Public Meeting

Thursday,April 25, 2019

Auditorium – Police Headquarters
1:30 PM

PUBLIC MEETING AGENDA
Thursday, April 25, 2019 at 1:30 PM
Auditorium 40 College Street, 2nd Floor
www.tpsb.ca

Call to Order

Indigenous Land Acknowledgement

Declarations of Interest under the *Municipal Conflict of Interest Act*.

1. Confirmation of the Minutes from the meeting held on March 26, 2019.

Items for Consideration

2. April 13, 2019 from Marie Moliner, Acting Chair
   Re: Amendments to Board Policies arising out of HRTO Settlement

3. March 27, 2019 from Mark Saunders, Chief of Police
   Re: Special Constable Appointments and Re Appointments – April 2019

4. April 16, 2019 from Mark Saunders, Chief of Police
   Re: Amendment to Increase the value of the Existing Contract through 2019 – Vendor of Record IntelliGO Networks Inc. for Palo Alto Hardware, Software, Maintenance and Professional Services

5. March 28, 2019 from Mark Saunders, Chief of Police
   Re: Amendment to Increase the Value of the Existing Contract for 2019 - Senior Human Resources Project Manager – Contract Extension

Consent Agenda

6. April 12, 2019 from Uppala Chandrasekera and Notisha Massaquoi, Co-Chairs, Anti-Racism Advisory Panel (ARAP)
   Re: Toronto Police Services Board's Anti-Racism Advisory Panel (ARAP) Quarterly Update

7. April 3, 2019 from Mark Saunders, Chief of Police
   Re: **Capital Budget Variance Report for the Toronto Police Service, Year Ending December 31, 2018**

8. March 25, 2019 from Mark Saunders, Chief of Police
   Re: **Operating Budget Variance for the Toronto Police Service, Year Ending December 31, 2018**

9. March 25, 2019 from Mark Saunders, Chief of Police
   Re: **Operating Budget Variance Report for the Toronto Police Service Parking Enforcement Unit, Year Ending December 31, 2018**

10. April 1, 2019 from Andy Pringle, Chair
    Re: **Operating Budget Variance Report for the Toronto Police Service Board, Year Ending December 31, 2018**

11. April 11, 2019 from Andy Pringle, Chair
    Re: **City of Toronto Council – 2019 Capital and Operating Budgets**

12. April 1, 2019 from Mark Saunders, Chief of Police
    Re: **2018 Annual Hate Crime Statistical Report**

13. March 8, 2019 from Mark Saunders, Chief of Police
    Re: **Annual Report: 2018 Activities and Expenditures of Community Consultative Groups**

14. March 1, 2019 from Andy Pringle, Chair
    Re: **Annual Report: Toronto Police Service's Board's 2018 Consulting Expenditures**

15. March 25, 2019 from Mark Saunders, Chief of Police
    Re: **Annual Report: 2018 Toronto Police Service's Consulting Expenditures**

16. March 25, 2019 from Mark Saunders, Chief of Police
    Re: **Annual Report: 2018 Public Sector Salary Disclosure**

17. March 25, 2019 from Mark Saunders, Chief of Police
    Re: **Annual Report: 2018 Police Cooperative Purchasing Group Purchases**

18. February 8, 2019 from Mark Saunders, Chief of Police
    Re: **Toronto Police Service 2017 Pearls in Policing Conference**

19. April 4, 2018 from Wendy Walberg, City Solicitor, City of Toronto
    Re: **Civil Litigation Proceedings where Historical Contact Data is Relevant or At Issue**

Adjournment

Next Meeting

Date: Thursday, May 30, 2019 at 1:30PM

Members of the Toronto Police Services Board

Andy Pringle, Chair
Uppala Chandrasekera, Member
Michael Ford, Councillor & Member
Ken Jeffers, Member
Marie Moliner, Vice-Chair
Frances Nunziata, Councillor & Member
John Tory, Mayor & Member

https://www.ontario.ca/laws/statute/90m50

Toronto Police Services Board Report

April 13, 2019

To: Members
Toronto Police Services Board

From: Marie Moliner
Acting Chair

Subject: Amendments to Board Policies arising out of HRTO Settlement

Recommendation(s):

It is recommended that the Board approve the amendments to the following Board policies, as appended:

- Collection, Use and Reporting of Demographic Statistics Policy
- Designated Special Events Policy
- Race and Ethnocultural Equity Policy
- Equal Opportunity, Discrimination and Workplace Harassment

Financial Implications:

There are no financial implications arising out of the recommendation in this report.

Background / Purpose:

In late 2016, as a result of a Human Rights Tribunal of Ontario application made against both the Chief and the Board, an agreement was reached between the parties. The agreement included a public interest portion and the retention of a subject matter expert to assist in the development of Transgender inclusive policies, procedures, orders and forms. (Min. No. P286/16 refers). That expert, D. Ryan Dyck, subsequently recommended the amendment of a number of Board policies. To date, three of these policies have been amended.

Discussion:

In his report, Mr. Dyck also recommended the amendment of four additional Board policies, as well as the reconsideration of a current policy statement, and the consideration of additional new Board policies. Board staff, in consultation with legal

counsel, have reviewed the recommendations and, at this time, are recommending that the following Board policies be amended as attached:

- Collection, Use and Reporting of Demographic Statistics Policy
- Designated Special Events Policy
- Race and Ethnocultural Equity Policy
- Equal Opportunity, Discrimination and Workplace Harassment

Collection, Use and Reporting of Demographic Statistics Policy

Mr. Dyck recommended amendments to this Policy as part of his report.

However, it should also be noted that this policy is already currently under review. The Board, at its meeting of December 18, 2019, approved the following Motion:

THAT the Board directs that:

1. ***The Board refer its existing "Collection, Use and Reporting of Demographic Statistics" Policy to the Board's Anti-Racism Advisory Panel (ARAP) to be reviewed, with recommendations made for amendments to the Board, based on a consideration of current standards and best practices related to the collection, analysis and public reporting of race-based data related to complainants and victims (i.e. those involved in a call for service), those arrested, those who are stopped by police, and those who are involved in incidents involving police use of force; (Min. No. P257/18 refers.)***

At this time, ARAP is still reviewing the policy and it is anticipated a revised or new policy will come forward in the near future.

In the interim, Board Staff made the amendments recommended by the expert.

As a result, Board Staff:

- Updated the list of grounds to include gender identity, gender expression in alignment with protections currently afforded in Ontario's Human Rights Code.
- Listed or group grounds alphabetically to avoid implication of hierarchy

The changes to the other three policies are described below:

Designated Special Events Policy

With respect to this Policy, Board Staff:

- Revised subsections 10-11 on "Training" to explicitly acknowledge that 'adequate and effective training' may include consideration of cultural safety training when special events relate to marginalized communities (e.g. Trans sensitivity training for officers working during Pride/Trans march).

Race and Ethnocultural Equity Policy

With respect to this Policy, Board Staff:

- Updated the list of grounds in section 1 to reflect the full grounds listed in the Ontario Human Rights Code including gender identity and gender expression, which are currently missing.
- Listed/grouped grounds alphabetically to avoid the implication of a hierarchy.
- Strengthened language around training for senior leaders and their unique and important responsibilities with respect to this issue.

Equal Opportunity, Discrimination and Harassment Prevention Policy

With respect to this Policy, Board Staff:

- Added "transphobic" to section 2, to explicitly address discrimination against trans and gender diverse individuals.
- Amended section 4 to codify training requirements agreed to in the Minutes of Settlement.
- Strengthened language around training for senior leaders and their unique and important responsibilities with respect to this issue.

Changes to the Board's *Aboriginal Policing — Statement of Commitment and Guiding Principles*

In addition, the expert recommended that the Board consult with members of Toronto's Aboriginal communities to determine if amendments/additions may be required to the Board's *Aboriginal Policing — Statement of Commitment and Guiding Principles* to ensure that two-spirited peoples are adequately recognized and respected in their interactions with police.

On April 9, 2019, Board Staff attended a meeting of the Service's Aboriginal Consultative Committee (Aboriginal CCC) to discuss the expert's recommendation. Members of the Aboriginal CCC determined that it was their view that no amendments were required to the current Statement, as it was written in a broad and inclusive way that would already adequately recognize and respect two-spirited peoples. As a result, no amendments are proposed to the Board's *Aboriginal Policing — Statement of Commitment and Guiding Principles*.

Conclusion:

Therefore, it is recommended that the Board approve the amendments to the following Board policies, as appended:

- Collection, Use and Reporting of Demographic Statistics Policy
- Designated Special Events Policy
- Race and Ethnocultural Equity Policy

- Equal Opportunity, Discrimination and Workplace Harassment

Respectfully submitted,

Marie Moliner
Acting Chair

TORONTO POLICE SERVICES BOARD

DESIGNATED SPECIAL EVENTS

DATE APPROVED	July 16, 2015	Minute No: P186/15
DATE(S) AMENDED		
DATE REVIEWED		
REPORTING REQUIREMENT		
LEGISLATION	*Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c) Ontario Human Rights Code, R.S.O. 1990 c. H. 19	
DERIVATION	*Independent Civilian Review into Matters Relating to the G20 Summit, 2012*	

The role of the Toronto Police Services Board is to ensure adequate and effective policing for the City of Toronto. Due to its local, national and international stature, the City of Toronto regularly hosts high-profile special events. As some of these events may be large in magnitude, there is significant impact on the Toronto Police Service ("the Service").

For the Board to fulfil its role in ensuring adequate and efficient policing, it is the policy of the Board that the Chief of Police will ensure that organizationally–significant special events are designated as such, and that regular consultation is undertaken with the Board regarding the policing of such events, and regarding the continuity of police operations throughout the city for the duration of the events.

Consultation between the Board and the Chief of Police is the main process by which the Board can engage in an assessment of the adequacy and effectiveness of the policing services provided during Designated Special Events, as defined in this policy. Accordingly, this policy is intended to establish a framework for ensuring that the associated Service planning, training, and operations during Designated Special Events will involve consultation and co-ordination between the Board and the Chief of Police.

Criteria for Designated Special Events:

For the purpose of this policy, the Board will determine, on recommendation of the Chief of Police, whether a special event will be a Designated Special Event based on an evaluation of the following criteria. The Chief's recommendation will be made in a report to the Board. The Board may also, of its own accord, recommend that a special event be determined to be a Designated Special Event, in consultation with the Chief:

a) The event is beyond the scope of day-to-day operations for the Service and has the potential to substantially disrupt public peace, order or security;
b) The event is sponsored or hosted by the federal or provincial government, or another external entity;
c) The time frame available for planning may negatively affect the adequacy and effectiveness of police services;
d) The event requires extraordinary funding and reimbursement agreements with external agencies;
e) Operational and/or planning decisions are subject to the approval of any other entity;
f) The command and control structure involves police agencies from multiple jurisdictions;
g) The event features extraordinary operational requirements;
h) Requests for legislative change to accommodate the policing of the event may be required;
i) Continuity of regular policing service may be at risk of disruption; and
j) Any other relevant criteria.

It is the policy of the Toronto Police Services Board that:

Planning for Designated Special Events

1. Where the Board or Chief of Police learns of the potential for the City of Toronto to be selected as the host city for an event that is sponsored by the federal or provincial government, or another entity, and which is determined to be a Designated Special Event, the Chief of Police will make a formal request to the host/sponsor on matters relevant to the Service's participation in the Designated Special Event and will provide the information to the Board;

2. Where the Service will be involved in policing and security for a Designated Special Event, the Chief of Police, in consultation with the Board, will work to establish a framework funding agreement with the relevant entity or entities;

3. Where specific timing issues may require the Chief of Police or the Board to deviate from usual practices in order to expedite the procurement of equipment and other supplies, the Chief of Police will provide to the Board, in a timely manner, relevant information regarding any expenditures;

4. Where there is a possibility that the Designated Special Event will affect the Service's ability to deliver regular policing service in the City of Toronto, the Chief of Police will provide the Board with information demonstrating how continuity of service will be achieved.

Contribution Agreements

5. Where a contribution agreement with a government entity will determine the recovery of costs applicable to the Service's involvement in a Designated Special Event, the Chief of Police will keep the Board apprised of the negotiation of the contribution agreement;

6. The Board, if required, may obtain legal advice concerning the Board's financial exposure as a result of the contribution agreement and, in particular, whether there are any provisions that may place at risk the Board's ability to recover all funds spent in relation to the Designated Special Event;

Operational Plans

7. Where the Chief of Police is required to develop operational plans for a Designated Special Event, the Chief of Police will:

   a) Provide the Board with confirmation that the operational plan provides for adequate and effective policing; and

   b) Inform the Board of any barriers and/or challenges which may impede the Service's ability to provide adequate and effective policing during the Designated Special Event, including whether the amount of time available for planning is sufficient.

8. Where the circumstances of the Designated Special Event include an extraordinary operational requirement, the Chief of Police will ensure, where appropriate, that major event planning specialists and other relevant experts are engaged to assist the Service in the development of operational plans and the design of any associated specific processes:

Joint Operations

9. Where the Service is involved in a joint operation related to the policing of a Designated Special Event, the Chief of Police will provide the Board with information regarding:

   a) The planning structure, including information regarding the Service's role in that structure and whether planning decisions by the Service are subject to the approval of any other entity; and

   b) The command and control structure for the Designated Special Event, including information to demonstrate that it will enable the Service to provide adequate and effective police services for the Designated Special Event and for the City of Toronto generally.

Training

10. The Chief of Police will ensure the provisions of adequate and effective training of Service officers and external officers seconded to assist the Service with policing a Designated Special Event

11. The "adequate and effective training" referred to in paragraph 10 will include cultural safety training where ~~appropriate.~~ the designated special events relates to historically marginalized communities.

12. The Chief of Police will provide confirmation to the Board that such training has been provided, along with sufficient details to give the Board an opportunity to identify any gaps in its policies that may need to be addressed prior to the Designated Special Event

Public Communications

13. The Chief of Police will provide information to the Board with respect to significant communications issued to the public during the course of a Designated Special Event; and

Establishment of Sub-Committee

14. When considered appropriate, the Board may establish a Designated Special Event Sub-Committee to facilitate information-gathering, information-sharing and consultation between the Board, the Chief of Police and other entities, such as Toronto City Council and other levels of government.

TORONTO POLICE SERVICES BOARD

COLLECTION, USE AND REPORTING OF DEMOGRAPHIC STATISTICS

DATE APPROVED	October 18, 2007	Minute No: P332/07
DATE(S) AMENDED	September 23, 2010 November 15, 2010 May 11, 2011	Minute No: P247/10 Minute No: P292/10 Minute No: P114/11
DATE REVIEWED	November 15, 2010 May 11, 2011	Minute No: P292/10 Minute No: P114/11
REPORTING REQUIREMENT	As set out below	
LEGISLATION	*Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). Ontario *Human Rights Code,* R.S.O. 1990, c. H.19.	
DERIVATION	Rule 4.3.9 – Release of Statistics	

Toronto is one of the most diverse cities in the world. The Toronto Police Services Board embraces the diversity of the City of Toronto.

The Board is committed to ensuring that the Toronto Police Service will provide services in partnership with all the communities of the City and in a way that is equitable, respectful, inclusive and culturally competent.

The Board is committed to improving services to the public. Based on the principle that only what is measured can be effectively managed, the Board believes that it is important to collect, use and report statistics related to the grounds prohibited under the Ontario *Human Rights Code.*

The Board acknowledges that no single statistic is or should be determinative of how deployment decisions are made; rather, such decisions should be based on a combination of considerations because safety in a neighbourhood or the experience of policing by a community depends on an intersectionality of factors.

The Board categorically opposes the misuse of statistics in a manner that stigmatizes any community.

The Board requires that this policy be implemented in keeping with the Ontario *Human Rights Code* and the *Municipal Freedom of Information and Protection of Privacy Act*. Therefore, in developing and implementing this policy, the Board is committed to working in consultation with the Ontario Human Rights Commission and the Office of the Information and Privacy Commissioner.

The Toronto Police Service will be permitted to collect, use and report statistics related to the grounds prohibited under the Ontario *Human Rights Code*, i.e., race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability, as necessary and appropriate.

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will ensure that the Service establishes a procedure for the collection, use and reporting of statistics based on the following *Code* grounds and the ground of socio-economic status: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, and that the procedure include provisions to maintain appropriate degrees of confidentiality;

2. The Chief of Police will ensure that the statistics are not to be used by the Service, under any circumstances, to stigmatize, ascribe criminality to, make value judgments on or otherwise stereotype any community based on group characteristics;

3. The Chief of Police will report on the collection and use of statistics from time to time as may be required by the Board.

Board Members

4. The Board and Board Members will not use statistics under any circumstances, to stigmatize, ascribe criminality to, make value judgments on or otherwise stereotype any community based on group characteristics.

TORONTO POLICE SERVICES BOARD

RACE AND ETHNOCULTURAL EQUITY POLICY

DATE APPROVED	March 23, 2006	Minute No: P81/06
DATE(S) AMENDED	November 15, 2010	Minute No: P292/10
DATE REVIEWED	November 15, 2010	Minute No: P292/10
REPORTING REQUIREMENT	Chief to report to Board annually as set out below.	
LEGISLATION	*Police Services Act,* R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). *Ontario Human Rights Code,* R.S.O. 1990, c.H.19.	
DERIVATION		

Toronto is one of the most diverse cities in the world. It is home to people from nearly every country, religion, racial and ethnocultural background. The Toronto Police Services Board embraces the racial and ethnocultural diversity of the City of Toronto. The Board is committed to ensuring that:

> The Toronto Police Service will provide services in partnership with all the communities of the City, and in a way that is equitable, respectful, inclusive and culturally competent; and
>
> The Board and the Service will have human resources practices in place which aim to make the Service truly reflective of the City at all levels and enable all its employees and volunteers to work without discrimination or harassment, regardless of race, ethnicity, culture, nationality, religion or language.

To this end, the Board supports the efforts of the Toronto Police Service to achieve racial and ethnocultural equality.

It is the policy of the Toronto Police Services Board that:

1. Discriminatory treatment of members of the public contrary to the *Human Rights Code* will not be tolerated. This includes discrimination or harassment based on the following *Code* grounds as well as the ground of socio-economic status: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability;

2. Discriminatory treatment of Members of the Service contrary to the *Human Rights Code* will not be tolerated. This includes discrimination or harassment based on the following *Code* grounds as well as the ground of socio-economic status: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability;

3. Practices that may be racist, as well as behaviours that underlie and reinforce such practices, will not be tolerated; and

4. The Chief of Police will develop procedures to implement this policy. These procedures will cover, but will not be limited to, the following areas:

Service Delivery

Service delivery includes all those ways in which Members of the Toronto Police Service interact with the public. This includes, but is not limited to, stops, searches, execution of warrants, response to 911 calls, participation in public events, membership of police-community committees, partnership and outsourcing arrangements.

Professional Development

Professional development includes training programs that address the content of the *Human Rights Code*, how it applies to Service Members, and their responsibilities and legal obligations to abide by the *Code*. Professional development also includes training programs that address issues of diversity and cultural competencies and promote prevention of actions that are contrary to this policy. These programs will be evaluated on a continual basis to assess their adequacy and effectiveness in meeting the objectives of this policy.

Professional development includes training programs for the Chief, Command Officers and Service Members holding senior positions that are based on the *Human Rights Code and* that highlight the unique and significant duties and responsibilities of senior leaders to take action to stop or prevent discrimination contrary to the *Code*.

Recruitment, Selection and Promotion

Recruitment, selection, hiring and promotional practices will promote and facilitate greater participation in, and greater access to, employment and promotion by members of diverse groups protected by the *Human Rights Code* at all levels of the Service.

Professional Conduct

Procedures must reinforce and encourage positive, professional, ethical and racial and ethnoculturally sensitive practices.

Supervision and Accountability

The Chief of Police will report to the Board annually on the effectiveness and impact of the implementation of this policy. Such reporting should include any procedures developed, an assessment of the impact and effectiveness of such procedures on practices throughout the organization, and should provide details of mechanisms to ensure accountability by all levels of management.

TORONTO POLICE SERVICES BOARD

EQUAL OPPORTUNITY, DISCRIMINATION AND HARASSMENT PREVENTION

DATE APPROVED	July 20, 2001	Minute No: P198/01
DATE(S) AMENDED	March 13, 2014 November 15, 2010	Minute No: P53/14 Minute No: P292/10
DATE REVIEWED	November 15, 2010	Minute No: P292/10
REPORTING REQUIREMENT	Chief to report to Board annually. Toronto Police Service - Human Resources Strategy Annual Reports.	
LEGISLATION	*Police Services Act,* R.S.O. 1990, c.P.15, s 31(1)(c), 47(1)(2). Ontario *Human Rights Code,* R.S.O. 1990, c.H.19.	
DERIVATION	Adequacy Standards Regulation - AI-003	

The Toronto Police Services Board is committed to the principle that every person has a right to receive police services without discrimination (including harassment) contrary to the Ontario *Human Rights Code* (the *Code*). and that every member of the Toronto Police Service (the Service) has a right to work in an environment that is free of discrimination (including harassment) contrary to the *Code*

This policy intends to ensure that human rights legal protections are respected, applied and enforced by the Chief through Service procedures that:

a) provide equal treatment without discrimination, including harassment, contrary to the *Code* to all individuals who receive police services and to all individuals employed by the Service;

b) treat allegations of discrimination, including harassment, contrary to the *Code* in a serious, effective and timely manner;

c) act to prevent discrimination, including harassment, contrary to the *Code* in the delivery of policing services and to all individuals employed by the Service;

d) where discrimination is found, take corrective measures as appropriate, including measures to ensure future compliance with the *Code;*

e) hold accountable those in positions of supervision for their actions in relation to their human rights obligations and ensures that they are guided by principles of fairness, respect and equity as guaranteed at law in the *Code*; and

f) are designed and regularly reviewed to ensure that they do not result in adverse impact, even if unintentional, to groups of persons protected by the *Code*.

Therefore, it is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop procedures that address:

    a. equal opportunities that are consistent with the principles of the *Police Services Act* and the *Code*, including recruitment, selection, career development and promotion, ;
    b. workplace harassment and that develop and maintain a program to implement the policy's objectives, in accordance with the *Occupational Health and Safety Act;*
    c. responding to, and preventing discrimination and harassment in the workplace, including stereotyping; and
    d. employment accommodation in accordance with the *Code* and section 47 of the *Police Services Act;* and
    e. reasonable accommodation as required by the *Code* of members of the public who come into contact with police.

2. The Chief of Police will ensure that no material that is discriminatory contrary to the *Code*, including sexist, racist and transphobic material, is displayed in the workplace..

3. The Chief of Police will implement an employee appraisal system that includes key commitments related to human rights obligations, discrimination (including harassment), diversity and inclusion.

4. The Chief of Police will ensure that all officers receive annual mandatory training on human rights obligations in the *Code,* which will include

    a. Information about officers' obligations under the *Code* with respect to providing services to the public and with respect to officers' employment relationships and conditions;

    b. information on bias-free policing based on grounds protected by the *Code*, that is,

    race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

5. The Chief of Police will ensure that the Chief, Command Officers and Service Members holding senior positions receive annual mandatory training specific to their rank and responsibilities. This training should includes information on their unique and significant

obligations as leaders of the service to prevent discrimination (including harassment) in employment and in the delivery of policing services, as well as d information on how leadership is expected to respond to and address discrimination when it arises.

Toronto Police Services Board Report

March 27, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Special Constable Appointments and Re Appointments – April 2019

Recommendation:

It is recommended that the Board approve the appointments and re-appointments of the individuals listed in this report as special constables for the Toronto Community Housing Corporation (T.C.H.C.), subject to the approval of the Minister of Community Safety and Correctional Services.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report.

Background / Purpose:

Under Section 53 of the *Police Services Act of Ontario*, the Board is authorized to appoint and re-appoint special constables, subject to the approval of the Minister of Community Safety and Correctional Services. Pursuant to this authority, the Board now has agreements with the University of Toronto (U. of T.), Toronto Community Housing Corporation (T.C.H.C.) and Toronto Transit Commission (T.T.C.) governing the administration of special constables (Min. Nos. P571/94, P41/98 and P154/14 refer).

The Service has received requests from T.C.H.C. to appoint the following individuals as special constables:

Table 1 Name of Agency and Special Constable Applicant

Agency	Name	Status Request
T.C.H.C.	Abbass, Tamoor	Appointment
T.C.H.C.	Ally, Al-Ikhlaas	Appointment
T.C.H.C.	Batte, Rachel	Appointment
T.C.H.C.	Bhogal, Sandeep	Appointment
T.C.H.C.	Brown, Tyler	Appointment
T.C.H.C.	Chandrabalan, Koby	Appointment
T.C.H.C.	Da Costa, Kevin	Appointment
T.C.H.C.	Forrest, Nicholas	Appointment
T.C.H.C.	Garcia, Andrew	Appointment
T.C.H.C.	Gill, Gurbir	Appointment
T.C.H.C.	Goldsmith, Christopher	Appointment
T.C.H.C.	Kabba, Kareem	Appointment
T.C.H.C.	Khan, Aleem	Appointment
T.C.H.C.	Krishnan, Arjun	Appointment
T.C.H.C.	Lalor, Troy	Appointment
T.C.H.C.	Mehmood, Ismael	Appointment
T.C.H.C.	Morgan, Shamarn	Appointment
T.C.H.C.	Mui, Allan	Appointment
T.C.H.C.	Nur, Yusuf	Appointment
T.C.H.C.	Oberoi, Robie	Appointment
T.C.H.C.	Pinatsis, Alexander	Appointment

Agency	Name	Status Request
T.C.H.C.	Rotondo, Marco	Appointment
T.C.H.C.	Salehi, Rahman	Appointment
T.C.H.C.	Sass, Ronald	Appointment
T.C.H.C.	Sheikh, Asim	Appointment
T.C.H.C.	Zhang, Jackie	Appointment
T.C.H.C.	Zhao, Sam	Appointment
T.C.H.C.	Brown, Learie Erstein	Re- Appointment
T.C.H.C.	Davidson, Jay D.	Re- Appointment
T.C.H.C.	Flynn, Bryan	Re- Appointment

Discussion:

The special constables are appointed to enforce the *Criminal Code of Canada, Controlled Drugs and Substances Act, Trespass to Property Act, Liquor Licence Act* and *Mental Health Act* on their respective properties within the City of Toronto.

The agreements between the Board and each agency require that background investigations be conducted on all individuals who are being recommended for appointment or re-appointment as special constables. The Service's Talent Acquisition Unit completed background investigations on these individuals and there is nothing on file to preclude them from being appointed as special constables for a five year term.

The T.C.H.C. has advised the Service that the above individuals satisfy all of the appointment criteria as set out in their agreement with the Board. The agencies' approved strength and current complements are indicated below:

Table 2 Name of Agency, Approved Strength and Current Number of Special Constables

Agency	Approved Strength	Current Complement
T.C.H.C.	300	117

Conclusion:

The Service continues to work together in partnership with the agencies to identify individuals who may be appointed as special constables who will contribute positively to the safety and well-being of persons engaged in activities on T.C.H.C. properties within the City of Toronto.

Deputy Chief of Police James Ramer, Specialized Operations Command, will be in attendance to answer any questions that the Board may have with respect to this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Toronto Police Services Board Report

April 16, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Amendment to Increase the value of the Existing Contract through 2019 – Vendor of Record IntelliGO Networks Inc. for Palo Alto Hardware, Software, Maintenance and Professional Services

Recommendations:

It is recommended that the Toronto Police Services Board (Board):

(1) approve an amendment to increase the existing Vendor of Record (V.O.R.) contract of $484,600 with IntelliGO Networks Inc. to $754,700 for the period January 1, 2017 to December 31, 2019, to supply hardware, software licences, professional services and maintenance renewal; and
(2) authorize the Chair to execute all required agreements and related documents on behalf of the Board, subject to approval by the City Solicitor as to form.

Financial Implications:

The current IntelliGO Networks Inc. (IntelliGO) contract started on January 1, 2017 for a period of one year and included three (3) one year extension options. The contract value for the total contract period is currently $484,600, representing an annual cost of $121,150 based on maintaining existing hardware and software at the time of the contract for each year. All values are inclusive of taxes.

Table 1 shows the contract amount and compares it to the actual spending for each year.

Table 1 – Original Contract Amount vs Actual Spending

Year	Contract Amount	Actuals + Projection	Variance to Contract	Variance Explanation
2017	$121,150	$147,200	$26,050	Maintenance increased due to acquisition of additional equipment to enhance security for 9-1-1 and Radio network site.

2018	$121,150	$145,200	$24,050	Revised maintenance estimate based on additional equipment, as described above.
2019	$121,150	$153,300	$32,150	Additional I.T. security enhancements associated with one of the Service's physical sites.
Total to March 30, 2019	**$363,450**	**$445,700**	**$82,250**	
Additional 2019 Requirements		**$309,000**		Additional requirements for 2019 detailed in a subsequent table.
Total Revised Contract Value to the end of 2019		**$754,700**		

To date, $445,700 has been spent. The increased cost to date of $82,250 against the original contract is primarily associated to greater security requirements to accommodate growing I.T. infrastructure related to 9-1-1 and radio network and the set-up of the Service's new disaster recovery/business continuity (Peer to Peer) site. All costs to date were budgeted and funded through the operating budget maintenance account.

The funding requirements and assumptions for the remaining contract period in 2019 have been reviewed and an additional $309,000 is needed to meet the Service's needs for the remainder of the year. Acquiring additional security hardware and software is part of the original scope of the contract, without specifying a quantity or financial value in order to provide flexibility to accommodate future growth and evolving needs of the Service. The revised contract value is estimated to be $754,700 and is therefore subject to Board approval.

Revised cost estimates to the original contract and associated funding sources are as follows:

Table 2 - 2019 Additional Requirements

Acquisition(s)	**Cost Estimate**	**Funding Source**
Palo Alto hardware and software licences for the Service Data Centres	$162,000	Information Technology Business Resumption Lifecycle replacement project provided for in the Service's 2019 -2028 Capital Program (Min. No. P6, 2019 refers).
Replacement of Palo Alto hardware and software	$147,000	Peer to Peer Site capital project budget.

licences due to the implementation of the Peer to Peer site		
Total	$309,000	

The final option year for 2020, originally estimated at $121,150, will not be exercised and the Service will obtain a new quote with updated requirements.

Background / Purpose:

The purpose of this report is to request approval from the Board to increase the value of the V.O.R. IntelliGO current contract to $754,700. The increase represents the lifecycle replacement of hardware necessary to maintain the Service's network security platform. As the contract value will now exceed the $500,000 approval authority delegated to the Chief, under the Financial Control By-law, Board approval is required.

Discussion:

In 2016, the Service issued a Request for Quotation (R.F.Q. #1191330-16) for Palo Alto hardware and software, the Service's standard for its network security platform. This was awarded to IntelliGO Networks Inc. The original cost estimate of the contract was based on known information at the time and focused on the maintenance of existing IT infrastructure. Contractual language included the ability to procure additional hardware, software licences, professional services and maintenance services, without specifying a quantitative and financial estimate, to accommodate the Service's growth and increase in security requirements.

Information Technology Services (I.T.S.) is currently in the process of procuring hardware replacement as part of the Lifecycle Program for maintaining its security related equipment. In addition, I.T.S. is anticipating the need to procure additional hardware and security software to support items for the secondary data centre, radios, 9-1-1 and Computer Aided Dispatch (C.A.D.) network infrastructure as the current hardware will be relocating to the new Peer-to-Peer site.

The Service intends to initiate a new competitive process in 2019 for the supply of hardware, software licenses, professional services and maintenance renewal for 2020 requirements.

Conclusion:

This report requests Board approval for an increase in the current contract value with IntelliGO Networks Inc. for the period of January 1, 2017 to December 31, 2019, as the revised value $754,700 will exceed the Chief's $500,000 delegated authority in the Board's Financial Control By-law.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Toronto Police Services Board Report

March 28, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Amendment to Increase the Value of the Existing Contract for 2019 - Senior Human Resources Project Manager – Contract Extension

Recommendation:

It is recommended that the Toronto Police Services Board (Board) approve an amendment to increase the existing contract with Leo-Pisces Service Group Incorporated for human resources project management services in the amount of $158,200 (including taxes), for a total contract value of $610,991 (including taxes).

Financial Implications:

The current contract value is $452,791 (including taxes) and is expected to be consumed by the end of May 2019. An increase of $158,200 is therefore required in order to provide sufficient funds to extend the contract to December 31, 2019. This will bring the total contract value to $610,991, including taxes.

The cost of this extension will be funded from the Modernization Reserve.

Background / Purpose:

The purpose of this report is to request Board approval to increase the existing contract by $158,200 in order to continue services to December 31, 2019. This will enable a continuity of services for the ongoing H.R. transformation initiatives.

As the increase in cost results in the contract exceeding $500,000, Board approval is required in accordance with the Board's Financial Control By-law.

Discussion:

A Request for Services (R.F.S. 1235242-17) for a Senior H.R. Project Manager was issued on July 10, 2017 by Purchasing. After evaluation against the pre-determined selection criteria, Ms. Silvia Stankovic, working for Leo-Pisces Service Group Incorporated, was the successful candidate in the process. The contract was awarded on September 5, 2017. Including the option to exercise extensions, the Leo-Pisces Service Group Incorporated contract ends December 31, 2019.

As a Senior H.R. Project Manager, Ms. Stankovic provides project management support and discipline to the People & Culture Pillar. She is primarily focused on the H.R. Modernization program as envisioned in Recommendations 24 and 30 of *The Way Forward,* which was adopted by the Board as its 2017 – 2019 Business Plan. She is also involved with several other critical initiatives including: implementation of a revised H.R. service delivery model; an organizational restructure; and the design and delivery of several new innovative people programs.

Ms. Stankovic's experience and background in H.R. transformation and project management makes her role vital to the successful implementation and adoption of the transformation. Given the scope of the H.R. Modernization initiative, expectations from stakeholders, and significant operational demands requiring the focus of the People & Culture managers, this extension allows for a skilled and dedicated project management resource to sustain the effort required to create a modern and progressive Human Resources function.

Conclusion:

The Service is satisfied with the services of Ms. Silvia Stankovic. Additional funding is available through the Modernization Reserve, and the contract term ends December 31, 2019.

The Board is therefore being requested to approve a $158,200 increase to the existing contract with Leo-Pisces Service Group Incorporated, for a total contract value of $610,991.

Deputy Chief Barbara McLean, Human Resources Command, and Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

Toronto Police Services Board Report

April 12, 2019

To: Chair and Members
Toronto Police Services Board

From: Uppala Chandrasekera and Notisha Massaquoi
Co-Chairs, Anti-Racism Advisory Panel (ARAP)

Subject: Toronto Police Services Board's Anti-Racism Advisory Panel (ARAP) – Quarterly Update

Recommendation(s):

It is recommended that the Board receive this report for information.

Financial Implications:

There are no financial implications resulting from the recommendation contained in this report.

Background / Purpose:

The Board, at its meeting of December 14, 2017, considered a report from Chair Pringle with respect to the "Implementation of Recommendations Arising from the Inquest into the Death of Andrew Loku." (P261/17 refers). At this report notes, three of the recommendations made by the jury in this Inquest were directed to the Board, including recommendation #17, which states as follows:

1. Establish a new committee to consider possible or identified disparities in services and outcomes for racialized persons and consider interventions to address any such disparities. The committee should include representatives of the Toronto Police Service, subject matter experts and members of racialized communities, including the Black community. The committee should consider the intersectionality of mental health and race both in terms of member composition and issues to be addressed.

At its meeting of April 18, 2018 the Board approved the establishment of the Anti-Racism Advisory Panel (ARAP), including its mandate, terms of reference, as well as a number of other relevant details. (Min. No. P62/18 refers). At its meeting of August 23, 2018, the Board approved the recommended membership of ARAP (Min. No. 158/18 refers).

The Board also implemented a regular reporting back concerning ARAP's work, such that "ARAP will provide regular quarterly reports, highlighting the key activities of ARAP." The first of these quarterly reports was provided to the Board at its meeting of December 18, 2019 (Min. No. P257/19 refers). This is the second quarterly report.

Discussion:

ARAP's mandate expanded to include race-based data policy development

ARAP's work was initially intended to focus only on the establishment of a monitoring framework for the Board to use in assessing the response to and implementation of each of the Loku Inquest recommendations directed to the Toronto Police Service and the Board, including the creation of key benchmarks and performance indicators related to each recommendation.

However, at the same meeting at which the Board considered ARAP's first quarterly report, the Board discussed the Ontario Human Rights Commission interim report, which was released on December 10, 2019: *A Collective Impact: Interim report on the inquiry into racial profiling and racial discrimination of Black persons by the Toronto Police Service* ("OHRC Interim Report").

As part of its discussion on the contents and recommendations in the OHRC Interim Report – and, specifically on the collection of race-based data in the context of policing – the Board reviewed some of the historical and more current context surrounding the collection of race-based data:

> The Board is committed to using the collection of race-based data to promote evidence-based policy-making and organizational change, including in monitoring systemic racial and other disparities to identify gaps, eliminate barriers and advance the fair treatment of every person;
>
> The Board currently has a policy entitled "Collection, Use and Reporting of Demographic Statistics," approved in October 2007 and subsequently amended in 2010 and 2011, which permits the Chief of Police to collect race-based data from members of the public, analyze this data, and report this data publicly; however, this Policy has not been operationalized by the Service;
>
> The Board approved a motion at its meeting of October 26, 2017, in which the Chief was directed to provide a report that includes past recommendations referencing the collection of race-based statistics and a description of the Chief's strategy for implementing those recommendations;
>
> The Toronto Police Service currently collects and publicly reports on race-based data pursuant to its obligations under O. Reg. 58/16, *Collection of Identifying Information in Certain Circumstances*;

In April 2018, the Government of Ontario published its *Data Standards for the Identification and Monitoring of Systemic Racism*, which permits the collection of race-based data (among other types) by provincial public-sector organizations;

There are no data standards for the collection of race-based data that apply to municipal organizations, such as the Board, and the Ontario Human Rights Commission has not published specific data standards concerning the collection and public reporting of race-based data by police services; and,

The Board views it as essential that its "Collection, Use and Reporting of Demographic Statistics" Policy be amended to capture more current standards and best practices related to the collection, analysis and public reporting of race-based data.

Ultimately, the Board approved a Motion that:

1. The Board refer its existing "Collection, Use and Reporting of Demographic Statistics" Policy to the Board's Anti-Racism Advisory Panel (ARAP) to be reviewed, with recommendations made for amendments to the Board, based on a consideration of current standards and best practices related to the collection, analysis and public reporting of race-based data related to complainants and victims (i.e. those involved in a call for service), those arrested, those who are stopped by police, and those who are involved in incidents involving police use of force;

2. The Chief continue to engage with ARAP's work through the existing representation and participation of Service Members on ARAP, so that perspectives of an operational nature can be shared and considered during the development of revisions to the Policy;

3. ARAP report back to the Board with a recommended updated Policy for Board consideration by no later than the Board's May 2019 meeting; and

4. The Board request the Ontario Human Rights Commission to provide a presentation to ARAP concerning best practices it has identified for the collection of race-based data by police services, including any challenges associated with collecting and publishing race-based data arising from various types of policing interactions, and recommendations for addressing those challenges in a manner that balances the law enforcement function police must provide with the importance of building community trust.

ARAP's policy development work to date

As a result, since this time, ARAP has shifted its focus to the development of a new policy concerning the collection of race-based data. This has been a lengthy and very comprehensive process, involving considerable research (domestic and international), analysis, discussion and deliberation.

ARAP has met on the following dates as part of this comprehensive policy development process:

- February 14, 2019
- March 18, 2019
- April 4, 2019

Each meeting has been at least four hours in length, and has involved a number of presentations, substantive discussion, as well as debate concerning the varied approaches to the collection, analysis and public reporting of race-based data – both in the policing context, and in other service-delivery contexts as well (e.g. health care). The discussions have been productive and have resulted in the establishment of clear policy goals and purposes. These discussions have also resulted in conclusions concerning the approach that ARAP endorses with respect to some of the approaches that will be included in the ultimate draft policy.

At ARAP's February 14, 2019 meeting, various organizations that have conducted race-based data collection or advised on it, provided presentations concerning approaches taken in different jurisdictions, and their strengths and weaknesses. This provided ARAP with a valuable foundation as it considers how to recommend changes to the Board's current policy on data collection. Presentations were provided by: representatives of the Ontario Human Rights Commission (OHRC), the Government of Ontario's Anti-Racism Directorate, and representatives of the Service.

At ARAP's March 18, 2019 meeting, ARAP continued its policy development process. Members received a presentation from the Service regarding police records and how they are maintained, including issues of retention, access, and corrections. ARAP then focused on a Discussion Guide that outlined the key elements of a potential Policy. Members identified the main points for discussion and deliberation, determined some of the major and significant foundational aspects of the Policy, and engaged in an initial discussion about the consultation process it would use as part of the policy development process.

Following this meeting, and on the basis of (i) some of the key decision points that were agreed to by ARAP, and (ii) cross-jurisdictional research that was conducted, Board Staff created a preliminary draft of the new Policy. As part of this work, they examined similar policies and literature from Canada and around the world, including various Canadian provinces, the United Kingdom, Australia, the United States and other jurisdictions.

ARAP met again on April 4, 2019 to review the draft Policy. ARAP reviewed each section in great detail, engaging in much debate and discussion concerning specific content. ARAP also reviewed a draft Consultation Plan, which members view as critical to ensuring that the community and other stakeholders are adequately and meaningfully consulted. The Consultation Plan was fairly extensive and proposes in-person and

online consultation with over fifty subject matter experts, professional and community organizations, as well as Service Members. It was determined that, in order to properly and meaningfully conduct a robust consultation process with such a vast array of key stakeholders and community groups, additional time would be required than was originally scheduled. ARAP agreed that the initial timelines needed to be amended, as it would not be feasible to finalize a 'best in class' Policy by the Board meeting scheduled for May 30.

ARAP anticipates that more time spent on quality and varied consultations, gathering feedback, and conducting thorough analysis is key to ensuring that stakeholder input is a foundational component of the Policy. As a result, ARAP is proposing that a final draft Policy be brought to the Board for its consideration at the Board's September meeting, scheduled for September 19, 2019.

Conclusion:

It is recommended that the Board receive this report for information.

Respectfully submitted,

Uppala Chandrasekera
Co-Chair
Anti-Racism Advisory Panel (ARAP)

Notisha Massaquoi
Co-Chair

Toronto Police Services Board Report

April 03, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Capital Budget Variance Report for the Toronto Police Service, Year Ending December 31, 2018

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) forward a copy of this report to the City of Toronto's (City) Chief Financial Officer for information and inclusion in the overall variance report to the City's Budget Committee.

Financial Implications:

Toronto City Council (Council), at its meeting of February 12, 2018, approved the Toronto Police Service's (Service) 2018-2027 capital program at a net amount of $20.9 Million (M) and gross amount of $44.1M for 2018, and a 10-year net total of $220.4M and gross total of $523.3M. Please see Attachment A for more details.

The following table summarizes the 2018 expenditure results:

Category	2018 Gross (M's)	2018 Net (M's)
2018 approved program excluding carry forward	$44.1	$20.9
2017 carry forwards	$32.1	$12.7
Total 2018 available funding	$76.2	$33.6
2018 Expendiutres - December 31, 2018	$55.9	$27.1
Variance to available funding	$20.3	$6.5
Carry forward to 2019	$18.6	$6.0
Spending rate	73%	81%

$18.6M of the gross under-expenditure of $20.3M will be carried forward to 2019. The following table summarizes the 2018 funding of $1.7M that will not be carried forward to 2019, but rather returned to the Province, City or Reserve. Please refer to attachment B for details on carry forwards.

Table 1- Returned Funding

Project name	Amount (M's)	Reason
Connected Officer – Phase I	$0.45	Grant funding, could only be utilized until March 31, 2018. Unspent funds have been returned to the Province
Body Worn Camera	$0.47	Phase I of the project was completed in 2018. Funds will be returned to the City
Automatic Vehicle Location System	$0.08	Project completed under budget. Amount is not required and funds will be returned to Vehicle and Equipment Reserve
Small Equipment Replacement	$0.01	Project is complete. Amount is not required. Funds will be returned to Vehicle and Equipment Reserve
Closed Circuit Television (C.C.T.V.)	$0.05	Project is complete. Amount is not required. Funds will be returned to Vehicle and Equipment Reserve
Wireless Parking System	$0.5	Project will be completed in 2019. This funding is not required and will be returned to the Vehicle and Equipment Reserve
Radar Unit Replacement	$0.08	Project is complete. Amount is not required. Funds will be returned to Vehicle and Equipment Reserve
Total	$1.7	

Background / Purpose:

The purpose of this report is to provide the Board with the status of the Service's capital projects as at December 31, 2018.

Discussion:

Attachment A provides the Service's approved 2018-2027 capital program.

Status of Capital Projects:

Attachment B provides a status summary of the ongoing projects from 2017 as well as projects that started in 2018. Any significant issues/ concerns or major project progress are highlighted below in the "Key Highlights/Issues" section of this report.

Key Highlights / Issues:

As part of its project management framework, the Service tracks the project risk (i.e. On Track, At Risk, Off Track) to reflect the status of capital projects. The overall health of each capital project is based on budget, schedule and scope considerations. The colour codes are defined as follows:

- On Track (Green) – on target to meet project goals (scope/functionalities), and on budget and schedule, no corrective action required;
- At Risk (Yellow) – at risk of not meeting certain goals, some scope, budget and/or schedule issues, and minimal corrective action required; and
- Off Track (Red) – high risk of not meeting goals, significant scope, budget and/or schedule issues, and extensive corrective action required.

To date, most of the projects are tracking 'On Track' or 'At Risk'. However, the Enterprise Business Intelligence (E.B.I.) project is showing as Off Track, as it is experiencing issues that are putting the project at risk of meeting project goals. More information on this project is provided later in this report. The 54/55 Division project will also remain Off Track until the master plan study for the site is approved by City Council.

The subsequent section summarizes key 2018–2027 capital project updates, which include an assessment of the project health. Summary information includes status updates at the time this report was written.

54/55 Divisions Amalgamation

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
54/55 Divisions Amalgamation	6,203	0.0	6,203.0	171.6	6,031.4	6,031.4	39,873.0	622.7	Delayed	**Off Track**

Project Description:

The amalgamation of 54 and 55 Divisions into one district facility will reduce the long-term costs of operating and maintaining two structures, and will support the recommendations for a modernized, economical and more efficient public safety delivery model. The current plan is to return the 54 and 55 Division properties to the City once the new consolidated facility is built.

Work to date:

The site for the new consolidated district facility is the Toronto Transit Commission's (T.T.C.) Danforth garage located at 1627 Danforth Avenue, as approved by the City's Executive Committee and Council in January 2018 (Min. No. P227/18 refers).

Subsequent to Council approval, the master planning exercise was initiated, which involves extensive community consultations, technical studies, confirmation of the T.T.C.'s requirements, and the exploration of potential partners in the site development and conceptual site plans. The results of this planning exercise are expected to be presented to City Council in the second quarter of 2019.

Create T.O. has taken the lead in terms of stakeholder and community engagement in the site planning discussions and will be funding the master planning exercise due to the number of involved agencies. Senior members of the Service's Facilities Management unit continue to participate in these stakeholder meetings to ensure that the Service's requirements will be incorporated into the overall plan.

From the available funding of $6.2M, $172K was utilized for the installation of security equipment at 54 Division, as well as cameras and cabling to allow for monitoring of the station from 55 Division. Due to the movement of personnel, minor renovations and electrical work have also been required. The remaining funding of $6M will be carried forward to 2019.

Future Planned Activities:

Following Council approval of the site plan, the Service will issue a Request For Quotation (R.F.Q.) to pre-qualified consultants. Consultant selection will be completed in 2019. Procurement will be initiated in the first quarter of 2020, followed by construction later in 2020.

The status of the project will remain Red - Off Track until the detailed design and project timelines are determined following the completion and approval of the master planning study.

41 Division

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
41 Division	0.0	395.0	395.0	125.4	269.6	269.6	38,928.0	125.4	On Time	**On Track**

Project Description:

Due to its aging infrastructure, 41 Division was identified as a priority in the Service's Long Term Facility Replacement Program a number of years ago. Cost assessments have confirmed that it is not economically feasible to address the ongoing building deficiencies or to retrofit the existing 41 Division to accommodate the current needs of the Service.

The phased construction and demolition approach for a new building on the existing site will provide the Service with a new district facility at the corner of Birchmount and Eglinton Avenues, an optimal site that is easily accessible with ample area for future expansion.

Work to Date:

A feasibility study was completed in 2018 outlining options for a phased demolition and construction of the new building.

From the available funding of $395K, $270K will be carried forward to 2019.

Future Planned Activities:

During the construction, personnel will continue to occupy a portion of the existing building and portable offices, when required, to allow for uninterrupted business continuity.

The Service's Facilities Management unit is proceeding to retain the services of an architectural consulting firm to prepare the building design documentation. It is anticipated that design planning will commence by the first quarter of 2019.

32/33 Divisions Amalgamation

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
32/33 Division	0.0	200.0	200.0	63.8	136.2	136.2	11,940.0	63.8	On Time	**At Risk**

Project Description:

The Service's long term facilities plan included the required renovation of the 32 Division facility to enable new technologies and required building improvements, such that facility is more operationally effective and compliant with the Accessibility for Ontarians with Disabilities Act.

Subsequently, as a result of recommendations in The Way Forward report, the Service also commenced exploring the feasibility of amalgamating 32 and 33 divisional operations into a new 32/33 District Headquarters Facility, to be located on the existing 32 site.

Work to Date:

This project encompasses a major interior retrofit to the existing building, as well as upgrades to the base building. The Service has secured an interior design consulting firm to redesign the building interior in an effort to optimize the use of available space and to improve the movement of both personnel and persons in custody.

From the available funding of $0.2M, $0.1M will be carried forward to 2019.

Future Planned Activities:

It has been determined that the existing capital budget should be able to accommodate the interior renovations necessary to amalgamate the 32/33 district operations and staffing model. However, this will be known with greater certainty once the design and space programming work commences.

The cost of additional parking required to accommodate Service and member vehicles is not known. Accordingly, a feasibility study is underway for the existing site, parking area and building access to determine the most appropriate strategy to increase parking, maximize parking efficiency and provide improved access to Service members. The costs for additional parking is estimated between $8M to $19M depending on the solution and the number of parking it will create. The alternatives between $8 - $10M include above grade parking which is not acceptable by the City Planners. The only alternative that has four levels excavation of the site for underground parking structure is costed at $19M and is acceptable by the City Planners. The Service is looking at other options to accommodate the parking shortage. Construction estimates will increase if additional parking is required, which will then impact the funding required to complete this project. Based on the results of the study and the additional funding required, the feasibility of consolidating the divisions into one site will be revisited. However, this does not preclude 32 and 33 divisions operating under a district model. The Board will be kept apprised of the status of this project, through the variance reporting process.

Peer-to-Peer Site (Disaster Recovery Site)

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
Peer to Peer Site	3,424.4	10,359.0	13,783.4	12,041.8	1,741.6	1,741.6	19,924.3	18,179.7	On Time	**On Track**

Project Description:

This project provides funding for a new Peer-to-Peer (disaster recovery/business continuity) facility. The Service's current peer-to-peer data centre is co-located with the City's main data centre in a City-owned and managed facility. The current location has significant space and power requirement issues, which affect both the City and the Service. In addition, the current line-of-sight distance from the primary site is seven

kilometers, which is significantly less than the industry minimum standard of 25 kilometers for disaster recovery sites.

Work to Date:

Construction has concluded with minor deficiencies, which were addressed and completed at the end of February 2019. Information technology and Telecommunication equipment fit up of the new building has commenced.

From the available funding of $13.8M in 2018, $1.7M will be carried forward to 2019.

Future Planned Activities:

Due to winter weather conditions, some outdoor work was postponed to the spring of 2019. The completion of the physical move from the City-owned facility to the new data centre has also been postponed from the end of the second quarter in 2019 to the fourth quarter, 2019 due to the time required to address deficiencies that are a pre-requisite to some fit up activities.

Transforming Corporate Support (H.R.M.S, T.R.M.S)

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
Transforming Corporate Support	1,509.0	1,300.0	2,809.0	1,704.3	1,104.7	1,104.7	8,742.5	4,940.3	Delayed	**At Risk**

Project Description:

Closely aligned with the ongoing restructuring of the Service's human resource function, this project involves upgrading and enhancing the Service's Human Resource Management System (H.R.M.S.) and its capabilities to better support the Service's needs.

