

Capital Regional District

625 Fisgard St., Victoria, BC V8W 1R7

Notice of Meeting and Meeting Agenda Capital Regional District Board

Wednesday, May 14, 2025

12:10 PM

6th Floor Boardroom 625 Fisgard Street Victoria, BC

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 THE AGENDA

3. ADOPTION OF MINUTES

3.1. 25-0537 Minutes of the Capital Regional District Board meetings of April 9, 2025

and April 30, 2025

Recommendation: That the minutes of the Capital Regional District Board meetings of April 9, 2025 and

April 30, 2025 be adopted as circulated.

Attachments: Minutes - April 9, 2025

Minutes - April 30, 2025

3.2. <u>25-0538</u> Minutes of the Committee of the Whole meeting of April 30, 2025

Recommendation: That the minutes of the Committee of the Whole meeting of April 30, 2025 be

adopted as circulated.

Attachments: Minutes - April 30, 2025

4. REPORT OF THE CHAIR

5. PRESENTATIONS/DELEGATIONS

6. CONSENT AGENDA

6.1. <u>25-0477</u> Appointment of Officers - Bylaw Enforcement

Recommendation: The Electoral Areas Committee recommends to the Capital Regional District Board:

That for the purpose of Section 233 of the Local Government Act and Section 28(3) of the Offence Act, and in accordance with Capital Regional District Bylaw No. 2681, Stephen Ford, Sam Skelcher, Kambiz Rezaie, Shubhro Barua, Brendan Dyck, Jorden

Tytgat and Naunihal Singh be appointed as Bylaw Enforcement Officers.

(NWA)

<u>Attachments:</u> Staff Report: Appointment of Officers - Bylaw Enforcement

Notice of Meeting and Meeting Agenda

6.2. 25-0480 Union of British Columbia Municipalities - Public Notification and

Evacuation Route Planning Grant 2025 - Motion of Support

Recommendation: The Electoral Areas Committee recommends to the Capital Regional District Board:

That staff be instructed to apply for, negotiate, and if successful, enter into an

agreement, and do all such things necessary for accepting grant funds and overseeing

grant management for the proposed project.

(NWA)

Attachments: Staff Report: UBCM-Public Notif & Evac Route Plan'g Grant 2025

Appendix A: Public Notif & Evac Route Plan'g - App Worksheet

6.3. <u>25-0560</u> Connected Coast: Last Mile Network Infrastructure Contribution

Agreement

<u>Recommendation:</u> The Electoral Areas Committee recommends to the Capital Regional District Board:

That the Last Mile Network Infrastructure Contribution Agreement with City West Cable & Telephone Corporation be approved and that the Chief Administrative Officer be

authorized to execute the agreement.

(WA)

<u>Attachments:</u> Staff Report: Connected Coast: Last Mile Nwk Infra Contribution Agr

Appendix A: Last Mile Network Infrastructure Agreement

Appendix B: Bylaw No. 4594

6.4. 25-0442 Hartland Public Drop-off - Extension of Expanded Hours Pilot

Recommendation: The Environmental Services Committee recommends to the Capital Regional District

Board:

That the Hartland Landfill and Public Drop-off Depot expanded hours pilot be extended

until October 31, 2025.

(WP - All)

Attachments: Staff Report: Hartland Public Drop-off Extension of Expanded Hours Pilot

6.5. 25-0441 Solid Waste Management Plan - 2024 Progress Report

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

Attachments: Staff Report: Solid Waste Management Plan - 2024 Progress Report

Appendix A: Solid Waste Management Plan - 2024 Progress Report

Presentation: Solid Waste Management Plan - 2024 Progress Report

6.6. <u>25-0440</u> Climate Action Strategy – 2024 Progress Report

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

<u>Attachments:</u> <u>Staff Report: Climate Action Strategy – 2024 Progress Report</u>

<u>Appendix A: Climate Action Strategy – 2024 Progress Report</u>

Presentation: Climate Action Strategy – 2024 Progress Report

Notice of Meeting and Meeting Agenda

6.7. 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.

(NWA)

<u>Attachments:</u> 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

6.8. 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

6.9. 25-0309 Capital Regional District External Grants Update

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

Attachments: Staff Report: CRD External Grants Update

Appendix A: External Grants Dashboard

Appendix B: Grant Alerts

6.10. 25-0351 Island View Beach Regional Park - Accessibility Improvements

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

That CRD Regional Parks staff continue to collaborate with the District of Central Saanich and Tsawout First Nation, through the Island View Beach Working Group, to identify opportunities for partnership, on new initiatives to improve meaningful

accessibility at Island View Beach Regional Park.

(NWA)

<u>Attachments:</u> Staff Report: IVBRP - Accessibility Improvements

6.11. 25-0447 2024 Regional Parks & Trails Strategic Plan Progress Report

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

Attachments: Staff Report: 2024 Regional Parks & Trails Strategic Plan Progress Report

Appendix A: 2024 Regional Parks & Trails Strategic Plan Progress Report
Presentation: 2024 Regional Parks & Trails Strategic Plan Progress Report

6.12. 25-0451 Goldstream Water Treatment Plant Ultraviolet and Controls Upgrade

Project Update and Capital Plan Amendment

Recommendation: That the Regional Water Supply Commission recommends to the Capital Regional

District Board:

That the 2025 Regional Water Supply Five Year Capital Plan be amended to reallocate the \$750,000 of remaining budget from Capital Project #18-07-Replacement of Ultraviolet System and Controls Upgrades to a new Capital Project, #25-24-Water

Treatment Plant Improvements Program.

(WP - All except SGI & SSI)

Attachments: Staff Report: GWTP Ultraviolet and Controls Upgrade Project Update

Appendix A: Summary of RWS Capital Project #18-07

Appendix B: Site Photos

Appendix C: SCADA Screens

Appendix D: Capital Plan Amendment - Capital Project #18-07 #25-24

6.13. <u>25-0533</u> Biosolids Beneficial Use Management - April Update

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

<u>Attachments:</u> <u>Staff Report: Biosolids Beneficial Use Management April Update</u>

7. ADMINISTRATION REPORTS

7.1. 25-0519 Capital Region Housing Corporation Annual General Meeting

Recommendation: That the unanimous shareholder's resolution attached as Appendix A to the Capital

Region Housing Corporation Annual General Meeting report be approved, and the Chair and Corporate Officer execute it on behalf of the Capital Regional District.

(NWA)

<u>Attachments:</u> Staff Report: CRHC Annual General Meeting

Appendix A: Unanimous Resolution of the Shareholders of the CRHC

Appendix B: CRHC 2024 Audited Financial Statements

Appendix C: CRHC 2024 Annual Report

7.2. <u>25-0545</u> Capital Regional District 2024 Annual Report

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

<u>Attachments:</u> Staff Report: Capital Regional District 2024 Annual Report

Appendix A: Capital Regional District 2024 Annual Report

7.3. <u>25-0546</u> AAP Requirements for Bylaw No. 4664: Regional Water Watershed

Land Acquisition Loan Authorization Bylaw No. 1, 2025

Recommendation: 1. That in accordance with section 86(3) of the Community Charter, the date of June

30, 2025 be confirmed as the deadline by which elector responses, under the

alternative approval process for CRD Bylaw No. 4664, must be submitted to the Capital Regional District by qualified electors within the service participating area;

2. That the attached Synopsis of Bylaw No. 4664 (Appendix B), Notice of Alternative Approval Process (Appendix C), Elector Response Form (Appendix D), and AAP

communication channels (Appendix E) be approved; and

3. That the total number of registered electors within the service participating area is

315,117 and that 10% of that number is 31,512 electors.

(NWA)

<u>Attachments:</u> Staff Report: AAP Requirements for Bylaw No. 4664 Regional Water

Appendix A: Bylaw No. 4664 at Third Reading

Appendix B: Synopsis of Bylaw No. 4664

Appendix C: Notice of AAP for Bylaw No. 4664

Appendix D: Elector Response Form Bylaw No. 4664

Appendix E: Communication Channels for Bylaw No. 4664

Appendix F: FAQs for Bylaw No. 4664

8. REPORTS OF COMMITTEES

Finance Committee

8.1. 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

(WA)

2. That Bylaw No. 4676 be adopted.

(WA, 2/3rds on adoption)

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

Appendix A: Bylaw No. 4676

8.2. 25-0191 2026 Service and Financial Planning Guidelines

<u>Recommendation:</u> 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.

(NWA)

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

9. BYLAWS

9.1. <u>25-0541</u> Adoption of Bylaw No. 4550 - Juan de Fuca Land Use Bylaw, 1992,

Amendment Bylaw No. 160, 2023

Recommendation: That Bylaw No. 4550 - "Juan de Fuca Land Use Bylaw, 1992, Amendment Bylaw No.

160, 2023" be adopted.

(NWP - Voting Block A: JDF EA, Colwood, Langford (Goodmanson), Metchosin,

Sooke)

Attachments: Bylaw No. 4550

9.2. 25-0542 Adoption of Bylaw No. 4599 - Juan de Fuca Land Use Bylaw, 1992,

Amendment Bylaw No. 162, 2024

Recommendation: That Bylaw No. 4599 - "Juan de Fuca Land Use Bylaw, 1992, Amendment Bylaw No.

162, 2024" be adopted.

(NWP - Voting Block A: JDF EA, Colwood, Langford (Goodmanson), Metchosin,

Sooke)

Attachments: Bylaw No. 4599

9.3. 25-0543 Adoption of Bylaw No. 4615 - Juan de Fuca Land Use Bylaw, 1992,

Amendment Bylaw No. 165, 2024

Recommendation: That Bylaw No. 4615 - "Juan de Fuca Land Use Bylaw, 1992, Amendment Bylaw No.

165, 2024" be adopted.

(NWP - Voting Block A: JDF EA, Colwood, Langford (Goodmanson), Metchosin,

Sooke)

Attachments: Bylaw No. 4615

9.4. 25-0550 Adoption of Bylaw No. 4669 - Development Cost Charges Bylaw (Juan

de Fuca Water Distribution), No. 1, 2000, Amendment Bylaw No. 10,

2025

Recommendation: That Bylaw No. 4669 - "Development Cost Charges Bylaw (Juan de Fuca Water

Distribution), No. 1, 2000, Amendment Bylaw No. 10, 2025" be adopted. (WP - Colwood, Highlands, JDF EA, Langford, Metchosin, Sooke, View Royal)

Attachments: Bylaw No. 4669

10. NOTICE(S) OF MOTION

11. NEW BUSINESS

12. MOTION TO CLOSE THE MEETING

12.1. 25-0548 Motion to Close the Meeting

- Recommendation: 1. That the meeting be closed for Appointments in accordance with Section 90(1)(a) of the Community Charter. [2 items]
 - 2. That the meeting be closed for Labour Relations under Section (90)(1)(c) of the Community Charter. [1 item]
 - 3. That the meeting be closed for contract negotiations in accordance with Section (90) (1)(k) of the Community Charter. [1 item]
 - 4. That such disclosures could reasonably be expected to harm the interests of the Regional District. [1 item]

13. ADJOURNMENT

Voting Key:

NWA - Non-weighted vote of all Directors

NWP - Non-weighted vote of participants (as listed)

WA - Weighted vote of all Directors

WP - Weighted vote of participants (as listed)



Capital Regional District

625 Fisgard St., Victoria, BC V8W 1R7

Meeting Minutes

Capital Regional District Board

Wednesday, April 9, 2025

12:05 PM

6th Floor Boardroom 625 Fisgard Street Victoria, BC

PRESENT

DIRECTORS: C. McNeil-Smith (Chair), M. Little (Vice Chair), M. Alto, J. Bateman (for M. Tait), P. Brent,

- S. Brice, J. Brownoff, J. Caradonna, D. Cavens (for B. Desjardins), C. Coleman, Z. de Vries,
- S. Goodmanson, C. Harder (EP), G. Holman, P. Jones, S. Kim (for M. Alto) (EP), K. Murdoch,
- D. Murdock, D. Thompson, S. Tobias, M. Westhaver (for C. Plant), A. Wickheim, K. Williams,
- R. Windsor

STAFF: T. Robbins, Chief Administrative Officer; N. Chan, Chief Financial Officer; A. Fraser, General Manager, Infrastructure and Water Services; G. Harris, Acting General Manager, Parks, Recreation & Environmental Services; L. Jones, General Manager, Parks, Recreation & Environmental Services; K. Lorette, General Manager, Housing, Planning and Protective Services; K. Morley, General Manager, Corporate Services; Z. Gray, Manager, Website and Public Engagement; M. MacIntyre, Senior Manager, Regional Parks; R. Tooke, Senior Manager, Environmental Innovation; M. Lagoa, Deputy Corporate Officer; S. Orr, Senior Committee Clerk (Recorder)

EP - Electronic Participation

Regrets: Directors B. Desjardins, D. Kobayashi, C. Plant, M. Tait

The meeting was called to order at 12:07 pm.

1. TERRITORIAL ACKNOWLEDGEMENT

A Territorial Acknowledgement was provided in the preceding meeting.

2. APPROVAL OF THE AGENDA

MOVED by Director Little, SECONDED by Director Murdoch, That the agenda for the Capital Regional District Board meeting of April 9, 2025 be approved. CARRIED

3. ADOPTION OF MINUTES

3.1. 25-0422 Minutes of the March 12, 2025 Capital Regional District Board Meeting

MOVED by Director Brice, SECONDED by Director Brent, That the minutes of the Capital Regional District Board meeting of March 12, 2025 be adopted as circulated. CARRIED

4. REPORT OF THE CHAIR

I look forward to seeing Directors and colleagues who are planning to attend the Association of Vancouver Island Coastal Communities (AVICC) convention in Nanaimo this coming weekend. I'd like to provide an update that the AVICC has accepted our request for a late resolution regarding requesting moving to two-year terms for board chair and I look forward to speaking to that when it comes to the floor at the convention.

5. PRESENTATIONS/DELEGATIONS

5.1. Presentations

There were no presentations.

5.2. Delegations

5.2.1. 25-0456 Delegation - Andrea Miller; Resident of View Royal: Re: Agenda Item 8.2.

Wildlife Attractants in the Capital Region

A. Miller spoke to Item 8.2.

6. CONSENT AGENDA

MOVED by Director Windsor, SECONDED by Director Coleman, That consent agenda items 6.1. through 6.12. be approved. CARRIED

6.1. 25-0328 2024 Community Works Fund Annual Report

This report was received for information.

6.2. 25-0329 2024 Electoral Areas Grants-In-Aid Annual Report

This report was received for information.

6.3. 25-0371 Core Area Wastewater Treatment Plant Odour Mitigation Update

This report was received for information.

6.4. <u>25-0377</u> Regional Resident Experience Survey

This report was received for information.

6.5. <u>25-0403</u> Freedom of Information and Protection of Privacy Act (FOIPPA) 2024

Overview

This report was received for information.

6.6.	<u>25-0230</u>	Deactivating the Capital Regional District X (Twitter) account
		 That the CRD begin the process of deactivating its X account on April 10, 2025 using the following deactivation procedure: Inform CRD X followers that the CRD will no longer post to this account. Publish a message stating the account is inactive and direct followers to the CRD website and other Social Media Channels. Continue to monitor the growth of Bluesky and consider CRD adopting the platform when it sufficiently matures. Within six months, that the account move from inactive status to full deletion. CARRIED
6.7.	<u>25-0389</u>	Letter from Ben Geselbracht, AVICC President; re: Feedback Requested - Reforming the Local Government Act - A Roadmap
		This report was received for information.
6.8.	25-0224	Development Variance Permit for Lot 7, District Lot 29, Otter District, Plan VIP59848 - 7827 Dalrae Place
		That Development Variance Permit VA000164 to vary Juan de Fuca Land Use Bylaw, 1992, Bylaw No. 2040, Part 2, be approved as follows: a. Section 6.07(c) is varied by reducing the flanking yard setback requirement for proposed Lot A from 6 m to 4 m; and b. Section 6.07(d) is varied by reducing the rear yard setback requirement for proposed Remainder Lot 7 from 10 m to 5.5 m; for the purpose of alleviating undue hardship for a two-lot subdivision of Lot 7, District Lot 29, Otter District, Plan VIP59848, pursuant to the Riparian Areas Protection Regulation. CARRIED
6.9.	<u>25-0235</u>	Regional Growth Strategy Indicators Report
		This report was received for information.
6.10.	<u>25-0248</u>	Capital Regional District Emergency Hazmat Team Service Review Implementation Plan
		That the 2025-2027 Capital Regional District Emergency Hazmat Team Service Review Implementation Plan be approved. CARRIED
6.11.	<u>24-1024</u>	Motion with Notice: Peninsula and Area Agricultural Commission (Director Windsor)
		This report was received for information.
6.12.	<u>25-0352</u>	2025 Provincial Budget Highlights
		This report was received for information.

7. ADMINISTRATION REPORTS

- **7.1.** 25-0412 CAO Quarterly Progress Report No. 1, 2025
 - T. Robbins presented Item 7.1. for information.
- 7.2. 25-0438 Biosolids Beneficial Use Management March Update
 - L. Jones presented Item 7.2. for information.
- 7.3. 25-0433 AAP Requirements for Bylaw No. 4634: Sooke and Electoral Area Recreation and Facilities Service 2025 Capital Project Loan Authorization Bylaw No. 1, 2025

K. Morley spoke to Item 7.3.

Alternate Director Westhaver left the meeting electronically and joined the meeting in person at 12:20 pm.

Discussion ensued regarding:

- newspaper advertising format
- budget requirements for additional marketing in future

MOVED by Alternate Director Bateman, SECONDED by Director Wickheim,

1. That in accordance with section 86(3) of the Community Charter, the date of
May 23, 2025 be confirmed as the deadline by which elector responses, under the
alternative approval process for CRD Bylaw No. 4634, must be submitted to the
Capital Regional District by qualified electors within the service participating
area;

- 2. That the attached Synopsis of Bylaw No. 4634 (Appendix B), Notice of Alternative Approval Process (Appendix C), Elector Response Form (Appendix D), and AAP communication channels (Appendix E) be approved; and
- 3. That the total number of registered electors within the service participating area is 18,255 and that 10% of that number is 1,826 electors.

 CARRIED

Motion Arising:

MOVED by Alternate Director Bateman, SECONDED by Director Wickheim, That some additional funding be dedicated towards marketing this Alternative Approval Process.

Director Murdock left the meeting at 12:30 pm.

Moved by Director Caradonna, SECONDED by Director de Vries, That the motion arising be amended to strike the words "some additional funding" be replaced with the words "additional efforts".

CARRIED

The question was called on the motion arising as amended:

That additional efforts be dedicated towards marketing this Alternative Approval Process.

CARRIED

Opposed: Windsor

7.4. 25-0443 Regional District Services and Service Review Options

T. Robbins presented Item 7.4. for information.

Director Murdock returned to the meeting at 12:40 pm.

Discussion ensued regarding:

- synopsis of regional services for each participant
- regional water service supply requirements
- services, cost impacts and revenue sources related to service review

8. REPORTS OF COMMITTEES

Electoral Areas Committee

8.1. 25-0405

Bylaw No. 4671: CRD Electoral Areas Water Conservation Bylaw No. 1, 2023, Amendment Bylaw No. 1, 2025 and Bylaw No. 4673: CRD Ticket Information Authorization Bylaw, 1990, Amendment Bylaw No. 84, 2025

MOVED by Director Brent, SECONDED by Director Holman,

1. That Bylaw No. 4671, "Capital Regional District Electoral Areas Water Conservation Bylaw No. 1, 2023, Amendment Bylaw No. 1, 2025", be introduced and read a first, second and third time.

CARRIED

MOVED by Director Brent, SECONDED by Director Holman, 2. That Bylaw No. 4671 be adopted.

CARRIED

Director Williams left the meeting at 1:09 pm.

MOVED by Director Brent, SECONDED by Director Holman, 3. That Bylaw No. 4673, "Capital Regional District Ticket Information Authorization Bylaw, 1990, Amendment Bylaw No. 84, 2025", be introduced and read a first, second and third time. CARRIED

MOVED by Director Brent, SECONDED by Director Holman, 4. That Bylaw No. 4673 be adopted. CARRIED

Director Williams returned to the meeting at 1:10 pm.

Environmental Services Committee

8.2. <u>25-0236</u> Wildlife Attractants in the Capital Region

Director Tobias spoke to Item 8.2.

Discussion ensued regarding:

- clarification of the campaign related to existing resources
- timing of the working group feedback

Director Jones left the meeting at 1:20 pm.

MOVED by Director Tobias, SECONDED by Director Caradonna,
That staff be directed to explore creating a public awareness campaign
regarding reducing Wildlife Attractants and interactions in the Capital Region.
And that this work be done in coordination with other organizations involved in
this work.
CARRIED

Governance and First Nations Relations Committee

8.3. <u>25-0179</u> Bylaw No. 4668: CRD Delegation Bylaw No. 1, 2017, Amendment Bylaw No. 5, 2025

MOVED by Director Little, SECONDED by Director Brice,

1. That Bylaw No. 4668, "Capital Regional District Delegation Bylaw No. 1, 2017, Amendment Bylaw No. 5, 2025" be read a first, second and third time; and CARRIED

MOVED by Director Little, SECONDED by Director Brice,

2. That Bylaw No. 4668 be adopted.

CARRIED

8.4. <u>25-0404</u> Bylaw No. 4520: CRD Board Procedures Bylaw, 2012, Amendment Bylaw No. 13, 2025

MOVED by Director Little, SECONDED by Director Brice,

1. That Bylaw No. 4520, "Capital Regional District Board Procedures Bylaw, 2012, Amendment Bylaw No. 13, 2025" be introduced and read a first, second, and third time.

CARRIED

Opposed: Windsor

MOVED by Director Little, SECONDED by Director Brice,

2. That Bylaw No. 4520 be adopted.

CARRIED

Opposed: Windsor

MOVED by Director Little, SECONDED by Director Brice,

3. That the "CRD Best Practices Guide for Meetings" be updated to reflect the changes to electronic meetings and electronic participation.

CARRIED

Opposed: Windsor

Director Thompson left the meeting at 1:23 pm.

Juan de Fuca Water Distribution Commission

8.5. <u>25-0386</u>

Juan de Fuca Water Distribution Development Cost Charge Program Update

MOVED by Director Wickheim, SECONDED by Director Williams,

1. That Bylaw No. 4669, "Development Cost Charge Bylaw (Juan de Fuca Water Distribution), No. 1, 2000, Amendment Bylaw No. 10, 2025", be introduced and read a first, second and third time.

CARRIED

Director Jones returned to the meeting at 1:24 pm.

MOVED by Director Wickheim, SECONDED by Director Little,

2. That Bylaw No. 4669 be forwarded to the Inspector of Municipalities for approval.

CARRIED

9. NOTICE(S) OF MOTION

There were no notice(s) of motion.

10. NEW BUSINESS

There was no new business.

11. MOTION TO CLOSE THE MEETING

11.1. <u>25-0423</u>

Motion to Close the Meeting

MOVED by Director Little, SECONDED by Director Murdoch,

1. That the meeting be closed for Labour Relations in accordance with Section (90)(1)(c) of the Community Charter.

CARRIED

MOVED by Director Little, SECONDED by Director Murdoch,

2. That the meeting be closed for Land Acquisition/Disposition in accordance with Section 90(1)(e) of the Community Charter.

CARRIED

MOVED by Director Little, SECONDED by Director Murdoch,

3. That such disclosures could reasonably be expected to harm the interests of the Regional District.

CARRIED

MOVED by Director Little, SECONDED by Director Murdoch,

4. That the meeting be closed for a Legal Update in accordance with Section 90(1)(i) of the Community Charter.

CARRIED

MOVED by Director Little, SECONDED by Director Murdoch,

5. That the meeting be closed for Contract Negotiations in accordance with Section (90) (1)(k) of the Community Charter.

CARRIED

MOVED by Director Little, SECONDED by Director Murdoch,

6. That such disclosures could reasonably be expected to harm the interests of the Regional District.

CARRIED

Director Thompson returned to the meeting at 1:26 pm.

MOVED by Director Little, SECONDED by Director Murdoch,

7. That the meeting be closed for Intergovernmental Negotiations in accordance with Section 90(2)(b) of the Community Charter.

CARRIED

The Capital Regional District Board moved to the Closed Session at 1:26 pm.

12. RISE AND REPORT

The Capital Regional District Board rose from the closed session at 5:29 pm without report.

13. ADJOURNMENT

MOVED by Director Caradonna, SECONDED by Director Murdoch, That the Capital Regional District Board meeting of April 9, 2025 be adjourned at 5:29 pm. CARRIED

CHAIR	
CERTIFIED CORRECT:	
CORPORATE OFFICER	



Capital Regional District

625 Fisgard St., Victoria, BC V8W 1R7

Meeting Minutes

Capital Regional District Board

Wednesday, April 30, 2025

12:05 PM

6th Floor Boardroom 625 Fisgard Street Victoria, BC

Special Meeting - Following Committee of the Whole

PRESENT

DIRECTORS: C. McNeil-Smith (Chair), M. Little (Vice Chair), J. Bateman (for M. Tait), P. Brent,

- S. Brice, J. Brownoff, J. Caradonna, C. Coleman, Z. de Vries, B. Desjardins, S. Goodmanson,
- C. Harder, G. Holman, P. Jones, D. Kobayashi, K. Murdoch, C. Plant, S. Riddell (for R. Windsor),
- D. Thompson, M. Westhaver (for D. Murdock) (EP), A. Wickheim, K. Williams

STAFF: T. Robbins, Chief Administrative Officer; V. Somosan, Acting Chief Financial Officer; A. Fraser, General Manager, Infrastructure and Water Services; L. Jones, General Manager, Parks, Recreation & Environmental Services; K. Lorette, General Manager, Housing, Planning and Protective Services; K. Morley, General Manager, Corporate Services; F. Lopez, Manager, Strategic Planning; M. Lagoa, Deputy Corporate Officer; S. Orr, Senior Committee Clerk (Recorder)

EP - Electronic Participation

Regrets: Directors Alto, Murdock, Tait, Tobias, Windsor

The meeting was called to order at 4:13 pm.

1. TERRITORIAL ACKNOWLEDGEMENT

A Territorial Acknowledgement was provided in the preceding meeting.

2. APPROVAL OF THE AGENDA

MOVED by Director Little, SECONDED by Director Coleman, That the agenda for the Capital Regional District Board meeting of April 30, 2025 be approved. CARRIED

3. PRESENTATIONS/DELEGATIONS

There were no presentations or delegations.

4. SPECIAL MEETING MATTERS

4.1. 25-0494 Board Priorities Annual Check In

MOVED by Director Caradonna, SECONDED by Director Brent,

- 1. That the current level of effort on Board Priorities be maintained; and
- 2. That staff, through the service and financial planning processes, provide recommendations on funding, timing and service levels for 2026 in accordance with 2023-2026 Board Priorities and Corporate Plan.
- 3. That staff be requested to separate financial reporting as best as possible to delineate spending in Arts and Recreation in future budget documents for remainder of our term in 2026; and,
- 4. Recommend to staff that in preparation for future Corporate Plans the service areas of Arts and Recreation be reported upon separately.

 CARRIED

4.2. 25-0495

Regional District Services and Service Review Options (continued)

MOVED by Director Caradonna, SECONDED by Director Brent,

- 1. Build CRD service profile catalogues for subregional services with a minimum one million dollar budget.
- 2. That the CAO and Board Chair schedule a regular governance check in.
- 3. Provide quarterly progress reporting on CRD Evolves implementation.
- 4. Conduct one to two services reviews per year on an ongoing basis.
- 5. Explore partnership opportunities (e.g. in shared IT infrastructure and programs).
- 6. Pursue staff vacancy management, where appropriate.
- 7. Provide options for service level feedback from the public (where services are public facing) to inform board service level discussions.

CARRIED

Opposed: Jones

5. ADJOURNMENT

MOVED by Director Coleman, SECONDED by Director Plant, That the Capital Regional District Board meeting of April 30, 2025 be adjourned at 4:15 pm. CARRIED

CHAIR	-	
CERTIFIED CORRECT:		
CORPORATE OFFICER	 -	



Capital Regional District

625 Fisgard St., Victoria, BC V8W 1R7

Meeting Minutes

Committee of the Whole

Wednesday, April 30, 2025

12:00 PM

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

Strategic Planning

PRESENT

DIRECTORS: C. McNeil-Smith (Chair), M. Little (Vice Chair), M. Alto, J. Bateman (for M. Tait), P. Brent,

- S. Brice, J. Brownoff, J. Caradonna, C. Coleman, Z. de Vries, B. Desjardins, S. Goodmanson,
- C. Harder, G. Holman, P. Jones, D. Kobayashi, K. Murdoch, C. Plant, S. Riddell (for R. Windsor),
- D. Thompson, S. Tobias, M. Westhaver (for D. Murdock) (EP), A. Wickheim, K. Williams

STAFF: T. Robbins, Chief Administrative Officer; V. Somosan, Acting Chief Financial Officer; A. Fraser, General Manager, Infrastructure and Water Services; L. Jones, General Manager, Parks, Recreation & Environmental Services; K. Lorette, General Manager, Housing, Planning and Protective Services; K. Morley, General Manager, Corporate Services; F. Lopez, Manager, Strategic Planning; R. Smith, Senior Manager, Environmental Resource Management; R. Tooke, Senior Manager, Environmental Innovation; M. Lagoa, Deputy Corporate Officer; S. Orr, Senior Committee Clerk (Recorder)

EP - Electronic Participation

Regrets: Directors Murdock, Tait, Windsor

The meeting was called to order at 12:02 pm.

1. Territorial Acknowledgement

Vice Chair Little provided the Territorial Acknowledgement.

2. Approval of Agenda

MOVED by Director Coleman, SECONDED by Director Goodmanson, That the agenda for the Committee of the Whole meeting of April 30, 2025 be approved. CARRIED

3. Ptesentations/Delegations

3.1. Presentations

There were no presentations.

3.2. Delegations

3.2.1. 25-0505

Delegation - Gord Baird; Chair, Regional Water Supply Commission and Juan de Fuca Water Distribution Commission: Re: Agenda Item 4.2. Regional District Services and Service Review Options (continued).

G. Baird spoke to Item 4.2.

MOVED by Director Desjardins, SECONDED by Director Kobayashi, That the rules of the Capital Regional District Board Procedures Bylaw be suspended to allow multiple speaking opportunities. CARRIED

4. Special Meeting Matters

4.1. 25-0494 Board Priorities Annual Check In

T. Robbins, K. Lorette, L. Jones, and K. Morley spoke to Item 4.1.

Discussion ensued regarding:

- clarification of the regional trails and widening project
- CRD contribution to the Songhees Nation Land rapid housing initiative
- number of initiatives completed since beginning of the current board term

An informal round table discussion ensued regarding current progress and additional efforts related to the Board priorities.

MOVED by Director Brent, SECONDED by Director Kobayashi,
The Committee of the Whole recommends to the Capital Regional District Board:

1. That the current level of effort on Board Priorities be maintained.

Discussion ensued regarding:

- clarification of board priority 12.b-5. elections and electoral processes
- consideration to separate Arts and Recreation into two distinct priorities
- adding challenges and barriers related to delivery of the corporate plan to quarterly reporting
- communications strategy with Federal Ministers related to advancing affordable housing
- engagement with Island Health regarding the 10 year capital plan
- water rates related to conservation measures
- level of capacity related to new initiatives
- metrics associated with work done to achieve board priorities

The question was called:

The Committee of the Whole recommends to the Capital Regional District Board:

1. That the current level of effort on Board Priorities be maintained.

CARRIED

MOVED by Director Brent, SECONDED by Director Kobayashi,

The Committee of the Whole recommends to the Capital Regional District Board:

2. That staff, through the service and financial planning processes, provide recommendations on funding, timing and service levels for 2026 in accordance with 2023-2026 Board Priorities and Corporate Plan.

CARRIED

Motion Arising:

MOVED by Director Plant, SECONDED by Director Brent,

The Committee of the Whole recommends to the Capital Regional District Board:

- 1. That staff be requested to separate financial reporting as best as possible to delineate spending in Arts and Recreation in future budget documents for remainder of our term in 2026; and,
- 2. Recommend to staff that in preparation for future Corporate Plans the service areas of Arts and Recreation be reported upon separately.

Discussion ensued regarding:

- impact of staff resources to undertake this work
- clarification that the process will separate the services not the facilities

The question was called:

The Committee of the Whole recommends to the Capital Regional District Board:

- 1. That staff be requested to separate financial reporting as best as possible to delineate spending in Arts and Recreation in future budget documents for remainder of our term in 2026; and,
- 2. Recommend to staff that in preparation for future Corporate Plans the service areas of Arts and Recreation be reported upon separately.

 CARRIED

4.2. 25-0495 Regional District Services and Service Review Options (continued)

T. Robbins spoke to item 4.2.

Discussion ensued regarding:

- review of all existing services
- efficiencies, cost savings, and technical security opportunities related to operational infrastructure
- determining service priorities and efficiencies at the regional and sub-regional
- differences between CRD evolves and service review
- process of executing a formal service review
- corporate, financial, and service level risk assessment

The meeting went into recess at 3:03 pm.

The meeting reconvened at 3:16 pm.

MOVED by Director Harder, SECONDED by Director Murdoch, That the meeting be extended past the 3 hour scheduled time. CARRIED

MOVED by Director Plant, SECONDED by Director Brent,

The Committee of the Whole recommends to the Capital Regional District Board:

That staff be directed to report back to the CRD Board with specific recommendations on:

- 1. Build CRD service profile catalogues for subregional services with a minimum one million dollar budget.
- 2. That the CAO and Board Chair schedule a regular governance check in.
- 3. Provide quarterly progress reporting on CRD Evolves implementation.
- 4. Conduct one to two services reviews per year on an ongoing basis.
- 5. Explore partnership opportunities.

MOVED by Director Plant, SECONDED by Director Brent,

That the main motion be amended by adding the following words to the end of Part 5 "(e.g. in shared IT infrastructure and programs)."

CARRIED

MOVED by Director Caradonna, SECONDED by Director Brent, That the main motion be amended by adding "Part 6. Pursue staff vacancy management, where appropriate." CARRIED

Discussion ensued regarding:

- potential timeline of service review
- Board orientation to include service profiles at beginning of each terms

MOVED by Director Murdoch, SECONDED by Director Caradonna,

That the main motion be amended by adding "Part 7. Provide options for service level feedback from the public (where services are public facing) to inform board service level discussions."

Discussion ensued regarding the merit of restricting feedback to public facing services.

MOVED by Director Plant, SECONDED by Director Brent,

That the question be called on the amendment.

CARRIED

Opposed: Brownoff, Desjardins, Tobias, Westhaver

The question was called on the amendment:

That the main motion be amended by adding "Part 7. Provide options for service level feedback from the public (where services are public facing) to inform board service level discussions."

CARRIED

Opposed: Brownoff, de Vries, Desjardins, Harder, Kobayashi, Little, Tobias, Westhaver

Director Alto left the meeting at 3:48 pm

MOVED by Director Thompson, SECONDED by Director Caradonna, That the main motion be amended to add the word "prioritized" to Part 4 before the words "service reviews".

Discussion ensued regarding the impact of adding the word prioritized.

Director Tobias left the meeting at 3:51 pm

The question was called on the amendment:

That the main motion be amended to add the word 'prioritized" to part 4 before the words "service reviews".

DEFEATED

Opposed: Bateman, Brent, Coleman, de Vries, Desjardins, Goodmanson, Harder, Jones, Kobayashi, Little, McNeil-Smith, Murdoch, Plant, Wickheim, Williams, Westhaver

Discussion ensued regarding:

- services impacted by the one million dollar threshold
- clarification of regular governance check in
- scope of service review
- feedback opportunities for staff
- historical account of services that have been de-funded
- concerns related to redundancy in services

The question was called on the main motion as amended:

The Committee of the Whole recommends to the Capital Regional District Board: That staff be directed to report back to the CRD Board with specific recommendations on:

- 1. Build CRD service profile catalogues for subregional services with a minimum one million dollar budget.
- 2. That the CAO and Board Chair schedule a regular governance check in.
- 3. Provide quarterly progress reporting on CRD Evolves implementation.
- 4. Conduct one to two services reviews per year on an ongoing basis.
- 5. Explore partnership opportunities (e.g. in shared IT infrastructure and programs).
- 6. Pursue staff vacancy management, where appropriate.
- Provide options for service level feedback from the public (where services are public facing) to inform board service level discussions.
 CARRIED

Opposed: Jones

5. Motion to Report to the Board

5.1. 25-0492 Motion to Report to the Board

MOVED by Director Little, SECONDED by Director Harder, That the Committee of the Whole report to the Capital Regional District Board at the April 30, 2025 special meeting regarding Items 4.1. and 4.2. CARRIED

6. Adjournment

MOVED by Director Murdoch, SECONDED by Director Little, That the Committee of the Whole meeting of April 30, 2025 be adjourned at 4:12 pm. CARRIED

Committee of the Whole	Meeting Minutes	April 30, 2025
CHAIR		
CERTIFIED CORRECT:		
CORPORATE OFFICER		



REPORT TO ELECTORAL AREAS COMMITTEE MEETING OF WEDNESDAY, MAY 14, 2025

SUBJECT Appointment of Officers – Bylaw Enforcement

ISSUE SUMMARY

This report is to update bylaw enforcement appointments to reflect staff changes in the Capital Regional District (CRD) Bylaw and Animal Care Services Division.

BACKGROUND

Pursuant to Section 233 of the *Local Government Act* and Section 28(3) of the *Offence Act* and in accordance with CRD Bylaw No. 2681, the Electoral Areas Committee must from time to time make resolutions for persons in new positions.

ALTERNATIVES

Alternative 1

The Electoral Areas Committee recommends to the Capital Regional District Board:

That for the purpose of Section 233 of the *Local Government Act* and Section 28(3) of the *Offence* Act, and in accordance with Capital Regional District Bylaw No. 2681, Stephen Ford, Sam Skelcher, Kambiz Rezaie, Shubhro Barua, Brendan Dyck, Jorden Tytgat and Naunihal Singh be appointed as Bylaw Enforcement Officers.

Alternative 2

That this report be referred back to staff for further information based on Electoral Areas Committee direction.

IMPLICATIONS

Service Delivery Implications

These appointments ensure consistent bylaw enforcement in the CRD Bylaw and Animal Care Services Division.

CONCLUSION

The bylaw enforcement appointments reflect staff changes in the CRD Bylaw and Animal Care Services Division.

RECOMMENDATION

The Electoral Areas Committee recommends to the Capital Regional District Board:

That for the purpose of Section 233 of the *Local Government Act* and Section 28(3) of the *Offence* Act, and in accordance with Capital Regional District Bylaw No. 2681, Stephen Ford, Sam Skelcher, Kambiz Rezaie, Shubhro Barua, Brendan Dyck, Jorden Tytgat and Naunihal Singh be appointed as Bylaw Enforcement Officers.

Submitted by:	Shawn Carby, CD, BHSc., MAL, Senior Manager, Protective Services
Concurrence:	Kevin Lorette, P. Eng., MBA, General Manager, Planning & Protective Services
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer



REPORT TO ELECTORAL AREAS COMMITTEE **MEETING OF WEDNESDAY, MAY 14, 2025**

SUBJECT

Union of British Columbia Municipalities - Public Notification and Evacuation **Route Planning Grant 2025 - Motion of Support**

ISSUE SUMMARY

The Capital Regional District (CRD) Protective Services Division applied for the Community Emergency Preparedness Fund (CEPF) Public Notification and Evacuation Route Planning grant for 2025, funded by the Union of British Columbia Municipalities (UBCM). UBCM requires that all grant applications be accompanied by a motion of support from the local government.

BACKGROUND

CRD Protective Services Division applies for UBCM CEPF grants as they become available. These grants allow Protective Services to undertake additional emergency preparation, planning and training activities beyond what would be possible within the capital budget.

By applying on the Public Notification and Evacuation Route Planning grant, the Protective Services team is looking to complete a review and update of the Emergency Operations Centre (EOC) Evacuation Planning Guides completed for each electoral area (EA) in 2020. New and updated evacuation planning mapping will also be conducted, providing enhanced information during evacuation exercises, planning and responses. Mapping will focus on areas with the highest risk, including Port Renfrew, which will be done in collaboration with the Pacheedaht First Nation. Additionally, this grant will fund the updating of the public mapping in the Household Evacuation Guides completed for each area within the EAs. The updating of these plans and supporting maps will enhance the EAs' ability to be resilient during disasters and increase preparedness.

The funding through the Public Notification and Evacuation Route Planning grant benefits the three EA emergency programs and residents equally, as updates and additional mapping will be completed for each area. This initiative will bolster and enhance evacuation planning.

ALTERNATIVES

Alternative 1

The Electoral Areas Committee recommends to the Capital Regional District Board:

That staff be instructed to apply for, negotiate, and if successful, enter into an agreement, and do all such things necessary for accepting grant funds and overseeing grant management for the proposed project.

Alternative 2

That staff be directed to rescind the grant application to the Union of British Columbia Municipalities Community Emergency Preparedness Emergency Operations Centres Equipment and Training Grant for 2025.

IMPLICATIONS

Alignment with Board & Corporate Priorities

The continued development of the EA EOC Evacuation Planning Guides and mapping directly align with the following CRD 2023-2026 Board Priorities:

- 3c) Increase resilience, community and adaptation planning to address climate related risks and disasters.
- 4b) Collaborate with First Nations to build and strengthen new processes for respectful, reciprocal government-to-government decision making and service delivery that uplift Indigenous self-determination.
- 4c) Invite, respect and incorporate Indigenous leadership and traditional knowledge to enhance initiatives and strategies that support other priorities in the plan.

