Laboratory Technician 2 78,638 - 78,638 Dawson, Ryan Senior Building Maintenance Attendant 82,740 2,862 85,602 Deelstra, Christy Maintenance Management Analyst 97,122 - 97,122 Delgadillo Lopez, Francisca Mgr Strategic Planning 149,138 25 149,163 Despins, Marc Sr Financial Officer 107,734 1,298 109,031 DiCastri, Amanda Park Ranger 2 80,154 16 80,170 Dimock, Gordon Purchasing Assistant 78,795 1,055 79,850	Cullen, Max	UO 2 Regional Supply JdF Saan Pen	73,816	1,714	75,530
Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 David, Ivy Bernadette SAP Business Analyst 116,362 - 116,362 Davies, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davis, Ian Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spencer Laboratory Technician 2 78,638 - 78,638 Dawson, Ryan Senior Building Maintenance Attendant 82,740 2,862 85,602 Deelstra, Christy Maintenance Management Analyst 97,122 - 97,122 Delgadillo Lopez, Francisca Mgr Strategic Planning 149,138 25 149,163 Despins, Marc Sr Financial Officer 107,734 1,298 109,031 DiCastri, Amanda Park Ranger 2 80,154 16 80,170 Dimock, Gordon Purchasing Assistant 78,795 1,055 79,850	Curnow, Steven	Mgr Watershed Protection Operations	135,780	2,542	138,323
David, Ivy BernadetteSAP Business Analyst116,362-116,362Davies, MorganEnvironmental Conservation Specialist88,1967088,266Davis, IanMaintenance Management Analyst114,1676114,173Davis, KarenUtility Billing Supervisor110,5501,300111,850Davis, SpencerLaboratory Technician 278,638-78,638Dawson, RyanSenior Building Maintenance Attendant82,7402,86285,602Deelstra, ChristyMaintenance Management Analyst97,122-97,122Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Curtis, Matthew	Mgr Operations	135,780	154	135,934
Davies, Morgan Environmental Conservation Specialist 88,196 70 88,266 Davis, Ian Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spencer Laboratory Technician 2 78,638 - 78,638 Dawson, Ryan Senior Building Maintenance Attendant 82,740 2,862 85,602 Deelstra, Christy Maintenance Management Analyst 97,122 - 97,122 Delgadillo Lopez, Francisca Mgr Strategic Planning 149,138 25 149,163 Despins, Marc Sr Financial Officer 107,734 1,298 109,031 DiCastri, Amanda Park Ranger 2 80,154 16 80,170 Dimock, Gordon Purchasing Assistant 78,795 1,055 79,850	Dales, Jason	Sr Mgr Wastewater Infrastructure Ops	169,323	5,414	174,738
Davis, Ian Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spencer Laboratory Technician 2 78,638 - 78,638 Dawson, Ryan Senior Building Maintenance Attendant 82,740 2,862 85,602 Deelstra, Christy Maintenance Management Analyst 97,122 - 97,122 Delgadillo Lopez, Francisca Mgr Strategic Planning 149,138 25 149,163 Despins, Marc Sr Financial Officer 107,734 1,298 109,031 DiCastri, Amanda Park Ranger 2 80,154 16 80,170 Dimock, Gordon Purchasing Assistant 78,795 1,055 79,850	David, Ivy Bernadette	SAP Business Analyst	116,362	-	116,362
Davis, KarenUtility Billing Supervisor110,5501,300111,850Davis, SpencerLaboratory Technician 278,638-78,638Dawson, RyanSenior Building Maintenance Attendant82,7402,86285,602Deelstra, ChristyMaintenance Management Analyst97,122-97,122Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Davies, Morgan	Environmental Conservation Specialist	88,196	70	88,266
Davis, SpencerLaboratory Technician 278,638-78,638Dawson, RyanSenior Building Maintenance Attendant82,7402,86285,602Deelstra, ChristyMaintenance Management Analyst97,122-97,122Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Davis, lan	Maintenance Management Analyst	114,167	6	114,173
Dawson, RyanSenior Building Maintenance Attendant82,7402,86285,602Deelstra, ChristyMaintenance Management Analyst97,122-97,122Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Davis, Karen	Utility Billing Supervisor	110,550	1,300	111,850
Deelstra, ChristyMaintenance Management Analyst97,122-97,122Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Davis, Spencer	Laboratory Technician 2	78,638	-	78,638
Delgadillo Lopez, FranciscaMgr Strategic Planning149,13825149,163Despins, MarcSr Financial Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Dawson, Ryan	Senior Building Maintenance Attendant	82,740	2,862	85,602
Despins, Marc Sr Financial Officer 107,734 1,298 109,031 DiCastri, Amanda Park Ranger 2 80,154 16 80,170 Dimock, Gordon Purchasing Assistant 78,795 1,055 79,850	Deelstra, Christy	Maintenance Management Analyst	97,122	-	97,122
DiCastri, Amanda Park Ranger 2 80,154 16 80,170 Dimock, Gordon Purchasing Assistant 78,795 1,055 79,850	Delgadillo Lopez, Francisca	Mgr Strategic Planning	149,138	25	149,163
Dimock, Gordon Purchasing Assistant 78,795 1,055 79,850	Despins, Marc	Sr Financial Officer	107,734	1,298	109,031
	DiCastri, Amanda	Park Ranger 2	80,154	16	80,170
Diagna Donica Mar IMC Puringer Support Convices 93.044 FFC 93.403	Dimock, Gordon	Purchasing Assistant	78,795	1,055	79,850
biolitie, betilise migi two business support services 82,040 556 82,602	Dionne, Denise	Mgr IWS Business Support Services	82,046	556	82,602

Name	Position	Salary	Expenses	Total
Dixon, Michael	Warehouse Coordinator	84,337	-	84,337
Dobos, Tony	Assistant Bylaw Enforcement Officer	81,008	-	81,008
Dolinsky, Gina	Community Planner	75,113	199	75,312
Donaldson, Daniel	Industrial Mechanic	104,273	2,535	106,808
Donovan, Shelley	Environmental Science Officer 1	83,873	1,016	84,889
Douillard, Jay	Senior Transportation Planner	103,046	472	103,518
Drew, James	UO 3 Regional Supply JdF Saan Pen	81,778	639	82,417
Drew, Nicholas	Park Maintenance Worker 5	77,551	-	77,551
Duffey, Darren	Employee Engagement Specialist	118,231	754	118,985
Dunstan, Matthew	Senior Applications Analyst	107,672	-	107,672
Dupree, Daniel	Maintenance and Operations Leadhand	76,040	670	76,710
Dupuis, Jessica	Water Quality Officer	89,079	1,473	90,552
Dupuis, Kelsey	Mgr FOI and Privacy	128,272	35	128,307
Durkin, Christopher	Industrial Mechanic	140,624	6,756	147,380
Duthie, Tanya	Mgr Contract Support Services	106,530	3,568	110,098
Dzus-Spady, Anita	Early Childhood Educator	77,380	-	77,380
Eam, Sambo	Mgr Financial Reporting	115,482	3,614	119,096
Earle, Hayden	Field Supervisor Water Operations	158,603	3,726	162,329
East, Erica	SAP Business Analyst	113,043	3,495	116,538
Edwards, Kelly	Watershed Technologist 2 GIS	98,626	515	99,141
Edwards, Natasha	Utility Op 4 Heavy Duty Equipment Op	97,634	297	97,931
Elliott, Dona l d	Sr Mgr Regional Housing	182,969	3,640	186,609
Elliott, Nicole	Mgr Climate Action Programs	136,363	1,206	137,568
Elliyoon, Arezou	Financial Analyst 4	86,323	6,950	93,273
Engwer, Justin	Network Analyst	133,085	4,483	137,568
Esterer, John	Project Engineer	120,554	643	121,197
Etherington, Andrew	Maintenance and Operations Leadhand	80,357	270	80,626
Fafard, Drew	Supervisor Safety and Technical Services	153,057	1,094	154,152
Falconer, Kevin	UO 4 Regional Supply JdF Saan Pen	95,579	437	96,016
Farzad, Mahnaz	Mgr Development Strategies	130,599	551	131,150
Fernandez, Carlos	Electronics Technologist	147,298	124	147,422
Ferris, Elizabeth	Mgr Envr Res Mgmt Policy and Planning	118,770	-	118,770
Field, Karley	Budget Coordinator	91,031	1,115	92,146
Fisher, Kamar	Financial Systems Advisor	107,275	3,513	110,788
Fowler, Deanna	Sr Property Mgr Tenant and Admin Svcs	94,900	-	94,900
Fowles, Robert	Mgr Planning and Capital Projects	160,305	111	160,416
Frame, Duncan	Team Lead McLoughlin Point WWTP	108,536	525	109,061
Franklin, Phillip	Mechanic 4 - Heavy Duty	104,654	37	104,691
Fraser, Alicia	GM Integrated Water Services	250,341	7,292	257,633

Freeze, Andrew Senior Park Ranger 101,940 4,558 106,488 Gair, Geoffrey Facility Maintenance Worker 3 76,704 - 76,704 Gann, Mark Watershed Technologist 88,301 1,505 89,866 Gardner, David U.O.4 Wastewater Coll Core Area Saan Pen 111,706 226 111,932 Gardner, James Senior Information Management Analyst 96,954 35 96,989 Gaullier, Lauren Mgr If Projects 101,496 379 101,874 George, Justin Heet Methanic 101,751 390 102,141 Gestwa, Tom Park Lechnician 87,481 2,338 89,819 Gilliar, Cole U.G. 3 WW Treatment Core Area McLoughlin 100,240 495 101,185 Gilliar, Kaly Recreation Programmer 74,534 546 75,080 Gilliar, Kaly Recreation Programmer 74,549 4,310 78,959 Gilliar, Styler Capital Budget Analyst 74,649 4,310 78,959 Gilliare, Ljeffery Capital Budget Analyst	Name	Position	Salary	Expenses	Total
Gann, Mark Watershed Technologist 88,301 1,565 89,866 Gardner, David U0.4 Wastewater Cell Core Area Saan Pen 111,706 226 111,932 Gardner, James Senior Hydrologist 120,070 775 120,844 Garry, Emily Senior Information Management Analyst 96,954 35 96,989 Gaultier, Lauren Mgr If Projects 101,496 379 101,874 Gestwa, Tom Park Rechnician 87,481 2,338 89,819 Gillbert, Cole U0.3 WW Treatment Core Area McLoughlin 100,240 945 101,836 Gilller, Cole Will Yester Same Analyst 125,351 20,111 127,362 Gillien, Katy Recreation Programmer 74,534 546 75,080 Gillien, Katy Recreation Programmer 74,544 540 75,080 Gillien, Katy Recreation Programmer 74,544 541 75,080 Gillien, Katy Recreation Programmer 74,544 541 75,080 Gillien, Christopher Apik Ans and Culture Support Serv	Freer, Andrew	Senior Park Ranger	101,940	4,558	106,498
Gardner, David U0 4 Wastewater Coll Core Area Saan Pen 111,706 226 111,932 Gardner, James Senior Hydrologist 120,070 775 120,844 Garry, Emily Senior Information Management Analyst 96,954 35 96,989 Gauthier, Lauren Mgr IF Projects 101,496 379 101,874 George, Justin Fleet Mechanic 101,751 390 102,141 Gestwa, Tom Park Technician 87,481 2,338 89,819 Gillbert, Cole U0 3 WW Treatment Core Area McLoughlin 100,240 945 101,185 Gilllan, Kady Recreation Programmer 74,534 566 75,080 Gillian, Katy Recreation Programmer 74,649 4,310 78,959 Gillian, Logan Park Ranger 2 79,111 - 79,111 Gillian, Logan Park Ranger 2 79,111 - 79,111 Gillian, Logan Mgr Arts and Culture Support Service 118,231 60 118,281 Gillian, Logan Each Sanger 2 79,111	Gair, Geoffrey	Facility Maintenance Worker 3	76,704	-	76,704
Gardner, James Senior Hydrologist 120,070 775 120,848 Garry, Emily Senior Information Management Analyst 66,954 35 96,989 Gaultier, Lauren Mgr IF Projects 101,756 379 101,878 George, Justin Fleet Mechanic 101,751 390 102,141 Gestwa, Tom Park Technician 37,481 2,338 89,819 Giller, Cole U0 3 WW Treatment Core Area McLoughlin 100,240 945 101,185 Gill, Nadweep Mgr Occupational Health and Safety 125,331 2,011 127,362 Gillian, Kaly Recreation Programmer 74,534 546 75,080 Gilliand, Logan Park Ranger 2 79,111 - 79,111 Gilpid, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 79,911 Glower, Kirsten Tenant and Community Svcs Coordinat	Gann, Mark	Watershed Technologist	88,301	1,565	89,866
Garny, Fmily Senior Information Management Analyst 96,954 35 96,988 Gaultier, Lauren Mgr IP Projects 101,496 379 101,874 George, Justin Fleet Mechanic 101,751 390 102,141 Gestwa, Tom Park Technician 87,481 2,338 89,819 Gillbert, Cole UO 3 WW Treatment Core Area McLoughlin 100,240 945 101,185 Gill, Navdeep Mgr Occupational Health and Safety 125,351 2,011 127,362 Gilliland, Logan Park Ranger 2 74,649 4,310 78,959 Gillidand, Logan Park Ranger 2 79,111 - 79,111 Gillor, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Tean Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,733 1,688 1,661 Gover, Livistopher Mgr Dam Safet	Gardner, David	UO 4 Wastewater Coll Core Area Saan Pen	111,706	226	111,932
Gaulitier, Lauren Migr IT Projects 101,496 379 101,871 George, Justin Fleet Mechanic 101,751 390 102,141 Gestra, Tom Park Technician 87,481 2,338 89,819 Gilbert, Cole U0 3 WW Treatment Core Area McLoughlin 100,240 945 101,85 Gillland, Roty Recreation Programmer 74,534 546 75,080 Gillian, Katy Recreation Programmer 74,649 4,310 78,959 Gillidan, Logan Park Ranger 2 79,111 - 79,111 Glipin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Glipin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Glipin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Glipin, Christopher Agr Arts and Culture Support Technician 80,602 29 85,091 Glover, Kirsten Eenant and Community Svcs Coordinator 79,973 1,68 31,691 Gorman, Rob <td>Gardner, James</td> <td>Senior Hydrologist</td> <td>120,070</td> <td>775</td> <td>120,844</td>	Gardner, James	Senior Hydrologist	120,070	775	120,844
George, Justin Fleet Mechanic 101,751 390 102,141 Gestwa, Tom Park Technician 87,481 2,338 89,819 Gilbert, Cole U0 3 WW Treatment Core Area McLoughlin 100,240 945 101,185 Gill, Navdeep Mgr Occupational Health and Safety 125,351 2,011 127,362 Gilliam, Kaly Recreation Programmer 74,543 546 75,080 Gilliand, Logan Park Ranger 2 79,111 - 79,111 Glipin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 85 126,813 Glew, Debbie Clerk 5 84,118 - 81,618 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gorran, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorran, Rob Network Analyst 144,609 786 145,395 Gosyar, Christopher Mgr Dam Safety<	Garry, Emi l y	Senior Information Management Analyst	96,954	35	96,989
Gestwa, Tom Park Technician 87,481 2,338 89,819 Gilbert, Cole UO 3 WW Treatment Core Area McLoughlin 100,240 945 101,185 Gill, Navdeep Mgr Occupational Health and Safety 125,351 2,011 127,362 Gillian, Katy Recreation Programmer 74,649 4,310 78,080 Gillies, Tyler Capital Budget Analyst 74,649 4,310 78,080 Gilliand, Logan Park Ranger 2 79,111 - 79,111 Gilpin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk S 84,118 - 84,118 Glover, Kiristen Teant and Community Svcs Coordinator 79,733 81,661 Gordoro, Rikk Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst </td <td>Gaultier, Lauren</td> <td>Mgr IT Projects</td> <td>101,496</td> <td>379</td> <td>101,874</td>	Gaultier, Lauren	Mgr IT Projects	101,496	379	101,874
Gilbert, Cole UO 3 WW Treatment Core Area McLoughlin 100,240 945 101,185 Gill, Navdeep Mgr Occupational Health and Safety 125,351 2,011 127,362 Gilliann, Katy Recreation Programmer 74,534 546 75,080 Gilliand, Logan Park Ranger 2 79,111 60 118,291 Gilpin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Rob Network Analyst 144,669 76 115,882 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 121 100,323 Groy, Alexander	George, Justin	Fleet Mechanic	101,751	390	102,141
Gill, Navdeep Mgr Occupational Health and Safety 125,351 2,011 127,362 Gilliam, Katy Recreation Programmer 74,534 546 75,080 Gillies, Tyler Capital Budget Analyst 74,649 4,310 78,959 Gilliand, Logan Park Ranger 2 79,111 - 79,111 Gilpin, Christopher Mgr Arts and Culture Support Service 118,231 80 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Rob Network Analyst 144,609 786 145,395 Gorman, Rob Mgr Dam Safety 138,288 839 139,122 Gover, Linistopher Mgr Dam Safety 138,288 839 139,122 Govar, James Facilities Maintenance Supervisor <td>Gestwa, Tom</td> <td>Park Technician</td> <td>87,481</td> <td>2,338</td> <td>89,819</td>	Gestwa, Tom	Park Technician	87,481	2,338	89,819
Gilliam, Katy Recreation Programmer 74,534 546 75,080 Gillies, Tyler Capital Budget Analyst 74,649 4,310 78,959 Gilliand, Logan Park Ranger 2 79,111 - 79,111 Gilpin, Christopher Mgr Arts and culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 121 106,323 Gray, Jason Asset Management G	Gilbert, Cole	UO 3 WW Treatment Core Area McLoughlin	100,240	945	101,185
Gillies, Tyler Capital Budget Analyst 74,649 4,310 78,959 Gilliand, Logan Park Ranger 2 79,111 - 79,111 Gilpin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk S 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,616 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 121 106,323 Gory, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Community Re	Gill, Navdeep	Mgr Occupational Health and Safety	125,351	2,011	127,362
Gilliland, Logan Park Ranger 2 79,111 - 79,111 Gilpin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 121 106,323 Gowid, Joseph Asset Management GIS Team Lead 87,891 1,640 89,531 Gray, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Gowi	Gilliam, Katy	Recreation Programmer	74,534	546	75,080
Gilpin, Christopher Mgr Arts and Culture Support Service 118,231 60 118,291 Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Goval, James Facilities Maintenance Supervisor 106,202 121 106,323 Gowid, Joseph Asset Management GIS Team Lead 87,891 1,640 89,531 Gray, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Mgr Website and Public Engagement 135,780 1,44 317,230 Green, Dale </td <td>Gillies, Tyler</td> <td>Capital Budget Analyst</td> <td>74,649</td> <td>4,310</td> <td>78,959</td>	Gillies, Ty l er	Capital Budget Analyst	74,649	4,310	78,959
Girardet, Jeffery Team Lead Water Transmission Operations 125,918 895 126,813 Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 121 106,323 Gowid, Joseph Asset Management GIS Team Lead 87,891 1,640 89,531 Gray, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Community Recreation Coord Youth Pgms 86,011 104 86,111 Gray, Jason Mgr Website and Public Engagement 135,780 1,44 137,230 Green, Dale	Gilliland, Logan	Park Ranger 2	79,111	-	79,111
Glew, Debbie Clerk 5 84,118 - 84,118 Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 121 106,323 Gowid, Joseph Asset Management GIS Team Lead 87,891 1,640 89,531 Gray, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Community Recreation Coord Youth Pgms 86,010 104 86,111 Gray, Zoe Mgr Website and Public Engagement 135,780 1,449 137,230 Green, Dale Sr Supervisor Regional Source Control 113,864 483 114,347 Green, Dale M	Gilpin, Christopher	Mgr Arts and Culture Support Service	118,231	60	118,291
Glover, Kirsten Tenant and Community Svcs Coordinator 79,973 1,688 81,661 Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 121 106,323 Gowid, Joseph Asset Management GIS Team Lead 87,891 1,640 89,531 Gray, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Community Recreation Coord Youth Pgms 86,010 104 86,114 Gray, Zoe Mgr Website and Public Engagement 135,780 1,449 137,230 Green, Dale Sr Supervisor Regional Source Control 113,864 483 114,347 Green, Dale Sr Supervisor Regional Housing Communications Panorama 108,502 165 108,667	Girardet, Jeffery	Team Lead Water Transmission Operations	125,918	895	126,813
Gordon, Rikki Business System Support Technician 85,062 29 85,091 Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 221 106,323 Gowid, Joseph Asset Management GIS Team Lead 87,891 1,640 89,531 Gray, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Community Recreation Coord Youth Pgms 86,010 104 86,111 Gray, Zoe Mgr Website and Public Engagement 135,780 1,449 137,230 Green, Dale Sr Supervisor Regional Source Control 113,864 483 114,347 Green, Matthew Community Energy Specialist 94,691 1,840 96,532 Gregg, Elizabeth Mgr Facilities and Operations Panorama 108,502 165 108,607 Gr	Glew, Debbie	Clerk 5	84,118	-	84,118
Gorman, Michael Senior Bylaw Enforcement Officer 90,585 1,097 91,682 Gorman, Rob Network Analyst 144,609 786 145,395 Gosper, Christopher Mgr Dam Safety 138,288 839 139,127 Govan, James Facilities Maintenance Supervisor 106,202 221 106,323 Gowid, Joseph Asset Management GIS Team Lead 87,891 1,640 89,531 Gray, Alexander Computer Support Technician 78,934 - 78,934 Gray, Jason Community Recreation Coord Youth Pgms 86,010 104 86,111 Gray, Zoe Mgr Website and Public Engagement 135,780 1,449 137,230 Green, Dale Sr Supervisor Regional Source Control 113,864 483 114,347 Green, Matthew Community Energy Specialist 94,691 1,840 96,532 Gregg, Elizabeth Mgr Facilities and Operations Panorama 108,502 165 108,667 Grigg, Sharon Human Resources Advisor 96,182 - 96,182 Grijch, James<	Glover, Kirsten	Tenant and Community Svcs Coordinator	79,973	1,688	81,661
Gorman, RobNetwork Analyst144,609786145,395Gosper, ChristopherMgr Dam Safety138,288839139,127Govan, JamesFacilities Maintenance Supervisor106,202121106,323Gowid, JosephAsset Management GIS Team Lead87,8911,64089,531Gray, AlexanderComputer Support Technician78,934-78,934Gray, JasonCommunity Recreation Coord Youth Pgms86,01010486,114Gray, ZoeMgr Website and Public Engagement135,7801,449137,230Green, DaleSr Supervisor Regional Source Control113,864483114,347Greeno, MatthewCommunity Energy Specialist94,6911,84096,532Gregg, ElizabethMgr Facilities and Operations Panorama108,502165108,667Greig, RobIndustrial Mechanic128,1685,607133,776Grigg, SharonHuman Resources Advisor96,182-96,182Gripich, JamesRegional Housing Communications Coordina83,56998284,551Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Guilekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,327210	Gordon, Rikki	Business System Support Technician	85,062	29	85,091
Gosper, ChristopherMgr Dam Safety138,288839139,127Govan, JamesFacilities Maintenance Supervisor106,202121106,323Gowid, JosephAsset Management GIS Team Lead87,8911,64089,531Gray, AlexanderComputer Support Technician78,934-78,934Gray, JasonCommunity Recreation Coord Youth Pgms86,01010486,114Gray, ZoeMgr Website and Public Engagement135,7801,449137,230Green, DaleSr Supervisor Regional Source Control113,864483114,347Greeno, MatthewCommunity Energy Specialist94,6911,84096,532Gregg, ElizabethMgr Facilities and Operations Panorama108,502165108,667Greig, RobIndustrial Mechanic128,1685,607133,776Grigg, SharonHuman Resources Advisor96,182-96,182Gripich, JamesRegional Housing Communications Coordina83,56998284,551Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Guillekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Gorman, Michael	Senior Bylaw Enforcement Officer	90,585	1,097	91,682
Govan, JamesFacilities Maintenance Supervisor106,202121106,323Gowid, JosephAsset Management GIS Team Lead87,8911,64089,531Gray, AlexanderComputer Support Technician78,934-78,934Gray, JasonCommunity Recreation Coord Youth Pgms86,01010486,114Gray, ZoeMgr Website and Public Engagement135,7801,449137,230Green, DaleSr Supervisor Regional Source Control113,864483114,347Greeno, MatthewCommunity Energy Specialist94,6911,84096,532Gregg, ElizabethMgr Facilities and Operations Panorama108,502165108,667Greig, RobIndustrial Mechanic128,1685,607133,776Grigg, SharonHuman Resources Advisor96,182-96,182Gripich, JamesRegional Housing Communications Coordina83,56998284,551Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Gorman, Rob	Network Analyst	144,609	786	145,395
Gowid, JosephAsset Management GIS Team Lead87,8911,64089,531Gray, AlexanderComputer Support Technician78,934-78,934Gray, JasonCommunity Recreation Coord Youth Pgms86,01010486,114Gray, ZoeMgr Website and Public Engagement135,7801,449137,230Green, DaleSr Supervisor Regional Source Control113,864483114,347Greeno, MatthewCommunity Energy Specialist94,6911,84096,532Greig, ElizabethMgr Facilities and Operations Panorama108,502165108,667Greig, RobIndustrial Mechanic128,1685,607133,776Grigg, SharonHuman Resources Advisor96,182-96,182Gripich, JamesRegional Housing Communications Coordina83,56998284,551Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Gosper, Christopher	Mgr Dam Safety	138,288	839	139,127
Gray, AlexanderComputer Support Technician78,934-78,934Gray, JasonCommunity Recreation Coord Youth Pgms86,01010486,114Gray, ZoeMgr Website and Public Engagement135,7801,449137,230Green, DaleSr Supervisor Regional Source Control113,864483114,347Greeno, MatthewCommunity Energy Specialist94,6911,84096,532Gregg, ElizabethMgr Facilities and Operations Panorama108,502165108,667Greig, RobIndustrial Mechanic128,1685,607133,776Grigg, SharonHuman Resources Advisor96,182-96,182Gripich, JamesRegional Housing Communications Coordina83,56998284,551Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Govan, James	Facilities Maintenance Supervisor	106,202	121	106,323
Gray, Jason Community Recreation Coord Youth Pgms 86,010 104 86,114 Gray, Zoe Mgr Website and Public Engagement 135,780 1,449 137,230 Green, Dale Sr Supervisor Regional Source Control 113,864 483 114,347 Greeno, Matthew Community Energy Specialist 94,691 1,840 96,532 Gregg, Elizabeth Mgr Facilities and Operations Panorama 108,502 165 108,667 Greig, Rob Industrial Mechanic 128,168 5,607 133,776 Grigg, Sharon Human Resources Advisor 96,182 - 96,182 Gripich, James Regional Housing Communications Coordina 83,569 982 84,551 Groulx, Mark Mgr Bylaw Enforcement and Animal Care 145,707 3,796 149,503 Guitar, Alexander Maintenance and Operations Leadhand 78,162 188 78,350 Gullekson, Geoff Radio and Geospatial Systems Coordinator 138,996 1,551 140,547 Haas, Tim Field Supervisor Industrial Automation 151,436 1,628 153,064 Haesevoets, Kathy Tour and Program Coordinator 75,327 210 75,537	Gowid, Joseph	Asset Management GIS Team Lead	87,891	1,640	89,531
Gray, ZoeMgr Website and Public Engagement135,7801,449137,230Green, DaleSr Supervisor Regional Source Control113,864483114,347Greeno, MatthewCommunity Energy Specialist94,6911,84096,532Gregg, ElizabethMgr Facilities and Operations Panorama108,502165108,667Greig, RobIndustrial Mechanic128,1685,607133,776Grigg, SharonHuman Resources Advisor96,182-96,182Gripich, JamesRegional Housing Communications Coordina83,56998284,551Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Gray, Alexander	Computer Support Technician	78,934	-	78,934
Green, Dale Sr Supervisor Regional Source Control 113,864 483 114,347 Greeno, Matthew Community Energy Specialist 94,691 1,840 96,532 Gregg, Elizabeth Mgr Facilities and Operations Panorama 108,502 165 108,667 Greig, Rob Industrial Mechanic 128,168 5,607 133,776 Grigg, Sharon Human Resources Advisor 96,182 - 96,182 Gripich, James Regional Housing Communications Coordina 83,569 982 84,551 Groulx, Mark Mgr Bylaw Enforcement and Animal Care 145,707 3,796 149,503 Guitar, Alexander Maintenance and Operations Leadhand 78,162 188 78,350 Gullekson, Geoff Radio and Geospatial Systems Coordinator 138,996 1,551 140,547 Haas, Tim Field Supervisor Industrial Automation 151,436 1,628 153,064 Haesevoets, Kathy	Gray, Jason	Community Recreation Coord Youth Pgms	86,010	104	86,114
Greeno, Matthew Community Energy Specialist 94,691 1,840 96,532 Gregg, Elizabeth Mgr Facilities and Operations Panorama 108,502 165 108,667 Greig, Rob Industrial Mechanic 128,168 5,607 133,776 Grigg, Sharon Human Resources Advisor 96,182 - 96,182 Gripich, James Regional Housing Communications Coordina 83,569 982 84,551 Groulx, Mark Mgr Bylaw Enforcement and Animal Care 145,707 3,796 149,503 Guitar, Alexander Maintenance and Operations Leadhand 78,162 188 78,350 Gullekson, Geoff Radio and Geospatial Systems Coordinator 138,996 1,551 140,547 Haas, Tim Field Supervisor Industrial Automation 151,436 1,628 153,064 Haesevoets, Kathy Tour and Program Coordinator 75,327 210 75,537	Gray, Zoe	Mgr Website and Public Engagement	135,780	1,449	137,230
Gregg, Elizabeth Mgr Facilities and Operations Panorama 108,502 165 108,667 Greig, Rob Industrial Mechanic 128,168 5,607 133,776 Grigg, Sharon Human Resources Advisor 96,182 - 96,182 Gripich, James Regional Housing Communications Coordina 83,569 982 84,551 Groulx, Mark Mgr Bylaw Enforcement and Animal Care 145,707 3,796 149,503 Guitar, Alexander Maintenance and Operations Leadhand 78,162 188 78,350 Gullekson, Geoff Radio and Geospatial Systems Coordinator 138,996 1,551 140,547 Haas, Tim Field Supervisor Industrial Automation 151,436 1,628 153,064 Haesevoets, Kathy Tour and Program Coordinator 75,327 210 75,537	Green, Dale	Sr Supervisor Regional Source Control	113,864	483	114,347
Greig, RobIndustrial Mechanic128,1685,607133,776Grigg, SharonHuman Resources Advisor96,182-96,182Gripich, JamesRegional Housing Communications Coordina83,56998284,551Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Greeno, Matthew	Community Energy Specialist	94,691	1,840	96,532
Grigg, Sharon Human Resources Advisor 96,182 - 96,182 Gripich, James Regional Housing Communications Coordina 83,569 982 84,551 Groulx, Mark Mgr Bylaw Enforcement and Animal Care 145,707 3,796 149,503 Guitar, Alexander Maintenance and Operations Leadhand 78,162 188 78,350 Gullekson, Geoff Radio and Geospatial Systems Coordinator 138,996 1,551 140,547 Haas, Tim Field Supervisor Industrial Automation 151,436 1,628 153,064 Haesevoets, Kathy Tour and Program Coordinator 75,327 210 75,537	Gregg, Elizabeth	Mgr Facilities and Operations Panorama	108,502	165	108,667
Gripich, James Regional Housing Communications Coordina 83,569 982 84,551 Groulx, Mark Mgr Bylaw Enforcement and Animal Care 145,707 3,796 149,503 Guitar, Alexander Maintenance and Operations Leadhand 78,162 188 78,350 Gullekson, Geoff Radio and Geospatial Systems Coordinator 138,996 1,551 140,547 Haas, Tim Field Supervisor Industrial Automation 151,436 1,628 153,064 Haesevoets, Kathy Tour and Program Coordinator 75,327 210 75,537	Greig, Rob	Industrial Mechanic	128,168	5,607	133,776
Groulx, MarkMgr Bylaw Enforcement and Animal Care145,7073,796149,503Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Grigg, Sharon	Human Resources Advisor	96,182	-	96,182
Guitar, AlexanderMaintenance and Operations Leadhand78,16218878,350Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Gripich, James	Regional Housing Communications Coordina	83,569	982	84,551
Gullekson, GeoffRadio and Geospatial Systems Coordinator138,9961,551140,547Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Groulx, Mark	Mgr Bylaw Enforcement and Animal Care	145,707	3,796	149,503
Haas, TimField Supervisor Industrial Automation151,4361,628153,064Haesevoets, KathyTour and Program Coordinator75,32721075,537	Guitar, Alexander	Maintenance and Operations Leadhand	78,162	188	78,350
Haesevoets, Kathy Tour and Program Coordinator 75,327 210 75,537	Gullekson, Geoff	Radio and Geospatial Systems Coordinator	138,996	1,551	140,547
	Haas, Tim	Field Supervisor Industrial Automation	151,436	1,628	153,064
Hagens, Peter Regulatory Inspector 87,403 3,634 91,038	Haesevoets, Kathy	Tour and Program Coordinator	75,327	210	75,537
	Hagens, Peter	Regulatory Inspector	87,403	3,634	91,038

Hall, Derek Wildfire Security and Emerg Resp Asst 91,704 1,963 Hall, Fraser Technical Lead, Hydrology and Dam Safety 101,825 735 Halliday, Shirley Administrative Clerk 1 76,452 650 Halliday, Shirley Administrative Clerk 1 76,452 650 Hardicock, Adam Park Operations Team Lead Carpenter 115,920 543 Hardiman, Laura Mgr Asset Management 145,160 3,890 Hardy, Keegan Corporate Energy Specialist 95,557 347 Harradine, Jim Wildfire Security and Emerg Resp Asst 91,067 1,806 Harris, David Heet Mechanic 103,878 - 1	Total	Expenses	Salary	Position	Name
Halliday, Shirley Administrative Clerk 1 76,452 650 Hancock, Adam Park Operations Team Lead Carpenter 115,920 543 Hardiman, Laura Mgr Asset Management 145,160 3,890 Hardy, Keegan Corporate Energy Specialist 95,557 347 Harradine, Jim Wildfire Security and Emerg Resp Asst 91,067 1,886 Harris, David Fleet Mechanic 103,878 - Harris, Glenn GM Parks Recreation and Environmental Se 185,579 907 Hauff, Christopher Sr Mgr Tech and Digital Transformation 174,649 49 Hawthorne, Scott Field Supervisor Water Operations 155,524 4,983 Hayes, Alesha Emergency Mgmt Sr Project Coordinator 85,356 398 Hey, Jermei Laboratory Technician 2 78,963 491 Hei, Jermei Laboratory Technician 2 78,963 192 Hei, Jermei Laboratory Technician 2 78,963 192 Hei, Jermei Laboratory Technician 2 78,963 192 Hei, Jermei 1	93,667	1,963	91,704	Wildfire Security and Emerg Resp Asst	Hall, Derek
Hancock, Adam Park Operations Team Lead Carpenter 115,920 543 Hardiman, Laura Mgr Asset Management 145,160 3,890 Hardy, Keegan Corporate Energy Specialist 95,557 347 Harradine, Jim Wildfire Security and Emerg Resp Asst 91,067 1,806 Harris, David Fleet Mechanic 103,878 - Harris, David Fleet Mechanic 103,878 - Harris, Glenn GM Parks Recreation and Environmental Se 185,579 907 Hauff, Christopher Sr Mgr Tech and Digital Transformation 174,649 49 Hawthorne, Scott Field Supervisor Water Operations 155,524 4,983 Hayes, Alesha Emergency Mgmt Sr Project Coordinator 85,356 398 He, Jenmei Laboratory Technician 2 78,963 491 Heidary-Monfared, Sadria Mgr Process Engineering 162,730 1,021 Heikkila, David Project Engineer 107,529 507 Hemus, Burn Operations Team Lead 98,859 513 Henderson, Coral-Lee Administrative Officer 3 112,775 2,292 Henderson, Martin Aquatic Program Coordinator 83,684 - Henderson, Neil Park Maintenance Worker 5 77,191 1,223 Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hilva, Adam Mgr Wastewater Conveyance Operations 136,628 931 Hogarth, Jarrod U0 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hoglund, Colleen Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm U0 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn U0 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Huughes, Dana Tenant and Community Svcs Coordinator 76,012 Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David U0 4 Wastewater Treatment Saan Pen 105,784	102,561	735	101,825	Technical Lead, Hydrology and Dam Safety	Hall, Fraser
Hardiman, Laura Mgr Asset Management 145,160 3,890 Hardy, Keegan Corporate Energy Specialist 95,557 347 Harradine, Jim Wildfire Security and Emerg Resp Asst 91,067 1,806 Harris, David Heet Mechanic 103,878 - Harris, David Heet Mechanic 103,878 - Harris, Glenn GM Parks Recreation and Environmental Se 185,579 907 Hauff, Christopher Sr Mgr Tech and Digital Transformation 174,649 49 Hawthorne, Scott Field Supervisor Water Operations 155,524 4,983 Hayes, Alesha Emergency Mgmt Sr Project Coordinator 85,356 398 He, Jenmei Laboratory Technician 2 78,963 491 Heiddary-Monfared, Sadra Mgr Process Engineering 162,730 1,021 Heidkila, David Project Engineer 107,529 507 Hemus, Burn Operations Team Lead 98,859 513 Henderson, Coral-Lee Administrative Officer 3 112,775 2,292 Henderson, Martin Aquatic Program Coordinator 83,684 - Henderson, Neil Park Maintenance Worker 5 77,191 1,223 Henderson, Neil Park Maintenance Worker 5 77,191 1,223 Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hliva, Adam Mgr Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hogyarth, Jarrod U0 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm U0 3 Salt Spring and Pender Islands 166,667 817 Hollmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn U0 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Super Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huuclak, Shauna Mgr Archaeology 127,816 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David U0 4 Wastewater Treatment Saan Pen 105,784	77,102	650	76,452	Administrative Clerk 1	Halliday, Shirley
Hardy, Keegan Corporate Energy Specialist 95,557 347 Harradine, Jim Wildfire Security and Emerg Resp Asst 91,067 1,806 Harris, David Fleet Mechanic 103,878 - Harris, Glenn GM Parks Recreation and Environmental Se 185,579 907 Hauff, Christopher Sr Mgr Tech and Digital Transformation 174,649 49 Hawthorne, Scott Field Supervisor Water Operations 155,524 4,983 Hayes, Alesha Emergency Mgmt Sr Project Coordinator 85,356 398 Hey, Lenmei Laboratory Technician 2 78,963 491 Heidary-Monfared, Sadra Mgr Process Engineering 102,730 1,021 Heikkila, David Project Engineer 107,529 507 Hemus, Burn Operations Team Lead 98,859 513 Henderson, Coral-Lee Administrative Officer 3 112,775 2,292 Henderson, Martin Aquatic Program Coordinator 83,684 - Henderson, Neil Park Maintenance Worker S 77,191 1,223 Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hliva, Adam Mgr Wastewater Conveyance Operations 136,268 931 Hogarth, Jarrod U0 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hoglund, Colleen Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm U0 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn U0 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn U0 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supervisor Business Systems Support 17,816 6,137 Hube, Laura Planning Assistant 79,625 1,940 Hube, Laura Planning Assistant 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David U0 4 Wastewater Treatment Saan Pen 105,784	116,463	543	115,920	Park Operations Team Lead Carpenter	Hancock, Adam
Harradine, Jim Wildfire Security and Emerg Resp Asst 91,067 1,806 Harris, David Fleet Mechanic 103,878 - Harris, Glenn GM Parks Recreation and Environmental Se 185,579 907 Hauff, Christopher Sr Mgr Tech and Digital Transformation 174,649 49 Hawthorne, Scott Field Supervisor Water Operations 155,524 4,983 Hayes, Alesha Emergency Mgmt Sr Project Coordinator 85,356 398 Hey, Jenmei Laboratory Technician 2 78,963 491 Heidary-Monfared, Sadra Mgr Process Engineering 162,730 1,021 Heikkila, David Project Engineer 107,529 507 Hemus, Burn Operations Team Lead 98,859 513 Henderson, Coral-Lee Administrative Officer 3 112,775 2,292 Henderson, Martin Aquatic Program Coordinator 83,684 - Henderson, Neil Park Maintenance Worker 5 77,191 1,223 Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hiliva, Adam Mgr Wastewater Conveyance Operations 136,268 931 Hogarth, Jarrod U0 4 Wastewater Treatment Saan Pen 110,719 621 Hogath, Jarrod U0 4 Wastewater Treatment Saan Pen 110,719 621 Hogath, Abrahm U0 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn U0 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 House, Jennifer Supervisor Business Systems Support 170,058 119,041 597 House, John Mgr Archaeology 127,816 6,137 Hughes, Dana Fenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 lluk, David U0 4 Wastewater Treatment Saan Pen 105,784 803	149,050	3,890	145,160	Mgr Asset Management	Hardiman, Laura
Harris, DavidFleet Mechanic103,878-Harris, GlennGM Parks Recreation and Environmental Se185,579907Hauff, ChristopherSr Mgr Tech and Digital Transformation174,64949Hawthorne, ScottField Supervisor Water Operations155,5244,983Hayes, AleshaEmergency Mgmt Sr Project Coordinator85,356398He, JenmeiLaboratory Technician 278,963491Heidary-Monfared, SadraMgr Process Engineering162,7301,021Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horrisceld, AndrewPark Ranger 280,1074,058Horseld, JohnSupvr Hartland Maintenance and Ops119,041597 <td>95,904</td> <td>347</td> <td>95,557</td> <td>Corporate Energy Specialist</td> <td>Hardy, Keegan</td>	95,904	347	95,557	Corporate Energy Specialist	Hardy, Keegan
Harris, GlennGM Parks Recreation and Environmental Se185,579907Hauff, ChristopherSr Mgr Tech and Digital Transformation174,64949Hawthorne, ScottField Supervisor Water Operations155,5244,983Hayes, AleshaEmergency Mgmt Sr Project Coordinator85,356398He, JenmeiLaboratory Technician 278,963491Heidary-Monfared, SadraMgr Process Engineering162,7301,021Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker S77,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holrhes, JenniferSupervisor Business Systems Support101,63229Horriscer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horriscld, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops </td <td>92,874</td> <td>1,806</td> <td>91,067</td> <td>Wildfire Security and Emerg Resp Asst</td> <td>Harradine, Jim</td>	92,874	1,806	91,067	Wildfire Security and Emerg Resp Asst	Harradine, Jim
Hauff, ChristopherSr Mgr Tech and Digital Transformation174,64949Hawthorne, ScottField Supervisor Water Operations155,5244,983Hayes, AleshaEmergency Mgmt Sr Project Coordinator85,356398He, JenmeiLaboratory Technician 278,963491Heidary-Monfared, SadraMgr Process Engineering162,7301,021Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horbozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupervisor Business Systems Support119,041597Huse, LauraPlanning Assistant79,6251,9	103,878	-	103,878	Fleet Mechanic	Harris, David
Hawthorne, ScottField Supervisor Water Operations155,5244,983Hayes, AleshaEmergency Mgmt Sr Project Coordinator85,356398He, JenmeiLaboratory Technician 278,963491Heidary-Monfared, SadraMgr Process Engineering162,7301,021Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horbozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huck, ShaunaMgr Archaeology127,8166,137Hughes,	186,486	907	185,579	GM Parks Recreation and Environmental Se	Harris, Glenn
Hayes, AleshaEmergency Mgmt Sr Project Coordinator85,356398He, JenmeiLaboratory Technician 278,963491Heidary-Monfared, SadraMgr Process Engineering162,7301,021Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hut	174,698	49	174,649	Sr Mgr Tech and Digital Transformation	Hauff, Christopher
He, JenmeiLaboratory Technician 278,963491Heidary-Monfared, SadraMgr Process Engineering162,7301,021Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSuper Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, Larisa<	160,506	4,983	155,524	Field Supervisor Water Operations	Hawthorne, Scott
Heidary-Monfared, SadraMgr Process Engineering162,7301,021Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hollund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk	85,754	398	85,356	Emergency Mgmt Sr Project Coordinator	Hayes, Alesha
Heikkila, DavidProject Engineer107,529507Hemus, BurnOperations Team Lead98,859513Henderson, Coral-LeeAdministrative Officer 3112,7752,292Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSuper Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidU0 4 Wastewater Treatment Saan Pen105,784803 <td>79,454</td> <td>491</td> <td>78,963</td> <td>Laboratory Technician 2</td> <td>He, Jenmei</td>	79,454	491	78,963	Laboratory Technician 2	He, Jenmei
Hemus, Burn Operations Team Lead 98,859 513 Henderson, Coral-Lee Administrative Officer 3 112,775 2,292 Henderson, Martin Aquatic Program Coordinator 83,684 Henderson, Neil Park Maintenance Worker 5 77,191 1,223 Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hliva, Adam Mgr Wastewater Conveyance Operations 136,268 931 Hogarth, Jarrod U0 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hoglund, Colleen Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm U0 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn U0 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Hughes, Dana Tenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David U0 4 Wastewater Treatment Saan Pen 105,784 803	163,750	1,021	162,730	Mgr Process Engineering	Heidary-Monfared, Sadra
Henderson, Coral-Lee Administrative Officer 3 112,775 2,292 Henderson, Martin Aquatic Program Coordinator 83,684 - Henderson, Neil Park Maintenance Worker 5 77,191 1,223 Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hliva, Adam Mgr Wastewater Conveyance Operations 136,268 931 Hogarth, Jarrod UO 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hoglund, Colleen Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm UO 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn UO 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Hughes, Dana Tenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	108,037	507	107,529	Project Engineer	Heikkila, David
Henderson, MartinAquatic Program Coordinator83,684-Henderson, NeilPark Maintenance Worker 577,1911,223Henderson, StephenSr Mgr Real Estate179,6368,328Hliva, AdamMgr Wastewater Conveyance Operations136,268931Hogarth, JarrodU0 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidU0 4 Wastewater Treatment Saan Pen105,784803	99,372	513	98,859	Operations Team Lead	Hemus, Burn
Henderson, Neil Park Maintenance Worker 5 77,191 1,223 Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hliva, Adam Mgr Wastewater Conveyance Operations 136,268 931 Hogarth, Jarrod UO 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hoglund, Colleen Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm UO 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn UO 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Hughes, Dana Tenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	115,066	2,292	112,775	Administrative Officer 3	Henderson, Coral-Lee
Henderson, Stephen Sr Mgr Real Estate 179,636 8,328 Hliva, Adam Mgr Wastewater Conveyance Operations 136,268 931 Hogarth, Jarrod UO 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hoglund, Colleen Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm UO 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn UO 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Hughes, Dana Tenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	83,684	-	83,684	Aquatic Program Coordinator	Henderson, Martin
Hliva, Adam Mgr Wastewater Conveyance Operations 136,268 931 Hogarth, Jarrod UO 4 Wastewater Treatment Saan Pen 110,719 621 Hoge, Andrew Mgr Corporate Finance 146,541 3,848 Hoglund, Colleen Mgr Program Services SEAPARC 118,240 42 Hohn, Abrahm UO 3 Salt Spring and Pender Islands 106,667 817 Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn UO 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Hughes, Dana Tenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	78,414	1,223	77,191	Park Maintenance Worker 5	Henderson, Neil
Hogarth, JarrodUO 4 Wastewater Treatment Saan Pen110,719621Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmUO 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynUO 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	187,964	8,328	179,636	Sr Mgr Real Estate	Henderson, Stephen
Hoge, AndrewMgr Corporate Finance146,5413,848Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidU0 4 Wastewater Treatment Saan Pen105,784803	137,199	931	136,268	Mgr Wastewater Conveyance Operations	H l iva, Adam
Hoglund, ColleenMgr Program Services SEAPARC118,24042Hohn, AbrahmU0 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynU0 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidU0 4 Wastewater Treatment Saan Pen105,784803	111,340	621	110,719	UO 4 Wastewater Treatment Saan Pen	Hogarth, Jarrod
Hohn, AbrahmUO 3 Salt Spring and Pender Islands106,667817Holmes, JenniferSupervisor Business Systems Support101,63229Horhozer, JocelynUO 3 WW Treatment Core Area McLoughlin93,105997Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	150,389	3,848	146,541	Mgr Corporate Finance	Hoge, Andrew
Holmes, Jennifer Supervisor Business Systems Support 101,632 29 Horhozer, Jocelyn UO 3 WW Treatment Core Area McLoughlin 93,105 997 Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Hughes, Dana Tenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	118,282	42	118,240	Mgr Program Services SEAPARC	Hoglund, Colleen
Horhozer, Jocelyn Horsfield, Andrew Park Ranger 2 80,107 4,058 Hozack, John Supvr Hartland Maintenance and Ops 119,041 597 Hube, Laura Planning Assistant 79,625 1,940 Huculak, Shauna Mgr Archaeology 127,816 6,137 Hughes, Dana Tenant and Community Svcs Coordinator 76,012 - Hussain, Adria Senior Park Naturalist 78,466 468 Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David	107,483	817	106,667	UO 3 Salt Spring and Pender Islands	Hohn, Abrahm
Horsfield, AndrewPark Ranger 280,1074,058Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	101,661	29	101,632	Supervisor Business Systems Support	Holmes, Jennifer
Hozack, JohnSupvr Hartland Maintenance and Ops119,041597Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	94,102	997	93,105	UO 3 WW Treatment Core Area McLoughlin	Horhozer, Jocelyn
Hube, LauraPlanning Assistant79,6251,940Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	84,165	4,058	80,107	Park Ranger 2	Horsfield, Andrew
Huculak, ShaunaMgr Archaeology127,8166,137Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	119,638	597	119,041	Supvr Hartland Maintenance and Ops	Hozack, John
Hughes, DanaTenant and Community Svcs Coordinator76,012-Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	81,566	1,940	79,625	Planning Assistant	Hube, Laura
Hussain, AdriaSenior Park Naturalist78,466468Hutcheson, LarisaGM Parks and Environmental Services95,019252Iluk, DavidUO 4 Wastewater Treatment Saan Pen105,784803	133,952	6,137	127,816	Mgr Archaeology	Huculak, Shauna
Hutcheson, Larisa GM Parks and Environmental Services 95,019 252 Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	76,012	-	76,012	Tenant and Community Svcs Coordinator	Hughes, Dana
Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	78,934	468	78,466	Senior Park Naturalist	Hussain, Adria
Iluk, David UO 4 Wastewater Treatment Saan Pen 105,784 803	95,271	252	95,019	GM Parks and Environmental Services	Hutcheson, Larisa
	106,587	803	105,784	UO 4 Wastewater Treatment Saan Pen	
	84,443	2,034	82,409	Outdoor Recreation Specialist	Ince, Rachael
Ingraham, Robert Mgr Corporate Occ Health and Safety 162,605 2,800	165,405			·	
Iqbal, Yasar SAP Business Analyst 124,295 -	124,295	, -		· · · · · · · · · · · · · · · · · · ·	_
Irg, Shayne Sr Mgr Water Infrastructure Operations 188,609 1,348	189,957	1,348		•	·

Name	Position	Salary	Expenses	Total
Irwin, Marie	Supvr Regulatory Inspections	101,416	-	101,416
Jasinsky, Denis	Mgr Core Area Wastewater Operations	137,592	1,604	139,196
Jefferies, Andrew	Team Lead Water Treatment Operations	120,155	393	120,548
Jenkinson, Carolyn	Manager Executive Operations	116,135	241	116,376
Jo, Kyu-Chang	Sr Financial Advisor	115,821	1,298	117,118
Jobsis, Mark	Business Systems Analyst	109,614	-	109,614
Johansson, Kenneth	Project Portfolio Manager	150,405	4,666	155,072
Johnston, Jesse	UO 2 Regional Supply JdF Saan Pen	83,739	1,210	84,949
Jones, Luisana	GM Parks Recreation and Environmental Se	174,132	31,322	205,453
Jubb, Damon	Creative Services Coordinator	77,031	94	77,125
Keeghan, Michael	Mgr Financial Systems	120,929	1,099	122,028
Kelly, Jared	Mgr IWS Capital Projects	154,028	726	154,754
Kemle, Kristin	Senior Property Manager	112,164	30	112,194
Kent, Ian	UO 3 WW Treatment Core Area McLoughlin	95,383	924	96,307
Khan, Usama	Mgr Cybersecurity	137,213	689	137,903
Khoddam, Saman	Process Engineer	83,311	1,198	84,509
Kickham, Peter	Mgr Environmental Regulations	140,755	3,619	144,374
Kilvert, Todd	Technical Services Technician 2	89,112	620	89,731
Kippan, Robin	Team Lead McLoughlin Point WWTP	106,346	2,760	109,106
Kirkpatrick, Darren	Park Maintenance Worker 5	77,323	878	78,201
Klassen, Patrick	Sr Mgr Regional Planning	70,097	15,757	85,854
Koby, Patrick	Building Inspector 3	100,778	1,247	102,025
Kolic, Joe	Electrician Class A FSR	137,364	903	138,267
Konicek, Katarina	Project Engineer	121,271	587	121,857
Kornelson, James	Electrician 2	120,904	-	120,904
Kosiance, Bradley	Electronics Technologist	116,405	2,938	119,343
Kozak, Craig	Team Lead Water Treatment Operations	113,039	-	113,039
Krishna, Sudha	Mgr Social Marketing	135,772	785	136,557
Kroening, James	Utility Operator Team Lead	111,881	2,835	114,717
Kruger, Allan	Senior Operator 2	93,024	105	93,129
Kurapati, Kapil	Mgr SAP Payroll and HCM	115,555	16,392	131,947
Kuzman, Michael	UO 4 Salt Spring and Pender Islands	137,570	1,573	139,143
Lacey, Dean	Environmental Technician 1	76,392	-	76,392
Lachance, Rianna	Sr Mgr Financial Services / Deputy CFO	84,901	3,963	88,864
Lagoa, Marlene	Mgr Leg Services and Deputy Corp Officer	135,780	2,853	138,633
Lambert, Katharine	Sr Ppty Mgr Tenant and Community Svcs	94,696	1,143	95,839
Lane, Krista	Property Manager Housing Operations	107,739	197	107,936
Lathigee, Jonathan	Supvr Business Systems and GIS	133,429	-	133,429
Lavigueur, Eric	Maintenance Management Analyst	95,534	500	96,034

Name	Position	Salary	Expenses	Total
Lawrence, lain	Sr Mgr JdF Local Area Services	167,982	1,519	169,501
Lazaro, Dianne	Senior Business Analyst	114,244	-	114,244
Leahy, Cathy	Administrative Officer 1	112,399	-	112,399
Lee, Joldine	Building Inspector 3	100,787	772	101,559
Lee, Patricia	Treasury Analyst	100,996	1,298	102,294
Lee, Wendy	Laboratory Coordinator	100,892	-	100,892
Li, Ye	Sr Financial Advisor	114,980	1,298	116,277
Lincoln, Craig	Team Lead McLoughlin Point WWTP	131,462	3,825	135,287
Lindsay, Christopher	Watershed Technician Operations	103,514	1,371	104,885
Linwood, Angela	Controller	154,178	3,694	157,872
Littlejohn, Warren	Field Supervisor Watershed	145,736	1,432	147,168
Locke, Henry	Draftsperson 3	88,984	484	89,469
Lorette, Kevin	GM Planning and Protective Services	248,181	3,436	251,617
Lowe, Chris	Supervisor Environmental Monitoring	90,069	348	90,417
Lucas, Darren	Planner	101,924	1,164	103,088
Lunday, Tysha	Laboratory Technician 2	79,276	-	79,276
Lundrie, Zachary	Recreation Program Coordinator 3	90,568	2,433	93,001
Lynk, Ty l er	UO 4 WW Treatment Core Area McLoughlin	108,353	540	108,893
Lyons, Daniel	Environmental Science Officer 1	82,705	1,500	84,205
Lyons, Shirley	Marine Officer Marine Assessment Off	90,805	-	90,805
MacDonald, Colin	Team Lead Water Treatment Operations	111,222	2,818	114,039
MacDonald, Matthew	Financial Analyst Accounting	89,061	380	89,440
MacDonald, Mieko	SAP Business Analyst	113,372	-	113,372
MacIntyre, Michael	Sr Mgr Regional Parks	162,586	1,189	163,775
MacPherson, Abbie	Mgr Development Projects	99,959	1,344	101,303
Mah, Kirsten	Health Communities Planner	88,904	1,237	90,141
Maher, Kelly	Water Treatment Operator	93,987	253	94,240
Maherali, Riyaz	Supervisor Application Development	111,103	-	111,103
Maloney, Jeffrey	UO 4 Wastewater Coll Core Area Saan Pen	113,502	1,055	114,557
Manktelow, Gay l e	Administrative Coordinator 2	78,502	60	78,562
Mann, Matt	Maintenance Management Analyst	95,579	-	95,579
Manning, Anthony	Electrician 2	129,509	1,250	130,759
Marr, Joseph	Sr Mgr Infrastructure Engineering	183,797	5,636	189,432
Marte, Nathan	UO 2 Wastewater Core Area McLoughlin Pt	90,588	695	91,284
Martin, Darren	Database Administrator	148,755	-	148,755
Maslen, Lucas	Biosolids Coordinator	77,401	311	77,712
Mason, Scott	Mgr Water Supply Eng and Planning	162,729	1,786	164,515
Masters, Kate	Communications Liaison	83,629	13	83,642
May, Stephen	Sr Mgr Facilities Mgmt and Eng Services	181,373	2,543	183,916

McCoubrey, Patrick Security Team Lead 117,705 351 118,056 McCrea, John Fire Chief 142,245 - 142,245 McCreesh, Shari Purchaser 99,413 1,344 100,757 McDonough, Jeff Electrician 2 121,891 1,022 122,913 McEwen, Ian Asset Integration Technician 86,149 93 86,243 McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McKlewen, Sharon Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McKoull, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Medland, John Sr Financial Advisor 114,019	Name	Position	Salary	Expenses	Total
McCrea, John Fire Chief 142,245 - 142,245 McCreesh, Shari Purchaser 99,413 1,344 100,757 McDonough, Jeff Electrician 2 121,891 1,022 122,913 McEwen, Ian Asset Integration Technician 86,149 93 86,243 McEwen, Jennifer Park Technician 86,242 1,297 87,539 McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McIntyre, Shawn Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operation 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Mcedler, Derek U0 4 Wastewater Coll Core Area Saan Pen	McAloon, James	Engineering Technician 2	89,112	=	89,112
McCreesh, Shari Purchaser 99,413 1,344 100,757 McDonough, Jeff Electrician 2 121,891 1,022 122,913 McEwen, Ian Asset Integration Technician 86,149 93 86,243 McEwen, Jennifer Park Technician 86,242 1,297 87,539 McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McIntyre, Shawn Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McNorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNerson, Scott Team Lead Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 316,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Mcdland, John Sr Financial Advisor 114,019 1,404 115,423 Medler, Derek U0 4 Wastewater Coll Co	McCoubrey, Patrick	Security Team Lead	117,705	351	118,056
McDonough, Jeff Electrician 2 121,891 1,022 122,913 McEwen, Ian Asset Integration Technician 86,149 93 86,243 McEwen, Jennifer Park Technician 86,242 1,297 87,539 McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McIntyre, Shawn Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medler, Derek U0 4 Wastewater Coll Core Area Saan Pen 95,753 488 96,241 Mendoza, Carlos SAP ABA	McCrea, John	Fire Chief	142,245	-	142,245
McEwen, Ian Asset Integration Technician 86,149 93 86,243 McEwen, Jennifer Park Technician 86,242 1,297 87,539 McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McIntyre, Shawn Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medler, Derek U0 4 Wastewater Coll Core Area Saan Pen 95,753 488 96,241 Mendoza, Carlos SAP ABAP Developer 108,025 - 108,025 Merriam, Colin Senior	McCreesh, Shari	Purchaser	99,413	1,344	100,757
McEwen, Jennifer Park Technician 86,242 1,297 87,539 McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McIntyre, Shawn Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Mcdland, John Sr Financial Advisor 114,019 1,404 115,423 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medlar, Derek U0 4 Wastewater Coll Core Area Saan Pen 95,753 488 96,241 Menzies, Curtis Local Utility Operator Team Lead 131,111 8,839 139,950 Merriam, Colin	McDonough, Jeff	Electrician 2	121,891	1,022	122,913
McGuire, Jamie Laboratory Technician 2 79,033 - 79,033 McIntyre, Shawn Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medler, Derek U0 4 Wastewater Coll Core Area Saan Pen 95,753 488 96,241 Menzies, Curtis Local Utility Operator Team Lead 131,111 8,839 139,950 Merriam, Colin Senior Project Planner 81,706 1,136 82,842 Mido, Jiayu	McEwen, lan	Asset Integration Technician	86,149	93	86,243
McIntyre, Shawn Field Supervisor Mechanical 159,608 3,509 163,117 McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medler, Derek U0 4 Wastewater Coll Core Area Saan Pen 95,753 488 96,241 Mendoza, Carlos SAP ABAP Developer 108,025 - 108,025 Menzies, Curtis Local Utility Operator Team Lead 131,111 8,839 139,950 Merriam, Colin Senior Project Planner 81,706 1,136 82,842 Miao, Jiayu Cybersecurity Analyst 101,175 2,992 104,167 Mideleton, David <td>McEwen, Jennifer</td> <td>Park Technician</td> <td>86,242</td> <td>1,297</td> <td>87,539</td>	McEwen, Jennifer	Park Technician	86,242	1,297	87,539
McKeown, Sharon Tenant Services Coordinator 79,397 - 79,397 McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medler, Derek U0 4 Wastewater Coll Core Area Saan Pen 95,753 488 96,241 Mendoza, Carlos SAP ABAP Developer 108,025 - 108,025 Menzies, Curtis Local Utility Operator Team Lead 131,111 8,839 139,950 Merriam, Colin Senior Project Planner 81,706 1,136 82,842 Miao, Jiayu Cybersecurity Analyst 101,175 2,992 104,167 Middleton, David Team Lead McLoughlin Point WWTP 110,857 1,144 112,001 Mildenberger, J	McGuire, Jamie	Laboratory Technician 2	79,033	-	79,033
McLorg, Michael Senior CAD GIS Technologist 100,887 3,139 104,026 McNeill, James Water Treatment Operator 118,958 41 119,000 McPherson, Scott Team Lead Water Treatment Operations 116,291 124 116,415 McQuarrie, Christine Mgr HRIS and Compensation 83,200 - 83,200 Medland, John Sr Financial Advisor 114,019 1,404 115,423 Medler, Derek U0 4 Wastewater Coll Core Area Saan Pen 95,753 488 96,241 Mendoza, Carlos SAP ABAP Developer 108,025 - 108,025 Menzies, Curtis Local Utility Operator Team Lead 131,111 8,839 139,950 Merriam, Colin Senior Project Planner 81,706 1,136 82,842 Miao, Jiayu Cybersecurity Analyst 101,175 2,992 104,167 Middleton, David Team Lead McLoughlin Point WWTP 110,857 1,144 112,001 Milkas, Alexander Project Engineer Asset Management 97,476 1,636 99,112 Miles, Carli Weigh Scale Attendant 82,550 15 82,564 <td>McIntyre, Shawn</td> <td>Field Supervisor Mechanical</td> <td>159,608</td> <td>3,509</td> <td>163,117</td>	McIntyre, Shawn	Field Supervisor Mechanical	159,608	3,509	163,117
McNeill, JamesWater Treatment Operator118,95841119,000McPherson, ScottTeam Lead Water Treatment Operations116,291124116,415McQuarrie, ChristineMgr HRIS and Compensation83,200-83,200Medland, JohnSr Financial Advisor114,0191,404115,423Medler, DerekUO 4 Wastewater Coll Core Area Saan Pen95,75348896,241Mendoza, CarlosSAP ABAP Developer108,025-108,025Menzies, CurtisLocal Utility Operator Team Lead131,1118,839139,950Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	McKeown, Sharon	Tenant Services Coordinator	79,397	-	79,397
McPherson, ScottTeam Lead Water Treatment Operations116,291124116,415McQuarrie, ChristineMgr HRIS and Compensation83,200-83,200Medland, JohnSr Financial Advisor114,0191,404115,423Medler, DerekU0 4 Wastewater Coll Core Area Saan Pen95,75348896,241Mendoza, CarlosSAP ABAP Developer108,025-108,025Menzies, CurtisLocal Utility Operator Team Lead131,1118,839139,950Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	McLorg, Michael	Senior CAD GIS Technologist	100,887	3,139	104,026
McQuarrie, ChristineMgr HRIS and Compensation83,200-83,200Medland, JohnSr Financial Advisor114,0191,404115,423Medler, DerekUO 4 Wastewater Coll Core Area Saan Pen95,75348896,241Mendoza, CarlosSAP ABAP Developer108,025-108,025Menzies, CurtisLocal Utility Operator Team Lead131,1118,839139,950Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	McNeill, James	Water Treatment Operator	118,958	41	119,000
Medland, JohnSr Financial Advisor114,0191,404115,423Medler, DerekUO 4 Wastewater Coll Core Area Saan Pen95,75348896,241Mendoza, CarlosSAP ABAP Developer108,025-108,025Menzies, CurtisLocal Utility Operator Team Lead131,1118,839139,950Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	McPherson, Scott	Team Lead Water Treatment Operations	116,291	124	116,415
Medler, DerekUO 4 Wastewater Coll Core Area Saan Pen95,75348896,241Mendoza, CarlosSAP ABAP Developer108,025-108,025Menzies, CurtisLocal Utility Operator Team Lead131,1118,839139,950Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	McQuarrie, Christine	Mgr HRIS and Compensation	83,200	-	83,200
Mendoza, CarlosSAP ABAP Developer108,025-108,025Menzies, CurtisLocal Utility Operator Team Lead131,1118,839139,950Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Medland, John	Sr Financial Advisor	114,019	1,404	115,423
Menzies, CurtisLocal Utility Operator Team Lead131,1118,839139,950Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Medler, Derek	UO 4 Wastewater Coll Core Area Saan Pen	95,753	488	96,241
Merriam, ColinSenior Project Planner81,7061,13682,842Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Mendoza, Carlos	SAP ABAP Developer	108,025	-	108,025
Miao, JiayuCybersecurity Analyst101,1752,992104,167Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Menzies, Curtis	Local Utility Operator Team Lead	131,111	8,839	139,950
Middleton, DavidTeam Lead McLoughlin Point WWTP110,8571,144112,001Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Merriam, Colin	Senior Project Planner	81,706	1,136	82,842
Miklas, AlexanderProject Engineer Asset Management97,4761,63699,112Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Miao, Jiayu	Cybersecurity Analyst	101,175	2,992	104,167
Mildenberger, JeffreyField Supervisor Water Treatment Ops120,3593,210123,569Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Middleton, David	Team Lead McLoughlin Point WWTP	110,857	1,144	112,001
Miles, CarliWeigh Scale Attendant82,5501582,564Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Miklas, Alexander	Project Engineer Asset Management	97,476	1,636	99,112
Milkert, CoryCross Connection Control Inspector88,9751,16290,136Miller, JaceyIndustrial Mechanic131,283568131,851	Mildenberger, Jeffrey	Field Supervisor Water Treatment Ops	120,359	3,210	123,569
Miller, Jacey Industrial Mechanic 131,283 568 131,851	Miles, Carli	Weigh Scale Attendant	82,550	15	82,564
	Milkert, Cory	Cross Connection Control Inspector	88,975	1,162	90,136
Miller, Travis Warehouse Worker 77,096 49 77,145	Miller, Jacey	Industrial Mechanic	131,283	568	131,851
	Miller, Travis	Warehouse Worker	77,096	49	77,145
Milne, Jeffrey Mgr Risk and Insurance 128,629 - 128,629	Milne, Jeffrey	Mgr Risk and Insurance	128,629	-	128,629
Moazzezi Moghaddam, Dominique Solid Waste Initiatives Coordinator 76,272 - 76,272	Moazzezi Moghaddam, Dominique Solid Waste Initiatives Coordinator		76,272	-	76,272
Moch, Christoph Mgr Water Quality 145,160 5,357 150,516	Moch, Christoph	Mgr Water Quality	145,160	5,357	150,516
Mollet, Keith SAP ABAP Developer 110,104 - 110,104	Mollet, Keith	SAP ABAP Developer	110,104	-	110,104
Mooney, John Mgr Park Operations 130,062 505 130,567	Mooney, John	Mgr Park Operations	130,062	505	130,567
Moore, Allan SAP Systems Administrator 90,100 - 90,100	Moore, Allan	SAP Systems Administrator	90,100	-	90,100
More, Nancy Information Management Analyst 83,627 288 83,915	More, Nancy	Information Management Analyst	83,627	288	83,915
Morley, Kristen GM Corporate Services 250,101 5,746 255,847	Morley, Kristen	GM Corporate Services	250,101	5,746	255,847
Moss, Tracey Mgr Visitor Experience and Stewardship 88,031 1,328 89,359	Moss, Tracey	Mgr Visitor Experience and Stewardship	88,031	1,328	89,359
Moyes, Lyne Administrative Clerk 1 74,806 549 75,355	Moyes, Lyne	Administrative Clerk 1	74,806	549	75,355
Mullett, David Utility Op 4 Heavy Duty Equipment Op 107,626 - 107,626	Mullett, David	Utility Op 4 Heavy Duty Equipment Op	107,626	-	107,626
Murphy, Renee Project Engineer 121,312 2,801 124,113	Murphy, Renee	Project Engineer	121,312	2,801	124,113

