

Information Report



Service Area	Corporate Services
Date	Friday, March 6, 2020
Subject	Public Sector Salary Disclosure – Taxation Year 2019
Report Number	CS-2020-19

Executive Summary

Purpose of Report

This report provides information with respect to the Public Sector Salary Disclosure Act (PSSDA) and reporting requirements for all organizations, including municipalities that receive public funding of a least one million dollars or 10 per cent of their gross revenues from the Province.

Annually, all participating organizations must report salary paid plus additional compensation such as overtime, premium pays, and retroactive adjustments for qualifying employees. This means that amounts reported to the Province can be more than an employee's base salary.

Key Findings

As of December 31, 2019, there were 2,351 full- and part-time employees at the City of Guelph. In 2019, 328 employees earned in excess of \$100,000, which was a decrease of 11 employees from 2018. The chart below demonstrates the City's trend.

Employee Group	2015	2016	2017	2018	2019	Difference (2018-2019)
ATU	0	1	0	4	2	-2
CUPE 973	2	4	5	6	9	+3
CUPE 241	2	2	1	1	1	0
FIRE	68	64	102	139	133	-6
NUME	93	96	114	146	142	-4
OPSEU	13	11	10	43	40	-3
MAYOR AND COUNCIL	0	0	0	0	1	+1

Employee Group	2015	2016	2017	2018	2019	Difference (2018-2019)
TOTAL	178	178	232	339	328	-11

The decrease is attributed to turnover and the increased number of employees above the \$100,000 threshold in 2018 due to retroactive payments made as a result of collective bargaining. The numbers above include all City of Guelph employees and Library employees. Guelph Police Services report separately to the Province.

Financial Implications

None

Report

Details

The Purpose of the PSSDA

Since 1996, the Province of Ontario (Province) under the PSSDA has required all organizations that receive public funding of at least one million dollars or 10 per cent of their gross revenues from the Province, to disclose annually the names, positions, salaries and taxable benefits of all employees paid \$100,000 or more in a year.

The following organizations meet this criterion:

- Ontario Public Service
- Legislative Assembly
- Provincial Crown Corporations
- Municipalities
- School Boards
- Colleges & Universities
- Hospitals

The purpose of the Act is to improve accountability and transparency in government for taxpayers.

Municipalities are required to provide the Ministry, no later than the fifth business day in March (March 6, 2019), a written record of salary and benefits paid in the previous year of employees who were paid at least \$100,000 as salary. In addition, the City has submitted the 2019 information to the Province as prescribed by the legislation.

Annually, all participating organizations must report salary paid plus additional compensation such as overtime, premium pays, and retroactive adjustments for qualifying employees. This means that amounts reported to the Province can be more than an employee's base salary.

Also reported are taxable benefits, which includes items such a life insurance, and for eligible employees, items such as car allowance, tool allowance, personal use of

City vehicles (i.e. for those employees who are required to use a City vehicle and be on call/standby).

Financial Implications

None

Consultations

None

Strategic Plan Alignment

The City's compensation aligns with the Strategic Plan and plays a key role in the attraction, retention, and engagement of the right employees to deliver against all strategic plan priorities. Compensation drives employment engagement and engaged employees create a culture of innovation and high performance.

Attachments

Attachment-1: Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Departmental Approval