This also directly aligns with CRD 2023-2026 Corporate Goal:

9) Protect public safety and cooperatively mitigate against, prepare for, respond to, and recover from emergencies.

Financial Implications

This initiative is funded by the UBCM CEPF grant. There is no impact on annual Emergency Program budgets.

Service Delivery Implications

Additional capacity funded through this grant would enhance service support capability to the CRD during an emergency or disaster.

CONCLUSION

The funds from the Community Emergency Preparedness Fund Public Notification and Evacuation Route Planning grant would bolster resiliency in the electoral areas, increasing the ability for the CRD to prepare for disasters and reduce risks within the communities.

RECOMMENDATION

The Electoral Areas Committee recommends to the Capital Regional District Board: That staff be instructed to apply for, negotiate, and if successful, enter into an agreement, and do all such things necessary for accepting grant funds and overseeing grant management for the proposed project.

Submitted by:	Shawn Carby, CD, BHSc, MAL, Senior Manager, Protective Services	
Concurrence:	Kevin Lorette, P. Eng., MBA, General Manager, Planning & Protective Services	
Concurrence:	Nelson Chan, MBA, FCPA, FCMA, Chief Financial Officer, GM Finance & IT	
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer	

ATTACHMENT

Appendix A: Community Emergency Preparedness Fund – Public Notification and Evacuation Route Planning 2025 – Application Worksheet



Community Emergency Preparedness Fund Public Notification and Evacuation Route Planning 2025 Application Worksheet

Please complete and return the worksheet with all the required attachments form by **April 25**, **2025**. Applicants will be advised of the status of their application within 90 days of the application deadline.

All questions must be answered by typing directly in this form. As all questions are reviewed and scored as part of the adjudication process, please do not leave any questions blank.

If you have any questions, contact cepf@ubcm.ca or (604) 270-8226 ext. 220.

SECTION 1: Primary Applicant Information	
First Nation or Local Government Name:	File Number*:
Capital Regional District	LGPS-11861

^{*}Refer to the LGPS Online Application Form submission confirmation email

SECTION 2: Detailed Project Information

1. **Proposed Activities.** What specific activities will be undertaken as part of the proposed project? Please refer to Sections 4 and 6 of the *Program and Application Guide* for eligibility.

The Capital Regional District (CRD) would undertake a comprehensive review of our current Evacuation Planning Guides for each electoral area (EA)- Salt Spring Island, Southern Gulf Islands, and Juan de Fuca. These guides have not been reviewed or updated since June of 2020. The CRD would also undertake evacuation mapping for each area, with focus on higher risk communities first. One of these projects would be a detailed evacuation route mapping project in Port Renfrew, in collaboration with Pacheedaht First Nation. This area is at an increased risk for multiple hazards, including tsunamis. This mapping would increase evacuation planning efforts and provide detailed information imperitive during an evacuation. Public workshops would also be held in order to engage the community in this evacuation planning, and highlighting the tools that are available.

2. Evidence and Rationale. What is the rationale and evidence for undertaking this project? This may include evidence of local hazards (e.g., as identified in the local Emergency Plan); threat levels (e.g., as identified in Hazard, Risk, and Vulnerability Analysis; Community Wildfire Resiliency Plan; and/or flood risk assessments) and previous emergencies (e.g., evacuations that were ordered, notifications were issued).

The rationale for this project is rooted in the need to update the outdated information since the plans were originally written in 2020 and take into account any changes we have seen from the Emergency and Disaster Management Act, such as the need for

Indigenous consultation. Additionally, due to the increase in frequency of events due to climate change, and the remote nature of the CRD EAs, further evacuation planning is required. The CRD also requires additional mapping resources in our higher risk communities to ensure in-depth planning and resilience within these areas.

3. Alignment with Recommended Content. Refer to Table 1 in the *Program and Application Guide* and describe the extent to which the content identified in the guide will be included in the proposed project.

These plans will be in alignment with the recommended content, including:

- 1. Identification and capacity of available routes in each area within the electoral areas.
- 2. Availability of warning systems, including tsunami sirens and other emergency notification tools available.
- 3. Identification of additional factors impacting the functionality of evacuation routes such as the remote nature of the electoral areas.
- **4. Engagement with First Nations and/or Indigenous Organizations.** In the following questions, please identify the specific bands, Treaty First Nations, and/or Indigenous organizations as well as the specific traditional territory, reserve, or other First Nations' land that may be impacted by the proposed project.
 - a) Which First Nations and/or Indigenous organizations were proactively engaged as part of the development of this application?
 - Pacheedaht First Nations' Emergency Services team has been engaged in the prelimnary discussions on this planning and mapping initiative for the Port Renfrew area.
 - b) Which First Nations and/or Indigenous organizations will participate in the proposed activities and what specific role will they play?
 - Pacheedaht First Nations will be engaged during the evacuation planning review and evacuation mapping. As their Traditional Territory is located in our Juan de Fuca electoral area, specifically in Port Renfrew and Jordan River, it is imperitive the CRD engages them in this form of planning. Port Renfrew will specifically be looked at as it is an isolated, at risk community and engagement with Pacheedaht will increase our resiliency in the area.
 - c) Please indicate the extent to which staff and/or elected officials have undertaken Indigenous Cultural Safety and Cultural Humility Training.
 - Staff working on this project have undergone Cultural Perspectives Training from the Indigenous Perspectives Society.

☐ If applicable, evidence of support for the proposed activities from First Nations and/o	r
Indigenous organizations has been submitted with this application. This could be in the	
form of a letter, email, or other correspondence.	

5. Engagement with Neighbouring Jurisdictions and Affected Parties. Identify any neighbouring jurisdictions and/or partners (e.g., equity-denied populations, pet-care organizations, organizations involved in a web of support network) you will engage with as appropriate to the project.

Rural and remote communities may want to consider engaging with regional districts and/or health authorities, and First Nation applicants may want to consider engaging with the First Nations' Emergency Services Society or the First Nations Health Authority.

Even though our electoral areas are remote in nature and not surrounding by other jurisductions or municipalities, it is still imperitive we consult with neighbouring partners and additional groups. For our Juan de Fuca electoral area, the CRD will engage with the District of Sooke, the district of Metchosin and Juan de Fuca Search and Rescue to gather any additional recommendations or resources they have that could enhance our planning.

The CRD will engage with additional agencies as well such as BC Ferries, Coast Guard, water taxi services, and BC Transit. By collaborating with these groups, we can gain a better understanding of the transportation restrictions and capabilities within our electoral areas. If these groups are able to share their plans with the CRD, this will provide additional insights that will be very beneficial to our own evacuation plans.

☐ If applicable, evidence of support for the proposed activities from neighbouring jurisdictions or other parties has been submitted with this application. This could be in the form of a letter, email, or other correspondence.

6. Climate Change. Describe how the proposed project will consider climate change in the project methodology and include the impacts of climate change in the Evacuation Route plan and/or Public Notification plan.

Evacuation planning and subsequent mapping will take in to consideration hazards that are increasing in liklihood due to the change in our climate, specifically looking at wildfire and its increasing occurance and intensity.

7. Large Scale ESS Planning. Describe the extent to which the proposed project will consider large scale Emergency Support Services scenarios.

The evacuation planning guide and mapping will consider what would be applicable during an ESS activation during an evacuation. Included in the mapping, will be reception centre locations in our electoral areas. The planning guide will also detail important ESS contacts, reception centre locations and facilities, and address mass care needs in each electoral area.

8. Emergency Plan. Describe the extent to which the proposed project will <u>specifically</u> support recommendations or requirements identified in the local Emergency Plan.

Within the CRD Corporate Emergency Plan, one of the areas of responsibility identified is the public alerting and notification requirements. The CRD maintains communication channels and tools that are used in the event an evacuation is required due to an emergency or disaster. One of these tools, is our Public Alerting Notification system. In order to use this tool correctly and effectively in an emergency, the CRD can utilize the EOC Evacuation Planning Guide to ensure the flow of communication and provide situational awareness based on evacuation mapping and planning. This increases our

	resiliency, and enables the CRD and its volunteers to more effectively exercise these systems and plans.		
9.	Comprehensive, cooperative, regional approach and benefits. Describe how your project will contribute to a comprehensive, cooperative, and regional approach to Public Notification and/or Evacuation Route Planning. What regional benefits will result from this project?		
	This project will be shared with our partners, specifically those with shared borders with our electoral areas or those that could be impacted by an evacuation. By communicating the information we have gathered, working with transportation agencies and other external partners, and engaging First Nations, we can gain more insight into the resources and challenges faced within our communities.		
10.	Additional Information. Please share any other information you think may help support your submission.		
	N/A		
SE	CTION 3: Required Attachments		
Onl	y complete applications will be considered for funding.		
The	following separate attachments are required to be submitted as part of the application:		
	Band Council, Treaty First Nation, or local government resolution OR a letter of support from the Band Manager, CAO or CFO for applications that request less than \$50,000 in funding. Resolutions and letters need to indicate support for the current proposed activities and willingness to provide overall grant management. All regional applications, or applications requesting more than \$50,000 in funding, will require resolutions to be submitted.		
\boxtimes	Detailed budget that indicates the proposed expenditures from CEPF and aligns with the		

For regional projects only:

Band Council, Treaty First Nation, or local government resolution from the primary
applicant, indicating support for the current proposed activities and willingness to provide
overall grant management; and,

Applicants are encouraged to use the LGPS Budget and Financial Summary Tool.

proposed activities outlined in the Application Worksheet. Although additional funding or support is not required, any other grant funding or in-kind contributions must be identified.

Band Council, Treaty First Nation, or local government resolution from each sub-applicant that clearly states their approval for the primary applicant to apply for, receive, and manage the grant funding on their behalf. Resolutions from sub-applicants must include this language

SECTION 4: Signature This worksheet is required to be signed by an authorized representative of the applicant (i.e., staff member or elected official). Please note all application materials will be shared with the Province of BC.

I certify that to the best of my knowledge: (1) all information is accurate, (2) the area covered by the proposed project is within the applicant's jurisdiction (or appropriate approvals are in place) and (3) it is understood that this project may be subject to a compliance audit under the program.

Name: Corey Anderson	Title: Manager, Emergency Programs
Signature*:	Date: April 22, 2025
*A certified digital or original signature is required.	

Documents should be submitted as Word, Excel, or PDF files. Total file size for email attachments cannot exceed 20 MB.

All documents should be submitted to Local Government Program Services, Union of BC Municipalities by email: cepf@ubcm.ca.

Please note "2025 PNERP" in the subject line.



Proposed Budget

Name of Applicant	Capital Regional District	
Funding Program/Stream	CEPF Public Notification & Evacuation Route Planning 2025	
Project Name/Application #	LGPS-11861	

BUDGET

The budget is required to be submitted as part of the application package. For each proposed expense, provide a calculation that explains how the cost was determined. For example, for incremental staffing provide the wage and proposed number of hours; for the purchase of items, provide the quantity and unit price. Additional rows can be added as needed.

Proposed Expenses	Calculation	Total Cost
Evacuation Planning Guide review for 3 electoral areas	Consultation and collaboration with external partners and agencies	\$20,000.00
Evacuation route mapping	GIS mapping and consultation with external partners	\$10,000.00
Evacuation workshops	Information workshops to enhance public understanding of evacuation in the electoral areas	\$10,000.00
Total:		\$40,000.00



REPORT TO ELECTORAL AREAS COMMITTEE MEETING OF WEDNESDAY, MAY 14, 2025

SUBJECT Connected Coast: Last Mile Network Infrastructure Contribution Agreement

ISSUE SUMMARY

To consider the Last Mile Network Infrastructure Contribution Agreement with City West Cable & Telephone Corporation for a high-speed internet fibre optic landing site on Galiano Island and last mile high speed internet on Saturna and Galiano Islands through the Connected Coast Network Partnership.

BACKGROUND

Connected Coast is a backbone fibre project that brings high speed internet accessibility via a subsea fibre optic cable to rural and remote communities along the BC coast - from north of Prince Rupert to Haida Gwaii, south to Victoria and around Vancouver Island. The project is fully funded and approved by the Government of Canada's Connect to Innovate (CTI) program, Indigenous Services Canada, and the Provincial Connecting British Columbia program, as administered by Northern Development Initiative Trust (NDIT).

The Connected Coast project is a joint venture partnership between City West Management Corporation (CWMC) a wholly owned subsidiary of the City of Prince Rupert, and the Strathcona Connected Coast Network Corporation (SCCNC), a wholly owned subsidiary of the Strathcona Regional District.

Connected Coast includes fibre transport landing sites on Salt Spring, Pender, and Saturna Islands. The original program excluded the establishment of landing sites on Galiano and Mayne islands, and the funds did not include any local community last mile projects to connect individual households and businesses to the backbone broadband infrastructure.

Connectivity Planning in the Southern Gulf Islands

In early 2020, the CRD Board received the report <u>Connecting SGI: Connectivity Planning for the Southern Gulf Islands</u>, a community based assessment of the limitations of the current lack of connectivity and the potential for better, faster, more reliable internet to support the social, economic, and sustainability goals of the Southern Gulf Islands. The CRD then engaged TANEx Engineering to conduct a <u>current state analysis</u> that identified service gaps and opportunities, as well as identified where Connected Coast landing sites should be located to best support existing internet service providers in the Southern Gulf Islands. This work demonstrated how improved connectivity is a fundamental need for Southern Gulf Islands communities to attract and retain young families, support low carbon economic development, and to improve access to social, educational, government, and health services. It also provided technical guidance to support informed decisions on the location of new broadband infrastructure.

At the January 08, 2020 Electoral Areas Committee and CRD Board meetings, the following resolution was passed:

That staff be directed to seek partnerships with one or more Internet Service Providers and pursue funding for the design and implementation of the Southern Gulf Islands Connectivity Plan.

In January 2021, the Connected Coast partners approached the Capital Regional District seeking support for applications to the Federal Universal Broadband Fund and the Provincial Economic Recovery Intake, (ERI) programs to fund additional landing sites on Galiano and Mayne, and to bring last mile fibre internet to whole SGI EA, including Mayne, Pender, Saturna and Galiano Islands. The CRD Board passed resolutions to write a letter of support on January 13, 2021:

- 1. That the Board approve a letter of support for the Strathcona Regional District and the Connected Coast project for their efforts to secure all necessary permits within the CRD, including design and tenure agreements for landings, Points of Presence and Rights of Way. Where possible, identification of the best landing sites should be informed by the connectivity design plan currently underway for the Southern Gulf Islands Electoral Area.
- 2. That the Board Chair write a letter in support of the City West applications to the Federal Universal Broadband Fund (UBF) and the Provincial Economic Recovery Intake (ERI) programs for construction of last mile fibre to the home projects in the communities of Mayne Island, Galiano Island, Saturna Island, and North Pender Island.
- 3. That the Board approve in principle that funding beyond the 90% threshold will be provided by the communities to be served by last mile projects, subject to successful service establishment and voter assent, and to mutual agreement to the terms of any required partnership agreements.

The Connected Coast team was partially successful and received funding approvals for a new landing site on Galiano and last mile development for Galiano and Saturna Islands (but not for Mayne and Pender Islands which were technically deemed to be already served with high-speed internet).

City West has subsequently offered a contribution and revenue sharing agreement to the CRD. With a capital contribution of no more than 5.145% of the overall Network Infrastructure Costs up to a maximum of \$495,500.00 CRD will receive a 10.29% share of Annual Net Project Revenues over a period of 30 years. The CRD has received a \$495,500 grant from the Provincial Rural Economic Diversification and Infrastructure Program to support the capital contribution to this partnership through the Southern Gulf Islands Community Economic Sustainability Service.

ALTERNATIVES

Alternative 1

The Electoral Areas Committee recommends to the Capital Regional District Board:

That the Last Mile Network Infrastructure Contribution Agreement with City West Cable & Telephone Corporation be approved and that the Chief Administrative Officer be authorized to execute the agreement.

Alternative 2

That this report be referred back to staff for additional information.

IMPLICATIONS

Financial Implications

The CRD's capital contribution of no more than 5.145% of the overall Network Infrastructure Costs up to a maximum of \$495,500 will be funded by a grant from the Provincial Rural Economic Diversification and Infrastructure Program (REDIP). The REDIP grant was approved for \$495,500.

Under the agreement, CRD will receive a 10.29% share of City West Annual Net Project Revenues over a period of 30 years. This revenue will be used to promote economic development in the SGI EA through the Southern Gulf Islands Community Economic Sustainability Service.

Service Delivery Implications

The main points of the Last Mile Network Infrastructure Contribution Agreement are as follows:

- City West is responsible for all costs in respect of the design, build, construction and installation of the Network Infrastructure.
- City West will pay 100% of all Operating Costs and Overhead Charges associated with the operation, maintenance, repair and management of the Network Infrastructure.
- City West will be entitled to deduct all annual Operating Costs and Overhead Charges.
- City West will retain sole ownership of the Network Infrastructure.
- With its capital contribution, the CRD will receive share of net revenues for 30 years.

Section 275(1)(c) of the Local Government Act provides that a Regional District may operate the service of providing capital financing for high-speed internet service to an area without access to high-speed internet service, and the Board of the Capital Regional District considers that the provision of high-speed internet service is essential to the promotion of economic development within the Southern Gulf Islands Electoral Area.

The CRD Board recently amended Bylaw No. 4594, "Economic Development Service Establishing Bylaw (Southern Gulf Islands) Establishing Bylaw No. 1, 2024," to enable the service to:

- Provide capital financing for high-speed internet service within the Service Area; and
- Use of revenue earned under an agreement with the recipient of capital financing for highspeed internet service to fund economic development initiatives within the Service Area.

The amendments to the bylaw were done alongside similar bylaw amendments for the Salt Spring Island and Juan de Fuca Economic Development services. The changes enable coordination and promotion of economic development and represent a modernization of the delivery of economic development services in the electoral areas to broaden the available projects within the scope of the services.

The partnership agreement with City West will generate revenue for the Southern Gulf Islands Community Economic Sustainability Commission to further its work coordinating and promoting economic development within the Southern Gulf Islands Electoral Area.

Social Implications

City West has a pending partnership with GAIA on Galiano Island, a local nonprofit internet service provider. The relationship is like others in the Connected Coast program where City West

becomes the supplier, but the local Internet Service Provider (ISP) delivers the service. City West was not successful in reaching agreement for partnerships with other ISPs in the Southern Gulf Islands. However, Connected Coast landing sites are publicly funded and required by way of the CTI agreement to be open access for other internet service providers (ISPs) to use the fibre to distribute broadband to their subscribers.

City West is also advancing a cost sharing agreement with TSAWOUT First Nation for the Saturna Island service area, as part of the reconciliation aspects of the Connected Coast project.

Internet connectivity is a fundamental necessity to enable the Southern Gulf Islands' communities to diversify the demographic profile of the islands and achieve economic, social, and environmental sustainability into the future. Better, faster, and more reliable internet will support the social, economic, and sustainability goals of Saturna and Galiano Islands, and the revenue share enabled through this agreement will benefit the SGI Community Economic Sustainability Commission's capacity to promote economic development throughout the entire Electoral Area.

CONCLUSION

The proposed contribution agreement provides for a capital contribution and revenue share for CRD as part of the Connected Coast high speed internet project, enabling broadband infrastructure and high-speed internet services for the SGI communities of Galiano and Saturna Islands.

RECOMMENDATION

The Electoral Areas Committee recommends to the Capital Regional District Board: That the Last Mile Network Infrastructure Contribution Agreement with City West Cable & Telephone Corporation be approved and that the Chief Administrative Officer be authorized to execute the agreement.

Submitted by:	Justine Starke, MCIP, RPP, Manager, Southern Gulf Islands Electoral Area
Concurrence:	Stephen Henderson, Senior Manager, Real Estate and Southern Gulf Islands
Concurrence:	Kristen Morley, J.D., General Manager, Corporate Services & Corporate Officer
Concurrence:	Varinia Somosan, CPA, CGA, FCMA, Acting GM Finance & IT / Deputy CFO
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer

ATTACHMENT(S)

Appendix A: Last Mile Network Infrastructure Contribution Agreement with City West City West Cable & Telephone Corporation.

Appendix B: Bylaw 4594 Economic Development Service Establishing Bylaw SGI

LAST MILE NETWORK INFRASTRUCTURE CONTRIBUTION AGREEMENT

THIS AGREEMENT made the ▼ day of ▼, 2025 (the "Effective Date").

BETWEEN:

CITY WEST CABLE & TELEPHONE CORP., a British Columbia company having its principal office at 248 3rd Avenue West, Prince Rupert, British Columbia, V8J 1L1

("CITY WEST")

AND:

THE CAPITAL REGIONAL DISTRCT, a British Columbia regional district having its principal business office at 625 Fisgard Street, Victoria, BC V8W 1R7

("CRD")

WHEREAS:

- A. Capitalized terms used in these Recitals and in this Agreement have the meanings ascribed to them in Section 1.1;
- B. City West, a wholly-owned corporation of the City of Prince Rupert, owns and operates an integrated commercial and retail communications network business providing connectivity services including internet, television, and home phone;
- C. The CRD is responsible for, *inter alia*, providing services necessary or desirable for its region and fostering the economic and social well-being of its region;
- D. The CRD has enacted Bylaw No. 4594, "Economic Development Service Establishing Bylaw (Southern Gulf Islands) No. 1, 2024", a local service encompassing the geographic boundaries of Galiano Island and Saturna Island (the "Service Areas") for the promotion of economic development, which may include providing a capital contribution for high-speed internet service within each Service Area;
- E. City West and the CRD (the "**Parties**" and each a "**Party**"), through the establishment by their affiliates of the Connected Coast Network Partnership, have developed the Connected Coast Network to provide backbone infrastructure to bring new or improved high-speed internet accessibility to rural and remote coastal communities along coastal British Columbia, Haida Gwaii and Vancouver Island;
- F. The Parties now wish to develop the last mile (fibre to the home) for unserved and underserved residents within the Service Area;
- G. Pursuant to section 275(1)(c) of the *Local Government Act*, the CRD may operate the service of providing capital financing for high-speed internet service to an area without access to high speed internet service:
- H. Upon satisfaction of the Conditions Precedent herein, City West will incorporate a wholly owned subsidiary to which City West will assign this Agreement in accordance with Section 13.5 (b);

and

I. The Parties wish to record their respective rights and obligations with respect to the design, construction, installation, maintenance and ownership of the Last Mile Network and the provision of the Services as hereinafter set forth.

NOW THEREFORE THIS AGREEMENT WITNESSES that for and in consideration of the mutual terms and agreements hereinafter set forth, the Parties covenant, agree and promise each with the other as follows:

1. INTERPRETATION

- 1.1 **Defined Terms.** In addition to the terms otherwise defined in this Agreement, the following terms have the meanings set out below:
 - (a) "Affiliate" has the meaning given in the *Business Corporations Act*, S.B.C. 2002, c. 57, as may be amended or replaced from time to time.
 - (b) "Agreement" means the agreement including the recitals and Schedules to this agreement, as amended from time to time in accordance with this agreement.
 - (c) "Annual Gross Project Revenues" the gross revenues paid by Project Customers to City West for communications network services that utilize the Network Infrastructure, except for Excluded Revenues.
 - (d) "Annual Net Project Revenues" the Annual Gross Project Revenues minus the annual Operating Costs and Overhead Charges for the corresponding Fiscal Year.
 - (e) "Applicable Laws" means all applicable federal, provincial and municipal laws, bylaws, codes, rules, regulations, ordinances and requirements applicable to the Project and the Services.
 - (f) "Business Day" means a day other than Saturday, Sunday or a statutory holiday in British Columbia.
 - (g) "City West Group" means, collectively, City West and its Affiliates, composing a corporate group that owns and operates an integrated commercial and retail communications network business providing connectivity services including internet, television, and home phone..
 - (h) "City West Separate Business" means City West's separate business carried on independently from time to time by the members of the City West Group, which business is separate, apart, and unrelated to City West's provision of the Services to Project Customers pursuant to this Agreement.
 - (i) "Conditions Precedent" has the meaning given in Section 7.1.
 - (j) "Connected Coast Network" means the fibre optic communications network comprising approximately 3,400 kilometres of subsea fibre-optic cable and the associated landing site points along the associated coastline, running from Prince Rupert, British Columbia south to Vancouver, British Columbia, and then to Vancouver Island. Haida Gwaii and further north to Lax Kw'alaams.

- (k) "Connected Coast Network Partnership" means the partnership formed by City West Management Corp. and the Strathcona Connected Coast Network Corp. for the purposes of, *inter alia*, establishing the Connected Coast Network.
- (I) "CRD" means the Capital Regional District, a British Columbia local government having its principal business office at 625 Fisgard Street, Victoria, BC V8W 1R7.
- (m) "Election Notice" has the meaning given in Section 2.2.
- (n) "Event of Default" has the meaning given in Section 8.1.
- (o) "Excluded Revenues" has the meaning set out in Subsection 6.4.
- (p) "Fiscal Year" means the fiscal year that begins on January 1 and ends on December 31 of each year.
- (q) "Last Mile Network" means the network of telecommunications infrastructure installed to connect end-users to the Connected Coast Network.
- (r) "Local Government Act" means the Local Government Act, R.S.B.C. 2015, c. 1, as may be amended or replaced from time to time.
- (s) "Network Infrastructure" means, collectively, all works and services to be designed, constructed and installed by City West in connection with the establishment of the Last Mile Network and for certainty, excludes: (i) any communications network assets acquired, built or otherwise created by City West as a component of City West's Separate Business (as defined in Subsection 6.4), to provide communications network services beyond the Last Mile Network; and (ii) any communications infrastructure of the Connected Coast Network.
- (t) "Non-Defaulting Party" means a Party that is not a Party in default under Section 8.1.
- (u) "Ongoing Capital Investment Costs" mean, collectively any capital expansion, improvement or upgrade costs in respect of the Network Infrastructure.
- (v) "Operating Costs" mean, collectively, the actual out-of-pocket costs incurred by City West required to operate and maintain the Network Infrastructure and the Third Party Project Sites through its life cycle following completion of design, construction and installation including, without limitation, costs relating to the provision of Services, taxes, insurance and capital maintenance and capital renewal/replacement costs, but do not include Ongoing Capital Investment Costs, Overhead Charges, or revenue sharing agreements with third parties.
- (w) "Overhead Charges" means the amounts necessary to cover the City West Group's general and administrative costs, excluding Operating Costs and Ongoing Capital Investment Costs, reasonably attributable to the conduct of the Services as estimated by the directors of City West acting reasonably and, in any event, not to exceed 25% of the Annual Gross Project Revenues in any given Fiscal Year during the Term.
- (x) "**Project**" means the development, design, construction and operation of the Network Infrastructure.

- (y) "Project Customers" means residents within the Service Area that receive Services from City West utilizing the Network Infrastructure.
- (z) "Service Area" has the meaning given in Recital D.
- (aa) "Service Records" has the meaning given in Section 6.5.
- (bb) "Services" means, collectively, the connectivity services to be provided by City West pursuant to this Agreement and utilizing the Network Infrastructure, including high speed internet, television, and home phone services, together with all billing and collection services, technology support and customer service required in connection with the supply of such connectivity services.
- (cc) "Substantial Completion" means the date at which the construction of the infrastructure, technologies and facilities making up the Last Mile Network is completed such that all segments of the Last Mile Network are implemented and available to provide service to Project Customers.
- (dd) **Third Party Project Sites**" has the meaning given in Section 4.2(a).

2. THE AGREEMENT

2.1 Term

Subject to Section 2.2 below, this Agreement shall commence on the Effective Date and continue in effect in respect of the development and construction of the Project and the provision of the Services until the earlier of:

- (i) 30 years following the date of Substantial Completion; and
- (ii) the date this Agreement is terminated in accordance with Section 9 below.

2.2 Extension of Term

Unless one of the Parties delivers a written election not to renew the Agreement (the "**Election Notice**") to the other Party on or before that date that is 180 days prior to the expiry of the then current term of this Agreement, as set out in Section 2.1(i) above, or any renewal term, as the case may be, this Agreement will automatically renew for further consecutive five (5) year renewal terms. For certainty:

- (a) if an Election Notice is delivered by one of the Parties in accordance with this Section 2.2 the Agreement will continue in effect until the expiry of the then current term; and
- (b) once a renewal term has commenced, the Agreement may only be terminated in accordance with Section 9 below.

Any renewal agreement will contain the same terms, covenants, agreements and provisos contained in this Agreement.

3. ARRANGEMENT

3.1 Relationship between the Parties

Commencing on the Effective Date and continuing until termination in accordance with the provisions of this Agreement, the Parties hereby associate themselves and hereby enter into this Agreement for the limited purposes set forth herein. The Parties agree that the provisions of this Agreement shall hereafter govern and define their respective rights, proceeds, revenues, benefits, liabilities, interests, powers and obligations as between themselves with respect to the completion of the Project and the provision of the Services.

3.2 Purpose

The business of the Parties shall be limited strictly to the Project and the provision of the Services. The business of the Parties shall not be extended by implication or otherwise beyond the transactions contemplated herein unless approved in writing by each Party.

3.3 Other Activities

Nothing in this Agreement prevents or restricts either Party from carrying on any other business or venture independently or with others.

3.4 Disclaimer of Partnership

Nothing in this Agreement will constitute the Parties as partners or, except as specifically provided in this Agreement, constitute either Party as agent of the other and each Party expressly disclaims any intention to create a partnership or, except as specifically provided in this Agreement, an agency arrangement between them and covenants with the other Party that it will not at any time, allege or claim that such a partnership or agency arrangement was created.

4. PROJECT DEVELOPMENT

4.1 Project Construction

City West will, itself or through third-party contractors, design and construct the Network Infrastructure in accordance with the following project milestones.

- 1. Milestone #1: At this stage the design is complete for the entire network or a segment of the network.
- Milestone #2: At this stage, the entire network or network segment(s) is built.
- 3. Milestone #3: At this stage, the entire network or network segment(s) is in operation (fully or partially) and broadband services are available.

4.2 Third Party Project Site Access

(a) The CRD will use commercially reasonable efforts to assist City West to obtain secure, long-term tenure to any lands and improvements required for the Project, including without limitation the construction, installation and operation of the Network Infrastructure, that are privately owned by third-parties (the "Third Party

Project Sites").

4.3 Capital Costs

- (a) City West will be responsible for identifying and obtaining grant funding from senior levels of government and other third-party sources to fund the cost of the Project. The CRD will, upon City West's request, cooperate and provide Project related information to such funding sources to the extent reasonably necessary to facilitate City West obtaining such funding.
- (b) Subject to subsection (c) below, City West will be responsible for all costs in respect of the design, build, construction and installation of the Network Infrastructure.
- (c) In the event that City West is not able to secure funding to pay the total of all of the design, build and construction costs in respect of the Network Infrastructure ("Network Infrastructure Costs"), the CRD will make a capital contribution of no more than 5.145% of the overall Network Infrastructure Costs up to a maximum of \$495,500 (the "the CRD Contribution") to City West to cover a portion of any shortfall between total actual Network Infrastructure Costs and the amount of the funding received by City West pursuant to Section 4.3(a), provided that City West covers the remaining shortfall. The CRD Contribution may be funded from sources that include, but are not limited to, grant funding from senior levels of government, gas tax revenues, local area service taxes, developer contributions and/or borrowing. The anticipated capital contributions by the CRD for each Service Area's Network Infrastructure and proposed Last Mile Infrastructure Maps are included in Appendix A.

4.4 Operating Costs and Overhead Charges

City West will pay 100% of all Operating Costs and Overhead Charges associated with the operation, maintenance, repair and management of the Network Infrastructure. City West will be entitled to deduct all annual Operating Costs and Overhead Charges incurred pursuant to this Agreement from the Annual Gross Project Revenues received from the provision of the Services in accordance with Section 6.2 below.

4.5 Ownership of Network Infrastructure

Notwithstanding any the CRD Contribution made pursuant to Section 4.3(c), City West will retain sole ownership of the Network Infrastructure, including the communications network and related assets that are acquired, built or otherwise created for the purposes of delivering network services to Project Customers.

5. PROVISION OF SERVICES

5.1 City West to Provide Services

During the Term, City West will manage, maintain and operate, and oversee the operation of, the Network Infrastructure, including the operation of all equipment and facilities used for the provision of the Services within the Service Area, and all activities and undertakings ancillary and incidental thereto, with a view of profit.

5.2 Last Mile Network Infrastructure Technology

In designing and constructing the Last Mile Network, City West covenants to use exclusively fibre as the technology for the Network Infrastructure except if it would be commercially unreasonable to utilize fibre due to extreme geographic or topographic limitations, in which case, City West may, with reasonable notice to the CRD, use an alternative technology provided it meets the minimum requirements of the *High-Speed Internet Service Regulation* and section 275 of the *Local Government Act*.

5.3 Service Standards

- (a) City West will provide the Services to the Project Customers on terms and conditions customary to the telecommunications industry (including without limitation the minimum service standard commitments set out in Section 5.3(b)).
- (b) In the course of performing the Services, City West will:
 - dedicate and apply the time, personnel, expertise and other business resources reasonably necessary to perform the Services to a standard not less than the standard of service associated with the City West Separate Business;
 - (ii) from time to time, and promptly upon the request of the CRD, cause senior officers to make themselves available to meet with the authorized representatives of the CRD regarding the provision of the Services and to receive and respond to the CRD's questions and concerns regarding the Services; and
 - (iii) implement internal processes and procedures to safeguard and protect the confidential information of the CRD and any Project Customers provided to or obtained by City West in providing the Services.

6. OPERATING COSTS AND DISTRIBUTION OF ANNUAL NET PROJECT REVENUES

6.1 Operating Costs and Overhead Charges

City West will pay 100% of all Operating Costs and Overhead Charges associated with the operation, maintenance, repair and management of the Network Infrastructure and Third Party Sites and will be entitled to deduct all annual Operating Costs and Overhead Charges from the Annual Gross Project Revenues prior to any distribution of Annual Net Project Revenues pursuant to Section 6.2.

6.2 Distribution of Net Project Revenues

Except as otherwise set out in this Agreement, the Parties agree that each year all Annual Net Project Revenues from City West's provision of the Services to Project Customers will be shared by the Parties on an annual basis as follows:

- (a) City West 89.71%; and
- (b) The CRD 10.29% (the "CRD Revenue Share").

6.3 CRD Revenue Share

Intentionally deleted.

6.4 Product Offerings

City West will develop and establish the retail pricing to be collected as Project Revenues for product offerings for communications network services provided to Project Customers through the Network Infrastructure (the "**Product Offerings**") that City West may offer for sale to its Project Customers. All revenues generated by the sale of Product Offerings to Project Customers, excluding revenues of CityWest's Separate Business (the "Excluded Revenues"), will be received by City West for the account of the Parties as Project Revenues.

6.5 Financial Statements

City West will prepare and maintain at its principal office in British Columbia proper and sufficient books, accounts and supporting business records in respect of the provision of the Services (the "Service Records"). City West will also prepare financial statements of its business and affairs in relation to the Project and the Services, which annual financial statements will be prepared on an accrual basis in accordance with generally accepted accounting principles. Within 60 days of the preparation of the annual financial statements, City West will provide or cause to be provided to the CRD an accounting showing the Project costs, Operating Costs, Overhead Charges, and Annual Gross Project Revenue for the Fiscal Year then ending (the "Annual Accounting Report"). For the purpose of verifying the Annual Accounting Report, the CRD shall have the right through any agent, employee or chartered accountant designated by it, at all reasonable times during usual business hours to: (i) examine and make copies of extracts from the book and records of City West which pertain to the Project and the Annual Accounting Report; and (ii) will have the right, at its cost, to have the Annual Accounting Report audited by a chartered accountant chosen by the CRD, and acceptable to City West acting reasonably. City West will act promptly and in good faith to reimburse the CRD to the extent of any discrepancies shown to be due the CRD by any such audit that exceed in the aggregate \$5,000. If there is a discrepancy in excess of \$5,000. City West shall reimburse the CRD for its audit costs, otherwise the CRD shall bear all expenses incurred by it in any such examination or copying made for its account.

7. CONDITIONS PRECEDENT

7.1 Conditions Precedent

The obligations of the Parties to carry out the requirements of this Agreement are subject to the following conditions (collectively, the "Conditions Precedent") being satisfied or waived on or before the dates set out herein:

- (a) on or before that date that is two months after the Effective Date, the Board for the CRD approving the substantial terms of this Agreement and the transactions contemplated herein;
- (b) on or before that date that is two months after the Effective Date, the Board for City West approving the substantial terms of this Agreement and the transactions contemplated herein; and
- (c) on or before that date that is two months after the Effective Date, City West obtaining secure, long-term access rights to any Third-Party Project Sites necessary for the Project or the provision of the Services.

7.2 Waiver of Conditions Precedent

The Conditions Precedent in Section 7.1(a) is for the CRD's sole benefit and may be waived, unilaterally by the CRD, at the CRD's election. The Condition Precedent in Section 7.1(b) is for City West's sole benefit and may be waived, unilaterally by City West, at City West's election. The Condition Precedent in Section 7.1(c) is a mutual condition for the benefit of both the CRD and City West and may only be waived by both parties. If any of the Conditions Precedent are not satisfied or waived within the time herein provided then the Parties' respective obligation under this Agreement will be at an end, except as otherwise set out herein.

8. DEFAULT

8.1 Default

A Party will be in default of this Agreement if it:

- (a) fails to observe, perform or carry out any of its material obligations hereunder and such failure continues for 45 days after any of a Non-Defaulting Party has in writing demanded that such failure be cured; or
- (b) becomes a bankrupt or commits an act of bankruptcy or if a receiver or receivermanager of its assets is appointed or makes an assignment for the benefit of creditors or otherwise.

(any such event being an "Event of Default").

8.2 Remedies on Default

In the event of an Event of Default by a Party, any Non-Defaulting Party may do any one or more of the following:

- (a) pursue any remedy available to them in law or equity, it being acknowledged by each of the Parties that specific performance, injunctive relief (mandatory or otherwise) or other equitable relief may be the only adequate remedy;
- (b) take all actions as may reasonably be required to cure the default, in which event all payments, costs and expenses incurred therefor will be payable by the defaulting Party to the other Party on demand with interest at 10%;
- (c) waive the Event of Default; or
- (d) unilaterally terminate the Agreement.

9. TERMINATION

- **9.1** This Agreement may only be terminated:
 - (a) by the mutual agreement of the Parties; or
 - (b) in accordance with Section 8.2(d) above.

10. INDEMNITIES

10.1 City West Indemnity

City West shall indemnify and hold harmless the CRD from and against all claims, demands, losses, costs (including without limitations client-based solicitor costs), damages, actions, suits or proceedings, sustained by the CRD which are arising out of any:

- (a) loss of or damage to property relating to the Project or the provision of the Services;
- (b) breach of a legal duty arising under Applicable Laws;
- (c) claim for or in respect of the death or personal injury of any individual as a result of the design, construction or installation of the Network Infrastructure;
- (d) other claim, action, charge, cost, demand or expense by a third party relating to City West undertaking the design, construction or installation of the Network Infrastructure or the provision of the Services; or
- (e) breach by City West of any representations or warranties given by it in this Agreement,

save and except to the extent caused by the negligence or willful acts or omissions or misconduct of the CRD or as a result of a breach by the CRD of an express provision of this Agreement.

10.2 The CRD Indemnity

The CRD shall indemnify and hold harmless City West from and against all claims, demands, losses, costs (including without limitations client-based solicitor costs), damages, actions, suits or proceedings, sustained by City West which are:

- (a) arising out of any breach by the CRD of any representations or warranties given by it in this Agreement; or
- (b) arising in respect of any challenge to the validity of this Agreement or any provision herein brought by a third party, including without limitation any regulatory body,

save and except to the extent caused by the negligence or willful acts or omissions or misconduct of City West or as a result of a breach by City West of an express provision of this Agreement.

10.3 Survival of Indemnities

The indemnities set out in Sections 10.1 and 10.2 above will be true and accurate when the Parties sign this Agreement and will continue to be true and accurate throughout the Term of this Agreement.

11. REPRESENTATIONS AND WARRANTIES

11.1 The CRD Representations and Warranties

The CRD represents and warrants to City West that:

(a) the CRD is a regional district under the laws of British Columbia;

- (b) upon waiving the Condition Precedent in Section 7.1(a), the CRD shall have taken all necessary corporate action to authorize and approve the execution and delivery of this Agreement and the completion of the obligations contemplated herein;
- (c) upon waiving the Condition Precedent in Section 7.1(a), the CRD shall have the full power, authority and capacity to enter into this Agreement and carry out the transactions contemplated herein;
- (d) the execution and performance of this Agreement does not and will not contravene any statutory requirement applicable to the CRD at the date of the Parties entering into this Agreement;
- (e) there are no existing provisions in the CRD's procurement, contract execution/approval, accounting and pricing policies which restrict or limit the powers of the CRD to enter into this Agreement and to carry out the obligations contemplated herein; and
- (f) there is no known action or proceeding pending, or to the CRD's knowledge threatened, against the CRD before any court, arbiter, arbitration panel, administrative tribunal or agency which, if decided adversely to the CRD, might materially affect the CRD's ability to perform its obligations hereunder or that will have an adverse effect on the timing or implementation of this Agreement.