This project provides for an investment that will consolidate the current H.R.M.S. and Time Resource Management System (T.R.M.S.), with the objective developing a new overall solution, with enhanced and value added processes that will be cost-effective and efficient.

Phase II deliverables for 2018 are nearing completion resulting in:

- a number of operational enhancements for payroll and benefits administration to eliminate routine activities and/or streamline processes;
- new talent management tools to support recruiting, training and performance management processes;
- a complete redesign of the core foundational system elements resulting in a more accurate, sustainable and scalable data model;

- newly upgraded H.R.M.S. application platform and infrastructure compliant with latest technologies, and introducing a responsive user interface; and
- a roll-out of a new integrated H.R.M.S. data mart to support service-wide workforce analytics.

Current state assessment for Phase III, Time and Labour implementation, was also completed over 2018.

From the available funding of $2.8M, $1.1M will be carried forward to 2019, resulting in a total of $2.8M available funds for 2019.

Future Planned Activities:

The 2019 plan will include additional scope items for Phase II to further optimize payroll, benefits and finance processes and reporting capabilities.

As well, Phase III planning process will continue throughout 2019 resulting in a detailed project charter and work plan for this implementation.

The status of this project remains At Risk, as resourcing constraints and unplanned activities continue to have an ongoing impact on the schedule.

Enterprise Business Intelligence (E.B.I.)

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
Enterprise Business Intelligence	3,261.0	1,094.0	4,355.0	3,967.6	387.4	387.4	10,216.0	9,029.2	Delayed	**Off Track**

Project Description:

The E.B.I. system solution represents a set of methodologies, processes, architectures and technologies that transform raw data into consistent, reliable and useful information used to enable effective strategic, tactical and operational insights and analysis, as well as decision-support information.

Work to Date:

The contract for this initiative was awarded to I.B.M., based on a fixed price contract, and the project was formally started in December 2016. The team has been working very closely with I.B.M. towards the design, development and testing of the deliverables. However, the project has experienced delays related to scope items such as the data models to be delivered, reports development and number of data sources. Options have been reviewed and evaluated by the Command/ Project Sponsors and a plan has been developed to successfully deliver the project with the original scope and deliverables.

I.B.M. delivered and implemented technology for this project, provided training and conducted development activities which has been transferred to the Service for subsequent deployment in its environments. Although I.B.M. did not complete all the in-scope E.B.I. project deliverables, an updated plan is underway by Service members to continue to develop and implement data visualization and reporting for the Service.

Future Planned Activities:

The project's health is Off Track and being moved to On Track as the new plan is implemented in 2019. Internal members and professional services will deliver crime, resource and call for service analytics through dashboards and mapping tools from mid-2019 to mid-2020. This is final phase of the project and will concurrently transition to a permanent support team of five (5) internal resources, the processes for whom hiring will begin immediately.

Connected/Mobile Officer Initial Phase

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
Connected Officer	1,717.3	0.0	1,717.3	1,265.7	451.6	0.0	24,200.0	2,180.8	On Time	**At Risk**

Project Description:

The *Way Forward* report recommended that the Service make investments to enable officers to work with smart devices. This includes a full application suite and e-notebook, as well as updating existing applications to a mobile environment which allows officers to be connected at all times to the most current operational information.

As we move forward and modernize, the Service will be strategically placing officers throughout neighbourhoods to serve the growing demands of the city. The mobile technology will allow us to move beyond the facility footprint of past models. Technologically connected officers can access the information they require from anywhere. With functions that will ultimately allow officers to file reports, make calls, correspond via email, and access databases, there will be a reduced reliance on the use of workstations at police stations and in vehicles, and increased time spent in communities.

Work to date:

The initial phase of the project included a proof of concept (P.O.C.) and the acquisition of 700 devices in 2018. Funding of $2.6M for this phase was provided from the Ministry of Community Safety and Correctional Service's Police Effectiveness and Modernization (P.E.M.) grant for the period of April 1, 2017 to March 31, 2018 of which $2.1M was utilized and $0.5M was returned to the Ministry. The 2017-2026 gross and net capital program was adjusted with no impact on debt funding to account for this cost.

Activities in 2018 included continuing to deploy the acquired devices and further evolving and maturing the mobile officer model and its associated technological infrastructure, processes and applications.

Future Planned Activities:

In 2019, the Connected Officer team will stabilize the program, enhance functionalities and evaluate the current device deployment. Based on the 2019 evaluation results, expansion of the Connected Officer program will be considered as part of the 2020 budget cycle.

The overall health status of this project is at risk as the Service has not yet included the full cost into the Service's capital program.

Body Worn Cameras (B.W.C.) Initial Phase

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
Body Worn Camera - Initial Phase	487.4	0.0	487.4	19.4	468.0	0.0	500.0	32.0	On time	**At Risk**

Project Description:

This project involves exploring the benefits, challenges, and issues surrounding the use of body worn cameras, in keeping with the Service's commitment to maintain public trust and provide professional and unbiased policing.

Work to Date:

The Service started a 12-month pilot project that was conducted between February 2015 and March 2016, to explore the benefits, challenges, and issues surrounding the use of body worn cameras. A report and presentation was received at the Board's September 2016 meeting, concluding that B.W.C.s was strongly supported by the community as well as our officers. However, at that time, the cost to implement and operate a B.W.C. program was significant (Min. No. P228/16 refers).

Technology has matured, such as the use of cloud storage, and is now being explored as a potentially more cost effective body worn camera solution. As this is a large and complex solution to procure, it is important that a well-crafted procurement and legal strategy is in place that ensures the Service's and the Board's interests are protected, both short and long-term. A fairness commissioner and specialized procurement experts have been engaged to provide advice and guidance on the process, and ensure the process is fair and open.

A Request for Information (R.F.I.) was released on June 6, 2018, and has since closed, with vendor presentations completed at the end of September 2018. The project team

has been reviewing and compiling the information received from the vendors through the R.F.I. process.

From the available funding of $487K in 2018, $468K will be returned to the City under the City's one-year carry forward rule. The Board approved a request of $1M funding to continue with the Body Worn project in 2019.

Future Activities:

User requirements and detailed documentation will be created. Based on the result of the R.F.I. and approved user requirements, a non-binding Request for Proposal (R.F.P.) is scheduled to be issued in the second quarter of 2019.

In parallel, the project team will be engaging with the necessary stakeholders such as City Legal and internal and external partners.

Implementing a B.W.C. program within the Service will involve significant costs such as camera and infrastructure purchase and replacement, transcription image storage management, including retrieval, administration, etc.

The overall health status of this project is at risk as the Service has not yet included the full cost into the Service's capital program until the solution and costs are better understood.

Vehicle and Equipment Lifecycle Replacements

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Carry Forward to 2019	Total Project Cost		Status	Overall Project Health
		Budget	Available to Spend	Year End Actuals			Budget	Life to Date		
Vehicle Replacement	1,300.6	6,129.0	7,429.6	7,150.3	279.3	279.3	On-going	On-going	On-going	On Track
IT- Related Replacements	4,373.5	12,569.0	16,942.5	15,627.0	1,315.6	1,127.8	On-going	On-going	On-going	On Track
Other Equipment	4,999.0	2,362.0	7,361.0	1,642.2	5,718.8	5,137.5	On-going	On-going	On-going	On Track
Total Lifecycle Projects	**10,673.1**	**21,060.0**	**31,733.1**	**24,419.5**	**7,313.7**	**6,544.5**				

Project Description:

Projects listed in this category are funded from the Vehicle and Equipment Reserve (Reserve), which is in turn funded through annual contributions from the Service and Parking Enforcement operating budgets. The Reserve has no impact on the capital program and at this time as it does not require debt funding. Items funded through this reserve include the regular replacement of vehicles and information technology equipment, based on the deemed lifecycle for the various vehicles and equipment.

It is important to note that as the Service modernizes, new systems that have been implemented over the years (e.g. In-Car Camera program, data and analytics initiatives)

and increasing storage requirements (e.g. to accommodate video), have put significant pressure on this Reserve, as the amount of equipment with maintenance and replacement requirements continues to increase year over year.

In addition, the discontinuation of production of the Ford Taurus patrol vehicle and the move to a sport utility vehicle, which is more costly, has added further pressure on this Reserve.

Work to Date:

The 2018 under-expenditure is $7.3M, of which $6.5M will be carried forward to 2019 as these funds are still required to complete lifecycle projects.

Significant variances are:

- $1.9M – Furniture Lifecycle Replacement – The new vendor of record for furniture supply and installation was secured in the first quarter of 2018. However, there were some delays in establishing furniture standards that would be suitable for application Service-wide.
- $1.3M – Wireless Parking System – carry forward required to fix any system deficiencies and further system optimization to meet City and Service requirements.
- $0.8M – Workstation, Laptop, Printer Lifecycle – Windows 10 project continues into 2019.
- $0.7M – Electronic Surveillance - Plans are dependent on our partner agencies. Discussions are underway.
- $0.5M – Livescan Machines - Delayed lifecycle purchase of livescan machines as they must be R.C.M.P. compliant and compatible with our new Automated Fingerprint Identification System that will be purchased in 2019.

Future Planned Activities:

Various lifecycle projects such as vehicles, workstations, furniture and locker, mobile workstation replacement projects will continue their regular lifecylce in 2019 and beyond. While the Service has taken steps to create efficiencies, the amount of equipment that must be replaced continues to increase. Consequently, even with increased planned contributions, current planned spending would leave the Vehicle and Equipment Reserve in an overdrawn position in 2020. The Service will continue to review all projects' planned expenditures to address the future pressures, including additional contributions that may be required.

Closure of Capital Projects Completed in 2018:

Projects are declared complete when all deliverables have been met. Projects are declared closed when all outstanding payments have been made, any deficiencies have been addressed, and a closeout report has been submitted to the Board. At that time, the Service blocks any further spending for these projects on its financial system, and advises the City that the project is complete and should be closed.

The Parking Handheld Administrative Penalty System (A.P.S.) project was completed in 2018. It is anticipated that this project will be formally closed in 2019 after deficiencies have been addressed. A close out report, as required under the Service's project management framework, will be provided to the Board at that time.

Conclusion:

As of December 31, 2018, on a gross level, the Service incurred total expenditures of $56M compared to $76.2M in available funding for a spending rate of 73%. This resulted in an under-expenditure of $20.3M, $18.6M of which will be carried forward to 2019. The remaining balance of $1.7M was returned to the Province, City or to the Vehicle and Equipment Reserve.

Projects will continue to be monitored on an ongoing basis and the Board will be kept apprised of any major issues as projects progress.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

2018-2027 Capital Program Request ($000s) - Council Approved Feb. 12, 2018

Attachment A

Project Name	Plan to end of 2017	2018	2019	2020	2021	2022	Total 2018-2022 Request	2023	2024	2025	2026	2027	Total 2023-2027 Forecast	Total 2018-2027 Program	Total Project Cost
Projects In Progress															
State-of-Good-Repair - Police		4,400	4,400	4,530	3,925	4,400	21,655	4,400	4,400	4,400	4,400	4,400	22,000	43,655	43,655
Transforming Corporate Support	4,435	1,300	1,700	1,000			4,000			0	0	0	0	4,000	8,435
Peer to Peer Site (Disaster Recovery Site)	8,665	7,759	3,500	0	0	0	11,259	0	0	0	0	0	0	11,259	19,924
54/55 Amalgamation	7,448	2,800	18,000	11,625			32,425							32,425	39,873
Conducted Energy Weapon (CEW)	750	0	0	0	0	0	0	0	0	0	0	0	0	0	750
Body Worn Camera - Initial phase	500	0	0	0	0	0	0	0	0	0	0	0	0	0	500
Parking Handheld Administrative Penalty System (A.P.S.)	2,550	0	0	0	0	0	0	0	0	0	0	0	0	0	2,550
Enterprise Business Intelligence	9,216	1,000	0	0	0	0	1,000	0	0	0	0	0	0	1,000	10,216
TPS Archiving	50	650	0	0	0	0	650	0	0	0	0	0	0	650	700
Radio Replacement	14,141	4,779	3,664	4,949	6,074	4,544	24,010	42	1,026	226	0	14,141	15,435	39,445	53,586
Total, Projects In Progress	**47,755**	**22,688**	**31,264**	**22,104**	**9,999**	**8,944**	**94,999**	**4,442**	**5,426**	**4,626**	**4,400**	**18,541**	**37,435**	**132,434**	**180,189**
Upcoming Projects															
41 Division		395	9,561	16,622	9,850	2,500	38,928							38,928	38,928
Automated Fingerprint Identification System (A.F.I.S.) Replacement	0	0	3,053	0	0	0	3,053	0	0	0	0	0	0	3,053	3,053
Facility Realignment	0	0	0	7,000	11,211	14,528	32,739	15,240	10,617	12,459	12,906	0	51,222	83,961	83,961
Property & Evidence Warehouse Racking	0	0	0	40	0	0	40	1,000	0	0	0	0	1,000	1,040	1,040
Total, Upcoming Capital Projects:	**0**	**395**	**12,614**	**23,662**	**21,061**	**17,028**	**74,760**	**16,240**	**10,617**	**12,459**	**12,906**	**0**	**52,222**	**126,982**	**126,982**
Total Gross Debt Funded Capital Projects:	**47,755**	**23,083**	**43,878**	**45,766**	**31,060**	**25,972**	**169,759**	**20,682**	**16,043**	**17,085**	**17,306**	**18,541**	**89,657**	**259,416**	**307,171**
Other than debt expenditure (Draw from Reserve) for Life Cycle Replacement															
Total Reserve Projects:	**233,529**	**21,060**	**31,508**	**27,387**	**20,106**	**26,425**	**126,486**	**24,656**	**38,133**	**25,397**	**23,097**	**26,098**	**137,381**	**263,867**	**497,395**
Total Gross Projects	**281,284**	**44,143**	**75,386**	**73,153**	**51,166**	**52,397**	**296,245**	**45,338**	**54,176**	**42,482**	**40,403**	**44,639**	**227,038**	**523,283**	**804,566**
Funding Sources:															
Vehicle and Equipment Reserve	(233,529)	(21,060)	(31,508)	(27,387)	(20,106)	(26,425)	(126,486)	(24,656)	(38,133)	(25,397)	(23,097)	(26,098)	(137,381)	(263,867)	(497,396)
Funding from Development Charges	(28,476)	(2,134)	(3,741)	(12,641)	(2,320)	(5,204)	(26,040)	(10,542)	(1,814)	(578)	0	0	(12,934)	(38,974)	(67,450)
Total Funding Sources:	**(524,010)**	**(23,194)**	**(35,249)**	**(40,028)**	**(22,426)**	**(31,629)**	**(152,526)**	**(35,198)**	**(39,947)**	**(25,975)**	**(23,097)**	**(26,098)**	**(150,315)**	**(302,840)**	**(564,845)**
Total Net Debt-Funding Request:	**(485,453)**	**20,949**	**40,137**	**33,125**	**28,740**	**20,768**	**143,719**	**10,140**	**14,229**	**16,507**	**17,306**	**18,541**	**76,723**	**220,443**	**239,720**
5-year Average:							**28,744**						**15,345**	**22,044**	
City Target:		**20,949**	**40,137**	**33,125**	**28,740**	**20,768**	**143,719**	**13,314**	**19,492**	**13,560**	**16,658**	**13,700**	**76,724**	**220,443**	
City Target - 5-year Average:							**28,744**						**15,345**	**22,044**	
Variance to Target:		**(0)**	**0**	**0**	**0**	**0**	**(0)**	**3,174**	**5,263**	**(2,947)**	**(648)**	**(4,841)**	**1**	**0**	
Cumulative Variance to Target			**(0)**	**(0)**	**(0)**	**(0)**		**3,173**	**8,436**	**5,489**	**4,841**	**0**			
Variance to Target - 5-year Average:							**(0)**						**0**	**0**	

*** These projects have returned funding to the City due to one year carry forward rule. These amounts are not reflected in the total project cost.**

Attachment B

2018 Capital Budget Variance Report as at December 31, 2018 ($000s)

Project Name	Carry Forward from 2017	2018 Cash Flow			YE Variance (Over)/ Under	Lost Funding	Carry Forward to 2019	Total Project Cost		Status	Start Date	End Date		Life to Date		Overall Project Health	Comments
		Budget	Available to Spend	Year End Actuals				Budget	Life to Date			Planned	Revised	On Budget	On Time		
Debt - Funded Projects																	
Facility Projects:																	
54/55 Divisions Amalgamation	6,203.0	0.0	6,203.0	171.6	6,031.4	0.0	6,031.4	39,873.0	622.7	Delayed	Jan-17	Dec-21	Dec-21	R	R	Off Track	Please refer to the body of the report
TPS Archiving	0.0	650.0	650.0	388.8	261.2	0.0	261.2	650.0	388.8	On Time	Jan-18	Dec-18	Dec-19	G	G	On Track	Racking is complete. On going ceiling sprinkler modifications will be completed in 2019 followed by the installation of pre-action fire sprinkler system
41 Division	0.0	395.0	395.0	125.4	269.6	0.0	269.6	38,928.0	125.4	On Time	Jan-18	Dec-23		G	G	On Track	Please refer to the body of the report
32/33 Division	0.0	200.0	200.0	63.8	136.2	0.0	136.2	11,940.0	63.8	On Time	Jan-18	Dec-23		Y	G	At Risk	Please refer to the body of the report
Information Technology Projects:																	
Peer to Peer Site	3,424.4	10,359.0	13,783.4	12,041.8	1,741.6	0.0	1,741.6	19,924.3	18,179.7	On Time	Jan-14	Dec-19	Dec-19	G	G	On Track	Please refer to the body of the report
Transforming Corporate Support	1,509.0	1,300.0	2,809.0	1,704.3	1,104.7	0.0	1,104.7	8,742.5	4,940.3	Delayed	Jan-14	Dec-20	Dec-20	G	Y	At Risk	Please refer to the body of the report
Enterprise Business Intelligence	3,261.0	1,094.0	4,355.0	3,967.6	387.4	0.0	387.4	10,216.0	9,029.2	Delayed	Jan-15	Dec-18	TBD	R	R	Off Track	Please refer to the body of the report
Radio Replacement	800.0	4,685.0	5,485.0	5,120.4	364.6	0.0	364.6	39,346.7	19,256.9	On Time	Jan-16	on-going	on-going	G	G	On Track	A radio study is underway to ensure that advancing the deployment of radios in order to leverage newer technology that can support communication requirements of the district model will avoid substantial costs to change the radio infrastructure needed for the district boundaries goals
Connected Officer	1,717.3	0.0	1,717.3	1,265.7	451.6	451.6	0.0	24,200.0	2,180.8	On Time	Jan-17	Dec-20	Dec-20	G	G	At Risk	Please refer to the body of the report
Body Worn Camera - Initial Phase	487.4	0.0	487.4	19.4	468.0	468.0	0.0	500.0	32.0	On Time	Jan-17	Dec-18	Dec-18	G	G	At Risk	Please refer to the body of the report
Replacements/ Maintenance/ Equipment Projects:																	
State-of-Good-Repair	2,127.4	4,400.0	6,527.4	4,794.2	1,733.2	0.0	1,733.2	on-going	on-going	On Time	on-going	on-going	on-going	G	G	On Track	This is to maintain the safety, condition and customer requirements of existing buildings as well as technology upgrade. The Service has developed a work-plan to use these funds to optimize service delivery and enhance efficiencies for both buildings and technology improvements. The Service continues to work on SOGR priority projects and programs.
Conducted Energy Weapon (C.E.W.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Not Required	Jan-17	Dec-18	Dec-18	G	G	On Track	C.E.W.'s were purchased from the Policing Effectiveness and Modernization grant.
Parking Handheld A.P.S.	1,848.4	0.0	1,848.4	1,847.2	1.2	1.2	0.0	2,050.0	2,048.8	On Time	Jan-17	Dec-18	Dec-18	G	G	On Track	The new system was successfully launched on October 24, 2018 and the project team is continuing to work on and deliver the post-launch committed deliverables. A project close out report will be prepared in 2019.
Total Debt - Funded Projects	**21,378**	**23,083**	**44,461**	**31,510**	**12,951**	**921**	**12,030**	**196,370**	**56,868**								
Lifecycle Projects (Vehicle & Equipment Reserve)																	
Vehicle Replacement	1,300.6	6,129.0	7,429.6	7,150.3	279.3	0.0	279.3	On-going	On-going	On-going							
IT- Related Replacements	4,373.5	12,569.0	16,942.5	15,627.0	1,315.6	187.8	1,127.8	On-going	On-going	On-going							
Other Equipment	4,999.0	2,362.0	7,361.0	1,642.2	5,718.8	581.3	5,137.5	On-going	On-going	On-going							
Total Lifecycle Projects	**10,673.1**	**21,060.0**	**31,733.1**	**24,419.5**	**7,313.7**	**769.1**	**6,544.5**										
Total Gross Expenditures	**32,051.0**	**44,143.0**	**76,194.0**	**55,929.6**	**20,264.4**	**1,689.9**	**18,574.5**										
Less other-than-debt Funding																	
Funding from Developmental Charges	(7,000.0)	(2,134.0)	(9,134.0)	(3,102.6)	(6,031.4)	0.0	(6,031.4)										
Funding from PEM Grant - Connected Officer	(1,717.3)	0.0	(1,717.3)	(1,265.7)	(451.6)	-451.6	0.0										
Vehicle & Equipment Reserve	(10,673.1)	(21,060.0)	(31,733.1)	(24,419.5)	(7,313.7)	(769.1)	(6,544.5)										
Total Other-than-debt Funding	**(19,390.5)**	**(23,194.0)**	**(42,584.5)**	**(28,787.8)**	**(13,796.7)**	**(1,220.7)**	**(12,575.9)**										
Total Net Expenditures	**12,660.6**	**20,949.0**	**33,609.6**	**27,141.8**	**6,467.8**	**469.2**	**5,998.6**										

Toronto Police Services Board Report

March 25, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Operating Budget Variance for the Toronto Police Service, Year Ending December 31, 2018

Recommendation:

It is recommended that the Toronto Police Services Board (Board) forward a copy of this report to the City of Toronto's (City) Chief Financial Officer for information and inclusion in the overall variance report to the City's Budget Committee.

Financial Implications:

At its February 12, 2018 meeting, Toronto City Council approved the Service's 2018 operating budget at $996.3 Million (M), a 0% increase over the restated 2017 operating budget.

In August of 2018, City staff allocated a transfer from the approved provision for Bill148 impacts resulting from the adoption of item EX29.27 *"Budget Impacts of New Minimum Wage Policy"*, from Non-Program Expenditure account to the Service for $0.127M gross and net. The Service's operating budget was subsequently adjusted to $996.5M.

The Service achieved a 2018 favourable year end operating budget variance of $0.6M. This surplus is less than 0.1% of the approved net operating budget, and will be returned to the City.

Background / Purpose:

The purpose of this report is to provide the Board with the Service's final year-end operating budget variance.

Discussion:

The following chart summarizes the Service's final year end favourable variance by expenditure and revenue category.

Details regarding these categories are discussed in the section that follows.

Category	2018 Budget ($Ms)	Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)
Salaries	$749.6	$738.0	$11.6
Premium Pay	$44.0	$68.5	($24.5)
Benefits	$208.0	$201.4	$6.6
Non Salary	$99.6	$92.0	$7.6
Contributions to / (Draws from) Reserves	$23.9	$28.9	($5.0)
Revenue	($128.6)	($132.9)	$4.3
Total Net	**$996.5**	**$995.9**	**$0.6**

Salaries:

Salaries were underspent by $11.6M.

Expenditure Category	2018 Budget ($Ms)	Year-End Actual ($Ms)	Fav / (Unfav) ($Ms)
Uniform	$565.5	$558.8	$6.7
Civilian	$184.1	$179.2	$4.9
Total Salaries	**$749.6**	**$738.0**	**$11.6**

Uniform Officers - The 2018 approved budget included funding for 60 uniform hires and assumed that there would be 160 uniform officer separations during the year. The Service experienced significantly higher than planned resignations and retirements, with 295 separations occurring during the year. This resulted in favourable variance of $6.7M. Approximately 20% of the separations resulted from members who resigned to join other police services – this rate has been consistent over the last few years. In addition, as a result of higher than anticipated separations at the end of 2017 (232 actual for the year versus budgeted of 215), uniform staffing levels at year-end 2017 were lower than assumed at the time the 2018 budget was prepared. The lower than anticipated staffing results in an annualized salary savings of $2.2M in 2018.

As a result of the increased separations, it was necessary to increase and accelerate hiring to maintain staffing at adequate levels. The Service therefore hired 232 uniform officers during 2018, including hiring experienced officers from other services, as compared to the budgeted 60 hires. This resulted in $2.2M of increased salary costs.

Civilians - Civilian separations occurred at a rate greater than planned in 2018 (133 versus budget of 90), resulting in salary savings $2.1M.

The 2018 approved budget assumed 109 civilian hires. This funding represents replacement of the higher than anticipated civilian separations that occurred during

2017, funding to hire staff related to the People and Culture pillar transformation and 30 additional strategic hires. Due to the high number of key civilian vacancies that have accumulated as a result of the hiring moratorium, staffing these positions has taken longer than anticipated, resulting in savings of $5.4M.

In addition to these approved strategic hires, the Board approved in-year, the following hiring requests in response to critical operational requirements or The Way Forward report:

- an increase of 53 positions to the Communication Operator establishment so that this critical unit can achieve required response standards (Min. No. P65/18 refers);
- 40 new Special Constable positions to support the civilianization of specific functions currently performed by uniform officers, allowing uniform officers to focus on core policing duties (Min. No. P26/18 refers). In 2018, 14 Special Constables were hired, with the remainder hired at the beginning of 2019; and
- the resumption of the hiring of Court Officers as a result of high workload demands and vacancies.

None of these initiatives were included in the 2018 operating budget, as full details were not known at the time the budget was developed and approved.

The cost of these aforementioned initiatives is $2.6M in 2018. Once fully hired, the annualized impact is $13.5M, and this impact is included in the 2019 budget.

Premium Pay:

Premium pay was overspent by $24.5M, summarized as follows:

Expenditure Category	**2018 Budget ($Ms)**	**Year-End Actual ($Ms)**	**Fav / (Unfav) ($Ms)**
Uniform	$39.0	$59.8	($20.8)
Civilian	$5.0	$8.7	($3.7)
Total Premium Pay	**$44.0**	**$68.5**	**($24.5)**

The 2018 operating budget did not include any increases to the uniform premium pay budget in an effort to achieve a 0% increase over the 2017 operating budget.

Uniform premium pay was overspent by $20.8M. A portion of this pressure ($0.7M) is offset by increased recoveries from the City for attendance at Provincial Offences Act courts. The remaining pressure was mainly a result of reduced staffing levels and high profile/extraordinary cases and events. This spending also includes $2.7M in expenditures for increased overtime required for Summer Safety/Gun Violence Reduction Plan and subsequent Fall Maintenance Plan. In addition, there has been a significant reduction in the ability for members to utilize their lieu banks by taking days

off. Approximately $4.5M of the over expenditure was attributed to members inability to take time off and therefore paid out in cash instead.

Additional premium pay is also incurred as units address critical workload issues resulting from a significant number of civilian staff vacancies across the Service. Civilian overtime and call-backs are authorized when required to ensure deadlines are met; key service levels maintained; and tasks completed in order to ensure risks are mitigated and additional hard dollar costs are avoided. Civilian premium pay was overspent by $3.7M.

The higher than budgeted premium pay expenditures have been largely offset by savings in uniform and civilian salaries and benefits.

Benefits:

Benefits were underspent by $6.6M.

Expenditure Category	**2018 Budget ($Ms)**	**Year-End Actual ($Ms)**	**Fav / (Unfav) ($Ms)**
Medical / Dental	$45.3	$37.8	$7.5
O.M.E.R.S. / C.P.P. / E.I. / E.H.T.	$128.2	$125.8	$2.4
Sick Pay Gratuity /C.S.B./L.T.D.	$18.5	$21.5	($3.0)
Other (e.g., W.S.I.B., life insurance)	$16.0	$16.3	($0.3)
Total Benefits	**$208.0**	**$201.4**	**$6.6**

Medical and dental spending is impacted by many factors such as staffing levels, age of staff, age of family dependents, evolving legislation, changes in drug costs and changes in dental fee schedules. Medical and dental expenditures were $7.5M favourable. A portion of this favourable variance is a result of liability reversals for denied medical claims that were set up in 2017 and no longer required, as well as the fact that changes to O.H.I.P. coverage for Ontarians under the age of 25 did not negatively impact the Service in 2018. The unfavourable variance in Sick Pay Gratuity was a result of the increased retirements. Favourable variances in the O.M.E.R.S. /C.P.P. /E.I. /E.H.T. category is a result of reduced staffing levels.

As of January 2018, W.S.I.B. allows claims for work-related Chronic Mental Stress caused by substantial work related stressors. This, along with the passing of presumptive legislation for P.T.S.D. for first responders in 2016, has increased W.S.I.B. costs incurred by the Service. W.S.I.B. costs were $6.7M in 2016 and increased to $8.7M in 2018, a 29% increase. The Service has recently filled the Manager of Wellness position and part of their mandate will be to proactively and more effectively manage our approach to these costs.

Non Salary:

Non salary expenditures were underspent by $7.6M.

Non Salary	**2018 Budget ($Ms)**	**Year-End Actual ($Ms)**	**Fav / (Unfav) ($Ms)**
Vehicles (gas, parts)	$11.2	$11.0	$0.2
Computer / Systems Maintenance	$18.4	$18.0	$0.4
Caretaking / Maintenance Utilities	$20.0	$18.3	$1.7
Other	$50.0	$44.7	$5.3
Total Non Salary	**$99.6**	**$92.0**	**$7.6**

Service consumption for gasoline has been lower than estimated, but gas prices have been greater than budgeted and have partially offset savings from the lower consumption.

The favourable variance in Caretaking / Maintenance Utilities was mainly a result of lower utilities costs largely resulting from the installation of LED lighting at Headquarters by the Service. The favourable variance in other non salary expenditures is a result of the Service reducing expenditures wherever possible in order to come in on budget overall.

Contributions to / (Draws from) Reserves:

The final variance in this category is $5.0M unfavourable.

Reserves Category	**2018 Budget ($Ms)**	**Year-End Actual ($Ms)**	**Fav / (Unfav) ($Ms)**
Contribution to Reserves:			
Collective Agreement Mandated	$15.7	$15.7	$0.0
Legal	$1.7	$1.7	$0.0
Insurance	$10.9	$10.9	$0.0
Vehicle & Equipment	$19.3	$19.3	$0.0
Contribution to Reserves	**$47.6**	**$47.6**	**$0.0**
Draws from Reserves:			
Collective Agreement Mandated	($19.4)	($18.2)	($1.2)
Legal	($3.2)	$0.0	($3.2)
Modernization	($1.1)	($0.5)	($0.6)
Draws from Reserves	**($23.7)**	**($18.7)**	**($5.0)**
Contributions to / (Draws from) Reserves	**$23.9**	**$28.9**	**($5.0)**

As part of the annual operating budget process, the Board and Council approve contributions to and expenditures from reserves. The various reserves are established to provide funding for anticipated expenditures to be incurred by the Service, and to avoid large swings in costs from year to year. The Service contributes to and/or draws from the Legal, Vehicle and Equipment and City Insurance reserves, as well as the City Sick Pay Gratuity, Central Sick and Post-Retirement Health reserves, which are collective agreement driven.

The adequacy of reserves is reviewed annually, based on the Service's estimated spending and asset replacement strategies. Contributions are made and expensed to the operating budget accordingly.

In 2018, the Service made all required contributions to its reserves. However, the $5.0M unfavourable variance was a result of not fully drawing from the reserve funding sources, taking into account the need to balance funding for the current year with the need to help sustain the future health of the reserves. Outlined below, are the actions taken regarding the Post-Retirement Health, Legal and Modernization reserves.

The cost of the Post-Retirement Health Reserve benefit is projected to increase significantly in the coming years. As a result, the Service did not make any draws from this reserve during 2018, resulting in an unfavourable revenue variance of $1.2M. This allows the Service to continue to enhance the adequacy of funds in this reserve.

In order to limit the 2019 Service-wide budget increase, the 2019 budget contribution to the Legal reserve was reduced. As legal costs can vary significantly from year to year, the Service did not make any of the $2.7M in eligible draws from the Legal reserve during 2018, thereby maintaining an adequate balance going into 2019.

The Modernization reserve was established in 2017 to provide a source of funding to help enable modernization and transformation initiatives so that the Service can achieve a more effective, efficient and value added police service. In Council's approval of this reserve, the purpose statement allowed contributions to be made only through any year-end surplus funds of the Service. As modernization initiatives are expected to be ongoing, the Service withdrew $0.5M of the eligible $1.1M in order keep sufficient funding in 2019.

Revenue:

Revenues were $4.3M favourable.

Revenue Category	**2018 Budget ($Ms)**	**Year-End Actual ($Ms)**	**Fav / (Unfav) ($Ms)**
Government grants	($62.6)	($63.4)	$0.8
Fees and Recoveries (e.g., paid duty, secondments, vulnerable sector checks)	($32.8)	($35.2)	$2.4
Paid Duty - Officer Portion	($24.7)	($25.3)	$0.6

Miscellaneous Revenue	($8.5)	($9.0)	$0.5
Total Revenues	**($128.6)**	**($132.9)**	**$4.3**

The Service is in receipt of grant funding from several sources, the most significant of which are the Provincial Uploading of Court Security and the Policing Effectiveness and Modernization (P.E.M.) grant.

Following the Provincial election, a number of Provincial funding programs were frozen pending a line by line review by the Province. Recently, the Province announced the continuation of the court security uploading program and the Service has now received full payment for 2018 (budgeted for $42.8M), and the Province has committed to fund the program in 2019.

The Service's 2018 operating budget assumed $7.6M of provincial funding under P.E.M. that could be applied against existing expenditures. The Province recently announced continued funding for this program resulting in a zero variance for the Service.

The favourable variance in Fees and Recoveries is mainly a result of recoveries for the paid duty administrative fee and checks for vulnerable sector screening being greater than budgeted. This favourable variance is partially offset by reduced fees due to the new verification process for attendance at burglar alarm activations. Effective September 10, 2018 alarm verification will be required before officers are dispatched. Verified alarm activations and panic alarm activations will still be treated as high priority calls for service and will be dispatched to the first available police field unit. This change in policy, expected to create policing capacity for higher priority activities, will result in lost recoveries for attendance at false alarms, as the Service bills $130 for each occurrence and number of false alarms is expected to drop. The favourable variance also includes greater than budgeted funding for secondments in collaboration with the Province and Royal Canadian Mounted Police (R.C.M.P.).

The favourable variance in miscellaneous revenues of $0.5M is mainly a result of liability reversals. This was partially offset by reduced prisoner return recoveries. These are lower due to the increased reliance by the Province on the Toronto South Detention Centre; rather than super jails beyond the City for which the Province reimburses transportation costs.

Conclusion:

The Service's year-end surplus is $0.6M. This surplus, as well as the $3.9M surplus from the Service's Parking Enforcement Unit, which is covered in a separate report to the Board, will be returned to the City and will be part of the City's overall 2018 surplus.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Toronto Police Services Board Report

March 25, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Operating Budget Variance Report for the Toronto Police Service Parking Enforcement Unit, Year Ending December 31, 2018

Recommendation:

It is recommended that the Toronto Police Services Board (Board) forward a copy of this report to the City of Toronto's (City) Chief Financial Officer for information and inclusion in the overall variance report to the City's Budget Committee.

Financial Implications:

Toronto City Council (Council), at its February 12, 2018 meeting, approved the Parking Enforcement Unit's (P.E.U.) 2018 operating budget at $46.7 Million (M), a zero percent increase over the 2017 operating budget.

The P.E.U. achieved a 2018 year-end favourable variance of $3.9M. This surplus represents 8.4% of the P.E.U.'s approved net operating budget, and will be returned to the City.

Background / Purpose:

The P.E.U. operating budget is not part of the Toronto Police Service (Service) operating budget. While the P.E.U. is managed by the Service, the P.E.U.'s budget is maintained separately in the City's non-program budgets. In addition, revenues from the collection of parking tags issued accrue to the City, not the Service.

The purpose of this report is to provide the Board with the P.E.U.'s final year-end variance.

Discussion:

The following chart summarizes the variance by expenditure and revenue category. Details regarding variances for both salary and non-salary related expenses are discussed in the section that follows.

Category	2018 Budget ($Ms)	Year-End Actual Expend ($Ms)	Fav/(Unfav) ($Ms)
Salaries	$30.8	$27.7	$3.1
Premium Pay	$2.6	$2.5	$0.1
Benefits	$7.4	$6.9	$0.5
Total Salaries & Benefits	**$40.8**	**$37.1**	**$3.7**
Materials & Equipment	$1.4	$1.2	$0.2
Services	$6.0	$5.6	$0.4
Total Non-Salary	**$7.4**	**$6.8**	**$0.6**
Revenue (e.g. TTC, towing recoveries)	($1.5)	($1.1)	($0.4)
Total Net	**$46.7**	**$42.8**	**$3.9**

Salaries & Benefits (including Premium Pay):

The final favourable variance for salaries is $3.1M due to higher than anticipated attrition and savings from delayed hiring, resulting from a hiring moratorium for the P.E.U., similar to that of the Service. The P.E.U. was not able to resume hiring until the fall. The favourable variance in benefits is also a result of reduced staffing levels.

Nearly all premium pay at the P.E.U. is related to enforcement activities, attendance at court and the backfilling of members attending court. With respect to enforcement activities, premium pay is utilized to staff special events or directed enforcement activities. All premium pay expenditures are approved by supervisory staff and carefully controlled. There is a favourable variance of $0.1M in the premium pay category.

The salary and benefit related surpluses, totalling $3.7M, are the primary drivers for the overall surplus and represent 95% of the overall surplus for the P.E.U.

Non-salary Expenditures:

The favourable variance in both the Materials & Equipment and Services categories, totalling $0.6M is mainly attributable to reduced maintenance costs for the handheld parking devices.

Revenue:

Revenues include recoveries from the Toronto Transit Commission (T.T.C.), towing recoveries and contributions from reserves.

An unfavourable variance $0.7M was incurred in draws from reserves. This variance was a result of not drawing from the Sick Pay Gratuity and Central Sick reserves in order to help sustain the future health of the reserves.

The recoveries from the T.T.C. are for premium pay expenditures that are incurred to enforce parking by-laws on T.T.C. right of ways, which are necessitated by the continuing weekend subway closures for signal replacements maintenance. A favourable variance of $0.2M was incurred for these recoveries and a favourable variance of $0.1M was incurred for the towing recoveries. The T.T.C. recoveries have a net zero impact, as they are a direct reimbursement of billed premium pay expenditures. However, these favourable variances in the revenue category offset the unfavourable variance in the reserves for a net unfavourable variance of $0.4M in the revenue category.

Conclusion:

The P.E.U.'s 2018 year-end surplus is $3.9M. This amount will be returned to the City.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Toronto Police Services Board Report

April 1, 2019

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Operating Budget Variance Report for the Toronto Police Services Board, Year Ending December 31, 2018

Recommendations:

It is recommended that:

1. the Toronto Police Services Board (Board) receive this report; and

2. the Board forward a copy of this report to the City of Toronto's (City) Chief Financial Officer for information and for inclusion in the variance reporting to the City's Budget Committee.

Financial Implications:

The Board's year-end variance is $49.0K favourable.

Background / Purpose:

The Board, at its October 26, 2017 meeting, approved the Toronto Police Services Board's 2018 operating budget at a net amount of $2,309,100 (Min. No. P227/17 refers), a zero increase over the 2017 operating budget. Subsequently, Toronto City Council, at its February 12, 2018 meeting, approved the Board's 2018 operating budget at the same amount.

The purpose of this report is to provide information on the Board's 2018 year-end variance.

Discussion:

The final 2018 year-end variance is a surplus of $49,000.

The following chart summarizes the variance by category of expenditure, details are discussed below.

Expenditure Category	2018 Budget ($000s)	Year-End Actual Expend ($Ms)	Fav/(Unfav) ($000s)
Salaries & Benefits	$1,037.2	$1,000.9	$36.3
Non-Salary Expenditures	$1,271.9	$1,259.2	$12.7
Total	$2,309.1	$2,260.1	$49.0

Salaries & Benefits

The favourable variance was due to staff turnover during the year.

Non-salary Budget

The majority of the costs in this category are for arbitrations/grievances and City chargebacks for legal services. Minor favourable variances were due to less than budgeted chargebacks from the City.

The Board cannot predict or control the number of grievances filed or referred to arbitration as filings are at the discretion of bargaining units. In order to deal with this uncertainty, the 2018 budget includes a $529,000 contribution to a Reserve for costs of independent legal advice. Fluctuations in legal spending will be dealt with by increasing or decreasing the budgeted reserve contribution in future years' operating budgets so that the Board has funds available in the Reserve for these variable expenditures.

Missing Persons Investigations Review

The Board, at its June 21, 2018 meeting, approved the Missing Persons Investigation Review Working Group – Review's Terms of Reference and Budget Report (Min. No. P112/18 refers). The Board approved terms of reference for an independent review of the policies, practices and actions of the Board and the Toronto Police Service in relation to missing person reports and investigations. The Board also approved a request to the City of Toronto's Executive Committee to allocate and transfer to the Board funding for the review in an amount not to exceed $3.0M and that such funds be made available to the Board beginning in 2018 and until the conclusion of the Review. Subsequently, Toronto City Council, at its July 23, 2018 meeting, approved up to $3.0M for the Missing Persons Investigations Review, including an increase to the 2018 operating budget of the Board by $0.6M on a onetime basis from funded from the Tax Rate Stabilization Reserve for the 2018 costs, and that the Board consult further with the Chief Financial Officer concerning future budget provisions for the balance of the review in 2019 and 2020 as part of the annual budget process. The Board will only draw on the reserve to the extent needed to fund the expenditure associated with the review. For 2018, the expenditure and offsetting reserve draw was $260,400.

The $0.6M is in addition to the $25,000 requested by the Board at its April meeting (Min. No. P66/18 refers) and subsequently approved by Toronto City Council at its June 26, 2018 meeting, required to facilitate the working group towards an independent review with respect to Toronto Police Service missing person investigations.

Conclusion:

The 2018 year-end favourable variance for the Board is $49,000.

Respectfully submitted,

Andy Pringle
Chair

Toronto Police Services Board Report

April 11, 2019

To: Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: City of Toronto Council – 2019 Capital and Operating Budgets

Recommendation(s):

It is recommended that the Board forward this report to the Chief of Police for future preparation of reports to the Board which are responsive to City Council's decisions 146, 147 and 274.

Financial Implications:

City Council, at its meeting held on March 7, 2019, approved the Toronto Police Service's 2019 Operating Budget Request, the Toronto Police Service's 2019-2028 Capital Program Request an Operating Budget Request for the Parking Enforcement Unit and, an Operating Budget Request for the Toronto Police Services Board.

Background/Purpose:

The entire report detailing the City's consideration of the budgets is available at this link: http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EX2.5

Discussion:

In considering the Service's Operating budget, Council adopted, among other recommendations, the following:

146. City Council request the Chair, Toronto Police Services Board to report to the Budget Committee and provide a status update on the receipt of any grants as well as any changes to the grant values through the 2019 quarterly variance reporting process.

147. City Council request the Chair, Toronto Police Services Board to direct the Toronto Police Service to work with City staff on establishing its Program map, service-based budgets, and associated service levels and performance measures during 2019 for the 2020 Budget Process.

In considering the Service's Capital Program request, Council adopted the following recommendation:

274. City Council request the Chair, Toronto Police Services Board to report any operating costs and associated benefits arising from the implementation of facility realignment and transformation information technology projects in the 2020 Budget Process.

Conclusion:

It is, therefore, recommended that the Board forward this report to the Chief of Police for future preparation of reports to the Board which are responsive to City Council's decisions 146, 147 and 274.

Respectfully submitted,

Andy Pringle
Chair

TORONTO

Ulli S. Watkiss
City Clerk

City Clerk's Office

Secretariat
Marilyn Toft
Council Secretariat Support
City Hall, 12th Floor, West
100 Queen Street West
Toronto, Ontario M5H 2N2

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web: www.toronto.ca

In reply please quote:
Ref.: 19-EX2.5

March 14, 2019

DATE RECEIVED
MAR 22 2019
TORONTO POLICE SERVICE BOARD

Mr. Andrew Pringle
Chair
Toronto Police Services Board
40 College Street
Toronto, Ontario
M5G 2J3

Dear Mr. Pringle:

Subject: Executive Committee Item 2.5
2019 Capital and Operating Budgets (Ward All)

City Council on March 7, 2019, considered this Item, and a copy of Council's decision is attached for your information or appropriate action.

Yours truly,

for City Clerk

M. Toft/sb

Attachment

c. City Manager
Chief Financial Officer and Treasurer

TORONTO Decisions

City Council

Executive Committee - Meeting 2

EX2.5	ACTION	Amended		Ward: All

2019 Capital and Operating Budgets

City Council Decision

City Council on March 7, 2019, adopted the following:

2019 Operating Budget

1. City Council approve the 2019 Budget Committee Recommended Tax Supported Operating Budget of $11.559 billion gross and $4.398 billion net including the special levy for the Scarborough Subway Extension and City Building Fund as detailed in Appendices 3.1.1, 3.1.2, and 3.1.3 to the report (March 1, 2019) from the Chief Financial Officer and Treasurer, consisting of:

a. a Base Budget of $11.496 billion gross and $4.297 billion net to deliver existing services and service levels;

b. an investment in new and enhanced services priorities of $63.596 million gross and $15.564 million net;

c. contribution to the Scarborough Transit Reserve Fund from the 2019 Scarborough Subway Extension special levy property tax levy for the Scarborough Subway Extension of $40.699 million gross and net; and

d. contribution to the City Building Reserve Fund from the dedicated City Building property tax levy for priority transit and housing capital projects of $43.887 million gross and net.

COMMUNITY AND SOCIAL SERVICES

Affordable Housing Office

2. City Council approve the 2019 Budget Committee Recommended Operating Budget for the Affordable Housing Office of $11.077 million gross, $1.170 million net for the following services:

Service:	Gross ($000s)	Net

		($000s)
New Affordable Housing Development	8,447.2	389.1
Housing Improvement Programs	1,315.0	392.5
Housing Policy and Partnerships	1,315.0	388.6
Total Program Budget	11,077.2	1,170.2

3. City Council approve the 2019 service levels for the Affordable Housing Office as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Affordable Housing Office, and associated staff complement of 28 positions, comprising 28 operating positions.

4. City Council request the City Manager to report back as part of the 2020 Budget process on the options for increasing investment to deliver deeply affordable rental housing, supportive housing, and child care spaces to ensure that Council is well situated to deliver on its housing and child care promises by 2022.

Children's Services

5. City Council approve the 2019 Budget Committee Recommended Operating Budget for Children's Services of $657.394 million gross, $86.756 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Child Care Delivery	476,265.3	76,703.9
Child Care System Management	181,128.3	10,051.9
Total Program Budget	657,393.6	86,755.8

6. City Council approve the 2019 service levels for Children's Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Children's Services and associated staff complement of 1,112.7 positions, comprising 6 capital positions and 1,106.7 operating positions.

7. City Council reaffirm its ongoing commitment to funding 20 percent of child care growth operating costs and request the Deputy City Manager, Community and Social Services to report back to the Economic and Community Development Committee following the release of the 2019 Provincial and Federal budgets.

8. City Council request the City Manager to report back as part of the 2020 Budget process on the options for increasing investment to deliver deeply affordable rental housing, supportive housing, and child care spaces to ensure that Council is well situated to deliver on its housing and child care promises by 2022.

Court Services

9. City Council approve the 2019 Budget Committee Recommended Operating Budget for Court Services of $52.367 million gross, ($6.436) million net revenue for the following services:

Service:	Gross ($000s)	Net ($000s)
Provincial Offences and Tribunal Dispute Resolution	10,465.1	8,069.4
Default Fine Collection Management	6,531.5	6,156.8
Court Case Management	35,369.9	(20,662.3)
Total Program Budget	52,366.5	(6,436.1)

10. City Council approve the 2019 service levels for Court Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Court Services, and associated staff complement of 241 positions, comprising 241 operating positions.

Economic Development and Culture

11. City Council decrease the 2019 Budget Committee Recommended Operating Budget for Economic Development and Culture by $0.150 million gross and net.

12. City Council award total funding of $750,000 over 2019, 2020 and 2021, fully funded by the Major Special Events Reserve Fund, to the significant special events listed below, who have applied to the Toronto Significant Events Investment Program and been deemed eligible, subject to the applicants' compliance with Toronto Significant Events Investment Program requirements:

Event	2019 Allocation	2020 Allocation	2021 Allocation	Total
2020 World Masters Athletic Championships	$125,000	$125,000	$0.00	$250,000
2021 JUNO Awards 50th Anniversary	$150,000	$150,000	$200,000	$500,000
Total	$275,000	$275,000	$200,000	$750,000

13. City Council approve the 2019 Budget Committee Recommended Operating Budget for Economic Development and Culture of $83.338 million gross, $70.896 million net, as amended by Parts 11 and 12 above, for the following services:

Service:	Gross ($000s)	Net ($000s)
Business Services	15,251.2	11,913.7

Entertainment Industries Services	7,042.6	4,078.9
Arts Services	46,542.4	43,234.9
Museums and Heritage Services	14,502.2	11,668.1
Total Program Budget	83,338.4	70,895.6

14. City Council approve the 2019 service levels for Economic Development and Culture as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Economic Development and Culture, and as amended by the Budget Committee and associated staff complement 306.5 positions, comprising 12.0 capital positions and 294.5 operating positions.

15. City Council approve the 2019 new user fees and market rate user fee changes for Economic Development and Culture identified in Appendix 6 of the 2019 Staff Recommended Operating and Capital Budget Notes - Economic Development and Culture, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

16. City Council direct the General Manager, Economic Development and Culture to submit a plan to establish an ongoing tax-supported base budget for the Toronto Significant Events Investment Program to the 2020 Budget Process.

17. City Council request the General Manager, Economic Development and Culture to report to the Budget Committee on the metrics and tools that can be used to measure the impact on reducing vacant storefronts of the elimination of the vacant commercial and industrial tax rebate program, for consideration prior to the 2020 Budget Process.

18. City Council direct the General Manager, Economic Development and Culture to consult with the community on priorities for further investment in the arts, heritage and creative industries outside the core, and to report back through the 2020 Budget Process.

Long-Term Care Homes and Services

19. City Council approve the 2019 Budget Committee Recommended Operating Budget for Long-Term Care Homes and Services of $268.500 million gross, $49.429 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Long-Term Care Homes and Services	255,228.8	47,859.7
Community Based Programs	13,270.9	1,569.3
Total Program Budget	268,499.7	49,429.0

20. City Council approve the 2019 service levels for Long-Term Care Homes and Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes -

Long Term Care Homes and Services and associated staff complement of 2,426.6 positions, composed entirely of operating positions.

Parks, Forestry and Recreation

21. City Council increase the 2019 staff recommended operating budget for Parks, Forestry and Recreation by $80,000 gross and $0 net to develop a Regent Park Aquatic Program Pilot to include increasing access for those experiencing complex barriers to program registration, in partnership with Lord Dufferin Junior and Senior Public School, Nelson Mandela Public School and local community organizations, to be offset by a decrease in the 2019 Capital from Current Contribution of $80,000 and City Council direct the General Manager, Parks, Forestry and Recreation to report on the results of this Pilot prior to the 2020 budget process, with the expectation that the Pilot be continued.

22. City Council approve the 2019 Budget Committee Recommended Operating Budget for Parks, Forestry and Recreation of $476.545 million gross, $324.955 million net, as amended by Part 21 above, for the following services:

Service:	Gross ($000s)	Net ($000s)
Community Recreation	239,579.4	159,090.6
Parks	159,865.3	125,043.3
Urban Forestry	77,100.4	40,821.1
Total Program Budget	476,545.1	324,955.0

23. City Council approve the 2019 service levels for Parks, Forestry and Recreation as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Parks, Forestry and Recreation, and associated staff complement of 4,528.0 positions, comprising 145.0 capital positions and 4,383.0 operating positions, as amended by Part 21 above.