N/A

Report Author

Amy Parker, Manager, Total Compensation and Human Resources Systems



Approved and Recommended By

Trevor Lee

Deputy Chief Administrative Officer

Corporate Services

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Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Abushawar	Loai	Corporate Applications Analyst	\$ 105,584.39	\$ 1,503.40
Adhikari	Prasoon	Environmental Engineer	\$ 113,002.78	\$ 937.60
Adkin	Tammy	Manager Guelph Museums	\$ 112,259.70	\$ 945.88
Adlington	Geoffrey	Platoon Chief	\$ 149,184.24	\$ 761.88
Ahmed	Javairia	Advanced Care Paramedic	\$ 103,682.54	\$ 570.50
Aitkens	Jeffrey	Deputy City Solicitor	\$ 130,777.60	\$ 1,251.96
Alarie	Gilles	Fire Fighter	\$ 113,462.61	\$ 572.85
Allen	Paul	Senior Program Manager Health and Safety	\$ 110,054.81	\$ 938.52
Amaral	Jose	Manager Fleet Services	\$ 123,483.22	\$ 1,038.44
Anderson	Steve	Manager Transportation Engineering	\$ 102,427.99	\$ 969.15
Andrada	Deo-Genesis	Fire Fighter	\$ 107,795.62	\$ 521.24
Angelo	Mary	Supervisor Development Engineering	\$ 113,585.43	\$ 1,380.52
Atkins	Dan	Director Operations Guelph Public Library	\$ 124,352.25	\$ 935.80
Aubrey	David	Fire Fighter	\$ 105,235.46	\$ 521.24
Auger	Scott	Fire Fighter	\$ 115,737.22	\$ 572.85
Azzarello Juneau	Ariel	Primary Care Paramedic	\$ 102,277.26	\$ -
Baker	Tara	General Manager Finance/City Treasurer	\$ 160,073.26	\$ 1,925.12
Ballah	Victoria	Manager Prosecutions and Facility Operations	\$ 112,367.64	\$ 945.88
Banting	Bruce	Associate Solicitor	\$ 123,483.22	\$ -
Barden	Scott	Platoon Chief In Training	\$ 145,633.85	\$ 719.61
Bartholomew	Michael	Geographic Information System Analyst Information Technology Services	\$ 103,474.03	\$ 863.44
Bauman	Jared	Fire Fighter	\$ 107,542.98	\$ 521.24
Beaton	Jeffrey	Human Resources Advisor	\$ 102,042.08	\$ 863.44
Beaton	David	Program Manager Trails and Natural Areas Stewardship	\$ 106,737.25	\$ 844.24
Bechard	Sue	Payroll Pension and Benefits Specialist	\$ 109,931.63	\$ 781.92
Beck	Jonathan	Captain	\$ 133,989.47	\$ 683.19
Bedard	Greg	Supervisor Taxation and Revenue	\$ 102,041.98	\$ 859.76
Bell	Marcus	Supervisor Corporate Property Maintenance	\$ 102,042.08	\$ 863.44
Benn	Amy	Advanced Care Paramedic	\$ 103,181.21	\$ 570.50
Berwick	Scott	Fire Fighter	\$ 122,591.77	\$ 588.69
Biggs	Darryl	Fire Fighter	\$ 108,851.26	\$ 572.85
Black	Howard	Fire Fighter	\$ 113,172.61	\$ 572.85
Boehmer	Christopher	Fire Fighter	\$ 122,196.31	\$ 567.57
Borris	Jeff	Fire Fighter	\$ 109,268.00	\$ 572.85
Boshart	Paul	Commander Training and Regulatory Compliance	\$ 158,317.72	\$ 887.28
Bottomley	Craig	Fire Prevention Officer	\$ 127,922.19	\$ 646.17
Bowes	Jason	Fire Fighter	\$ 108,813.77	\$ 572.85
Boyle	David	Manager Information Technology Infrastructure	\$ 124,158.83	\$ 1,464.80
Boys	Steve	Fire Fighter	\$ 121,408.01	\$ 572.85