11.2 City West Representations and Warranties

City West represents and warrants to the CRD that:

- (a) City West has been duly incorporated, validly exists and is in good standing under the *BC Corporations Act*;
- (b) City West is duly and fully qualified, authorized, licensed and registered to carry out its activities, and to the knowledge of City West it is conducting such activities in compliance in all material respects with all Applicable Laws and regulations and all such licences, registration and qualifications are valid and subsisting and in good standing in all material respects;
- (c) all necessary corporate action on the part of the City West has been taken to authorize and approve the execution and delivery of this Agreement and the completion of the obligations contemplated herein;
- (d) there is no provision in City West's constating documents or any other agreement or documents to which City West is a party which restricts or limits the powers of City West to enter into this Agreement and to carry out the obligations contemplated herein;
- (e) City West is not subject to any obligation, non-compliance with which is likely to have a material adverse effect on its ability to undertake the Project or provide the Services; and
- (f) there are no known actions, suits or proceedings pending, or to its knowledge threatened against City West in any court or before any Governmental Authority which are likely to materially adversely affect the financial condition of City West.

11.3 Survival of Representations and Warranties

The representation and warranties of the Parties as set out in Sections 11.1 and 11.2 above, excepting 11.1(f) and 11.2(f), will be true and accurate when the Parties sign this Agreement, or are true post-waiver of any applicable conditions precedent, and will continue to be true and accurate throughout the Term of this Agreement. The Parties acknowledge their representations in 11.1(f) and 11.2(f) are true and accurate when the Parties sign this Agreement, and the Parties shall work together through the Term of the Agreement as set out in this Agreement in the event actions, suits or proceedings become known or are threatened in way to have an adverse effect on timing or implementation of the Agreement or materially adversely affect City West's financial condition as applicable.

12. COMMUNICATIONS

12.1 Communications Protocol

All communications regarding this Agreement, or any aspect thereof, will be jointly agreed upon prior to any public release and the parties agree that they will not engage in any communications, advertising or media interviews regarding any of the matters described in this Agreement without the prior written consent of the other party.

13. GENERAL

13.1 Confidentiality and FOIPPA Compliance

- (a) The CRD and City West acknowledge and agree that each of them, by virtue of either being a local government or corporation affiliated with a local government under the Local Government Act, as applicable, are subject to the Freedom of Information and Protection of Privacy Act (British Columbia) from time to time in force and all amendments thereto and includes all regulations and amendments thereto made pursuant to that Act (collectively, "FOIPPA"); and each of the Parties will comply with the requirements of FOIPPA.
- (b) Except as required by FOIPPA, a Party will not, at any time either during the duration of this Agreement or thereafter, disclose to or discuss with others any confidential knowledge or information concerning the Project or Project Customers, and no Party will use, for its own benefit or any other purpose, or make notes of any confidential knowledge or information that has been obtained relating to the Project or the Project Customers except with the other Party's prior written consent.

13.2 Amendments

No amendment, supplement, restatement or termination of any provision of this Agreement is binding unless it is in writing and signed by each Party to this Agreement at the time of the amendment, supplement, restatement or termination.

13.3 Construction

The division of this Agreement into Sections, Subsections and Schedules, the insertion of headings and the provision of a table of contents are for convenience only, do not form a part of this Agreement and will not be used to affect the construction or interpretation of this Agreement. The word "including" will not be construed as limiting the general term or statement immediately

preceding. Unless otherwise specified:

- (a) each reference in this Agreement to "Section", "Subsection" and "Schedule" is to a Section or Subsection of, and a Schedule to, this Agreement;
- (b) each reference to a statute is deemed to be a reference to that statute, and to the regulations made under that statute, as amended or re-enacted from time to time;
- (c) words importing the singular include the plural and vice versa and words importing gender include all genders;
- (d) references to time of day or date mean the local time or date in Vancouver, British Columbia,
- (e) all references to amounts of money mean lawful currency of Canada, and
- (f) an accounting term has the meaning assigned to it, and all accounting matters will be determined, in accordance with Canadian generally accepted accounting principles consistently applied.

13.4 Time

Time will be of the essence of this Agreement.

13.5 Assignment

- (a) No Party will assign this Agreement, or any part of this Agreement, without the consent of the other Party. Any purported assignment without the required consent is not binding or enforceable against any Party.
- (b) Notwithstanding Subsection 13.5 (a), City West may, with notice to the CRD, effect an assignment of all its rights and obligations under this Agreement to an Affiliate.

13.6 Notice

All notices to a Party by another Party must be in writing and delivered to or sent by electronic transmission addressed to the Party set out on the first page of this Agreement or to any other address, e-mail address or individual that the Party designates. Any notice:

- (a) if validly delivered, will be deemed to have been given when delivered;
- (b) if validly transmitted by sent by electronic transmission before 3:00 p.m. (local time at the place of receipt) on a Business Day, will be deemed to have been given on the Business Day, and
- (c) if validly transmitted by sent by electronic transmission after 3:00 p.m. (local time at the place of receipt) on a Business Day, will be deemed to have been given on the Business Day after the date of transmission.

13.7 Dispute Resolution

All disputes between the Parties arising out of or in connection with this Agreement, which cannot be settled by them, will be resolved in the following manner:

- (a) First, the Parties will use all reasonable efforts to resolve any dispute, controversy, non-agreement or claim (a "**Dispute**") through good faith negotiations.
- (b) Second, if such good faith negotiations do not resolve the Dispute, the following will apply: if such a Dispute should arise, senior designated representatives of each Party ("Designated Representatives") will attempt to resolve the matter within fourteen (14) days of the matter being referred to them, or any other period agreed upon by the Parties; in the event that the Designated Representatives are unable to resolve the matter within fourteen days of the matter being referred to them, or any other period agreed upon, such matter will initially be attempted to be resolved by mediation as set out below.
- (c) **Mediation.** In the event that the Dispute is not resolved within forty five (45) days of the internal mechanisms described above, the Parties will refer the matter to non-binding mediation, with the mediation to be chosen by the Parties upon agreement at such time. The Parties will share the cost of the mediation equally. The decision of the mediator will not be binding on the Parties.
- (d) **Arbitration**. In the event the Dispute is not resolved through mediation, then the Dispute will be referred to a single arbitrator under the *Arbitration Act* (BC) then in effect in British Columbia whose decision thereon will be determined by the majority decision of the panel of arbitrators and will be final, binding and conclusive.

All arbitration proceedings will be conducted, unless the Parties otherwise agree, in Vancouver, British Columbia. Any matter, issue or dispute referred to arbitration will be dealt with on an expeditious basis with the Parties using all commercially reasonable efforts to obtain and implement a timely decision of the arbitration panel.

Any Party may at any time after a matter, issue or dispute referred to arbitration under this Section has been outstanding for 180 days, calculated from the date of delivery of the initial notice of dispute in respect thereof, commence proceedings in the Supreme Court of British Columbia to have the dispute determined therein, whereupon all arbitration proceedings will terminate except that no such proceedings may be commenced unless such Party has determined, acting reasonably and in good faith, that such Court proceedings are reasonably likely to resolve the matter in dispute in a manner that is more timely or less costly, or both, than would be the case if the arbitration proceeding continued; or competent jurisdiction for any remedy that is beyond the jurisdiction of the arbitrator to grant and which a Party reasonably requires in order to maintain its rights under this Agreement.

13.8 Entire Agreement

This Agreement constitutes the entire agreement among the Parties with respect to the subject matter hereof and supersedes all prior agreements, negotiations, discussions, undertakings, representations, warranties and understandings, whether written or oral.

13.9 Further Assurances

The Parties will from time to time promptly execute and deliver all further documents and take all further action necessary or appropriate to give effect to the provisions and intent of this Agreement and to complete the transactions contemplated hereby.

13.10 Severability

Each provision of this Agreement is severable. If any provision of this Agreement is or becomes illegal, invalid or unenforceable in any jurisdiction, the illegality, invalidity or unenforceability of that provision will not affect:

- (a) the legality, validity or enforceability of the remaining provisions of this Agreement; or
- (b) the legality, validity or enforceability of that provision in any other jurisdiction.

except that if:

- (c) on the reasonable construction of this Agreement as a whole, the applicability of the other provision presumes the validity and enforceability of the particular provision, then the other provision will be deemed also to be invalid or unenforceable; and
- (d) as a result of the determination by a court of competent jurisdiction that any part of this Agreement is unenforceable or invalid and if, as a result of this Section, the basic intentions of the Parties in this Agreement are entirely frustrated, then the Parties will use all reasonable efforts to amend, supplement or otherwise vary this Agreement to confirm their mutual intention in entering into this Agreement.

13.11 Counterparts

This agreement may be executed and delivered in any number of counterparts with the same effect as if all Parties had all signed and delivered the same document and all counterparts will be construed together to be an original and will constitute one and the same agreement.

13.12 Delivery by Electronic Means

Any Party may deliver an executed copy of this Agreement by electronic mail transmission, but that Party will dispatch by delivery in person to the other Party an originally executed copy of this Agreement as soon as is reasonably practicable thereafter.

13.13 Governing Law

This agreement will be governed exclusively by, and are to be enforced, construed and interpreted exclusively in accordance with, the laws of British Columbia and the laws of Canada applicable in British Columbia which will be deemed to be the proper law of this Agreement.

13.14 Succession

This agreement will enure to the benefit of and be binding on the Parties, their respective permitted assigns, successors, heirs, executors and administrators.

13.15 Legal Advice

Each of the Parties acknowledge and agree that they have obtained independent legal advice with respect to this Agreement and the obligations and liabilities set out herein.

IN WITNESS WHEREOF the Parties have hereunto set their hands and affixed their seals as of the day and year first above written.

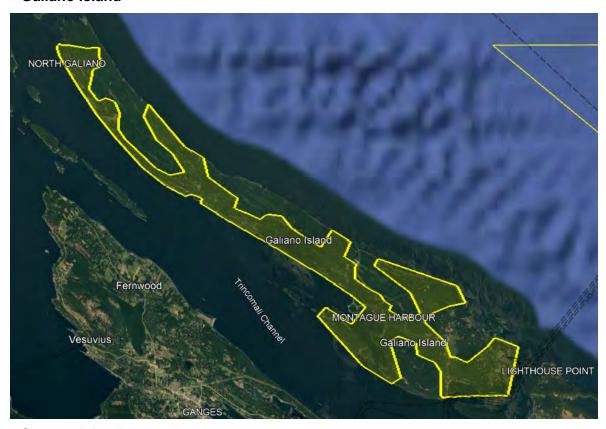
CITY WEST CABLE & TELEPHONE CORP. T	THE CAPITAL REGIONAL DISTRICT		
Per: Stefan Woloszyn, Chief Executive Officer	Per: Ted Robbins, Chief Administrative Officer		

APPENDIX A – CRD CAPITAL CONTRIBUTIONS & PROPOSED LAST MILE INFRASTRUCTURE MAPS

Total Capital Contribution for Galiano and Saturna Islands: \$495,500.00

Area of Operations

Galiano Island



Saturna Island



CAPITAL REGIONAL DISTRICT BYLAW NO. 4594

A BYLAW TO ESTABLISH THE SOUTHERN GULF ISLANDS ELECTORAL AREA ECONOMIC DEVELOPMENT SERVICE

WHEREAS:

- A. Under section 332 of the *Local Government Act*, a Regional District may operate any service the Board considers necessary or desirable for all or part of the Regional District;
- B. The Board of the Capital Regional District wishes to establish a service for the promotion of economic development in the Southern Gulf Islands Electoral Area;
- C. Section 275(1)(c) of the *Local Government Act* provides that a Regional District may operate the service of providing capital financing for high-speed internet service to an area without access to high-speed internet service, and the Board of the Capital Regional District considers that the provision of high-speed internet service is essential to the promotion of economic development within the Southern Gulf Islands Electoral Area;
- D. The approval of the Inspector of Municipalities has been obtained under section 342 of the *Local Government Act*; and
- E. The Southern Gulf Islands Electoral Area Director has provided participating area approval by consenting in writing under s. 347(2) of the *Local Government Act*.

NOW THEREFORE the Regional Board of the Capital Regional District, in open meeting assembled, enacts as follows:

Service

- 1. The service established by this Bylaw is a service for the promotion of economic development in the Service Area, which may include but is not limited to:
 - (a) the preparation of an economic development strategy for the Service Area;
 - (b) coordinating economic development activities within the Service Area, including marketing programs to encourage new businesses and the retention of existing businesses;
 - (c) liaising with other levels of government, community leaders, the private sector and other stakeholders in relation to economic development within the Service Area;
 - (d) providing services and programs which facilitate and promote economic development within the Service Area;
 - (e) grants and other forms of financial assistance to community organizations, in support of community programs and activities that will promote economic

CRD Bylaw No. 4594 Page 2

development;

(f) providing capital financing for high-speed internet service within the Service Area; and

- (g) the use of revenue earned under an agreement with the recipient of capital financing for high-speed internet service to fund economic development initiatives within the Service Area.
- 2. "Promotion of economic development" does not include:
 - a. Assistance to business, commercial, or industrial undertakings, unless authorized by law;
 - b. Activities for hands-on economic development services, where non-seasonal and longer than a three-year period; and
 - c. Activities unrelated or unconnected to promotion.
- 3. The Regional District may enter into contracts with external parties to deliver the Service within the Service Area.

Boundaries

4. The boundaries of the Service Area are the boundaries of the Southern Gulf Islands Electoral Area (the "Service Area").

Participating Areas

5. The participating area for this service is the Southern Gulf Islands Electoral Area.

Cost Recovery

- 6. As provided in section 378 of the *Local Government Act*, the annual cost of providing the Service shall be recovered by one or more of the following:
 - (a) property value taxes imposed in accordance with Division 3 of Part 11 of the *Local Government Act*;
 - (b) fees and charges imposed under section 397 of the *Local Government Act*;
 - (c) revenues raised by other means authorized by the *Local Government Act* or another Act:
 - (d) revenues received by way of agreement, enterprise, gift, grant or otherwise.

Citation

7. This Bylaw may be cited for all purposes as "Economic Development Service Establishing Bylaw (Southern Gulf Islands) No. 1, 2024".

READ A FIRST TIME THIS	11 th	day of	September,	2024
READ A SECOND TIME THIS	11 th	day of	September,	2024
READ A THIRD TIME THIS	11 th	day of	September,	2024
RECEIVED PARTICIPATING AREA APPROVAL UNDER S. 347(2) OF THE LOCAL GOVERNMENT ACT THIS	9 th	day of	October,	2024
APPROVED BY THE INSPECTOR OF MUNICIPALITIES THIS	20 th	day of	January,	2025
ADOPTED THIS	12 th	day of	February,	2025

Chiff Medeil-Sunth

CORPORATE OFFICER



REPORT TO ENVIRONMENTAL SERVICES COMMITTEE MEETING OF WEDNESDAY, APRIL 16, 2025

SUBJECT Hartland Public Drop-off – Extension of Expanded Hours Pilot

ISSUE SUMMARY

To seek approval to extend the Hartland Landfill and Public Drop-off Depot expanded hours pilot.

BACKGROUND

In June 2024, the Capital Regional District (CRD) Board approved a one-year pilot project to trial increasing access to Hartland Landfill and Public Drop-off Depot. The objectives of the pilot project include:

- increasing diversion rates for materials accepted at Hartland's public drop-off depot, which
 will help decrease the amount of recyclable material ending up in the garbage and assist
 the region in reducing waste by one-third (a target of the CRD's Solid Waste Management
 Plan).
- decreasing the amount of traffic at the Hartland public drop-off depot during peak depot hours.
- receiving feedback from the public to inform whether the pilot should be a permanent service.

Starting Saturday, June 15, 2024, the hours at Hartland Landfill and Public Drop-off Depot were extended on Saturdays by three hours. Below is a table showing the changes to the Hartland hours.

Regular Hartland Hours	Pilot Hours (June 15, 2024)
Weekdays: 9 am to 5 pm	unchanged
Saturdays: 7 am to 2 pm	Saturdays: 7 am to 5 pm
Sundays and statutory holidays: closed	unchanged

The hours for commercial customers accessing the auto scales and active face were also extended to 5 pm on Saturdays. The site remains closed for all customers on Sundays and statutory holidays.

Staff have been collecting public feedback on the pilot project from Hartland customers and neighbours via a Checkbox Survey and the CRD's Infoline at infoline@crd.bc.ca. Scale data will be evaluated to determine if customers are utilizing the depot during the expanded hours.

Staff believe there is value to extending the pilot period to October 31, 2025 to ensure a full year's worth of data can be collected and analyzed before presenting results and recommendations. Resources to extend the pilot have been accounted for in the budget and will not impact other services. Extending the pilot period will allow time for results to be examined, recommendations to be presented and a decision to be made without impacting current service levels.

FINANCIAL IMPLICATIONS

Extending service on Saturdays for an additional three hours incurs approximately \$1,000 in staff costs and an estimated \$3,000 in equipment contract costs. The approximate total annual cost of extending service on Saturdays is an estimated \$208,000. Funding for this extended hour pilot project will be drawn from the Environmental Resource Management annual solid waste operating budgets. The main rationale for the pilot project is to respond to customer long-time demand for better hours, particularly on weekends and not to generate additional revenue.

ALTERNATIVES

Alternative 1

The Environmental Services Committee recommends to the Capital Regional District Board: That the Hartland Landfill and Public Drop-off Depot expanded hours pilot be extended until October 31, 2025.

Alternative 2

The Environmental Services Committee recommends to the Capital Regional District Board: That the Hartland Landfill and Public Drop-off Depot expanded hours pilot conclude on June 15, 2025, without an extension.

Alternative 3

That this report be referred back to staff for additional information.

CONCLUSION

In June 2024, the Capital Regional District began piloting expanded hours at the Hartland public drop-off depot. The pilot is being conducted in response to increased demand at the public drop-off depot and new material bans coming into effect in 2024. During the one-year pilot, Hartland's opening hours were extended to 5 pm on Saturdays. If the pilot is extended through October 2025, it will ensure a full year's worth of data can be analyzed and will inform whether staff recommend the extended pilot hours become a permanent service.

RECOMMENDATION

The Environmental Services Committee recommends to the Capital Regional District Board: That the Hartland Landfill and Public Drop-off Depot expanded hours pilot be extended until October 31, 2025.

Submitted by:	Russ Smith, Senior Manager, Environmental Resource Management
Concurrence:	Luisa Jones, MBA, General Manager, Parks, Recreation & Environmental Services
Concurrence:	Nelson Chan, MBA, FCPA, FCMA, Chief Financial Officer, GM Finance & IT
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer



REPORT TO ENVIRONMENTAL SERVICES COMMITTEE MEETING OF WEDNESDAY, APRIL 16, 2025

SUBJECT Solid Waste Management Plan – 2024 Progress Report

ISSUE SUMMARY

To present the Capital Regional District's (CRD) 2024 Solid Waste Management Plan (SWMP) Progress Report (Appendix A), which identifies progress towards implementing the CRD's SWMP.

BACKGROUND

In BC, it is a requirement under the *Environmental Management Act* for all regional districts to develop solid waste management plans, which are high-level, long-term visions of how a regional district would like solid waste managed within its community, in accordance with the 5R hierarchy of reduce, reuse, recycle, resource recovery and residuals management. The CRD's most recent SWMP was endorsed by the CRD Board in May 2021, and was approved by the Ministry of Environment & Parks (ENV) in July 2023.

The goals of a SWMP may be achieved within the timeframe of the plan or a goal may also be aspirational, something for the CRD to strive for beyond the timeframe of the plan. The 2021 SWMP goals are:

- 1. To surpass the provincial per capita waste disposal target
- 2. To extend the life of Hartland Landfill to the year 2100 and beyond
- 3. To have informed citizens that participate effectively in proper waste management practices
- 4. To ensure the CRD's solid waste services are financially sustainable

Progress Summary

Along with the overarching SWMP goals, the Plan defines three focus areas – Reduce/Reuse, Recycling and Recovery/Residuals Management, and fifteen strategies as guiding principles for achieving the goals. The focus areas and strategies form the basis of service and work plans designed to achieve Plan goals. Annual progress is measured by tracking achievements within the three focus areas with each area assigned a status of 'on track', 'opportunity for improvement' or 'attention required' based on the year's activities. For 2024, the status and key indicators of each focus area are:

Reduce and Reuse (On track – achieved 75% or greater of yearly target):

- The 2024 Solid Waste Market Research and Engagement Study reported 74% of residents show positive attitudes across five waste management behaviours.
- Connected with over 4,631 residents through education and outreach programs.
- The Rethink Waste Community grant funded 24 projects.

Recycling (On track – achieved 75% or greater of yearly target):

 General refuse material bans at Hartland Landfill on wood (clean and treated) and asphalt shingles resulted in 9,600 tonnes of materials diverted.

- Introduced reduced tipping fees at Hartland Landfill for treated wood, clean wood and asphalt shingles to incent diversion from general refuse stream.
- Enacted the Waste Stream Collector Incentive Program to promote multi-stream collection services.
- New contractor began services for the CRD blue box program.

Recovery and Residuals Management (Opportunity for improvement – achieved 50%-75% of yearly target progress):

- Increased the general refuse tipping fee from \$110 to \$150 tonne.
- Achieved a per capita disposal rate of 338 kg/capita, a decrease of 44 kg/capita from 2023.
- Built the Material Diversion Transfer Station at Hartland Landfill.
- Five-year average Airspace Utilization Factor was 0.68 tonnes per cubic metre, missing the target of 0.76 tonnes per cubic metre, creating an opportunity for improvement to extend the life of the landfill beyond 2100.
- Calculated a landfill gas collection efficiency of 43% based on the ENV model, and 50% based on the UBCi model.

The overall progress of the SWMP for 2024 is on track. A complete update on the progress towards implementation of SWMP goals, focus areas and strategies can be found in the attached Progress Report.

Challenges and Opportunities

Implementation of the goals, focus areas and strategies in the SWMP require collaboration and participation from the entire community. Challenges can arise from the distribution of responsibilities and competing priorities.

Challenges that arose in 2024 include:

- Decline in landfill gas collection due to delays in expanding the reach of the existing gas collection system. This is expected to be resolved in 2025 when the gas wells will be connected, leading to improved landfill gas collection efficiency.
- Landfilling of blended biosolids. In June 2024, the CRD Board approved a Long-term Biosolids Management Strategy, leading to biosolids not having to be landfilled in future vears.
- Adjustments and delay to implementation of Hartland Landfill policy changes, including a
 delay on banning on carpet and underlay, as well as delaying a \$300/tonne tipping fee for
 general refuse containing unsorted renovation and demolition materials. These policies will
 be introduced in the future, once end markets are available, industry has had time to adjust
 operations and consultation on policies to restrict flow of general refuse outside the region
 have been completed.

CONCLUSION

The Capital Regional District's (CRD) Solid Waste Management Plan (SWMP) includes four goals, and three focus areas comprised of 15 strategies. An update on the progress towards implementation of the SWMP can be found in the CRD's 2024 SWMP Progress Report. In 2024, the CRD has made progress on many SWMP strategies and action contributing to reduction in the region's per capita disposal rate and an overall status of 'on track'. The CRD's 2024 SWMP Progress Report will be reviewed by the Solid Waste Advisory Committee for monitoring and evaluating purposes.

RECOMMENDATION

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

Submitted by:	Russ Smith, Senior Manager, Environmental Resource Management
Concurrence:	Luisa Jones, MBA, General Manager, Parks, Recreation & Environmental Services
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer

ATTACHMENT

Appendix A: Solid Waste Management Plan – 2024 Progress Report





TERRITORIAL ACKNOWLEDGEMENT

The CRD conducts its business within the Territories of many First Nations, including but not limited to BOKEĆEN (Pauquachin), MÁLEXEŁ (Malahat), paa?čiid?atx (Pacheedaht), Spune'luxutth (Penelekut), Sc'ianew (Beecher Bay), Songhees, SŢÁUTW (Tsawout), T'Sou-ke, WJOŁEŁP (Tsartlip), WSIKEM (Tseycum), and xwsepsum (Esquimalt) Nations, all of whom have a long-standing relationship with the land and waters from time immemorial that continues to this day.



Terms and Abbreviations

3Rs - Reduce, Reuse, Recycle

5Rs - Reduce, Reuse, Recycle, Recovery and Residual Management

C&D - Construction and Demolition

CEC - Compost Education Centre

CRD - Capital Regional District

EPR - Extended Producer Responsibility

ENV - Ministry of Environment and Parks

GHG - Greenhouse Gas

ICI - Industrial, Commercial and Institutional Sector

MFD - Multi-family Dwelling

MSW - Municipal Solid Waste

PPP - Packaging and Paper Products

RNG - Renewable Natural Gas

SWAC - Solid Waste Advisory Committee

SWMP - Solid Waste Management Plan

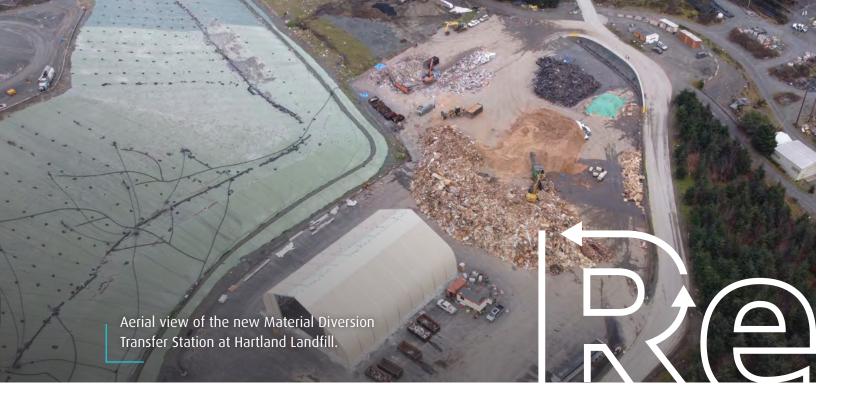
Organizational Overview

The Capital Regional District (CRD) delivers regional, sub-regional and local services to 13 municipalities and three electoral areas on southern Vancouver Island and the Gulf Islands. Governed by a 24-member Board of Directors, the CRD works collaboratively with First Nations and all levels of government to enable sustainable growth, foster community well-being, and develop cost-effective infrastructure, while continuing to provide core services to residents throughout the region.

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Cover image: In 2024, clean wood was banned from general refuse at Hartland Landfill. These residents are dropping off a pallet at Hartland's Public Drop-off Depot in the clean wood bin, which will then be recycled or used in energy recovery.



Overview

This SWMP Progress Report highlights activities undertaken by the CRD in 2024 and satisfies the regular reporting requirements associated with the CRD's SWMP. The SWMP has a target of reducing waste in the region by more than one-third by 2031. Through zero waste and circular economy principles, the plan includes strategies for reducing all streams of solid waste to extend the life of Hartland Landfill to 2100 and beyond.

All costs associated with the CRD's solid waste service are funded through tipping and user fee revenues at Hartland Landfill, collection agreements with product producers, the sale of landfill gas and the sale of recyclables.

Regulations and Commitments

The CRD became responsible for solid waste disposal for the region in 1973 when, at the request of the CRD Board, the Province of BC established solid waste disposal as a regional function of the CRD. In 1975, the CRD acquired Hartland Landfill and subsequently assumed direct operation of the site in 1985.

The site currently operates under a Design, Operations and Closure Plan, in accordance with an Operational Certificate issued by the ENV, as well as the BC Landfill Criteria for Municipal Solid Waste. There is also a provincial authorization in place for asbestos management.

Any solid waste originating from outside of Canada is managed at Hartland Landfill, in accordance with the International Waste Directive under the authority of the Canada Border Service Agency and the Canadian Food Inspection Agency.

Solid Waste Management Planning

The *Environmental Management Act* requires all regional districts in BC to develop plans for the management of MSW and recyclable materials. Solid waste management planning is a proven way to reduce the amount of solid waste requiring disposal in a region, contributing to the protection of the environment.

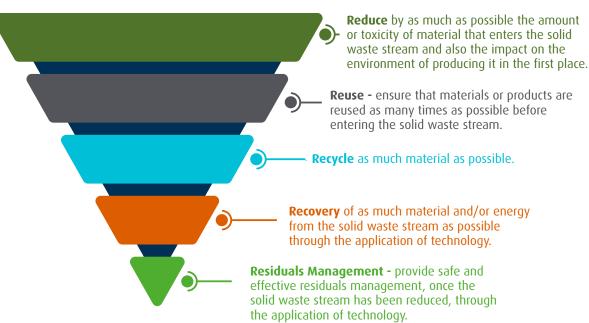
Landfill Operating and Monitoring Requirements

Hartland Landfill is authorized through an Operational Certificate under the *Environmental Management Act*. The Operational Certificate specifies the relevant environmental legislation applicable to the site and sets out requirements for environmental monitoring and annual reporting. Under this regulatory framework, the CRD has established a comprehensive environmental monitoring program to ensure Hartland is not impacting the surrounding environment. More details can be found in the *Hartland Landfill Operating & Environmental Monitoring 2023/2024 Report*.

Solid Waste Management Plan

In BC, regional districts develop SWMPs under the provincial *Environmental Management Act* that are high-level, long-term visions of how the regional district would like to manage its solid waste in accordance with the 5R Pollution Prevention Hierarchy.

5R Pollution Prevention Hierarchy



2024 Solid Waste Management Plan - Progress Report | Rethink Waste

The SWMP for the region was endorsed by the CRD Board in May 2021, and was approved by the ENV in July 2023. The final Plan includes strategies and actions for reducing and managing all streams of solid waste—including recyclables, compostable material and garbage—with an eye to extend the life of Hartland Landfill to 2100 and beyond.

Waste reduction, reuse and recycling can reduce GHG emissions both by lowering the demand for new materials and products (reducing upstream environmental impacts), and by minimizing downstream environmental impacts, such as transporting waste over long distances and disposing of it in landfills.

The SWMP's progress is monitored by the SWAC, an advisory committee established by the CRD's Environmental Services Committee to provide input on solid waste management matters and to meet the requirements of the ENV's *Guide to Solid Waste Management Planning*. Members of the SWAC represent a diversity of backgrounds, interests and geographical location, representing a balance between technical and non-technical members and industry and public members.

Goals

The Province's guidelines for solid waste management planning require SWMPs to have goals—the long-term aims to be achieved as an outcome of the plan. A goal may be achieved within the timeframe of this plan, but a goal may also be aspirational, something for the CRD to strive for beyond the timeframe of this plan. The CRD's SWMP goals are:

- To surpass the provincial per capita waste disposal target (350 kg/capita/year) and aspire to achieve a disposal rate of 125 kg/capita/year
- To extend the life of Hartland Landfill to the year 2100 and beyond
- To have informed citizens that participate effectively in proper waste management practices
- To ensure that the CRD's solid waste services are financially sustainable.

Focus Areas

The SWMP identifies three focus areas consisting of 15 strategies with 72 actions. Over the lifetime of the SWMP, the strategies and actions contained within form the basis of service plans and work plans that are approved by the Board annually as part of the financial planning process. Collaboration with First Nations Governments, municipalities, other solid waste services, CRD divisions and stakeholders will be integral to this process.

The 15 strategies with 72 actions and associated timelines are divided into the following focus areas:

- Reduce and Reuse
- Recycling
- · Recovery and Residuals Management

For more details on the SWMP's 15 strategies, consult Appendix A: SWMP Report Card.

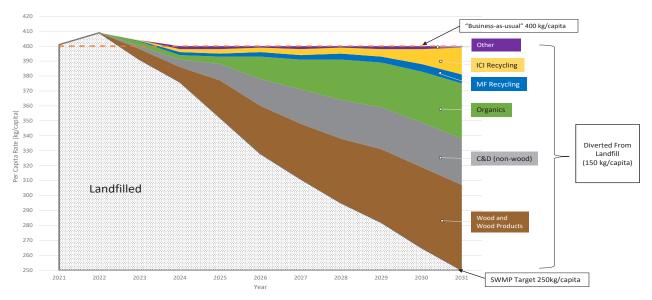


Targets and Tracking

The targets established for this plan are focused on reducing the amount of waste landfilled on a per capita basis. By the end of the 10th year of this plan, the capital region's per capita disposal rate target is 250 kg or less, surpassing the Province's long-term target of 350 kg per capita.

Below is a chart plotting one conceptual pathway to reducing the regional per capita disposal rate from 2021 levels to 250 kg per capita. The actual path taken to achieve waste reduction targets will depend on the actions the community takes to reduce waste, and the work the CRD does to support diversion activity and redirect waste material back into the economy. The chart represents an aggressive timeline to divert materials from the landfill in accordance with the strategies and actions in *Appendix A: SWMP Report Card*.

Conceptual Pathway to Regional Waste Disposal Rate of 250 kg/capita



The metrics used to track and monitor progress for SWMP targets in 2024 are the regional per capita disposal rates, results from studies including the Solid Waste Market Research and Engagement Study and the most recent Solid Waste Stream Composition Study. In 2025, a waste generator study will provide additional data to track and monitor progress for SWMP targets.

Per Capita Disposal

In the SWMP, the per capita waste disposal rate is used to help the CRD, and residents of the region understand progress towards reaching the plan's waste reduction goals and targets. The per capita disposal rate reported in 2024 is 338 kg per capita.

This year saw significant progress in reducing the region's per capita disposal rate. The reduction can, in part, be attributed to the introduction of new material bans from the general refuse stream, an increase in materials used for on-site beneficial use at Hartland Landfill, an increase in food scraps moving through the kitchen scraps transfer station and the implementation of the Waste Stream Collector Incentive Program.

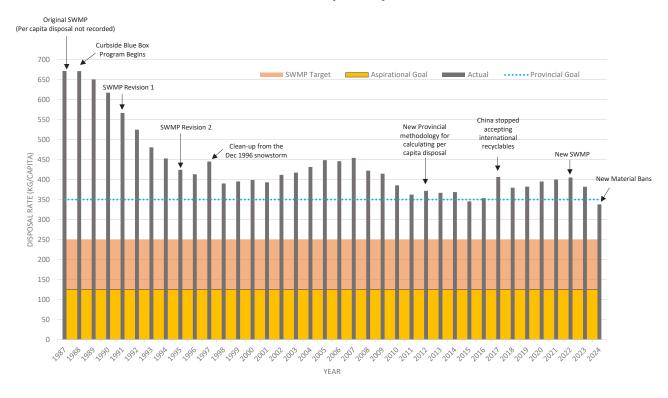
In 2012, the Province of BC began using per capita disposal rates as the standard solid waste metric. Regional disposal rates reported to the ENV include general refuse from the residential sector and ICI sources, as well as waste from construction, demolition and renovation activities. Disposal rates do not include controlled waste like asbestos, biomedical, agricultural waste, heavy industry or contaminated soil. In 2022, the most recent year with provincial data, BC's per capita disposal rate was 479 kg, while the capital region's rate was 409 kg—the fourth lowest in the province. The ENV requires the CRD to report this 409 kg rate, which includes blended biosolids. However, for SWMP reporting, the CRD excludes blended biosolids, reflected in the chart below, as beneficial use strategies for diverting biosolids are not part of the SWMP's strategies or actions.

General Refuse Disposal - Per Capita Disposal Rate for the Capital Region

			Hartland Landfill ¹		a: I	_
Year	Population ²	Received	Beneficial Use ³	Landfilled⁴	Disposal Rate kg/ person	Percentage Change from 2021
2021	432,062	173,899	-1,013	172,886	400	N/A
2022	439,950	183,397	-5,107	178,290	405	+1.3%
2023	455,092	179,075	-5,100	173,975	382	-4.5%
2024	464,934	168,055	-10,866	157,189	338	-15.5%

- 1 Excluding blended biosolids; see pg. 11 for more information
- 2 BC Stats
- 3 Onsite beneficial use of material based on ENV guidelines
- 4 The figure for 2021 includes 6,730 tonnes landfilled at Tervita Highwest Landfill

CRD Historic Per Capita Disposal Rate



Solid Waste Stream Composition Study

Bulky Objects, 0.7% _Electronics, 1.1% Solid waste stream composition studies Tires & Rubber, 1.5% provide valuable benchmark data and Hazardous Waste, 1.6% analysis for evaluating the success _Glass, 1.6% Organics, 16.7% of existing solid waste programs Other, 2.9% and SWMP initiatives. Metals, 3.0% Since 1990, the CRD has commissioned seven Wood & Wood Products, Textiles, 5.1% studies to assess the 18.9% composition of waste Household Hygiene, 6.8% being landfilled at Hartland. The most recent analysis took place in 2022; onstruction & Demo. Plastics, 12.6% the next study will take place 13.3% in 2026.

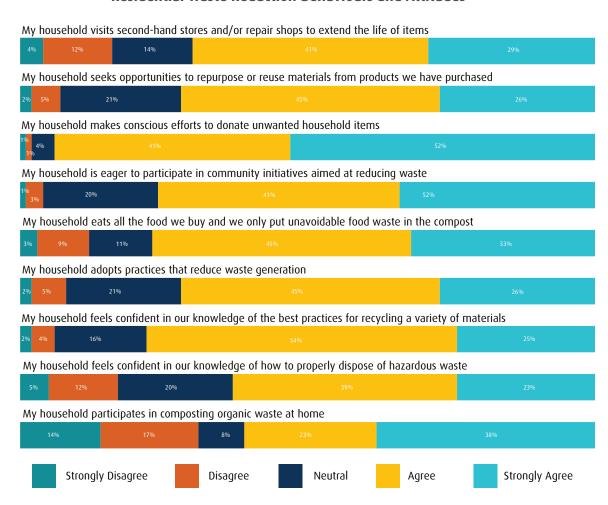
2022 Solid Waste Stream Composition Study Results

Solid Waste Market Research and Engagement Study

The first study was conducted from May to October 2024 using three surveys targeting residents, Hartland Public Drop-Off Depot users and businesses. Surveys were developed to assess behaviours, attitudes, programs, resources and communication strategies related to solid waste within the capital region. Key highlights of the study are as follows:

Residential: Over 1,000 residents were surveyed to assess behaviours and attitudes towards solid waste management themes such as reducing waste, knowledge of best practices and disposal habits. Of residents surveyed, 74% reported positive attitudes (i.e., agree or strongly agree) across five waste management behaviours, including reducing waste, supporting circular economy, composting, confidence in their waste disposal knowledge and supporting community initiatives. Barriers identified by residents included lack of knowledge on where and how to dispose of materials such as foam and flexible plastic packaging.

2024 Solid Waste Market Research and Engagement Study: Residential Waste Reduction Behaviours and Attitudes



Hartland Public Drop-off Depot: Over 100 surveys were completed by Hartland Public Drop-Off Depot users. Results provide a snapshot of the types of materials being brought to the depot. The most common materials included metals (63%), plastic products (59%) and foam packaging (55%).

Scale data revealed visits to Hartland to dispose of general refuse have increased by about 5% annually, slightly higher than population growth, while visits related to recyclables have increased by an average of 20% annually.

Business: Over 200 business representatives were surveyed and asked about the types of waste their businesses produce, their disposal methods and ability to comply with local regulations. Most businesses produce paper (92%), plastic (75%) and organic waste (62%). Challenges identified by businesses included difficulty complying with local waste management regulations, citing limited disposal options and high costs.

Results from this study identified areas for improvement, and gauged the effectiveness of existing engagement activities.

Waste Generator Study

The waste generator study will help the CRD gather data on where waste in generated, such as a household, business, industry or community. The purpose of such a study is to gain insights into the patterns of waste generation, understand the composition of the waste stream and identify opportunities for waste reduction, recycling or proper disposal.

Currently, the CRD's diversion data is limited to the recyclable and reusable items accepted at the Hartland Landfill and through administering PPP contracts on behalf of Recycle BC for the curbside blue box program and the Electoral Area depots. Along with identifying where waste is generated and the composition of waste streams, the waste generator study will help offer a

complete picture of diversion activities happening across a variety of sectors. This study will provide valuable data and analysis for evaluating the success of existing solid waste management programs and for planning future initiatives.

The waste generator study will be the first of its kind for the CRD. The first study will take place in 2025, and results will be included in the 2025 SWMP Progress Report.

Diversion Programs Funded or Administered by the CRD

CRD Program Diversion (tonnes)	2021	2022	2023	2024
Hartland Diversion	17,525	16,642	18,924	31,135
Curbside Blue Box	18,613	17,293	17,438	16,716
Electoral Area Depots	915	929	907	978
Total tonnes diverted	37,053	34,864	37,269	48,829

Challenges and Opportunities

As the management of unwanted materials is a shared responsibility, successful implementation of the SWMP will require involvement from the entire community, including residents, businesses, institutions, First Nations, municipalities and non-profit associations, as well as the local waste management industry. Each of the stakeholders involved in solid waste management has a unique role to play, but there are many competing priorities.

Federal Government Canadian Council of Ministers of the Environment, Ocean Plastics Charter Solid Waste Management Plan, Facility Operations, Regulations, Landfill Regional Government Solid Waste Management Plan, Facility Operations, Regulations, Landfill Regional Government Solid Waste Management Plan, Facility operations, Regulations, Landfill ownership and operation Local Government Solid waste services, business regulations, landfill ownership and operation Local Government Solid waste services, business regulations, zero waste strategies Producers / Stewards Extended producer responsibility

The main policy levers the CRD has control of are limited to what is accepted at Hartland Landfill. In 2023, the CRD Board approved bylaw changes at Hartland Landfill, including new material bans, adjusted tipping fee structure and increased bylaw fines. In early 2024, after consultation with stakeholders, the introduction of new material bans and tipping fee changes were divided into 3 phases. Phase 1 began January 1, 2024 and included a ban on clean wood from the general refuse stream, an increase in the general refuse and high-risk international waste tipping fees, and an increase in fine rates. Phase 2 began on July 2, 2024 and included a ban on treated wood and asphalt shingles from the general refuse stream. Phase 3, which includes a ban on carpet and underlay, as well as a \$300/tonne tipping fee for general refuse containing unsorted renovation and demolition materials, will be introduced in the future, once end markets are available and industry has had time to adjust their operations. Staff recommended the CRD begin

consultation on policies to restrict the flow of general refuse outside the capital regional ahead of Phase 3 implementation.