Murray, Cody Project Engineer 107,901 1,492 109,393 Nakata, Tony Senior Project Engineer 120,496 535 121,031 Nakata, Tony Senior Project Engineer 120,496 535 121,031 Nexison, Christopher Sr Mgr HR and Croprorte Safety 206,584 1,813 208,397 Nelson, Douglas Watershed Operator Equipment Operator 126,036 - 126,036 Nestor, Cameron Team Ead Construction and Capital Works 135,333 - 136,333 Nobdings, Jaime Aquatic Ecology Technician 3 49,708 1,140 95,849 Nobdings, Jaime Water Sampling Technician 2 78,902 200 79,161 Nobdings, Jaime Water Sampling Technician 2 78,902 200 79,161 Novick, Midnelle Payoll Administrator 82,077 - 82,077 Nyhus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Trails Research Planner 97,713 1,412 99,154 O'Brien, Kevin <th>Name</th> <th>Position</th> <th>Salary</th> <th>Expenses</th> <th>Total</th>	Name	Position	Salary	Expenses	Total
Navarrete, Mauricio Facility Management Project Coordinator 112,566 21 112,587 Neilson, Christopher Sr Mgr HR and Corporate Safety 206,584 1,813 208,397 Nelson, Douglas Watershed Operator Equipment Operator 126,336 - 126,036 Nestor, Cameron Team Lead Construction and Capital Works 135,333 - 135,333 Nough, Lika Aquatic Ecology Technician 3 94,708 1,140 95,849 Nobile, Cole U.O. 3 Wastewater Coll Core Area Saan Pen 87,393 1,681 89,073 Noddings, Jaime Water Sampling Technician 2 78,962 200 79,161 Novick, Michelle Payroll Administrator 82,077 - 82,077 Nyhus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Traits Research Planner 97,713 1,412 99,154 Oberg, Crystal Parks and Traits Research Planner 97,713 1,412 99,554 Oberg, Crystal Parks and Traits Research Planner 97,713 1,412 <th< td=""><td>Murray, Cody</td><td>Project Engineer</td><td>107,901</td><td>1,492</td><td>109,393</td></th<>	Murray, Cody	Project Engineer	107,901	1,492	109,393
Neilson, Christopher Sr Mgr HR and Corporate Safety 206,584 1,813 208,397 Nelson, Douglas Watershed Operator Equipment Operator 126,036 - 126,036 Nestor, Cameron Team Lead Construction and Capital Works 135,333 - 1,40 95,849 Noble, Cole UO 3 Wastewater Coll Core Area Saan Pen 87,393 1,681 89,073 Noddings, Jaime Water Sampling Technician 2 78,962 200 79,161 Novy, Lukas Mgr Solid Waste Operations 130,688 1,643 132,331 Novil, Luka Mgr Solid Waste Operations 130,688 1,643 132,037 Nyhuus, Peter Associate Legal Coursel 146,110 3,109 142,207 Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,514 O'Brien, Kevin Teant and Community Svcs Coordinator 81,038 - 81,038 O'Brien, Kevin PRW/CW Mechanic 98,505 894 99,526 O'Excefe, Stephen PRW/CW Mechanic 98,505 894 99,526	Nakata, Tony	Senior Project Engineer	120,496	535	121,031
Nestor, Douglas Watershed Operator Equipment Operator 126,036 - 126,036 Nestor, Cameron Team Lead Construction and Capital Works 135,333 - 135,333 Nguyen, Huy Aquatic Ecology Technician 3 94,708 1,140 95,849 Noble, Cole U0 3 Wastewater Coll Core Area Saan Pen 87,393 1,681 89,073 Noddings, Jaime Water Sampling Technician 2 78,962 200 79,161 Novy, Lukas Mgr Solid Waste Operations 130,688 1,643 132,331 Nozick, Michelle Payoll Administrator 82,077 - 82,077 Nyhuus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,154 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Brien, Sheri Parks and Trails Research Planner 97,139 49 19,256 O'Keele, Stephen PKPVCW Mechanic 98,505 84 99,399 Olaf	Navarrete, Mauricio	Facility Management Project Coordinator	112,566	21	112,587
Nestor, Cameron Team Lead Construction and Capital Works 135,333 - 135,333 Nguyen, Huy Aquatic Ecology Technician 3 4,708 1,140 95,849 Noble, Cole UO 3 Wastewater Coll Core Area Saan Pen 87,393 1,681 89,073 Noddings, Jaime Water Sampling Technician 2 78,962 200 79,161 Novy, Lukas Mgr Solid Waste Operations 130,688 1,643 132,331 Nozick, Michelle Payroll Administrator 82,077 - 82,077 Nyhus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,158 Oberg, Crystal Lenant and Community Svcs Coordinator 81,038 - 81,038 O'Brien, Kewin Lenant and Community Svcs Coordinator 81,038 - 81,038 O'Wester, Stephen PRV/CW Mechanic 88,505 894 99,399 O'Ester, Stephen PRV/CW Mechanic 88,505 894 99,399 Olasen, Sheri	Neilson, Christopher	Sr Mgr HR and Corporate Safety	206,584	1,813	208,397
Nguyen, Huyy Aquatic Ecology Technician 3 94,708 1,140 95,849 Noble, Cole U0 3 Wastewater Coll Core Area Saan Pen 87,393 1,681 89,073 Noddings, Jaime Water Sampling Technician 2 78,962 200 79,161 Novy, Lukas Mgr Solid Waste Operations 130,688 1,643 132,331 Nozick, Michelle Payroll Administrator 82,077 - 82,077 Nyhus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Trails Research Planner 97,713 1,42 99,152 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Brien, Kevin Proyley Mechanic 98,505 384 99,395 O'Ecefe, Stephen PRV/CW Mechanic 98,507 20 99,302 O'Ecefe, Stephen PRV/CW Mechanic 98,507 2,049 99,395 O'Ecefe, Stephen PRV/CW Mech	Nelson, Douglas	Watershed Operator Equipment Operator	126,036	-	126,036
Noble, Cole UO 3 Wastewater Coll Core Area Saan Pen 87,393 1,681 89,075 Noddings, Jaime Water Sampling Technician 2 78,962 200 79,161 Novy, Lukas Myr Solid Waste Operations 130,688 1,643 3132,331 Nozick, Michelle Payroll Administrator 82,077 - 82,077 Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,154 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 810,038 O'Byere, Lani Engineering Technician 5 99,202 324 99,526 O'Keefe, Stephen PRV/CV Mechanic 98,505 894 99,399 Olfsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Org, Shaton Water Treatment Operator 97,139 491 97,636 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Orr, Sharon Senior Committee Cle	Nestor, Cameron	Team Lead Construction and Capital Works	135,333	-	135,333
Noddings, Jaime Water Sampling Technician 2 78,962 200 79,161 Novy, Lukas Mgr Solid Waste Operations 130,688 1,643 132,331 Nozick, Michelle Payroll Administrator 82,077 - 82,077 Nyhuus, Peter Associate Legal Counsel 146,110 3,104 99,121 O'Brien, Kevin Tenart and Community Svcs Coordinator 81,038 - 81,038 O'Byer, Lani Engineering Technician 5 99,202 324 99,526 O'Keefe, Stephen PRV/CV Mechanic 98,505 894 99,339 Oláson, Dean Mgr SSI Engineering 145,050 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 394 99,339 Olason, Sheri Property Manager Housing Operations 98,657 394 197,358 Orr, Andy Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Orr, Sharon Senior Committee Clerk	Nguyen, Huy	Aquatic Ecology Technician 3	94,708	1,140	95,849
Novy, Luka's Mgr Solid Waste Operations 130,688 1,643 132,331 Nozick, Michelle Payroll Administrator 82,077 - 82,077 Nyhus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,156 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Reefe, Stephen PRV/CV Mechanic 98,505 894 99,399 O'Reefe, Stephen PRV/CV Mechanic 98,505 894 99,399 Olafson, Dean Mgr SSI Engineering 145,500 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Onglanda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy Sr Mgr Corporate Communications 167,974 2,31 182,025 Orr, Sharon Senior Committee Glerk 79,356 - 7,335 Orightin, Dan Sr Mgr Salt Spring Island Admini	Noble, Cole	UO 3 Wastewater Coll Core Area Saan Pen	87,393	1,681	89,073
Nozick, Michelle Payroll Administrator 82,077 - 82,071 Nyhusus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,154 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Breeke, Stephen PREV/CV Mechanic 98,505 894 99,359 O'Rseefe, Stephen Mgr SSI Engineering 145,050 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Onglanda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Sharon Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,266 Orr, Sharon Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,325 Padmore, Hew Wate	Noddings, Jaime	Water Sampling Technician 2	78,962	200	79,161
Nyhuus, Peter Associate Legal Counsel 146,110 3,109 149,219 Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,154 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Expere, Lani Engineering Technician 5 99,202 324 99,526 O'Keefe, Stephen PRY/CV Mechanic 98,505 894 99,399 Olafson, Dean Mgr SSI Engineering 145,050 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Onryanda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Outton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Isl	Novy, Lukas	Mgr Solid Waste Operations	130,688	1,643	132,331
Oberg, Crystal Parks and Trails Research Planner 97,713 1,442 99,154 O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Dwyer, Lani Engineering Technician S 99,202 324 99,526 O'Keefe, Stephen PRV/CV Mechanic 98,505 894 99,399 Olafson, Dean Mgr SSI Engineering 145,050 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Onganda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Outton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Packer, Joe Supervisor Weigh Scales 131,677 355 132,327 Pademore, Hew Wa	Nozick, Michelle	Payroll Administrator	82,077	-	82,077
O'Brien, Kevin Tenant and Community Svcs Coordinator 81,038 - 81,038 O'Dwyer, Lani Engineering Technician 5 99,202 324 99,526 O'Keefe, Stephen PRV/CV Mechanic 98,505 894 99,399 Olafson, Dean Mgr SSI Engineering 145,050 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Ong Anda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Ort, Sharon Senior Committee Clerk 79,356 - 79,356 Ort, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Packer, Joe Supervisor Weigh Scales 131,672 655 132,327 Paddmere, Hew Watershed Operator 3 </td <td>Nyhuus, Peter</td> <td>Associate Legal Counsel</td> <td>146,110</td> <td>3,109</td> <td>149,219</td>	Nyhuus, Peter	Associate Legal Counsel	146,110	3,109	149,219
O'Dwyer, Lani Engineering Technician 5 99,202 324 99,309 O'Keefe, Stephen PRV/CV Mechanic 98,505 894 99,399 Olafson, Dean Mgr SSI Engineering 145,050 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Ong'anda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy 5r Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan 5r Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,722 Page, Ryan U.0 4 Regional Supply JdF Saan Pen 137,537 3,245 140,722 Panagrot, Tim Cross Connection C	Oberg, Crystal	Parks and Trails Research Planner	97,713	1,442	99,154
O'Keefe, Stephen PRV/CV Mechanic 98,505 894 99,395 Olafson, Dean Mgr SSI Engineering 145,050 792 145,841 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Ong'anda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy 5r Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan 5r Mgr Salt Spring Island Administration 151,802 4,222 156,024 Packco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,572 Page, Ryan U.0 4 Regional Supply JdF Saan Pen 137,573 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Parker, David Mgr Systems Maintenan	O'Brien, Kevin	Tenant and Community Svcs Coordinator	81,038	-	81,038
Olafson, Dean Mgr SSI Engineering 145,050 792 145,811 Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Ong'anda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,572 Page, Ryan U.0.4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mg	O'Dwyer, Lani	Engineering Technician 5	99,202	324	99,526
Olsen, Sheri Property Manager Housing Operations 98,657 2,049 100,705 Ong'anda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy 5r Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan 5r Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,572 Page, Ryan U0 4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert	O'Keefe, Stephen	PRV/CV Mechanic	98,505	894	99,399
Ong'anda, Jonah Water Treatment Operator 97,139 491 97,630 Orr, Andy Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 8,410 162 98,572 Page, Ryan U0 4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert U0 Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Patel, Mitul	Olafson, Dean	Mgr SSI Engineering	145,050	792	145,841
Orr, Andy Sr Mgr Corporate Communications 167,974 231 168,205 Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 88,410 162 98,572 Page, Ryan UO 4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert UO Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Patdel, Rakesh SAP Business Analyst 119,543 - 119,543 Patterson, Benjamin	Olsen, Sheri	Property Manager Housing Operations	98,657	2,049	100,705
Orr, Sharon Senior Committee Clerk 79,356 - 79,356 Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,572 Page, Ryan U0 4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert U0 Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Parker, Robert U0 Team Lead Saan Pen and Gulf Islands 119,543 - 114,402 Patade, Rakesh SAP Business Analyst 119,543 - 119,543 Patterson, Benjam	Ong'anda, Jonah	Water Treatment Operator	97,139	491	97,630
Oulton, Jason Clean Demolition Permit Assistant 80,987 1,348 82,334 Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,572 Page, Ryan U0 4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert U0 Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Parkhurst, Austin Telecommunications Analyst 114,402 - 114,402 Patade, Rakesh SAP Business Analyst 119,543 - 119,543 Patel, Mitul SAP Business Analyst 121,441 - 129,603 - 129,603	Orr, Andy	Sr Mgr Corporate Communications	167,974	231	168,205
Ovington, Dan Sr Mgr Salt Spring Island Administration 151,802 4,222 156,024 Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,572 Page, Ryan U0 4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert UO Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Parkhurst, Austin Telecommunications Analyst 114,402 - 114,402 Patade, Rakesh SAP Business Analyst 119,543 - 119,543 Patel, Mitul SAP Business Analyst 121,441 - 121,441 Patterson, Benjamin Assistant Fire Chief 129,603 - 129,603 Patterson, Neil B	Orr, Sharon	Senior Committee Clerk	79,356	-	79,356
Pacheco, Joe Supervisor Weigh Scales 131,672 655 132,327 Padmore, Hew Watershed Operator 3 98,410 162 98,572 Page, Ryan U0 4 Regional Supply JdF Saan Pen 137,537 3,245 140,782 Pallan, Nicole Mgr Human Resources 121,394 624 122,017 Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert U0 Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Parkhurst, Austin Telecommunications Analyst 114,402 - 114,402 Patade, Rakesh SAP Business Analyst 119,543 - 119,543 Patel, Mitul SAP Business Analyst 121,441 - 121,441 Patterson, Benjamin Assistant Fire Chief 129,603 - 129,603 Patterson, Neil Building Maintenance Attendant 73,887 3,716 77,603 Pedlar, Jon Watershed Hydro	Oulton, Jason	Clean Demolition Permit Assistant	80,987	1,348	82,334
Padmore, HewWatershed Operator 398,41016298,572Page, RyanU0 4 Regional Supply JdF Saan Pen137,5373,245140,782Pallan, NicoleMgr Human Resources121,394624122,017Panagrot, TimCross Connection Control Inspector87,3295,00692,335Parker, DavidMgr Systems Maintenance135,7802,515138,295Parker, RobertU0 Team Lead Saan Pen and Gulf Islands149,3563,081152,437Parkhurst, AustinTelecommunications Analyst114,402-114,402Patade, RakeshSAP Business Analyst119,543-119,543Patel, MitulSAP Business Analyst121,441-121,441Patterson, BenjaminAssistant Fire Chief129,603-129,603Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Ovington, Dan	Sr Mgr Salt Spring Island Administration	151,802	4,222	156,024
Page, RyanU0 4 Regional Supply JdF Saan Pen137,5373,245140,782Pallan, NicoleMgr Human Resources121,394624122,017Panagrot, TimCross Connection Control Inspector87,3295,00692,335Parker, DavidMgr Systems Maintenance135,7802,515138,295Parker, RobertU0 Team Lead Saan Pen and Gulf Islands149,3563,081152,437Parkhurst, AustinTelecommunications Analyst114,402-114,402Patade, RakeshSAP Business Analyst119,543-119,543Patel, MitulSAP Business Analyst121,441-121,441Patterson, BenjaminAssistant Fire Chief129,603-129,603Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Pacheco, Joe	Supervisor Weigh Scales	131,672	655	132,327
Pallan, NicoleMgr Human Resources121,394624122,017Panagrot, TimCross Connection Control Inspector87,3295,00692,335Parker, DavidMgr Systems Maintenance135,7802,515138,295Parker, RobertUO Team Lead Saan Pen and Gulf Islands149,3563,081152,437Parkhurst, AustinTelecommunications Analyst114,402-114,402Patade, RakeshSAP Business Analyst119,543-119,543Patel, MitulSAP Business Analyst121,441-121,441Patterson, BenjaminAssistant Fire Chief129,603-129,603Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Padmore, Hew	Watershed Operator 3	98,410	162	98,572
Panagrot, Tim Cross Connection Control Inspector 87,329 5,006 92,335 Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert U0 Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Parkhurst, Austin Telecommunications Analyst 114,402 - 114,402 Patade, Rakesh SAP Business Analyst 119,543 - 119,543 Patel, Mitul SAP Business Analyst 121,441 - 121,441 Patterson, Benjamin Assistant Fire Chief 129,603 - 129,603 Patterson, Neil Building Maintenance Attendant 73,887 3,716 77,603 Pedlar, Jon Watershed Hydrology Technician 98,344 449 98,793 Penner, Owen Corporate Asset and Grant Mgmt Analyst 83,468 19 83,486 Perra, Michael Business Systems Analyst 106,484 464 106,949	Page, Ryan	UO 4 Regional Supply JdF Saan Pen	137,537	3,245	140,782
Parker, David Mgr Systems Maintenance 135,780 2,515 138,295 Parker, Robert UO Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Parkhurst, Austin Telecommunications Analyst 114,402 - 114,402 Patade, Rakesh SAP Business Analyst 119,543 - 119,543 Patel, Mitul SAP Business Analyst 121,441 - 121,441 Patterson, Benjamin Assistant Fire Chief 129,603 - 129,603 Patterson, Neil Building Maintenance Attendant 73,887 3,716 77,603 Pedlar, Jon Watershed Hydrology Technician 98,344 449 98,793 Penner, Owen Corporate Asset and Grant Mgmt Analyst 83,468 19 83,486 Perra, Michael Business Systems Analyst 106,484 464 106,949	Pallan, Nicole	Mgr Human Resources	121,394	624	122,017
Parker, Robert UO Team Lead Saan Pen and Gulf Islands 149,356 3,081 152,437 Parkhurst, Austin Telecommunications Analyst 114,402 - 114,402 Patade, Rakesh SAP Business Analyst 119,543 - 119,543 Patel, Mitul SAP Business Analyst 121,441 - 121,441 Patterson, Benjamin Assistant Fire Chief 129,603 - 129,603 Patterson, Neil Building Maintenance Attendant 73,887 3,716 77,603 Pedlar, Jon Watershed Hydrology Technician 98,344 449 98,793 Penner, Owen Corporate Asset and Grant Mgmt Analyst 83,468 19 83,486 Perra, Michael Business Systems Analyst 106,484 464 106,949	Panagrot, Tim	Cross Connection Control Inspector	87,329	5,006	92,335
Parkhurst, AustinTelecommunications Analyst114,402-114,402Patade, RakeshSAP Business Analyst119,543-119,543Patel, MitulSAP Business Analyst121,441-121,441Patterson, BenjaminAssistant Fire Chief129,603-129,603Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Parker, David	Mgr Systems Maintenance	135,780	2,515	138,295
Patade, RakeshSAP Business Analyst119,543-119,543Patel, MitulSAP Business Analyst121,441-121,441Patterson, BenjaminAssistant Fire Chief129,603-129,603Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Parker, Robert	UO Team Lead Saan Pen and Gulf Islands	149,356	3,081	152,437
Patel, MitulSAP Business Analyst121,441-121,441Patterson, BenjaminAssistant Fire Chief129,603-129,603Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Parkhurst, Austin	Telecommunications Analyst	114,402	-	114,402
Patterson, BenjaminAssistant Fire Chief129,603-129,603Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Patade, Rakesh	SAP Business Analyst	119,543	-	119,543
Patterson, NeilBuilding Maintenance Attendant73,8873,71677,603Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Patel, Mitu l	SAP Business Analyst	121,441	-	121,441
Pedlar, JonWatershed Hydrology Technician98,34444998,793Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Patterson, Benjamin	Assistant Fire Chief	129,603	-	129,603
Penner, OwenCorporate Asset and Grant Mgmt Analyst83,4681983,486Perra, MichaelBusiness Systems Analyst106,484464106,949	Patterson, Neil	Building Maintenance Attendant	73,887	3,716	77,603
Perra, Michael Business Systems Analyst 106,484 464 106,949	Pedlar, Jon	Watershed Hydrology Technician	98,344	449	98,793
Perra, Michael Business Systems Analyst 106,484 464 106,949		,			
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Name	Position	Salary	Expenses	Total
Poole, Justin	Administrative Coordinator 1	81,514	-	81,514
Prakash, Anju	Financial Analyst 2	76,369	4,310	80,679
Prenger, Nathan	Supvr Watershed Security and Emerg Resp	142,978	6,816	149,793
Priel, Dan	Equipment Operator 3	84,228	94	84,322
Putter, Jacques	Mgr Enterprise Arch Cybersec Bus Sys and	137,378	1,466	138,844
Quayle, Kristin	Communications Coordinator	83,633	437	84,070
Ranns, John	PRV/CV Mechanic	98,133	49	98,182
Rees, Pat	Team Lead Water Treatment Operations	112,348	8	112,355
Reid, David	Facility Maintenance Worker 3	75,240	-	75,240
Reid, Robert	Senior Building Maintenance Attendant	82,403	3,066	85,470
Reilander, Mitchel	Financial Analyst Local Services	75,312	-	75,312
Reimer, Matthew	Field Supvr Core Area WWTO	145,187	2,540	147,727
Richards, Colin	Watershed Operator Equipment Operator	111,988	437	112,425
Ridewood, Peter	Facility Maintenance Worker 3	74,907	118	75,025
Robbins, Ted	Chief Administrative Officer	332,500	16,821	349,321
Robertson, Marie	Supervisor Watershed Operations	145,838	2,666	148,504
Robinson, Jill	Senior Conservation Biologist	103,301	684	103,985
Robson, Dan	Mgr Saanich Peninsula Gulf Island Ops	155,176	920	156,095
Rodinger, Hans	Mgr Housing and Business Development	143,573	2,365	145,937
Rudolph, Barri-Lynn	Stormwater Officer	94,968	-	94,968
Ruljancich, Shane	Geomatics Technical Services Supervisor	100,924	2,587	103,511
Ryan, Barry	Engineering Technician 5	108,069	818	108,887
Saidi, Mohamed Ali	Desktop Support Services Supervisor	86,870	-	86,870
Saprunoff, Dan	Watershed Specialist	89,075	94	89,169
Sartori, Mauro	Facility Maintenance Worker 3	74,101	1,727	75,828
Say, Kimberly	Community Recreation Coord Adult Pgms	88,462	3	88,464
Scaber, Todd	Mgr Water Distribution Operations	136,523	3,868	140,392
Schaerer Martin, Graziella	Park Maintenance Worker 5	77,329	922	78,251
Scharbach, David	Mgr Radio AV and Multimedia	145,151	2,146	147,297
Schenk, Jolette	Electoral Area Emergency Services Coord	92,277	2,203	94,479
Scheuer, Darren	Electronics Technologist	88,874	846	89,720
Schnorr Von Carolsfeld, Kirstin	Climate Action Coordinator	85,896	374	86,269
Schoening, Debbie	Financial Systems Trainer	89,082	-	89,082
Schubert, Dan	Maintenance Worker Depot	91,807	-	91,807
Scott, Sharon	Senior Geoscientist	116,158	1,272	117,430
Semmens, Benjamin	Mgr Financial Planning and Performance	145,160	2,667	147,826
Shabrang, Frieda	Regulatory Inspector	78,590	-	78,590
Shand, Jordan	Licensed Childcare Assistant Coordinator	79,869	10	79,879
Shannon, Todd	Park Operations Supervisor	127,543	3,055	130,598

Name	Position	Salary	Expenses	Total
Shavers, Avalon	Conservation Technician	78,987	633	79,620
Sheets, Clayton	UO 2 Wastewater Core Area McLoughlin Pt	79,552	889	80,441
Sheppard, Nathan	Park Maintenance Worker 5	77,092	845	77,938
Sheppard, Rodney	UO 4 Regional Supply JdF Saan Pen	142,684	8,535	151,219
Shoemaker, Robert	Conservation Technician	84,330	140	84,470
Shuck, Robert	Cross Connection Control Coordinator	102,634	1,045	103,679
Simard, Michael	Assistant Bylaw Enforcement Officer	75,449	52	75,501
Simmons, Nicholas	UO 3 WW Treatment Core Area McLoughlin	79,804	588	80,393
Single, Mark	Park Maintenance Worker 5	77,122	471	77,592
Sladen, Trevor	UO 4 Wastewater Coll Core Area Saan Pen	96,005	750	96,755
Smart, James	Team Lead Water Treatment Operations	93,893	25	93,918
Smith, Devon	Communications Coordinator	87,009	1,790	88,799
Smith, Russ	Sr Mgr Environmental Resource Management	185,214	769	185,983
Smithson, Michael	Electrician Class A FSR	115,143	903	116,047
Smits, Diana	Payroll Coordinator	88,966	-	88,966
Sneek, Jeff	Welder	109,148	49	109,197
Sneek, Lisa	Communications and Special Event Coordin	83,846	208	84,053
Soepboer, Jake	Mgr Facilities	120,453	535	120,988
Solomon, Marc	Park Operations Supervisor	128,219	974	129,193
Starke, Justine	Mgr SGI Service Delivery	135,780	4,173	139,953
Stead, Jake	Stewardship Technician	73,979	1,466	75,445
Stephens, Patrick	Project Engineer	108,674	643	109,317
Stewart, Derek	Landfill Gas and Maintenance Technician	84,228	368	84,595
Stock, Mary	Mgr Human Resources	145,151	2,241	147,392
Storie, Rob	Facility Mgmt Coordinator Client Svcs	147,262	221	147,483
Stott, Tara	Environmental Stewardship Specialist	84,382	7	84,389
Sturdy, Luke	Local UO Team Lead Salt Spring Island	150,024	1,309	151,332
Sugden, Scott	Fire South Galiano Volunteers	81,857	120	81,977
Sunshine, Michael	Mgr Corporate Fleet	135,780	2,822	138,603
Swan, Ryan	Field Supervisor Wastewater Operations	125,607	2,984	128,590
Swanwick, Peter	UO 2 Regional Supply JdF Saan Pen	77,684	274	77,957
Taggart, Colette	Regulatory Inspector	89,002	-	89,002
Taylor, Michael	Mgr Building Inspection	142,488	1,953	144,441
Taylor, Teresa	Administrative Officer 1	80,376	114	80,489
Taylor, Teresa M	Maintenance Management Analyst	95,679	-	95,679
Tejeda, Alejandro	Java Developer	107,284	-	107,284
Teschke, Kyle	Project Engineer	99,337	3,966	103,303
Tokgoz, Genevieve	Mgr Regional Trails and Trestles Renewal	130,829	1,713	132,542
Tokgoz, Natalie	Mgr Water Distribution Eng and Planning	148,491	1,043	149,535

Name	Position	Salary	Expenses	Total
Tradewell, Kelly	Environmental Science Officer 4	107,359	2,836	110,196
Trent, Lorna	Mgr IT Projects	145,151	-	145,151
Tworuschka, Dylan	Water Treatment Operator	101,452	332	101,784
Tyler, Jennifer	Harbours and Watersheds Coordinator	101,951	1,553	103,505
Urquhart, Tracy	Supv Communications and Education Devel	96,177	-	96,177
Ussery, Joel	Mgr Watershed Resource Planning	145,058	41	145,099
Vahamaki, Timo	Building Inspector 3	99,684	5,930	105,613
Valentine, Mackenzie	UO 3 Regional Supply JdF Saan Pen	79,725	1,336	81,061
Vander-Hoek, Sheila	Mgr IT Projects	141,602	79	141,681
Vernon, Leona	Mgr First Nations Relations	145,160	417	145,577
Vincent, Kimberley	Senior Financial Advisor	113,731	780	114,511
Vrabel, Christopher	Mgr Fire Services	147,147	-	147,147
Vuljak, Nicholas	UO 2 Regional Supply JdF Saan Pen	77,263	1,641	78,904
Wallace, Kristy	Park Facility Coordinator	86,373	555	86,928
Walsh, Stuart	Park Operations Supervisor	126,920	2,641	129,560
Wang, Robin	Field Supervisor SCADA and Controls	145,970	824	146,794
Wardle, Adrian	Project Engineer	117,981	1,394	119,374
Watkins, Tom	Mgr Envr Res Mgmt Policy and Planning	139,448	395	139,842
Watson, Christopher	Building Inspector 2	89,368	2,219	91,587
Watson, Jody	Supvr Envir Planning and Initiatives	107,421	-	107,421
Way, Mark	Building Services Maint Supvr	123,934	-	123,934
Weaver, Mike	Mgr Water Treatment and Operations	137,080	1,049	138,130
Webber, Kevin	Parks Planner	100,778	-	100,778
Wei, Zebang	Senior Project Coordinator	104,452	183	104,635
Weihing, Doug	Engineering Technician 4	102,987	2,036	105,023
Werfl, Bryan	Equipment Operator 3	84,273	108	84,381
West, Adam	Landfill Maintenance Worker	78,873	1,177	80,050
Westinghouse, Laurel	Mgr Revenue	127,618	1,542	129,160
Whipp, Chaz	Mgr Structures and Systems	148,950	3,000	151,950
Whipps, Steven	Field Supervisor Water Operations	154,831	1,990	156,821
White, Graham	Facility Maintenance Worker 3	75,622	124	75,746
Wicker, Brett	Facilities Maintenance Supervisor	83,210	1,982	85,192
Wiebenga, Harry	Mgr Project Engineering	162,729	535	163,264
Williams, Janice	Mgr Occupational Health and Safety	137,960	1,175	139,135
Williamson, Levi	Web Developer	94,613	-	94,613
Wilson, Kirsten	Project Engineer	114,881	1,430	116,311
Wilson, Kristi	Demand Management Coordinator	94,791	5,141	99,931
Wiltshire, Rae-Lynn	Administrative Clerk 1	77,016	14,125	91,141
Winger, Todd	Building Maintenance Attendant	71,016	5,527	76,543

Name Position		Salary	Expenses	Total	
Wolting, Jason	Environmental Health and Safety Tech	83,373	2,761	86,134	
Wood, Nicholas	Utility Op 4 Heavy Duty Equipment Op	87,449	49	87,498	
Wood, Sophie	Communications Coordinator	84,370	=	84,370	
Woodsend, Cameron	Equipment Operator 3	84,288	=	84,288	
Woudstra, Ronna	Environmental Outreach Specialist	76,349	=	76,349	
Wrede, Doreen	Administrative Clerk 1	88,742	=	88,742	
Wright, Graeme	Electrician 2	104,766	5,032	109,798	
Wu, Pei	Manager Finance S4 HANA Program Lead	117,832	1,098	118,930	
Xu, Liaoxin	Mgr Local Services and Corporate Grants	146,541	3,463	150,004	
Yaciw, Dwayne	Mgr Occupational Health and Safety	110,651	3,819	114,470	
Yao, Li l ong	Draftsperson 3	82,544	=	82,544	
Zakordonski, Derek	Revenue Analyst	92,843	2,201	95,044	
Zhang, Yong	Electronics Technologist	117,758	3,222	120,979	
Zimmerman, Jen	Communications Coordinator	91,345	1,213	92,558	
Zoltay, Hugh	Senior Applications Analyst	111,829	-	111,829	
Zou, Bing	Capital Projects Business Analyst	91,554	1,298	92,851	
Total of Employees with remuneration of \$75,000 or more		\$ 57,786,425	\$ 784,982	\$ 58,571,406	
Total of Employees with re	emuneration of \$75,000 or less	\$ 24,235,736	\$ 209,440	\$ 24,445,176	
Total Employee Remunera	tion	\$ 82,022,160	\$ 994,422	\$ 83,016,582	

Schedule of Remuneration & Expenses: Directors & Alternate Directors

Name	Position	Salary	Allowances	Expenses	Total
Alto-Bond, Marianne	Board Director, Victoria	\$ 22,466	\$ 11,233	\$ -	\$ 33,699
Armour, Kenneth	Alternate Director	660	330	=	990
Bateman, Jeff	Alternate Director	880	440	-	1,320
Brent, Paul	Board Director, SGI EA	52,515	26,257	1,452	80,225
Brice, Susan	Board Director, Saanich	22,466	11,233	=	33,699
Brownoff, Judith	Board Director, Saanich	20,247	10,123	-	30,370
Caradonna, Jeremy	Board Director, Victoria	20,907	10,453	-	31,360
Chambers, Natalie	Alternate Director	807	403	-	1,210
Coleman, Christopher	Board Director, Victoria	23,200	11,600	-	34,799
de Vries, Zac	Board Director, Saanich	23,053	11,526	-	34,579
Desjardins, Barbara	Board Director, Esquimalt	22,466	11,233	-	33,699
Goodmanson, Scott	CRHD Acting Chair	20,463	10,232	-	30,695
Gray, Stephen	Alternate Director	807	403	-	1,210
Hammond, Stephen	Alternate Director	587	293	-	880
Harder, Rezina	Board Director, Langford	3,728	1,864	-	5,592
Harper, Karen	Alternate Director	880	440	-	1,320
Holman, Gary	Board Director, SSI EA	50,296	25,148	4,414	79,858
Jones, Peter	Board Director, North Saanich	20,174	10,087	-	30,260
Kim, Susan	Alternate Director	1,687	843	-	2,530
Kobayashi, Douglas	Board Director, Colwood	20,174	10,087	-	30,260
Little, Marie-Terese	CRD Board Vice Chair	27,418	13,709	1,113	42,239
McNeil-Smith, Cliff	CRD Board Chair	24,494	12,247	-	36,742
Murdoch, Kevin	CRHD Chair	27,051	13,525	-	40,576
Murdock, Dean	Board Director, Saanich	23,200	11,600	-	34,799
Phelps Bondaroff, Teale	Alternate Director	587	293	-	880
Plant, Colin	Board Director, Saanich	36,490	18,245	3,711	58,445
Riddell, Sarah	Alternate Director	73	37	-	110
Rintoul, Robert	Alternate Director	73	37	-	110
Roessingh, Karel	Alternate Director	73	37	-	110
Rogers, John	Alternate Director	1,027	513	-	1,540
Stock, Celia	Alternate Director	660	330	-	990
Szpak, Lillian	Board Director, Langford	17,032	8,516	-	25,548
Tait, Maja	Board Director, Sooke	22,466	11,233	-	33,699
Thompson, David					20.240
Tobias, David	Board Director, Victoria	20,174	10,087	-	30,260
	Board Director, Victoria Board Director, View Royal	20,174 20,320	10,087 10,160	-	30,260 30,480
Wagner, Mary				- - 213	
Ward, Ian	Board Director, View Royal	20,320	10,160	- 213 -	30,480
- ' '	Board Director, View Royal Alternate Director	20,320 1,027	10,160 513	- - 213 -	30,480 1,753

Schedule of Remuneration & Expenses: Directors & Alternate Directors

		\$ 643,101 \$	321,549	16,017 \$	980,668
Windsor, Ryan	Board Director, Central Saanich	20,247	10,123	-	30,370
Williams, Kenneth	Board Director, Highlands	20,174	10,087	449	30,709

Schedule of Remuneration & Expenses: Committee & Commission Members

Name	Position	Salary	1	Allowances	Exp	enses	Total
Baird, Gordon	Water Commission		:	\$ 1,210	\$	-	\$ 1,210
Baker, Gay l e	SSI Commission	6,	913	3,456		-	10,369
Bolt, Tanelle	Accessibility Advisory Committee			660		-	660
Briante, Joseph	Accessibility Advisory Committee			660		-	660
Corno, Benjamin	SSI Commission	6,	913	3,456		-	10,369
Coughlin, Lawrence	Accessibility Advisory Committee			330		-	330
Danforth, Patricia	Accessibility Advisory Committee			660		-	660
Duncan, Sara	Water Commission			990		-	990
Essery, Marnie	Accessibility Advisory Committee			660		=	660
Goodwin, Gary	Accessibility Advisory Committee			330		-	330
Graham, Christopher	Water Commission			990		-	990
Green, Cairine	Water Commission			1,100		-	1,100
Guiry, Kimberley	Water Commission			1,100		=	1,100
Herring, Leslie	Land Use Committee			880		172	1,052
Jordison, Kimberly	Water Commission			770		-	770
Lajeunesse, Dana	Water Commission			770		-	770
Loughton, Krista	Water Commission			220		-	220
McConnell, Vernon	Land Use Committee			770		479	1,249
McIntyre, Roy	Land Use Committee			880		730	1,610
Morrison, Timothy	Water Commission			1,210		-	1,210
Parr, Jasmine	Accessibility Advisory Committee			550		-	550
Paterson, Esther	Water Commission			110		-	110
Pearson, Kevin	Water Commission			330		-	330
Pokorny, Patricia	Accessibility Advisory Committee			330		-	330
Ramsay, Ronald	Land Use Committee			880		-	880
Risvold, Dale	Land Use Committee			880		366	1,246
Robinson, Gregory	Accessibility Advisory Committee			660		-	660
Rook, Earl	SSI Commission	6,	913	3,456		-	10,369
Russell, Anna	Land Use Committee			880		-	880
Syring, Elizabeth	Accessibility Advisory Committee			660		-	660
Webster, Brian	SSI Commission	6,	913	3,456		-	10,369
Welland, Richard	Accessibility Advisory Committee			440		-	440
		\$ 27,0	551	\$ 33,735	\$	1,747	\$ 63,133

Severance Agreements

For the year ended December 31, 2024

There was one severance agreement under which payment commenced between the Capital Regional District and its non-unionized employees during fiscal year 2024.

This agreement represents 19 months of compensation.

Schedule of Payments to Suppliers for Goods and Services

Vendor	Total
0988936 BC Ltd.	\$ 33,845
1212711 BC Ltd	26,607
23 West Coast Estates Ltd	195,000
Aboriginal Coalition to End	305,250
Acklands - Grainger Incorporated	106,954
Acme Supplies Limited	212,014
Adam's The Tarp & Tool Co Ltd.	62,492
AdEdge Water Technologies LLC	30,655
ADT Security Services Canada, Inc.	67,640
Advanced Subsea Services	105,850
AECOM Canada ULC	429,268
Aeroquest Mapcon Inc	267,929
Aerzen Canada Inc.	103,846
AES Engineering Ltd	34,603
Air Liquide Canada Incorporated	25,012
Akerman Electric Ltd	27,933
Alco Building Management	118,749
All Out Septic Ltd.	39,783
Allegro Performing Arts Centre	37,462
Alpha Roofing & Cladding Inc	416,292
Alumichem Canada Inc	177,864
Amazon	227,514
Andrew Sheret Limited	352,364
Aon Reed Stenhouse Inc.	2,242,712
Apex Steel & Gas Limited	104,530
Apple	27,499
Applied Industrial Technologies, LP	88,687
Aqua Irrigation Systems Inc.	47,909
Aquatech West Breathing	27,796
Aquatic Informatics ULC	36,014
Aral Construction (2014) Ltd.	525,201
Archie Johnstone Plumbing & Heating	34,237
Archipelago Marine Research Ltd	83,017
Arctic Decorating Inc.	154,340

Vendor	Total
Ariens Company	43,330
Aristos Mail Tech	33,650
Armtec Inc	41,721
Associated Engineering (BC) Ltd	582,453
Associated Fire Safety Equipment	100,379
A-Tech Doors Inc.	29,128
Atkinsrealis Canada Inc.	218,244
Aura Cabinet Works Limited	233,164
Automated Aquatics Canada Ltd.	46,767
Avensys Solutions Inc	45,800
Axis Mountain Technical Inc.	28,883
B A Blackwell & Associates Ltd	36,123
Barefoot Planning Ltd.	109,016
Bartlett Tree Experts	195,340
Basic Rock Products Limited	114,308
Bayshore Home Health	183,540
BBA Inc.	56,228
BC Housing Management Commission	3,235,084
BC Hydro	5,633,312
BC Non Profit Housing Association	104,438
BC Sustainable Energy Association	31,868
BC Transit	515,978
BD Hall Constructors Corp.	12,871,511
Beacon Community Association	321,200
Beaver Electrical Machinery Ltd.	163,773
Beecher Bay First Nation	39,600
Bee-Clean Building Maintenance Inc	490,549
Bell Media Inc.	33,902
Ben Patterson	50,442
Ben Symons	45,443
Benton & Overbury (Victoria) Ltd	302,046
Big Dig Em Excavating Ltd	61,600
Biologica Environmental Services	95,536
Biorem Technologies Inc.	279,549

Vendor	Total		
Black Press Ltd	141,318		
Blackbird Collective Inc.	29,337		
Boleyn Media Group Inc.	50,720		
Brenntag Canada Incorporated	2,395,399		
Brent Jansen Plumbing &	412,018		
Brigitte Prochaska	63,441		
British Columbia Ferry Services	79,798		
Brogan Fire & Safety	35,502		
Bullet Security Cameras, Inc	44,511		
BullfrogControl.com Inc	85,000		
Bunt & Associates Engineering Ltd.	45,625		
Bunzl Cleaning & Hygiene	73,908		
Bureau Veritas Canada (2019) Inc.	450,368		
Burnside Gorge Community Associatio	165,620		
Butler Brothers Supplies Ltd	85,148		
Caird Consulting	96,941		
Caird Mechanical Contractors	42,617		
Calnan Industrial Coatings Ltd.	47,330		
CamCentral Systems Inc.	41,678		
Canadian Linen Uniform	76,672		
Canadian Springs	82,970		
Canadian Tire	79,939		
Canreal Management Corporation ITF	60,777		
CanWest Mechanical Inc.	40,037		
Cap-It Victoria	59,579		
Capital City Paving Limited	687,741		
Capital Sewer Services Inc.	104,596		
Carmichael Engineering Ltd	28,909		
Cascadia Architects Inc.	46,804		
Cascadia Strategy Consulting	42,068		
Cascadia West Contracting Ltd.	684,313		
Casman Projects Ltd.	1,110,979		
Catapult Strategy Inc.	63,168		
Category 1 Cleaning	30,522		

Vendor	Total
CB Process Instrumentation	106,402
CBS Masonry Ltd	48,403
CDW Canada Corp.	2,268,490
Central Island Powerlines Ltd.	31,023
CentralSquare Canada Software Inc.	61,799
Centrix Control Solutions Limited	107,657
Charter Telecom Inc.	141,564
Chartered Professional Accountants	33,765
Chew Excavating Limited	663,410
Chinook Scaffold Systems Ltd.	168,328
Cimco Refrigeration	154,134
Cinevic Society of Independent	25,000
Citizens Bank of Canada	1,919,810
City Green Solutions	393,776
City of Colwood	4,684,663
City of Langford	230,221
City of Victoria	2,460,839
Clarke Engineering & Welding Ltd	28,483
Clear Connections Group Inc.	46,799
Cleartech Industries Incorporated	85,169
ClimaChange Solutions Inc.	119,632
CMLS Financial	202,122
Coast Capital Savings	1,601,193
Coast Utility Contracting Ltd	5,261,149
Coast Wholesale Appliances Ltd	150,505
Coastal Green & Clean	88,158
Colin's Plumbing and Heating	115,730
Colquitz Engineering Ltd	507,304
Columbia Fire & Safety Limited	34,945
Columbia Fuels	155,543
Columbia Promotions	125,820
Commercial Truck Equipment Co.	249,305
Community Carpet Cleaning	56,757
Community Fire Prevention Ltd.	294,296

Vendor	Total
Constructive Delelopments Ltd.	34,547
Convergent Information Systems	123,850
Cook Street Castle Building Centre	26,739
Copcan Civil LP	3,007,267
Cornerstone Planning Group	42,053
Corrosion Service Company Limited	36,448
Corvidae Environmental Consulting	31,546
Cottam Enterprises Ltd.	55,818
Cowichan Valley Regional District	65,315
Cox Taylor In Trust	1,000,121
CP Code Consultants Ltd	25,793
CREST Inc	2,383,516
Crystal Blue Pool Services	62,436
Cummins Canada ULC	154,256
CUPE Local 1978	1,046,199
Custom Craftsman Contracting and	28,418
Cygnus Management Consultants Inc	35,700
Darktrace Holdings Limited	188,909
David Babbage	39,131
Davis Controls	29,624
DB Perks & Associates Ltd	37,528
Deloitte Inc.	2,900,248
Delta Scientific Laboratory	27,802
Depend-A-Dor Repairs & Installation	102,064
Devon Transport Ltd.	39,760
dHKarchitects Inc.	453,506
District of Central Saanich	1,333,540
District of North Saanich	413,722
District of Oak Bay	31,184
District of Saanich	2,188,903
District of Sooke	545,807
DL's Bins Ltd	8,144,212
Dominion GovLaw LLP	32,816
Don Mann Excavating Limited	122,105

Vendor	Total
Downs Construction Limited	227,532
Downtown Appliance Repair	86,542
Draycor Construction Limited	219,505
Drillwell Enterprises Limited	87,286
Dunsky Energy + Climate Advisors	84,158
Durwest Construction Management Inc	8,566,163
E B Horsman & Son	60,696
E H Emery Electric Ltd.	1,015,596
E Lees & Associates Consulting Ltd	50,461
E.P Engineered Pump Systems Ltd.	37,339
E2 Engineering Inc.	111,942
Eaton Industries (Canada) Company	33,915
Eco-Counter Inc	40,885
Ecofish Research Ltd.	73,141
ECOfluid Systems Inc.	169,761
E-Comm, Emergency Communications	504,636
Ecoverse LLC	333,302
Eecol Electric Corp.	33,466
Elisco Enterprises	26,637
Ellice Recycle Limited	257,536
EM2 Management Solutions, Inc.	89,521
Emco Corporation	727,647
Emergency Management Group	34,177
Endress & Hauser Canada	140,399
Enduro Composites Inc.	75,340
Environmental 360 Solutions	50,405
Environmental Dynamics	52,200
Environmental Operators	34,117
EST Environmental Technologies	38,640
Evergreen Lawn & Garden Services Lt	177,629
Evolve Engineering Inc.	29,101
Evoqua Water Technologies Ltd	368,932
Excel Contracting Limited	593,867
Expertec Innovative Commerical	80,487

Vendor	Total
Express Custom Manufacturing	188,176
Farmer Construction Limited	101,522
Federated Co-operatives Ltd.	42,038
Fenwick Bath	34,800
Ferguson Moving & Storage	31,742
FilterPro Services Canada Ltd.	160,941
Finlayson Bonet Architecture Ltd.	146,333
First Response Glass Limited	33,938
Fisher Scientific Co.	82,988
Fit 22 Consulting Inc.	65,612
Fitness Experience	35,538
Five Star Paving Company	156,667
Fix Auto Collision Westshore	84,878
Flagtrux Traffic Control	695,664
Flocor Inc.	74,773
Fluid Technologies	127,897
Flynn Canada Limited	65,538
Footprints Security Patrol Ltd	67,428
Forest Technology Systems	51,258
Forte Workplace Law	37,218
Fortis BC-Natural Gas	449,175
Fountain Tire	141,436
Fred Surridge Limited	31,686
FS.COM INC	36,303
G&E Contracting L.P.	2,008,181
Galcon Precast Ltd.	67,810
Galiano Activity Centre Society	26,032
Garden City Snow & Anti-Ice Service	27,038
Garden City Tree and Landscape Ltd.	479,619
Generous Forest Services	67,173
Geo Scientific Limited	57,674
GeoAdvice Engineering Inc.	46,473
Georgeson Tug Ltd.	31,762
Gescan - Division of Sonepar	30,726

Vendor	Total
GFL Environmental Inc	10,319,591
GFL Environmental Services Inc.	270,366
GHD Limited	449,603
GJD Planning & Design	50,089
Glass-Smith & Company Limited	28,893
Glen Oak Ford	42,251
Golden Rule Roofing	360,294
Goldstream Rock Products Ltd	51,569
Grace Veterinary Hospital	26,489
Grand & Toy	40,906
Granicus Canada Holdings ULC	97,533
Graphic Office Interiors Limited	864,054
Great West Life Assurance	227,708
Greater Victoria Labour Relations	145,084
GreatPacific Consulting Ltd	86,777
Green City Builders Inc	30,834
Gregg Distributors LP	144,888
Guardians of Our Salish Estuaries	145,048
Gulf Island Heating & Refrigeration	100,060
Gulf Islands Greenscapes Limited	29,144
Gulf Islands Septic Limited	60,666
Gulf Pacific ITF - Creekside Mall	46,454
GVLRA/CUPE Long Term Disabiltiy	1,387,176
H.Y. Engineering Ltd.	26,013
Hach Sales & Service Canada Ltd	150,401
Handicare Canada Ltd	33,302
Hardal Management Inc.	53,654
Hartland Renewable Resources	12,260,149
Hartland Resource Management Genera	11,265,650
Hatch Ltd	546,048
Hazmasters Inc.	163,591
HCMA Architecture + Design	689,113
HDR Corporation	81,075
Heavy Metal Marine	308,559

Vendor	Total
Heightsafe Fall Protection Systems	289,524
Hetek Solutions Inc	26,184
Hoel Contracting Ltd.	82,083
Hootsuite Inc.	32,955
Hoskin Scientific Limited	94,013
Houle Electric Limited	188,024
Hughes Painting	104,727
Hutchinson Development Corp.	206,241
Hydro-Force Excavating Ltd.	45,261
ICBC	320,391
Iconix Waterworks LP	1,013,052
IMJ Consulting Inc.	81,400
Inclusive Excellence Strategy	46,524
Industra Construction Corp	5,393,680
Industrial Scaffold Services L.P.	30,535
Info-Tech Research Group Inc.	78,750
Inland Truck & Equipment Ltd.	253,617
Innov8 Digital Solutions Inc	165,994
Insituform Technologies Limited	9,360,591
Integrated Operations Group	412,192
IntelligenceBank Pty Ltd.	47,500
Intlock Ltd.	46,788
Ipsos LP	26,775
ISCO Canada Inc	254,794
ISE Metal Inc.	35,412
ISL Engineering and Land Services	253,787
Island Asphalt Company	201,409
Island Corridor Foundation	32,100
Island Floatation Ltd.	29,795
Island Floor Centre Ltd	373,992
Island Flow Control	26,180
Island Junk Solutions Ltd	37,850
Island Key Computer	664,414
Island Temperature Controls Ltd	216,753

Vendor	Total
Island Tractor & Supply (Canada) Lt	147,137
Island Window Coverings Limited	74,054
IslandEarth Landscape Services Ltd.	312,544
IWA - FI Pension & Ltd Plans	55,750
J & L Moving & Storage Ltd	42,774
J J Plumbing & Heating	311,601
Jacobs Consultancy Canada Inc.	2,145,664
James Frederick Akerman	25,526
JB Lawyers LLP	45,552
JDG Construction Management Ltd	917,553
Jemma Scoble Consulting	158,340
Jenner Chevrolet Buick GMC	234,523
Jeri Grant	37,396
Joe Newell Architects	217,214
John Brooks Company Limited	27,601
John Howard Society of Victoria	316,799
John McCrea	38,939
John Wakefield	56,707
Jones Lang LaSalle Real Estate	327,249
Juan de Fuca Search and Rescue	63,579
Justice Institute of BC	54,000
Kal Tire	65,043
Keith Hennessey	33,600
K'ENES Transportation LLP	717,666
Kerr Wood Leidal Associates Ltd	271,832
Key-2 Auto Parts & Engine Rebuilder	40,793
Kinetic Design-Build Ltd.	105,000
King Bros Ltd	30,101
Klohn Crippen Berger Ltd.	95,123
KMS Tools	134,934
Kone Inc.	179,088
Kosapsum Nation	25,000
KPMG LLP	476,486
Kristian Sigvardsen	47,629

Vendor	Total
KTI Limited	882,475
Lafarge Canada Inc.	989,481
Landesign Landscape Construction Ltd.	523,473
Landmark Sign Ltd	48,210
Latoria South Development LP	86,996
Laura Matthias	31,074
Lawson Lundell LLP	57,787
Le Gers Properties Inc	53,073
Leaders International Executive	25,421
LGL Limited	78,902
Liberty Ridge Homes Inc	33,344
Licker Geospatial Consulting Ltd.	39,438
Littluniverse Education	41,557
Login Radius Inc.	50,960
Loki Cleaning Services	29,649
Lordco Auto Parts Ltd	44,660
Lovett Westmacott	33,600
Low Hammond Rowe Architects	511,842
M & L Painting Ltd.	47,198
M.R. Crane Service Ltd.	64,085
M3 Mechanical Consultants Inc	108,904
Madrone Environmental Services Ltd	39,258
Manage to Engage Consulting Inc.	25,594
Manulife Financial Group Benefits	316,903
Marsh Canada Limited	1,707,500
Mayne Island Recycling Society	117,745
MCAP Financial Corporation	4,037,258
McCullough Coachlines	25,578
McElhanney Associates Land	99,246
McElhanney Ltd	644,482
McMaster-Carr	27,692
McRae's Environmental Services	894,317
McTavish Academy Of Art	25,035
MDI Landscape Architects Inc.	57,384

Vendor	Total
Melody Pender	42,720
Memory Express	29,625
Messer Canada Inc	36,489
Metro Motors Ltd	270,194
MFR Resolutions Consulting Corp	60,330
Miami Filter Inc.	45,558
Michael Burgess	36,980
Michael Carrothers	31,757
Michael Vernon	262,767
Microbial Insights	52,642
Microserve	203,806
Microsoft Licensing, GP	1,003,928
Minister of Finance	455,589
Mitacs Inc.	51,188
MNP Digital Inc.	496,236
MNP LLP	48,116
Mobility Foresight Services Ltd.	147,251
Monk Office	111,116
Motion Industries (Canada) Inc.	59,689
Mr Baker's Plumbing	75,129
Mr. Plow Snow Removal Services	49,766
N & N Courier	64,431
Namaste Janitorial Service Inc.	50,018
Nathan Pocock	66,070
Nautilus Environmental	63,253
Network Innovations Inc.	36,613
Netzsch Canada Inc.	89,539
New Line Hose & Fittings	70,922
New Value Solutions Group Inc.	83,519
Nexom Inc.	42,407
North Pacific Divers Inc.	86,751
North Salt Spring Waterworks	61,781
North West Environmental Group Ltd	105,550
Northwest Hydraulic Consultants	170,391

Vendor	Total
Norton Rose Fulbright Canada LLP	364,142
Number Ten Architectural Group	35,289
Ocean Diagnostics Inc.	49,852
On the Island Bath Liners Ltd	160,835
On-Line Ventures Inc	54,594
Open Regenerative Technologies Inc	26,738
Optrics Inc	67,594
Orca Health & Safety Consulting Inc	25,557
Orkin Canada Corporation	86,839
Osprey Forest Operations Ltd.	136,217
Out of the Blue Designs	28,443
Pacheedaht First Nation	39,149
Pacific Archery Academy	63,805
Pacific Audio Works Ltd.	33,102
Pacific Blue Cross	2,889,528
Pacific Flow Control Ltd	169,656
Pacific Industrial & Marine Ltd.	149,630
Pacific NorthWest Raptors	191,313
Pacific Power Vacuum	59,081
Pac-West Ventures Corp	4,091,619
Paladin Security Group Ltd	333,343
Paradigm Software LLC	176,759
PBX Engineering Ltd	77,895
PC Urban Holdings Corp	25,784
PDM Technologies Inc.	62,245
PE Tech Ltd.	81,727
Pelagic Technologies Inc.	96,498
Pender Islands Conservancy	29,309
Pender Islands Health Care Society	267,700
Pender Islands Recreation &	30,698
Penn Valley Pump Co., Inc.	37,696
Peoples Trust Company	299,430
PerfectMind Inc.	64,120
Pinchin Ltd	34,272

Vendor	Total
Plan Contracting Ltd	76,479
Planet Clean	25,088
Playsted Sheet Metal Ltd	53,392
Polar Engineering Ltd.	176,094
Polaris Plumbing Ltd	39,982
Prairie Coast Equipment	99,403
Prices Lock & Safe	62,065
Princess Auto	27,370
Prism Engineering Ltd.	47,368
Procon Systems Inc.	29,294
Protelec Security & Safety Ltd	71,684
Protex Fence Services	86,441
PSM Safety Ltd.	129,649
Puma Utility Monitoring Inc	42,893
Pure Technologies Ltd	124,360
QCA Systems Ltd.	136,471
Quadient Canada Ltd.	146,649
R & L Concrete Coring Limited	84,416
R A Malatest & Associates Ltd	166,720
Rachael Gilliam	42,881
Radio Works	51,243
Raincoast Conservation	62,130
Ralmax Contracting Ltd	4,562,255
Ramida Enterprises Ltd.	1,314,798
Ramtech Environmental Products	71,865
RanBro Enterprises Inc.	426,796
Raven Rescue Safety Medical Ltd.	40,452
Read Jones Christoffersen Ltd	148,361
Receiver General for Canada	102,016
Regroove Solutions Inc.	210,998
Reshape Infrastructure Strategies	29,488
Rewilding Water & Earth Inc.	49,762
Rizing Solutions Canada Inc.	51,061
Rob Syverson	75,246

Vendor	Total
Robbins Parking	86,492
Rocky Mountain Phoenix Inc.	458,222
Rogers	436,137
Rollins Machinery Limited	34,884
Routeware Inc.	34,803
Royal Roads University	69,296
RTM Masonry (2022) LTD.	232,222
Ryzuk Geotechnical	192,006
Saanichton Village Veteri	44,057
Salt Spring Abattoir Society	47,130
Salt Spring Arts Council	51,644
Salt Spring Island Fire Protection	1,232,930
Salt Spring Slinger	32,555
Saltspring Propane	36,482
Sandy Dawn Bath	27,239
SAP Canada Inc	677,663
Sara Stallard	27,122
Saturna Community Club Recycling	56,527
Save-On-Septic Services Inc	141,629
Scadalliance	107,761
SCG Process	264,121
School District #62 (Sooke)	42,898
School District #63 (Saanich)	36,320
School District #64 (Gulf Islands)	67,157
Scho's Line Painting Ltd.	64,823
Scotia Mortgage Corporation (BNS)	1,439,943
Seaton Mechanical Ltd.	84,822
Seattle Business Software Inc.	61,682
Seaward Engineering and	29,203
SelectStar Solutions Ltd.	110,426
Sense Engineering (Victoria) Ltd.	25,168
Server Monkey	27,411
Services Flo Inc.	49,788
SFC Energy Ltd.	204,213

Vendor	Total
SGI Community Resource Centre	85,189
SGS AXYS Analytical Services Ltd	209,536
Shades Tankers (1976) Ltd	48,645
Shaw Cablesystems GP	169,189
Sheringham Point Lighthouse	37,000
Shirley Community Association	118,160
SideLines Promotional Products Inc.	87,152
Sigma Safety Corp	62,164
Simpson Controls Ltd	42,323
Sitka Silviculture Ltd	92,932
Skyline Engineering Ltd	107,670
Slegg Building Materials	132,508
SLR Consulting (Canada) Ltd	54,241
Softchoice LP	296,814
Solid Soil Solutions Ltd.	45,142
SolidCAD	38,265
Sooke Shelter Society	320,469
Sooke Slinger Service Ltd	522,460
Sorensen Trilogy Structural	82,786
South Island Water Ltd	48,966
Spectre Security Inc.	61,575
Sperling Hansen Associates	685,580
Sprung Instant Structures Limited	213,972
Stantec Consulting Limited	680,742
Staples	41,476
Stericycle ULC	35,392
Stewart McDannold Stuart	570,784
Stewart McDannold Stuart In Trust	991,853
StoneCroft Engineering Ltd	64,358
Suburban Motors	582,972
Summit Valve and Controls Inc.	308,727
Sun Coast Controls Mfg.	26,971
Sunbelt Rentals, Inc	136,768
Suncor Energy Products	291,313

Vendor	Total
Synergy Enterprises	26,460
Tavola Strategy Group	58,918
TD Canada Trust	248,305
Technical Safety BC	55,007
Teema Solutions Group Inc.	27,414
Telus	762,434
The AME Consulting Group	72,975
The Appian Way Traffic Data Service	39,942
The Chapman Building Company	119,641
The Elizabeth Fry Society of	312,094
THE HOME DEPOT	149,046
The Lawnmower Hospital	55,788
The RESTORERS Group Inc.	1,176,032
The Salvation Army - Victoria ARC	43,361
The Salvation Army NRO Thrift Store	52,828
the Signpad	26,644
The Victoria Youth Clinic Society	132,211
Thurber Engineering Ltd.	462,703
Times Colonist	59,749
Tom Irwin Construction Ltd	129,051
Top Line Roofing Ltd	67,426
Total Power Ltd.	110,376
Tower Fence Products Limited	81,169
Tower Fitness Equipment Services In	47,695
Town of Sidney	1,292,901
Town of View Royal	49,477
Township of Esquimalt	140,088
Tran Sign 2022 Ltd.	28,734
Trane Canada ULC	58,299
Transition Salt Spring Society	41,000
Tri-X Excavating Ltd.	1,842,514
Trojan Technologies	1,761,759
Troy Life & Fire Safety Ltd.	34,399
Trylon TSF Inc.	45,999

Vendor	Total
Tsawout First Nation	236,403
T'Sou-ke Nation	41,437
Uline Canada Corporation	187,872
Veolia Water Technologies	477,197
Verasco Contracting Ltd.	31,258
VertiGIS North America Ltd.	31,304
VI Rentals Ltd.	45,120
Victoria Arts Council	37,600
Victoria Battery Ltd.	28,446
Victoria BC SKA and Reggae Society	25,000
Victoria Mobile Radio Limited	326,483
Victoria Pest Control Ltd.	50,205
Victoria Waterjet Ltd.	41,886
Victoria Window Cleaning	242,128
Viva Automation Ltd.	134,643
VWR International Co	42,573
Waste Connections of Canada Inc	56,260
Waste Management	428,937
Waste 'n WaterTech Ltd	178,665
Water Street Engineering Ltd	29,201
Watt Consulting Group	49,338
Wesco Distribution Canada LP	173,451
West Bay Mechanical Limited	78,326
West Coast Circuits Limited	95,637
West Coast Cranes Inc.	178,416
West Coast Pre Fab	58,244
West Shore Environmental Services	152,632
West Shore Mechanical	35,820
West Shore U Lock Mini Storage	26,195
Westbrook Consulting Ltd	30,062
Westburne West	191,276
Westcoast Roof Inspection Services	44,053
Western Equipment Ltd	28,768
Western Tank & Lining Ltd	53,760

Vendor		Total
Westerra Equipment		150,933
Westower Communications Limited		78,591
WEX Canada Ltd.		365,284
Wholesale Fire & Rescue Limited		111,328
Windsor Plywood		27,009
Wishbone Industries Limited		28,707
WSANEC Leadership Council		246,681
WSP Canada Inc.		707,571
X10 Technologies Inc.		83,398
Total of aggregate payments exceeding \$25,000		\$ 270,523,343
Consolidated total of payments of \$25,000 or less		\$ 11,705,596
Consolidated total of grants exceeding \$25,000	14,519,499	
Consolidated total of contributions exceeding \$25,000	5,888,945	
Consolidated total of grants and contributions exceeding \$25,000		\$ 20,408,444
Total Payments		\$ 302,637,383

The District prepares its financial statements in accordance with Public Sector Accounting Standards, resulting in differences between the expenses recorded in the financial statements and the cash payments made to suppliers reported on the Schedule of Payments to Suppliers for Goods & Services. The variance between the two reported figures is due to several factors, including timing differences between payments and receipt of the related goods and services, GST rebates, payroll expenditures, capital asset acquisitions, and non-cash expenses like amortization.

Schedule of Guarantee & Indemnity Agreements

For the year ended December 31, 2024

NIL

The Capital Regional District has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

2024 Unaudited Financial Statements

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Supplementary Financial Information (Unaudited)

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Capital Regional District

Consolidated Debt Charges (Unaudited)

	Principal Payments on Mortgages and Debenture Debt	Principal Payments on Long-Term Non-Debenture Debt	Principal Payments on Short-Term Non-Debenture Debt
GENERAL REVENUE FUND			
Issued by Municipal Finance Authority			
Member municipalities and other	\$ 10,818,476	\$ -	\$ -
Capital Regional District	2,990,972	142 702	8 500 000
Non-debenture-Capital Regional District		143,703	8,500,000
	13,809,448	143,703	8,500,000
SEWER REVENUE FUND			
Issued by Municipal Finance Authority	5,738,907	-	
Non-debenture-Capital Regional District	-	2,016,089	-
	5,738,907	2,016,089	-
WATER REVENUE FUND			
Issued by Municipal Finance Authority Non-debenture-Capital Regional District	3,750,857 -	-	-
	3,750,857	_	-
HOUSING GENERAL REVENUE FUND			
Mortgages Payable	7,957,375	-	
Short Term Capital Financing	· ,		14,049,571
	\$ 31,256,587	\$ 2,159,792	\$ 22,549,571

_	Interest on Mortgages and Long-Term Debt	Interest on Temporary Borrowings	Accrued Debt Charges		2024	2023
\$	7,670,341 \$ 1,570,628	\$ 367,915	- 241,425	\$	18,488,817 5,170,940	\$ 17,598,507 4,318,415
	1,570,026	307,913	-		8,643,703	136,611
	9,240,969	367,915	241,425		32,303,460	22,053,533
	3,606,712 3,513,656	503,679	(2,316)		9,846,982 5,529,745	14,920,334 5,529,745
	7,120,368	503,679	(2,316)		15,376,728	20,450,079
	2,051,682	47,421 -	5,609 -		5,855,568 -	9,532,937 300,000
	2,051,682	47,421	5,609		5,855,568	9,832,937
	4,419,525		-		12,376,900	10,636,504
_					14,049,571	13,933,728
\$	22,832,545 \$	919,015 \$	244,719	\$	79,962,227	\$ 76,906,781

Capital Regional District

Summary of Long-Term Debt (Unaudited)

		 Outstanding Dec 31/23
General Capital - Debenture	(Schedule B)	\$ 31,386,917
Non-Debenture	(Schedule B)	\$ 343,325
Sewer Capital - Debenture	(Schedule C)	\$ 102,297,583
Non-Debenture	(Schedule C)	\$ 58,363,109
Water Capital - Debenture	(Schedule D)	\$ 34,458,722
Non-Debenture	(Schedule D)	\$ _
		 226,849,656
Accrued actuarial valuation - CRD Debt		(1,600,001)
		 225,249,655
Member Municipalities and Other	(Schedule B)	\$ 174,736,593
CRD Total		 399,986,248
CRHC Total		175,492,584
Consolidated Total		\$ 575,478,832

	20	24			
Additions	Dringing	•	inking Fund	Total Debt	Outstanding Dec 31/24
 Additions	Principal	<u> </u>	inking Fund	Retirement	Dec 31/24
\$ 23,875,000	\$ (2,990,971)	\$	(677,473)	\$ (3,668,444)	\$ 51,593,473
\$ -	\$ (143,703)	\$	-	\$ (143,703)	\$ 199,622
\$ -	\$ (5,738,906)	\$	(743,367)	\$ (6,482,273)	\$ 95,815,310
\$ -	\$ (2,016,089)	\$	-	\$ (2,016,089)	\$ 56,347,020
\$ 1,500,000	\$ (3,750,857)	\$	(1,278,091)	\$ (5,028,948)	\$ 30,929,774
\$ -	\$ -	\$	-	\$ -	\$ -
25,375,000	(14,640,526)		(2,698,931)	(17,339,457)	234,885,199
-	-		44,051	44,051	(1,555,950)
25,375,000	(14,640,526)		(2,654,880)	(17,295,405)	233,329,250
\$ 5,956,000	\$ (10,818,476)	\$	(3,379,654)	\$ (14,198,130)	\$ 166,494,463
 31,331,000	(25,459,002)		(6,034,534)	(31,493,535)	399,823,713
23,504,064	(7,957,375)		-	(7,957,375)	191,039,273
\$ 54,835,064	\$ (33,416,377)	\$	(6,034,534)	\$ (39,450,910)	\$ 590,862,986

TOTAL OUTSTANDING DEBT	
General Capital (CRD and municipalities)	\$ 218,287,558
Sewer Capital	152,162,330
Water Capital	30,929,774
less accrued actuarial valuation	1,555,950
CRD	399,823,713
CRHC	191,039,273
Total	\$ 590,862,986

Long-Term Debt – General Capital Fund (Unaudited)

Long-Term Debt: General Capital Fund (Unaudited)

Ssue	₹	CRD Security Issue	MFA	Maturity	Original	Interest	December 31, 2023 Previous	Additions	Principal	Actuarial	Debt Retirement	December 31, 2024
Date	Bylaw	Bylaw	lssue	Date	Debt	Rate	Outstanding	2024	2024	2024	2024	Outstanding
Regional Parks	arks											
2017	4142	4198	142	2032	260,000	3.150%	365,241		30,109	5,843	35,952	329,289
2018	4142	4222	145	2033	4,000,000	3.150%	2,858,183		215,066	34,254	249,320	2,608,863
2021	4142	4399	153	2031	1,040,000	2.410%	820,089		63,866	4,273	98,172	751,917
2022	4142	4476	157	2032	200,000	3.360%	455,371		44,629	1,116	45,745	409,626
2024	4506	4621	162	2039	5,000,000	3.830%		5,000,000		•	•	5,000,000
Total Regional Parks	onal Parks				11,100,000		4,528,884	5,000,000	383,703	45,486	429,189	9,099,695
Sign O 4+100	,											
South Galls	מוס בות		127	1,00	000	0000	000		700	100	1,000	100
2022	4239	4476	15/	2047	2,100,000	3.300%	2,038,521		01,480	1,53/	03,017	1,975,504
Total South	6		2	1407	2 235 000	4.090.70	121,334		3,400	121	3,387	121,341
		2			2,500,000		5,500		or 'to	200-	100,00	104,001,2
Port Renfrew Fire	w Fire											
2009	3456	3634	106	2024	40,000	2.250%	3,459		1,997	1,462	3,459	
Total Port R	Total Port Renfrew Fire	Φ			40,000		3,459		1,997	1,462	3,459	•
Seaparc Golf Course	olf Course											
2017	4052	4175	141	2032	000'099	2.800%	430,462		35,486	988'9	42,372	388,090
Total Seaps	Total Seaparc Golf Course	urse			000'099		430,462		35,486	988'9	42,372	388,090
Golingino	Cocreation	Denineula Decreation - Awimming Dool										
2000	2200	- Swilling - Se 4 4	400	2000		/0030						
0007	3388		3 5	2023	•	2.030%						•
2009	3388		105	2022	2.198.000	2.250%	190.087	•	109.771	80.316	190.087	•
Total Penin	Isula Recre	Total Peninsula Recreation - Swimming Pool			2,198,000		190,087		109,771	80,316	190,087	
Peninsula	Recreation -	Peninsula Recreation - Community Recreation	aation									
2017	4116	4175	141	2032	1,080,000	2.800%	704,393		58,068	11,268	69,336	635,057
Total Penin	Isula Recre	Total Peninsula Recreation - Community Rec.	Rec.		1,080,000		704,393		58,068	11,268	69,336	635,057
oto OW File O	Social World of the Columbia											
2011	3518	3769	116	2026	2 200 000	1 470%	546 598	,	118 099	57 868	175 967	370 631
2023	4515		160	2038	7.450.000	4.970%	7.450.000		383,256	,	383,256	7.066,744
2024	4515		161	2039	4,300,000	4.440%	. '	4.300.000			. •	4,300,000
2024	4515		162	2039	5,500,000	3.830%		5,500,000		•	•	5,500,000
Total Solid	Waste - Re	Total Solid Waste - Refuse Disposal			19,450,000		7,996,598	000'008'6	501,355	57,868	559,223	17,237,375

Long-Term Debt – General Capital Fund (Unaudited) continued

		CRD					December 31, 2023				Debt	
lssue Date	LA Bylaw	Security Issue Bylaw	MFA Issue	Maturity Date	Original Debt	Interest Rate	Previous Outstanding	Additions 2024	Principal 2024	Actuarial 2024	Retirement 2024	December 31, 2024 Outstanding
Saltspring	Saltspring Island - Library	ΛJE										
2011	3613	3800	117	2026	2,000,000	1.470%	496,907		107,363	52,608	159,971	336,936
2013	3613	3910	126	2028	100,000	3.850%	40,040		5,368	2,099	7,467	32,573
Total Salts	Total Saltspring Island - Library	- Library			2,100,000		536,947		112,731	54,707	167,438	369,509
Gossip Isla	Gossip Island - Electrification	ication										
2012	3579	3850	121	2027	715,000	2.900%	232,900		38,382	16,874	55,256	177,644
Total Goss	Total Gossip Island - Electrification	lectrification			715,000		232,900		38,382	16,874	55,256	177,644
Galiano Isl	Galiano Island Public Building	Suilding										
2013	3793	3910	126	2028	310,000	3.850%	124,125		16,641	905'9	23,147	100,978
Total Goss	ip Island - E	Total Gossip Island - Electrification			310,000		124,125		16,641	902'9	23,147	100,978
Galiano Island Fire 2013 37	land Fire 3793	3910	126	2028	290,000	3.850%	116,116		15,568	980'9	21,654	94,462
Total Galia	Total Galiano Island Fire	ē			290,000		116,116		15,568	980'9	21,654	94,462
North Galiano Fire	ano Fire			0							3	9
2014	3844	3930	127	2029	280,000	3.300%	132,015		13,984	5,919	19,903	112,112
Total North	Total North Galiano Fire	ø			280,000		132,015		13,984	5,919	19,903	112,112
East Sooke Fire	e Fire	000	,		900	ò	070000		000	000	0.40	001 001
2014	3863	3900	139	2029	150,000	3.000% 2.100%	848,670 88,202		8,065	38,054 1,854	9,948	78,283
Total East	Total East Sooke Fire				1,950,000		936,872		656'26	39,908	137,867	799,005
Land Bankir	Land Banking and Housing	sing 4009	52	2030	9 413 000	2 200%	2 150 135		802 377	054 200	1 056 577	1 003 558
2024		4621	162	2039	9,075,000	3.830%	Î	9,075,000	1			9,075,000
Total Land	Total Land Banking and Housing	d Housing			18,488,000		2,150,135	9,075,000	802,377	254,200	1,056,577	10,168,558
911 Call Answer	nswer											
2019	4119	4198	147	2034	7,000,000	2.660%	5,425,425	•	376,366	47,238	423,604	5,001,821
2019	4119	4318	149	2034	5,900,000	2.240%	4,572,858	•	317,223	39,814	357,037	4,215,821
Total 911 (Total 911 Call Answer				12,900,000		9,998,283		693,589	87,052	780,641	9,217,642

Original Interest Previous Debt Rate Outstanding 710,000 3.360% 682,206
3.360%
3.360%
470 000 4 090% AE3 380
1.090.7
74,976,000 31,386,917
8,500,000
1,300,000
- 650,000
227,000 46,743
545,000 296,582
,222,000 8,843,325

	CRD				٥	December 31, 2023				Debt	
Issue Date	Security Issue Bylaw	MFA	Maturity Date	Original Debt	Interest Rate	Previous Outstanding	Additions 2024	Principal 2024	Actuarial 2024	Retirement 2024	December 31, 2024 Outstanding
MUNICIPALITIES	VLITIES										
Victoria											
2003	3026	79	2033	10,000,000	2.250%	5,023,099	•	150,514	248,845	399,359	4,623,740
2003	3026	80	2033	10,000,000	2.850%	5,023,099	•	219,304	199,077	418,380	4,604,719
2004	3026	81	2034	10,000,000	2.850%	5,403,442	•	150,515	229,828	380,343	5,023,099
2009	3515	105	2024	1,800,000	2.250%	155,667	•	89,894	65,773	155,667	•
2009	3595	105	2024	3,440,015	2.250%	297,499	•	171,798	125,701	297,499	•
2010	3515	110	2025	5,200,000	1.280%	876,033	•	279,144	151,339	430,483	445,550
2011	3770	115	2031	10,200,000	3.890%	5,026,864	•	547,697	•	547,697	4,479,167
2014	3770	130	2034	23,200,000	3.000%	14,954,980	•	760,677	329,801	1,108,897	13,846,083
2016	3770	139	2036	5,500,000	2.100%	3,931,598	•	204,687	47,052	251,739	3,679,859
2017	3770	142	2037	000'009'6	3.150%	7,289,026	•	357,271	69,329	426,600	6,862,426
Total Victoria	nria			88,940,015		47,981,307		2,949,921	1,466,745	4,416,664	43,564,643
Central Saanich	anich										
2010	3674	110	2025	1,000,000	1.280%	168,468	•	53,682	29,104	82,786	85,682
2011	3772	116	2026	1,333,333	1.470%	331,271	•	71,575	35,072	106,647	224,624
2015	4032	133	2040	8,523,540	2.750%	6,542,726	•	218,834	69,328	288,162	6,254,564
Total Cent.	Total Central Saanich			10,856,873		7,042,465	•	344,091	133,504	477,595	6,564,870
Fsauimalt											
2004	3198	85	2024	1,256,000	2.250%	95,985	•	37,985	58,000	95,985	
2005	3293	95	2025	2,012,000	0.910%	272,375	•	81,986	52,189	134,175	138,200
2006	3369	66	2026	1,129,000	1.530%	230,537	•	37,914	35,939	73,853	156,684
2007	3464	102	2027	2,353,000	2.250%	627,043	•	88,358	60,408	148,766	478,277
2014	3969	130	2024	1,200,000	3.000%	142,259	•	99,949	42,310	142,259	
2021	4439	156	2051	35,000,000	2.580%	33,322,383	•	829,477	37,747	867,224	32,455,159
Total Esquimalt	imalt			42,950,000		34,690,582		1,175,669	286,593	1,462,262	33,228,320

Long-Term Debt – General Capital Fund (Unaudited) continued

Security Issue	MFA	Maturity	Original	Interest	Previous	Additions	Principal	Actuarial	Retirement	December 31, 2024
	enssl	Date	Debt	Rate	Outstanding	2024	2024	2024	2024	Outstanding
3051	79	2028	1,500,000	2.250%	460,780	,	31,429	51,961	83,390	377,390
3726	111	2025	1,797,000	3.350%	293,881	•	144,520		144,520	149,361
3726	112	2025	1,150,000	1.280%	193,738	•	61,734	33,469	95,203	98,535
3771	114	2026	8,400,000	3.650%	2,059,275	•	661,969	•	661,969	1,397,306
3968	130	2024	2,400,000	3.000%	284,518	•	199,898	84,620	284,518	•
3968	130	2029	4,725,000	3.000%	2,227,760	•	235,972	068'66	335,862	1,891,898
4061	137	2031	8,064,600	2.600%	4,813,209	•	417,948	113,799	531,747	4,281,462
4163	141	2032	2,800,000	2.800%	1,826,204	•	150,546	29,214	179,760	1,646,444
4199	142	2032	3,695,800	3.150%	2,410,459	•	198,711	38,560	237,271	2,173,188
4163	144	2028	836,630	3.410%	376,484	•	83,663	•	83,663	292,821
4283	147	2034	4,605,000	2.660%	3,569,154	•	247,595	31,075	278,670	3,290,484
4319	149	2024	000'559	1.970%	138,857	•	123,372	15,485	138,857	•
4319	149	2034	5,910,000	2.240%	4,580,609	•	317,761	39,882	357,643	4,222,966
4361	152	2025	000'569	0.910%	285,254	•	134,219	7,171	141,390	143,864
	152	2035	2,585,000	0.910%	2,120,369	•	152,198	8,131	160,329	1,960,040
4400	153	2036	7,200,000	2.410%	6,373,045	•	408,877	18,606	427,483	5,945,562
4438	156	2036	3,200,000	1.980%	2,832,465	•	181,723	8,270	189,993	2,642,472
4504	158	2037	5,355,000	4.090%	5,077,477	•	277,523	9,713	287,236	4,790,241
4563	160	2053	1,925,400	4.970%	1,925,400	•	36,086		36,086	1,889,314
4563	160	2038	10,324,400	4.970%	10,324,400	•	531,125	•	531,125	9,793,275
			77,823,830		52,173,338	•	4,596,869	589,846	5,186,715	46,986,623
3465	102	2032	7,722,907	2.250%	3,667,898	•	211,829	141,925	353,754	3,314,144
3938	127	2029	1,680,000	3.300%	792,092	•	83,901	35,516	119,417	672,675
			9,402,907		4,459,990	•	295,730	177,441	473,171	3,986,819
3676	110	2035	1,448,000	1.280%	864,657	•	38,798	20,417	59,215	805,442
3801	117	2036	1,073,000	1.470%	683,125	•	28,750	13,645	42,395	640,730
3817	118	2037	479,000	3.400%	322,579	•	14,188	4,692	18,880	303,699
4200	142	2047	3,000,000	3.150%	2,592,116	•	63,058	12,237	75,295	2,516,821
4284	147	2049	2,500,000	2.660%	2,280,158	•	52,548	6,595	59,143	2,221,015
4346	150	2050	3,000,000	1.990%	2,773,684	•	73,950	4,526	78,476	2,695,208
4623	162	2044	1,300,000	3.830%	•	1,300,000	•	•	•	1,300,000

Long-Term Debt – General Capital Fund (Unaudited) continued

J	CRD				_	December 31, 2023				Debt	
Issue Secur Date B	Security Issue Bylaw	MFA	Maturity Date	Original Debt	Interest Rate	Previous Outstanding	Additions 2024	Principal 2024	Actuarial 2024	Retirement 2024	December 31, 2024 Outstanding
View Royal											
2011	3802	117	2026	2,445,000	1.470%	607,469	•	131,251	64,314	195,565	411,904
2014	3937	127	2034	5,490,000	3.300%	3,538,916	•	184,365	78,042	262,407	3,276,509
Total View Royal				7,935,000		4,146,385		315,616	142,356	457,972	3,688,413
Highlands											
2004	3153	81	2024	571,021	2.850%	43,638	•	17,269	26,369	43,638	•
2016	4115	139	2026	200,000	2.100%	165,800		43,615	10,026	53,641	112,159
Total Highlands				1,071,021		209,438	•	60,884	36,395	97,279	112,159
Colwood											
2012	3852	121	2038	3,710,323	2.100%	2,576,036	•	93,803	39,700	133,503	2,442,533
2009	3296	105	2024	3,396,000	2.250%	293,692	•	169,600	124,092	293,692	•
2016	4060	137	2046	4,501,000	2.600%	3,822,711	•	87,190	23,740	110,930	3,711,781
2024	4622	162	2054	4,656,000	3.830%		4,656,000		•	•	4,656,000
Total Colwood				16,263,323		6,692,439	4,656,000	350,593	187,532	538,125	10,810,314
Sooke											
2006	3360	66	2026	8,800,000	1.530%	1,796,925		295,519	280,123	575,642	1,221,283
2007	3413	101.00	2027	617,101	2.250%	164,071	•	25,626	13,591	39,217	124,854
Total Sooke				9,417,101		1,960,996	•	321,145	293,714	614,859	1,346,137
Vancouver Island Regional Library - Sooke	≀egional Libra	ягу - Sooke									
2022	3915	157	2052	000'000'9	3.360%	5,863,334		136,666	3,417	140,083	5,723,251
Total VIRL				6,000,000		5,863,334	•	136,666	3,417	140,083	5,723,251
Total Municipal Debenture	sbenture			283,460,070		174,736,593	5,956,000	10,818,476	3,379,655	14,198,129	166,494,464
Total General Debenture	enture			74,976,000		31,386,917	23,875,000	2,990,971	677,473	3,668,444	51,593,473
Total Debenture				358,436,070		206,123,510	29,831,000	13,809,447	4,057,128	17,866,573	218,087,937
Total General Non-Debenture	-Debenture			11,222,000		8,843,325	1,950,000	143,703	ı	8,643,703	2,149,622
Total Non-Debenture Debt	ure Debt			11,222,000		8,843,325	1,950,000	143,703	•	8,643,703	2,149,622
Grand Total			↔	369,658,070		214,966,835	31,781,000	13,953,150	4,057,128	26,510,276	220,237,559

Long-Term Debt: Sewer Capital Fund (Unaudited)

December 31, 2024 Outstanding	24,697	24,697		1	. !	55,694	306,509	1,028,192	1,028,192	12,338,779	51,262,902	13,000,000	9,931,384	86,533,065		234 173	1.184.752	1,366,693	213,595	2,999,213		167.116	82,900	233,131	2,318,226	1,168,386	953,875	4,923,634	
Decembe Outsta																													
Debt Retirement 2024	23,861	23,861		24,215	34,593	53,810	170,112	993,422	993,422	476,946	1,852,218	2,000,000	538,616	4,867,780		16.020	49.126	77,657	7,718	150,521		79.926	26,039	54,101	61,944	31,220	23,347	276,577	
Actuarial 2024	8,389	8,389		10,231	14,617	18,917	59,924	349,244	349,244	65,528	206,546			272,074		7 994	7.984	10,669	861	22,508		14.939	4,232	7,433	2,696	1,359	269	31,228	
Principal 2024	15,472	15,472		13,984	19,976	34,893	110,188	644,178	644,178	411,418	1,645,672	2,000,000	538,616	4,595,706		13 026	41.142	886'99	6,857	128,013		64.987	21,807	46,668	59,248	29,861	22,778	245,349	
Additions 2024		•		ı		1				,	,	,				,	,		•			1	•	,	•	•	•	•	
December 31, 2023 Previous Outstanding	48,558	48,558		24,215	34,593	109,504	476,621	2,021,614	2,021,614	12,815,725	53,115,120	15,000,000	10,470,000	91,400,845		250 193	1 233 878	1,444,350	221,313	3,149,734		247.042	108,939	287,232	2,380,170	1,199,606	977,222	5,200,211	
De Interest Rate	1.280%			2.250%	2.250%	1.280%	0.00	1.280%		3.200%	2.660%	3.030%	4.970%			2 100%	3.150%	3.200%	2.240%			2.100%	3.150%	3.200%	2.410%	1.980%	3.360%		
Original Debt	288,234	288,234		280,000	400,000	650,000	2,100,000	12,000,000	12,000,000	15,000,000	000'000'09	20,000,000	10,470,000	105,470,000		350 000	1.500.000		250,000	3,900,000		745.000	250,000	535,000	2,500,000	1,260,000	1,000,000	6,290,000	
Maturity Date	2025			2024	2024	2025	0707	2025		2043	2044	2031	2038			2036	2042	2038	2044			2026	2027	2028	2051	2051	2052		
MFA\ Security Issue	112			105	106	110	170	nt Facilities 110	ics.	t Program 146	147	155	160	л.		139	142	146	149			139	142	146	153	156	157		
CRD Security Issue 8 Bylaw	ion 3725	rediation	Function: 3.705 Septage/Composting - Saltspring Island	3594	3634	3677		Function: 3.798B Debt - Core Sewage Integrated Treatment Facilities 2010 3615 3677 110	Total Core Sewage Integrated Trtmnt. Facs	Function: 3.798C Debt - Core Area Wastewater Treatment Program 2018 387 453 146	4282	4347	4562	Total Core Area Wastewater Trtmnt Pgrm.		.l.)	4198	4253	4318	ır (S.S.I.)	1	4114	4198	4253	4399	4437	4476	states (P.I.)	
LA Sec Bylaw	Function: 3.701 Millstream Site Remediation 2010 3513	Total Millstream Site Remediation	705 1posting - Sa.	3564	3564	3564	Total Septage/Composting - SSI	798B Sewage Integ 3615	wage Integr	798C Area Wastew 3887	4204	4204	4374	rea Wastewa	310	Debt - Ganges Sewer (S.S.I.)	4007	4007	4007	Total Debt - Ganges Sewer (S.S.I.)	830	Debt - Magic Lake Estates (F.I.) 2016 4048	4048	4048	4320	4320	4320	Total Debt - Magic Lake Estates (P.I.)	
Issue Date By	Function: 3.701 Millstream Site 2010 35	Total Millstre	Function: 3.705 Septage/Compos	2009	2009	2010	Fotal Septage	Function: 3.798B Debt - Core Sewag 2010 3615	Total Core Se	Function: 3.798C Debt - Core Area V 2018 3887			2023	Total Core A	Function: 3.810	Debt - Gange 2016		2018	2019	Total Debt - (Function: 3.830	Debt - Magic 2016		2018	2021	2021	2022	Total Debt -	

Long-Term Debt – Sewer Capital Fund (Unaudited) continued

		CRD	MFA\				December 51, 2025				Den	
lssue Date	LA Bylaw	Security Issue Bylaw	Security Issue	Maturity Date	Original Debt	Interest Rate	Previous Outstanding	Additions 2024	Principal 2024	Actuarial 2024	Retirement 2024	December 31, 2024 Outstanding
							o					•
FA Nor	IFA Non Debenture Debt	re Debt										
2021	4374	4424			200,000	Variable	200,000	•	•	•	•	200,000
2021	4375	4425			1,000,000	Variable	1,000,000	•	•	•	•	1,000,000
2023	4374	4424			5,000,000	Variable	2,000,000					2,000,000
2023	4375	4425			1,000,000	Variable	2,000,000	3,000,000				2,000,000
otal Sev	wer - MFA	otal Sewer - MFA Non Debenture Debt	bt		7,500,000		8,500,000	3,000,000				11,500,000
Agree	ment Non	3 Agreement Non Debenture Debt										
2024				2040	63,391,394	6.293%	58,363,109		2,016,089		2,016,089	56,347,020
tal Sev	wer - P3 Ag	otal Sewer - P3 Agreement Non Debenture Debt	enture Debt		63,391,394		58,363,109		2,016,089		2,016,089	56,347,020
tal Sev	wer - Non L	otal Sewer - Non Debenture Debt			70,891,394		66,863,109	3,000,000	2,016,089		2,016,089	67,847,020