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Bradley	Stuart	Fire Fighter	\$ 115,348.23	\$ 572.85
Bratton	Gregory	Fire Fighter	\$ 122,176.04	\$ 588.69
Bridgwater	Derek	Primary Care Paramedic	\$ 100,207.61	\$ 63.90
Briggs	Lynne	Manager Recreation Services	\$ 123,483.22	\$ 1,038.44
Brnjias	Jonathan	Advanced Care Paramedic	\$ 102,082.70	\$ 570.50
Brossault	Alexandre	Program Manager Geographical Information System and Data	\$ 112,259.70	\$ 945.88
Brown	Anthony	Lead House Technician	\$ 108,219.54	\$ 503.07
Brown	James	Advanced Care Paramedic	\$ 108,562.46	\$ 570.50
Brydges	Paul	Platoon Chief In Training	\$ 137,628.45	\$ 704.37
Buhrow	Dwayne	Primary Care Paramedic	\$ 104,803.18	\$ 520.08
Bulloch	Richard	Primary Care Paramedic	\$ 105,152.64	\$ -
Caldwell	Blair	Supervisor Water Distribution	\$ 119,860.87	\$ 863.19
Calma	Bruce	Commander	\$ 131,512.10	\$ 1,030.16
Cameron	Scott	Transit Operator	\$ 107,104.55	\$ 621.60
Castellan Aldunate	Melissa	Manager Policy Planning and Urban Design	\$ 135,831.76	\$ 1,130.00
Cheng	Qiu Wei	Network Security Specialist	\$ 106,439.48	\$ 863.44
Christensen	Sven	Captain	\$ 132,686.43	\$ 683.19
Clack	Colleen	Deputy Chief Administrative Officer Public Services	\$ 224,009.93	\$ 7,814.24
Clark	Zachary	Primary Care Paramedic	\$ 100,360.42	\$ 527.78
Clark	Walter Gregory	Manager Financial Strategy and Long Term Planning	\$ 120,042.20	\$ 999.96
Clarke	Dina	Fire Fighter	\$ 118,300.69	\$ 572.85
Clarke	Nancy	Director Customer Service Guelph Public Library	\$ 125,711.92	\$ 995.40
Cochrane	Andrew	Fire Fighter	\$ 107,950.75	\$ 560.97
Collison	Cynthia	Fire Fighter	\$ 121,310.54	\$ 572.85
Connell	Heather	Manager Business and Technical Services	\$ 124,502.41	\$ 1,014.56
Cooper	Christopher	General Manager Legal Realty and Court Services/City Solicitor	\$ 181,177.94	\$ 2,111.12
Cosby	Chris	Fire Fighter	\$ 114,002.36	\$ 557.01
Coutts	Conrad	Project Manager Quality Assurance and Continuous Improvement	\$ 102,060.20	\$ 863.44
Craven	Robert	Captain	\$ 131,065.95	\$ 683.19
Cunning	Christopher	Fire Fighter	\$ 121,245.54	\$ 588.69
Curtis	Dean	Captain	\$ 142,106.63	\$ 719.61
Cutten	David	Fire Fighter	\$ 123,894.35	\$ 572.85
Dedman	Kealy	Deputy Chief Administrative Officer Infrastructure Development and Enterprise	\$ 182,224.98	\$ 3,873.52
Dejong	Matthew	Fire Fighter	\$ 111,366.01	\$ 567.57
Dekraker	Rodger	Fire Fighter	\$ 113,769.88	\$ 583.41
Deluca	Dean	Paramedic Field Superintendent	\$ 110,171.43	\$ 940.36
Demanche	Mike	Corporate Applications Analyst	\$ 102,041.98	\$ 859.76
Des Roches	Thomas	Fire Fighter	\$ 119,768.80	\$ 557.01
Desrosiers	Yvan-Denis	Manager Court Operations	\$ 112,259.70	\$ 945.88

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Devriendt	Chris	Manager Development Planning	\$ 126,702.38	\$ 1,432.76
Dewar	Stephen	General Manager Guelph Wellington Paramedic Service/Chief	\$ 169,295.14	\$ 5,595.98
Dixon	Christian	Fire Fighter	\$ 123,845.84	\$ 588.69
Dmytrus	Steven	Captain	\$ 131,060.39	\$ 683.19
Dooling	Terrence	Manager Public Works	\$ 123,483.22	\$ 1,038.44
Doughty	Matthew	Fire Fighter	\$ 110,094.55	\$ 567.57
Downes	Connor	Advanced Care Paramedic	\$ 103,683.62	\$ 548.42
Drake	Kyle	Fire Fighter	\$ 116,443.48	\$ 572.85
Drewery	Randy	Program Manager Forestry	\$ 105,290.25	\$ 844.24
Drohan	Patrick	Fire Fighter	\$ 128,074.79	\$ 583.41
Duncan	Andrew	Captain In Training	\$ 119,953.02	\$ 588.69
Dunn	Alan	Fire Fighter	\$ 117,997.84	\$ 572.85
Dunsmoor	Dwight	Captain In Training	\$ 122,007.82	\$ 588.69
Einwechter	Sasha	General Manager Information Technology	\$ 140,259.85	\$ 1,554.72
Elloway	David	Deputy Fire Chief Administration and Emergency Preparedness	\$ 157,134.87	\$ 7,084.87
Embro	Louis	Manager Corporate Building Maintenance	\$ 102,395.31	\$ 863.22
Ewing	Mark	Fire Fighter	\$ 116,127.38	\$ 583.41
Fan	Malcolm	Advanced Care Paramedic	\$ 106,505.34	\$ 570.50
Febrey	James	Fire Fighter	\$ 114,901.79	\$ 572.85
Fell	Robert	Training Officer	\$ 149,411.46	\$ 699.06
Fesuk	Christopher	Fire Fighter	\$ 107,609.88	\$ 567.57
Fischer	Adam	Manager Information Technology Service Desk	\$ 123,483.72	\$ 1,464.80
Fitzgerald	Garrett	Advanced Care Paramedic	\$ 107,531.84	\$ 570.50
Fitzsimmons	Shaun	Primary Care Paramedic	\$ 102,539.27	\$ 478.85
Flaherty	Heather	General Manager Parks and Recreation	\$ 149,400.64	\$ 1,851.80
Fleischhacker	Darcie	Information Technology Project Manager	\$ 102,042.08	\$ 863.44
Forsey	Peter	Advanced Care Paramedic	\$ 104,831.34	\$ 570.50
Foster	Stephen	Primary Care Paramedic	\$ 103,014.41	\$ 44.49
Franklin	Tim	Environmental Protection Officer	\$ 100,415.56	\$ 503.07
Fulton	Laura	Advanced Care Paramedic	\$ 103,728.71	\$ 548.42
Gaddye	John	Public Works Supervisor	\$ 102,845.44	\$ 939.32
Gallihier	Wayne	Division Manager Water Services	\$ 135,831.96	\$ 1,131.84
Garcia	Evarist Chris	Manager Water Operations	\$ 119,583.62	\$ 995.40
Garvin	David	Fire Fighter	\$ 117,388.04	\$ 567.57
Gayman	Terry	General Manager Engineering and Transportation Services	\$ 139,853.37	\$ 1,267.56
Gerus	Robin	General Manager Guelph Transit	\$ 142,260.10	\$ 1,779.52
Gervais	Matt	Fire Fighter	\$ 110,952.61	\$ 560.97
Giles	Neil	Assistant Emergency Vehicle Technician	\$ 122,663.19	\$ 651.51
Godfrey	Douglas	General Manager Operations	\$ 143,037.90	\$ 1,786.80