24. City Council approve the 2019 inflation adjusted user fees, and other user fee changes above the inflationary adjusted rate for Parks, Forestry and Recreation identified in Appendix 6 of the 2019 Staff Recommended Operating and Capital Budget Notes - Parks, Forestry and Recreation, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

25. City Council request the General Manager, Parks, Forestry and Recreation, in consultation with the General Manager, Toronto Water and the Chief Planner and Executive Director, City Planning, to report to the Budget Committee on the budget required to implement Toronto's Ravine Strategy for consideration prior to the 2020 Budget Process.

26. City Council request the General Manager, Parks, Forestry and Recreation to report back, as part of the Ravine Strategy implementation plan in the second quarter of 2019, on:

a. a comprehensive ravine litter pick-up and clean-up campaign in partnership with school boards, environmental groups and local residents associations;

b. establishing a scientific advisory panel to develop a framework for the removal of invasive species in Toronto's Ravine System such as: Japanese knotweed, garlic mustard, Norway maple, dog-strangling vine; and

c. establishing a comprehensive natural species planting program in Toronto's Ravine System.

Shelter, Support and Housing Administration

27. City Council increase the 2019 Budget Committee Recommended Operating Budget for Shelter, Support and Housing Administration by $102,600 gross and net to provide the 76 City-funded shelters, drop-ins and respite centres with funding to purchase menstrual products for their clients and program users and that this budget increase be offset by a decrease in the 2019 Capital From Current Contribution of $102,600.

28. City Council approve the 2019 Budget Committee Recommended Operating Budget for Shelter, Support and Housing Administration of $1,003.6 million gross, $462.9 million net, as amended by Part 27 above, for the following services:

Service:	Gross ($000s)	Net ($000s)
Homeless and Housing First Solutions	321,359.6	121,580.9
Social Housing System Management	682,239.7	341,278.2
Total Program Budget	1,003,599.2	462,859.1

29. City Council approve the 2019 service levels for Shelter, Support and Housing Administration as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Shelter, Support and Housing Administration and as amended by the Budget Committee, and associated staff complement of 904.3 positions, comprising 45 capital positions and 859.4 operating positions.

30. City Council request the Government of Canada to provide financial assistance to the City for the loss in federal funding for social housing of $7.361 million in 2019 as well as ongoing funding of $45.404 million to support and sustain the financial resources necessary to respond to the increased flow of refugee claimants/asylum seekers to Toronto.

31. City Council authorize the Mayor and the City Manager to enter into intergovernmental agreements, including any amendments to existing and future agreements, as may be required:

a. in order for the City to receive funding to address the financial impacts of increased migrant arrivals, including refugee/asylum claimants and to allocate any such funding, and such agreements to be on terms and conditions satisfactory to the City Manager and in a form acceptable to the City Solicitor; and

b. to share information related to the impacts of increased migrant arrivals, including refugee/asylum claimants, such agreements to be on terms and conditions satisfactory to the City Manager and in a form acceptable to the City Solicitor.

32. City Council direct that all New and Enhanced Service Priorities with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

33. City Council request the General Manager, Shelter, Support, and Housing Administration to conduct consultation with operators of City-funded shelters, respite and drop-in centres, program participants, community stakeholders and menstrual equity advocates such as the Period Purse, on the access, distribution, the real costs of menstrual products and the feasibility of providing such products free of charge to low-income menstruators and to report back to the Economic and Community Development Committee at its meeting on May 27, 2019.

34. City Council request the General Manager, Shelter, Support and Housing Administration to report, prior to the 2020 Budget Process, on options for the expansion of the Rent Bank and Trusteeship programs.

35. City Council request the City Manager to report back as part of the 2020 Budget process on the options for increasing investment to deliver deeply affordable rental housing, supportive housing, and child care spaces to ensure that Council is well situated to deliver on its housing and child care promises by 2022.

Social Development, Finance and Administration

36. City Council authorize the Executive Director, Social Development Finance and Administration to enter into an agreement to continue the Homeshare Pilot Project, at an amount up to $120,000.00 to be funded from the 2019 Community Investment and Partnership Program, and City Council direct the Executive Director, Social Development Finance and Administration to include an update on the Homeshare Pilot Project as part of the report on the 2019 Seniors Strategy 2.0 in the third quarter of 2019.

37. City Council direct the Executive Director, Social Development, Finance and Administration to implement the expansion of the Focus and Crisis Response gun violence prevention programs and to absorb the estimated cost of $200,000 within their current budget allocations, and City Council direct the Executive Director, Social Development, Finance and Administration to report through the quarterly Operating Variance report if it is determined that this is not manageable.

38. City Council approve the 2019 Budget Committee Recommended Operating Budget for Social Development, Finance and Administration of $74.325 million gross, $48.418 million net, as amended by Parts 36 and 37 above for the following services:

Service:	Gross ($000s)	Net ($000s)
Community and Neighbourhood Development	28,784.7	9,104.0
Community Partnership Investment Program	21,320.3	20,830.3
Social Policy and Planning	15,411.1	12,566.3

Financial Management and Program Support	6,213.3	4,248.4
Toronto Office of Partnerships	854.8	719.9
Corporate Leadership (Deputy City Manager)	1,740.6	948.6
Total Program Budget	74,324.8	48,417.5

39. City Council approve the 2019 service levels for Social Development, Finance and Administration as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Social Development, Finance and Administration, as amended by the Budget Committee, and associated staff complement of 183 positions, composed entirely of operating service delivery positions and as amended by Parts 36 and 37 above.

40. City Council direct that all New and Enhanced Service Priorities with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

41. City Council reaffirm its July 23 to 30, 2018 decision on Immediate Steps to Address Gun Violence and urge the Federal Government to fully fund its share of the Violence Prevention Strategy.

42. City Council request the Executive Director, Social Development, Finance and Administration to consider the following in the development of the Poverty Reduction Strategy 2.0:

a. an evaluation of additional youth spaces and/or youth hubs;

b. an evaluation of the current Toronto Public Library Open Hours program;

c. the utility and feasibility of implementing the Toronto Public Library's Open Hours program;

d. opportunities to partner with community agencies already operating youth spaces and youth hubs, such as the Boys and Girls Clubs of Canada;

e. a timeline to deliver the next phases of the Fair Fare Pass; and

f. the amount of the base budget as a result of the Strategy by 2035.

Toronto Employment and Social Services

43. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Employment and Social Services of $1,147.583 million gross, $91.003 million net for the following services:

Service:	Gross ($000s)	Net ($000s)

Employment Services	65,577.0	17,198.6
Integrated Case Management and Service Planning	137,697.4	59,386.1
Financial Supports	944,308.4	14,418.4
Total Program Budget	1,147,582.8	91,003.1

44. City Council approve the 2019 service levels for Toronto Employment and Social Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Employment and Social Services, and associated staff complement of 1,911.0 positions, comprising 11.0 capital positions and 1,900.0 operating positions.

Toronto Paramedic Services

45. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Paramedic Services of $233.556 million gross, $85.736 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Community Paramedicine and Emergency Call Mitigation	$3,427.9	$1,395.0
Emergency Medical Dispatch and Preliminary Care	$28,396.1	$215.9
Emergency Medical Care	$201,732.3	$84,124.6
Total Program Budget	$233,556.3	$85,735.5

46. City Council approve the 2019 service levels for Toronto Paramedic Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Paramedic Services, and associated staff complement of 1,484.3 positions, comprising 2.0 capital positions and 1,482.3 operating positions.

47. City Council approve the 2019 new user fees and the discontinuation of existing user fees for Toronto Paramedic Services identified in Appendix 6 of the 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Paramedic Services, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

48. City Council request the Province of Ontario to approve and fully fund, beginning in 2019, 24 paramedics and associated equipment and vehicles costs, required to implement a dedicated Neonatal Transport Program in the City of Toronto.

49. City Council direct the Chief and General Manager, Toronto Paramedic Services to engage in consultation with authorized representatives of Toronto Civic Employees Union CUPE Local 416 and to report to the Economic and Community Development Committee in the second quarter of 2019 on a multi-year hiring and systems plan for Paramedic Services, to identify any additional system resources that may be required at that time and to include a

strategy on how to immediately implement and fully fund paramedics and associated equipment and vehicles costs to fill identified deficiencies.

50. City Council direct the Chief and General Manager, Toronto Paramedic Services to report back in advance of the 2020 Budget Process on activities taken to date to keep pace with the increasing call demand in Paramedic Services and to provide future strategies that include financial, operational and staffing implications as well as targeted outcomes to help mitigate call volume and demand.

51. City Council direct the Chief and General Manager, Toronto Paramedic Services to report back in 2019, prior to the 2020 budget process, on a multi-year hiring and systems plan to address the approximate four percent growth in emergency call demand.

INFRASTRUCTURE AND DEVELOPMENT SERVICES

City Planning

52. City Council approve the 2019 Budget Committee Recommended Operating Budget for City Planning of $54.947 million gross, $15.438 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Development Review, Decision and Implementation	30,153.0	(1,566.0)
City Building and Policy Development	24,793.5	17,003.6
Total Program Budget	54,946.5	15,437.6

53. City Council approve the 2019 service levels for City Planning as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - City Planning, and associated staff complement of 440.0 positions, comprising 30.0 capital positions and 410.0 operating positions.

Engineering and Construction Services

54. City Council approve the 2019 Budget Committee Recommended Operating Budget for Engineering and Construction Services of $76.337 million gross, $4.103 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Municipal Infrastructure Construction	51,361.4	1,735.1
Engineering Review and Acceptance	13,911.8	908.1
Engineering Information	11,064.2	1,459.5
Total Program Budget	76,337.4	4,102.7

55. City Council approve the 2019 service levels for Engineering and Construction Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Engineering and Construction Services, and associated staff complement of 591.1 positions, composed of 469.2 capital positions and 121.9 operating positions.

Municipal Licensing and Standards

56. City Council approve the 2019 Budget Committee Recommended Operating Budget for Municipal Licensing and Standards of $62.041 million gross, $20.056 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Bylaw Compliance and Enforcement	38,041.0	30,993.0
Licences and Permits	10,119.7	(21,510.6)
Animal Services	13,879.8	10,573.5
Total Program Budget	62,040.5	20,055.9

57. City Council approve the 2019 service levels for Municipal Licensing and Standards as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Municipal Licensing and Standards, and associated staff complement of 526.5 positions, comprising 526.5 operating positions.

58. City Council approve the 2019 inflation adjusted user fees, discontinued user fees and technical adjustments to user fees for Municipal Licensing and Standards identified in Appendix 6 of the 2019 Staff Recommended Operating Budget Notes - Municipal Licensing and Standards, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

Policy, Planning, Finance and Administration

59. City Council approve the 2019 Budget Committee Recommended Operating Budget for Policy, Planning, Finance and Administration of $25.265 million gross, $9.207 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Organizational Effectiveness	4,979.4	315.1
Financial Management	8,338.2	4,280.8
Program Support	7,946.7	845.8
Corporate Leadership	888.2	888.2
Emergency Management	3,112.2	2,877.2

Total Program Budget	25,264.6	9,207.0

60. City Council approve the 2019 service levels for Policy, Planning, Finance and Administration as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Policy Planning, Finance and Administration, and associated staff complement of 211.1 positions, comprising 24 capital positions and 187.1 operating positions.

Toronto Building

61. City Council approve the 2019 Operating Budget for Toronto Building of $59.801 million gross, and ($15.894) million net revenue for the following services:

Service:	Gross ($000s)	Net ($000s)
Building Compliance	27,598.8	(7,264.0)
Building Permission and Information	32,202.2	(8,630.2)
Total Program Budget	59,801.1	(15,894.2)

62. City Council approve the 2019 service levels for Toronto Building as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Toronto Building and associated staff complement of 472 positions, composed entirely of operating positions.

Toronto Fire Services

63. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Fire Services of $494.069 million gross, $475.783 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Fire Rescue and Emergency Response	459,501.7	442,495.3
Fire Prevention, Inspection and Enforcement	28,807.8	27,668.2
Fire Safety Education	5,760.0	5,619.7
Total Program Budget	494,069.4	475,783.2

64. City Council approve the 2019 service levels for Toronto Fire Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Fire Services, and associated staff complement of 3,212.3 positions, composed of 1 capital position and 3,211.3 operating positions.

65. City Council request the Fire Chief and General Manager, Toronto Fire Services to report back to the Economic and Community Development Committee, prior to the 2020 Budget Process, on opportunities to develop strategies to enhance overall service delivery, including

but not limited to effective and efficient staff deployment within the constraints of the Council Approved budget.

Transportation Services

66. City Council increase the 2019 Budget Committee Recommended Operating Budget for Transportation Services by $0.150 million gross and $0 net, to be fully funded by the Public Realm Reserve Fund in order to transfer Budget Committee recommended increased funding for the StreetARToronto initiative to the appropriate Program Operating Budget and to adjust for the appropriate funding source.

67. City Council approve the 2019 Budget Committee Recommended Operating Budget, for Transportation Services of $396.139 million gross, $225.420 million net, as amended by Part 66 above for the following services:

Service:	Gross ($000s)	Net ($000s)
Road and Sidewalk Management	256,447.2	157,986.1
Transportation Safety and Operations	121,615.3	107,657.4
Permits and Applications	18,076.6	(40,223.1)
Total Program Budget	396,139.1	225,420.3

68. City Council approve the 2019 service levels for Transportation Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Transportation Services, and associated staff complement of 1,198.3 positions, comprising 151.2 capital positions and 1,047.1 operating positions.

69. City Council approve the 2019 other user fee changes above the inflationary adjusted rate for Transportation Services identified in Appendix 6(a) of the 2019 Staff Recommended Operating and Capital Budget Notes - Transportation Services, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

70. City Council request the General Manager, Transportation Services to report to the Infrastructure and Environment Committee in the second quarter of 2019 on any options available to expedite the implementation of Vision Zero, including but not limited to:

a. additional financial resources needed;

b. additional staffing resources needed;

c. the need for private sector technical expertise; and

d. options to deliver physical changes to streets and intersections more quickly.

71. City Council request the General Manager, Transportation Services, in consultation with the City Solicitor, to report to the Budget Committee for consideration as part of the 2020

Budget Process, on the Lane Occupancy Permit Fees, in all areas, with a focus on rates better reflecting market rates, the potential for above market rates and use of rates as an incentive to limit the term of lane occupancy.

72. City Council direct the General Manager, Transportation Services to report to Council, prior to the launch of the 2020 budget process, on a pricing strategy for on-street parking permits.

73. City Council request the General Manager, Transportation Services to include the following items in the review of winter maintenance requested by Mayor Tory:

a. cost and considerations for the delivery of enhanced snow clearing on:

i. sidewalks on residential streets in every neighbourhood in Toronto;

ii. pathways in Parks; and

iii. enforcement of parking that obstructs Toronto Transit Commission and bike lanes; and

b. cost of increasing the amount of snow removal City-wide.

c. establishing a comprehensive snow removal plan around school properties to enhance the safety of students, pedestrians and parents accessing school property, including removal of windrows and mounds of snow near and around school properties.

d. the feasibility and service level implications of:

i. harmonizing Toronto and East York sidewalk snow clearing standards to match service levels in Etobicoke, North York, and Scarborough; and

ii. internalizing snow clearing, salting and other winter services;

e. evaluation of the performance of the current contractors;

f. suggestions for improvement to the current contract and operations;

g. full costs of cancelling contracts affected by in-sourcing;

h. cost of purchase, leasing and/or supply of equipment, and associated maintenance and fuel;

i. costs of facilities and yards to support operations, crews, and storage, both one-time and ongoing; and

j. salary, benefits and ancillary costs of all staff needed to deliver and support the service.

74. City Council direct the General Manager, Transportation Services and the Deputy City Manager, Infrastructure and Development Services, in consultation with the City Manager, to also include as part of the review of winter maintenance requested by Mayor Tory, on an

expedited basis, Transportation Services operations, including but not limited to sidewalk snow clearing and salting, and road maintenance (pot hole repair) in consultation with CUPE Local 416 regarding opportunities to improve efficiency and quality of service through insourcing where appropriate, and include these findings in a report to the Executive Committee on this review in 2019; such report to include:

a. a communications strategy that ensures that all residential, commercial and charitable property owners understand their rights and responsibilities under the City of Toronto snow clearing By-law, including but not restricted to mandatory advisories posted in buildings advising residents that the management and ownership of the building are responsible for the clearing of all sidewalks, pathways, entrances and parking lots of the said building along with a contact number.

75. City Council direct that the outcome of the review of winter maintenance in Parts 73 and 74 above be considered as part of the 2020 budget process.

76. City Council request the General Manager, Transportation Services to review, in consultation with the local Ward Councillor, all sidewalks not currently receiving snow clearance by the City against the following guidelines established in 2001 for the purpose of deciding which City sidewalks would get snow clearance, and City Council direct the General Manager, Transportation Services to ensure that any sidewalks that meet these guidelines are included in snow clearing plans for 2019 and in future years to be funded from existing resources in the Transportation Services Operating Budget:

a. pavements greater than 8 metres in width;

b. sidewalks greater than 1.5 metres in width;

c. sidewalks not immediately adjacent to the street;

d. parking not immediately adjacent to the sidewalk; and

e. no obstructions like utility poles, planters, retaining walls immediately adjacent to, or within the sidewalk that would create significant potential for damage or an operating safety concern for the equipment or the public.

77. City Council request the General Manager, Transportation Services report to the Infrastructure and Environment Committee on:

a. best practices being used nationally and internationally in dealing with the management and repair of potholes on City streets; and

b. how present practices being employed by the City in dealing with the repair and maintenance of our City of Toronto roads demonstrate good value.

CORPORATE SERVICES

311 Toronto

78. City Council approve the 2019 Budget Committee Recommended Operating Budget for

311 Toronto of $19.328 million gross, $10.148 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Project Management Office Development	2,505.8	384.3
Front Line Service Delivery	15,334.9	8,275.8
Information and Business Processing	1,257.2	1,257.2
Metrics and Performance Reporting	230.2	230.2
Total Program Budget	19,328.1	10,147.5

79. City Council approve the 2019 service levels for 311 Toronto as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - 311 Toronto, and associated staff complement of 183.0 positions, comprising 19.0 capital positions and 164.0 operating positions.

Facilities, Real Estate, Environment and Energy

80. City Council approve the 2019 Budget Committee Recommended Operating Budget for Facilities, Real Estate, Environment and Energy of $206.795 million gross, $72.549 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Facilities Management	120,401.4	70,802.0
Real Estate	31,292.3	(33,507.2)
Environment and Energy	55,101.7	35,254.1
Total Program Budget	206,795.4	72,548.8

81. City Council approve the 2019 service levels for Facilities, Real Estate, Environment and Energy as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Facilities, Real Estate, Environment and Energy, and associated staff complement of 1,068.5 positions, comprising 101.5 capital positions and 967.0 operating positions.

82. City Council approve the 2019 fee changes above the inflationary adjusted rate for Facilities, Real Estate, Environment and Energy identified in Appendix 6 of the 2019 Staff Recommended Operating and Capital Budget Notes - Facilities, Real Estate, Environment and Energy, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

83. City Council request the Deputy City Manager, Corporate Services to report to the Infrastructure and Environment Committee in 2019 on:

a. the status of existing and potential academic, non-profit and private partnerships for TransformTO; and

b. any additional actions needed to meet the City's 2030 Green House Gas reduction targets.

84. City Council request the Director, Environment and Energy to consider, as part of the next implementation plan for TransformTO, how to reflect the updated Intergovernmental Panel on Climate Change carbon reduction targets and ensure future budget requests are consistent with those targets.

Fleet Services

85. City Council approve the 2019 Budget Committee Recommended Operating Budget for Fleet Services of $58.583 million gross, $0.169 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Fleet Management	40,723.4	721.2
Fuel Management	17,859.5	(552.7)
Total Program Budget	58,582.9	168.5

86. City Council approve the 2019 service levels for Fleet Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Fleet Services, and associated staff complement of 188.0 positions, comprising 4.0 capital positions and 184.0 operating positions.

87. City Council approve the budget transfer of $0.274 million gross and net, reflecting the additional savings resulting from the implementation of the Alternate Service Delivery Model of $0.244 million gross and an additional $0.030 million gross realized by delivering mobile welding and fabrication services in-house, from Fleet Services to the respective client Programs and Agencies for 2019 as detailed below:

Savings by Programs/Agencies	Alternate Service Delivery Savings	Mobile Welding Savings	Total
Transportation Services	113,528	1,817	115,345
Parks, Forestry and Recreation	116,680	1,817	118,497
Municipal Licensing and Standards	5,884		5,884
Toronto Building	498		498
Economic Development and Culture	467		467

Facilities Management and Real Estate	7,026		7,026
Solid Waste Management		26,652	26,652
Total	244,083	30,286	274,369

Information and Technology

88. City Council approve the 2019 Budget Committee Recommended Operating Budget for Information and Technology of $133.709 million gross, $79.140 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Business Information and Technology Solutions	60,415.0	24,227.3
Computer and Communications Technology Infrastructure	45,308.7	31,833.5
Enterprise Information and Technology Planning and Client Services	27,984.8	23,079.2
Total Program Budget	133,708.5	79,140.0

89. City Council approve the 2019 service levels for Information and Technology as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Information and Technology, and associated staff complement of 860.0 positions, comprising 218.0 capital positions and 642.0 operating positions.

90. City Council direct that the Confidential Attachment to the 2019 Staff Recommended Operating and Capital Budget Notes - Information and Technology remain confidential until the outcome of City Council's decision has been communicated to Unions and affected staff.

FINANCE AND TREASURY SERVICES

Office of the Chief Financial Officer and Treasurer

91. City Council approve the 2019 Budget Committee Recommended Operating Budget for Office of the Chief Financial Officer and Treasurer of $20.884 million gross, $11.383 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Finance and Administration	2,490.7	2,378.4
Corporate Finance	6,194.9	1,763.4

Financial Planning	10,506.7	6,219.4
Internal Audit	1,691.2	1,021.9
Total Program Budget	20,883.5	11,383.0

92. City Council approve the 2019 service levels for the Office of the Chief Financial Officer and Treasurer as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Office of the Chief Financial Officer and Treasurer, and associated staff complement of 147.0 positions, comprising 23.0 capital positions and 124.0 operating positions.

93. City Council request the Chief Financial Officer and Treasurer to work with City Divisions and Agencies to identify and include in future annual budget process documents the costs, cost reductions and revenue increases resulting from the Auditor General's reports and recommendations.

Office of the Controller

94. City Council approve the 2019 Budget Committee Recommended Operating Budget for the Office of the Controller of $81.049 million gross, $28.214 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Pension, Payroll and Employee Benefits	16,532.6	12,000.8
Purchasing and Materials Management	17,824.4	10,508.6
Accounting Services	13,137.1	9,568.4
Revenue Services	33,555.0	(3,863.9)
Total Program Budget	81,049.1	28,214.0

95. City Council approve the 2019 service levels for Office of the Controller as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Office of the Controller, and associated staff complement of 682.2 positions, comprising 39.0 capital positions and 643.2 operating positions.

96. City Council approve the 2019 other fee changes above the inflationary adjusted rate for Office of the Controller identified in Appendix 6 of the 2019 Staff Recommended Operating Budget Notes - Office of the Controller, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

OTHER CITY PROGRAMS

City Manager's Office

97. City Council approve the 2019 Budget Committee Recommended Operating Budget for the City Manager's Office of $58.914 million gross, $49.008 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Equity, Diversity and Human Rights	2,637.4	2,634.9
Strategic and Corporate Policy	5,347.5	3,511.4
Executive Management	3,875.9	2,949.5
Strategic Communications	7,609.1	6,028.9
Human Resources	39,444.3	33,883.1
Total Program Budget	58,914.1	49,007.8

98. City Council approve the 2019 service levels for the City Manager's Office as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - City Manager's Office, and associated staff complement of 448.0 positions, comprising 426.0 operating positions and 22.0 capital positions.

99. City Council request the City Manager to present to the Budget Committee in 2019 on the Participatory Budgeting Pilot Evaluation.

100. City Council request the City Manager to post online a toolkit of participatory budgeting resources and information developed during the Pilot to support City Divisions and Members of Council in their use of participatory budgeting for their Ward and divisional decision-making.

101. City Council request the City Manager to include participatory budgeting information in the City's civic engagement training courses to enhance public participation in municipal decision-making, including input on capital infrastructure investments.

City Clerk's Office

102. City Council approve the 2019 Budget Committee Recommended Operating Budget for City Clerk's Office of $52.625 million gross, $32.319 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Elect Government	6,865.4	0.0
Make Government Work	21,812.6	19,878.8
Open Government	23,947.4	12,440.5
Total Program Budget	52,625.3	32,319.3

103. City Council approve the 2019 service levels for the City Clerk's Office as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - City Clerk's Office, and associated staff complement of 390.3 positions, comprising 19.7 capital positions and 370.6 operating positions.

104. City Council approve the 2019 other fee changes above the inflationary adjusted rate for the City Clerk's Office identified in Appendix 6 of the 2019 Staff Recommended Operating and Capital Budget Notes - City Clerk's Office, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

105. City Council direct the information contained in the Confidential Attachment to 2019 Staff Recommended Operating and Capital Budget Notes - City Clerk's Office, remain confidential until the outcome of City Council's decision has been communicated to Unions and affected staff.

106. City Council adopt the following harmonized remuneration rates for members of the City's nine Adjudicative Boards ("Tribunals") effective April 1, 2019:

a. full-day per diem of $600 and half-day remuneration (3.5 hours or less) of $400 for members of the Compliance Audit Committee and the Toronto Local Appeal Body, such rates to apply equally to hearings, business meetings and training sessions;

b. full-day per diem of $460 and half-day remuneration (3.5 hours or less) of $275 for members of the Administrative Penalty Tribunal, Committee of Adjustment, Dangerous Dog Review Tribunal, Property Standards Committee, Rooming House Licensing Commissioner and Deputy Commissioner, Sign Variance Committee, and Toronto Licensing Tribunal, such rates to apply equally to hearings, business meetings or training sessions;

c. a stipend of $1,500 per year for each public member who is not a chair of a tribunal or tribunal panel, pro-rated on an annual basis from the time of appointment;

d. stipends for chairs, pro-rated on an annual basis from the time of appointment, as follows:

- Administrative Penalty Tribunal - $25,000
- Committee of Adjustment - $2,500 for each panel chair
- Compliance Audit Committee - $2,500
- Dangerous Dog Review Tribunal - $2,500
- Property Standards Committee - $2,500 for each panel chair
- Rooming House Licensing Commissioner - $2,500
- Sign Variance Committee - $2,500
- Toronto Licensing Tribunal - $25,000;

e. members will receive a full-day per diem rate for any hearing cancelled by the City with less than 48 hours' notice of the hearing date; and

f. City Council remove the annual limit on remuneration for the Rooming House Licensing Commissioner and Deputy Commissioner.

Legal Services

107. City Council approve the 2019 Budget Committee Recommended Operating Budget for Legal Services of $65.669 million gross, $19.602 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Prosecution	21,597.9	2,177.3
Civil Litigation	16,107.0	7,781.2
Solicitor	27,963.8	9,643.5
Total Program Budget	65,668.7	19,602.0

108. City Council approve the 2019 service levels for Legal Services as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Legal Services, and associated staff complement of 388.9 positions, comprising 4.0 capital positions and 384.9 operating positions.

City Council

109. City Council approve the 2019 Budget Committee Recommended Operating Budget for City Council of $22.181 million gross, and net for the following service:

Service:	Gross ($000s)	Net ($000s)
City Council	22,180.6	21,595.5
Total Program Budget	22,180.6	21,595.5

110. City Council amend the Parameters for Councillor Constituency Offices Policy to set the annual constituency office rent budget per Councillor at the range of market rents per ward in 2019 as outlined in Attachment 1 to the supplementary report (March 6, 2019) from the Director, Real Estate Services and the City Clerk.

Office of the Mayor

111. City Council approve the 2019 Budget Committee Recommended Operating Budget Request for the Mayor's Office of $2.567 million gross, $2.567 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
Office of the Mayor	2,567.0	2,567.0
Total Program Budget	2,567.0	2,567.0

Accountability Offices

112. City Council approve the 2019 Budget Committee Recommended Operating Budget for the Accountability Offices of $10.440 million gross and net for the following Offices:

Office:	Gross ($000s)	Net ($000s)
Auditor General's Office	6,638.6	6,638.6
Integrity Commissioner's Office	575.7	575.7
Office of the Lobbyist Registrar	1,235.1	1,235.1
Office of the Ombudsman	1,990.9	1,990.9
Total Program Budget	10,440.3	10,440.3

113. City Council request the Auditor General to include in future Auditor General's Annual Report, beginning in 2020, savings achieved by City Divisions and Agencies resulting from the implementation of the Auditor General's reports and recommendations.

114. City Council request the City Manager and the Chief Financial Officer and Treasurer to report back as part of the 2020 Budget process on the funding needed to fulfill the legislative mandate of the Accountability Offices, including the feasibility of dedicating a percentage of the City's total Operating Budget to be updated on an annual basis.

115. City Council direct the City Manager, in consultation with the Board of Directors, Toronto Community Housing Corporation, to include as part of the 2020 Budget Process, a review and appropriate request for additional resources for the Office of the Ombudsman to investigate Toronto Community Housing Corporation related issues, and to consider funding these additional resources in 2019 if a funding opportunity presents itself.

116. City Council approve the 2019 staff complement of 36.0 permanent positions, which includes the conversion of 4.0 temporary positions to permanent, for the Auditor General's Office.

117. City Council approve the 2019 staff complement of 8.3 positions for the Office of the Lobbyist Registrar.

118. City Council approve the 2019 staff complement of 3.0 positions for the Office of the Integrity Commissioner.

119. City Council approve the 2019 staff complement of 12.0 positions for the Office of the Ombudsman.

AGENCIES

Arena Boards of Management

120. City Council approve the 2019 Budget Committee Recommended Operating Budget for the Arena Boards of Management of $9.782 million gross, ($0.018) million net revenue for the following Arenas:

Service:	Gross ($000s)	Net ($000s)
George Bell	762.6	(1.2)
William H.(Bill) Bolton	1,227.6	(0.1)
Larry Grossman Forest Hill Memorial	1,330.2	(1.3)
Leaside Memorial Community Gardens	2,257.0	(7.3)
McCormick Playground	840.3	(0.4)
Moss Park	977.1	(0.1)
North Toronto Memorial	1,070.2	(0.1)
Ted Reeve Community	1,317.5	(7.1)
Total Program Budget	9,782.4	(17.7)

121. City Council approve the 2019 service levels for Arena Boards of Management as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Arena Boards of Management, and associated staff complement of 65.5 positions, entirely composed of operating delivery positions.

122. City Council approve the 2019 market rate user fee changes for Arena Boards of Management identified in Appendix 6 of the 2019 Staff Recommended Operating Budget Notes - Arena Boards of Management, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

Association of Community Centres

123. City Council approve the 2019 Budget Committee Recommended Operating Budget for the Association of Community Centres of $8.597 million gross, $8.281 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
519 Church Street Community Centre	1,529.5	1,529.5
Applegrove Community Complex	397.7	397.7
Cecil Community Centre	730.1	730.1
Central Eglinton Community Centre	744.1	744.1

Community Centre 55	793.2	793.2
Eastview Neighbourhood Community Centre	615.9	615.9
Ralph Thornton Community Centre	794.7	755.3
Scadding Court Community Centre	972.6	972.6
Swansea Town Hall	590.2	313.4
Waterfront Neighbourhood Centre	1,428.8	1,428.8
Total Program Budget	8,596.9	8,280.8

124. City Council approve the 2019 service levels for the Association of Community Centres as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Association of Community Centres, and associated staff complement of 80.6 operating delivery positions.

125. City Council approve the 2019 market rate user fee changes for the Association of Community Centres identified in Appendix 6 of the 2019 Staff Recommended Operating Budget Notes - Association of Community Centres, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

126. City Council direct the Boards of Management of the Community Centres to continue to explore all available funding or fundraising opportunities to increase their program funding revenues, while leveraging volunteer contributions to ensure they continue to meet their mandate of providing valuable programs and other services in their local communities and to report back to the Executive Director, Financial Planning and the Executive Director, Social Development, Finance and Administration in time for the 2020 Budget Process.

TO Live (formerly Civic Theatres Toronto)

127. City Council approve the 2019 Budget Committee Recommended Operating Budget for TO Live of $37.360 million gross, $5.275 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
Theatrical and Other Cultural Events	37,360.0	5,274.5
Total Program Budget	37,360.0	5,274.5

128. City Council approve the 2019 service levels for TO Live as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - TO Live (formerly Civic Theatres Toronto), and associated staff complement of 222.7 operating positions.

129. City Council direct the President and Chief Executive Officer, TO Live and the Executive Director, Financial Planning to develop a service based budget with an updated program map for TO Live by June 2019.

CreateTO

130. City Council approve the 2019 Budget Committee Recommended Operating Budget for CreateTO of $12.841 million gross, $0.0 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
CreateTO	12,841.1	0.0
Total Agency Budget	12,841.1	0.0

131. City Council approve the 2019 associated staff complement of 57.0 operating positions.

132. City Council direct CreateTO staff to continue to work with City staff on establishing a comprehensive Program map, service-based budgets for CreateTO, and associated service levels and performance measures during 2019 for the 2020 Budget Process.

133. City Council direct CreateTO and Financial Planning to work together to assess the CreateTO's short and long-term financial viability.

Exhibition Place

134. City Council approve the 2019 Budget Committee Recommended Operating Budget for Exhibition Place of $56.595 million gross, ($0.160) million net revenue for the following services:

Service:	Gross ($000s)	Net ($000s)
Exhibitions and Events	32,573.0	(7,810.9)
Conventions, Conferences and Meetings	5,283.8	240.0
Exhibition Place Asset Management	15,516.9	12,350.8
Exhibition Place Parking Access	3,221.0	(4,939.9)
Total Program Budget	56,594.6	(160.0)

135. City Council approve the 2019 service levels for Exhibition Place as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Exhibition Place, and associated staff complement of 356.0 positions, comprising 5.0 capital positions and 351.0 operating positions.

136. City Council approve the 2019 market rate user fee changes for Exhibition Place identified in Appendix 6 of the 2019 Staff Recommended Operating and Capital Budget Notes - Exhibition Place, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

Heritage Toronto

137. City Council approve the 2019 Budget Committee Recommended Operating Budget for Heritage Toronto of $1.112 million gross, $0.401 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Heritage Promotion and Education	881.6	523.1
Heritage Fundraising and Partnership Development	230.5	(121.9)
Total Program Budget	1,112.0	401.2

138. City Council approve the 2019 service levels for Heritage Toronto as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Heritage Toronto, and associated staff complement of 8.5 operating positions.

Toronto Atmospheric Fund

139. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Atmospheric Fund of $4.665 million gross, $0.0 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
Toronto Atmospheric Fund	4,665.0	0.0
Total Program Budget	4,665.0	0.0

140. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Atmospheric Fund and associated staff complement of 10.0 positions, composed entirely of operating positions.

Toronto and Region Conservation Authority

141. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto and Region Conservation Authority of $51.365 million gross, $3.833 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
Toronto and Region Conservation Authority	51,364.7	8,908.7
Total Program Budget	51,364.7	8,908.7
Less: Toronto Water Contribution	-	5,075.9
Tax-Supported Budget	51,364.7	3,832.8

142. City Council request the Chief Financial Officer and Treasurer and the Deputy City Manager, Community and Social Services to consider, as part of the 2020 Budget Process, increasing the City's funding for the Toronto and Region Conservation Authority by $130,000 to fund the operation of a public shuttle service in Tommy Thompson Park, and City Council request that, as a part of those considerations the General Manager, Parks Forestry and Recreation, in conjunction with the Toronto and Region Conservation Authority, review other sources for these funds, including requesting financial assistance from the Toronto Port Authority for this public shuttle service, and provide an update on these efforts to the September 9, 2019 meeting of the Infrastructure and Environment Committee.

143. City Council request the Chief Executive Officer of the Toronto and Region Conservation Authority, in consultation with the General Manager, Parks, Forestry and Recreation, the Executive Director, Municipal Licensing and Standards and the local Councillor, to develop a transition timeline and identify the operating costs associated with the transfer of the property adjacent to Tommy Thompson Park for consideration as part of a future year budget process in accordance with the Tommy Thompson Park Master Plan as approved by a Provincial Order-in-Council.

Toronto Police Service

144. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Police Service of $1,172.7 million gross, $ 1,026.8 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
Toronto Police Service	1,172,748.3	1,026,771.5
Total Program Budget	1,172,748.3	1,026,771.5

145. City Council approve the 2019 staff complement for Toronto Police Service of 7,881 operating positions, comprising 5,440 uniform officers, 2,230 civilian positions, and 211 part-time positions.

146. City Council request the Chair, Toronto Police Services Board to report to the Budget Committee and provide a status update on the receipt of any grants as well as any changes to the grant values through the 2019 quarterly variance reporting process.

147. City Council request the Chair, Toronto Police Services Board to direct the Toronto Police Service to work with City staff on establishing its Program map, service-based budgets, and associated service levels and performance measures during 2019 for the 2020 Budget Process.

Toronto Police Services Board

148. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Police Services Board of $4.761 million gross, $2.461 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
Toronto Police Service Governance and Oversight	4,761.0	2,461.0
Total Program Budget	4,761.0	2,461.0

149. City Council approve the 2018 Toronto Police Services Board staff complement of 8.5 positions, composed of 7.5 staff members and 1 Chair.

Parking Tags Enforcement and Operations

150. City Council approve the 2019 Budget Committee Recommended Operating Budget for Parking Tags Enforcement and Operations of $70.959 million gross, ($42.113) million net revenue for the following services:

Service:	Gross ($000s)	Net ($000s)
Toronto Police Parking Enforcement	48,262.3	46,722.6
Revenue Processing	5,638.8	5,638.8
Court Services Tribunal Administration	1,631.2	1,631.2
Legal Services	4,084.6	4,084.6
Parking Tags Revenue	11,342.1	(100,189.7)
Total Program Budget	70,959.0	(42,112.5)

151. City Council approve the 2019 service levels for Parking Tags Enforcement and Operations as outlined in Appendix 3 of the 2019 Staff Recommended Operating Budget Notes - Parking Tags Enforcement and Operations, and associated staff complement of 394.0 positions, composed entirely of operating positions.

Toronto Public Health

152. City Council increase the Toronto Public Health Operating Budget by $0.055 million gross and $0.014 net, to be funded by Capital from Current. to support project management for Creating Health Plus, a partnership program which provides nutritious foods on a weekly basis at 29 drop-ins for the homeless across the City, subject to the confirmation of the Provincial cost-shared amount for the program.

153. City Council increase the Toronto Public Health Operating Budget by $0.030 million gross and $0.008 million net, to be funded by Capital from Current, for the Toronto Food Policy Council to address food security issues across the City, subject to the confirmation of the Provincial cost-shared amount for the program.

154. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Public Health of $255.279 million gross, $64.499 million net, as amended by Parts 152

and 153 above, for the following services:

Service:	Gross ($000s)	Net ($000s)
Chronic Disease and Injuries	44,077.4	13,713.9
Emergency Preparedness	2,450.0	602.3
Environmental Health	24,886.3	5,640.2
Family Health	96,770.3	21,696.4
Infectious Diseases	67,737.6	14,700.6
Public Health Foundations	19,357.6	8,145.4
Total Program Budget	255,279.2	64,498.8

155. City Council approve the 2019 service levels for Toronto Public Health as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Public Health and as amended by the Budget Committee, and associated staff complement of 1,881.2 positions, comprising 23 capital positions and 1,858.2 operating positions, as amended by Parts 152 and 153 above.

156. City Council direct the information contained in the Confidential Attachment to 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Public Health, remain confidential until the outcome of City Council's decision has been communicated to Unions and affected staff.

Toronto Public Library

157. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Public Library of $206.880 million gross, $187.659 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Library Collections Access and Borrowing	77,522.5	70,958.3
Library In-Branch and Virtual Services	121,862.7	109,500.0
Library Partnerships, Outreach and Customer Engagement	7,495.0	7,200.8
Total Program Budget	206,880.1	187,659.0

158. City Council approve the 2019 service levels for Toronto Public Library as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Toronto

Public Library, and associated staff complement of 1,732.3 operating positions.

159. City Council request the City Librarian, Toronto Public Library to submit an updated Open Hours Plan and associated costs for consideration in the 2020 Budget Process.

160. City Council request the City Manager to monitor the Toronto Public Library's Self-Service Open Hours Initiative, in conjunction with the Toronto Police Service, Toronto Fire Service and Toronto Paramedics Service and the Parks, Forestry and Recreation Division, for any safety and security issues or risks and report back to the appropriate Standing Committee in the third quarter of 2019, such report to include any previous safety and security analysis done of this initiative.

Toronto Transit Commission

161. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Transit Commission of $2,059.559 million gross, $762.866 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Toronto Transit Commission - Conventional	1,910,540.4	621,957.8
Toronto Transit Commission - Wheel-Trans	149,018.9	140,908.2
Total Program Budget	2,059,559.3	762,866.0

162. City Council approve the 2019 staff complement of 15,314 positions for Toronto Transit Commission - Conventional Service, comprising 2,373 capital project delivery positions and 12,941 operating service delivery positions.

163. City Council approve the 2019 staff complement for Toronto Transit Commission - Wheel-Trans service comprising 637 operating service delivery positions.

164. City Council approve a new Toronto Transit Commission Variable Lane Occupancy fee to recover the incremental costs of required additional service hours to maintain standards resulting from the temporary occupation of the roadway and that Transportation Services collect this fee on behalf of the Toronto Transit Commission at the time of collection for the Temporary Street Occupation Permit Fee.

165. City Council request Toronto Transit Commission staff to continue to work with City staff on establishing its Program map, service-based budgets for Toronto Transit Commission (Conventional and Wheel-Trans), and associated service levels and performance measures during 2019 for the 2020 Budget Process.

Toronto Zoo

166. City Council approve the 2019 Budget Committee Recommended Operating Budget for Toronto Zoo of $53.085 million gross, $12.454 million net for the following services:

Service:	Gross ($000s)	Net ($000s)
Zoo Visitor Services	32,038.7	(4,081.4)
Zoo Fundraising and Strategic Partnerships	2,843.1	375.5
Zoo Conservation and Science	18,203.2	16,160.2
Total Program Budget	53,084.9	12,454.3

167. City Council approve the 2019 service levels for Toronto Zoo as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Zoo, and associated staff complement of 397.0 positions, composed entirely of operating positions.

168. City Council approve the 2019 market rate user fee changes for Toronto Zoo identified in Appendix 6 of the 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Zoo, for inclusion in the Municipal Code Chapter 441, Fees and Charges.

Yonge-Dundas Square

169. City Council approve the 2019 Budget Committee Recommended Operating Budget for Yonge-Dundas Square of $3.442 million gross, $0 million net for the following service:

Service:	Gross ($000s)	Net ($000s)
Public Square and Event Venue	3,442.4	0
Total Program Budget	3,442.4	0

170. City Council approve the 2019 service levels for Yonge-Dundas Square as outlined in Appendix 3 of the 2019 Staff Recommended Operating and Capital Budget Notes - Yonge-Dundas Square, and associated staff complement of 8.0 positions, composed entirely of operating positions.

171. City Council establish a discretionary reserve fund account named the Yonge-Dundas Square Reserve Fund in Schedule 8 of Municipal Code Chapter 227, Reserves and Reserve Funds, the purpose of which is to provide funding for the maintenance and improvements to Yonge-Dundas Square through the Capital Budget, and to support shortfalls from the approved Operating Budget, with criteria as outlined in Appendix 11 of the 2019 Staff Recommended Operating and Capital Budget Notes - Yonge-Dundas Square.

CORPORATE ACCOUNTS

172. City Council increase the 2019 Operating Budget for Non-Program by $30,000.00 gross, $0 net, fully funded by Section 37 funds obtained in the development at 9 Tippett Road (Source Account XR3026-3700923) for the purpose of providing one-time capital funding to Community Matters Toronto to complete 20 murals on Bell Boxes in various locations within Ward 6 (Cost Centre NP2161).

173. City Council direct that the funds in Part 172 above be forwarded to Community Matters Toronto upon the signing of an Undertaking by Community Matters Toronto that governs the use of the funds and the financial reporting requirements.

174. City Council increase the 2019 Operating Budget for Non-Program on a one-time basis by $100,000.00 gross, $0 net, fully funded by Section 37 (Planning Act Reserve Funds) community benefits secured for improvements to existing recreational capital facilities in Ward 6 from 525 Wilson Avenue and 9 Tippet Road (Source Account XR3026- 3700393) to improve the recreational/playground facilities at the North York Women's Shelter located at 940 Sheppard Avenue West (Cost Centre NP2161).

175. City Council direct that the $100,000.00 in Part 174 above be forwarded to the North York Women's Shelter upon the signing of an Undertaking by the North York Women's Shelter to govern the use of the funds and the financial reporting requirements.

176. City Council increase the 2019 Non-Program Operating Budget by $50,000 gross, $0 net, fully funded by Section 37 community benefits from the development at 57 Spadina Avenue (Source Account 220096) for the transfer to the Alexandra Park Community Centre for safety and program related capital improvements to the Community Centre (Cost Centre NP2161).

177. City Council direct that the $50,000.00 in Part 176 above be forwarded to the Alexandra Park Community Centre upon the signing of an Undertaking by the Alexandra Park Community Centre governing the use of the funds and the financial reporting requirements.

178. City Council approve the 2019 Budget Committee Recommended Operating Budget for Corporate Accounts of $1,716.350 million gross and ($47.383) million net revenue, as amended by Parts 172 to 177 above, composed of the following accounts:

Accounts:	Gross ($000s)	Revenue ($000s)	Net ($000s)
Capital and Corporate Financing	998,857.0	66,657.1	932,199.8
Non-Program Expenditures	618,871.8	172,721.8	446,150.0
Non-Program Revenues	98,621.2	1,524,354.5	(1,425,733.3)
Total Program Budget	1,716,350.0	1,763,733.4	(47,383.5)

179. City Council approve the associated staff complement of 407 operating positions, composed of 394 positions for Parking Tag Enforcement and Operations and 13 positions for the Chief Transformation Office.

180. City Council approve the following adjustments to the 2019 Solid Waste Management Services Rebate for single-family and residential units above commercial customers, effective January 1, 2019:

a. adjust the Small Bin Rebate from $227.01 to $160.04; and

b. adjust the Medium Bin Rate from $163.76 to $73.69.

181. City Council approve the elimination of the Solid Waste Management Services Rebate for the Large Bin and Bag Only for single-family and residential units above commercial customers effective January 1, 2019 as follows:

a. adjust the Large Bin Rebate from $72.41 to $0.00; and

b. adjust the Bag Only Rebate from $215.01 to $0.00.

182. City Council direct that the Multi-Residential Rebate remain unchanged from 2018 at $185.00.

183. City Council approve the budget transfer of $5.0 million gross and net from the 2019 Budget Committee Recommended Non-Program Expenditure Budget to City Programs and Agencies for insurance and claims costs.

2019 Capital Budget

184. City Council approve the 2019-2028 Budget Committee Recommended Capital Budget and Plan for Tax Supported Programs and Agencies of $27.048 billion consisting of: total project cost authority for new and change in scope projects of $4.660 billion requiring 2019 cash flow of $217.6 million and future year commitments of $4.443 billion; total cash flow funding of $9.183 billion including 2019 cash flow funding of $2.765 billion (including 2-year carry forward funding of $88.1 million) and future year commitments of $6.419 billion for previously approved projects; c. 2018 carry forward funding of $818.1 million; and 2020-2028 planned capital estimates of $12.386 billion as detailed in Appendices 3.2.1, 3.2.2, 3.2.3, 3.2.4 and 3.2.7 to the report (March 1, 2019) from the Chief Financial Officer and Treasurer.

185. City Council approve funding sources for the 2019 Budget Committee Recommended Tax Supported Capital Budget as outlined in Appendix 3.2.5 to the report (March 1, 2019) from the Chief Financial Officer and Treasurer.

COMMUNITY AND SOCIAL SERVICES

Children's Services

186. City Council approve the 2019 Budget Committee Recommended Capital Budget for Children's Services with a total project cost of $9.085 million, and 2019 cash flow of $25.187 million and future year commitments of $39.736 million composed of the following:

a. New Cash Flow Funds for:

i. 3 new / change in scope sub-projects with a 2019 total project cost of $9.085 million that requires cash flow of $1.785 million in 2019 and future year cash flow commitments of $3.500 million for 2020; $2.500 million for 2021; and $1.300 million for 2022;

ii. 18 previously approved sub-projects with a 2019 cash flow of $9.444 million; and future year cash flow commitments of $7.336 million for 2020; $7.756 million for 2021; $6.468 million for 2022; $1.785 million for 2023; and

iii. 11 previously approved sub-projects with carry forward funding from 2017 and prior years of $19.018 million requiring cash flow commitments of $9.927 million for 2019; $6.383 million for 2020; $2.333 million for 2021; and $0.375 million for 2022; and

b. 2018 approved cash flow for 9 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $4.031 million.

187. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Children's Services totalling $18.109 million in project estimates, composed of $1.226 million in 2020; $1.867 million for 2021; $2.540 million for 2022; $2.996 million for 2023; $2.496 million for 2024; $2.496 million for 2025; $1.496 million for 2026; $1.496 million in 2027; and $1.496 million in 2028.

188. City Council consider additional operating costs of $0.125 million net in 2019; operating savings of $0.342 million net in 2020; savings of $0.391 million net in 2021; and savings of $0.157 million net in 2022; resulting from the approval of the 2019 Budget Committee Recommended Capital Budget for inclusion in the 2019 and future year operating budgets.

189. City Council approve one net new temporary capital position for the delivery of capital projects and that the duration for the temporary position not exceed the life and funding of its respective projects / sub-projects.

190. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

Economic Development and Culture

191. City Council approve the 2019 Budget Committee Recommended Capital Budget for Economic Development and Culture with a total project cost of $13.866 million, and 2019 cash flow of $27.549 million and future year commitments of $12.069 million composed of the following:

a. New Cash Flow Funds for:

i. twenty-two new / change in scope sub-projects with a 2019 total project cost of $13.866 million that requires cash flow of $5.026 million in 2019 and future year cash flow commitments of $8.840 million for 2020; and

ii. fifteen previously approved sub-projects with a 2019 cash flow of $11.176 million; and future year cash flow commitments of $1.550 million for 2020; $0.100 million for 2021; $1.579 million for 2022; and

b. 2018 approved cash flow for 32 previously approved sub-projects with carry forward

funding from 2018 into 2019 totalling $11.347 million.

192. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Economic Development and Culture totalling $146.630 million in project estimates, composed of $10.060 million for 2020; $17.230 million for 2021; $16.972 million for 2022; $18.838 million for 2023; $14.200 million for 2024; $15.624 million for 2025; $18.706 million for 2026; $15.100 million for 2027, and $19.900 million for 2028.

193. City Council consider the operating costs of $0.020 million net in 2019; $0.326 million net in 2020; $0.138 million net in 2021; and $0.036 million net in 2022 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

194. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

Long-Term Care Homes and Services

195. City Council approve the 2019 Budget Committee Recommended Capital Budget for Long-Term Care Homes and Services with a total project cost of $8.590 million, and 2019 cash flow of $11.676 million and future year commitments of $3.198 million composed of the following:

a. New Cash Flow Funds for:

i. five new / change in scope sub-projects with a 2019 total project cost of $8.590 million that require cash flows of $5.790 million in 2019 and future year cash flow commitments of $2.800 million for 2020;

ii. five previously approved sub-projects with a 2019 cash flow of $3.750 million; and future year cash flow commitments of $0.398 million for 2020; and

iii. three previously approved sub-projects with carry forward funding from 2017 and prior years requiring 2019 cash flow of $1.346 million that requires City Council to reaffirm its commitment; and

b. 2018 approved cash flow for 4 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $0.790 million.

196. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Long-Term Care Homes and Services of $69.819 million in project estimates, composed of $5.177 million for 2020; $7.977 million for 2021; $8.150 million for 2022; $8.150 million for 2023; $8.073 million for 2024; $8.073 million for 2025; $8.073 million for 2026; $8.073 million for 2027; and $8.073 million for 2028.

Parks, Forestry and Recreation

197. City Council increase the 2019 Budget Committee Recommended Capital Budget for

Parks, Forestry and Recreation by $72,000 from $360,000 to $432,000 and 2019 cash flow from $330,000 to $402,000 to increase the project cost and 2019 cash flow for the previously approved Sergeant Ryan Russell Parkette Playground Upgrade sub-project in the Playground Water play project, funded from the Section 42 Alternate Rate Cash-in-lieu for 164 Avenue Road (Source Account: XR2213-4200191) to address the additional scope of work for park improvements and award a tender for construction to proceed.