Capital Regional District Long-Term Debt: Water Capital Fund (Unaudited)

37,265 37,265 35,860 6,210 42,070 15,423 15,423 4,284 11,129 15,413 84,234 84,234 139,009 326,549 December 31, 2024 Outstanding 8,648 4,139 3,495 16,282 21,621 11,704 11,263 9,340 59,854 19,996 43,239 74,854 99,810 21,620 14,902 Debt Retirement 9,136 3,051 12,187 2,936 590 3,526 3,946 21,042 6,576 13,204 21,038 525 62,385 9,135 5,239 14,374 5,690 3,654 1,455 911 6,020 Actuarial 2024 8,327 1,342 9,669 1,342 12,485 8,653 38,812 13,420 30,035 53,816 12,485 9,663 4,994 2,684 2,584 10,262 26,841 26,841 5,394 Principal 2024 Additions 2024 21,621 48,969 70,590 47,123 8,142 55,265 9,340 10,010 21,620 30,325 124,227 124,227 182,248 401,403 975,777 51,945 8,648 8,423 14,624 31,695 91,321 December 31, 2023 Outstanding 2.250% 3.400% 2.900% 3.150% 3.850% 2.250% 1.280% 2.250% 3.400% 2.900% 1.470% 3.400% 3.400% Interest Rate 108,000 250,000 150,680 400,680 500,000 145,000 25,000 170,000 723,000 250,000 559,500 1,002,500 25,000 250,000 180,000 100,000 50,000 45,000 281,000 Original Debt 2024 2025 2027 2024 2027 2025 2026 2027 2028 2028 2024 2025 2026 2027 2027 2024 Maturity Date 106 117 118 106 106 110 118 118 106 121 124 126 Security enss 3634 Security Issue 3634 3817 3850 3677 3769 3850 3882 3882 3634 3677 3817 3817 3634 Total Highland & Fernwood Water (SSI) Total Lyall Harbour/Boot Cove Water Bylaw CRD Highland & Fernwood Water (SSI) Total Wilderness Mountain Water Lyall Harbour/Boot Cove Water Wilderness Mountain Water Total Cedar Lane Water 3580 3758 3758 3633 3633 3633 3587 3581 3581 LA Bylaw Total Fulford Water Magic Lakes Water Cedar Lane Water Fernwood Water Highland Water Fulford Water 2012 2011 2012 2013 2010 2012 2012 2012 Date

LA Security is Bylaw Bylaw Bylaw Bylaw atter Supply 3419 3461 3661 3661 3661 3661 3661	v Issue 3594 105 3634 106 3725 112 3769 116 3817 118 3882 124		Maturity Date	Original Debt	Interest	Previous	Additions	Principal	Actuarial	Retirement	December 31, 2024
> 0	3594 3634 3725 3769 3817	, ,			Rate	Outstanding	2024	2024	2024	2024	Outstanding
	3634 3725 3725 3769 3817	10.4									
3419 3661 3661 3661 3661	3634 3725 3769 3817 3882	201	2024	000'000'6	2.250%	778,337	•	449,470	328,867	778,337	•
3661 3661 3661 3902	3725 3769 3817 3882	106	2024	1,000,000	2.250%	86,482	•	49,941	36,541	86,482	•
3661 3661 3902	3769 3817 3882	112	2025	6,500,000	1.280%	1,095,041	•	348,930	189,174	538,104	556,937
3661 3661 3902	3817 3882	116	2026	1,500,000	1.470%	372,680		80,522	39,456	119,978	252,702
3661 3902	3882	118	2027	4,500,000	3.400%	1,462,429	•	258,433	91,127	349,560	1,112,869
3902		124	2028	1,700,000	3.150%	680,683		91,259	35,676	126,935	553,748
	4009	131	2030	3,000,000	2.200%	1,592,687		155,475	49,256	204,731	1,387,956
2016 3902 ,	4059	137	2031	1,500,000	2.600%	895,248		77,738	21,166	98,904	796,344
2018 3902	4222	145	2033	5,000,000	3.150%	3,572,730	•	268,833	42,818	311,651	3,261,079
2023 4382	4536	159	2038	4,000,000	4.150%	4,000,000		207,300		207,300	3,792,700
Total Regional Water Supply				37,700,000		14,536,317		1,987,901	834,081	2,821,982	11,714,335
Juan De Fuca Water Distribution											
2012 3782	3817	118	2027	2,500,000	3.400%	812,461		143,574	50,626	194,200	618,261
2013 3782	3882	124	2028	4,500,000	3.150%	1,801,808		241,567	94,437	336,004	1,465,804
2014 3782	3936	127	2029	5,000,000	3.300%	2,357,418		249,706	105,703	355,409	2,002,009
2016 3981 ,	4059	137	2031	2,000,000	2.600%	1,193,663		103,650	28,222	131,872	1,061,791
2018 3981 ,	4222	145	2033	3,000,000	3.150%	2,143,638		161,300	25,691	186,991	1,956,647
2020 3981	4344	150	2035	5,100,000	1.990%	4,197,458		294,910	18,051	312,961	3,884,497
2023 4379	4562	160	2038	6,000,000	4.970%	6,000,000		308,662		308,662	5,691,338
2024 4379	4621	162	2039	1,500,000	3.830%		1,500,000				1,500,000
Total Juan De Fuca Water Distribution	ion			29,600,000		18,506,446	1,500,000	1,503,369	322,730	1,826,099	18,180,347
Florence Lake Water System											
	4536	159	2038	204,000	4.150%	204,000	•	10,572		10,572	193,428
Total Florence Lake Water System				204,000		204,000		10,572		10,572	193,428
Total Water - Debenture Debt				72.148.680		34.458.722	1.500.000	3.750.857	1.278.091	5.028.948	30.929.774

MFA Non Debenture Debt									
2024 4532 4488		2,100,000	100,000 Variable		2,100,000				2,100,000
Total Water - Non Debenture Debt		2,100,000			2,100,000				2,100,000
Total Debt - Water	မှာ	\$ 74,248,680		34,458,722	3,600,000	3,750,857	1,278,091	5,028,948	33,029,774

Revenue Funds Statement of Financial Position (Unaudited)

As at December 31, 2024, with comparative information for 2023

	2024	2023
Financial Assets		
Cash and cash equivalents	\$ 69,738,628	\$ 18,593,251
Term deposits - short term	287,431,763	339,175,878
Accounts receivable:		
AR - federal government	451	1,703
AR - local government	244	107,919
AR - trade/other	33,890,737	29,177,138
Due to/from own funds	(338,883,256)	(330,507,823)
Due to/from CRHC	1,470,186	284,633
Other assets:		
Prepaid - CRD	1,792,937	2,212,620
Municipal Finance Authority Debt Reserve Fund:		
Capital Regional District	11,158,437	10,634,421
Member Municipalities	 10,353,622	10,889,878
	76,953,749	80,569,618
Financial Liabilities		
Accounts payable:		
AP and accrued liabilites - CRD	32,983,853	39,104,080
Due to/from CRHD	540,620	147,180
Other liabilities:		
Sick leave bank	2,613,562	2,915,614
Deferred revenue - CRD	8,920,649	10,457,167
Long-term debt:		
Municipal Finance Authority Debt Reserve Fund:		
Capital Regional District		
Cash deposits - Capital Regional District	3,116,784	2,967,870
Demand notes - Capital Regional District	8,041,653	7,666,548
Member municipalities:		0.004.044
Cash deposits - Member Municipalities	3,601,858	3,634,011
Demand notes - Member Municipalities	6,751,766	7,255,866
Insurance reserves	 1,782,355	2,422,431
	 68,353,100	76,570,767
Net Financial Assets	 8,600,649	3,998,851
Accumulated remeasurement (losses) / gains	 (1,106,243)	2,160,457
Accumulated Surplus	\$ 7,494,406	\$ 6,159,308

These statements should be read in conjuction with the 2024 Audited Financal Statements and accompanying notes

For the Year Ended December 31, 2024, with comparative information for 2023

Environmental Services EA Elections EA Health EA UBCM EA Admin Saturna Health Pender Island Health Southern Gulf Islands Grants in Aid Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid	2024	2023
Environmental Services EA Elections EA Health EA UBCM EA Admin Saturna Health Pender Island Health Pender Island Health Southern Gulf Islands Grants in Aid Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid CRD Grants in Aid 9 10 CRD Grants in Aid 9 11, Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue Emergency Response Telephone Service Hazardous Materials		
EA Elections EA Health EA UBCM EA Admin Saturna Health Pender Island Health Southern Gulf Islands Grants in Aid Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid Juan de Fuca Grants in Aid CRD Grants in Aid Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program EA Emergency Program Coordinator EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue Emergency Response Telephone Service Hazardous Materials	790,547 \$	677,820
EA Health EA UBCM EA Admin Saturna Health Pender Island Health Southern Gulf Islands Grants in Aid Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid CRD Grants in Aid Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue Emergency Response Telephone Service Hazardous Materials 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	(12,482)	-
EA UBCM EA Admin 8 Saturna Health Pender Island Health 8 Southern Gulf Islands Grants in Aid 9 Salt Spring Island Grants in Aid 9 Juan de Fuca Grants in Aid 9 CRD Grants in Aid 9 CRD Grants in Aid 9 Light Enforcement 10 Bylaw Enforcement 10 Noise Control 10 Soil Deposits 10 Nuisances & Unsightly Premises 10 Traffic Safety 10 CREST 10 Southern Gulf Islands Emergency Program 11 Juan de Fuca Emergency Program 11 Salt Spring Island Emergency Program 11 EA Emergency Program Coordinator Regional Emergency Support 11 Juan de Fuca Search and Rescue 11 SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials 12	-	-
EA Admin 8 Saturna Health 8 Pender Island Health 8 Southern Gulf Islands Grants in Aid 9 Salt Spring Island Grants in Aid 9 Juan de Fuca Grants in Aid 9 CRD Grants in Aid 9 Lanimal Care 10 Building Inspection 10 Bylaw Enforcement 10 Noise Control 10 Soil Deposits 10 Nuisances & Unsightly Premises 10 Traffic Safety 10 CREST 10 Southern Gulf Islands Emergency Program 11 Juan de Fuca Emergency Program 11 Salt Spring Island Emergency Program 11 EA Emergency Program Coordinator 11 Regional Emergency Support 11 Juan de Fuca Search and Rescue 11 SSI Search and Rescue 11 Emergency Response Telephone Service 11 Hazardous Materials 12	486	15
Saturna Health Pender Island Health Southern Gulf Islands Grants in Aid Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid CRD Grants in Aid Philad Islands Grants in Aid Rahimal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials	(178)	468
Pender Island Health Southern Gulf Islands Grants in Aid Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid CRD Grants in Aid Pender Island Health Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue Emergency Response Telephone Service Hazardous Materials	59,068	48,579
Southern Gulf Islands Grants in Aid Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid CRD Grants in Aid Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials	1,327	190
Salt Spring Island Grants in Aid Juan de Fuca Grants in Aid CRD Grants in Aid P CRD Grants in Aid Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials	(727)	(337)
Juan de Fuca Grants in Aid CRD Grants in Aid Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials 10 11 12	4,489	(416)
CRD Grants in Aid 9 1, Animal Care 100 Building Inspection 10 Bylaw Enforcement 10 Noise Control 10 Soil Deposits 10 Nuisances & Unsightly Premises 10 Traffic Safety 10 CREST 10 Southern Gulf Islands Emergency Program 11 Juan de Fuca Emergency Program 11 Salt Spring Island Emergency Program 11 EA Emergency Program Coordinator 11 Regional Emergency Support 11 Juan de Fuca Search and Rescue 11 SSI Search and Rescue 11 Emergency Response Telephone Service 11 Hazardous Materials 10	147	14,773
Animal Care Building Inspection Bylaw Enforcement Noise Control Soil Deposits 10 Nuisances & Unsightly Premises 10 Traffic Safety 10 CREST 10 Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials	18,516	29,225
Building Inspection 10 Bylaw Enforcement 10 Noise Control 10 Soil Deposits 10 Nuisances & Unsightly Premises 10 Traffic Safety 10 CREST 10 Southern Gulf Islands Emergency Program 11 Juan de Fuca Emergency Program 11 Salt Spring Island Emergency Program 11 EA Emergency Program Coordinator 11 Regional Emergency Support 11 Juan de Fuca Search and Rescue 11 SSI Search and Rescue 11 Emergency Response Telephone Service 11 Hazardous Materials 12	,642,433	1,569,333
Bylaw Enforcement 10 Noise Control 10 Soil Deposits 10 Nuisances & Unsightly Premises 10 Traffic Safety 10 CREST 10 Southern Gulf Islands Emergency Program 11 Juan de Fuca Emergency Program 11 Salt Spring Island Emergency Program 11 EA Emergency Program Coordinator 11 Regional Emergency Support 11 Juan de Fuca Search and Rescue 11 SSI Search and Rescue 11 Emergency Response Telephone Service 11 Hazardous Materials 12	-	-
Noise Control Soil Deposits 10 Nuisances & Unsightly Premises 10 Traffic Safety CREST 10 Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program 5alt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials	-	-
Soil Deposits10Nuisances & Unsightly Premises10Traffic Safety10CREST10Southern Gulf Islands Emergency Program11Juan de Fuca Emergency Program11Salt Spring Island Emergency Program11EA Emergency Program Coordinator11Regional Emergency Support11Juan de Fuca Search and Rescue11SSI Search and Rescue11Emergency Response Telephone Service11Hazardous Materials12	-	-
Nuisances & Unsightly Premises Traffic Safety CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials 10 11 11 12 13 14 15 16 17 18 19 19 10 11 11 11 11 11 11 11	(10,000)	(22,000)
Traffic Safety 10 CREST 10 Southern Gulf Islands Emergency Program 11 Juan de Fuca Emergency Program 11 Salt Spring Island Emergency Program 11 EA Emergency Program Coordinator 11 Regional Emergency Support 11 Juan de Fuca Search and Rescue 11 SSI Search and Rescue 11 Emergency Response Telephone Service 11 Hazardous Materials 12	-	-
CREST Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials 10 11 11 11 11 11 11 11 11 1	-	-
Southern Gulf Islands Emergency Program Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials 11 11 12	23,457	29,182
Juan de Fuca Emergency Program Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials 11 11 12	21,670	(10,102)
Salt Spring Island Emergency Program EA Emergency Program Coordinator Regional Emergency Support Juan de Fuca Search and Rescue 11 SSI Search and Rescue 11 Emergency Response Telephone Service Hazardous Materials 11 12	-	-
EA Emergency Program Coordinator 11 Regional Emergency Support 11 Juan de Fuca Search and Rescue 11 SSI Search and Rescue 11 Emergency Response Telephone Service 11 Hazardous Materials 12	-	-
Regional Emergency Support Juan de Fuca Search and Rescue SSI Search and Rescue Emergency Response Telephone Service Hazardous Materials 11 12	-	-
Juan de Fuca Search and Rescue SSI Search and Rescue 11 Emergency Response Telephone Service Hazardous Materials 12	-	-
SSI Search and Rescue 11 Emergency Response Telephone Service 11 Hazardous Materials 12	-	-
Emergency Response Telephone Service Hazardous Materials 11 12	-	9,450
Hazardous Materials 12	945	2,787
Trazardous Materials	(67,132)	(20,030)
Family Court Committee 12	-	-
	32,849	42,774
Victim Assistance Program 12	2,465	-

These statements should be read in conjuction with the 2024 Audited Financial Statements and accompanying notes

For the Year Ended December 31, 2024, with comparative information for 2023

	Stmt #	2024	2023
Family Court Building	12	-	-
Salt Spring Island Street Lighting	12	-	(61)
Port Renfrew Street Lighting	12	2,274	1,233
Juan de Fuca House Numbering	12	52	84
Salt Spring Island House Numbering	12	(59)	(82)
Southern Gulf Islands House Numbering	12	(7)	(13)
JDF Livestock Injury Compensation	12	3,104	3,145
SGI Livestock Injury Compensation	12	3,165	3,146
SSI Livestock Injury Compensation	12	3,143	3,145
North Galiano Island Fire Protection	13	10,000	24,520
Otter Point Fire Protection	13	8,097	-
Port Renfrew Fire Protection	13	-	-
Shirley Fire Protection	13	-	-
Willis Point Fire Protection	13	-	16,086
East Sooke Fire Protection	13	8,781	11,043
Durrance Rd Fire Protection	14	-	-
Malahat Fire Protection	14	2,775	617
Pender Island Fire Protection	14	(11,560)	-
South Galiano Island Fire Protection	14	-	-
Saturna Island Fire Protection	14	313	1,596
Electoral Area Fire Protection	14	-	-
Port Renfrew Disposal	15	-	-
Refuse Disposal	15	-	-
Storm Water Quality Management Core	15	-	-
Storm Water Quality Management Southern Gulf Islands	15	-	-
Storm Water Quality Management Sooke	15	-	-
Storm Water Quality Management Salt Spring Island	15	15,000	30,000
Storm Water Quality Management Saanich Peninsula	15	-	-
Economic Development Commission Salt Spring Island	16	51,652	15,000
Economic Development Commission SGI	16	39,172	27,650
Electoral Area Community Planning	16	-	-
Growth Management Strategy	16	-	-

These statements should be read in conjuction with the 2024 Audited Financal Statements and accompanying notes

For the Year Ended December 31, 2024, with comparative information for 2023

	Stmt #	2024	2023
Regional Planning	16		-
Geo Spatial Referencing	16	-	-
GIS Information Systems	16	-	-
Climate Change Development	16	-	-
Regional Parks	17	535,000	-
Panorama Administration	18	13,170,081	12,538,400
Panorama Ice Arena	18	(4,597,988)	(4,080,682)
Panorama Swimming Pool	18	(3,653,915)	(3,580,959)
Panorama Community Recreation Programs	18	(2,924,543)	(3,032,504)
Panorama Second Pool Service	18	(1,941,635)	(1,844,255)
SEAPARC	19	25,000	-
Juan de Fuca Electoral Area Community Parks	20	-	-
Juan de Fuca Electoral Area Community Recreation	20	-	6,200
Salt Spring Island Community Recreation	21	-	(9,538)
Salt Spring Island Community Parks	21	-	(35,212)
Salt Spring Island Community Pool	21	-	(60,179)
Salt Spring Island Park Land and Community Recreation	21	-	8,059
Galiano Island Community Parks	22	20,000	-
Galiano Island Community Recreation	22	140	-
Mayne Island Community Recreation	22	8,076	11,309
Mayne Island Community Parks	22	23,999	19,191
Pender Island Community Recreation	22	-	-
North & South Pender Island Parks	22	4	366
Saturna Island Community Parks	22	1,299	3,268
Saturna Island Community Recreation	22	3,576	4,347
Vancouver Island Regional Library	23	563	(1,769)
Royal Theatre	23	-	-
McPherson Theatre	23	-	-
Sooke Regional Museum	23	57	1,995
Greater Victoria Library	23	723	315
Salt Spring Island Library	23	-	-
Southern Gulf Island Library	23	2,565	2,736

These statements should be read in conjuction with the 2024 Audited Financial Statements and accompanying notes

For the Year Ended December 31, 2024, with comparative information for 2023

	Stmt #	2024	2023
Galiano Island Library	23	2,500	3,236
Arts Development	23	-	-
Salt Spring Island Arts	23	2,312	(974)
Local Debt Services	24	-	-
Gossip Island Electricity	24	297	282
Land Bank and Housing	25	4,198,273	3,486,826
Southern Gulf Islands Small Craft Harbours	26	-	-
Salt Spring Island Small Craft Harbours	26	-	-
Salt Spring Island Transit and Transport	26	-	-
Sewer Revenue Funds			
Septage Disposal Facilities	27	-	-
Salt Spring Island Septage Disposal	27	-	-
Trunk Sewers and Sewage Disposal Operations and Maintenance	27	-	-
Trunk Sewers and Sewage Disposal Debt	27	3,186	205,500
Ganges Sewer System	27	-	-
Malaview Estates Sewer System	27	-	-
Magic Lake Estates Sewer System	27	-	-
Port Renfrew Sewer System	27	-	-
Harbours Environmental Action	27	-	-
Core Area Wastewater Operations	27	-	-
Water Revenue Funds			
Fernwood Water Supply	28	2,091	70
Magic Lake Estates Water Supply	28	-	-
Port Renfrew Water Supply	28	(7,395)	-
Saanich Peninsula Water Supply	28	-	-
Highland Water Supply	28	5,240	172
Lyall Harbour/Boot Cove Water Supply	28	-	-
Sticks Allison Galiano Island Water Supply	28	-	-
Highland/Fernwood Water Supply	28	-	-
Florence Lake Debt	28	118	7,288
Skana Water Supply	29	-	-
Surfside Water Supply	29	(14,000)	-

These statements should be read in conjuction with the 2024 Audited Financal Statements and accompanying notes

	Stmt #	2024	2023
Beddis Water Supply	29	-	-
Fulford Water Supply	29	-	-
Cedars of Tuam Supply	29	-	-
Cedar Lane Water Supply	29	-	-
Wilderness Mountain Water	29	(15,000)	(3,000)
Regional Water Supply	29	-	-
Regional Water Distribution	29	_	
	<u>.</u>	\$ 7,494,406 \$	6,159,308

General Revenue Fund Statement of Operations (Unaudited) General Government Services

	Legislative & General	Environmental Services	EA Elections	EA Health	EA UBCM
Revenue					
Government transfers	\$ 14,055,711	\$ -	\$ 40,309	\$ 144,629	\$ 12,478
Sale of services:					
Recreation revenue	115,296	-	-	-	-
Other sales	30	-	-	-	-
Other revenue from own sources:					
Interest earnings	224,543	-	140	457	(188)
Other revenue	1,940,660	-	-	-	-
Grants in lieu of taxes	559,147	<u>-</u>	271	104	42
Total Revenue	16,895,387		40,720	145,190	12,332
Expenses					
General administration	(19,210,359)	2,073,043	-	2,798	648
Other operating expenses	10,084,520	(17,688,840)	90	141,921	12,330
Salaries and wages	24,293,981	19,133,483	-	-	-
Recoveries	(4,604,437)	(4,821,064)			
Total Expenses	10,563,705	(1,303,378)	90	144,719	12,978
Net Revenue (Expenses) Transfers to own funds:	6,331,682	1,303,378	40,630	471	(646)
Transfers to capital	(1,549,929)	(17,798)	-	-	-
Transfers to reserve	(4,822,995)	(297,020)	(40,630)	-	-
Transfers to ERF Transfers from own funds:	(379,593)	(1,001,042)	-	-	-
Transfers from revenue	-	-	-	-	-
Transfers from capital	-	-	-	-	-
Transfers from reserve Debt charges:	533,560	-	-	-	-
Interest on short term debt				-	-
Annual Surplus (Deficit)	112,725	(12,482)	-	471	(646)
Accumulated surplus (deficit), beginning of year	677,822			15	468
Accumulated Surplus, end of year	\$ 790,547	\$ (12,482)	\$ -	\$ 486	\$ (178)

General Revenue Fund Statement of Operations (Unaudited) General Government Services

 A Admin	Saturna Health	Pe	ender Island Health	2024 Budget		2024 Actual	2023 Actual
\$ 1,151,157	\$ 24,416	\$	264,601	\$ 15,539,419	\$	15,693,301	\$ 14,558,338
-	-		-	95,480		115,296	95,299
-	-		-	-		30	15
(1,647)	223		(1,827)	182,873		221,700	291,373
14,291			-	14,412,560		1,954,951	1,686,317
4,622	1,421		1,974	567,578		567,581	551,820
1,168,423	26,060		264,748	30,797,910		18,552,859	17,183,162
, ,	,		,	, ,		, ,	
118,234	507		4,688	16,518,716	(17,010,442)	(15,928,691)
164,527	24,416		260,450	(21,737,073)	-	(7,000,586)	(7,306,978)
1,131,457	_		-	(49,007,426)		44,558,921	41,212,370
(360,552)				23,779,152		(9,786,053)	(9,218,425)
1,053,666	24,923		265,138	(30,446,631)		10,761,840	8,758,276
114,757	1,137		(390)	351,279		7,791,019	8,424,886
(4,010)	-		-	(998,570)		(1,571,737)	(2,792,048)
(91,846)	-		-	(3,100,877)		(5,252,491)	(5,963,097)
(31,100)	-		-	(1,143,531)		(1,411,735)	(1,099,564)
_	-		_	-		-	(26,400)
-	_		-	1,478,927		-	-
22,688	-		-	2,704,473		556,248	733,163
			<u>-</u>	(18,436)			
10,489	1,137		(390)	(726,735)		111,304	(723,060)
48,579	190		(337)	726,735		726,737	1,449,795
\$ 59,068	\$ 1,327	\$	(727)	\$ -	\$	838,041	\$ 726,735

Grants-In-Aid

	Gı	Southern ulf Islands ants in Aid	Salt Spring sland Grants in Aid	Juan de Fuca Grants in Aid	С	RD Grants in Aid
Revenue						
Government transfers Sale of services: Other revenue from own sources:	\$	110,354	\$ 1,043,752	\$ 187,000	\$	-
Interest earnings		(1,357)	370	984		73,097
Other revenue		-	-	-		-
Grants in lieu of taxes		1,114	38			
Total Revenue		110,111	1,044,160	187,984		73,097
Expenses						
General administration		5,311	4,799	1,693		-
Grants in aid		99,895	53,986	10,000		-
Other operating expenses			1,000,001	187,000		
Total Expenses		105,206	 1,058,786	198,693		
Net Revenue (Expenses) Debt charges: Interest on short term debt		4,905	(14,626)	(10,709)		73,097
		4.00=	(44.000)	(40.700)		70.057
Annual Surplus (Deficit)		4,905	(14,626)	(10,709)		73,097
Accumulated surplus (deficit), beginning of year		(416)	14,773	29,225		1,569,336
Accumulated Surplus (Deficit), end of year	\$	4,489	\$ 147	\$ 18,516	\$	1,642,433

General Revenue Fund Statement of Operations (Unaudited) Grants-In-Aid

		2024 Budget	2024 Actual	2023 Actual
	\$	154,106	\$ 1,341,106	\$ 352,562
		40,650	73,094	72,463
		-	-	10,000
_		1,154	 1,152	 1,154
_		195,910	1,415,352	436,179
		11,803	11,803	15,433
		1,796,225	163,881	146,954
		_	1,187,001	211,000
		1,808,028	1,362,685	373,387
		(1,612,118)	52,667	62,792
_		800		
		(1,612,918)	52,667	62,792
_	_	1,612,918	1,612,918	1,550,123
_	\$	-	\$ 1,665,585	\$ 1,612,915

General Revenue Fund Statement of Operations (Unaudited) Protective Services - General A

	A	nimal Care	Building Inspection	n En	Bylaw forcement	Nois	e Control
Revenue							
Government transfers Sale of services:	\$	476,540	\$ 565,15	56 \$	-	\$	65,053
Recreation revenue		68,383	30,91	0	-		-
Other sales Other revenue from own sources:		964,902	2	10	67,068		-
Interest earnings		(5,943)	41,36	65	5,934		(1,215)
Other revenue		289,535	1,342,05	54	1,370		-
Grants in lieu of taxes		12,825	1,92	24			168
Total Revenue		1,806,242	1,981,44	19	74,372		64,006
Expenses							
General administration		118,852	206,95	51	39,573		2,061
Other operating expenses		447,218	363,71	6	(526,217)		53,407
Salaries and wages		1,241,936	1,274,05	56	505,193		-
Recoveries		-	(32,06	80)			
Total Expenses		1,808,006	1,812,66	3	18,549	_	55,468
Net Revenue (Expenses) Transfers to own funds:		(1,764)	168,78	36	55,823		8,538
Transfers to capital		-	(12,48	88)	-		-
Transfers to reserve		-	(225,66	61)	(4,965)		-
Transfers to ERF Transfers from own funds:		(8,000)	(55,82	20)	(50,858)		-
Transfers from reserve Debt charges:		9,764	125,18	33	-		3,462
Interest on short term debt			_	-			
Annual Surplus (Deficit)		-		-	_		12,000
Accumulated surplus (deficit), beginning of year				-	_		(22,000)
Accumulated Surplus (Deficit), end of year	\$	-	\$	- \$		\$	(10,000)

Protective Services - General A

So	il Deposits	Nuisances & Unsightly Premises	Traffic Safety	CREST	2024 Budget	2024 Actual	2023 Actual
\$	6,060	\$ 51,570	\$ 72,512	\$ 2,317,751	\$ 3,554,642	\$ 3,554,642	\$ 3,285,753
	-	-	-	-	59,990	99,293	76,017
	-	-	-	-	991,370	1,032,010	995,144
	(344)	(110)	1,547	(7,287)	8,960	33,947	39,446
	-	-	-	-	1,670,090	1,632,959	1,612,105
	-	225	3,351	99,138	117,651	117,631	112,524
	5,716	51,685	77,410	2,409,602	6,402,703	6,470,482	6,120,989
	590	2,749	6,856	9,424	387,057	387,056	322,581
	18,175	57,538	76,279	2,368,405	3,659,551	2,858,521	2,789,439
	-	-	-	-	3,032,221	3,021,185	2,983,795
		-	-		(635,161)	(32,060)	(30,980)
	18,765	60,287	83,135	2,377,829	6,443,668	6,234,702	6,064,835
	(13,049)	(8,602)	(5,725)	31,773	(40,965)	235,780	56,154
	-	-	-	-	(13,460)	(12,488)	(24,099)
	-	-	-	-	(31,393)	(230,626)	(161,048)
	-	-	-	-	(103,678)	(114,678)	(128,581)
	13,049	8,602	-	-	205,782	160,060	190,027
					13,365		
	-	-	(5,725)	31,773	2,921	38,048	(67,547)
		-	29,182	(10,103)	(2,921)	(2,921)	64,627
\$		\$ -	\$ 23,457	\$ 21,670	\$ -	\$ 35,127	\$ (2,920)

Protective Services - General B

	Southern Gulf Islands Emergency Program	Juan de Fuca Emergency Program	Salt Spring Island Emergency Program	EA Emergency Program Coordinator	Regional Emergency Support
Revenue					
Government transfers Sale of services:	\$ 247,483	\$ 105,055	\$ 130,170	\$ 341,090	\$ 140,726
Other sales Other revenue from own sources:	-	-	-	-	-
Interest earnings	(403)	(81)	(379)	(14)	196
Other revenue	-	-	-	-	-
Grants in lieu of taxes	2,635	139	97	627	7,070
Total Revenue	249,715	105,113	129,888	341,703	147,992
Expenses					
General administration	11,899	3,704	7,146	53,725	13,651
Other operating expenses	182,168	65,164	101,774	238,293	14,770
Salaries and wages	41,845	8,614	30,078	596,860	94,233
MFA reserve	-	-	-	-	-
Recoveries	-	-	-	(509,530)	-
Total Expenses	235,912	77,482	138,998	379,348	122,654
Net Revenue (Expenses) Transfers to own funds:	13,803	27,631	(9,110)	(37,645)	25,338
Transfers to capital	-	-	-	-	-
Transfers to reserve	(38,803)	(26,631)	(4,701)	(26,525)	(25,338)
Transfers to ERF Transfers from own funds:	-	(1,000)	-	(5,000)	-
Transfers from reserve Debt charges:	25,000	-	13,811	69,170	-
Interest on short term debt	-	-	-	-	-
Interest on long term debt	-	-	-	-	-
Principal			-		
Annual Surplus (Deficit)	-	-	-	-	-
Accumulated surplus (deficit), beginning of year					
Accumulated Surplus (Deficit), end of year	\$ -	\$ -	\$ -	\$ -	\$ -

General Revenue Fund Statement of Operations (Unaudited) Protective Services - General B

Se	an de Fuca earch and Rescue	SSI Search and Rescue	Emergency Response Telephone Service		2024 Budget	2024 Actual	2023 Actual
\$	69,952	\$ 22,917	\$ 18,487	\$	900,880	\$ 1,075,880	\$ 788,541
	-	-	123,946		129,791	123,946	130,739
	4	(6)	(2,880)		5,170	(3,563)	(4,151)
	33,000	-	2,067,934		2,148,253	2,100,934	2,156,327
	109	19	(23,428)		(12,735)	(12,732)	(12,497)
	103,065	22,930	2,184,059		3,171,359	3,284,465	3,058,959
	·	·					
	4,403	1,252	90,706		186,486	186,486	174,720
	91,794	23,520	1,828,209		2,486,965	2,545,692	2,396,033
	-	-	-		771,337	771,630	628,632
	-	-	4,970		2,270	4,970	4,302
	-	-	(644,650)		(1,191,483)	(1,154,180)	(1,168,345)
_	96,197	24,772	1,279,235	_	2,255,575	2,354,598	2,035,342
	6,868	(1,842)	904,824		915,784	929,867	1,023,617
	(9,089)	-	-		(19,500)	(9,089)	(2,972)
	-	-	(5,748)		(33,380)	(127,746)	(179,947)
	(7,229)	-	(1,000)		(10,000)	(14,229)	(27,068)
	-	-	66,771		172,992	174,752	181,319
	-	-	-		(6,154)	-	_
	-	-	(318,360)		(318,360)	(318,360)	(318,360)
			(693,589)		(693,589)	(693,589)	(693,589)
	(9,450)	(1,842)	(47,102)		7,793	(58,394)	(17,000)
	9,450	2,787	(20,030)	_	(7,793)	(7,793)	9,207
\$		\$ 945	\$ (67,132)	\$		\$ (66,187)	\$ (7,793)

General Revenue Fund Statement of Operations (Unaudited) Protective Services - General C

	lazardous Materials	amily Court Committee	_	Victim Assistance Program	F	amily Court Building	Salt Spring land Street Lighting	F	Port Renfrew Street Lighting	an de Fuca House Iumbering
Revenue										
Government transfers Sale of services:	\$ 356,249	\$ 15,000	\$	308,022	\$	-	\$ 31,869	\$	3,722	\$ 13,750
Other sales Other revenue from own sources:	-	-		-		-	-		3,892	-
Interest earnings	146	1,693		105		3,790	(135)		46	(71)
Other revenue	1,284	-		-		149,360	-		299	-
Grants in lieu of taxes	17,412	824		15,190		-	20		82	20
Total Revenue	375,091	17,517		323,317		153,150	31,754		8,041	13,699
Expenses										
General administration	20,100	316		6,097		-	1,347		457	675
Grants in aid	-	15,246		-		-	-		-	-
Other operating expenses	265,649	11,880		314,758		-	29,244		6,543	13,056
Salaries and wages	21,494	_		-		-	_			
Total Expenses	307,243	27,442		320,855		-	30,591		7,000	13,731
Net Revenue (Expenses) Transfers to own funds:	67,848	(9,925)		2,462		153,150	1,163		1,041	(32)
Transfers to reserve	(64,888)	-		-		(153,150)	(1,102)		-	-
Transfers to ERF Transfers from own funds:	(9,560)	-		-		-	-		-	-
Transfers from reserve	6,600	-		-		-	-		-	-
Debt charges: Interest on short term debt	_			-		-	_		-	
Annual Surplus (Deficit) Accumulated surplus	-	(9,925)		2,462		-	61		1,041	(32)
(deficit), beginning of year	_	42,774		3			(61)		1,233	84
Accumulated Surplus (Deficit), end of year	\$ -	\$ 32,849	\$	2,465	\$	-	\$ 	\$	2,274	\$ 52

Protective Services - General C

Isla	alt Spring and House ambering	Southern Gulf Islands House Numbering	JDF Livestock Injury Compensation	SGI Livestock Injury Compensation	SSI Livestock Injury Compensation	2024 Budget	2024 Actual	2023 Actual
\$	10,265	\$ 9,987	\$ 13	\$ -	\$ 13	\$748,890	\$748,890	\$ 703,914
	-	-	-	-	-	3,892	3,892	3,762
	(58)	(53)	142	144	143	445	5,892	2,096
	-	-	-	-	-	149,620	150,943	149,550
		99	-	34		33,691	33,681	32,534
	10,207	10,033	155	178	156	936,538	943,298	891,856
	493	488	158	159	158	30,447	30,448	27,620
	-	-	-	-	-	48,781	15,246	-
	9,691	9,539	38	-	-	767,162	660,398	738,540
		-	-	-		12,470	21,494	23,673
	10,184	10,027	196	159	158_	858,860	727,586	789,833
	23	6	(41)	19	(2)	77,678	215,712	102,023
	-	-	-	-	-	(149,360)	219,140)	(183,852)
	-	-	-	-	-	(9,560)	(9,560)	(9,560)
	-	-	-	-	-	31,600	6,600	94,585
	-					3,731		
	23	6	(41)	19	(2)	(53,373)	(6,388)	3,196
_	(82)	(13)	3,145	3,146	3,145	53,373	53,374	50,175
\$	(59)	\$ (7)	\$ 3,104	\$ 3,165	\$ 3,143	\$ -	\$ 46,986	\$ 53,371

Protective Services - Fire A

	ls	I. Galiano sland Fire Protection	Otter Point Fire Protection	ort Renfrew Fire Protection	nirley Fire rotection
Revenue					_
Government transfers Sale of services:	\$	315,461	\$ 671,120	\$ 120,400	\$ 199,880
Recreation revenue		-	-	-	-
Other sales Other revenue from own sources:		-	-	80,698	-
Interest earnings		865	(1,677)	629	121
Other revenue		-	-	2,743	-
Grants in lieu of taxes		608		1,096	
Total Revenue		316,934	669,443	202,116	200,001
Expenses					
General administration		8,987	18,823	6,729	6,017
Other operating expenses		82,095	165,564	95,509	75,431
Salaries and wages		132,431	301,973	85,525	31,254
MFA reserve		253	-	(17)	
Total Expenses		223,766	486,360	187,746	112,702
Net Revenue (Expenses) Transfers to own funds:		93,168	183,083	14,370	87,299
Transfers to capital		-	(5,381)	-	(1,964)
Transfers to reserve		(23,332)	(42,000)	(1,854)	(25,000)
Transfers to ERF Debt charges:		(33,401)	(127,605)	(13,131)	(60,335)
Interest on short term debt		2,652	-	195	-
Interest on long term debt		(24,056)	-	(900)	-
Principal		(29,551)	-	 (1,998)	
Annual Surplus (Deficit)		(14,520)	8,097	-	-
Accumulated surplus (deficit), beginning of year		24,520	_	_	
Accumulated Surplus, end of year	\$	10,000	\$ 8,097	\$ 	\$

Protective Services - Fire A

	Villis Point Fire Protection	ast Sooke Fire rotection		2024 Budget	2024 Actual		2023 Actual
\$	145,730	\$ 477,950	\$	1,930,541	\$ 1,930,541	\$	1,689,912
	-	77,166		69,350	77,166		73,197
	-	42		80,698	80,740		64,106
	452	2,018		3,080	1,150		1,102
	102,569	27,537		68,023	132,849		112,748
	-			1,718	(488)		1,568
	248,751	584,713		2,153,410	2,221,958		1,942,633
	5,464	15,367		61,388	61,387		57,495
	90,306	173,938		1,088,753	682,843		889,518
	17,578	76,437		384,934	645,198		224,072
	-	837	_	510	1,073	-	962
_	113,348	 266,579		1,535,585	1,390,501		1,172,047
	135,403	318,134		617,825	831,457		770,586
	(12,663)	(26,483)		(32,390)	(46,491)		(21,944)
	(12,500)	(5,000)		(68,854)	(105,978)		(84,242)
	(126,326)	(129,573)		(351,985)	(490,371)		(436,606)
	-	4,231		(4,630)	(1,774)		(511)
	-	(57,150)		(82,106)	(82,106)		(78,455)
	-	(97,959)		(129,509)	(129,508)		(128,423)
	(16,086)	(2,262)		(51,649)	(24,771)		20,405
_	16,086	11,043		51,649	51,649		31,244
\$		\$ 8,781	\$		\$ 26,878	\$	51,649

Protective Services - Fire B

	rance Rd Fire otection	alahat Fire Protection		ender Island Fire Protection	ls	South Galiano land Fire rotection
Revenue						
Government transfers Sale of services: Other revenue from own sources:	\$ 3,016	\$ 73,055	\$	1,276,153	\$	605,467
Interest earnings	-	38		(4,722)		(2,441)
Other revenue	-	-		-		-
Grants in lieu of taxes	_	-		9,993		
Total Revenue	3,016	73,093		1,281,424		603,026
Expenses						
General administration	136	3,348		48,212		17,460
Other operating expenses	2,527	67,587		1,053,350		135,403
Salaries and wages	-	-		-		190,832
MFA reserve	_	_		-		817
Total Expenses	2,663	70,935		1,101,562		344,512
Net Revenue (Expenses) Transfers to own funds:	353	2,158		179,862		258,514
Transfers to capital	-	-		-		(3,790)
Transfers to reserve	(353)	-		(95,711)		(33,500)
Transfers to ERF Transfers from own funds:	-	-		(95,711)		(80,197)
Transfers from reserve Debt charges:	-	-		111,596		-
Interest on short term debt	-	-		(13,311)		-
Interest on long term debt	-	-		-		(76,082)
Principal	 _		_	(98,285)		(64,945)
Annual Surplus (Deficit)	-	2,158		(11,560)		-
Accumulated surplus (deficit), beginning of year	 	617		-		
Accumulated Surplus (Deficit), end of year	\$ -	\$ 2,775	\$	(11,560)	\$	

Protective Services - Fire B

Is	Saturna land Fire rotection	Electoral Area Fire Protection	2024 Budget			2024 Actual	2023 Actual
\$	302,461	\$ 206,240	\$	2,466,392	\$	2,466,392 \$	2,266,448
	333	1,870		2,520		(4,922)	(6,998)
	-	-		330		-	700
	12,376			22,369		22,369	21,545
	315,170	208,110		2,491,611		2,483,839	2,281,695
	5,356	7,732		82,242		82,244	78,928
	311,097	134,828		1,736,685		1,704,792	1,720,455
	-	187,746		395,422		378,578	177,678
	-			420		817	707
	316,453	330,306		2,214,769		2,166,431	1,977,768
	(1,283)	(122,196)		276,842		317,408	303,927
	-	-		(12,690)		(3,790)	(2,280)
	-	(49,508)		(129,511)		(179,072)	(122,431)
	-	-		(162,501)		(175,908)	(197,572)
	-	171,704		283,300		283,300	272,629
	-	_		(17,837)		(13,311)	(18,155)
	-	-		(76,082)		(76,082)	(76,082)
		 -		(163,734)	_	(163,230)	(158,374)
	(1,283)	-		(2,213)		(10,685)	1,662
	1,596			2,213		2,213	551
\$	313	\$ 	\$		\$	(8,472) \$	2,213

General Revenue Fund Statement of Operations (Unaudited) Environmental Health

	Port Renfr Disposa		Refuse Disposal	Storm Water Quality Management Core	Storm Water Quality Management Southern Gulf Islands
Revenue	_			_	_
Government transfers Sale of services:	\$ 39,37	76	\$ -	\$ 677,164	\$ 41,000
Refuse revenue Other revenue from own sources:	6,07	76	31,761,499	-	-
Interest earnings	(35	107,482	(1,247)	193
Other revenue	42,52	25	7,572,083	35,533	-
Grants in lieu of taxes	37	78		54,744	412
Total Revenue	88,42	20	39,441,064	766,194	41,605
Expenses					
General administration	4,47	71	(5,972,020)	14,881	2,011
Other operating expenses	96,23	36	36,872,720	703,447	32,127
Salaries and wages	9,68	32	3,709,979	1,175	-
MFA reserve		-	103,400	-	-
Recoveries	(26,44	40)	(11,626,008)	-	-
Total Expenses	83,94	19	35,032,111	719,503	34,138
Net Revenue (Expenses) Transfers to own funds:	4,47	71	4,408,953	46,691	7,467
Transfers to revenue		-	(6,537)	-	-
Transfers to capital		-	-	-	-
Transfers to reserve	(4,47	71)	(3,104,079)	(46,691)	(7,467)
Transfers to ERF Transfers from own funds:		-	(200,000)	-	-
Transfers from reserve Debt charges:		-	-	-	-
Interest on short term debt		-	(98,917)	-	-
Interest on long term debt		-	(498,065)	-	-
Principal	_	-	(501,355)		
Annual Surplus (Deficit)		-	-	-	-
Accumulated surplus (deficit), beginning of year		-			
Accumulated Surplus (Deficit), end of year	\$	-	\$ -	\$ -	\$ -

General Revenue Fund Statement of Operations (Unaudited) **Environmental Health**

rm Water Quality nagement Sooke	Storm Water Quality Management Salt Spring Island	Storm Water Quality Management Saanich Peninsula	2024 Budget	2024 Actual	2023 Actual
\$ 40,443	\$ 24,610	\$ 177,875	\$ 1,000,468	\$ 1,000,468	\$ 978,250
-	-	-	30,451,000	31,767,575	27,840,847
190	1,326	(49)	5,760	107,960	41,436
-	, -	-	6,864,008	7,650,141	7,491,613
 156	21	5,826	61,566	61,537	59,341
40,789	25,957	183,652	38,382,802	40,587,681	36,411,487
1,200	8,864	3,612	5,764,633	6,007,059	5,866,340
40,645	14,696	179,287	40,923,161	37,939,158	29,898,105
-	-	-	3,931,840	3,720,836	3,553,275
-	-	-	122,780	103,400	76,057
		<u>-</u>	12,700,378)	(11,652,448)	(9,477,749)
 41,845	23,560	182,899	38,042,036	36,118,005	29,916,028
(1,056)	2,397	753	340,766	4,469,676	6,495,459
-	-	-	(6,262)	(6,537)	(55,467)
-	-	-	-	-	(921,692)
-	(18,791)	(753)	(1,946,229)	(3,182,252)	•
-	-	-	(202,000)	(200,000)	(112,176)
1,056	1,394	-	2,892,051	2,450	38,468
-	-	-	(1,440)	(98,917)	(80,932)
-	-	-	(602,690)	(498,065)	(32,340)
 -			(504,196)	(501,355)	(118,099)
-	(15,000)	-	(30,000)	(15,000)	30,000
 -	30,000		30,000	30,000	
\$ -	\$ 15,000	\$ -	\$ -	\$ 15,000	\$ 30,000

General Revenue Fund Statement of Operations (Unaudited) Planning and Development

	De ^c Co	conomic velopment ommission alt Spring Island	De	Economic evelopment ommission SGI	c	Electoral Area Community Planning		Growth anagement Strategy	Regional Planning
Revenue									
Government transfers Sale of services:	\$	53,699	\$	622,278	\$	743,790	\$	315,205	\$1,271,121
Recreation revenue		-		-		-		-	-
Other sales Other revenue from own sources:		-		-		46,125		-	-
Interest earnings		978		1,552		(1,904)		400	4,975
Other revenue		-		-		650		-	800
Grants in lieu of taxes		74		1,268		1,091		15,655	59,838
Total Revenue		54,751		625,098		789,752		331,260	1,336,734
Expenses									
General administration		13,239		6,307		57,071		21,434	114,978
Other operating expenses		74,046		105,757		212,617		105,824	246,247
Salaries and wages		-		-		500,954		126,534	888,237
Recoveries						(33,180)			(93,180)
Total Expenses		87,285		112,064		737,462		253,792	1,156,282
Net Revenue (Expenses) Transfers to own funds:		(32,534)		513,034		52,290		77,468	180,452
Transfers to capital		-		-		-		-	-
Transfers to reserve		-		(501,512)		(102,306)		(77,468)	(403,018)
Transfers to ERF Transfers from own funds:		-		-		(5,000)		-	(2,500)
Transfers from reserve Debt charges:		69,186		-		55,016		-	225,066
Interest on short term debt				-		_		-	
Annual Surplus Deficit)		36,652		11,522		_		-	-
Accumulated surplus (deficit), beginning of year		15,000		27,650		_		_	
Accumulated Surplus (Deficit), end of year	\$	51,652	\$	39,172	\$	-	\$		\$ -

General Revenue Fund Statement of Operations (Unaudited) Planning and Development

	Geo Spatial Referencing		GIS nformation Systems	Climate Change Development	2024 Budget		2024 Actual	2023 Actual
\$	166,716	\$	133,247	\$2,126,485	\$5,309,481		\$5,432,541	\$5,403,953
	9,600		-	_	8,660)	9,600	9,600
	-		-	-	45,300)	46,125	40,635
	4 405		(0.505)	(222)				0.000
	1,125		(3,507)	(606)	5,800		3,013	9,399
					614,283		1,450	1,325
_	7,870		5,972	75,874	167,648	<u> </u>	167,642	162,599
_	185,311		135,712	2,201,753	6,151,172	2	5,660,371	5,627,511
	23,186		14,215	50,061	300,491		300,491	253,964
	36,232		178,447	893,698	3,134,825	5	1,852,868	2,205,160
	-		457,410	625,265	2,896,198	3	2,598,400	2,365,344
	-		(514,396)	(99,297)	(126,360))	(740,053)	(623,020)
	59,418		135,676	1,469,727	6,205,154	ı.	4,011,706	4,201,448
	125,893		36	732,026	(53,982	2)	1,648,665	1,426,063
	-		-	(458,688)	(792,961)	(458,688)	(366,404)
	-		-	(260,838)	(130,770))	1,345,142)	1,208,567)
	(125,893)		(18,260)	(12,500)	(102,270))	(164,153)	(185,190)
	-		18,224	-	1,044,633	3	367,492	341,778
	_				(7,300))		
	_		-	-	(42,650))	48,174	7,680
	_		-	-	42,650	-	42,650	34,970
\$		\$	_	\$ -	\$ -		\$ 90,824	\$ 42,650

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Regional Parks

	Regional Parks	2024 Budget	2024 Actual	2023 Actual
Revenue				
Government transfers Sale of services:	\$18,038,490	\$17,978,490	\$18,038,490	\$15,963,394
Recreation revenue	230,284	240,000	230,284	230,590
Other sales	-	500	-	(1,000)
Other revenue from own sources:	(4.720)	E4 420	(4.720)	(70.072)
Interest earnings	(4,729)	51,430	(4,729)	(78,073)
Other revenue	537,246	559,161	537,246	476,062
Grants in lieu of taxes	778,746	778,747	778,746	756,394
Total Revenue	19,580,037	19,608,328	19,580,037	17,347,367
Expenses				
General administration	1,061,658	1,061,658	1,061,658	882,310
Other operating expenses	3,854,991	4,253,228	3,854,991	3,861,719
Salaries and wages	8,792,885	9,577,592	8,792,885	8,135,626
MFA reserve	52,921	36,430	52,921	2,059
Recoveries	(76,018)	(76,018)	(76,018)	(75,219)
Total Expenses	13,686,437	14,852,890	13,686,437	12,806,495
Net Revenue (Expenses) Transfers to own funds:	5,893,600	4,755,438	5,893,600	4,540,872
Transfers to capital	(280,124)	(270,000)	(280,124)	(181,823)
Transfers to reserve	(3,339,399)	(2,886,888)	(3,339,399)	(3,300,143)
Transfers to ERF Transfers from own funds:	(774,343)	(424,343)	(774,343)	(597,191)
Transfers from reserve Debt charges:	3,500,000	-	3,500,000	-
Interest on short term debt	(395,526)	(45,000)	(395,526)	(77,243)
Interest on long term debt	(185,504)	(745,504)	(185,504)	(185,504)
Principal	(3,883,704)	(383,703)	(3,883,704)	(383,704)
Annual Surplus (Deficit)	535,000	-	535,000	(184,736)
Accumulated surplus (deficit), beginning of year	-		-	184,736
Accumulated Surplus (Deficit), end of year	\$ 535,000	\$ -	\$ 535,000	\$ -

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General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Panorama Recreation Services

	Panorama Administration	Panorama Ice Arena	Panorama Swimming Pool	Panorama Community Recreation Programs	Panorama Second Pool Service
Revenue					
Government transfers Sale of services:	\$ 5,499,173	\$ -	\$ -	\$ 275,060	\$ -
Recreation revenue	87,018	234,350	814,900	2,265,570	-
Other sales	4,441	294	-	300	-
Other revenue from own sources:					
Interest earnings	3,072	437	-	-	33,902
Other revenue	30,039	731,140	382,045	265,058	-
Grants in lieu of taxes	176,054		-	-	
Total Revenue	5,799,797	966,221	1,196,945	2,805,988	33,902
Expenses					
General administration	644,482	_	_	_	_
Other operating expenses	1,503,379	111,833	159,405	654,900	(2)
Salaries and wages	3,020,255	229,778	975,856	1,838,487	-
MFA reserve	<u> </u>	437	, -	-	579
Total Expenses	5,168,116	342,048	1,135,261	2,493,387	577
Net Revenue (Expenses) Transfers to own funds:	631,681	624,173	61,684	312,601	33,325
Transfers to reserve	-	(895,886)	-	(70,000)	-
Transfers to ERF	-	(134,640)	(134,640)		-
Debt charges:					
Interest on short term debt	-	(22,645)	-	-	3,794
Interest on long term debt	-	(30,240)	-	-	(24,728)
Principal		(58,068)	-	-	(109,771)
Annual Surplus (Deficit)	631,681	(517,306)	(72,956)	107,961	(97,380)
Accumulated surplus (deficit), beginning of year	12,538,400	(4,080,682)	(3,580,959)	(3,032,504)	(1,844,255)
Accumulated Surplus (Deficit), end of year	\$ 13,170,081	\$ (4,597,988)	\$(3,653,915)	\$(2,924,543)	\$ (1,941,635)

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Panorama Recreation Services

	2024 Budget		2024 Actual	2023 Actual
•	5 004 000	•	5 77 4 000	Φ 5 540 504
\$	5,904,380	\$	5,774,233	\$ 5,519,594
	3,271,648		3,401,838	3,103,458
	3,338		5,035	9,493
	56,303		37,411	93,060
	1,399,015		1,408,282	1,326,208
	176,054		176,054	186,936
	10,810,738		10,802,853	10,238,749
	644,482		644,482	584,016
	2,541,177		2,429,515	2,440,089
	6,110,302		6,064,376	5,563,383
	3,180		1,016	2,715
	9,299,141		9,139,389	8,590,203
	1,511,597		1,663,464	1,648,546
	(748,970)		(965,886)	(486,324)
	(403,920)		(403,920)	(491,051)
	(21,000)		(18,851)	31,262
	(169,868)		(54,968)	(194,995)
_	(167,839)	_	(167,839)	(507,438)
	-		52,000	-
_	-	_	-	
\$	_	\$	52,000	\$ -

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Sooke Recreation Complex

	SEAPARC	2024 Budget	2024 Actual	2023 Actual
Revenue				
Government transfers Sale of services:	\$3,331,436	\$3,314,564	\$3,331,436	\$3,231,132
Recreation revenue	1,583,694	1,453,900	1,583,694	1,350,155
Other sales Other revenue from own sources:	37,813	40,500	37,813	22,907
Interest earnings	(8,768)	160	(8,768)	(12,770)
Other revenue	414,158	424,541	414,158	392,850
Grants in lieu of taxes	10,100	10,100	10,100	5,757
Total Revenue	5,368,433	5,243,765	5,368,433	4,990,031
Expenses				
General administration	301,320	301,320	301,320	268,886
Grants in aid	-	1,000	-	-
Other operating expenses	1,057,238	989,652	1,057,238	1,076,156
Salaries and wages	3,375,349	3,336,731	3,375,349	2,956,831
MFA reserve	267	160	267	231
Total Expenses	4,734,174	4,628,863	4,734,174	4,302,104
Net Revenue (Expenses) Transfers to own funds:	634,259	614,902	634,259	687,927
Transfers to reserve	(374,232)	(355,000)	(374,232)	(435,938)
Transfers to ERF Debt charges:	(134,226)	(115,000)	(134,226)	(205,938)
Interest on short term debt	(1,418)	(40,936)	(1,418)	(3,653)
Interest on long term debt	(18,480)	(23,480)	(18,480)	(18,480)
Principal	(80,903)	(80,486)	(80,903)	(78,668)
Annual Surplus (Deficit)	25,000	-	25,000	(54,750)
Accumulated surplus (deficit), beginning of year				54,750
Accumulated Surplus (Deficit), end of year	\$ 25,000	\$ -	\$ 25,000	\$ -

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Juan De Fuca Electorial Area

		Juan de Fuca Electoral Area Community Recreation	2024 Budget	2024 Actual	2023 Actual
Revenue					
Government transfers Sale of services:	\$ 232,973	\$ 70,632	\$ 303,605	\$ 303,605	\$ 273,755
Other revenue from own sources:	(4.005)	570	040	(00=)	(4.054)
Interest earnings	(1,205)	578	210	(627)	(1,251)
Other revenue	1,777	26,647	22,310	28,424	27,412
Grants in lieu of taxes	302	70	372	372	363
Total Revenue	233,847	97,927	326,497	331,774	300,279
Expenses					
General administration	12,910	6,563	19,473	19,473	17,485
Other operating expenses	92,147	33,735	133,271	125,882	91,599
Salaries and wages	100,984	53,772	161,133	154,756	149,384
Total Expenses	206,041	94,070	313,877	300,111	258,468
Net Revenue (Expenses) Transfers to own funds:	27,806	3,857	12,620	31,663	41,811
Transfers to reserve	(14,806)	-	(10,250)	(14,806)	(22,135)
Transfers to ERF Debt charges:	(13,000)	(10,057)	(8,000)	(23,057)	(13,476)
Interest on short term debt			(570)		
Annual Surplus (Deficit)	-	(6,200)	(6,200)	(6,200)	6,200
Accumulated surplus (deficit), beginning of year	-	6,200	6,200	6,200	
Accumulated Surplus (Deficit), end of year	\$ -	\$ -	\$ -	\$ -	\$ 6,200

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Salt Spring Island Parks and Recreation

	С	alt Spring Island ommunity ecreation	Salt Spring Island Community Parks		Salt Spring Island Community Pool	ı	Salt Spring sland Park Land and Community Recreation
Revenue							
Government transfers	\$	128,897	\$ 588,527	\$	880,294	\$	1,008,719
Sale of services:							
Recreation revenue		257,897	-		343,237		-
Other sales		25	-		-		-
Other revenue from own sources:							
Interest earnings		(737)	(5,235)		(4,434)		(1,255)
Other revenue		-	30,338		-		163,904
Grants in lieu of taxes		41	346		522		647
Total Revenue		386,123	613,976		1,219,619		1,172,015
Expenses							
General administration		19,575	131,200		26,733		207,241
Other operating expenses		142,587	100,283		331,691		525,480
Salaries and wages		213,763	383,767		729,821		367,559
Recoveries			(63,635)	_			
Total Expenses		375,925	551,615		1,088,245		1,100,280
Net Revenue (Expenses) Transfers to own funds:		10,198	62,361		131,374		71,735
Transfers to reserve		(665)	(21,649)		(21,195)		(59,794)
Transfers to ERF		-	(5,500)		(50,000)		(20,000)
Transfers from own funds:							
Transfers from reserve		-	-		-		-
Debt charges:							
Interest on short term debt		-	-		-		
Annual Surplus (Deficit)		9,533	35,212		60,179		(8,059)
Accumulated surplus (deficit), beginning of year		(9,533)	(35,212)		(60,179)		8,059
Accumulated Surplus (Deficit), end of year	\$		\$ 	\$		\$	

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Salt Spring Island Parks and Recreation

2024 Budget	2024 Actual	2023 Actual
\$ 2,605,515	\$ 2,606,437	\$ 2,303,754
560,020 -	601,134 25	562,100 -
196,280 1,559	(11,661) 194,242 1,556	(27,220) 299,192 1,525
3,363,374	3,391,733	3,139,351
384,749 1,445,474 1,713,649 (404,570)	384,749 1,100,041 1,694,910 (63,635)	336,067 1,012,546 1,659,499
3,139,302	3,116,065	3,008,112
224,072	275,668	131,239
(52,500) (70,500)	(103,303) (75,500)	(49,944) (55,000)
-	-	22,160
(4,207)	-	
96,865 (96,865)	96,865 (96,865)	48,455 (145,325)
\$ -	\$ -	\$ (96,870)

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Southern Gulf Islands

	С	Galiano Island ommunity Parks	C	Galiano Island ommunity ecreation	Mayne Island Community Recreation	Mayne Isl Commun Parks	nity
Revenue							
Government transfers Sale of services:	\$	107,482	\$	43,850	\$ 36,816	\$ 96,2	281
Recreation revenue		-		-	-	6	600
Other sales Other revenue from own sources:		-		-	-		-
Interest earnings		1,035		(151)	418	1,1	112
Other revenue		18,044		-	50	25,5	515
Grants in lieu of taxes		87		31	26		68
Total Revenue		126,648		43,730	37,310	123,5	576_
Expenses							
General administration		5,849		1,920	2,647	5,2	253
Other operating expenses`		102,227		41,666	37,897	80,1	141
Recoveries					-		
Total Expenses		108,076		43,586	40,544	85,3	394_
Net Revenue (Expenses) Transfers to own funds:		18,572		144	(3,234)	38,1	182
Transfers to reserve		(17,262)		-	-	(33,3	374)
Transfers to ERF Transfers from own funds:		(2,000)		-	-		-
Transfers from reserve Debt charges:		20,690		-	-		-
Interest on short term debt		-		-	-		
Annual Surplus (Deficit)		20,000		144	(3,234)	4,8	308
Accumulated surplus (deficit), beginning of year				(4)	11,310	19,1	191_
Accumulated Surplus (Deficit), end of year	\$	20,000	\$	140	\$ 8,076	\$ 23,9	999_

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services, Southern Gulf Islands

C	nder Island ommunity ecreation	North & South Pender Island Parks	Saturna Island Community Parks	Saturna Island Community Recreation		2024 Budget	2024 Actual	2023 Actual
\$	173,335	\$ 69,632	\$ 28,909	\$ 15,149	\$	571,454 \$	571,454	\$ 554,756
	_	_	-	-		1,030	600	1,225
	995	-	-	-		500	995	810
	893	223	265	85		960	3,880	1,874
	456	-	-	-		9,430	44,065	8,238
	1,415	568	1,240	661		4,095	4,096	4,434
	177,094	70,423	30,414	15,895	_	587,469	625,090	571,337
	7,003	3,569	1,112	948		28,301	28,301	25,053
	111,086	67,216	16,546	15,718		566,610	472,497	399,587
		-	-					(314)
	118,089	70,785	17,658	16,666		594,911	500,798	424,326
	59,005	(362)	12,756	(771)		(7,442)	124,292	147,011
	(59,005)	-	(14,725)	-		(48,736)	(124,366)	(166,693)
	-	-	-	-		(2,000)	(2,000)	(5,710)
	-	-	-	-		20,690	20,690	20,000
	_					(990)		<u>-</u>
	-	(362)	(1,969)	(771)		(38,478)	18,616	(5,392)
		366	3,268	4,347		38,478	38,478	43,873
\$	-	\$ 4	\$ 1,299	\$ 3,576	\$	- \$	57,094	\$ 38,481

General Revenue Fund Statement of Operations (Unaudited) Recreation and Cultural Services

	Vancouver Island Regional Library	R	oyal Theatre	cPherson Theatre		Sooke Regional Museum	Greater Victoria Library
Revenue	_						-
Government transfers Sale of services:	\$ 403,818	\$	580,000	\$ 750,000	\$	227,459	\$ 33,256
Other revenue from own sources:	4 000		740	4.070		47	000
Interest earnings	1,806		746	4,373		47	232
Other revenue	338,266		-	-		-	-
Grants in lieu of taxes	329		-	 35,339		643	 100
Total Revenue	744,219		580,746	789,712		228,149	33,588
Expenses							
General administration	6,834		10,000	34,959		4,447	651
Other operating expenses	394,593		90,746	318,520		225,640	32,529
Salaries and wages	-		-	-		-	-
MFA reserve	2,194		-	-		-	-
Recoveries	-		-			-	_
Total Expenses	403,621		100,746	 353,479		230,087	33,180
Net Revenue (Expenses) Transfers to own funds:	340,598		480,000	436,233		(1,938)	408
Transfers to capital	-		(105,000)	(90,000)		-	-
Transfers to reserve	-		(375,000)	(346,233)		-	-
Transfers to ERF Transfers from own funds:	-		-	-		-	-
Transfers from reserve Debt charges:	-		-	-		-	-
Interest on short term debt	-		-	-		-	-
Interest on long term debt	(201,600))	-	-		-	-
Principal	(136,666))	_	_	_	_	_
Annual Surplus (Deficit)	2,332		-	-		(1,938)	408
Accumulated surplus (deficit), beginning of year	(1,769))		_		1,995	315
Accumulated Surplus (Deficit), end of year	\$ 563	\$		\$ 	\$	57	\$ 723

General Revenue Fund Statement of Operations (Unaudited) **Recreation and Cultural Services**

	alt Spring and Library	Southern Gulf Island Library	Galiano Island Library	Arts Development	Salt Spring Island Arts	2024 Budget	2024 Actual	2023 Actual
\$	717,294	\$ 242,724	\$ 67,056	\$2,956,654	\$ 133,716	\$6,111,977	\$6,111,977	\$5,889,756
	(3,649)	940	357	(4,675)	(1,723)	2,904	(1,546)	(12,633)
	-	_	-	-	-	338,266	338,266	338,566
	501	2,440	48	186,993	92	226,494	226,485	218,454
	714,146	246,104	67,461	3,138,972	132,085	6,679,641	6,675,182	6,434,143
	25,419	4,795	1,882	73,972	2,452	165,411	165,411	158,626
	521,966	241,480	27,362	2,756,367	125,311	4,779,427	4,734,514	4,574,798
	-	-	-	322,002	-	341,668	322,002	281,674
	1,008	-	140	-	-	1,810	3,342	2,893
				(15,130)		(15,130)	(15,130)	(13,894)
	548,393	246,275	29,384	3,137,211	127,763	5,273,186	5,210,139	5,004,097
	165,753	(171)	38,077	1,761	4,322	1,406,455	1,465,043	1,430,046
	-	-	-	-	-	(195,000)	(195,000)	(189,000)
	(19,102)	-	(4,712)	(50,261)	(1,036)	(735,563)	(796,344)	(762,224)
	-	-	-	(1,000)	-	1,000	1,000	-
	-	-	-	49,500	-	49,500	49,500	34,870
	-	-	(3,448)	-	-	(14,360)	(3,448)	(722)
	(33,920)	-	(14,012)	-	-	(249,532)	(249,532)	(246,785)
	(112,731)		(16,641)			(266,038)	(266,038)	(264,505)
	-	(171)	(736)	-	3,286	(5,538)	3,181	1,680
_		2,736	3,236		(974)	5,538	5,539	3,859
\$	_	\$ 2,565	\$ 2,500	\$ -	\$ 2,312	\$ -	\$ 8,720	\$ 5,539

Fiscal Services

	Local Debt Services	ssip Island lectricity	2024 Budget	2024 Actual	2023 Actual
Revenue					
Government transfers Other revenue from own sources:	\$18,150,548	\$ 62,640	\$18,213,189	\$18,213,188	\$17,323,698
Interest earnings	122,337	 480	79,010	122,817	109,359
Total Revenue	18,272,885	63,120	18,292,199	18,336,005	17,433,057
Expenses					
General administration	-	95	96	95	111
Other operating expenses	-	57	96	57	56
MFA reserve	122,334	333	78,920	122,667	109,150
Total Expenses	122,334	485	79,112	122,819	109,317
Net Revenue (Expenses) Debt charges:	18,150,551	62,635	18,213,087	18,213,186	17,323,740
Interest on short term debt	-	-	(200)	-	-
Interest on long term debt	(7,468,742)	(24,239)	(7,492,982)	(7,492,981)	(6,930,650)
Principal	10,681,809)	(38,382)	10,720,188)	10,720,191)	10,392,215)
Annual Surplus (Deficit)	-	14	(283)	14	875
Accumulated surplus (deficit), beginning of year		 283	283	283	(593)
Accumulated Surplus (Deficit), end of year	\$ -	\$ 297	\$ -	\$ 297	\$ 282

General Revenue Fund Statement of Operations (Unaudited) Land, Banking and Housing

	Land Bank and Housing	2024 Budget	2024 Actual	2023 Actual
Revenue				
Government transfers Sale of services:	\$ 3,537,039	\$ 3,247,333	\$ 3,537,039	\$ 3,127,959
Recreation revenue Other revenue from own sources:	37,174	35,130	37,174	44,310
Interest earnings	167,465	183,440	167,465	114,843
Other revenue	63,000	73,500	63,000	226,450
Grants in lieu of taxes	130,297	130,297	130,297	125,836
Total Revenue	3,934,975	3,669,700	3,934,975	3,639,398
Expenses				
General administration	158,431	158,430	158,431	139,294
Other operating expenses	698,038	4,899,573	698,038	1,094,385
Salaries and wages	1,316,256	1,664,097	1,316,256	1,300,844
MFA reserve	95,740	96,440	95,740	3,468
Recoveries	(496,494)	(595,481)	(496,494)	(680,409)
Total Expenses	1,771,971	6,223,059	1,771,971	1,857,582
Net Revenue (Expenses) Transfers to own funds:	2,163,004	(2,553,359)	2,163,004	1,781,816
Transfers to capital	-	(24,000)	-	(906)
Transfers to reserve	(550,573)	-	(550,573)	-
Transfers to ERF Transfers from own funds:	(4,070)	(4,070)	(4,070)	(4,000)
Transfers from reserve Debt charges:	203,763	106,336	203,763	133,165
Interest on short term debt	(91,214)	(2,271)	(91,214)	-
Interest on long term debt	(207,086)	(207,086)	(207,086)	(207,086)
Principal	(802,377)	(802,377)	(802,377)	(802,377)
Annual Surplus (Deficit)	711,447	(3,486,827)	711,447	900,612
Accumulated surplus (deficit), beginning of year	3,486,826	3,486,827	3,486,826	2,586,214
Accumulated Surplus (Deficit), end of year	\$ 4,198,273	\$ -	\$ 4,198,273	\$ 3,486,826

General Revenue Fund Statement of Operations (Unaudited) Small Craft Harbours, Transit and Transport

	Southern Gulf Islands Small Craft Harbours	Salt Spring Island Small Craft Harbours		2024 Budget	2024 Actual	2023 Actual
Revenue						
Government transfers Sale of services:	\$ 325,161	\$ 16,380	\$ 442,081	\$ 783,279	\$ 783,622	\$ 763,939
Recreation revenue	158,256	-	-	144,150	158,256	149,901
Other sales Other revenue from own sources:	-	-	201,571	211,324	201,571	206,509
Interest earnings	1,150	90	1,369	1,350	2,609	(335)
Other revenue	188	-	-	7,000	188	4,181
Grants in lieu of taxes	7,049	30	276	7,366	7,355	7,262
Total Revenue	491,804	16,500	645,297	1,154,469	1,153,601	1,131,457
Expenses						
General administration	12,255	3,670	36,343	52,268	52,268	49,488
Other operating expenses	202,915	6,323	579,331	898,796	788,569	836,292
Salaries and wages	-	2,501	7,188	-	9,689	233
MFA reserve	430			180	430	372
Total Expenses	215,600	12,494	622,862	951,244	850,956	886,385
Net Revenue (Expenses) Transfers to own funds:	276,204	4,006	22,435	203,225	302,645	245,072
Transfers to capital	-	-	(8,713)	-	8,713	-
Transfers to reserve Transfers from own funds:	(188,711)	(4,006)	(88,237)	(181,412)	(280,954)	(277,622)
Transfers from reserve Debt charges:	-	-	74,515	67,000	74,515	120,000
Interest on short term debt	-	-	-	(1,320)	-	43
Interest on long term debt	(43,079)	-	-	(43,079)	(43,079)	(43,079)
Principal	(44,414)	-		(44,414)	(44,414)	(44,414)
Annual Surplus (Deficit)	-	-	-	-	-	-
Accumulated surplus (deficit), beginning of year	_		_		-	-
Accumulated Surplus (Deficit), end of year	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

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For the Year Ended December 31, 2024

	Septage Disposal Facilities	Salt Spring Island Septage Disposal	Trunk Sewers and Sewage Disposal Operations and Maintenance	Trunk Sewers and Sewage Disposal Debt	Ganges Sewer System
Revenue	_	_			
Government transfers Sale of services:	\$ 134,706	\$ 416,125	\$ 6,827,340	\$21,004,774	\$ 62,134
Other sales Other revenue from own sources:	174,466	830,995	-	-	1,120,290
Interest earnings	(1,312)	9,309	(5,262)	110,191	(5,545)
Other revenue	1,450	-	191,955	-	683
Grants in lieu of taxes	9,172	541	149,570	661,238	327
Total Revenue	318,482	1,256,970	7,163,603	21,776,203	1,177,889
Expenses					
General administration	11,449	42,893	162,489	106	40,993
Other operating expenses	320,539	971,396	5,416,869	-	898,936
Salaries and wages	507	-	-	-	-
MFA reserve	-	923	-	46,444	1,546
Recoveries	-	-	(207,623)	-	-
Total Expenses	332,495	1,015,212	5,371,735	46,550	941,475
Net Revenue (Expenses) Transfers to own funds:	(14,013)	241,758	1,791,868	21,729,653	236,414
Transfers to capital	(16,594)	-	-	-	(6,619)
Transfers to reserve	-	(78,727)	(1,299,021)	(7,375,409)	(28,222)
Transfers to ERF Transfers from own funds:	-	-	(530,274)	-	-
Transfers from revenue	-	-	-	6,538	35,760
Transfers from capital	-	-	-	-	-
Transfers from reserve Debt charges:	30,607	-	37,427	-	80,000
Interest on short term debt	-	2,431	-	(503,794)	-
Interest on long term debt	-	(55,274)	-	(6,787,854)	(117,800)
Principal		(110,188)	-	(7,271,446)	(128,013)
Annual Surplus (Deficit)	-	-	-	(202,312)	-
Accumulated surplus (deficit), beginning of year				205,498	
Accumulated Surplus (Deficit), end of year	\$ -	\$ -	\$ -	\$ 3,186	\$ -

These statements should be read in conjuction with the 2024 Audited Financal Statements and accompanying notes

For the Year Ended December 31, 2024

_	Malaview Estates Sewer System	N	lagic Lake Estates Sewer System	Po	ort Renfrew Sewer System	Estates Estates Port Renfrew Harbours Sewer Sewer Environmenta		Core Area Wastewater Operations		2024 Budget	2024 Actual	2023 Actual
\$	5,070	\$	836,094	\$	67,019	\$	(2 031)	\$32,808,996		\$62,160,227	\$ 62,160,227	\$58,932,122
*	0,0.0	*		*	0.,0.0	Ψ	(=,001)	40– ,000,000		, , , , , , , , , , , , , , , , , , , 	v v=,,==.	¥ 00,00±, :==
	222,701		290,078		66,999		-	-		2,649,992	2,705,529	2,491,449
	674		(2,516)		(291)		-	-		31,525	105,248	247,947
	1,200		506		52		-	6,292		1,102,516	202,138	177,709
	_		4,559		1,497		2,031	750,046	_	1,578,975	1,578,981	1,494,824
	229,645	1	1,128,721		135,276		-	33,565,334		67,523,235	66,752,123	63,344,051
	·											
	7,725		31,285		5,451		-	2,441,120		2,743,512	2,743,511	2,543,842
	162,386		675,441		113,339		-	30,545,795		40,795,404	39,104,701	37,368,192
	-		-		-		-	-		-	507	217
	-		2,374		-		-	-		183,595	51,287	153,416
_			(11,590)		-		-	(212,240)	_	(11,591)	(431,453)	(449,145)
_	170,111		697,510		118,790			32,774,675	_	43,710,920	41,468,553	39,616,522
	59,534		431,211		16,486		-	790,659		23,812,315	25,283,570	23,727,529
	_		-		-		-	-		(5,529,745)	(23,213)	(165,693)
	(59,534)		(26,423)		(16,486)		-	(1,211,508)		(8,620,799)	(10,095,330)	(9,880,612)
	-		-		-		-	-		(580,273)	(530,274)	(1,013,907)
	-		-		-		-	-		6,262	(29,222)	55,467
	-		-		-		-	-		-	-	463,872
	-		-		-		-	420,849		806,871	568,883	7,399,214
	_		_		_		-	-		(588,856)	(501,363)	(343,250)
	_		(159,438)		-		-	-		(3,772,457)	(7,120,366)	(7,381,577)
			(245,350)						_	(5,738,908)	(7,754,997)	12,716,104)
	-		-		-		-	-		(205,590)	(202,312)	144,939
									_	205,590	205,498	60,561
\$	_	\$		\$	-	\$	_	\$ -	=	\$ -	\$ 3,186	\$ 205,500

These statements should be read in conjuction with the 2024 Audited Financial Statements and accompanying notes

For the Year Ended December 31, 2024

	-	Fernwood ater Supply		lagic Lake tates Water Supply	Port Renfrew Water Supply	Saanich Peninsula Water Supply	Highland Water Supp
Revenue							
Government transfers Sale of services:	\$	14,621	\$	580,060	\$ 72,248	\$ -	\$ 31,726
Other sales Other revenue from own sources:		-		428,768	70,930	8,051,449	
Interest earnings		1,694		(5,121)	(1,326)	26,078	4,203
Other revenue		-		9,735	878	10,000	
Grants in lieu of taxes				1,940	532	-	
Total Revenue		16,315	1	,015,382	143,262	8,087,527	35,929
Expenses							
General administration		13		35,494	5,680	214,783	27
Other operating expenses		(1)		790,077	148,685	6,565,189	
Salaries and wages		-		-	-	-	
MFA reserve		90		1,219	-	-	179
Total Expenses		102		826,790	154,365	6,779,972	206
Net Revenue (Expenses) Transfers to own funds:		16,213		188,592	(11,103)	1,307,555	35,723
Transfers to capital		-		-	-	-	
Transfers to reserve		-		-	-	(1,257,555)	
Transfers to ERF Transfers from own funds:		-		-	-	(50,000)	
Transfers from capital		-		-	-	-	
Transfers from reserve Debt charges:		-		27,172	3,708	-	
Interest on short term debt		487		-	-	-	1,217
Interest on long term debt		(4,416)		(78,339)	-	-	(10,733
Principal		(10,263)		(137,425)			(21,139
Annual Surplus (Deficit)		2,021		-	(7,395)	-	5,068
Accumulated surplus (deficit), beginning of year		70					172
Accumulated Surplus (Deficit), end of year	\$	2,091	\$		\$ (7,395)	\$ -	\$ 5,240

These statements should be read in conjuction with the 2024 Audited Financal Statements and accompanying notes