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Goode	Steven	Deputy Fire Chief Operations	\$ 163,766.30	\$ 13,598.72
Gordon	Carrie	Advanced Care Paramedic	\$ 102,345.59	\$ 570.50
Goss	Alex	Manager Community Investment	\$ 112,531.37	\$ 933.04
Gourley	Mitchell	Fire Fighter	\$ 105,038.54	\$ 488.56
Gouweloos	Kelly	Advanced Care Paramedic	\$ 105,367.74	\$ 60.62
Grassi	Margaret	Strategic Business Advisor	\$ 109,071.10	\$ 909.57
Grau	Rich	Manager Sleeman Civic Precinct Events	\$ 112,259.70	\$ 25.32
Gregory	Kristen	Primary Care Paramedic	\$ 105,421.63	\$ 128.15
Gregson	Christel	Senior Corporate Analyst Financial Strategy	\$ 102,042.08	\$ 863.44
Guthrie	Cam	Mayor	\$ 156,639.61	\$ 11,017.69
Gutscher	Sandra	Fire Fighter	\$ 107,685.37	\$ 567.57
Guyatt	Frank	Captain In Training	\$ 119,276.67	\$ 588.69
Haid	Arthur	Captain	\$ 131,060.39	\$ 683.19
Hall	James	Development Infrastructure Engineer	\$ 102,042.08	\$ 863.44
Hambly	David	Fire Fighter House Mechanic	\$ 129,541.74	\$ 656.70
Hamilton	Wendy	Fire Prevention Officer	\$ 120,185.76	\$ 25.92
Hammill	Chris	Captain	\$ 131,091.65	\$ 683.19
Hanson	Robert	Lead Environmental Protection Officer	\$ 115,920.33	\$ 548.46
Harrington	Paul	Captain In Training	\$ 129,568.38	\$ 588.69
Hasson	Michael	Fire Fighter	\$ 101,027.50	\$ 424.44
He	George	Primary Care Paramedic	\$ 101,464.85	\$ -
Heffren	Kyle	Fire Fighter	\$ 115,036.41	\$ 572.85
Henning	Jim	Fire Fighter	\$ 112,030.49	\$ 588.69
Herbert	Gordon	Fire Fighter	\$ 123,687.38	\$ 588.69
Hickey	Ian	Fire Prevention Officer	\$ 122,549.87	\$ 630.27
Hindupur	Arun	Supervisor Infrastructure Engineering	\$ 112,721.65	\$ 937.60
Hishon	Nicholas	Fire Fighter	\$ 111,279.40	\$ 572.85
Ho-Yan	Bryan	Program Manager Energy	\$ 102,321.84	\$ 851.52
Hudman	Ian	Public Works Supervisor	\$ 100,693.19	\$ 926.12
Hughes	John	Primary Care Paramedic	\$ 100,819.43	\$ 520.08
Hughes	Katherine	Associate Solicitor Real Estate Development	\$ 123,483.22	\$ 1,038.44
Hunter	Colin	Platoon Chief In Training	\$ 164,627.55	\$ 719.61
Hurst	Andrew	Fire Fighter	\$ 131,585.25	\$ 588.69
Inglis	Glen	Public Works Supervisor	\$ 105,457.09	\$ 2,242.36
Irvine	Mark	Fire Fighter	\$ 110,868.85	\$ 572.85
Jacobson	Glenn	Captain	\$ 134,157.67	\$ 683.19
Jefferson	Luke	Manager Open Space Planning	\$ 111,211.51	\$ 934.14
Jelacic	Robert	Internal Audit Specialist	\$ 105,075.77	\$ 885.71
Jenkins	Esther	Primary Care Paramedic	\$ 109,182.54	\$ 520.08