198. City Council amend the 2019 Parks, Forestry and Recreation Budget Committee Recommended Capital Budget for the Parkland Acquisition FY2018-2020 sub-project in the Land Acquisition project, by accelerating $2.900 million of previously approved 2020 cash flow to 2019, with the source of funds remaining the City-Wide Parkland Acquisition Reserve Fund (Source Account: XR2210), to proceed with an immediate opportunity to acquire parkland.

199. City Council approve the 2019 Budget Committee Recommended Capital Budget for Parks, Forestry and Recreation, as amended by Parts 197 and 198 above with a total project cost of $215.071 million, and 2019 cash flow of $207.157 million and future year commitments of $402.256 million composed of the following:

a. New Cash Flow Funds for:

i. 85 new / change in scope sub-projects with a 2019 total project cost of $215.071 million that requires cash flow of $27.211 million in 2019 and future year cash flow commitments of $71.115 million for 2020; $73.727 million for 2021; and $13.018 million for 2022 and $30.000 million in 2024;

ii. 158 previously approved sub-projects with a 2019 cash flow of $130.092 million; and future year cash flow commitments of $137.177 million for 2020; $49.202 million in 2021; $11.904 million in 2022; $ 1.172 million in 2023 and $0.506 million in 2024; and

iii. 75 previously approved sub-projects with carry forward funding from 2017 and prior years requiring 2019 cash flow of $15.460 million; 2020 cash flow of $11.298 million; and 2021 cash flow of $3.137 million that requires City Council to reaffirm its commitment; and

b. 2018 approved cash flow for 69 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $34.394 million.

200. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Parks, Forestry and Recreation totalling $1,313.982 million in project estimates, composed of $14.778 million for 2020; $112.885 million for 2021; $199.561 million for 2022; $179.216 million for 2023; $181,230 million for 2024; $153,950 million for 2025; $155,680 million for 2026; $177.281 million for 2027; and $139.401 million for 2028.

201. City Council consider the operating costs of $0.148 million net in 2021; $0.086 million net in 2022; and $0.812 million net in 2023 resulting from the approval of the 2019 Capital Budget for inclusion in future year operating budgets.

202. City Council approve four net new temporary capital positions for the delivery of 2019

capital projects and that the duration for each temporary position not exceed the life and funding of its respective projects / sub-projects.

203. Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

204. City Council direct the General Manager, Parks, Forestry and Recreation, together with the Chief Information Officer, to review and identify the operating costs associated benefits arising from the implementation of the two major information technology projects, specifically the Registration, Permitting and Licensing project, the Enterprise Work Management System and the Interface for CATS/TASS project and provide them to the Executive Director, Financial Planning by June 2019, as part of Parks, Forestry and Recreation's 2020 Budget Process submission.

205. City Council advance the redevelopment of the Wallace Emerson Community Centre by authorizing the General Manager, Parks Forestry and Recreation to:

a. negotiate and execute an agreement with Elad Canada and Freed, known collectively here as 'The Partnership', for the City to provide funding in the amount of up to $25.200 million for the redevelopment of Wallace Emerson Community Recreation Centre and Park, for a term of four years commencing in late 2019 with the City's option to extend the agreement on a month-to-month basis at the sole discretion of the General Manager, Parks, Forestry and Recreation for up to one additional year, on terms and conditions satisfactory to the General Manager, Parks Forestry and Recreation and in a form satisfactory to the City Solicitor; all work at the Wallace Emerson Community Recreation Centre and Park shall comply with City of Toronto policies for capital projects; and

b. transfer up to $25.200 million from Parks, Forestry and Recreation's 2019 Capital Budget from the Galleria Redevelopment sub-project in the Community Centre, project, subject to entering into an agreement with 'The Partnership', to that entity to fund the City's agreed cash portion of the Galleria Redevelopment capital project for the, redevelopment of the Wallace Emerson Community Centre.

206. City Council advance the redevelopment of Woodsy Park by authorizing the General Manager, Parks, Forestry and Recreation to:

a. negotiate and execute an Agreement with Concord Adex Investments Ltd., for the City to provide funding in the amount of up to $0.275 million for the increased costs associated with the Woodsy Park lands owned by the City, for a term of one (1) year commencing on or about April 1, 2019 with the City having the option to extend the agreement on a month-to-month basis at the sole discretion of the General Manager, Parks, Forestry and Recreation for up to one additional year, on terms and conditions satisfactory to the General Manager, Parks Forestry and Recreation and in a form satisfactory to the City Solicitor; all work at Woodsy Park shall comply with City of Toronto policies for capital projects; and

b. transfer up to $0.275 million from Parks, Forestry and Recreation's 2019 Capital Budget for the Former Canadian Tire Site (Woodsy Park) sub-project in the Park

Development project to Concord Adex Investments Ltd., subject to entering into an agreement with Concord Adex Investments Ltd., to fund the increased costs associated with the Woodsy Park capital project.

207. City Council request the General Manager, Parks, Forestry and Recreation to expedite the preliminary design and consultation phase of the lighting project for the Ashbridges Bay Skatepark, if feasible, and make any necessary internal adjustments within the approved multi-year capital plan.

Shelter, Support and Housing Administration

208 City Council approve the 2019 Budget Committee Recommended Capital Budget for Shelter, Support and Housing Administration with a total project cost of $497.001 million, and 2019 cash flow of $349.273 million and future year commitments of $582.680 million composed of the following:

a. New Cash Flow Funds for:

i. five new / change in scope sub-projects with a 2019 total project cost of $497.001 million that requires cash flow of $8.549 million in 2019 and future year cash flow commitments of $9.513 million for 2020; $7.167 million for 2021; $6.819 million for 2022; $464.208 million for 2023; $0.560 million for 2024; and $0.185 million for 2025;

ii. eight previously approved sub-projects with a 2019 cash flow of $279.043 million; and future year cash flow commitments of $82.508 million for 2020; $3.146 million for 2021; $3.146 million for 2022; $3.146 million for 2023; and $2.282 million for 2024; and

iii. two previously approved sub-projects with carry forward funding from 2017 and prior years requiring 2019 cash flow of $16.014 million that requires City Council to reaffirm its commitment; and

b. 2018 approved cash flow for nine previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $45.667 million.

209. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Shelter, Support and Housing Administration $14.930 million in project estimates, composed of $1.230 million for 2020; $0.900 million for 2021; $0.900 million for 2022; $2.400 million for 2023; $1.900 million for 2024; $1.900 million for 2025; $1.900 million for 2026; $1.900 million for 2027, and $1.900 million for 2028.

210. City Council consider the operating costs of $10.933 million net in 2019; $18.411 million net in 2020; and $10.375 million net in 2021 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

211. City Council, in its capacity as Social Housing Service Manager under the Housing Services Act, 2011, direct the Chief Financial Officer and Treasurer to make a contribution, funded from the City's debt, to the Toronto Community Housing Corporation based on incurred capital expenditures, of up to $40.000 million in 2019 to address its state of good repair

backlog and $21.912 million in 2019 for existing redevelopment projects, on terms and conditions satisfactory to the Chief Financial Officer and Treasurer and in a form satisfactory to the City Solicitor.

212. City Council direct the Chief Financial Officer and Treasurer, in consultation with the Deputy City Manager, Community and Social Services, to include in the 2021 Capital Plan submission, the impact of increased development charges on Toronto Community Housing's portion of the Leslie Nymark revitalization.

213. City Council direct the City Manager and the Chief Financial Officer and Treasurer to consider any contributions necessary to achieve Toronto Community Housing's annual state of good repair requirements as a priority in the development of the 2020-2029 capital plan.

Toronto Employment and Social Services

214. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Employment and Social Services with a 2019 cash flow of $4.736 million and future year commitments of $3.887 million composed of the following:

a. one previously approved project that requires cash flow of $3.623 million in 2019 and future year cash flow commitments of $2.675 million for 2020; and $1.212 million for 2021; and

b. 2018 approved cash flow for the previously approved Human Services Integration Implementation project with carry forward funding from 2018 into 2019 totalling $1.113 million.

215 City Council consider the operating savings of $2.391 million net in 2022 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

Toronto Paramedic Services

216. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Paramedic Services with a total project cost of $9.450 million, and 2019 cash flow of $4.431 million and future year commitments of $24.705 million composed of the following:

a. New Cash Flow Funds for:

i. six new / change in scope sub-projects with a 2019 total project cost of $9.450 million that require cash flow of $2.450 million in 2019 and future year cash flow commitments of $6.000 million for 2022; and $1.000 million for 2023; and

ii. three previously approved sub-projects with a 2019 cash flow of $0.975 million; and future year cash flow commitments of $5.396 million for 2020; $5.854 million for 2021; $2.974 million for 2022; and $3.481 million for 2023; and

b. 2018 approved cash flow for 5 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $1.006 million.

217. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto Paramedic Services of $67.760 million in project estimates, composed of $4.950 million for 2020; $2.600 million for 2021; $5.215 million for 2022; $6.070 million for 2023; $8.405 million for 2024; $9.154 million for 2025; $10.446 million for 2026; $8.685 million for 2027, and $12.235 million for 2028.

218. City Council consider the operating costs of $0.147 million net in 2019; $0.154 million net in 2020; $0.151 million net in 2021; and $1.143 million net in 2022 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

219. City Council direct Toronto Paramedic Services and CreateTO as part of the City-wide Real Estate Portfolio Strategy to report back on options to optimize site locations for the 45 existing ambulance stations and service district centres to the Executive Director, Financial Planning in time for the 2020 Budget Process.

220. City Council approve the Community Paramedicine Vehicles capital project, subject to the approval of the new/enhanced priority, Community Paramedicine at Home Program Expansion initiative.

INFRASTRUCTURE AND DEVELOPMENT SERVICES

City Planning

221. City Council approve the 2019 Budget Committee Recommended Capital Budget for City Planning with a total project cost of $7.580 million, and 2019 cash flow of $7.519 million and future year commitments of $3.889 million composed of the following:

a. New Cash Flow Funds for:

i. nine new / change in scope sub-projects with a 2019 total project cost of $7.580 million that requires cash flow of $4.261 million in 2019 and future year cash flow commitments of $2.697 million for 2020; and $0.622 million for 2021; and

ii. four previously approved sub-projects with a 2019 cash flow of $2.058 million; and future year cash flow commitments of $0.570 million for 2020; and

b. 2018 approved cash flow for 3 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $1.200 million.

222. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for City Planning totalling $56.902 million in project estimates, composed of $4.441 million for 2020; $6.588 million for 2021; $6.288 million for 2022; $6.288 million for 2023; $6.736 million for 2024; $6.736 million for 2025; $6.600 million for 2026; $6.600 million for 2027, and $26.625 million for 2028.

223. City Council request the Chief Planner and Executive Director, City Planning to report to the Budget Committee for consideration, prior to the 2020 Budget Process, on the amount of Section 37 funds (cash contributions) secured for affordable housing and affordable housing initiatives city-wide over the past 5 years (2014-2018).

Toronto Fire Services

224. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Fire Services with a total project cost of $13.638 million, and 2019 cash flow of $12.379 million and future year commitments of $26.680 million composed of the following:

a. New Cash Flow Funds for:

i. ten new / change in scope sub-projects with a 2019 total project cost of $13.638 million that requires cash flow of $3.053 million in 2019 and future year cash flow commitments of $6.675 million for 2020; $3.710 million for 2021; and $0.200 million for 2022;

ii. nine previously approved sub-projects with future year cash flow commitments of $7.273 million for 2020; $1.061 million for 2021; $2.700 million for 2023; and $5.050 million for 2024; and

iii. three previously approved sub-projects with carry forward funding from 2017 and prior years requiring 2019 cash flow of $4.227 million and $0.011 million in 2020 that requires City Council to reaffirm its commitment; and

b. 2019 approved cash flow for eight previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $5.099 million.

225. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto Fire Services totalling $12.552 million in project estimates, composed of $0.228 million for 2020; $1.160 million for 2021; $1.261 million for 2022; $0.223 million for 2023; $0.334 million for 2024; $2.136 million for 2025; $3.800 million for 2026 and $2.150 million for 2027; and $1.250 million for 2028.

226. City Council consider the operating costs of $0.568 million net in 2019; $2.450 million net in 2020; $2.209 million net in 2021; $0.005 million net in 2022; and $0.025 million in 2023 resulting from the approval of the 2019 Budget Committee Recommended Capital Budget for inclusion in the 2019 and future year operating budgets.

227. City Council approve one new temporary position for the delivery of the 2019 capital project for a net $0 cost, and that the duration for this position not exceed the life of the funding of its respective project.

Transportation Services

228. City Council direct the General Manager, Transportation Services, to initiate an Environmental Assessment of the Yonge Street/401 interchange as joint proponents with the Ontario Ministry of Transportation, following completion of the Ministry's feasibility study, with the City of Toronto's share of the cost of the Environmental Assessment to be funded from existing resources in the Transportation Services Engineering Studies capital budget.

229. City Council approve the 2019 Budget Committee Recommended Capital Budget for Transportation Services with a total project cost net reduction of ($53.114) million, and 2019

cash flow of $602.692 million and future year commitments of $2.022 billion, as amended by Part 228 above, composed of the following:

a. New Cash Flow Funds for:

i. sixty-four new / change in scope sub-projects with a 2019 total project cost net reduction of ($53.114) million that requires cash flow of ($52.900) million less in 2019 and future year cash flow commitments of $59.642 million for 2020; ($17.049) million less for 2021; ($135.957) million less for 2022; $75.912 million for 2023; $17.012 million for 2024; and $0.226 million for 2025;

ii. one hundred and sixteen previously approved sub-projects with a 2019 cash flow of $511.786 million; and future year cash flow commitments of $539.219 million for 2020; $496.884 million for 2021; $491.492 million for 2022; $320.137 million for 2023; $43.129 million for 2024; $44.323 million for 2025; $44.151 million for 2026; and $42.381 million for 2027; and

iii. one previously approved sub-project with carry forward funding from 2017 requiring 2019 cash flow of $18.840 million that requires City Council to reaffirm its commitment; and

b. 2018 approved cash flow for 53 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $124.966 million.

230. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Transportation Services totalling $2.855 billion in project estimates, composed of $2.558 million for 2020; $14.870 million for 2021; $45.568 million for 2022; $141.181 million for 2023; $890.599 million for 2024; $841.249 million for 2025; $476.374 million for 2026; $230.958 million for 2027; and $211.927 million for 2028.

231. City Council consider the operating costs of $0.073 million net in 2019 resulting from the approval of the 2019 Budget Committee Recommended Capital Budget for inclusion in the 2019 and future year operating budgets.

232. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

Waterfront Revitalization Initiative

233. City Council approve the 2019 Budget Committee Recommended Capital Budget for Waterfront Revitalization Initiative with a total project cost of $22.104 million, and 2019 cash flow of $89.831 million and future year commitments of $337.662 million composed of the following:

a. New Cash Flow Funds for:

i. nine new / change in scope sub-projects with a 2019 total project cost of $22.104 million that requires a cash flow reduction of $155.005 million in 2019 and future

year cash flow commitments of $52.499 million for 2020; $63.327 million for 2021; $24.979 million for 2022; $35.131 million for 2023; and $1.173 million for 2024; and

ii. ten previously approved sub-projects with a 2019 cash flow of $167.201 million; and future year cash flow commitments of $119.140 million for 2020; $26.057 million for 2021; $14.756 million for 2022; and $0.600 million for 2023; and

b. 2018 approved cash flow for four previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $77.635 million.

234. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Waterfront Revitalization Initiative $17.091 million in project estimates, composed of $8.985 million for 2020; $5.376 million for 2021; and $2.730 million for 2022.

235. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

CORPORATE SERVICES

311 Toronto

236. City Council approve the 2019 Budget Committee Recommended Capital Budget for 311 Toronto with a total project cost of $8.475 million, and 2019 cash flow of $6.217 million and future year commitments of $10.164 million composed of the following:

a. New Cash Flow Funds for:

i. four new / change in scope sub-projects with a 2019 total project cost of $8.475 million that requires cash flow of $1.365 million in 2019 and future year cash flow commitments of $4.505 million for 2020; $2.555 million for 2021; and $0.050 million for 2022; and

ii. five previously approved sub-projects with a 2019 cash flow of $2.638 million; and future year cash flow commitments of $1.887 million for 2020; $0.210 million for 2021; $0.657 million for 2022; and $0.300 million for 2023; and

b. 2018 approved cash flow for four previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $2.214 million.

237. City Council approve the 2020 - 2028 Staff Recommended Capital Plan for 311 Toronto totalling $13.054 million in project estimates, composed of $1.819 million for 2020; $0.250 million for 2021; $1.189 million for 2022; $1.316 million for 2023; $1.696 million for 2024; $1.696 million for 2025; $1.696 million for 2026; $1.696 million for 2027; and $1.696 million for 2028.

Facilities, Real Estate, Environment and Energy

238. City Council approve the 2019 Budget Committee Recommended Capital Budget for

Facilities, Real Estate, Environment and Energy with a total project cost of $176.784 million, and 2019 cash flow of $271.012 million and future year commitments of $268.938 million composed of the following:

a. New Cash Flow Funds for:

i. 47 new / change in scope sub-projects with a 2019 total project cost of $176.784 million that reduces cash flow by $1.304 million for 2019 and requires future year cash flow commitments of $95.066 million for 2020, $67.055 million for 2021, $14.282 million for 2022, $0.385 million for 2023; and $1.300 million for 2024; and

ii. 113 previously approved sub-projects with a 2019 cash flow of $161.616 million; and future year cash flow commitments of $57.046 million for 2020, $20.304 million for 2021, $2.500 million for 2022, $2.700 million for 2023, $2.700 million for 2024, $2.200 million for 2025, $1.700 million for 2026, $1.700 million for 2027; and

b. 2018 approved cash flow for 116 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $110.700 million.

239. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Facilities, Real Estate, Environment and Energy totalling $895.054 million in project estimates, composed of $46.012 million for 2020; $87.016 million for 2021; $120.455 million for 2022; $141.747 million for 2023; $117.009 million for 2024; $95.492 million for 2025; $94.919 million for 2026; $94.047 million for 2027; and $98.357 million for 2028.

240. City Council consider the operating costs of $0.088 million net in 2019; $0.140 million net in 2020; $0.123 million net in 2021 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

241. City Council approve seven net new temporary capital positions for the delivery of 2019 capital projects and that the duration for each temporary position not exceed the life and funding of its respective projects / sub-projects.

242. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

Fleet Services

243. City Council approve the 2019 Budget Committee Recommended Capital Budget for Fleet Services with a total project cost of $45.749 million, and 2019 cash flow of $74.580 million and future year commitments of $59.431 million composed of the following:

a. New Cash Flow Funds for:

i. 36 new / change in scope sub-projects with a 2019 total project cost of $45.749 million that require cash flow of $4.318 million in 2019 and future year cash flow commitments of $30.944 million for 2020; and $10.487 million for 2021; and

ii. 27 previously approved sub-projects with a 2019 cash flow of $57.511 million; and future year cash flow commitments of $10.100 million for 2020; and $7.900 million for 2022; and

b. 2018 approved cash flow for 40 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $12.751 million.

244. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Fleet Services totalling $618.220 million in project estimates, composed of $35.979 million for 2020; $64.980 million for 2021; $71.215 million for 2022; $70.536 million for 2023; $68.949 million for 2024; $70.958 million for 2025; $67.258 million for 2026; $64.932 million for 2027; and $103.413 million for 2028.

245. City Council approve three new temporary capital positions for the delivery of 2019 capital projects and that the duration for each temporary position not exceed the life and funding of its respective projects / sub-projects.

246. City Council adjust the 2019 Capital Budget for Fleet Services to agree with Programs' 2019 budgeted contributions to the vehicle reserves to reflect any changes to the contributions that may occur during the 2019 Operating Budget Process, and the funding availability of the programs' vehicle reserve account.

247. City Council direct Fleet Services and Financial Planning to continue their work in 2019, for the 2020 Budget Process, on the three-point action plan which was approved in the 2015 Budget Process, to address the State of Good Repair backlog for key City Divisions including Parks, Forestry and Recreation, Transportation Services and Toronto Water, through the review of the current inventory, replacement lifecycles, adequacy of vehicle replacement reserves and necessary contributions aligned with the annual cash flow funding and delivery plans.

Information and Technology

248. City Council approve the 2019 Budget Committee Recommended Capital Budget for Information and Technology with a total project cost of $54.814 million, and 2019 cash flow of $91.280 million and future year commitments of $55.139 million composed of the following:

a. New Cash Flow Funds for:

i. 39 new / change in scope sub-projects with a 2019 total project cost of $54.814 million that requires cash flow of $37.129 million in 2019 and future year cash flow commitments of $10.413 million for 2020; $3.006 million for 2021; $1.897 million for 2022; $1.510 million for 2023; $1.085 million for 2024; and $0.226 million reduction for 2025;

ii. 46 previously approved sub-projects with a 2019 cash flow of $25.861 million; and future year cash flow commitments of $18.476 million for 2020; $16.010 million for 2021; $2.062 million for 2022; $0.340 million for 2023; $0.340 million for 2024; and $0.226 million for 2025; and

iii. 15 previously approved sub-projects with carry forward funding from 2017 and prior years requiring 2019 cash flow of $4.182 million and 2021 cash flow of $1.028

that requires City Council to reaffirm its commitment; and

b. 2018 approved cash flow for 46 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $24.108 million.

249. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Information and Technology totalling $305.304 million in project estimates, composed of $34.805 million for 2020; $18.552 million for 2021; $28.862 million for 2022; $36.469 million for 2023; $32.714 million for 2024; $45.983 million for 2025; $35.745 million for 2026; $35.098 million for 2027; and $39.476 million for 2028.

250. City Council consider the operating costs of $0.221 million net in 2019; $0.112 million net in 2020; and $0.034 million net in 2021 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

FINANCE AND TREASURY SERVICES

Office of the Chief Financial Officer and Treasurer

251. City Council direct the Chief Financial Officer and Treasurer to undertake the following key capital strategies:

a. reassess the City's 10-year Capital Budget and Plan's expenditure and funding sources in time for the 2020 Budget Process to ensure that the timing of capital project cash flow estimates and associated funding are aligned to actual project timelines, activities and capacity to deliver;

b. continue efforts to update and improve the City's asset management policies, standards and practices and report back together with Council's consideration of the City's Asset Management policy for approval by July 2019, as required by Provincial legislation;

c. develop a methodology to integrate official, service and master planning with the capital planning and budgeting process and that criteria be established to support the setting of State of Good Repair, Service Improvement and Growth capital project priorities by City Council, to be phased in over the term of Council; and

d. develop for implementation the following strategies to increase the City's funding capacity, beginning with the 2020 Budget Process:

i. redirect a portion of the Municipal Land Transfer Tax revenue from funding ongoing service delivery to capital project funding;

ii. maximize the use of Development Charges funding for growth related capital projects;

iii. leverage City asset value and reinvest proceeds from the sale of City assets to fund capital priorities; and

iv. partner with Provincial and Federal Governments and the private sector to maximize funding opportunities.

Financial Services

252. City Council approve the 2019 Budget Committee Recommended Capital Budget for Financial Services with a total project cost of $8.624 million, and 2019 cash flow of $17.931 million and future year commitments of $14.476 million composed of the following:

a. New Cash Flow Funds for:

i. three new / change in scope sub-projects with a 2019 total project cost of $8.624 million that requires cash flow of $6.501 million in 2019 and future year cash flow commitments of $2.123 million for 2020;

ii. ten previously approved sub-projects with a 2019 cash flow of $0.154 million; and future year cash flow commitments of $7.486 million for 2020; and $4.867 million for 2021; and

iii. seven previously approved sub-projects with carry forward funding from 2017 and prior years requiring 2019 cash flow of $2.097 million that requires City Council to reaffirm its commitment; and

b. 2018 approved cash flow for seven previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $9.179 million.

253. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Financial Services of $17.662 million in project estimates, composed of $0.500 million for 2020; $0.325 million for 2021; $2.350 million for 2022; $1.900 million for 2023; $1.775 million for 2024; $3.700 million for 2025; $2.625 million for 2026; $3.450 million for 2027; and $1.037 million for 2028.

254. City Council consider the operating costs of $0.253 million net in 2019 and $3.141 million in 2020, resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

255. City Council approve 31 new temporary capital positions for the delivery of 2019 capital projects and the duration for each temporary position not exceed the life and funding of its respective projects / sub-projects.

OTHER CITY PROGRAMS

City Clerk's Office

256. City Council approve the 2019 Budget Committee Recommended Capital Budget for the City Clerk's Office with a total project cost of $8.100 million, and 2019 cash flow of $4.071 million and future year commitments of $6.880 million composed of the following:

a. New Cash Flow Funds for:

i. nine new / change in scope sub-projects with a 2019 total project cost of $8.100 million that requires cash flow of $1.365 million in 2019 and future year cash flow

commitments of $4.035 million for 2020; $1.175 million for 2021; $0.870 million for 2022; and $0.655 million in 2023; and

ii. five previously approved sub-projects with a 2019 cash flow of $1.925 million; and future year cash flow commitments of $0.095 million for 2020; and $0.050 million for 2021; and

b. 2018 approved cash flow for one previously approved sub-project with carry forward funding from 2018 into 2019 totalling $0.781 million.

257. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for the City Clerk's Office totalling $22.998 million in project estimates, composed of $1.760 million for 2020; $1.765 million for 2021; $2.685 million for 2022; $1.970 million for 2023; $1.505 million for 2024; $5.095 million for 2025; $4.205 million for 2026; $1.610 million for 2027, and $2.403 million for 2028.

258. City Council consider the operating costs of $0.060 million net in 2019; $0.088 million net in 2020; $0.176 million net in 2021; $0.157 million net in 2022; and $0.002 million net savings in 2023 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

259. City Council approve 12.3 net new temporary capital positions for the delivery of 2019 capital projects and that the duration for each temporary position not exceed the life and funding of its respective projects / sub-projects.

Accountability Offices

260. City Council approve the 2019 Budget Committee Recommended Capital Budget for the Office of the Lobbyist Registrar with 2019 cash flow of $0.215 million composed of the following:

a. New Cash Flow Funds for:

i. one new / change in scope sub-project with a 2019 total project cost and cash flow requirement of $0.215 million.

261. City Council approve the 2020-2028 Budget Committee Recommended Capital Plan for the Office of Lobbyist Registrar totaling $0.950 million in project estimates, composed of $0.350 million for 2024, $0.350 million for 2025, and $0.250 million for 2026.

262. City Council approve the 2019 - 2028 Budget Committee Recommended Capital Plan for Ombudsman Toronto totalling $0.700 million in project estimates, composed of $0.350 million for 2024 and $0.350 million for 2025.

263. City Council approve 0.65 net new temporary capital position for the delivery of 2019 capital projects and that the duration for each temporary position not exceed the life and funding of its respective projects/subprojects.

AGENCIES

TO Live (formerly Civic Theatres Toronto)

264. City Council approve the 2019 Budget Committee Recommended Capital Budget for TO Live with a total project cost of $15.756 million, and 2019 cash flow of $13.500 million and future year commitments of $3.796 million composed of the following:

a. New Cash Flow Funds for:

i. twelve new / change in scope sub-projects with a 2019 total project cost of $15.756 million that requires cash flow of $11.960 million in 2019 and future year cash flow commitments of $3.796 million for 2020; and

ii. two previously approved sub-projects with a 2019 cash flow of $0.392 million; and

b. 2018 approved cash flow for 13 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $1.148 million.

265. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for TO Live $32.679 million in project estimates, composed of $5.374 million for 2020; $4.296 million for 2021; $3.499 million for 2022; $2.175 million for 2023; $2.161 million for 2024; $2.731 million for 2025; $3.689 million for 2026; $5.754 million for 2027; and $3.000 million for 2028.

Exhibition Place

266. City Council approve the 2019 Budget Committee Recommended Capital Budget for Exhibition Place with a total project cost of $4.820 million, and 2019 cash flow of $7.079 million and future year commitments of $3.260 million composed of the following:

a. New Cash Flow Funds for:

i. thirteen new / change in scope sub-projects with a 2019 total project cost of $4.820 million that requires cash flow of $4.820 million in 2019 and future year cash flow commitments of $2.000 million for 2020; and $0.730 million for 2021; and

ii. two previously approved sub-projects with a 2019 cash flow of $2.259 million; and future year cash flow commitments of $0.530 million for 2020.

267. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Exhibition Place totalling $112.510 million in project estimates, composed of $13.930 million for 2020; $12.355 million for 2021; $12.615 million for 2022; $11.985 million for 2023; $13.435 million for 2024; $12.235 million for 2025; $11.935 million for 2026; $12.035 million for 2027; and $11.985 million for 2028.

Toronto and Region Conservation Authority

268. City Council approve the 2019 Budget Committee Recommended Capital Budget for the Toronto and Region Conservation Authority with a total project cost of $21.581 million, and 2019 cash flow of $22.081 million composed of the following:

a. New Cash Flow Funds for:

i. 29 new / change in scope sub-projects with a 2019 total project cost of $21.581 million that requires cash flow of $21.581 million in 2019; and

b. 2018 approved cash flow for 1 previously approved sub-project with carry forward funding from 2018 into 2019 totalling $0.500 million.

269. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto and Region Conservation Authority $185.603 million in project estimates, composed of $21.893 million for 2020; $17.408 million for 2021; $17.552 million for 2022; $21.175 million for 2023; $21.287 million for 2024; $21.402 million for 2025; $21.500 million for 2026; $21.628 million for 2027; and $21.758 million for 2028.

270. City Council request the Chief Executive Officer, Toronto and Region Conservation Authority, together with the General Manager, Toronto Water, the General Manager, Transportation Services, the General Manager, Parks, Forestry and Recreation and the Executive Director, Financial Planning, to report back on the results of the Ministry of the Environment, Conservation and Parks review of the Environmental Assessment for the Scarborough Waterfront project and to provide updated project cost estimates, annual cash flow funding requirements, project timelines based on the outcome of the Ministry review for consideration as part of the 2020 Budget Process.

Toronto Police Service

271. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Police Service with a total project cost of $104.218 million, and 2019 cash flow of $81.173 million and future year commitments of $41.922 million composed of the following:

a. New Cash Flow Funds for:

i. 25 new / change in scope sub-projects with a 2019 total project cost of $104.218 that requires 2019 cash flow of $63.296 million; and future year cash flow commitments of $22.572 million for 2020; $15.850 million for 2021; and $2.500 million for 2022; and

ii. 2 previously approved sub-projects with a 2019 cash flow of $2.500 million; and future year cash flow commitments of $1.000 million for 2020; and

b. 2018 approved cash flow for 22 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $15.378 million.

272. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto Police Service $467.423 million in project estimates, composed of $58.587 million for 2020; $51.716 million for 2021; $51.117 million for 2022; $53.157 million for 2023; $69.437 million for 2024; $48.725 million for 2025; $47.503 million for 2026; $53.606 million for 2027; and $33.575 million for 2028.

273. City Council consider the operating costs of $1.389 million net in 2019; -$0.107 million

net in 2020; $0.058 million net in 2021; $0.080 million net in 2022; $0.083 million net in 2023; $0.083 million net in 2024; $0.089 million net in 2025; $0.089 million in 2026; $0.093 million in 2027; and $0.089 in 2028 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

274. City Council request the Chair, Toronto Police Services Board to report any operating costs and associated benefits arising from the implementation of facility realignment and transformation information technology projects in the 2020 Budget Process.

Toronto Public Health

275. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Public Health with a total project cost of $0.548 million, and 2019 cash flow of $4.477 million and future year commitments of $2.039 million composed of the following:

a. New Cash Flow Funds for:

i. five new / change in scope sub-projects with a 2019 total project cost of $0.548 million that requires cash flow of $1.024 million in 2019 and future year cash flow commitments of $1.123 million for 2020; and $0.411 million for 2021;

ii. seven previously approved sub-projects with a 2019 cash flow of $2.628 million; and future year cash flow commitments of $0.505 million for 2020; and

iii. one previously approved sub-project with carry forward funding from 2017 and prior years requiring 2019 cash flow of $0.165 million that requires City Council to reaffirm its commitment; and

b. 2018 approved cash flow for 5 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $0.660 million.

276. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto Public Health for $18.244 million in project estimates, composed of $2.369 million for 2020; $2.675 million for 2021; $2.500 million for 2022; $2.200 million for 2023; $1.700 million for 2024; $1.700 million for 2025; $1.700 million for 2026; $1.700 million for 2027; and $1.700 million for 2028.

277. City Council consider the operating costs of $0.076 million net in 2020; ($0.090) million net in 2021; ($0.037) million net in 2022; and ($0.040) million net in 2023 and $0.001 million in 2024 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

Toronto Public Library

278. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Public Library with a total project cost of $21.275 million; and 2019 cash flow of $37.446 million and future year commitments of $81.836 million composed of the following:

a. New Cash Flow Funds for:

i. 6 new / change in scope sub-projects with a 2019 total project of $21.275 million that requires cash flow of $0.449 million for 2019 and future year cash flow commitments of $8.951 million for 2020; $10.821 million for 2021; and 1.054 million in 2022; and

ii. 22 previously approved sub-projects with a 2019 cash flow of $28.225 million; and future year cash flow commitments of $32.196 million for 2020; $19,370 million for 2021; $5,786 million for 2022; and $3,658 million for 2023; and

b. 2018 approved cash flow for 15 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $8.772 million.

279. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto Public Library totalling $198.902 million in project estimates, composed of $4.914 million for 2020; $11.997 million for 2021; $23.990 million for 2022; $27.485 million for 2023; $18.627 million for 2024; $25.184 million for 2025; $29.276 million for 2026; $27.202 million for 2027; and $30.227 million for 2028.

280. City Council consider the operating savings of $0.722 million net in 2019; operating costs of $0.102 million net in 2020; $0.902 million net in 2021; $0.763 million net in 2023; $0.022 million net in 2026; and $0.509 million net in 2028 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

281. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

Toronto Transit Commission

282. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Transit Commission with a total project cost of $1.329 billion, and 2019 cash flow of $1.490 billion and future year commitments of $3.163 million composed of the following:

a. New Cash Flow Funds for:

i. 25 new / change in scope sub-projects with a 2019 total project cost of $1.329 billion that requires cash flow of $106.127 million in 2019 and future year cash flow commitments of $276.476 million for 2020; and $179.465 million for 2021; $92.621 million for 2022; $100.980 million for 2023; $83.952 million for 2024, $102.800 million for 2025; $131.695 million for 2026; $111.623 million for 2027; $142.757 million for 2028; and

ii. 39 previously approved sub-projects with a 2019 cash flow of $1.383 billion; and future year cash flow commitments of $874.598 million for 2020; $457.975 million for 2021; $240.265 for 2022; $138.165 million for 2023; $127.323 million for 2024; $45.077 million for 2025; $34.396 million for 2026; $22.282 million for 2027; $0.159 million for 2028; and

b. 2018 approved cash flow for 27 previously approved sub-projects with carry forward

funding from 2018 into 2019 totalling $224.397 million.

283. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto Transit Commission $1.800 billion in project estimates, composed of $47.828 million for 2020; $167.664 million for 2021; $266.271 million for 2022; $172.347 million for 2023; $204.795 million for 2024; $211.694 million for 2025; $230.929 million for 2026; $261.702 million for 2027; and $237.169 million for 2028.

284. City Council consider the operating costs of $15.130 million net in 2019; ($7.972) million net in 2020; ($0.533) million net in 2021; $1.865 million net in 2022; $0.568 million net in; $0.585 million net in 2024; $0.291 million net in 2025; $0.300 million net in 2026; and ($0.366) million net in 2027 resulting from the approval of the 2019 Capital Budget for inclusion in the 2019 and future year operating budgets.

285. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

286. City Council approve the 2019 Capital Budget for the Toronto-York Spadina Subway Extension with no new project cost, and 2019 cash flow of $60.000 million composed of:

a. 2019 approved cash flow for 1 previously approved sub-project with carry forward funding from 2018 into 2019 totalling $60.000 million.

287. City Council approve the 2019 Capital Budget for the Scarborough Subway Extension with no new project cost, and 2019 cash flow of $117.076 million and future year commitments of $218.916 million composed of the following:

a. New Cash Flow Funding for 1 previously approved sub-projects with a 2019 cash flow of $84.848 million; and future year cash flow commitments of $209.116 million for 2020; $7.116 million for 2021 and $2.684 for 2022; and

b. Approved cash flow for 1 previously approved sub-project with carry forward funding from 2018 into 2019 totalling $32.228 million.

288. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Scarborough Subway Extension $3.020 billion in project estimates, comprised of $34.782 million for 2020; $380.680 million for 2021; $548.293 million for 2022; $487.460 million for 2023; $608.132 million for 2024; $459.277 million for 2025; $227.527 million for 2026; $225.870 million for 2027; and $51.720 million for 2028.

289. City Council approve the 2019 Capital Budget for Waterfront Transit Studies with no new project cost, and 2019 cash flow of $0.300 million, composed of the following:

a. New Cash Flow Funding for 1 previously approved sub-projects with future year cash flow commitments of $2.571 million for 2020; and

b. Approved cash flow for 1 previously approved sub-project with carry forward funding from 2018 into 2019 totalling $0.300 million.

290. City Council approve the 2019 Capital Budget for the Relief Line Studies with a total project cost of $325.000 million, and 2019 cash flow of $134.900 million, and future year commitments of $250.050 million composed of the following:

a. New Cash Flow Funding for:

i. 1 new / change in scope sub-projects with a 2019 total project cost of $325.000 million that requires cash flow of $75.000 million in 2019 and future year cash flow commitments of $250.050 million for 2020; and

ii. 1 previously approved sub-projects with a 2019 cash flow of $59.900 million.

291. City Council request Toronto Transit Commission staff to work with the Executive Director, Financial Planning to undertake an assessment of the Toronto Transit Commission's 15 year Capital Investment Plan to determine the incremental needs, timing, prioritization, dependencies and stage gating of projects for consideration and integration into the City's 2020 Capital Planning and Budget Process and Long Term Fiscal Plan.

292. City Council request the Toronto Transit Commission to identify all costs, savings and benefits to be realized from modernization and transformation initiatives planned and underway during 2019, to be included in the Toronto Transit Commission's 2020 Budget submission.

293. City Council request the City Manager to continue to pursue permanent and sustainable intergovernmental funding for Toronto Transit Commission operations including base capital needs.

294. City Council request the City Manager, in consultation with the Chief Executive Officer, Toronto Transit Commission, to report to the Budget Committee on the following for consideration prior to the 2020 Budget Process:

a. requests the Toronto Transit Commission and the City of Toronto have made to the Provincial and Federal Governments for operating and capital investment into Toronto's transit system; and

b. the current and projected funds available from other levels of government in the 10-year capital budget, the time-periods for which the funding is available, and any additional funding requests that should be made to the Provincial and Federal Governments.

Toronto Zoo

295. City Council approve the 2019 Budget Committee Recommended Capital Budget for Toronto Zoo with a total project cost of $7.063 million, and 2019 cash flow of $15.455 million composed of the following:

a. New Cash Flow Funds for:

i. nine new / change in scope sub-projects with a 2019 total project cost of $7.063 million that requires cash flow of $7.063 million in 2019; and

i. one previously approved sub-projects with a 2019 cash flow of $0.700 million; and

b. 2018 approved cash flow for 7 previously approved sub-projects with carry forward funding from 2018 into 2019 totalling $7.692 million.

296. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Toronto Zoo $75.225 million in project estimates, composed of $8.000 million for 2020; $8.000 million for 2021; $8.000 million for 2022; $8.000 million for 2023; $8.898 million for 2024; $8.827 million for 2025; $8.500 million for 2026; $8.500 million for 2027, and $8.500 million for 2028.

297. City Council direct that all sub-projects with third party financing be approved conditionally, subject to the receipt of such financing in 2019 and if such funding is not forthcoming, their priority and funding be reassessed by City Council relative to other City-financed priorities and needs.

Yonge-Dundas Square

298. City Council approve the 2019 Budget Committee Recommended Capital Budget for Yonge-Dundas Square with a total project cost of $0.100 million, and 2019 cash flow of $0.050 million and future year commitments of $0.050 million composed of the following:

a. New Cash Flow Funds for:

i. one new / change in scope sub-project with a 2019 total project cost of $0.100 million that requires cash flow of $0.050 million in 2019 and future year cash flow commitments of $0.050 million for 2020.

299. City Council approve the 2020 - 2028 Budget Committee Recommended Capital Plan for Yonge-Dundas Square totalling $0.400 million in project estimates, composed of $0.050 million for each of the years from 2021 to 2028.

300. City Council approve the 2019 sinking fund levies of $316 million in respect of the City's outstanding debt.

301. City Council, in approving the 2019-2028 Capital Budget and Plan for Yonge-Dundas Square, express its intent to ensure that the increase in the need for services attributable to the anticipated development will be met and that any future excess capacity identified will be paid for by development charges or other similar charges.

General

302. City Council request the City Manager to include in the report to the Executive Committee on individual strategies and key actions in the Long-Term Financial Plan, as requested by the Executive Committee on March 19, 2018, possible short- and long-term options for revenue tools that might assist Council in paying for currently unfunded program priorities, unfunded capital projects and emerging needs.

The Confidential Attachments referred to in Parts 90, 105 and 156 of City Council's decision above remain confidential in their entirety at this time in accordance with the provisions of the

City of Toronto Act, 2006, as they relate to personal matters about identifiable individuals, including municipal or local board employees, and labour relations and employee negotiations. The Confidential Attachments referred to in Parts 90, 105 and 156 above will be made public once the outcome of City Council's decision has been communicated to Unions and affected staff.

City Council Decision Advice and Other Information

The City Manager, the Chief Financial Officer and Treasurer, and the Executive Director, Financial Planning gave a presentation on the Executive Committee Recommended Tax and Rate Supported 2019 Operating Budget and 2019-2028 Capital Budget and Plan.

City Council recessed its public session and met as Committee of the Whole in closed session on March 7, 2019 to consider confidential information on this Item as it relates to labour relations or employee negotiations.

Public Notice Given

Confidential Attachment - Personal matters about identifiable individuals, including municipal or local board employees and security of the property belonging to the City of Toronto or one of its agencies and corporations

Background Information (Committee)

(February 20, 2019) Letter from the Budget Committee on 2019 Capital and Operating Budgets (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129973.pdf)
(March 1, 2019) Report from the Chief Financial Officer and Treasurer on Budget Committee Recommended Tax Supported 2019 Operating Budget and 2019-2028 Capital Budget and Plan (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130390.pdf)
Appendix 1 - 2019 Budget Committee Recommended Tax Supported Operating Budget Recommendations by City Program and Agency (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130391.pdf)
Appendix 2 - 2019-2028 Budget Committee Recommended Tax Supported Capital Budget and Plan Recommendations by City Program and Agency (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130392.pdf)
Appendix 3 - 2019 Operating Budget and 2019 - 2028 Capital Budget and Plan - Detailed Schedules (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130393.pdf)
(February 25, 2019) Report from the Chief Financial Officer and Treasurer on Budget Committee Recommended Tax Supported 2019 Operating Budget and 2019 - 2028 Capital Budget and Plan - Notice of Pending Report (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130105.pdf)
(January 31, 2019) Revised 2019 Budget Review Schedule (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129868.pdf)
(February 5, 2019) Revised Notice of Public Meeting - 2019 Proposed Changes to User Fees (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129961.pdf)
Appendices A to C to Revised Notice of Public Meeting - 2019 Proposed Changes to User Fees (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129963.pdf)
(January 28, 2019) Notice of Public Meeting - 2019 Proposed Changes to User Fees (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129865.pdf)
(January 31, 2019) Revised Presentation from the City Manager on Staff Recommended Tax and Rate Supported 2019 Operating Budget and 2019-2028 Capital Budget and Plan (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129699.pdf)

Appendices 1-3 - Staff Recommended Tax and Rate Supported 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129869.pdf)
(February 4, 2019) Presentation from the Toronto Police Service, Toronto Police Services Board and Parking Tag Enforcement and Operations on Staff Recommended 2019 Operating Budget and 2019 -2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129924.pdf)
(February 4, 2019) Presentation from the Deputy City Manager, Community and Social Services on Staff Recommended 2019 Operating Budget and 2019 -2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129925.pdf)
(February 4, 2019) Presentation from the Deputy City Manager, Infrastructure and Development Services on Staff Recommended 2019 Operating Budget and 2019 -2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129926.pdf)
(February 6, 2019) Presentation from the Auditor General on Recommended 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129923.pdf)
(February 6, 2019) Presentation from the Integrity Commissioner on Recommended 2019 Operating Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129964.pdf)
(February 6, 2019) Presentation from the Lobbyist Registrar on Recommended 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129922.pdf)
(February 6, 2019) Presentation from the Ombudsman on Recommended 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129873.pdf)
(February 6, 2019) Presentation from the Deputy City Manager, Corporate Services on Staff Recommended 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129871.pdf)
(February 6, 2019) Presentation from Finance and Treasury Services on Staff Recommended 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129874.pdf)
(February 6, 2019) Presentation from the Toronto Transit Commission on Staff Recommended 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129872.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - 311 Toronto
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129972.pdf)
2019 Staff Recommended Operating Budget Notes - Affordable Housing Office
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129928.pdf)
2019 Staff Recommended Operating Budget Notes - Arena Boards of Management
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129933.pdf)
2019 Staff Recommended Operating Budget Notes - Association of Community Centres
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129934.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Children's Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129965.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - City Clerk's Office
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129929.pdf)
(January 29, 2019) Confidential Attachment to 2019 Staff Recommended Operating and Capital Budget Notes - City Clerk's Office
2019 Staff Recommended Operating Budget Notes - City Council
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129930.pdf)
(January 30, 2019) 2019 Staff Recommended Operating Budget Notes - City Manager's Office

(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129695.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - City Planning
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129704.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - TO Live (formerly Civic Theatres Toronto)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129936.pdf)
2019 Staff Recommended Operating Budget Notes - Court Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129962.pdf)
2019 Staff Recommended Operating Budget Notes - CreateTO
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129937.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Economic Development and Culture
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129966.pdf)
2019 Staff Recommended Operating Budget Notes - Engineering and Construction Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129870.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Exhibition Place
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129938.pdf)
(February 1, 2019) Revised 2019 Staff Recommended Operating and Capital Budget Notes - Facilities, Real Estate, Environment and Energy
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129689.pdf)
(January 30, 2019) 2019 Staff Recommended Capital Budget Notes - Financial Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129693.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Fire Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129696.pdf)
(February 1, 2019) Revised 2019 Staff Recommended Operating and Capital Budget Notes - Fleet Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129690.pdf)
2019 Staff Recommended Operating Budget Notes - Heritage Toronto
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129935.pdf)
(January 28, 2019) 2019 Staff Recommended Operating and Capital Budget Notes - Information and Technology
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129691.pdf)
(January 29, 2019) Confidential Attachment to 2019 Staff Recommended Operating and Capital Budget Notes - Information and Technology
2019 Staff Recommended Operating Budget Notes - Legal Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129931.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Long Term Care Homes and Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129967.pdf)
2019 Staff Recommended Operating Budget Notes - Municipal Licensing and Standards
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129697.pdf)
2019 Staff Recommended Operating Budget Notes - Office of the Auditor General
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129866.pdf)
2019 Staff Recommended Operating Budget Notes - Office of the Chief Financial Officer and Treasurer
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129692.pdf)
(January 30, 2019) Revised 2019 Staff Recommended Operating Budget Notes - Office of the Controller
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129694.pdf)
2019 Staff Recommended Operating Budget Notes - Office of the Integrity Commissioner
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129867.pdf)
(January 30, 2019) Revised 2019 Staff Recommended Operating and Capital Budget Notes - Office of the Lobbyist Registrar
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129703.pdf)

2019 Staff Recommended Operating Budget Notes - Office of the Mayor
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129932.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Office of the Ombudsman Toronto
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129917.pdf)
(February 11, 2019) 2019 Staff Recommended Operating and Capital Budget Notes - Parks, Forestry and Recreation
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129698.pdf)
2019 Staff Recommended Operating Budget Notes - Policy Planning, Finance and Administration
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129950.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Shelter, Support and Housing Administration
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129968.pdf)
2019 Staff Recommended Operating Budget Notes - Social Development, Finance and Administration
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129969.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Toronto and Region Conservation Authority
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129940.pdf)
2019 Staff Recommended Operating Budget Notes - Toronto Atmospheric Fund
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129939.pdf)
2019 Staff Recommended Operating Budget Notes - Toronto Building
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129951.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Toronto Employment and Social Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129970.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Toronto Paramedic Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129971.pdf)
(January 28, 2019) 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Police Service
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129941.pdf)
(January 28, 2019) 2019 Staff Recommended Operating Budget Notes - Parking Tags Enforcement and Operations
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129943.pdf)
2019 Staff Recommended Operating Budget Notes - Toronto Police Services Board
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129942.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Toronto Public Health
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129944.pdf)
(January 29, 2019) Confidential Attachment to 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Public Health
2019 Staff Recommended Operating and Capital Budget Notes - Toronto Public Library
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129946.pdf)
(January 31, 2019) 2019 Staff Recommended Operating and Capital Budget Notes - Toronto Transit Commission
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129947.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Toronto Zoo
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129948.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Transportation Services
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129952.pdf)
2019 Staff Recommended Capital Budget Notes - Waterfront Revitalization Initiative
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129953.pdf)
2019 Staff Recommended Operating and Capital Budget Notes - Yonge-Dundas Square
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129949.pdf)

(February 4, 2019) Briefing Note 1 - 2019 Operating Budget - Changes to Existing User Fees and New User Fees in the 2019 Staff Recommended Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129954.pdf)
Appendix A - C to Briefing Note 1 - 2019 Operating Budget - Changes to Existing User Fees and New User Fees in the 2019 Staff Recommended Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129927.pdf)
(February 4, 2019) Briefing Note 2 - 2019 Operating Budget - Contributions to and Withdrawals from Reserves/Reserve Funds
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129912.pdf)
Appendix 1 and 2 to Briefing Note 2 - 2019 Operating Budget - Contributions to and Withdrawals from Reserves/Reserve Funds
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129960.pdf)
(February 4, 2019) Briefing Note 3 - 2019 Operating Budget - New / Enhanced Service Requests not included in the 2019 Staff Recommended Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129913.pdf)
(February 4, 2019) Briefing Note 4 - 2019 Operating Budget - Equity Impacts of Changes in the 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129914.pdf)
Attachment A to Briefing Note 4 - 2019 Operating Budget - Equity Impacts of Changes in the 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129955.pdf)
Attachment B to Briefing Note 4 - 2019 Operating Budget - Equity Impacts of Changes in the 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129915.pdf)
Attachment C to Briefing Note 4 - 2019 Operating Budget - Equity Impacts of Changes in the 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129956.pdf)
Attachment D to Briefing Note 4 - 2019 Operating Budget - Equity Impacts of Changes in the 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129916.pdf)
(February 4, 2019) Briefing Note 5 - 2019 Operating Budget - Toronto Youth Equity Strategy Implementation Status
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129918.pdf)
Appendix 1 to Briefing Note 5 - 2019 Operating Budget - Toronto Youth Equity Strategy Implementation Status
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129957.pdf)
Appendix 2 to Briefing Note 5 - 2019 Operating Budget - Toronto Youth Equity Strategy Implementation Status
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129919.pdf)
Appendix 3 to Briefing Note 5 - 2019 Operating Budget - Toronto Youth Equity Strategy Implementation Status
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129958.pdf)
(February 4, 2019) Briefing Note 6 - 2019 Operating Budget - Toronto Poverty Reduction Strategy
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129920.pdf)
(February 4, 2019) Briefing Note 7 - 2019 Operating Budget - Refugee claimant flows to Toronto and associated pressures on the shelter system
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129959.pdf)
(February 4, 2019) Briefing Note 10 - 2019 Operating Budget - TransformTO Update
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129921.pdf)
(February 19, 2019) Revised Briefing Note 13 - 2019 Capital Budget - State of Good Repair Backlog
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129894.pdf)