Along with policy changes in 2024, the CRD introduced the Waste Stream Collector Incentive Program. The program seeks to promote multi-stream waste collection (i.e., source-separated organics, recyclables and general refuse) and incent voluntary self-reported collection data sharing. For the first year of the program (2024), 20 Hartland commercial customers, representing approximately 85% of Hartland's total general refuse tonnages, participated.

Blended Biosolids Disposal at Hartland Landfill

In 2024, the CRD landfilled 918 tonnes of Class A biosolids as 4,352 tonnes of blended biosolids (biosolids and sand) as general refuse at Hartland Landfill. Factoring this material into the 338 kg per capita disposal rate for 2024, it increases 2.8% to 347 kgs per capita. The ENV requires the CRD to report the 347 kg per capita disposal rate for the region, even though beneficial use strategies for biosolids are not included within the SWMP.

In June 2024, the CRD Board approved a Long-Term Biosolids Management Strategy that outlines the beneficial uses for Class A Biosolids as required by the provincial government. Under this strategy, options will be utilized under a prioritization structure. Tier 1 of the strategy is the development of an advanced thermal demonstration plant, while Tier 2 is the development of additional combustion and non-agricultural, out-of-region, land application options. Landfilling blended biosolids has been used as an emergency measure and was not considered as a long-term management option.

Beneficial Use

Through shredding activities, approximately 10,867 tonnes of material was beneficially used onsite in place of virgin materials, as per the ENV guidelines. This year saw an increase in resources dedicated to shredding of specific material streams at Hartland Landfill in an effort to further densify incoming waste materials and extend the life of the active landfilling area (Phase 2, Cell 3) while the new landfilling area (Phase 2, Cell 4) was being prepared to accept general refuse at the north end of the site. Construction of the new landfilling area continued throughout 2024 in preparation to receive general refuse in January 2025.

Landfill Gas Collection

In 2024, landfill gas collection efficiency was calculated at 43% using the ENV model and 50% using the UBCi model, down from 64% (ENV) and 78% (UBCi) in 2023. This decline is due to challenges in expanding the reach of the existing gas collection system, which includes the design, procurement and construction required to connect new gas wells. Once the expanded system is complete in early 2025, the gas wells will be connected, leading to improved landfill gas collection efficiency.



Progress Summary

The following sections are intended to provide a high-level, easy-to-understand overview of the CRD's progress related to implementing the SWMP and to summarize progress made in 2024 as it relates to the plan's goals and focus areas.

Goals

The four goals of the SWMP may be achieved within the timeframe of this plan, but a goal may also be aspirational, something for the CRD to strive for beyond the timeframe of this plan. Measures of success and progress status definitions for the goals were developed with the SWAC in 2023.

Focus Areas

The focus areas form the basis of service plans and work plans that are approved by the Board annually as part of the financial planning process. Collaboration with First Nations governments, municipalities, other solid waste services, CRD divisions and stakeholders will be integral to this process. The 15 strategies and 72 actions contained within the SWMP are divided into three focus areas:

- Reduce and Reuse
- Recycling
- · Recovery and Residuals Management

For more details on the SWMP's 15 strategies, consult Appendix A: SWMP Report Card.



Goal Areas



Goal 1: To surpass the provincial per capita waste disposal target (350kg/capita/year) and aspire to achieve a disposal rate of 125 kg/capita/year.



Goal 2: To extend the life of Hartland Landfill to the year 2100 and beyond.



Goal 3: To have informed citizens that participate effectively in proper waste management practices.



Goal 4: To ensure that the CRD's solid waste services are financially sustainable.

Focus Areas



Reduce and Reuse



Recycling

(!)

Recovery and Residuals Management

Focus Area Icon Legend



On Track: 75% pr greater of yearly target progress



Opportunity for Improvement: 50%-75% of yearly target progress



Attention Required: less than 50% of yearly target progress



Future Action

Goal Area Icon Legend



On Track



Opportunity for Improvement



Attention Required

Developed in collaboration with the SWAC, each goal has a unique definition for "On Track", "Opportunity for Improvement" and "Attention Required." Review the following section for definitions.

2024 Solid Waste Management Plan - Progress Report | Rethink Waste



Goal Area Progress Summary



On Track

Goal 1

To surpass the provincial per capita waste disposal target (350kg/capita/year) and aspire to achieve a disposal rate of 125 kg/capita/year.

Indicators and Inputs Summary:

- Calculated a disposal rate of 338 kg/capita, a decrease of 15.48% or 62 kg/capita from when the plan began in 2021.
- 2022 Solid Waste Stream Composition study indicated 47% of the garbage sent to Hartland Landfill could have been diverted through reuse, recycling or energy recovery.
- In 2025, the CRD will complete a waste generator study to further analyze where and how waste is generated.

Icon Definitions



Community is trending towards a per capita disposal rate to be **less than 350 kg/capita** over the life of the plan.



Community is trending towards a per capita disposal rate of **350 kg/capita** over the life of the plan



Community is trending towards a per capita disposal rate **above 350 kg/capita** over the life of the plan.



Opportunity for Improvement

Goal 2

To extend the life of Hartland Landfill to the year 2100 and beyond.

Indicators and Inputs Summary:

- Calculated a 2024 compaction density rate of 0.98 tonnes of general refuse per cubic metre, surpassing the landfill guideline target of 0.85 tonnes per cubic metre by 15.29%.
- Calculated a 5-year average (2020-2024) Airspace
 Utilization Factor (AUF) of 0.68 tonnes of material
 per cubic metre of airspace, missing the target of
 0.76 tonnes of material per cubic metre by 11.76%.
 AUF is the total volume of general refuse, controlled
 waste and cover material landfilled.
- Landfilled 157,188 tonnes of general refuse at Hartland Landfill, a decrease of 15,698 tonnes (15.48%) from when the plan began in 2021.

Icon Definitions



Air space utilization is on track to extend the life of Hartland Landfill to the year **2100 and beyond**.



Air space utilization is only trending to extend the life of Hartland Landfill to the year **2100**.



Air space utilization will not extend the life of Hartland Landfill to the year **2100**.

On Trac

Goal 3

To have informed citizens that participate effectively in proper waste management practices.

Indicators and Inputs Summary:

- The 2024 Solid Waste Market Research and Engagement Study reported 74% of residents show positive attitudes across five waste management behaviours, including reducing waste, supporting circular economy, composting, confidence in their waste disposal knowledge and supporting community initiatives.
- Provided \$312,152 in funding for non-profit waste reduction organizations, organics diversion education and the Rethink Waste Grant, a 54% increase from when the plan began in 2021.
- Delivered 273 waste reduction workshops and tours (landfill tours, 3Rs, composting) to 6,014 children and adults in the capital region, a 70.63% increase from when the plan began in 2021.

Icon Definitions



Engagement and participation in proper waste management practices is **higher** than previous years.



Engagement and participation in proper waste management practices is **equivalent** to previous years.



Engagement and participation in proper waste management practices is **less** than previous years.



On Trac

Goal 4

To ensure that the CRD's solid waste services are financially sustainable.

Indicators and Inputs Summary:

• Solid waste service continues to be a self-funded and achieve a surplus.

Icon Definitions



Solid waste service selffunding model is **financially sustainable** for the remainder of the plan.



Solid waste service self-funding model is **trending in the wrong direction**, adjustments may be necessary.



Solid waste service self-funding model is trending in the wrong direction and is currently **not sustainable** for the remainder of the plan.

2024 Solid Waste Management Plan - Progress Report | Rethink Waste



Focus Area Progress Summary



Reduce and Reuse

Governments, residents, non-profits and businesses all have an important role to play in reducing and diverting waste from the landfill. Reducing the amount of waste created, and finding ways to repurpose and reuse waste, eliminates the need to dispose of items later.



CRD Roles

Municipal collaboration

Provincial and Federal Government advocacy

Funding and supporting non-profits

Education and outreach

This focus area includes

6

SWMP strategies



Progress Summary

- The 2024 Solid Waste Market Research and Engagement Study reported 74% of residents show positive attitudes across five waste management behaviours, including reducing waste, supporting circular economy, composting, confidence in their waste disposal knowledge and supporting community initiatives.
- Between the Hartland Landfill Public Tours, Hartland Landfill Technical Tours, 3Rs K-12 program, and attending community events, the CRD connected with 4,631 residents. New this year, the CRD introduced a downtown Victoria pickup option for public landfill tours to improve accessibility for those without cars and partnered with the CEC to host two Composting Basics Workshops in conjunction with landfill tours.
- The CRD provided funding to 24 community-based projects, totalling \$70,300, under the Rethink Waste Community Grant.
- Continued to provide support (\$86,974) for 9 local non-profit reuse organizations to assist them in managing unusable donations and partnered with five non-profit reuse organizations for the redistribution of 38 tonnes of usable textiles, bicycles and large appliances collected at the Hartland Depot.
- Supported Light House with their building material exchange program (BMex), which connects construction and manufacturing businesses with surplus materials or ones looking for materials to reuse.





Recycling

By participating in recycling programs, residents and businesses take responsibility for the products they've purchased, and support a system where these materials can be used repeatedly.



Overall Status
On Track

CRD Roles

Hartland Depot

Landfill bans

Provincial and Federal
Government advocacy

Curbside recycling contract

Recycling in Electoral Areas

Education and outreach

This focus area includes

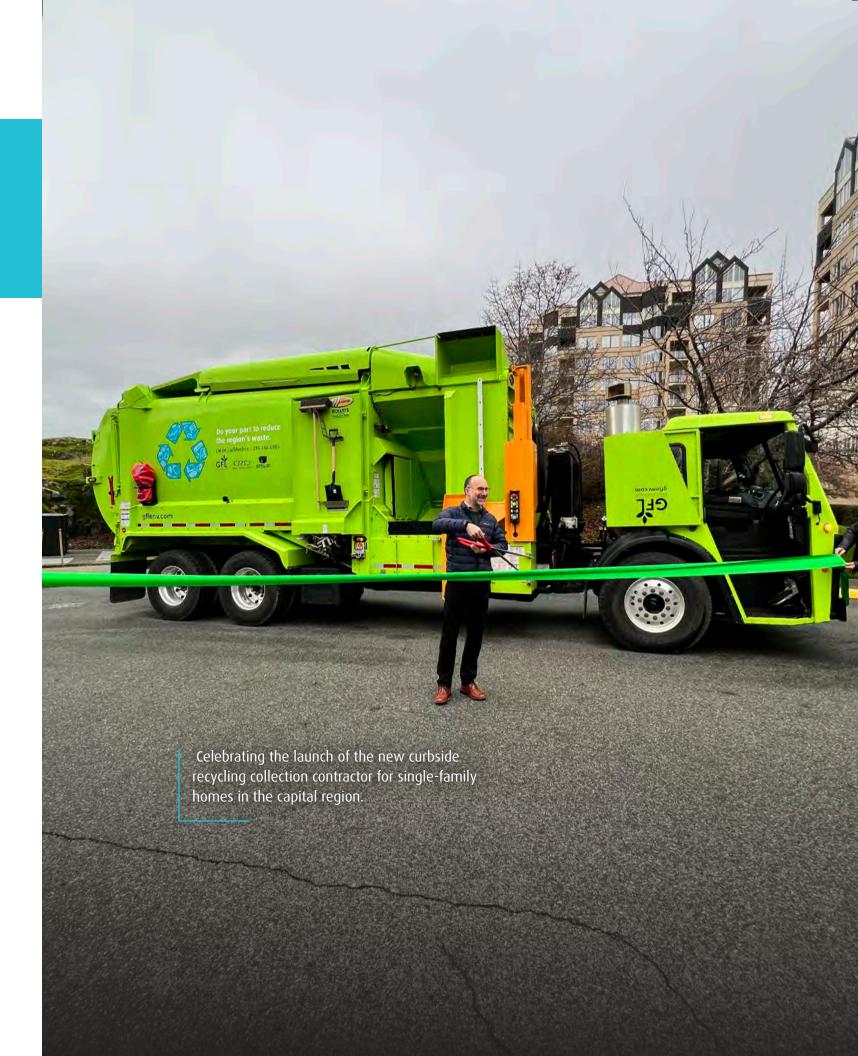
7

SWMP strategies



Progress Summary

- New bylaw changes at Hartland Landfill, including material bans, adjusted tipping fee structure and increased bylaw fines, came into effect in 2024. Material bans on wood (clean and treated) and asphalt shingles resulted in approximately 9,600 tonnes of material diverted from the general refuse stream for reuse, recycling or energy recovery.
- Continued the MFD Waste Diversion Project by hiring two outreach assistants to conduct site visits and offer advice, signage and resources on best practices and setup for the waste collection area. In the end, 40 buildings totalling 2,730 units across seven municipalities participated and the project will continue in 2025.
- Registered 20 Hartland commercial customers, representing approximately 85% of Hartland's total general refuse tonnages, for the Waste Stream Collector Incentive Program, which offers a \$25/tonne rebate on general refuse for commercial customers who provide multi-stream collection services (source-separated organics, general refuse and recyclables, including glass) and voluntarily report waste collection data.
- Continued administration of the solid waste local service for the Port Renfrew community, including completing site upgrades and efficiencies, as well as hiring staff to implement updated operations.
- Launched an expanded hours pilot at Hartland, extending Saturday hours by three to enhance accessibility to the Hartland Depot and reduce site access wait times.
- New contractor began service for the CRD blue box program.





Recovery and Residuals Management

Once material has been reduced and technology has been applied to recover as much energy as possible, residuals management provides a safe and effective way to manage materials that don't have a next and best use.



CRD Roles

Landfill bans and enforcement Hartland Landfill Technology research Landfill Gas Management

This focus area includes

2 SWMP strategies



Progress Summary

- Calculated a disposal rate of 338 kg/capita, a decrease of 11.6% or 44 kg/capita from 2023.
- On January 2, 2024, increased Hartland Landfill's general refuse tipping fee from \$110 to \$150/tonne.
- Constructed the Material Diversion Transfer Station (MDTS) at Hartland Landfill. The MDTS processes wood (clean and treated) and asphalt shingles for reuse, recycling or energy recovery.
- Conducted additional shredding trials with specific material streams in an effort to manage incoming volumes and further densify material and extend the life of the landfill.
- Continued with onsite beneficial use opportunities with 10,867 tonnes of select waste material streams processed and utilized onsite in place of virgin material, as per the ENV guidelines.
- Issued 476 tickets and 84 warnings, primarily related to banned materials in general refuse.
- Completed construction of the new landfilling area (Cell 4) and began construction of the future landfilling area (Cell 5) in December 2024.
- Calculated a landfill gas collection efficiency of 43% based on the ENV model, and a 50% gas collection efficiency based on the UBCi model.



Looking Ahead

The CRD will continue to show a leadership role by supporting local, municipal and federal waste diversion efforts, and will continue to move waste up the 5R Pollution Prevention Hierarchy to its next and best use.

Some activities planned for 2025 include:

- Monitor New Policies and Continue to Divert Waste from Hartland Landfill: Changes to the Hartland Landfill Tipping Fee and Regulation Bylaw No. 3881 and Ticket Information Authorization Bylaw No. 1857 came into effect in two phases in 2024. Staff will monitor the impact of changes and investigate additional policies to promote continued diversion.
- **Expanded Hours at Hartland Landfill:** Evaluate expanded Hartland Landfill hours pilot. Analyze whether additional hours on Saturdays supported waste reduction and diversion activities. This project will continue into 2025 and recommendations on next steps will be provided at the end of 2025.
- Analyze Waste Stream Collector Incentive Program Data and Investigate Waste Flow
 Management: A full-time staff member will be hired to analyze waste stream collector
 incentive data and explore how the capital region can feasibly implement waste flow
 management to increase the diversion of recyclable materials, as well as prevent disposal of
 out-of-region MSW at Hartland Landfill.
- **MFD/ICI Sector Strategy:** Develop and launch waste and recycling area guidelines to streamline waste area storage design requirements and criteria targeting MFD and ICI buildings across the capital region. Staff will explore beginning a business waste reduction coaching program to help businesses reduce waste by incorporating circular economy and zero waste principles where possible.
- **Waste Generator Study:** This study will gain insight into the patterns of waste generation at the source; provide a deeper understanding of the waste stream composition; and identify opportunities for waste reduction, recycling and/or proper disposal across the capital region.
- **Rethink Waste Community Grant Program:** Increase per project funding from \$3,000 to \$5,000 per application; this program will be expanded in 2025 to include several different funding streams to meet the needs of the community, while supporting the goals of the SWMP.
- **Disaster Debris Management Planning:** The CRD, in partnership with the City of Victoria, will draft a Request for Proposal to develop a Regional Disaster Debris Framework, as well as Cityspecific and common-use disaster debris management plans.
- **Options for Residential Flexible Plastics Collection:** CRD staff will investigate and report on options for flexible plastic packaging collection from single-family and from multi-family buildings (apartments and condos) in the capital region.
- **Hartland Landfill Operations:** Open the new landfilling area at the north end of the site, including the north entrance and scales for commercial traffic and open the new kitchen scraps transfer station at the north.
- Completion and Commissioning of the Hartland Landfill Biogas Upgrading Facility: landfill gas will be upgraded in the new facility and sold to FortisBC as RNG to displace use of fossil fuels.



Appendix A: Solid Waste Management Plan Report Card

The SWMP Report Card is intended to provide a high-level, easy-to-understand overview of the CRD's progress related to implementing the SWMP and to summarize progress made in 2023.

Methodology

The SWMP identifies specific strategies and actions to guide the CRD's efforts over the lifespan of the Plan. Over the lifetime of the SWMP, the strategies and actions contained within will form the basis of service plans and work plans that are approved by the Board annually as part of the financial planning process. Collaboration with First Nations governments, municipalities, other solid waste services, CRD divisions and stakeholders will be integral to this process.

These include 15 strategies with 72 actions and associated timelines divided into the following three focus areas:

- Reduce and Reuse
- Recycling
- Recovery and Residuals Management



The 15 strategies with 72 actions contained within the SWMP are divided into three focus areas. Scores are based on the current status of each strategy with their focus area.

Focus Areas



Reduce and Reuse



Recycling



Recovery and Residuals Management

Focus Area Icon Legend



On Track: 75% or greater of yearly target progress



Opportunity for Improvement: 50%-75% of yearly target progress



Attention Required: less than 50% of yearly target progress



Future Action

Status Strategy

Update



Reduce and Reuse

Reducing the amount of waste created and finding ways to repurpose and reuse waste, eliminates the need to dispose of items later.



Overall Focus Area Status On track

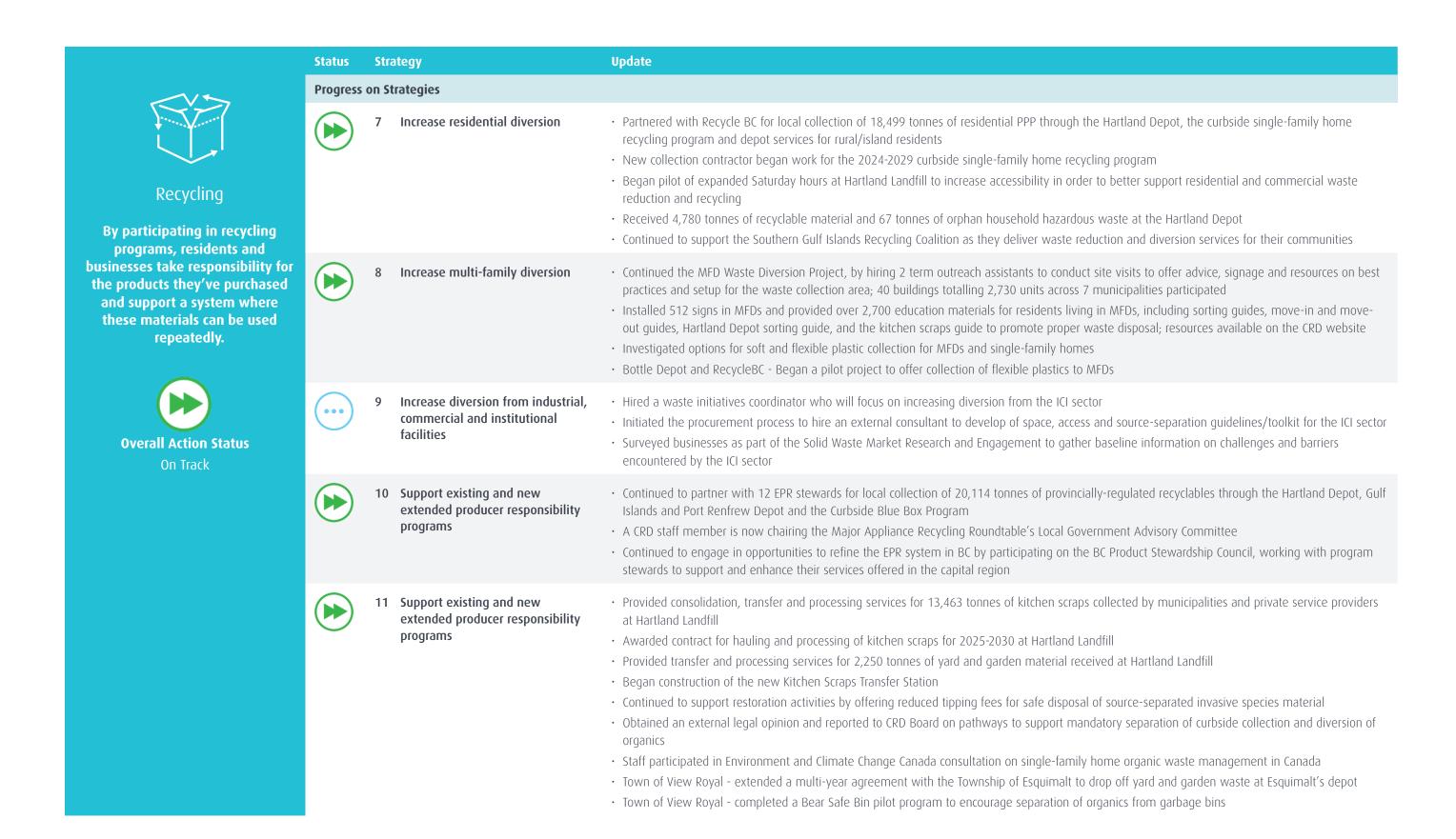
Progress on Strategies



Continue and enhance education programs

- · Sent 4 issues of the CRD Rethink Waste Newsletters to 423 residents and businesses; and sent 3 CRD Educators Newsletters to 582 teachers
- Delivered 79 3R programs to 2,053 students and held professional development workshop for 20 teachers who will continue 3R edcuation with their 400 students
- · Created new circular economy lesson plan for schools
- Delivered 6 public landfill tours to 189 residents, 17 community group tours/workshops to 376 residents, and 18 technical landfill tours to 450 industry partners
- Offered a downtown Victoria pickup for a public landfill tour to increase accessibility and partnered with the CEC to deliver 2 Composting Basics Workshops (55) residents) in combination with landfill tours
- CEC delivered 135 composting workshops to 2,742 K-12 students and 17 composting workshops to 184 adults on behalf of the CRD
- · CRD staff attended 20 community events with solid waste messaging, including Love Food Hate Waste, household hazardous waste and Rethink Waste/3Rs
- · Incorporated new engagment tools and surveys at community events booths to increase accesibility and provide immediate assistance using online waste management resources
- CEC staff attended 37 community events on behalf of the CRD to promote at-home composting and organics diversion
- Conducted 5 solid waste public education campaigns, including advertorials, movie theatre pre-roll, digital advertising, print advertising and bus advertising
- Partnered with Saanich Fire to produce educational videos raising awareness on how residents can help prevent landfill fires by safely recycling their batteries
- · Hired a communications officer, increasing engagement for solid waste public education campaigns and reaching 621,856 people across all CRD social media platforms—including a viral Instagram post
- · Responded to 23,365 Infoline inquiries via phone and email and received 215,195 visits to myrecyclopedia.ca
- Received 8,584 new RecycleCRD app installs, received 6,827 Ready, Set, Sort! game plays by residents
- Added 13,015 residents to receive reminders and alerts via RecycleCRD app, email, voicemail and mobile calendar for the Curbside Recycling Program
- · Continued participation in Coast Waste Management Association communications/educators working group
- Continued sponsorship of Ecostar awards
- Procured a new platform to host myrecyclopedia.ca, which will launch in 2025
- · Conducted a Solid Waste Market Research and Engagement Study to evaluate the effectiveness of the CRD's waste reduction programming and behaviour change initiatives annual outreach campaigns
- The City of Victoria Implemented a Reuseable Cup Stamp Card Contest and Marketing Campaign from September 2024 to October 2024

	Status Strategy	Update
	Progress on Strategies	
Reduce and Reuse	2 Encourage waste prevention	 Continued to provide funding under the Rethink Waste Community Grant and supported 24 projects (\$70,300) City of Victoria - Final adoption and Phase 1 implementation of the City of Victoria's Single Use Items Bylaw (September 2024) City of Victoria - Zero Waste Event Guide was designed and launched in May 2024 Provincial Government - Added items to the Single Use and Plastic Waste Prevention Regulations and implemented restrictions on food service accessories, plastic shopping bags, food service ware and oxo-degradable plastics.
	3 Support reduction of avoidable food waste	 Conducted a fall Love Food Hate Waste education campaign, which featured movie theatre ads, social media, local print and digital media ads Continued partnership investment (\$22,000) with the national Love Food Hate Waste campaign for access to national resources and educational materials Provided \$96,160 in funding to the CEC to deliver waste diversion and composting programs to adults and children in the region
	4 Support reuse activities in the region	 Continued to provide support (\$86,974) for 9 local non-profit reuse organizations to assist them in managing unusable donations Collected 38 tonnes of reusable goods at Hartland Depot for redistribution by local non-profit reuse organizations Provided Light House with \$49,000 in funding to support their building material exchange (BMex) program, which connects construction and manufacturing businesses with surplus materials or looking for materials for reuse
	5 Support local governments in working towards zero waste and a circular economy	 Continued leading the Local Government Waste Reduction Working Group: 12 municipalities participated, 7 meetings held in 2024 Continued work with WSÁNEĆ Leadership Council/CRD Solid Waste Working Group Continued discussions with Pacheedaht First Nation on future, mutually beneficial long-term waste management for the broader Port Renfrew community CRD's elected representative participated in the Vancouver Island and Coastal Communities Committee's meetings. Enacted modified tipping fee structure at Hartland Landfill by increasing the general refuse rate and lowering the rate for divertable mateirals (clean wood, treated wood, asphalt shingles) to incent more diversion (e.g., clean wood, treated wood, asphalt shingles)
	6 Continue and enhance policy development	 Amended Hartland Landfill Tipping Fee and Regulation Bylaw No. 3881 and Ticket Information Authorization Bylaw No. 1857 to include new material bans, adjustments to the tipping fee structure and increased bylaw fines In January 2024, clean wood was banned from general refuse; the general refuse tipping fee increased from \$110 to \$150/tonne; segregated clean wood is accepted at a reduced tipping fee of \$80/tonne and transferred offsite for recycling or energy recovery; rates for various offences increased (some up to \$500) In July 2024, treated wood and asphalt shingles were banned from general refuse; segregated treated wood and asphalt shingles are accepted at a reduced tipping fee of \$110/tonne and transferred offsite for recycling or energy recovery Received Board approval to delay the implementation of banning carpet and underlay from general refuse and accepting salvageable wood for free Registered 20 Hartland commercial customers, representing approximately 85% of Hartland's total general refuse tonnages, for the Waste Stream Collector Incentive program, which offers a \$25/tonne rebate on general refuse for commercial customers who provide multi-stream collection services (source-separated organics, general refuse, and recyclables including glass) and voluntary report waste collection data Deployed a communications plan to educate and inform the public about the 2024 policy and bylaw changes at Hartland Landfill Continued administration of the solid waste local service for the Port Renfrew community, including completing site upgrades and efficiencies, as well as hiring staff to implement updated operations Reviewed Request for Expressions of Interest for Disaster Debris Management Planning in collaboration with the City of Victoria and initiated the Request For Proposal process City of Victoria - Staff continued to attend Canadian Collaboration for Sustainable Procurement event and learnin



	Status	Strategy	Update	
	Progress on Strategies			
Recycling		12 Increase construction, renovation and demolition material diversion	 In January 2024, clean wood was banned from general refuse; segregated clean wood is accepted at a reduced tipping fee of \$80/tonne and used for recycling or energy recovery; Increased fine rates for various offences (some up to \$500) In July 2024, treated wood and asphalt shingles were be banned from general refuse; segregated treated wood and asphalt shingles are accepted at a reduced tipping fee of \$110/tonne and used for recycling or energy recovery Diverted about 1,250 tonnes of clean wood, 5,800 tonnes treated wood and 2,500 tonnes asphalt shingles for recycling and energy recovery Received Board approval to delay the implementation of the \$300/tonne mixed C&D waste rate, banning carpet and underlay from general refuse and accepting salvageable wood for free Communication campaigns on new material diversion rules at Hartland, which include reno demo waste like wood (clean and treated) and asphalt shingles Hartland staff completed the Asbestos Foundational Awareness Course and the Surveying Safety Course, and an Emergency Response Plan was developed for the Port Renfrew Garbage and Recycling Depot Submitted updated operational/contingency plans for hazardous waste and stewardship programs for both Hartland and Port Renfrew Garbage and Recycling Depot to comply with new ENV regulations City of Victoria - In 2024, of 9 permits falling under the Demolition Waste and Deconstruction Bylaw, 7 were successful deconstructions and salvaged over 48 tonnes (total) of wood for reuse, in addition to one full structure move 	
		13 Encourage proper public space waste management activities	 Conducted an education campaign on illegal dumping/abandoned waste, highlighting how residents and college students can dispose of unwanted items according to the 5R Pollution Prevention Hierarchy Provided \$3,594 in funding for the Community Clean-up Program In 2024, staff worked with the Pacheedaht First Nation to decommission a temporary waste and recyclables transfer station that had been in place on the First Nation's lands while working with the Nation on a long-term approach to managing solid waste and recyclables as part of the broader Port Renfrew community. Responded to 8 inquiries regarding illegal dumping activity in Electoral Areas City of Victoria - installed 4 zero waste stations in 2024, making a total of 39 stations throughout city streets and parks 	



Recovery and Residuals Management

Once material has been reduced, and technology has been applied to recover as much energy as possible, residuals management provides safe and effective ways to manage materials that don't have a next and best use.



Overall Action StatusOpportunity for improvement

Status Strategy Update

Progress on Actions



- 14 Optimize landfill gas management
- Calculated a decreased landfill gas collection efficiency down to 43% (ENV model) and 50% (UBCi model), compared to 64% (ENV) and 78% (UBCi) in 2023
- Lower landfill gas collection efficiency is due to a delay in the design, procurement and construction of the expanded well system; once the expanded system is complete in early 2025, the gas wells will be connected, leading to improved landfill gas collection efficiency
- During the commissioning of the new Biogas Upgrading Facility for RNG and the decommissioning of the gas to electricity facility, the old flare system continued to work until a new enclosed flare was installed in 2024 to support the gas destruction
- · Continued to implement strategies to improve gas collection and mitigate fugitive emissions
- · Continued annual installation of landfill gas collection infrastructure



15 Enhance Hartland disposal capacity

- · Calculated a disposal rate of 338 kg/capita, a decrease of 11.6% or 44 kg/capita from 2023
- Received CRD Board approval to increase Hartland Landfill's general refuse tipping fee from \$150 to \$155/tonne, beginning January 1, 2025
- Received CRD Board approval to increase tipping fees controlled waste, and asbestos, from \$157/tonne to \$214/tonne, beginning January 2025.
- Commenced operation of a Material Diversion Transfer Station at Hartland Landfill, effectively diverting of approximately 9,500 tonnes wood (clean and treated) and asphalt shingles from being landfilled
- Conducted additional shredding trials, with specific material streams, in an effort to manage incoming volumes and further densify material and extend the life of the landfill
- Continued with onsite beneficial use opportunities, with 10,866 tonnes of select waste material streams processed and utilized onsite in place of virgin material, as per the ENV guidelines
- · Achieved a landfill utilization factor of 0.68 t of refuse/m³ of airspace
- Phase 2, Cell 4 construction was completed and prepared to receive garbage in January 2025; Cell 5 construction began in December 2024 and will be completed in 2025
- · Landfilled 4,352 tonnes of blended biosolids at Hartland as general refuse as the Long-Term Biosolids Planning solutions were developed in 2024
- CRD Board approved the Long-Term Biosolids Management Strategy, defining priorities and options, including advanced thermal demonstration plant, developing additional combustion and non-agricultural, out-of-region, land application
- · Received 22,671 tonnes of controlled waste and 2,314 tonnes of asbestos-containing material
- Issued 476 tickets and 84 warnings, related to several offences, including recyclable materials being found commingled in the garbage; failure to follow site Regulations, and deposition of hazardous materials, etc.
- Developed and issued a detailed Request for Proposals for an advanced thermal demonstration plant at Hartland Landfill, which included biosolids, and any other components of the waste stream as feedstock



2024 Solid Waste Management Plan Progress Report **Environmental Services Committee** April 16, 2025



Agenda

- 1. Solid Waste Management Plan
- 2. Progress Summary
- 3. Looking Ahead
- 4. Report Card



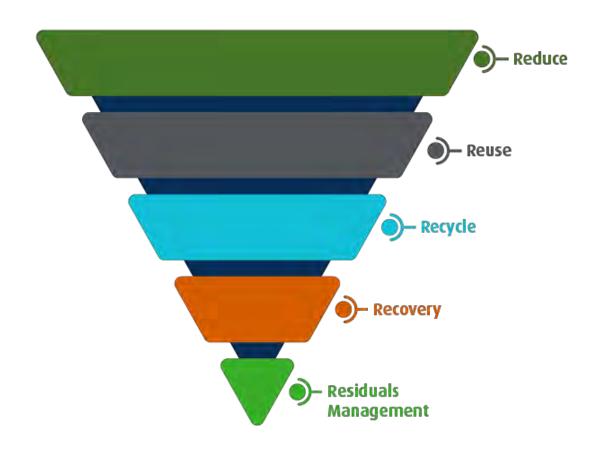




Solid Waste Management Plan



In BC, regional districts develop SWMPs under the provincial Environmental Management Act that are high-level, long-term visions of how the regional district would like to manage its solid waste, in accordance with the 5R Pollution Prevention Hierarchy.





Solid Waste Management Plan



Goals

To surpass the provincial per capita waste disposal target

To extend the life of Hartland Landfill to the year 2100 and beyond

To have informed citizens that participate effectively in proper waste management practices

To ensure that the CRD's solid waste services are financially sustainable

Focus Areas

Reduce and Reuse *Strategies 1-6*

Recycling

Strategies 7-13

Recovery and Residuals Management *Strategies 14-15*





Reduce and Reuse

Governments, residents, non-profits, and businesses all have an important role to play in reducing and diverting waste from the landfill. Reducing the amount of waste created, and finding ways to repurpose and reuse waste, eliminates the need to dispose of items later.





Progress Summary

- The 2024 Solid Waste
 Market Research and
 Engagement Study
 reported 74% of residents
 show positive attitudes
 across five waste
 management behaviours
- The Rethink Waste
 Community Grant funded
 24 projects (\$70,300)
- Connected with over 4,631 residents through education and outreach programs





Recycling

By participating in recycling programs, residents and businesses take responsibility for the products they have purchased and support a system where these materials can be used repeatedly.





Progress Summary

- General refuse material bans at Hartland Landfill on wood (clean and treated) and asphalt shingles resulted in 9,600 tonnes of material being diverted for recycling or energy recovery.
- New contractor began service for the CRD blue box program.
- Started the Waste Stream Collector Incentive Program to promote multi-stream collection services.





Recovery and Residuals Management

Once material has been reduced, and technology has been applied to recover as much energy as possible, residuals management provides safe and effective way to manage materials that don't have a next and best use.





Progress Summary

- 2024 disposal rate was 338 kg/capita*, a decrease of 11.6% or 44 kg/capita from 2023
- Built the Material Diversion Transfer Station at Hartland Landfill
- 5-year average (2020-2024)
 Airspace Utilization Factor
 (AUF) was 0.68 tonnes of
 material per cubic metre of
 airspace, missing the target
 of 0.76 tonnes of material
 per cubic metre by 11.76%

*This number excludes blended biosolids









2024 Overall SWMP Progress On track

The SWMP identifies specific actions to guide the CRD's efforts over the lifespan of the plan. These include 15 strategies with 72 subactions and associated timelines divided into three focus areas.

Focus Areas



Reduce and Reuse



Recycling



Recovery and Residuals Management



Looking Ahead - 2025



Open Hartland Landfill North Entrance Expand the Rethink Waste Community Grant

Disaster Debris Management planning Investigate options for residential flexible plastics collection

Evaluate expanded hours at Hartland Landfill

2025

Monitor 2024 Hartland policy changes Open Hartland Landfill Biogas Upgrading Facility Develop MFD/ICI waste sorting area space and access guidelines

Conduct the Waste Generator Study Analyze Waste
Stream Collector
Incentive Program
data and
investigate waste
flow management





Thank you

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REPORT TO ENVIRONMENTAL SERVICES COMMITTEE MEETING OF WEDNESDAY, APRIL 16, 2025

SUBJECT Climate Action Strategy – 2024 Progress Report

ISSUE SUMMARY

To present the Capital Regional District's (CRD) 2024 Climate Action Progress Report, which identifies progress towards the CRD's Climate Action Strategy.

BACKGROUND

The CRD has a long-standing commitment to climate action and continues to prioritize efforts to address climate change both within its own operations and across the region. Since signing the BC Climate Action Charter in 2007, the CRD has taken significant steps, including:

- Establishing a regional climate action service in 2009
- Integrating climate action targets and goals into the Regional Growth Strategy in 2018
- Declaring a climate emergency in 2019

In 2021, the Board approved an updated CRD Climate Action Strategy and a five-year action plan. This Strategy outlines how the CRD, within its service mandates, will demonstrate leadership on climate action. The CRD is committed to reporting on progress annually.

Methodology

The 2024 Climate Action Progress Report summarizes corporate and community-focused climate actions undertaken in 2024 by CRD services. Appendix A includes a report card that compiles self-reported progress metrics from divisions responsible for implementing each action. Using these metrics, staff assigned a 'status' to each level of the Strategy. Statuses are determined as follows:

- **On Track**: 75%-100% of the yearly target for the action were progressed as envisioned.
- **Opportunity for Improvement**: 50%-75% of the yearly target for the action(s) were progressed as envisioned.
- Attention Required: <50% of the yearly target for the action(s) were progressed as envisioned.

This systematic evaluation helps identify where additional focus or effort is needed to advance targeted actions, achieve intended outcomes and meet climate action goals.

Results

The overall status for the 2024 year was calculated as 'on track'. The averaged status for all corporate actions and all community-focused actions were each calculated as 'on track'. Goal area statuses are listed as follows:

On Track:

- Goal 1: Climate-Focused Decision Making
- o Goal 2: Sustainable Land Use, Planning and Preparedness
- o Goal 3: Low-Carbon Mobility
- Goal 6: Minimized Waste

Opportunities for Improvement:

- o Goal 4: Low-Carbon and Resilient Buildings and Infrastructure
- o Goal 5: Resilient and Abundant Nature, Ecosystems and Food Systems

Both goal 4 and goal 5 have faced challenges primarily due to funding delays, impacting progress toward their respective targets.

Corporate Greenhouse Gas Emissions

The CRD completes an annual corporate emissions inventory. Emissions associated with Hartland Landfill and the Capital Region Housing Corporation are not included, as they are excluded from the provincial reporting framework. The results of the 2024 corporate inventory indicate:

- CRD operations generated 2,865 tonnes of CO2e emissions, a 3.1% decrease from 2023 and a 4.7% decrease from the baseline level of emissions from 2007.
- Emissions from buildings, facilities and infrastructure increased by 1.1% to 1,711 tonnes.
- Emissions from vehicle travel decreased by 8.7% to 1,154 tonnes.

As the Climate Action Service reported to the Environmental Services Committee on September 25, 2024 (<u>Update on Corporate Greenhouse Gas Emissions Targets</u>), significant corporate greenhouse gas (GHG) reductions are expected from 2026 onwards. Planned initiatives that are scheduled for implementation between now and 2030 indicate that the CRD is on track to meet or exceed corporate GHG emissions reduction targets by 2030, assuming new buildings are not added to the portfolio. This includes continued light-duty vehicle electrification, heat recovery projects at multiple recreation centers and more.

Regional Greenhouse Gas Emissions

The CRD completes regional and local government GHG inventories every two years, following the internationally recognized Global Protocol Community-Scale GHG Inventories BASIC+ Framework. The Climate Action Service is scheduled to complete a new regional emissions inventory by fall 2025 for inclusion in the renewed Climate Action Strategy. The inventory completed for the 2022 year and presented to the Board in October 2023, indicated:

- The capital region emits approximately 1.86 million tonnes of CO2e annually.
- This represents a 7% reduction from 2007 levels and a decline in per capita GHG emissions (t CO2e/capita) of 25%.
- Emissions increased by 1% compared to the 2020 inventory.

Climate Change Impacts

Regardless of GHG emission reductions today, the capital region will continue to experience the

impacts of climate change both now and in the future. Many CRD services already incorporate climate adaptation as a significant part of their work, helping to build resilience across the region. The CRD and regional partners must continue to reduce vulnerabilities in our communities by enhancing our ability to anticipate, respond to, and recover from both extreme weather events and the more gradual shifts brought on by climate change.