	Lyall rbour/Boot ove Water Supply	Sticks Allison Galiano Island Water Supply	Highland/Fernwood Water Supply	Florence Lake Debt		2024 Budget	2024 Actual	2023 Actual
\$	140,696	\$ 5,100	\$ 77,630	\$ 11,713	\$	933,794	\$ 933,794	\$ 921,338
	131,410	63,492	489,363	-	8	,981,450	9,235,412	9,197,148
	2,869	76	(321)	187		62,020	28,339	(39,514)
	447	148	1,500	-		14,900	22,708	26,936
	769	_		40		3,277	3,281	3,291
	276,191	68,816	568,172	11,940	9	,995,441	10,223,534	10,109,199
	·	-						
	9,908	2,825	17,462	_		239,480	286,192	228,638
	220,461	54,754	404,397	-	8	,190,204	8,183,562	8,004,945
	-	-	-	-		-	-	1,237
	199	-	241	72		71,170	2,000	3,789
	230,568	57,579	422,100	72_	8	,500,854	8,471,754	8,238,609
	45,623	11,237	146,072	11,868	1	,494,587	1,751,780	1,870,590
	-	-	-	_		-	-	(7,262)
	(20,263)	(18,237)	(131,881)	-	(1	,079,776)	(1,427,936)	(1,516,325)
	-	-	-	-		(50,000)	(50,000)	(50,000)
	_	_	_	_		_	_	12,195
	3,500	7,000	20,000	_		47,000	61,380	35,000
	0,000	7,000	20,000			41,000	01,000	00,000
	1,217	-	-	-		(62,755)	2,921	(12,617)
	(7,929)	-	(7,350)	(8,466)		(128,200)	(117,233)	(105,966)
_	(22,148)		(26,841)	(10,572)		(228,386)	(228,388)	(213,972)
	-	-	-	(7,170)		(7,530)	(7,476)	11,643
				7,288		7,530	7,530	(4,113)
\$		\$ -	\$ -	\$ 118	\$		\$ 54	\$ 7,530

	na Water Supply	w	Surfside ater Supply	Ве	eddis Water Supply	Fu	Ilford Water Supply	edars of am Supply
Revenue								
Government transfers Sale of services:	\$ 26,580	\$	24,620	\$	85,940	\$	55,230	\$ -
Other sales Other revenue from own sources:	65,394		105,049		196,970		192,095	48,718
Interest earnings	(180)		(1,373)		(907)		524	(154)
Other revenue	 4,095		2,252		655		628	3,023
Total Revenue	 95,889		130,548		282,658		248,477	 51,587
Expenses								
General administration	2,920		5,342		9,556		7,530	2,106
Other operating expenses	81,332		148,590		189,063		169,639	41,076
Salaries and wages	-		-		-		-	-
MFA reserve	-		-		-		80	-
Recoveries	 -		-		-		-	-
Total Expenses	 84,252		153,932		198,619		177,249	43,182
Net Revenue (Expenses) Transfers to own funds:	11,637		(23,384)		84,039		71,228	8,405
Transfers to capital	-		-		(940)		-	-
Transfers to reserve	(17,637)		-		(75,183)		(75,796)	(8,405)
Transfers to ERF Transfers from own funds:	-		-		-		-	-
Transfers from revenue	-		-		7,916		-	-
Transfers from reserve Debt charges:	6,000		9,384		-		20,000	-
Interest on short term debt	-		-		-		-	-
Interest on long term debt	-		-		-		(5,763)	-
Principal	 		-		-		(9,669)	 _
Annual Surplus (Deficit)	-		(14,000)		-		-	-
Accumulated surplus (deficit), beginning of year	 -		-		_		-	-
Accumulated Surplus (Deficit), end of year	\$ _	\$	(14,000)	\$	-	\$	-	\$ _

	edar Lane ater Supply	Wilderness Mountain Water	Regional Water Supply	Regional Water Distribution	2024 Budget	2024 Actual	2023 Actual
\$	17,820	\$ 67,495	\$ -	\$ -	\$ 277,685	\$ 277,685	\$ 266,196
	77,439	99,464	40,972,653	27,536,780	68,427,601	69,294,562	67,238,601
	1,786	(1,461)	565,228	90,962	305,312	654,425	1,318,220
	355	322	90,535	144,324	189,510	246,189	111,677
	97,400	165,820	41,628,416	27,772,066	69,200,108	70,472,861	68,934,694
	2,760	6,659	2,931,293	804,017	3,576,138	3,772,183	3,671,066
	67,153	143,665	6,106,884	15,190,752	46,653,336	22,138,154	21,844,259
	-	-	17,868,722	564,357	19,559,425	18,433,079	17,203,542
	47	133	14,978	26,654	167,540	41,892	135,665
	_	-	(7,614,697)		(32,261,811)	(7,614,697)	(6,848,119)
	69,960	150,457	19,307,180	16,585,780	37,694,628	36,770,611	36,006,413
	27,440	15,363	22,321,236	11,186,286	31,505,480	33,702,250	32,928,281
	-	-	(18,987,094)	(7,976,110)	(24,796,169)	26,964,144)	22,607,532)
	(25,142)	(6,000)	-	-	(243,954)	(208,163)	(172,217)
	-	-	(479,755)	(647,507)	(1,127,262)	(1,127,262)	(983,110)
	-	-	-	_	-	7,916	_
	5,000	4,301	-	-	35,000	44,685	31,960
	526	-	20,404	(29,461)	(84,630)	(8,531)	268,034
	(2,430)	(9,526)	(886,890)	(1,029,840)	(1,783,897)	(1,934,449)	(2,708,699)
_	(5,394)	(16,138)	(1,987,901)	(1,503,368)	(3,501,568)	(3,522,470)	(6,759,717)
	-	(12,000)	-	-	3,000	(26,000)	(3,000)
_	-	(3,000)	-		(3,000)	(3,000)	
\$		\$ (15,000)	\$ -	\$ -	\$ -	\$ (29,000)	\$ (3,000)

Capital Funds Statement of Financial Position (Unaudited)

For the Year Ended December 31, 2024, with comparative information for 2023

		General Capital		Water Capital		Sewer Capital		2024		2023
Financial Assets										
Receivables:										
Accounts receivable	\$	54,684,313	\$	94,847,421	\$	19,771,357	\$	169,303,091	\$	165,870,828
Debt recoverable from other authorities										
Debentures:										
District of Sooke		1,346,136		-		-		1,346,136		1,960,996
City of Colwood		10,810,313		-		-		10,810,313		6,692,438
Town of Esquimalt		33,228,321		-		-		33,228,321		34,690,582
District of Highlands		112,158		-		-		112,158		209,438
District of North Saanich		3,986,819		-		-		3,986,819		4,459,990
District of Saanich		46,986,621		-		-		46,986,621		54,673,336
Town of Sidney		10,482,916		-		_		10,482,916		7,016,321
City of Victoria		43,564,646		-		-		43,564,646		47,981,307
District of Central Saanich		6,564,870		-		_		6,564,870		7,042,466
Town of View Royal		3,688,413		_		_		3,688,413		4,146,385
VIRL		5,723,251		-				5,723,251		5,863,334
	\$ 2	221,178,777	\$	94,847,421	\$	19,771,357	\$	335,797,555	\$	340,607,421
Financial Liabilities Payables:	-									
Trade accounts and accrued liabilities	\$	9,456,260	\$	3,917,528	\$	2,944,999	\$	16,318,787	\$	6,802,296
Contractors holdbacks		3,026,962		608,457		1,679,046		5,314,465		2,775,794
CIAC developer advances for										
construction		-		1,245,522		-		1,245,522		1,070,244
Asset Retirement Obligations		17,998,527	_	243,627		200,389	_	18,442,543		17,830,157
Dahardana iran dha Marisir d Firan		30,481,749		6,015,134		4,824,434		41,321,317		28,478,491
Debentures issued by Municipal Finance Authority	2	220,237,559	_	33,029,773	_	163,662,330	_	416,929,662	_	418,586,249
	2	250,719,308		39,044,907		168,486,764		458,250,979		447,064,740
Net Financial Assets (Liabilities)		(29,540,531)		55,802,514	(148,715,407)	_	(122,453,424)		(106,457,319)

Capital Funds Statement of Financial Position (Unaudited)

For the Year Ended December 31, 2024, with comparative information for 2023

	General Capital	Water Capital	Sewer Capital	2024	2023
Non-Financial Assets			-		
Tangible capital assets:					
Engineering structures	203,416,740	608,313,223	979,182,403	1,790,912,366	1,723,138,252
Buildings	301,361,895	10,547,653	7,335,403	319,244,951	315,523,370
Equipment	49,062,847	42,446,915	7,790,142	99,299,904	86,598,150
Vehicles	23,235,221	9,364,767	68,308	32,668,296	31,694,042
Land	179,837,871	85,577,694	26,038,072	291,453,637	289,307,138
Other assets	5,361,295	15,553,257	6,244,837	27,159,389	26,216,619
Assets WIP	50,744,553	30,254,925	7,035,063	88,034,541	65,769,630
	813,020,422	802,058,434	,033,694,228	2,648,773,084	2,538,247,201
Inventory of supplies	<u>-</u>	1,312,169		1,312,169	1,339,471
Accumulated Surplus					
Capital funds	\$ 783,479,891	\$ 859,173,117	\$ 884,978,821	\$2,527,631,829	\$2,433,129,353

Capital Funds Statement of Financial Activities (Unaudited)

	General Capital	Water Capital	Sewer Capital	2024	2023
Revenue					
Government transfers	\$ 3,724,435	\$ 193,628	\$ 4,753,882	\$ 8,671,945	\$ 14,064,483
Developer contributions	-	1,318,010	-	1,318,010	1,246,670
Interest earnings	2,517,918	3,569,040	1,088,529	7,175,487	6,603,067
Other revenue	409,056	2,296,761	140,896	2,846,713	16,669,235
Capitalization of debt	7,312,147	5,028,948	8,498,364	20,839,459	28,640,253
Net Revenue	13,963,556	12,406,387	14,481,671	40,851,614	67,223,708
Transfers to own funds:					
Transfers to capital	-	-	(250,000)	(250,000)	-
Transfers to reserve	(1,937,638)	(70,462)	(149,915)	(2,158,015)	(14,583,661)
Transfers to ERF	-	-	(115,206)	(115,206)	(115,206)
Transfers from own funds:					
Transfers from revenue	4,110,432	27,047,942	58,972	31,217,346	28,664,596
Transfers from capital	250,000	-	-	250,000	-
Transfers from reserve	29,000,650	1,275,500	4,008,411	34,284,561	29,461,202
Transfers from ERF	3,029,568	780,539	256,674	4,066,781	7,004,932
Decrease in inventory	-	(27,302)	-	(27,302)	44,917
Disposal of assets	(7,215,952)	(2,192,411)	(3,502,891)	(12,911,254)	(3,830,111)
Accretion expense	(691,000)	(7,168)	(7,886)	(706,054)	(749,689)
Annual Surplus Accumulated surplus, beginning of	40,509,616	39,213,025	14,779,830	94,502,471	113,120,688
year	742,970,275	819,960,092	870,198,990	2,433,129,357	2,320,008,665
Accumulated Surplus, end of year	\$783,479,891	\$859,173,117	\$884,978,820	\$2,527,631,828	\$2,433,129,353

Capital Funds Statement of Capital Financing (Unaudited)

	General Capital	Water Capital	Sewer Capital	2024	2023
Finances acquired:					
Unexpended funds at beginning of year \$	51,540,584 \$	86,427,654 \$	27,902,590	\$ 165,870,828 \$	146,297,290
Long-term debt incurred:					
Bank loan / MFA non-debenture loans	1,950,000	2,100,000	3,000,000	7,050,000	15,500,000
Debentures:					
Own portion	23,875,000	1,500,000	-	25,375,000	28,124,000
Member municipalities' portion	5,956,000	-	-	5,956,000	12,249,800
Transfer from member municipalities for their portion of long-term debt	14,198,127	-	-	14,198,127	10,490,495
Transfers from own funds:					
Transfer from current liability to Equity - Skirt & Silver Creek	-	5,844	-	5,844	2,557
Sewer Revenue Fund	-	-	58,972	58,972	186,741
General Revenue Fund	4,101,969	-	-	4,101,969	6,236,463
Water Revenue Fund	-	27,020,640	-	27,020,640	22,750,181
Reserve Funds	32,030,218	2,056,039	4,265,085	38,351,342	36,466,134
Capital Fund	250,000	-	-	250,000	-
Conditional grant from government	3,732,897	193,628	4,894,780	8,821,305	14,122,561
Contribution in Aid	-	1,318,010	-	1,318,010	1,246,670
Interest earned	2,517,917	3,569,040	1,088,530	7,175,487	6,603,069
Other - sale of land	279,326	2,290,918	-	2,570,244	15,393,144
Donations	129,733	-	-	129,733	1,215,460
ARO Liability	-	-	-	-	8,856,258
Temporary borrowings and payables at end of year	12,483,222	5,771,507	4,624,045	22,878,774	10,648,335
\$	153,044,993 \$	132,253,280 \$	45,834,002	\$ 331,132,275 \$	336,389,158
Finances applied:	-			-	
Temporary borrowings and payables at					
beginning of year \$	3,021,645 \$	3,850,027 \$	3,776,664	\$ 10,648,336 \$	13,082,662
Expenditure for fixed assets	68,247,270	33,485,370	21,770,859	123,503,499	119,232,634
Transfers to own funds:					
Sewer Revenue Fund	-	-	-	-	463,872
Reserve Funds	1,937,638	70,461	265,122	2,273,221	14,698,867
Capital Funds	-	-	250,000	250,000	-
Transfer to member municipalities for their portion of debentures	5,956,000	-	-	5,956,000	12,249,800
Payment of long-term debt on behalf of member municipalities	14,198,127	-	-	14,198,127	10,490,495
Other bank loan repayment	5,000,000	-	-	5,000,000	300,000
Unexpended funds at end of year	54,684,313	94,847,422	19,771,357	169,303,092	165,870,828
\$	153,044,993 \$	132,253,280 \$	45,834,002	\$ 331,132,275 \$	336,389,158

Reserve Funds General Government Capital Reserves Statement of Continuity (Unaudited)

	General Sovernment Equipment eplacement Fund	Feasibility Study Reserve	Office Facilities & Equipment Replacement Fund
Opening balance	\$ 7,780,083	\$ 150,892	\$ 5,194,074
Add			
Government transfers Other revenue from own sources:	-	199,109	-
Interest earnings	45,698	3,371	256,334
Other revenues Transfers from own funds:	280,764	-	-
Transfers from revenue	-	-	1,726,694
Transfers from reserve	-	-	131,533
Transfers from ERF	 1,578,276	<u>-</u>	
Total Revenue	 1,904,738	202,480	2,114,561
Deduct			
Other operating expenses Transfers to own funds:	-	332,861	1
Transfers to capital	843,178	-	938,133
Transfers to reserve	 _	-	25,583
Total Expenses	 843,178	(332,861)	963,717
Change in Fund Balance	 1,061,560	(130,381)	1,150,844
Accumulated Surplus, end of year	\$ 8,841,643	\$ 20,511	\$ 6,344,918

Reserve Funds Fire Protection Capital Reserves Statement of Continuity (Unaudited)

	Is	th Pender and Fire Capital Reserve	R	/illis Point Fire & ecreation Capital Reserve		Shirley Fire Capital Reserve	East Sooke Fire Capital Reserve	rth Galiano ire Capital Reserve
Opening balance	\$	99,344	\$	154,158	\$	162,401	\$ 57,046	\$ 86,556
Add								
Government transfers		-		-		-	-	-
Disposal of assets		-		-		-	-	-
Other revenue from own sources:								
Interest earnings		6,831		5,786		7,993	2,225	4,032
Other revenues		-		-		-	-	-
Sale of services		-		-		-	-	-
Transfers from own funds:								
Transfers from revenue		95,711		(2,251))	25,000	5,000	23,332
Transfers from capital		-		-		-	-	-
Transfers from reserve		-		-		-	-	-
Transfers from ERF				-		-	-	
Total Revenue		102,542		3,535		32,993	7,225	27,364
Deduct								
Debt charges		_		-		-	-	-
Other operating expenses		_		-		-	-	-
Transfers to own funds:								
Transfers to revenue		-		-		-	-	-
Transfers to capital		18,512		36,000		-	13,000	-
Transfers to reserve		-		-		-	-	-
Transfers to ERF				-		-	-	
Total Expenses		18,512		36,000		_	13,000	
Change in Fund Balance		84,030		(32,465))	32,993	(5,775)	27,364
Accumulated Surplus, end of year	\$	183,374	\$	121,693	\$	195,394	\$ 51,271	\$ 113,920

Reserve Funds Fire Protection Capital Reserves Statement of Continuity (Unaudited)

	E	Fire Protection Equipment	Port Renfrew	Otter Point		South Galiano
	R	eplacement Fund	Fire Capital Reserve	Fire Capital Reserve	Operating Reserve	Fire Capital Reserve Fund
Opening balance	\$	2,427,014	\$ 40,937	\$ 59,021	\$ 67,741	\$ -
Add						
Government transfers		-	-	-	-	-
Disposal of assets		-	-	-	-	-
Other revenue from own sources:						
Interest earnings		12,818	1,698	2,520	1,910	-
Other revenues		113,536	-	-	-	-
Sale of services		-	-	-	-	-
Transfers from own funds:						
Transfers from revenue		-	1,853	42,000	5,748	33,500
Transfers from capital		-	-	16,054	-	-
Transfers from reserve		-	-	-	-	21,500
Transfers from ERF		667,352	-	-	-	-
Total Revenue		793,706	3,551	60,574	7,658	55,000
Deduct						
Debt charges		-	-	-	-	-
Other operating expenses		-	-	-	-	-
Transfers to own funds:						
Transfers to revenue		-	-	-	33,772	-
Transfers to capital		683,615	30,000	40,000	-	20,000
Transfers to reserve		-	-	-	-	-
Transfers to ERF		-	-		_	
Total Expenses		683,615	30,000	40,000	33,772	20,000
Change in Fund Balance		110,091	(26,449)	20,574	(26,114)	35,000
Accumulated Surplus, end of year	\$	2,537,105	\$ 14,488	\$ 79,595	\$ 41,627	\$ 35,000

Reserve Funds Protective General Capital Reserves Statement of Continuity (Unaudited)

	E	uthern Gulf Islands mergency Capital Reserve	Salt Spring Island Emergency Capital Reserve	Family Court Building Capital Reserve	Protective General Equipment Replacement Fund	911 Call Answer Capital Reserve Fund
Opening balance	\$	235,276	\$ 33,426	\$ 657,104	\$ 2,302,604	\$ -
Add Other revenue from own sources:						
Interest earnings		11,044	1,557	30,607	12,660	-
Other revenues Transfers from own funds:		-	-	-	17,707	-
Transfers from revenue		5,000	-	153,150	-	-
Transfers from capital		-	-	-	-	123,102
Transfers from ERF	_			-	138,467	
Total Revenue		16,044	1,557	183,757	168,834	123,102
Deduct Transfers to own funds:						
Transfers to capital		-	-	-	78,925	
Total Expenses		-	-	-	78,925	
Change in Fund Balance		16,044	1,557	183,757	89,909	123,102
Accumulated Surplus, end of year	\$	251,320	\$ 34,983	\$ 840,861	\$ 2,392,513	\$ 123,102

Reserve Funds Transportation Capital Reserves Statement of Continuity (Unaudited)

	Isl Cra	uthern Gulf ands Small aft Harbour Capital Reserve	Salt Spring Island Harbours Capital Reserve	Salt Spring Island Transportation Capital Reserve	Salt Spring Island Transit Capital Reserve
Opening balance	\$	260,865	\$ 180,891	\$ 355,426	\$ 8,583
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		20,589	8,379	13,405	400
Other revenues		-	-	13,530	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		176,957	4,006	40,000	10,237
Transfers from capital		59,233	-	11,620	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-	-	-	
Total Revenue		256,779	12,385	78,555	10,637
Deduct					
Debt charges		-	-	-	-
Other operating expenses		-	-	1	-
Transfers to own funds:					
Transfers to revenue		-	-	-	-
Transfers to capital		28,500	10,000	186,400	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-	-		
Total Expenses		28,500	10,000	186,401	
Change in Fund Balance		228,279	2,385	2,385	10,637
Accumulated Surplus, end of year	\$	489,144	\$ 183,276	\$ 247,580	\$ 19,220

Reserve Funds Recreational and Cultural Capital Reserves Statement of Continuity (Unaudited)

	Pa (rna Island rk Land Capital eserve	Pender Island Park Land Capital Reserve	Saanich Peninsula Ice Arena Facility Capital Reserve	Regional Parks Capital Reserve
Opening balance	\$	3,495	\$ 39,557	\$ 4,787,093	\$ 11,218,895
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		163	1,843	227,551	486,979
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		-	-	957,482	3,324,399
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-			
Total Revenue		163	1,843	1,185,033	3,811,378
Deduct					
Debt charges		-	-	-	-
Other operating expenses		_	(1)	-	-
Transfers to own funds:			. ,		
Transfers to revenue		-	-	-	3,500,000
Transfers to capital		-	-	248,112	1,419,171
Transfers to reserve		-	-	-	-
Transfers to ERF		_	-		
Total Expenses		-	1	248,112	4,919,171
Change in Fund Balance		163	1,842	936,921	(1,107,793)
Accumulated Surplus, end of year	\$	3,658	\$ 41,399	\$ 5,724,014	\$ 10,111,102

Reserve Funds Recreational and Cultural Capital Reserves Statement of Continuity (Unaudited)

	Co Pai	Sooke mmunity k Capital Reserve		Salt Spring Island Park Land Acquisition Capital Reserve	S	aturna Island Parks & Recreation Capital Reserve	ooke and EA ecreation & Facilities Capital Reserve
Opening balance	\$	229,445	\$	613,636	\$	86,689	\$ 1,008,222
Add							
Government transfers		-		-		-	-
Disposal of assets Other revenue from own sources:		-		-		-	-
Interest earnings		11,281		28,210		4,126	40,835
Other revenues		20,450		-		-	-
Sale of services Transfers from own funds:		-		-		-	-
Transfers from revenue		14,806		-		14,725	374,232
Transfers from capital		-		33,958		-	-
Transfers from reserve		-		-		-	-
Transfers from ERF				-		-	
Total Revenue		46,537		62,168		18,851	415,067
Deduct							
Debt charges		-		-		-	-
Other operating expenses Transfers to own funds:		-		-		-	-
Transfers to revenue		-		-		-	-
Transfers to capital		-		50,000		-	550,188
Transfers to reserve	213,893			-		-	-
Transfers to ERF		-		-		-	-
Total Expenses		213,893		50,000		-	550,188
Change in Fund Balance	_	(167,356))	12,168		18,851	(135,121)
Accumulated Surplus, end of year	\$	62,089	\$	625,804	\$	105,540	\$ 873,101

	F Re	der Island Parks & creation Capital Reserve	Galiano Island Parks & Recreation Capital Reserve	Royal Theatre Capital Reserve	Salt Spring Island Parks & Recreation Capital Reserve
Opening balance	\$	432,882	\$ 66,965	\$ 1,349,247	\$ 370,598
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		18,399	3,205	64,530	14,464
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		59,005	14,585	375,000	29,794
Transfers from capital		-	2,880	-	553
Transfers from reserve		-	-	-	-
Transfers from ERF			_	_	
Total Revenue		77,404	20,670	439,530	44,811
Deduct					
Debt charges		-	-	-	_
Other operating expenses		_	-	-	_
Transfers to own funds:					
Transfers to revenue		-	-	-	-
Transfers to capital		70,000	11,114	297,601	85,000
Transfers to reserve		-	-	-	-
Transfers to ERF					
Total Expenses		70,000	11,114	297,601	85,000
Change in Fund Balance		7,404	9,556	141,929	(40,189)
Accumulated Surplus, end of year	\$	440,286	\$ 76,521	\$ 1,491,176	\$ 330,409

	Mayne Islan Park Land Capital Reserve	d Salt Spring Island Parks Capital Reserve	McPherson Theatre Capital Reserve	Salt Spring Island Pool Facility Capital Reserve
Opening balance	\$ 129,11	7 \$ 622	\$ 2,583,224	\$ 86,656
Add				
Government transfers			-	-
Disposal of assets			-	-
Other revenue from own sources:				
Interest earnings	6,18	9 287	123,861	4,759
Other revenues			-	-
Sale of services			-	-
Transfers from own funds:				
Transfers from revenue	33,37	4 20,000	346,233	10,000
Transfers from capital		2 -	-	27,321
Transfers from reserve			-	-
Transfers from ERF			_	
_Total Revenue	39,56	5 20,287	470,094	42,080
Deduct				
Debt charges			-	-
Other operating expenses			-	-
Transfers to own funds:				
Transfers to revenue			-	-
Transfers to capital	7,00	0 -	161,682	16,023
Transfers to reserve			-	-
Transfers to ERF			_	
_Total Expenses	7,00) -	161,682	16,023
Change in Fund Balance	32,56	5_ 20,287	308,412	26,057
Accumulated Surplus, end of year	\$ 161,68	2 \$ 20,909	\$ 2,891,636	\$ 112,713

	Co Us	Galiano ommunity e Building Capital Reserve	JDF Comm Parks Capital Reserve	Regional Parks Land Capital Reserve	SSI Library Building Capital Reserve
Opening balance	\$	99,187	\$ -	\$ 1,193,930	\$ 85,260
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		4,638	-	57,522	3,830
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		4,712	-	-	19,102
Transfers from capital		-	-	-	43,161
Transfers from reserve		-	213,893	-	-
Transfers from ERF		-	_	_	
Total Revenue		9,350	213,893	57,522	66,093
Deduct					
Debt charges		-	-	-	-
Other operating expenses Transfers to own funds:		-	-	-	-
Transfers to revenue		-	-	-	-
Transfers to capital		-	-	-	10,000
Transfers to reserve		-	-	-	-
Transfers to ERF					
Total Expenses			-	-	10,000
Change in Fund Balance		9,350	213,893	57,522	56,093
Accumulated Surplus, end of year	\$	108,537	\$ 213,893	\$ 1,251,452	\$ 141,353

	ı	ecreation & Cultural Equipment eplacement Fund	Galiano Parks and Rec Operating Reserve
Opening balance	\$	3,235,765	\$ 242,445
Add			
Government transfers		-	-
Disposal of assets		-	-
Other revenue from own sources:			
Interest earnings		18,036	11,354
Other revenues		179,060	17,923
Sale of services		-	-
Transfers from own funds:			
Transfers from revenue		-	2,678
Transfers from capital		-	-
Transfers from reserve		-	-
Transfers from ERF		1,414,052	-
Total Revenue		1,611,148	31,955
Deduct			
Debt charges		-	-
Other operating expenses		-	-
Transfers to own funds:			
Transfers to revenue		-	(20,690)
Transfers to capital		1,304,815	-
Transfers to reserve		-	-
Transfers to ERF		-	-
Total Expenses		1,304,815	20,690
Change in Fund Balance		306,333	11,265
Accumulated Surplus, end of year	\$	3,542,098	

	S.P.W.W.S. Sewer Debt Capital Reserve	Sidney Treatment Plant Capital Reserve	Maliview Estates Sewer Capital Reserve	Magic Lake Estates Sewer System Capital Reserve
Opening balance	\$ 910,942	\$ 1,058,166	\$ 124,168	\$ 393,385
Add				
Government transfers	88,407	-	-	-
Disposal of assets Other revenue from own sources:	-	-	-	-
Interest earnings	8,437	49,288	2,242	18,555
Other revenues	-	-	-	-
Sale of services Transfers from own funds:	-	-	-	-
Transfers from revenue	594,199	-	46,534	13,163
Transfers from capital	-	-	-	-
Transfers from reserve	-	-	-	-
Transfers from ERF		-	-	
Total Revenue	691,043	49,288	48,776	31,718
Deduct				
Debt charges	-	-	-	-
Other operating expenses Transfers to own funds:	-	-	-	-
Transfers to revenue	-	-	-	-
Transfers to capital	119,689	-	80,000	-
Transfers to reserve	-	-	-	-
Transfers to ERF	-	-	-	
Total Expenses	119,689	-	80,000	
Change in Fund Balance	571,354	49,288	(31,224)	31,718
Accumulated Surplus, end of year	\$ 1,482,296	\$ 1,107,454	\$ 92,944	\$ 425,103

	Port Renfrew Sewer System Capital Reserve	Trunk Sewers & Sewage Disposal Facilities Capital Reserve	Ganges Sewer LSA Capital Reserve	Salt Spring Island Septage Capital Reserve
Opening balance	\$ 38,844	\$ 1,713,522	\$ 571,220	\$ 171,114
Add				
Government transfers	-	-	-	-
Disposal of assets Other revenue from own sources:	-	-	-	-
Interest earnings	1,000	79,813	21,729	4,650
Other revenues	-	-	14,989	-
Sale of services Transfers from own funds:	-	-	-	-
Transfers from revenue	16,486	-	8,222	43,727
Transfers from capital	28	-	7,517	-
Transfers from reserve	-	-	-	-
Transfers from ERF	-	-	-	
Total Revenue	17,514	79,813	52,457	48,377
Deduct				
Debt charges	-	-	-	-
Other operating expenses Transfers to own funds:	-	-	-	-
Transfers to revenue	-	-	-	-
Transfers to capital	30,000	-	234,375	105,000
Transfers to reserve	-	-	-	-
Transfers to ERF	-	-	-	
Total Expenses	30,000	-	234,375	105,000
Change in Fund Balance	(12,486)	79,813	(181,918)	(56,623)
Accumulated Surplus, end of year	\$ 26,358	\$ 1,793,335	\$ 389,302	\$ 114,491

	Sewer Equipment Replacement Fund	Core Area Wastewater Capital Reserve	Core Area Wastewater Debt Reserve
Opening balance	\$ 8,314,694	\$ 19,884,574	\$ 12,738,360
Add			
Government transfers	-	-	-
Disposal of assets Other revenue from own sources:	-	-	-
Interest earnings	43,358	934,007	618,031
Other revenues	-	-	-
Sale of services Transfers from own funds:	-	-	-
Transfers from revenue	-	2,280,346	5,346,360
Transfers from capital	-	-	-
Transfers from reserve	-	-	-
Transfers from ERF	530,274	-	-
Total Revenue	573,632	3,214,353	5,964,391
Deduct			
Debt charges	-	-	-
Other operating expenses Transfers to own funds:	-	-	-
Transfers to revenue	-	-	-
Transfers to capital	704,376	2,067,254	-
Transfers to reserve	-	-	-
Transfers to ERF	<u>-</u>	_	_
Total Expenses	704,376	2,067,254	-
Change in Fund Balance	(130,744)	1,147,099	5,964,391
Accumulated Surplus, end of year	\$ 8,183,950	\$ 21,031,673	\$ 18,702,751

	Saanich Peninsula Water Supply Capital Reserve	Magic Lake Estates Water System Capital Reserve	Lyall Harbour/Boot Cove Water Service Capital Reserve	Port Renfrew Sewer & Water Capital Reserve
Opening balance	\$ 5,825,197	\$ 1,176,250	\$ 34,808	\$ 44,275
Add				
Government transfers	-	-	-	-
Disposal of assets Other revenue from own sources:	-	-	-	-
Interest earnings	157,449	51,812	1,740	2,132
Other revenues	-	-	-	-
Sale of services Transfers from own funds:	-	-	-	-
Transfers from revenue	1,257,555	-	8,097	-
Transfers from capital	-	16	-	5,076
Transfers from reserve	-	-	-	-
Transfers from ERF	-	-	-	_
Total Revenue	1,415,004	51,828	9,837	7,208
Deduct				
Debt charges	-	-	-	-
Other operating expenses Transfers to own funds:	-	-	-	-
Transfers to revenue	-	-	-	-
Transfers to capital	950,000	105,000	-	-
Transfers to reserve	-	-	-	-
Transfers to ERF	-	-	-	
Total Expenses	950,000	105,000	-	
Change in Fund Balance	465,004	(53,172)	9,837	7,208
Accumulated Surplus, end of year	\$ 6,290,201	\$ 1,123,078	\$ 44,645	\$ 51,483

	Т	Cedars of uam Water Capital Reserve	Surfside Park Estates Water Capital Reserve	Skana Water Service Capital Reserve	Sticks Allison Water Capital Reserve
Opening balance	\$	16,170	\$ 53,732	\$ 30,088	\$ 25,053
Add					
Government transfers		-	-	-	-
Disposal of assets Other revenue from own sources:		-	-	-	-
Interest earnings		794	2,572	1,241	1,205
Other revenues		-	-	-	-
Sale of services Transfers from own funds:		-	-	-	-
Transfers from revenue		8,406	-	17,637	8,250
Transfers from capital		-	-	1,185	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-	-	-	
Total Revenue		9,200	2,572	20,063	9,455
Deduct					
Debt charges		-	-	-	-
Other operating expenses Transfers to own funds:		-	-	-	-
Transfers to revenue		-	-	-	-
Transfers to capital		-	-	20,000	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-	-	_	
Total Expenses		_	-	20,000	
Change in Fund Balance		9,200	2,572	63	9,455
Accumulated Surplus, end of year	\$	25,370	\$ 56,304	\$ 30,151	\$ 34,508

	(ldis Water Capital Reserve	Fulford Water Capital Reserve	Wilderness Mountain Capital Reserve	Cedar Lane Water Capital Reserve
Opening balance	\$	15,873	\$ 49,940	\$ 46,513	\$ 26,267
Add					
Government transfers		-	-	-	-
Disposal of assets Other revenue from own sources:		-	-	-	-
Interest earnings		330	1,446	1,981	1,275
Other revenues		-	-	-	-
Sale of services Transfers from own funds:		-	-	-	-
Transfers from revenue		75,182	63,795	-	18,022
Transfers from capital		10,829	10,000	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-	-	-	_
Total Revenue		86,341	75,241	1,981	19,297
Deduct					
Debt charges		-	-	-	-
Other operating expenses Transfers to own funds:		-	-	-	-
Transfers to revenue		-	-	-	-
Transfers to capital		54,000	24,000	5,000	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-		_	
Total Expenses		54,000	24,000	5,000	
Change in Fund Balance		32,341	51,241	(3,019)	19,297
Accumulated Surplus, end of year	\$	48,214	\$ 101,181	\$ 43,494	\$ 45,564

		Water Equipment eplacement Fund	Highland Fernwood Water Capital Reserve
Opening balance	\$	5,050,696	\$ 111,444
Add			
Government transfers		-	-
Disposal of assets Other revenue from own sources:		-	-
Interest earnings		29,745	3,187
Other revenues		115,722	-
Sale of services Transfers from own funds:		-	-
Transfers from revenue		-	76,076
Transfers from capital		-	43,356
Transfers from reserve		-	-
Transfers from ERF		1,177,262	-
Total Revenue		1,322,729	122,619
Deduct			
Debt charges		-	-
Other operating expenses Transfers to own funds:		-	-
Transfers to revenue		-	-
Transfers to capital		780,538	117,500
Transfers to reserve		-	-
Transfers to ERF			
Total Expenses		780,538	117,500
Change in Fund Balance		542,191	5,119
Accumulated Surplus, end of year	\$	5,592,887	\$ 116,563

Reserve Funds Environmental Health Capital Reserves Statement of Continuity (Unaudited)

	Solid Waste Capital Reserve	Port Renfrew Solid Waste Capital Reserve	Environmental Health Equipment Replacement Fund
Opening balance	\$ 25,897,459	\$ 44,414	\$ 2,327,399
Add			
Government transfers	-	-	-
Disposal of assets Other revenue from own sources:	-	-	-
Interest earnings	1,189,603	2,342	11,742
Other revenues	-	-	78,188
Sale of services Transfers from own funds:	-	-	-
Transfers from revenue	2,747,443	4,471	-
Transfers from capital	788	10,239	-
Transfers from reserve	-	-	-
Transfers from ERF	-	-	200,000
Total Revenue	3,937,834	17,052	289,930
Deduct			
Debt charges	-	-	-
Other operating expenses Transfers to own funds:	-	-	-
Transfers to revenue	-	-	-
Transfers to capital	5,750,000	-	517,126
Transfers to reserve	-	-	-
Transfers to ERF	-		_
Total Expenses	5,750,000	_	517,126
Change in Fund Balance	(1,812,166)	17,052	(227,196)
Accumulated Surplus, end of year	\$ 24,085,293	\$ 61,466	\$ 2,100,203

	E	ctoral Area Elections Operating Reserve	Land Bank & Housing Operating Reserve	ES HQ Admin Operating Reserve	ES Protection Operating Reserve
Opening balance	\$	197,091	\$ 291,543	\$ 69,807	\$ 1,034,306
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources: Interest earnings		9,865	13,566	3,248	48,129
Other revenues		· _	-	· -	, -
Sale of services		_	_	_	_
Transfers from own funds:					
Transfers from revenue		40,630	453,147	9,000	-
Transfers from capital		_	-	-	_
Transfers from reserve		_	-	-	_
Transfers from ERF		-	-	-	
Total revenue		50,495	466,713	12,248	48,129
Deduct					
Debt charges		_	-	-	-
Other operating expenses		_	-	-	-
Transfers to own funds:					
Transfers to revenue		-	-	-	-
Transfers to capital		-	-	-	-
Transfers to reserve		-	106,336	-	-
Transfers to ERF			-		
Total expenses			106,336		
Change in fund balance	_	50,495	360,377	12,248	48,129
Accumulated surplus, end of year	\$	247,586	\$ 651,920	\$ 82,055	\$ 1,082,435

	C	ES gineering perating Reserve	ES Water Quality Operating Reserve	IW ES Ops Operating Reserve	Leg&Gen Operating Reserve
Opening balance	\$	481,631 \$	605,857	\$ 1,036,927	\$ 2,025,082
Add					
Government transfers		-	-	-	_
Disposal of assets		-	-	-	-
Other revenue from own sources: Interest earnings		22,411	28,243	48,673	94,232
Other revenues		-	-	· -	· -
Sale of services		-	_	_	-
Transfers from own funds:					
Transfers from revenue		-	11,034	276,986	810,875
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	2,063,059
Transfers from ERF		-	-		
Total revenue		22,411	39,277	325,659	2,968,166
Deduct					
Debt charges		-	-	-	-
Other operating expenses		-	-	-	(105,594)
Transfers to own funds:					
Transfers to revenue		-	-	-	2,606,190
Transfers to capital		-	-	-	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-	-		
Total expenses		-	_	-	2,500,596
Change in fund balance		22,411	39,277	325,659	467,570
Accumulated surplus, end of year	\$	504,042 \$	645,134	\$ 1,362,586	\$ 2,492,652

	C	cility Mgmt Operating Reserve	HQ Facility Operating Reserve	SGI EA Admin Operating Reserve	Community Health Operating Reserve
Opening balance	\$	212,378	61,151	\$ 128,901	\$ 146,289
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		9,883	2,845	5,163	6,807
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		-	-	85,075	137,723
Transfers from capital		_	-	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-	-		
Total revenue		9,883	2,845	90,238	144,530
Deduct					
Debt charges		_	-	-	-
Other operating expenses		_	-	-	_
Transfers to own funds:					
Transfers to revenue		-	-	22,688	-
Transfers to capital		_	-	-	-
Transfers to reserve		_	-	-	_
Transfers to ERF		-	-		
Total expenses		-	-	22,688	
Change in fund balance		9,883	2,845	67,550	144,530
Accumulated surplus, end of year	\$	222,261	63,996	\$ 196,451	\$ 290,819

	SGI S Craft H Opera Reserve	larbor ating	JDF EA Adn Operating Reserve	nin	DF EA Admin Operating Reserve - 4584	SSI Admin LLC Operating Reserve
Opening balance	\$	-	\$	74 \$	3,625 \$	-
Add						
Government transfers		-		-	-	-
Disposal of assets		-		-	-	-
Other revenue from own sources:						
Interest earnings		-		-	261	119
Other revenues		-		-	-	-
Sale of services		-		-	-	-
Transfers from own funds:						
Transfers from revenue		11,754	1,7	74	-	5,000
Transfers from capital		-		-	-	-
Transfers from reserve		-		-	-	-
Transfers from ERF				-	-	
Total revenue		11,754	1,7	74	261	5,119
Deduct						
Debt charges		-		-	-	-
Other operating expenses		-		-	(2,179)	-
Transfers to own funds:						
Transfers to revenue		-		-	-	-
Transfers to capital		-		-	-	-
Transfers to reserve		-		-	-	-
Transfers to ERF				-	-	-
Total expenses	<u> </u>			-	(2,179)	
Change in fund balance		11,754	1,7	74	2,440	5,119
Accumulated surplus, end of year	<u>\$</u>	11,754	\$ 1,8	1 8 \$	6,065 \$	5,119

	Animal Care Services Operating Reserve	Animal Care Legacy Operating Reserve	Electoral Area Soil Deposits & Removal Operating Reserve	Emergency Response 911 Projects Operating Reserve
Opening balance	\$ 49,531	\$ -	\$ 70,862	\$ 35,312
Add				
Government transfers	-	-	-	-
Disposal of assets	-	-	-	-
Other revenue from own sources:				
Interest earnings	2,443	-	3,296	613
Other revenues	-	-	-	-
Sale of services	-	-	-	-
Transfers from own funds:				
Transfers from revenue	-	-	-	-
Transfers from capital	-	-	-	-
Transfers from reserve	-	-	-	-
Transfers from ERF	-	-	-	
Total revenue	2,443	-	3,296	613
Deduct				
Debt charges	-	-	-	_
Other operating expenses Transfers to own funds:	-	-	-	-
Transfers to revenue	9,764	-	13,049	33,000
Transfers to capital	-	-	-	-
Transfers to reserve	-	-	-	_
Transfers to ERF		_		
Total expenses	9,764	-	13,049	33,000
Change in fund balance	(7,321)	_	(9,753)	(32,387)
Accumulated surplus, end of year	\$ 42,210	\$ -	\$ 61,109	\$ 2,925

	HAZMAT Incident Response Operating Reserve	Noise Control Operating Reserve	Nuisance & Unsightly Premises Operating Reserve	SGI Emergency Program Operating Reserve
Opening balance	\$ 59,900	\$ 12,471	\$ 20,855	\$ 263,293
Add				
Government transfers	-	-	-	-
Disposal of assets	-	-	-	-
Other revenue from own sources:				
Interest earnings	2,545	581	920	12,424
Other revenues	-	-	-	-
Sale of services	-	-	-	_
Transfers from own funds:				
Transfers from revenue	64,888	-	-	63,641
Transfers from capital	-	-	-	-
Transfers from reserve	-	-	-	-
Transfers from ERF	-	-	-	_
Total revenue	67,433	581	920	76,065
Deduct				
Debt charges	-	-	-	-
Other operating expenses	-	-	-	_
Transfers to own funds:				
Transfers to revenue	6,600	3,462	8,602	25,000
Transfers to capital	-	-	-	-
Transfers to reserve	-	-	-	-
Transfers to ERF	-	_		
Total expenses	6,600	3,462	8,602	25,000
Change in fund balance	60,833	(2,881)	(7,682)	51,065
Accumulated surplus, end of year	\$ 120,733	\$ 9,590	\$ 13,173	\$ 314,358

	Pr Op	SSI ergency ogram erating eserve	Regional Emergency Program Operating Reserve	Building Inspection Operating Reserve	Emergency Planning Operating Reserve
Opening balance	\$	66,733	\$ 102,984	\$ 656,471	\$ 102,929
Add					
Government transfers		-	-	-	-
Disposal of assets Other revenue from own sources:		-	-	-	-
Interest earnings		2,753	4,792	27,578	3,997
Other revenues		-	-	-	-
Sale of services Transfers from own funds:		-	-	-	-
Transfers from revenue		3,091	25,338	202,361	77,937
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF			_	-	-
Total revenue		5,844	30,130	229,939	81,934
Deduct					
Debt charges		-	-	-	-
Other operating expenses Transfers to own funds:		-	-	-	-
Transfers to revenue		13,811	-	125,183	69,170
Transfers to capital		-	-	-	-
Transfers to reserve		-	-	-	-
Transfers to ERF			_	-	
Total expenses		13,811	-	125,183	69,170
Change in fund balance		(7,967)	30,130	104,756	12,764
Accumulated surplus, end of year	\$	58,766	\$ 133,114	\$ 761,227	\$ 115,693

		JDF		
	SSI Street Lighting Operating Reserve Fund	Emergency Program Operating Reserve Fund	Bylaw Enforcement Operating Reserve Fund	Reg Goose Management Operating Reserve
Opening balance	\$ -	\$ -	\$ -	\$ 114,487
Add				
Government transfers	-	-	-	-
Disposal of assets	-	-	-	-
Other revenue from own sources:				
Interest earnings	-	-	-	5,327
Other revenues	-	-	-	-
Sale of services	-	-	-	-
Transfers from own funds:				
Transfers from revenue	1,102	14,751	4,965	-
Transfers from capital	-	-	-	-
Transfers from reserve	-	-	-	-
Transfers from ERF	-	-	-	-
Total revenue	1,102	14,751	4,965	5,327
Deduct				
Debt charges	-	-	-	-
Other operating expenses Transfers to own funds:	-	-	-	-
Transfers to revenue	-	-	-	10,080
Transfers to capital	-	_	-	-
Transfers to reserve	-	_	-	-
Transfers to ERF	_	_	-	
Total expenses			_	10,080
Change in fund balance	1,102	14,751	4,965	(4,753)
Accumulated surplus, end of year	\$ 1,102	\$ 14,751	\$ 4,965	\$ 109,734

	R O	urrance oad Fire perating Reserve	Fire Se Oper	ral Area ervices rating erve
Opening balance	\$	3,453	\$ 2	219,930
Add				
Government transfers		-		-
Disposal of assets		-		-
Other revenue from own sources:				
Interest earnings		166		5,043
Other revenues		-		-
Sale of services		-		-
Transfers from own funds:				
Transfers from revenue		353		68,192
Transfers from capital		-		-
Transfers from reserve		-		-
Transfers from ERF		-		
_Total revenue		519		73,235
Deduct				
Debt charges		-		-
Other operating expenses		-		-
Transfers to own funds:				
Transfers to revenue		-	1	71,704
Transfers to capital		-		-
Transfers to reserve		-		-
Transfers to ERF		-		
Total expenses		-	1	71,704
Change in fund balance		519		(98,469)
Accumulated surplus, end of year	\$	3,972	\$ 1	21,461

Reserve Funds Planning & Development Operating Reserves Statement of Continuity (Unaudited)

	Climate Action & Adapt Operating Reserve	GIS Data Maintenance Operating Reserve	JDF Community Planning Operating Reserve	Regional Growth Strategy Operating Reserve
Opening balance	\$ 1,106,375	\$ 42,189	\$ 399,333	\$ 1,797,033
Add				
Government transfers	-	-	-	-
Disposal of assets	-	-	-	-
Other revenue from own sources:				
Interest earnings	51,483	7,033	16,558	83,791
Other revenues	-	189,105	-	-
Sale of services	-	-	-	-
Transfers from own funds:				
Transfers from revenue	260,838	-	31,536	77,468
Transfers from capital	-	-	-	-
Transfers from reserve	-	-	-	-
Transfers from ERF	 -	-	-	
Total revenue	 312,321	196,138	48,094	161,259
Deduct				
Debt charges	-	-	-	-
Other operating expenses	-	167,176	-	-
Transfers to own funds:				
Transfers to revenue	-	18,224	55,016	-
Transfers to capital	-	-	-	-
Transfers to reserve	-	-	-	-
Transfers to ERF	-			
Total expenses	 -	185,400	55,016	
Change in fund balance	 312,321	10,738	(6,922)	161,259
Accumulated surplus, end of year	\$ 1,418,696	\$ 52,927	\$ 392,411	\$ 1,958,292

Reserve Funds Planning & Development Operating Reserves Statement of Continuity (Unaudited)

	Regional Planning Services Operating Reserve	SSI Econ Develop Operating Reserve	SGI Econ Develop Operating Reserve	GeoSpatial Referencing Operating Reserve
Opening balance	\$ 2,367,466 \$	79,988	\$ 12,810	\$ 11,386
Add				
Government transfers	-	-	-	-
Disposal of assets	-	-	-	-
Other revenue from own sources:				
Interest earnings	105,340	2,693	9,091	530
Other revenues	-	-	-	-
Sale of services	-	-	-	-
Transfers from own funds:				
Transfers from revenue	403,018	-	501,512	-
Transfers from capital	-	-	-	-
Transfers from reserve	-	-	-	-
Transfers from ERF	 -		-	-
Total revenue	508,358	2,693	510,603	530
Deduct				
Debt charges	-	-	-	-
Other operating expenses	-	-	-	-
Transfers to own funds:				
Transfers to revenue	225,066	69,186	-	-
Transfers to capital	-	-	-	-
Transfers to reserve	-	-	-	-
Transfers to ERF	 	-		
Total expenses	225,066	69,186	-	_
Change in fund balance	283,292	(66,493)	510,603	530
Accumulated surplus, end of year	\$ 2,650,758 \$	13,495	\$ 523,413	\$ 11,916

	C	Regional Parks Operating Reserve	Regional Parks Legac Operating Reserve	y	Panorama Recreation Operating Reserve	Rec Fa Oper	e & EA cilities ating erve
Opening balance	\$	104,038	\$ 18,18	5 \$	428,520	\$	34,223
Add							
Government transfers		-		-	-		-
Disposal of assets		-		-	-		-
Other revenue from own sources:							
Interest earnings		4,910	840	3	20,018		1,592
Other revenues		-		-	-		-
Sale of services		-		-	-		-
Transfers from own funds:							
Transfers from revenue		15,000		-	8,404		-
Transfers from capital		-		-	-		-
Transfers from reserve		-		-	-		-
Transfers from ERF		-			-		
Total revenue		19,910	840	3	28,422		1,592
Deduct							
Debt charges		-		-	-		-
Other operating expenses		-		-	-		-
Transfer to own funds							
Transfers to revenue		-		-	-		-
Transfers to capital		-		-	-		-
Transfers to reserve		-		-	-		-
Transfers to ERF		-			-		
Total expenses		_			-		
Change in fund balance		19,910	840	3	28,422		1,592
Accumulated surplus, end of year	\$	123,948	\$ 19,03	1 \$	456,942	\$	35,815

	L Op	eaparc egacy erating eserve	Arts and Culture Grants Operating Reserve	SSI Pool Park Land Operating Reserve	SSI Community Recreation Operating Reserve
Opening balance	\$	2,112 \$	302,765	\$ 1,103	\$ 473
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		98	13,860	223	108
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		-	50,261	36,195	665
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-			
Total revenue		98	64,121	36,418	773
Deduct					
Debt charges		-	-	-	-
Other operating expenses		-	-	-	-
Transfer to own funds					
Transfers to revenue		-	49,500	-	-
Transfers to capital		-	-	-	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-			
Total expenses		_	49,500		
Change in fund balance		98	14,621	36,418	773
Accumulated surplus, end of year	\$	2,210 \$	317,386	\$ 37,521	\$ 1,246

	SSI Community Parks Operating Reserve	SSI Arts Operating Reserve Fund
Opening balance	\$ 59	\$ -
Add		
Government transfers	-	-
Disposal of assets	-	-
Other revenue from own sources:		
Interest earnings	131	-
Other revenues	-	-
Sale of services	-	-
Transfers from own funds:		
Transfers from revenue	6,650	1,036
Transfers from capital	-	-
Transfers from reserve	-	-
Transfers from ERF		_
Total revenue	6,781	1,036
Deduct		
Debt charges	-	-
Other operating expenses	-	_
Transfer to own funds		
Transfers to revenue	-	_
Transfers to capital	-	-
Transfers to reserve	-	-
Transfers to ERF		
Total expenses		
Change in fund balance	6,781	1,036
Accumulated surplus, end of year	\$ 6,840	\$ 1,036

Reserve Funds Sewer Operating Reserves Statement of Continuity (Unaudited)

	WS	/MP Core & Operating Reserve	LWMP Onsite Operating Reserve	LWMP Peninsula Operating Reserve	S.P.W.W.S. Sewer Operating Reserve
Opening balance	\$	925,121	\$ 412,769	\$ 193,985	\$ 1,091,252
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		7,886	19,207	9,424	52,648
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		111,346	-	53,372	213,926
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	74,880
Transfers from ERF		-			
Total revenue		119,232	19,207	62,796	341,454
Deduct					
Debt charges		-	-	-	-
Other operating expenses		-	-	-	-
Transfers to own funds:					
Transfers to revenue		-	30,607	-	-
Transfers to capital		666,814	-	-	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-	<u>-</u>		
Total expenses		666,814	30,607	-	-
Change in fund balance		(547,582)	(11,400) 62,796	341,454
Accumulated surplus, end of year	\$	377,539	\$ 401,369	\$ 256,781	\$ 1,432,706

Reserve Funds Sewer Operating Reserves Statement of Continuity (Unaudited)

	0	agic Lake Sewer perating Reserve	Co O	I Septage mposting perating Reserve	Maliview Sewer Operating Reserve	Op	es Sewer erating eserve
Opening balance	\$	29,241	\$	46,700	\$ 45,843	\$	60,660
Add							
Government transfers		-		-	-		-
Disposal of assets		-		-	-		-
Other revenue from own sources:							
Interest earnings		1,422		2,201	2,194		2,615
Other revenues		-		-	-		-
Sale of services		-		-	-		-
Transfers from own funds:							
Transfers from revenue		13,260		35,000	13,000		20,000
Transfers from capital		-		-	-		-
Transfers from reserve		-		-	-		-
Transfers from ERF		-		-			
Total revenue		14,682		37,201	15,194		22,615
Deduct							
Debt charges		-		-	-		-
Other operating expenses		-		-	-		-
Transfers to own funds:							
Transfers to revenue		-		-	-		80,000
Transfers to capital		-		-	-		-
Transfers to reserve		-		-	-		-
Transfers to ERF							
Total expenses		-		-	-		80,000
Change in fund balance		14,682		37,201	15,194		(57,385)
Accumulated surplus, end of year	\$	43,923	\$	83,901	\$ 61,037	\$	3,275

Reserve Funds Sewer Operating Reserves Statement of Continuity (Unaudited)

	O _l	t Renfrew Sewer perating teserve	Core Area Wastewater Operating Reserve
Opening balance	\$	8,635 \$	10,834,220
Add			
Government transfers		-	-
Disposal of assets		-	-
Other revenue from own sources:			
Interest earnings		421	521,614
Other revenues		-	-
Sale of services		-	-
Transfers from own funds:			
Transfers from revenue		-	-
Transfers from capital		-	-
Transfers from reserve		-	1,211,508
Transfers from ERF		-	-
Total revenue		421	1,733,122
Deduct			
Debt charges		-	-
Other operating expenses		-	-
Transfers to own funds:			
Transfers to revenue		-	420,849
Transfers to capital		-	-
Transfers to reserve		-	-
Transfers to ERF		-	
_Total expenses			420,849
Change in fund balance		421	1,312,273
Accumulated surplus, end of year	\$	9,056 \$	12,146,493

	Op	dis Water erating eserve	Cedar Lane Water Operating Reserve	Fulford Water Operating Reserve	Highland/ Fernwood Water Operating Reserve
Opening balance	\$	4,016	\$ 9,815	\$ 19,903	\$ 101,101
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		242	451	871	4,662
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		-	7,119	12,000	55,805
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-	_	-	
Total revenue		242	7,570	12,871	60,467
Deduct					
Debt charges		-	-	-	-
Other operating expenses		-	-	-	-
Transfers to own funds:					
Transfers to revenue		-	5,000	20,000	20,000
Transfers to capital		-	-	-	-
Transfers to reserve		-	-	-	-
Transfers to ERF			_		
Total expenses			5,000	20,000	20,000
Change in fund balance		242	2,570	(7,129)	40,467
Accumulated surplus, end of year	\$	4,258	\$ 12,385	\$ 12,774	\$ 141,568

	Bo O	II Harbour oot Cove perating Reserve	Esta O	ngic Lake ates Water perating Reserve	Surfside Park Water Operating Reserve	Sticks Allison Water Operating Reserve
Opening balance	\$	6,497	\$	47,811	\$ 15,471	\$ 15,443
Add						
Government transfers		-		-	-	-
Disposal of assets		-		-	-	-
Other revenue from own sources:						
Interest earnings		413		2,272	729	623
Other revenues		-		-	-	-
Sale of services		-		-	-	-
Transfers from own funds:						
Transfers from revenue		12,166		-	-	9,987
Transfers from capital		-		-	-	-
Transfers from reserve		-		-	-	-
Transfers from ERF		-				
Total revenue		12,579		2,272	729	10,610
Deduct						
Debt charges		-		-	-	-
Other operating expenses		_		-	-	-
Transfers to own funds:						
Transfers to revenue		3,500		27,172	9,384	7,000
Transfers to capital		-		-	-	-
Transfers to reserve		-		-	-	-
Transfers to ERF		-		-	-	-
Total expenses		3,500		27,172	9,384	7,000
Change in fund balance		9,079		(24,900)	(8,655)	3,610
Accumulated surplus, end of year	\$	15,576	\$	22,911	\$ 6,816	\$ 19,053

	0	ana Water perating Reserve	Cedar of Tuam Water Operating Reserve	Wilderness Mt Water Operating Reserve	Port Renfrew Water Operating Reserve
Opening balance	\$	15,572	\$ 2,722	\$ 53	\$ 6,286
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		739	143	43	316
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		-	-	6,000	-
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-			
Total revenue		739	143	6,043	316
Deduct					
Debt charges		_	-	-	-
Other operating expenses		-	-	-	-
Transfers to own funds:					
Transfers to revenue		6,000	_	4,301	3,708
Transfers to capital		-	-	-	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-	-		
Total expenses		6,000	-	4,301	3,708
Change in fund balance		(5,261)	143	1,742	(3,392)
Accumulated surplus, end of year	\$	10,311	\$ 2,865	\$ 1,795	\$ 2,894

Reserve Funds Environmental Health Operating Reserves Statement of Continuity (Unaudited)

	Regional Source Control Operating Reserve	Saanich Peninsula Source Control Operating Reserve	Solid Waste Operating Reserve	Qi (tormwater uality Core Operating Reserve
Opening balance	\$ 482,196	\$ 58,108	\$ 22,707,937	\$	377,248
Add					
Government transfers	-	-	-		-
Disposal of assets	-	-	-		-
Other revenue from own sources:					
Interest earnings	22,438	2,704	301,000		17,555
Other revenues	-	-	-		-
Sale of services	-	-	-		-
Transfers from own funds:					
Transfers from revenue	-	511	356,635		46,691
Transfers from capital	-	-	-		-
Transfers from reserve	-	-	-		-
Transfers from ERF	 -	 	-		
Total revenue	22,438	3,215	657,635		64,246
Deduct					
Debt charges	-	-	-		-
Other operating expenses	-	-	-		-
Transfer to own funds					
Transfers to revenue	37,425	-	-		-
Transfers to capital	-	-	16,581,000		-
Transfers to reserve	-	-	-		-
Transfers to ERF	 -				
Total expenses	 37,425		16,581,000		
Change in fund balance	(14,987)	3,215	(15,923,365))	64,246
Accumulated surplus, end of year	\$ 467,209	\$ 61,323	\$ 6,784,572	\$	441,494

Reserve Funds Environmental Health Operating Reserves Statement of Continuity (Unaudited)

	(Sar O _l	ormwater Quality Inich Pen Derating Jeserve	Stormwater Quality SGI Operating Reserve	Stormwater Quality SSI Operating Reserve	Stormwater Quality Sooke Operating Reserve
Opening balance	\$	93,222	\$ 29,030	\$ 57,227	\$ 79,190
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		4,338	1,351	2,650	3,685
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		242	7,467	18,791	-
Transfers from capital		-	-	-	-
Transfers from reserve		-	-	-	-
Transfers from ERF		-			-
Total revenue	<u> </u>	4,580	8,818	21,441	3,685
Deduct					
Debt charges		-	-	-	-
Other operating expenses		-	-	-	-
Transfer to own funds					
Transfers to revenue		-	-	1,394	1,056
Transfers to capital		-	-	-	-
Transfers to reserve		-	-	-	-
Transfers to ERF		-	-	_	
Total expenses		_	-	1,394	1,056
Change in fund balance	<u></u>	4,580	8,818	20,047	2,629
Accumulated surplus, end of year	\$	97,802	\$ 37,848	\$ 77,274	\$ 81,819

Reserve Funds Transportation Operating Reserves Statement of Continuity (Unaudited)

	C	SI Transit Operating Reserve	SSI Transportation Operating Reserve
Opening balance	\$	101,382	\$ 19,987
Add			
Government transfers		-	-
Disposal of assets		-	-
Other revenue from own sources:			
Interest earnings		3,129	930
Other revenues		-	-
Sale of services		-	-
Transfers from own funds:			
Transfers from revenue		38,000	-
Transfers from capital		-	-
Transfers from reserve		-	-
Transfers from ERF		-	
_Total revenue		41,129	930
Deduct			
Debt charges		-	-
Other operating expenses		-	-
Transfers to own funds:			
Transfers to revenue		67,000	7,516
Transfers to capital		-	-
Transfers to reserve		-	-
Transfers to ERF		-	
Total expenses		67,000	7,516
Change in fund balance		(25,871)	(6,586)
Accumulated surplus, end of year	\$	75,511	\$ 13,401

Schedule of Safe Restart Grant (Unaudited)

For the year ended December 31, 2024

		2024				2023		
Beginning Balance			\$	17,294			\$	89,478
Safe Restart Grant Received	9	-			;	\$ -		
Safe Restart Grant to be Allocated			\$	17,294			\$	89,478
Eligible Costs by Service	Allocated	Spent	Re	maining	Allocated	Spent	Re	maining
Regional								
Corporate Emergency Service	17,294	17,294		<u>-</u> _	71,842	54,548		17,294
	17,294	17,294		-	71,842	54,548		17,294
Juan de Fuca								
JDF Grants-in-Aid	-	-		-	-	-		-
JDF Planning	-	-		-	-	-		_
Willis Point Fire Protection	-	_		_	-	_		_
Otter Point Fire Department	_	_		_	_	_		_
East Sooke Fire Department	_	_		_	_	_		_
East Sooke Fire Department	_	_		_	_	_		_
Port Renfrew Fire Department	_	_		_	_	_		_
Shirley Fire Department	-	_		_	_	_		_
JDF Parks	_	_		_	_	_		_
JDF Community Recreation	-	_		_	_	_		_
	-	-		-	-	-		-
SEAPARC								
SEAPARC								
SEAFANG	<u>-</u>	-				-		-
Salt Spring Island	-	-		-	-	-		-
SSI Administration					7,636	7,636		
SSI Grants-in-Aid	-	-		-	10,000	10,000		-
	-	-		-	10,000	10,000		-
SSI Economic Development	-	-		-	-	-		-
SSI Community Parks	-	-		-	-	-		-
SSI Parks and Recreation	-	-		-	-	-		-
SSI Parks and Recreation	-	-		-	-	-		-
SSI Park Land and Pool		-			<u>-</u>			-
	-	=		-	17,636	17,636		-
Southern Gulf Islands								
SGI Grants-in-Aid	-	=			-	-		-
	-	-		-	-	-		-
Total Eligible Costs	17,294	17,294		-	89,478	72,184		17,294
Ending Balance, Unspent			\$	-			\$	17,294
Ending Balance, Unallocated			\$	-			\$	_

Note to Schedule:

The Province of British Columbia announced in September 2020 funding of up to \$425 million for local government operations impacted by COVID-19. This funding is to support local governments as they deal with increased operating costs and lower revenue due to COVID-19. It will ensure local governments can continue to deliver the services people depend on in their communities. Eligible costs include:

- a) addressing revenue shortfalls
- b) facility reopening and operating costs
- c) emergency planning and response costs
- d) bylaw enforcement and protective services like fire protection and police
- e) computer and other electronic technology costs
- f) services for vulnerable persons
- g) other related costs

These statements should be read in conjunction with the 2024 Audited Financial Statements and accompanying notes.

Growing Community Fund (Unaudited)

For the year ended December 31, 2024

2024	
Beginning Balance	\$ 11,994,049
Growing Community Fund Grant Received	
Growing Community Fund Grant to be Allocated	\$ 11,994,049

Eligible Costs by Service	Opening Balance	Interest Earnings	Spent	Ren	naining
	Dalailoo	Larinigo	Оролк		
Regional	2 002 070	05 044	755 604	4	240 200
Regional Trails Widening and Lighting Project	2,002,870	95,214	755,691		,342,392
	2,002,870	95,214	755,691	1	,342,392
Juan de Fuca					
Port Renfrew Garbage and Recycling Depot Upgrade	272,628	12,417	21.393		263.652
Port Renfrew Sewer and Water Master Plan Study	272,628	10.813	1.176		282.266
Willis Point Water Supply for Fire Fighting	110,632	2,215	112,847		
-	655,889	25,444	135,416		545,918
Salt Spring Island					
Ganges Sewer System Infrastructure Upgrades	1,616,053	68,315	47,881	1	.636.487
SSI Parks Maintenance Facility	505,256	20,214	16,805	'	508,664
- Contraine Name and Admity	2.121.309	88.529	64.686	2	2.145.151
	2,121,000	00,020	01,000	_	.,0, .0 .
Southern Gulf Islands					
Acquisition of Galiano Green - SGI Affordable Housing Project	2,850,181	114,391	738,808	2	2,225,764
· · · · · · · · · · · · · · · · · · ·	2,850,181	114,391	738,808	2	2,225,764
Victoria					
Village on the Green Affordable Housing Redevelopment	4,363,800	192,116	1,110,516		3,445,400
	4,363,800	192,116	1,110,516	3	3,445,400
Total Eligible Costs	11,994,049	515,693	2,805,118	g	,704,624
Ending Balance, Unspent				\$ 9	704,624
Ending Balance, Unallocated				\$	0

Note to Schedule:

The Province of British Columbia announced the Growing Communities Fund in February 2023, which provides a one-time total of \$1 billion in grants to all 188 B.C. municipalities and regional districts. This funding is to support municipalities and regional districts in building community infrastructure and amenities to meet the demands of population growth.

Local Government Housing Initiative

For the year ended December 31, 2024

2024

Beginning Balance		
Local Government Housing Initiative Grant Received	\$ 252,492	
Local Government Housing Initiative Grant to be Allocated	\$	252,492
	Spent	Remaining
Local Government Housing Initiative Grant	\$ - \$	252,492
Total Eligible Costs	\$ - \$	252,492
Ending Balance, Unspent	\$	252,492

Note to Schedule:

The Government of British Columbia has provided \$51 million in grant-based funding to municipalities and regional districts to help facilitate implementation and support local governments to meet new legislative requirements of Bill 44 Housing Statutes (Residential Development) Amendment Act and Bill 47 Housing Statutes (Transit-Oriented Areas) Amendment Act, and to adopt new authorities under Bill 46 Housing Statutes (Development Financing) Amendment Act and Bill 16 Housing Statutes Amendment Act. The CRD was awarded \$252,492 in 2023 and the funds were received in January 2024.



Capital Regional District Other Financial Statement Analysis

The 2024 Audited Financial Statements have been prepared by management in accordance with Canadian Public Sector Accounting Standards (PSAS). Under PSAS, governments are required to present five statements with explanatory notes. The first two statements are summarized in the staff report. This appendix provides a summary of the remaining statements.

1. Consolidated Statement of Financial Position

The accumulated surplus or net book value of equity for the Capital Regional District (CRD) is \$2.0 billion. The organization has assets (financial and non-financial) of greater value than what it owes (liabilities).

Table 7 – Accumulated Surplus Categories

Surplus (\$M)	2024	2023
Equity Invested in Tangible Capital Assets (TCA)	1,666.8	1,604.1
Net Remeasurement Gain/(Loss)	0.0	(4.0)
Operating Funds and Reserves	71.4	86.0
Capital Funds and Reserves	302.0	301.8
2024 Accumulated Surplus	\$ 2,040.2	\$ 1,987.9

Operating funds and reserves enable each service area to set aside money to mitigate fluctuations in revenue driven by cyclical expenditures, unforeseen expenses and special one-time projects.

2024 operating funds and reserves of \$71.4 million represent 3.5% of accumulated surplus. The decrease in operating and reserve funds is the result of a major draw down of the reserves to fund significant projects on the Hartland site.

Capital funds and reserves accumulate resources for future capital expenditures. Periodically, services transfer either budgeted or operating surplus funds to their respective capital reserve.

The remaining 96.5% of accumulated surplus is equity invested in TCA of \$1,666.8 million and capital fund and reserve balances of \$302.0 million. The increase in these balances reflects the continued investment in TCA and growth in capital and reserve fund balances to be used for future projects.

3. Consolidated Statement of Change in Net Debt

The Statement of Change in net debt reconciles current to prior year and informs the reader of change drivers. Included in this statement are expenditures that could be incurred in the year but not consumed during the period. Table 8 summarizes the primary drivers of changes in net debt for 2024:

Appendix C Page 2

Table 8 - Change in Net Debt Year-Over-Year

Net Debt (\$M)	2024	2023
Annual Surplus	48.3	77.9
Contributed and Acquisition of TCA	(169.2)	(148.8)
Revaluation of Asset Retirement Obligation	0.1	(1.1)
Amortization of TCA	69.1	64.6
Proceeds on Disposal of TCA	2.3	0.3
Inventory and Prepaid Expenses	0.6	(2.3)
Net Remeasurement Gain	4.0	2.6
Total Change in Net Debt	\$ (44.8)	\$ (6.8)
Net Debt, Beginning of Year	(94.5)	(87.7)
Net Debt, End of Year	\$ (139.3)	\$ (94.5)

Net debt represents the CRD's financial assets less its liabilities. The CRD is expending much of its financial assets and increasing its liabilities to build or acquire TCA which in turn increases the net debt position. Net debt increased by \$44.8 million in 2024. The CRD's asset base (or net book value) is growing at a rate greater than assets are being used or depleted. The investment in infrastructure is required to maintain levels of service for the community and keep pace with growth.

4. Consolidated Statement of Remeasurement Gains and Losses

As required by PSAS, investments traded on an active market are carried at fair value and result in remeasurement gains or losses annually. Gains or losses remain unrealized until the investment is disposed, at which point they are recognized through the Consolidated Statement of Operations.

Table 9 – Change in Remeasurement Gains and Losses Year-Over-Year

Remeasurement (\$M)	2024	2023
Accumulated Remeasurement, Beginning of Year	(4.0)	(6.6)
Net Remeasurement Gains (Losses)	4.0	2.6
Accumulated Remeasurement, End of Year	0.0	(4.0)

The \$4.0 million net unrealized remeasurement gain is due to an increase in fair value of Municipal Financing Authority pooled bond funds. In 2024, the market value of the bond fund units increased to be on par with the average cost of the units.

Appendix C Page 3

5. Consolidated Statement of Cash Flows

The Statement of Cash Flows reports the sources and uses of cash during the period, and provides information about operating, capital, investing and financing activities.

Table 10 - Change in Cash and Cash Equivalents Year-Over-Year

Cash and Cash Equivalents (\$M)	2024	2023
Operating Activities	130.7	110.9
Capital Activities	(167.3)	(146.4)
Investing Activities	54.2	(22.4)
Financing Activities	36.3	44.9
Net Change in Cash and Cash Equivalents	\$ 53.9	\$ (13.0)
Cash and Cash Equivalents, Beginning of Year	43.6	56.6
Cash and Cash Equivalents, End of Year	\$ 97.5	\$ 43.6

The CRD's cash position increased by \$53.9 million in 2024. High Interest Savings Accounts (HISA), reported as cash and cash equivalents, offered favorable interest rates and more liquidity over Guaranteed Investment Certificates that are reported as investments on the Consolidated Statement of Financial Position. The CRD kept a greater portion of its working capital in the HISA accounts as a result.



Methodology

Rating Canadian Municipal Governments

Morningstar DBRS

April 2024

Previous Release

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Travis Shaw Senior Vice President, Public Finance Global Sovereign Ratings

+1 416 597-7582 travis.shaw@morningstar.com

Thomas Torgerson

Managing Director, Co-Head of Sovereign Ratings +1 212 806-3218 thomas.torgerson@morningstar.com

Nichola James

Managing Director, Co-Head of Sovereign Ratings +49 69 8088 3689 nichola.james@morningstar.com

Alan Reid

Group Managing Director, Global Head of Fundamental Credit Ratings +1 212 806-3232 alan.reid@morningstar.com

Scope and Limitations

This methodology represents our approach for rating Canadian municipal governments, including government bodies that have municipal-like taxing authority and provide municipal-like services (e.g., public transportation). It includes consideration of historical and expected business and financial risk factors as well as sector-specific issues, regional nuances, and other subjective factors and intangible considerations. Our approach incorporates a combination of both quantitative and qualitative factors. This methodology provides guidance regarding our methods used in the sector and should not be interpreted with formulaic inflexibility, but rather should be understood in the context of the dynamic environment in which it is intended to be applied. The methods described herein may not be applicable in all cases; the considerations outlined in our methodologies are not exhaustive and the relative importance of any specific consideration can vary by issuer. In certain cases, a major strength can compensate for a weakness and, conversely, a single weakness can override major strengths of the issuer in other areas.

In cases where an applicable methodology does not address one or more elements or factors relevant to analyze an issuer or a debt obligation, or where one or more such elements or factors differ from the expectations contemplated when each applicable methodology was approved, we may apply analytical judgment in the determination of any related analytical factor, assumption, credit rating, or other opinion. When a rating committee determines a credit rating with a material deviation, we disclose the material deviation and the analytical rationale for the material deviation.

Introduction to Morningstar DBRS Methodologies

- We publish credit rating methodologies to give issuers and investors insight into the rationale behind our rating opinions.
- In general terms, our credit ratings are opinions that reflect the creditworthiness of an issuer, a security, or an obligation.¹ Our credit ratings address an issuer's ability to make timely payments on outstanding financial obligations (whether principal or interest), consistent with the terms of those long-term obligations.² We operate with a stable rating philosophy; in other words, we seek to avoid unnecessary ratings volatility.³

¹ For more information, see our Credit Ratings Global Policy.

² For more information, see our Long-Term Obligations Rating Scale.

³ For more information, see our Credit Ratings Global Policy.

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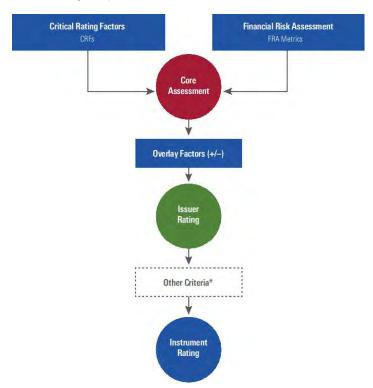
We also publish criteria, which are an important part of the rating process. Criteria typically cover areas
that apply to more than one sector. Both methodologies and criteria are publicly available on our
website.

Morningstar DBRS Criteria: Approach to Environmental, Social, and Governance Risk Factors in Credit Ratings is incorporated by reference into this methodology.

Overview of the Morningstar DBRS Canadian Public Finance Credit Rating Process

- As illustrated below, there are generally four key components to our Canadian public finance rating process: (1) Critical Rating Factors (CRFs), (2) the Financial Risk Assessment (FRA), (3) overlay considerations, and (4) specific instrument considerations.
- The CRFs capture the major business risk aspects of the issuer and are determined by assessing each of
 the CRFs outlined in the industry-specific grid. The FRA pertains to financial soundness and is
 determined by assessing each of the FRA metrics. Throughout the FRA and CRF determination process,
 we perform a consistency check of these factors relative to the issuer's rated industry peers.
- The CRFs and FRA are then combined to derive the issuer's core assessment. For investment-grade issuers, the CRFs will typically have greater weight than the FRA in determining the core assessment.
- The core assessment may then be adjusted up or down, as applicable, if any overlay factors are deemed
 applicable and material to the credit profile in order to arrive at the issuer rating, which represents our
 assessment of the issuer's likelihood of default.⁴
- The issuer rating is then used as the basis for specific instrument credit ratings, which may differ from the issuer rating because of seniority. (See the Rating the Specific Instrument and Other Criteria section below.)

⁴ For more information, see our Long-Term Obligations Rating Scale.



Canadian Public Finance Rating Analysis Process

Canadian Municipalities

- Canadian municipalities generally have a stable revenue base owing to well-defined though limited
 taxing powers, a basket of responsibilities for the provision of customary public services, developed and
 diverse economic and taxable assessment bases, and relatively supportive provincial and territorial
 governments, which lend support to their credit ratings.
- Nonetheless, economic disparities, varying approaches to fiscal and financial management, capital
 investment requirements, and debt levels are only a few of the considerations that lead to differing
 credit quality among Canadian cities. Overall, large Canadian municipalities usually rank solidly in the
 investment-grade category.
- While municipalities benefit from their relationship with higher tier governments, Canadian municipal
 governments are primarily rated based on their own merits, and we do not assume any implicit
 provincial or territorial government support.

^{*} Depending on the instrument, "other criteria" may include certain sections of Morningstar DBRS Global Corporate Criteria that address recovery or hybrids/preferred shares, for example. Please refer to the section below entitled Rating the Specific Instrument and Other Criteria for a discussion of criteria that may be applicable at any stage of the credit rating process.

Critical Rating Factors

The table below presents the factors (and various subfactors) we use in determining the overall critical rating assessment. Although they are important considerations in the determination of a municipality's rating, these factors only represent a portion of considerations factored into the assessment process, as explained throughout this methodology. While these CRFs are shown in general order of importance, depending upon a specific issuer's situation, this ranking can vary by issuer.

	AAA	AA	Α	BBB
	nicipality constitutes a key considerati e necessary to deliver services and sup nd generate wealth.	_		
Economic Diversification and Volatility	The economy is viewed as highly dynamic and comprises a broad mix of industries, with no undue reliance on any single sector, which helps reduce volatility and cyclicality in GDP growth.	The economy is viewed as dynamic and boasts a relatively diversified mix of industries but may be influenced by a few large industries, resulting in average volatility overall.	The economy may be relatively small or reliant on seasonal industries, with a limited number of key industries accounting for a substantial portion of economic activity, resulting in above-average volatility.	The economy is relatively small or located far from a major urban centre, with one seasonal or challenged industry accounting for a substantial portion of economic activity.
Population and Taxable Assessment Growth	Population and taxable assessment growth have been consistently above the provincial average over the last five to 10 years.	Population and taxable assessment growth are sound and fairly consistent with the provincial average year over year.	Population and/or taxable assessment growth has been steadily below the provincial average or inconsistent in recent years.	Population is small and/or has been steadily declining in recent years. Assessment growth has been limited.
Income and Wealth of Local Economy	Income and taxable assessment per capita are above average relative to comparable issuers.	Income and taxable assessment per capita are consistent with other comparable issuers.	Income and taxable assessment per capita may be below the average of comparable issuers.	Income and taxable assessment per capita are markedly below the average of comparable issuers, indicative of lower wealth levels and income potential.
Labour Market	 The labour force is highly skilled, and unemployment is below average. The labour force is growing above the rate of population growth. 	 The labour force is skilled, and unemployment is low and stable. The labour force is growing in line with average population growth. 	 The job market is somewhat dynamic, although the unemployment rate may be somewhat above average. The labour force is growing below the average population growth. 	 The job market is less dynamic and is characterized by an unemployment rate that may be notably above the provincial average. The labour force is growing notably below the average population growth or contracting.

Fiscal Management

The review of a municipality's fiscal management framework assesses the government's commitment to fiscal sustainability, volatility of fiscal performance, budget management and prudence, relative tax competitiveness, and the transparency, timeliness, and quality of reporting. We evaluate municipal service responsibilities, revenue potential, expenditure management capacity, and the broader coherence of the strategies, policies, and political processes governing the allocation of public funds.