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Kellman	Philip	Lead Hand Boulevards	\$ 107,934.01	\$ 400.84
Kelly	Stephen W	Primary Care Paramedic	\$ 103,221.23	\$ 527.78
Kennedy	Cathy	Manager Smart Cities	\$ 113,986.74	\$ 961.44
Kentner	Ryan	Fire Fighter	\$ 116,215.08	\$ 572.85
King	John	Platoon Chief In Training	\$ 147,030.85	\$ 719.61
Klein	Kevin	Fire Fighter	\$ 122,254.52	\$ 588.69
Knetsch	Dylan	Fire Fighter	\$ 112,218.74	\$ 567.57
Knighton	Michael	Platoon Chief In Training	\$ 139,786.87	\$ 719.61
Kornelsen	Wendy	Program Manager Recreation Support Services	\$ 112,259.70	\$ 945.88
Kraft	Steven	Chief Executive Officer Guelph Public Library	\$ 171,235.46	\$ 1,282.12
Krauter	James	Manager Taxation and Revenue/Deputy Treasurer	\$ 135,832.36	\$ 1,133.68
Krusky	Matt	Captain	\$ 140,549.68	\$ 699.06
Kubik	Adam	Captain In Training	\$ 121,465.17	\$ 588.69
Kustra	Danna	General Manager Culture Tourism and Community Investment	\$ 130,087.82	\$ 1,681.40
Kwan	Andrew	Manager Information Technology Guelph Public Library	\$ 113,660.96	\$ 924.84
Lacey	S Dain	Fire Fighter	\$ 108,929.02	\$ 572.85
Langdon	Paul	Fire Fighter	\$ 109,396.26	\$ 567.57
Laur	Jeremy	Chief Building Official/Manager Building Services	\$ 123,068.18	\$ 1,977.48
Laursen	Kari	Compensation and Data Analyst	\$ 105,044.43	\$ 1,138.81
Lee	Trevor	Deputy Chief Administrative Officer Corporate Services	\$ 206,808.54	\$ 7,663.12
Leis	Rebecca	Paramedic Field Superintendent	\$ 140,234.11	\$ 550.44
Li	Wai San	Fire Fighter	\$ 115,130.66	\$ 567.57
Lin	Dong	Enterprise Integration Specialist	\$ 104,740.76	\$ 1,298.08
Linton	Rick	Fire Fighter	\$ 110,843.02	\$ 583.41
MacCulloch	Steve	Captain	\$ 137,175.85	\$ 699.06
MacDonald	Dan	Captain	\$ 131,114.31	\$ 683.19
Maedel	Jeffrey	Fire Fighter	\$ 109,586.81	\$ 572.85
Maendel	Kimberley	Fire Fighter	\$ 108,624.16	\$ 567.57
Maeresera	Ronald	Senior Corporate Analyst Financial Planning	\$ 102,042.08	\$ 863.44
Maerz	Brent	Primary Care Paramedic	\$ 114,191.59	\$ -
Manuel	David	Fire Fighter	\$ 115,568.33	\$ 567.57
Marcus	Anthony Glenn	Strategic Business Advisor	\$ 108,442.00	\$ 909.57
Marshall	Andrew	Environmental Protection Officer	\$ 104,842.79	\$ 503.07
Martinell	David	Construction Inspector	\$ 102,181.75	\$ 950.67
Martinello	John	Captain	\$ 107,349.24	\$ 683.19
May	Jeff	Corporate Applications Analyst	\$ 102,449.90	\$ 859.76
McCrone	Mike	Platoon Chief	\$ 140,794.27	\$ 725.13
McDonald	Bryce	Supervisor Water Treatment and Maintenance	\$ 106,743.35	\$ 812.60
McDonough	Stewart	Community Activator	\$ 101,501.76	\$ 811.24