(February 12, 2019) Briefing Note 14 - 2019 Capital Budget - Economic Development and Culture's Building Condition Audits
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129875.pdf)
(February 12, 2019) Briefing Note 15 - 2019 Operating Budget - Economic Development and Culture Division's 2019 Staff Recommended Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129892.pdf)
(February 12, 2019) Briefing Note 16 - 2019 Operating Budget - 24-Hour Drop-in Centres - Outcome of Discussions with the Province to Resource Operations
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129893.pdf)
(February 19, 2019) Revised Briefing Note 17 - 2019 Operating Budget - National Housing Strategy - Funding Requests and Commitments
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129876.pdf)
(February 12, 2019) Briefing Note 18 - 2019 Operating Budget - Neighbourhood Information Post - Budget Impacts and Opportunities to Expand Rent Bank and Trusteeship Programs
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129877.pdf)
(February 12, 2019) Briefing Note 19 - 2019 Operating Budget - Supportive Housing units scheduled to be built in Toronto
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129895.pdf)
(February 12, 2019) Briefing Note 20 - 2019 Operating Budget - Tenant Defence Fund - Cost for Additional Staff
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129896.pdf)
(February 12, 2019) Briefing Note 21 - 2019 Operating Budget - Provision of menstrual hygiene product dispensers in shelters, 24-hour respite sites and community centres
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129897.pdf)
(February 12, 2019) Briefing Note 22 - 2019 Capital Budget - Regent Park - Update on Status and Costs of Funding Phases 4 and 5 and Social Development and Community Safety Plans
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129898.pdf)
(February 12, 2019) Briefing Note 23 - 2019 Operating Budget - Implementation of Additional Supportive Youth Spaces, Toronto Public Library and Parks Forestry and Recreation
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129899.pdf)
(February 12, 2019) Briefing Note 24 - 2019 Operating Budget - Immediate Steps to Reduce Gun Violence - Unfunded Actions
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129900.pdf)
(February 12, 2019) Briefing Note 25 - 2019 Operating Budget - Policy, Planning, Finance and Administration - Service Levels
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129901.pdf)
(February 12, 2019) Briefing Note 26 - 2019 Operating Budget - Toronto Building - Service Levels
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129902.pdf)
(February 12, 2019) Briefing Note 27 - 2019 Operating Budget - Toronto Building - Indexation of Indirect Support Costs
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129903.pdf)
(February 12, 2019) Briefing Note 28 - 2019 Operating Budget - Toronto Building - Service and Rent Expenditures
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129904.pdf)
(February 12, 2019) Briefing Note 31 - 2019 Capital Budget - Capital Plan for Accessibility for Ontarians with Disabilities Act Delivery Program - Facilities Management
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129905.pdf)
(February 12, 2019) Briefing Note 32 - 2019 Capital Budget - The South St Lawrence Market Lower Level Redevelopment
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129906.pdf)
(February 12, 2019) Briefing Note 33 - 2019 Operating Budget - Facilities, Real Estate, Environment and Energy Service Level Targets Under Development

(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129907.pdf)
(February 12, 2019) Briefing Note 34 - 2019 Operating Budget - Corporate Security 2019 Operating Budget and 2019-2028 Capital Budget and Plan Changes
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129908.pdf)
(February 12, 2019) Briefing Note 35 - 2019 Operating Budget - TransformTO Implementation Status
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129909.pdf)
(February 12, 2019) Briefing Note 36 - 2019 Operating Budget - 2022 Projected Election Costs
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129910.pdf)
(February 13, 2019) Revised Wrap-Up Notes for the Budget Committee - 2019-2028 Staff Recommended Capital Budget and Plan - Tax Supported Programs and Agencies
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129891.pdf)
(February 13, 2019) Wrap-Up Notes to Budget Committee - 2019 Staff Recommended Operating Budget - Tax Supported Programs and Agencies
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129911.pdf)
(February 19, 2019) Briefing Note 37 - 2019 Operating Budget - Additional Information on Shelters and 24-hour Respite Sites
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129885.pdf)
(February 19, 2019) Briefing Note 38 - 2019 Capital Budget - Toronto Community Housing Corporation State of Good Repair Spending
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129886.pdf)
(February 19, 2019) Briefing Note 40 - 2019 Operating Budget - Proposed Resolution to Augment City of Toronto Operating Levy Funding of Toronto and Region Conservation Authority
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129878.pdf)
(February 19, 2019) Briefing Note 41 - 2019 Operating Budget - Toronto Police Service - Planned Hires for 2019
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129879.pdf)
(February 19, 2019) Briefing Note 42 - 2019 Operating Budget - Cost and Funding of Additional Toronto Public Library Sunday Hours Added in the Period 2015-2018
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129880.pdf)
(February 19, 2019) Briefing Note 43 - 2019 Operating Budget - Cost and Funding of Additional Toronto Public Library Youth Hubs Added in the Period 2015-2018
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129881.pdf)
(February 19, 2019) Briefing Note 44 - 2019 Operating Budget - Proposed Toronto Transit Commission Variable Lane Occupancy Fee
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129882.pdf)
(February 19, 2019) Briefing Note 45 - 2019 Operating Budget - Toronto Transit Commission Subsidy Period 2016-2019
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129883.pdf)
(February 19, 2019) Briefing Note 46 - 2019 Capital Budget - Unmet Capital Needs
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129888.pdf)
Appendix to Briefing Note 46 - 2019 Capital Budget - Unmet Capital Needs
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129887.pdf)
(February 19, 2019) Briefing Note 47 - 2019 Capital Budget - 10 Year Historical State of Good Repair Spending
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129688.pdf)
(February 19, 2019) Briefing Note 49 - 2019 Operating Budget - Greater Toronto Area Transit Fare Comparison
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129889.pdf)
(February 19, 2019) Briefing Note 50 - 2019 Operating Budget - Recent Improvements to Capacity on the Transit Network
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129890.pdf)

(February 20, 2019) Wrap-Up Notes to Budget Committee - 2019-2028 Staff Recommended Capital Budget and Plan - Tax Supported Programs and Agencies
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129945.pdf)
(February 20, 2019) Wrap-Up Notes to Budget Committee - 2019 Staff Recommended Operating Budget - Tax Supported Programs and Agencies
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-129884.pdf)
(March 4, 2019) Wrap-Up Notes for the Executive Committee - 2019-2028 Budget Committee Recommended Capital Budget and Plan - Tax Supported Programs and Agencies
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130405.pdf)
(March 4, 2019) Wrap-Up Notes to Executive Committee - 2019 Budget Committee Recommended Operating Budget - Tax Supported Programs and Agencies
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130406.pdf)
(March 4, 2019) Presentation from the City Manager and Chief Financial Officer and Treasurer on Staff Recommended Tax and Rate Supported 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130414.pdf)
Appendix to the Presentation from the City Manager and Chief Financial Officer and Treasurer on Staff Recommended Tax and Rate Supported 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130415.pdf)

Background Information (City Council)

(March 6, 2019) Supplementary report from the Director, Real Estate Services and the City Clerk on Updated Councillor Constituency Office Market Rents (EX2.5ab)
(http://www.toronto.ca/legdocs/mmis/2019/cc/bgrd/backgroundfile-130560.pdf)
(March 6, 2019) Wrap-Up Notes to City Council on the 2019 Executive Committee Recommended Operating Budget - Tax Supported
(http://www.toronto.ca/legdocs/mmis/2019/cc/bgrd/backgroundfile-130564.pdf)
(March 6, 2019) Wrap-Up Notes to City Council on the 2019 - 2028 Executive Committee Recommended Capital Budget and Plan - Tax Supported
(http://www.toronto.ca/legdocs/mmis/2019/cc/bgrd/backgroundfile-130568.pdf)
(March 7, 2019) Presentation from the City Manager on the Tax and Rate Supported 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/cc/bgrd/backgroundfile-130608.pdf)
Chart attached to motions 10b and 10c by Councillor Josh Matlow
(http://www.toronto.ca/legdocs/mmis/2019/cc/bgrd/backgroundfile-130626.pdf)

Communications (Committee)

(February 15, 2019) Submission from Carol Huang, Neighbourhood Information Post, including a petition containing the names of approximately 98 persons (on file with the City Clerk) (EX.Supp.EX2.5.1)
(http://www.toronto.ca/legdocs/mmis/2019/ex/comm/communicationfile-91718.pdf)
(February 22, 2019) Letter from Paul Dowling (EX.Supp.EX2.5.2)
(February 22, 2019) E-mail from Katie Overmonds (EX.Supp.EX2.5.3)
(February 22, 2019) E-mail from Jessica Atkinson (EX.Supp.EX2.5.4)
(February 26, 2019) Letter from Nancy Vander Plaats and Reverend Wayne Walder, Neighborhood Unitarian Universalist Congregation (EX.Supp.EX2.5.5)
(February 26, 2019) Multiple Communications from 879 individuals, with the subject line "Provide free menstrual products in city shelters" (EX.Supp.EX2.5.6)
(http://www.toronto.ca/legdocs/mmis/2019/ex/comm/communicationfile-91744.pdf)
(February 26, 2019) E-mail from Mahadeo Tahal (EX.Supp.EX2.5.7)
(February 28, 2019) Letter from Eddie Mariconda and Matt Figliano, CUPE Local

416 (EX.Supp.EX2.5.8)
(http://www.toronto.ca/legdocs/mmis/2019/ex/comm/communicationfile-91865.pdf)
(March 4, 2019) Multiple Communications from 1,391 individuals, with the subject line "Vote for Snow Clearing, Safer Streets, Affordable Transit-EX2.5" (EX.Supp.EX2.5.9)
(http://www.toronto.ca/legdocs/mmis/2019/ex/comm/communicationfile-91846.pdf)
(March 4, 2019) Letter from Councillor Gary Crawford (EX.New.EX2.5.10)
(http://www.toronto.ca/legdocs/mmis/2019/ex/comm/communicationfile-91891.pdf)
(March 3, 2019) E-mail from Sharon Yetman (EX.New.EX2.5.11)
(March 4, 2019) E-mail from Hamish Wilson (EX.New.EX2.5.12)
(February 28, 2019) E-mail from Paula J. Tenuta, Building Industry and Land Development Association (BILD) (EX.New.EX2.5.13)
(http://www.toronto.ca/legdocs/mmis/2019/ex/comm/communicationfile-91894.pdf)
(February 27, 2019) Letter from Pastor Tim Reimer, Murray Lumley and Dalton Jantzi, Danforth Mennonite Church (EX.New.EX2.5.14)
(March 4, 2019) Multiple Communications from 13 individuals, with the subject line "Support Renters: Please vote for the Tenant's Defence Fund" (EX.New.EX2.5.15)
(http://www.toronto.ca/legdocs/mmis/2019/ex/comm/communicationfile-91896.pdf)

Communications (City Council)

(March 5, 2019) Letter from Kerry Bowser, Executive Director, Eastview Neighboorhood Community Centre, Cynthia du Mont, Executive Director, West Scarborough Boys and Girls Club, Ian Edward, Executive Director, Toronto Kiwanis Boys & Girls Club, Chris Foster, Executive Director, St. Alban's Boys and Girls Club, Lisa Kostakis, Executive Director, Albion Boys and Girls Club, Utcha Sawyers, Executive Director, Boys & Girls Club of East Scarborough and Sheldon Taylor, Executive Director, Dovercourt Boys and Girls Club (CC.Supp.EX2.5.16)
(http://www.toronto.ca/legdocs/mmis/2019/cc/comm/communicationfile-91985.pdf)
(March 5, 2019) Petition from Linda Heron regarding funding for the TransformTO50 Climate Action Plan in the 2019 budget, containing the names of approximately 45 persons (CC.Supp.EX2.5.17)
(March 6, 2019) Multiple Communications from 25 individuals, with the subject line "Support Renters: Please vote for the Tenant's Defence Fund" (CC.Supp.EX2.5.18)
(http://www.toronto.ca/legdocs/mmis/2019/cc/comm/communicationfile-91991.pdf)
(March 6, 2019) Multiple Communications from 16 individuals, with the subject line "Provide free menstrual products in City shelters" (CC.Supp.EX2.5.19)
(http://www.toronto.ca/legdocs/mmis/2019/cc/comm/communicationfile-92006.pdf)
(March 6, 2019) Multiple Communications from 442 individuals, with the subject line "Vote for Snow Clearing, Safer Streets, Affordable Transit-EX2.5" (CC.Supp.EX2.5.20)
(http://www.toronto.ca/legdocs/mmis/2019/cc/comm/communicationfile-92007.pdf)
(March 6, 2019) Multiple Communications from 2,142 individuals, with the subject line "Vote to keep commitments on Poverty Reduction - [EX2.5]" (CC.Supp.EX2.5.21)
(http://www.toronto.ca/legdocs/mmis/2019/cc/comm/communicationfile-91992.pdf)
(March 6, 2019) E-mail from Hamish Wilson (CC.New.EX2.5.22)
(March 6, 2019) Letter from the Integrity Commissioner (CC.New.EX2.5.23)
(http://www.toronto.ca/legdocs/mmis/2019/cc/comm/communicationfile-92008.pdf)
(March 7, 2019) E-mail from Andrew T (CC.New.EX2.5.24)
(March 7, 2019) Submission from Submission from Councillor Josh Matlow - Toronto Seniors Strategy 2.0 Booklet (CC.New.EX2.5.25)
(March 7, 2019) Petition from Councillor Wong-Tam, Ward 13, Toronto Centre, on behalf of the Neighbourhood Information Post, regarding investment in community resources in Toronto Downtown East for homelessness prevention and affordable housing, containing the names of approximately 98 persons, filed during the Routine Matters portion of the meeting (CC.New)

Declared Interests (City Council)

The following member(s) declared an interest:

Councillor James Pasternak - as it pertains to the Toronto Public Library, as his spouse has left the library and is on leave, is technically an employee of the Toronto Public Library.
Written Declaration: http://app.toronto.ca/tmmis/viewDeclaredInterestFile.do?id=8441
Mayor John Tory - because of his involvement with the Rogers family trusts. Rogers Communications Inc. provides telephone and cellular services, wireless devices, and internet and Wi-Fi services to the City of Toronto; and as it relates to the news summary services provided by Canada Newswire.
Written Declaration: http://app.toronto.ca/tmmis/viewDeclaredInterestFile.do?id=8440

5a Auditor General's Office 2019 Operating Budget

Background Information (Committee)

(January 21, 2019) Report from the Auditor General on Auditor General's Office 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130032.pdf)
Attachment 1 - Auditor General's Office 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130033.pdf)
Attachment 2 - 2019 Staff Recommended Operating Budget Notes - Office of the Auditor General
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130034.pdf)
(February 6, 2019) Presentation from the Auditor General on Recommended 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130035.pdf)

5b Office of the Integrity Commissioner - 2019 Operating Budget

Background Information (Committee)

(January 21, 2019) Report from the Integrity Commissioner on Office of the Integrity Commissioner - 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130037.pdf)
Attachment 1 - 2019 Staff Recommended Operating Budget Notes - Office of the Integrity Commissioner
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130038.pdf)
(February 6, 2019) Presentation from the Integrity Commissioner on Recommended 2019 Operating Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130036.pdf)

5c Office of the Lobbyist Registrar - 2019 Operating Budget Request and 2019-2028 Capital Budget and Plan

Background Information (Committee)

(January 18, 2019) Report from the Lobbyist Registrar on Office of the Lobbyist Registrar - 2019 Operating Budget Request and 2019-2028 Capital Budget and Plan

(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130039.pdf)
(January 30, 2019) Revised Attachment 1 - 2019 Staff Recommended Operating and Capital Budget Notes - Office of the Lobbyist Registrar
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130040.pdf)
(February 6, 2019) Presentation from the Lobbyist Registrar on Recommended 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130041.pdf)

5d Ombudsman Toronto 2019 Operating Budget Recommendation and 2019-2028 Capital Budget and Plan

Background Information (Committee)

(January 21, 2019) Report from the Ombudsman on Ombudsman Toronto 2019 Operating Budget Recommendation and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130042.pdf)
Attachment 1 - 2019 Staff Recommended Operating and Capital Budget Notes - Office of the Ombudsman Toronto
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130043.pdf)
(February 6, 2019) Presentation from the Ombudsman on Recommended 2019 Operating Budget and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130044.pdf)

5e Development Charges for the Leslie Nymark Toronto Community Housing Corporation Redevelopment

Background Information (Committee)

(July 13, 2018) Letter from City Council on Development Charges for the Leslie Nymark Toronto Community Housing Corporation Redevelopment
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130045.pdf)

5f Vision Zero Road Safety Plan - Implementation of Community Safety Zones

Background Information (Committee)

(July 10, 2018) Letter from City Council on Vision Zero Road Safety Plan - Implementation of Community Safety Zones
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130046.pdf)

5g Implementation of Additional Road Safety Measures and Accelerating the Vision Zero Road Safety Plan

Background Information (Committee)

(December 19, 2018) Letter from City Council on Implementation of Additional Road Safety Measures and Accelerating the Vision Zero Road Safety Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130047.pdf)

5h CreateTO 2019 Budget Request

Confidential Attachment - Personal matters about identifiable persons and contains financial information that belongs to the Board of Directors of CreateTO and has monetary value or potential monetary value.

Background Information (Committee)

(December 10, 2018) Letter from the Chair of CreateTO on CreateTO 2019 Budget Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130048.pdf)
(November 27, 2018) Report from the Chief Financial Officer, CreateTO on CreateTO 2019 Budget Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130050.pdf)
Confidential Attachment 1 - CreateTO 2019 Operating Budget

5i Toronto's Participatory Budgeting Pilot Evaluation

Background Information (Committee)

(January 31, 2019) Report from the City Manager on Toronto's Participatory Budgeting Pilot Evaluation
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130051.pdf)
Appendix 1 - Examples of Participatory Budgeting Processes
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130052.pdf)
Appendix 2 - Examples of Participatory Budgeting Pilot Communication Materials
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130053.pdf)
Appendix 3 - Resource Considerations for Implementation of Participatory Budgeting
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130054.pdf)

5j Toronto Public Health 2019-2028 Capital Budget and Plan Request

Background Information (Committee)

(November 19, 2018) Letter from Board of Health on Toronto Public Health 2019-2028 Capital Budget and Plan Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130056.pdf)
(October 30, 2018) Report from the Medical Officer of Health on Toronto Public Health 2019-2028 Capital Budget and Plan Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130057.pdf)
Appendix 1 - 2019-2028 Capital Budget as Plan Projects
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130055.pdf)
(November 19, 2018) Presentation from the Medical Officer of Health on Toronto Public Health 2019 Requested Operating Budget and 2019-2028 Requested Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130058.pdf)

5k Toronto Public Health 2019 Operating Budget Request

Confidential Attachment - Personal matters about identifiable persons and labour

relations or employee negotiations.

Background Information (Committee)

(December 3, 2018) Letter from the Chair, Board of Health on Toronto Public Health 2019 Operating Budget Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130059.pdf)
(November 8, 2018) Report from the Medical Officer of Health on Toronto Public Health 2019 Operating Budget Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130060.pdf)
Attachment 1 - Toronto Public Health Service Accomplishments, Deliverables, and Performance Measures
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130061.pdf)
Confidential Attachment 1 -Toronto Public Health 2019 Requested Operating Budget
Confidential Attachment 2 - Proposals Recommended by Board of Health Budget Committee
Confidential Attachment 3 -Proposals to be Considered by the Board of Health
(November 19, 2018) Presentation from the Medical Officer of Health on Toronto Public Health 2019 Requested Operating Budget and 2019-2028 Requested Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130064.pdf)

5l Toronto Transit Commission 15-Year Capital Investment Plan and 2019-2028 Capital Budget and Plan

Background Information (Committee)

(January 30, 2019) Letter from the Head of Commission Services, Toronto Transit Commission on Toronto Transit Commission 15-Year Capital Investment Plan and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130066.pdf)
Attachment - Toronto Transit Commission 15-Year Capital Investment Plan and 2019-2028 Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130067.pdf)

5m 2019 Toronto Transit Commission and Wheel-Trans Operating Budgets

Background Information (Committee)

(January 30, 2019) Letter from the Head of Commission Services, Toronto Transit Commission on 2019 Toronto Transit Commission and Wheel-Trans Operating Budgets
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130068.pdf)
Attachment - 2019 Toronto Transit Commission and Wheel-Trans Operating Budgets
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130069.pdf)

5n Toronto Police Services Board - 2019 Operating Budget Request

Background Information (Committee)

(January 30, 2019) Letter and Attachments from the Toronto Police Services Board on Toronto Police Services Board - 2019 Operating Budget Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130070.pdf)

5o Toronto Police Service - 2019 Operating Budget Request

Background Information (Committee)

(January 30, 2019) Letter and Attachments from the Toronto Police Services Board on Toronto Police Service - 2019 Operating Budget Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130071.pdf)

5p Toronto Police Service - Parking Enforcement Unit - 2019 Operating Budget Request

Background Information (Committee)

(January 30, 2019) Letter and Attachments from the Toronto Police Services Board on Toronto Police Service - Parking Enforcement Unit - 2019 Operating Budget Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130072.pdf)

5q Toronto Police Service - 2019-2028 Capital Program Request

Background Information (Committee)

(January 30, 2019) Letter and Attachments from the Toronto Police Services Board on Toronto Police Service - 2019-2028 Capital Program Request
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130073.pdf)

5r Investments in Culture

Background Information (Committee)

(February 1, 2019) Report from the General Manager, Economic Development and Culture on Investments in Culture
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130075.pdf)
Attachment 1 - Impacts of Future Increases to Culture Funding
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130074.pdf)

5s Strengthening Toronto's Ability to Attract and Host Major Events Through the Toronto Significant Events Investment Program

Background Information (Committee)

(February 1, 2019) Report from the General Manager, Economic Development and Culture on Strengthening Toronto's Ability to Attract and Host Major Events Through the Toronto Significant Events Investment Program
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130076.pdf)

5t Implementing the "Housing Now" Initiative

Background Information (Committee)

(January 31, 2019) Letter from City Council on Implementing the "Housing Now" Initiative (http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130078.pdf)
(January 11, 2019) Report and Appendices 1 to 4 from the City Manager on Implementing the "Housing Now" Initiative
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130077.pdf)
(January 23, 2019) Presentation from the Deputy City Manager, Community and Social Services on Implementing the Housing Now Initiative
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130079.pdf)

5u Report from the Budget Subcommittee - City Hall and North York Civic Centre Consultations

Background Information (Committee)

(February 7, 2019) Letter from the Budget Subcommittee for City Hall and North York Civic Centre Consultations on Meeting 1 (City Hall)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130080.pdf)
(February 7, 2019) Letter from the Budget Subcommittee for City Hall and North York Civic Centre Consultations on Meeting 2 (City Hall)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130081.pdf)
(February 11, 2019) Revised Letter from the Budget Subcommittee for City Hall and North York Civic Centre Consultations on Meeting 3 (North York Civic Centre)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130082.pdf)
(February 11, 2019) Letter from the Budget Subcommittee for City Hall and North York Civic Centre Consultations on Meeting 4 (North York Civic Centre)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130083.pdf)

5v Report from the Budget Subcommittee - Scarborough and Etobicoke Civic Centre Consultations

Background Information (Committee)

(February 7, 2019) Letter from the Budget Subcommittee for Scarborough and Etobicoke Civic Centre Consultations on Meeting 1 (Scarborough Civic Centre)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130084.pdf)
(February 7, 2019) Letter from the Budget Subcommittee for Scarborough and Etobicoke Civic Centre Consultations on Meeting 2 (Scarborough Civic Centre)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130085.pdf)
(February 11, 2019) Letter from the Budget Subcommittee for Scarborough and Etobicoke Civic Centre Consultations on Meeting 3 (Etobicoke Civic Centre)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130086.pdf)
(February 11, 2019) Letter from the Budget Subcommittee for Scarborough and Etobicoke Civic Centre Consultations on Meeting 4 (Etobicoke Civic Centre)
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130087.pdf)

5w Housing Secretariat Staffing Resources Review - Housing Now Initiative

Background Information (Committee)

(February 15, 2019) Report from the City Manager on Housing Secretariat Staffing Resources Review - Housing Now Initiative
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130088.pdf)

5x Rates of Remuneration for Public Members of City Tribunals

Background Information (Committee)

(February 19, 2019) Report and Attachments 1 and 2 from the City Clerk on Rates of Remuneration for Public Members of City Tribunals
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130089.pdf)

5y Audit Committee - Auditor General's Office 2019 Operating Budget

Background Information (Committee)

(February 22, 2019) Letter from the Audit Committee on Auditor General's Office 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130018.pdf)
(January 21, 2019) Report from the Auditor General on Auditor General's Office 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130020.pdf)
Attachment 1 - Auditor General's Office 2019 Operating Budget
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130021.pdf)
Presentation from the Auditor General on Auditor General's2019 Operating Budget and 2019 Work Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130022.pdf)

5z Intergovernmental Funding in the 2019-2028 Recommended Capital Budget and Plan

Background Information (Committee)

(February 4, 2019) Report from the City Manager and the Chief Financial Officer and Treasurer on Intergovernmental Funding in the 2019-2028 Recommended Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130164.pdf)
Attachment 1 - City Council Decision History
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130185.pdf)
Attachment 2 - Intergovernmental Program Summary
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130186.pdf)
Attachment 3 - Gas Tax Funding for Toronto Transit Commission's 2019-2028 Staff Recommended Capital Budget and Plan
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130188.pdf)
Attachment 4 - Public Transit Infrastructure Fund Phase 1 Toronto Projects
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130189.pdf)

5aa Replacement of Signage at the Sony Centre and Toronto Centre for the Arts

Background Information (Committee)

(March 1, 2019) Letter from the Board of Directors of TO Live on Replacement of Signage at the Sony Centre and Toronto Centre for the Arts
(http://www.toronto.ca/legdocs/mmis/2019/ex/bgrd/backgroundfile-130394.pdf)

Toronto Police Services Board Report

April 1, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: 2018 ANNUAL HATE CRIME STATISTICAL REPORT

Recommendation:

It is recommended that the Board:

1) receive this report for information; and,

2) forward a copy of this report to the City of Toronto Executive Committee for information.

Financial Implications:

There are no financial implications relating to the recommendations contained within this report.

Background / Purpose:

The Toronto Police Service (Service) Hate Crime Unit (H.C.U.) is a sub-unit of Intelligence Services, Security Section. The H.C.U. has collected statistical data and has been responsible for ensuring the thorough investigation of hate crime offences within the City of Toronto since 1993.

The Service's Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against a person or property that are motivated by bias, prejudice, or hate, based on the victim's (either perceived or real) race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or other similar factor within the City of Toronto.

This report also provides an overview of the hate crimes committed in 2018, as well as the various education, training and community outreach initiatives that were undertaken by the H.C.U. and other units within the Service.

Discussion:

The year 2018 was characterized by strengthened community partnerships and engagement, education and a commitment to encouraging public reporting of hate crimes.

In 2018, there was a decrease in the total number of reported hate crimes to the Service. In comparison to 2017, the number of reported occurrences decreased from 186 to 137, representing a difference of approximately 26%.

The fluctuation in the number of reported hate crimes and the community groups that are victimized can be attributed to multiple factors including international events, community educational programs, and hate crime training.

Mischief to property, assault, and utter threats were the three most reported criminal offences motivated by hate in 2018. As in past years, these kinds of offences occurred in a variety of different locations including private dwellings, public park/streets, schools and on public transportation.

The H.C.U. recognizes that under reporting continues to present a challenge that affects the unit's ability to investigate and prevent hate motivated offences in various communities.

Throughout 2018, members of the H.C.U. attended and/or provided internal, local and provincial hate crime training on topics relating to hate crime laws and trends, investigative strategies, prosecution of hate crimes, and the community of impact of hate crimes. The attendees included members of the Service and other local and national police services, government and nongovernment partners, as well as community members. Details of community outreach and education initiatives are included in the report under section XII.l Hate Crime Unit Education and Community Outreach Initiatives.

Additionally, the H.C.U. collaborates with the Service's Community Policing Engagement Unit (C.P.E.U.) and community organizations for the purposes of education, public safety, and to address community concerns specific to hate crimes. In 2018, the C.P.E.U. in partnership with community partners and agencies updated and created crime prevention pamphlets, including a pamphlet titled "HATE MOTIVATED CRIME: WHAT YOU NEED TO KNOW ABOUT HATE CRIME". These pamphlets were distributed to our divisional units and are available to the public. In 2019, these pamphlets will be electronically accessible via the Service's website.

Conclusion:

This report provides the Board with a comprehensive statistical overview of the hate crimes reported and investigated in the City of Toronto throughout 2018.

Deputy Chief James Ramer, Specialized Operations Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Toronto Police Service
2018 Annual Hate Crime Statistical Report

Intelligence Services, Hate Crime Unit

Intelligence Services, Hate Crime Unit remains dedicated to the achievement of its complementary objectives: the prevention and thorough investigation of hate motivated offences and the pro-active education of others to enable them to recognize and combat hate.

Our goal is to encourage mutual acceptance amongst communities and to safeguard the freedoms, safety and dignity of all persons as guaranteed by the Charter of Rights and Freedoms.

Executive Summary

The Toronto Police Service Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against persons or property which are motivated by bias, prejudice or hate based on the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or other similar factor within the City of Toronto.

The report explains the mandate of the Toronto Police Service Hate Crime Unit (HCU) and the methodology that is used by the HCU to collect the statistical data. The data is based on hate crimes that were reported to the Toronto Police Service, hereafter referred to as "the Service" between January 1, 2018 and December 31, 2018.

The report also provides an overview of the training and education that was provided to the Service's police officers with respect to hate crimes in 2018, as well as the various community outreach initiatives that were undertaken by the HCU and other units within the Service.

In 2018, there was a decrease in the total number of hate crime occurrences reported to the Service. In comparison to 2017, the number of reported occurrences decreased from 186 to 137 representing a difference of approximately 26%. Over the past ten years, between 2009 and 2018, the average number of reported hate crimes is approximately 148 per annum.

The number of arrests related to hate crimes in 2018 decreased from 23 persons arrested in 2017 to 18 persons arrested in 2018. As in previous years, the number of arrests for hate motivated offences was attributed to allegations of mischief to property (i.e. graffiti) in circumstances where there was little or no suspect description available. These occurrences frequently transpired without the victim or any witnesses present. These factors present significant challenges to the investigation into hate motivated offences and arresting suspects.

In 2018, the Jewish community, followed by the Muslim community, the Black community, and the LGBTQ community were the groups most frequently victimized. The three most frequently reported criminal offences motivated by hate in 2018 were mischief to property, assault and utter threats. The Jewish community was the most frequently victimized group for mischief to property occurrences and utter threat occurrences. The Muslim community was the most frequently victimized group for assault occurrences.

There are multiple factors that can affect fluctuation in the number of reported hate crimes and the community groups that are victimized. These factors include international events, community educational programs, hate crime training, and increased reporting.

When more than one identifiable group (i.e. Catholic and Ukrainian) was targeted in an incident the occurrence was categorized as multi-bias. In 2017, 27 of the 186 hate occurrences were categorized as multi-bias. In 2018, 21 of the 137 hate occurrences were categorized as multi-bias.

An identifiable group is defined by the Criminal Code as, "*Any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability*".

In 2017, the Criminal Code definition of identifiable group was expanded to include gender identity or expression as a result of Bill C-16. Hate crimes motivated on the basis of gender identity or expression are captured by the Service under the sex category.

In 2014, the Canadian Center for Justice Statistics (CCJS) published the Hate Crime Consultations and Recommendation Report. One of the recommendations made in this report was for police services to report hate crimes targeting members of the Transgender community under either the sex and/or gender category for the purpose of comparability across jurisdictions.

For the purpose of uniform crime reporting across Canada, the Service adopted the CCJS recommendation. Hate crimes targeting members of the Transgender community have been categorized under the sex category since the 2014 report. Prior to 2014, the Toronto Police Service Annual Hate Crime Statistical Report categorized hate crimes against members of the Transgender community under the sexual orientation category.

Since the publication of the first Hate Crime Statistical Report in 1993, hate crimes have been most commonly motivated by the following five factors: race, religion, sexual orientation, multi-bias, and nationality.

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I. Introduction

The Toronto Police Service (the Service) Hate Crime Unit (HCU) is a subunit of Intelligence Services –Security Section. The HCU was established in 1993 and is responsible for collecting, analyzing and publishing data on reported hate crimes. The Unit consists of a Detective and two Detective Constables, as well as a civilian Intelligence Analyst and an Intelligence Researcher.

Additionally, the Detective Sergeant in charge of the Security Section of Intelligence Services has the discretion to assign officers from Intelligence Services to assist in the investigation and prevention of hate motivated crimes, thereby assisting the HCU, as he or she deems necessary.

In making such a determination, the Detective Sergeant considers factors such as the opportunity to raise awareness and educate members of the community regarding hate motivated crimes and the capacity of the specific division to investigate the specific occurrence(s).

Mandate:

The mandate of the Hate Crime Unit is to:

- Provide assistance and expertise to all investigations and prosecutions of hate crimes;
- Investigate and liaise with the Ministry of the Attorney General in relation to hate propaganda cases;
- Maintain an information base of hate occurrences and arrests to assist divisional analysts and investigators;
- Assist in developing public education programs in partnership with other members of the Service and the community; and
- Act as a central focus for the dissemination of information and provide support to divisional hate crime co-ordinators, other police services, government agencies and the community.

Members of the HCU are responsible for reviewing all suspected hate occurrences to ensure consistent identification/classification and to ensure a thorough investigation is conducted. All relevant information is recorded and analyzed which aids in determining overall hate crime trends and patterns.

The analysis of occurrences and this report are then used to develop Service-wide strategies to address hate crimes in the community from a crime prevention/enforcement perspective as well as from an educational perspective.

The Toronto Police Service is in the midst of a deployment transformation whereby Divisions in certain areas of the city are amalgamating to Districts. A Hate Crime Coordinator is assigned to each of the new Districts, or if the Division has yet to be amalgamated, there remains a Divisional Hate Crime Coordinator.

The Hate Crime Coordinator maintains the responsibility for tracking and assisting hate crime investigations within their respective District or Division. The HCU provides investigative support to these divisional personnel and other units when requested or necessary to support the investigation and if required, arranges for expert witnesses to attend court.

The Service provides all members with Procedure 05-16 - Hate/Bias Crime. This procedure provides direction to front line officers and investigators to assist them in properly identifying, recording and investigating hate crimes. Consistent with this procedure, officers are required to notify the HCU of any hate crime occurrences.

Through training, officers are encouraged to err on the side of caution by forwarding all suspected hate motivated occurrences to the HCU for review. Additionally, the HCU utilizes internal police software to search all police records for hate motivated occurrences.

In this manner, the HCU ensures that all hate motivated occurrences and arrests are captured and reviewed for accuracy.

II. Methodology

Toronto Police Service Procedure 05-16 - Hate/Bias Crime requires all suspected hate motivated occurrences to be reviewed by HCU investigators to ensure proper identification and classification. Every occurrence is classified using the hate categories contained within the identifiable group definition of the *Criminal Code of Canada, section 718.2*: race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or any other similar factor.

The comments and/or actions of a suspect during an incident can be a significant determination regarding his or her motive and bias; however, it is sometimes difficult to classify an occurrence with complete accuracy. Additional criteria considered when classifying occurrences may include the victim's perception of the incident, culturally significant dates, symbols, history of the community and current world events.

In some cases, the suspect misperceives the victim's background. This has occurred in some incidents involving visible minorities, where the suspect can be completely unaware of the victim's actual background and incorrectly assumes the victim belongs to a particular group. Due to this fact, the victim becomes a target based on the suspect's misperception.

For example, there have been cases where individuals have been wrongly perceived by the suspect as being members of the LGBTQ community and become victims of hate motivated assaults. Similarly, in other cases, victims have been targeted due to their association with members of certain identifiable groups, though the victims themselves are not members of those groups.

While it is recognized that every individual has multiple aspects to their identity, more than one of which could be cause for an offender to target them, it is the practice of the HCU to classify a hate occurrence based on the best known information that exists relevant to the offender's perception of the victim.

In cases where there are multiple criminal offences committed during one event, only the charges directly related to the hate occurrence are included for the purpose of data collection in this report. For example, if an occurrence involved an allegation of a suspect assaulting a person based on the person's religion and upon his arrest, the suspect was found to be in possession of a controlled substance – only the assault charge would be categorized as a hate motivated charge, not the drug-related charge.

Limitations

The HCU recognizes that in evaluating this report, the information contained herein is an analysis of reported hate motivated crime within the City of Toronto and may not be a true reflection of the prevalence of hate crimes occurring in Toronto.

Under-reporting continues to present a challenge that affects the HCU's ability to investigate and prevent hate motivated offences in various communities. As a result, the HCU continues to recognize that working with community groups and media outlets to encourage and assist victims to report these crimes is an essential aspect of its mandate. The HCU continues to meet and consult with a variety of established community organizations involved in anti-hate advocacy and is continuously reaching out to new groups.

The number of hate crimes recorded varies from year to year and is influenced by a wide range of factors that are not always easily discernible. As previously mentioned, the reluctance to report victimization significantly impacts statistical data and the interpretations extrapolated and concluded from that data. Victims may be reluctant to report hate crimes for several reasons, including, but not limited to:

- The victim may not recognize that the crime was motivated by bias or hate;
- Fear of retaliation;
- Uncertainty of the criminal justice system's response;
- The victim may fear his/her sexual orientation may be exposed to family members or his/her employer; and/or
- Embarrassment and humiliation of being victimized.

Community Impact

Hate crimes have a disproportionately greater effect on their victims than other types of crimes. Hate motivated crimes have longer lasting serious side-effects for society as a whole. A hate motivated crime not only victimizes the individual, but also the entire group the person belongs to, resulting in the increased isolation, stress and vulnerability of that particular group.

If police do not respond to reports of hate crimes immediately and appropriately, these crimes can lead to increased social discord between opposing groups and possible retaliation.

Conversely, a timely and effective police response can have a positive and lasting influence on the relationship between police and the communities we serve. Positive relationships such as these have the ability to have extensive benefits in other aspects of public safety.

Hate Category Codes

The hate category codes used throughout the tables and charts of this report are as follows: RA-race/colour, MU-multi-bias, ET-ethnicity, NA-nationality, AG-age, SEX-sex, LN-language, DI-disability, SO-sexual orientation, RE-religion and SF-similar factor.

Offences in the **race (RA)** category include people targeted because of an obvious visible characteristic, often the colour of their skin, or other physical characteristics relating to race.

Occurrences where more than one of the identifiable groups has been targeted are categorized as **multi-bias (MU).** This occurs when a suspect's comments and/or actions are directed towards several victim groups. For example, a hate propaganda flyer that targets Muslims, Canadians and First Nations members will be categorized as multi-bias.

Hate motivated occurrences are coded as **ethnicity (ET)** to denote offences where the victims share a common cultural or national tradition or refer to victims by their birth origin rather than their present nationality.

The **nationality (NA)** category is used when a victim is targeted specifically because of his or her perceived nationality.

The **sex** category is used when a victim is targeted because of the gender that they are perceived to belong to (male, female, Trans or Transgender). **Trans** or **Transgender** is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as Transgender, Trans woman (male-to-female), Trans man (female-to-male), Transsexual, cross-dresser, gender non-conforming, gender variant or gender queer.

The categories of **age (AG**), **language (LN**), **disability (DI), sexual orientation (SO)** and **religion (RE**) are typically clear in terms of why the victims have been targeted and therefore are often more easily categorized.

In **similar factor (SF)** occurrences, hatred can focus on members of a group who have significant points in common and share a trait that is often integral to the dignity of the person. The shared trait is common to a group not just an individual. An example of any other similar factor includes but is not limited to members of a particular profession (i.e. priests or nuns).

Criminal Code of Canada - Hate Provisions

The definition of a hate crime is, "*A criminal offence committed against a person or property, where there is evidence that the offence was motivated by bias, prejudice, or hate, based on the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or on any other similar factor*".

The two types of hate motivated crimes:

1. Those forms of expression that fit within the parameters of **hate propaganda** in sections 318 and 319 of the Criminal Code; and

2. All other criminal offences where there is evidence to indicate bias, prejudice or hate was a motivating factor in the commission of the offences, section 718.2 of the Criminal Code.

Hate propaganda is defined as, *"Any communication that advocates or promotes genocide or makes statements, other than in private, that promote hatred against an identifiable group"*.

An identifiable group is defined by the Criminal Code as, *"Any section of the public distinguished by colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability"*.

The criteria of national origin, sex, age, and mental or physical disability were added to the definition of "identifiable group" in 2014, and gender identity or gender expression were added in 2017 as a result of Bill C-16 receiving Royal Assent.

The consent of the Attorney General is required for hate propaganda prosecutions.

In 2001, under the *Anti-Terrorism Act*, a new provision was added to the Criminal Code of Canada, Section 430(4.1), which allows the courts to impose more severe penalties for the criminal offence of mischief to religious property. Section 430(4.1) of the Criminal Code states:

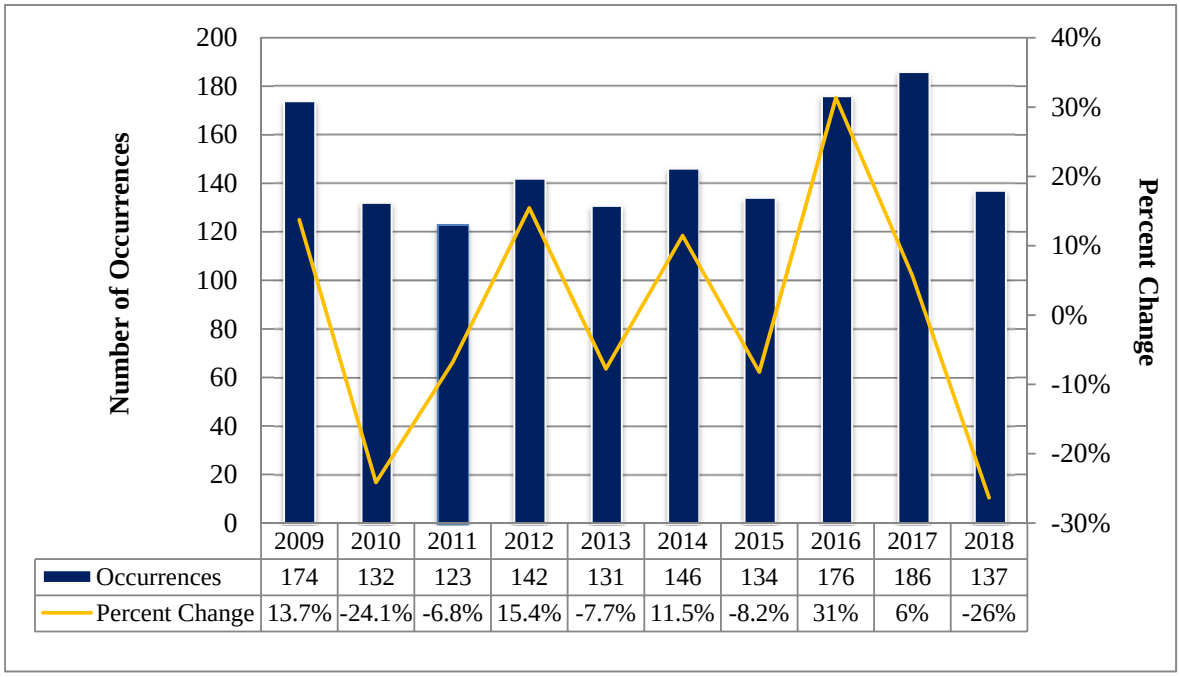
> *"Everyone who commits mischief in relation to property that is a building, structure or part thereof that is primarily used for religious worship, including a church, mosque, synagogue or temple, or an object associated with religious worship located in or on the grounds of such a building or structure, or a cemetery, if the commission of the mischief is motivated by bias, prejudice, or hate based on religion, race, colour or national or ethnic origin,*
>
> *(a) is guilty of an indictable offence and liable to imprisonment for a term not exceeding ten years; or*
>
> *(b) is guilty of an offence punishable on summary conviction and liable to imprisonment for a term not exceeding eighteen months."*

III. Results

Reported Hate Crime Occurrences

In 2018, there was a decrease in the number of reported hate crimes compared to 2017. The HCU recorded a total of 137 hate motivated occurrences in 2018 compared to 186 in 2017. These figures represent a decrease of approximately 26%. Overall, the number of occurrences in 2018 is lower than the ten year average of 148 occurrences (Figure 3.1).

Figure 3.1: Hate Crime Occurrences 2009-2018



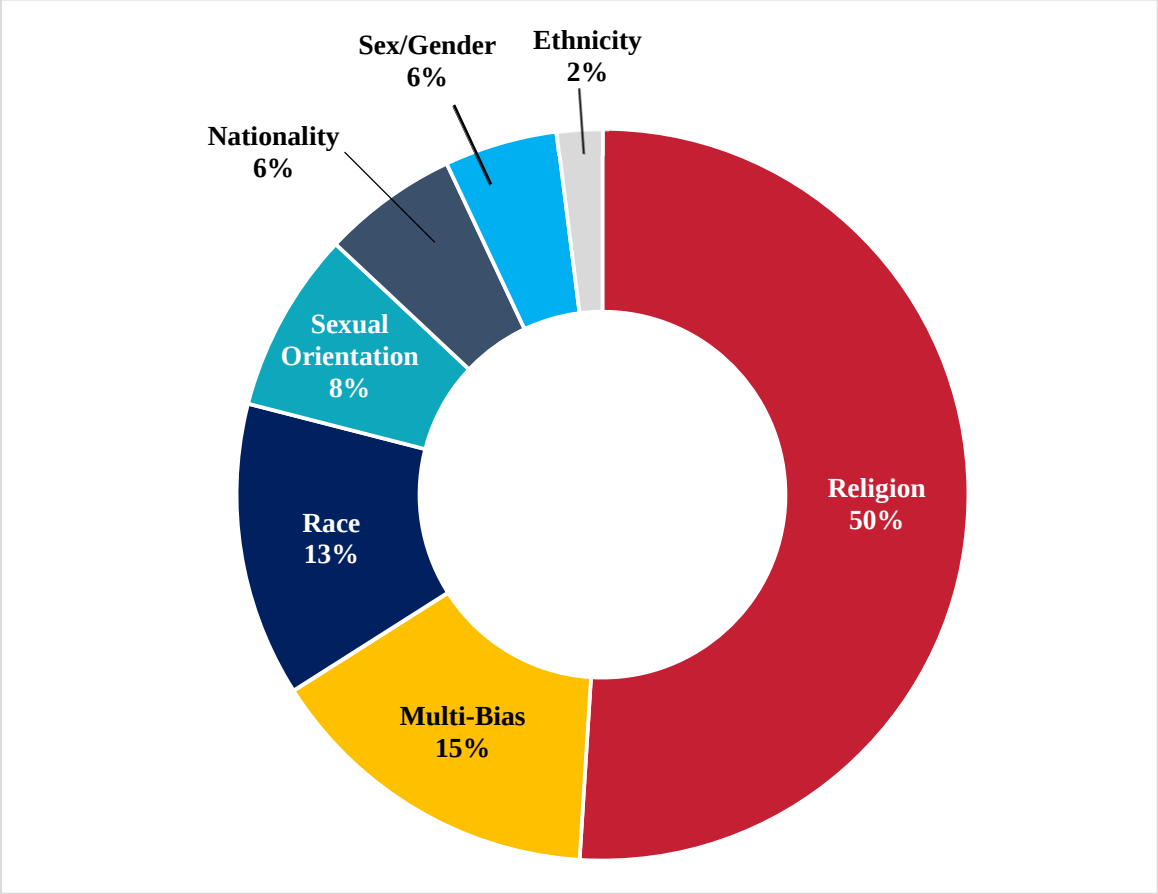
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Occurrences	174	132	123	142	131	146	134	176	186	137
Percent Change	13.7%	-24.1%	-6.8%	15.4%	-7.7%	11.5%	-8.2%	31%	6%	-26%

Note: *This figure is based on statistical data collected over the past ten years. The highest reported number of occurrences was 186 (2017) and the lowest reported number of occurrences was 123 (2011).*

Motivation of Hate Crime Victimization

Religion, sexual orientation and race have been the predominant motivation factors for hate crimes over the past ten years. In 2018, these factors were present in the following approximate proportions: religion 51%, followed by multi-bias 15%, and race 13% (Table 3.1 refers).

Figure 3.2: Breakdown by Hate Category 2018



***Note**: Figure 3.2 is based on the total number of hate crimes reported in 2018 (Figure 3.1). Age, Disability, and Similar Factor compose 0% of the hate occurrences in 2018.*

Table 3.1: Total Hate Crimes 2009-2018

Year	AG	DI	ET	SEX	LN	MU	NA	RA	RE	SF	SO	TOTAL
2009			13			22	19	28	59	7	26	174
2010			3			17	9	31	53		19	132
2011			3			18	12	20	47		23	123
2012			5			21	11	26	59	1	19	142
2013			12			10	2	25	58	2	21	130
2014			1	3		14	19	22	63		24	147
2015			6	2		10	6	25	58		27	134
2016			7	6		14	8	26	66		18	145
2017			7	6	1	27	2	41	86		16	186
2018			3	8		21	8	17	69		11	137

Note: Figures highlighted in grey represent the three most targeted categories within the year specified.

IV. Criminal Offences- Hate Motivated

In 2018, the most prevalent hate occurrences were for the offences of mischief to property, assault and utter threats. Assault and utter threat occurrences were all incidents that were unprovoked by the victims. As in past years, these offences occurred in a variety of different locations such as: schools; business/retail; public transportation; and streets/laneways (refer to Appendix B for detailed classification of 2018 offence locations).

Mischief to Property

Mischief to property represented a significant portion of the offences, accounting for 75 of the 137 occurrences. In comparison to 2017, there was a decrease in the number of mischief to property occurrences motivated by hate. In 2017, 120 of the 186 occurrences were mischief to property motivated by hate. The total proportion of mischief to property occurrences to all reported occurrences decreased from approximately 65% in 2017 to approximately 55% in 2018.

Vandalism and graffiti were the two primary forms of mischief perpetrated by the offender. The most common offence locations were schools/universities, dwellings, parks and streets/laneways (Appendix B). The hate categories most targeted were religion and race.

The Jewish community and the Black community were the predominant victim groups for mischief occurrences in 2018.

Assault

In 2017 and 2018 there were a total of 32 assault occurrences reported in each year. The proportion of assault occurrences to all reported hate crimes increased from 17% in 2017 to 23% in 2018. The hate categories that were targeted the most were religion and sex (refer to Appendix D for summary statistics of victim groups and offences). Muslims and Women were the predominant victim groups for assaults in 2018.

Utter Threats

There were a total of 15 utter threat occurrences motivated by hate in 2018 compared to 21 in 2017. Religion was the highest reported motivation factors for this offence (Appendix D). The Jewish and Muslim communities were the predominant victim group for utter threat occurrences in 2018.

Internet

Electronic communications including the internet remains a method for offenders to communicate hate propaganda, threats and criminal harassment, because of their perceived ability to remain anonymous.

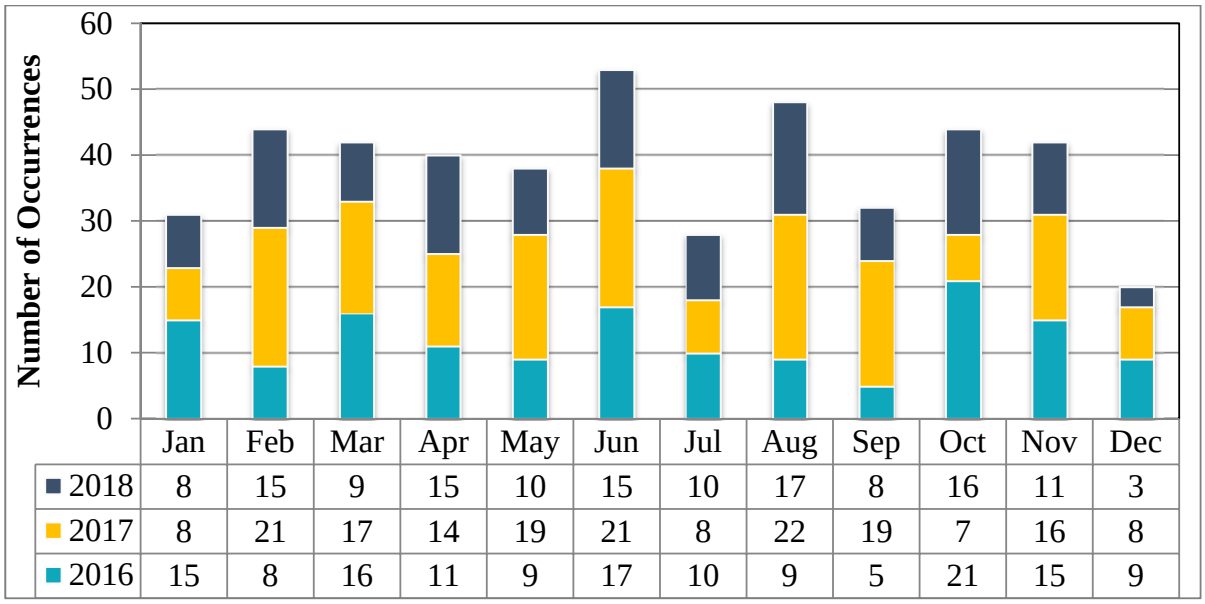
In 2018, three hate occurrences were committed via the internet, representing approximately 2% of the total hate motivated occurrences. Based on the increasing prevalence of the internet as a medium of communication, the HCU continues to closely monitor open forum websites, chat rooms, message boards, etc. and initiate investigations as required. When possible criminality is identified, the HCU draws on other Service resources, including support from the Computer Cyber Crime and the Technological Crime Sections of Intelligence Services.