CRD Climate Action & Adaptation Service

Under Bylaw No. 3510, the CRD established a Climate Action service in 2009 with a regional collaboration mandate to directly support the organization and local governments in reaching mitigation and adaptation targets, policies and actions. The service hosts two inter-municipal networks and closely works with local government staff, senior governments, utilities and other stakeholders to identify other climate action opportunities and advance initiatives in collaboration. These initiatives are embedded in the Climate Action Strategy.

The service's core budget comes from an annual requisition across all regional municipalities and electoral areas, with additional funding from corporate services and external grants. In 2024, the service:

- Operated on a ~\$1.9M annual budget, supporting five, full-time employees and one four-year, full-time term position.
- Secured an additional ~\$3.2M in external grant funding for projects completed in 2024 or currently in progress.

CONCLUSION

The Capital Regional District's (CRD) Climate Action Strategy guides its leadership on climate action within its service mandates, covering both corporate operations and community-focused services. The 2024 Climate Action Progress Report details actions taken to advance the Strategy, Board priorities, and other commitments. In 2024, the CRD made progress on multiple initiatives and identified areas needing increased focus. The overall status was 'on track' (75-100% of yearly targets met). The CRD remains committed to accelerating key actions, reducing corporate emissions, preparing for climate impacts, and collaborating with partners to achieve regional goals.

RECOMMENDATION

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

Submitted by:	Nikki Elliott, MPA, Manager, Climate Action Programs
Concurrence:	Rory Tooke, PhD, Senior Manager, Environmental Innovation
Concurrence:	Luisa Jones, MBA, General Manager, Parks, Recreation & Environmental Services
Concurrence:	Ted Robbins, B. Sc., C. Tech., Chief Administrative Officer

ATTACHMENT

Appendix A: 2024 Climate Action Progress Report

2024 Climate Action Progress Report

Taking Action on the Climate Emergency



April 2025

TERRITORIAL ACKNOWLEDGMENT

The CRD conducts its business within the Territories of many First Nations, including but not limited to BOKEĆEN (Pauquachin), MÁLEXEŁ (Malahat), paarčiidratx (Pacheedaht), Spune'luxutth (Penelekut), Sc'ianew (Beecher Bay), Songhees, STÁUTW (Tsawout), T'Sou-ke, WJOŁEŁP (Tsartlip), WSIKEM (Tseycum), and xwsepsum (Esquimalt) Nations, all of whom have a long-standing relationship with the land and waters from time immemorial that continues to this day.



Cover photos:

Front: Dallas Road Bikeway Back: Sooke Hills Wilderness Trail

Organizational Overview

The Capital Regional District (CRD) delivers regional, sub-regional and local services to 13 municipalities and three electoral areas on southern Vancouver Island and the Gulf Islands. Governed by a 24-member Board of Directors, the CRD works collaboratively with First Nations and all levels of government to enable sustainable growth, foster community well-being, and develop cost-effective infrastructure, while continuing to provide core services to residents throughout the region.

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Goal 1: Climate-Focused Decision Making	13 15 17 19 21 23

Overview

In 2021, the CRD renewed its Climate Action Strategy and committed to annually report on all climate action-related activities undertaken by the organization. This report summarizes all 2024 activities and other annual indicators identified in the CRD's Climate Action Strategy.

Regulations and Commitments

The CRD is required to take action to reduce corporate and community-related greenhouse gas (GHG) emissions and prepare for the impacts of climate change under the following provincial regulations and commitments:

- Local Government (Green Communities) Statutes Amendment Act requires regional
 districts and local governments to include targets, policies and actions for the reduction
 of GHG emissions in Regional Growth Strategies and Official Community Plans. The Act
 also provides powers to local governments to support mitigation and adaptation through
 development permit areas, development cost charges and parking and building code
 requirements.
- Landfill Gas Management Regulation establishes province-wide criteria for landfill gas capture from municipal solid waste landfills. The regulation focuses on GHG emissions from landfills, with the objective of maximizing reductions of landfill gas emissions and identifying potential opportunities to increase landfill gas recovery. As manager of the Hartland Landfill, the CRD is responsible for adhering to this regulation.
- Emergency and Disaster Management Act was established in 2023, replacing the Emergency Program Act, with accompanying regulations still forthcoming. This new legislation aligns with the Sendai Framework for Disaster Risk Reduction, which includes a priority to better understand disaster risk. Regulations, which will stipulate specific requirements for local authorities, are forthcoming.
- All local governments in the region, including the CRD, are signatories of the BC
 Climate Action Charter. This includes a commitment to:
 - become carbon neutral in corporate operations.
 - measure and report on the community's GHG emissions profile.
 - work to create compact, complete and more energy-efficient communities.

CRD Climate Action & Adaptation Service

Under Bylaw No. 3510, the CRD established a climate action service in 2009 to act as a resource and facilitator for the CRD, local governments, citizens and organizations in the capital region on energy and climate issues. The service hosts two inter-municipal networks and works closely with local government staff, senior governments, utilities and other stakeholders to identify and advance climate action initiatives in collaboration. The Climate Action Service has five main focus areas:

- Provide support to local governments in developing and implementing climate action plans, programs and policies.
- Catalyze action through partnerships with public and private sectors, non-governmental organizations and community organizations and increase public awareness of climate change issues.
- Liaise with senior levels of government on climate change-related programs, policies and legislation that impact the capital region.
- Provide scientific information, data and indicators related to local and regional GHG emissions and projected climate impacts.
- Support the CRD in fulfilling its corporate climate objectives and support execution of climaterelated Board priorities.

In 2024, the Climate Action service operated on a core budget of approximately \$1.8 million, which included five full-time employees, one four-year, full-time term position and one auxiliary position. The program's core budget is provided through an annual requisition from all the region's municipalities and electoral areas (approximately \$1.6 million), with supplemental funding from corporate services (approximately \$200,000). The service successfully secured significant external grant funding to support Climate Action and other CRD services in implementing key climate and energy initiatives. This includes approximately \$3.2 million in confirmed funding for projects completed in 2024 or are currently underway.

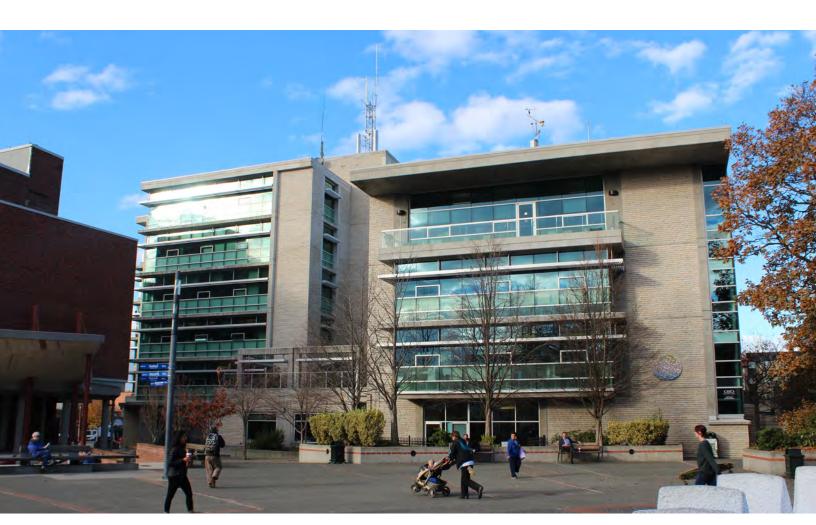


Ogden Point Breakwater

Climate Action Strategy

Climate action is a long-standing CRD Board priority. Since 2009, the CRD has been committed to taking action to address climate change within its own operations, and at the regional level, to reduce emissions and prepare for climate impacts. This commitment was underlined by the Board's declaration of a climate emergency in early 2019. In answer to this declaration, the CRD developed an updated five-year Climate Action Strategy in 2021.

The Climate Action Strategy provides direction for how the CRD, under its service mandates, will show leadership on climate action, both for the CRD's corporate operations and for its community-focused services. The strategy coordinates with other CRD plans and strategies and supports the overarching Regional Growth Strategy (RGS).



CRD Building in Centennial Square

Climate Action Vision

Through collective action, we eliminate emissions and foster healthy and resilient communities and natural areas now and in the future.

This vision recognizes that the CRD must act in concert with many partners to address the climate emergency, ensuring the region is minimizing its contribution to climate change while also preparing for the changes that have already begun. In this context, "we" is inclusive of all governments, First Nations, residents, businesses, institutions, organizations and residents.

In 2025, the CRD will renew this strategy to reflect current opportunities and priorities.

Targets and Goals

The CRD's Climate Action Strategy outlines a pathway toward net-zero emissions by mid-century, in line with the Intergovernmental Panel on Climate Change modelled pathways to limit warming to a 1.5°C change this century. It also determined six goal areas where the CRD will focus its efforts.



Regional target

Reduce regional greenhouse gas (GHG) emissions 61% by 2038 based on 2007 levels (as per 2018 Regional Growth Strategy).

Corporate target

Reduce corporate GHG emissions 45% by 2030 based on 2007 levels and reach net-zero GHG emissions before 2050.



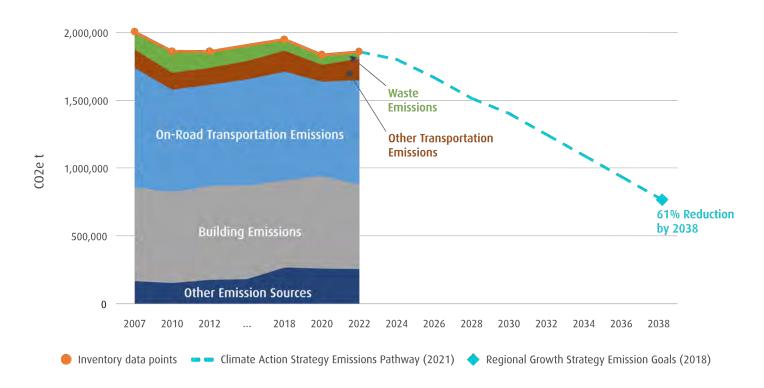
Tracking Our Emissions

Community Emissions

The CRD undertakes GHG accounting bi-annually to better understand the sources and trends of emissions within the capital region. The latest emissions inventory was completed for the 2022 calendar year, building on the 2018 and 2020 inventories. This followed the internationally recognized Global Protocol Community-Scale GHG Inventories BASIC+ Framework and included GHG emissions from stationary energy (e.g., buildings), transportation (e.g., commuter vehicles), waste (e.g., landfills), industrial processes and product use (IPPU) (e.g., chemical industry), and agriculture, forestry and other land use (e.g., fertilizer application).

The territorial 2022 inventory indicated the capital region emits approximately 1.86 million tonnes of C02e annually. This represents a 7% reduction from 2007 levels and a decline in per capita GHG emissions (t C02e/capita) of 25%. Emissions increased by 1% compared to the 2020 inventory. This slight increase was expected and largely due to increased transportation-related emissions associated with COVID-19 pandemic recovery and the return to in-person activities. On-road transportation and the built environment remain the main sources of regional emissions, together accounting for approximately 75% of all emissions in 2022.

Capital Region Emissions (2007 to 2022) and 2038 RGS Emissions Goal



To achieve the CRD's regional GHG emission reduction target of 61% reduction by 2038, the region, and all key players, including senior levels of government, local governments, residents, businesses, industry and organizations, must continue to advance key initiatives, including:

- increase uptake of transit, walking, cycling and other modes of active transportation.
- · accelerate adoption of zero-emissions vehicles.
- retrofit existing buildings, improving energy efficiency and converting fossil fuel heating systems to electric.
- transition to construction of net-zero energy-ready new buildings.

Corporate Emissions

In 2024, CRD operations generated 2,865 tonnes of CO2e, with 1,154 tonnes associated with vehicle and equipment use and 1,711 tonnes coming from facilities and infrastructure. Emissions associated with Hartland Landfill, Capital Region Housing Corporation and Capital Regional Hospital District are not included in this total, as they are excluded from the provincial reporting framework. This represents a 3.0% decrease from 2023 and a 4.7% decrease from the baseline level of emissions from 2007.

Emissions from fleet use decreased by 8.7% in 2024 compared to 2023. This is a result of the increased use and additional procurement of several electrical vehicles and the use of e-bikes in CRD operations.

Overall emissions from facilities increased by 1.1% in 2024 compared to 2023. This increase was across numerous facilities, particularly the recreation centres. An increase in fuel for back-up generators for power outages was also observed.



Capital Regional District Fisgard entrance.

Corporate Greenhouse Gas Emissions in 2024



Expanding infrastructure, increased facility operations and a larger service fleet are necessary to meet the needs of a growing population but have added pressure to CRD's corporate greenhouse gas reduction targets over the years. As such, improvements in energy efficiency, innovative operational strategies, and electrification will continue to be prioritized to achieve climate goals.

Increasing Service Levels Since 2020



Added 237 new employees, a 23% increase*



 Added three major facilities[†], resulting in an additional 17% in facility emissions in 2023



 Fleet size grew by 27% and fleet use increased by 17% (365,000 km)

Figure 1: Statistics indicating increasing CRD service levels and greenhouse gas reduction progress.

^{*} 2019 used as baseline year due to impact of COVID-19 on 2020 staffing levels

[†]McLoughlin Point Wastewater Treatment Plant, Salt Spring Island Multi-Space (SIMS) and McCallum Pump Station

In fall 2024, staff presented to the Board an updated corporate emissions reduction pathway based on "planned actions" that are scheduled for implementation and meet corporate GHG targets. This scenario has not yet incorporated the EV Fleet Ready Plan scheduled for completion in early 2025. The CRD will prioritize actions addressing the largest GHG emitters in the CRD portfolio and scheduled equipment replacements. To achieve this goal, the CRD will continue to focus on accelerating the following critical actions in upcoming years:

- · Light-duty vehicle electrification
- Heat Recovery projects at Panorama Recreation Centre and SEAPARC Leisure Complex
- Electrical efficiency projects at multiple sites
- Saanich Peninsula Wastewater Treatment Plant connection to the district energy shared system
- · CRD Fisgard HQ decarbonization

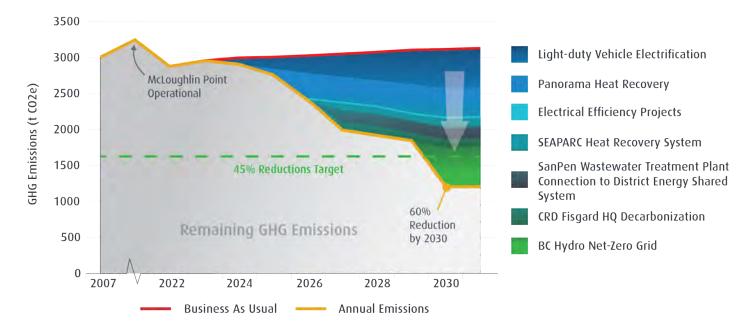


Figure 2: CRD corporate GHG emission reduction pathway based on planned actions by 2030.

Adapting to Climate Impacts

The global average temperature has increased by over 1°C in the past 150 years and the impacts on weather patterns are already being felt. Climate change is already impacting the capital region, and its effects will intensify in the coming decades. Given the region's geographic diversity, climate change will impact different areas in distinct ways, influencing health, infrastructure, water supply, agriculture, ecosystems and species.

As a result of climate change, modelling indicates that the region will continue to experience:

- · Hotter summer temperatures, with more extreme heat days and heatwaves.
- Warmer winter temperatures and less frequent frost, with less snowfall in the colder months.
- Less rain and more dry days in the summer months.
- More precipitation falling in fall, winter and spring, with longer lasting and more frequent extreme rainfall events.
- Increased likelihood of variability of climate within and between years.
- · Sea level rise.

Climate adaptation is closely tied to disaster risk reduction, requiring both immediate responses to current extreme weather events and long-term planning to address future warming expected in the mid to late century.

The CRD plays a key leadership role in coordinating adaptation efforts by leveraging data, managing critical infrastructure and services, and supporting municipalities, electoral areas and regional interest holders. The CRD provides essential services that support climate resilience, including maintaining drinking water and wastewater systems, regional planning, regional parks, harbors, watersheds, invasive species programs, and emergency management coordination. To strengthen climate resilience, the CRD is integrating adaptation measures across its operations, as outlined in its Climate Action Strategy and other strategic plans.

Climate adaptation at the CRD must remain flexible and responsive to ongoing legislative changes—such as updates to British Columbia's Emergency and Disaster Management Act (EDMA)—as well as evolving science, increasing regional impacts, and new funding and partnership opportunities.



CRD Headquarters green second floor courtyard.

While many adaptation measures are already embedded in CRD operations, there are opportunities to strengthen these efforts in the coming years. The CRD will continue to advance key climate adaptation initiatives to better respond to and prepare for a changing climate:

- Strengthen inclusion of climate adaptation considerations in governance, strategic and service planning.
- Complete infrastructure upgrades to address climate hazards.
- Lead and support the development of quality data, mapping, and monitoring products for the region.
- · Undertake and update climate risk assessments, as required.
- Support coordination through inter-municipal and inter-agency working groups.
- Integration of new EDMA regulations into CRD emergency response plans and planning documents.

Progress on the CRD's Five-Year Action Plan

The CRD's Climate Action Strategy established six key goal areas, 56 actions and 127 sub-actions that will be undertaken by several different services across the organization between 2021 and 2025. The strategy also outlined several indicators to help measure success and to track important trends.

The following sections are intended to provide a high-level, easy-to-understand overview of the CRD's performance and progress related to climate action, and to summarize progress made in the 2024 year for each goal area.

More information, including details on the scoring methodology and actions within each goal area, is contained in Appendix A: Climate Action Report Card.



2024 Overall Action Plan Progress

On Track

The Climate Action Strategy identifies 127 actions with specific timelines across the organization. Scores are based on the current status of each action within their goal areas.



Corporate Actions Opportunity for Improvement



Community-Focused Actions On Track

Goal Area



Goal 1: Climate-Focused Decision Making



Goal 2: Sustainable Land Use, Planning and Preparedness



Goal 3: Low-Carbon Mobility



Goal 4: Low-Carbon and Resilient Buildings and Infrastructure



Goal 5: Resilient and Abundant Nature, Ecosystems and Food Systems



Goal 6: Minimized Waste

Legend: Action Status



On Track: 75% or greater of yearly target progress



Opportunity for Improvement: 50% - 75% of yearly target progress



Attention Required: less than 50% of yearly target progress



Future Action

Legend: Indicators*



Direction of arrow indicates current trend direction



Indicator is trending in the **desired direction**



Indicator is trending in the wrong direction



Indicator is intended to provide **contextual information**

*While indicators are not considered in the calculation of the action status, they provide context and track long-term progress.



Climate-Focused Decision Making

Goal 1: Climate action priorities are integrated at all levels of decision making across the organization.



To provide its wide range of services, the CRD maintains and operates vehicles, equipment, buildings, facilities, infrastructure, landfills, trails and parks. Decisions made in each service area can have implications for greenhouse gas (GHG) emissions generated or sequestrated by CRD assets over time, as well as how prepared these assets are for the changing climate. The CRD has also identified the need to improve the organizational understanding of Indigenous knowledge, laws and perspectives in relation to climate solutions.



The majority of sub-actions in this goal area are well progressed, resulting in an overall action status of *on track*.

Goal Progress Summary

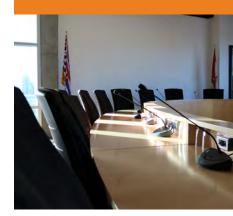
- Developed an evaluation framework to assess climate action impacts in corporate strategic planning, service planning and annual reporting, reviewing over 120 initiatives to date.
- Embedded climate considerations into capital planning, with ongoing work to refine next steps.
- Piloted carbon price policy in key projects like the Hartland Renewable Natural Gas project and incorporated it into all energy audits conducted in 2024.
- Delivered multiple staff training opportunities, including Climate 101 (general primer) and Climate 201 (embedding a climate lens in work). Maintained a Climate Action SharePoint hub for capacity building.

CRD Roles

Operational decision making

This goal contains

15
sub-actions



CRD Fisgard Boadroom

- · Conducted annual corporate GHG reporting.
- Collaborated with First Nations on shoreline restoration projects to protect ecological and cultural values, while integrating Indigenous knowledge and governance structures into regional park management.



Annual CRD Corporate GHG emissions

 $\cdot\,$ 2,865 t CO2e (3.1% decrease compared to 2023)



CRD staff e-bike training session in Centennial Square



Sustainable Land Use, Planning and Preparedness

Goal 2: Support the region on its pathway to livable, affordable and low-carbon communities that are prepared for climate change.



How land use is managed has a strong influence on regional emissions, by affecting how far residents must travel to daily amenities, school and work, and what mode of travel is used, as well as affecting how much land can be protected as carbon sinks. The 2018 Regional Growth Strategy sets a regional vision and high-level policies for growth management. The key provision is to contain 95% of growth in designated areas and to concentrate growth in a way that is connected. In addition to land use, planning and preparedness efforts across the region are important to increase the resilience of the region by increasing our ability to cope with hazardous or emergency events and other impacts that result from a changing climate.



The majority of sub-actions in this goal area are well progressed, resulting in an overall action status of *on track*.

Goal Progress Summary

- Advanced the public-facing emergency dashboard and expanded the Public Alert Notification System (PANS) for real-time weather and public safety updates.
- Launched the Capital Region Extreme Heat Information Portal and shared findings with local partners, interest holders and First Nations. Hosted and presented at multiple workshops to improve understanding of heat vulnerability.
- Completed updated regional downscaled climate projections and provided capacity-building workshops for municipal staff.
- Initiated analysis of projects and policies to close the emissions reduction gap before 2038.

CRD Roles

Regional planning

Juan de Fuca land use planning

Emergency management in electoral areas

Inter-municipal coordination

Data management

This goal contains

24
sub-actions



Capital Region Extreme Heat Information Portal

- Successfully applied for a grant for a coordinated regional climate adaptation capacity-building project, set for completion in 2025-2026.
- Continued discussions on regional mobility hub feasibility and initiated the Growth and Mobility Study to inform a potential Regional Growth Strategy update in 2026.
- · Continued work on the FireSmart program.
- Advanced annual drought and wildfire response planning and improved coordination of extreme heat, flood and drought awareness among emergency management stakeholders.
- Continued to facilitate and administer several inter-municipal networks that serve to
 coordinate regional climate action, set priorities and disseminate resources, including the
 Climate Action Task Force and Climate Action Working Group, Development Planning Advisory
 Commission, Transportation Working Group, Local Government Emergency Program Advisory
 Committee, the Regional Emergency Management Partnership and the Healthy and Safe
 Environments Community Health Network.



Regional GHG emissions

• 1.86 million tonnes of CO2e in 2022 (1% increase compared to 2020)



Number of net new dwelling units in areas where more than 43% walk/bike/bus to work* · Currently, the region is not meeting the desired trend



Old Man Lake Wildfire

^{*} Progress on this indicator is reported in the Regional Growth Strategy Indicator Report.



Low-Carbon Mobility

Goal 3: Rapidly reduce corporate fleet emissions. Support, endorse and encourage active, public and zero-emission transportation options across the region.



On-road transportation is the region's largest source of GHG emissions. Not only do vehicles release significant emissions, but they also lead to increased traffic congestion in peak periods. Shifting from a vehicle focus to a low-carbon mobility focus means improving the options to get more people walking, biking and taking transit. For trips that use a vehicle, rapidly switching to electric vehicles (EVs) will require building out charging infrastructure throughout the region, making sure chargers are accessible to those who live in all types of homes and at key locations across the region. The CRD owns and operates a fleet of approximately 300 vehicles to provide its many services across the region and must reduce its GHG emissions by transition to EVs and utilizing low emission fuels.



The majority of sub-actions in this goal area are well progressed, resulting in an overall action status of *on track*.

Goal Progress Summary

- Updated the corporate Green Fleet Policy to strengthen and accelerate vehicle electrification efforts for CRD corporate fleet.
- Accessed BC Hydro grant funding to initiate phase 2 of EV Ready Fleet Planning to advance understanding of fleet electrification charging needs for over 10 CRD work sites.
- Secured grant funding from the federal and provincial Investing in Canadian Infrastructure Program and Clean BC Communities Fund and installed 11 public electric vehicle chargers at 8 municipal sites and facilitated grant funding for 136 additional public chargers on behalf of the City of Victoria; advanced planning and procurement for remaining sites.
- Completed installation of 2 publicly available EV chargers at Elk/ Beaver Lake Regional Park – Beaver Beach.

CRD Roles

CRD fleet

CRD infrastructure (Regional trail system and EV charging)

Regional planning

Electoral area transportation

Data management

Community programs

This goal contains

31
sub-actions



Ford Lightning charging at Integrated Water Services.

- Collaborated with BC Hydro and municipal partners as per a Memorandum of Understanding to advance key priorities related to EV charging infrastructure and policies across the region, resulting in the identification of over a dozen potential public fast-charging sites, detailed design for multiple locations with planned construction in 2025, and one site fully installed in 2024.
- Continued Ready Step Roll Sustainable School Commute Planning program with three schools in the 2023/24 cohort and five schools in the 2024/25 cohort, working along side their respective local governments and other partners. Hosted 11 Let's Get Visible events in 2024 on the regional trails to promote road and trail safety.
- Continued to participate in various technical and working groups to support transit access and infrastructure.
- Progressed efforts toward establishing a Regional Transportation Service and held a
 Transportation Governance Workshop with elected officials and staff across the region and
 consulted municipalities and electoral areas on its establishment.
- · Advanced planning for the Regional Trails Widening and Lighting Project.
- Continued to implement the Gulf Islands Trails Plan, with phase 1 of the first regional trail in the Gulf Islands (Mayne Island Regional Trail) complete.



Regional EV Infrastructure Roadmap implementation

· Level 2 ports: 81% (627 installed)

• DCFC ports: 42% (56 installed)



Regional GHG emissions from transportation

• 930,656 t CO2e in 2022 (14% increase compared to 2020) (No new data for 2024, updated regional inventory scheduled for 2025)



Annual EV ICBC registrations (region fleet size)

• 13,558 total EV and PHEV vehicle registrations, 4.6% of total registrations (0.9% increase compared to 2023)



Annual CRD corporate fleet GHG emissions

• 1,154 t CO2e (8.7% decrease compared to 2023)



Number of corporate EVs purchased*

• 8 EVs purchased (53 total in fleet)



Low-Carbon and Resilient Buidlings Infrastructure

Goal 4: Accelerate energy efficiency, emission reductions and enhanced resilience in CRD buildings and infrastructure. Support and encourage the same for all buildings and infrastructure across the region.



Overall Action Status
Opportunity for
Improvement

A large portion of regional GHGs come from energy used in buildings across the capital region, almost all of which is from fossil fuels for space heating and hot water. Shifting from relying on fossil fuels for space heating and hot water and improving the energy efficiency of our buildings are key to achieving GHG reduction targets and can support resiliency measures. As the climate changes, it is increasingly important to prepare buildings and infrastructure. The capacity of infrastructure to be resilient to climate impacts must be considered, such as increased stormwater flows, power interruptions, poor air quality and heat waves.

CRD Roles

CRD buildings and infrastructure

Building inspection in electoral areas

Data management

Community programs



Although many actions are well-progressed in this goal area and progress has been made on all actions in 2024, staff indicate that updated project timelines for corporate carbon reduction projects and assessment of CRD infrastructure for climate risk were required in previous years due to funding constraints, resulting in an overall status of opportunity for improvement for this goal area. Foundational energy studies and conceptual designs for key facilities have been completed and retrofit projects will be completed in future years.

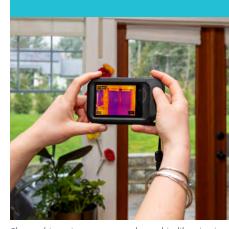
This goal contains

30

sub-actions over the next five years

Goal Progress Summary

- Completed additional detailed studies for Panorama Recreation
 Centre, SEAPARC Leisure Complex and Rainbow Recreation Centre to further GHG-reduction projects at these facilities.
- · Initiated work on energy studies for Parks Headquarters and SIMS.
- Completed energy audits and conceptual HVAC design for the Saanich Peninsula Wastewater Treatment Plant.



Thermal imaging cameras released in libraries in the capital region in 2024.

- Reviewed all 350 corporate sites for rooftop solar potential, identifying top 10 sites to be considered for future installation.
- Completed the design and installation of dehumidification systems for Panorama Recreation, reducing the facility's emissions by 26%.
- Implemented the Home Energy Navigator program, which saw 321 registrants, providing approximately 240 home consultations, and supported 163 heat pump retrofits since the program's inception.
- Continued supporting the BC Sustainable Energy Association to deliver Cool it! climate action workshops for students in the region, delivering 104 workshops (35 funded by the CRD and 69 additional workshops funded by municipalities).
- Successfully launched new thermal imaging camera kits and refreshed Climate Action To Go Kits in partnership with local public libraries.
- With the District of Saanich and the City of Victoria, continued to support consultations and development of a model bylaw for creating mandatory energy and carbon emission reporting requirements for existing large Part 3 buildings; developed a covered buildings list to inform bylaw approach and shared with local governments.
- Continued to support municipalities in their considerations and adoptions of the Zero Carbon Step Code (ZCSC) and the transition to mandatory BC Energy Step Code requirements.
- Conducted water use audits of 5 secondary schools to help identify where they can improve efficiency of water use.
- Advanced multiple initiatives to incorporate climate impacts in risk assessments and infrastructure upgrades in the Greater Victoria Supply Area (GVWSA), including factoring climate projections into bridge designs and climate and stream flow inputs in the reservoir management model.



Regional Energy Retrofit Program implementation • 700 participants signed up as of December 2023



Regional GHG emissions from buildings

 619,054 t CO2e in 2022 (10% decrease compared to 2020) (no new data for 2024, updated regional inventory scheduled for 2025)



Annual CRD corporate facilities GHG emissions

1,711 t CO2e (1.1% increase compared to 2023)



Resilient and Abundant Nature, Ecosystems and Food Systems

Goal 5: Protect, conserve and manage ecosystem health and nature's capacity to store carbon and adapt to climate change. Support the ongoing ability of natural systems to sustain life.

Overall Action Status
Opportunity for Improvement

Green spaces, blue spaces and parks provide important services to store carbon in vegetation and soils, while at the same time providing ecological services that support the region's resilience to climate change. As temperatures in the region rise, natural areas can also serve to reduce the need for energy-intensive air conditioning and provide accessible areas of respite for all residents. Monitoring ecological changes over time and sharing this across all levels of government, including First Nations, as well as community organizations and citizens, can increase our collective understanding of the impacts of these changes and inform how the region can collectively respond to support the health of our ecosystems.



Although many efforts are being made in this goal area, staff indicate *opportunities for improvement* or delays in identifying and implementing adaptation strategies and data collection on biodiversity.

Goal Progress Summary

- Progressed development of the Regional Parks Stewardship Plan to guide management and acquisition decisions that build resiliency in regional parks and trails under a changing climate.
- Progressed updates to the Regional Parks Land Acquisition Strategy, which provides direction on the selection of land for regional park purposes that reflect the values identified in the Strategic Plan, including climate considerations.

CRD Roles

Stewardship of CRD lands

Land acquisition

Community and inter-municipal coordination

Education and outreach

Regional planning

Data management

This goal contains

19 sub-actions



Invasive species Scotch Broom removal.

- Undertook several initiatives to better assess and understand climate change impacts
 relating to ecosystem health and water supply in the GVWSA, including: annual forest
 health review with updated orthophoto data, expanded monitoring of forest defoliating
 insects, research projects on red alder bark beetle and Douglas-fir beetle, improved
 reservoir water inflow and hydrology monitoring, thinning and juvenile spacing initiatives
 to reduce wildfire risk, and updates to inventory of GVWSA ecosystems to support climate
 vulnerability analysis.
- Provided various regional and local ecological data sets to support planning and policy efforts, including the completion of intertidal and subtidal inventories of the core area harbours.
- · Continued to chair and coordinate the Capital Region Invasive Species Partnership.
- Advanced work on a proposed Regional Foodlands Trust, progressing to Alternative Approvals Process, with ultimate approval in early 2025.



Hectares of regional park land*

 $\cdot\,$ 13,350 ha (an additional 21.28 ha was acquired in 2024)



Number of volunteer stewardship hours

· 6,699 hours by 711 volunteers

*Progress on this indicator is reported in the Regional Growth Strategy Indicator Report





CRD Watershed Tour Thetis Lake Park



Minimized Waste

Goal 6: Waste generation and the resulting emissions are minimized and remaining waste is transformed into a resource. Follow the 5R pollution prevention hierarchy.



Product use and the disposal of waste contribute to GHG emissions in the region. About 2.7% of regional GHG emissions are associated with waste—and the majority of this comes from decomposing organic waste that was added to Hartland Landfill over the last several decades (e.g., food scraps and construction wood waste). The most effective way to reduce future emissions from the landfill is to follow the 5R hierarchy – focusing first on decreasing the amount of waste produced, and then on decreasing the GHG emissions from the remaining waste.



The majority of sub-actions in this goal area are well progressed, resulting in an overall action status of *on track*.

Goal Progress Summary

- Commenced Material Diversion Transfer Station operations at Hartland Landfill, processing clean and treated wood and asphalt shingles for reuse, recycling, or energy recovery, diverting approximately 9,600 tonnes of waste.
- Standardized waste disposal and recycling education for 40
 apartments and condos (2,730 units) across seven municipalities as
 part of the Multi-family Dwelling Waste Diversion Project. Installed
 512 signs and distributed over 2,700 educational materials.
- Initiated Kitchen Scraps Transfer Relocation Project, which in the first year resulted in 13,463 tonnes of kitchen scraps processed.
- Approved the Long-Term Biosolids Management Strategy, focusing on advanced thermal processing, additional combustion and nonagricultural land application.

CRD Roles

Solid waste management
Liquid waste management
Education and outreach

This goal contains

8

sub-actions over the next five years



Hartland Landfill Education

- Continued the curbside Blue Box Collection Program for the collection of recyclables from single-family homes, using a contractor that operates 23 CNG trucks in their curbside program fleet. Electric trucks have been ordered, with expected delivery date in 2025.
- Supported 24 projects with approximately \$70,000 in funds through the Rethink Waste Community Grant.
- Between the Hartland Landfill Public Tours, Hartland Landfill Technical Tours, 3Rs K-12 program, and attending community events, the CRD connected with 4,631 residents. New this year, the CRD introduced a downtown Victoria pickup option for public landfill tours to improve accessibility and partnered with the Compost Education Centre to host two Composting Basics Workshops in conjunction with landfill tours.



CRD's per capita disposal rate

 338 kg/per capita (decrease of 11.6% and decrease of 44 kg/capita compared to 2023)



Landfill Gas Efficiency*

 Achieved a 50% gas collection efficiency based on UBCi model in 2024

*Please refer to the Solid Waste Management Plan Progress Reports for additional information.



Hartland Landfill and the Landfill Gas Plant

Wood diversion at Hartland Landfill

Looking Ahead – 2025

The CRD will continue to show a leadership role, support inter-municipal collaborative efforts, pursue strategic partnerships and external funding sources, and respond to opportunities, as local and senior levels of governments advance their efforts. Some activities planned for 2025 include:

- Climate Action Strategy Renewal: Revise and reaffirm priorities for climate action both corporately and community wide. This renewal will entail action planning to more clearly articulate climate mitigation and adaptation focused work throughout the organization for the next 5 years.
- **Transportation Service:** Complete AAP and final approvals to establish new Transportation Service. Initiate update to the Regional Transportation Plan.
- **EV Infrastructure Roadmap:** Continue leveraging grant funding from the federal and provincial Investing in Canadian Infrastructure Program and Clean BC Communities Fund to install over 400 Level 2 chargers and 20 Direct Current Fast Chargers, in partnership with City of Victoria and other municipalities at over 80 sites.
- **Regional GHG inventory:** Develop an inventory for the 2024 year for the region and each local government. Results will be shared in late 2025.
- **Climate Adaptation Capacity Building Initiative:** Provide targeted workshops, training and a regional cohort to build understanding and technical proficiency in climate adaptation topics.
- **Building Benchmarking:** Continue advancing work with City of Victoria and the District of Saanich to develop a benchmarking support program. The program will support local governments to promote and expand voluntary and mandatory energy and carbon emissions data reporting for large buildings.
- **Climate Risk and Emergency Management:** Advance integration of climate risk and adaptation into emergency management, as per new *Emergency and Disaster Management Act*.
- **Biodiversity and Environmental Stewardship Service:** Begin service planning starting in early 2025 post successful AAP and final approvals. This service will conduct research, collect and monitor biodiversity data, manage ecological stressors and invasive species, collaborate with partners to protect and restore key habitats, and develop public outreach and stewardship initiatives to enhance ecological conservation.



Galloping Goose Trail, Victoria BC

Appendix A: Climate Action Report Card

This Climate Action Report Card is intended to provide a high-level, easy-to-understand overview of the CRD's climate performance and progress.

Methodology

The Climate Action Strategy defines specific actions to guide CRD efforts over the lifespan of the strategy. These include 56 "umbrella" actions broken down into 127 sub-actions, with specific timelines and responsible divisions.

The Climate Action Report Card compiles the self-reported quantitative progress metrics from services for each of the 127 sub-actions. By averaging the progress of respective sub-actions, the report card measures the current 'action status' for several informative categories, such as overall climate action status, corporate and community-focused actions, and the six goal areas of the strategy.

The report card uses a math-based system to produce a percent grade by comparing reported progress with expected progress based on the action timelines established in the strategy. For ongoing actions with no timeline, percentages are based on self-reported levels of progress satisfaction by the responsible service. Each action status score is accompanied by qualitative progress updates that summarize any actions taken or barriers encountered during the reporting year. For clarity, percentages are converted to three coloured status indicators: on track, opportunity for improvement, and attention required. In addition, several broader corporate and regional indicators are included. These are not considered in the evaluation of the action statuses.

For more information on timing, divisions involved, and sub-actions, please see Appendix C in the Climate Action Strategy.



2024 Overall Action Plan Progress On Track

The climate action strategy identifies 127 actions with specific timelines across the organization. Scores are based on the current status of each action within their goal areas.



Corporate Actions Opportunity for Improvement



Community-Focused Actions On Track

Goal Areas:



Goal 1: Climate-Focused **Decision Making**



Goal 2: Sustainable Land Use, Planning and Preparedness



Goal 3: Low-Carbon Mobility



Goal 4: Low-Carbon and Resilient Buildings and Infrastructure



Goal 5: Resilient and Abundant Nature, Ecosystems and Food Systems



Goal 6: Minimized Waste

Legend: Action Status



On Track: 75% or greater of yearly target progress

Opportunity for Improvement:

50% - 75% of yearly target progress



Attention Required: less than 50% of yearly target progress



Future Action

Legend: Indicators*



Direction of arrow indicates current trend direction

desired direction

Indicator is trending in the



Indicator is trending in the wrong direction



Indicator is intended to provide contextual information

*While indicators are not considered in the calculation of the action status, they provide context and track long-term progress.

Status Action

Update

Progress on Actions



Climate-Focused **Decision Making**

Goal 1: Climate action priorities are integrated at all levels of decision making across the organization.



Overall Action Status On Track



1-1 Integrate and standardize the climate lens framework across processes

- Developed an initial framework to evaluate declared climate action impacts of new initiatives as part of corporate strategic planning service planning, and annual reporting, with over 120 initiatives reviewed and advanced to date.
- · Advanced asset management planning by embedding climate considerations into capital planning. Ongoing work needed to refine next steps.
- · Strengthened procurement policies and procedures with new Legal Services and policy review staff, introducing tools like the Low Value Routine Procurement Toolkit and contract drafting resources. "Best value" purchasing continues to prioritize climate-first decisions.
- · Complete annual corporate GHG reporting.



1-2 Develop internal carbon pricing policies and procedures

- · Completed in 2023.
- · Piloted carbon price policy with large projects, such as the Hartland Renewable Natural Gas project, included in all building energy audits, and new fleet



1-3 Identify internal funding sources for climate action

- · Continued and utilized the Climate Action Reserve Fund (CARF).
- Embedded key climate projects in 2025 capital planning process.
- · Sourced additional incentives and grant funds from Federation of Canadian Municipalities (FCM), BC Hydro and Fortis BC.



1-4 Support staff capacity building and coordination

- Provided a variety of staff training sessions, including: a Lunch & Learn, Climate 101, a general primer available to all staff and offered regularly; and Climate 201, to guide staff on embedding a climate lens in their work
- · Maintained an internal Climate Action SharePoint hub for staff capacity building.
- · Presented onboarding materials for the Peninsula Recreation Commission and the Sooke and Electoral Area Parks and Recreation Commission (SEAPARC).
- · Hosted Climate Action Fleet and Facilities Working Group quarterly meetings, and quarterly meetings between Regional Parks and Regional Planning and Climate staff.



1-5 Investigate how Indigenous knowledge can inform climate action at CRD

- · Partnered with First Nations on shoreline restoration efforts to protect ecological and cultural values in the face of increasing storms and continued learning about Indigenous-led approaches to shoreline restoration. Collaborated with First Nations to incorporate Indigenous knowledge and governance structures into management approaches in regional parks.
- · Additional activities described in actions below.

Additional Action Plan Indicators



Annual CRD Corporate GHG emissions

2,865 t CO2e (3.1% decrease compared to 2023)



Sustainable Land Use, Planning and Preparedness

Goal 2: Support the region on its pathway to livable, affordable and low-carbon communities that are prepared for climate change.