	AAA	AA	А	BBB
Fiscal Sustainability	Fiscal sustainability is a core	Fiscal sustainability is	Fiscal sustainability is an	Fiscal sustainability is not
and Performance	political and administrative	emphasized by the	objective of the government,	emphasized by the
	priority, with minimal	government, but reliance on	but reliance on one-time	government, and reliance on
	reliance on one-time	one-time measures or sizable	measures or sizable tax and	one-time measures to

- measures or sizable tax and fee increases to balance the budget.
- Volatile or uncertain revenue sources account for a negligible share of the operating budget (<2%).
- Consistent record of fiscal surpluses as measured by Morningstar DBRS.
- tax and fee increases may be exhibited periodically to balance the budget.
- Volatile or uncertain revenue sources account for a low share of the operating budget (<5%) but may be rising gradually.
- Fiscal results, as measured by Morningstar DBRS, generally maintain a balanced position year over year.
- fee increases to balance the budget is more frequent.
- Volatile or uncertain revenue sources are moderate as a share of the operating budget (<10%) or are rising rapidly.
- Fiscal results, as measured by Morningstar DBRS, may exhibit greater volatility because of a lower ability to manage in-year budgetary pressures.
- achieve budget balance is high
- Volatile or uncertain revenue sources account for a material share of the operating budget (>10%) or are rising rapidly, and this poses greater risks to the budget framework.
- Fiscal results exhibit greater volatility and weakness because of a lower ability to manage in-year budgetary pressures.
- Fiscal results, as measured by Morningstar DBRS, have generally been weaker and deficits more frequent.

Budget Management and Prudence

- Budgets are consistently balanced using very conservative assumptions and incorporating meaningful contingencies to help manage unforeseen events.
- Demonstrated ability to address unexpected adverse budget deviations to protect fiscal balance.
- Budget pressures are managed responsively through very tight expenditure controls or revenue-raising initiatives.

- Budget contingencies vary year to year, although assumptions are generally conservative.
- Demonstrated ability to address most unexpected adverse budget deviations to protect fiscal balance.
- Budget pressures are managed over time through generally prudent expenditure management or revenue-raising initiatives.
- Budget pressures tend to linger but are viewed as sustainable, although reliance on one-time funding and/or sizable tax increases to balance the budget is high.
- Budget assumptions are considered to be adequately prudent, although the use of contingencies may be limited.
- Reduced ability and/or willingness to manage budget pressures through meaningful expenditure restraint or revenue-raising initiatives.
- Budget pressures tend to linger and are viewed as potentially unsustainable, resulting in steady reliance on one-time funding and/or sizable tax increases to balance the budget.
- Budget assumptions are considered to be less prudent, resulting in more significant variances and use of contingencies.
- Limited ability and/or willingness to manage budget pressures through meaningful expenditure restraint or revenue-raising initiatives.

• Tax and user-fee burdens are

high, and delinquencies are

Tax Competitiveness

- Property taxes and user fees are low, providing ample room to raise taxes if necessary.
- Political willingness to raise taxes and fees to cover inflationary operating pressures and future capital investment needs.
- Property taxes and user fees are in line with peers, providing moderate flexibility to raise taxes.
- Political willingness to raise taxes and fees to cover inflationary operating pressures, but future capital investment needs may remain unfunded.
- Fiscal management framework is well developed, with detailed planning documents.
- Budget documents are somewhat comparable to reported financial results.
- Transparency is good, and financial reporting is timely.

- Property tax and user-fee burdens may already be somewhat high, limiting the ability to further raise taxes and fees if needed.
- Limited political willingness to raise taxes and fees to cover either inflationary operating pressures or capital investment.
- ting the building up.

 Political resistance to raising taxes and fees to cover
 - Political resistance to raising taxes and fees to cover either inflationary operating pressures or capital investment.

Transparency and Reporting

- Fiscal management framework is very well developed and responsive, with detailed planning documents and clear presentation.
- Budget documents are clearly comparable to reported financial results.

- The fiscal management framework is well developed, but some key planning documents or reports may lack details.
- Budget documents are somewhat comparable to reported financial results.
- Transparency and timeliness of financial reporting are considered adequate.
- The fiscal management framework lacks structure.
- Budget documents are not comparable with reported financial results.
- Transparency and timeliness of financial reporting are weaker, with only limited planning documents.

 Transparency and timeliness in financial reporting are exemplary.

Debt and Liquidity Management

The financial management strategy and practices of a municipal government, including the requirements and financing strategy for capital investment, sophistication of debt and liquidity practices, debt structure and maturity profile, and other unfunded liabilities are central considerations in the determination of a municipal government rating.

	AAA	AA	Α	BBB
Capital Investment Outlook	Capital investment requirements for the foreseeable future are manageable and are not expected to pressure debt materially.	Capital investment requirements may be sizable, but they are not expected to put excessive pressure on debt.	Significant capital investment requirements have the potential to lead to significant increases in debt going forward, although management may have been successful at containing upward pressure in recent years.	Large current and future capital needs are expected to lead to rising debt.
Debt and Liquidity Management Practices	 Debt and liquidity management practices are highly sophisticated and very conservative. 	Debt and liquidity management practices are sophisticated and conservative.	Debt and liquidity management practices are conservative but may lack formality or sophistication relative to those of frequent borrowers.	Debt and liquidity management practices are lacking structure and sophistication relative to those of frequent borrowers.
Debt Structure and Maturity Profile	 The debt structure is very prudent, with low refinancing risk, a smooth maturity profile, and minimal unhedged exposure to interest rate reset risk and foreign currency fluctuations. 	The debt structure is prudent but may at times entail sizable refinancing needs, an uneven maturity profile, or modest exposure to interest rate reset risk.	The debt structure is prudent but may at times entail sizable refinancing because of an uneven maturity profile or moderate exposure to interest rate reset risk.	The debt structure is less prudent and at times entails sizable refinancing because of an uneven maturity profile or more material exposure to interest rate reset risk.
Pension and Benefits Liabilities	 Unfunded pension and postemployment benefit liabilities, if any, are low and being addressed. 	Unfunded pension and postemployment benefit liabilities may be sizable but are being addressed.	Unfunded pension and postemployment benefit liabilities may be considerable and steadily growing.	Unfunded pension and postemployment benefit liabilities may be considerable and steadily growing, leading to pressure on operating results.

Relations with Senior Governments

Relations with senior governments influence the rating of municipal governments, as municipalities receive substantial senior government funding for capital projects and the delivery of certain programs from provincial and federal sources, share their tax base with their provincial and federal counterparts, and are bound by the broader legislative and regulatory frameworks set by provincial and federal governments in areas such as revenue-generating powers and service responsibilities.

	AAA	AA	Α	BBB
Municipal Legislative	The legislative framework	The legislative framework	The legislative framework	The legislative framework
Framework	defining municipal responsibilities and revenue-generating powers is supportive and fosters financial sustainability. • Adequate provincial monitoring is provided.	defining municipal responsibilities and revenue-generating powers is supportive and fosters financial sustainability. • Adequate provincial monitoring is provided.	defining municipal responsibilities and revenue-generating powers is rigid and may lack the guidelines necessary to foster financial sustainability. Provincial monitoring is more limited.	defining municipal responsibilities and revenue-generating powers is weak and lacks the guidelines necessary to foster financial sustainability. Provincial monitoring is potentially insufficient.

Senior Government Funding Sizable and reliable funding · Higher tier government · Higher tier government · Higher tier government support is provided by higher funding support is funding support is funding support is viewed as tier governments, meaningful and relatively somewhat less meaningful unreliable or inadequate, particularly for major capital reliable but may display as a share of revenue and is with a higher level of investments and social volatility depending on the less reliable and predictable. volatility depending on the services economic and · Funding displays greater economic and fiscal fiscal environment. volatility depending on the environment. economic and fiscal environment · Contentious relationships **Relations with Senior** Co-operative relationship · Reasonable level of co- Less co-operative Governments with higher tier governments operation with higher tier relationships with higher tier with higher tier and record of supportive tax governments, although governments. governments. and program policy policy objectives may Direct but infrequent Direct interference by higher objectives. diverge in some areas. interference by higher tier tier governments in Limited interference by · Some interference by higher governments in traditional traditional areas of tier governments in municipal responsibility. higher tier governments in areas of municipal traditional areas of traditional areas of responsibility. · History of downloading of municipal responsibility. municipal responsibility. History of downloading of service responsibilities with service responsibilities with no accompanying fiscal little accompanying fiscal support from higher tier support from higher tier governments. governments.

Discussion of Critical Rating Factors

Economic Structure

- The economic structure of a municipality constitutes an important consideration in the credit assessment
 of its government, as it is the primary determinant of the capacity of a government to raise the revenue
 necessary to fulfill its service responsibilities and support its debt.
- A large and diversified economy that is well integrated into the provincial transportation network will
 generally tend to experience more consistent growth in GDP, a steady population, and taxable
 assessment growth over the longer term, and it will display better labour market outcomes than smaller,
 more isolated commodity-based or seasonal municipal economies.
- In the analysis of a suburban commuter municipality highly reliant on a neighbouring urban municipality for employment, we may consider some of the larger city's economic fundamentals, provided the municipality being rated is strongly integrated into its larger neighbour and is likely to retain this relationship over time because of its proximity, competitive taxes, and/or availability of land for development, among other factors.

Fiscal Management

We consider the political and administrative commitment to fiscal sustainability, as evidenced by public
statements, strategy documents, political/administrative policies, processes, or commitments. Strategies
employed to maintain fiscal balance are considered, with one-time measures, deferrals, reserve draws,
or reliance on volatile or uncertain revenue sources (e.g., real estate/land transfer taxes) generally
viewed as weaknesses in the municipal fiscal management framework. We analyze the volatility of fiscal
results, which provides an indication of the government's commitment to maintaining a sound fiscal
position.

- We evaluate budget management practices and prudence, including the conservatism of assumptions
 contained within operating/capital budgets, the presence of budget contingencies, and other forms of
 flexibility to respond to in-year pressures. We compare recent years' fiscal results with original budget
 estimates, examining the frequency and extent of major budget deviations.
- The municipality's fiscal capacity and relative tax and user-fee burdens are considered in relation to
 peers locally and nationally, as well as the willingness of political and administrative leaders to respond
 to both operating and capital pressures considering available revenue tools and provincially mandated
 service responsibilities.
- We consider the timeliness, breadth, and transparency of municipal budgeting and financial reporting as an indicator of the quality of the municipal fiscal framework.

Debt and Liquidity Management

- The financial management strategy and practices of a municipal government, including the
 requirements and financing strategy for capital investment, sophistication of its debt and liquidity
 management practices, debt structure and maturity profile, and other unfunded liabilities are central
 considerations in the determination of a municipal government rating.
- We examine current and projected levels of capital investments, as investment in physical infrastructure
 is the primary driver of borrowing needs based on provincial government prohibitions on debt for
 operating purposes.
- The government's financial management strategy, including the level of sophistication of its borrowing
 practices and overall debt structure, helps assess the potential volatility of debt-servicing requirements.
- We assess the composition and maturity structure of the debt stock and its sensitivity to changes in
 interest and exchange rates (if applicable) and considers the full range of factors that could affect the
 debt burden and related servicing requirements to assess overall affordability. (See Appendix 1 for our
 definition of tax-supported and self-supported debt).
- Although pension and employee future benefit liabilities are not included in the calculation of taxsupported debt for municipal governments, they are considered in the analysis of debt affordability to the extent that they will drive future cash funding requirements.

Relations with Higher Tier Governments

- While the creditworthiness of a Canadian municipality is primarily driven by the fundamentals of that
 municipality, relations with the provincial/territorial and federal government may also have an influence
 on the rating.
- Municipalities receive substantial higher tier government funding for capital projects and the delivery of certain programs, share their tax base with their provincial and federal counterparts, and are bound by the broader legislative and regulatory frameworks set by the provincial government for revenue-generating powers and service responsibilities. Given these linkages, a stronger provincial and federal government credit profile typically implies a higher level and consistency of funding support to municipal governments.
- Service responsibilities, revenue-generating powers, and all other determining features of the operating
 framework of municipalities are defined by provincial governments. As a result, the responsiveness of a
 provincial government to the realities faced by municipal governments, as well as the various constraints

- or flexibilities provided through the legislated framework, may also have significant implications for the credit profile of municipalities, highlighting the importance of considering the dynamic between municipalities and their respective provincial or territorial governments.
- We consider the current state and history of intergovernmental relations between municipalities and senior governments. The degree of intergovernmental co-operation and policy alignment, including potential interference by higher tier governments in areas of traditional municipal responsibility or the delegation of services with or without accompanying fiscal support, can have implications for the municipal government's financial outlook.

Financial Risk Assessment Factors

FRA Factors

- Recognizing that any analysis of financial metrics may be prone to misplaced precision, we have limited our matrix of the key metrics below to a small sample of critical ratios. For each of these ratios, we provide a range within which the issuer's financial risk would be considered as supportive for the rating category. However, the wide range of municipalities in existence throughout Canada, especially in terms of size, location, economic diversification, and wealth, makes any attempt at generalization challenging and potentially misleading. As such, the values provided below are for Canada's larger cities with populations exceeding 300,000, as their credit profiles are generally supported by diversified economies and sophisticated management frameworks.
- This rating methodology can be used for smaller municipalities, although unique strengths or
 weaknesses such as overreliance on a single industry or location in a shrinking, economically challenged
 region may distort the analysis and reduce the relevance of the guidelines significantly, requiring
 financial metrics considerably stronger than noted below to achieve the same rating category.
- Furthermore, the ratings in the matrix below should not be understood as the final rating for a large city
 with matching metrics. The final rating is a blend of both the operating risk and financial risk
 considerations in their entirety.
- Our ratings are based heavily on future performance expectations, so while past metrics are important, any final rating will incorporate our opinion on future metrics based on the best available projections and assumptions of a government's future debt burden.
- It is also not uncommon for a government's key ratios to move in and out of the ranges noted in the ratio matrix above. In the application of this matrix, we look beyond the point-in-time ratio.

Exhibit 2 Canadian Municipal Government Financial Risk Assessment Metrics

Key Ratio	AAA	AA	А	BBB
Net tax-supported debt per capita (\$) ¹	< 700	700 to 3,500	3,500 to 5,500	> 5,500
Net tax-supported debt as a percentage of taxable assessment (%)	< 0.5	0.5 to 2.0	2.0 to 6.0	> 6.0
Interest costs as a percentage of total revenue (%)	< 1.5	1.5 to 9.0	9.0 to 15.0	> 15.0
Net post-capital-expenditure surplus (deficit) as a share of total revenue (five-year average; %)	> 5.0	5.0 to 0.0	0.0 to (5.0)	> (5.0)

¹ Refer to Appendix 1 for an explanation of our adjustments to reported financial figures. We note that this metric is adjusted periodically for inflation.

General Considerations in Evaluating a Canadian Municipal Government's Credit Profile Fiscal Balance

- We view fiscal results as an indicator of management proficiency and commitment to fiscal
 sustainability. A municipal government's operating balance (operating revenue excluding capital
 revenue minus program expenditures excluding amortization expense) is an indicator of fiscal flexibility,
 while the net post-capital-expenditure (capex) surplus (deficit) (operating balance minus net capex)
 better reflects overall fiscal sustainability and the potential financing requirements in each year.
- We note that Canadian municipalities are required under legislation to balance their operating budgets, although capital investment and accounting consolidation may at times translate into sizable postcapex deficits and upward pressure on debt and tax rates.
 - We view operating deficits negatively but will generally discount them if they are the result of nonrecurring events rather than a structural imbalance that the government shows little initiative in addressing.

Revenue

- The primary source of revenue for municipal governments is residential, commercial, and industrial
 property taxation. Other sources include user fees for services such as water and waste management,
 senior government grants, and earnings from government enterprises.
- While property tax revenue is subject to seasonal fluctuations based on tax collection dates, these
 dynamics are well understood and accounted for by municipal governments. Because Canadian
 municipalities do not tax income or consumption, they generally benefit from a more stable revenue
 base than provincial governments, as property taxation is also generally insulated from economic cycles
 and home sales price fluctuations.
- Emphasis is placed on the resilience of major revenue sources, reliance on provincial government transfers, and competitiveness of the city's tax rates relative to neighbouring jurisdictions. We consider overreliance on uncertain or volatile revenue sources (e.g., real estate transfer taxes) to be a weakness in the fiscal management framework.
- Constraints in revenue-generating powers such as legislated caps on certain property tax rates, political
 willingness to raise taxes, and structural weaknesses in the government's tax system are also
 considered, including the ability of municipal revenue tools to adequately address inflationary pressures
 such as salary and benefit escalation and long-term capital investment requirements.
- We may make certain adjustments to reported revenue figures to exclude nonrecurring items and ultimately better reflect the underlying fiscal situation of a municipality.

Expenditures

- Municipal government expenditures are also generally predictable and considerably less exposed to demand pressures relative to provincial governments. They also follow patterns that do not vary significantly year to year.
- We distinguish between three major types of expenditures: service and program expenses; capital
 investments and debt servicing, with an emphasis placed on identifying major trends; and actual and
 potential areas of pressures and sources of rigidities.
- In our analysis of program expenditures, we focus on the government's primary service responsibilities
 and the relationship between key expenditure items and factors such as demographics and economic

conditions to identify potential sources of fiscal volatility and pressure. Analysts review major program responsibilities established by the provincial government, focusing on the coherence and sustainability of programs and expected cost implications in relation to external revenue sources, if any, such as senior government grants.

- Capital investment accounts for a considerable portion of municipal spending. Municipal governments
 have some flexibility to manage and partially defer capital spending in the near term in response to both
 internal budget pressures and external factors, including variability in senior government capital
 funding. This has contributed to the buildup of significant deferred maintenance deficits in most large
 Canadian municipalities. However, over the long term, capital investment requirements represent the
 key driver of debt growth for municipal governments, which are only permitted to borrow for
 capital purposes.
- We consider the capital investment requirements faced by the municipality, including for the state of
 good repair of public infrastructure and for growth-related investments. This typically includes major
 public transit infrastructure, roadways and bridges, and municipal water and sewer systems. Financing
 methods and accounting rules for capital spending are also reviewed to understand the debt
 implications of projected capital needs.
- Debt servicing is the most rigid expenditure category and can constitute a meaningful portion of a
 government's budget. Therefore, the stability and trend of a municipality's debt-servicing requirements
 are important considerations

Balance Sheet and Financial Flexibility Considerations

- The sustainability of a municipality's debt burden and balance sheet flexibility are central considerations in the determination of a credit rating. We examine current and projected levels of indebtedness and consider the full range of factors that could affect the debt burden and related servicing requirements.
- The primary focus is on tax-supported debt, which includes financial obligations for which taxpayers are
 directly accountable. This concept captures tax-supported debt directly issued by the municipality as
 well as the financial obligations of any other related tax-supported organization that is within municipal
 jurisdiction (e.g., transit authorities).
- Debt is measured net of sinking funds and other quality assets set aside explicitly for debt-retirement purposes. The tax-supported debt figure is compared with the municipality's taxable assessment base and on a per-capita basis to assess debt affordability. (See Appendix 1 for our definition of tax-supported debt.)
- Self-supporting debt, which is issued by or for commercial or potentially commercial municipal
 government enterprises or assets and serviced by a distinct revenue stream (e.g., electric utilities or
 water services), is analyzed separately for its affordability and is generally allocated a lesser weighting in
 the credit review. (See Appendix 1 for our definition of self-supporting debt.)
- Because of the general stability and predictability of revenue and expenditures, liquidity is typically not a material source of concern for Canada's major municipalities, but we conduct an assessment to identify potential liquidity vulnerabilities (see the Overlay Factors: Liquidity section for more information).

Blending the CRFs and FRA into an Issuer Rating

- The core assessment is a blend of the CRFs and FRA. In most cases, the CRFs will have greater weight than the FRA in determining the issuer rating.
- At the low end of the rating scale, however, particularly in the B range and below, the FRA and liquidity
 factors play a much larger role. The CRFs would, therefore, receive a lower weighting than they would at
 higher rating levels.
- In addition, we also take into consideration the volatility of an issuer's FRA in arriving at the final rating.
 An issuer with more volatile credit metrics than its industry peers may be rated lower than it would otherwise be based on a blend of the CRFs and FRA. The lower rating reflects the higher risk, especially in a downturn, associated with the increased volatility.

Overlay Factors

Liquidity

- Given the stability and predictability of municipal government revenue and expenditures, combined with legislative requirements to balance operating budgets, liquidity is typically not a material source of concern for Canada's major municipalities.
- External financing requirements for capital investment and refinancing needs have the potential to
 create liquidity pressures, although we note that Canadian municipalities generally benefit from (1)
 access to the lending programs of provincially created municipal finance agencies (Municipal Finance
 Authority of B.C., Infrastructure Ontario, Alberta Capital Finance Authority, etc.); (2) widespread use of
 sinking funds to retire maturing bullet debentures, largely eliminating refinancing risk for many
 municipalities and resulting in significant pools of available liquidity; and (3) the ability to partially defer
 or curtail capital investment in the near term to preserve cash and reserves, which combine to further
 mitigate concerns with respect to liquidity.
- Nonetheless, similar to other rated sectors, we conduct a qualitative liquidity assessment based on four key liquidity determinants (i.e., liquid reserves, capex financing, refinancing needs (if any), and access to external financing) in order to identify potential vulnerabilities in an issuer's liquidity profile.
- Material deficiencies identified in the liquidity assessment may exert downward pressure on the rating.

Ownership of Valuable Municipal Corporations

We consider material benefits generated by the municipal ownership of self-supporting corporations as
fulfilling commercial mandates. Electricity-generating utilities are the most common type of valuable
corporations owned by major Canadian municipalities. These entities often generate steady dividend
streams that contribute positively to fiscal results and could be monetized, if needed, to significantly
reduce debt. However, ownership of poorly performing corporations can represent a drain on municipal
resources and potentially add to tax-supported debt obligations.

Environmental, Social, and Governance (ESG) Considerations

ESG factors may affect a credit rating and/or the related credit analysis. The impact of ESG factors may
vary across industries, sectors, or asset classes and is described in the Morningstar DBRS Criteria:
Approach to Environmental, Social, and Governance Risk Factors in Credit Ratings. Where an ESG factor is

material to a rating, but is not otherwise addressed in a CRF or FRA factor or other overlay, we will reflect the impact of the ESG factor on the rating through this general ESG overlay.

Rating the Specific Instrument and Other Criteria

- The issuer rating (which is an indicator of the probability of default of an issuer's debt) is the basis for
 rating specific instruments of an issuer, where applicable. We use a hierarchy in rating long-term debt
 that affects issuers that have classes of debt that do not rank equally. In most cases, lower-ranking
 classes would receive a lower credit rating. For more detail on this subject, please refer to our Credit
 Ratings Global Policy.
- In addition to this methodology, *Morningstar DBRS Global Corporate Criteria* may be used from time to time in determining a rating. More specifically, sections of this criteria address commercial paper backup liquidity as well as guarantees and other forms of support.
- For information on the relationship between short- and long-term credit ratings, please refer to our policy Short-Term and Long-Term Rating Relationships.

Appendix 1: Adjustments to Reported Financial Figures

In certain circumstances, we may adjust the financial results reported by a municipal government in order to (1) allow for a better comparison among peers, (2) capture all material tax-supported debt, (3) exclude debt deemed to be self-supporting within the reporting entity, and/or (4) present fiscal results that are more reflective of the impact of government activities on indebtedness. The most frequent adjustments relate to the following areas:

 Net Tax-Supported Debt: In an effort to capture the full extent of debt obligations to the account of taxpayers, we sum the debt of all activities and entities supported in a significant fashion by tax proceeds, such as public transit, road investments, and general municipal services and operations.
 Tax-supported debt is measured net of sinking funds and other quality assets set aside explicitly for debt-retirement purposes.

Tax-supported debt includes direct debt and other long-term capital obligations such as capital leases or liabilities arising from public-private partnership (also known as Alternative Financing and Procurement) contracts if these obligations are materially supported by tax proceeds.

2. Self-Supporting Debt: We consider certain debt or long-term capital obligations as self-supporting and separate from the tax-supported debt burden. Debt or long-term capital obligations are considered self-supporting provided that the services or assets have commercial value and are operated on a commercially sustainable basis, are highly unlikely to require government support, and are mostly (if not entirely) supported by user fees, a rate base, a levy, or an otherwise distinct revenue stream (e.g., toll revenue) dedicated to servicing and repaying the associated debt or long-term capital obligation. We believe that these services or assets could potentially be monetized to repay the related debt obligations if the municipality faced serious financial stress. These activities may include municipal electricity generation and distribution, water treatment/distribution, and tolled transportation and transit infrastructure. Based on the proportion of the direct debt or long-term capital obligation that is serviced and repaid through a user fee, rate base, levy, or otherwise distinct revenue stream, we may, on a case-by-case basis, treat that proportion of the obligation as self-supporting.

In addition, we may consider debt leveraged against long-term senior government grants (e.g., federal fuel tax grants) to be self-supported and may therefore exclude such debt from tax-supported debt calculations provided (A) the grants fully cover debt-servicing requirements of the related debt, (B) the term of the debt does not exceed the useful life of the assets being funded, (C) the municipality discloses the value of such debt in its financial statements, and (D) the commitment from the senior government is secured in legislation or by established government policies.

- 3. **Capex Treatment**: We convert capex from an amortization basis to a pay-as-you-go basis to get fiscal results that are more reflective of the full extent of municipal government spending and of external financing needs for a given year.
- 4. Nonrecurring Items: Fiscal results sometimes include extraordinary items that introduce distortions in results and hinder year-over-year comparisons of results. These may include asset sales performed to boost revenue and balance budgets in challenging fiscal times, restructuring costs, or write-offs of tax receivables. We attempt to remove all material nonrecurring items from reported results in order to better understand the underlying fiscal position of a municipality.

Appendix 2: Key Financial Ratios

Exhibit 3 Key Financial Ratios

Net Tax-Supported Debt	Net tax-supported debt		
Per Capita	÷		
	Total population of the municipality (as reported in most recent census or population estimate) Where, net tax-supported debt is gross market debt outstanding, less		
	Dedicated debt retirement/sinking funds and debt reserves		
	Amounts recoverable from senior governments		
	Municipal government holdings of its own debt obligations (outside of sinking funds)		
Net Tax-Supported Debt as a Percentage of Taxable Assessment	Net tax-supported debt (see definition above)		
	· ÷		
	Total residential, commercial, industrial, and farm assessment value (as reported by the		
	municipality or provincial government)		
Interest Costs as a Percentage of Total Revenue	Interest charges on market debt outstanding (net of interest earned on sinking funds)		
	÷		
	Total revenue (net of interest earned on sinking funds)		
Net Postcapex Surplus (Deficit) as a Share of Total Revenue (Five-Year Average)	Operating surplus (deficit), net of amortization expenses		
	-		
	Net capex (gross capex, minus capital revenue (senior government grants and developer contributions))		
			
	Total revenue		

Appendix 3: Canadian Government Pooled Lending Vehicles

Overview

This methodology describes our approach, in Canada, for rating government pooled lending vehicles that are not Crown agents. Government pooled lending vehicles are corporate bodies established by various levels of government to consolidate the borrowing needs of smaller entities (such as local governments, school boards, and other public bodies) and provide cost-effective loans, capital planning advice, and other services.

Government pooled lending vehicles are typically established by federal or provincial legislation to fulfill a particular public policy goal, such as an economic or social development initiative, infrastructure, or procurement. There is usually a well-defined governance structure enshrined in legislation that defines the entity's powers and responsibilities as well as borrowing and lending powers, government oversight mechanisms, and other key structural features and potential credit enhancements.

Underlying borrowing members (i.e., the obligors of the lending vehicle) may borrow to finance economic/social development projects or infrastructure, which, in some cases, may be backed by specific dedicated revenue streams (such as a royalty stream generated by natural resource production).

Government pooled lending vehicles can present various positive features such as revenue intercept mechanisms, underwriting practices of varying strengths, and a joint and several liability arrangement among borrowers as well as more negative features such as limited operational track records and minimal legal precedence.

Key Considerations in Assigning Credit Ratings to Government Pooled Lending Vehicles

We consider the following in determining the credit rating of a government pooled lending vehicle.

1 - Loan Portfolio Credit Quality

Loan portfolios often consist of loans extended to smaller governments or quasi-government bodies. In order to be eligible for a loan from the government pooled lending vehicle, the aspiring borrowing member is often restricted to certain eligibility requirements such as certain minimum standards of financial performance. Well-defined underwriting standards typically ensure a minimum level of creditworthiness of the borrowing members; however, the credit quality of the loan portfolio may evolve over time as new borrowing members join the structure or underwriting standards are revised. To the extent that underwriting standards are weak or inadequate, we may penalize the final rating by one or more notches.

⁵ For government pooled lending vehicles that are Crown agents, the Global Methodology for Rating Government-Related Entities would apply.

As part of our assessment of the government pooled lending vehicle, we first evaluate the credit quality of the underlying pool of loans by scoring each borrowing member (typically unrated) using one of several broad risk buckets (e.g., "A" range, BBB range, BB range, and B range) based on a simplified application of our applicable rating methodology.

Loans to borrowing members may be supported by specified revenue sources, which can include local revenue (such as property taxes, sales taxes, or government grants) and other operating revenue (such as commercial business revenue, contract revenue, or royalties). In some circumstances, when a revenue stream from a highly rated specified revenue source exhibits stability and there exists a likelihood that the revenue stream will continue beyond the life of that underlying borrowing member's loan, one rating category of uplift will be applied to the individual borrowing member's score.

Consideration may also be given to the anticipated evolution of the portfolio over the medium term; for example, there could be the potential for gradual dilution to the overall credit quality of the portfolio as smaller and lower credit quality local governments and public bodies potentially become borrowing members in the future. We may assign a rating that permits the government pooled lending vehicle's loan portfolio to grow in size but fall in average credit quality so as to limit future ratings volatility during the early growth stage.

We use a modified collateralized loan obligation (CLO)⁶ approach to assist in our determination of the credit quality of the underlying pool of receivables on a consolidated basis. Our CLO Insight Model uses various inputs (e.g., loan maturity, assumed recovery, assumed pairwise default correlations, and a transition rating matrix) to determine the level of credit enhancement required at various rating levels. Selection of the final rating level will be driven by the amount of available credit enhancement (usually in the form of a certain amount of replenishable funds in a debt service reserve) and other considerations, as discussed further below.

2 - Debt Service Reserve Funds

A common feature of government pooled lending vehicles is a requirement to withhold a portion of loans to borrowing members and deposit it into a debt reserve fund, which is usually sized to cover a specified period of debt servicing. There may also be a mechanism to automatically replenish the debt reserve fund should it fall below certain thresholds, supported by a joint and several liability among the borrowing members (when applicable) in order to ensure the engagement of all borrowing members upon a funding call. Depending upon its size, a debt service reserve and its replenishing mechanism can materially enhance the final rating of the borrowing vehicle by one or more notches by absorbing a meaningful amount of potential loan loss.

⁶ The specific CLO model used here is called the Morningstar DBRS CLO Insight Model, which is available on our website and is more fully described in *Global Methodology for Rating CLOs and Corporate CDOs*.

Other Considerations

Following our consideration of the credit quality of the underlying pool and debt service reserve mechanisms, we then give consideration to other potential forms of credit enhancement and any other potential risks to arrive at a final rating.

Intercept Mechanism

If a borrowing member fails to make a payment to the government pooled lending vehicle, the government pooled lending vehicle may have recourse to intercept the borrowing member's other revenue to satisfy payment obligations. While this clause does not materially change the underlying credit quality of a given borrowing member, it provides additional incentives to borrowing members to service their loans.

Sinking Funds

Some government pooled lending vehicles may also establish internal sinking funds in which all borrowing members' principal repayments are captured and can be used by the government pooled lending vehicle to satisfy its repayment obligations upon debt maturity. Such funds may also sometimes serve as a source of liquidity of last resort pending the outcome of a capital call.

Asset-Liability Management

Although government pooled lending vehicles make efforts to minimize asset-liability mismatches, disparities are likely to continue to exist between the time to maturity of its assets and liabilities, giving rise to refinancing risk and potentially dampening credit quality.

Determination of the Final Rating

The final rating is determined by considering the available credit enhancement in the context of the CLO model output, with an adjustment for other more qualitative factors as appropriate.

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Capital Regional District

2024 Financial Performance Measures

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Introduction

The financial performance of the organization is illustrated in the financial indicators contained in this appendix. These indicators should be read in conjunction with the 2024 Audited Financial Statements and accompanying notes. These measures demonstrate a consistent, healthy financial position based on current operational needs, existing market conditions and debt servicing costs. The debt ratios using the Dominion Bond Rating Service (DBRS) rating methodology demonstrate the Capital Regional District (CRD) can meet its obligations and is unlikely to be adversely affected by future events.

The DBRS is Canada's largest, and the world's fourth largest, credit rating agency—respected for its independent third-party evaluation of credit quality. They publish research whitepapers describing their methodology of rating Canadian municipal governments (Appendix D). Their methodology includes analyzing the economic environment within which the government operates. They also assess fiscal management by looking at revenue generation, program responsibilities and fiscal discipline, as well as coherence and appropriateness of strategies, policies and processes governing the planning and allocation of public funds. Other critical rating factors include financial management in terms of debt and liquidity, and relations with senior governments.

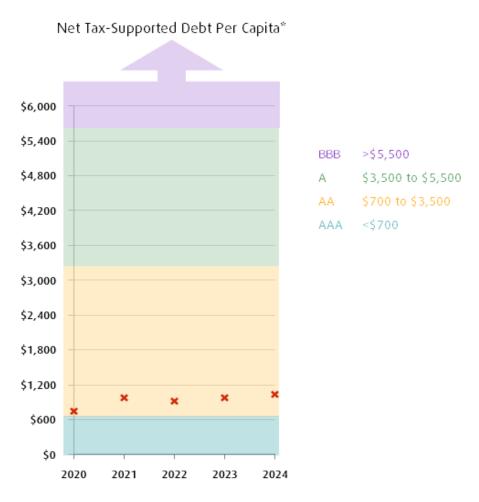
Although the final rating considers a blend of both operating risk and financial risk in their entirety, key ratios can provide a quick measure in assessing the government's financial strength— its ability to make timely payments on outstanding obligations (whether principal, interest or other expenditures) with respect to the terms of the obligation. The following pages outline CRD key ratios.

The four ratings, from exceptional to adequate credit quality, are:

- 1. 'AAA' The capacity for the payment of financial obligations is exceptionally high and unlikely to be adversely affected by future events.
- 2. 'AA' The capacity for the payment of financial obligations is considered high, differing from AAA only to a small degree. It is unlikely to be significantly vulnerable to future events.
- 3. 'A' The capacity for the payment of financial obligations is substantial. May be vulnerable to future events but considered manageable.
- 4. 'BBB' Adequate credit quality. The capacity for the payment of financial obligations is considered acceptable. May be vulnerable to future events.

1) Net Tax- Supported Debt Per Capita

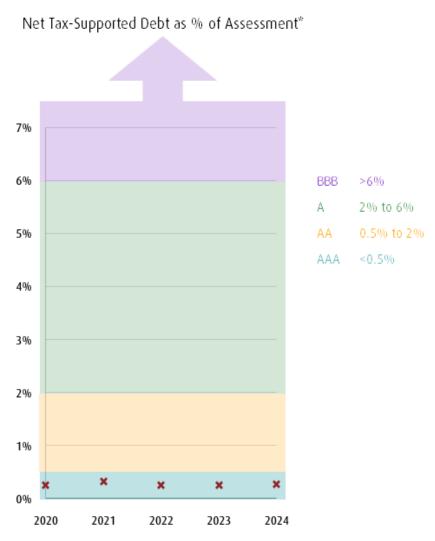
Tax-Supported Debt includes financial obligations for which taxpayers are directly accountable. Net Tax-Supported Debt per Capita is a measure of the CRD's debt, excluding member municipality debt, expressed in terms of the amount attributable to each citizen under the CRD's jurisdiction. This indicator is an important factor when analyzing the CRD's ability to continue paying its debt service costs through current levels of tax revenue. In 2024, there was a \$33.8 million net increase in debt. The net tax-supported debt per capita is \$1,041 as at fiscal end 2024 (\$983 – 2023), within the AA rating threshold of \$700 to \$3,500. Decisions to fund investment through debt are managed through corporate guidelines which considers ideal levels of reserve and debt based on asset life, aligning timing of cost recovery to timing of services benefit to community.



*NOTE: Does not include member municipality debt. Ratings assessed using DBRS methodology issued in April 2024

2) Net Tax-Supported Debt as a Percentage of Assessment

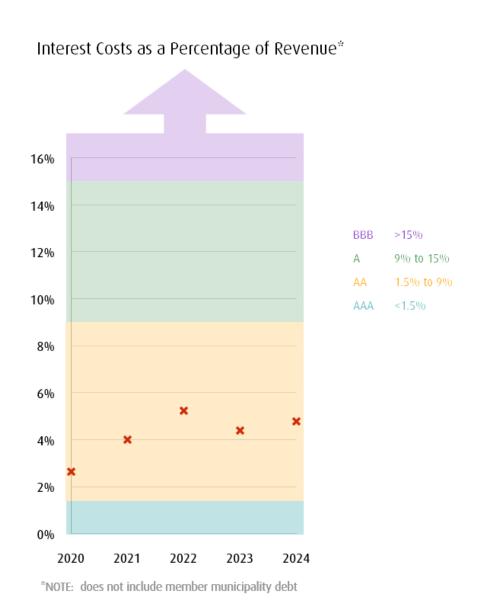
A second measure to assess debt affordability, this ratio takes the same net tax-supported debt as above and expresses it in terms of taxable assessment. This indicator is 0.26% in 2024 (0.24% - 2023), well below the AAA rating threshold of 0.5%.



*NOTE: Does not include member municipality debt.

3) Interest Costs / Total Revenue

This is the percentage of revenue committed to payment of interest on temporary and long-term debt (excluding municipal debt). A high percentage indicates greater use of revenues for servicing interest on outstanding debt, and less ability to adjust to unplanned events and changing circumstances. Interest as a percentage of total revenue was 4.76% in 2024 (4.37% - 2023), still within an AA rating. This increase was driven by a decrease in revenues from the prior year, which included significant one-time grants for the Rapid Housing Initiative and Growing Communities Fund, as well as an increase in interest expense \$0.5 million. The percentage of revenue committed to debt repayment is monitored through corporate guideline by service, limiting commitments to within performance indicator benchmarks.



4) Net Post-Capex Surplus (deficit) as a Share of Total Revenues (5-year average)

The net post-capex surplus (deficit) is the operating balance minus net capital expenditures and reflects overall fiscal sustainability in each year. Net post-capex surplus as a share of total revenue (5-year average) for 2020-2024 is 15.9%, resulting in an AAA rating. During 2024, net surplus post-capex lowered due to an increase in capital expenditures of \$20.3 million, a decrease in capital revenues of \$5.3 million, and a decrease in operating surplus of \$25.1 million.

	2019-2023 Average	2020-2024 Average
<u>Surplus post-capex</u>	95,175,779 25.1%	<u>58,028,205</u> 15.9%
Total Revenue	379,541,276	364,792,367

AAA AAA

NOTE: does not include member municipality debt

BBB	> -5.0%
Α	0.0% to -5.0%
AA	5.0% to 0.0%
AAA	>5.0%

5) Debt Service Costs / Total Revenue

Related to indicator 3, this is the percentage of revenue committed to the payment of interest and principal on temporary and long-term debt. A high percentage indicates greater use of revenue for the repayment of debt, and less ability to adjust to unplanned events and changing circumstances. The CRD's average debt service cost (excluding municipal debt and normalized for short-term borrowing that was converted to long-term) to revenue for the last four years averages 10.8%, while the 2024 result is down slightly from the prior year to 12.4%. The debt service cost to total revenue was lower in 2020 to 2021 as significant grant revenues were recognized related to the Wastewater Treatment Plant (WTP) project. Debt service costs were lower than in 2023, which included the early payment of \$4.3 million in long-term debt, however the indicator remained consistent due to proportionately lower revenue in 2024.

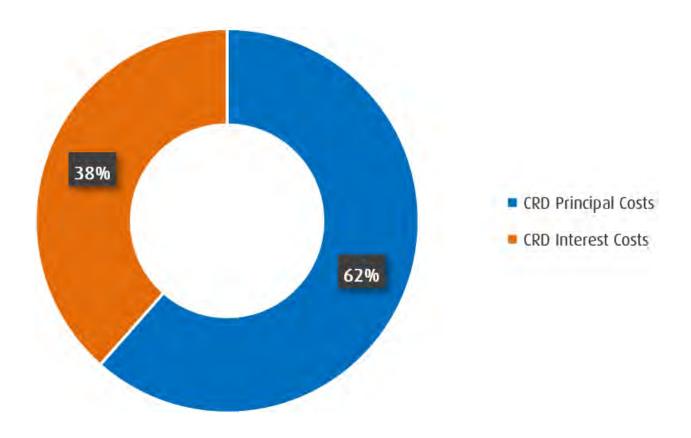
Debt Service Costs to Total Revenue



6) Principal and Interest as Proportion of Debt Service Costs

Debt servicing costs for debt incurred, through Municipal Finance Authority (MFA) or otherwise, will at first be primarily interest, with a small amount of principal included. As debt moves closer to maturity, the principal portion of the payment will increase, and the interest portion will decrease. This is due to the interest charge being calculated off the present outstanding balance of the debt, which decreases as more principal is repaid. The smaller the debt principal, the less interest is charged. In 2024, CRD's debt servicing costs (excluding municipal and WTP debt) show more principal repayment than interest. A lower percentage was allocated to principal when compared to 2023 (65% principal costs) due to the early payment of \$4.3 million in principal on long-term debt in 2023.

2024 Debt Servicing Costs



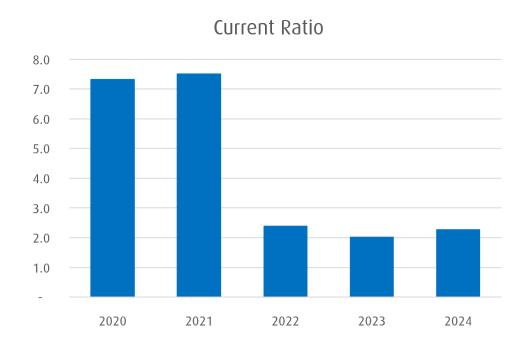
7) Current Ratio

The current ratio is a measure of the liquidity of an organization, meaning the CRD's ability to meet current obligations (accounts payable) through current assets (cash and accounts receivable) of the organization. A high ratio indicates a greater ability to meet budgeted and unexpected expenditures. The current ratio has increased to 2.3 for 2024 which was primarily driven by the CRD's treasury management strategy of shifting working capital from cash accounts into investments to take advantage of favorable interest rates. Generally, a current ratio greater than one is considered healthy for a government entity.

(in 000s)

	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual
<u>Current Assets</u>	<u>194,953</u> 7.3	<u>163,459</u> 7.5	<u>81,316</u> 2.4	<u>79,925</u> 2	<u>137,576</u> 2.3
Current Liabilities	26,614	21,788	34,022	39,860	60,563

NOTE: Actual excludes WTP



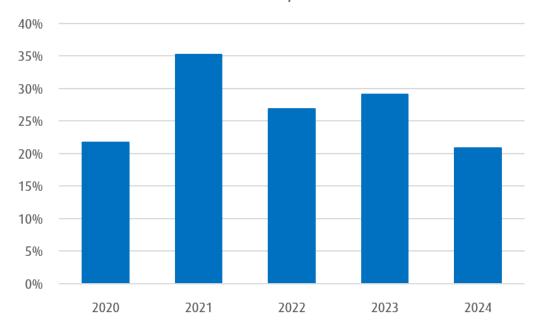
8) Contributions to Reserves / Total Reserves

The following graph shows the percentage of total reserve contributions to total reserve balances. For the previous four years, the CRD was contributing an average of 28.2% per year to reserves. The CRD continues to contribute to reserves to sustain the existing infrastructure, maintain consistent debt servicing levels, and leverage grant funding.

(in 000s)

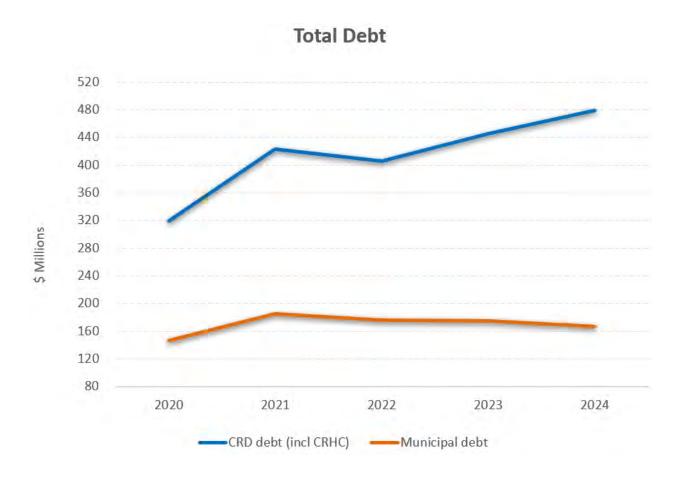
	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual
Reserve Contributions	30,785 21.8%	60,008 35.2%	46,825 26.8%	54,334 29.1%	38,497 20.8%
Total Reserves	141,413	170,334	174,511	186,910	185,019

Total Contributions / Total Reserves



9) Total Debt

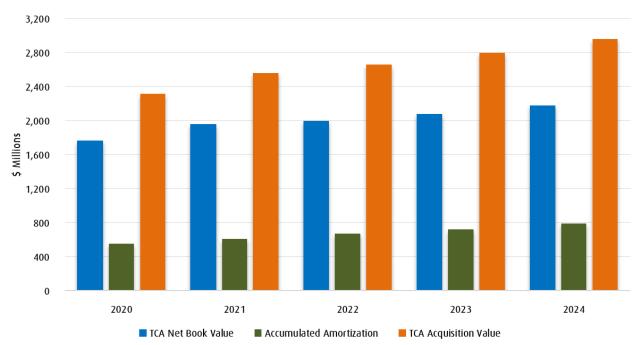
The CRD borrows long and short-term debt predominantly through the MFA that pools the borrowing and investment needs of communities to offer better rates through economies of scale. In addition to debt incurred directly, the CRD also incurs long-term debt on behalf of its member municipalities. The additional debt servicing costs are offset by corresponding receivables from municipalities. In 2024, there was a \$33.8 million net increase in debt.



10) Tangible Capital Assets

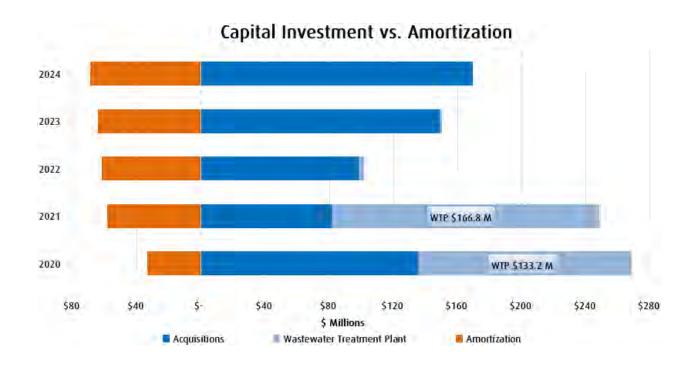
CRD's tangible capital assets include land, engineering structures, buildings, equipment and vehicles. Where assets have an anticipated useful life of more than one year, the practice is to amortize or allocate part of the asset's expense each year through its useful life, instead of expensing the entire cost in the year the asset was purchased. Net book value approximates the remaining value of the assets that CRD uses in the provision of services. At the end of 2024, CRD has acquired a total \$2.96 billion in assets. After accumulated amortization, CRD is left with assets totaling a net book value of \$2.17 billion.





Capital Investment versus Amortization 11)

The amount spent on tangible capital assets or capital investment less amortization is net investment. If capital investment is consistently higher than amortization, net investment will be positive, indicating that productive capacity is increasing. Conversely, if capital investment is consistently lower than amortization, net investment will be negative, indicating that productive capacity is decreasing. On an annual basis, the CRD is acquiring assets at a faster rate than assets are amortizing. In 2024, the CRD was acquiring assets 2.45 times faster than amortization (an increase from 2.32 times in 2023), indicating that productive capacity is increasing.





Capital Regional District

Audit Findings Report for the year ended December 31, 2024

KPMG LLP

Prepared for the Finance Committee meeting on May 7, 2025

kpmg.ca/audit



KPMG contacts

Key contacts in connection with this engagement

Lenora Lee

Lead Audit Engagement Partner 250-480-3588 lenoramlee@kpmg.ca

Sarah Burden

Senior Manager 250-480-3562 sburden1@kpmg.ca

Cameron Rice-Gural

Senior Manager 250-480-3677 cricegural@kpmg.ca





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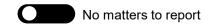


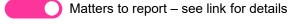
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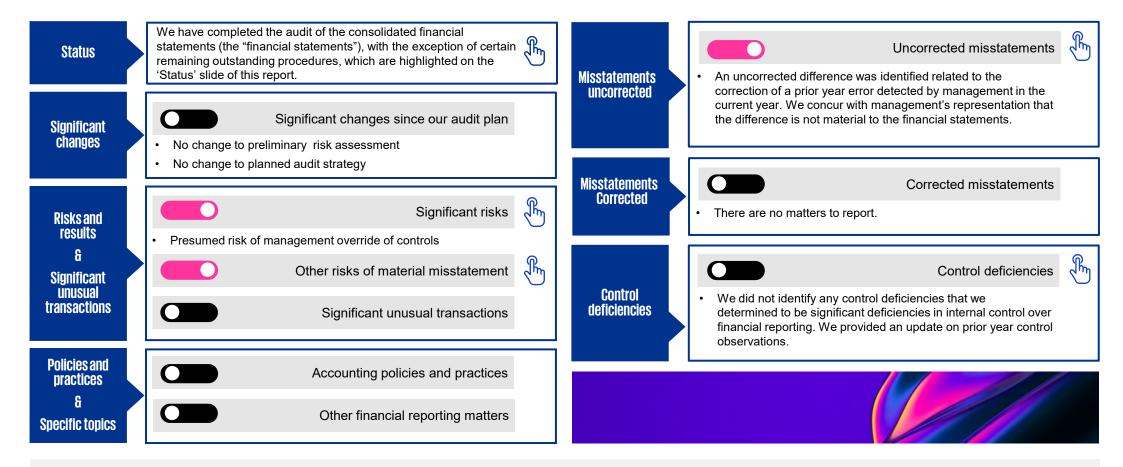




Audit highlights







The purpose of this report is to assist you, as a member of the Finance Committee, in your review of the results of our audit of the financial statements as at and for the period ended December 31, 2024. This report is intended solely for the information and use of Management, the Finance Committee and the Board of Directors and should not be used for any other purpose or any other party. KPMG shall have no responsibility or liability for loss or damages or claims, if any, to or by any third party as this report has not been prepared for, and is not intended for, and should not be used by, any third party or for any other purpose.





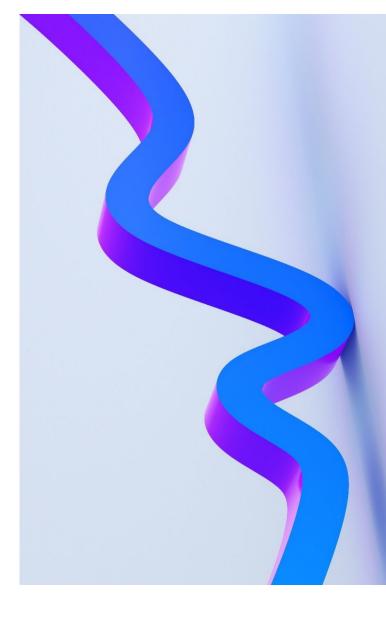
Status

As of the date of this report, we have completed the audit of the financial statements, with the exception of certain remaining procedures, which include amongst others:

- · Receipt of legal confirmation responses
- Completing our discussions with the Finance Committee
- Obtaining evidence of the Board of Director's acceptance of the financial statements
- · Obtaining a signed management representation letter
- Completing subsequent event review procedures up to the date of the Board of Director's acceptance of the financial statements

We will update the Board of Directors, and not solely the Chair, on significant matters, if any, arising from the completion of the audit, including the completion of the above procedures.

A draft of our auditor's report is included in the draft financial statements.







Significant risks and results



Fraud risk from management override of controls

This is a presumed fraud risk. Management is in a unique position to perpetrate fraud because of its ability to manipulate accounting records and prepare fraudulent financial statements by overriding controls that otherwise appear to be operating effectively. Although the level of risk of management override of controls will vary from entity to entity, the risk nevertheless is present in all entities. We have not identified any specific additional risks of management override relating to this audit.

Our response

Our procedures included:

- · testing of journal entries and other adjustments,
- performing a retrospective review of estimates,
- evaluating the business rationale of significant unusual transactions.

Findings

· There were no issues noted in our testing.





Other risks of material misstatement and results



Tangible Capital Assets (non-routine)

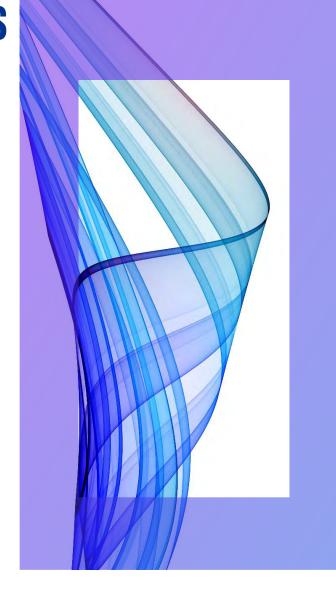
The District has several on-going capital projects, including but not limited to projects under the Regional Housing First Program and the Hartland biogas upgrading facility, among others. Projects are material in value, span multiple years and may have unique funding and/or contract terms to consider for financial reporting.

Our response

- We updated our understanding of the process activities and controls over non-routine capital asset transactions.
- We reviewed the Board meeting minutes and related committees for new capital projects, and performed inquiries with management to obtain an understanding of the status of all new projects, including any remaining commitments under the Regional Housing First Program.
- We obtained and reviewed the relevant contracts and agreements for any new or ongoing material capital projects, including testing a sample of capital additions incurred during 2024 to bank statements, contractual agreements and 3rd party invoices.
- For material non-cash land transactions during the year, we obtained supporting documentation, including contracts and appraisal documents, to assess the accuracy of transaction values at the acquisition date.
- We assessed management's accounting and disclosures for capital commitments, including an estimate of obligations arising in previous years but not paid.
- We assessed management's assessment of asset retirement obligation (ARO) asset and liabilities after initial implementation of the new standard in 2023. We assessed management's process for updating assets and liabilities for remediation work completed in the year, new liabilities identified and revaluation of AROs from new information obtained or passage of time since initial recognition.

Findings

· No issues were identified with respect to non-routine capital transactions.







Other risks of material misstatement and results



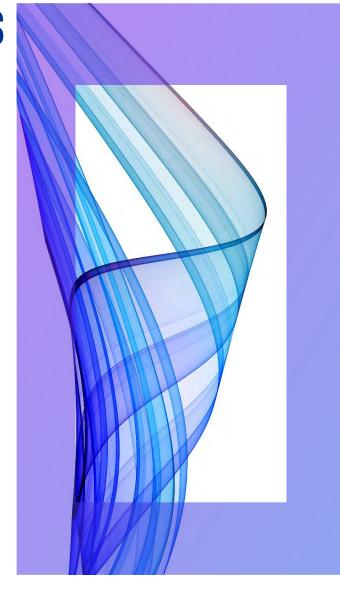
Government transfers and deferred revenue

Our response

- · We updated our understanding of the process activities and controls over government transfers and deferred revenue.
- We selected a sample of government transfers received and government transfers recognized as revenue and obtained supporting documentation to validate the appropriateness of accounting treatment either as revenue or as deferred revenue.
- We obtained an understanding of performance obligations related to government transfers and whether there are stipulations that result in recognition as deferred revenue until the District has completed activities required to earn the revenue.
- We obtained and reviewed material funding agreements and assessed management's accounting analysis for recognition of such funding, including assessing funding as forgivable loans, mortgages or government grants.
- We assessed revenue recognition in accordance with the requirements of public sector accounting standards including government transfers.

Findings

There were no issues noted in our testing.







Other procedures performed

In addition to the areas of focus previously described, we highlight below examples of audit procedures we performed to obtain evidence over the existence, accuracy and completeness of the financial statements, including presentation and disclosure.



Adoption of new accounting standard - Revenue

Response and findings

- We obtained management's assessment of the adoption of PS 3400 *Revenue* and concur with management that there is no impact to the financial statements on initial adoption. All revenue streams in scope of the new standard were previously accounted for consistent with the guidance of the new standard.
- We completed a test of details over other revenue, comparing a sample of revenue recognized to cash receipt and supporting documentation. We performed cut-off testing over other revenue to determine if revenue was recognized in the appropriate period.
- · We performed analytical procedures over sale of service revenue, comparing revenue recognized to prior year.
- · No issues were noted in our testing.

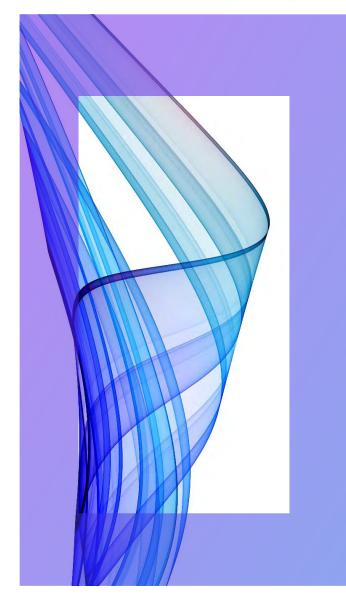


Operating expenses

Response and findings

- We completed a test of details over contract for services and other expenses, comparing a sample of expenses recognized to invoice support. We completed analytical procedures over expenses as a whole by developing an expectation based on prior year and budget and comparing to our expectation to actual.
- Salaries and wage expense included testing internal controls over management review of payroll expense as well as comparing actual to prior year, incorporating changes in expected pay rates based on collective agreements and changes in headcount.
- · No issues were noted in our testing.







Other procedures performed

In addition to the areas of focus previously described, we highlight below examples of audit procedures we performed to obtain evidence over the existence, accuracy and completeness of the financial statements, including presentation and disclosure.



Cash, investments and debt

Response and findings

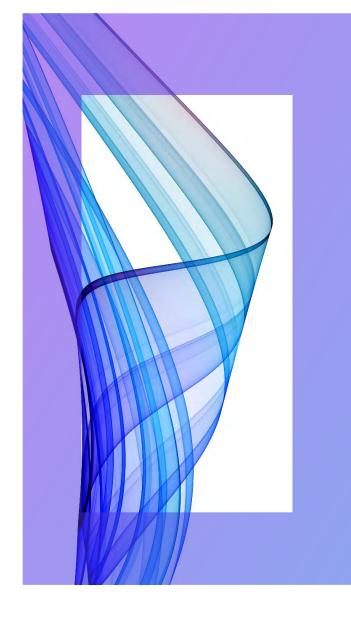
- We confirmed the balances with the respective financial institutions and MFA.
- We verified the expected interest income on investments based on the interest rate and maturity date of investments held during the year.
- We tested subsequent payments to determine if they were recorded in the correct accounting period.
- · We have no findings to report.



Tangible Capital Assets (routine transactions)

Response and findings

- A sample of capital asset additions, disposals, and WIP transfers were compared to underlying source documents. An estimate of amortization expense was compared to actual.
- We identified an uncorrected difference relating to capital projects completed in previous years but not amortized until 2024. The difference has both an accounting and a disclosure impact. We concur with management's representation that the differences is not material to the financial statements.







Other procedures performed

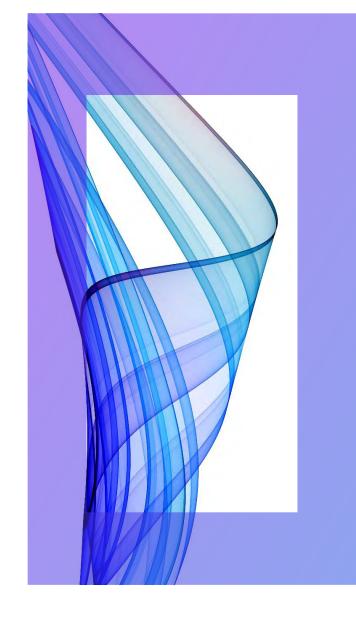


Concluding and reporting

Response and findings

We performed the following procedures as part of the overall conclusion and reporting phases of the audit:

- Evaluated management bias in the preparation of financial statements, based on patterns in the selection and application of accounting policies and principles.
- Financial statement presentation and disclosure was evaluated for compliance with accounting standards and comparability to industry leading practice, for example financial reporting award requirements of Government Finance Officers Association International.
- Legal exposure and estimates of contingency provisions were evaluated against supporting documentation including direct confirmation with external legal counsel.
- Disclosures in the financial statement notes were evaluated for completeness based on our knowledge of the District's ability to continue as a going concern, related party transactions, future contractual commitments and events occurring after year end.
- Deficiencies in internal control and other control observations were discussed with management, and if significant, communicated to the Board through a separate communication entitled Management Letter.







Uncorrected misstatements

Uncorrected misstatements include financial presentation and disclosure omissions.



Impact of uncorrected misstatements – Not material to the financial statements

The management representation letter includes the Summary of Uncorrected Audit Misstatements, which discloses the impact of all uncorrected misstatements considered to be other than clearly trivial, including the effect of uncorrected misstatements related to prior periods on the relevant classes of transactions, account balances or disclosures, and the financial statements as a whole.

We identified an uncorrected difference relating to capital projects completed in previous years but not amortized until 2024. The difference has both an accounting and a disclosure impact:

- i) \$0.5 million of depreciation recorded in the current year that should have been recorded in prior years
- ii) A disclosure difference related to the categorization of opening cost balance as in service or work in progress of \$2.8 million.

Based on both qualitative and quantitative considerations, management have decided not to correct certain misstatements and represented to us that the misstatements —individually and in the aggregate—are, in their judgment, not material to the financial statements. This management representation is included in the management representation letter.

We concur with management's representation that the uncorrected misstatements are not material to the financial statements. Accordingly, the uncorrected misstatements have no effect on our auditor's report.







Control deficiencies

Consideration of internal control over financial reporting (ICFR)



In planning and performing our audit, we considered ICFR relevant to the Entity's preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances for the purpose of expressing an opinion on the financial statements, but not for the purpose of expressing an opinion on ICFR.

Our understanding of internal control over financial reporting was for the limited purpose described above and was not designed to identify all control deficiencies that might be significant deficiencies. The matters being reported are limited to those deficiencies that we have identified during the audit that we have concluded are of sufficient importance to merit being reported to those charged with governance.

Our awareness of control deficiencies varies with each audit and is influenced by the nature, timing, and extent of audit procedures performed, as well as other factors. Had we performed more extensive procedures on internal control over financial reporting, we might have identified more significant deficiencies to be reported or concluded that some of the reported significant deficiencies need not, in fact, have been reported.



A deficiency in internal control over financial reporting

A deficiency exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect misstatements on a timely basis. A deficiency in design exists when (a) a control necessary to meet the control objective is missing or (b) an existing control is not properly designed so that, even if the control operates as designed, the control objective would not be met. A deficiency in operation exists when a properly designed control does not operate as designed, or when the person performing the control does not possess the necessary authority or competence to perform the control effectively.



Significant deficiencies in internal control over financial reporting

A deficiency, or a combination of deficiencies, in internal control over financial reporting that, in our judgment, is important enough to merit the attention of those charged with governance.

We did not identify any significant deficiencies in internal control over financial reporting.



Appendices

Required communications

2

Management representation letter

3

Current developments

Thought Leadership and Insights





Appendix 1: Required communications



Auditor's report

Engagement letter

Refer to the draft report attached to the financial statements.

The objectives of the audit, our responsibilities in carrying out our audit, as well as management's responsibilities, are set out in the engagement letter.



Independence

Management representation letter

As required by professional standards, we have considered all relationships between KPMG and the Entity that may have a bearing on independence. We confirm that we are independent with respect to the Entity within the meaning of the relevant rules and related interpretations prescribed by the relevant professional bodies in Canada and any other standards or applicable legislation or regulation from January 1, 2024 up until the date of this report.

We will obtain from management certain representations at the completion of the audit. In accordance with professional standards, a copy of the representation letter is attached.





Appendix 2: Management representation letter



(Letterhead of Client)

KPMG LLP Chartered Professional Accountants St. Andrew's Square II 800-730 View Street Victoria. BC V8W 3Y7

DATE

We are writing at your request to confirm our understanding that your audit was for the purpose of expressing an opinion on the consolidated financial statements (hereinafter referred to as "financial statements") of Capital Regional District ("the Entity") as at and for the period ended December 31, 2024.

General:

We confirm that the representations we make in this letter are in accordance with the definitions as set out in **Attachment I** to this letter.

We also confirm that, to the best of our knowledge and belief, having made such inquiries as we considered necessary for the purpose of appropriately informing ourselves:

Responsibilities:

- 1) We have fulfilled our responsibilities, as set out in the terms of the engagement letter dated September 9, 2022, including for:
 - a) the preparation and fair presentation of the financial statements and believe that these financial statements have been prepared and present fairly in accordance with the relevant financial reporting framework.
 - b) providing you with all information of which we are aware that is relevant to the preparation of the financial statements ("relevant information"), such as financial records, documentation and other matters, including:
 - the names of all related parties and information regarding all relationships and transactions with related parties;
 - the complete minutes of meetings, or summaries of actions of recent meetings for which minutes have not yet been prepared, board of directors and committees of the board of directors that may affect the financial statements. All significant actions are included in such summaries.

- c) providing you with unrestricted access to such relevant information.
- d) providing you with complete responses to all enquiries made by you during the engagement.
- e) providing you with additional information that you may request from us for the purpose of the engagement.
- f) providing you with unrestricted access to persons within the Entity from whom you determined it necessary to obtain audit evidence.
- g) such internal control as we determined is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. We also acknowledge and understand that we are responsible for the design, implementation, and maintenance of internal control to prevent and detect fraud.
- h) ensuring that all transactions have been recorded in the accounting records and are reflected in the financial statements.

Internal control over financial reporting:

We have communicated to you all deficiencies in the design and implementation or maintenance of internal control over financial reporting of which we are aware.

Fraud & non-compliance with laws and regulations:

- 3) We have disclosed to you:
 - a) the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
 - b) all information in relation to fraud or suspected fraud that we are aware of that involves:
 - management;
 - employees who have significant roles in internal control over financial reporting; or
 - others

where such fraud or suspected fraud could have a material effect on the financial statements.

- c) all information in relation to allegations of fraud, or suspected fraud, affecting the financial statements, communicated by employees, former employees, analysts, regulators, or others.
- d) all known instances of non-compliance or suspected non-compliance with laws and regulations, including all aspects of contractual agreements or illegal acts, whose effects should be considered when preparing financial statements.

e) all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements.

Subsequent events:

4) All events subsequent to the date of the financial statements and for which the relevant financial reporting framework requires adjustment or disclosure in the financial statements have been adjusted or disclosed.

Related parties:

- 5) We have disclosed to you the identity of the Entity's related parties.
- 6) We have disclosed to you all the related party relationships and transactions/balances of which we are aware.
- 7) All related party relationships and transactions/balances have been appropriately accounted for and disclosed in accordance with the relevant financial reporting framework.

Estimates:

8) The methods, the data and the significant assumptions used in making accounting estimates, and their related disclosures are appropriate to achieve recognition, measurement or disclosure that is reasonable in the context of the applicable financial reporting framework.

Going concern:

- We have provided you with all information relevant to the use of the going concern assumption in the financial statements.
- 10) We confirm that we are not aware of material uncertainties related to events or conditions that may cast significant doubt upon the Entity's ability to continue as a going concern.

Misstatements:

11) The effects of the uncorrected misstatements described in <u>Attachment II</u> are immaterial, both individually and in the aggregate, to the financial statements as a whole.

Non-SEC registrants or non-reporting issuers:

- 12) We confirm that the Entity is not a Canadian reporting issuer (as defined under any applicable Canadian securities act) and is not a United States Securities and Exchange Commission ("SEC") Issuer (as defined by the Sarbanes-Oxley Act of 2002).
- We also confirm that the financial statements of the Entity will not be included in the group financial statements of a Canadian reporting issuer audited by KPMG or an SEC Issuer audited by any member of the KPMG organization.

Yours very truly,

Ted Robbins, B. Sc., C. Tech Chief Administrative Officer

Nelson Chan, MBA, FCPA, FCMA Chief Financial Officer, GM Finance & Information Technology

Attachment I - Definitions

Materiality

Certain representations in this letter are described as being limited to matters that are material.

Information is material if omitting, misstating or obscuring it could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Judgments about materiality are made in light of surrounding circumstances, and are affected by perception of the needs of, or the characteristics of, the users of the financial statements and, the size or nature of a misstatement, or a combination of both while also considering the entity's own circumstances.

Information is obscured if it is communicated in a way that would have a similar effect for users of financial statements to omitting or misstating that information. The following are examples of circumstances that may result in material information being obscured:

- a) information regarding a material item, transaction or other event is disclosed in the financial statements but the language used is vague or unclear;
- b) information regarding a material item, transaction or other event is scattered throughout the financial statements;
- c) dissimilar items, transactions or other events are inappropriately aggregated;
- d) similar items, transactions or other events are inappropriately disaggregated; and
- e) the understandability of the financial statements is reduced as a result of material information being hidden by immaterial information to the extent that a primary user is unable to determine what information is material.

Fraud & error

Fraudulent financial reporting involves intentional misstatements including omissions of amounts or disclosures in financial statements to deceive financial statement users.

Misappropriation of assets involves the theft of an entity's assets. It is often accompanied by false or misleading records or documents in order to conceal the fact that the assets are missing or have

Attachment II - Summary of Audit Misstatements Schedule

Uncorrected Misstatement – Current Year

Presented in dollars	Statement of operations effect	Statement of financial position effect		
Description of individually significant misstatements	(Decrease) Increase	Assets (Decrease) Increase	Liabilities (Decrease) Increase	Accumulated surplus (Decrease) Increase
Overstatement of amortization expense due to acceleration of amortization in the current year for assets placed into service in prior years but for which no amortization was recognized.	498,170	-	-	(498,170)
Total misstatements	498,170	-	-	(498,170)

Uncorrected Misstatement – Prior year

Presented in dollars	Statement of operations effect	Statement of financial position effect		
Description of individually significant misstatements	(Decrease) Increase	Assets (Decrease) Increase	Liabilities (Decrease) Increase	Accumulated surplus (Decrease) Increase
Understatement of amortization expense for assets placed into services but for which no amortization was recognized.	(256,752)	(498,170)	-	(241,418)
Total misstatements	(256,752)	(498,170)	-	(241,418)

Disclosure misstatements

- We identified \$2.8 million of assets substantially complete and placed in service before 2024 but were not presented as in service assets. The opening cost balance of engineering structures is understated by \$2.0 million, the opening cost balance of machinery and equipment is understated by \$0.8 million and the opening work-in-progress balance is overstated by \$2.8 million.



Appendix 3: Current developments

Accounting standards

Standard	Summary and implications
Concepts Underlying Financial Performance	The revised Conceptual Framework is effective for fiscal years beginning on or after April 1, 2026 with early adoption permitted.
	 The framework provides the core concepts and objectives underlying Canadian public sector accounting standards.
	 The ten chapter conceptual framework defines and elaborates on the characteristics of public sector entities and their financial reporting objectives. Additional information is provided about financial statement objectives, qualitative characteristics and elements. General recognition and measurement criteria, and presentation concepts are introduced.
Financial Statement Presentation	 The proposed section PS 1202 Financial statement presentation will replace the current section PS 1201 Financial statement presentation. PS 1202 Financial statement presentation will apply to fiscal years beginning on or after April 1, 2026 to coincide with the adoption of the revised conceptual framework. Early adoption is permitted.
	The proposed section includes the following:
	 Relocation of the net debt indicator to its own statement called the statement of net financial assets/liabilities, with the calculation of net debt refined to ensure its original meaning is retained.
	Separating liabilities into financial liabilities and non-financial liabilities.
	 Restructuring the statement of financial position to present total assets followed by total liabilities.
	 Changes to common terminology used in the financial statements, including re-naming accumulated surplus (deficit) to net assets (liabilities).
	 Removal of the statement of remeasurement gains (losses) with the information instead included on a new statement called the statement of changes in net assets (liabilities). This new statement would present the changes in each component of net assets (liabilities), including a new component called "accumulated other".
	 A new provision whereby an entity can use an amended budget in certain circumstances.
	 Inclusion of disclosures related to risks and uncertainties that could affect the entity's financial position.





Appendix 3: Current developments (continued)

Accounting standards (continued)

Standard

Summary and implications

Employee Benefits

- The Public Sector Accounting Board has issued proposed new standard PS 3251 *Employee benefits* which would replace the current sections PS 3250 *Retirement benefits* and PS 3255 *Post-employment benefits, compensated absences and termination benefits*.
- After evaluating comments received about the July 2021 exposure draft, a new re-exposure draft was released in October 2024. The re-exposure draft continues to use principles from International Public Sector Accounting Standard 39 *Employee benefits* as a starting point to develop the Canadian standard.
- The proposed standard would result in public sector entities recognizing the impact of revaluations of the net defined benefit liability (asset) immediately on the statement of financial position.
- The re-exposure draft also proposes that fully funded post-employment benefit plans use a discount rate based on the expected market-based return of plan assets and unfunded plans use a discount rate based on the market yield of government bonds, high-quality corporate bonds or another appropriate financial instrument. A simplified approach to determining a plan's funding status is provided.
- For most other topics, the re-exposure draft is consistent with the original exposure draft. A few exceptions are:
 - Deferral provisions Remeasurement gains and losses will be presented as part of accumulated remeasurement gains and losses.
 - Valuation of plan assets Public sector entities may continue to recognize non-transferable financial instruments that meet the definition of plan assets under existing PS 3250 guidance.
 - Joint defined benefit plans Defined benefit accounting will be used for measurement of the proportionate share of the plan, instead of previously proposed multi-employer plan accounting which was based on defined contribution plan concepts.
 - Disclosure of other long-term employee benefits and termination benefits The re-exposure draft does not include prescriptive disclosure requirements for other long-term employee benefits and termination benefits.
- The proposed section PS 3251 *Employee benefits* will apply to fiscal years beginning on or after April 1, 2029. Early adoption will be permitted and guidance applied retroactively, with or without prior period restatement.
- Comments on the re-exposure draft were due on January 20, 2025. The re-exposure draft can be viewed at the following link: Click here





Appendix 3: Current developments (continued)

Accounting standards (continued)

Standard	nmary and implications	
Intangible assets	The Public Sector Accounting Standards Board has issued proposed new standard PS 3155 <i>Intangible Assets</i> which would replace P Sector Guideline 8 <i>Purchased Intangibles</i> . The new standard would be effective for fiscal years beginning on or after April 1, 2030 with early adoption permitted.	
	The standard will include foundational guidance on acquired and internally generated intangibles. It excludes intangible assets addres n other public sector accounting standards and other intangible items such as exploration and extraction costs for non-renewable esources or intangible assets related to insurance contracts.	sed
	The definition of "intangible assets" requires an intangible resource to be separate and identifiable from goodwill. It also requires that tentity has control over the intangible resource, future economic benefits flow from the intangible resource, and the intangible resource result of a past transaction and/or other events.	
	nternally generated goodwill is not permitted to be recognized as an asset.	
	An intangible resource is recognized when it meets the definition of an intangible asset and the asset's cost can be measured in a faitle epresentative way. The generation of the asset is classified into a research phase and a development phase. Expenditures from the esearch phase of an internally generated project are expensed. An intangible asset arising from the development phase can be recognised it meets certain requirements.	·
	ntangible assets are initially measured at cost and subsequently carried at cost less accumulated amortization and accumulated mpairment losses. Intangible assets acquired through a non-exchange transaction are measured at fair value as of the date it is acqu	ired.
	Comments on the exposure draft are due on May 30, 2025. The exposure draft can be viewed at the following link: Click here	
Cloud computing arrangements	As part of its intangible assets project, the Public Sector Accounting Standards Board is also developing guidance on cloud computing arrangements. To ensure the development of this accounting guidance reflects current practices and needs, a survey has been launch gather insights. The survey will inform the Public Sector Accounting Board about the types of cloud computing arrangements being encountered, magnitude of costs, key arrangement terms, current accounting policies and unique challenges in practice.	
	We encourage all entities to complete the survey by May 30, 2025, which is at the following link: Click here	

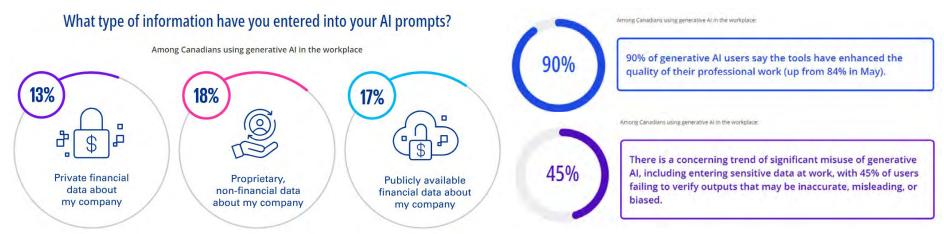




Appendix 4: Thought leadership and insights

Generative Al

Ever since ChatGPT launched publicly on November 30, 2022, generative AI has caught the attention of users around the world – including Canada. One year after its launch, KPMG in Canada conducted a survey about generative AI use in Canada's workplaces: Generative AI Adoption Index - KPMG Canada



For governance bodies, generative AI stands as a pivotal innovation that offers unprecedented opportunities to drive business value, improve productivity, reach broader audiences, streamline operations, and help address complicated global issues. However, it also raises complex business and ethical questions. To gain the full trust of stakeholders, AI systems need to be designed with governance, risk, legal, and ethical frameworks in mind. The aim is not just to manage these challenges as they emerge, but to proactively elevate your organization's AI practices to achieve Trusted AI.

3 key guiding principles that can help boards achieve their Trusted Al objectives

- Ensure AI applications align with ethical and legal standards, safeguarding the organization from potential financial, operational, and reputational risks
- Foster innovation, enabling the business to gain a competitive edge through trustworthy Al development
- Establish a commitment to Trusted AI, enhancing trust and brand value among stakeholders and employees

Learn more about how generative AI affects governance responsibilities and tools to emerge as leaders of responsible innovation that serves the greater good:

Preparing your board for generative AI



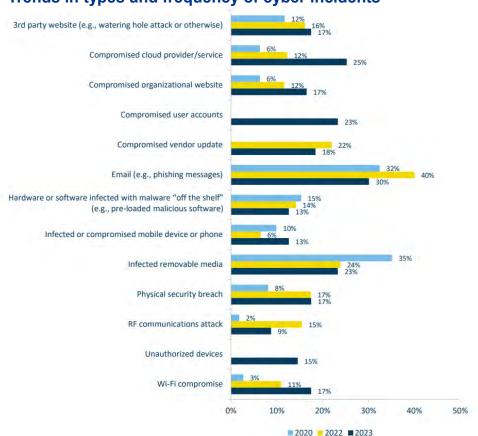
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Appendix 4: Thought leadership and insights (continued)

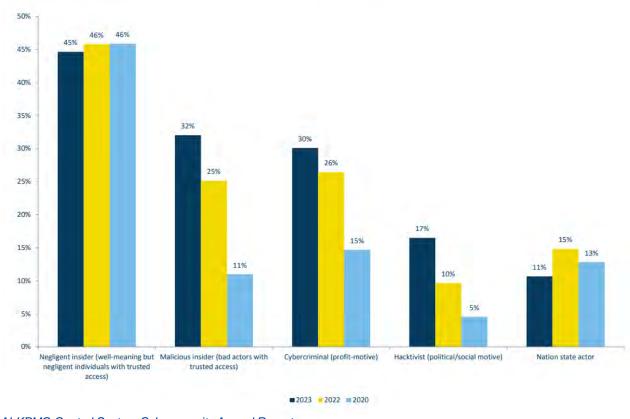
Ransomware in Canada

Canada is the fourth highest victim of ransomware attacks after the US, UK and Malaysia. Where ransomware attacks are successful, the costs can be substantial. COVID-19, lockdown and a shift to remote working has seen a rise in ransomware incidents. Vulnerabilities in people, process and technology controls, due to a shift to remote working over this period, have presented opportunities for cyber criminals.