V. Patterns of Hate Motivated Offences

Monthly Activity of Hate Occurrences

In 2018, the months with the highest number of hate motivated occurrences were August (17), October (16), and then February, April and June each with 15. The months with the lowest activity were January (8), September (8) and December (3) (Figure 5.1).

Figure 5.1: Monthly Hate Occurrences Comparative Analysis 2016-2018



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	8	15	9	15	10	15	10	17	8	16	11	3
2017	8	21	17	14	19	21	8	22	19	7	16	8
2016	15	8	16	11	9	17	10	9	5	21	15	9

Hate Occurrences by Division

The police divisions with the highest numbers of hate occurrences were 52 Division, 31 Division and 51 Division reporting 17, 17 and 15 occurrences, respectively in 2018 (Table 5.2).

In 2018, most Divisions experienced a decrease in the number of hate occurrences compared to 2017 with the exception of 14 Division, 31 Division, 53 Division and 54 Division (refer to Appendix C for 2018 divisional summary of offences by division).

Table 5.2: Hate Motivated Crimes by Division 2017-2018

Year	11	12	13	14	22	23	31	32	33	41	42	43	51	52	53	54	55	Total
2017	9	6	13	7	12	1	14	18	10	9	3	10	19	31	12	4	8	**186**
2018	3	5	12	8	10	1	17	13	3	1	3	4	15	17	14	8	3	**137**

VI. Commonly Victimized Groups

Community Victimization

Victim groups are categorized by the suspect's perception. The victim group most targeted in 2018 was the Jewish community with 50 occurrences. The Muslim community and the Black communities were the next most targeted victim group reporting 18 and 16 occurrences each followed by the LGBTQ community reporting 13 occurrences (Figure 6.1 and Table 6.1).

Figure 6.1: Hate Occurrences by Victimized Groups 2018

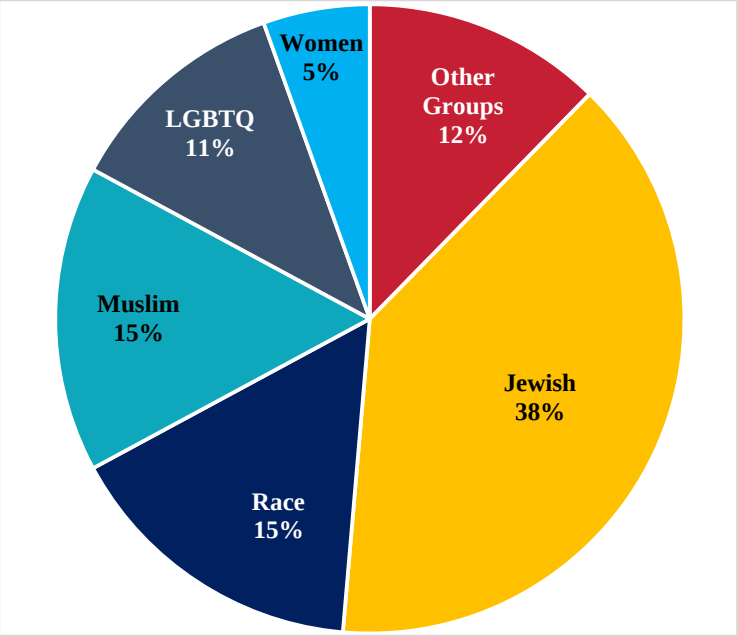


Table 6.1: Hate Occurrences by Victimized Group, 2018

Group	Occurrences
Jewish	50
Muslim	18
Black	16
LGBTQ	13
Women	8
Chinese	5
Iranian	3
White	3
Christian	2
Indian	2
Israeli	1
Korean	1
Pakistani	1
Multi-Bias	21

Note:
Victim groups with more than five occurrences are represented in Figure 6.1. Percentages may not add up to 100% due to rounding.

Breakdown of Victim Groups Targeted in Multi-Bias Occurrences

When more than one identifiable group is targeted, the occurrence is categorized as multi-bias. In 2018 there were 21 hate occurrences classified as multi-bias, in comparison to 27 in 2017.

Table 6.2: Victim Groups Targeted in Multi-Bias Occurrences

Victim Group	Number of Occurrences
Black/LGBTQ	1
Black/Jewish/Muslim	1
Black/Jewish	1
Chinese/LGBTQ	1
Christian/Jewish	1
Jewish/Black	3
Jewish/LGBTQ	1
Jewish/White	1
Jewish/Black/Chinese/Arab	1
Jewish/Black/Indian	1
LGBTQ/Jewish	1
LGBTQ/Black/White	1
LGBTQ/Black	1
LGBTQ- Woman/Muslim	1
LGBTQ-Man/Indian	1
Muslim/Women	4
TOTAL	**21**

Of the 21 hate occurrences that were categorized as multi-bias in 2018, the Black community was targeted in 10 of the 21 occurrences (Tables 6.2 and 6.3) and members of the Jewish community were targeted in 11 of the 21 multi-bias occurrences. The LGBTQ and the Muslim community were targeted in 7 and 6 of the 21 multi-bias occurrences, respectively. Notably, since 2005, religion, race and sexual orientation have been the three most common motivation factors for hate crime victimization (Table 6.3).

Table 6.3: Total Hate Occurrences Including Multi-Bias Occurrences

Community Group	Bias Type	Victimized Group	Number of Occurrences	Total Occurrences
Jewish	Religion Multi-Bias	Jewish	50	61
		Jewish/Black	4	
		Jewish/Black/Muslim	1	
		Jewish/Christian	1	
		Jewish/LGBTQ	2	
		Jewish/Black/Chinese/Arab	1	
		Jewish/Black/Indian	1	
		Jewish/White	1	
Black	Race Multi-Bias	Black	16	26
		Black/Jewish	4	
		Black/Jewish/Muslim	1	
		Black/LGBTQ	2	
		Black/Jewish/Chinese/Arab	1	
		Black/Jewish/Indian	1	
		Black/LGBTQ/White	1	
Muslim	Religion Multi-Bias	Muslim	20	26
		Muslim/Women	4	
		Muslim/Black/Jewish	1	
		Muslim/LGBTQ – Woman	1	
LGBTQ	Sex & Sexual Orientation	LGBTQ	13	20
		LGBTQ/Black	2	
		LGBTQ/Chinese	1	
		LGBTQ/Jewish	1	
		LGBTQ – Woman/Muslim	1	
		LGBTQ – Man/Indian	1	
		LGBTQ/Black/White	1	

Religion, Race and Sexual Orientation

The highest percentage of the 137 reported hate criminal occurrences in 2018 were motivated by religion (50%=69), followed by race (12%=17) and sexual orientation (8%=11).

The religious groups most victimized in 2018 were members of the Jewish and the Muslim/Islamic communities. In 50 of the 69 crime occurrences involving religion, the victims were members of the Jewish community and 18 of the 69 hate crime occurrences, the victims were members of the Muslim/Islamic community.

Of the 69 hate crime occurrences in which religion was the motivating factor, mischief to property offences, such as graffiti and damage to property accounted for 45 of the reports. (Appendix D).

For the 17 hate crime occurrences in 2018 where race was the motivating factor, the Black community was the most frequently victimized group, accounting for 16 of the 17 occurrences. These occurrences were mainly mischief under (9); mischief to religious property (2); mischief interfere with property (1); assault (1); assault with a weapon (1); assault peace officer (1); and criminal harassment (1) (Appendix D).

In 2018, the LGBTQ community was victimized in 13 of the 137 hate crime occurrences. Sexual orientation and sex were the two motivating factors. These occurrences included the following offences: assault (5); mischief under (3); utter threats - bodily harm/damage (2); assault with a weapon (2); and mischief to religious property (1); (Appendix D).

The number of assault occurrences motivated by sexual orientation and sex in 2018 decreased from 22 in 2017 to 6 in 2018. In all of the assault occurrences, the victims were subject to derogatory comments and were either punched, or pushed by the suspect(s) during the assault.

In comparison to 2017 (12%), the total percentage of hate occurrences in the LGBTQ community decreased in 2018 (9%). Hate motivated assault occurrences in the LGBTQ community represented 4% of the total occurrences in 2018.

Table 6.4 2018 Offence Breakdown by Category

	Nationality	Multi-Bias	Ethnic Origin	Language	Race	Religion	Sex/ Gender	Sexual Orientation	Total
Assault	2	5	2		2	6	3	3	**23**
Assault Causing Bodily Harm							1		**1**
Assault with a Weapon		1			1	1	3	1	**7**
Assault Peace Officer					1				**1**
Arson								1	**1**
Criminal Harassment	1				1	3	1		**6**
Public Incitement of Hatred		1							**1**
Mail Obscene Matter	1	1				2			**4**
Mischief Interfere with Property		1			1	3			**1**
Mischief Under		9	1		9	38		3	**60**
Mischief to Religious Property	2	1			2	4		1	**10**
Robbery						1			**1**
Theft Under						1			**1**
Utter Threats - Bodily Harm/Death	1	2				9		2	**14**
Utter Threats - Damage	1								**1**
Wilful Promotion of Hatred						1			**1**
Total	**8**	**21**	**3**	**0**	**17**	**69**	**8**	**11**	**137**

VII. Accused / Suspect Identification

Accused/suspect information is typically provided by victims, witnesses, surveillance footage and forensic evidence. The Service's Forensic Identification Unit plays a significant role in collecting physical evidence such as DNA and fingerprints at crime scenes. Service Procedure 05-16 Hate Crime requires all police officers investigating a hate crime to protect the scene and secure all relevant evidence including items such as posters, graffiti, recordings and clothing for forensic examination. Furthermore, officers are required to photograph the scene where the graffiti is found or when evidence cannot be readily detached or retrieved.

In 2018, victims and witnesses were able to provide information on accused/suspect identification in 66 of the 137 total hate occurrences, accounting for 48% of the occurrences. It is often very difficult to identify suspects, as many hate crimes occur without any witnesses present. Moreover, many hate crimes occur without the victim present, as in the case of hate motivated graffiti or mischief. For example, in 2018, victims and/or witnesses were able to provide accused/suspect information in approximately 21% of the total mischief to property occurrences, accounting for 16 of the 75 hate occurrences.

Among accused and suspected persons, males form the dominant offender group with 58 males identified in 2018 compared to 8 females. Among identified persons committing hate offences, the largest group consisted of males in the 18-25 year age group (Tables 7.1 and 7.2).

Since 2003, the dominant offender group has been males, specifically in the 18-25 year age group with the exception of 2008, 2015, and 2017 when the dominant offender groups were persons in the 12-17 year age, over 40 years, and 18-25 years of age group, respectively.

Table 7.1 2018 Accused Identification Specific to Age and Gender

Gender	Under 12 yrs	12-17 yrs	18-25 yrs	26-40 yrs	Over 40 yrs
Female	-	-	-	2	3
Male	-	2	7	3	11

Note: *The table above is based on the sex and age group of those charged with hate criminal offences in 2018. There were a total of 24 criminal occurrences.*

Table 7.2 Suspect Identification Based on 2018 Victim/Witness Statements

Gender	Under 12 yrs	12-17 yrs	18-25 yrs	26-40 yrs	Over 40 yrs
Female	1	1	-	-	-
Male	1	4	9	6	7

Note: *The figures represented in the suspect identification table are based on victim/witness suspect descriptions. The above table does not include the nine additional occurrences in which the victim/witnesses identified one female suspect and eight male suspects but were unable to determine their age.*

VIII. 2018 Arrests/Charges

As in previous years, offenders may be charged with a number of offences, not all of which are hate motivated. Only those charges relating directly to hate motivated criminal offences are included in Table 8.1.

The number of hate motivated arrests decreased in 2018 in comparison to 2017. In 2018, there were 18 persons arrested for hate motivated offences compared to 23 persons arrested in 2017. A total of 39 hate motivated criminal charges were laid against these 18 persons in 2018 compared to 30 hate motivated charges being laid against 23 persons in 2017. The 2018 charges were in relation to 24 hate occurrences (Table 8.1).

Table 8.1 2018 Hate Charges Laid by Offence Type

Offence Type	Charges
Assault	14
Assault Causing Bodily Harm	1
Assault with a Weapon	9
Assault Peace Officer	1
Criminal Harassment	2
Dangerous Operation of Motor Vehicle	1
Mail Obscene Materials	1
Mischief Under	2
Mischief Interfere with Property	1
Robbery	1
Utter Threats – Bodily Harm	5
Utter Threats – Damage	1
Total	**39**

IX. Sentencing

The following court dispositions include all criminal proceedings which concluded in the judicial system during 2018. The dispositions include hate crime cases that commenced between 2015 and 2018.

The dispositions include custodial sentences, significant time spent in pre-trial custody, suspended sentences, and periods of probation with conditions including counseling, peace bonds and weapons prohibitions.

Historical Cases 2014-2017

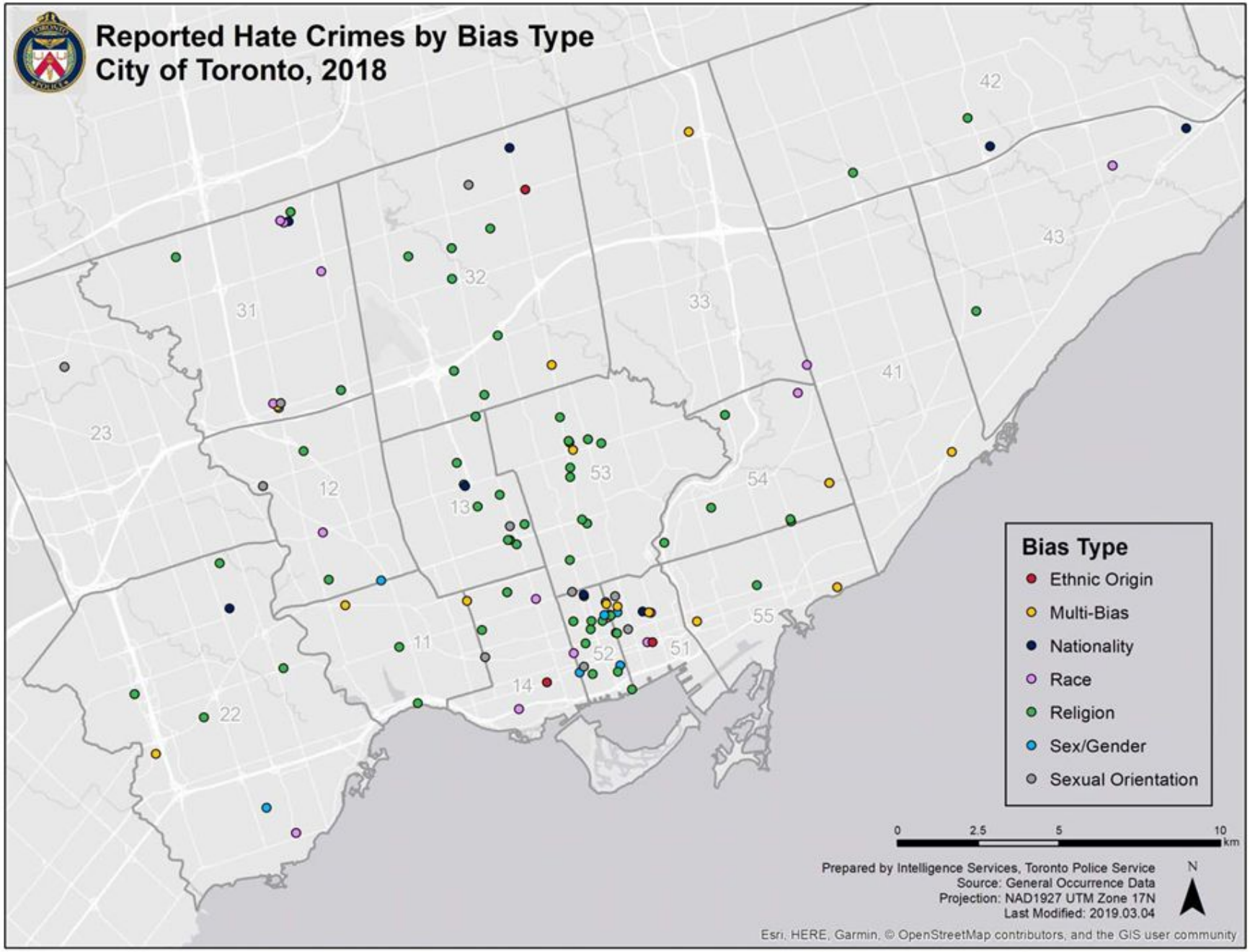
In 2018, there were nine criminal cases involving nine accused persons that concluded before the courts that originated from incidents that transpired between 2015 and 2017. These nine cases were completed as follows: two guilty pleas, two withdrawals, and five were resolved by peace bond (Appendix A - Table A.2). There are currently two hate motivated criminal cases remaining before the courts arising from incidents that occurred in 2014 and 2016. There are currently four hate motivated charges pending before the courts arising from occurrences that transpired in 2017.

2018 Cases

In 2018, there were 25 criminal cases before the courts that originated from incidents reported in 2018. There were a total of 18 accused persons and 39 hate motivated charges laid.

Six of these 25 cases have been completed as follows: four guilty pleas; and two withdrawals (Appendix A - Table A.1).

At year-end 2018, there are currently 19 cases involving hate motivated charges pending before the courts.


Reported Hate Crimes by Bias Type
City of Toronto, 2018
42
43
32
33
31
41
23
53
54
12
13
55
11
52
51
14
22
Bias Type
Ethnic Origin
Multi-Bias
Nationality
Race
Religion
Sex/Gender
Sexual Orientation
0
2.5
5
10
km
N
Prepared by Intelligence Services, Toronto Police Service
Source: General Occurrence Data
Projection: NAD1927 UTM Zone 17N
Last Modified: 2019.03.04
Esri, HERE, Garmin, © OpenStreetMap contributors, and the GIS user community

XI. Toronto Population and Demographics

Toronto, with a population of 2.73 million people (6.9 million in the GTHA-Greater Toronto and Hamilton Area), is one of the most multicultural cities in the world and ranked fourth on The Economist Intelligence Unit's Safe Cities Index.[1]

The 2016 and 2011 Census conducted by Statistics Canada provides the most current information regarding the population and religious affiliation information for the City of Toronto (Figure 11.1 and 11.2). These charts are provided to give some context to the statistics in this report.

Figure 11.1: Visible Minority Population in Toronto
(Source: Statistics Canada, 2016)

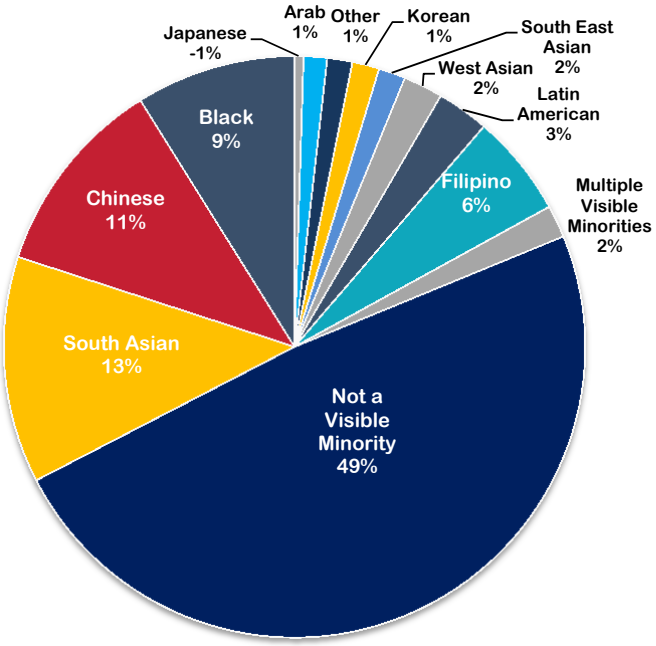
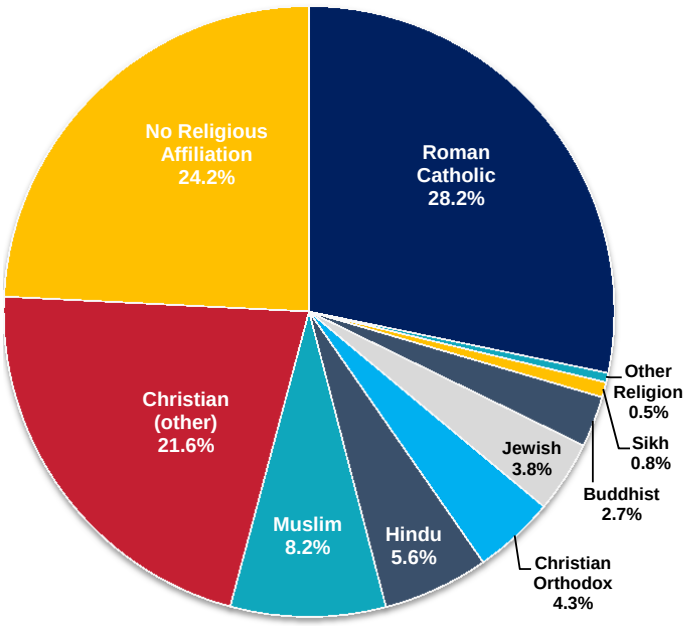


Figure 11.2 Religious Affiliations in Toronto
(Source: Statistics Canada, 2011)



In 2016, approximately 51% of Toronto's population belonged to a visible minority group—this denotes an increase from approximately 49% that was reported in 2011.[2] Since 2011, increases in visible minority populations were observed within several communities including the South Asian, Chinese, Black, and Filipino communities, as well those who identified as multiple visible minorities (Figure 11.1).

As noted earlier in the report, the most targeted groups in Toronto in 2018 were the Jewish community, followed by the Muslim and Black communities, and the

[1] City of Toronto. (2015). "*World Rankings for Toronto*", (Viewed on February 22, 2017 from hhttps://www.toronto.ca/city-government/data-research-maps/toronto-progress-portal/world-rankings-for-toronto/)
[2] Toronto Police Service. (2013). *2012 Annual Hate Crime Statistical Report.* Hate Crime Unit, Intelligence Services.

LGBTQ community:

- The Jewish community represents 3.8% of the religious population in the City of Toronto but was victimized in approximately 36% of the total hate crimes;

- The Black community constitutes 8.9% of the visible minority population but was victimized in approximately 12% of the total hate crimes; and,

- The Muslim community represents 8.2% of the religious population and was victimized in approximately 13% of the total hate crimes in 2018.

According to the 2014 Canadian Community Health Survey (CCHS) conducted by Statistics Canada, 1.7% of Canadian adults between the ages of 18 and 59 reported themselves to be homosexual and 1.3% reported themselves to be bisexual.[3] It is of significance to note the CCHS relies upon a large sample of respondents, is not divided by region, and does not include an option for transgendered individuals; therefore, this rate is likely underreported and not an entirely accurate representation of the population of the LGBTQ community in Toronto. Despite the lack of statistics in this area, what is known is that the LGBTQ community was victimized in approximately 9% of the total hate crimes in 2018.

[3] Statistics Canada. (2017). *Census in Brief: Same-sex couples in Canada in 2016.* (Retrieved on February 22, 2018, from http://www12.statcan.gc.ca/census-recensement/2016/as-sa/98-200-x/2016007/98-200-x2016007-eng.cfm).

XII. Hate Crime Unit Education and Community Outreach Initiatives

Intelligence Gathering and Investigative Support Role

The HCU exchanges information through its networks within the Toronto Police Service, as well as provincial, national and international police services and other law enforcement agencies.

In 2018, the HCU continued to be an active partner of the provincial Hate Crime and Extremism Investigative Team (HCEIT). The HCEIT consists of members from fifteen Ontario police services that receive provincial funding for the joint collection and sharing of information, enforcement and education on hate crimes. In 2018, representatives included members from the following police services:

- Brantford Police Service
- Durham Regional Police Service
- Guelph Police Service
- Halton Regional Police Service
- Hamilton Police Service
- London Police Service
- Niagara Regional Police Service
- Ontario Provincial Police Service
- Ottawa Police Service
- Peel Regional Police
- Stratford Police Service
- Toronto Police Service
- Waterloo Regional Police Service
- Woodstock Police Service and
- York Regional Police

In order to ensure public safety and/or assess the presence of criminality, the HCU attended and monitored events involving potential hate activity as well as public demonstrations with political or ideological overtones where the involved groups were strongly opposed to one another.

The HCU provided police divisions with ongoing investigative support, case tracking and relevant intelligence exchange.

Training and Education

Throughout 2018, HCU members attended provincial hate crime and extremism training relating to hate crime laws and trends, investigative strategies and the prosecution of hate crimes with police services, community agencies and partners from across North America in Ottawa, Toronto and Niagara Falls.

In March 2018, the Ministry of the Attorney General's Office held a two-day hate crime conference in Toronto. The TPS HCU attended and participated on a police panel, *Hate Crime – Policing Perspective*, to discuss investigative challenges, prevention and the impact of hate crimes in the community. The conference was attended by Crown Attorneys and representatives from police services from across the province.

In 2012, the Ontario Police College (OPC) in partnership with HCEIT created an Advanced Hate Crime Investigators Course for police officers. The course focuses on an enhanced understanding of the investigation of hate crimes and the application of federal legislation to hate propaganda. The course was offered at OPC in May and October 2018, and was attended by members from Ontario police services, including members from TPS. TPS HCU members delivered presentations to the attendees and this training will continue in 2019.

In October 2015, the HCU assisted in creating materials that included an information booklet and training video for the Service's front-line officers. The information booklet and video provides tools, resources and procedures for hate crimes and criminal extremism. These resources continue to be made available and will be utilized in 2019.

In November 2018, the HCU hosted the annual divisional Hate Crime Coordinators (HCC) meeting with HCC's from the Service's 17 police divisions and districts. The purpose of the meeting was to review and discuss divisional hate crime cases, current case law and other issues relating to hate crimes.

In addition, throughout 2018 the HCU liaised with members of the community including schools, government, and community organizations on the subject of hate crimes.

Community Outreach

In 2018, the HCU consulted with many diverse community organizations and representatives for the purposes of education, negotiation, mediation for public order and safety and to address community concerns specific to hate crimes.

In January 2018, the TPS Community Partnerships & Engagement Unit (CPEU) in partnership with community partners and agencies updated and created crime prevention pamphlets including, *HATE MOTIVATED CRIME: WHAT YOU NEED TO KNOW ABOUT HATE CRIME*. These pamphlets were distributed to the divisions and are available to the public. In 2019, these pamphlets will be electronically accessible to the public via the TPS website.

The HCU continued its partnership with the CPEU and the Lesbian Gay Bisexual Transgender Queer Two-Spirit Liaison Unit to provide local and international education on LGBTQ2S awareness including support of the Report Homophobic Violence Period Program and the Trans Media Campaign. The Report Homophobic Violence Period (RHVP) campaign is a public awareness and education campaign which focuses on youth 13 to 25 years of age and addresses the issue of homophobic and transphobic bullying and violence.

RHVP is an initiative of the Service's LGBTQ2S Community Consultative Committee and was developed in 2007 by the Service in partnership with a large number of community partners and community service providers.

The Trans Media Campaign was initiated in 2014 by the LGBTQ2S Liaison Unit in partnership with Corporate Communications to increase reporting, decrease attacks against the Trans

community, educate Service members about the Trans community and improve the relationship between the Service and the Trans community. In 2015, Crime Stoppers partnered with Trans Media Campaign members to address hate crimes against the Trans community. The Trans Media Campaign formally launched via social media, printed materials, community newspapers and the Service's intranet on June 2016.

In February 2018, the Centre for Israel and Jewish Affairs and UJA Federation of Greater Toronto held a one day conference, *Combating Hate Speech and Antisemitism*, in Toronto. The conference was attended by community leaders, legal professionals, and police officers. The HCU participated on a panel discussion, *Dealing with Online Hate*, to discuss reporting, investigative challenges and on-line hate propaganda.

In April 2018, the HCU presented at the Rhema Foundation Canada, a non-government organization, *Safety and Protection Awareness Event* in Toronto. The Rhema Foundation presentation included hate crime awareness, reporting and prevention to community and faith-based organizations. Other presenters included members of the TPS CPEU, Toronto Fire Services, and Toronto Paramedic Services.

In November 2018, HCU presented at the Friends of Simon Wiesenthal Center for Holocaust Studies, *Hate Crime in Canada Conference: Best Practices & Moving Forward*. The conference was held in Toronto and attended by HCEIT team members and police officers from across Canada.

In September 2018, Public Safety Canada Centre for Community Engagement and Prevention of Violence convened a roundtable discussion to discuss national and local best practices, prevention, and challenges in the area of countering violent extremism and hate crimes. This event was hosted by Peel Regional Police – Equity & Inclusion Bureau, and participants included representatives from Public Safety Canada, an Academic, TPS HCU and CPEU, Peel Regional Police, Ontario Provincial Police and a representative from United Kingdom – Prevent Strategy.

In December 2018, the HCU delivered presentations to Centennial College campus security officers, and students. The presentation topics included recognizing, understanding and reporting hate crimes.

Additionally, in December 2018, members of the HCU delivered a presentation at the *Community - Police Consultative Conference* hosted by CPEU at the Toronto Police College. Representatives from Community Police Liaison Committees (CPLC) from across the city were in attendance and received training in relation to hate crime awareness and reporting.

Media Outreach

HCU members continue to provide interviews to local and national media on a variety of hate crime issues upon request.

The HCU is committed to the prevention and investigation of hate motivated crimes and to the education of our police and community partners. Open consultation with the community in a mutually supportive manner is recognized as the most effective way of achieving these goals.

Appendix A - Completed Hate Court Dispositions

The dispositions set out in Table A.1 and Table A.2 below includes all hate criminal proceedings which concluded in the court system in 2018. The occurrences that led to these criminal proceedings transpired between 2015 and 2018.

Persons are at times charged with a number of offences, not all of which are hate motivated. Some of the cases below include non-hate motivated charges such as failure to comply probation; however, all charges (hate and non-hate) have been listed in Table A and B to accurately reflect sentencing dispositions.

Table A.1: 2018 Completed Cases (2018 occurrences)

Charge	Disposition
2018	
1. Assault Peace Officer 2. Fail to Comply with Probation Order	1. Guilty Plea - 3 months jail, weapons prohibition, 146 days pre-sentence custody 2. Withdrawn
1. Assault	1. Guilty Plea - suspended sentence, 2 year probation
1. Assault 2. Utter Threats 3. Assault 4. Mischief Under 5. Mischief Under 6. Fail to Comply with Probation Order	1. Guilty Plea - suspended sentence, 45 days pre-sentence custody, 9 months probation 2. Guilty Plea - concurrent suspended sentence, 9 months probation 3. Guilty Plea - concurrent suspended sentence, 9 months probation 4. Guilty Plea - concurrent suspended sentence, 9 months probation 5. Acquittal 6. Guilty Plea - concurrent suspended sentence, 9 months probation
1. Assault with a Weapon 2. Fail to Comply with Probation 3. Fail to Comply with Probation	1. Guilty Plea - concurrent suspended sentence, DNA order and weapons prohibition 2. Guilty Plea - concurrent suspended sentence, DNA order and weapons prohibition 3. Withdrawn

Charge	Disposition
2018	
1. Mischief Under 2. Assault with a Weapon	1. Withdrawn 2. Withdrawn
1. Assault with a Weapon	1. Withdrawn

Table A.2: 2018 Completed Cases (2017 – 2015 occurrences)

Charge	Disposition
2017	
1. Assault 2. Criminal Harassment	1. Withdrawn - common law peace bond, 12 months, $500 no surety/deposit 2. Withdrawn - common law peace bond, 12 months, $500 no surety/deposit
1. Mischief Under	1. Withdrawn
1. Assault causing bodily harm 2. Possession of a restricted weapon 3. Carrying Concealed weapon	1. Guilty Plea - absolute discharge 2. Withdrawn 3. Withdrawn
1. Assault	1. Withdrawn - peace bond 12 months, $500 no surety/deposit
1. Possession of a Weapon 2. Causing Disturbance	1. Withdrawn and Peace bond, 12 months, $500 no surety/deposit 2. Withdrawn and Peace Bond, 12 months $500 no surety/deposit

2016	
1. Possession of a Weapon	1. Suspended Sentence, Probation 12 months, weapons mandatory 109, presentence custody 30 days
2. Uttering Threats	2. Suspended Sentence & probation 12 months
3. Uttering Threats	3. Withdrawn
4. Uttering threats	4. Withdrawn
5. Mischief Under	5. Withdrawn
1. Assault Causing Bodily Harm	1. Withdrawn - peace bond 12 months, $500 no surety/deposit
1. Fail to Comply with Disposition YCJ Act	1. Withdrawn – peace bond 12 months, $500 no surety/deposit
2. Carrying Concealed Weapon	2. Withdrawn peace bond 12 months, $500 no surety/deposit
3. Unauthorized Possession of a prohibited Weapon	3. Withdrawn – peace bond 12 months, $500 no surety/deposit
2015	
1. Uttering Threats	1. Withdrawn

Appendix B - 2018 Offences by Premise Type

	Assault	Assault Peace Officer	Assault Causing Bodily Harm	Assault with a Weapon	Arson	Criminal Harassment	Mailing Obscene material	Mischief to Religious Property	Mischief Interfere With Property	Mischief Under	Public Incitement	Robbery	Theft Under	Utter Threats (Bodily Harm/Death)	Utter Threats (Damage)	Willful Promotion of Hatred	Total
Apartment building (Common Area, Garage)	1			1					1	13			1	1			**18**
Business/Retail	3			1	1					6				4	1	1	**17**
Community Centre/ Cultural Organizations						1	3	1						2			**7**
Government (Library, Courthouse, Agencies)	1	1				1	1			5				1			**10**
House (Garage, phone, vehicle)	1																**1**
Internet (Social media)						1								2			**3**
Medical Facility														1			**1**
Parks				1						8							**9**
Public Transit (TTC, GO, Taxi, Ferry)	7									7				1			**15**
Religious Place of Worship								8									**8**
Schools (Universities, Private, Public)						3		1	3	14	1			1			**23**
Street/Laneway	10		1	4					1	7		1		1			**25**
Total	**23**	**1**	**1**	**7**	**1**	**6**	**4**	**10**	**5**	**60**	**1**	**1**	**1**	**14**	**1**	**1**	**137**

Appendix C - 2018 Breakdown of Offences by Division

11 Division	3 Occurrences
Jewish	Mischief Under
Jewish	Mischief Under
Jewish / LGBTQ	Mischief Under

12 Division	5 Occurrences
Jewish	Mischief Under
LGBTQ	Mischief Under
Jewish	Mischief Under
Trans woman	Assault
Black	Mischief Under

13 Division	12 Occurrences
Jewish	Wilful Promotion of Hatred
Jewish	Utter Threats
Jewish	Mischief Interfere with Property
LGBTQ-Man	Mischief Under
Jewish	Mischief to Religious Property
Jewish	Mischief Under
Jewish	Mischief to Religious Property
Israeli	Mischief to Religious Property
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Robbery - Other
Jewish	Criminal Harassment

14 Division	8 Occurrences
Black	Mischief Under
Christian / Jewish	Mischief to Religious Property
Jewish	Mischief Under
LGBTQ	Mischief to Religious Property
Aboriginal	Assault
Black	Mischief Under
Jewish	Mischief Under
Jewish	Criminal Harassment

22 Division	10 Occurrences
Trans woman	Assault
Korean	Mischief to Religious Property
Jewish	Utter Threats
Muslim	Mischief Under
Muslim	Mischief Under
Muslim	Assault with a Weapon
Jewish	Mischief Under
Black	Mischief to Religious Property

23 Division	1 Occurrence
LGBTQ-Man	Threaten Person

31 Division	17 Occurrences
Jewish	Mischief Under
Jewish	Mischief Under
Iranian	Criminal Harassment
Black	Mischief Interfere with Property
Black	Mischief Under
Jewish	Utter Threats
Jewish	Mischief Under
Muslim / Women	Assault
Muslim / Women	Assault
Muslim / Women	Assault
Muslim / Women	Assault
LGBTQ-Man / Indian	Public Incitement of Hatred
Jewish	Mischief Interfere with Property
Jewish	Mischief Under
Black	Mischief Under
White	Assault
LGBTQ-Man	Mischief Under

32 Division	14 Occurrences
Jewish / White	Mailing Obscene Matter
Jewish / Black	Mischief Under
Jewish	Utter Threats
Iranian	Threaten Damage
Indian	Assault
Jewish	Mischief to Religious Property
Jewish	Mischief Under
Jewish	Theft Under
Jewish	Mailing Obscene Matter
LGBTQ-Man	Assault
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mailing Obscene Matter
Muslim	Criminal Harassment

33 Division	3 Occurrences
Black	Assault with a Weapon
Jewish / Black / Indian	Mischief Under
Women	Criminal Harassment

41 Division	1 Occurrence
Jewish / Muslim	Mischief Interfere with Property

42 Division	3 Occurrences
Muslim	Assault
Pakistani	Mailing Obscene Matter
Muslim	Utter Threats

43 Division	4 Occurrences
Jewish / Black	Mischief Under
Chinese	Assault
Muslim	Mischief Under
Black	Mischief Under

51 Division	14 Occurrences
Black	Mischief Under
LGBTQ-Man	Assault
Chinese	Assault
Women	Assault with a Weapon
Women	Assault Bodily Harm
Black	Criminal Harassment
Women	Assault
Black	Assault
LGBTQ	Arson
Muslim	Assault
Iranian	Mischief Under
LGBTQ / Jewish	Mischief Under
Black / LGBTQ	Mischief Under
Chinese / LGBTQ	Assault with a Weapon

52 Division	17 Occurrences
Muslim	Assault
Muslim	Mischief Under
Jewish	Mischief Under
Black	Assault Peace Officer
Jewish	Mischief Under
Women	Assault with a Weapon
Jewish	Threaten Person
Muslim	Mischief Interfere with Property
Women	Assault with a Weapon
Jewish	Mischief Under
LGBTQ-Man	Threaten Person
Chinese	Threaten Person
Black	Mischief Under
Jewish	Mischief Under
Muslim	Assault
Jewish	Mischief Under
Muslim	Threaten Person

53 Division	14 Occurrences
Muslim	Mischief Under
Muslim	Assault
Jewish	Utter Threats
Jewish / Black / Chinese / Arab	Utter Threats
Jewish	Mischief Under
Jewish	Mischief Under
Muslim	Mischief Under
Jewish	Mischief Under
Christian	Mischief to Religious Property
LGBTQ	Assault with a Weapon
LGBTQ	Assault
Jewish	Mischief Under
Jewish	Mischief Under
Jewish	Mischief Under

54 Division	8 Occurrences
Jewish	Mischief Under
LGBTQ / Black / White	Mischief Under
Muslim	Utter Threats
Jewish	Mischief Under
Black	Mischief Under
LGBTQ / Black	Mischief Under
Jewish	Mischief Under
Muslim	Assault

55 Division	3 Occurrences
Jewish / Black	Mischief Under
LGBTQ-Woman / Muslim	Assault
Jewish	Mischief Under

Appendix D - 2018 Breakdown by Victim Group and Offence

Bias Type	Victim Group		Type of Offence	
Multi Bias (MU)	Black / Jewish / Muslim	1	Mischief Interfere With Property	1
	Black / Jewish	1	Utter Threats	1
	Black / LGBTQ	1	Mischief Under	1
	Chinese / LGBTQ	1	Assault with a Weapon	1
	Christian / Jewish	1	Mischief to Religious Property	1
	Jewish / Black	3	Mischief Under	3
	Jewish / Black / Chinese / Arab	1	Utter Threats	1
	Jewish / Black / Indian	1	Mischief Under	1
	Jewish / LGBTQ	1	Mischief Under	1
	Jewish / White	1	Mailing Obscene Matter	1
	LGBTQ / Black / White	1	Mischief Under	1
	LGBTQ / Black	1	Mischief Under	1
	LGBTQ / Jewish	1	Mischief Under	1
	LGBTQ-Woman / Muslim	1	Assault	1
	LGBTQ-Man / Indian	1	Public Incitement of Hatred	1
	Muslim / Women	4	Assault	4
	Total Occurrences: 21			
Ethnicity (ET)	Indian	1	Assault	1
	Iranian	1	Mischief Under	1
	Aboriginal	1	Assault	1
	Total Occurrences: 3			
Nationality (NA)	Chinese	3	Assault	2
			Threaten Person	1
	Iranian	2	Criminal Harassment	1
			Threaten Damage	1
	Israeli	1	Mischief to Religious Property	1
	Korean	1	Mischief to Religious Property	1
	Pakistani	1	Mailing Obscene Matter	1
	Total Occurrences: 8			

Bias Type	Victim Group		Type of Offence	
Race (RA)	Black	16	Assault Peace Officer	1
			Assault	1
			Assault with a Weapon	1
			Criminal Harassment	1
			Mischief to Religious Property	2
			Mischief Interfere with Property	1
			Mischief Under	9
	White	1	Assault	1
	Total Occurrences: 17			
Religion (RE)	Christian	1	Mischief to Religious Property	1
	Jewish	50	Criminal Harassment	2
			Mailing Obscene Matter	2
			Mischief to Religious Property	3
			Mischief Interfere with Property	2
			Mischief Under	32
			Robbery – Other	1
			Theft Under	1
			Threatening Person	1
			Utter Threats	5
			Wilful Promotion of Hatred	1
	Muslim	18	Assault	6
			Assault with a Weapon	1
			Criminal Harassment	1
			Mischief Interfere with Property	1
			Mischief Under	6
			Threatening Person	1
			Utter Threats	2
	Total Occurrences: 69			

Bias Type	Victim Group		Type of Offence	
Sex/Gender	Trans woman	2	Assault	2
	Women	6	Assault with a Weapon	1
			Assault Causing Bodily Harm	1
			Assault	1
			Assault with a Weapon	2
			Criminal Harassment	1
	Total Occurrences: 8			
Sexual Orientation (SO)	LGBTQ	5	Arson	1
			Assault	1
			Assault with a Weapon	1
			Mischief to Religious Property	1
			Mischief Under	1
	LGBTQ-Man	1	Assault	1
	LGBTQ-Man	5	Mischief Under	2
			Assault	1
			Threaten Person	2
	Total Occurrences: 11			

Toronto Police Services Board Report

March 8, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2018 Activities and Expenditures of Community Consultative Groups

Recommendation(s):

It is recommended that the Toronto Police Services Board (Board) receive this report for information.

Financial Implications:

Upon receipt of the Community Consultative Groups Annual Report, each committee will receive $1,000.00 in annual funding, with exception to the Chief's Youth Advisory Committee that receives $2,000.00 annually, which will result in the Board's Special Fund being reduced by $30,000.00.

Background/Purpose:

In accordance with the Board's Community Consultative Groups Policy, and provisions set out in the Special Fund Policy, each consultative group will receive $1,000.00 in annual funding from the Board's Special Fund, following the receipt of an annual report from each consultative group detailing the activities and expenditures from the previous year.

The purpose of this report is to provide the Board with an annual review of the activities and accounting of the Community Consultative Groups during the period of January 1, 2018, to December 31, 2018.

Community Consultative Process:

The Mission Statement of the Toronto Police Service Consultative Committee processes is:

“To create meaningful partnerships through trust, understanding, shared knowledge and effective community mobilization to maintain safety and security in our communities.”

Community Consultative Groups includes the following:

- Community-Police Liaison Committees (C.P.L.C.);
- Community Consultative Committees (C.C.C.);
- Chief’s Advisory Council (C.A.C.); and
- Chief’s Youth Advisory Committee (C.Y.A.C.).

The community consultative process is not meant to provide another level of police oversight, but rather to establish a process that affords opportunities for enhanced community safety involving community based activities and leadership, the mutual exchange of information and the development of joint problem solving initiatives.

Community Consultative Groups are governed by the Volunteer Manual which sets out expectations and standardized mandated activities. Some of those requirements are as follows:

- Meet at least four times per year;
- Set goals and objectives consistent with Service priorities at the beginning of each calendar year;
- Hold one town hall forum jointly with police annually;
- One value-added community-police project per year consistent with Service priorities;
- Participate in the Annual Community Police Consultative (C.P.C.) Conference for Consultative members;
- Keep minutes of all meetings;
- Prepare a financial statement for the Committee Executive when requested; and
- Complete a year-end Activity and Annual Performance Evaluation Report.

<u>Community-Police Liaison Committees</u>:

A C.P.L.C. is mandated and established in each of the sixteen policing divisions.

The purpose of the C.P.L.C. is to provide advice and assistance to the local Unit Commander on matters of concern to the local community including crime and quality of life issues. The C.P.L.C. is also consulted as part of the divisional crime management process established by Service Procedure 04-18 entitled “Crime and Disorder Management,” a process which includes assisting the local Unit Commander in establishing annual priorities.

The composition of the C.P.L.C.s differ across the city, as each Unit Commander is required to establish a committee that reflects the unique and diverse population served by a particular policing division. C.P.L.C. participants shall include representation from various racial, cultural or linguistic communities, social agencies, businesses, schools,

places of worship, local youth and senior groups, marginalized or disadvantaged communities and other interested entities within the local community. Each C.P.L.C. is co-chaired by a Senior Officer and a community member.

Community Consultative Committees:

The C.C.C.s are meant to serve and represent specific communities throughout the City. The membership is drawn from various organizations within each of these communities, and serves as a voice on wider policing issues such as training, recruiting, professional standards, and community mobilization.

The Service currently maintains a C.C.C. for the following communities:

- Aboriginal;
- Asia Pacific;
- Black;
- Chinese;
- French;
- Lesbian, Gay, Bisexual, Trans, Queer, Two-Spirited (L.G.B.T.Q.2.S.);
- Muslim;
- Persons with Disabilities;
- Seniors; and
- South and West Asian.

Each C.C.C. is co-chaired by a Senior Officer and a community member.

Chief's Advisory Council and Chief's Youth Advisory Committee (C.A.C. and C.Y.A.C.):

The Service operates a third level of consultation at the Chief of Police level. The C.A.C. and the C.Y.A.C. exist to provide a voice for various community representatives from businesses through to social agencies, spanning the various diverse communities as well as youth on a wide variety of issues.

Reporting:

Each community consultative group is required to include in a year-end report and accounting for expenditures made from the Board's funding received during the year. The funds are generally used for crime prevention initiatives, community outreach, community events, 'value-added' community projects and administrative meetings.

Expenditures have been recorded and verified within the Systems Application Products (S.A.P.) accounting software used by the Service with checks at the unit level and at Finance and Administration.

Summary of Activities and Expenditures:

The breakdown is as follows:

	Committee	Amount
1	Chief's Advisory Community Consultative Committee	$1,000.00
2	Chief's Youth Advisory Committee	$2,000.00
3	Aboriginal Community Consultative Committee	$1,000.00
4	Asia Pacific Community Consultative Committee	$1,000.00
5	Black Community Consultative Committee	$1,000.00
6	Chinese Community Consultative Committee	$1,000.00
7	French Community Consultative Committee	$1,000.00
8	L.G.B.T.Q.2.S. Community Consultative Committee	$1,000.00
9	Muslim Community Consultative Committee	$1,000.00
10	Persons with Disabilities Community Consultative Committee*	$1,000.00
11	Seniors Community Consultative Committee	$1,000.00
12	South and West Asian Community Consultative Committee	$1,000.00
13	11 Division Community Policing Liaison Committee	$1,000.00
14	12 Division Community Policing Liaison Committee	$1,000.00
15	13 Division Community Policing Liaison Committee	$1,000.00
16	14 Division Community Policing Liaison Committee	$1,000.00
17	22 Division Community Policing Liaison Committee	$1,000.00
18	23 Division Community Policing Liaison Committee	$1,000.00
19	31 Division Community Policing Liaison Committee	$1,000.00
20	32 Division Community Policing Liaison Committee	$1,000.00
21	33 Division Community Policing Liaison Committee	$1,000.00
22	41 Division Community Policing Liaison Committee	$1,000.00
23	42 Division Community Policing Liaison Committee	$1,000.00
24	43 Division Community Policing Liaison Committee	$1,000.00
25	51 Division Community Policing Liaison Committee	$1,000.00
26	52 Division Community Policing Liaison Committee	$1,000.00
27	53 Division Community Policing Liaison Committee	$1,000.00
28	55 Division North Community Policing Liaison Committee** (formerly 54 Division)	$1,000.00
29	55 Division South Community Policing Liaison Committee** (formerly 55 Division)	$1,000.00
	Grand Total:	$30,000.00

** The very diverse community of people living with disabilities in our city affords us with many unique perspectives as they advocate for respect and challenge stigma. The community, however, is very much unified in their recognition of 'Person First' language as a top priority. The simple practice of emphasizing the 'person' when acknowledging an individual, as opposed to defining them by a diagnosis, is now a universal expectation. As such, an organization hoping to maintain credibility in this community must strive to use respectful language in all interactions with its members and when referencing the community broadly. T.P.S. recently formed the Disabilities C.C.C.*

representing people living with a disability in Toronto, is requesting that's its official name be amended to Persons with Disabilities C.C.C. to reflect this norm.

*** Due to the merge of 54 Division with 55 Division, 54 Division C.P.L.C. and 55 Division C.P.L.C. will remain as two separate committees but will be known as 55 Division North C.P.L.C. and 55 Division South C.P.L.C. The decision to keep the committees separate is due to the large geographic area that now makes up 55 Division; thereby ensuring the needs of the community are still being adequately met.*

Appendix "A" attached to this report provides a summary of activities and expenditures for each of the consultative groups in 2018. Committees that have exceeded the allotted budget are responsible for covering any surplus.

Conclusion:

The Service continues to remain committed to an effective and constructive community consultative process with community stakeholders in an atmosphere based on mutual trust, respect and understanding. The current Community Consultative Process, sustained financially through the Board's Special Fund, is one method utilized by the Service to advance the goal of an empowered community.