Overall Action Status
On Track

Status Action Update

Progress on Actions



- 2-1 Incorporate climate hazards and vulnerabilities into corporate CRD emergency response plans
- Progressed the communication plan for the public facing emergency dashboard a tool to provide centralized information related to emergencies, including climate-related issues and responses.
- Enhanced climate emergency preparedness through organizational notifications and the Public Alert Notification System (PANS) for real-time extreme weather and public safety updates.

- 2-2 Monitor Regional Growth Strategy (RGS)
- Reviewed Regional Context statements, as needed, through an established process in which municipal climate policies are reviewed in relation to Regional Growth Strategy (RGS) goals.
- · Completed the annual RGS Indicator Report.



- 2-3 Integrate climate impacts into Juan de Fuca land use plans and policies
- · Continued working on the Port Renfrew Official Community Plan (OCP) with Pacheedaht First Nation.
- · Will be considered during the Port Renfrew and Willis Point OCP update in 2025.



- 2-4 Collect and share pertinent energy, emissions, climate projections and vulnerability data
- Launched the Capital Region Extreme Heat Information Portal and published the final report, sharing findings with local governments, stakeholders and First Nations. Presented at several conferences, workshops and meetings to advance local government understanding of heat vulnerability data in the region.
- Completed the updated regional downscaled climate projections based on updated global models and hosted capacity-building workshops for municipal staff to advance understanding of climate projections.



- 2-5 Identify innovative actions to close the regional 2030 emissions reduction gap
- Initiated the analysis of several potential major projects that would contribute to closing the emissions reduction gap ahead of 2038 targets.



- 2-6 Coordinate regional climate action, collaboration and capacity building among local governments and interested First Nations
- Participated in advancing project planning for a sub-regional coastal adaptation plan with local governments for the Gorge Waterway.
- Successfully applied for a \$144,423 grant to support a coordinated regional climate adaptation capacity building project, scoped with municipal partners. Project to be completed 2025-2026.
- Continued to facilitate and administer several inter-municipal networks that serve to coordinate regional climate action, set priorities and disseminate resources, including the CRD Inter-Municipal Climate Action Task Force, CRD Inter-Municipal Climate Action Working Group, Development Planning Advisory Commission, Transportation Working Group, Local Government Emergency Program Advisory Committee, the Regional Emergency Management Partnership and the Healthy and Safe Environments Community Health Network.
- · Produced and distributed a monthly local government climate action e-newsletter.
- Continued to chair and increased frequency Local Government Emergency Programs Advisory Committee (LGEPAC) meetings from quarterly to bi-monthly. Continued to resource and support Regional Emergency Management Partnership (REMP).
- Completed the Community Health Network's (CHN) Healthy and Safe Environments summary report of the extreme heat and health research and action planning session, applied for additional funding to research how BIPOC communities are utilizing food security projects to build community resilience in the face of climate change, recorded podcast episodes for knowledge translation of our extreme heat and health research (to be launched summer 2025), began conducting research into barriers to use of emergency response infrastructure (funded by the Province of BC).
- Continued discussions regarding feasibility of mobility hub development in key locations across the region in partnership with Ministry of Transportation and Transit.
- Initiated the Growth and Mobility study that will inform the decision as to whether to initiate an RGS update in 2026. Continued work toward the establishment of a Regional Transportation Service.

Status	Action	Update
>	2-7 Incorporate regional climate projections into electoral area emergency planning and enhance FireSmart efforts	 Initiated Climate Adaptation Risk Assessment work that will feed into Electoral Areas' Emergency Operations Work Plans once complete. Secured two years of confirmed FireSmart funding and have program coordinators. Improvements and continued efforts to the program are secured through to mid-2026 (via UBCM, CRI stream). Continued to pursue other grants to enhance FireSmart activities at a regional and local level. Continued exploring collaborative efforts with Transition Salt Spring Society to enhance program delivery on Salt Spring Island. Advanced planning for drought and wildfire response in Electoral Areas is redone annually, so this is an ongoing action.
(*)	2-8 Coordinate with emergency management stakeholders on planning and public outreach activities related to climate risks	 Continued to work to coordinate extreme heat, flood and drought awareness among emergency management stakeholders and partners in the region. Launched public dashboard on heat vulnerability.
!	2-9 Investigate Transition Salt Spring Island 2.0 Climate Plan implementation	 Allocated funds from the provincial Local Government Climate Action Program to award a contract to Transition Salt Spring Society to provide education programming and community engagement to reduce emissions.

Regional Climate Progress Indicators and Trends



Regional GHG emissions

• 1.86 million tonnes of CO2e (1% increase compared to 2020)

• No new date for 2024; next regional inventory scheduled for fall 2025.



Number of net new dwelling units in areas where more than 42% walk/ bike/bus to work*

· Currently, the region is not meeting the desired trend

• In 2024, this target was updated from 45% to 42% to reflect the decrease in BC Transit's mode-share target from 15% to 12%.

*Progress on this indicator is reported in the Regional Growth Strategy Indicator Report.



Low-Carbon Mobility

Goal 3: Rapidly reduce corporate fleet emissions. Support, endorse and encourage active, public and zero-emission transportation options across the region.



Overall Action Status
On Track

Status	Action	Update				
Progress	Progress on Actions					
	3-1 Administer and track the new Green Fleet Policy	· Continued to advance Green Fleet Policy implementation, accelerating vehicle electrification with strong support from Corporate Fleet and Climate Action.				
•	3-2 Develop electric vehicle (EV) adoption and right-sizing plan for the corporate fleet	 Continued monitoring market availability of electric vehicles (EVs). Investigated opportunities for telematics and fuel purchase management software to assist in fleet right sizing, identifying pilot project opportunities to be conducted in 2025. 				
()	3-3 Develop EV infrastructure plan for the corporate fleet	 Initiated phase 2 of an EV Ready Fleet Plan to advance understanding of fleet electrification and charging needs, with completion date scheduled for Q1 2025. Charging needs for current electric fleet has been met; additional charging infrastructure needed is identified during fleet replacement capital planning process. 				
•	3-4 Investigate the feasibility of bio-based diesel supply and storage	Investigated, with limited opportunities for fixed storage capacity.				
•	3-5 Develop a region-wide approach to transportation demand management and safety policy	 Continued Traffic Safety Commission work on safety education and initiatives on impairment, distracted driving, high impact collision zones, and active transportation. Completed several Let's Get Visible events across the region. Held a Transportation Governance Workshop with staff and elected officials across the region. Integrated Traffic Demand Management and safety policy as a function of the Transportation Service Establishment Bylaw. 				
•	3-6 Collect and distribute transportation planning data regionally	• Continued collection, analysis and distribution of transportation data through traffic count program, volunteer bike program, permanent bike counter program, and the addition of short duration automated bike count pilot using cameras to do volume counts in locations throughout the region. Data is routinely utilized to inform decision making at a local, regional, provincial and national level.				
()	3-7 Accelerate infrastructure improvements that support active transportation	 Supported Board transportation advocacy, including working toward the establishment of a Regional Transportation Service. Participated in Go by Bike Week celebration stations in spring and fall, with a display table to educate and support active transportation and regional trail etiquette (Cruise with Courtesy campaign). Continued implementation of the Regional Transportation Plan, which will be updated following the establishment of the Regional Transportation Service. 				

• Initiated the development of a Feasibility Study for the construction of a new regional trail on Salt Spring Island.

spring 2025.

with the Province, was also initiated.

• Completed construction of phase 1 of the Mayne Island Regional Trail (2.3km), identified as the priority within the Gulf Islands Regional Trails Plan.

· Initiated work on the CRD Multi-Use Trails Safety Enhancement Study. Coordination with municipal and provincial partners is underway to schedule

· Accelerated the Regional Trails Widening & Lighting Project, commencing construction on Selkirk Phase 1 below-deck repairs; anticipated completion in

construction activities and plan for detours that minimize disruption to trail users. Engagement with special interest groups and First Nations, in partnership

Status	Action	Update
	3-8 Lead and support regional education programs focused on zero-emission mobility	 Maintained current portfolio of education programs, including Charge Your Ride, on the CRD website; provided outreach materials to community groups, as requested. Continued Ready Step Roll - Sustainable School Commute Planning Program with three schools in the 2023/24 cohort and five schools in the 2024/25 cohort, working along side their respective local governments and other partners. Hosted 11 let's Get Visible events in 2024 on regional trails to promote road and trail safety.
	3-9 Support acceleration of transit improvements and increased service	 Completed staff report on the climate impacts of Mass Transit, with a focus on connecting downtown to Westshore through Bus Mass Transit (BMT). Continued participation in numerous technical and working groups to support delivery of BMT in region. Continued supporting MOTT on mobility hub redevelopment of provincially-owned land efforts as mixed-use mobility hubs. Increased the number of park and rides in suburban areas. Local area transit plans for each. Consulted with all municipalities and electoral areas on the establishment of a Regional Transportation Service. Staff reports supported Board discussions around planning for long-term transportation alternatives. Continued participation in discussions around the Island Rail Corridor. Expressed interest to BC Transit for rural buses, submitted rezoning application for one of the CRD lots to be rezoned for electric bus charging.
	3-10 Support a public electric vehicle charging network and encourage uptake of zeroemission vehicles	 Collaborated with BC Hydro to identify ideal sites for installation of public fast chargers throughout the region. Continued ongoing delivery of educational and support materials via website and by request. Continued participation in the Community Energy Association's EV Peer Network. Developed user fee bylaw for CRD's public chargers; advanced development of a corporate use policy. Continued coordination of Regional Public EV Charger Program. Accessed grant funding from the federal and provincial Investing in Canadian Infrastructure Program and Clean BC Communities Fund and installed 11 public electric vehicle chargers at 8 municipal sites and facilitated grant funding for 136 additional public chargers on behalf of the City of Victoria; advanced planning and procurement for remaining sites. Completed the installation of 2 publicly available EV chargers at Elk/Beaver Lake Regional Park - Beaver Beach. Designed two publicly accessible EV chargers for Witty's Lagoon Regional Park, with construction anticipated to be completed in 2025. Continued monitoring funding opportunities.
	3-11 Implement Regional EV Charging Roadmap	 Continued work to meet Roadmap targets. Continued implementation of Regional Public EV Charger Program, contracting stage with partners and service providers; significant installation progress made by project partner (Victoria). Continued the expansion of DCFC banks in the region through a BC Hydro MOU partnership, reaching the detailed design stage at multiple locations, with one site fully installed, and many others in the investigation stage.
	3-12 Improve internet access on Southern Gulf Islands	 Entering into partnership agreement with City West for Connected Coast last mile fibre to the homes on Galiano and Saturna Islands. Received a grant from the Rural Economic Diversification Infrastructure Program, which enabled the CRD's community contribution to last mile on Galiano and Saturna. Negotiating final agreement with City West for Connected Coast Partnership.

Addition	al Action Plan Indicators		Region	al Climate Progress Indicators and Trends	
0	Regional EV Infrastructure Roadmap implementation	Level 2 ports: 81% (627 installed)DCFC ports: 42% (56 installed)	0	Percentage of total trips made by walking, cycling and transit in the Growth Management Planning Area*	 Progress is being made toward the target. The overall active transportation mode share has increased due to a sizeable increase in cycling trips and a steady increase in walking. There is no data update for this year, as the Origin Destination Household Travel Survey will not be updated until 2027.
0	Percentage of the Regional Trail Network completed*	• 97.5%	0	Annual EV ICBC registrations (region fleet size)	• 13,558 total EV and PHEV vehicle registrations, 4.6% of total registrations (0.9% increase compared to 2023)
O	Annual CRD corporate fleet GHG emissions	• 1,154 t CO2e (8.7% decrease compared to 2021)	i	Victoria Transit Region fuel sales	 2024 data for this indicator was unavailable at the time of reporting
0	Number of corporate EVs purchased	• 8 new EVs acquired (total 53 in fleet)	Û	Regional GHG emissions from transportation	 2024 data for this indicator was unavailable at the time of reporting
	Number of CRD fleet EV chargers	· 54 (79 to date)			

^{*}Progress on these indicators is reported in the Regional Growth Strategy Indicator Report. In 2023, the Percentage of the Regional Trail Network completed indicator was revised to better align with the Regional Parks and Trails Strategic Plan 2022-2032 and so cannot be compared to what has been reported in previous years.

· No new fleet chargers installed in 2024.

installed



Low-Carbon and Resilient Buildings and Infrastructure

efficiency, emission reductions and enhanced resilience in CRD buildings and infrastructure.
Support and encourage the same for all buildings and infrastructure across the region.



Overall Action StatusOpportunity for Improvement

Status Action Update

Progress on Actions



- 4-1 Develop and implement a corporate Green Building Policy
- · Green Building Policy fully finalized and implemented in 2023. Continued implementation as part of Field Operations Centre design.



- 4-2 Develop and implement a Strategic Energy Management Plan
- · Monitored Strategic Energy Management Plan (updated in 2023 with a two-year renewal cycle).



- 4-3 Conduct energy studies for CRD facilities to identify priority emission reduction and energy efficiency projects
- · Completed feasibility study to connect District Energy System from Saanich Peninsula Wastewater treatment plant.
- Conducted energy studies for Saanich Peninsula Wastewater Treatment Plant, SEAPARC and Rainbow Road Recreation. Progressed work on energy studies for Parks Headquarters and SIMS.
- Energy audits and conceptual HVAC design completed for Saanich Peninsula Wastewater Treatment Plant and supporting pump stations.
- Reviewed all 350 corporate sites for rooftop solar; identified top 10 sites to consider for future installation.



- 4-4 Complete identified high impact retrofits to CRD facilities
- HVAC conceptual designs for Fisgard Headquarters completed in 2024.
- Began Alternative Approvals Process to attain loan funding to complete Energy Recovery System project at SEAPARC.
- · Replacement of fuel oil burners in SEAPARC included as part of conceptual design underway for heat recovery project.
- Completed the design and installation of dehumidification systems for the arenas at Panorama Recreation, reducing the facility's emissions by approximately 26%. Full heat recovery project design is complete and has moved to procurement phase.



4-5 Pursue climate-friendly development and retrofits for CHRC and CRHD facilities

- Integrated energy reduction strategies into new construction designs, aligning with BC Housing Design Guidelines and Energy Performance targets.
- Sought grant funding to enhance energy efficiency and reduce GHG emissions in housing facilities.
- · Applied for FCM Sustainable Affordable Housing Grants for three projects targeting Step Code 4 and Net Zero Ready performance, contingent on funding.
- · Adhered to the Hospital District's 10-year capital plan, supporting Island Health's energy guidelines.
- · Partnered with Island Health to fund health infrastructure projects following GHG reduction policies.
- Conducted Building Envelope Condition Assessments for CRHC properties, identifying a \$10.7M capital funding gap over five years, limiting maintenance



4-6 Consider climate impacts in risk assessments and infrastructure upgrades

- · Incorporated climate and stream flow inputs in reservoir management model.
- Reviewed risks to the water supply system on an annual basis; wildfire identified again as a high consequence, moderate likelihood risk.
- Worked with UVic to carry out modelling of potential climate change effects on forests within the GVWSA and how mechanical thinning would mitigate forest mortality and associated forest fuel increase.
- Participated in the development of a model to improve dam safety in a changing climate via managing reservoir levels.
- Drainage structure management program factors in climate change projections in a holistic system that factors in inventory, maintenance, and is very climate resilient. Progress on implementation to update infrastructure continues at a moderate pace. Reviewed current drainage structure sizing standards based on latest CRD climate projections.
- · Climate projections factored into bridge designs.
- Obtained more detailed Digital Elevation Model and Surface Model to enhance modelling of watershed hydrology in drainage structure catchments.



4-7 Implement a Regional Energy Retrofit Program

- Continued to implement the Home Energy Navigator program, which saw 321 registrants.
- Promoted the program through in-person outreach, summer door knocking campaigns, tax inserts of local government partners, digital and newspaper advertising.
- Piloted a new enhanced energy assessment in 2024 with some success.
- Evaluated the option for financing component in 2024. However, that option was not pursued in 2024, as residents continue to access a federal 0% loan.

Status	s Action	Update
	4-8 Develop, deliver and support building-related energy, emissions and water education	 Continued supporting the BC Sustainable Energy Association (BCSEA) to deliver Cool it! climate action workshops for students in the region that help to build knowledge and encourage them to reduce carbon pollution at home through a 4-week take-home challenge. The program delivered 104 workshops in the region, 35 funded by the CRD and 69 additional workshops funded by municipalities. Successfully launched new thermal imaging camera kits and refreshed Climate Action To Go Kits in partnership with local public libraries. Hired a one-year auxiliary communications officer to begin developing a community mobilization program and enhance climate education resources. To understand how the CRD can best support community climate action, 22 community groups engaged were interviewed, along with local government staff and elected officials. ICI water conservation program funded water use audits of 5 secondary schools to help identify where they can easily improve the efficiency of the water use in their buildings and provide a return-on-investment to help justify the cost of upgrades. The reports also calculated GHG reductions due to hot water use. A total of 9,500 m³ and 3.97 tCO2e of potential annual savings were identified. Follow-ups will occur in April of 2025 and in 2026 to assess the success of the recommendations.
	4-9 Support acceleration of regional building energy benchmarking and local government regulation approaches	 Collaborated with Saanich and Victoria on mandatory energy and emission reporting consultation. Developed a covered buildings list in 2024, which will form the basis for potential bylaw enforcement of interested local governments. Delivery of a regional benchmarking program planned to start implementation in late 2025. Participated in provincial policy engagements on the Highest Efficiency Equipment Standard, which is a provincial policy that would set a minimum of 100% efficiency for all home heating equipment.
	4-10 Coordinate high- performance building policy support and capacity-building activities	 Continued to participate in the numerous peer networks in 2024, including the Step Code Local Government Peer network. Continued to support the adoption of the Zero Carbon Step Code among member municipalities. Initiated a policy and modelling review project to help member municipalities understand the emission implications for adopting the Zero Carbon Step Code and other potential policy measures. Delivered pamphlets promoting the step code approach to building and the home energy navigator to municipal permits offices. Initiated planning for a building-focused intermunicipal workshop, which took place in early 2025.
	4-11 Collect and share data and research on building energy use and emissions	 Provided energy and emission data in support of the Saanich and Victoria 2023 GHG inventories; supported onboarding of new staff in several municipalities on data and metrics. Utilized the intermunicipal working group on climate action to share knowledge about regional best practices. Continued to participate in an embodied carbon peer network.
	4-12 Promote green infrastructure and improved stormwater management approaches	 Annual Stormwater outreach programs (LiveGreen Summer) regularly promote the use of rain gardens, flow-through planters, healthy organic topsoil, and converting impervious areas to drought-tolerant landscapes through residential outreach campaigns. Online workshops on rainwater harvesting and building a rain garden area offered in the spring and fall. Worked with Tsawout First Nation in the early stages of progress towards a service agreement for CRD Stormwater Source Control Bylaw staff to enforce Tsawout stormwater bylaws. This agreement is planned to be developed in 2025. Planned a Green Infrastructure Workshop and started work with a consultant to develop a half-day workshop for municipal staff and professionals to use the CRD's Green Infrastructure Guidelines. The workshop is scheduled for Q1 2025.
<u>!</u>	4-13 Understand climate impacts on groundwater resources in Juan de Fuca Electoral Area	· Secured funding for potential groundwater study of Aquifer 606, with RFP scheduled to go out in 2025.
!	4-14 Investigate regional renewable energy and storage potential	 Completed a solar PV assessment of all corporate sites, identifying top 10 sites and providing high-level designs for future consideration. CRD continues to seek collaboration to further explore regional mapping of renewal energy potential in the region.

Addition	Additional Action Plan Indicators			Regional Climate Progress Indicators and Trends		
0	Annual CRD corporate facilities GHG Emissions	• 1,552 t CO2e (8.7% decrease compared to 2023)	0	Regional Energy Retrofit Program implementation	• 321 participants registered as of December 2023	
0	Number of critical emissions reduction projects completed	• 0*	0	Annual FortisBC natural gas consumption numbers	· 7,164,449 GJ in 2023 (3% decrease compared to 2022)	
	Number of site energy audits • 11 (increase of 3 since 2023) completed		0	Annual FortisBC natural gas connections	• 61,535 in 2023 (2% increase compared to 2022)	
			0	Regional GHG emissions from buildings	 2024 data for this indicator was unavailable at the time of reporting 	

^{*}Studies have been undertaken that will direct capital projects in coming years.



Resilient and Abundant Nature. Ecosystems and Food Systems

Goal 5: Protect, conserve and manage ecosystem health and nature's capacity to store carbon and adapt to climate change. Support the ongoing ability of natural systems to sustain life.



Overall Action Status Opportunity for Improvement

Action **Update** Status

Progress on Actions



5-1 Integrate climate considerations into regional parks strategic and management planning

- Progressed updates to the Regional Parks Land Acquisition Strategy, which provides direction on the selection of land for regional park purposes that reflect the values identified in the Strategic Plan, including climate considerations and incorporating self-determination, rights and feedback from First Nations.
- Continued to develop the Stewardship Plan to guide management and acquisition decisions that build resiliency in regional parks and trails under a changing climate.
- Engaged with First Nations and incorporated climate action and resiliency considerations into Interim Management Guidelines (IMGs) for two regional parks and one managed property.
- · Collaborated with Sc'ianew First Nation and T'Sou-ke First Nation on the protection of culturally significant sites, including Restoration of 0.15 hectares at Devonian Regional Park with elders, volunteers and staff, planting 120 trees and 100 shrubs.
- · Continued to collaborate with T'Sou-ke First Nation and The Land Conservancy (TLC) on restoration projects at Ayum Creek Regional Park.
- · Supported Mayne Island Conservancy Society in conservation initiatives at St. John Point Regional Park.
- · Continued to work cooperatively with the WSÁNEĆ Leadership Council and designates on the development of the Mount Work Regional Park Management Plan.
- · Initiated a Cultural Use and Safety Policy to clarify Indigenous rights to cultural access and enhance safety in regional parks.



5-2 Monitor ecosystem health in the Greater Victoria Water Supply Area (GVWSA) and investigate expanding regionally

- · Conducted the annual forest health review, using 2023 orthophoto data to update forest mapping.
- · Completed 2024 forest health overview flights and ground checks as an early warning system for forest health issues.
- Expanded monitoring of forest defoliating insects to track ecosystem changes.
- Red alder bark beetle research project (concluded in 2024) confirmed the expanding presence of bark bee-tle due to climate change.
- · Ongoing Douglas-fir beetle research project assessing climate change risks to forest health.
- · Assisted federal research on mountain pine beetle on Vancouver Island.
- Developed a research project on the resilience of red alder in a changing climate.
- Improved the implementation of the hydrology program mandate by hiring a hydrology technician and expanding hydrology monitoring stations in the Sooke Water Supply Area to improve reservoir water inflow monitoring.
- Initiated a project to align water quality sampling with streamflow monitoring, strengthening the understanding of water quality/streamflow relationships for the Sooke Lake Reservoir.
- Enhanced the extent, quality and frequency of hydrology monitoring to better assess climate vulnerability.
- Ongoing work to update mapping systems of the GVWSA for climate risk assessment.
- Updated the inventory of GVWSA ecosystems to support climate vulnerability analysis.



5-3 Undertake climate adaptation initiatives to increase the resilience of the **GVWSA**

- Thinning and juvenile spacing initiatives were completed to reduce wildfire risk and enhance forest resilience.
- · Conducted modelling with UVIC, simulating forest growth, mortality and composition under two climate change scenarios to compare thinned vs. un-thinned stands and to guide future management.
- Juvenile spacing project completed in the Leech Water Supply Area, the first such project since the 1990s.
- Progressed Goldstream Water Supply Area assessments to identify future forest management opportunities.
- · Completed LiDAR-derived Enhanced Forest Inventory to quide forest management decisions and prioritize areas for intervention.



5-4 Provide regional and local ecological data to support planning and policy efforts

- General ecological inventory data from provincial and federal databases have been compiled as a first step to determine usefulness of such an inventory for a comprehensive regional biodiversity inventory.
- Detailed intertidal and subtidal ecological inventories for Victoria Harbour, Portage Inlet, Gorge Waterway, Esquimalt Lagoon, and parts of Esquimalt Harbour have been completed.
- Work on ecological ratings progressed and neared completion; plans to upload the new inventories to the Harbours Atlas for public access by 2025.
- · Confirmed interest from Tsartlip First Nation, District of Saanich, City of Victoria and Saanich Peninsula municipalities for expanding the inventory up the peninsula coastline, to be considered under the new Regional Biodiversity Service, once operational.
- Tree cover and impervious cover layers are publicly available on CRD Maps, and raw data is available for download. Most municipalities in the region have accessed the data, with several using it for biodiversity and urban forest projects.
- · CRD continues to work with a consultant to review and refine flow discharge curves for the six flow stations maintained by CRD; project completion anticipated in 2025. Flow data is used by various parties, including District of Saanich, to determine base flow levels necessary to support fish populations and to inform the development of municipal stormwater management plans.

		Status	Action	Update		
		>	5-5 Coordinate regional invasive species program	 CRD continues to coordinate the Capital Region Invasive Species partnership and coordinates the development and support implementation of the Early Detection Rapid Response program. Membership and participation by municipal and First Nations staff continues to increase. Several training sessions and capacity-building workshops were delivered in 2024. Update to the regional list of priority invasive species began in 2024 and will be completed by July 2025. Ongoing collaboration and support to T'Souke Nation and other stakeholders in dealing with Knotweed infestation on Sooke River. 		
		>	5-6 Support regional forest and urban tree programs	 Changes to the 2 Billion Trees program remove the need for a regional application, as individual municipalities are now submitting their own applications to the revised Growing Canadas Community Canopy administered by FCM. Considerations for coordinated planning to increase canopy and sequestration potential is being considered as part of the next update to the Land Cover (urban forests and impervious cover), and through the new Biodiversity service. 		
		!	5-7 Support Indigenous- led monitoring and restoration programs	 Collaborating closely with First Nation cultural workers and Guardians regarding the conservation and protection of heritage sites across all service areas. Working with First Nations on the management of cultural and ecological values within regional parks and community parks, including ecological restoration. Signed an agreement with the Malahat Nation to enable their Guardians to conduct environmental monitoring in the Greater Victoria Water Supply Area. Efforts were made to involve Songhees Nation, Esquimalt Nation, and the four WSÁNEĆ Nations in the update of the Bowker Creek Blueprint. CRD staff are assisting T'Souke Nation and the District of Sooke with managing an outbreak of Knotweed in the Sooke River. CRD staff are liaising with Tsartlip Nation regarding an outbreak of hogweed on their reserve lands. Through the CRDs involvement in the GreenShores Local Government Working group, staff at several First Nations have been supported to take Level 1 and Level 2 training at no cost to build capacity with the Nations. CRD collaborated with Tsawout First Nation in the early stages of progress towards a service agreement for CRD Stormwater Source Control Bylaw staff to enforce Tsawout stormwater bylaws. This agreement is planned to be developed in 2025. 		
		()	5-8 Support local food and agriculture planning and programs	 Regional Foodlands Access Service Bylaw was drafted and sent for approval in Q1 2025. Worked on increasing partnerships with various agricultural entities and groups with interest in the Regional Foodlands project. Through the Goose Management service, CRD has partnered with four First Nations in the region to support First Nation-led harvest of Canada Geese. The meat from the harvested birds is shared amongst the participating First Nations communities. Continued distributing food and agriculture educational materials, as requested. 		
		(*)	5-9 Integrate climate impacts and solutions into environmental education and outreach campaigns	 Climate adaptation and resilience messaging has been fully integrated into multiple outreach programs, including water conservation, integrated watershed management, backyard biodiversity, stormwater management and invasive species awareness campaigns. Establish cross-divisional communications working group to share opportunities moving forward. Industrial, Commercial and Institutional (ICI) Water Use Assessments conducted with high schools in the region included a list of recommended actions and return on investment calculations to reduce water consumption, lower emissions and cut costs. Piloted Species at Risk Program and Invasive Species Awareness and Removal Program for grades 4-5; both programs are action-oriented, encouraging students to positively impact local ecosystems (230 participants). Co-led Regional Parks and Climate Action professional Development Workshop for teachers. Seven "Point Duty" programs delivered on Regional Trails, covering trail etiquette and benefits of active transportation (340 people engaged). Participation in two Go By Bike Week events to promote sustainable transportation on Regional Trails (488 people engaged). Co-hosted International Trails Day event with Trans Canada Trail staff, educating the public on trail stewardship, etiquette and active transportation (66 attendees). 		
Additional Action Plan Indicators Regional Climate Progress Indica			Regional Climate Progress Indicators and Trends			
Ü	Hectares of regional park land		new land acquisitions in 20 50 ha total, 21.28 ha acqu			
0	Number of volunteer stewardship hours	• 6,60	00 hours by 711 volunteers	Hectares of farmland in the Growth Management Planning Area • This indicator has been replaced in the Regional Growth Strategy Indicator Report with Farm operating revenues in the Growth Management Planning Area due to census data being unavailable		



Minimized Waste

Goal 6: Waste generation and the resulting emissions are minimized and remaining waste is transformed into a resource. Follow the 5R pollution prevention hierarchy.



Overall Action Status
Opportunity for Improvement

Status Action Update

Progress on Actions



6-1 Implement the Solid Waste Management Plan

- Commenced Material Diversion Transfer Station operations at Hartland Landfill, processing clean and treated wood and asphalt shingles for reuse, recycling or energy recovery, diverting approximately 9,600 tonnes of waste.
- Processed and utilized 10,867 tonnes of select waste materials onsite as per ENV guidelines, reducing reliance on virgin materials.
- Transitioned to a new contractor for single-family home recycling collection, effective January 2nd, 2024. Contractor utilizes 23 CNG trucks and plans to integrate electric trucks in future fleet operations.
- Provided consolidation, transfer and processing services for 13,463 tonnes of kitchen scraps from municipalities and private providers.
- · Continued enforcement of landfill bans on yard and garden materials. Processed 1,300 tonnes of yard and garden material at Hartland Depot.
- CRD Board approved increased budget for the 2024 Kitchen Scraps Transfer Station Relocation Project. Contractor procured for construction, with hauling and processing contracts awarded for 2025-2030.
- · CRD Board approved the Long-Term Biosolids Management Strategy, focusing on advanced thermal processing, additional combustion and non-agricultural land application.
- · Refer to 2024 Solid Waste Management Plan Progress Report for more information.



6-2 Develop and deliver education programs to promote a circular economy, zero waste and the 3 Rs

- Provided \$70,300 in funding to support 24 community-led waste reduction projects under the Rethink Waste Community Grant.
- Standardized waste disposal and recycling education for 40 multi-family buildings (2,730 units) across seven municipalities, as part of the Multi-family Dwelling Waste Diversion Project. Installed 512 signs and distributed over 2,700 educational materials.
- · Continued to deliver education workshops and landfill tours. Responded to 23,365 public inquiries via phone and email.
- · Continued participation in the Coast Waste Management Association (CWMA) Communications/Educators Working Group.
- · Continued sponsorship of the EcoStar Awards.
- Promoted food waste prevention through the Love Food Hate Waste Campaign, featuring movie theatre ads, social media and print/digital media.
- · Developed a new circular economy lesson plan for schools.
- · Investigated options for soft and flexible plastic collection for multi-family and single-family homes.
- Provided funding to the Compost Education Centre (CEC) for waste diversion and composting programs; partnered with the CEC to deliver two Composting Basics Workshops in conjunction with public landfill tours to 55 residents.



6-3 Support education and engagement on waste management to be delivered by and for First Nations communities

- · Continued regular meetings with WSÁNEĆ Leadership Council and the Capital Regional District Solid Waste Working Group.
- Worked with the Pacheedaht First Nation to decommission a temporary waste and recyclables transfer station on their lands in 2024.
- · Ongoing collaboration to develop a long-term solid waste and recyclables management strategy for the broader Port Renfrew community.



6-4 Continue to maximize and optimize the capture of landfill gas for beneficial use

- · Collection efficiency of Landfill Gas calculated at 43% (ENV model) and 50% (UBCi model) in 2024.
- Continued operation of the old flare system during Biogas Upgrading Facility commissioning and gas-to-electricity facility decommissioning. Installed a new enclosed flare in 2024 to support gas destruction.
- Biogas Upgrading Facility for Renewal Natural Gas construction continued, with projected 450,000 tonnes CO2e reduction over 25 years a 73% improvement from 2019 estimates. Facility expected to be operational in 2025.
- · Continued annual landfill gas collection infrastructure installations and implemented strategies to enhance gas collection and reduce fugitive emissions.



6-5 Consider climate change impacts in liquid waste management

• Continued development of the renewed Core Area Liquid Waste Management Plan and Saanich Peninsula Liquid Waste Management Plan. Staff are working to engage First Nations and integrate climate change considerations into the plan updates.

Regional Climate Progress Indicators and Trends



CRD's per capita disposal rate

• 338 kg/per capita (decrease of 11.6% and decrease of 44 kg/capita compared to 2023).



Landfill Gas collection efficiency*

· Achieved a 50% gas collection efficiency based on UBCi model.







Agenda

- 1. Climate Action Strategy
- 2. Current Status
- 3. Tracking Our Progress
- 4. Report Card
- 5. Looking Ahead 2025





Climate Action Strategy



Regional target

Reduce regional greenhouse gas (GHG) emissions 61% by 2038 based on 2007 levels (as per 2018 Regional Growth Strategy).

Corporate target

Reduce corporate GHG emissions 45% by 2030 based on 2007 levels, and reach net-zero GHG emissions before 2050. Climate-focused decision making

Sustainable land use, planning and preparedness

Low-carbon mobility

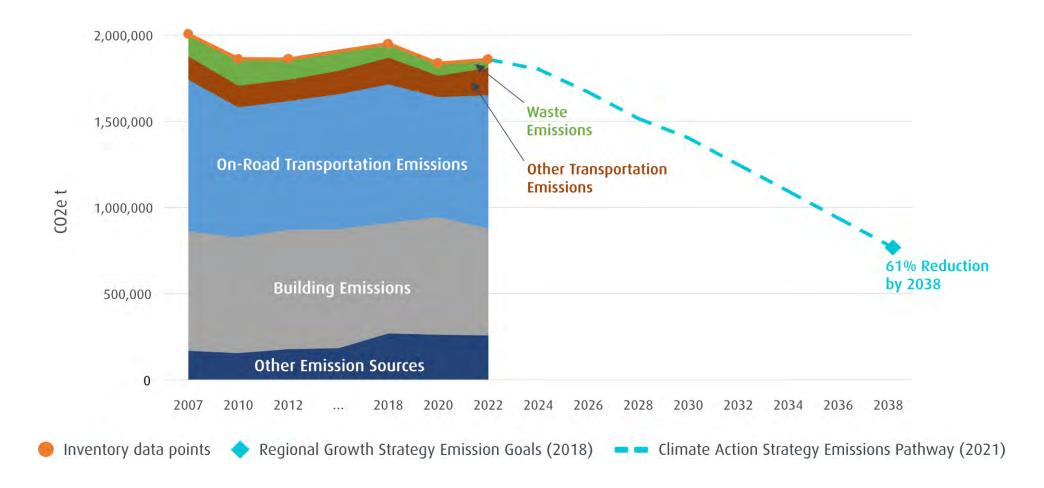
Low-carbon and resilient buildings and infrastructure

Resilient and abundant nature, ecosystems and food systems

Minimized waste

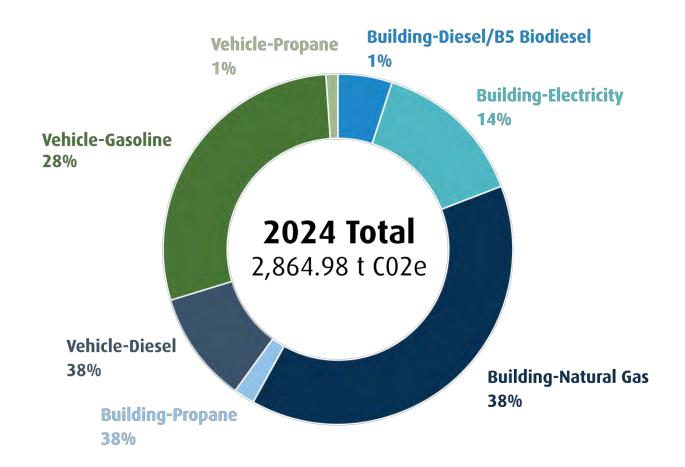


Current Status – Regional Emissions





Current Status – Corporate Emissions

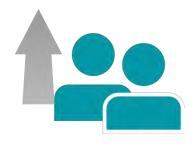








Corporate Emission in Context of Growing Services



Added 237 new employees, a 23% increase*



Added three major facilities** resulting in an additional 17% in facility emissions in 2023



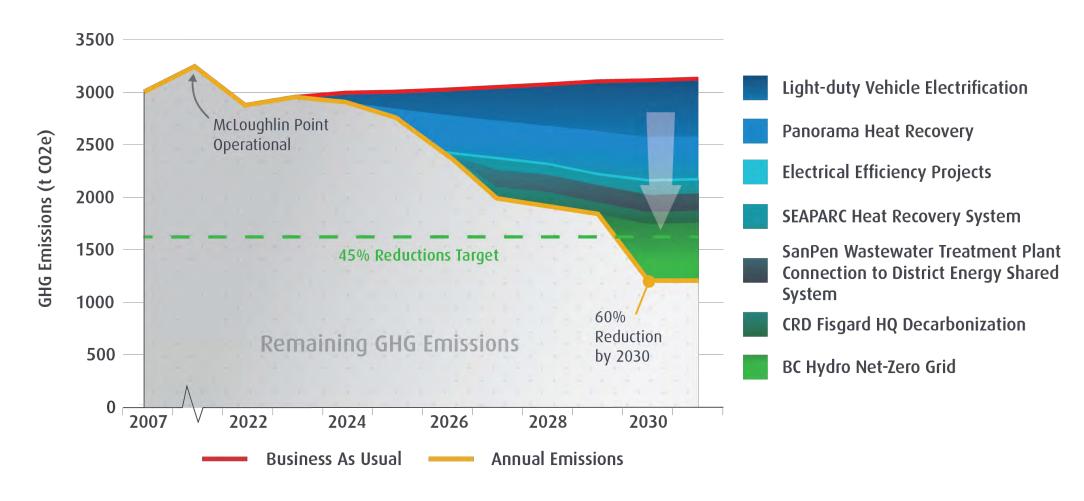
Fleet size grew by 27% and fleet use increased by 17% (365,000 km)

*2019 used as baseline year due to impact of COVID-19 on 2020 staffing levels

**McLoughlin Point Wastewater Treatment Plan, Salt Spring Island Multi-Space (SIMS), and McCallum Pump Station



Emissions Pathway









2024 Overall Action Plan Progress On Track

The climate action strategy identifies 127 actions with specific timelines across the organization. Scores are based on the current status of each action within their goal areas.

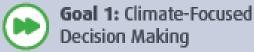


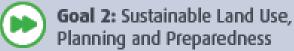
Corporate Actions Opportunity for Improvement

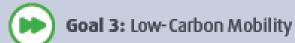


Community-Focused Actions On Track

Goal Areas:







Goal 4: Low-Carbon and Resilient
Buildings and Infrastructure

Goal 5: Resilient and Abundant
 Nature, Ecosystems and Food Systems

Goal 6: Minimized Waste





Climate-Focused Decision Making

Goal 1: Climate action priorities are integrated at all levels of decision making across the organization.





Progress Summary

- Created a framework to assess climate action in strategic and service planning, reviewing 120+ initiatives.
- Integrated climate considerations into capital planning.

- Piloted carbon pricing in key projects.
- Provided staff training on climate initiatives.
- Partnered with First Nations on shoreline restoration, incorporating Indigenous knowledge into park management.





Sustainable Land Use, Planning and Preparedness

Goal 2: Support the region on its pathway to livable, affordable and low-carbon communities that are prepared for climate change.





- Launched the Capital Region Extreme Heat Information Portal.
- Completed and shared Electoral Area Wildfire Resiliency Plans.
- Updated regional downscaled climate projections.

- Led inter-municipal climate, emergency, and planning committees.
- Secured grant for regional climate adaptation capacity building.
- Enhanced the public emergency dashboard and expanded PANS for real-time alerts.





Low Carbon Mobility

Goal 3: Rapidly reduce corporate fleet emissions. Support, endorse and encourage active, public and zero-emission transportation options across the region.





- Strengthened Green Fleet Policy to accelerate electrification.
- Launched Phase 2 of EV Ready Fleet Planning.
- Installed 13 public EV chargers at 9 municipal sites; managed grants for 136 City of Victoria chargers.
- Partnered with BC Hydro to assess
 12+ potential fast-charging sites.

- Expanded Ready Step Roll school programs at Tillicum Elementary and Tribal Schools.
- Completed Sustainable Commute Pilot with CFB Esquimalt and Seaspan.
- Advanced Regional Transportation Service planning.
- EVs in CRD fleet: 68.





Low-Carbon and Resilient Buildings and Infrastructure

Goal 4: Accelerate energy efficiency, emission reductions and enhanced resilience in CRD buildings and infrastructure. Support and encourage the same for all buildings and infrastructure across the region.





- Enrolled 300+ residents in Home Energy Navigator.
- Delivered 104 Cool It! workshops (35 CRD-funded, 69 municipalfunded).
- Launched thermal imaging kits and refreshed Climate Action To-Go kits with local libraries.
- Supported regional benchmarking for large buildings.