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
McGillivray	Warren	Captain	\$ 130,705.67	\$ 675.48
McIntyre	Phil	Supervisor Lab and Environmental Compliance	\$ 101,976.58	\$ 835.92
McLaren	D'Arcy	Advanced Care Paramedic	\$ 103,080.83	\$ 570.50
McMahon	Dylan	Manager Legislative Services/Deputy City Clerk	\$ 102,253.45	\$ 855.20
McReynolds	Colin	Manager Business Solutions	\$ 114,842.17	\$ 938.80
Milhomens	Mary Jo	Manager Corporate Communications	\$ 102,042.08	\$ 863.44
Mitchell	M Kyle	Fire Fighter	\$ 114,630.27	\$ 567.57
Mitchell	Kerri	Commander	\$ 124,824.14	\$ 1,030.16
Moore	Patrick	Fire Fighter	\$ 111,984.65	\$ 588.69
Moussa	Daniel	Information Technology Infrastructure Specialist	\$ 108,674.77	\$ 800.15
Mucci	Nick	Fire Fighter	\$ 109,671.55	\$ 572.85
Narayanan	Muralitharan	Corporate Applications Analyst	\$ 107,100.16	\$ 1,819.76
Nasby	Graham	Water Scada and Security Specialist	\$ 130,327.39	\$ 863.44
Nesrallah	Gabriel	Primary Care Paramedic	\$ 109,367.34	\$ 527.78
Newland	Karen	Manager Finance Client Services	\$ 123,483.32	\$ 1,038.44
Nuhn	Rob	Emergency Vehicle Technician	\$ 108,302.58	\$ 557.01
Nuhn	William	Manager Theatre Civic Events	\$ 112,259.70	\$ 945.88
O'Brien	Stephen	General Manager City Clerk's Office/City Clerk	\$ 149,400.64	\$ 1,851.80
Oliver	Joanne	Talent and Organizational Development Specialist	\$ 102,103.76	\$ 863.44
Osborne	Joanne	Advanced Care Paramedic	\$ 102,747.97	\$ 570.50
Page	Robert	Captain	\$ 131,054.92	\$ 683.19
Parker	Amy	Manager Total Compensation and Human Resources Systems	\$ 121,783.17	\$ 1,337.92
Payne	Joseph	Fire Fighter	\$ 118,388.32	\$ 567.57
Pederson	Paul	Captain	\$ 128,637.32	\$ 612.48
Pender	Loren	Platoon Chief In Training	\$ 141,458.61	\$ 707.91
Perry	Grace	Advanced Care Paramedic	\$ 106,419.63	\$ 548.42
Petroczi	Laszlo	General Manager Guelph Junction Railroad	\$ 131,798.97	\$ 1,033.86
Pettersen	Jenny	Captain	\$ 131,066.64	\$ 683.19
Philips	Todd	Fire Fighter	\$ 118,026.78	\$ 572.85
Phillips	Matthew	Manager Operations Wastewater Services	\$ 111,918.56	\$ 932.58
Plater	John	Fire Fighter	\$ 117,494.16	\$ 583.41
Pletch	Kerry-Ann	Manager Talent and Organizational Development	\$ 123,483.22	\$ 1,038.44
Pradhan	Manjusha	Manager Data Delivery Digital	\$ 105,728.52	\$ 890.92
Preston	Leslie	Program Manager Fleet Maintenance	\$ 101,088.30	\$ 846.00
Puskas	Jonathan	Fire Fighter	\$ 116,418.10	\$ 583.41
Puskas	Marjorie	Captain In Training	\$ 121,541.69	\$ 591.99
Puskas	Robin	Project Manager Water Services	\$ 102,600.58	\$ 842.56
Quinlan	Elyse	Primary Care Paramedic	\$ 112,635.80	\$ 128.15
Radojcin	Borislav	Advanced Care Paramedic	\$ 102,844.13	\$ 570.50