Constructive partnerships and positive outcomes that occur as a result of community-police interaction remain the cornerstone of a successful police service, leading to a safer community and meeting the goals of the Service:

- Be where the public needs the Service the most
- Embrace partnerships to create safe communities
- Focus on the complex needs of a large city

Deputy Chief Peter Yuen, Communities and Neighbourhoods Command, will be in attendance to answer any questions that the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Appendix A – Summary of Activities and Expenditures by Each Committee

Group:	Chief's Advisory Council
Support:	
Number of Meetings:	•
Goals and Objectives:	•
Town Hall Meeting:	
Initiatives: **(* = Value Added Project)**	•
Crime Management Process:	•

Expenditures from $1,000 Funding	
Item	**Amount**
•	
•	
•	
•	
•	
•	
Total Amount Spent	**$0.00**
Total Amount Returned to the Board	**$1,000.00**

Group:	Chief's Youth Advisory Council
Support:	
Number of Meetings:	•
Goals and Objectives:	•
Town Hall Meeting:	
Initiatives: **(* = Value Added Project)**	•
Crime Management Process:	•

Expenditures from $2,000 Funding	
Item	**Amount**
•	
•	
•	
•	
•	
•	
Total Amount Spent	**$0.00**
Total Amount Returned to the Board	**$2,000.00**

Group:	Aboriginal Community Consultative Committee
Support:	Superintendent Rob Johnson (T.P.S. Co-Chair) Frances Sanderson (Community Co-Chair) Constable Monica Rutledge (Liaison Officer)
Number of Meetings:	9
Goals and Objectives:	• Community and Police Celebrations • Increase of Community members being employed by T.P.S. • Enhance and sustain positive role-model building to the Aboriginal youth • Statement of commitment and guiding principles in all Divisions
Town Hall Meeting:	• 0, all external engagements and activities were conducted in a community setting, did not necessitate a town hall format.
Initiatives **(* = Value Added Project)**	• Educate Aboriginal Liaison Officers • Miizwe Biik and T.P.S. employment project • Retirement celebration of Mounted Unit horse, Tecumseh with cultural festivities • National Aboriginal Day • ProAction Cops and Kids camp in partnership with Native Child and Family Services • T.P.S.B. Aboriginal Policing – Statement of Commitment and Guiding Principles
Crime Management Process:	• Information/media releases shared through use of social media • Information sessions at the Native Women's Centre about history and use of Crime Stoppers

Expenditures from $1,000 Funding	
Item	**Amount**
• Tecumseh Retirement (cake, plates and cutlery)	$79.92
• Elder for Training at Woodland Cultural Centre	$207.93
• Seniors Bingo at Toronto Council Fire: Catering Tea and Bannock	$598.90
Total Amount Spent	**$886.75**
Total Amount Returned to the Board	**$113.25**

Group:	Asian Pacific Community Consultative Committee
Support:	Staff Superintendent Randy Carter (T.P.S. Co-Chair) Constable Ryan Park (Liaison Officer)
Number of Meetings:	5
Goals and Objectives:	• Expand our membership to include have representation from each of our ten communities • 10 minute community update at each meeting rotating around the committee members • Create a contact list for representatives from all ten communities • Have T.P.S. participation in at least one community event, for all ten countries
Town Hall Meeting:	Cancelled due to the Chief's schedule
Initiatives (* = Value Added Project)	• Employment Recruiting Drive
Crime Management Process:	• Clear Zone Program

Expenditures from $1,000 Funding	
Item	**Amount**
• March 27th Community Meeting (food and water)	$90.50
• June 11th Community Meeting at 14 Division (food)	$180.70
• July 3rd Community Meeting at 42 Division (food)	$76.23
• September 11th Community Meeting at K.C.C.A. (food)	$86.74
• Food for Town Hall Meeting (food was ordered prior to the cancellation of the Town Hall due to a change in the Chief's schedule)	$159.75
• 259 pens with Committee name	$350.59
Total Amount Spent	**$944.51**
Total Amount Returned to the Board	**$55.49**

Group:	Black Community Consultative Committee
Support:	Superintendent Reuben Stroble (T.P.S. Co-Chair) John O'Dell (Community Co-Chair) Constable Isabelle Cotton (Liaison Officer)
Number of Meetings:	9
Goals and Objectives:	• To connect with the youth. • To help parents have a better understanding of the police. • To build a better relationship with the police. • To promote strong working relationships with the T.P.S. and members of the Black community. • To foster trust, respect, communication and understanding between the T.P.S. and Black youth. • To bring issues, concerns and recommendations to the table, and to disseminate information within the Black community.
Town Hall Meeting:	1
Initiatives (* = Value Added Project)	• Committee members participated/attended in the: - Annual Black History Month Event - Caribbean Carnival Parade and Kick-Off Event - Basketball tournament hosted at the Toronto Police College (T.P.C.) - Town Hall meeting hosted by Gospel Church with the goal to connect with the youth and parents - Youth Day Celebration with Neighbourhood Officers - Jamaican-Canadian Association annual fundraising walk - Attended meetings in the Rexdale community to discuss the violence in the Somali community
Crime Management Process:	• Somali cultural training to Neighbourhood Officers • Gun violence awareness presentations to parents and youth • Use of social media

Expenditures from $1,000 Funding	
Item	**Amount**
• 20 Committee sweaters	$452.00
• 4 Shirts for Youth Day	$153.68
• Gift Card for Guest Speaker at Basketball Tournament at T.P.C.	$106.00
• Community Meetings (Food and Refreshments)	$161.12
Total Amount Spent	**$872.80**
Total Amount Returned to the Board	**$127.20**

Group:	Chinese Community Consultative Committee
Support:	Superintendent Neil Corrigan (T.P.S. Co-Chair) Ben Lau (Community Co-Chair) Constable Xiaobo Li (Liaison Officer)
Number of Meetings:	10
Goals and Objectives:	• Pedestrian Safety Awareness Campaign • Educational Video for Newcomers
Town Hall Meeting:	1
Initiatives (* = Value Added Project)	• Video project for international students on safety and mental health
Crime Management Process:	• Crime prevention tips through seminars and the Chinese media (Social Media, Printed media, Websites, TV and Radio)

Expenditures from $1,000 Funding	
Item	**Amount**
• Town Hall Meeting (food and water)	$803.40
• Community Meetings (supplies and coffee)	$194.04
Total Amount Spent	**$997.44**
Total Amount Returned to the Board	**$2.56**

Group:	French Community Consultative Committee
Support:	Director Kristine Kijewski (T.P.S. Co-Chair) Serge Paul (Community Co-Chair) Constable Tina Trépanier (Liaison Officer)
Number of Meetings:	12
Goals and Objectives:	• Support the Service in its delivery of safety lectures to children within the French Schools through information sharing with parents of Francophone students regarding safety lectures delivered by the T.P.S. to their children. • Outreach to and collaboration with other C.C.C.s/C.P.L.C.s and T.P.S. units. • Support the T.P.S. by sharing with the Francophone community the positive activities/aspects of the T.P.S. and by delivering information regarding the role of the T.P.S. and the services it delivers, with a special emphasis to newcomers to Toronto.
Town Hall Meeting:	• It was the consensus of the committee membership that no significant challenges arose during that calendar year that would necessitate a town hall meeting to be organized.
Initiatives **(* = Value Added Project)**	• Committee members: - initiated the process to have French phrases included in the pre-printed section of officers' memorandum books. (The updated memorandum books went into circulation in September 2018.) - translated the Consent to Disclosure Application form for Records Management Services (R.M.S.). - developed an Information Bulletin that outlines key points made during lectures delivered by P.C. Tina Trépanier to students in the Toronto French school system. - increased their social media presence on social media by translating P.S.A. Memes created by T.P.O.C. - met with Consultant Bryce Evans from Lansdowne Technologies Inc. who is working on updating resources and materials with respect to Toronto Police Community Outreach. Members provided insight into how to effectively outreach to the French speaking community. - attended a meeting with Deputy Chief Peter Yuen regarding the Neighbourhood Officer

	Program and advised the committee would be providing assistance with respect to promoting T.P.S. as an employer within the French speaking community and to Talent Acquisition with respect to community outreach in addition to providing further assistance to R.M.S. with the translation of documents. - participated in the Toronto Caribbean Carnival Kick-off Event and Toronto Caribbean Carnival Grand Parade. - attended Volunteer Appreciation Night where 3 members received their 5-year pin. - hosted the 8th International Francophonie Day event. - provided assistance to Talent Acquisition with respect to the 1st Bilingual (English/French) General Information Session. - attended the Chief's Meet and Greet for South & West Asian Community Leaders at Toronto Police Headquarters. - participated in the Community-Police Consultative (C.P.C.) Conference at the Toronto Police College.
Crime Management Process:	• Utilize social media (Twitter) to deliver crime prevention information • Translate T.P.O.C. Public Service Announcements (P.S.A.)

Expenditures from $1,000 Funding	
Item	**Amount**
• 1 Aluminum Flag Pole	$45.32
• 500 pens with Committee logo	$367.25
• 300 stress balls with Committee logo	$587.43
Total Amount Spent	**$1,000.00**
Total Amount Returned to the Board	**$0.00**

Group:	L.G.B.T.Q.2.S. Community Consultative Committee
Support:	Superintendent Hugh Ferguson (T.P.S. Co-Chair) Christine Newman (Community Co-Chair) Constable Danielle Bottineau (Liaison Officer)
Number of Meetings:	3
Goals and Objectives:	• To better connect the T.P.S. to members of the L.G.B.T.Q.2.S. communities • To improve mutual awareness of and effective communication between all involved • To support the goals of the T.P.S.s modernization by actively engaging members of the L.G.B.T.Q.2.S. communities in new and different ways • To address specific issues raised by the L.G.B.T.Q.2.S. communities • Enhance role of the C.C.C. and create more effective relationships
Town Hall Meeting:	0 due to the restructuring or reorganization of the CCC
Initiatives **(* = Value Added Project)**	• L.G.B.T.Q. Youth Bursary • Winter Kit Initiative
Crime Management Process:	• Develop awareness and education around police processes. • Encourage and increase reporting

Expenditures from $1,000 Funding	
Item	**Amount**
• 3 L.G.B.T.Q. Bursary Awards	$140.35
• 5 Gifts for Bursary Winners	$101.70
• 300 boxes for Winter Kits	$300.02
• Food Items & Feminine Hygiene Products for Winter Kits	$454.24
Total Amount Spent	**$996.31**
Total Amount Returned to the Board	**$3.69**

Group:	Muslim Community Consultative Committee
Support:	A/Superintendent Greg Cole (T.P.S. Co-Chair) Rukhsana Syed (Community Co-Chair) Constable Jamshid Habibullah (Liaison Officer)
Number of Meetings:	10
Goals and Objectives:	• Be proactive in community relations, crime prevention, education and communications initiatives • Create a Social Media Strategy to reach communities across the City • Develop a strategic long term vision through the building of knowledge, education, tolerance and understanding • Increase police and Muslim community interactions and mutual understanding • Enhance recruitment activity to increase the number of T.P.S. employees from the Muslim community
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Careers in Law Enforcement Information Session for Muslim Youth • Muslim C.C.C.'s Youth Tri-Sport Competition • Interfaith Dialogue with members of Jewish leaders hosted by Committee members at the Imdadul Islamic Centre • Ramadan Celebrations with the Community at the Imdadul Islamic Centre • Back to School Supplies Backpack Program for kids • Muslim Community and Neighbourhood gathering • Presentation to the Islamic Foundation of Toronto about Traffic Safety, Domestic Violence, and Cyber-bulling • Muslim Community Conference on Hate Crime and Crime Prevention • Imdadul Islamic Centre Community Barbeque • Lockdown Training for the Staff and Students of the Islamic Foundation of Toronto. • Islamic Heritage Month Celebration
Crime Management Process:	• Crime prevention presentations at Imdaul Islamic Centre

Expenditures from $1,000 Funding	
Item	**Amount**
• Islamic Heritage Month Celebration (food and refreshments)	$1,000.00
Total Amount Spent	**$1,000.00**
Total Amount Returned to the Board	**$0.00**

Group:	Persons with Disabilities Community Consultative Committee
Support:	Superintendent Scott Baptist (T.P.S. Co-Chair) Esther Rhee (Community Co-Chair) Constable Jason Peddle (Liaison Officer)
Number of Meetings:	9
Goals and Objectives:	• Improve capacity of officers to provide quality service to Torontonians living with a disability via awareness raising and stigma-challenging initiatives • Initiate Community Outreach
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Creation of a Police Training Video to be viewed by T.P.S. officers (implementation plan pending) • 1 formal meeting (and ongoing consultation) with T.P.S. Training and Education Unit about the Disabilities component of our 2019 I.S.T.P. curriculum • The committee received training from Sergeant Darrin Sutcliffe from T.P.C. on C.E.Ws and provided input about C.E.W. procedure
Crime Management Process:	• Raising awareness in the community regarding crimes targeting the vulnerable sector via - presentations/seminars, - participation in panel discussions, and - distribution of crime prevention literature/resources at events and via social media networks.

Expenditures from $1,000 Funding	
Item	**Amount**
• Town Hall Meeting Supplies	$54.26
• The Disability Channel staffing and equipment covering and promoting the Town Hall Meeting	$339.00
• 400 keychain flashlights with committee logo (to hand out while in the community to promote awareness)	$599.32
Total Amount Spent	**$992.58**
Total Amount Returned to the Board	**$7.42**

Group:	Seniors Community Consultative Committee
Support:	Staff Superintendent Kim Yeandle (T.P.S. Co-Chairs) Kim Whaley and Andrea McEwan (Community Co-Chairs) Constable Jason Peddle (Liaison Officer)
Number of Meetings:	5
Goals and Objectives:	• Improve capacity of officers to provide age-friendly policing services to older adults in Toronto, and • To better equip officers as connectors to social services
Town Hall Meeting:	Deferred to later date
Initiatives **(* = Value Added Project)**	• Completion of 'Elder Abuse and Neglect Guide' (28 page resource designed specifically for T.P.S. officers) • Partial completion of an Elder Abuse Training Video for frontline and/or investigative officers
Crime Management Process:	• Raising awareness in the community around Elder Abuse and Frauds and Scams targeting Seniors via - presentations, - participation in panel discussions, and - distribution of crime prevention literature at events and via social media networks.

Expenditures from $1,000 Funding	
Item	**Amount**
• 500 sticky notepads with committee logo (to hand out while in the community to promote awareness)	$994.40
Total Amount Spent	**$994.40**
Total Amount Returned to the Board	**$5.60**

Group:	South and West Asian Community Consultative Committee
Support:	A/Superintendent Richard Hegedus (T.P.S. Co-Chair) Haroon Khan (Community Co-Chair) Constable Johnny Bobbili (Liaison Officer)
Number of Meetings:	4
Goals and Objectives:	• Remain proactive in community relations, crime prevention, mobilization, and communication initiatives in order to bring issues and concerns to T.P.S. • Support C.P.E.U. and T.P.S. initiatives that involve community outreach, crime prevention and education and awareness campaigns from specialized units • Promote the committee within the T.P.S. as a resource available to assist with investigations, provide intelligence information, and increase crime reporting • Promote the committee as an alternate contact point for South Asian community leaders when dealing with complex community issues that might not require direct police intervention • Recruit new committee members to increase representation and be more reflective of the multiple South and West Asian communities in Toronto
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Tamils in Public Service Reception • Bangladeshi Meet and Greet • Sri Lanka Independence Day • Tamils Information Awards • South Asian Autism Awareness Gala • Bangladeshi Festival Fraud Presentation • Sri Lankan, Tamil and Sinhala New Year Celebration • Khalsa Day Parade, TamilFest • Asian Heritage Month Celebration • South Asian Youth Police Academy • Traffic Services “Your Streets Your Safety” Campaign • T.P.S. Recruitment Drive
Crime Management Process:	• Involving our youth in the community and building upon police and youth community relations by having a South Asian Youth Police Academy

Expenditures from $1,000 Funding	
Item	**Amount**

• Town Hall Meeting/Meet and Greet Event (supplies, food and refreshments	$913.55
• Community Meetings (food and refreshments)	$86.45
Total Amount Spent	**$1.000.00**
Total Amount Returned to the Board	**$0.00**

Group:	11 Division Community-Police Liaison Committee
Support:	Superintendent Heinz Kuck and Inspector Chris Boddy (T.P.S. Co-Chairs) Linda Martin (Community Co-Chair)
Number of Meetings:	5
Goals and Objectives:	• Increase perception of safety in vulnerable groups, specifically elderly members of the community. • Increase the involvement of youth in crime prevention initiatives in the community. • Hold a Town Hall meeting focusing on crime prevention.
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Cops for Cancer • Cram the Cruiser • C.P. Holiday Train (Lambton Yard) • Safety Presentations • United Way Sock Drive • Christmas with Cops Luncheon • The International Day for the Elimination of Racial Discrimination Celebration • Dovercourt Boys & Girls Club – Push for Literacy Event • Warm for Winter • Neighbourhood Officer Community Activities
Crime Management Process:	• C.P.L.C. members regularly advised of crime trends and year to year statistics by Crime Analyst. • C.P.L.C. promotes community policing and partnerships with 11 Division officers

Expenditures from $1,000 Funding	
Item	**Amount**
• International Day for the Elimination of Racial Discrimination Celebration (water, soft drinks, baked goods, and glow sticks)	$120.35
• Town Hall Meeting (water)	$11.95
• Neighbourhood Officer Community Activities – Youth Outreach (craft supplies)	$168.60
• Neighbourhood Officer Community Activities – Youth Initiative Relationship Building (10 food vouchers and Centreville passes)	$250.00
• Plaque for Bike Donation for Youth Safety Initiative	$21.00
Total Amount Spent	**$571.90**
Total Amount Returned to the Board	**$428.10**

Group:	12 Division Community-Police Liaison Committee
Support:	Superintendent Ron Taverner and A/Inspector Richard Dokurno (T.P.S. Co-Chairs) Barbara Spyropoulos (Community Co-Chair)
Number of Meetings:	8
Goals and Objectives:	• One team, one goal: to build a community in which everyone can live, work and play in peace.
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Stone Soup Cooking Club • Restorative Justice Program • Canada 150 Project • Community Day • Weston Santa Parade participation • Partnerships with other organizations' events: • Spice Isle Family Sports Day • Amesbury Canada Day • Grenada Day • Children's Christmas Party • Developing the Faith Community segment of the C.P.L.C.
Crime Management Process:	• Police reports at C.P.L.C. meetings

Expenditures from $1,000 Funding	
Item	**Amount**
• Community Day (prizes)	$238.84
• Public displays, educational material (tent, RFID credit card blocking sleeves)	$507.33
• Volunteer night (food and refreshments)	$141.98
• Stone Soup Cook-Off (water and trophy name plate)	$8.65
• Community Meetings (food and refreshments)	$42.00
• Justice Circles (cookies and supplies)	$5.24
• Weston Santa Claus Parade (refreshments)	$21.00
• Gift for child and clothing donation to family in need	$34.96
Total Amount Spent	**$1,000.00**
Total Amount Returned to the Board	**$0.00**

Group:	13 Division Community-Police Liaison Committee
Support:	Superintendent Shaun Narine and A/Inspector Paul Qureshi (T.P.S. Co-Chairs) Amber Kellen (Community Co-Chair)
Number of Meetings:	9
Goals and Objectives:	• Enhance safety across our community. • Engage in proactive community relations, involvement in community events, crime prevention and community problem solving. • Create and continue with on-going partnerships with youth in our community, keeping them engaged and supported. • Engage and involve local community groups, Business Improvement Areas and Faith Associations.
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• 13 Division Police Week Community Open House • 25th Anniversary Event at 1400 Bathurst Street • 1400 Bathurst Street Children's Christmas Party • Bicycle Safety Initiative • Youth Basketball Program
Crime Management Process:	• C.P.L.C. regularly advised of crime trends • C.P.L.C. regularly advised of traffic trends, complaints and consulted for traffic strategies. • Meetings follow a crime management meeting style with slides

Expenditures from $1,000 Funding	
Item	**Amount**
• 13 Division Police Week Community Open House (Coffee and Timbits)	$56.86
• 25th Anniversary event at 1400 Bathurst Street (Ice cream sandwiches)	$58.85
• Bicycle Safety initiative (141 bicycle lights)	$497.99
• 1400 Bathurst Street Children's Christmas Party (Pizza and supplies)	$297.58
• Youth Basketball Program (Supplies, refreshments and snacks)	$58.61
Total Amount Spent	**$969.89**
Total Amount Returned to the Board	**$30.11**

Group:	14 Division Community-Police Liaison Committee
Support:	Superintendent Neil Corrigan and Inspector Stacy Clarke (T.P.S. Co-Chairs) Hans Bathija and Randall Kerr (Community Co-Chairs)
Number of Meetings:	10
Goals and Objectives:	• Promote healthy strong working relationships with various Business Improvement Areas, community partners and resident associations • Engages dialogue on various Policing issues - safety tips • Proactive involvement in Community Events • 14 Division C.P.L.C. Scholarship Fundraising
Town Hall Meeting:	• 0, events and open houses in 2017-2018, provided the community and stakeholders (including BIA, government officials, Residence Association, Supervised Consumption Site Board) the same opportunities as a Town Hall to access the officers and the Command of the 14 Division.
Initiatives **(* = Value Added Project)**	• Improve awareness of Crime Prevention Initiatives • Marketing and promoting 14 Division Youth Scholarship Fundraising Initiatives • Raising funds through various venues i.e. B.I.A. Donations, reaching out to School Principals • Marketing Scholarship to Schools through School Watch Officers • Scadding Court Community Centre Fundraising & Scholarship Award Dinner
Crime Management Process:	• C.P.L.C. members regularly advised of crime trends and year to year statistics • C.P.L.C. promotes community policing and partnerships with 14 Division Officers

Expenditures from $1,000 Funding	
Item	**Amount**
• Community Meetings (snacks, refreshments and plastic bags)	$186.85
• 2 plaques for C.P.L.C. Community Safety Scholarship	$37.82
• 14 Division Open House (food, refreshments, supplies and face paint)	$440.59
• C.P.L.C. Banner for events	$125.67
• C.P.L.C. Brochures (Print Shop printing and cutting fee)	$54.93
Total Amount Spent	**$845.86**
Total Amount Returned to the Board	**$154.14**

Group:	22 Division Community-Police Liaison Committee
Support:	Superintendent Heinz Kuck and A/Inspector Mario Teixeira (T.P.S. Co-Chairs) Sylvia Kwan (Community Co-Chair)
Number of Meetings:	7
Goals and Objectives:	• Inclusive representation on C.P.L.C. • Increase youth involvement / representation on the C.P.L.C. • Enhance community safety (participate in Neighbourhood Officer (N.O.) Expansion Pilot Program) • Improve use of social and traditional Media • Enhance safety and security of seniors
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Neighbourhood Officers Meet & Greet Luncheon at Burnhamthorpe Collegiate to introduce new N.O.s to the community • "Halloween Haunt" – Hosted a Haunted House Children's Event at 22 Division • Hosted 3 "Coffee with a Cop" events to introduce 22 Division police officers & C.P.L.C. members to various communities (New Toronto, Markland Wood & West Mall) • 22 Division C.P.L.C. branded pop-up tent & table cover purchased to promote committee and volunteer recognition at community events
Crime Management Process:	• 22 Division C.P.L.C. membership includes at least one representative from all 12 communities in our jurisdiction. Every C.P.L.C. meeting includes a presentation from each representative on any events the Divisional officers need to be aware of. • C.P.L.C. has 3 (Central Etobicoke, South Etobicoke & Markland Wood) Neighbourhood Watch organizations working within it.

Expenditures from $1,000 Funding	
Item	**Amount**
• C.P.L.C. and Neighbourhood Officer Community Event (food and refreshments)	$173.00
• 1 Appreciation Plaque	$42.00
• Community Meetings (Coffee and snacks)	$81.20
• 1 pop-up event tent with Committee logo	$477.80
• 1 table cover/banner with Committee logo	$226.00
Total Amount Spent	**$1,000.00**
Total Amount Returned to the Board	**$0.00**

Group:	23 Division Community-Police Liaison Committee
Support:	Superintendent Ron Taverner and Inspector Ian Stratford (T.P.S. Co-Chairs) Donata Calitri-Bellus (Community Co-Chair)
Number of Meetings:	10
Goals and Objectives:	• Enhance communication to the community about C.P.L.C. • Engage new partners to areas of the community historically not involved with the C.P.L.C. • Broaden C.P.L.C. membership to reflect diversity of the community and address their specific needs
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Learn to Skate program • Stone Cold Cooking Club • Horses Offering People Encouragement (H.O.P.E.) program • Thanksgiving Luncheon (joint with Advocates for Etobicoke Youth (A.F.E.Y.) and Humber College) • Children's Christmas Party (joint with A.F.E.Y., Albion Neighbourhood Services, Woodbine Entertainment Group and supported by T.D. Bank) • Community Movie Night
Crime Management Process:	• As a standing item at every CPLC meeting: - Senior command from 23 Division (or designate) provides 'reports from police.' This involves discussions on current crime trends in the division. Often statics are shared. This allows for awareness, but more importantly discussion on how to facilitate awareness and community mobilization strategies.

Expenditures from $1,000 Funding	
Item	**Amount**
• Community Movie Night (venue and production company equipment rental)	$1,000.00
Total Amount Spent	**$1,000.00**
Total Amount Returned to the Board	**$0.00**

Group:	31 Division Community-Police Liaison Committee
Support:	Superintendent Ron Taverner and Inspector Colin Greenaway (T.P.S. Co-Chairs) Mark Tenaglia (Community Co-Chair)
Number of Meetings:	12
Goals and Objectives:	• Establish and support inclusive representation on the C.P.L.C. • Assist police with crime prevention education • Participate in community events to strengthen existing relationships and develop new community relationships; conduct presentations, host community safety meetings and divisional Open House • Address issues faced by youth, offer support; expand the 31 Division Bursary Program for local schools • Educate seniors on issues like fraud, abuse and scams, traffic safety • Improve the use of social and traditional media
Town Hall Meeting:	2
Initiatives **(* = Value Added Project)**	• Emery Village B.I.A. Annual Meeting • Task Force Meeting – Intelligarde • Participation at Catholic School Parent Council (C.S.P.C.) Meeting • Participation at Downsview Roding Community Meetings • Attended Enhanced N.O.Program meeting held by Deputy Chief Peter Yuen • Meeting with community organization LiUNA Local 183 regarding Bursary Program • Participate at Councillor Maria Augimeri's Community Meeting at Grandravine Community Centre • Attend Safety and Protection Awareness Event • Hosted and participated in the 31 Division Annual Open House and Barbeque - Bursary Award Ceremony for seven youth from local schools, held during Open House • Participation in Councillor Anthony Perruzza's Community Meeting about gun violence at P.E.A.C.H. • "Make Your Future" Meeting with Minister Michael Tibollo • Participation in the HumberleaStrong Neighbourhood Watch Initiation Meeting

	• Hosted Jane and Finch Community Town Hall Meeting • Organized, with Downsview Roding Community, “Yoga in the Park” event • Attended Community Safety Town Hall Meeting with Honourable Judy Sgro, MPs, Minister Bill Blair • “Make Your Future” Meetings • Participation in Community Halloween Safety Meeting • Participation in first “Make Your Future” event, held at St. Basil-the-Great College School • Attended 2018 Annual Community Police Consultative Conference • “Make Your Future” Post-Production Meeting
Crime Management Process:	• Weekly divisional crime management meetings • General C.P.L.C. meetings • C.P.L.C. members regularly advised of crime trends

Expenditures from $1,000 Funding	
Item	**Amount**
• Community Meetings (food and refreshments)	$249.25
• 1 Youth Now on Track (Y.N.O.T.) Services Award	$200.00
• Make Your Future Event (18 pizzas and 10 cases of water)	$200.00
• Holiday Food Basket (gifted to a family in need)	$100.00
• Contribution to the Out of Bounds (O.O.B.): Grief Support volunteer-run program	$250.00
Total Amount Spent	**$999.25**
Total Amount Returned to the Board	**$0.75**

Group:	32 Division Community-Police Liaison Committee
Support:	Superintendent Rob Johnson and A/Inspector Keith Smith (T.P.S. Co-Chairs) Steve Baklarian (Community Co-Chair)
Number of Meetings:	10
Goals and Objectives:	• Be proactively involved in community relations, crime prevention and community improvement
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Police Week Open House Barbeque • Art Poster Contest - Grade 8 students are encouraged to submit art work to commemorate the International Day for the Elimination of Racial Discrimination • Student Leadership Awards/Scholarships - Awarded to two students who demonstrated exemplary community involvement and had been accepted to a post-secondary institution • Toy Drive - New and unwrapped toys were collected for Ronald McDonald House Charities and a nearby community • Value Added Project for 2018 - Use of social media platforms to increase information sharing
Crime Management Process:	• Meetings are held monthly at the division • C.P.L.C. advised on a monthly basis of crime trends and traffic

Expenditures from $1,000 Funding	
Item	**Amount**
• Police Week Open House Barbeque (propane and burgers)	$500.02
• Plaques and Frames for Community Members (4 plaques, 1 frame)	$125.67
• Toy Drive (wrapping paper for donation boxes)	$14.23
Total Amount Spent	**$639.92**
Total Amount Returned to the Board	**$360.08**

Group:	33 Division Community-Police Liaison Committee
Support:	Superintendent Rob Johnson and Inspector James MacKrell (T.P.S. Co-Chairs) Christine Crosby (Community Co-Chair)
Number of Meetings:	6
Goals and Objectives:	• Promote working relationships with the community • Promote traffic and pedestrian safety • Promote senior safety • Promote and encourage Crime Prevention through Environmental Design (C.P.T.E.D.) • Proactive involvement in community events • Communication and updates on crime indicators and traffic issues
Town Hall Meeting:	1

Initiatives
(* = Value Added Project)
	• Open house
	• Halloween Safety Day
	• Singing with Seniors
	• Appreciation night for volunteers, Auxiliary and C.P.L.C.
	• Toy drives
	  - Supporting local shelters with non-perishable food items and toys and another in partnership with A.Y. Jackson S.S. supporting Sparroways Community
	• Senior Safety Expo
	• 33 Division C.P.L.C. Bursary Program Fundraising
	  - Reaching out to School Principals promoting bursary program to Schools through the school liaison officer, Open House, 50/50 draws

Crime Management Process:	• C.P.L.C. members updated the community at monthly meetings on the crime indicators, traffic updates and initiatives • C.P.L.C. promoted community policing and partnerships with 33 Division Officers • Crime prevention pamphlets regularly distributed at pamphlet displays/events by our volunteers • Train the Trainer – C.P.T.E.D. strategies taught to our volunteers for them to bring back to their communities

Expenditures from $1,000 Funding	
Item	**Amount**
• Open House (hot dogs, water and bananas)	$592.28
• Halloween Safety Day (candy)	$97.32
• T.V.A. – Wreath on behalf of 33 Division C.P.L.C.	$67.80
• Singing with Seniors Event (chocolate and mini gift bags)	$107.96

• Appreciation Night (Supplies, pizza, water, salad and fruit)	$132.03
Total Amount Spent	**$997.39**
Total Amount Returned to the Board	**$2.61**

Group:	41 Division Community-Police Liaison Committee
Support:	Inspector Paul MacIntyre (T.P.S. Co-Chair) Holly de Jong (Community Co-Chair)
Number of Meetings:	5
Goals and Objectives:	• Be proactive in community relations, crime prevention, education, mobilization and communications initiatives • Act as a resource between the police and the community
Town Hall Meeting:	2
Initiatives **(* = Value Added Project)**	• C.P.L.C. booth at Taste of Lawrence event • Senior Pedestrian Safety presentation at Wexford Residence • Project "Engagement" (Christmas Food Hampers) • Coffee with a Cop • Earth Day Clean Up at Birchmount Park, Cathedral Bluffs and Scarborough Heights Park • Bluffs Food Bank Fundraising Fireworks event • Wheels on the Danforth Street Festival • Project Jingle • Taste of Lawrence • Oakridge Arts Market • Black History Month Celebration • Toy Drive
Crime Management Process:	• C.P.L.C. was advised of traffic and crime trend either through email or during C.P.L.C. meetings.

Expenditures from $1,000 Funding	
Item	**Amount**
• Project Jingle – 1,200 purse bells (crime prevention initiative)	$742.12
• Taste of Lawrence (water, snacks and supplies)	$139.66
Total Amount Spent	**$881.78**
Total Amount Returned to the Board	**$118.22**

Group:	42 Division Community-Police Liaison Committee 42 Division Chinese Community Liaison Committee (Amalgamated into One Committee)
Support:	Superintendent Mark Barkley and Inspector Joanna Beaven-Desjardins (T.P.S. Co-Chairs) Benjamin Davoodi (Community Co-Chair)
Number of Meetings:	12
Goals and Objectives:	• Promote healthy, strong working relationships with various B.I.As, Community Partners and Resident Associations • Engage dialogue on various police issues – safety tips • Proactive involvement in community events, community picnic, Road Safety Seminar • Support and distribute student wards and scholarships
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Improve awareness of crime prevention through community outreach at various local shopping malls • Marketing and promoting 42 Division student award and scholarship fundraising initiatives • Each member was tasked with conducting a crime prevention initiative within their neighbourhood focusing on seniors, youth or traffic safety.
Crime Management Process:	• C.P.L.C. and C.C.L.C. were amalgamated in 2018 and aligned with the 8 neighbourhoods of 42 Division to enhance the crime management process • C.P.L.C. members were advised of crime trends and year to year statistics during meetings they promoted community policing and partnerships with 42 Division officers • C.P.L.C. members were required to provide information on all crime and disorder occurrences within their neighbourhood • Members of the C.P.L.C. were regularly consulted on crime prevention initiatives within the division

Expenditures from $2,000 Funding (Amalgamated)	
Item	**Amount**
• 550 reflective badges for jackets (distributed at the Road Safety Seminar)	$877.27
• Rental of Community Centre for Road Safety Seminar	$169.63
Total Amount Spent	**$1,046.90**
Total Amount Returned to the Board	**$953.10**

Group:	43 Division Community-Police Liaison Committee
Support:	Superintendent Mark Fenton (T.P.S. Co-Chair) James Thomas (Community Co-Chair)
Number of Meetings:	10
Goals and Objectives:	• Increase community engagement and collaboration for the safety of our community • Increase committee membership and participation
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Open house and community picnic • Mother's Day baskets for new mothers at Rosalie Hall • Service dog initiative • Coffee with a Cop
Crime Management Process:	• C.P.L.C. regularly advised of crime trends • C.P.L.C. regularly advised of traffic trends

Expenditures from $1,000 Funding	
Item	**Amount**
• Open House (Timbits, drinks, condiments and ice)	$595.19
• Children's Jumping Castle rental for Open House	$389.85
Total Amount Spent	**$985.04**
Total Amount Returned to the Board	**$14.96**

Group:	51 Division Community-Police Liaison Committee
Support:	Superintendent Tony Riviere (T.P.S. Co-Chair) Wayne Peterson (Community Co-Chair)
Number of Meetings:	10
Goals and Objectives:	• Improve C.P.L.C. representation in the 51 Division area • Improve crime reporting • Enhance and engage committee participation in local events and attractions • Enhance neighbourhood safety through advocacy and promotion of the safe and secure cleanup of needles and syringes
Town Hall Meeting:	2
Initiatives **(* = Value Added Project)**	• Worked with Toronto Public Health to distribute posters of how to safety dispose of needles on public and private property • Community open house • Summer social on the patio of Starbucks • Annual Youth Basketball Tournament
Crime Management Process:	• Improve crime reporting through discussion of local crime trends at meetings • C.P.L.C. regularly advised of crime trends • C.P.L.C. regularly advised of traffic trends

Expenditures from $1,000 Funding	
Item	**Amount**
• Open House (supplies, cotton candy, popcorn, face paints)	$526.00
• 15 baseball hats (for Open House)	$224.00
• Trophies for The Esplanade Youth Movement	$250.00
Total Amount Spent	**$1,000.00**
Total Amount Returned to the Board	**$0.00**

Group:	52 Division Community-Police Liaison Committee
Support:	Inspector Mark Barsky (T.P.S. Co-Chair) Melanie Dickson-Smith (Community Co-Chair)
Number of Meetings:	5
Goals and Objectives:	• To foster a strong and positive working partnership with T.P.S. in order to maintain and preserve community safety in our division • Host one value added community-police project and one town hall forum that addresses community concerns and crime prevention strategies • Recruit new members from areas not currently represented
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• **Project Square Peg 2** - 90-day project measured the perception of community safety in real time addressing four major community safety concerns: homelessness, mental wellness, disorderlies (thefts and street robberies) and drug dealing in the Yonge Street area and its surroundings • **Project Blue Dog** - Annual 10 week project participated by Chinatown B.I.A. C.P.L.C. and 52 Division N.O.s - The goal is to reduce crime in the neighbourhood (particularly Thefts from Autos, Aggressive Panhandling, Trespass, and Intoxication) and to improve the quality of life for residents, business owners and tourists within the Chinatown neighbourhood.
Crime Management Process:	• Community polled for their crime concerns. Information gathered assisted 52 Division to develop strategies to address concerns.

Expenditures from $1,000 Funding	
Item	**Amount**
• Town Hall Meeting (coffee, water, pizza, timbits and supplies)	$336.96
• Brochures to promote public awareness of the C.P.L.C.	$189.84
• Emergency & Non-Emergency "Who Do You Call" Fridge Magnets	$397.50
Total Amount Spent	**$924.30**
Total Amount Returned to the Board	**$75.70**

Group:	53 Division Community-Police Liaison Committee
Support:	Superintendent Shaun Narine (T.P.S. Co-Chair)
Number of Meetings:	2
Goals and Objectives:	• Be proactively involved in community events, crime prevention, education initiatives • Act as a resource to the police and the community • Create opportunities for members to become more active in outreach events such as mall displays • Be proactively involved with newcomer and domestic violence issues • Become more involved in the Auxiliary and Crossing Guard programs
Town Hall Meeting:	0 – Restructuring of the CPLC
Initiatives **(* = Value Added Project)**	• 53 Division community open house • Traffic and pedestrian safety • Auxiliary and Crossing Guard appreciation meetings to develop partnerships between C.P.L.C. and sub-units
Crime Management Process:	• C.P.L.C. regularly advised of crime trends • C.P.L.C. regularly advised of traffic trends

Expenditures from $1,000 Funding	
Item	**Amount**
• Open House (face paints, supplies, food and refreshments)	$502.49
• Appreciation Luncheon Event	$497.45
Total Amount Spent	**$999.94**
Total Amount Returned to the Board	**$0.06**

Group:	54 Division Community-Police Liaison Committee
Support:	Superintendent Reuben Stroble (T.P.S. Co-Chair) Mary Reilly (Community Co-Chair)
Number of Meetings:	18
Goals and Objectives:	• To be proactively involved in community relations, crime prevention and community improvement • Youth issues and youth engagement • Participating in community events, heightening visibility of the C.P.L.C. • Safeguard seniors through education • Educate and support the community and police on interacting with those living with mental health issues • Liaise with community contacts and agencies, engage inform and seek input from the community on various area concerns and C.P.L.C. initiatives.
Town Hall Meeting:	1
Initiatives **(* = Value Added Project)**	• Annual seniors safety presentation at St. Clair O'Connor Centre • Engaging our Youth competition - students were invited to write about a personal experience that has helped them understand the importance of community leadership - Grade 5 teachers reviewed the submissions and selected the finalists who became "Police Officer for a Day" • Annual 54 Division Bursary - provide financial support to youth who participate in safety initiatives or volunteering in the community • 54 C.P.L.C. community barbeque at Frankland Community School (a joint venture with the community, police and area businesses) • Committee participated in the: - annual East York Canada Day celebrations at Stan Wadlow Park by manning an information table with information pamphlets and handouts for the attending residents - annual Taste of the Danforth (This year Danforth Strong buttons were handed out. The Committee was able to engage with the community to answer questions and provide important information with the goal of contributing to a safer community.)

Crime Management Process:	• C.P.L.C. are regularly advised of crime trends and of divisional statistics • C.P.L.C. are regularly updated divisional initiatives and projects • C.P.L.C. provide input on community concerns and issues to Unit Management and are consulted on community activities and how we can best serve our community

Expenditures from $1,000 Funding	
Item	**Amount**
• Community Meeting (coffee)	$31.01
• Community Appreciation Barbeque (supplies, food and coffee)	$390.44
• Sandbags for Canopy	$28.02
• Town Hall Meeting (supplies, food and water)	$294.83
• Blake/Boultbee Town Hall Meeting (coffee and snacks)	$191.05
Total Amount Spent	**$935.35**
Total Amount Returned to the Board	**$64.65**

Group:	55 Division Community-Police Liaison Committee
Support:	Superintendent Reuben Stroble (T.P.S. Co-Chair) Roy Dean (Community Co-Chair)
Number of Meetings:	10
Goals and Objectives:	• Increase outreach in the community by supporting both N.Os' events and planned C.P.L.C. events • Hold 2 major community events: celebration of Police Week, and celebration of Seniors at Christmas • Continue with youth scholarship program • Increase C.P.L.C. membership and outreach
Town Hall Meeting:	2
Initiatives **(* = Value Added Project)**	• Police Week Community Picnic – with 2nd annual fundraiser for community worthy causes • Youth Scholarship Bursary • Auxiliary appreciation breakfast • School Crossing Guards appreciation lunch • Seniors' Christmas and movie at Fox Theatre • Annual financial support of PROM 911 - collection and distribution of Prom worthy clothing and accessories for male/female youth • Participation with a float in Community Centre 55 Share-a-Christmas, Beaches Santa Claus parade – highlighting 55 Division C.P.L.C. • Annual financial support for Rivertowne neighbourhood annual summer barbeque
Crime Management Process:	• Presentations at C.P.L.C. meetings on crime/traffic issues, complaints and recommendations by Officers and Parking Enforcement Supervisor, to members, with aim of assisting/alleviating problem areas

Expenditures from $1,000 Funding	
Item	**Amount**
• Permit Fee for rental of Jimmie Simpson Park for annual Police Week Community Picnic	$369.57
• 34 t-shirts for appreciation gifts at annual appreciation breakfast	$556.92
• Christmas Meeting Luncheon (food and refreshments)	$60.00
Total Amount Spent	**$986.49**
Total Amount Returned to the Board	**$13.51**

Toronto Police Services Board Report

March 1, 2019

To: Chair and Members
Toronto Police Services Board

From: Andy Pringle
Chair

Subject: Annual Report: Toronto Police Services Board's 2018 Consulting Expenditures

Recommendation(s):

It is recommended that the Board receive this report for information.

Financial Implications:

There are no financial implications relating to the recommendation contained within this report.

Background / Purpose:

At its meeting on February 20, 2003 the Board approved a motion requiring the reporting of all consulting expenditures on an annual basis (Min. No. P45/03 refers).

This report provides details of the 2018 consulting expenditures for the Toronto Police Services Board, in the City's prescribed format and based on the definition of consulting services provided by the City. The City's definition of consulting services is as follows:

> **any firm or individual providing expert advice/opinion on a nonrecurring basis to support/assist management decision making in the areas of technical, information technology,management/research and development (R&D), external lawyers and planners, and creative communications.**

Discussion:

The information contained in this report has already been forwarded to the City, as the completion of the Service's year-end accounting process and the timing of the Board meetings did not allow this report to be forwarded to the Board in advance of the City's February 28, 2019 deadline.

Conclusion:

It is, therefore, recommended that the Board receive this report for information.

Respectfully submitted,

Andy Pringle
Chair

Appendix A

	2018 Consulting Services Expenditure - Operating Divisions, Agencies and Corporations										
Operating or Capital	Expense Category	Division/Board	Contract / PO / DPO Date mm-dd-yr	Contract / PO / DPO No(s)	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	Contract / PO Balance Dec 31/18 (Note 4)	2018 Budget (Notes 5 & 6)	2018 Expenditure (Note 4 & 5)	2017 Expenditure (Note 4 & 5)
Operating	Management /Research & Development - CE 4089	Toronto Police Services Board	02/10/2017	6044582	Anthony Doob	Researched the effectiveness of "carding" or "street check" practices generally and the viability of carrying out research on their effectiveness in Toronto (BMP250/16- Board meeting of November 17, 2016) **COMPLETE.**	02/28/2017	0	0	0	10,176
Operating	Management /Research & Development - CE 4089	Toronto Police Services Board	11/05/2018	3574471	Scott Reid	Communciations expert to assist with developing corporate messaging. (BM C31/18 - Board meeting date March 22, 2018)	05/08/2018	0	1,526	1,526	0
Operating	Management /Research & Development - CE 4089	Toronto Police Services Board	12/29/2017	Contract 47021170 CRO 9166090	Ryan Dyck	Subject matter expert to assist in the development of Transgender inclusive policies, procedures, orders and forms, pursuant to Minutes of Settlement between the Board, the Chief and the OHRC (BM P286/16 - Board Meeting date December 19, 2016) **COMPLETE**. Contract was terminated on August 4, 2018	12/31/2019	0	3,500	3,500	7,575
Operating	Management /Research & Development - CE 4089	Toronto Police Services Board	01/01/2018	47021249 CRO 9132460	Jen Finan	Second subject matter expert to assist in the development of Transgender inclusive policies, procedures, orders and forms, pursuant to Minutes of Settlement between the Board, the Chief and the OHRC (BM P145 - Board Meeting date June 15, 2017)	12/31/2019	8,337	12,500	4,383	0
	Sub-Total				In this space provide explanation re significant budget and actual variance			$ 8,337.00	$ 17,526.00	$ 9,409.00	$ 17,751.00
Operating	Legal (External Lawyers & Planners) - CE4091	Toronto Police Services Board	10/17/2017	6045794	Diane Whitney	Provided advice with respect to a legal matter. At the request of City of Toronto - Legal Services **CONFIDENTIAL** **COMPLETE.**	10/31/2017	0	0	0	2,748
Operating	Legal (External Lawyers & Planners) - CE4091	Toronto Police Services Board	11/3/2017	3561788	Johnstone & Cowling LLP	Provided legal services with repect to contract negotiations (Authority contained within Deputy Chief Employment Agreement). **COMPLETE.**	11/17/207	0	0	0	1,526
Operating	Legal (External Lawyers & Planners) - CE4091	Toronto Police Services Board	10/30/2017	3561521	Paliare Roland	Provided legal services with respect to contract negotiations (Authority contained within Deputy Chief Employment Agreement). **COMPLETE.**	11/10/2017	0	0	0	1,351

Return certified report to: J. Jheeta, Accounting, 55 John St, 14th Fl., Metro Hall, Tor, Ont. M5V 3C6. Inquiries 397-9111 or 392-8693, Electronic files to: Jaswinder.Jheeta@toronto.ca and stephen.graham@toronto.ca

Appendix A

2018 Consulting Services Expenditure - Operating
Divisions, Agencies and Corporations

Operating or Capital	Expense Category	Division/Board	Contract / PO / DPO Date mm-dd-yr	Contract / PO / DPO No(s)	Consultant's Name	Description of Work	Expected Completion Date	Contract / PO Balance Dec 31/18	2018 Budget	2018 Expenditure	2017 Expenditure
Operating	Legal (External Lawyers & Planners) - CE4091	Toronto Police Services Board	3/28/2017	Contract 47020535 CRO 9127520	Hicks Morley Hamilton Stewart	Provide expert advice/legal opinion on general employment and labour relations issues**(BMP240/2016 - October 20, 2016) The total value of the contract is 1.5M over 3 years. This money is allocated over 3 accounts 4010, 4030, 4091. We'll validate the value at the end of the contract.**	12/31/2019	0	50,000	40,897	59,241
	Sub-Total				In this space provide explanation re significant budget and actual variance			$ -	$ 50,000.00	$ 40,897.00	$ 64,866.19
		Division Total						$ 8,337.00	$ 67,526.00	$ 50,306.00	$ 82,617.19

COMPLETED BY:	NAME:		PHONE #:	416-808-8083
CERTIFIED CORRECT:	NAME:	RYAN TESCHNER	SIGNATURE:	RD Teschner
	TITLE:	EXECUTIVE DIRECTOR	PHONE #:	416-808-8081
	DIVISION/BOARD:		DATE:	2019.02.27

Note 1 - Provide full and official name of consultant and description of service provided in regular text, both upper & lower case; and no abbreviations or acronym.
Note 2 - Description of work should include details of work done, specific reports prepared, expected completion date, and specific Council/Committee authorization.
Note 3 - Provide information on any external funding sources and % recoverable.
Note 4 - Provide amount rounded to nearest dollar and net of HST rebate. Formula can only be used for subtotal & total.
Note 5 - Provide (a) Sub-Total by division and (b) Total for each expense category, with all amounts rounded to nearest dollar.
Note 6 - Provide explanation for significant Budget and Actual variances on an attached sheet (budget not required for capital).
Note 7 - Please ensure the project description is consistent for multi-year project.

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Appendix B

2018 Consulting Services Expenditure - Capital
Divisions, Agencies and Corporations

Operating or Capital	Cluster / Agency / Corporation	Expense Category	Division/Board	Program	Contract / PO / DPO Date mm-dd-yr	Contract / PO / DPO No(s).	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	WBS Element	Recoveries by Source (Note 3)	Contract / PO Balance Dec 31/17 (Note 4)	N/A	2018 Expenditure (Note 4 & 5)	2017 Expenditure (Note 4 & 5)
Capital		Technical - CE 4078													
Capital		Technical - CE 4078													
Capital		Technical - CE 4078													
		Sub-Total					In this space provide explanation re significant budget and actual variance					NIL	NIL	NIL	NIL
Capital		Information Technology - CE 4079													
Capital		Information Technology - CE 4079													
Capital		Information Technology - CE 4079													
		Sub-Total					In this space provide explanation re significant budget and actual variance					NIL	NIL	NIL	NIL
Capital		Management /Research & Development - CE 4089													
Capital		Management /Research & Development - CE 4089													
Capital		Management /Research & Development - CE 4089													
		Sub-Total					In this space provide explanation re significant budget and actual variance					NIL	NIL	NIL	NIL
Capital		Legal (External Lawyers & Planners) - CE4091													
Capital		Legal (External Lawyers & Planners) - CE4091													
Capital		Legal (External Lawyers & Planners) - CE4091													
		Sub-Total					In this space provide explanation re significant budget and actual variance					NIL	NIL	NIL	NIL
Capital		Creative Communications - CE 4093													
Capital		Creative Communications - CE 4093													
Capital		Creative Communications - CE 4093													
		Sub-Total					In this space provide explanation re significant budget and actual variance					NIL	NIL	NIL	NIL
			Division Total									NIL	NIL	NIL	NIL

COMPLETED BY:	NAME	Shari Chapman	PHONE #	416 808 8083
CERTIFIED CORRECT:	NAME	Ryan Teschner	SIGNATURE	RTeschner
	TITLE	Executive Director	PHONE #	
	DIVISION/BOARD	Toronto Police Service Board	DATE	2019 02 27

Note 1 - Provide full and official name of consultant and description of service provided in regular text, both upper & lower case, and no abbreviations or acronym.
Note 2 - Description of work should include details of work done, specific reports prepared, expected completion date, and specific Council/Committee authorization.
Note 3 - Provide information on any external funding sources and % recoverable.
Note 4 - Provide amount rounded to nearest dollar and net of HST rebate. Formula can only be used for subtotal & total.
Note 5 - Provide (a) Sub-Total by division and (b) Total for each expense category, with all amounts rounded to nearest dollar.
Note 6 - Provide explanation for significant Budget and Actual variances on an attached sheet (budget not required for capital).
Note 7 - Please ensure the project description is consistent for multi-year project.

Return certified report to: J. Jheeta, Accounting, 55 John St, 14th Fl., Metro Hall, Tor, Ont. M5V 3C6. Inquiries 397-9111 or 392-8693, Electronic files to: Jaswinder.Jheeta@toronto.ca and stephen.graham@toronto.ca

Toronto Police Services Board Report

March 25, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2018 Toronto Police Service's Consulting Expenditures

Recommendation(s):

It is recommended that the Board receive this report.

Financial Implications:

The 2018 actual consulting expenditures totalled $2.31 Million (M) ($2.18M for operating and $0.13M for capital).

Funding for the expenditures detailed in this report were paid for out of the 2018 Toronto Police Service (Service) operating budget or capital budget. The expenditures referenced in this report are net of harmonized sales tax (H.S.T.) rebate.

Background / Purpose:

At its meeting of February 20, 2003 (Min. No. P45/03 refers), the Board requested that the Service report all consulting expenditures on an annual basis. In addition, at its meeting of March 23, 2006 (Min. No. P103/06 refers), the Board requested that future annual reports be revised so that capital consulting expenditures are linked to the specific capital project for which the consulting services were required. City Finance also requires the annual reporting of consulting expenditures in their prescribed format, so that the City's Chief Financial Officer can provide a consolidated report to City Council.

This report provides details of the 2018 consulting expenditures for the Service's operating and capital budgets, in the City's prescribed format and based on the definition of consulting services provided by the City. The City's definition of consulting services is as follows:

> "any firm or individual providing expert advice/opinion on a non-recurring basis to support/assist management decision making in the areas of technical, information technology, management/research and development (R.&D.), external lawyers and planners, and creative communications."

The information contained in this report has already been forwarded to the City, as the completion of the Service's year-end accounting process and the timing of the Board meetings did not allow this report to be forwarded to the Board in advance of the City's February 28, 2019 deadline.

Discussion:

The operating budget for consulting services is developed using zero-based budgeting. As such, 2018 expenditures for consulting services are based on requirements identified during the 2018 budget process.

The Service has taken steps to manage the use of consultants and only contract for these services when:

- the skills/expertise are not available in-house;
- there is not a permanent requirement for the expertise/skill set; or
- there is a need to obtain independent/third part advise on an issue or initiative.

The 2018 operating consulting actual expenditures totalled $2.18M. The following table summarizes the nature of the expenditures with the details reflected in Attachment A.

Nature of Expense / Initiative	**Amount**
Legal Services	$26,853
General Information Technology (I.T.)/Technical Services	$586,106
Human Resources (H.R.) Transformation Services	$645,682
Transformational Task Force Initiatives	$500,574
Communications related services	$418,308
Total	$2,177,523

The 2018 capital consulting actual expenditures (as reflected in Attachment B) were $0.13M. This amount represents technical planning for the use of Public Safety Broadband, as well as continued expenditures for the feasibility study conducted for back-up generators and the requirement for Fairness Commissioners to assist in the future procurement of a body worn camera system and radio equipment purchase. Capital projects generally involve multi-year cash flow requirements, and the 2018 expenditure may therefore represent only a portion of the total contract value.