- Conducted energy audits and HVAC design for Saanich Peninsula WWTP.
- Assessed corporate sites for solar potential, identifying top 10 candidates.
- Installed dehumidification at Panorama Recreation and advanced heat recovery project

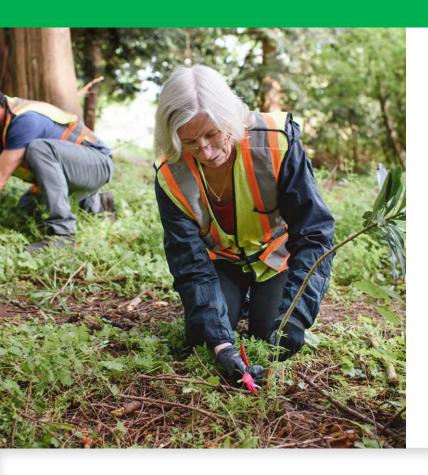




Resilient and Abundant Nature, Ecosystems and Food Systems

Goal 5: Protect, conserve and manage ecosystem health and nature's capacity to store carbon and adapt to climate change. Support the ongoing ability of natural systems to sustain life.





- Advanced Regional Foodlands Trust, approved in early 2025.
- Developed Regional Parks Stewardship Plan and Land Acquisition Strategy.
- Assessed climate change impacts on ecosystem health and water supply in GVWSA.
- Provided ecological data to support regional planning and policy.

- Supported stream flow monitoring across the region.
- Coordinated the Capital Region Invasive Species Partnership.
- Partnered with First Nations on park management, cultural site protection, and restoration planning

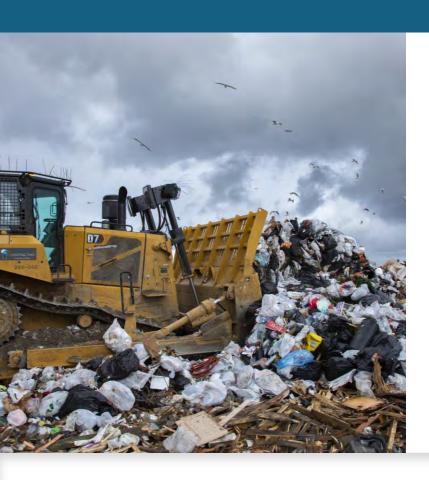




Minimized Waste

Goal 6: Waste generation and the resulting emissions are minimized and remaining waste is transformed into a resource. Follow the 5R pollution prevention hierarchy.





- Launched Material Diversion Transfer
 Station at Hartland Landfill.
- Provided ~\$70,000 to 24 projects via
 Rethink Waste Community Grant.
- Expanded education programs and developed a circular economy lesson plan.

- Continued curbside Blue Box Collection using 23 CNG trucks.
- Promoted Love Food, Hate Waste to reduce food waste.
- Installed landfill gas collection infrastructure to cut emissions.
- Advanced Hartland Renewable Natural Gas project.



Looking Ahead – 2025 Initiatives

Continue to **Implement** expand the Launch Hartland Home Energy regional Renewable Natural Climate Action Update Regional benchmarking Navigator Strategy Renewal Gas Project **GHG** Inventory support program Program 2025 Advance integration Complete AAP and Conduct Climate Continue to final approvals to of climate risk and implement the Adaptation Capacity **Building Initiative** adaptation into establish new FV Infrastructure Transportation Service Roadmap emergency management as per new FDMA





Thank you

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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:	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

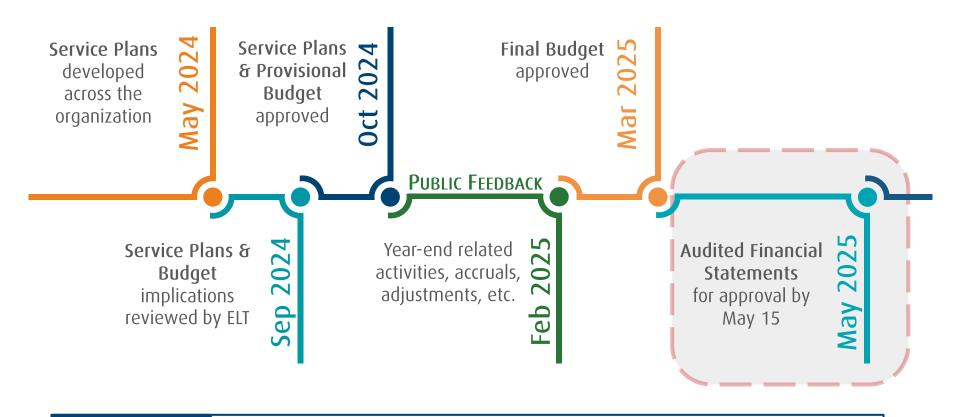
Appendix F: CRD Audit Findings Report Appendix G: CRD Management Letter

2024 Statement of Financial Information

Capital Regional District Wednesday May 7, 2025



Conclusion of the 2024 Planning & Reporting Process

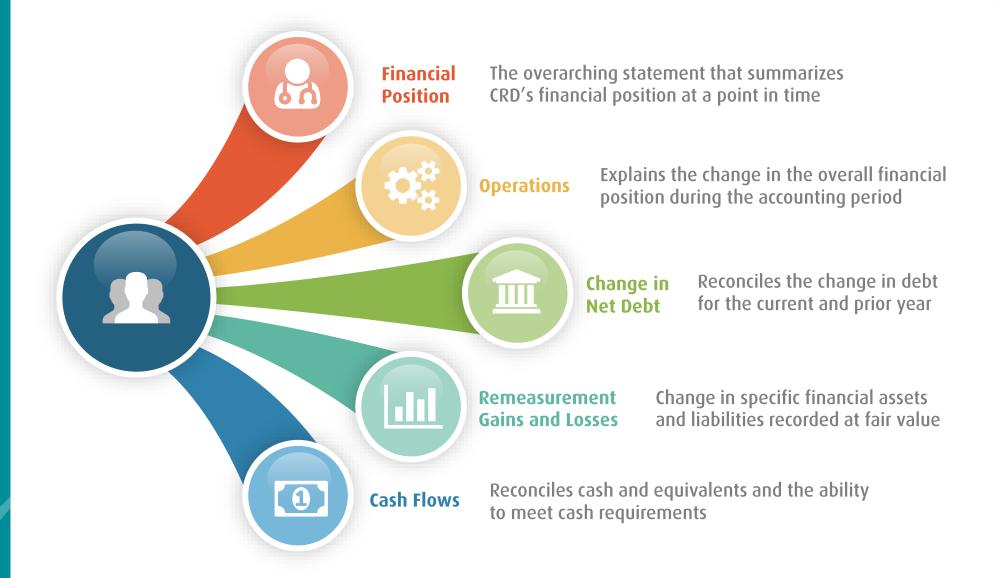


CRD Audited Financial Statements

- 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?

2024	2023
XXX	XXX
XXX	XXX
XXX	XXX
XXX	XXX
XXX	XXX
XXX	XXX
XXX	XXX
XXX	XXX
XXX	XXX
	XXX XXX XXX XXX XXX XXX XXX XXX XXX XX

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
	Χ	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	Х
	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
	Χ	Χ
Accumulated Surplus Beginning of Year	X	Х
Accumulated Surplus End of Year	X	X

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



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

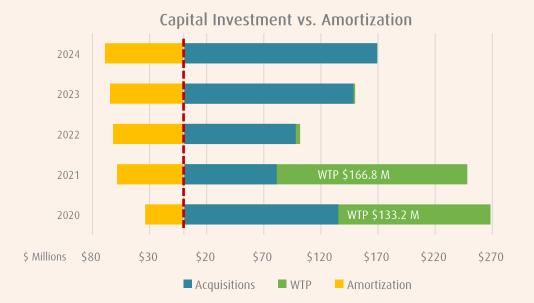


Investments Made for our Future

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



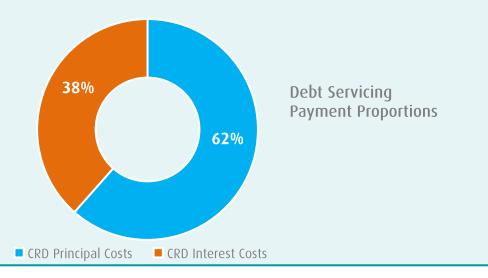
Managing our Cost of Debt

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

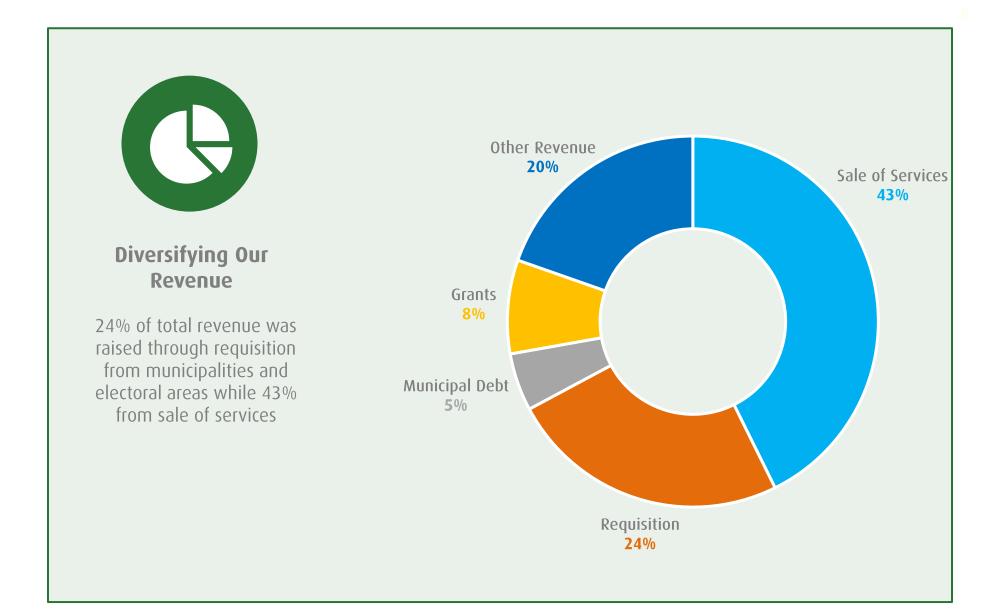
Debt Service Costs to Total Revenue







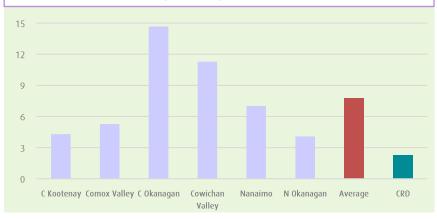
Diversifying Revenue Streams



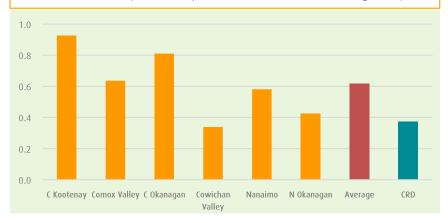


Regional District Benchmarking

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



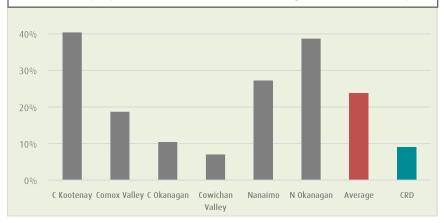
Debt-to-Equity Ratio: Measure of financial leverage, or using debt to increase value (essential public service utilities average 1.2)



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.



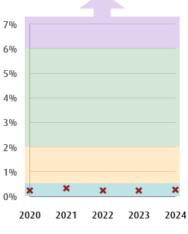
DBRS Credit Rating



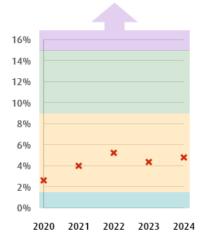
DBRS is the largest rating agency in Canada and fourth largest in the world. Using the rating methodology for municipal government, CRD results are shown below.



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





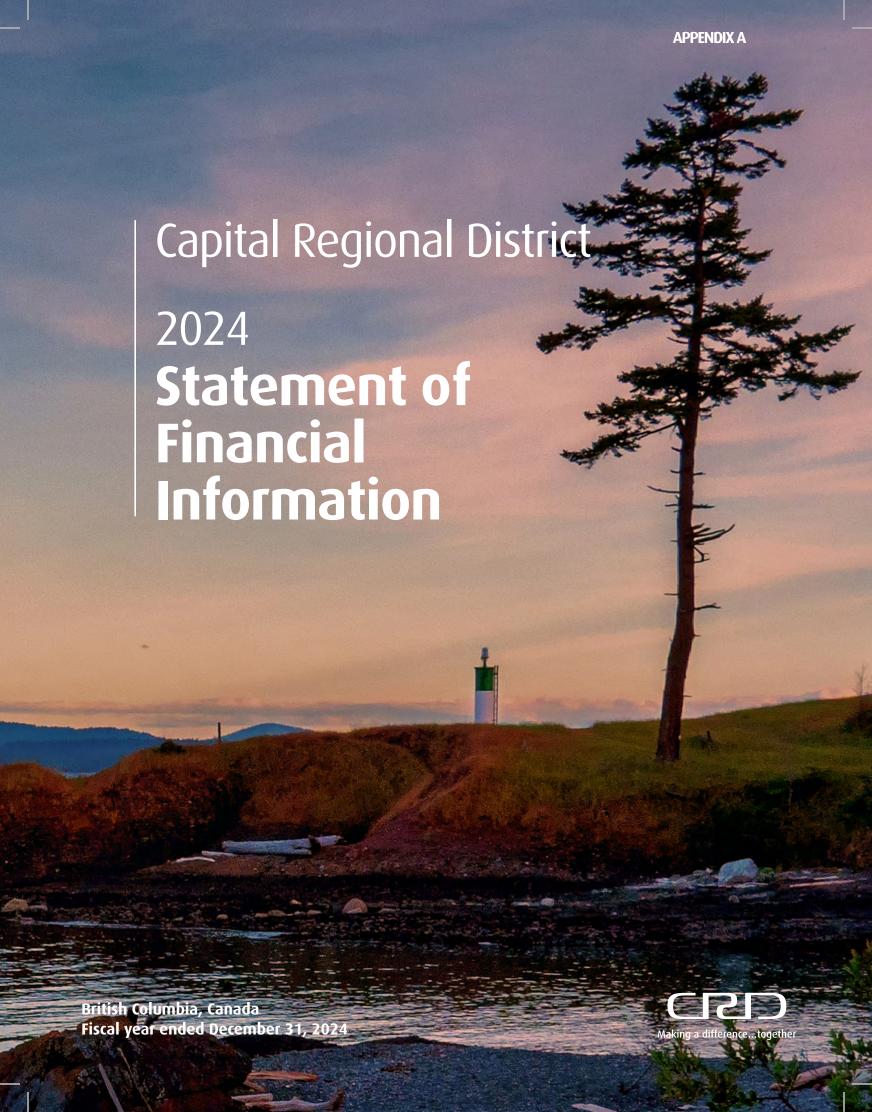
Thank you











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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 <u>trds</u>, 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 unertainty exists related to events or conditions that may rs abi cast significant doubt on the Distr v to continue as a going concern. If we conclude that a material uncertainty exists, we are required aw anertion 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



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, 2024.

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

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)

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)

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

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 cember 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 Member	225,249,655	25,375,000	(14,640,528)	(2,654,878)	(17,295,406)	233,329,249	
Municipalities	174,736,593	5,956,000	(10,818,476)	(3,379,653)	(14,198,129)	166,494,464	
CRD Total CRHC	399,986,248 175,492,584	31,331,000 23,504,064	(25,459,004) (7,957,375)	(6,034,531)	(31,493,535) (7,957,375)	399,823,713 191,039,273	
	\$ 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	S	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:

	20	24	2023
Sick leave benefits	\$ 49	0,299	477,499
Contaminated sites	87	6,500	695,500
Other benefits payable	19	1,942	16,691
	\$ 1,5	8,741	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.

Notes to Consolidated Financial Statements continued

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

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			Accumulated Amortization				_	
	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
Work in Progress										
CRD	\$ 51,963,138	\$ 38,489,025	\$ (269,855)	\$ (26,121,619)	\$ 64,060,689	\$ -	\$ -	\$ -	\$ -	\$ 64,060,689
Engineering Structures										
CRD	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
Buildings										
CRD	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
CRHC	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
Machinery & Equipment										
CRD	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
CRHC	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
Vehicles										
CRD	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
Land										
CRD	277,132,467	12,676,110	-	126,748	289,935,325	-	-	-	-	289,935,325
CRHC	9,496,053	-	-	-	9,496,053	-	-	-	-	9,496,053
	286,628,520	12,676,110	-	126,748	299,431,378	-	-	-	-	299,431,378
Land Depletion										
CRD	648,301	-	-	-	648,301	239,255	-	18,523	257,778	390,523
Land Under Prepaid Lease										
CRHC	11,303,596	940,304	-	-	12,243,900	2,452,052	-	206,557	2,658,609	9,585,291
Other Assets										
CRD	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
Totals										
CRD	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
CRHC	225,393,066	40,528,770			265,921,836	122,068,335		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
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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,) 49	79,445
2029	63,)97	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:

	C	apital 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.

Notes to Consolidated Financial Statements continues

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	
				-	

Chamberlin, Luke Team Lead Water Transmission Operations 106,631 1,503 108,134 Chan, Nelson Chief Financial Officer, Gik Finance & IT 282,768 4,711 287,840 Chander, Swapinika Planning Assistant 78,595 - 78,595 Chapman, Brenda Coordinator Administrative Services 74,848 576 75,424 Chapman, Jonathan Mgr Telecommunications and Automation 124,108 719 124,827 Charron, Chantalle Administrative Coordinator 2 78,764 97 78,862 Charron, Chantalle Administrative Coordinator 2 78,764 97 78,862 Chemort, Audon UO 2 Wastewater Coll Core Area Saan Pen 80,616 3,465 94,081 Chentel, Charles Senior Project Engineer 112,833 335 113,388 Christensen, Maxwell Supur Business Systems and GIS 130,171 4,942 135,113 Christensen, Maxwell Supur Business Systems and GIS 130,171 4,942 135,113 Christensen, Maxwell Supur Business Systems and GIS 130,171 <t< th=""><th>Name</th><th>Position</th><th>Salary</th><th>Expenses</th><th>Total</th></t<>	Name	Position	Salary	Expenses	Total
Chander, Swapnilka Planning Assistant 78,595 78,595 Chapman, Brenda Coordinator Administrative Services 74,848 576 75,424 Chapman, Jonathan Migr Telecommunications and Automation 124,108 719 124,827 Charron, Chantalle Administrative Coordinator 2 78,764 97 78,862 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 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 Serior Project Engineer 112,853 535 113,388 Christensen, Maxwell Supry Business Systems and Gis 130,171 4,942 135,113 Chyllova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,797 Charles, Blake Senior Project Lead 106,517 33 106,559	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 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 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 4,942 135,1713 Chytilova, 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 <td>Chan, Nelson</td> <td>Chief Financial Officer, GM Finance & IT</td> <td>282,768</td> <td>4,711</td> <td>287,480</td>	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 Audio/Vicleo Systems Analyst 101,399 - 101,399 Chernoff, Aidan U0 2 Wastewater Coll Core Area Saan Pen 90,616 3,465 94,081 Chettleburgh, Simon U0 3 Regional Supply Jef 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 1133,888 Christensen, Maxwell Supro Business Systems and GIS 130,171 4,942 164,974 Clark, Blake Senior Project Lead 106,517 33 106,550 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	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 Chenorf, 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 Engineer 112,853 535 113,388 Christensen, Maxwell Supr Business Systems and GIS 130,171 4,942 135,113 Chylilova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,974 Claik, Blake Senior Project Lead 106,517 33 106,550 Clease, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,553 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,225 <t< td=""><td>Chapman, Brenda</td><td>Coordinator Administrative Services</td><td>74,848</td><td>576</td><td>75,424</td></t<>	Chapman, Brenda	Coordinator Administrative Services	74,848	576	7 5,424
Cheney, Russ Audio/Video Systems Analyst 101,399 - 101,399 Chemoff, Aidan U0 2 Wastewater Coll 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 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 Chytilova, Vanda Mgr Enterprise Resource Planning 162,729 2,245 164,974 Clark, Blake Senior Project Lead 106,517 33 106,557 Clark, Blake Senior Project Lead 106,517 33 106,550 Collison, Nadine Coordinator of Volunteers 77,563 1,751 79,314 Connor, Gerrett Computer Support Technician 78,466 860 79,322 Constabel, Annette 5r Mgr Watershed Protection 181,364 1,015 182,379	Chapman, Jonathan	Mgr Telecommunications and Automation	124,108	719	124,827
Chernoff, Aidan U0 2 Wastewater Coll 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 SAP Technical Services 162,729 - 162,729 Cholette, Charles Senior Project Engineer 112,853 335 113,388 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 Classe, 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 Connor, Jamen Mgr Watershed Protection 181,364 1,015 82,379	Charron, Chantalle	Administrative Coordinator 2	78,764	97	78,862
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 Engineer 112,853 535 113,388 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Chytilova, Vanda Mgr Enterprise Resource Planning 160,517 33 106,557 Clask, Blake Senior Project Lead 106,517 33 106,550 Clease, Thea Parks Financial Analyst 83,605 675 84,280 Collison, Nadine Coordinator of Volunteers 77,553 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 Constabel, Annette Sr Mgr Watershed Protection 181,264 1,05 1,05 192,32 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,77 104,235	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 Supor 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 Clask, Blake Senior Project Lead 106,657 48,280 675 84,280 Collake, Blake Senior Project Lead 106,657 48,280 675 84,280 Collison, Nadide Cordinator of Volunteers 77,563 1,751 79,322 60 79,222 20 165,777 70 10,232 10,24 10,232 10,24 <	Chernoff, Aidan	UO 2 Wastewater Coll Core Area Saan Pen	90,616	3,465	94,081
Cholette, Charles Senior Project Engineer 112,853 535 113,388 Christensen, Maxwell Supvr Business Systems and GIS 130,171 4,942 135,113 Chylitova, 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 86,280 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 Complex, Jame Gistechnologist 77,952 260 72,818 Cullen, Clayton	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 1,657 182,379 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, 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 Currin	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 Sr Mgr Watershed Protection 181,364 1,015 182,379 Constabel, Annette Sr Mgr Watershed Protection 181,364 1,015 182,379 Constabel, Annette Mgr Watershed Protection 102,438 1,797 104,235 Constabel, Annethe Building Plumbing Inspector 102,438 1,797 104,235 Cronk, Jaimen GIS Technologist 77,952 260 78,212 Cullen, Kasey Park Operations 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 33 106,580 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 Cronk, Jaimen Mgr Water Transmission Operations 144,007 4,874 148,881 Cullen, Clayton Mgr Water Transmission Operations 116,659 2,908 119,566 Cullen, Klesey Park Operations Supervisor 116,659 2,908 119,560 Cullen, Max U2 Regional Supply Jdr Saan Pen 73,816 1,714 75,530 Curlen, Wate	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 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 Curtow, Steven Mgr Watershed Protection Operations 135,780 2,542 138,232 Curtis, Matthew Mgr Operations 135,780 15,41 174,738 Davies	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, Melsey 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 Currow, Steven Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738 Dales, Jason Sr Mgr Wastewater Infrastructure Ops 169,323 5,414 174,738	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 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 135,780 154 174,738 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 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 Davis, Ian Maintenance Management Analyst 114,167 6 114,173	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 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, Jan Maintenance Management Analyst 114,167 6 114,173 Davis, Karen Utility Billing Supervisor 110,550 1,300 111,850 Davis, Spe	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, Jan 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 Devis, Spencer	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 Officer107,7341,298109,031Dicastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	Cronk, Jaimen	GIS Technologist	77,952	260	78,212
Cullen, 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 Officer107,7341,298109,031DiCastri, AmandaPark Ranger 280,1541680,170Dimock, GordonPurchasing Assistant78,7951,05579,850	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 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	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, 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	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, 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	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
Dionne, Denise Mgr IWS Business Support Services 82,046 556 82,602	Dimock, Gordon	Purchasing Assistant	78,795	1,055	79,850
	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, Dominiq	ue 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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, , , , , , , , , , , , , , , , , , , ,	Piva, Daniel	Quality Assurance Coordinator	89,772	1,682	91,455

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.

Capital Regional District

2024 Unaudited Financial Statements

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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 Capital Regional District	\$ 10,818,476 2,990,972	\$ -	\$ -
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 8,643,703	\$ 17,598,507 4,318,415 136,611
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 14,049,571	10,636,504 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

2024

	20	24			
				Total Debt	Outstanding
Additions	Principal	S	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)

<u>.</u>	-	CRD	į			1	December 31, 2023	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-	Debt	
Date	Bylaw	Security issue Bylaw	Issue	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		63,899	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			٠	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
South Galiano Fire	ano Fire											
2022	4239	4476	157	2047	2,100,000	3.360%	2,038,521		61,480	1,537	63,017	1,975,504
2022	4239		158	2047	135,000	4.090%	131,534	,	3,466	121	3,587	127,947
Total South	Total South Galiano Fire	ire			2,235,000		2,170,055		64,946	1,658	66,604	2,103,451
Port Renfrew Fire	ew Fire											
2009	3456	3634	106	2024	40,000	2.250%	3,459		1,997	1,462	3,459	
Total Port F	Total Port Renfrew Fire	ė			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
Peninsula F	Recreation .	Peninsula Recreation - Swimming Pool										
2008	3388	3514	103	2023	•	2.650%		•		•	,	•
2008	3388	3547	104	2023	•	2.900%					٠	
2009	3388	3594	105	2024	2,198,000	2.250%	190,087		109,771	80,316	190,087	•
Total Penin	sula Recre	Total Peninsula Recreation - Swimming Pool	looc		2,198,000		190,087	•	109,771	80,316	190,087	•
Peninsula F	Recreation .	Peninsula Recreation - Community Recreation	3ation									
2017	4116	4175	141	2032	1,080,000	2.800%	704,393		58,068	11,268	69,336	635,057
Total Penin	ısula Recre	Total Peninsula Recreation - Community Rec.	Rec.		1,080,000		704,393		58,068	11,268	986,936	635,057
Solid Waste	Solid Waste - Refuse Disposal	Disposal										
2011	3518	3769	116	2026	2,200,000	1.470%	546,598	•	118,099	57,868	175,967	370,631
2023	4515	4562	160	2038	7,450,000	4.970%	7,450,000		383,256		383,256	7,066,744
2024	4515	4597	161	2039	4,300,000	4.440%		4,300,000				4,300,000
2024	4515	4621	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	9,800,000	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	Maturity Date	Original Debt	Interest Rate	Previous Outstanding	Additions 2024	Principal 2024	Actuarial 2024	Retirement 2024	December 31, 2024 Outstanding
Saltenring	Vaetenring Island - Library	Ž.										
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	ip Island - E	Total Gossip Island - Electrification			715,000		232,900		38,382	16,874	55,256	177,644
Galiano Isl	Galiano Island Public Building	3uilding										
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	905'9	23,147	100,978
Galiano Island Fire	land Fire 3793	3910	126	2028	290.000	3.850%	116,116	,	15.568	6.086	21.654	94.462
Total Galia	lsl or				290,000		116,116		15,568	980'9	21,654	94,462
North Galiano Fire	ano Fire											
2014	3844	3936	127	2029	280,000	3.300%	132,015		13,984	5,919	19,903	112,112
Total North	Total North Galiano Fire	Ф			280,000		132,015		13,984	5,919	19,903	112,112
East Sooke Fire	e Fire											
2014		3966	130	2029	1,800,000	3.000%	848,670		89,894	38,054	127,948	720,722
Total Fast	Total Fast Sooke Fire	‡ - - 1	60		1 950 000	2.100%	936,872		97 959	30.908	137.867	799 005
Land Banki	Land Banking and Housing	sing										
2015	3715	4009	131	2030	9,413,000	2.200%	2,150,135	- 000 520 8	802,377	254,200	1,056,577	1,093,558
Total Land	Bank				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 C	Total 911 Call Answer				12,900,000		9,998,283		693,589	87,052	780,641	9,217,642

Issue Date B	CRD LA Security Issue Bylaw Bylaw	MFA Issue	Maturity Date	Original Debt	Interest Rate	December 31, 2023 Previous Outstanding	Additions 2024	Principal 2024	Actuarial 2024	Debt Retirement 2024	December 31, 2024 Outstanding
outhern Gulf I	Southern Gulf Island Small Craft Harbour 2022 4408 4476	ur 3 157	2042	710.000	3.360%	682.206		27.794	969	28.489	653.717
2022			2042	470,000	4.090%	453,380		16,620	582	17,202	436,178
otal Southern	Total Southern Gulf Island Small Craft Harbour	Harbour		1,180,000		1,135,586		44,414	1,277	45,691	1,089,895
otal General	Total General - Debenture Debt			74,976,000		31,386,917	23,875,000	2,990,971	677,473	3,668,444	51,593,473
Non-Debenture Debt	e Debt										
Regional Parks				8,500,000		8,500,000				8,500,000	•
Panorama Recreation	reation			1,300,000			1,300,000				1,300,000
Panorama Recreation	reation			020,000			650,000				650,000
luipment Fins	Equipment Financing Loan - SEAPARC			227,000		46,743		45,417		45,417	1,326
quipment Fin≀	Equipment Financing Loan - Pender Firetruck	retruck		545,000		296,582	•	98,285	•	98,285	198,297
otal General	Total General - Non-Debenture Debt			11,222,000		8,843,325	1,950,000	143,703		8,643,703	2,149,622

	CRD					December 31, 2023				Debt	
Issue Date	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
MUNICIPALITIES	ALITIES										
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	•	749,097	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	oria			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	82	2024	1,256,000	2.250%	95,985	•	37,985	58,000	95,985	•
2002	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	iimalt			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

910	Sociutivi legilo	MEA	Motority	Caisiro	-	Drovious	Additions	Ciccio	leize: 40V	Dotiromont	Docombor 34 2024
Date	Bylaw	lssue	Date	Debt	Rate	Outstanding	2024	2024	2024	2024	Outstanding
Saanich											
2003	3051	79	2028	1,500,000	2.250%	460,780	•	31,429	51,961	83,390	377,390
2010	3726	111	2025	1,797,000	3.350%	293,881	•	144,520		144,520	149,361
2010	3726	112	2025	1,150,000	1.280%	193,738	•	61,734	33,469	95,203	98,535
2011	3771	114	2026	8,400,000	3.650%	2,059,275	•	661,969	•	661,969	1,397,306
2014	3968	130	2024	2,400,000	3.000%	284,518	•	199,898	84,620	284,518	•
2014	3968	130	2029	4,725,000	3.000%	2,227,760	•	235,972	068'66	335,862	1,891,898
2016	4061	137	2031	8,064,600	2.600%	4,813,209	•	417,948	113,799	531,747	4,281,462
2017	4163	141	2032	2,800,000	2.800%	1,826,204	•	150,546	29,214	179,760	1,646,444
2017	4199	142	2032	3,695,800	3.150%	2,410,459	•	198,711	38,560	237,271	2,173,188
2018	4163	144	2028	836,630	3.410%	376,484	•	83,663	•	83,663	292,821
2019	4283	147	2034	4,605,000	7.660%	3,569,154	•	247,595	31,075	278,670	3,290,484
2019	4319	149	2024	000'559	1.970%	138,857	•	123,372	15,485	138,857	•
2019	4319	149	2034	5,910,000	2.240%	4,580,609	•	317,761	39,882	357,643	4,222,966
2020	4361	152	2025	000'569	0.910%	285,254	•	134,219	7,171	141,390	143,864
2020	4361	152	2035	2,585,000	0.910%	2,120,369	•	152,198	8,131	160,329	1,960,040
2021	4400	153	2036	7,200,000	2.410%	6,373,045	•	408,877	18,606	427,483	5,945,562
2021	4438	156	2036	3,200,000	1.980%	2,832,465	•	181,723	8,270	189,993	2,642,472
2022	4504	158	2037	5,355,000	4.090%	5,077,477	•	277,523	9,713	287,236	4,790,241
2023	4563	160	2053	1,925,400	4.970%	1,925,400	•	36,086		36,086	1,889,314
2023	4563	160	2038	10,324,400	4.970%	10,324,400	•	531,125		531,125	9,793,275
Total Saanich	t,			77,823,830		52,173,338		4,596,869	589,846	5,186,715	46,986,623
North Saanich	Ę										
2007	3465	102	2032	7,722,907	2.250%	3,667,898	•	211,829	141,925	353,754	3,314,144
2014	3938	127	2029	1,680,000	3.300%	792,092	•	83,901	35,516	119,417	672,675
Total North Saanich	Saanich			9,402,907		4,459,990		295,730	177,441	473,171	3,986,819
Sidney											
2010	3676	110	2035	1,448,000	1.280%	864,657	•	38,798	20,417	59,215	805,442
2011	3801	117	2036	1,073,000	1.470%	683,125	•	28,750	13,645	42,395	640,730
2012	3817	118	2037	479,000	3.400%	322,579	•	14,188	4,692	18,880	303,699
2017	4200	142	2047	3,000,000	3.150%	2,592,116	•	63,058	12,237	75,295	2,516,821
2019	4284	147	2049	2,500,000	7.660%	2,280,158	•	52,548	6,595	59,143	2,221,015
2020	4346	150	2050	3,000,000	1.990%	2,773,684	•	73,950	4,526	78,476	2,695,208
2024	4623	162	2044	1,300,000	3.830%		1,300,000		•	•	1,300,000
Total Cideo.											

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

CRD	۵				_	December 31, 2023				Debt	
Issue Security Issue Date Bylaw	r Issue IW	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	3596	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	ional Libra	ıry - Sooke									
2022	3915	157	2052	6,000,000	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	inture			283,460,070		174,736,593	5,956,000	10,818,476	3,379,655	14,198,129	166,494,464
Total General Debenture	ture			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	ebenture			11,222,000		8,843,325	1,950,000	143,703	•	8,643,703	2,149,622
Total Non-Debenture Debt	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) continued

Long-Term Debt: Sewer Capital Fund (Unaudited)

	⊴ -	CRD Security Issue	MFA\ Security	Maturity	Original	#	December 31, 2023 Previous	Additions	Principal	Actuarial	Debt Retirement	December 31, 2024
Date	Бујам	Буїам	enssi	Date	Dept	кате	Outstanding	4707	2024	2024	2024	Outstanding
Function: 3.701 Millstream Site Remediation	.701 ite Reme	adiation										
2010	3513	3725	5 112	2025	288,234	1.280%	48,558		15,472	8,389	23,861	24,697
Total Millstr	eam Site	Fotal Millstream Site Remediation			288,234		48,558		15,472	8,389	23,861	24,697
Function: 3.705	705											
Septage/Con	nposting	Septage/Composting - Saltspring Island	р									
5000	3564	3594	105	2024	280,000	2.250%	24,215	,	13,984	10,231	24,215	
2009	3564	3634		2024	400,000	2.250%	34,593		19,976	14,617	34,593	
2010	3564	3677	7 110	2025	000'059	1.280%	109,504		34,893	18,917	53,810	55,694
2013	3564	3910) 126	2028	770,000	3.850%	308,309		41,335	16,159	57,494	250,815
Total Septage/Composting - SSI	dwo2/e	osting - SSI			2,100,000		476,621		110,188	59,924	170,112	306,509
Function: 3.798B	798B											
Debt - Core	Sewage	Debt - Core Sewage Integrated Treatment Facilities	nent Facilitie	Š								
2010	3615	3677	7 110	2025	12,000,000	1.280%	2,021,614	•	644,178	349,244	993,422	1,028,192
Total Core Su	ewage In	Fotal Core Sewage Integrated Trtmnt. Facs.	Facs.		12,000,000		2,021,614		644,178	349,244	993,422	1,028,192
Function: 3.798C	798C											
Debt - Core	Area Wa.	Debt - Core Area Wastewater Treatment Program	ent Program									
2018	3887	4253	3 146	2043	15,000,000	3.200%	12,815,725	•	411,418	65,528	476,946	12,338,779
2019	4204	4282	2 147	2044	000'000'09	2.660%	53,115,120		1,645,672	206,546	1,852,218	51,262,902
2021	4204	4347		2031	20,000,000	3.030%	15,000,000		2,000,000		2,000,000	13,000,000
2023	4374	4562	2 160	2038	10,470,000	4.970%	10,470,000	•	538,616	1	538,616	9,931,384
Total Core A	rea Was	Total Core Area Wastewater Trtmnt Pgrm.	grm.		105,470,000		91,400,845		4,595,706	272,074	4,867,780	86,533,065
Function: 3.810	810											
Debt - Ganges Sewer (S.S.L.)	PS Sewer	.(8.8.1.)										
2016	4007	4114	1 139	2036	350,000	2.100%	250,193		13,026	2,994	16,020	234,173
2017	4007	4198	3 142	2042	1,500,000	3.150%	1,233,878		41,142	7,984	49,126	1,184,752
2018	4007	4253		2038	1,800,000	3.200%	1,444,350		886'99	10,669	77,657	1,366,693
2019	4007	4318	3 149	2044	250,000	2.240%	221,313	1	6,857	861	7,718	213,595
Total Debt -	Ganges !	Total Debt - Ganges Sewer (S.S.I.)			3,900,000		3,149,734		128,013	22,508	150,521	2,999,213
Function: 3.830	830											
Debt - Magic Lake Estates (P.I.)	c Lake Es	tates (P.I.)										
2016	4048	4114	139	2026	745,000	2.100%	247,042		64,987	14,939	79,926	167,116
2017	4048	4198		2027	250,000	3.150%	108,939	•	21,807	4,232	26,039	82,900
2018	4048	4253		2028	232,000	3.200%	287,232		46,668	7,433	54,101	233,131
2021	4320	4399		2051	2,500,000	2.410%	2,380,170		59,248	2,696	61,944	2,318,226
2021	4320	4437		2051	1,260,000	1.980%	1,199,606		29,861	1,359	31,220	1,168,386
2022	4320	4476	5 157	2022	1,000,000	3.360%	977,222		22,778	269	23,347	953,875
Total Debt -	Magic La	Total Debt - Magic Lake Estates (P.I.)			6,290,000		5,200,211		245,349	31,228	276,577	4,923,634
		1			400 040 004		207 202 204		200 001 1	170 071	CEC 508 7	010 100 10
lotal sewer - Debenture Debt	- Depen	ture vent			130,048,234		102,297,583		5,738,906	/43,36/	6,482,2/3	95,815,310

	CRD	MFA\			٦	December 31, 2023				Debt	
enssl	LA Security Issue	sue Security Maturity	Maturity	Original	Interest	Previous	Additions	Principal	Actuarial	Retirement	December 31, 2024
Date B	Bylaw Bylaw	Issue	Date	Debt	Rate	Outstanding	2024	2024	2024	2024	Outstanding
MFA Non Do	MFA Non Debenture Debt										
2021	4374 4424			200,000	Variable	200,000		•	,	•	500,000
2021	4375 4425			1,000,000	Variable	1,000,000		•	,	•	1,000,000
2023	4374 4424			5,000,000	Variable	2,000,000					5,000,000
2023	4375 4425			1,000,000	Variable	2,000,000	3,000,000				5,000,000
Total Sewer	Total Sewer - MFA Non Debenture Debt	e Debt		7,500,000		8,500,000	3,000,000	-	-	-	11,500,000
P3 Agreeme	P3 Agreement Non Debenture Debt	, pt									
2024			2040	63,391,394	6.293%	58,363,109	,	2,016,089	1	2,016,089	56,347,020
Total Sewer	Total Sewer - P3 Agreement Non Debenture Debt	Debenture Debt		63,391,394		58,363,109		2,016,089		2,016,089	56,347,020
Total Sewer	Total Sewer - Non Debenture Debt	þ.		70,891,394		66,863,109	3,000,000	2,016,089	-	2,016,089	67,847,020
Total Poble	Couror		•	300 038 638		160 160 603	000 000 6	7 754 005	735 267	8 408 363	163 663 330

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% 1.280% 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

							December 31, 2023				Debt	
lssue Date B	LA Se 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
Regional Water Supply	vladins.											
2009	3419	3594	105	2024	9,000,000	2.250%	778,337	٠	449,470	328,867	778,337	
2009	3419	3634	106	2024	1,000,000	2.250%	86,482		49,941	36,541	86,482	•
2010	3661	3725	112	2025	6,500,000	1.280%	1,095,041		348,930	189,174	538, 104	556,937
2011	3661	3769	116	2026	1,500,000	1.470%	372,680		80,522	39,456	119,978	252,702
2012	3661	3817	118	2027	4,500,000	3.400%	1,462,429		258,433	91,127	349,560	1,112,869
2013	3661	3882	124	2028	1,700,000	3.150%	680,683		91,259	35,676	126,935	553,748
2015	3902	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	Water Supp	Ą			37,700,000		14,536,317		1,987,901	834,081	2,821,982	11,714,335
Juan De Fuca Water Distribution	Nater Distrib	oution										
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%	ı	1,500,000		•	•	1,500,000
Total Juan De Fuca Water Distribution	-uca Water	Distribution			29,600,000		18,506,446	1,500,000	1,503,369	322,730	1,826,099	18,180,347
Florence Lake Water System	Water Syste	E										
2023	4394	4536	159	2038	204,000	4.150%	204,000	,	10,572	•	10,572	193,428
Total Florence Lake Water System	Lake Water	System			204,000		204,000		10,572		10,572	193,428
								000		700 000 7		111 000 00
lotal Water - Debenture Debt	Depenture	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	enture Deb					:						
2024	4532	4488			2,100,000	Variable		2,100,000				2,100,000
Total Water - Non Debenture Debt	Von Debent	ure Debt			2,100,000			2,100,000				2,100,000