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Rao	Michael	Fire Fighter	\$ 117,617.98	\$ 572.85
Raynard	Greg	Fire Prevention Officer	\$ 121,574.16	\$ 620.32
Redman	Hayley	Paramedic Field Superintendent	\$ 122,181.25	\$ 638.12
Richardson	Bob	Construction Inspector	\$ 104,916.00	\$ 493.71
Rider	Peter	Sourcewater Risk Management Official	\$ 122,940.44	\$ 1,038.44
Ritchie	Todd	Fire Fighter	\$ 121,920.90	\$ 588.69
Roadknight	Mike	Fire Fighter	\$ 112,177.18	\$ 567.57
Roberts	Michelle	Fire Fighter	\$ 112,678.01	\$ 572.85
Robertson	Lorna	Corporate Applications Analyst	\$ 102,041.98	\$ 859.76
Robertson	Tim	Division Manager Wastewater Services	\$ 144,720.89	\$ 1,129.08
Robinson	Malea Jennifer	Advanced Care Paramedic	\$ 112,564.47	\$ 570.50
Rooney	Brian	Advanced Care Paramedic	\$ 111,679.70	\$ 570.50
Rose	Jennifer	General Manager Environmental Services	\$ 101,346.18	\$ 1,218.80
Rosenberg	Nicholas	Program Manager Permits	\$ 102,782.36	\$ 1,031.35
Ross	Peter	Advanced Care Paramedic	\$ 109,091.58	\$ 548.42
Rutherford	Adam	Program Manager Programming and Community Development	\$ 102,101.25	\$ 854.28
Sabatini	Tony	Chief Fire Prevention Officer	\$ 144,736.94	\$ 761.88
Salter	Todd	General Manager Planning and Building Services	\$ 160,541.06	\$ 1,974.60
Sambol	Chris	Geographic Information System Analyst Information Technology Services	\$ 102,042.08	\$ 1,070.44
Sanvido	Andrew	Platoon Chief	\$ 149,057.53	\$ 737.21
Saxena	Sanjay	Compensation and Data Analyst	\$ 103,298.71	\$ 861.60
Sayyed	Bashar	Program Manager Parks Infrastructure and Horticulture	\$ 100,719.33	\$ 798.36
Schipper	Lyndy	Advanced Care Paramedic	\$ 102,951.83	\$ 548.42
Schmidt	Adam	Captain In Training	\$ 121,236.10	\$ 588.69
Schneider	Richard	Lead Bylaw Compliance Officer	\$ 104,539.89	\$ 505.54
Sciorilli	Joseph	Environmental Protection Officer	\$ 106,549.80	\$ 503.07
Scott	Robert	Transit Operator	\$ 104,176.57	\$ 621.60
Scott	Chad	Manager Logistics and Site Operations	\$ 128,033.32	\$ 1,014.56
Seeley	James	Fire Fighter	\$ 109,738.62	\$ 572.85
Sheehy	Patrick	Program Manager Zoning	\$ 102,042.08	\$ 863.44
Sheppard	Joshua	Fire Fighter	\$ 111,384.60	\$ 557.01
Shody	Mark	Technical Lead Commercial Inspections	\$ 117,860.48	\$ 575.22
Simmons	Jason	Manager Transit Operations	\$ 110,999.83	\$ 922.12
Simons	David	Chief Training Officer	\$ 148,329.12	\$ 751.74
Singsomboon	Sombat	Corporate Applications Analyst	\$ 104,644.37	\$ 1,823.44
Slater	Jennifer	Manager Information Privacy and Elections/Deputy City Clerk	\$ 102,041.78	\$ 858.88
Smart	Andrew	Advanced Care Paramedic	\$ 103,848.64	\$ 562.22
Smith	Jeremy	Server Specialist	\$ 106,321.10	\$ 846.92
Smith	Jennifer	Manager Corporate and Community Strategic Initiatives	\$ 109,010.85	\$ 1,860.96