Trends in types and frequency of cyber incidents



Trends in how cyber incidents arise







Appendix 4: Thought leadership and insights (continued)

Where are Finance Teams adopting Al

Finance's role as a business partner has put them an ideal position to lead enterprise adoption

Generating commentary

Reduce the time and effort needed to create recurring materials required for financial reporting, business reviews, management reports, and board meetings.

Generating strategic insights

Partner with other functions to provide insights across the business. Use finance's position to inform strategic decisions and solve problems with pricing, performance, and benchmarking metrics.

Managing contracts

Generative AI tools can draft contracts with preferred term and prioritize contract reviews based on deviations from standard terms and conditions.





Forecasting & budgeting

Integrating predictive models, creating scenarios, and generating insights on potential financial outcomes.



Collecting marketing intelligence

Powerful research tool able to find and synthesize public data to generate insights on markets, competitors, and customers.



Detecting anomalies

Generative AI shows promise as a tool for detecting errors and potential fraud. It can compare new data with past patterns to identify anomalies.

Al naturally aligns to CFO's existing responsibilities related to business strategy, digital transformation, and risk management



Appendix 4: Thought leadership and insights (continued)

Al brings Risks as well as Opportunities

Internal Risks & Considerations

External Risks &

Considerations



Breaking Confidentiality

Many Generative Al models

inputted data to improve the

model over time. This could

are built to absorb user-



Employee Misuse and Inaccuracies

Models generate responses

based on input, so there is a risk

of providing false or malicious

cautious and review Al-

content. Employees need to be

generated content with a critical



Talent Implications

Professionals need to be

training and evolving the

made aware of their role in

solution as high- quality output

can only be achieved through

high- quality, expert queries



Policies and Regulations

As the world's understanding of AI evolves, more policies

and regulations will be brought upon by regulators

complied with

which in turn need to be

lead to exposure of key confidential information



Misinformation, Bias and Discrimination



Financial, Brand & Reputational Risk



Intellectual Property and Copyright



Cybersecurity

The model could generate a response containing inappropriate information or language. In cases where the model does not have an accurate response, it may 'hallucinate' with a false response.

Copying Al-produced information or code into any deliverable or product could constitute copyright infringement leading to legal and reputational harm

Risks in copyright includes the potential creation of unauthorized plagiarized content, leading to infringement and violations of intellectual property rights

Generative AI models could be trained and employed for many cybersecurity attacks such as phishing scams, malware, data poisoning etc.

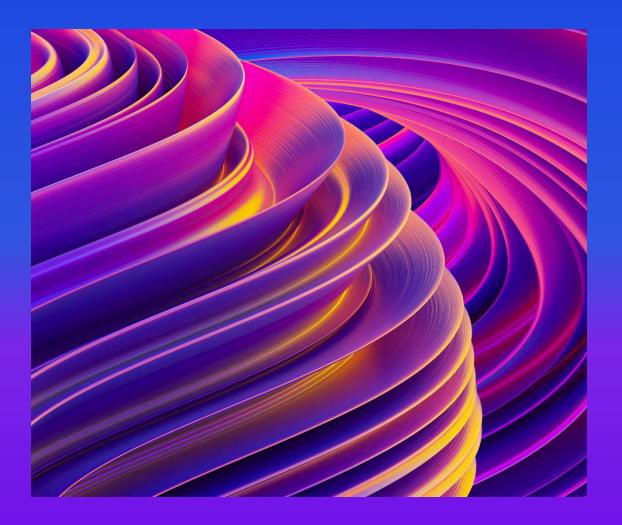






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KPMG LLP St. Andrew's Square II 800-730 View Street Victoria BC V8W 3Y7 Canada Telephone 250-480-3500 Fax 250-480-3539 www.kpmg.ca

PRIVATE & CONFIDENTIAL

Nelson Chan Chief Financial Officer, GM Finance & Information Technology Capital Regional District 625 Fisgard Street Victoria, BC V8W 2S6

April 9, 2025

Dear Mr. Chan:

Re: Reporting on internal control matters

In planning and performing our audit of the consolidated financial statements of Capital Regional District ("the District") for the period ended December 31, 2024, we obtained an understanding of internal control over financial reporting (ICFR) relevant to the District's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances for the purpose of expressing an opinion on the financial statements, but not for the purpose of expressing an opinion on ICFR. Accordingly, we do not express an opinion on the effectiveness of the District's ICFR.

Our understanding of ICFR was for the limited purpose described above and was not designed to identify all control deficiencies that might be significant deficiencies and therefore, there can be no assurance that all significant deficiencies and other control deficiencies have been identified. As a result, any matters reported below are limited to those deficiencies in ICFR that we identified during the audit.

Our awareness of control deficiencies varies with each audit and is influenced by the nature, timing, and extent of audit procedures performed, as well as other factors.

IDENTIFICATION

We did not identify any significant deficiencies in internal control.

Refer to the Appendix B for the definitions of various control deficiencies.



OTHER CONTROL MATTERS

We identified certain control matters that have not been communicated to management by other parties and that, in our professional judgment, are of sufficient importance to merit management's attention. Refer to Appendix A. There were no new control observations identified in the current year.

MANAGEMENT'S RESPONSES

Management's responses have not been subjected to the audit procedures applied in the audit, and accordingly, we express no opinion on them.

USE OF LETTER

This letter is for the use of management and those charged with governance in carrying out and discharging their responsibilities and should not be used for any other purpose or anyone other than management and those charged with governance. KPMG shall have no responsibility or liability for loss or damages or claims, if any, to or by any third party as this letter has not been prepared for, and is not intended for, and should not be used by, any third party or for any other purpose.

Yours very truly,

Lenora Lee, FCPA, FCA

LPMG LLP

Partner 250.480.3588

lenoramlee@kpmg.ca



Appendix A — Update on Previous Year's Continuing Other Control Matters

1. Adoption of New Accounting Standards

Observation and implication:

The District adopted PS 3400 *Revenue* in fiscal 2024 and PS 3280 *Asset retirement obligations* in 2023. As part of the adoption process, management had to evaluate the completeness of revenue in the financial statements under the new accounting standard, as well as document the performance obligations of each revenue source, or the activities required in order to earn the revenue recognized. Completeness of liabilities and commitments were evaluated as part of the adoption process for asset retirement obligations in 2023. This was a significant amount of effort and required Finance to have knowledge of the material contracts, strategic partnerships, and unique multi-party, multi-year contracts entered into by the District's various departments to enable it to make the required representations regarding accuracy and completeness.

Update from 2024 audit:

The Finance team is increasingly dependent on information from and expertise of other departments within the District in order to prepare accurate financial statements. Examples of such information include contract commitments, legal negotiations, landfill fill rates, tangible capital asset transactions and related retirement obligations.

Management is undergoing development of a centralized SharePoint corporate contract management system, which will enhance internal controls related to certification or attestation of internal information by other departments.

Management has made significant progress to improve transparency of information between departments. In 2024, management adopted PS 3400 *Revenue*, which required extensive work to understand existing contracts in place across departments and any associated revenue streams. No issues were identified by management as part of the adoption of PS 3400 *Revenue*, nor through the audit process for adoption of the new standard. Furthermore, we did not identify any issues in testing performed over contractual obligations and contractual rights. This finding is now considered closed.

2. Recurring financial reporting adjusting entries

Observation and implication:

During our audit, we noted that many manual adjusting entries required for financial reporting are not recorded in SAP but are recorded each year end as "PSAB" entries. These entries are tracked in excel and are the trail to reconciling balances in SAP to the final audited financial statements. Tracking these entries in excel rather than directly in SAP increases the risk entries are incorrect, incomplete or knowledge of their source is lost during unexpected employee turnover or extended leave.



Update from 2024 audit:

We note that management has performed significant analysis over how these entries would be input directly into SAP. Certain entries were migrated to SAP in 2020 and are no longer adjusted manually. For the remaining entries not migrated to SAP, based on the current general ledger structure, there are significant complexities to being able to record these in SAP.

In 2022, management started work on S/4HANA and general ledger structure projects, including evaluating a new chart of account structure to support recording all transactions directly in SAP. Management has identified a need for business transformation beyond financial reporting requirements to reduce manual processes related to core finance activities, enhance access to real time performance insights using financial data and leverage technology to serve the needs of the business in a more efficient and effective manner, to support alignment with the District's strategic objectives.

Until the migration takes place, management has maintained its process of recording manual "PSAB" entries, but has significantly enhanced the control environment around such entries, including more detailed documentation regarding the rationale for each entry and the calculation of the amount, as well as the audit trail to support each entry. Additional training has and will continue to be provided to finance team members on public sector accounting standards to further enhance and embed knowledge of these entries in preparation for the integration with SAP.

Management is continuing its work on S/4HANA and general ledger structure projects, including evaluating a new chart of account structure, and business process review to reduce manual processes related to finance activities. In 2024, the Phase 1 of the S/4HANA system upgrade was completed with no issues regarding accuracy of inputting the closing trial balance into the new system for use on a go forward basis. In 2025, Phase 2 of the project is expected to be completed, which will include incorporation of PSAB entries into the S/4HANA system.

Recommendation:

The manual "PSAB" entries continue to pose a high risk on the accuracy of financial reporting due to their complexities and we recommend management continue to enhance the controls around these entries and work towards integration of the entries when migrating to S/4HANA. We acknowledge the progress that has been made to date on enhancing controls around these entries and support management's longer term plan to integrate the entries when migrating to S/4HANA.

Management Response:

Management took steps to bring several "PSAB" entries into SAP in 2024 in preparation for Phase 2 of the S4 Hana upgrade project that will be completed in the summer of 2025. Management is currently making updates to accounting processes and leveraging several features available in S/4 HANA to assist with bringing the remaining "PSAB" adjustments into SAP by the end of 2025.



3. IT Control Environment

Observation and implication:

As the entity continues to grow, enhances its use of technology through modernization of its systems and processes and cyber breach attempts become more prevalent for all organizations, there is increased risk that gaps in the IT control environment can lead to business interruption and reputation risk.

We understand that management has performed an internal assessment of general IT controls, which has identified opportunities to strengthen the IT control environment, for example consistent access controls for all systems and continuous education to keep team members up to date on their role in cybersecurity across the organization. Management is working to address the recommendations identified from that assessment, with a number of improvements actioned since the date of this assessment.

Update from 2024 audit:

Management has made significant progress to address recommendations noted from its general IT control environment review. Key milestones include implementation of an IT Change Management process and IT Change Advisory Committee, cybersecurity assessment and tabletop exercise to simulate response to a ransomware incident, enhanced monitoring and incident response planning, password security policy and Corporate Acceptable Use Policy. We acknowledge that with IT systems, there is an element of residual risk due to complexity of systems and inability to reduce risk to zero, which requires continuous monitoring and improvement of existing policies. This finding is now considered closed and management will continue to monitor and make continuous improvements as part of regular operations.

4. Investment Policy

Observation and implication:

We noted that based on the historical size of the investment portfolio and relative stability in interest rates, management calculates accrued interest on fixed-income investments using a straight-line formula over the investment term. This results in the same dollar amount of interest income being recognized over the duration of the investment. Accounting standards require interest be measured using the effective interest method, which results in a constant rate of return taking into consideration compound interest earned during the term. Due to quickly and frequently rising interest rates in 2023, a larger difference was noted between management's interest income calculation and requirements of accounting standards. The same amount of interest is recognized over the entire term of the investment, but using CRD's current method, there is an overstatement of interest in the early years of the investment term, and understatement in the later years. As a percentage of the overall investment portfolio of \$369M, we noted a 0.1% difference in portfolio value and a 2.3% difference in interest income in 2023 (\$15.2M total interest income recognized). Although the existing calculation method does not lead to a material difference in accrued interest, it could lead to a material difference as the investment balance continues to grow over time and if larger value, longer term, fixed-income investments continue to be purchased. We also note that management's investment policy is currently silent on the method for calculating interest income.



Update from 2024 audit:

Management has taken steps to implement a calculation that follows effective interest rate methods for recording investment income. We did not identify any issues during our audit. This finding is now considered closed.

5. Tangible Capital Asset Process

Observation and implication:

Our testing performed over the tangible capital asset process highlighted the manual nature of the process (capitalization, amortization, revaluation, classification) and resulting potential risk of error. We identified an opportunity to mitigate risks by leveraging technology enhancements and evaluating if existing monitoring controls continue to be sufficient for the growing size of the capital asset portfolio. In addition, after the initial adoption of accounting standards for asset retirement obligations in 2023, in future years, management will need to implement new processes and controls to maintain the accuracy of these estimates in its financial reporting.

Management is placing enhanced efforts on its review controls to monitor capital additions as they arise to reduce the amount of adjustments required subsequent to their recognition.

Update from 2024 audit:

Through testing over work-in-progress transfers, we identified \$2.8 million in assets that were substantially complete in prior years but not transferred to the applicable asset category as in use or amortized until 2024. This resulted in an understatement of amortization in prior years and overstatement in 2024 and future years, to accelerate amortization expense over the remaining useful life of the capital assets rather than the full expected useful life.

While progress has been made to improve this process, there is still a manual element to this process. We acknowledge that work is underway with the SAP S4/HANA upgrade project, with the goal of streamlining certain elements of the capital asset process through better alignment to the entity's reporting needs.

Recommendation:

We encourage management's efforts to evaluate the nature, communication and sufficiency of its internal controls related to reviewing the accuracy, classification and useful life of tangible capital asset additions as they occur and throughout their useful life.

Management response:

Updates to the chart of accounts and accounting processes are underway through Phase 2 of the S/4HANA upgrade project that will be completed summer of 2025. The improvements will simplify the CRD's accounting processes for tangible capital assets reducing the need for manual adjustments and promote the frequency of accounting for assets.

Management is reviewing it's existing processes in context to the S/4 HANA changes underway and evaluating further opportunities to address the challenges relating to improving communication in a decentralized environment.



Appendix B - Definitions

Terminology	Definition
DEFICIENCY IN INTERNAL CONTROL	A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect misstatements on a timely basis. A deficiency in design exists when (a) a control necessary to meet the control objective is missing; or (b) an existing control is not properly designed so that, even if the control operates as designed, the control objective would not be met. A deficiency in operation exists when a properly designed control does not operate as designed or the person performing the control does not possess the necessary authority or competence to perform the control effectively.
SIGNIFICANT DEFICIENCY IN INTERNAL CONTROL	A significant deficiency in internal control is a deficiency or combination of deficiencies in internal control that, in the auditor's professional judgment, is of sufficient importance to merit the attention of those charged with governance.



REPORT TO THE FINANCE COMMITTEE MEETING OF WEDNESDAY, MAY 07, 2025

SUBJECT Bylaw No. 4676: 2025 to 2029 Financial Plan Bylaw, 2025, Amendment Bylaw No. 1, 2025

ISSUE SUMMARY

The 2025 to 2029 Financial Plan was adopted on March 12, 2025. Amendments to the Plan are required to authorize revised operating and capital expenditures.

BACKGROUND

The Capital Regional District (CRD) Board approved the 2025 to 2029 Financial Plan (Bylaw No. 4665, "2025 to 2029 Financial Plan Bylaw, 2025") on March 12, 2025.

Amendments are required in accordance with Section 374(2) of the *Local Government Act* (LGA), which states that the financial plan may be amended at any time by bylaw to incorporate changes in the budget. As new information becomes available, and pursuant with Section 374 of the LGA, the CRD Board may further revise the financial plan.

The impact of the proposed amendments to the 2025 budget of the Five-Year 2025 to 2029 Financial Plan are highlighted in Table 1.

Table 1: Impact of Proposed Amendments to the 2025 Budget (Five-Year Financial Plan)

Service	Description	Budget	Funding	Net Impact	Committee / Commission Approval
Panorama Recreation Centre	Panorama Heat Recovery System	Capital	Reserve Fund / Grants	\$1,700,000	Peninsula Recreation Commission 27-Feb-2025
Regional Water Supply	Water Treatment Plant Improvements Program	Capital	Capital Funds on Hand	\$750,000	Regional Water Supply
	Replacement of UV System and Controls Upgrades	Capital	Capital Funds on Hand	(\$750,000)	Commission 16-April-2025
Royal Theatre	Maximum requisition adjustment	Operating	Requisition	(\$676)	Staff Directed

The proposed Financial Plan amendment Bylaw No. 4676 incorporates the changes in Table 1 and is attached as Appendix A, inclusive of an updated Schedule A and B.

ALTERNATIVES

Alternative 1

The Finance Committee recommends to the Capital Regional District Board:

- 1. That Bylaw No. 4676, "2025 to 2029 Financial Plan Bylaw, 2025, Amendment Bylaw No. 1, 2025", be introduced and read a first, second and third time; and
- 2. That Bylaw No. 4676 be adopted.

Alternative 2

That Bylaw No. 4676 be deferred pending further analysis by Capital Regional District staff.

<u>IMPLICATIONS</u>

Financial Implications

Panorama Recreation Centre

On February 27, 2025, the Peninsula Recreation Commission approved a motion to amend the 2025 capital plan. The initial budget for the Panorama Heat Recovery System was determined in 2019 at \$2,400,000. Following tendering and receiving bids for the project in the fall of 2024, the required funding to execute the project as planned is \$4,100,000. The increased project budget of \$1,700,000 accounts for executing full project design and inflation since the original plan in 2019. The amendment is funded by grants of \$800,000 and capital reserves of \$900,000.

Regional Water Supply

On April 16, 2025, the Regional Water Supply Commission approved the Water Treatment Plant Improvements project. This project addresses small to mid-sized upgrades at the Goldstream and Sooke River Road Water Treatment Plants. It will be funded using the remaining \$750,000 from the Replacement of UV System and Controls Upgrades project. As a result, capital funding is already available and there is net nil financial impact to the service.

Royal Theatre

The Royal Theatre budget was set at the estimated maximum requisition based on the total assessment for the service area at the time of the 2025 Final Budget. Revised assessment data for 2025 received subsequent to Final Budget was lower in total assessment value. This results in decreasing the requisition for the service from \$595,918 to \$595,242 to stay within the maximum requisition level established for this service.

CONCLUSION

In compliance with the *LGA*, the proposed amending Bylaw No. 4676 authorizes changes required to Bylaw No. 4665, "2025 to 2029 Financial Plan Bylaw, 2025," which the CRD Board approved on March 12, 2025.

RECOMMENDATION

The Finance Committee recommends to the Capital Regional District Board:

- 1. That Bylaw No. 4676, "2025 to 2029 Financial Plan Bylaw, 2025, Amendment Bylaw No. 1, 2025", be introduced and read a first, second and third time; and
- 2. That Bylaw No. 4676 be adopted.

Concurrence:	Varinia Somosan, CPA, CGA, Acting Chief Financial Officer
Concurrence:	Luisa Jones, MBA, General Manager, Parks, Recreation & Environmental Services
Concurrence:	Stephen Henderson, Acting GM, Corporate Services & Corporate Officer
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer

ATTACHMENT

Appendix A: Bylaw No. 4676, "2025 to 2029 Financial Plan Bylaw, 2025, Amendment Bylaw No. 1, 2025" with Schedule A and Schedule B

CADITAL DECIONAL DISTRICT

	37 11 11 12 112	EGIONAL DISTRICT	
****	BYLA ************************************	\W NO. 4676	******
	A BYLAW TO AMEND TH	E FIVE-YEAR FINANCIAL PLAN 5 – 2029 (BYLAW NO. 4665)	
****	**************	*********	******
WHE	EREAS:		
A.	Under Bylaw No.4665, "2025 to 2029 F of the <i>Local Government Act</i> , the Region the years 2025 to 2029, by bylaw, by the	onal District must adopt a five-yea	
B.	Amendments are required in accordance which states that the financial plan may changes in budget, for certainty. As new Section 374 of the <i>Local Government</i> revisions to the financial plan; and	ay be amended at any time by by w information becomes available,	law to incorporate and pursuant with
C.	The Board wishes to amend Bylaw Schedule A and Schedule B.	No. 4665 to incorporate the ch	anges outlined in
	N THEREFORE , the Capital Regional lots as follows:	District Board in open meeting a	assembled hereby
1.	Bylaw No. 4676, "2025 to 2029 Final 2025", is hereby amended by replacing schedule hereto.	•	-
2.	This Bylaw may be cited as "2025 to 20 No. 1, 2025".	029 Financial Plan Bylaw, 2025, A	Amendment Bylaw
REA	AD A FIRST TIME THIS	day of	20
REA	ND A SECOND TIME THIS	day of	20
REA	AD A THIRD TIME THIS	day of	20
ADC	OPTED THIS	day of	20
CHA	MR	CORPORATE OFFICER	<u> </u>

	CAPITAL REGIONAL DISTRICT 2025 FINAN	CIAL PLAN		Expenditures									Revenue			Schedule A
		Total 2025	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2025	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2025
1.010	Legislative & General Government	44,195,606	40,816,450			1,424,470	1,856,686	44,195,606		24,764,759	2,766,729	2,280,748	106,580		13,476,790	13,476,790
1.10X 1.101	Facilities Management G.I.S.	5,196,915 682,011	4,551,303 613,771		73,612	75,000 18,240	497,000 50,000	5,196,915 682,011		4,884,554 524,684	73,612	68,472 6,545		-	170,277 150,782	170,277 150,782
1.103	Elections	162	162		-	10,240	50,000	162		324,004		162			130,762	130,762
1.104	U.B.C.M.	13,600	13,422		178	-	-	13,600	-	-	-	100	-	-	13,500	13,500
1.108 1.109	Joint Electoral Area Admin Electoral Area Admin Exp - JDF	174,997 74,777	174,997 73,777				1,000	174,997 74,777			- :	260		-	. 174,997 . 74,517	174,997 74,517
1.110	Electoral Area Admin Exp - SGI	515,635	514,505	5 -		-	1,130	515,635			22,621	16,362			426,652	426,652
1.111 1.112	Electoral Area Admin Exp - SSI Regional Grant in Aid	1,598,333 1,692,433	1,511,137 1,692,433		44,196	-	43,000	1,598,333 1,692,433		720,640	7,208	5,986 50,000			811,235	811,235
1.114	Grant-in-Aid - Juan de Fuca	30,282	30,282	2 -	-	-	-	30,282	18,516	-		290	-		11,476	11,476
1.116 1.117	Grant-in-Aid - Salt Spring Island Grant-in-Aid - Southern Gulf Islands	73,995 119,099	73,995 119.099		-	-		73,995 119,099		-	- :	123 1,258			73,725 113,352	73,725 113,352
1.119	Vancouver Island Regional Library	426,494	426,494	-	-	-	-	426,494	563	-	-	742		-	425,189	425,189
1.121 1.123	Sooke Regional Museum Prov. Court of B.C. (Family Court)	299,972 149,360	299,972	2 -			- 149,360	299,972 149.360	56	:		670 149,360			299,246	299,246
1.124	SSI Economic Development Commission	120,089	120,089		-	-	-	120,089		-	3,345	610	-	-	64,482	64,482
1.125 1.126	SGI Economic Development Commission Victoria Family Court Committee	666,772 48,652	666,772 48,652		-	-	-	666,772 48,652		-	-	496,995 803			130,605 15,000	130,605 15,000
1.128	Greater Victoria Police Victim Services	332,841	332,841		-	-		332,841	2,465			16,212			314,164	314,164
1.129	Vancouver Island Regional Library - Debt	340,166	1,900		-	-	-	340,166	- 700	-	-	340,166	-	-	- 22.000	22.000
1.133 1.137	Langford E.A Greater Victoria Public Library Galiano Island Community Use Building	34,683 72,936	34,683 40,783				1,500	34,683 72,936	723 2,500			100 330			33,860 70,106	33,860 70,106
1.138	Southern Gulf Islands Regional Library	252,930	252,930	-	-	-	-	252,930		-	-	2,560		-	247,805	247,805
1.141 1.15X	Salt Spring Island Public Library Municipalities' Own Debt - M.F.A.	768,618 17,964,718	620,252 95,050		-	-	1,715	768,618 17,964,718		-	-	1,940 95,050			766,678 17,869,668	766,678 17,869,668
1.170	Gossip Island Electric Power Supply	63,552	931	1 62,621	-	-	-	63,552	297	-		380	-	62,875	-	62,875
1.224 1.226	Community Health Health Facilities - VIHA	923,215 1,811,746	923,215 856,906		-	-	- 954,840	923,215 1,811,746		-	38,750	258,833 1,811,746	-		625,632	625,632
1.227	Saturna Island Medical Clinic	12,521	12,521	1 -	-	-	-	12,521	1,327	-		1,571	-		9,623	9,623
1.228 1.229	Galiano Health Service Pender Islands Health Care Centre	149,125 279,682	149,125 278,955		- 727		1	149,125 279,682		:		130 2.306			. 148,509 . 277,376	148,509 277,376
1.230	Traffic Safety Commission	99,639	99,639	-	-	-		99,639	23,457	-	-	3,161	-		73,021	73,021
1.232	Port Renfrew Street Lighting SSI Street Lighting	11,092 32,872	11,092 32,872		-	-	-	11,092 32,872		-	-	360 40		4,148	32,832	4,148 32,832
1.235	SGI Small Craft Harbour Facilities	513,059	282,291		-	-	143,275	513,059				8,100		344,599		344,599
1.236	Salt Spring Island Fernwood Dock	18,040 672,382	17,040			-	1,000 43,070	18,040	-	-		170 217,811		17,870	- - 454,571	17,870 454,571
1.238A 1.238B	Community Transit (SSI) Community Transportation (SSI)	72,390	629,312 47,390				25,000	672,382 72,390				375			72,015	72,015
1.280	Regional Parks	21,310,198	15,756,350		-	275,400	3,954,241	21,310,198	535,000	77,539	-	1,121,439	729,366		18,846,854	18,846,854
1.290 1.295	Royal Theatre McPherson Theatre	595,242 783,045	105,242 346,812			105,000 90,000	385,000 346,233	595,242 783,045			- :	33,045			595,242 750,000	595,242 750,000
1.297	Arts Grants	3,301,886	3,300,856		-	-	1,030	3,301,886		15,628	66,914	172,779	-		3,046,565	3,046,565
1.299 1.309	Salt Spring Island Arts Climate Action and Adaptation	147,895 3,081,849	147,895 1,970,526		-	1,043,257	68,066	147,895 3,081,849		-	465,536	190 946,362	25,347	-	145,393 1,644,604	145,393 1,644,604
1.310	Land Banking & Housing	5,641,538	3,511,784	2,090,904	-	34,720	4,130	5,641,538	-	627,883	100,000	1,598,983			3,279,542	3,279,542
1.311	Regional Housing Trust Fund Regional Goose Management	4,362,430 331 444	4,362,430 331,444		:		1	4,362,430 331,444	4,198,273	:	66,425	164,157 12,793			252,226	- 252,226
1.313	Animal Care Services	1,888,210	1,846,055	-	-	-	42,155	1,888,210		-	20,000	1,271,480	53,090		543,640	543,640
1.314	SGI House Numbering Biodiversity & Environmental Stewardship	10,412 212,803	10,405 212,803		7	-		10,412 212,803		102,296	-	122	-		10,290 110,507	10,290 110,507
1.316	SSI Building Numbering	10,594	10,535	5 -	59		-	10,594	-	102,230		19			10,575	10,575
1.317	JDF Building Numbering Building Inspection	14,270 2,403,242	14,270 2,336,082		-	13,860	53,300	14,270 2,403,242		33,016	307.194	49 5,080			. 14,169 - 666,762	14,169 666,762
1.319	Soil Deposit Removal	26,294	26,294			13,000	33,300	26,294		33,010	15,185	40			11,069	11,069
1.320 1.322	Noise Control	77,618 59,900	67,618 59,900		10,000	-	-	77,618		-	2.250	269 314		-	77,349	77,349 56,236
1.323	Nuisances & Unsightly Premises By-Law Enforcement	833,421	764,291			-	69,130	59,900 833,421		789,535	3,350	43,886			56,236	50,230
1.324	Regional Planning Services	2,594,383	2,591,883		-	-	2,500	2,594,383	-	91,440	1,128,263	66,551	-		1,308,129	1,308,129
1.325 1.326	Electoral Area Services - Planning Foodlands Access	977,003 270,175	906,233 95,175		-	-	70,770 175,000	977,003 270,175		34,176	77,274	2,287	46,350		816,916 270,175	816,916 270,175
1.330	Regional Growth Strategy	792,714	779,214		-		13,500	792,714	-	-	450,862	17,460		-	324,392	324,392
1.335 1.340	Geo-Spatial Referencing System JDF Livestock Injury Compensation	188,729 3,158	123,179 3,158		-	30,550	35,000	188,729 3,158	3,104	- :		8,382 41			· 171,427 · 13	171,427 13
1.341	SGI Livestock Injury Compensation	3,185	3,185	5 -	-		-	3,185	3,165	-	-	20				
1.342 1.350	SSI Livestock Injury Compensation Willis Point Fire Protect & Recreation	3,158 195,629	3,158 129,732		-	6,720	- 59,177	3,158 195,629	3,143	-	-	2 35,000	-		. 13 . 160,629	13 160,629
1.352	South Galiano Fire Protection	636,003	371,176	141,027	-	10,500	113,300	636,003		-	-	1,420	-	141,027	493,556	634,583
1.353 1.354	Otter Point Fire Protection Malahat Fire Protection	750,559 69.009	531,692 69,009		-	14,147	204,720	750,559 69,009			-	350	-		742,112 66,234	742,112 66,234
1.355	Durrance Road Fire Protection	3,016	2,716	-	-	-	300	3,016	2,7.0	-	-	-	-	3,016	-	3,016
1.356	Pender Fire Protection East Sooke Fire Protection	1,479,126 721,891	1,152,630 429,467		11,560	5,150	203,340 109,000	1,479,126 721 891	- 8,781	-	111,596	13,426 29,014		-	1,354,104 612,666	1,354,104 612,666
1.357	Port Renfrew Fire Protection	228,171	202,051		-	5,150	26,120	228,171	0,701		-	1,498	91,604	-	135,069	135,069
1.359 1.360	North Galiano Fire Protection	338,770 231,094	272,407 141,124		-	5,000	5,000	338,770 231,094	10,000	-	-	1,275 220		24,440	303,055	327,495 230,874
1.360	Shirley Fire Protection Saturna Island Fire	231,094 337,571	141,124 337,571		-	11,730	78,240	231,094 337,571	313	-	- :	15,349			230,874	230,874 321,909
1.369	Electoral Area Fire Services	491,492	488,992	2 -	-	2,500		491,492	-	-	90,604	120	-	-	400,768	400,768
1.370 1.371	Juan de Fuca Emergency Program SSI Emergency Program	109,407 136,329	97,527 136,329		-	-	11,880	109,407 136,329		-	12,049	269 200		-	109,138 124,080	109,138 124,080
1.372	Electoral Area Emergency Program	1,119,770	1,114,770	-	-	-	5,000	1,119,770	-	524,820	64,570	351,038	-		179,342	179,342
1.373	SGI Emergency Program Regional Emergency Program Support	332,706 150,075	318,106 150,075		-	-	14,600	332,706 150,075		-	75,000	2,608 7,606		-	255,098 142,469	255,098 142,469
1.375	Hazardous Material Incident Response	531,470	521,910	-	-		9,560	531,470	-	-	32,066	19,091	-	-	480,313	480,313
1.377 1.378	JDF Search and Rescue SSI Search and Rescue	94,550 27,525	91,550 27,525		-	-	3,000	94,550 27,525		-	-	22,500 100		-	72,050 26,480	72,050 26,480
1.40X	SEAPARC	5,711,058	5,062,692		-		579,400	5,711,058		-		540,881		-	3,492,827	3,492,827
1.405	JDF EA - Community Parks	256,379	243,579	9 -	-	-	12,800	256,379	-	-	-	1,005	-	-	255,374	255,374
1.408	JDF EA - Community Recreation	95,380	95,380		-	-	-	95,380	-	-	-	22,630			72,750	72,750

	CAPITAL REGIONAL DISTRICT 2025 FINAN	CIAL PLAN		Expenditures									Revenue			Schedule A
				Expenditures									Revenue			
		Total 2025	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2025	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2025
1.44X	Panorama Rec. Center.	11,508,989	10,061,681	345,308		-	1,102,000	11,508,989	52,000		41,517	2,156,195			5,897,964	5,897,964
1.455	Salt Spring Island - Community Parks	1,050,126	1,022,126		-	-	28,000	1,050,126		371,867	-	24,723		-	653,536	653,536
1.458	Salt Spring Is Community Rec	402,378	399,878		-	-	2,500	402,378				10,088		-	135,060	135,060
1.459	Salt Spring Is- Pool, Parks, Land, Art & Rec. Prog	2,713,369	2,555,369		-	-	158,000	2,713,369		92,073	35,000	186,030		-	2,069,951	2,069,951
1.465 1.468	Saturna Island Comm. Parks Saturna Island - Community Rec.	31,409 20.878	26,516 20,878		-	-	4,893	31,409 20.878		-	-	1,516 788			28,594	28,594 16.514
1.400	Mayne Is. Com. Parks & Rec	100.553	81,493				19,060	100,553				300			100,253	100,253
1.476	Mayne Is. Comm. Parks (reserve)	34.889	34.889				13,000	34,889				9,830			100,200	100,200
1.478	Mayne Is. Community Rec.	46.056	46.056				_	46.056				60			37,920	37,920
1.485	North & South Pender Com. Parks	189,018	164,018	-	-	-	25,000	189,018		-		2,257		-	186,761	186,761
1.488	North & South Pender Com. Rec	75,708	75,708		-	-	-	75,708	4	-	-	850	-	-	74,854	74,854
1.495	Galiano Parks	165,600	156,325		-	-	9,275	165,600		-	11,350	23,540		-	110,710	
1.498	Galiano Community Recreation	47,934	47,934		-	-		47,934	140			30		-	47,764	47,764
1.521	SWMP -Solid Waste Disposal (Refuse Disposal)	52,223,347	47,342,958		-	-	4,880,389	52,223,347	-	232,000	3,877,066	16,470,038		-		
1.523 1.525	Port Renfrew Refuse Disposal	164,775	146,775		-	-	18,000	164,775		27,233	-	72,796		-	62,346	62,346
1.525	Solid Waste Disposal - Debt Stormwater Quality Management - Sooke	2,026,178 41.810	88,920 28,950				12,860	2,026,178 41.810				2,420 154			41.656	41,656
1.533	Stormwater Quality Management - SGI	42.828	42.828				12,000	42.828				576			42,252	42.252
1.535	Stormwater Quality Management - SSI	57.582	57.582			-]	57.582			27.112	120			15.350	15.350
1.536	LWMP-Stormwater Quality Management-Core	788.233	775.240				12,993	788.233			,	88.554			699,679	699,679
1.537	Stormwater Quality Management - Peninsula	128,753	128,753			-	-	128,753				4,508			124,245	124,245
1.538	Source - Stormwater Quality - Peninsula	70,929	70,929	-	-	-	-	70,929		-	10,673	1,594		-	58,662	58,662
1.57X	Environmental Services	29,482,795	27,774,490		12,482	665,000	1,030,823	29,482,795	-	28,581,968	900,827	-	-	-		-
1.911	911 Systems	2,677,917	1,626,439	1,011,949	29,829	-	9,700	2,677,917	-	-	-	2,075,772			481,907	481,907
1.912B	911 Call Answer - Municipalities	37,303	-		37,303	-	-	37,303		631,757		-39,068		-	(555,386)	(555,386)
1.913	913 Fire Dispatch	403,406	398,118			-	5,288	403,406		-	14,646	17,953	-	-	370,807	370,807
1.921 1.923	Regional CREST Contribution	2,008,152 191,570	2,004,533		3,619	-	-	2,008,152				106,151	-	-	1,902,001	1,902,001
1.923	Emergency Comm - CREST - SGI Emergency Comm - CREST - JDF	191,570	191,570 154,780			-	-	191,570 154,780		-	-	1,976 289		-	189,215 129,704	189,215 129,704
1.924	Emergency Comm - CREST - 3DF Emergency Comm - CREST - SSI	156,054	156,054		-		-	156,054	123			160		-	155,771	155,771
2.610	Saanich Peninsula Water Supply	8,325,361	7,535,061				700,000	8,325,361	123			129,500			100,771	155,771
2.620	SSI Highland Water System	13,844	7,555,661				700,000	13,844	5.240			60		8.544	_	8,544
2.621	Highland / Fernwood Water - SSI	584,314	382,797			-	158,340	584,314	-			1,020		87,756	-	87,756
2.622	Cedars of Tuam	54,026	36,916		-	-	17,110	54,026		-	-	90				-
2.624	Beddis Water	316,694	198,721		-	-	115,470	316,694				151		94,523		94,523
2.626	Fulford Water	246,858	168,665		-	-	62,760	246,858		-	-	750		56,888		56,888
2.628	Cedar Lane Water (SSI)	96,039	62,642		-	-	31,770	96,039	-			160		19,117		19,117
2.630	Magic Lakes Estate Water System	1,103,811	825,789		-	-	66,885	1,103,811	-	-	45,000	11,420		597,460		597,460
2.640 2.642	Saturna Island Water System (Lyall Harbour)	300,159	219,111			-	65,000	300,159		-	16,500 10,000	970 100	134,860	147,829 28,441		147,829
2.650	Skana Water (Mayne) Port Renfrew Water	112,321 184,040	76,307 146,645		7,395		35,445 30,000	112,321 184,040			10,000	1,161		87,329		28,441 87,329
2.660	Fernwood Water	7,165	140,043		7,353		30,000	7,165			10,000	1,101	00,000	5,034		5,034
2.665	Sticks Allison Water (Galiano)	84.900	67,125			_	17.775	84.900			10.000	100	69.240	5.560		5,560
2.667	Surfside Park Estates (Mayne)	165,709	132,890		14,000	-	18,250	165,709		-	5,000	200	129,980	30,529	-	30,529
2.670	Regional Water Supply	44,959,023	22,294,227	2,587,255	-	19,500,000	577,541	44,959,023				768,433	44,190,590	-		
2.680	Juan de Fuca Water Distribution	29,313,997	17,646,586		-	8,235,506	661,564	29,313,997	-	-	-	230,120				-
2.681	Florence Lake Water System Debt	19,038		19,038	-	-	-	19,038		-		37	-	18,883		18,883
2.682	Seagirt Water System Debt	114,767	20,000			-		114,767		-	-	-		114,767		114,767
2.691	Wilderness Mountain Water Service	205,500	149,296		15,000	-	15,540	205,500		-	10,000	160		78,970	-	78,970
3.700 3.701	Septage Disposal	163,563 19,732	163,563 570			-	-	163,563 19,732		-	9,129	163,563 1 474		-	9,129	9,129
3.705	Millstream Remediation Service SSI Liquid Waste Disposal	1,223,914	1,069,967				37,390	1,223,914			30,000	1,474	785,916	406,177		406,177
3.707	LWMP - On Site System Management Program	201,727	201,727				37,330	201.727			21.968	12.232		167,527		167,527
3.71X	Core Area Wastewater Operations	37,627,260	36,827,260			_	800,000	37,627,260		647.113		30,100,539		101,021	6,019,202	
3.718	Peninsula Wastewater TP	5,215,006	4,154,516				992,240	5,215,006		158,602	120,000	2,689,452			2,246,952	2,246,952
3.720	LWMP - (Peninsula) - Implementation	57,819	35,226			-	22,593	57,819				949		-	56,870	56,870
3.750	LWMP - Core and West Shore	590,804	335,943		-	-	254,861	590,804	-	-	-	158,077			232,727	232,727
3.751	LWMP - Core and West Shore Debt	21,427	11,000		-	-	-	21,427	-	-	-	7,703		-	13,724	13,724
3.752	LWMP - Harbour Studies	375,614	375,614		-	-	-	375,614	-			22,777		-	352,837	352,837
3.755	Regional Source Control	1,755,201	1,755,201	-	-	-	-	1,755,201	-	55,000	84,483	87,253	63,036	-	1,465,429	1,465,429
3.756	Harbours Environmental Action	24 222 222	400 700	40.760.757	- 227	- 	7 520 070	24 222 222		-		47 700 547	-	-		6.406.011
3.7XX 3.810	Core Area & Legacy Trunk Sewer - Debt	24,232,880 1,298,564	400,762 927.881		2,337	5,529,745	7,539,279 124.870	24,232,880 1,298,564		-	-	17,738,547 2,780		64,000	6,488,811	6,488,811 64,000
3.810	Ganges Sewer Maliview Estates Sewer System	1,298,564	927,881 182,167		-	-	124,870 50,605	1,298,564		-	-	2,780		5,220		5,220
3.830	Magic Lake Estates Sewer System	959,050	723,947		-	-	61,000	959,050		11,940	-	4,890		624,830		624,830
3.830D	Magic Lake Estates Sewer Debt	232,205	1,520		-	-	3.,000	232,205		. 1,540		2,721		229,484		229,484
3.850	Port Renfrew Sewer	142,348	118,728			-	23,620	142,348				1,630		70,369		70,369
21.ALL	Feasibility Study Reserve Fund - All	162,876	162,876		-	-	.,	162,876		-	-	10,367		. 3,000	132,000	
21.E.A.	Feasibility Study Reserve Fund - E.A.															

	CAPITAL REGIONAL DISTRICT 2026 FINAN	CIAL PLAN		Expenditures									Revenue			Schedule A
		Total 2026	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2026	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2026
1.010	Legislative & General Government	44,721,917	42,795,659	9 203,000		1,481,336	241,922	44,721,918	500,000	26,679,889	652,914	1,921,542			14,859,663	14,859,663
1.10X	Facilities Management	5,229,585	4,656,445	5 -	-		573,140	5,229,585	-	4,986,180	-	68,195	-	-	175,210	175,210
1.101	G.I.S.	697,966	629,366		-	18,600	50,000	697,966		535,180	140.045	6,150		-	156,636	156,636
1.103 1.104	Elections U.B.C.M.	314,786 13,721	273,226 13,721				41,560	314,786 13,721			148,915	81,960 100			83,911 13,621	83,911 13,621
1.108	Joint Electoral Area Admin	320,863	320,863		-	-	-	320,863		-	-	-	-		320,863	320,863
1.109	Electoral Area Admin Exp - JDF	77,295	75,295		-	-	2,000	77,295	-	-		260		-	77,035	77,035
1.110	Electoral Area Admin Exp - SGI Electoral Area Admin Exp - SSI	478,187 1,579,334	477,037 1,493,334		-	-	1,150 86,000	478,187 1,579,334	-	735,040	23,099 77,208	16,808 5,920		-	438,280 761,166	438,280 761,166
1.112	Regional Grant in Aid	1,579,554	1,493,334				- 00,000	1,079,004		733,040	77,200	5,920			701,100	701,100
1.114	Grant-in-Aid - Juan de Fuca	21,520	21,520		-	-	-	21,520	-	-	-	290	-		21,230	21,230
1.116	Grant-in-Aid - Salt Spring Island	79,123	79,123		-	-	-	79,123	-	-	-	280	-	-	78,843	78,843
1.117 1.119	Grant-in-Aid - Southern Gulf Islands Vancouver Island Regional Library	116,956 435,105	116,956 435,105]	116,956 435,105				1,310 670			115,646 434,435	115,646 434,435
1.121	Sooke Regional Museum	306,018	306,018		-	-	-	306,018		-	-	690	-		305,328	305,328
1.123	Prov. Court of B.C. (Family Court)	149,360			-	-	149,360	149,360		-	-	149,360		-		
1.124 1.125	SSI Economic Development Commission SGI Economic Development Commission	69,609 134,813	68,739 134,813		-	-	870	69,609 134,813		-	-	660 1,550		-	68,949 133,263	68,949 133,263
1.126	Victoria Family Court Committee	15,824	15,824				_	15,824				824	-		15,000	15,000
1.128	Greater Victoria Police Victim Services	336,007	336,007	7 -	-	-	-	336,007	-	-	-	15,190			320,817	320,817
1.129	Vancouver Island Regional Library - Debt	340,166	1,900		-	-	-	340,166	-	-	-	340,166		-		-
1.133 1.137	Langford E.A Greater Victoria Public Library Galiano Island Community Use Building	35,384 73,967	35,384 41,784				1,530	35,384 73,967				100 334			35,284 73,633	35,284 73,633
1.138	Southern Gulf Islands Regional Library	262,967	262,967		-	-	-	262,967		-	-	2,660	-		260,307	260,307
1.141	Salt Spring Island Public Library	794,170	633,914		-	-	13,605	794,170	-	-	-	1,960		-	792,210	792,210
1.15X 1.170	Municipalities' Own Debt - M.F.A. Gossip Island Electric Power Supply	17,107,901 63,393	95,050 772		-	-	-	17,107,901 63,393	-	-	-	95,050 380	-	63,013	17,012,851	17,012,851 63,013
1.224	Community Health	893,792	893,792				_	893,792				249,438	-	03,013	644,354	644,354
1.226	Health Facilities - VIHA	1,847,981	878,802	2 -	-	-	969,179	1,847,981		-	-	1,847,981	-	-	-	-
1.227	Saturna Island Medical Clinic Galiano Health Service	12,776	12,776		-	-	-	12,776		-	-	1,490		-	11,286	11,286
1.228 1.229	Pender Islands Health Care Centre	152,132 286,710	152,132 286,710		-	-]	152,132 286,710			-	130 2,070			152,002 284,640	152,002 284,640
1.230	Traffic Safety Commission	77,718	77,718				-	77,718				3,740			73,978	73,978
1.232	Port Renfrew Street Lighting	9,654	9,654	1 -	-	-	-	9,654		-	-	370		4,884		4,884
1.234 1.235	SSI Street Lighting	33,540 531,940	33,540 292,787		-	-	- 151,660	33,540 531,940		-	-	40	163,590	360,180	33,500	33,500 360,180
1.236	SGI Small Craft Harbour Facilities Salt Spring Island Fernwood Dock	26,423	17,688		-	-	8,735	26,423		-		8,170 180		26,243		26,243
1.238A	Community Transit (SSI)	709,730	659,095		-	-	50,635	709,730		-	-	221,734	-	,	487,996	487,996
1.238B	Community Transportation (SSI)	140,386	51,591		-		85,275	140,386				450		-	139,936	139,936
1.280 1.290	Regional Parks Royal Theatre	22,532,428 602,000	16,250,647 112,000		-	280,908 105,000	4,081,666 385,000	22,532,428 602,000		79,090	20,000	971,293	742,445		20,719,600 602,000	20,719,600 602,000
1.295	McPherson Theatre	785,339	349,106		-	90,000	346,233	785,339				35,339			750,000	750,000
1.297	Arts Grants	3,374,276	3,373,226	· -	-	-	1,050	3,374,276	-	16,080	52,700	186,993			3,118,503	3,118,503
1.299	Salt Spring Island Arts	165,876	165,876		-	792,961	- 87,013	165,876		-	204 674	190	67,653	-	165,686	165,686
1.309 1.310	Climate Action and Adaptation Land Banking & Housing	2,770,510 4,960,275	1,890,536 2,463,148		-	25,210	4,170	2,770,510 4,960,275		474,607	301,674	717,352 712,367	2,000		1,683,831 3,771,301	1,683,831 3,771,301
1.311	Regional Housing Trust Fund	-	_,,	,, -	-	,		-		-	-	-	-,		-	-
1.312	Regional Goose Management	270,953	270,953		-	-	74 505	270,953		-	-	12,793		-	258,160	258,160
1.313	Animal Care Services SGI House Numbering	1,969,518 10,630	1,897,953 10,630				71,565	1,969,518 10,630				1,295,800 130			619,568 10,500	619,568 10,500
1.315	Biodiversity & Environmental Stewardship	219,100	219,100		-	-	-	219,100		113,735	-	-	-		105,365	105,365
1.316	SSI Building Numbering	10,805	10,805		-	-	-	10,805	-	-	-	20		-	10,785	10,785
1.317 1.318	JDF Building Numbering Building Inspection	14,565 2,489,719	14,565 2,412,269		-	14,150	- 63,300	14,565 2,489,719		33,680	245,550	70 4,690		-	14,495 786,779	14,495 786,779
1.319	Soil Deposit Removal	29,025	29,025			14,130	03,300	29,025		33,000	13,485	4,090			15,500	15,500
1.320	Noise Control	79,188	69,008	-	-	-	10,180	79,188	-	-	-	300			78,888	78,888
1.322	Nuisances & Unsightly Premises	65,904	65,904		-	-		65,904	-		4,294	340	-	-	61,270	61,270
1.323 1.324	By-Law Enforcement Regional Planning Services	1,021,109 1,747,309	954,134 1,744,809				66,975 2,500	1,021,109 1,747,309		976,418 94,090	211,757	44,691 66,750			1,374,712	1,374,712
1.325	Electoral Area Services - Planning	988,554	917,784		-	-	70,770	988,554		34,860	57,514	2,250			846,650	846,650
1.326	Foodlands	378,254	248,254		-	-	130,000	378,254	-	-			-	-	378,254	378,254
1.330 1.335	Regional Growth Strategy Geo-Spatial Referencing System	423,654 192,305	412,854 125,945		-	30,660	10,800 35,700	423,654 192,305	-		75,000	17,510 8,000		-	331,144 175,205	331,144 175,205
1.340	JDF Livestock Injury Compensation	3,163	3,163			-	-	3,163				30			3,133	3,133
1.341	SGI Livestock Injury Compensation	3,184	3,184		-	-	-	3,184	-	-	-	20		-	3,164	3,164
1.342	SSI Livestock Injury Compensation	3,163	3,163		-	6,920	- 60,950	3,163		-	-	20		-	3,143	3,143
1.350 1.352	Willis Point Fire Protect & Recreation South Galiano Fire Protection	201,828 635,973	133,958 379,236		-	10,710	105,000	201,828 635,973		-	-	36,030 1,420		141,027	165,798 493,526	165,798 634,553
1.353	Otter Point Fire Protection	758,229	543,239		-	6,170	208,820	758,229		-	-	360			757,869	757,869
1.354	Malahat Fire Protection	70,424	70,424		-	-		70,424	-	-	-	-	-		70,424	70,424
1.355 1.356	Durrance Road Fire Protection Pender Fire Protection	3,020 1,580,993	2,720 1,264,980		-		300 221,082	3,020 1,580,993		-	94,931	12,180		3,020	1,473,882	3,020 1,473,882
1.357	East Sooke Fire Protection	724,845	430,141			5,250	111,180	724,845				29,710			622,275	622,275
1.358	Port Renfrew Fire Protection	233,113	206,473		-	-	26,640	233,113		-	-	1,390	93,508	-	138,215	138,215
1.359	North Galiano Fire Protection Shirley Fire Protection	334,463	268,100		-	5,000	5,000	334,463	-	-	-	1,140		24,440		333,323
1.360 1.363	Saturna Island Fire	234,607 344,485	144,337 344,485			10,510	79,760	234,607 344,485				220 15,660			234,387 328,825	234,387 328,825
1.369	Electoral Area Fire Services	481,040	464,065	-	-	2,500	14,475	481,040		-	-	120	-		480,920	480,920
1.370	Juan de Fuca Emergency Program	111,476	99,596		-	-	11,880	111,476		-		240		-	111,236	111,236
1.371 1.372	SSI Emergency Program Electoral Area Emergency Program	143,007 917,454	139,007 912,454		-	-	4,000 5,000	143,007 917,454		535,320	2,027 12,384	200 176,020		-	140,780 193,730	140,780 193,730
1.373	SGI Emergency Program	287,850	273,430				14,420	287,850		-	25,000	2,860			259,990	259,990
1.374	Regional Emergency Program Support	154,668	154,668	-	-	-	-	154,668		-	-	7,640	-		147,028	147,028
1.375	Hazardous Material Incident Response	523,822	507,367		-	-	16,455	523,822		-	-	18,660		-	505,162	
1.377 1.378	JDF Search and Rescue SSI Search and Rescue	96,430 27,129	93,430 27,129		-	-	3,000	96,430 27,129		-	-	22,940 100			73,490 27,029	73,490 27,029
1.40X	SEAPARC	5,932,640	5,177,686	163,966	-	-	590,988	5,932,640		-	-	551,438	1,685,397		3,695,805	3,695,805
1.405	JDF EA - Community Parks	262,607	243,437		-	-	19,170	262,607		-	-	960			261,647	261,647
1.408	JDF EA - Community Recreation	97,290	97,290		-	-	-	97,290	-		-	23,080			74,210	74,210

Part		CAPITAL REGIONAL DISTRICT 2026 FINAN	ICIAL PLAN														Schedule A
Process Proc					Expenditures									Revenue			
March Marc			Total 2026			Deficit	Capital	Reserves				Reserves			Parcel Tax	Tax	Requisition 2026
Set Set Set Control Print 1000 2003 24045 2405										-		75,000		3,538,030			
Description Process and the rest of th							•				379,304			262 270			664,244 144.561
Section Sect											93.914						
											-						
March March Com Parks Spread 11,000 1,000	1.468		17,640	17,640	-						-			-	-		16,930
Mayor Mayo							-	- 19,440			-	-			-	102,609	102,609
March South Found Come Plants											-	-		1,080	-		-
March & Abach Power Care In the 73-77 77-77 77-77 77-78 77-77 77-78 77-77 77-78 77								- 32,000						-			38,680 200,677
Calcer Plane 150,700								- 52,000									78,600
Second Confess Control Record Transfer Decord 46,356,441 53,000 58,								- 11,333			-	11,580		-			
1.5.50 Post Partie National Supposed 18.1,124 14.7,776 13.5,000 13.6,124 27.777 17.2,001 2.0,000 13.6,125 13.5											-	-		-	-	48,860	48,860
5.50 Start Week Opposed. Table \$2.716.146 \$2.500 \$2.716.726 \$2.600.225 \$2.716.146 \$2.500 \$2.716.726 \$2.600.225 \$2																	
Second Configuration Configu								- 18,360			27,778					63,643	63,643
Secondary Coagle Visional Co								12.803				50,000		2,715,725		. 42.480	42,489
1.50 Stormwist Cauly Namework Ca												30,000		-			43,431
15.77 Symmetr Carley Newsperier Previous 12,112 12,112 12,112 12,117 1											-	1,910		-			25,857
1.538 Source - Summerinal Condary - Permutal 1.572 1.5								- 12,164			-	-		-			
1.57											-			-			127,657
1911 911 Spitemes							•						1,763	-		60,312	60,312
1978 \$11 of Anner Ant-Supplies											29,608,571	170,224	2.054.054	447.022			507,582
1913 913 Fee Department			2,070,400	1,040,107	1,011,949			- 10,330	2,070,400		619 122			117,033			(573,482)
15/23 Regrout CREST - 501 196,438 2,102,572 2,102,72 1,0469 1,369,682 1,053			424.511	410.761				- 13,750	424.511	_	010,122			_			411,591
1524 Emproyco Comm - CREST - SB 157,913 157,913 157,913 159,028	1.921	Regional CREST Contribution	2,102,572	2,102,572	-				2,102,572	-	-			-			1,998,082
1925 Empropro/Comm - CREST - SSI 159,208											-	-		-			193,348
2610 Saminin-Perimental Years Supply 9,773,797 8,013,454 12,10,345 - 50,000 9,773,797 - 500 9,773,297 - 50											-	-		-			157,653
2,600 Self Highers Water Seytem 13,845 54 13,761							-				-	-			-	159,048	159,048
2622 Highland I Fernicod Water - SSI								- 550,000						9,773,297	13 785		13,785
2,622 Celars of Tum								- 105.810				20,000		539 090			96,532
2626 Full cold Valer 269,469 173,947 19,722 - 75,850 269,489 - 70 206,140 62,579 - 2628 Costa lane Water (SS) 137,139 83,770 11,494 - 1,4157 137,139 - 20,000 160 30,000 23,899 - 2630 Magic Lakine Estate Water System 1,126,677 831,231 165,861 - 132,585 1,126,677 - 40,000 11,530 462,767 615,380 - 2,2640 33,447 - 4,4157 - 4,4000 1,150 462,767 615,380 - 2,262 - 2,26															,		-
2 628 Centr Lame Water (SN)											-	-					113,431
2,530 Major Labore Estate Water System 1,129,677 615,380							-				-	-					62,579
2640 Salarna Hardware System (Lyal Harbour) 199.433 33.497 64.880 297.810 - 990 141,600 155.220 - 120,000 - 120,000 - 120,000 - 140,000							•				-						23,899
2,642 Slama Water (Mayner) 122,771 74,266 12.20 36,256 122,771 102 88,536 34,133							•				-	40,000					615,380 155,220
2650 Port Pentfrew Water																	34,133
2,665 Sticke Mister (Saliene) 77,125 57,850 - 19,275 77,125 77,125 77,125 - 100 71,300 5,725 - 2,677 Regional Water Supply 49,595,077 23,196,711 4,809,274 - 21,000,000 589,092 49,595,077 - 1,162,150 48,432,927 - - - - - - - - -												8,000					100,432
2,667 Surfiside Park Estates (Mayne) 192,810 144,983 20,592 - 27,235 192,810 200 155,980 36,830 - 2,830 -		Fernwood Water										-		-			4,121
2,870 Regional Water Supply 49,959,077 23,196,711 4,809,274 - 21,000,000 589,092 49,595,077 1,162,150 48,432,927 2,881 Junia de Flucar Water System Debt 19,078 19,078 1,9078 1,9078 1,9078 1,9078 1,9078 1,9078 1,9078 1,9078 1,9078							-				-	-					5,725
2,880 Jum de Fuce Water Debt 19,078 40 19,038 237,120 31,460,058							- 04 000 0				-	-			36,630	-	36,630
2 881 Florence Lake Water System Debt 146,552 4 146,552 4 146,552 - 146,552											-	-					-
2 882 Seagitt Water System Debt							- 0,020,2	- 019,790			-			31,400,036	19.001		19,001
2691 Wilderness Mountain Water Service 209.282 146,728 26,104																	146,552
3701 Milstream Remetiation Service		Wilderness Mountain Water Service						- 36,450				4,000		122,202	82,920		82,920
3705 SSL Liguid Waste Disposal 1,306,927 1,103,588 109,719 93,820 1,306,927 15,000 1,810 833,070 477,077			166,830	166,830	-		-		166,830	-	-	-	166,830	-	-		-
3707 LVMPP - On Silse System Management Program 179,222 179,223 17							•			-	-					-	
37.1X Core Area Wastewater Operations 38,444,181 37,144,181 1,300,000 38,444,181 - 655,995 150,000 31,227,471 6,410,715 15,000 31,227,471							•	- 93,620			-	15,000		833,070			457,047 171,737
3.718 Peninsula Wastewater TP 5.615.857 4.627.222 314,745 673.890 5.615.857 - 161,770 135,000 2.866,654 2.422.833 3.720 LWMP. (Peninsula) - Implementation 58.957 3.270 5.29.564 603.139 60.537 60.537 22,867 3.750 LWMP. (Peninsula) - Implementation 58.957 3.270								1 300 000			655 995	150,000			171,737		
3.750 LVMPP - Core and West Shore 60.51.39 343.575 - - 259.564 60.51.39 - - 161.197 204.000 - 237.942 - 3.751 LVMPP - Core and West Shore Debt 168.391 3.2.000 136.391 - - - 60.537 - 107.854 - - 107.854 - - 384.674 - - - 384.674 - - - 384.674 - - 384.674 - - 384.674 - - 384.674 - - - 384.674 - - - 384.674 - - - 384.674 - - - - - - - - -																	
3.751 LWMP - Core and West Shore Debt 168.391 32,000 136,391 168.391 60,537 107,854 3.752 LWMP - Harbour Studies 384,674 384,674 346,674 21,382 363,292 3.755 Regional Source Control 1,816,445 1,816,445 - 55,495 61,133 87,253 64,297 - 1,548,267 3.756 Harbours Environmental Action	3.720							- 22,687			-	-		-			58,008
3.752 LVMP - Harbour Studies 38.4 674 38.4 674 - 363.292								- 259,564			-	-		204,000			237,942
3.755 Regional Source Control 1,816,445 1,816,445 1,816,445 1,816,445 1,816,445 1,816,445 1,816,445 1,816,445 1,816,445											-	-		-			107,854
3.756 Harbours Environmental Action 3.7XX Core A rea & Legacy Trunk Sewer - Debt 25,547,709 234,860 11,172,025 - 5,529,745 8,611,079 18,542,510 7,005,199 3.810 Ganges Sewer 1,419,322 993,589 263,138 162,595 1,419,322 30,000 2,832 1,318,010 68,480 3,820 Mailvew Estates Sewer System 270,346 182,209 45,102 43,035 270,346 25,780 238,822 5,744 2,74,110 1,027,640 - 12,180 40,000 4,980 326,510 645,570											- 55 405	61 122		E4 207	-		363,292 1,548,267
3.7XX Core Area & Legacy Trunk Sewer - Debt 25,547,709 234,860 11,172,025 - 5,529,745 8,611,079 25,547,709 18,542,510 7,005,199 3.810 Ganges Sewer 1,419,322 993,589 263,138 162,595 1,419,322 30,000 2,832 1,318,010 68,480 3,000 2,832 1,318,010 68,480 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,832 1,318,010 68,480 - 2,000 2,83			1,010,445	1,010,440			-		1,610,445		55,495	01,133	01,255	04,297		1,040,207	1,040,207
3.810 Ganges Sewer 1,419,322 993,589 263,138 162,595 1,419,322 30,000 2,832 1,318,010 68,480 - 3,820 Mishiwe Estates Sewer System 270,346 182,209 45,102 43,035 270,346 25,780 238,622 5,744 - 25,780 238,622 5,744 74,110 1,027,640 - 12,180 40,000 4,980 326,510 643,570 - 10,000 1,00			25.547.709	234,860	11.172.025		5,529.7	45 8,611,079	25.547.709				18.542.510			7.005.199	7,005,199
3.820 Maliview Estates Sewer System 270,346 182,209 45,102 43,035 270,346 25,780 238,822 5,744 - 3,830 Magic Lake Estates Sewer System 1,027,640 779,427 174,103 74,110 1,027,640 - 12,180 40,000 4,980 326,910 643,570 -	3.810		1,419,322	993,589	263,138			- 162,595	1,419,322	-	-	30,000	2,832	1,318,010) -	68,480
	3.820	Maliview Estates Sewer System							270,346	-	-	-	25,780	238,822	5,744	-	5,744
							-	- 74,110			12,180	40,000		326,910			643,570
	3.830D	Magic Lake Estates Sewer Debt	232,205	1,520			-		232,205		-	-	2,770	70	229,435		229,435
3.850 Port Renfrew Sewer 149.418 121,213 28.205 149.418 1,660 73.869 73,889 1,160 73.869 73,889 73,889 1,160 73.869 73,889 1,160 73.869 73,889 1,160 7			149,418	121,213	-			- 28,205	149,418	-	-	-	1,660	/3,869	/3,889	-	73,889
2.1.E.A. Feasibility Study Reserve Fund - 4.1]

	CAPITAL REGIONAL DISTRICT 2027 FINAN	CIAL PLAN		Expenditures									Revenue			Schedule A
		Total 2027	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2027	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2027
1.010	Legislative & General Government	43,687,952	42,500,789	304,332		577,530	305,301	43,687,952	500,000	26,656,411		1,863,582	109,270		14,558,689	14,558,689
1.10X	Facilities Management	5,428,303	4,774,003		-	-	654,300	5,428,303	-	5,179,525	-	68,494	-		180,284	180,284
1.101	G.I.S.	713,842	644,872		-	18,970	50,000	713,842	-	545,880		6,270			161,692	161,692
1.103	Elections	43,801	561		-	-	43,240	43,801	-	-	500	101			43,200	43,200
1.104 1.108	U.B.C.M. Joint Electoral Area Admin	13,995 329,753	13,995 329,753					13,995 329,753		- :		100	-		13,895 329,753	13,895 329,753
1.109	Electoral Area Admin Exp - JDF	78,848	76,808		-	-	2,040	78,848	-	-	-	260	-		78,588	78,588
1.110	Electoral Area Admin Exp - SGI	484,991	483,821		-	-	1,170	484,991	-	-	19,119	17,192			448,680	448,680
1.111	Electoral Area Admin Exp - SSI	1,542,092	1,470,997	-	-	-	71,095	1,542,092	-	749,750	15,000	5,940	-		771,402	771,402
1.112 1.114	Regional Grant in Aid Grant-in-Aid - Juan de Fuca	21,550	21,550		-	-		21,550		-		290	-		21,260	21,260
1.116	Grant-in-Aid - Salt Spring Island	84,224	84,224					84,224				280			83,944	83,944
1.117	Grant-in-Aid - Southern Gulf Islands	119,301	119,301		-		-	119,301	-	-		1,330	-		117,971	117,971
1.119	Vancouver Island Regional Library	443,811	443,811		-	-	-	443,811	-	-	-	690			443,121	443,121
1.121 1.123	Sooke Regional Museum Prov. Court of B.C. (Family Court)	312,139 149,360	312,139	-	-	-	149,360	312,139 149,360	-	-	-	710 149,360			311,429	311,429
1.124	SSI Economic Development Commission	71,000	69,020				1,980	71,000				670			70,330	70,330
1.125	SGI Economic Development Commission	137,520	137,520		-		-	137,520	-	-	-	1,580			135,940	
1.126	Victoria Family Court Committee	15,824	15,824		-	-	-	15,824	-	-	-	824			15,000	15,000
1.128	Greater Victoria Police Victim Services	342,727	342,727		-	-	-	342,727	-	-	-	15,190			327,537	327,537
1.129	Vancouver Island Regional Library - Debt Langford E.A Greater Victoria Public Library	340,166 36,087	1,900 36,087			-		340,166 36,087				340,166 100			35,987	35,987
1.137	Galiano Island Community Use Building	75,450	42,804				1,993	75,450				340			. 75,110	75,110
1.138	Southern Gulf Islands Regional Library	268,232	268,232		-	-	-	268,232	-	-	-	2,710	-		265,522	265,522
1.141	Salt Spring Island Public Library	810,032	647,684		-	-	152,460	810,032	-	-	-	1,980			808,052	808,052
1.15X	Municipalities' Own Debt - M.F.A.	15,569,425	95,050 784		-	-	-	15,569,425	-	-	-	95,050 380		62.005	15,474,375	
1.170 1.224	Gossip Island Electric Power Supply Community Health	63,405 293,781	784 293,781	62,621	-	-	1	63,405 293,781	-	-	-	380 60,958		63,025	232,823	63,025 232,823
1.224	Health Facilities - VIHA	1,884,941	901,198				983,743	1,884,941				1,884,941			. 202,023	202,020
1.227	Saturna Island Medical Clinic	13,027	13,027		-		-	13,027	-	-	-	1,520			11,507	11,507
1.228	Galiano Health Service	155,172	155,172		-	-	-	155,172	-	-	-	130			155,042	
1.229	Pender Islands Health Care Centre	294,641	294,641		-	-	-	294,641	-	-	-	2,110			292,531	292,531
1.230 1.232	Traffic Safety Commission Port Renfrew Street Lighting	79,256 9,843	79,256 9.843		-	-	-	79,256 9,843	-	-		3,810 380		4,973	75,446	75,446 4,973
1.234	SSI Street Lighting	34,208	34,208				1	34,208				40		4,570	34,168	
1.235	SGI Small Craft Harbour Facilities	542,570	303,807		-		151,270	542,570		-	-	8,320		367,390		367,390
1.236	Salt Spring Island Fernwood Dock	30,369	18,369		-	-	12,000	30,369	-	-	-	190		30,179		30,179
1.238A	Community Transit (SSI)	730,739	704,994		-	-	25,745	730,739	-	-	-	225,891			504,848	
1.238B 1.280	Community Transportation (SSI) Regional Parks	147,608 23,926,841	49,376 16,660,629		-	286 526	76,045 3,960,479	147,608 23,926,841	-	80,672	-	460 990,676			· 147,148 · 22,099,935	
1.290	Royal Theatre	608,000	118,000		-	109,000	381,000	608.000		00,072		990,070	755,556		608.000	608,000
1.295	McPherson Theatre	785,339	349,106		-	94,000	342,233	785,339		-	-	35,339	-		750,000	750,000
1.297	Arts Grants	3,443,238	3,442,168		-	-	1,070	3,443,238	-	16,546	52,700	186,993			3,186,999	3,186,999
1.299	Salt Spring Island Arts	169,191	169,191		-			169,191	-	-	-	190			169,001	169,001
1.309	Climate Action and Adaptation Land Banking & Housing	2,059,491 4,817,720	1,808,246 2,282,966		-	164,023 25,710	87,222 4,210	2,059,492 4,817,720		371,776	-	216,152 716,643			1,775,687 3,727,301	1,775,687 3,727,301
1.311	Regional Housing Trust Fund	4,017,720	2,202,900	2,304,034	-	25,710	4,210	4,017,720		3/1,//0	-	7 10,043	2,000		. 3,727,301	3,727,301
1.312	Regional Goose Management	-			-		-	-	-	-	-	-	-			-
1.313	Animal Care Services	2,027,488	1,949,023		-	-	78,465	2,027,488	-	-	-	1,321,710			650,548	
1.314	SGI House Numbering	10,840	10,840		-	-	-	10,840	-	-	-	130	-		10,710	
1.315 1.316	Biodiversity & Environmental Stewardship SSI Building Numbering	225,592 11.026	225,592 11,026				1	225,592 11.026		117,066		20			108,526 11,006	108,526 11,006
1.317	JDF Building Numbering	14,849	14,849				-	14,849				70			14,779	14,779
1.318	Building Inspection	2,480,110	2,402,370	-	-	14,440	63,300	2,480,110		34,350	65,250	4,730			928,400	928,400
1.319	Soil Deposit Removal	27,363	27,363		-	-		27,363		-	7,170	40			20,153	20,153
1.320 1.322	Noise Control Nuisances & Unsightly Premises	80,770 67,243	70,397 67,243			-	10,373	80,770 67,243			1,343	300 340			80,470 65,560	80,470 65,560
1.323	By-Law Enforcement	967,263	876,938				90,325	967,263		921,673	1,040	45,590			. 00,000	
1.324	Regional Planning Services	2,108,858	2,106,358	-	-	-	2,500	2,108,858	-	96,810	500,510	68,090	-		1,443,448	
1.325	Electoral Area Services - Planning	1,025,643	954,873		-	-	70,770	1,025,643	-	35,557	62,366	2,290	48,230		877,200	877,200
1.326 1.330	Foodlands Regional Growth Strategy	456,747 355,547	326,747 347,247		-	-	130,000	456,747 355,547	-	-	-	17,860	-		456,747 337,687	456,747 337,687
1.330	Geo-Spatial Referencing System	355,547 196,079	347,247 128,624			31,270	8,300 36,185	196,079				8,160			178,639	178,639
1.340	JDF Livestock Injury Compensation	3,166	3,166	-	-	,		3,166	-	-	-	30			3,136	3,136
1.341	SGI Livestock Injury Compensation	3,187	3,187		-	-	-	3,187	-	-	-	20			3,167	3,167
1.342 1.350	SSI Livestock Injury Compensation Willis Point Fire Protect & Recreation	3,166 208,200	3,166 138,290		-	7,130	62,780	3,166 208,200	-	-	-	20 37,090			3,146 171,110	3,146 171,110
1.352	South Galiano Fire Protection	645.960	387,313		:	10,920	106,700	645,960			:	1,420		141,027		
1.353	Otter Point Fire Protection	774,116	554,836			6,290	212,990	774,116				370		111,021	773,746	773,746
1.354	Malahat Fire Protection	71,830	71,830	-	-	-	-	71,830	-			-			71,830	71,830
1.355	Durrance Road Fire Protection	3,023	2,723		-	-	300	3,023	-	-	-		-	3,023		3,023
1.356 1.357	Pender Fire Protection East Sooke Fire Protection	1,515,842 736,740	1,290,330 439,706		-		225,512 113,400	1,515,842 736,740	-	-	-	12,430 30,418			1,503,412 632,002	1,503,412 632,002
1.357	Port Renfrew Fire Protection	238,078	210,908		- :	5,360	27,170	238.078				1,410			141,908	141,908
1.359	North Galiano Fire Protection	340,184	273,821		-	5,000	5,000	340,184	-		-	1,160		24,440		339,024
1.360	Shirley Fire Protection	239,299	147,609		-	10,720	80,970	239,299	-	-	-	220			239,079	239,079
1.363	Saturna Island Fire	351,481	351,481		-			351,481	-	-	-	15,970			335,511	335,511
1.369 1.370	Electoral Area Fire Services Juan de Fuca Emergency Program	505,092 113,557	470,757 101,677		-	2,500	31,835 11,880	505,092 113,557	-	-	-	120 240			504,972 113,317	504,972 113,317
1.370	SSI Emergency Program	113,557	141,682		-	-	6,340	148,022	-	-	-	240			113,317	
1.372	Electoral Area Emergency Program	764,718	759,718				5,000	764,718		546,030	11,328	1,040			206,320	
1.373	SGI Emergency Program	268,114	253,734	-	-	-	14,380	268,114		-	-	2,920	-		265,194	265,194
1.374	Regional Emergency Program Support	159,171	159,171		-	-	-	159,171	-	-	-	7,780			151,391	151,391
1.375	Hazardous Material Incident Response JDF Search and Rescue	549,452	517,767		-	-	31,685	549,452		-	-	19,040			530,412	
1.377 1.378	JDF Search and Rescue SSI Search and Rescue	98,350 27,675	95,350 27,675		-	-	3,000	98,350 27,675		-	-	23,390 100			74,960 27,575	74,960 27,575
1.40X	SEAPARC	6,149,524	5,337,750				602,808	6,149,524				562,259			3,868,160	
1.405	JDF EA - Community Parks	268,787	245,617		-	-	23,170	268,787	-	-	-	980	-		267,807	267,807
1.408	JDF EA - Community Recreation	99,230	99,230	-	-	-	-	99,230	-	-		23,540	-		75,690	75,690

	CAPITAL REGIONAL DISTRICT 2027 FINAN	ICIAL PLAN														Schedule A
				Expenditures									Revenue			
		Total 2027	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2027	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2027
1.44X	Panorama Rec. Center.	12,340,174	10,547,493	606,728			- 1,185,953	12,340,174				2,315,376		-	6,416,008	6,416,008
1.455	Salt Spring Island - Community Parks	1,093,338	1,064,083	-	-		- 29,255	1,093,338		386,891	-	25,610		-	680,837	
1.458 1.459	Salt Spring Is Community Rec	428,274	420,274	157.394	-		- 8,000	428,274			-	10,040		-	150,614	
1.459	Salt Spring Is- Pool, Parks, Land, Art & Rec. Prog Saturna Island Comm. Parks	3,146,575 32,740	2,626,151 27.650	157,394			- 363,030 - 5,090	3,146,575 32,740		95,791	-	187,640 1.390		-	2,514,904 31,350	
1.468	Saturna Island Comm. Parks Saturna Island - Community Rec.	17.995	17.995				- 5,090	17.995				720			17.275	
1.475	Mayne Is. Com. Parks & Rec	105,296	85,466				- 19,830					300			104,996	
1.476	Mayne Is. Comm. Parks (reserve)	11,320	11,320					11,320				10,220			-	-
1.478	Mayne Is. Community Rec.	39,510	39,510		-			39,510		-	-	60		-	39,450	39,450
1.485	North & South Pender Com. Parks	217,773	182,033	-			- 35,740	217,773	-	-	-	2,290	-	-	215,483	
1.488	North & South Pender Com. Rec	83,420	83,420		-			83,420		-	-	890		-	82,530	
1.495	Galiano Parks	156,050	142,490	-	-		- 13,560			-	11,810	24,490		-	119,750	
1.498	Galiano Community Recreation	49,870	49,870	-	-			49,870			-	30		-	49,840	49,840
1.521 1.523	SWMP -Solid Waste Disposal (Refuse Disposal)	47,315,720 171,491	45,320,808 152,761	-	-		- 1,994,912			241,500		18,549,822		-	-	64,944
1.523	Port Renfrew Refuse Disposal Solid Waste Disposal - Debt	2,764,022	2,420	2.761.602			- 18,730	171,491 2,764,022		28,333	-	75,814 2,420		-	64,944	64,944
1.525	Stormwater Quality Management - Sooke	43,425	30,606				- 12,819			-		2,420		-	43.339	43.339
1.533	Stormwater Quality Management - SGI	45,425	45.269				- 12,019	45,425				620			44.649	44.649
1.535	Stormwater Quality Management - SSI	28.176	28.176					28.176			1.680	122			26.374	26.374
1.536	LWMP-Stormwater Quality Management-Core	827.055	816.420				- 10,635				-	89.230			737.825	
1.537	Stormwater Quality Management - Peninsula	135,605	135,605					135,605	-			4,455	-	-	131,150	131,150
1.538	Source - Stormwater Quality - Peninsula	64,465	64,465	-	-			64,465	-	-	716	1,763		-	61,986	61,986
1.57X	Environmental Services	30,408,275	29,241,615		-		- 1,166,660			30,239,521	168,754	-	-	-	-	-
1.911	911 Systems	2,697,436	1,671,132	1,011,949			- 14,355	2,697,436	-	-	-	2,033,770		-	548,190	
1.912B	911 Call Answer - Municipalities			-	-				-	606,739	-	-46,560		-	(560,179)	(560,179)
1.913	913 Fire Dispatch	457,806	440,936	-	-		- 16,870	457,806		-		13,170		-	444,636	444,636
1.921	Regional CREST Contribution Emergency Comm - CREST - SGI	2,163,494 199,346	2,163,494 199,346	-	-			2,163,494 199,346		-	-	106,580 2.130		-	2,056,914 197,216	
1.923	Emergency Comm - CREST - SGI Emergency Comm - CREST - JDF	161,069	161,069					161,069		-		2,130		-	160,809	
1.925	Emergency Comm - CREST - SSI	162,390	162,390					162,390				160		-	162,230	
2.610	Saanich Peninsula Water Supply	10,726,994	8,966,651	1,210,343			- 550,000					500			102,200	102,200
2.620	SSI Highland Water System	11,292	85					11,292				60		11,232		11,232
2.621	Highland / Fernwood Water - SSI	751,579	448,569		-		- 81,000					830		115,839		115,839
2.622	Cedars of Tuam	140,596	42,777	62,679			- 35,140	140,596	-			90	140,506		-	
2.624	Beddis Water	426,050	226,301	62,444	-		- 137,305			-	-	150		136,120		136,120
2.626	Fulford Water	319,253	188,698		-		- 74,040	319,253		-		790		75,093		75,093
2.628	Cedar Lane Water (SSI)	148,782	66,345		-		- 60,960	148,782		-		160		31,072		31,072
2.630	Magic Lakes Estate Water System	1,121,409	810,356		-		- 158,250	1,121,409		-	-	11,580		633,840		633,840
2.640 2.642	Saturna Island Water System (Lyall Harbour) Skana Water (Mavne)	312,668	203,430				- 70,350				6,000	1,010 101		162,978	-	162,978
2.650	Port Renfrew Water	175,385 229,858	74,626 151,635				- 37,550 - 68,140			-	6,000	1,220		47,104 115,499		47,104 115,499
2.660	Fernwood Water	3,398	51	3,347			- 00,140	3,398				1,220		3,358		3,358
2.665	Sticks Allison Water (Galiano)	79.417	59,027	5,547			- 20.390					100		5.897	_	5,897
2.667	Surfside Park Estates (Mayne)	279.485	136.186	115,409			- 27,890					200		53,114		53,114
2.670	Regional Water Supply	56,345,350	23,578,196	9,166,280		23,000,0						1,004,150		-		-
2.680	Juan de Fuca Water Distribution	34,606,467	20,657,040		-	9,620,2	00 628,192	34,606,467	-	-	-	247,120	34,359,347	-	-	-
2.681	Florence Lake Water System Debt	19,078	40	19,038	-			19,078		-		77	-	19,001	-	19,001
2.682	Seagirt Water System Debt	146,552	-	146,552	-			146,552		-		-		146,552		146,552
2.691	Wilderness Mountain Water Service	221,394	162,655		-		- 27,000			-	10,000	160		85,410		85,410
3.700 3.701	Septage Disposal	170,162	170,162	-	-			170,162	-	-	-	170,162	-	-	-	-
3.705	Millstream Remediation Service SSI Liquid Waste Disposal	1,369,351	1,080,638	243,628			- 45,085	1,369,351		-		1,830	883,050	484,471		484,471
3.707	LWMP - On Site System Management Program	183,502	183,502	243,020			- 45,005	183,502				7,485		176,017		176,017
3.71X	Core Area Wastewater Operations	39,843,672	38,443,672				- 1,400,000			669,178	365,000	31,227,471			7,582,023	
3.718	Peninsula Wastewater TP	5,786,795	4,584,842	496,383			- 705,570	5,786,795		165,000		2,896,654			2,695,141	
3.720	LWMP - (Peninsula) - Implementation	60,117	37,330				- 22,787	60,117	-			949	-	-	59,168	
3.750	LWMP - Core and West Shore	615,582	351,222	-	-		- 264,360	615,582		-	-	164,327		-	243,175	
3.751	LWMP - Core and West Shore Debt	475,031	32,000	443,031	-			475,031		-	-	170,774		-	304,257	304,257
3.752	LWMP - Harbour Studies	395,361	395,361	-	-			395,361		-	-	21,382		-	373,979	
3.755	Regional Source Control	1,825,221	1,825,221	-	-			1,825,221		55,945	20,899	87,253	65,583	-	1,595,541	1,595,541
3.756	Harbours Environmental Action			40.050.45	-				-	-	-	40 444	-	-	7.000.000	7 000
3.7XX 3.810	Core Area & Legacy Trunk Sewer - Debt	26,834,138 1.539.136	265,110	12,356,404 374,889	-	5,529,7	45 8,682,879 - 153.340			-	- 0F 000	19,444,811		74.004	7,389,327	7,389,327 74,634
3.810	Ganges Sewer Maliview Estates Sewer System	1,539,136 293,084	1,010,907 193,625		-		- 153,340 - 40,940	1,539,136 293,084		-	25,000 10,000	2,872 26,290		74,634 6,032		6,032
3.830	Magic Lake Estates Sewer System	1,032,090	769,944	93,471	-		- 40,940 - 168,675			12,420		5,070		662,880		662,880
3.830D	Magic Lake Estates Sewer Debt	232,205	1,520				- 100,073	232,205		12,420	15,000	2,800		229,405		229,405
3.850	Port Renfrew Sewer	156,828	123,693				- 33,135					1,690		77,580		77,580
21.ALL	Feasibility Study Reserve Fund - All		5,000	-	-				-	-	-	-,000	,	,000	-	-
21.E.A.	Feasibility Study Reserve Fund - E.A.								-					-		-