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	\$ 69,738,62	8 \$	18,593,251
Term deposits - short term	287,431,76	3	339,175,878
Accounts receivable:			
AR - federal government	45	1	1,703
AR - local government	24	4	107,919
AR - trade/other	33,890,73	7	29,177,138
Due to/from own funds	(338,883,25	6)	(330,507,823)
Due to/from CRHC	1,470,18	6	284,633
Other assets:			
Prepaid - CRD	1,792,93	7	2,212,620
Municipal Finance Authority Debt Reserve Fund:			
Capital Regional District	11,158,43	7	10,634,421
Member Municipalities	10,353,62	2	10,889,878
	76,953,74	9	80,569,618
Financial Liabilities			
Accounts payable:			
AP and accrued liabilites - CRD	32,983,85	3	39,104,080
Due to/from CRHD	540,62	0	147,180
Other liabilities:			
Sick leave bank	2,613,56	2	2,915,614
Deferred revenue - CRD	8,920,64	9	10,457,167
Long-term debt:			
Municipal Finance Authority Debt Reserve Fund:			
Capital Regional District		_	
Cash deposits - Capital Regional District	3,116,78		2,967,870
Demand notes - Capital Regional District	8,041,65	3	7,666,548
Member municipalities:		_	
Cash deposits - Member Municipalities	3,601,85		3,634,011
Demand notes - Member Municipalities	6,751,76		7,255,866
Insurance reserves	1,782,35	5	2,422,431
	68,353,10	0	76,570,767
Net Financial Assets	8,600,64	9	3,998,851
Accumulated remeasurement (losses) / gains	(1,106,24	3)	2,160,457
Accumulated Surplus	\$ 7,494,40	6 \$	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

	Stmt #	2024	2023
General Revenue			
Legislative & General	8	\$ 790,547 \$	677,820
Environmental Services	8	(12,482)	-
EA Elections	8	-	-
EA Health	8	486	15
EA UBCM	8	(178)	468
EA Admin	8	59,068	48,579
Saturna Health	8	1,327	190
Pender Island Health	8	(727)	(337)
Southern Gulf Islands Grants in Aid	9	4,489	(416)
Salt Spring Island Grants in Aid	9	147	14,773
Juan de Fuca Grants in Aid	9	18,516	29,225
CRD Grants in Aid	9	1,642,433	1,569,333
Animal Care	10	-	-
Building Inspection	10	-	-
Bylaw Enforcement	10	-	-
Noise Control	10	(10,000)	(22,000)
Soil Deposits	10	-	-
Nuisances & Unsightly Premises	10	-	-
Traffic Safety	10	23,457	29,182
CREST	10	21,670	(10,102)
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	-	9,450
SSI Search and Rescue	11	945	2,787
Emergency Response Telephone Service	11	(67,132)	(20,030)
Hazardous Materials	12	-	-
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		
		\$ 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	-	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)
	_	-		<u>-</u>		-		_	(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 land Grants in Aid	 de Fuca nts 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
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			
	<u>-</u>	-	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 espection	Bylaw Enforcemer	nt N	oise Control
Revenue						
Government transfers Sale of services:	\$	476,540	\$ 565,156	\$	- \$	65,053
Recreation revenue		68,383	30,910		-	-
Other sales Other revenue from own sources:		964,902	40	67,068	3	-
Interest earnings		(5,943)	41,365	5,93	4	(1,215)
Other revenue		289,535	1,342,054	1,370)	-
Grants in lieu of taxes		12,825	1,924			168
Total Revenue		1,806,242	1,981,449	74,37	2	64,006
Expenses						
General administration		118,852	206,951	39,57	3	2,061
Other operating expenses		447,218	363,716	(526,21	7)	53,407
Salaries and wages		1,241,936	1,274,056	505,19	3	-
Recoveries		-	(32,060)			-
Total Expenses		1,808,006	1,812,663	18,54	9	55,468
Net Revenue (Expenses) Transfers to own funds:		(1,764)	168,786	55,823	3	8,538
Transfers to capital		-	(12,488)		-	-
Transfers to reserve		-	(225,661)	(4,96	5)	-
Transfers to ERF Transfers from own funds:		(8,000)	(55,820)	(50,858	3)	-
Transfers from reserve Debt charges:		9,764	125,183		-	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	<u> </u>	-	-	-	_
Annual Surplus (Deficit)	-	-	-	-	-
Accumulated surplus (deficit), beginning of year	<u> </u>				
Accumulated Surplus (Deficit), end of year	\$ -	\$ -	\$ -	\$ -	\$ -

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

	Juan de Fuca Response Search and SSI Search Rescue and Rescue 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
	·					<u> </u>	
	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

	Hazardous Materials	nily Court ommittee	Victim Assistance Program	F	amily Court Building	Salt Spring land Street Lighting	P	ort Renfrew Street Lighting	an de Fuca House umbering
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 Debt charges:	6,600	-	-		-	-		-	-
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 umbering	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

	N. Ga Island Prote		Otter Point Fire Protection	Port Renfrew Fire Protection	hirley Fire Protection
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	Fire		Fire			2024 Budget	202 Acti			2023 Actual
\$	145,730	\$ 4	177,950	\$	1,930,541	\$ 1,930	0,541	\$	1,689,912		
	-		77,166		69,350	7	7,166		73,197		
	-		42		80,698	8	0,740		64,106		
	452		2,018		3,080		1,150		1,102		
	102,569		27,537		68,023	13	2,849		112,748		
				_	1,718		(488)	_	1,568		
	248,751		584,713		2,153,410	2,22	1,958		1,942,633		
	5,464		15,367		61,388	6	1,387		57,495		
	90,306	1	173,938		1,088,753	682	2,843		889,518		
	17,578		76,437		384,934	64	5,198		224,072		
			837	_	510		1,073		962		
	113,348	2	266,579		1,535,585	1,39	0,501		1,172,047		
	135,403	3	318,134		617,825	83	1,457		770,586		
	(12,663)		(26,483)		(32,390)	(4	6,491)		(21,944)		
	(12,500)		(5,000)		(68,854)	(10	5,978)		(84,242)		
	(126,326)	(1	129,573)		(351,985)	(49	0,371)		(436,606)		
			4.004		(4.000)	,	4 77 4		(544)		
	-		4,231		(4,630)	•	1,774)		(511)		
	-		(57,150)		(82,106)	•	2,106)		(78,455)		
_	-		(97,959)	_	(129,509)		9,508)	_	(128,423)		
	(16,086)		(2,262)		(51,649)	-	4,771)		20,405		
_	16,086		11,043		51,649	5	1,649	_	31,244		
\$		\$	8,781	\$	-	\$ 2	6,878	\$	51,649		

Protective Services - Fire B

	Durrance Rd Fire Protection	Ма	llahat Fire rotection	Pender Island Fire Protection	South Galiano Island Fire Protection
Revenue					
Government transfers Sale of services:	\$ 3,016	\$	73,055	\$ 1,276,153	\$ 605,467
Other revenue from own sources:					
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

ls	Saturna sland 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	<u>-</u>	2,213	2,213	551
\$	313	\$ -	\$ 	\$ (8,472) \$	2,213

General Revenue Fund Statement of Operations (Unaudited) Environmental Health

	Port Renfre Disposal		Refuse Disposal	Storm Water Quality Management Core	Storm Water Quality Management Southern Gulf Islands
Revenue	_				
Government transfers Sale of services:	\$ 39,37	6 5	-	\$ 677,164	\$ 41,000
Refuse revenue Other revenue from own sources:	6,07	'6	31,761,499	-	-
Interest earnings	6	55	107,482	(1,247)	193
Other revenue	42,52	25	7,572,083	35,533	-
Grants in lieu of taxes	37	'8	_	54,744	412
Total Revenue	88,42	20	39,441,064	766,194	41,605
Expenses					
General administration	4,47	'1	(5,972,020)	14,881	2,011
Other operating expenses	96,23	86	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	10)	(11,626,008)	-	
Total Expenses	83,94	9	35,032,111	719,503	34,138
Net Revenue (Expenses) Transfers to own funds:	4,47	'1	4,408,953	46,691	7,467
Transfers to revenue		-	(6,537)	-	-
Transfers to capital		-	-	-	-
Transfers to reserve	(4,47	'1)	(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	\$	- 5	\$ <u>-</u>	\$ -	\$ -

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

n Water Quality agement 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
-	-	-	12,700,378)	(11,652,448)	
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)	(5,183,221)
-	-	-	(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	М	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

	Seo Spatial eferencing	lr	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		(0.507)	(000)	5 000	0.040	0.000
	1,125		(3,507)	(606)	5,800	3,013	9,399
	7.070			75.074	614,283	1,450	1,325
_	7,870		5,972	75,874	167,648	167,642	162,599
_	185,311		135,712	2,201,753	6,151,172	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	1,852,868	2,205,160
	-		457,410	625,265	2,896,198	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	4,011,706	4,201,448
	125,893		36	732,026	(53,982)	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	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 Other revenue from own sources:	-	500	-	(1,000)
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	<u>-</u>			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	\$ 5,499,173	\$ -	\$ -	\$ 275,060	\$ -
Sale of services:					
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)	(134,640)	_
Debt charges:		,	,	,	
Interest on short term debt	-	(22,645)	-	-	3,794
Interest on long term debt	-	(30,240)	_	-	(24,728)
Principal Principal	<u>-</u>	(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
•	E 004 200	¢ 5774022	¢ 5 510 504
\$	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)	
	(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 J Electoral Area E Community Parks		2024 Budget	2024 Actual	2023 Actual
Revenue					
Government transfers	\$ 232,973 \$	70,632	\$ 303,605	\$ 303,605 \$	273,755
Sale of services: Other revenue from own sources:					
	(1,205)	578	210	(627)	(1,251)
Interest earnings	,		_	` ,	, ,
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	(13,000)	(10,057)	(8,000)	(23,057)	(13,476)
Debt charges:		·			·
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	\$ - \$	-	\$ - 9	\$ - \$	6,200

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

	C	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

	C	Galiano Island community Parks		Galiano Island Community Recreation	C	lyne Island ommunity ecreation	yne Island ommunity Parks
Revenue							
Government transfers Sale of services:	\$	107,482	\$	43,850	\$	36,816	\$ 96,281
Recreation revenue		-		-		-	600
Other sales Other revenue from own sources:		-		-		-	-
Interest earnings		1,035		(151)		418	1,112
Other revenue		18,044		-		50	25,515
Grants in lieu of taxes		87		31		26	 68
Total Revenue		126,648		43,730		37,310	123,576
Expenses							
General administration		5,849		1,920		2,647	5,253
Other operating expenses`		102,227		41,666		37,897	80,141
Recoveries		-					
Total Expenses		108,076		43,586		40,544	85,394
Net Revenue (Expenses) Transfers to own funds:		18,572		144		(3,234)	38,182
Transfers to reserve		(17,262))	-		-	(33,374)
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)	4,808
Accumulated surplus (deficit), beginning of year				(4)		11,310	19,191
Accumulated Surplus (Deficit), end of year	\$	20,000	\$	140	\$	8,076	\$ 23,999

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)		
	-	(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	Ro	yal Theatre	McPhe Thea		Sooke Regional Museum	Greater Victoria Library
Revenue	_						
Government transfers Sale of services: Other revenue from own sources:	\$ 403,818	\$	580,000	\$ 750	,000,	\$ 227,459	\$ 33,256
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

For the Year Ended December 31, 2024

2,736

2,565 \$

3,236

2,500 \$

	Salt 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

(974)

2,312

\$

5,538

5,539

8,720 \$

3,859

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	<u>-</u>				-	
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)	<u>-</u>	-
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	Magic Lake Estates Sewer System	Po	ort Renfrew Sewer System	Harbours vironmental Action	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
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		1,128,721		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	_

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

	Fernwood ater Supply		Magic Lake states Water Supply	Port Renfrew Water Supply	Saanich Peninsula Water Supply	Highland ater Supply
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

	Lyall rbour/Boot ove Water Supply	Sticks Allison Galiano Island Water Supply	Highland/Fernwood Water Supply	Florence Lake Debt	E	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	33,000
	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

	ana 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		21,844,259
-	· -	17,868,722	564,357	19,559,425		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
	\$	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
Debugbase is an about the Marie in J. Fig. 19		30,481,749		6,015,134		4,824,434		41,321,317		28,478,491
Debentures issued by Municipal Finance Authority		220,237,559		33,029,773	_	163,662,330	_	416,929,662		418,586,249
	:	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	<u> </u>		<u> </u>	-	
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
	5 153,044,993	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
				\$ 331,132,275 \$	336,389,158

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

	E	General overnment 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	-	-
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	rth Pender land Fire Capital Reserve	Willis Point Fire & Recreation Capital Reserve	;	Shirley Fire Capital Reserve	East Sooke Fire Capital Reserve	North Galiano Fire 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	i	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	1	-	13,000	-
Transfers to reserve		-	-		-	-	-
Transfers to ERF		-	-		-	_	-
Total Expenses		18,512	36,000		-	13,000	-
Change in Fund Balance		84,030	(32,465	<u>(</u>)	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 eplacement Fund	Port Renfrew Fire Capital Reserve	Otter Point Fire Capital Reserve	Fire Dispatch Operating Reserve	South Galiano 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			. <u>-</u>	-
Total Revenue		793,706	3,551	60,574	7,658	55,000
Deduct						
Debt charges		-	_	-		-
Other operating expenses		-	-	-	. <u>-</u>	-
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		-	_		· <u>-</u>	-
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)

	Eı	ithern Gulf Islands nergency Capital Reserve	Salt Spring Island Emergency Capital Reserve	Family Court Building Capital Reserve	Ec	rotective General quipment placement Fund	911 Call Answer Capital Reserve Fund
Opening balance	\$	235,276	\$ 33,426	\$ 657,104	\$ 2	2,302,604	\$ -
Add							
Other revenue from own sources:							
Interest earnings		11,044	1,557	30,607		12,660	-
Other revenues		-	-	-		17,707	-
Transfers from own funds:							
Transfers from revenue		5,000	-	153,150		-	-
Transfers from capital		-	-	-		-	123,102
Transfers from ERF	<u></u>	-	-	-		138,467	<u>-</u>
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	2,392,513	\$ 123,102

Reserve Funds Transportation Capital Reserves Statement of Continuity (Unaudited)

	lsi Cr	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		-	-	<u>-</u>	
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

	Pa	Sooke ommunity ark Capital Reserve		Salt Spring Island Park Land Acquisition Capital Reserve	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

	Pender Island Parks & Recreation Capital Reserve	d Galiano Island Parks & Recreation Capital Reserve	Royal Theatre Capital Reserve	Salt Spring Island Parks & Recreation Capital Reserve
Opening balance	\$ 432,882	2 \$ 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	-	<u> </u>		
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		<u> </u>		
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

	Р	yne Island ark Land Capital Reserve	Salt Spring Island Parks Capital Reserve	McPherson Theatre Capital Reserve	Salt Spring Island Pool Facility Capital Reserve
Opening balance	\$	129,117	\$ 622	\$ 2,583,224	\$ 86,656
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		6,189	287	123,861	4,759
Other revenues		-	-	-	-
Sale of services		-	-	-	-
Transfers from own funds:					
Transfers from revenue		33,374	20,000	346,233	10,000
Transfers from capital		2	-	-	27,321
Transfers from reserve		-	-	-	-
Transfers from ERF		-	_	_	
Total Revenue		39,565	20,287	470,094	42,080
Deduct					
Debt charges		-	-	-	-
Other operating expenses Transfers to own funds:		-	-	-	-
Transfers to revenue		-	-	-	-
Transfers to capital		7,000	-	161,682	16,023
Transfers to reserve		-	-	-	-
Transfers to ERF		_			
Total Expenses		7,000	-	161,682	16,023
Change in Fund Balance		32,565	20,287	308,412	26,057
Accumulated Surplus, end of year	\$	161,682	\$ 20,909	\$ 2,891,636	\$ 112,713

	Co Use	Saliano mmunity 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

	Recreation & Cultural Equipment Replacement 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	\$ 253,710

	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	-	-	
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

	Ti	Cedars of Jam 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		-	<u>-</u>		
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

	(Idis Water Capital teserve	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	<u>-</u>
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 Replacement 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

	ectoral 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	0.005	40.500	0.040	40.400
Other revenues	9,865	13,566	3,248	48,129
Sale of services	-	-	-	-
	-	-	-	-
Transfers from own funds: Transfers from revenue	40,630	453,147	9,000	
Transfers from capital	40,030	433,147	9,000	-
Transfers from reserve	-	-	-	-
Transfers from ERF	-	-	-	-
Total revenue	 50,495	466,713	12,248	48,129
	 00,400	400,710	12,240	40,120
Debt charges				
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 agineering Operating 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	<u> </u>		_	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

	Craft Ope	Small Harbor rating re Fund	JDF EA Adr Operating Reserve	nin 3	JDF 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	<u></u>	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		-		-	(2,179)	
Change in fund balance	-	11,754	1,7	74	2,440	5,119
Accumulated surplus, end of year	\$	11,754	\$ 1,8	48 \$	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		<u>-</u>	-	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	

	Ro Ol	urrance pad Fire perating leserve	Electoral Area Fire Services Operating Reserve
Opening balance	\$	3,453	\$ 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		-	171,704
Transfers to capital		-	-
Transfers to reserve		-	-
Transfers to ERF		-	
Total expenses		-	171,704
Change in fund balance		519	(98,469)
Accumulated surplus, end of year	\$	3,972	\$ 121,461

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

	Climate Action & Adapt Operating Reserve	ſ	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

	,	Regional Parks Operating Reserve	Regional Parks Legacy Operating Reserve	Panorama Recreation Operating Reserve	Sooke & EA Rec Facilities Operating Reserve
Opening balance	\$	104,038	\$ 18,185	\$ 428,520	\$ 34,223
Add					
Government transfers		-	-	-	-
Disposal of assets		-	-	-	-
Other revenue from own sources:					
Interest earnings		4,910	846	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	846	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	846	28,422	1,592
Accumulated surplus, end of year	\$	123,948	\$ 19,031	\$ 456,942	\$ 35,815

	L Op	eaparc egacy perating 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	<u> </u>		
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		-			
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	igic Lake Sewer perating Reserve	SSI Septage Composting Operating Reserve	Maliview Sewer Operating Reserve	Ganges Sewer Operating Reserve
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)

	Port Renfrew Sewer Operating Reserve	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 perating 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	Magic Lake Estates 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)

	C	Regional Source Control Operating Reserve	Saanich Peninsula Source Control Operating Reserve	;	Solid Waste Operating Reserve	Qu O	ormwater ality Core perating 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)

	Qu Sann Ope	nwater iality ich Pen rating serve	Storm Qualit Opera Rese	y SGI ating	C	tormwater Quality SSI Operating Reserve	Quali Ope	mwater ty Sooke erating eserve
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		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		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

Beginning Balance Growing Community Fund Grant Received Growing Community Fund Grant to be Allocated				\$ 11,994,049 \$ 11,994,049
Eligible Costs by Service	Opening Balance	Interest Earnings	Spent	Remaining
Regional				
Regional Trails Widening and Lighting Project	2,002,870	95,214	755,691	1,342,392
	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

1,616,053

68,315

47,881

1,636,487

2024

Ending Balance, Unallocated				\$ 0
Ending Balance, Unspent				\$ 9,704,624
Total Eligible Costs	11,994,049	515,693	2,805,118	9,704,624
	4,363,800	192,116	1,110,516	3,445,400
Victoria Village on the Green Affordable Housing Redevelopment	4,363,800	192,116	1,110,516	3,445,400
7.044.04.05.7 of Canada C.005.7 CO.74.0744.05.7 (1040.11)	2,850,181	114,391	738,808	2,225,764
Southern Gulf Islands Acquisition of Galiano Green - SGI Affordable Housing Project	2.850.181	114.391	738.808	2,225,764
	2,121,309	88,529	64,686	2,145,151
SSI Parks Maintenance Facility	505,256	20,214	16,805	508,664

Note to Schedule:

Salt Spring Island

Ganges Sewer System Infrastructure Upgrades

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:

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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.

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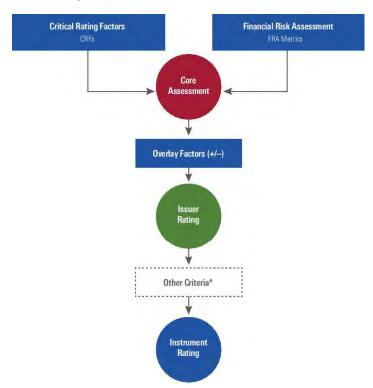
We also publish criteria, which are an important part of the rating process. Criteria typically cover areas
that apply to more than one sector. Both methodologies and criteria are publicly available on our
website.

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	A	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 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				
Per Capita					
					Self-supporting debt (see Appendix 1)
					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	Net tax-supported debt (see definition above)				
Taxable Assessment	· ÷				
	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)				
rercentage of Total nevenue	÷				
	Total revenue (net of interest earned on sinking funds)				
Net Postcapex Surplus	Operating surplus (deficit), net of amortization expenses				
(Deficit) as a Share of Total Revenue (Five-Year Average)	-				
	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.

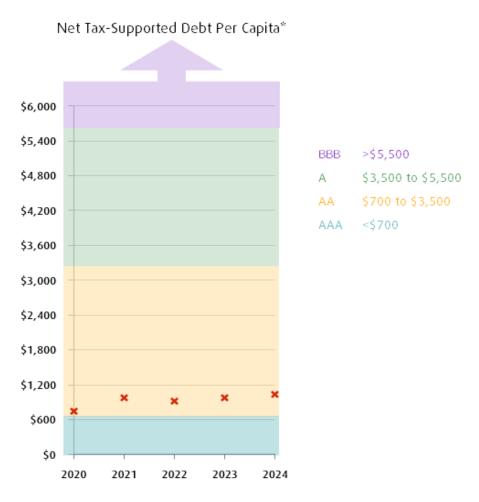
Although the final rating considers a blend of both operating risk and financial risk in their entirety, key ratios can provide a quick measure in assessing the government's financial strength— its ability to make timely payments on outstanding obligations (whether principal, interest or other expenditures)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

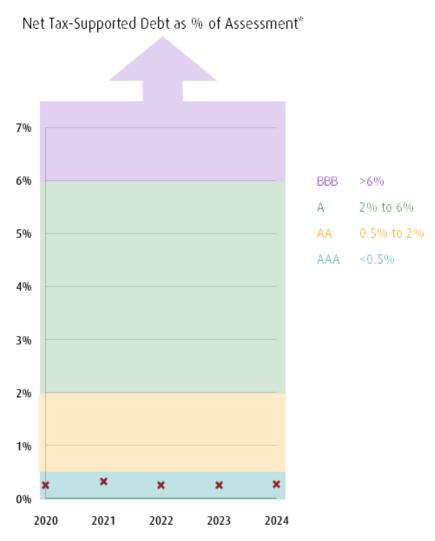
Tax-Supported Debt includes financial obligations for which taxpayers are directly accountable. Net Tax-Supported Debt per Capita is a measure of the CRD's debt, excluding member municipality debt, expressed in terms of the amount attributable to each citizen under the CRD's jurisdiction. This indicator 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

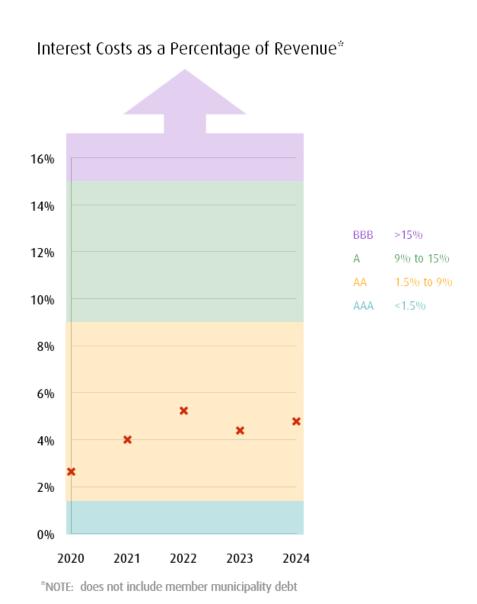
A second measure to assess debt affordability, this ratio takes the same net tax-supported debt as above and expresses it in terms of taxable assessment. This indicator is 0.26% in 2024 (0.24% - 2023), well below the AAA rating threshold of 0.5%.



*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.

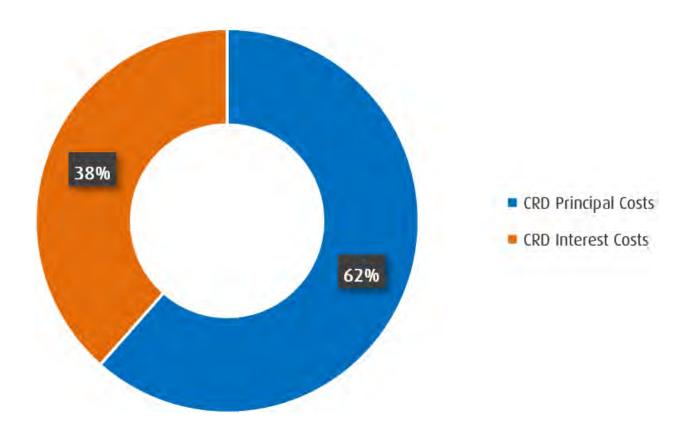
Debt Service Costs to Total Revenue



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



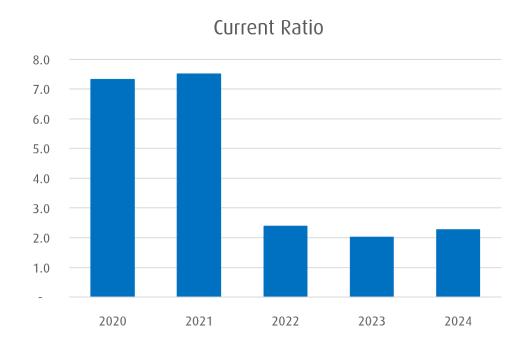
7) Current Ratio

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



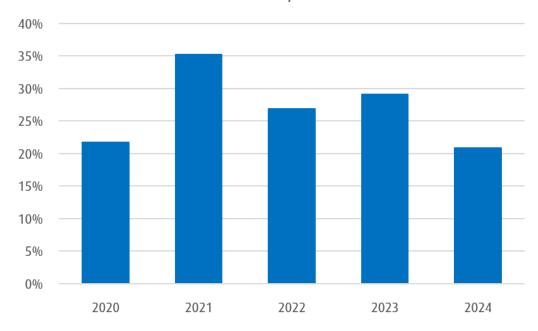
8) Contributions to Reserves / Total Reserves

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)

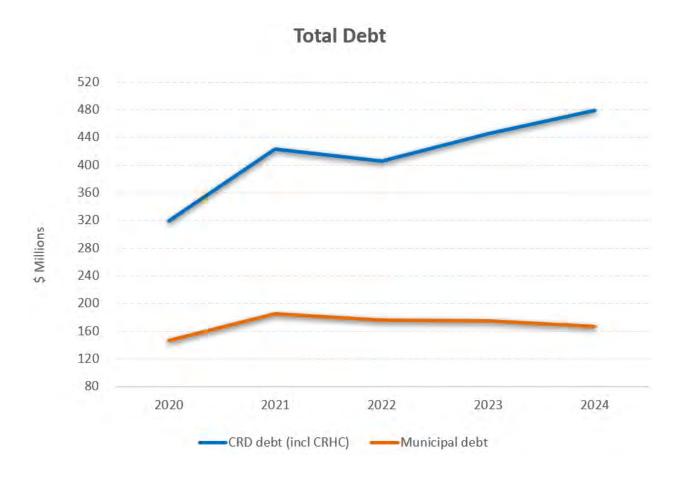
	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual
Reserve Contributions	30,785 21.8%	60,008 35.2%	46,825 26.8%	54,334 29.1%	38,497 20.8%
Total Reserves	141,413	170,334	174,511	186,910	185,019

Total Contributions / Total Reserves



9) Total Debt

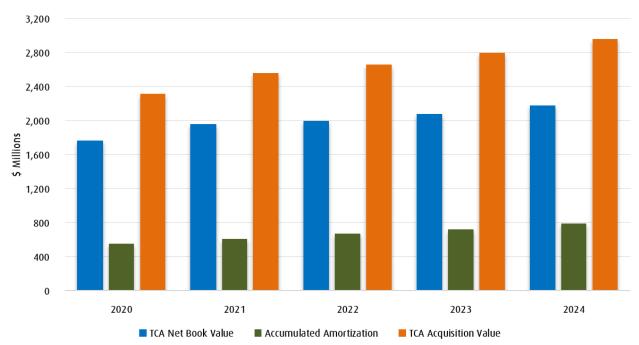
The CRD borrows long and short-term debt predominantly through the MFA that pools the borrowing and investment needs of communities to offer better rates through economies of scale. In addition to debt incurred directly, the CRD also incurs long-term debt on behalf of its member municipalities. The additional 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

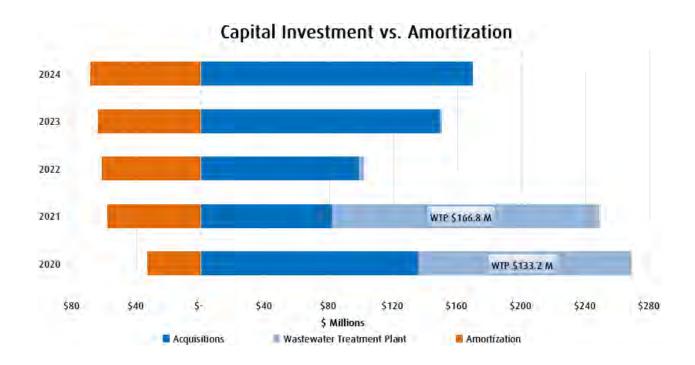
CRD's tangible capital assets include land, engineering structures, buildings, equipment and vehicles. Where assets have an anticipated useful life of more than one year, the practice is to amortize or allocate part of the asset's expense each year through its useful life, instead of expensing the entire 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



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Digital use information

This Audit Findings Report is also available as a "hyper-linked" PDF document.

If you are reading in electronic form (e.g. In "Adobe Reader" or "Board Books"), clicking on the home symbol on the top right corner will bring you back to this slide.

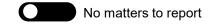


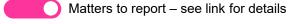
Click on any item in the table of contents to navigate to that section.

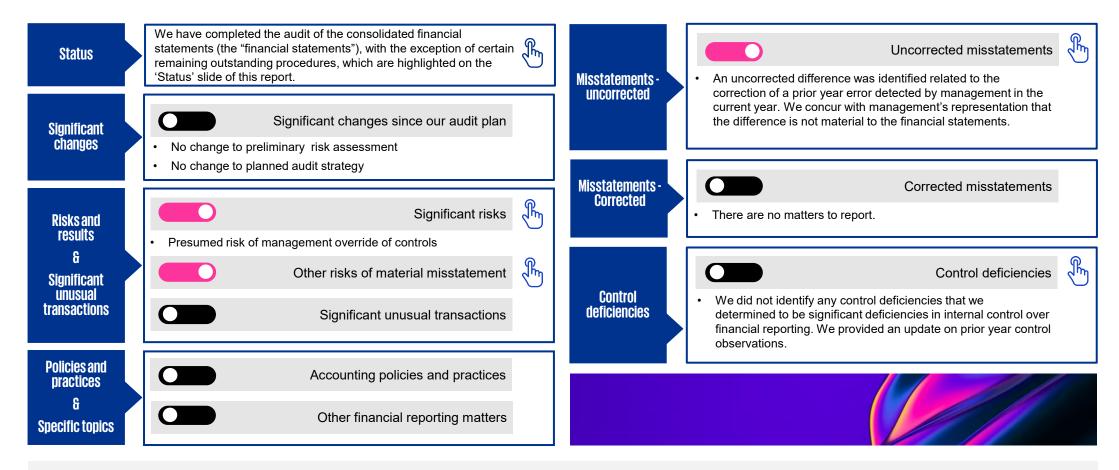




Audit highlights







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.





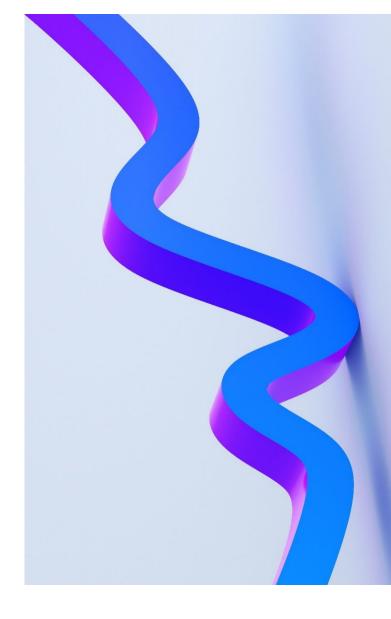
Status

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)

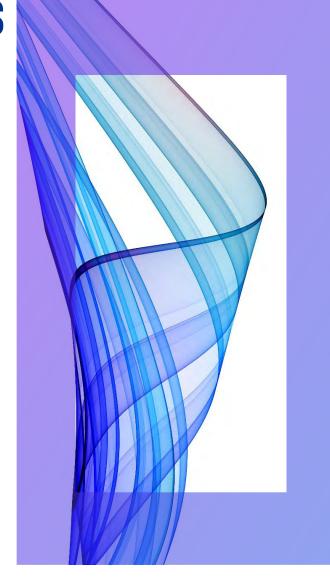
The District has several on-going capital projects, including but not limited to projects under the Regional Housing First Program and the Hartland biogas upgrading facility, among others. Projects are material in value, span multiple years and may have unique funding and/or contract terms to consider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



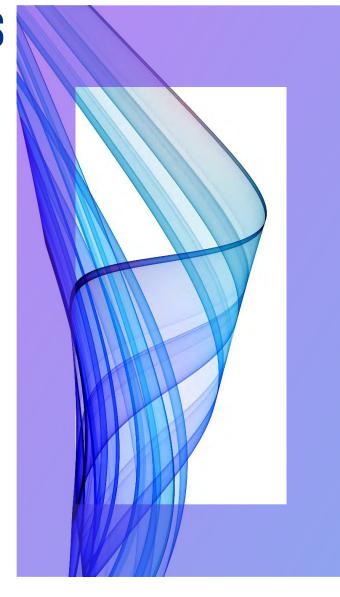
Government transfers and deferred revenue

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.

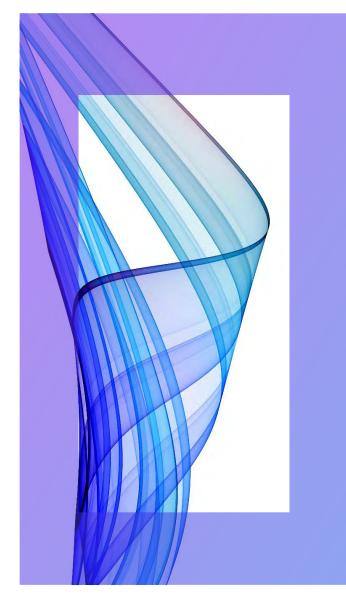


Operating expenses

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

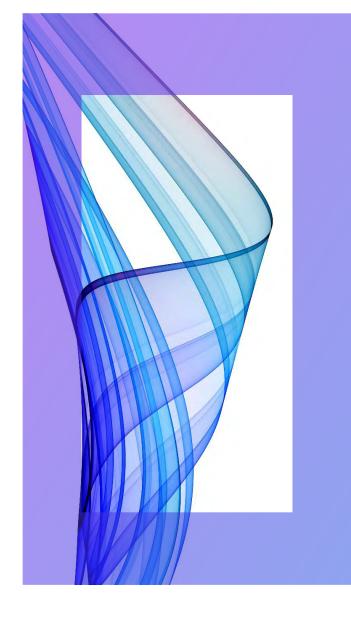
- We confirmed the balances with the respective financial institutions and MFA.
- We verified the expected interest income on investments based on the interest rate and maturity date of investments held during the year.
- We tested subsequent payments to determine if they were recorded in the correct 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

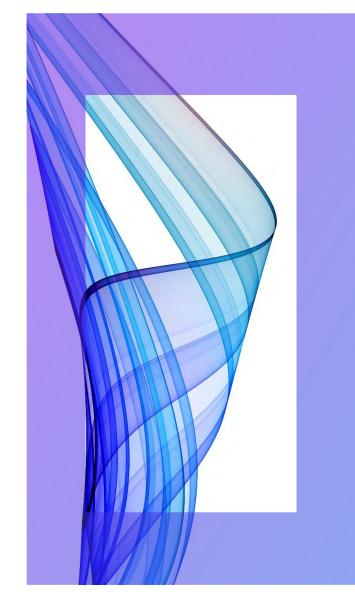


Concluding and reporting

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

Management representation letter 3

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.
- 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).
- 13) 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 posi	tion 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	f financial pos	ition 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	The revised Conceptual Framework is effective for fiscal years beginning on or after April 1, 2026 with early adoption permitted.
Underlying Financial Performance	 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	Summary and implications
Intangible assets	 The Public Sector Accounting Standards Board has issued proposed new standard PS 3155 Intangible Assets which would replace Public Sector Guideline 8 Purchased Intangibles. 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 addressed in other public sector accounting standards and other intangible items such as exploration and extraction costs for non-renewable resources or intangible assets related to insurance contracts.
	• The definition of "intangible assets" requires an intangible resource to be separate and identifiable from goodwill. It also requires that the entity has control over the intangible resource, future economic benefits flow from the intangible resource, and the intangible resource is the result of a past transaction and/or other events.
	Internally 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 faithfully representative way. The generation of the asset is classified into a research phase and a development phase. Expenditures from the research phase of an internally generated project are expensed. An intangible asset arising from the development phase can be recognized if it meets certain requirements.
	 Intangible assets are initially measured at cost and subsequently carried at cost less accumulated amortization and accumulated impairment losses. Intangible assets acquired through a non-exchange transaction are measured at fair value as of the date it is acquired.
	• 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 launched to 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

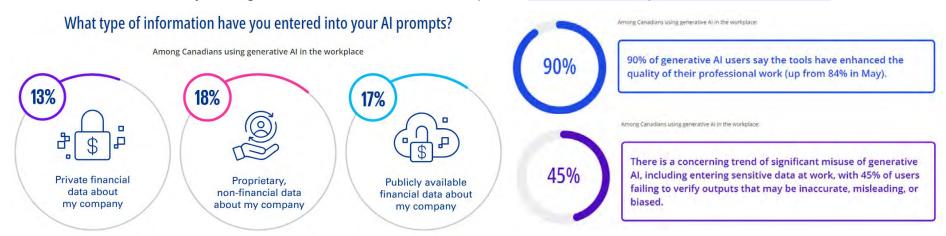




Appendix 4: Thought leadership and insights

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: <u>Generative AI Adoption Index - KPMG Canada</u>



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



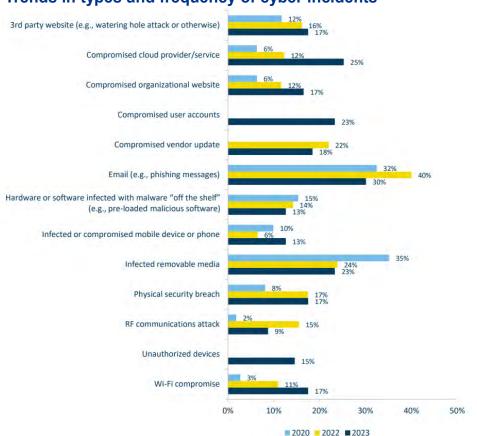
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Appendix 4: Thought leadership and insights (continued)

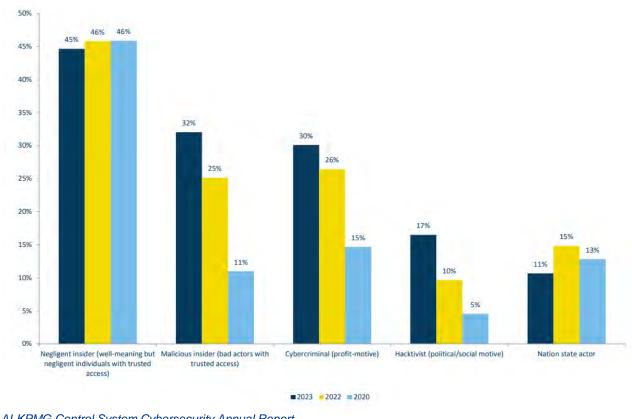
Ransomware in Canada

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



Breaking Confidentiality

Many Generative Al models

inputted data to improve the

model over time. This could

are built to absorb user-

lead to exposure of key

confidential information



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

External Risks &

Considerations



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.

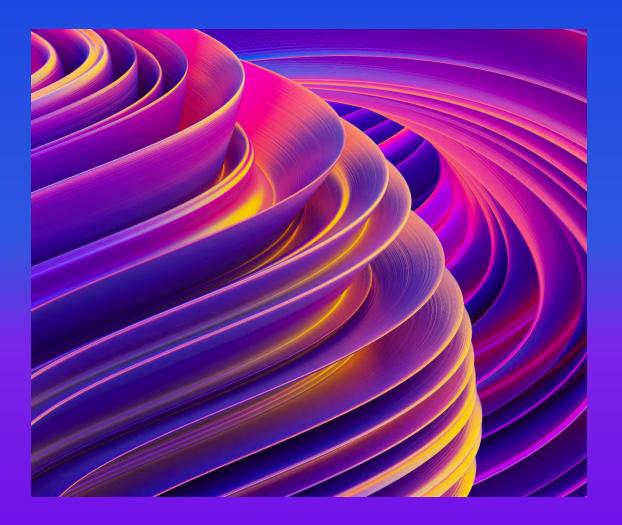






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PRIVATE & CONFIDENTIAL

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,

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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.