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Smith	Brendan	Fire Fighter	\$ 109,633.31	\$ 560.97
Smith	Stuart	Primary Care Paramedic	\$ 118,149.69	\$ 520.08
Smith	Craig	Fire Fighter	\$ 127,422.69	\$ 583.41
Smith	Jason	Captain	\$ 130,583.65	\$ 675.48
Solomon	Noah	Advanced Care Paramedic	\$ 105,325.54	\$ 570.50
Spence	Tim	Supervisor Water Distribution	\$ 101,617.29	\$ 632.11
Sprigg	Tara	General Manager Corporate Communications and Customer Service	\$ 135,831.96	\$ 1,730.88
Stahl	Emily	Manager Technical Services Water Services	\$ 106,697.13	\$ 890.00
Starchuk	Jean	Project Manager Facilities	\$ 101,733.71	\$ 863.44
Stewart	Andrea	Advanced Care Paramedic	\$ 104,742.11	\$ 570.50
Stewart	William	Manager Procurement	\$ 123,483.22	\$ 1,516.52
Stewart	Scott	Chief Administrative Officer	\$ 232,579.29	\$ 8,567.51
Stocco	Regan	Fire Fighter	\$ 108,968.13	\$ 572.85
Stocker	Frank	Captain	\$ 138,481.93	\$ 683.19
Storey	Kevin	Fire Fighter	\$ 122,374.04	\$ 583.41
Sullivan	Kate	Communication Advisor	\$ 102,042.08	\$ 1,298.08
Sutton	Eric	Fire Fighter	\$ 107,732.89	\$ 567.57
Swantko	Leanne	Deputy Chief Guelph Wellington Paramedic Services	\$ 134,896.97	\$ 1,183.08
Swartzentruber	Barbara	Executive Director Smart Cities	\$ 163,480.08	\$ 1,949.84
Talbot	Jim	Server Specialist	\$ 109,566.50	\$ 1,293.22
Talpur	Mohsin	Development Environmental Engineer	\$ 103,776.94	\$ 863.44
Tavares	Brandon	Fire Fighter	\$ 119,519.47	\$ 572.85
Taylor	Ryan	Fire Fighter	\$ 113,473.55	\$ 572.85
Taylor	Kier	Supervisor Metering and Locates	\$ 113,518.92	\$ 859.76
Tessier	Ken	Fire Prevention Officer	\$ 119,555.46	\$ 630.27
Thatcher	Matthew	Fire Fighter	\$ 110,468.30	\$ 567.57
Thomas	Mathew	Enterprise Architect	\$ 109,880.07	\$ 873.73
Thomas	Keri	Advanced Care Paramedic	\$ 111,351.69	\$ 548.42
Townsend	Steven	Fire Fighter	\$ 119,459.22	\$ 567.57
Trento	Steven	Captain	\$ 136,976.75	\$ 683.19
Umar	Iqbal	Project Manager Design and Construction	\$ 109,586.93	\$ 863.44
Valeriotte	Matthew	Assistant Chief Fire Prevention Officer	\$ 142,362.42	\$ 699.06
Van Der Kraak	Wade	Fire Fighter	\$ 117,502.24	\$ 557.01
Van Duzer	Josh	Fire Fighter	\$ 132,441.23	\$ 588.69
Van Eck	Adrian	Program Manager Inspections	\$ 112,259.70	\$ 1,905.88
Vander Meulen	Mike	Paramedic Field Superintendent	\$ 113,899.00	\$ 940.36
Vanderwal	Ken	Manager Technical Services	\$ 112,934.78	\$ 930.10
Vandevyvere	Kevin	Fire Fighter	\$ 108,849.76	\$ 572.85
Vigers	Scott	Fire Fighter	\$ 128,602.92	\$ 588.69

Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Vilkkö	Antti	General Manager Facilities Management	\$ 149,400.84	\$ 1,896.32
Virag	Stephen	Fire Fighter	\$ 114,961.33	\$ 557.01
Walker	Geoff	Public Works Supervisor	\$ 106,144.23	\$ 863.44
Walsh	Cameron	Division Manager Solid Waste Resources	\$ 138,948.16	\$ 1,347.08
Weatherhead	Kimberly	Fire Fighter	\$ 116,123.79	\$ 583.41
Wells	John	Fire Fighter	\$ 134,714.62	\$ 588.69
Whittard	Matthew	Fire Fighter	\$ 108,849.76	\$ 572.85
Wiedrick	David	Manager Bylaw Compliance Security and Licensing	\$ 119,581.07	\$ 1,939.64
Williams	Barry	Fire Prevention Officer	\$ 121,019.71	\$ 630.27
Wittig	Tobias	Fire Fighter	\$ 110,073.54	\$ 572.85
Wooder	David	Supervisor Residential Waste Collection	\$ 106,073.74	\$ 787.40
Yetman	Jeremy	Fire Fighter	\$ 109,993.12	\$ 572.85
Young	Jeremy	Fire Fighter	\$ 107,735.49	\$ 567.57
Zantinge	Adele	Primary Care Paramedic	\$ 107,898.66	\$ 527.78
Zettle	Jamie	Program Manager Parking	\$ 102,614.57	\$ 1,887.60
Zhang	Guanyu	Transportation Planning Engineer	\$ 102,650.89	\$ 1,183.44