	CAPITAL REGIONAL DISTRICT 2028 FINAN	CIAL PLAN		Expenditures									Revenue			Schedule A
		Total 2028	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2028	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2028
1.010	Legislative & General Government	44,305,620	43,095,604	1 304,332		594,860	310,824	44,305,620	500,000	27,081,466	_	1,578,709	110,660		- 15,034,785	15,034,785
1.10X	Facilities Management	5,622,436	4,891,946	-	-		730,490	5,622,436	-	5,368,139	-	68,795	-		- 185,502	185,502
1.101	G.I.S.	728,939	659,589		-	19,350	50,000	728,939		556,800	-	6,390			- 165,749	165,749
1.103 1.104	Elections U.B.C.M.	44,172 14,268	67 14,268				44,105	44,172 14,268			-	107 100			- 44,065 - 14,168	44,065 14,168
1.108	Joint Electoral Area Admin	338,886	338,886				1	338,886				-			- 338,886	338,886
1.109	Electoral Area Admin Exp - JDF	80,427	78,347			-	2,080	80,427	-	-	-	260	-		- 80,167	80,167
1.110	Electoral Area Admin Exp - SGI	496,610	495,420		-	-	1,190	496,610	-		19,704	17,586			- 459,320	
1.111 1.112	Electoral Area Admin Exp - SSI Regional Grant in Aid	1,563,337	1,494,157	-	-	-	69,180	1,563,337		764,700	-	5,960			- 792,677	792,677
1.114	Grant-in-Aid - Juan de Fuca	21,581	21,58	- 1 -				21,581				290			- 21,291	21,291
1.116	Grant-in-Aid - Salt Spring Island	89,326	89,326	-	-	-	-	89,326	-	-	-	280	-		- 89,046	89,046
1.117	Grant-in-Aid - Southern Gulf Islands	121,688	121,688		-	-	-	121,688	-	-	-	1,350			- 120,338	120,338
1.119 1.121	Vancouver Island Regional Library Sooke Regional Museum	452,690 318,382	452,690 318,382		-	-	-	452,690 318,382			-	710 730			 451,980 317,652 	
1.123	Prov. Court of B.C. (Family Court)	149,360	310,302			-	149,360	149,360		-	-	149,360			- 317,032	317,032
1.124	SSI Economic Development Commission	72,418	69,303		-	-	3,115	72,418	-	-		680	-		- 71,738	
1.125	SGI Economic Development Commission	140,273	140,273		-	-	-	140,273	-	-	-	1,610			- 138,663	
1.126	Victoria Family Court Committee	15,824	15,824		-	-	-	15,824	-	-	-	824			- 15,000	
1.128 1.129	Greater Victoria Police Victim Services Vancouver Island Regional Library - Debt	349,581 340,166	349,58° 1,900			-		349,581 340,166	-	-	-	15,190 340,166			- 334,391	334,391
1.133	Langford E.A Greater Victoria Public Library	36,812	36,812				-	36,812				100			- 36,712	36,712
1.137	Galiano Island Community Use Building	76,950	43,863		-	-	2,434	76,950	-	-	-	340			- 76,610	76,610
1.138	Southern Gulf Islands Regional Library	273,613	273,613		-		454.050	273,613	-	-	-	2,760			- 270,853	
1.141 1.15X	Salt Spring Island Public Library Municipalities' Own Debt - M.F.A.	826,078 15,279,281	661,840 95,050				154,350	826,078 15,279,281				2,000 95,050			- 824,078 - 15,184,231	824,078 15,184,231
1.170	Gossip Island Electric Power Supply	15,275,201	30,000	- 15,104,251	-			10,273,201				-			- 10,104,201	10,104,201
1.224	Community Health	255,731	255,73		-		-	255,731	-		-	31,478			- 224,253	224,253
1.226	Health Facilities - VIHA	1,922,640	924,532		-	-	998,108	1,922,640	-	-	-	1,922,640				
1.227 1.228	Saturna Island Medical Clinic Galiano Health Service	13,288 158,273	13,288 158,273		-	-	-	13,288 158,273			-	1,550 130			- 11,738 - 158,143	
1.229	Pender Islands Health Care Centre	302,809	302,809			-		302,809		-	-	2,150			- 300,659	
1.230	Traffic Safety Commission	80,820	80,820		-	-	-	80,820		-	-	3,880			- 76,940	
1.232	Port Renfrew Street Lighting	10,033	10,033		-	-	-	10,033	-	-	-	390		5,063		5,063
1.234	SSI Street Lighting	34,896	34,896		-	-	450.075	34,896	-	-	-	40		274.75	- 34,856	
1.235 1.236	SGI Small Craft Harbour Facilities Salt Spring Island Fernwood Dock	553,420 33 400	315,652 19,095				150,275 14,305	553,420 33,400				8,470 200		374,750 33,200		374,750 33,200
1.238A	Community Transit (SSI)	735,253	719,198		-	-	16,055	735,253	-	-	-	230,405		30,200	- 504,848	
1.238B	Community Transportation (SSI)	167,813	51,72	1 23,672	-		92,420	167,813	-		-	470	-		- 167,343	167,343
1.280	Regional Parks	25,674,281	17,112,108		-	292,257	4,090,709	25,674,281	-	82,285	20,000	1,010,449	770,669		- 23,790,878	
1.290 1.295	Royal Theatre McPherson Theatre	614,100 785,339	124,100 349,100		-	109,000 94,000	381,000 342,233	614,100 785,339	-		-	- 35,339	-		- 614,100 - 750,000	
1.297	Arts Grants	3,515,801	3,514,71			34,000	1,090	3,515,801	-	17,026	52,700	186,993			- 3,259,082	
1.299	Salt Spring Island Arts	172,568	172,568			-	-	172,568	-	-		190			- 172,378	
1.309	Climate Action and Adaptation	1,964,861	1,877,42		-		87,436	1,964,861	-		-	75,874			- 1,821,334	
1.310 1.311	Land Banking & Housing Regional Housing Trust Fund	4,874,572	2,344,268	3 2,499,834	-	26,220	4,250	4,874,572	-	381,750	-	721,039	2,000		- 3,769,783	3,769,783
1.312	Regional Goose Management			: :]									1
1.313	Animal Care Services	2,068,029	1,998,319	9 -	-	-	69,710	2,068,029	-	-	-	1,348,140	56,330		- 663,559	663,559
1.314	SGI House Numbering	11,061	11,06		-	-	-	11,061	-	-	-	140	-		- 10,921	10,921
1.315 1.316	Biodiversity & Environmental Stewardship	232,274	232,274		-	-	-	232,274	-	120,492	-	20	-		- 111,782	111,782
1.317	SSI Building Numbering JDF Building Numbering	11,247 15,144	11,247 15,14]	11,247 15,144	:			70			- 11,227 - 15,074	11,227 15,074
1.318	Building Inspection	2,548,552	2,469,28			14,730	64,535	2,548,552		35,040		4,770			- 1,032,412	
1.319	Soil Deposit Removal	31,289	31,289		-	-	-	31,289		-	7,065	40			- 24,184	
1.320	Noise Control	82,380	71,825		-	-	10,555	82,380		-	-	300			- 82,080	
1.322 1.323	Nuisances & Unsightly Premises By-Law Enforcement	69,180 1,097,643	68,605 1,010,928		-		575 86,715	69,180 1,097,643		1,051,157	-	340 46.486			- 68,840	68,840
1.324	Regional Planning Services	1,734,822	1,732,32				2,500	1,734,822		99.620	50,122	69.460			- 1,515,620	1,515,620
1.325	Electoral Area Services - Planning	1,036,290	965,520		-		70,770	1,036,290		36,269	39,831	2,330	49,190		- 908,670	908,670
1.326	Foodlands	461,292	331,292		-	-	130,000	461,292		-	-		-		- 461,292	461,292
1.330 1.335	Regional Growth Strategy Geo-Spatial Referencing System	362,600 200,094	356,400 131,284		-	31,900	6,200 36,910	362,600 200,094				18,220 8,330			- 344,380 - 182,294	
1.340	JDF Livestock Injury Compensation	3,169	3,169				30,910	3,169				30			- 3,139	
1.341	SGI Livestock Injury Compensation	3,190	3,190		-	-	-	3,190		-	-	20			- 3,170	
1.342	SSI Livestock Injury Compensation	3,169	3,169		-			3,169	-	-	-	20			- 3,149	3,149
1.350 1.352	Willis Point Fire Protect & Recreation South Galiano Fire Protection	214,794 656,196	142,794 395,629		-	7,340 11,140	64,660 108,400	214,794 656,196	-		-	38,180 1,420		141,02	- 176,614 7 513,749	
1.353	Otter Point Fire Protection	790,416	566,746			6,420	217,250	790,416		-		380		141,02	- 790,036	
1.354	Malahat Fire Protection	73,267	73,26		-			73,267	-	-	-	-	-		- 73,267	73,267
1.355	Durrance Road Fire Protection	3,026	2,726		-	-	300	3,026	-	-	-	-	-	3,026		3,026
1.356	Pender Fire Protection	1,546,209	1,316,179		-		230,030	1,546,209	-	-	-	12,680			- 1,533,529	
1.357 1.358	East Sooke Fire Protection Port Renfrew Fire Protection	748,983 243,187	449,569 215,477			5,470	115,670 27,710	748,983 243,187				31,141 1.430			- 642,032 - 144,924	642,032 144,924
1.359	North Galiano Fire Protection	346,062	279,699			5,000	5,000	346,062				1,180	,	24,440		344,882
1.360	Shirley Fire Protection	244,082	150,982		-	10,930	82,170	244,082		-	-	220			- 243,862	243,862
1.363	Saturna Island Fire	355,242	355,242	2 -	-	-	-	355,242		-	-	16,290			- 338,952	
1.369 1.370	Electoral Area Fire Services Juan de Fuca Emergency Program	515,186 115,679	481,266 103,799		-	2,500	31,420 11,880	515,186 115,679		-	-	120 240			- 515,066 - 115,439	
1.370	SSI Emergency Program	155,409	144,429		- :		10,980	155,409		- :	- :	240			- 115,439 - 155,209	
1.372	Electoral Area Emergency Program	785,859	780,859				5,000	785,859		556,950	8,119	1,060			- 219,730	
1.373	SGI Emergency Program	273,480	259,165		-	-	14,315	273,480		-	-	2,980			- 270,500	
1.374	Regional Emergency Program Support	163,495	163,495		-	-		163,495		-	-	7,930			- 155,565	
1.375 1.377	Hazardous Material Incident Response JDF Search and Rescue	576,371 100,310	528,27° 97,310		-	-	48,100 3.000	576,371 100,310		-	-	19,430 23,850			- 556,941 - 76,460	556,941 76,460
1.377	JDF Search and Rescue SSI Search and Rescue	28,233	28,23		- :		3,000	28,233		- :		23,850			- 76,460 - 28,133	
1.40X	SEAPARC	6,426,072	5,437,24	1 373,966	-	-	614,865	6,426,072		-	-	573,297			- 4,099,288	4,099,288
1.405	JDF EA - Community Parks	274,863	251,233	3 -	-	-	23,630	274,863	-	-	-	1,000	-		- 273,863	273,863
1.408	JDF EA - Community Recreation	101,210	101,210) -	-		-	101,210	*		-	24,010			- 77,200	77,200

	CAPITAL REGIONAL DISTRICT 2028 FINAN	CIAL PLAN														Schedule A
				Expenditures									Revenue			
		Total 2028	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2028	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2028
1.44X	Panorama Rec. Center.	12,703,816	10,807,905		-		- 1,289,183	12,703,816			-	2,358,150	3,680,966	-	6,664,700	
1.455 1.458	Salt Spring Island - Community Parks	1,118,569 438.200	1,098,509 430,100		-		- 20,060 - 8.100	1,118,569 438,200		394,629	-	26,100 10.040	272.960	-	697,840 155,200	
1.459	Salt Spring Is Community Rec Salt Spring Is- Pool, Parks, Land, Art & Rec. Prog	3.208.625	2.690.366		-		- 360.865	3.208.625		97.707		191.150		-	2.564.568	2,564,568
1.465	Saturna Island Comm. Parks	33,412	28.222				- 5,190			31,101		1.420			31.992	
1.468	Saturna Island - Community Rec.	18,350	18,350					18,350				730			17,620	17,620
1.475	Mayne Is. Com. Parks & Rec	107,787	87,557	-	-		- 20,230	107,787	-			300	-		107,487	107,487
1.476	Mayne Is. Comm. Parks (reserve)	11,540	11,540		-			11,540		-	-	10,420		-	-	-
1.478	Mayne Is. Community Rec.	40,300	40,300		-			40,300		-	-	60		-	40,240	40,240
1.485	North & South Pender Com. Parks	234,067	185,817		-		- 48,250			-	-	2,330		-	231,737	231,737
1.488 1.495	North & South Pender Com. Rec	87,560 161,560	87,560 145,672		-		- 15,888	87,560 161,560		-	26.000	910		-	86,650 124,540	
1.495	Galiano Parks Galiano Community Recreation	50,870	50,870		-		- 15,000	50,870			36,880	140 30			50,840	
1.521	SWMP -Solid Waste Disposal (Refuse Disposal)	47.268.941	46,098,304		-		- 1,170,637			246,000	1,033,215	18,497,036			30,040	30,040
1.523	Port Renfrew Refuse Disposal	174,930	155,830				- 19,100			28,900	-	77,360			66,270	66,270
1.525	Solid Waste Disposal - Debt	2,770,730	5,920		-			2,770,730		-	-	2,420		-	-	-
1.531	Stormwater Quality Management - Sooke	44,292	31,429		-		- 12,863					86	-		44,206	
1.533	Stormwater Quality Management - SGI	46,531	46,531		-			46,531			-	630			45,901	45,901
1.535	Stormwater Quality Management - SSI	28,469	28,469		-			28,469		-	1,445	122		-	26,902	26,902
1.536	LWMP-Stormwater Quality Management-Core	846,832	837,776		-		- 9,056			-	-	89,230		-	757,602	757,602
1.537 1.538	Stormwater Quality Management - Peninsula Source - Stormwater Quality - Peninsula	138,948 66,209	138,948 66,209					138,948 66.209			730	4,455 1,763			134,493 63,716	134,493 63,716
1.57X	Environmental Services	31,212,556	30.036.986		-		- 1,175,570			31,065,370	147,186	1,703			03,710	03,710
1.911	911 Systems	2,722,339	1,696,090				- 14,300			31,003,370	147,100	2.017.134	113.167		592,038	592,038
1.912B	911 Call Answer - Municipalities	2,722,000	1,030,030	1,011,040			- 14,000	2,722,000		594,605		-47,490			(547,115)	(547,115)
1.913	913 Fire Dispatch	484,829	454,759				- 30,070	484,829		-		13,440			471,389	471,389
1.921	Regional CREST Contribution	2,206,770	2,206,770		-			2,206,770				108,710			2,098,060	2,098,060
1.923	Emergency Comm - CREST - SGI	203,334	203,334		-			203,334			-	2,170			201,164	
1.924	Emergency Comm - CREST - JDF	164,286	164,286		-			164,286		-	-	260		-	164,026	164,026
1.925	Emergency Comm - CREST - SSI	165,633	165,633		-		-	165,633		-	-	160		-	165,473	165,473
2.610 2.620	Saanich Peninsula Water Supply SSI Highland Water System	11,709,507	9,899,164	1,210,343	-		- 600,000	11,709,507	-	-	-	500	11,709,007	-	-	-
2.621	Highland / Fernwood Water - SSI	958,808	446,280	470,078	-		- 42,450	958,808				840	807,380	150,588		150,588
2.622	Cedars of Tuam	179,976	43,537				- 43,600					90		150,566		130,300
2.624	Beddis Water	571,308	257,361				- 97,430				20,000	150		183,758		183,758
2.626	Fulford Water	408,813	192,467				- 68,805				-	810		97,623		97,623
2.628	Cedar Lane Water (SSI)	189,918	71,652	43,156	-		- 75,110	189,918	-			160	149,370	40,388		40,388
2.630	Magic Lakes Estate Water System	1,154,097	833,965		-		- 218,520	1,154,097		-	-	11,630		652,860	-	652,860
2.640	Saturna Island Water System (Lyall Harbour)	328,273	209,878		-		- 73,840			-	-	1,030		171,133	-	171,133
2.642	Skana Water (Mayne)	177,861	70,272		-		- 41,790			-	-	110		49,461	-	49,461
2.650 2.660	Port Renfrew Water Fernwood Water	277,187	164,445	70,156	-		- 42,586	277,187		-	13,000	1,250	130,110	132,827	-	132,827
2.665	Sticks Allison Water (Galiano)	82.561	60,246				- 22,315	82.561				100	76.330	6.131		6,131
2.667	Surfside Park Estates (Mayne)	314,416	142.458		-		- 32.665				7,000	200		58,427		58,427
2.670	Regional Water Supply	63.181.911	24.312.194			25,000,0						1,179,950				-
2.680	Juan de Fuca Water Distribution	36,445,207	22,305,811	3,772,441	-	9,730,2					-	186,120				-
2.681	Florence Lake Water System Debt	19,078	40	19,038	-			19,078		-	-	77	-	19,001	-	19,001
2.682	Seagirt Water System Debt	146,552		146,552	-			146,552			-	-	-	146,552		146,552
2.691	Wilderness Mountain Water Service	219,612	152,433		-		- 13,570	219,612		-	4,000	160		87,120	-	87,120
3.700	Septage Disposal	173,559	173,559	-	-			173,560	-			173,560		-		-
3.701 3.705	Millstream Remediation Service	1,396,720	1,096,995	240 440			- 51,285	4 200 720			-	1,850	900,710	494,160		494,160
3.705	SSI Liquid Waste Disposal LWMP - On Site System Management Program	187,898	187,898				- 51,200	1,396,720 187,898				7,485	900,710	180,413		180,413
3.71X	Core Area Wastewater Operations	40,460,423	38,860,423		_		- 1,600,000			682,625	95,000	31,227,471		100,110	8,455,327	8,455,327
3.718	Peninsula Wastewater TP	6,041,640	4,763,323				- 730,880	6,041,640		168,300	130,000	2,896,654			2,846,686	2,846,686
3.720	LWMP - (Peninsula) - Implementation	61,300	38,418				- 22,882	61,300				949	-		60,351	60,351
3.750	LWMP - Core and West Shore	628,298	359,049		-		- 269,249	628,298		-	-	161,197	212,240	-	254,861	254,861
3.751	LWMP - Core and West Shore Debt	749,088	15,000		-			749,088			-	269,297	-		479,791	479,791
3.752	LWMP - Harbour Studies	406,359	406,359		-		-	406,359				21,382		-	384,977	384,977
3.755	Regional Source Control	1,877,827	1,877,827	-	-		-	1,877,827	-	56,392	22,948	87,253	66,894	-	1,644,340	1,644,340
3.756	Harbours Environmental Action	20 472 450	270 222	22.600.274	-	E E00 7	- 0.751.070	20 470 450	-	-	40 202 552	20,000,510		-	0.002.000	0.002.000
3.7XX 3.810	Core Area & Legacy Trunk Sewer - Debt	39,173,158 1,669,740	279,360 1,069,569		-	5,529,7	45 9,754,679 - 118.580	39,173,158 1,669,740		-	10,283,553 80,000	20,886,516 2,910		- 78,370	8,003,089	8,003,089 78,370
3.810	Ganges Sewer Maliview Estates Sewer System	1,669,740	1,069,569		-		- 118,580 - 42,790	1,669,740			00,000	2,910		78,370 6,154		78,370 6,154
3.830	Magic Lake Estates Sewer System	1,047,420	778,837		-		- 195,995			12,670	-	5,160		682,770	-	682,770
3.830D	Magic Lake Estates Sewer Debt	232,205	1,520				- 130,330	232,205		12,070	-	2,830		229,375		229,375
3.850	Port Renfrew Sewer	164,618	128,238				- 34,180					1,720		81,459		81,459
21.ALL	Feasibility Study Reserve Fund - All		.,		-						-	,	- ,	- ,	-	-
21.E.A.	Feasibility Study Reserve Fund - E.A.	-										-		-		-

	CAPITAL REGIONAL DISTRICT 2029 FINANC							Revenue			Schedule A					
		Total 2029	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2029	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2029
1.010	Legislative & General Government	45.333.165	44.099.638	304.332		612.710	316.485	45.333.165	500,000	27.613.889		1.586.779			- 15.520.427	15.520.427
1.10X	Facilities Management	5,743,619	5,011,919		-	-	731,700	5,743,619	-	5,483,652	-	69,099			- 190,868	190,868
1.101	G.I.S. Elections	744,433	674,693 74		-	19,740	50,000	744,433	-	567,940	-	6,510			- 169,983	169,983
1.103 1.104	Elections U.B.C.M	45,059 14,552	74 14 552		-	-	44,985	45,059 14,552		-	-	114 100			- 44,945 - 14,452	44,945 14.452
1.108	Joint Electoral Area Admin	348,267	348,267		-	-	-	348,267		-		-			- 348,267	348,267
1.109	Electoral Area Admin Exp - JDF	82,042	79,922	2 -	-	-	2,120	82,042	-	-	-	260			- 81,782	81,782
1.110	Electoral Area Admin Exp - SGI	508,398	507,188		-	-	1,210	508,398	-	-	20,179				- 470,220	470,220
1.111 1.112	Electoral Area Admin Exp - SSI Regional Grant in Aid	1,599,707	1,533,457				66,250	1,599,707		779,920		5,980			- 813,807	813,807
1.114	Grant-in-Aid - Juan de Fuca	21,613	21,613	-	-	-	-	21,613		-	-	290	-		- 21,323	21,323
1.116	Grant-in-Aid - Salt Spring Island	94,429	94,429		-	-	-	94,429	-	-	-	280			- 94,149	94,149
1.117	Grant-in-Aid - Southern Gulf Islands Vancouver Island Regional Library	124,127 461,743	124,127 461,743		-	-	-	124,127 461 743	-	-	-	1,370 730			- 122,757 - 461.013	122,757 461.013
1.121	Sooke Regional Museum	324 749	324,749				-	324 749				750			- 323,999	323,999
1.123	Prov. Court of B.C. (Family Court)	149,360			-	-	149,360	149,360	-		-	149,360				-
1.124	SSI Economic Development Commission	73,858	69,588			-	4,270	73,858		-		690			- 73,168	73,168
1.125 1.126	SGI Economic Development Commission Victoria Family Court Committee	143,122 15,824	143,122 15,824				1	143,122 15.824				1,640 824			- 141,482 - 15,000	141,482 15,000
1.128	Greater Victoria Police Victim Services	356,573	356,573	-	-	-	-	356,573				15,190			- 341,383	341,383
1.129	Vancouver Island Regional Library - Debt	340,166	1,900		-	-	-	340,166	-	-	-	340,166				-
1.133	Langford E.A Greater Victoria Public Library Galiano Island Community Use Building	37,546 78,360	37,546 44,856		-	-	- 33,504	37,546 78,360	-	-	-	100 220			- 37,446 - 78,140	37,446 78,140
1.137	Southern Gulf Islands Regional Library	279.102	279.102		-	-	33,504	279.102				2.810			- 276.292	276,292
1.141	Salt Spring Island Public Library	841,712	675,527	-	-	-	166,185	841,712		-	-	1,150	-		- 840,562	840,562
1.15X	Municipalities' Own Debt - M.F.A.	15,138,089	95,050	15,043,039	-	-	-	15,138,089	-	-	-	95,050	-		- 15,043,039	15,043,039
1.170 1.224	Gossip Island Electric Power Supply Community Health	257,281	257,281	- I -	-	-		- 257,281	-	-	-	31,498	-		- - 225,783	225,783
1.224	Health Facilities - VIHA	1,961,093	948,856	 	-		1,012,237	1,961,093				1,961,093				-
1.227	Saturna Island Medical Clinic	13,549	13,549	-	-	-	-	13,549	-	-	-	1,580			- 11,969	11,969
1.228 1.229	Galiano Health Service Pender Islands Health Care Centre	161,435 311,220	161,435 311,220		-	-	-	161,435 311,220	-	-	-	130 2,190			- 161,305 - 309,030	161,305 309,030
1.229	Traffic Safety Commission	82.428	82.428		-	-	-	82 428				2,190			- 309,030	78 478
1.232	Port Renfrew Street Lighting	10,233	10,233		-	-	-	10,233		-	-	400		5,16		5,163
1.234	SSI Street Lighting	35,591	35,591		-	-	-	35,591	-	-	-	40			- 35,551	35,551
1.235 1.236	SGI Small Craft Harbour Facilities Salt Spring Island Fernwood Dock	564,530 34.068	328,287 19.868		-	-	148,750 14,200	564,530 34.068	-	-	-	8,620 210		382,30 33,85		382,300 33,858
1.238A	Community Transit (SSI)	741,691	733,691				8,000	741,691			1,835	235,008		33,00	- 504,848	504,848
1.238B	Community Transportation (SSI)	177,243	52,736	33,032	-		91,475	177,243	-	-	-	480			- 176,763	176,763
1.280	Regional Parks	27,386,120 620,200	17,526,428 130.200		-	298,102 113,000	4,222,383 377,000	27,386,120 620,200	-	83,931	-	1,030,617	786,082		- 25,485,490	25,485,490
1.290 1.295	Royal Theatre McPherson Theatre	785,339	349,106			98,000	338,233	785,339				35.339			- 620,200 - 750,000	620,200 750,000
1.297	Arts Grants	3,589,526	3,588,416	-	-	-	1,110	3,589,526		17,518	52,700		-		- 3,332,315	3,332,315
1.299	Salt Spring Island Arts	176,016	176,016		-	-	-	176,016	-	-	-	190			- 175,826	175,826
1.309	Climate Action and Adaptation	2,014,917	1,927,467		-	26,740	87,450 4,300	2,014,917	-	391,673	-	75,874			- 1,871,390	1,871,390 3,327,080
1.310	Land Banking & Housing Regional Housing Trust Fund	4,446,314	1,915,440	2,499,034	-	20,740	4,300	4,446,314		391,073		725,561	2,000		3,327,080	3,327,000
1.312	Regional Goose Management	-			-	-	-	-	-	-	-	-	-			-
1.313	Animal Care Services	2,109,382	2,048,982		-	-	60,400	2,109,382	-	-	-	1,375,090			- 676,832	676,832
1.314 1.315	SGI House Numbering Biodiversity & Environmental Stewardship	11,282 239,160	11,282 239,160				1	11,282 239,160		124.025		140			- 11,142 - 115.135	11,142 115,135
1.316	SSI Building Numbering	11,468	11,468	-	-	-	-	11,468		-		20			- 11,448	11,448
1.317	JDF Building Numbering	15,459	15,459	-	-			15,459	-		-	70			- 15,389	15,389
1.318 1.319	Building Inspection Soil Deposit Removal	2,682,051 31.916	2,532,671 31.916		-	15,020	134,360	2,682,051 31,916	-	35,740	2.856	4,810 40			- 1,135,651 - 29.020	1,135,651 29.020
1.320	Noise Control	84,020	73,274		-		10,746	84,020		-	2,030	300			- 83,720	83,720
1.322	Nuisances & Unsightly Premises	71,252	69,987		-	-	1,265	71,252	-	-	-	340			- 70,912	70,912
1.323	By-Law Enforcement	1,119,691	1,032,411		-	-	87,280	1,119,691	-	1,072,283	-	47,408				
1.324 1.325	Regional Planning Services Electoral Area Services - Planning	1,779,149 1,081,546	1,776,649 1,010,776	-			2,500 70,770	1,779,149 1,081,546		102,500 36,994	14,398 50,932	70,850 2,370			- 1,591,401 - 941,080	1,591,401 941,080
1.326	Foodlands	465,918	335,918	-		-	130,000	465,918		-	-		-		- 465,918	465,918
1.330	Regional Growth Strategy	369,890	365,790		-		4,100	369,890	-	-	-	18,580	-		- 351,310	351,310
1.335 1.340	Geo-Spatial Referencing System JDF Livestock Injury Compensation	204,095 3.173	134,005 3.173		-	32,440	37,650	204,095 3.173	-	-	-	8,500 30			- 185,935 - 3.143	185,935 3.143
1.341	SGI Livestock Injury Compensation	3,194	3,194			-	-	3,194				20	-		- 3,174	3,174
1.342	SSI Livestock Injury Compensation	3,173	3,173		-	-	-	3,173	-	-	-	20			- 3,153	3,153
1.350	Willis Point Fire Protect & Recreation South Gallano Fire Protection	219,756 666,579	146,316 404 192		-	7,490 11.360	65,950 110,000	219,756 666,579	-	-	-	38,940 1.420		141.02	- 180,816 7 524 132	180,816 665,159
1.353	Otter Point Fire Protection	807.119	578.969			6.550	221.600	807.119			-	390		141,02	- 806,729	806,729
1.354	Malahat Fire Protection	74,736	74,736		-	-	-	74,736	-	-	-	-	-		- 74,736	74,736
1.355	Durrance Road Fire Protection	3,028	2,728		-	-	300	3,028	-	-	-	-	-	3,02	8 -	3,028
1.356 1.357	Pender Fire Protection East Sooke Fire Protection	1,577,055 761.514	1,342,437 459,680	7 - 3 178,274	-	5,580	234,618 117,980	1,577,055 761,514	-		-	12,940 31,880			- 1,564,115 - 652,304	1,564,115 652,304
1.358	Port Renfrew Fire Protection	248,414	220,154	1 -	-		28,260	248,414				1,450	99,072		- 147,892	147,892
1.359	North Galiano Fire Protection	352,105	285,746	21,359	-	5,000	40,000	352,105	-	-	-	1,200	-	24,44	0 326,465	350,905
1.360 1.363	Shirley Fire Protection Saturna Island Fire	248,963 355,572	154,453 355,572		-	11,150	83,360	248,963 355.572	-	-	-	220 16.620			- 248,743 - 338,952	248,743 338.952
1.363	Saturna Island Fire Electoral Area Fire Services	355,572 525,491	355,572 492,031			2,500	30,960	355,572 525,491			- :	16,620			- 338,952 - 525,371	525,371
1.370	Juan de Fuca Emergency Program	117,857	105,977	7 -	-	-,-50	11,880	117,857	-	-	-	240			- 117,617	117,617
1.371	SSI Emergency Program	163,172	147,242		-	-	15,930	163,172	-	-	-	200			- 162,972	162,972
1.372	Electoral Area Emergency Program SGI Emergency Program	807,624 278,952	802,624 264.857		-	-	5,000 14,095	807,624 278.952	-	568,090	4,444	1,080 3.040			- 234,010 - 275,912	234,010 275,912
1.374	Regional Emergency Program Support	167,942	167,942	2 -		-	-	167,942	-	-	-	8,080	-		- 159,862	159,862
1.375	Hazardous Material Incident Response	604,600	538,975	-	-	-	65,625	604,600	-	-	-	19,820			- 584,780	584,780
1.377	JDF Search and Rescue	102,310	99,310		-	-	3,000	102,310	-	-	-	24,320			- 77,990	77,990
1.378 1.40X	SSI Search and Rescue SEAPARC	28,800 6,574,937	28,800 5.573.809			-	627.162	28,800 6.574.937			-	100 584.556			- 28,700 - 4,201,826	28,700 4,201,826
1.405	JDF EA - Community Parks	281,097	256,997		-	-	24,100	281,097	-	-	-	1,020			- 280,077	280,077
1.408	JDF EA - Community Recreation	103,230	103,230) -	-	-	-	103,230	-	-	-	24,490	-		- 78,740	78,740

	CAPITAL REGIONAL DISTRICT 2029 FINANC	IAL PLAN											_			Schedule A
				Expenditures				-					Revenue			
		Total 2029	Operations	Interest & Principal	Deficit	Capital	Transfers to Reserves	Total 2029	Surplus from Prior Year	Recovery from Other Services	Transfers from Reserves	Other Revenue	Fees & Charges	Parcel Tax	Property Value Tax	Requisition 2029
1.44X	Panorama Rec. Center.	13,002,581	11,076,246			-	- 1,319,607	13,002,581		-	-	2,401,790	3,754,583		- 6,846,208	6,846,208
1.455	Salt Spring Island - Community Parks	1,144,389	1,125,399		-		- 18,990	1,144,389		402,521	-	26,610			- 715,258	715,258
1.458 1.459	Salt Spring Is Community Rec Salt Spring Is- Pool, Parks, Land, Art & Rec. Prog	448,313 3,271,908	440,193 2,756,674				- 8,120 - 357,840	448,313 3,271,908		99,661		10,040 194,710	278,410 362,300		- 159,863 - 2,615,237	159,863 2,615,237
1.465	Saturna Island Comm. Parks	34,108	28,818				- 5,290			99,001		1,450	302,300		- 32,658	32,658
1.468	Saturna Island - Community Rec.	18,718	18,718					18,718				740			- 17,978	17,978
1.475	Mayne Is. Com. Parks & Rec	110,368	89,73				- 20,630			-		300			- 110,068	110,068
1.476	Mayne Is. Comm. Parks (reserve)	11,770	11,770		-			11,770) -		-	10,630	1,140			-
1.478	Mayne Is. Community Rec.	41,100	41,10		-			41,100		-	-	60	-		- 41,040	41,040
1.485	North & South Pender Com. Parks	251,629	189,70		-		- 61,920			-	-	2,370	-		- 249,259	249,259
1.488	North & South Pender Com. Rec	91,920	91,920					91,920				930			- 90,990	90,990
1.495 1.498	Galiano Parks Galiano Community Recreation	167,280 51.890	148,960 51.890		-		- 18,320	167,280 51.890		-	37,620	140 30			- 129,520 - 51,860	129,520 51,860
1.521	SWMP -Solid Waste Disposal (Refuse Disposal)	48.023.183	46.842.69				- 1.180.489			250.500	1.227.017	18.454.807	28.090.859		- 51,000	51,000
1.523	Port Renfrew Refuse Disposal	178,442	158,96				- 19,480			29,478	1,227,017	78,937	2,400		- 67,627	67,627
1.525	Solid Waste Disposal - Debt	2,797,561	2,42					2.797.56		20,110		2,420	2,795,141			
1.531	Stormwater Quality Management - Sooke	45,176	32,27				- 12,898	45,176	· -	-		86			- 45,090	45,090
1.533	Stormwater Quality Management - SGI	47,827	47,82		-			47,827			-	640			- 47,187	47,187
1.535	Stormwater Quality Management - SSI	28,767	28,76		-			28,767		-	1,205	122			- 27,440	27,440
1.536	LWMP-Stormwater Quality Management-Core	867,179	859,72		-		- 7,457	867,179		-	-	89,230	-		- 777,949	777,949
1.537	Stormwater Quality Management - Peninsula	142,623	142,623		-			142,623		-		4,455	-		- 138,168	138,168
1.538 1.57X	Source - Stormwater Quality - Peninsula	67,999	67,999		-			67,999			746	1,763	-		- 65,490	65,490
1.57X	Environmental Services	31,347,771 2,751,472	30,162,65 1,723,24				- 1,185,114 - 16,280	31,347,77		31,195,076	152,695	2,001,159	110,903		- 639,410	639,410
1.911 1.912B	911 Systems 911 Call Answer - Municipalities	2,751,472	1,723,24	1,011,949			- 10,200	2,751,472		582,713		-48.440	110,903		534,273	-534,273
1.913	913 Fire Dispatch	513.380	486.88) .			- 26.500	513.380		302,713		13.710			- 499.670	499.670
1.921	Regional CREST Contribution	2.250.900	2.250.90					2.250.900				110.870			- 2,140,030	2,140,030
1.923	Emergency Comm - CREST - SGI	207,405	207,40	5 -				207,405				2,210			- 205,195	205,195
1.924	Emergency Comm - CREST - JDF	167,585	167,58		-			167,585			-	260	-		- 167,325	167,325
1.925	Emergency Comm - CREST - SSI	168,948	168,94		-			168,948		-	-	160	-		- 168,788	168,788
2.610	Saanich Peninsula Water Supply	12,724,235	10,913,892	1,210,343	-		- 600,000	12,724,235	-	-	-	500	12,723,735			-
2.620	SSI Highland Water System	4 040 007	475.07		-							-	4 004 500	405.75		405 757
2.621 2.622	Highland / Fernwood Water - SSI	1,248,207 228,986	475,079 59,962		-		- 118,275			-	20,000	860	1,031,590	195,75	-	195,757
2.624	Cedars of Tuam Beddis Water	768.731	262.330		-		- 50,810 - 97.135	228,986 768.73		-	20,000	90 150	208,896 502.130	266.45		266,451
2.626	Fulford Water	545,233	216,319				- 97,135				20,000	830	397,490	126,91		126,913
2.628	Cedar Lane Water (SSI)	243,389	73,04				- 82,470	243,389			20,000	160	190,730	52,49		52,499
2.630	Magic Lakes Estate Water System	1,187,769	854,10				- 253,335					11,680	503,639	672,450		672,450
2.640	Saturna Island Water System (Lyall Harbour)	344,662	216,94				- 63,080	344,662	-			1,050	163,920	179,69		179,692
2.642	Skana Water (Mayne)	196,739	82,460				- 43,980	196,739		-	10,000	110	134,700	51,92		51,929
2.650	Port Renfrew Water	303,661	152,02	112,856	-		- 38,780	303,66	-	-	-	1,280	149,627	152,75	4 -	152,754
2.660	Fernwood Water							l								
2.665 2.667	Sticks Allison Water (Galiano) Surfside Park Estates (Mayne)	94,508 322,782	68,978 142,312		-		- 24,980 - 33,310			-	7,000	100 200	80,910 261,231	6,49 61.35		6,498 61,351
2.670	Regional Water Supply	71,096,754	25,582,47		-	27,000,0				999,500		883,150	69,214,105	01,35		61,351
2.680	Juan de Fuca Water Distribution	38.314.258	24,123,06			10,200,2				999,300		186.352	38,127,906]
2.681	Florence Lake Water System Debt	19.078	21,120,00			10,200,2		19.078				77	00,127,000	19.00	1 .	19.001
2.682	Seagirt Water System Debt	146,552		- 146,552				146,552						146,55		146,552
2.691	Wilderness Mountain Water Service	229,917	161,63	53,609			- 14,675	229,917	, .		10,000	160	130,897	88,86	0 -	88,860
3.700	Septage Disposal	177,027	177,02	7 -				177,027		-		177,027	-			-
3.701	Millstream Remediation Service	-			-					-	-	-	-			-
3.705	SSI Liquid Waste Disposal	1,424,635	1,118,38		-		- 133,945			-	-	1,870	918,720	504,04		504,045
3.707 3.71X	LWMP - On Site System Management Program	192,408	192,40		-		- 1,600,000	192,408		-		7,485	-	184,92		184,923
3.71X 3.718	Core Area Wastewater Operations Peninsula Wastewater TP	41,893,327 6,085,045	40,293,32° 4,728,69				- 1,600,000 - 756,280	41,893,327 6,085,045		696,345 171,660	640,000	33,594,770 3,220,026	-		- 6,962,212 - 2,693,359	6,962,212 2,693,359
3.720	LWMP - (Peninsula) - Implementation	62.507	4,726,69				- 756,260	62.507		171,000		3,220,026			- 2,093,359	61,558
3.750	LWMP - Core and West Shore	658.034	367,06				- 290,974	658.034			-	177.073	216,480		- 264.481	264,481
3.751	LWMP - Core and West Shore Debt	1.026.978	,	1.026.978				1.026.978				369.199			- 657,779	657,779
3.752	LWMP - Harbour Studies	417,667	417,66					417,667		-	-	21,382	-		- 396,285	396,285
3.755	Regional Source Control	1,931,266	1,931,26	-				1,931,266		58,623	23,213	87,253	68,232		- 1,693,945	1,693,945
3.756	Harbours Environmental Action	-								-			-			-
3.7XX	Core Area & Legacy Trunk Sewer - Debt	71,165,946	190,86		-	5,529,7		71,165,946		-	41,134,212	21,687,605	-		- 8,344,129	8,344,129
3.810	Ganges Sewer	1,637,373	1,009,41		-		- 139,450	1,637,373		-	-	2,943	1,553,710	80,72		80,720
3.820	Maliview Estates Sewer System	294,516	191,35		-		- 44,638	294,516			-	27,340	260,900	6,27		6,276
3.830 3.830D	Magic Lake Estates Sewer System	1,098,710	799,60		-		- 229,335	1,098,710		12,920	-	4,720	364,160	716,91		716,910 229,345
3.830D 3.850	Magic Lake Estates Sewer Debt Port Renfrew Sewer	232,205 172,789	1,52i 131,83i		-		- 23,780	232,205 172,789		-	-	2,860 1,750	85,509	229,34 85,53		229,345 85,530
3.650 21.ALL	Feasibility Study Reserve Fund - All	112,109	131,03	- 17,170			- 23,760	1/2,/0				1,750	00,509	05,53		05,530
21.E.A.	Feasibility Study Reserve Fund - Ail Feasibility Study Reserve Fund - E.A.							1				-]
	olday recorrer and L.r.															



CAPITAL REGIONAL DISTRICT

CAPITAL EXPENDITURE PLAN SUMMARY - 2025 to 2029

EXPENDITURE / FUNDING SUMMARY (ALL SERVICES)	2025	2026	2027	2028	2029	TOTAL
EXPENDITURE						
Buildings	56,170,125	9,736,155	7,164,500	1,746,000	2,522,500	77,339,280
Equipment	29,280,314	14,713,779	10,731,753	6,046,670	6,772,031	67,544,547
Land	36,508,000	7,130,000	3,025,000	4,695,000	2,865,000	54,223,000
Engineered Structures	182,084,158	111,299,975	131,123,888	141,414,275	96,833,000	662,755,296
Vehicles	8,954,250	3,802,000	4,365,000	3,799,500	2,127,500	23,048,250
	312,996,847	146,681,909	156,410,141	157,701,445	111,120,031	884,910,373
SOURCE OF FUNDS						
Capital Funds on Hand	100,573,461	32,151,883	31,039,472	32,494,000	36,898,000	233,156,816
Debenture Debt	132,740,508	76,813,155	88,116,163	100,403,594	59,451,000	457,524,420
ERF	13,947,304	8,113,618	6,698,610	6,923,650	5,635,531	41,318,713
Grants (Federal, Provincial)	17,738,814	3,577,478	4,843,001	7,464,781	379,000	34,003,074
Reserve Fund	37,524,797	24,995,775	25,487,895	10,415,420	8,556,500	106,980,387
Other	10,471,963	1,030,000	225,000	-	200,000	11,926,963
•	312,996,847	146,681,909	156,410,141	157,701,445	111,120,031	884,910,373



2025 - CAPITAL EXPENDITURE PLAN

	i			CAPITAL EXP	PENDITURE					SOI.	JRCE OF FUNDING			
		ON THE EXPENDITURE								500	NOL OF TONDING			
								Capital	Debenture	Equipment			Capital	
Service #	Service Name	Equipment	Vehicles	Buildings	Engineered Structures	Land	TOTAL	Funds on Hand	Debt	Repl Fund	Grants	Other	Reserves	TOTAL
1.011	Board Expenditures	751,000					751,000			751,000				751,000
1.014	CAO / Corporate Services	5,754					5,754			5,754				5,754
1.015	Real Estate						-							-
1.016	Human Resources	9,590					9,590			9,590			-	9,590
1.017	Finance	30,182		100,000)		130,182	100,000		30,182				130,182
1.018	Health & Capital Planning Strategies	-		,			-	,						
1.022	Information Technology	3,800,453	120,000	50,000	1		3,970,453	3,775,105		195,348				3,970,453
1.024	GM - Planning & Protective Services	0,000,100	120,000	00,000	,		-	0,770,700		100,040				-
1.025	Corporate Emergency	14,000					14,000			14,000				14,000
1.027	First Nations Relations	14,000					14,000			14,000				-
1.105	Facilities Management	35,000	165,000				200,000			200,000				200,000
			105,000	465 000	05.000			000.000		200,000			400.000	790,000
1.106	Facilities and Risk	300,000		,			790,000	300,000					490,000	
1.107	Corporate Satellite Facilities			3,050,000	J		3,050,000						3,050,000	3,050,000
1.109	JDF Admin. Expenditures	-					-			-				-
1.110	SGI Admin. Expenditures						-			-				-
1.111	SSI Admin. Expenditures	24,900	-				24,900			24,900				24,900
1.118	Corporate Communications	116,701					116,701			5,754			110,947	116,701
1.123	Family Court Building			1,361,795			1,361,795	46,795				700,000	615,000	1,361,795
1.137	Galiano Island Community Use Building			42,000			42,000						42,000	42,000
1.141	SSI Public Library			140,000			140,000				110,000		30,000	140,000
1.226	Health Facilities - VIHA	440,000		3,687,760	75,000		4,202,760	1,057,760				835,000	2,310,000	4,202,760
1.235	SGI Small Craft Harbour Facilities			40,000	623,000		663,000	327,000			40,000		296,000	663,000
1.236	SSI Small Craft Harbour (Fernwood Dock)				250,000		250,000	30,000			95,000		125,000	250,000
1.238A	Community Transit (SSI)				175,000		175,000	105,000			60,000		10,000	175,000
1.238B	Community Transportation (SSI)				871,000		871,000	235,000	-		536,000		100,000	871,000
1.280	Regional Parks	88,400	1,622,000	650,000	15,037,000	2,000,000	19,397,400	798,000	11,250,000	1,710,400	500,000		5,139,000	19,397,400
1.290	Royal Theatre	345,000		1,231,000			1,576,000	222,000			-	375,000	979,000	1,576,000
1.295	McPherson Theatre	122,000		781,500			903,500	227,500					676,000	903,500
1.297	Arts Grants and Development	-					-			-			5.1,500	
1.309	Climate Action and Adaptation	1,433,257					1,433,257	668.236			765.021			1,433,257
1.310	Land Banking and Housing	5,000		26,053,000)		26,058,000	000,200	22,000,000	5,000	2,778,000	1,275,000		26,058,000
1.313	Animal Care Services	23,000	50,000	100,000			218,000	155,000	22,000,000	63,000	2,770,000	1,273,000		218,000
1.318	-	72,000	125,000	100,000	40,000		197,000	155,000		197,000				197,000
1.318	Building Inspection ByLaw Services	4,000	75,000				79,000			79,000				79,000
	-	48,000	75,000				48,000			48,000				48,000
1.324	Regional Planning Services				550,000						550,000			
_	Community Planning	43,290			550,000		593,290			43,290	550,000			593,290
1.326	Foodland Access	175,000					175,000						175,000	175,000
1.335	Geo-Spatial Referencing	250,000					250,000			250,000				250,000
1.350	Willis Point Fire	72,250		20,000)		92,250	40,250		10,000			42,000	92,250
1.352	South Galiano Fire	45,200	120,000				165,200	5,000		125,200			35,000	165,200
1.353	Otter Point Fire	15,000	•	50,000			65,000			15,000			50,000	65,000
1.356	Pender Island Fire	5,000		35,000)		40,000			5,000			35,000	40,000
1.357	East Sooke Fire	52,500	450,000				502,500	-		502,500			-	502,500
1.358	Port Renfrew Fire	47,000		10,000			57,000	15,000		32,000			10,000	57,000
1.359	North Galiano Fire	180,000		20,000)		200,000			180,000			20,000	200,000
1.360	Shirley Fire Department	10,000					10,000			10,000				10,000
1.370	JDF Emergency Program	4,100					4,100	<u> </u>		4,100				4,100
1.371	SSI Emergency Program	31,700					31,700		·	1,700	10,000	·	20,000	31,700
1.372	Emergency Planning Coordination	2,500	-				2,500			2,500				2,500
1.373	SGI Emergency Program	78,000					78,000	53,000					25,000	78,000
1.375	Hazardous Material Incident Response	75,000					75,000			75,000				75,000
1.377	JDF Search and Rescue		205,000				205,000			92,000		113,000		205,000
1.405	JDF EA Community Parks & Recreation	45,000			412,000	100,000	557,000	292,000			265,000			557,000
1.408	JDF EA Community Recreation			100,000	25,000		125,000				125,000			125,000
1.40X	SEAPARC	523,750		822,250	1,157,000		2,503,000	104,000	1,300,000	393,250	79,000		626,750	2,503,000
1.44x	Panorama Recreation	1,583,433	137,000	4,949,086			9,733,312	209,186	3,403,000	1,141,233	2,137,293		2,842,600	9,733,312
1.455	SSI Community Parks	50,000	90,000	,, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	305,000		445,000	155,000	.,,	45,000	200,000	5,000	40,000	445,000
1.458	SSI Community Recreation	30,000			260,000		290,000	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		5,000	150,000		135,000	290,000
1.459	SSI Park Land & Rec Programs	50,000	-	943,000		120,000	1,683,000	805,000		40,000	325,000	378,000	135,000	1,683,000
1.465	Saturna Island Community Parks	55,555		0.10,000	52,000	120,000	52,000	2,000		40,000	320,000	370,000	50,000	52,000
1.475	Mayne Island Community Parks	9,500		92,734			133,234	26,734			45,000		61,500	133,234
1.475	Pender Island Community Parks	7.000		92,734	2.234.101	50,000	2,291,101	26,734 548.834			1.015.000	352 267	375,000	2,291,101
1.495	Galiano Community Parks	2,616			91,037	50,000	93,653	31,037		2,616	1,010,000	302,207	60,000	93,653
1.495	Gallano Community Faiks	2,010			91,03/		93,003	31,037		2,010			00,000	93,053



2025 - CAPITAL EXPENDITURE PLAN

				CAPITAL EXP	ENDITURE					SOU	IRCE OF FUNDING			
								Capital	Debenture	Equipment			Capital	
Service #	# Service Name	Equipment	Vehicles	Buildings	Engineered Structures	Land	TOTAL	Funds on Hand	Debt	Repl Fund	Grants	Other	Reserves	TOTAL
1.521	Environmental Resource Management	455,000			27,918,523	-	28,373,523	14,018,523	8,650,000	455,000			5,250,000	28,373,523
1.523	Port Renfrew Refuse Disposal				334,500		334,500	292,500					42,000	334,500
1.575	Environmental Administration Services	6,000					6,000			6,000				6,000
1.576	Environmental Engineering Services	40,000	155,000				195,000	45,000		150,000				195,000
1.577	Wastewater Operations	55,000	1,537,000				1,592,000			1,592,000	-			1,592,000
1.578	Environmental Protection	438,971	180,000				618,971	300,000		318,971				618,971
1.579	Environmental Water Quality	10,766					10,766			10,766				10,766
1.911	911 Call Answer	-					-			-				-
2.610	Saanich Peninsula Water Supply	660,000			16,140,000		16,800,000		12,900,000	240,000		100,000	3,560,000	16,800,000
2.620	Highland Water (SSI)				10,000		10,000	10,000						10,000
2.621	Highland & Fernwood Water (SSI)				1,119,000		1,119,000	170,500	790,000		40,000		118,500	1,119,000
2.622	Cedars of Tuam Water (SSI)	15,000			116,000		131,000	15,000	-		92,000		24,000	131,000
2.624	Beddis Water (SSI)	19,000			400,000		419,000	54,000	220,000		-		145,000	419,000
2.626	Fulford Water (SSI)	161,000			86,000		247,000	98,000	-		90,000		59,000	247,000
2.628	Cedar Lane Water (SSI)				343,000		343,000	80,000	143,000		110,000		10,000	343,000
2.630	Magic Lake Estates Water (Pender)				270,000		270,000	120,000	-				150,000	270,000
2.640	Lyall Harbour Boot Cove Water (Saturna)	-			780,000		780,000	270,000	460,000		30,000		20,000	780,000
2.642	Skana Water (Mayne)	60,000			42,000		102,000	27,000	50,000				25,000	102,000
2.650	Port Renfrew Water	-			185,000		185,000	175,000	-		-		10,000	185,000
2.665	Sticks Allison Water (Galiano)				5,000		5,000		-		-		5,000	5,000
2.667	Surfside Park Estates (Mayne)	20,000			72,500		92,500		50,000				42,500	92,500
2.670	Regional Water Supply	13,708,500	2,091,250	11,251,000	46,729,000	33,580,000	107,359,750	53,553,000	40,500,000	1,376,250	6,000,000	5,930,500		107,359,750
2.680	JDF Water Distribution	830,000	1,755,000	125,000	23,928,000		26,638,000	18,301,000	4,700,000	1,670,000		375,000	1,592,000	26,638,000
2.682	Seagirt Water System				-				-					
2.691	Wilderness Mountain Water Service	20,000			54,000		74,000	4,000	-		50,000		20,000	74,000
3.701	Millstream Site Remediation					658,000	658,000	401,500			256,500			658,000
3.705	SSI Septage / Composting				319,196		319,196	75,000	120,000		60,000	33,196	31,000	319,196
3.718	Saanich Peninsula Wastewater	1,090,000			4,505,000		5,595,000		3,000,000	1,023,000	-		1,572,000	5,595,000
3.750	L.W.M.P Core and West Shore				1,888,000		1,888,000	788,000	1,100,000					1,888,000
3.798C	Debt - Core Area Wastewater Treatment Program	50,000			28,374,508		28,424,508	200,000	21,503,508	791,000			5,930,000	28,424,508
3.810	Ganges Sewer Utility (SSI)	525,000	77,000		310,000		912,000	764,000	-		75,000		73,000	912,000
3.820	Maliview Sewer Utility (SSI)				1,713,000		1,713,000	102,000	601,000		950,000		60,000	1,713,000
3.830	Magic Lake Sewer Utility (Pender)	60,000			400,000		460,000	200,000	-		200,000		60,000	460,000
3.850	Port Renfrew Sewer				190,000		190,000	175,000	-		_		15,000	190,000
Total		29,280,314	8,954,250	56,170,125	182,084,158	36,508,000	312,996,847	100,573,461	132,740,508	13,947,304	17,738,814	10,471,963	37,524,797	312,996,847



2026 - CAPITAL EXPENDITURE PLAN

CAPITAL EXPENDITURE

CAPITAL EXPENDITUR

		CAPITAL EXPENDITURE									JRCE OF FUNDING			
								Capital	Debenture	Equipment			Capital	
Service #	Service Name	Equipment	Vehicles	Buildings	Engineered Structures	Land	TOTAL	Funds on Hand	Debt	Repl Fund	Grants	Other	Reserves	TOTAL
1.011	Board Expenditures	55,000 17,262					55,000			55,000 17.262				55,000
1.014	CAO / Corporate Services Real Estate	1,918					17,262 1,918			1,918				17,262 1,918
1.016	Human Resources	349,736					349,736			3,836			345,900	349,736
1.017	Finance	32,754		-			32,754	-		32,754				32,754
1.018	Health & Capital Planning Strategies	3,836					3,836			3,836				3,836
	Information Technology	3,199,688	-	-			3,199,688	3,149,000		50,688				3,199,688
	GM - Planning & Protective Services	2,125					2,125			2,125				2,125
	Corporate Emergency	7,000					7,000			7,000				7,000
	First Nations Relations Facilities Management	4,043 10,000	75,000				4,043 85,000			4,043 85,000				4,043 85,000
	Facilities and Risk	10,000	75,000	370,000			370,000			65,000			370,000	370,000
1.107	Corporate Satellite Facilities			-			-						-	
	JDF Admin. Expenditures	2,000					2,000			2,000			-	2,000
1.110	SGI Admin. Expenditures	2,800					2,800			2,800				2,800
1.111	SSI Admin. Expenditures	15,900	-				15,900			15,900				15,900
1.118	Corporate Communications	11,508					11,508			11,508			-	11,508
1.123	Family Court Building			-			-	-				-	-	-
	Galiano Island Community Use Building SSI Public Library			10,000			10,000				_		10,000	10,000
	Health Facilities - VIHA	-		937,500			937,500					200,000	737,500	937,500
	SGI Small Craft Harbour Facilities			-	360,000		360,000	50,000			35,000	200,000	275,000	360,000
	SSI Small Craft Harbour (Fernwood Dock)				60,000		60,000	=			-		60,000	60,000
1.238A	Community Transit (SSI)				70,000		70,000	-			55,000		15,000	70,000
1.238B	Community Transportation (SSI)				1,640,000		1,640,000	-	320,000		1,095,000		225,000	1,640,000
1.280	Regional Parks	147,700	655,000	600,000	14,790,000	2,000,000	18,192,700	-	12,000,000	802,700	=		5,390,000	18,192,700
1.290	Royal Theatre	55,000		1,043,000			1,098,000	-			380,000	380,000	338,000	1,098,000
1.295	McPherson Theatre Arts Grants and Development	44,000 3,800		238,000			282,000 3.800	-		3,800			282,000	282,000 3,800
	Climate Action and Adaptation	792,961					792,961	211,483		3,000	581,478			792,961
	Land Banking and Housing	10,000		500,000			510,000	211,400	500,000	10,000	-	-		510,000
	Animal Care Services	5,000	50,000	=	•		55,000	-	,	55,000			-	55,000
1.318	Building Inspection	6,000	60,000				66,000			66,000				66,000
1.323	ByLaw Services	4,000	75,000				79,000			79,000				79,000
1.324	Regional Planning Services	8,000					8,000			8,000				8,000
1.325	Community Planning	-			-		-			-	-			-
1.326	Foodland Access Geo-Spatial Referencing	10,000					10,000			10,000			-	10,000
	Willis Point Fire	6.000		-			6,000	-		6.000				6,000
1.352	South Galiano Fire	45,800	-				45,800	-		10,800			35,000	45,800
1.353	Otter Point Fire	20,000	300,000	50,000			370,000			320,000			50,000	370,000
1.356	Pender Island Fire	80,000		30,000			110,000			80,000			30,000	110,000
	East Sooke Fire	65,160	-				65,160	3,300		53,860			8,000	65,160
	Port Renfrew Fire	16,000		-			16,000	-		16,000			-	16,000
	North Galiano Fire	-		-			-			-			-	-
1.360	Shirley Fire Department JDF Emergency Program	12,380					12,380			12,380				12,380
	SSI Emergency Program	18,000					18,000			1,000	12,000		5,000	18,000
	Emergency Planning Coordination	2,500	-				2,500			2,500	,			2,500
	SGI Emergency Program	-					-	-					-	-
1.375	Hazardous Material Incident Response	3	=				-			-				-
	JDF Search and Rescue		-				-			-		-		-
	JDF EA Community Parks & Recreation	-			-	÷	-	-			-			-
	JDF EA Community Recreation SEAPARC	189,250		2,205,500	33,750		2,428,500		1,850,000	174,250	175,000		229,250	2,428,500
1.40X 1.44x	Panorama Recreation	189,250 483,909		2,205,500 573,000	33,750		1,056,909	-	1,850,000	174,250 483,909	1/5,000		573,000	1,056,909
1.455	SSI Community Parks	15,000	-	373,000	30,000		45,000	-	-	15,000	-	-	30,000	45,000
1.458	SSI Community Recreation	10,000			2,500		12,500			5,000	-		7,500	12,500
1.459	SSI Park Land & Rec Programs	50,000	25,000	2,581,155		50,000	2,706,155	-	2,496,155	40,000	70,000	-	100,000	2,706,155
1.465	Saturna Island Community Parks				8,225		8,225	2,000					6,225	8,225
1.475	Mayne Island Community Parks	9,000	-	18,000		-	27,000	-		-	-		27,000	27,000
1.485	Pender Island Community Parks	25,000			120,000	÷	145,000	2,100			-	50,000	92,900	145,000
1.495	Galiano Community Parks	2,000			10,000		12,000	-		2,000			10,000	12,000
	Environmental Resource Management Port Renfrew Refuse Disposal	385,000			11,125,000 27,500	1,000,000	12,510,000 27,500	125,000	2,350,000	385,000			9,650,000 27,500	12,510,000 27,500
	Port Rentrew Retuse Disposal Environmental Administration Services	6.000			21,000		6,000	-		6 000			21,500	6,000
	Environmental Engineering Services	40,000	55,000				95,000			95,000				95,000
	Wastewater Operations	70,000	900,000				970,000			970,000	-			970,000
	<u>.</u>													1



2026 - CAPITAL EXPENDITURE PLAN Schedule B

				CAPITAL EX	PENDITURE					SOU	IRCE OF FUNDING			
								Capital	Debenture	Equipment			Capital	
Service #	Service Name	Equipment	Vehicles	Buildings	Engineered Structures	Land	TOTAL	Funds on Hand	Debt	Repl Fund	Grants	Other	Reserves	TOTAL
1.578	Environmental Protection	126,269	60,000				186,269	50,000		136,269				186,269
1.579	Environmental Water Quality	6,480					6,480			6,480				6,480
1.911	911 Call Answer	1,000,000					1,000,000			1,000,000				1,000,000
2.610	Saanich Peninsula Water Supply	300,000			1,569,000		1,869,000		-	200,000		-	1,669,000	1,869,000
2.620	Highland Water (SSI)				-		-	-						-
2.621	Highland & Fernwood Water (SSI)				1,945,000		1,945,000	-	1,800,000		-		145,000	1,945,000
2.622	Cedars of Tuam Water (SSI)	-			885,000		885,000	5,000	835,000		10,000		35,000	885,000
2.624	Beddis Water (SSI)	-			393,000		393,000	-	340,000		-		53,000	393,000
2.626	Fulford Water (SSI)	-			415,000		415,000	-	390,000		-		25,000	415,000
2.628	Cedar Lane Water (SSI)				189,000		189,000	-	124,000		15,000		50,000	189,000
2.630	Magic Lake Estates Water (Pender)				222,000		222,000	-	-				222,000	222,000
2.640	Lyall Harbour Boot Cove Water (Saturna)	58,000			25,000		83,000	-	83,000		-		-	83,000
2.642	Skana Water (Mayne)	740,000			35,000		775,000	-	745,000				30,000	775,000
2.650	Port Renfrew Water	-			30,000		30,000	-	-		-		30,000	30,000
2.665	Sticks Allison Water (Galiano)				30,000		30,000		-		30,000		-	30,000
2.667	Surfside Park Estates (Mayne)	-			1,550,000		1,550,000		1,550,000				-	1,550,000
2.670	Regional Water Supply	3,907,500	773,000	540,00	0 36,070,000	4,080,000	45,370,500	19,497,500	24,700,000	773,000	-	400,000		45,370,500
2.680	JDF Water Distribution	217,500	774,000	40,00	0 13,751,000		14,782,500	8,951,500	4,100,000	774,000		-	957,000	14,782,500
2.682	Seagirt Water System				-		-		-					-
2.691	Wilderness Mountain Water Service	-			50,000		50,000	-	40,000		-		10,000	50,000
3.701	Millstream Site Remediation					-	-	-			-			-
3.705	SSI Septage / Composting				2,330,000		2,330,000	-	2,280,000		40,000	-	10,000	2,330,000
3.718	Saanich Peninsula Wastewater	1,755,000			1,100,000		2,855,000		2,070,000	415,000	-		370,000	2,855,000
3.750	L.W.M.P Core and West Shore				3,200,000		3,200,000	-	3,200,000					3,200,000
3.798C	Debt - Core Area Wastewater Treatment Program	250,000			16,235,000		16,485,000	-	13,235,000	800,000			2,450,000	16,485,000
3.810	Ganges Sewer Utility (SSI)	-	-		1,980,000		1,980,000	105,000	1,575,000		300,000		-	1,980,000
3.820	Maliview Sewer Utility (SSI)				1,019,000		1,019,000	-	230,000		779,000		10,000	1,019,000
3.830	Magic Lake Sewer Utility (Pender)	-			-		-	-	-		-		-	-
3.850	Port Renfrew Sewer				÷		-	÷	-				-	-
Total		14,713,779	3,802,000	9,736,15	5 111,299,975	7,130,000	146,681,909	32,151,883	76,813,155	8,113,618	3,577,478	1,030,000	24,995,775	146,681,909



2027 - CAPITAL EXPENDITURE PLAN Schedule B

	Making a differencetogether	CAPITAL EXPENDITURE								SOUR	RCE OF FUNDING		
				OAL TIAL LALLEND				Capital	Debenture	Equipment	102 01 1 0110 1110	Capital	
Service #	Service Name	Eminment	Vahialaa	Buildings E	ngineered Structures	Lond	TOTAL				Cronto	•	TOTAL
1.011	Board Expenditures	Equipment	Vehicles	Buildings E		Land	TOTAL	Funds on Hand	Debt	Repl Fund	Grants	Other Reserves	TOTAL
1.014	CAO / Corporate Services	15,965					15,965			15,965			15,965
1.015	Real Estate	15,905					15,965			15,965			15,965
1.015	Human Resources	725,710					725,710			9,590		716,	
												716,	
1.017	Finance	49,321		-			49,321	-		49,321			49,321
1.018	Health & Capital Planning Strategies	1,918					1,918			1,918			1,918
1.022	Information Technology	883,637	-	-			883,637	840,000		43,637			883,637
1.024	GM - Planning & Protective Services	3,836					3,836			3,836			3,836
1.025	Corporate Emergency	-					-			-			-
1.027	First Nations Relations	5,754					5,754			5,754			5,754
1.105	Facilities Management	10,000	75,000				85,000			85,000			85,000
1.106	Facilities and Risk	-		2,540,000	-		2,540,000					2,540,	00 2,540,000
1.107	Corporate Satellite Facilities			-			-						
1.109	JDF Admin. Expenditures	-					-			-			_
1.110	SGI Admin. Expenditures	-					-			-			_
1 111	SSI Admin. Expenditures	85 900					85,900			85 900			85,900
1.118	Corporate Communications	3,836					3,836			3,836			3,836
1.123	Family Court Building	3,000					3,030			3,030			3,000
1.137	Galiano Island Community Use Building			-			-	-				-	
1.141	SSI Public Library			10,000			10,000					10,	
	-						10,000				-		
1.226	Health Facilities - VIHA	-		-	-		-	-					-
1.235	SGI Small Craft Harbour Facilities			=	239,000		239,000	-			-	239,	
1.236	SSI Small Craft Harbour (Fernwood Dock)				10,000		10,000	-			-	10,	
1.238A	Community Transit (SSI)				70,000		70,000	•			55,000	15,	
1.238B	Community Transportation (SSI)				30,000		30,000		-		-	30,	
1.280	Regional Parks	82,800	890,000	500,000	15,120,000	2,000,000	18,592,800	-	12,000,000	972,800	-	5,620,	00 18,592,800
1.290	Royal Theatre	-		-			-	-			-	-	
1.295	McPherson Theatre	-		190,000			190,000					190,	190,000
1.297	Arts Grants and Development	-					-			÷			-
1.309	Climate Action and Adaptation	164,023					164,023	43,745			120,278		164,023
1.310	Land Banking and Housing	-		-			-	-,	-	-	-	-	-
1 313	Animal Care Services	13 000	50 000	-			63.000			63 000			63,000
1.318	Building Inspection	6.000	60.000				66,000			66,000			66,000
1.323	ByLaw Services	4,000	25,000				29,000			29,000			29,000
1.323	Regional Planning Services	3,000	25,000				3,000			3,000			3,000
1.324		2,700					2,700			2,700			
	Community Planning				-					2,700	-		2,700
1.326	Foodland Access	-					-						-
1.335	Geo-Spatial Referencing	10,000					10,000			10,000			10,000
1.350	Willis Point Fire	6,000		-			6,000	•		6,000			6,000
1.352	South Galiano Fire	44,700	-				44,700	-		9,700		35,	
1.353	Otter Point Fire	20,000	-	50,000			70,000			20,000		50,	
1.356	Pender Island Fire	20,000		15,000			35,000			20,000		15,	00 35,000
1.357	East Sooke Fire	34,227	625,000				659,227	-		651,227		8,	00 659,227
1.358	Port Renfrew Fire	16,000		-			16,000	-		16,000			16,000
1.359	North Galiano Fire	-								-			
1.360	Shirley Fire Department	10,000					10,000			10,000			10,000
1.370	JDF Emergency Program	-					-			-			-
1.371	SSI Emergency Program	10,900					10,900			6,900	4,000		10,900
1.372	Emergency Planning Coordination	-	70,000				70,000			70,000			70,000
1.373	SGI Emergency Program		,				. 2,230	_		,			
1.375	Hazardous Material Incident Response	-	300,000				300,000	-		300,000			300,000
1.377	JDF Search and Rescue	=	300,000				300,000			300,000		-	300,000
1.405	JDF Search and Rescue JDF EA Community Parks & Recreation		-			_	-	-		-		-	-
1.403		-				-	-	-					
	JDF EA Community Recreation			-	-								- 4 047 000
1.40X	SEAPARC	1,628,100		254,500	35,000		1,917,600	-	-	112,100	1,500,000	305,	
1.44x	Panorama Recreation	360,400	•	3,395,000	350,000		4,105,400	-	-	260,400		3,845,	
1.455	SSI Community Parks	35,000	90,000		30,000		155,000	-		30,000	75,000	- 50,	
1.458	SSI Community Recreation	10,000			2,500		12,500			5,000	-	7,	
1.459	SSI Park Land & Rec Programs	50,000	-	10,000	-	50,000	110,000	-	=	40,000	=	- 70,	
1.465	Saturna Island Community Parks				7,502		7,502	1,727				5,	7,502
1.475	Mayne Island Community Parks						-	Ţ					-
1.485	Pender Island Community Parks	=			25,000	-	25,000	-			-	- 25,	
1.495	Galiano Community Parks	1,000			3,000		4,000			1,000		3,	00 4,000
1.521	Environmental Resource Management	385,000			6,600,000	-	6,985,000		-	385,000		6,600,	00 6,985,000
1.523	Port Renfrew Refuse Disposal						-						
1.575	Environmental Administration Services	9,000					9,000			9,000			9,000
1.576	Environmental Engineering Services	40,000	_				40,000			40,000			40,000
1.577	Wastewater Operations	75,000	615,000				690,000			690,000	-		690,000
		,0,000	0.10,000				300,000			300,000			000,000



2027 - CAPITAL EXPENDITURE PLAN

CAPITAL EXPENDITURE SOURCE OF FUNDING Capital Debenture Equipment Capital Engineered Structures TOTAL TOTAL Service # Service Name Equipment Vehicles Buildings Land Funds on Hand Debt Repl Fund Grants Other Reserves 1.578 Environmental Protection 85.309 85.309 85.309 85.309 1.579 Environmental Water Quality 14,717 14,717 14,717 14,717 1.911 911 Call Answer 2.610 Saanich Peninsula Water Supply 300.000 1.950.000 2.250.000 200.000 2.050.000 2.250.000 2.620 Highland Water (SSI) 2.621 Highland & Fernwood Water (SSI) 3,801,000 3,801,000 3,750,000 3,801,000 51,000 470,000 2.622 Cedars of Tuam Water (SSI) 470,000 435 000 35,000 470,000 2.624 Beddis Water (SSI) 2,117,000 2,117,000 2,117,000 2,117,000 2.626 Fulford Water (SSI) 1.550.000 1.550.000 1.500.000 10.000 1.550.000 40.000 2.628 Cedar Lane Water (SSI) 340,000 340.000 250.000 90.000 340,000 2.630 Magic Lake Estates Water (Pender) 275,000 275,000 200,000 75,000 275,000 2.640 Lyall Harbour Boot Cove Water (Saturna) 50,000 50,000 50,000 50,000 2.642 Skana Water (Mayne) 30,000 30,000 30,000 30,000 2.650 Port Renfrew Water 50,000 2,100,000 2,150,000 916,667 1,233,333 2,150,000 2.665 Sticks Allison Water (Galiano) 30 000 30 000 30 000 30 000 2.667 Surfside Park Estates (Mayne) 400,000 400,000 400,000 400,000 3,650,000 855,000 100,000 57,595,000 63,175,000 20,895,000 41,200,000 225,000 63,175,000 2.670 Regional Water Supply 975,000 855,000 2.680 JDF Water Distribution 225.000 710.000 100.000 14.441.000 15.476.000 9.259.000 5.400.000 710.000 107.000 15.476.000 2.682 Seagirt Water System 2.691 733,200 733,200 733,200 733,200 Wilderness Mountain Water Service 3.701 Millstream Site Remediation 3.705 SSI Septage / Composting 82,500 82,500 82,500 82,500 1,580,000 950,000 2,530,000 550,000 200,000 1,080,000 2,530,000 3.718 Saanich Peninsula Wastewater 700,000 3.750 L.W.M.P. - Core and West Shore 3,200,000 3,200,000 3,200,000 3,200,000 3.798C Debt - Core Area Wastewater Treatment Program 15,795,000 15,795,000 13,495,000 500,000 1,800,000 15,795,000 2,552,186 1,806,796 2,552,186 3.810 Ganges Sewer Utility (SSI) 2.552.186 735.390 10.000 3.820 Maliview Sewer Utility (SSI) Magic Lake Sewer Utility (Pender) 120,000 120,000 120,000 120,000 3.850 Port Renfrew Sewer 20,000 20,000 20,000 20,000 Total 10,731,753 4,365,000 7,164,500 131,123,888 3,025,000 156,410,141 31,039,472 88,116,163 6,698,610 4,843,001 225,000 25,487,895 156,410,141

Schedule B



2028 - CAPITAL EXPENDITURE PLAN Schedule B

	Making a differencetogether	2028 - CAPITAL I	EXPENDITURE										Schedule B
				CAPITAL EXPE	NDITURE						URCE OF FUNDING		
Service	# Service Name	Equipment	Vehicles	Buildings	Engineered Structures	Land	TOTAL	Capital Funds on Hand	Debenture Debt	Equipment Repl Fund	Grants	Capital Other Reserves	TOTAL
1.011	Board Expenditures	Equipment	verilicies	Buildings		Lanu	TOTAL	runus on nanu	Debt	Repi Fuliu	Grants	Other Reserves	TOTAL
1.014	CAO / Corporate Services	17,262					17,262			17,262			17,262
1.015	Real Estate	1,918					1,918			1,918			1,918
1.016	Human Resources	128,446					128,446			13,426		115,0	
1.017	Finance	49,321		-			49,321	-		49,321			49,321
1.018	Health & Capital Planning Strategies	1,918					1,918			1,918			1,918
1.022	Information Technology	109,184	-	-			109,184	60,000		49,184			109,184
1.024	GM - Planning & Protective Services Corporate Emergency	1,918 5,000					1,918 5,000			1,918 5,000			1,918 5,000
1.023	First Nations Relations	1,918					1,918			1,918			1,918
1.105	Facilities Management	10,000	-				10,000			10,000			10,000
1.106	Facilities and Risk	3		140,000	-		140,000			.,		140,0	
1.107	Corporate Satellite Facilities			-			-						-
1.109	JDF Admin. Expenditures	-					-			-			-
1.110	SGI Admin. Expenditures	5,000					5,000			5,000			5,000
1.111	SSI Admin. Expenditures	6,100	-				6,100			6,100			6,100
1.118	Corporate Communications Family Court Building	3,836		-			3,836	-		3,836		<u> </u>	.,
1.123	Galiano Island Community Use Building			-			-	-					
1.141	SSI Public Library			25,000			25,000					25,0	
1.226	Health Facilities - VIHA	-			-		-	-				-	-
1.235	SGI Small Craft Harbour Facilities			-	100,000		100,000	-			-	100,0	00 100,000
1.236	SSI Small Craft Harbour (Fernwood Dock)				10,000		10,000	-			-	10,0	00 10,000
1.238A					70,000		70,000	-			55,000	15,0	
1.238B					485,000		485,000	-	135,000		320,000	30,0	
1.280	Regional Parks Royal Theatre	94,400 16,500	1,328,000	750,000	14,645,000	2,000,000	18,817,400 16,500		15,000,000	1,197,400		2,620,0 - 16,5	
1.295	McPherson Theatre	16,500		-			16,500	-			•	- 16,5	
1.297	Arts Grants and Development	-					-						
1.309	Climate Action and Adaptation	-					-	-			-		-
1.310	Land Banking and Housing	=		-			-		=	-	=	9	-
1.313	Animal Care Services	5,000	50,000	-	-		55,000	-		55,000			55,000
1.318	Building Inspection	-											
1.323	ByLaw Services Regional Planning Services	4,000 4,000	75,000				79,000 4,000			79,000 4,000			79,000 4,000
1.324	Community Planning	4,000					4,000			4,000			4,000
1.326	Foodland Access	300.000					300,000					300,0	00 300,000
1.335	Geo-Spatial Referencing	10,000					10,000			10,000		,	10,000
1.350	Willis Point Fire	6,000		-			6,000	-		6,000			6,000
1.352	South Galiano Fire	10,000	-				10,000	-		10,000			10,000
1.353	Otter Point Fire	20,000	600,000	-			620,000			620,000		•	620,000
1.356	Pender Island Fire East Sooke Fire	100,000 94,102		15,000			115,000 94,102			100,000 94,102		15,0	
1.357	Port Renfrew Fire	94,102	=				94,102 16,000	=		94,102		<u> </u>	
1.359	North Galiano Fire	10,000					-	-		10,000			
1.360	Shirley Fire Department	10,000					10,000			10,000			10,000
1.370	JDF Emergency Program	-					-			-			-
1.371	SSI Emergency Program	14,500					14,500			2,500	2,000	10,0	00 14,500
1.372	Emergency Planning Coordination	-	-				-			-			-
1.373	SGI Emergency Program	-					-	-					
1.375	Hazardous Material Incident Response JDF Search and Rescue	-	-				-			-			-
1.405	JDF Search and Rescue JDF EA Community Parks & Recreation	_	-				-			-		-	
1.408	JDF EA Community Parks & Recreation	-				-	-	<u> </u>					-
1.40X	SEAPARC	153,650		201,000	35,500		390,150	-	45,000	92,150	-	253,0	
1.44x	Panorama Recreation	525,207	-	525,000	-		1,050,207	-	-	495,207	-	555,0	00 1,050,207
1.455	SSI Community Parks	15,000	-		30,000		45,000	-	-	15,000	-	- 30,0	
1.458	SSI Community Recreation	10,000			2,500		12,500			5,000	-	7,5	
1.459	SSI Park Land & Rec Programs	50,000	-	10,000	85,000	50,000	195,000	-	-	40,000	-	- 155,0	
1.465	Saturna Island Community Parks Mayne Island Community Parks				4,000		4,000					4,0	00 4,000
1.475	Pender Island Community Parks Pender Island Community Parks	25,000		-	10,000	-	35,000	-			-	- 35,0	00 35,000
1.495	Galiano Community Parks	-			35,900		35,900	-		-		35,9	
1.521	Environmental Resource Management	385,000			2,350,000	-	2,735,000	-	350,000	635,000		1,750,0	
1.523	Port Renfrew Refuse Disposal						=	-					-
1.575	Environmental Administration Services	6,000	-				6,000	-	-	6,000	-	-	6,000
1.576	Environmental Engineering Services	40,000	65,000				105,000	-	·	105,000	·		105,000
1.577	Wastewater Operations	155,000	436,500				591,500			591,500	-		591,500



2028 - CAPITAL EXPENDITURE PLAN

CAPITAL EXPENDITURE SOURCE OF FUNDING Capital Capital Engineered Structures Equipment Vehicles Buildings Land TOTAL Funds on Hand Debt Repl Fund Other Reserves TOTAL Service # Service Name Grants 1.578 Environmental Protection 136,175 136,175 136,175 136,175 1.579 Environmental Water Quality 6,815 6,815 6,815 6,815 1.911 911 Call Answer 2.610 Saanich Peninsula Water Supply 300,000 1.100.000 1.400.000 200.000 1.200.000 1.400.000 2.620 Highland Water (SSI) 2.621 Highland & Fernwood Water (SSI) 2,715,000 2,715,000 2,665,000 40,000 10,000 2,715,000 2.622 Cedars of Tuam Water (SSI) 460 000 460 000 435 000 20,000 5 000 460 000 2.624 Beddis Water (SSI) 2,830,000 2,830,000 2,780,000 40,000 10,000 2,830,000 2.626 Fulford Water (SSI) 1,500,000 1,500,000 1,500,000 1,500,000 2.628 Cedar Lane Water (SSI) 680,000 680,000 645 000 35 000 680,000 2.630 Magic Lake Estates Water (Pender) 860,000 860,000 800,000 60,000 860,000 2.640 Lyall Harbour Boot Cove Water (Saturna) 270,000 270,000 250,000 20,000 270,000 2.642 Skana Water (Mayne) 15.000 65 000 65 000 50 000 65 000 2.650 Port Renfrew Water 200,000 400,000 600,000 600,000 600,000 2.665 Sticks Allison Water (Galiano) 20,000 20,000 20,000 20,000 2.667 Surfside Park Estates (Mayne) 50,000 50,000 50,000 50,000 2.670 Regional Water Supply 2,230,500 495,000 40,000 76,520,000 2,645,000 81,930,500 22,655,500 58,780,000 495,000 81,930,500 2.680 JDF Water Distribution 215,500 750,000 40,000 9,778,500 750,000 277,000 9,800,000 10,805,500 10,805,500 2.682 Seagirt Water System 2.691 Wilderness Mountain Water Service 6,632,000 6,632,000 6,632,000 6,632,000 3.701 Millstream Site Remediation 3.705 SSI Septage / Composting 3.718 Saanich Peninsula Wastewater 530,000 850,000 1,380,000 400,000 380,000 600,000 1,380,000 1.500,000 3.750 L.W.M.P. - Core and West Shore 1 500 000 1 500 000 1 500 000 3.798C Debt - Core Area Wastewater Treatment Program 15,700,000 15,700,000 13,300,000 600,000 1,800,000 15,700,000 3.810 Ganges Sewer Utility (SSI) 474,375 474,375 118,594 355,781 474,375 3.820 Maliview Sewer Utility (SSI) 3.830 Magic Lake Sewer Utility (Pender) 925,000 925,000 800,000 125,000 925,000 3.850 Port Renfrew Sewer 200,000 200,000 200,000 200,000 6 046 670 3,799,500 1 746 000 4.695,000 32,494,000 6.923.650 7,464,781 10.415.420 157,701,445 Total 141.414.275 157.701.445 100,403,594

Schedule B



2029 - CAPITAL EXPENDITURE PLAN Schedule B

making a differencetogether	CAPITAL EXPENDITURE								SOUR	RCE OF FUNDING			
	·					Capital	Debenture	Equipment			Capital		
Service # Service Name	Equipment	Vehicles	Buildings Eng	ineered Structures	Land	TOTAL	Funds on Hand	Debt	Repl Fund	Grants	Other	Reserves	TOTAL
1.011 Board Expenditures	20,000					20,000			20 000				20,000
1.014 CAO / Corporate Services	7,672					7,672			7,672				7,672
1.015 Real Estate	1,918					1,918			1,918				1,918
1.016 Human Resources	23,836					23,836			3,836			20,000	23,836
1.017 Finance	43,567					43,567			43,567				43,567
1.018 Health & Capital Planning Strategies	1,918					1,918			1,918				1,918
1.022 Information Technology	109,184					109,184	60,000		49,184				109,184
1.024 GM - Planning & Protective Services	1,918					1,918	00,000		1,918				1,918
1.025 Corporate Emergency	1,510					1,510			1,510				1,010
1.027 First Nations Relations	3,836					3,836			3,836				3,836
1.105 Facilities Management	-	-				0,000			-				-
1.106 Facilities and Risk	-		100,000			100,000	-		-			100,000	100,000
1.107 Corporate Satellite Facilities	•		100,000	-		100,000	•					100,000	100,000
1.109 JDF Admin. Expenditures	-					-			-				-
1.110 SGI Admin. Expenditures	-												-
1.110 SGI Admin. Expenditures 1.111 SSI Admin. Expenditures	6,000	65,000				71,000			71,000				71,000
1.111 SSI Admin. Expenditures 1.118 Corporate Communications	3,836	65,000				3,836			3,836			-	3,836
1.118 Corporate Communications 1.123 Family Court Building	3,830					3,830	-		3,830			-	3,830
			*			-	•				•	-	-
1.137 Galiano Island Community Use Building			-										-
1.141 SSI Public Library			6,000			6,000				-		6,000	6,000
1.226 Health Facilities - VIHA	-		•	-		-	•				-	-	-
1.235 SGI Small Craft Harbour Facilities			•	100,000		100,000				-		100,000	100,000
1.236 SSI Small Craft Harbour (Fernwood Dock)				10,000		10,000				-		10,000	10,000
1.238A Community Transit (SSI)				70,000		70,000				55,000		15,000	70,000
1.238B Community Transportation (SSI)				455,000		455,000	-	135,000		320,000		-	455,000
1.280 Regional Parks	412,000	920,000	1,150,000	12,275,000	2,000,000	16,757,000	-	13,000,000	1,032,000	-		2,725,000	16,757,000
1.290 Royal Theatre	-		•			-	,			-	-	-	-
1.295 McPherson Theatre	-		•			-	,					-	-
1.297 Arts Grants and Development	4,000					4,000			4,000				4,000
1.309 Climate Action and Adaptation	-					-				-			-
1.310 Land Banking and Housing	-		-			-		-	-	-	-		-
1.313 Animal Care Services	13,000	50,000	-	-		63,000	-		63,000				63,000
1.318 Building Inspection	6,000	-				6,000			6,000				6,000
1.323 ByLaw Services	4,000	25,000				29,000			29,000				29,000
1.324 Regional Planning Services	72,000					72,000			72,000				72,000
1.325 Community Planning	-			-		-			-	-			-
1.326 Foodland Access	-					-						-	-
1.335 Geo-Spatial Referencing	10,000					10,000			10,000				10,000
1.350 Willis Point Fire	10,000		-			10,000	-		10,000			-	10,000
1.352 South Galiano Fire	10,000	-				10,000	1		10,000			-	10,000
1.353 Otter Point Fire	20,000	-	-			20,000			20,000			-	20,000
1.356 Pender Island Fire	162,000		15,000			177,000			162,000			15,000	177,000
1.357 East Sooke Fire	19,484	-				19,484			19,484			-	19,484
1.358 Port Renfrew Fire	-		-			-	-		-			-	-
1.359 North Galiano Fire	-		-			-			-			-	-
1.360 Shirley Fire Department	12,380					12,380			12,380				12,380
1.370 JDF Emergency Program	-					-			-				-
1.371 SSI Emergency Program	5,800					5,800			1,800	4,000		-	5,800
1.372 Emergency Planning Coordination	-	-				-			-				-
1.373 SGI Emergency Program	-					-	1					-	-
1.375 Hazardous Material Incident Response	-					-							-
1.377 JDF Search and Rescue		-				-			-		-		-
1.405 JDF EA Community Parks & Recreation	-			-	-	-				-			-
1.408 JDF EA Community Recreation			-	-		-				-			-
1.40X SEAPARC	596,100		711,500	36,500		1,344,100		426,000	170,100			748,000	1,344,100
1.44x Panorama Recreation	926,845	-	450,000	40,000		1,416,845	-	-	926,845	-		490,000	1,416,845
1.455 SSI Community Parks	15,000	-		20,000		35,000	-		15,000	-	-	20,000	35,000
1.458 SSI Community Recreation	5,000			2,500		7,500			5,000	-		2,500	7,500
1.459 SSI Park Land & Rec Programs	60,000	-	10,000	-	-	70,000	-	-	50,000	-	-	20,000	70,000
1.465 Saturna Island Community Parks	,		****	-		-	-					-	-
1.475 Mayne Island Community Parks	-		-	-		-	-			-		-	-
1.485 Pender Island Community Parks	-			20,000	-	20,000	-			-	-	20,000	20,000
1.495 Galiano Community Parks	_			3,000		3,000	-					3,000	3,000
1.521 Environmental Resource Management	385,000			1,600,000		1,985,000	-	-	385,000			1,600,000	1,985,000
1.523 Port Renfrew Refuse Disposal	000,000			1,000,000		.,500,000	-		300,000			1,000,000	.,000,000
1.575 Environmental Administration Services	6,000			-		6,000	•		6,000			-	6,000
1.576 Environmental Engineering Services	40,000					40,000	-		40,000				40,000
1.576 Environmental Engineering Services 1.577 Wastewater Operations	500,000	462,500				962,500	-		962,500	-			962,500
wastewater Operations	300,000	402,300				302,300			302,300	-		ļ	902,500



2029 - CAPITAL EXPENDITURE PLAN

CAPITAL EXPENDITURE SOURCE OF FUNDING Capital Debenture Capital Equipment Service # Equipment Vehicles Buildinas Engineered Structures Land TOTAL Funds on Hand Repl Fund Grants Other TOTAL Service Name Debt Reserves 1.578 Environmental Protection 98.971 98,971 98,971 98,971 1.579 Environmental Water Quality 10 766 10,766 10 766 10,766 1.911 911 Call Answer 2.610 Saanich Peninsula Water Supply 100,000 525,000 625,000 200,000 425,000 625,000 2.620 Highland Water (SSI) 2.621 Highland & Fernwood Water (SSI) 2,665,000 2,665,000 2,665,000 2,665,000 2.622 Cedars of Tuam Water (SSI) 2.624 Beddis Water (SSI) 2,780,000 2,780,000 2,780,000 2,780,000 2.626 Fulford Water (SSI) 1.500.000 1.500.000 1.500.000 1.500.000 2.628 Cedar Lane Water (SSI) 645,000 645,000 645,000 645,000 2.630 Magic Lake Estates Water (Pender) 1 080 000 1,080,000 1,000,000 80,000 1,080,000 2.640 Lyall Harbour Boot Cove Water (Saturna) 500,000 500,000 500,000 500,000 2.642 Skana Water (Mayne) 100,000 100,000 100,000 100,000 2.650 Port Renfrew Water 350,000 350,000 350,000 350,000 2.665 Sticks Allison Water (Galiano) 50,000 50,000 50,000 50,000 2.667 Surfside Park Estates (Mayne) 450,000 450,000 450,000 450,000 2.670 Regional Water Supply 2 779 500 355 000 40 000 50 030 000 865.000 54 069 500 26 414 500 27 100 000 355 000 200.000 54 069 500 2.680 JDF Water Distribution 214,500 250,000 40,000 11,276,000 11,780,500 10,423,500 1,000,000 250,000 107,000 11,780,500 2.682 Seagirt Water System 2.691 Wilderness Mountain Water Service 3.701 Millstream Site Remediation 3.705 SSI Septage / Composting 3.718 Saanich Peninsula Wastewater 50,000 2,400,000 2,450,000 1,700,000 200,000 550,000 2,450,000 3.750 L.W.M.P. - Core and West Shore 6,250,000 4,450,000 300,000 1,500,000 3.798C Debt - Core Area Wastewater Treatment Program 6.250.000 6.250.000 3.810 Ganges Sewer Utility (SSI) 3.820 Maliview Sewer Utility (SSI) 3.830 Magic Lake Sewer Utility (Pender) 1 300 000 1,300,000 1,300,000 1,300,000 3.850 Port Renfrew Sewer 300,000 300,000 300,000 300,000 Total 6,772,031 2,127,500 2,522,500 96,833,000 2,865,000 111,120,031 36,898,000 59,451,000 5,635,531 379,000 200,000 8,556,500 111,120,031

Schedule B



REPORT TO FINANCE COMMITTEE MEETING OF WEDNESDAY, MAY 07, 2025

SUBJECT Capital Regional District External Grants 2024 Annual Report

ISSUE SUMMARY

This report provides a summary of the Capital Regional District (CRD) external grants activity for the period of January 1, 2024 through December 31, 2024.

BACKGROUND

The CRD Grants team provides support to divisions across the organization as they pursue external grant opportunities with funders. Services apply for projects in alignment with their capital and service plans, adjusting and requesting amendments when opportunities unpredictably arise. The CRD Grants team informs divisions of upcoming opportunities, reviews applications, conducts research and engagement with external programs, advises on grant inquiries and regularly reports to the CRD Board through the Finance Committee on activity.

Appendix A details external grants application status for the period ended December 31, 2024. Any embargoed grant activity will be listed as pending until such grants can be publicly disclosed. This report also provides an update on the status of grant-funded projects (Appendix B) and an update on the Growing Communities Fund (GCF) (Appendix C).

The CRD has been reporting annually on grants since 2019. Staff track key performance indicators including application activity and amounts awarded. The availability of grant programs, a lengthy review process, the competitive nature of grants and the unpredictable receipt of large non-application and direct allocation grants such as GCF, can make it challenging to compare grant success on a year-by-year basis.

IMPLICATIONS

Financial Implications

2024 Activity

- 1. Grant alerts circulated weekly 52
- 2. Grant application activity
 - 32 grant applications submitted
 - 5 non-application-based grants received
 - 22 application-based grants awarded
 - 14 grant applications pending results
 - 19 grant applications declined

3. Grant reporting

- 6 bi-monthly external grants reports to the CRD Board through Finance Committee
- 4 annual reports; external grants, Grants-in-Aid and 2 Canada Community Building Fund
 - Community Works Fund (CCBF-CWF) (internal and external) reports
- 1 report regarding the CCBF-CWF Disbursement Process
- 1 report on the CCBF-CWF Contribution Agreement 2024-2034
- 1 report on Guiding Principle for Distribution of Non-Application Based Grants
- 4. Grant coordination and engagement with CRD services and grant agencies
- 5. Grant payments and financial administration

Table 1 provides a summary of external grants activity with a comparison to 2023.

Table 1: Grants Approved for 2024

	2024	2023
Non-Application, Direct Allocation Based External Grants Received	\$0.9M	\$12.4M
Application Based External Grants Awarded	\$15.0M	\$11.0M
Total	\$15.9M	\$23.4M
Rate of Return	22.0x	26.7x

Growing Communities Fund

The GCF provided \$1 billion across the province to support local governments with infrastructure projects necessary to enable community growth. The CRD received a one-time non-application direct allocation of \$11.6 million in 2023. The CRD Board approved the allocation to eight qualifying projects out of seventeen projects applied. The funding must be fully expended by March 2028 and the reporting is required until fully spent. Appendix C provides a financial and project status update for the funded projects.

Service Delivery Implications

Applying grants is often time-sensitive where programs launch unexpectedly, disrupting service and work plans. Staff endeavor to seek funding for projects identified in capital plans aligned with community needs (Appendix D); however, when opportunities arise adjustments and implications are brought forward for approval.

CONCLUSION

Staff continue to monitor and track key performance indicators, which are driven by the variability of external grant program availability. The CRD Grants team works with and across services to maximize funding opportunities. Staff proactively manage various processes for optimal financial management and adjust work plans when funding programs become available and where capacity and resources permit.

RECOMMENDATION

There is no recommendation. This report is for information only.

Submitted by:	Lia Xu, MSc., CPA, CGA, Finance Manager, Local Services and Corporate Grants
Concurrence:	Nelson Chan, MBA, FCPA, FCMA, Chief Financial Officer, GM Finance & IT
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer

ATTACHMENTS

Appendix A: Capital Regional District External Grants Activity 2024

Appendix B: Update on the Status of Grant-Funded Projects
Appendix C: Growing Communities Fund – Financial Summary

Appendix D: Grant Alignment with Community Needs

Appendix A - Capital Regional District External Grants Activity 2024

Approved
For the year ended December 31, 2024

No.	Grant Program	Project	Amount Approved (\$)	Year Submitted
	Non-Application, Direct Allocation Based Grants			
1	Local Government Climate Action Program - Province of BC	2024-26 Local Government Climate Action program	369,429	N/A
2	Local Government Housing Initiative - Province of BC	For projects such as: Official Development Plan updates, Housing Needs Reports and other activities	252,492	N/A
3	Corporate Energy Manager - BC Hydro	CRD Corporate Energy Manager	207,500	N/A
4	Regional District Basic Grant - Province of BC	Regional District Basic Grant - 2024	71,900	N/A
5	Sustainable Communities Program - BC Hydro	Capital Region Covered Buildings List	16,000	N/A
	Subtotal Non-Application, Direct Allocation Based Grants		917,321	
	Application Based Grants			
6	Rapid Housing Initiative - Canada Mortgage and Housing Corporation	1502 Admirals Road Housing Project	9,922,687	2022
7	CleanBC Communities Fund - Climate Change Mitigation - Green Infrastructure Stream - Investing in Canada Infrastructure Program	Capital Regional District Public Electric Vehicle Charging Network Project	1,710,037	2022
8	Community Resiliency Investment Program - UBCM	2024 FireSmart Community Funding and Supports	700,000	2024
9	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Regional Trestles Renewal, Trails Widening and Lighting Project	500,000	2023
10	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Schooner Way-School Trail – Pender Island	500,000	2023
11	Economic Diversification Stream – Rural Economic Diversification and Infrastructure Program	Last-mile Connectivity and Economic Diversification for the Southern Gulf Islands	495,000	2023
12	Community Resiliency Initiative Grant – 2023 FireSmart Community Funding and Supports - UBCM	Capital Regional District FireSmart Project - 2023	344,057	2022
13	Community Emergency Preparedness Fund - UBCM	Climate Risk Assessment and Water Conservation Signage	200,000	2024
14	Community Emergency Preparedness Fund - UBCM	Capital Regional District Fire Department Training and Equipment Project 2024	179,440	2023
15	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Merchant Mews Pathway Project - Salt Spring Island	112,000	2023
16	Bloom Fund - Salt Spring Island Foundation	Mount Maxwell Community Park Preservation and Improvement	100,000	2023
17	Capital and Innovation Program – Island Coastal Economic Trust	Schooner Way School Trail	65,000	2024
18	Active Transportation Network Planning Stream - BC Active Transportation Infrastructure Grants Program	Juan de Fuca Electoral Area – Active Transportation Network Plan	30,000	2023
19	Community Emergency Preparedness Fund - UBCM	2024 Emergency Support Services Equipment and Training	30,000	2024
20	New Horizons for Seniors Program - Employment and Social Development Canada	Dinner Bay Seniors Fitness Circuit - Mayne Island	25,000	2024
21	Energy Audit Program - BC Hydro	Saanich Peninsula Wastewater Treatment System Energy Study	25,000	2023
22	Community Grants Fund - Salt Spring Island Foundation	Portlock Park Well Revitalization Project	10,000	2024
23	CleanBC - BC Hydro Custom Incentive Program	Panorama Recreation Arena Dehumidifier Electrification	7,514	2023
24	Community Grants Fund - Salt Spring Island Foundation	Dance Studio Mirrors and Barres	5,000	2024
25	Community ReGreening Program - BC Hydro	Dinner Bay Park Fitness Circuit Beautification - Mayne Island	4,600	2024
26	Community Grants Fund - Salt Spring Island Foundation	Portlock Park Bleachers	4,000	2023
27	Family Day Grant Program - BC Recreation and Parks Association	2024 SEAPARC Family Day Activities	1,000	2024
	Subtotal Application Based Grants		14,970,335	
		15,887,656		

Pending For the year ended December 31, 2024

No.	Grant Program	Project	Grant Request (\$)	Year Submitted
1	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Schooner Way-School Trail – Pender Island (2024)	500,000	2024
2	Disaster Resilience & Innovation Funding Program - BC Ministry of Emergency Management and Climate Readiness	Community Adaptivity Assessment	400,000	2024
3	Disaster Resilience & Innovation Funding Program - BC Ministry of Emergency Management and Climate Readiness	Multi Hazard Resilience Plan	400,000	2024
4	Disaster Resilience & Innovation Funding Program - BC Ministry of Emergency Management and Climate Readiness	Risk Assessment	400,000	2024
5	Build and Mobilize Foundational Wildland Fire Knowledge Program – Natural Resources Canada	Wildfire Table and Braided Knowledge Mobilization Initiative	369,500	2024
6	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Rainbow Road Pedestrian and Bike Path	315,000	2024
7	Community Emergency Preparedness Fund- Volunteer and Composite Fire Departments Equipment and Training - UBCM	CEPF 2024 Composite Fire Department Equipment and Training	278,303	2024
8	Local Leadership for Climate Adaptation – Green Municipal Fund	Capital Region Climate Adaption Capacity Building Initiative	236,151	2024
9	Sustainable Affordable Housing Study Grant – Green Municipal Fund – Federation of Canadian Municipalities	Campus View Redevelopment Project	175,000	2023
10	Sustainable Affordable Housing Study Grant - Green Municipal Fund	Village on the Green Affordable Housing Redevelopment	175,000	2023
11	Forest Investment Program - BC Ministry of Forestry	Sooke Hills Wildfire Recovery Project	40,000	2024
12	Canada Summer Jobs Program – Employment and Social Development Canada	2024 SSIPARC Canada Summer Jobs	15,876	2024
13	Enabling Accessibility Fund - Employment and Development Canada	Hearing Loop Installation - SEAPARC	12,195	2024
14	2024 Police Equipment and Training - BC Civil Forfeiture Office	2024 Park Ranger Equipment	4,462	2024
		Total	3,321,487	

^{*}Any embargoed grant activity will be listed as pending until such grants can be publicly disclosed.

DeclinedFor the year ended December 31, 2024

No.	Grant Program	Project	Grant Request (\$)	Year Submitted
1	Disaster Mitigation and Adaptation Fund - Infrastructure Canada	Capital Regional District – Regional Water System Upgrades – Disaster Mitigation and Adaptation Improvement Project	63,150,000	2023
2	Active Transportation Fund – Infrastructure Canada	Galloping Goose Regional Trail and Selkirk Trestle Enhancement Project (Submitted by Ministry of Transportation and Infrastructure, in Partnership with Regional Parks)	5,848,328	2022
3	Natural Climate Solutions Grant - Paul G. Allen Foundation	Building Climate Resilience and Community Connections through Tree Planting in the Capital Region	500,000	2024
4	CleanBC – BC Hydro Commercial Custom Program	Panorama Energy Recovery Project	200,000	2020
5	Seed Funding - CMHC	1800 McKenzie Phase 1	149,995	2024
6	Seed Funding - CMHC	Cloverhurst-Amberlea	149,995	2024
7	Seed Funding - CMHC	Grey Oak Square	149,995	2024
8	Seed Funding - CMHC	Swanlea	149,995	2024
9	Seed Funding - CMHC	Verdier	149,995	2024
10	Economic Diversification Stream – Rural Economic Diversification and Infrastructure Program	Ganges Harbourwalk Revitalization Project - Detailed Designs	100,000	2023
11	Active Community Grant Program - BC Alliance For Healthy Living	Moving on With Your Life (after brain injury) and Beyond Breast Cancer - SEAPARC Programming	50,000	2024
12	Active Community Grant Program – BC Alliance For Healthy Living	Serve's Up! Tennis for Saanich Peninsula Schools – Panorama Programming	32,200	2024
13	Heritage Legacy Fund - HeritageBC	Graffiti Removal – Goldstream Powerhouse	28,000	2024
14	Community Grant Program - Tire Stewardship BC	Greenglade Community Centre Playground	18,472	2023
15	Community Grants Fund - Salt Spring Island Foundation	Inclusive Recreation Gym and Swim	10,000	2023
16	Community Development Grants – Canadian Tire Jumpstart	Serve's Up! Tennis for Saanich Peninsula Schools – Panorama Programming	5,485	2024
17	Community Grants Fund - Salt Spring Island Foundation	Rollerskating for Youth Drop-in	4,900	2023
18	Grant Program for Specialized Equipment and Training for Police and Related Agencies – Civil Forfeiture Office	Park Ranger Equipment	4,462	2023
19	Outdoor Recreation Fund of BC – Outdoor Recreation Council of BC	Henderson Park Information Kiosk	3,942	2024
		Total	70,705,764	

Appendix B - Update on the Status of Grant-funded Projects

Projects in Progress
For the year ended December 31, 2024

No.	Grant Program	Project	Grant Awarded (\$)
1	Affordable Rental Innovation – Canada Mortgage and Housing Corporation	Regional Housing First Program (RHFP)*	80,000,000
2	Rapid Housing Initiative - Canada Mortgage and Housing Corporation	1502 Admirals Road Housing Project	9,922,687
3	Environmental Quality – Green Infrastructure Stream – Investing in Canada Infrastructure Program	Magic Lake Estates Wastewater System Renewal	5,653,266
4	Reaching Home Agreements – Employment and Social Development Canada	Designated Communities	3,227,512
5	Rural and Northern Communities – Investing in Canada Infrastructure Program	SSI: Maliview Wastewater Treatment Plant Upgrade	1,989,000
6	CleanBC Communities Fund - Climate Change Mitigation - Green Infrastructure Stream - Investing in Canada Infrastructure Program	Capital Regional District Public Electric Vehicle Charging Network Project	1,710,037
7	Victoria Housing Reserve Fund – City of Victoria	Caledonia Housing Project	1,065,000
8	Community Resiliency Investment Program – UBCM	2024 FireSmart Community Funding and Supports	700,000
9	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Regional Trestles Renewal, Trails Widening and Lighting Project	500,000
10	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Schooner Way-School Trail – Pender Island	500,000
11	Economic Diversification Stream – Rural Economic Diversification and Infrastructure Program	Last-mile Connectivity and Economic Diversification for the Southern Gulf Islands	495,000
12	Local Government Climate Action Program - Ministry of Environment & Climate Change Strategy	2024-26 Local Government Climate Action Program	369,429
13	Local Government Housing Initiative - Province of BC	For projects such as: Official Development Plan updates, Housing Needs Reports and other activities	252,492
14	Corporate Energy Manager - BC Hydro	CRD Corporate Energy Manager	207,500
15	Community Emergency Preparedness Fund – UBCM	Climate Risk Assessment and Water Conservation Signage	200,000
16	Active Transportation Infrastructure Stream - BC Active Transportation Infrastructure Grants Program	Merchant Mews Pathway Project - Salt Spring Island	112,000
17	Bloom Fund - Salt Spring Island Foundation	Mount Maxwell Community Park Preservation and Improvement	100,000
18	Island Coastal Economic Trust - Capital and Innovation Program	Schooner Way School Trail	65,000
19	Active Transportation Network Planning Stream - BC Active Transportation Infrastructure Grants Program	Juan de Fuca Electoral Area – Active Transportation Network Plan	30,000
20	New Horizons for Seniors Program – Employment and Social Development Canada	Dinner Bay Seniors Fitness Circuit – Mayne Island	25,000

*RHFP includes funding from the CRD, BC Housing (contribution), and CMHC (grant). In 2020, each partner committed \$40M towards affordable housing, for a total of \$120M. \$80M was contributed by BC Housing and CMHC.

Projects Completed
For the year ended December 31, 2024

No.	Grant Program	Project	Grant Awarded (\$)
1	Community, Culture, Recreation – Investing in Canada Infrastructure Program – British Columbia	Mayne Island Regional Trail - Phase One Development	2,778,393
2	COVID-19 Safe Restart for Local Governments – Province of BC	COVID-19 Funding for Local Governments	1,996,000
3	Community, Culture and Recreation Stream – Investing in Canada Infrastructure Program – British Columbia	Elk/Beaver Lake Oxygenation System project	750,000
4	Victoria Housing Reserve Fund – City of Victoria	Michigan Housing Project	620,000
5	Canada Community Revitalization Fund – Innovation, Science and Economic Development Canada	Revitalize Centennial Park Plaza	561,748
6	Community Resiliency Initiative Grant – 2023 FireSmart Community Funding and Supports - Union of BC Municipalities (UBCM)	Capital Regional District FireSmart Project - 2023	344,057
7	Zero Emissions Vehicle Incentive Program – Natural Resources Canada	Capital Region Vehicle Charging Initiative	315,000
8	Canada Nature Fund – Species at Risk Priority Places – Environment and Climate Change Canada Program	Species at Risk Assessment, Planning and Habitat Restoration at Mill Hill Regional Park	180,000
9	Community Emergency Preparedness Fund - UBCM	Capital Regional District Fire Department Training and Equipment Project 2024	179,440
10	Community Energy Financing – Federation of Canadian Municipalities	Capital Regional Residential Energy Retrofit Program	175,000
11	2022 Extreme Heat Risk Mapping, Assessment, and Planning – Community Emergency Preparedness Fund – UBCM	Capital Region Extreme Heat Vulnerability Mapping Dashboard	150,000
12	Community Buildings Greenhouse Gas Reduction Pathway Feasibility Study – Green Municipal Fund Grant – Federation of Canadian Municipalities	Developing a GHG Reduction Pathway for Capital Regional District Recreation Centres	148,400
13	Local Government Climate Action Program – Ministry of Environment and Climate Change Strategy	2022 Local Government Climate Action Program	126,082
14	BC Hydro Community Energy Manager Program - BC Hydro	CRD's Community Energy Specialist from September 2021 – September 2023	100,000
15	Small Projects – Enabling Accessibility Fund – Employment and Social Development Canada	Improving Accessibility - Panorama Recreation & SEAPARC	100,000
16	Regional District Basic Grants	CRD Regional District Basic Grant – 2024	71,900

17	Community Emergency Preparedness Fund - UBCM	2024 Emergency Support Services Equipment and Training	30,000
18	Energy Audit Program - BC Hydro	Saanich Peninsula Wastewater Treatment System Energy Study	25,000
19	Sustainable Communities Program - BC Hydro	Capital Region Covered Buildings List	16,000
20	Community Grants Fund - Salt Spring Island Foundation	Portlock Park Well Revitalization Project	10,000
21	Salt Spring Island Foundation	Salt Spring Island MultiSpace Dance Project	9,000
22	CleanBC - BC Hydro Custom Incentive Program	Panorama Recreation Arena Dehumidifier Electrification	7,514
23	2022 Community Connectedness Stream - Plan H Healthy Communities Grant	Building Community Connections with Equity Seeking Groups Currently Underrepresented in Active Transportation project	5,000
24	Community Grants Fund - Salt Spring Island Foundation	Dance Studio Mirrors and Barres	5,000
25	Community ReGreening Program - BC Hydro	Dinner Bay Park Fitness Circuit Beautification	4,600
26	Community Grants Fund - Salt Spring Island Foundation	Portlock Park Bleachers	4,000
27	Family Day Grant Program - BC Recreation and Parks Association	2024 SEAPARC Family Day Activities	1,000

^{*}This Appendix provides an update on grant-funded projects as of December 31, 2024. It includes grant-funded projects that were approved prior to 2024.

Appendix C

Growing Community Fund (GCF) - Financial Summary For the year ended December, 31, 2024

No.	Project	Tota	Project Budget	GC	CF Allocation	Int	terest Earnings on GCF	(GCF Spent	GCF Remaining	Project Estimated Completion
	Regional										
1	Village on the Green Affordable Housing Redevelopment	\$	81,200,000	\$	4,200,000	\$	355,916	\$	1,110,516	\$ 3,445,400	2028
2	Regional Trails Widening and Lighting Project	\$	53,500,000	\$	1,932,485	\$	165,599	\$	755,691	\$ 1,342,393	2028
	Subtotal Regional	\$	134,700,000	\$	6,132,485	\$	521,515	\$	1,866,207	\$ 4,787,793	
	JDF										
3	Port Renfrew Garbage and Recycling Depot Upgrade	\$	350,000	\$	262,500	\$	22,545	\$	21,393	\$ 263,652	2025
4	Port Renfrew Sewer and Water Master Plan Study	\$	350,000	\$	262,500	\$	20,941	\$	1,176	\$ 282,265	2025
5	Willis Point Water Supply for Fire Fighting	\$	144,000	\$	108,000	\$	4,847	\$	112,847	\$ -	2025
	Subtotal JDF	\$	844,000	\$	633,000	\$	48,333	\$	135,416	\$ 545,917	
	SSI										
6	Ganges Sewer System Infrastructure Upgrades	\$	5,124,685	\$	1,556,015	\$	128,353	\$	47,881	\$ 1,636,487	2028
7	SSI Parks Maintenance Facility	\$	650,000	\$	487,500	\$	37,970	\$	16,805	\$ 508,665	2026
	Subtotal SSI	\$	5,774,685	\$	2,043,515	\$	166,323	\$	64,686	\$ 2,145,152	
	SGI										
8	Thuthiqut Hulelum (Formerly Galiano Green)	\$	15,223,009	\$	2,750,000	\$	214,572	\$	738,809	\$ 2,225,763	2026
	Subtotal SGI	\$	15,223,009	\$	2,750,000	\$	214,572	\$	738,809	\$ 2,225,763	
	Total	\$	156,541,694	\$	11,559,000	\$	950,743	\$	2,805,118	\$ 9,704,625	

For the year ended December, 31, 2024

		Regional Projects	
Project Title	Project Description	2024 Project Progress	Upcoming 2025 Project Milestones
1 - Village on the Green Affordable Housing Redevelopment (\$4,200,000)	Village on the Green is an existing 38-unit affordable housing complex owned by the Capital Region Housing Corporation (CRHC), located in the Fernwood neighbourhood of Victoria. The proposed redevelopment will increase the number of homes on site from 38 to 160 new affordable rental units.	Design development advanced to the 80% working drawings stage. The project received a delegated development permit through the City of Victoria's Rapid Deployment of Affordable Housing Program. A demolition permit was issued, and the building permit is under municipal review. Tenant relocation efforts began and are targeted for completion by August 2025. Staff continue to seek funding to close the remaining equity gap.	Secure final grant funding to close equity gap Tender overall construction contract Receive Final Project Approval (FPA) from BC Housing and CRHC Board Receive the Building Permit Finalize all tenant relocations Demolition of existing buildings and construction commencement
2 - Regional Trails Widening and Lighting Project (\$1,932,485)	This project will upgrade six kilometers of the Galloping Goose and Lochside Regional Trails. Improvements include widening for a 4-metre bidirectional bike path and a 2.5-metre pedestrian walkway, both with lighting, to enhance capacity and user safety.	Detailed design for the initial section was completed. Coordination occurred with member municipalities for detour planning and engagement with First Nations and trail user groups. Design and construction work on the Selkirk Trestle's below-deck elements also progressed.	Completion of detailed design for the full project corridor Tender for the first phase of construction on Galloping Goose Trail Begin design work for the above-deck portion of the Selkirk Trestle

	JDF Projects							
Project Title	Project Description	2024 Project Progress	Upcoming 2025 Project Milestones					
3 - Port Renfrew Garbage and Recylcing Depot Upgrade (\$262,500)	This project will restore the Port Renfrew Garbage and Recycling Depot to full operational capacity, addressing Steward company requirements and ensuring continued waste management services for the community.	The following improvements were completed: • Culvert repairs at the site entrance • Construction of a Kiosk/Work Shed for site caretaker • Design of an electrical system for the garbage compactor to reduce hauling trips • Initiated BC Hydro process to upgrade site power	Installation of BC Hydro power upgrades Implementation of the garbage compactor electrical system Completion of fencing repairs Installation of a covered area to improve site usability					
4 - Port Renfrew Sewer and Water Master Plan Study (\$262,500)	This project involves preparing a Master Plan for water and sewer servicing in Port Renfrew. It will evaluate current conditions, future growth requirements, and explore partnership opportunities, particularly with the Pacheedaht First Nation (PFN).	The scope was confirmed, and engineering records were released in coordination with PFN. A procurement process led to the selection of Urban Systems Ltd. as PFN's representative. A Non-Disclosure Agreement was executed in November to support collaboration. Aplin and Martin Consultants Ltd. were awarded the contract in December.	Q2: Complete existing condition assessments and service level analysis Q3: Identify required upgrades, prepare cost estimates, and compile the draft Master Plan Work will continue in collaboration with PFN, alongside the Port Renfrew Official Community Plan project led by CRD Planning and an architectural assessment					
5 - Willis Point Water Supply for Fire Fighting (\$108,000)	This project involves the installation of firefighting cisterns in residential areas of Willis Point to enhance water availability and improve response to wildfires and structure fires.	a 28,000-gallon cistern at 7166 Mark	Finalize landscaping, drainage, and tank gauge installation in Spring 2025 Prepare secondary sites and begin tank procurement for additional capacity (up to 10,000 gallons)					

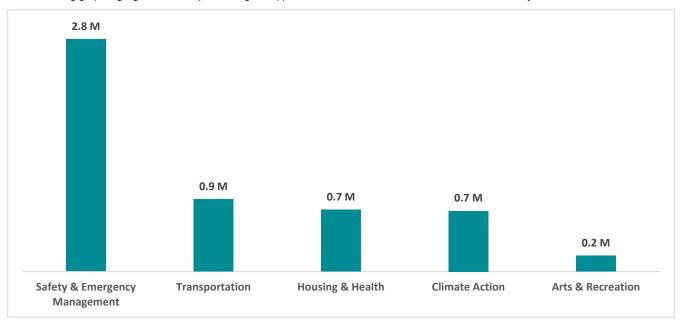
		SSI Projects	
Project Title	Project Description	2024 Project Progress	Upcoming 2025 Project Milestones
Upgrades (\$1,556,015)	This multi-phase project includes five sub- projects to improve sewer infrastructure in the Ganges area. These include system growth modeling, performance improvements at the wastewater treatment plant, replacement of critical pipelines, and upgrades to electrical and instrumentation systems.	Performance Improvement Study was	Completion of the Growth Projects Study (Q1 2025) Contracting and execution of the Performance Improvement Survey (Spring–Summer 2025) Continued electrical and instrumentation upgrades throughout 2025, with final completion expected Spring 2026
7 - SSI Parks Maintenance Facility (\$487,500)	The project will replace the existing modular facility used for park maintenance on Salt Spring Island. It will improve operational capacity through expanded facilities for site security, storage, utilities, and EV charging. A future phase will include office, washroom, and lunchroom amenities.	Conceptual design work was completed to support a rezoning application and guide the development of future design stages.	Completion of rezoning process Development of detailed design plans Permitting process Construction initiation

	SGI Projects								
Project Title	Project Description	2024 Project Progress	Upcoming 2025 Project Milestones						
Green	Thuthiqut Hulelum is a 20-unit affordable housing development located on Galiano Island. The project consists of four separate buildings and aims to increase housing access for residents in a rural and underserviced area.	Approval (PPA) from BC Builds and submitted a building permit application. Design work was completed during the year in preparation for future	Site preparation, including tree removal and civil works Pursuit of additional funding from CMHC Tendering for trades and general construction Final Project Approval (FPA) from BC Housing, CRD, and CRHC Board Commencement of construction						

Appendix D - Grant Alignment with Community Needs

Community Needs Aligned with Grant Request (\$5.4 M Applied for 2024 Activity)

The following graph highlights services' pursuit of grant applications in relation to the CRD's identified community needs.





FINANCE COMMITTEE MEETING OF WEDNESDAY, MAY 07, 2025

SUBJECT Capital Regional District External Grants Update

ISSUE SUMMARY

To provide the Capital Regional District (CRD) Board a bimonthly update on external grants activity for the period between February 18, 2025 and April 21, 2025.

BACKGROUND

This report summarizes activities and outcomes since the CRD External Grants Update was last presented in March. The External Grants Dashboard (Appendix A) details applications submitted, updated, awarded and declined as of April 21, 2025. Appendix B provides a summary of grant alerts for 2025 referencing CRD grant applications approved, pending and declined.

IMPLICATIONS

Financial Implications

Grants/Contributions Awarded

- 1. \$500,000 through B.C.'s Active Transportation Infrastructure Grants Program for the Schooner Way Trail Project (Phase 2), an initiative to build a multi-use trail from Danny Martin Ballpark to the Pender School. This second phase project has a total project budget of \$1,430,000. This project received \$500,000 under the same program in 2024 for the first phase of project construction.
- 2. \$75,000 through BC Hydro's Energy and Carbon Emissions Reporting Program for implementing energy and carbon emissions reporting in the Capital Region. The project will engage a third-party administrator for the program, develop a reporting process and disclosure platform. This project has a total project budget of \$308,000. Saanich and Victoria are contributing \$10,000 and \$15,000 respectively.
- 3. \$8,500 through BC Hydro's Integrated Energy Audit initiative to produce basic design and costing for upcoming replacement of propane boilers serving the Salt Spring Multi Space and to identify energy conservation measures to reduce the site's energy/greenhouse gas use and operational costs.
- 4. \$4,000 through BC Hydro's Community ReGreening Program for tree planting at Dinner Bay Park on Mayne Island. This project has a total project budget of \$7,000.
- 5. \$4,000 through the TD Friends of the Environment Foundation for improvements to park signage and the creation of an interpretive nature trail in Henderson Park on Mayne Island. This project has a total project budget of \$10,000.

There are three grants under the new embargo.

Applications Submitted

Five CRD applications were submitted:

- 1. \$29,939,595 through Housing, Infrastructure and Communities Canada's Active Transportation Fund to upgrade the Galloping Goose and Lochside Regional trails, the Selkirk, Swan Lake and Brett Ave trestles, and add additional lighting for improved visibility. The total project cost is \$55,477,592.
- 2. \$23,903,488 through Housing, Infrastructure and Communities Canada's Canada Housing Infrastructure Fund to improve drinking water service to the Northern communities on the Saanich Peninsula by improving redundancy and capacity for the transmission mains on the Saanich Peninsula. This project has a total project budget of \$62,072,331.
- 3. \$40,000 through Union of BC Municipalities' (UBCM) Public Notification and Evacuation Route Planning Grant program for review and updating the Evacuation Planning Guides in each Electoral Area.
- 4. \$10,000 through Salt Spring Island Foundation's Community Grants program to identify opportunities for affordable housing development on Salt Spring Island and create an action plan. This project has a total project budget of \$60,000
- 5. \$9,625 through Salt Spring Island Foundation's Community Grants program to purchase an inflatable obstacle course for the Salt Spring Island Multi Space.

Service Delivery Implications

New Grant Opportunities

Six grant calls (including programs with multiple streams) were issued during the reporting period and are summarized in Table 1. Appendix B details relevant active grants (as of April 21, 2025) and lists recently closed grants for 2025. Appendix B also references CRD grant applications approved, pending and declined/withdrawn.

Table 1: Grant Calls Issued

Grant	Deadline	Information
Community Grants – Salt Spring Island Foundation	13-Mar-25	Funding to local community initiatives.
Next Generation 911 – UBCM	11-Apr-25	Funding to develop Evacuation Route Plans and/or Public Notification Plans.
Public Notification and Evacuation Route Planning – UBCM	25-Apr-25	Funding to assist local governments in delivering sustainable services by extending and deepening asset management practices within their organizations.

Grant	Deadline	Information
Asset Management Planning – UBCM	23-May-25	Funding to assist local governments in delivering sustainable services by extending and deepening asset management practices within their organizations.
FireSmart Pilot Program – UBCM	30-May-25	Support to increase community resiliency and to help build a cooperative pathway for wildfire response via training and purchasing Personal Protective Equipment.
2 Billion Trees Program – CleanBC	18-Sep-25	Funding for tree planting projects.

CONCLUSION

The CRD recognizes grants as a supplementary funding source to address the needs of services provided to the region. The External Grants Update outlines how the CRD continues to integrate and consider grant opportunities relative to service needs. Local partners are informed of these opportunities through the Grants Dashboard and Grants Alerts. The CRD will continue to provide a bimonthly summary of activities and outcomes in the External Grants Update.

RECOMMENDATION

There is no recommendation. This report is for information only.

Submitted by:	Lia Xu, MSc., CPA, CGA, Finance Manager, Local Services and Corporate Grants
Concurrence:	Varinia Somosan, CPA, CGA, Acting Chief Financial Officer
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer

ATTACHMENTS

Appendix A: 2025 External Grants Dashboard

Appendix B: 2025 Grant Alerts



2025 EXTERNAL GRANTS DASHBOARD

(updated 21-Apr-25)

Approved	Pending	Declined
7	19	1
\$751,330	\$56,278,044	\$315,000



2025 Approved Grants

Department	Grant Program	Project	Amount (\$)	Year Submitted
Corporate Services	B.C. Active Transportation Infrastructure Grants Program – Province of BC *New	Schooner Way - School Trail	500,000	2024



Department	Grant Program	Project	Amount (\$)	Year Submitted
	Community ReGreening Program – BC Hydro *New	Dinner Bay Park Fitness Circuit Beautification	4,000	2025
Corporate Services (Con't)	TD FEF Grant – TD Friends of the Environment Foundation *New	Henderson Park Sign and Interpretive Nature Trail Project	4,000	2025
	Local Leadership for Climate Adaptation – Green Municipal Fund	Capital Region Climate Adaptation Capacity Building Initiative	144,430	2024
Parks, Recreation & Environmental	Integrated Energy Audit – BC Hydro	Mill Hill Headquarters - Integrated Energy Audit	15,400	2025
Services	Energy and Carbon Emissions Reporting Program – BC Hydro *New	Implementing Energy and Carbon Emissions Reporting in the Capital Region	75,000	2025
	Integrated Energy Audit – BC Hydro *New	Salt Spring Multi Space - Integrated Energy Audit	8,500	2025
		Total	751,330	



2025 Pending Grants

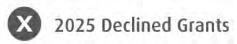
Department	Grant Program	Project	Amount (\$)	Year Submitted
Corporate Services	Outdoor Recreation Fund of BC – Outdoor Recreation Council of BC	Henderson Park Information Kiosk	5,000	2025
Canada Summer Jobs Program – Employment and Social Development Canada		2024 SSIPARC Canada Summer Jobs	15,876	2024
	Transit Minor Betterments Program – Ministry of Transportation and Infrastructure	SSI Bus Shelters Project	60,000	2025
Executive Services	Community Grants – Salt Spring Island Foundation *New	Integrated Housing Strategy Action Plan	10,000	2025
	Community Grants – Salt Spring Island Foundation *New	SIMS Gym Inflatable Play Equipment	9,625	2025
Integrated Water and Infrastructure Services	Infrastructura and Companyaiting Conside White		23,903,488	2025
Parks, Recreation & Forest Investment Program – BC Ministry of Forestry Services		Sooke Hills Wildfire Recovery Project	40,000	2024



Department	Grant Program	Project	Amount (\$)	Year Submitted
Parks, Recreation & Environmental	2024 Police Equipment and Training – BC Civil Forfeiture Office	2024 Park Ranger Equipment	4,462	2024
Services (Con't)	Active Transportation Fund – Housing, Infrastructure and Communities Canada *New	Regional Trestles Renewal and Trails Widening and Lighting Project	29,939,595	2025
	Sustainable Affordable Housing Study Grant – Green Municipal Fund – Federation of Canadian Municipalities	Campus View Redevelopment Project	175,000	2023
	Sustainable Affordable Housing Study Grant – Green Municipal Fund	Village on the Green Affordable Housing Redevelopment Study	175,000	2023
Housing, Planning & Protective	Enabling Accessibility Fund – Employment and Social Development Canada	Hearing Loop Installation - SEAPARC	12,195	2024
Services	Disaster Resilience & Innovation Funding Program – BC Ministry of Emergency Management and Climate Readiness	Community Adaptivity Assessment	400,000	2024
	Disaster Resilience & Innovation Funding Program – BC Ministry of Emergency Management and Climate Readiness	Multi Hazard Resilience Plan	400,000	2024
	Disaster Resilience & Innovation Funding Program – BC Ministry of Emergency Management and Climate Readiness	Risk Assessment	400,000	2024



Department	Grant Program	Project	Amount (\$)	Year Submitted
	Community Emergency Preparedness Fund- Volunteer and Composite Fire Departments Equipment and Training – Union of BC Municipalities	CEPF 2024 Composite Fire Department Equipment and Training	278,303	2024
Housing, Planning & Protective	Community Emergency Preparedness Fund – Emergency Support Services Equipment and Training – Union of BC Municipalities	2025 ESS Equipment and Training	40,000	2025
Services (Con't)	Build and Mobilize Foundational Wildland Fire Knowledge Program – Natural Resources Canada	Wildfire Table and Braided Knowledge Mobilization Initiative	369,500	2024
	Public Notification and Evacuation Route Planning Grant – Union of BC Municipalities *New	Evacuation Planning & Mapping for Electoral Areas	40,000	2025
		Total	56,278,044	



Department	Grant Program	Project	Amount (\$)	Year Submitted
Executive Services	B.C. Active Transportation Infrastructure Grants Program – Province of BC *New	Rainbow Road Pedestrian and Bike Path	315,000	2024
		Total	315,000	



2025 GRANT ALERTS

Open Grants as of 21-Apr-25 (Including CRD Applications Approved, Pending and Declined)

	Approved 🗸		Pending •••	Declined X
DEADLINE	PROGRAM			DESCRIPTION
23-May-25	Asset Management Planning – UB	CM <u>[LINK]</u>	Funding to assist local governme and deepening asset manageme	nts in delivering sustainable services by extending nt practices within their organizations.
30-May-25	FireSmart Pilot Program – UBCM [1	.INK]	Support to increase community refor wildfire response via training	esiliency and to help build a cooperative pathway and purchasing Personal Protective Equipment.
18-Sep-25	2 Billion Trees Program – CleanBC	[LINK]	Funding for tree planting projects	S.
30-Sep-25	FireSmart Community Resilience Investment Program – UBCM [LINK]		Funding to reduce the risk of wild communities.	dfires and mitigate their impacts on BC
31-Mar-26	Regional Homebuilding Innovation British Columbia – Government of	n Initiative in Canada [LINK]	Funding to support local innovati	ve housing solutions across B.C.



	Approved 🗸		Pending •••	Declined 🗴	
DEADLINE	PROGRAM			DESCRIPTION	
31-Mar-27	Codes Acceleration Fund – Natural Resources Canada [LINK]		 To accelerate the adoption of the highest feasible energy performance such as netzero emissions codes, promote compliance and build capacity in two streams: 1. Regional and municipal governments that have the authority to adopt energy by-laws and codes 2. Regional and municipal governments that do not have authority to adopt building energy by-laws and codes 		
Continuous	Capital project: GHG impact retrofit – Green Municipal Fund [LINK]		Funding for retrofitting a local recreational or cultural facility ro reduce GHG emissions.		
Continuous (limited funds)	The Living Cities Canada Fund (2024) – Green Communities Canada [LINK]		For small-scale green infrastruct	ure projects	
Continuous (limited funds)	Go Electric – CleanBC [LINK]		Funding to support fleet transition	on to electric vehicles	
Continuous (limited fund)	Rural Transit Solutions Fund Planning and Design Stream – Infrastructure Canada [LINK]		Planning and design project funding to support the development and expansion locally driven transit solutions		
Continuous through 2025	Next Generation 911 – UBCM (LINK)		Funding to eligible recipients to existing 911 services to NG911	support the transition and operational readiness of	



	Approved 🗸	Pending \cdots	Declined X
DEADLINE	PROGRAM		DESCRIPTION
Continuous	Local Community Accessibility Grant Program – Social Planning and Research Council of BC (SPARC BC) [LINK]	Funding to identify and remove	barriers to improve accessibility and inclusion
Continuous	CleanBC Custom Program – BC Hydro [LINK]	Energy study funding and capital incentives for fuel switching and electrification measures	
Continuous		Parks, Recreation & Envi Integrated Energy Audit	ronmental Services, Mill Hill Headquarters -
Continuous	Legacy Fund – Building Communities through Arand Heritage – Canadian Heritage [LINK]	heritage performers or specialist	ncrease opportunities for local artists, artisans, as and First Nations, Inuit and Metis cultural carriers ty with citizen involvement and local partners



Approved 🗸		Pending 😡	Declined X	
DEADLINE	PROGRAM			DESCRIPTION
Continuous (limited funds)	ds) Community Buildings Retrofit Initiative – Green Municipal Fund [LINK]		Retrofit existing community buildings to lower green house gas (GHG) emissions and extend their life cycle	
Continuous	Clean Energy for Rural and Remote Communities Program – Natural Resources Canada [LINK]		Provides funding for renewable energy and capacity building projects in rural and remote communities. Accepting application for only two steams: 1. Biomass heating, district heating, combined heat and power systems 2. research, development, and demonstration projects	
Continuous	Multiculturalism and Anti-Racism Events Component – Canadian Ho	n Program – eritage <u>[LINK]</u>	Funding for community-based ev understanding or celebrate a con	rents that promote intercultural or interfaith nmunity's history and culture
Continuous	Connecting British Columbia Program – Phase Two: Connectivity Infrastructure Strategy [LINK]			egional connectivity infrastructure strategies that ies achieve objectives for the region
Continuous	Compensation for Employers of Reservists Program – Employment and Social Development Canada [LINK]		Employers are compensated for of from work to serve on military of	operational losses when reservists take time away perations
Continuous	Community Economic Developm Diversification in British Columbi Economic Development Canada	a – Pacific	Funds to respond to economic development opportunities or adjust to changing and challenging economic circumstances	
Continuous	Rental Protection Fund – Ministry [LINK]	/ of Housing	Provides funding for affordable h	ousing projects



Approved 🗸		Pending 😡	Declined X	
DEADLINE	PROGRAM			DESCRIPTION
Continuous	National Institute of Disability Ma Research (NIDMAR) Disability Ma Program Assessment – NIDMAR – Development Agreement [LINK]	anagement and nagement · BC Workforce	workplace structures	levels of opportunity: sisability Management and Return to Work sisabolity of the assessment
Continuous	Supporting Rural Destinations – D Tourism [<u>LINK</u>]	iscover West	Funding for tourism events in rur	ral communities
Continuous	Capital project: Retrofit of existing buildings – Federation of Canadia [LINK]	g municipal n Municipalities	Retrofit a municipal building or p performance and significant GHG	ortfolio of municipal buildings for higher energy emissions reduction
Continuous	Homelessness Community Action – SPARC [LINK]	Grants Program	One-time funding for local plann needs of those who are homeles	ing and collaborative initiatives to respond to the ss or at risk of becoming homeless
Continuous	Canada Cultural Spaces Fund – Ca [LINK]	nadian Heritage	Funding for improvement of phy innovation including renovation a	sical conditions for heritage, culture and creative and construction projects
Continuous	Retrofit or New Construction of St Affordable Housing – Green Muni [LINK]		Funding to evaluate solutions for onsite renewable energy genera new build projects	integrating deep energy efficiency measures and tion in existing affordable housing retrofit and
Continuous	GHG Impact Retrofit – Federation Municipalities [LINK]	of Canadian	Funding to retrofit a local recreat	ional or cultural facility to reduce GHG emissions
Continuous	Commemorate Canada – Canadia [LINK]	n Heritage	Funding for initiatives that commevents and accomplishments of i	nemorate and celebrate historical figures, places, national significance



	Approved 💟		Pending —	Declined X
				DESCRIPTION
Continuous	GHG Reduction Pathway Feasibility Municipal Fund – Federation of Car Municipalities [LINK]	/ – Green nadian	Funding to assess feasibility for precreational and cultural facilities	projects that reduce energy and GHGs for s
Continuous McConnell Foundation Fund [LINK]		Funding to support projects through three streams: 1. Climate 2. Reconciliation 3. Communities		
Continuous	Medium and Heavy Duty Zero Emission Vehicles Program – Transport Canada [LINK]		Funding to encourage adoption of medium and heavy-duty zero emissions vehicles	
Continuous	ontinuous		 Funds for deliverables required in applications for additional funding of ene efficient affordable housing Housing, Planning and Protective Services, Campus View Redevelop Project Housing, Planning and Protective Services, Village on the Green Affo Housing Redevelopment Study 	
Continuous	Capital project: Municipal Fleet Ele Green Municipal Fund – Federation Municipalities [<u>LINK</u>]	ctrification – n of Canadian	Funding for feasibility studies for vehicle that delivers municipal se	projects that reduce or avoid fossil fuel use in any ervices



Approved 🗸		Pending —	Declined X	
DEADLINE	PROGRAM			DESCRIPTION
Continuous	Regional Innovation Ecosystems in BC– Pacific Economic Development Canada [LINK]		Funding to create, grow and nurture inclusive ecosystems that support business needs	
Continuous	Smart Renewables and Electrification Pathways Program – Natural Resources Canada [LINK]		Four funding streams: 1. Established Renewables 2. Emerging Technologies 3. Grid Modernization (the only eligible Applicants are Utilities and System Operators) 4. Strategic Dialogue Linked Projects	
Continuous	Zero Emission Transit Fund – Infrastructure Canada [LINK]		Funding through two component operators to electrify their fleets: 1. Planning projects 2. Capital projects	es to support public transit and school bus
Continuous	ECO Employment Programs – Env Careers Organization of Canada [Funding for training and employr advance their careers in the clea	ment to support job seekers looking to enter or n economy.



	Approved 🗸		Pending 😡	Declined X
Continuous	Nature Smart Climate Solutions Fund – Environment and Climate Change Canada [LINK]		Funding for projects that reduce ecosystems.	the loss, restore, or improve the management of
Continuous			• Executive Operations, SSI	

Closed Grants

	Approved 💟		Pending -	Declined X
DEADLINE	PROGRAM			DESCRIPTION
09-Jan-25	Documentary Heritage Communit Library and Archives Canada	ties Program –	Funding to support records and p	publications that reflect Canada's history.
10-Jan-25	Codes Acceleration Fund – Natura Canada	ıl Resources	Support for energy code projects	relating to reducing GHG emissions.



	Approved 🗸		Pending •••	Declined X
	PROGRAM			DESCRIPTION
			Funds to support schoolyard gree park programming and citizen sc	ening, park revitalization, community gardens, ience initiatives
			 Corporate Services, Hend Project *New 	erson Park Sign and Interpretive Nature Trail
30-Jan-25	Water Meter Pilot Program – Provi	nce of BC	Support for water meter purchas	ing and installation for smaller water services.
31-Jan-25	Emergency Support Services Equip Training – UBCM	ment and	Support for local government emequipment and training.	nergency support services, through funding for



Approved 🗸		Pending •••	Declined X	
DEADLINE	PROGRAM			DESCRIPTION
31-Jan-25	Emergency Support Services Equ Training – UBCM	ipment and	support services through volunte	cants to build local capacity to provide emergency er recruitment, retention and training. Totective Services, 2025 ESS Equipment and
31-Jan-25	Community Regreening Program	ı – BC Hydro	• <i>Corporate Services,</i> Dinne	er Bay Park Fitness Circuit Beautification *New
31-Jan-25	Municipal Climate Resiliency Gra Financial	nt – Intact	Funding for practical solutions to and build more resilient commur	protect people from effects of climate change nities.



Approved 🗸		Pending •••	Declined X	
DEADLINE	PROGRAM			DESCRIPTION
5-Feb-25	Growing Canada's Community Ca Planting - Green Municipal Fund	nopies: Tree	Funding for tree planting in comprotect tree canopies. Includes a planting, park tree planting, ripal reforestation.	munities so that they can grow, manage, and ctivities such as street tree planting, urban rian planting and forest restoration and
13-Feb-25	Organics Funding Program – CleanBC		Funding for projects that help reduce GHG emissions, by diverting organic waste from landfills.	
14-Feb-25	Next Generation 911 – UBCM		Funding to support local prepare provide funding to eligible recipi readiness of existing 911 service	dness for the implementation of N9011, and to ents to support the transition and operational s to NG911



Approved 🗸		Pending •••	Declined X	
DEADLINE	PROGRAM			DESCRIPTION
20-Feb-25	Outdoor Recreation Fund of British Columbia – Outdoor Recreation Council of BC		experiences.	tiatives that create outdoor and natured based
			Corporate Services, Hend	erson Park Information Kiosk
21-Feb-25	Accelerating Community energy systems - Green Municipal Fund		energy systems (including renew	s opportunity areas for low-carbon community vable and district energy systems) within anisms to support implementation.
26-Feb-25			Funding for active transportation	capital projects.
			 Parks, Recreation & Envir and Trails Widening and I 	onmental Services, Regional Trestles Renewal ighting Project *New



	Approved 🗸		Pending -	Declined X
DEADLINE	PROGRAM			DESCRIPTION
28-Feb-25	Emergency Operations Centres Equi Training (2025) – UBCM	pment and	Funding to support the purchase or improve Emergency Operation through training and exercises	of equipment and supplies required to maintain ns Centres (EOC) and to enhance EOC capacity
13-Маг-25	Community Grants – Salt Spring Isla	nd Foundation		nity initiatives. rated Housing Strategy Action Plan *New Gym Inflatable Play Equipment *New



	Approved 🗸	Pending \cdots	Declined X
			DESCRIPTION
31-Mar-25	Canada Housing Infrastructure Fund (CHIF) – Housing, Infrastructure, and Communities Canada	• Infrastructure & Water Se Watermain *New	ervices, Main No. 4 Upgrade & Bear Hill Trunk
25-Apr-25	Public Notification and Evacuation Route Planning	Funding for planning and implem	nentation costs for emergency management.
25-Apr-25	- UBCM	 Housing, Planning and Prefer Electoral Areas *New 	rotective Services, Evacuation Planning & Mapping



REPORT TO THE FINANCE COMMITTEE MEETING OF WEDNESDAY, MAY 07, 2025

SUBJECT 2026 Service and Financial Planning Guidelines

ISSUE SUMMARY

This report provides guidelines for annual service and financial planning and highlights key budget considerations.

BACKGROUND

The Capital Regional District (CRD) has commenced its 2026 service and financial planning processes. Board priorities, corporate plan initiatives and core service delivery form the foundation of the 2026 to 2030 Five-Year Financial Plan. Appendix A outlines the overall corporate planning process, while Appendix B provides details about the timeline specific to the planning cycle.

The 2026 cycle outlines the fourth and final year of the CRD Board-approved 2023 to 2026 CRD Corporate Plan, as well as plans for future years. The Corporate Plan specifies initiatives intended to enhance service delivery in alignment with Board priorities. It also includes initiatives that address core service mandates, regulatory requirements and the need to keep pace with population growth while maintaining service levels.

During this budget cycle, staff will incorporate the outcomes of CRD Evolves 2024-2025 into core budgets. This corporate organizational plan intends to address duplication, centralization and scaling of existing services while improving efficiency and capacity. Cross-functional teams began implementation in January 2025, with further changes planned for July 2025.

The organization is addressing several challenges impacting its operating environment as it plans for 2026 and beyond. Following the recommendations from the Chief Administrative Officer at the March 12, 2025 Board meeting, the Executive Leadership Team (ELT) has adopted a two-step strategy for service planning for 2026:

- 1. A pause on staffing requests for 2026
- 2. A re-assessment of initiatives previously identified for 2026, including those with multi-year requirements, those driven by CRD Evolves, or those identified by each general manager as essential to their department's frontline services

The ELT evaluates all proposed initiatives during the spring and develops a recommended package of work for Board approval in the fall. The impacts of these initiatives will be summarized and presented with the 2026 service plans, known as Community Need Summaries. The provisional budget will be presented at the Committee of the Whole meeting scheduled for October 29, 2025. Similar to previous years, this report suggests planning guidelines considering various trends, assumptions and factors influencing the organization.

ALTERNATIVES

Alternative 1

The Finance Committee recommends to the Capital Regional District Board:

That the service and financial planning guidelines be approved, and that staff be directed to prepare the draft financial plan review based on the timeline presented.

Alternative 2

That this report be referred back to staff for additional information.

IMPLICATIONS

Alignment with Board & Corporate Priorities

The guidelines are the policies, practices and assumptions by which the Board and staff allocate resources to implement the Corporate Plan. These guidelines are periodically reviewed and adjusted based on current economic trends and financial health targets for the organization. Aligning the financial plan with strategic priorities and financial management strategies ensures service delivery is efficient and effective. The 2026 financial planning process will incorporate feedback from various commissions, committees and the Board.

In 2026, staff will prioritize programs and initiatives that:

- Align with Board priorities or Corporate Plan initiatives;
- Implement capital commitments and investments; and/or
- Ensure the maintenance of core service levels following regulatory changes or address safety risks to customers, communities, or staff; and
- Do not affect the Staff Establishment Chart, unless otherwise directed by the Board or a standing committee or commission.

Financial Implications

Financial Planning Guidelines

The financial planning guidelines provide recommendations to the organization regarding management practices related to surpluses, reserves, debt and cost containment measures. These guidelines aim to optimize revenue needs and minimize requisition increases. The guidelines are influenced by the analysis of areas such as economic conditions, core service levels, infrastructure investment and financial management strategies.

Economic Conditions

The financial plan relies on ongoing analysis and monitoring by staff of economic drivers and assumptions, with a focus on understanding their impact on both service delivery and financial performance. Highlights of key interrelated economic indicators in this report include interest, inflation and unemployment rates and population growth.

The Canadian economy grew by 0.6% in the fourth quarter of 2024, following a 0.5% increase in the third quarter¹. Preliminary data showing 0.4% growth in January 2025 suggesting the year began on a stronger footing². However, historic data has become less relevant in light of escalating trade risks, both realized and anticipated, which have weighed on consumer confidence heading into March 2025. In response to heightened economic uncertainty and the potential resurgence of inflationary pressures, the Bank of Canada reduced its overnight rate to 2.75% in March 2025.

British Columbia's (BC) economy showed moderate growth entering 2025 significant risks persist, notably from heighted global trade tensions, including current and potential United States (US) tariffs. While BC's real gross domestic product (GDP) growth is projected to accelerate modestly to 1.8% in 2025 and further to 1.9% in both 2026 and 2027, uncertainties arising from restrictive trade policies continue to weigh on growth expectations in the near term³. Inflation trends through February 2025 remained moderate. The recently approved BC budget assumes provincial inflation will ease to 2.2% in 2025, down from 2.6% reported in 2024. It further projects inflation to decline to 2.1% in 2026 and 2.0% in 2027, reflecting expectations of continued economic stabilization⁴.

Greater Victoria reported an average annual inflation rate of 2.4%, with provincial and Vancouver rates slightly higher at 2.6% and 2.5%, respectively. Nationally, the national rate was modestly lower at 2.3%⁵.

As of March 2025, the Greater Victoria unemployment rate was 3.6%, well below the provincial, national and Vancouver rates of 6.0%, 6.6% and 6.7% rates, respectively⁶. Tangentially related, the cumulative impact of labour cost escalation in Greater Victoria has been influenced by various drivers including housing, transportation and other collective bargaining agreements.

Since 2011, Greater Victoria has experienced a 25% increase in population, including a 1.6% annual growth in 2024⁷. This population growth continues to intensify pressure on CRD services, compounding regional challenges while driving increased demand for CRD services.

In response to these economic conditions and in alignment with historical planning guidelines, the ELT has set the 2026 target inflation rate for service and financial planning at 1.8%, consistent with the Royal Bank of Canada forecast. This rate will serve as the benchmark for the consolidated requisition increase per household, excluding municipal debt.

As shown in Appendix D, the five-year consolidated requisition forecast includes multi-year projects, programs and initiatives already underway. The budget increase for 2026 is not directly corelated with the target inflation rate for service and financial planning of 1.8%. A number of inflight activities including annualization of initiatives introduced in prior years, the implementation of new services and increasing debt obligations for existing capital commitments will result in a budget increase in 2026 higher than the target inflation rate.

¹ Statistics Canada: https://www150.statcan.gc.ca/n1/daily-quotidien/250228/dq250228a-eng.htm

² RBC Economics: https://thoughtleadership.rbc.com/canadian-gdp/

³ BC Budget – Economic Outlook (page 13): https://www.bcbudget.gov.bc.ca/2025/pdf/2025_Budget_and_Fiscal_Plan.pdf

⁴ BC Budget (page 84): https://www.bcbudget.gov.bc.ca/2025/pdf/2025_Budget_and_Fiscal_Plan.pdf

⁵ BC Stats CPI report at: https://www2.gov.bc.ca/assets/gov/data/statistics/economy/cpi/cpi highlights.pdf

⁶ Statistics Canada Table 14-10-0459-01 "Labour force characteristics by census metropolitan area, three-month moving average, seasonally adjusted": https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1410045901

⁷ BC Population Estimates: https://www2.gov.bc.ca/gov/content/data/statistics/people-population-community/population/population-estimates

The CRD continues to manage rising cost pressures through continuous improvement, service optimization and disciplined financial stewardship. Strategic use of tools such as revenue diversification, asset leveraging and reserve management supports the organization's ability to meet annual budget targets. The CRD polices on operating and capital reserves help monitor funding status and inform debt capacity, particularly in an environment of ongoing interest rate uncertainty.

Financial Capacity

The CRD's organizational capacity is linked to both current and projected financial capacity. Following established CRD financial management strategies, capacity is regularly evaluated to inform target-setting and manage upper financial limits. As growth continues to affect service delivery, financial forecasting provides critical visibility into associated impacts—enabling proactive mitigation and reduction of financial risk.

Given the complexity and variability of factors influencing revenue projections, sensitivity analysis is used to estimate approximately the financial capacity in future years. The 2026 requisition increase is forecasted to be 6%, with a potential range from 5% to 11%. The range is influenced by past commitments and Board approvals, including a loan authorization in the Land Banking & Housing service, the establishment of new regional services such as Transportation and Foodlands, capital cost-sharing commitments for health infrastructure through the Hospital District, and previously approved loan authorization bylaws.

Debt management is an essential part of our financial strategy, ensuring that borrowing decisions align with both operational demands and long-term asset needs. Regular assessments of overall debt levels, alongside available borrowing capacity under current loan authorization bylaws, position the organization to respond effectively to evolving financial and service delivery pressures.

Core Service Levels

The CRD Board's 2023-2026 strategic priorities form the basis of the Corporate Plan and service plans. The five-year financial plan will adjust timing, scope and cost estimates.

Service delivery costs include capital and operating expenses like salaries, benefits, debt servicing, materials and equipment. These expenses are influenced by economic conditions such as unemployment rates, US tariffs, supply and demand and contractual agreements.

Growth in core services over the past five years has been driven by community needs outlined in the Corporate Plan. On April 30, 2025, the CRD Board met to review service delivery and evaluate its efficacy as organizational priorities continue to evolve.

Financial Management Strategies

Financial management strategies incorporate essential financial objectives into organizational decision-making and operations. Appendix C summarizes the existing financial management strategies outlined for corporate planning.

Infrastructure Funding

There are plans in place or under development across the CRD, reflecting a long-term view for asset investments and levels of service. The 2019 Board-approved Corporate Asset Management Strategy and Policy set activities required in planning and managing infrastructure assets of the organization.

Initiatives include development and completion of:

- Sustainable Service Delivery (asset management) plans to maintain and replace existing assets in the short, medium and long-term
- Operationalizing asset management practices into day-to-day asset lifecycle activities
- Financial guidelines aimed at optimizing reserves and borrowing capacity, while lowering current costs and diversifying revenue

Public Engagement

As in prior years, public engagement on the financial plan is considered an integral part of the process. The CRD continually seeks to improve on this process by developing a plan reflective of community desired methods of engagement. Ongoing opportunities for public input through committee, commission and Board meetings will be available throughout the year.

CONCLUSION

Board priorities, Corporate Plan initiatives and core service delivery form the foundation of the 2026 to 2030 Five-Year Financial Plan. To proactively influence the planning process, this report recommends planning guidelines in the context of observed trends, assumptions and drivers impacting the organization. The guidelines are the policies and assumptions by which the Board and staff determine the most appropriate allocation of resources to deliver the Corporate Plan.

RECOMMENDATION

The Finance Committee recommends to the Capital Regional District Board:

That the service and financial planning guidelines be approved, and that staff be directed to prepare the draft financial plan review based on the timeline presented.

Submitted by:	Varinia Somosan, CPA, CGA, Sr. Mgr., Financial Services / Deputy CFO
Concurrence:	Nelson Chan, MBA, FCPA, FCMA, Chief Financial Officer, GM Finance & IT
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer

ATTACHMENTS

Appendix A: Corporate Planning Framework

Appendix B: Financial Planning Timetable-Service and Financial Planning Guidelines

Appendix C: Financial Management Strategies

Appendix D: Consolidated Five-Year Requisition Forecast





Every four years, the Board sets the strategic priorities, policicies and direction that guide the activities of the organization. Board members, other elected officials and, in some cases, First Nations and ratepayers sit on various committees and commissions that receive public input.



Public input happens throughout the planning cycle, through customer satisfaction surveys, financial plan consulting, user statistics, advisory body reports and other public engagement activities. This input drives the Board's Strategic Priorities.



Service and Financial Planning Guidelines

CRD Timetable for 2026-2030 Financial Plan				
Month	Description			
May	Executive Leadership Team - Review and Prioritize Initiative Business Cases			
June	Financial Plan Guidelines distributed to staff			
June - August	Staff - Service Planning and Budget Preparation			
September - October	Executive Leadership Team, Committees & Commissions - Review of Budgets, including Initiative Business Cases			
October	Electoral Area Committee - Budgets and Intiative Business Cases (Oct 27) Committee of the Whole - Financial Plan and Intiative Business Cases (Oct 29) Board - Approval Provisional Financial Plan (Oct 29)			
January	Surplus/Deficits - Budget Recast			
March	Board - Final Bylaw Approval			
April	Requisition			

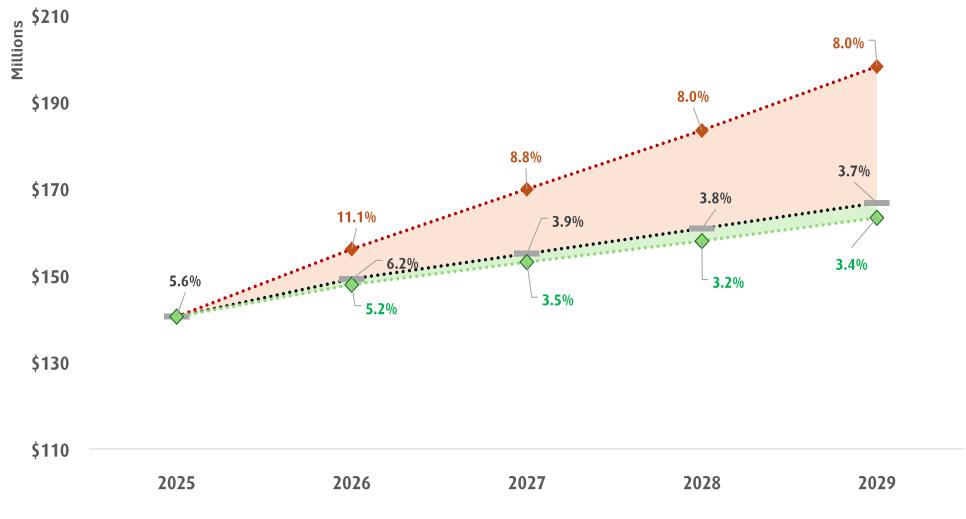
Financial Management Strategies

Financial management strategies ensure critical financial objectives are integrated into organizational decision making and operations. The following outlines the financial management strategies that will generally guide financial planning:

- Set reserve target ranges based on guidelines, determining multi year funding strategies for one-time projects or to stabilize revenue requirements
- Balance debt repayment across time, correlating debt term commitments to asset life based on guideline
- Optimize fees for service revenues and stabilize tax rates to fund operations, maintenance, growth and asset utilization
- One-time variances resulting in surplus transferred to reserve to fund future capital liabilities or reduce future revenue requirements and only applied to reduce tax rates in rare circumstances where the offset is sustainable and stable

Board approved financial policies and guidelines such as the Asset Management Policy, Capital Reserve Guidelines, Operating Reserve Guidelines and Debt Term Guideline inform financial planning in a standard way at a service level whereas the strategies given above provide general corporate direction.

Consolidated Five-Year Requisition Forecast



Future requisition forecasts consider various factors such as inflation, impact of tariffs, demographic shifts, population growth and other macro-economic conditions. These forecasts are based on current regional population trends and are updated to reflect emerging federal and provincial policies.

Although inflation is expected to remain low in 2025, its ultimate trajectory remains uncertain. Factors such as Bank of Canada monetary policy, evolving US-Canada trade relations, and the broader global economic climate could either accelerate or dampen inflationary pressures. Meanwhile, persistent challenges - unemployment rates, logistics disruptions, and supply chain constraints (in part due to tariffs) - are likely to influence the cost-of-service delivery.