Conclusion:

Consulting expenditures are funded from the Service's operating and capital budgets, and are reported annually to the Board and the City. The Service ensures that consulting services are used only where necessary and beneficial.

Details of the 2018 consulting expenditures for the Service's operating and capital budgets are provided in Attachments A and B respectively.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Attachment A

2018 Consulting Services Expenditure - Operating
Divisions, Agencies and Corporations

Expense Category	Program	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No.(s)	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	Recoveries by Source (Note 3)	Contract / PO Balance Dec 31/18 (Note 4)	2018 Budget (Notes 5 & 6)	2018 Expenditure (Note 4 & 5)	2017 Expenditure (Note 4 & 5)
							$	$	$	$	$
Technical - CE 4078	Information Technology Strategic and Business Plan	11/21/2017	6046615	Teramach Technologies	Translate business systems requirements into a physical systems design to guide master data management. The work was fully funded by the Policing Effectiveness and Modernization (P.E.M.) Grant. Completed.	03/31/2018	P.E.M. Grant 100%	0	46,172	42,839	18,656
Technical - CE 4078	Information Technology Strategic and Business Plan	03/29/2018	6046700	Environics Analytics Group Limited	Develop new models and tools to utilize in workload modelling, demographic forecasting, and data planning activities. Completed.	04/03/2018	P.E.M. Grant 100%	0	66,300	67,467	0
Technical - CE 4078	Information Technology Strategic and Business Plan	03/19/2018	6046628	Michael Cizmar & Associates	Provide guidance and recommend solutions for architecture and systems planning activities. Establish proof of concept for Global Search Project.	03/31/2019	P.E.M. Grant 100%	230,000	120,000	122,112	0
Technical - CE 4078	Transformational Task Force (T.T.F.) Modernization Initiatives	03/29/2018	6046699	ESRI Canada Limited	Conduct analysis and provide high level conceptual design for the development of a Pushpin/Intel Led Policing Portal. Completed.	03/31/2018	P.E.M. Grant 100%	0	110,571	112,517	0
							Sub-Total	230,000.00	343,043.00	344,935.00	18,656.00
Information Technology - CE 4079	Information Technology Strategic and Business Plan	06/13/2017	47020734; 9077813	Gartner Canada J. McGrath	Facilitate the development of the 2017-2019 Information Technology Strategic and Business Plan by providing guidance and expertise to the Director of Information Technology Services. Contract value has been increased; completion date extended up to March 31, 2019.	03/31/2019	0	225,000	235,000	239,136	183,168
Information Technology - CE 4079	Audio & Data Systems (A.D.S.) process improvemnet	05/07/2018	6046856	Andy Hunter Consultants Incorporated	Create a report to assist in streamlining the A.D.S. 911 Disclosure process. Completed.	06/30/2018	0	0	2,000	2,035	0
							Sub-Total	225,000.00	237,000.00	241,171.00	183,168.00

Attachment A

2018 Consulting Services Expenditure - Operating
Divisions, Agencies and Corporations

Expense Category	Program	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No.(s)	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	Recoveries by Source (Note 3)	Contract / PO Balance Dec 31/18 (Note 4)	2018 Budget (Notes 5 & 6)	2018 Expenditure (Note 4 & 5)	2017 Expenditure (Note 4 & 5)
							$	$	$	$	$
Management /Research & Development - CE 4089		06/05/2017	6045079	Dr. Ashley David Bender	Assist the Board and the Toronto Police Service with the development, evaluation and implementation of a procedure for the application and assessment of requests for the inclusion of names on the Memorial Wall.	12/31/2018	Legal Reserves	0	0	0	6,798
Management /Research & Development - CE 4089	Human Resources (H.R.) Modernization	09/21/2018	6047556	Deloitte L.L.P.	Develop an H.R. Professional Services Delivery Model, Organizational Chart for H.R. and H.uman Resources strategy for the next 3-5 years. Completed.	12/31/2018	0	0	265,000	269,664	0
Management /Research & Development - CE 4089	Process Innovation (Payroll & Benefits Administration)	06/07/2016	47019970; 9119446	Mercer (Canada) Limited	Develop employee benefits strategies and recommendations on the employee health program.	12/31/2020	0	100,000	30,400	9,305	36,869
Management /Research & Development - CE 4089	Transformational Task Force (T.T.F.) Modernization Initiatives	05/09/2018	6046868	Edelman P.R. Worldwide Canada Incorporated	Conduct a review of existing communication strategy and propose a new strategy, organizational structure and reporting relationships in line with with the principles of the Toronto Police Service (T.P.S.) Modernization initiatives. Completed.	07/16/2018	0	0	86,260	87,778	0
Management /Research & Development - CE 4089	Human Resources Modernization	02/16/2017	47020475; 3568807, 9097418, 9132218, 9190080, 9190081	Korn Ferry Hay Group Limited	Develop a competency framework required to support H.R. modernization project. Services for Performance Management and 360 Assessment were added to compliment the competency framework model being developed. The work is funded by Policing Effectiveness and Modernization (P.E.M.) Grant. Completion date extended up to March 31, 2019.	03/31/2019	P.E.M. Grant 94%	35,200	285,254	285,104	185,865
Management /Research & Development - CE 4089	Centralized Unit Process Innovation (Labour Relations Unit)	09/11/2015	47021192; 9125642	Mercer (Canada) Limited	Extension to the Job Evaluation consultation contract for the review of existing Job Evaluation Process and reporting of recommendations for efficiencies. Completion date extended up to March 31, 2019.	03/31/2019	15% Toronto Police Association; 40% P.E.M. Grant for Senior Officer evaluation	16,225	41,174	41,766	14,866
Management /Research & Development - CE 4089	T.T.F. Modernization Initiatives	11/09/2017	6045940	M.N.P. L.L.P.	Conduct a comprehensive Organizational Culture Assessment to provide in-depth understanding of the current organizational culture to assist the leaders and key stakeholders groups in creating action plans to strengthen the culture, improve organizational performance and achieve a modernized model of policing for the City of Toronto. Completed.	11/21/2018	P.E.M. Grant 100%	0	333,900	334,282	172,992
Management /Research & Development - CE 4089	T.T.F. Modernization Initiatives	11/01/2017	6045886	Lansdowne Technologies Incorprated	Assist the T.P.S. in developing, recommending and preparing crime prevention materials. Completed.	03/31/2018	P.E.M. Grant 100%	0	77,156	78,514	69,038
Management /Research & Development - CE 4089	Organizational Culture Project	08/02/2018	6047358	Goodwin Consulting Service Incorporated	Develop culture change plan and build the road map for the future.	03/01/2019	P.E.M. Grant 100%	40,346	39,154	39,843	0
							Sub-Total	191,771.00	1,158,298.00	1,146,256.00	486,428.00

Attachment A

2018 Consulting Services Expenditure - Operating
Divisions, Agencies and Corporations

Expense Category	Program	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No.(s)	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	Recoveries by Source (Note 3)	Contract / PO Balance Dec 31/18 (Note 4)	2018 Budget (Notes 5 & 6)	2018 Expenditure (Note 4 & 5)	2017 Expenditure (Note 4 & 5)
							$	$	$	$	$
Legal (External Lawyers & Planners) - CE4091			3553739 3554773 3552330	Fenton, Smith Barristers	Consultation for legal matters related to solicitor-client privileged materials. Completed.	12/31/2017	0	0	0	0	4,529
Legal (External Lawyers & Planners) - CE4091		05/15/2017	3555575	Henein, Hutchison L.L.P.	Consultation for legal matters related to a bias motion. Completed.	12/31/2017	0	0	0	0	834
Legal (External Lawyers & Planners) - CE4091			3556117 3560391	Mergler, Paul K	Consultation regarding seized property in relation to homicides. Completed.	12/31/2017	0	0	0	0	1,445
Legal (External Lawyers & Planners) - CE4091			3556709 3558868 3562583	Johnson & Cowling L.L.P.	Consultation for Detective Services seeking legal advice for informants. Completed.	12/31/2017	0	0	0	0	5,237
Legal (External Lawyers & Planners) - CE4091			3558866 3559892	McLaren, James A, L.L. B.	Consultation for Intelligence Unit seeking legal advice for informants. Completed.	12/31/2017	0	0	0	0	1,422
Legal (External Lawyers & Planners) - CE4091			3559780 6045959	Ceyssens & Bauchman	Consultation with T.P.S. members regarding Police Service Acts (P.S.A.) issues. Completed.	12/31/2017	0	0	0	0	7,632
Legal (External Lawyers & Planners) - CE4091		09/12/2017	3559793	Henein, Hutchison L.L.P.	Consultation on third party disclosure. Completed.	12/31/2017	0	0	0	0	1,857
Legal (External Lawyers & Planners) - CE4091		12/22/2017	3563740	Butt, David	Consultation with T.P.S. members regarding a potential criminal investigation. Completed.	12/31/2017	0	0	0	0	695
Legal (External Lawyers & Planners) - CE4091		12/29/2017	6046266	Markson Law Professional Corporation	Consultation with T.P.S. members regarding a potential criminal investigation. Completed.	12/31/2017	0	0	0	0	2,964
Legal (External Lawyers & Planners) - CE4091		07/10/2018	3570589 3573014	Henein, Hutchison L.L.P.	Consultation for a high profile homicide case. Completed.	12/31/2018	0	0	7,695	7,742	0
Legal (External Lawyers & Planners) - CE4091		03/21/2018	3566678 3566851	McLaren, James A, L.L. B.	Consultation for Intelligence Unit seeking legal advice for confidential informants. Completed.	04/30/2018	0	0	2,065	2,102	0
Legal (External Lawyers & Planners) - CE4091		03/27/2018	3566865	Fenton, Smith Barristers	Consultation for legal matters related to solicitor-client privileged materials. Completed.	04/30/2018	0	0	970	987	0
Legal (External Lawyers & Planners) - CE4091		08/03/2018	3571446 3571539	McLaren, James A, L.L. B.	Consultation for legal matters related to solicitor-client privileged materials. Completed.	08/31/2018	0	0	1,495	1,521	0
Legal (External Lawyers & Planners) - CE4091		09/10/2018	3573941 6047483	Johnstone & Cowling L.L.P.	Consultation for Intelligence Unit seeking legal advice for confidential informants. Completed.	10/31/2018	0	0	4,250	4,325	0
Legal (External Lawyers & Planners) - CE4091		04/10/2018	6046733	Ceyssens & Bauchman	Consultation with T.P.S. members regarding P.S.A. issues. Completed.	04/30/2018	0	0	10,000	10,176	0
							Sub-Total	0.00	26,475.00	26,853.00	26,615.00

Attachment A

2018 Consulting Services Expenditure - Operating
Divisions, Agencies and Corporations

Expense Category	Program	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No.(s)	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	Recoveries by Source (Note 3)	Contract / PO Balance Dec 31/18 (Note 4)	2018 Budget (Notes 5 & 6)	2018 Expenditure (Note 4 & 5)	2017 Expenditure (Note 4 & 5)
							$	$	$	$	$
Creative Communications - CE 4093	Strategy Management	11/21/2016	47020296; 9118749, 9146249, 9151529	Sandra Buckler	The Strategic Communications advice regarding both internal and public communications, media interactions and strategies related to police modernization process. Contract value has been increased; completion date extended up to November 20, 2018. Completed.	11/20/2018	0	0	219,846	219,846	251,533
Creative Communications - CE 4093	H.R.E7 Modernization	10/01/2018	6047554	Deloitte L.L.P.	Develop and design customized individual talent sourcing strategies, marketing strategies, and branding for recruitment initiatives.	03/31/2019	0	115,044	171,974	171,974	0
Creative Communications - CE 4093	T.T.F. Modernization Initiatives	10/01/2018	6048023	Edelman P.R. Worldwide Canada Incorporated	Develop strategic communication plan for the internal and external release of the Organizational Culture Report. Completed.	12/31/2018	P.E.M. Grant 100%	0	26,488	26,488	0
							Sub-Total	115,044.00	418,308.00	418,308.00	251,533.00
							Division Total	761,815.00	2,183,124.00	2,177,523.00	966,400.00

Attachment B

2018 Consulting Services Expenditure - Capital
Divisions, Agencies and Corporations

Expense Category	Contract / P.O. / D.P.O. Date mm-dd-yr	Contract / P.O. / D.P.O. No.(s)	Consultant's Name (Note 1)	Description of Work (Notes 1 & 2 & 7)	Expected Completion Date	WBS Element	Recoveries by Source (Note 3)	Contract / P.O. Balance Dec 31/17 (Note 4)	2018 Expenditure (Note 4 & 5)	2017 Expenditure (Note 4 & 5)
Technical - CE 4078	07/21/2017	6045348	Dutra Architect Incorporated	Conduct a full electrical assessment and feasibility study to provide recommendations for back-up generator power. Completed	12/31/2018	PL-100010-02		0	15,518	30,867
Technical - CE 4078	03/12/2018	6046593	400525 Ontario Limited	Develop and propose a preferred long-term plan regarding the use of the 700 MHz broadband spectrum for Public Safety Broadband.	03/31/2019	PL-100107-01		30,645	106,192	0
							Sub-Total	30,645.00	121,710.00	30,867.00
Management /Research & Development - CE 4089	09/12/2017	6045611	H.K.A. Global Canada Incorporated	Independent oversight and evaluation of the competitive procurement of Body Worn Camera. Completion date extended to December 31, 2019.	12/31/2019	PL-100121-01		30,528	8,650	2,544
Management /Research & Development - CE 4089	04/24/2017	6044890	J.D. Campbell & Associates	Independent evaluation of the competitive procurement of Radio Equipment and Parts. The Fairness Commissioner acted in an advisory capacity during planning, issue, post close and post award stages of the procurement process. The additional expense was for invoice not paid/reported in 2017. Completed	12/31/2017	PL-100107-01		0	1,730	8,995
							Sub-Total	30,528.00	10,380.00	11,539.00
							Division Total	61,173.00	132,090.00	42,406.00

Toronto Police Services Board Report

March 25, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2018 Public Sector Salary Disclosure

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report for information.

Financial Implications:

There are no financial implications relating to the recommendation contained in this report.

Background / Purpose:

The Public Sector Salary Disclosure Act, 1996 (P.S.S.D.A.) and the Public Sector Salary Disclosure Amendment Act, 2004 were passed to make Ontario's public sector more open and accountable to taxpayers. Therefore, in accordance with the P.S.S.D.A., the Toronto Police Service (Service) is required to disclose the names, positions, salaries and taxable benefits of employees who were paid $100,000 or more in a year, based on T4 reporting. The report includes active, retired and terminated members, and includes all remuneration earned and reported, including paid duty earnings.

This information, which includes Service and Board employees, is submitted to the City of Toronto Pension, Payroll and Employee Benefits Division for inclusion in a corporate report filed, by the City, with the Ministry of Municipal Affairs and Housing.

The Ministry of Finance also requires that organizations with members seconded to other ministries file the listing of those members with the appropriate ministry. For the 2018 reporting year, the Service had nine members seconded to the Ministry of Community Safety and Correctional Services. A separate listing of the members appearing on the Public Sector Salary Disclosure (P.S.S.D.) listing has been provided to that ministry.

The Province (Treasury Board Secretariat) posts the information provided by each organization in and around the end of March of the following year.

Discussion:

The P.S.S.D.A., 1996 defines “Salary Paid” as “the amount paid by the employer to the employee in a given year, as reported on the T4 slip (Box 14 minus Taxable Benefits total)”. This amount is reported if it is equal to or above $100,000.

Service members receive a T4, which includes all remuneration paid by the Service. Box 14 on the T4 includes regular salary, retention pay, acting pay, premium pay (including court time, call backs and overtime) and any retroactive adjustments paid in the applicable calendar year. Beginning in 2010, T4 earnings also include income from paid duties, which are paid by external customers and flow through the Service’s payroll system in order to comply with Canada Revenue Agency (C.R.A.) statutory deduction requirements. There is no requirement to separate paid duty earnings from regular earnings in the P.S.S.D.. As a result, both earnings are consolidated into the “Salary Paid” column.

Taxable benefits are reported as a separate line item for those employees who earned $100,000 or more. Taxable benefits for Service members, as defined by the C.R.A., include the value of life insurance premiums for coverage provided by the employer, employer-provided parking and the personal use of employer-provided vehicles.

The P.S.S.D.A. requires that the listing be reported in alphabetical order to the Province. However, at the request of the Board, the Service now also provides the information to the Board only, in descending order by salary paid.

Accordingly, Appendix A provides the salary paid in alphabetic order, and Appendix B provides the same information in descending order by salary paid.

Number of Employees on the 2018 Disclosure Listing:

Salaries have increased over the years due to contract settlements and arbitration awards. As a result of the 2015 to 2018 contract settlement, members of the Toronto Police Association (T.P.A.) received a 1.75% salary increase on January 1, 2018. The 2015 to 2018 contract between the Board and Senior Officers Organization resulted in the same salary increases as the T.P.A. for 2018.

In 2018, 4,963 Service employees earned more than $100,000. This includes 4,466 uniform and civilian employees whose base salary is greater than $100,000.

These figures may fluctuate due to acting assignments, retirees, other separations and collective agreement adjustments. For uniform employees, the 2018 base salary range for Staff and Detective Sergeants, Sergeants, Detectives, Plainclothes Training Constables, and First Class Constables (P.C.1) , including the 9% retention pay, is above the $100,000. It should also be noted that as of 2018, there are 164 T.P.A. civilian positions that are above the $100,000 base.

The 2018 salary disclosure figure also includes 497 employees whose base salary is normally under $100,000. The earnings for these employees were the result of their

combined base salary, premium pay, paid duty earnings and other payouts, including final payments upon separation from the Service.

The table below details the make-up of the 497 (in 2018) members on the listing whose base salary is normally under $100,000.

Rank	2018	2017
Police Constable	333	1,626
Civilian members	164	102
Totals	**497**	**1,728**

It should be noted that 336 of the 497 members whose normal base salary is below $100,000 have a 2018 base salary between $90,000 and $99,999.

As noted earlier, members whose normal base salary is below $100,000 can be on the P.S.S.D. list as a result of premium pay, separation payouts governed by the collective agreement, retroactive payments and paid duty earnings. Premium pay can result from required court attendance, overtime earned when members work beyond their regular shift and call-backs when members are requested to return to work for various operational reasons or special projects. Premium hours worked are paid according to collective agreement provisions.

Conclusion:

In accordance with the P.S.S.D.A., this report provides the names, positions, salaries and taxable benefits of Service and Board employees who were paid more than $100,000 in 2018. The information is provided in alphabetical order as required by the Ministry, and in salary paid descending order as requested by the Board.

The report is provided to the Board for information, and has been forwarded to the City for inclusion in a corporate report filed with the Ministry of Municipal Affairs and Housing. The full public sector salary disclosure list is expected to be published on the Ministry of Finance website in late March, 2019.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Abbas	Muhammad Waqas	Police Constable	$ 129,101.76	$ 979.68
Abbasi	Sophia Seher	Plainclothes Police Constable	$ 146,829.86	$ 1,030.64
Abdel-Malik	Maher	Detective Sergeant	$ 133,335.19	$ 1,109.94
Abdilla	Tammy	Police Constable	$ 106,879.30	$ 1,029.08
Abdoullaeva	Maria	Police Constable	$ 135,088.91	$ 952.70
Abdul	Waqas	Police Constable	$ 119,512.08	$ 997.36
Abdulla	Al Rahim	Senior Technical Analyst Infrastructure	$ 130,198.46	$ 409.24
Abraham	Stanley Samuel	Plainclothes Police Constable	$ 141,017.19	$ 1,030.64
Abramovitz	Janet Elizabeth	Police Constable	$ 103,897.53	$ 1,007.76
Abramovitz	Mathew Christopher	Police Constable	$ 104,326.71	$ 1,007.76
Achaibar	Richard Anthony	Plainclothes Police Constable	$ 121,188.64	$ 1,041.30
Aciu	Sebastian	Training Constable	$ 115,581.95	$ 1,020.08
Acorn	Christopher Allan	Police Constable	$ 160,492.80	$ 1,007.76
Acton	Blake Joseph	Police Constable	$ 106,880.70	$ 379.08
Adach	Edward Hieronim	Detective	$ 121,537.27	$ 1,078.22
Adam	Barbara Anne	Detective Sergeant	$ 136,623.93	$ 1,120.86
Adam	Michael Jason	Detective	$ 120,409.52	$ 1,067.56
Adams	Clayton Edward	Detective	$ 148,321.20	$ 1,067.56
Adams	Khary Azande	Plainclothes Police Constable	$ 116,941.62	$ 1,030.64
Adams	Todd Robert	Plainclothes Police Constable	$ 138,270.83	$ 1,030.64
Adams	Victoria Grace	Police Constable	$ 119,519.72	$ 996.00
Addison	Keith Scott	Police Constable	$ 106,879.30	$ 404.08
Addo	Leo Kpakpo	Police Constable	$ 102,026.91	$ 949.00
Agamata	Julius Laconsay	Police Constable	$ 137,094.71	$ 982.40
Agnew	Lucas Owen	Police Constable	$ 101,253.92	$ 1,007.76
Agnew	Robert	Senior Technical Analyst Enterprise Architecture	$ 118,019.39	$ 409.24
Agostinho	Roy Michael	Plainclothes Police Constable	$ 107,961.84	$ 1,025.44
Aguiar	Steven Cabral	Training Constable	$ 170,534.62	$ 1,041.30
Aheer	Jagjit Kumar	Plainclothes Police Constable	$ 123,540.04	$ 977.93
Ahier	Brian Norman	Plainclothes Police Constable	$ 116,163.51	$ 1,003.45
Ahluwalia	Amit	Plainclothes Police Constable	$ 139,688.68	$ 1,030.64
Ahluwalia	Mandeep Singh	Sergeant	$ 148,096.31	$ 1,055.26
Ahmad	Mansoor	Detective	$ 142,201.49	$ 1,060.76
Ahmad	Syed Omar	Police Constable	$ 126,579.92	$ 1,018.42
Ahmed	Jameel	Police Constable	$ 133,626.64	$ 1,018.42
Ahn	Hyo Joon	Police Constable	$ 119,705.83	$ 1,007.76
Aiello	Antonio	Sergeant	$ 141,155.86	$ 1,063.78
Aiken	John David	Police Constable	$ 123,080.09	$ 1,023.75
Aikman	Scott Douglas	Police Constable	$ 113,007.75	$ 1,029.08
Ajazi	Sofokli	Police Constable	$ 106,441.51	$ 1,007.76
Akeson	Aaron Joseph	Detective	$ 142,304.90	$ 1,060.76
Akie	Joseph Anthony	Police Constable	$ 113,248.47	$ 997.76
Akromah Adjei	Alfred	Police Constable	$ 160,267.13	$ 996.00
Akunyili	Richard Dean	Police Constable	$ 113,752.29	$ 1,007.76
Al Salem	Fouad	Police Constable	$ 100,991.08	$ 1,007.22
Alagarajah	Anenthan Raju	Police Constable	$ 135,155.23	$ 997.36
Alamag	Adelio Perada	Police Constable	$ 122,352.05	$ 1,029.08
Albanese	Jason John	Detective	$ 121,991.98	$ 1,063.96
Alberga	Pasquale	Detective	$ 164,293.61	$ 1,057.56
Albrecht	Irvin John	Plainclothes Police Constable	$ 148,121.88	$ 1,041.70
Alderdice	Jeffery Paul	Sergeant	$ 139,917.35	$ 1,067.97
Aleksandrowicz	Lukasz	Police Constable	$ 120,127.87	$ 1,007.76
Alekseeva	Marina	Police Constable	$ 109,087.78	$ 1,007.76
Alexa	Brendan James	Plainclothes Police Constable	$ 122,673.19	$ 1,022.72
Alexakis	Christos	Police Constable	$ 143,012.47	$ 1,007.76
Alexander	Anthony Roy	Police Constable	$ 119,457.12	$ 997.36
Alexander	Charles Bolton	Detective	$ 130,138.56	$ 1,078.22
Alexander	David	Police Constable	$ 101,814.90	$ 1,007.76
Alexiou	Demitrios	Plainclothes Police Constable	$ 115,974.85	$ 1,051.70
Alfred	Godwin Rajasing	Police Constable	$ 126,538.50	$ 997.36
Ali	Asif Iftikhar	Sergeant	$ 118,146.27	$ 1,067.56
Ali	Farhan Imtiaz	Police Constable	$ 114,791.06	$ 1,007.76
Alias	Gavin Raymond	Plainclothes Police Constable	$ 113,116.01	$ 1,015.68
Al-Khatib	Shady	Plainclothes Police Constable	$ 121,024.96	$ 1,025.36
Allan	Scott Douglas	Detective	$ 136,779.27	$ 1,067.97
Allard	Matthew Douglas	Police Constable	$ 104,795.38	$ 1,007.76
Allard	Nathaniel Peter	Police Constable	$ 111,186.72	$ 1,007.76
Allawneh	Wayel Munson	Police Constable	$ 168,633.28	$ 997.36
Alldis	John William	Police Constable	$ 101,449.12	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Alldread	Suzanne Lorraine	Police Constable	$ 120,879.05	$ 1,018.42
Alldrit	Darren Lee	Inspector	$ 149,381.54	$ 1,120.86
Allen	Hillary Jean	Police Constable	$ 101,440.47	$ 1,007.76
Allen	Michael David	Detective	$ 137,141.21	$ 1,067.56
Alley	Nicholas David	Police Constable	$ 108,236.77	$ 1,007.76
Allik	Jennifer Anne	Communications Operator	$ 101,117.27	$ 308.36
Allington	Jeffrey Scott	Detective	$ 145,338.62	$ 1,067.56
Almeida	Antonio Jose	Police Constable	$ 122,701.34	$ 1,007.76
Al-Nass	Walid	Police Constable	$ 140,656.06	$ 1,014.73
Alpin	Stefan Lawrence	Police Constable	$ 111,974.70	$ 347.36
Als	Anthony Christopher	Police Constable	$ 147,525.07	$ 1,018.42
Altobello	Domenic Joesph	Plainclothes Police Constable	$ 131,819.59	$ 1,030.64
Alvarez	Jorge David	Police Constable	$ 124,226.26	$ 1,018.42
Alvarez	Maria Lourdes	Court Officer	$ 104,476.56	$ 309.12
Alvey	Robert James	Plainclothes Police Constable	$ 113,576.72	$ 1,030.64
Amah	Malik Ariel	Sergeant	$ 140,605.16	$ 1,019.16
Amancio	Michelle	Senior Project Coordinator Facilities Management	$ 138,391.72	$ 1,305.98
Amantea	Anthony Francesco	Police Constable	$ 135,350.03	$ 1,007.76
Ambrozaitis	Eugenia Agnes	Training Constable	$ 109,653.65	$ 1,037.61
Amirkhanian	Niquita	Police Constable	$ 115,083.95	$ 971.52
Amoah	Kyla	Police Constable	$ 106,732.53	$ 1,014.32
Amos	Sean David	Plainclothes Police Constable	$ 164,861.03	$ 1,035.17
Amyotte	Daniel Richard	Plainclothes Police Constable	$ 118,825.26	$ 1,030.64
Andalib-Goortani	Babak	Police Constable	$ 171,995.20	$ 1,007.76
Andersen	Carl Henrik	Plainclothes Police Constable	$ 149,831.84	$ 1,011.25
Anderson	Barbara Catherine	Court Officer	$ 119,413.28	$ 287.04
Anderson	Gareth Alpierre	Police Constable	$ 112,378.01	$ 1,007.76
Anderson	Luke Jonathan	Police Constable	$ 131,466.66	$ 1,018.83
Anderson	Robert	Plainclothes Police Constable	$ 121,268.33	$ 1,012.16
Andrade	Rearden Galt	Police Constable	$ 102,357.55	$ 1,018.42
Andreevski	Anthony Mathew	Court Officer	$ 102,983.56	$ 279.84
Andrejishyn	James Joseph	Plainclothes Police Constable	$ 108,775.42	$ 1,030.64
Andrew	William Jason	Training Constable	$ 134,627.93	$ 1,041.30
Andrews	Brian Paul	Training Constable	$ 125,943.32	$ 1,041.30
Andrews	John Paul	Police Constable	$ 118,161.23	$ 1,029.08
Andrews	Sarah Lynn	Detective	$ 115,246.33	$ 1,057.56
Andrews	Stefanie Allison	Plainclothes Police Constable	$ 118,040.93	$ 1,024.48
Andrici	Iulian	Training Constable	$ 134,460.71	$ 1,010.40
Andrus	Alexandru	Police Constable	$ 100,991.07	$ 1,007.76
Angco	Antonio James	Plainclothes Police Constable	$ 115,556.75	$ 1,025.36
Angus	Darren Ronald	Police Constable	$ 185,403.20	$ 1,007.76
Angus	John Douglas	Plainclothes Police Constable	$ 121,231.66	$ 1,041.30
Annetts	Amanda Elizabeth	Plainclothes Police Constable	$ 131,035.30	$ 1,030.64
Antal	Bojan Ben	Police Constable	$ 131,589.98	$ 997.36
Antoine	Kevin Francis	Plainclothes Police Constable	$ 121,205.48	$ 1,036.02
Antonaros	John	Plainclothes Police Constable	$ 118,425.78	$ 1,030.64
Antonelli	Gianpiero	Police Constable	$ 169,369.33	$ 1,029.08
Apostolidis	John	Sergeant	$ 136,331.65	$ 417.56
Apostolopoulos	G Dimitrios	Plainclothes Police Constable	$ 139,424.45	$ 1,020.08
Appleby	David James	Armourer	$ 107,627.57	$ 997.36
Aquilina	Marcel	Police Constable	$ 130,720.64	$ 1,018.42
Araujo	Percy	Police Constable	$ 110,280.17	$ 1,007.76
Arbus	Paul William	Plainclothes Police Constable	$ 123,757.10	$ 380.64
Arcand	Brian Christopher	Plainclothes Police Constable	$ 157,168.16	$ 1,025.36
Archer	Kirk Anthony	Police Constable	$ 105,820.59	$ 1,018.42
Ardiles	Benjamin Gonzalo	Police Constable	$ 115,616.14	$ 1,007.76
Ardoino	Nicholas Michael	Police Constable	$ 113,583.92	$ 347.36
Argiris	Kimberly Anne	Police Constable	$ 112,685.38	$ 1,018.42
Arias	Jose Manuel	Police Constable	$ 115,896.65	$ 1,007.76
Arias Vernal	Maria Paz	Police Constable	$ 125,919.61	$ 949.00
Armani	Pedram	Police Constable	$ 104,609.90	$ 1,014.73
Armorer	Patrice Nicole	Police Constable	$ 106,360.08	$ 1,007.76
Armstrong	Christopher Richard	Sergeant	$ 122,326.60	$ 1,029.06
Armstrong	David Lawrence	Shift-Area Supervisor	$ 146,932.83	$ 956.80
Armstrong	Frederick Shane	Sergeant	$ 124,295.72	$ 1,027.96
Armstrong	Karen	Police Constable	$ 123,633.03	$ 1,007.76
Armstrong	Kimberly Dawn	Manager of Parking Enforcement	$ 168,948.46	$ 1,455.48
Armstrong	Patrick Shane	Plainclothes Police Constable	$ 109,294.63	$ 1,020.39
Armstrong	Richard David	Staff Sergeant	$ 134,192.50	$ 1,120.86

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Armstrong	Robert Paul	Plainclothes Police Constable	$ 135,727.15	$ 1,041.30
Aroda	Sanjee	Detective	$ 182,806.19	$ 1,067.56
Arp	James Andrew	Police Constable	$ 131,478.95	$ 1,007.76
Arruda	Sandra	Sergeant	$ 121,767.63	$ 1,033.62
Arsenault	Daren Arthur	Police Constable	$ 107,333.93	$ 1,029.08
Arsenault	Randall Joseph	Police Constable	$ 130,300.22	$ 1,018.42
Arsenault	Richard Paul	Sergeant	$ 121,168.26	$ 1,067.56
Arshad	Sheraz	Plainclothes Police Constable	$ 131,081.12	$ 1,030.64
Artinian	Peglar	Plainclothes Police Constable	$ 126,842.12	$ 1,037.61
Arulanandam	Gerrard Nimalan	Plainclothes Police Constable	$ 132,859.67	$ 1,041.30
Arzaga	Michael Wayne	Police Constable	$ 117,840.90	$ 1,016.56
Ashkar	Antoine	Police Constable	$ 101,147.20	$ 1,007.76
Ashley	Mark Nicholas	Detective	$ 134,868.98	$ 1,078.22
Ashman	Craig Jason	Training Constable	$ 118,394.53	$ 1,041.30
Ashton	Michael Edward	Police Constable	$ 110,138.45	$ 1,007.76
Askin	Paul Alexander	Plainclothes Police Constable	$ 118,473.83	$ 1,041.30
Asner	Robert Edward	Plainclothes Police Constable	$ 146,787.83	$ 1,030.64
Asselin	Glenn Andre	Sergeant	$ 145,865.99	$ 1,078.22
Asselstine	Shaun David	Police Constable	$ 131,825.47	$ 1,007.76
Astolfo	Robert	Police Constable	$ 143,507.34	$ 1,018.42
Athwal	Ravinder Singh	Police Constable	$ 122,457.11	$ 997.36
Atkins	Cherry Maxine	Police Constable	$ 138,559.43	$ 1,018.42
Atkinson	Graham Stephen	Plainclothes Police Constable	$ 118,373.28	$ 1,041.30
Atkinson	James Jonathan	Police Constable	$ 180,495.20	$ 1,029.08
Atwood	Christopher Lionel	Police Constable	$ 156,058.38	$ 1,007.76
Au	Calvin Chi-Keen	Police Constable	$ 110,079.43	$ 996.00
Audette	David Francis	Police Constable	$ 200,135.80	$ 1,029.08
Auluck	Ritu	Police Constable	$ 127,587.49	$ 650.00
Austin	Michael John	Police Constable	$ 128,795.01	$ 1,018.42
Avelar	Michael James	Police Constable	$ 108,157.71	$ 312.00
Awad	Ashraf Samir	Detective	$ 140,595.75	$ 1,067.56
Ayoub	Marlene	Communications Operator	$ 134,119.76	$ 958.36
Azarraga	Jose Matias	Detective	$ 142,448.20	$ 1,078.22
Azzopardi	Denis Andre	Police Constable	$ 153,137.61	$ 1,007.76
Babiar	John James	Detective Sergeant	$ 145,058.49	$ 1,120.86
Babin	Scott Jason	Plainclothes Police Constable	$ 116,076.81	$ 380.64
Babineau	Jared Michael	Sergeant	$ 131,262.22	$ 1,067.56
Baboulas	Steve Francis	Police Constable	$ 113,130.91	$ 1,007.76
Bachly	Christopher David	Sergeant	$ 117,569.98	$ 1,065.56
Backer	Mark Francis	Police Constable	$ 142,135.80	$ 1,024.48
Backus	Leslie Douglas	Detective	$ 143,615.14	$ 1,078.22
Bacon	Andrew Martin	Training Constable	$ 126,989.36	$ 1,034.33
Bagchus	Marc Jules	Police Constable	$ 127,920.42	$ 997.36
Bagnall	Albert Hugh	Police Constable	$ 102,742.23	$ 614.50
Bagnall	Kenrick Patrice	Plainclothes Police Constable	$ 121,168.27	$ 1,030.64
Bahula	James Simon	Police Constable	$ 115,910.95	$ 1,007.76
Bai	Don Xin	Plainclothes Police Constable	$ 115,142.89	$ 1,030.64
Baiati	Tash Amir	Police Constable	$ 125,303.44	$ 1,007.76
Bailey	Nicole Anne	Sergeant	$ 107,509.85	$ 910.76
Bains	Arman Stephen	Police Constable	$ 101,495.72	$ 1,007.76
Bains	Mahip Singh	Police Constable	$ 114,412.22	$ 997.36
Baird	Karen Ann	Police Constable	$ 111,340.82	$ 1,029.08
Baird	Mark Andrew	Plainclothes Police Constable	$ 124,222.58	$ 1,023.60
Bajwa	Jason Preet	Intermediate Technical Analyst	$ 102,189.69	$ 984.62
Bajwa	Rajwant Singh	Detective	$ 154,999.08	$ 1,078.22
Baker	David Roland	Police Constable	$ 107,607.36	$ 1,018.42
Baker	Jason Robert	Plainclothes Police Constable	$ 117,939.57	$ 1,030.64
Baker	Richard James	Sergeant	$ 117,152.11	$ 457.16
Baker	Richard Timothy	Police Constable	$ 111,007.40	$ 1,029.08
Baker	Ryan Paul	Police Constable	$ 110,015.16	$ 1,008.17
Baksh	Faizal Anthony	Police Constable	$ 114,916.45	$ 1,007.76
Bakshi	Deepak	Police Constable	$ 101,504.58	$ 1,007.76
Balachorek	Daniel Alan	Police Constable	$ 136,744.24	$ 1,018.42
Balaga	Artur	Sergeant	$ 140,682.00	$ 1,057.16
Balaga	Tomasz Krzysztof	Police Constable	$ 122,598.42	$ 1,007.76
Balasubramaniam	Kowsihan	Plainclothes Police Constable	$ 111,461.61	$ 1,030.64
Balazs	Zsofia Orsolya	Police Constable	$ 124,532.26	$ 997.36
Baldeo	Jason Aneal	Court Officer	$ 107,965.13	$ 287.04
Baldwin	Megan Shannon	Police Constable	$ 102,274.18	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Balet	Andrew Sebastian	Plainclothes Police Constable	$ 137,697.12	$ 1,030.64
Balice	Steven	Police Constable	$ 118,484.09	$ 1,018.42
Balice	Victoria Natalie	Plainclothes Police Constable	$ 124,441.54	$ 373.74
Balint	Michael Andrew	Detective	$ 150,578.66	$ 1,067.56
Ball	Laura Frances	Police Constable	$ 115,588.54	$ 1,007.76
Ball	Steven Norman	Police Constable	$ 101,379.17	$ 1,007.76
Bamji	Zubin Xerxes	Sergeant	$ 127,530.82	$ 1,067.56
Bangild	Jeffrey	Sergeant	$ 121,993.16	$ 1,067.56
Banks	Donna	Detective	$ 121,264.16	$ 1,078.22
Banks	Wayne Michael	Detective Sergeant	$ 140,610.50	$ 1,120.86
Bannister	Jason Mark	Police Constable	$ 106,921.75	$ 1,010.63
Banton	Robin Horatio	Sergeant	$ 148,604.12	$ 1,078.22
Banyaem	Santi	Police Constable	$ 108,691.92	$ 1,007.76
Baptist	Robert Scott	Superintendent	$ 182,370.53	$ 16,663.57
Barbero	Trisha	Plainclothes Police Constable	$ 122,831.69	$ 1,019.20
Barcenas Pineda	Isnardo	Police Constable	$ 140,883.65	$ 1,007.76
Barclay	Tammy Lynn	Plainclothes Police Constable	$ 121,024.78	$ 1,041.30
Barkley	Mark Edwin	Staff Superintendent	$ 183,854.97	$ 15,781.71
Barnes	John Colin	Police Constable	$ 152,204.60	$ 1,007.76
Barnes	Kirk-Neil Anthony	Police Constable	$ 230,902.58	$ 1,007.76
Barnes	Murray Winstanley	Sergeant	$ 144,621.22	$ 1,067.56
Barnes	Wallace Crispin	Plainclothes Police Constable	$ 141,466.65	$ 1,030.64
Barnett	Robyn Mark	Sergeant	$ 135,982.65	$ 1,060.76
Barnett	Russell Ryan	Police Constable	$ 112,369.36	$ 1,018.42
Barnhardt	Timothy Michael	Police Constable	$ 123,277.55	$ 1,007.76
Barr	Janet Andrea	Police Constable	$ 124,735.91	$ 1,007.76
Barr	Rodney Shawn	Police Constable	$ 101,585.96	$ 1,007.76
Barragan	Luis Fernando	Police Constable	$ 156,357.59	$ 1,007.76
Barredo	Francisco Javier	Superintendent	$ 168,637.84	$ 1,393.60
Barreira	Nelson	Sergeant	$ 145,275.68	$ 1,057.16
Barrett	Laurence George	Police Constable	$ 117,050.25	$ 1,029.08
Barrett	Richard Andell	Court Officer	$ 106,182.86	$ 287.04
Barretto	Bertrand Stanley	Police Constable	$ 142,693.85	$ 1,018.42
Barsaku	Gentian	Police Constable	$ 137,394.37	$ 352.58
Barsky	Michael Steven	Superintendent	$ 164,650.18	$ 1,393.60
Bartholomew	Darryl Colin	Police Constable	$ 108,354.20	$ 1,007.76
Bartlett	Alan Andrew	Sergeant	$ 119,140.50	$ 1,053.36
Bartlett	Brandon Samuel	Plainclothes Police Constable	$ 104,836.20	$ 1,019.17
Bartlett	Daniel Alberto	Plainclothes Police Constable	$ 131,518.30	$ 1,030.64
Bartlett	Jason Mitchell	Sergeant	$ 125,634.12	$ 1,057.16
Bartley	Ryan Charles	Police Constable	$ 106,703.42	$ 997.76
Bartz	Hannah Fay	Detective	$ 146,014.93	$ 1,057.16
Bassett	Kerrie Margaret	Police Constable	$ 101,646.71	$ 357.76
Bassett	Kurt Andrew	Police Constable	$ 123,864.95	$ 1,007.76
Bassi	Amritpal Singh	Police Constable	$ 104,753.11	$ 357.76
Bassingthwaite	Steven Jeffrey	Sergeant	$ 139,514.67	$ 1,067.56
Bateman	Kenneth Ralph	Plainclothes Police Constable	$ 109,716.35	$ 1,037.61
Bates	Barry Michael	Police Constable	$ 230,394.91	$ 1,029.08
Bates	Kimberley Michele	Detective	$ 140,024.51	$ 1,078.22
Bates	Sandy	Detective Sergeant	$ 133,928.38	$ 468.48
Bates	Timothy Brian	Detective	$ 126,187.76	$ 1,078.22
Bator	Andrew Istvan	Sergeant	$ 121,448.29	$ 1,078.22
Battaglia	Salvatore	Police Constable	$ 124,926.10	$ 351.71
Battistoni	Steven Chris	Senior Fingerprint Examiner Forensic Identification Services	$ 101,145.17	$ 976.82
Baus	Jacqueline Sandra	Staff Sergeant	$ 144,751.87	$ 1,109.94
Baus	Joseph Edward	Police Constable	$ 111,725.53	$ 1,018.42
Bayes	John Arthur	Police Constable	$ 118,101.58	$ 1,018.42
Bazilsky	Kenneth Peter	Training Constable	$ 109,757.49	$ 1,030.64
Beadman	Brian George	Detective	$ 121,235.05	$ 1,078.22
Beard	Benjamin James	Plainclothes Police Constable	$ 114,754.56	$ 1,030.64
Beardsall	James Andrew	Police Constable	$ 102,232.94	$ 1,011.45
Beattie	Christopher Dennis	Sergeant	$ 126,001.95	$ 1,067.56
Beatty	Ryan Alexander	Police Constable	$ 110,898.02	$ 1,007.76
Beaudoin	Shane Reginald	Police Constable	$ 134,402.29	$ 1,007.76
Beaudry	Ghislain Martin	Police Constable	$ 113,414.50	$ 347.36
Beaudry	Paula Loreto	Police Constable	$ 107,010.06	$ 1,007.76
Beaulac	Joseph Andre	Police Constable	$ 116,914.11	$ 1,007.76
Beaulac	Sacha Lucy	Police Constable	$ 114,137.17	$ 997.36
Beauparlant	Paul Joseph	Detective	$ 138,272.36	$ 1,078.22

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Beaupre	Jeremy Andrew	Police Constable	$ 120,082.95	$ 1,011.45
Beausoleil	Marc	Detective	$ 150,395.88	$ 1,078.22
Beaven-Brindle	Marcie Jeanne	Plainclothes Police Constable	$ 115,105.23	$ 1,033.32
Beaven-Desjardins	Joanna Ruth	Superintendent	$ 162,736.23	$ 1,393.60
Beaver	Jeffrey Michael	Police Constable	$ 101,739.92	$ 1,007.76
Bechervaise	Cory Francis	Police Constable	$ 113,606.81	$ 1,029.08
Beckles	Amy Lindsay	Police Constable	$ 113,999.15	$ 965.45
Beckwith	Christopher	Police Constable	$ 118,243.75	$ 1,007.76
Bedard	Nicole Paulette	Police Constable	$ 118,131.90	$ 1,026.34
Bedi	Saurabjit Singh	Plainclothes Police Constable	$ 137,361.46	$ 997.36
Bednarczyk	Claudia Sofia	Police Constable	$ 102,865.07	$ 1,007.76
Beers	Clay Albert	Manager of Telecommunications Services	$ 168,948.46	$ 1,229.80
Begbie	Blair Robert	Police Constable	$ 109,267.10	$ 1,007.76
Belanger	Daniel Joseph	Sergeant	$ 129,717.88	$ 1,078.22
Belanger	Donald Rene	Inspector	$ 149,702.57	$ 1,109.94
Belanger	Lisa Gabrielle	Detective	$ 118,762.44	$ 1,067.56
Belanger	Paul Lionel	Police Constable	$ 113,740.16	$ 1,007.76
Belille	Winford Sheldon	Police Constable	$ 104,659.95	$ 1,007.76
Bell	Brian Andrew	Plainclothes Police Constable	$ 129,364.31	$ 1,030.64
Bell	Daniel	Detective Sergeant	$ 132,864.07	$ 470.86
Bell	Daryl Edward	Plainclothes Police Constable	$ 118,220.62	$ 1,041.30
Bell	Jamieson Kristian	Police Constable	$ 119,337.00	$ 1,007.76
Bellamy	Jason Robert	Police Constable	$ 114,660.68	$ 1,007.76
Belland	Neil Gregory	Training Constable	$ 116,195.94	$ 1,041.30
Bellec	Francois Marie	Plainclothes Police Constable	$ 107,622.99	$ 380.64
Bellion	Laurent Hugues	Police Constable	$ 155,753.60	$ 1,011.45
Beloniak	Stephen Michael	Communications Operator	$ 100,442.95	$ 933.36
Belza	Todd Michael	Police Constable	$ 130,130.78	$ 1,014.29
Benallick	Dianna	Police Constable	$ 111,795.18	$ 1,029.08
Benallick	Mark Daniel	Detective Sergeant	$ 139,149.25	$ 1,120.86
Benevides	Richard Ferreira	Plainclothes Police Constable	$ 125,842.71	$ 1,025.36
Beninger	Christopher-Earl	Police Constable	$ 119,646.49	$ 1,007.76
Bennett	Brent John	Police Constable	$ 109,412.17	$ 1,018.42
Bennett	Brian Robert	Sergeant	$ 132,079.03	$ 1,067.56
Bennett	Joanne	Detective Sergeant	$ 129,866.81	$ 428.22
Bennett	Karlene Natalie	Board Administrator	$ 116,094.37	$ 1,196.42
Bennett	Robert	Sergeant	$ 118,151.55	$ 1,065.48
Bennett	Trevor	Sergeant	$ 121,743.98	$ 428.22
Bennett	Winston Anthony	Staff Sergeant	$ 135,554.92	$ 862.20
Benney	Peter	Plainclothes Police Constable	$ 122,112.02	$ 1,051.70
Benning	Gurmakh Singh	Police Constable	$ 102,178.02	$ 971.52
Bennoch	Christopher John	Plainclothes Police Constable	$ 135,638.29	$ 1,023.60
Benoit	Erin Melissa	Detective	$ 118,161.32	$ 1,067.56
Benoit	Horst Albert	Police Constable	$ 115,781.66	$ 1,024.57
Benoit	Jason Regis	Detective	$ 118,407.07	$ 1,067.56
Benoit	Lisabet Jane	Detective Sergeant	$ 143,186.74	$ 1,120.86
Benson	Ian Christopher	Plainclothes Police Constable	$ 129,450.11	$ 1,018.32
Benson	Rodney Wellon	Sergeant	$ 122,509.74	$ 1,055.44
Bentley	Christopher John	Plainclothes Police Constable	$ 124,987.99	$ 1,034.33
Bentley	Jeffrey Mark	Plainclothes Police Constable	$ 109,172.38	$ 982.40
Benyi	Alexandru	Police Constable	$ 139,684.27	$ 997.76
Berezowsky	Robert Nestor	Plainclothes Police Constable	$ 118,513.88	$ 1,051.70
Berg	Michael Andrew	Sergeant	$ 125,994.86	$ 1,057.16
Bergen	Francis	Superintendent	$ 130,440.63	$ 5,292.90
Berger	Mark Andrew	Police Constable	$ 114,646.81	$ 1,029.08
Bergeron	Brian Roland	Sergeant	$ 119,481.27	$ 1,063.96
Bergeron	Michelle Lorraine	Plainclothes Police Constable	$ 115,777.76	$ 982.40
Bernard	Cynthia Lee	Sergeant	$ 144,878.27	$ 1,056.96
Bernard	David Anthony	Plainclothes Police Constable	$ 114,059.85	$ 1,030.64
Bernardo	Eduardo Madeiros	Training Constable	$ 130,347.49	$ 1,041.30
Bernardo	Israel Faria	Staff Sergeant	$ 160,132.62	$ 1,109.94
Bernier	Jami Joseph	Plainclothes Police Constable	$ 133,788.46	$ 1,030.64
Bernobic	Kevin	Police Constable	$ 124,432.46	$ 1,007.76
Berry	Joshua Michael	Plainclothes Police Constable	$ 144,371.75	$ 380.64
Berry	Kevin Irish	Fleet & Materials Management Group Leader	$ 107,062.06	$ 997.36
Berry	Stephen Roger	Detective	$ 123,797.62	$ 1,057.16
Bertin	Geoffrey Alexander	Plainclothes Police Constable	$ 143,182.41	$ 1,013.43
Besco	Daniel Adam	Police Constable	$ 110,830.90	$ 1,014.73
Besco	David Russell	Police Constable	$ 113,009.25	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Beson	Mark William	Detective	$ 138,701.37	$ 1,067.56
Best	Alexander Phillip	Plainclothes Police Constable	$ 136,554.20	$ 1,019.98
Bevan	William	Detective	$ 105,071.44	$ 829.40
Bevan	Gordon	Training Constable	$ 117,977.48	$ 1,051.70
Bevers	Donald	Manager of Records Management Services	$ 153,119.64	$ 2,642.01
Bevilacqua	Filippo	Detective	$ 183,384.88	$ 1,067.56
Bevilacqua	Giulio	Police Constable	$ 109,234.53	$ 1,007.76
Bevilacqua	Massimiliano Rino	Police Constable	$ 118,315.21	$ 1,007.76
Bezley	Jonathan Thomas	Police Constable	$ 116,209.63	$ 998.23
Bhandari	Nitin	Police Constable	$ 109,281.40	$ 1,007.76
Bhardwaj	Ella Elizabeth	Plainclothes Police Constable	$ 122,668.53	$ 931.62
Bhathal	Harjeet Singh	Plainclothes Police Constable	$ 171,806.99	$ 1,030.64
Bhatti	Harmandeep	Police Constable	$ 154,101.92	$ 1,007.76
Bhimji	Karim Tajdin	Police Constable	$ 161,589.41	$ 1,007.76
Bhogal	Jagdeep Singh	Police Constable	$ 140,147.61	$ 1,007.76
Bhogal	Rajan-Singh	Plainclothes Police Constable	$ 153,563.51	$ 1,030.64
Bianchi	Daniela	Police Constable	$ 129,548.96	$ 1,027.44
Bianchi	Kayla Marie	Plainclothes Police Constable	$ 118,261.50	$ 1,023.67
Bider	Sacha Maximilien	Police Constable	$ 103,981.65	$ 1,018.83
Biga	Mircea Dan	Police Constable	$ 130,033.05	$ 1,007.76
Biggs	Henry Lee	Police Constable	$ 134,590.61	$ 1,007.76
Bilby	David Andrew	Plainclothes Police Constable	$ 138,306.06	$ 1,031.05
Bilton	Matthew Russell	Police Constable	$ 101,783.33	$ 1,007.76
Bingham	Susan Mary	Plainclothes Police Constable	$ 110,856.25	$ 1,030.64
Binning	Andrew John	Plainclothes Police Constable	$ 107,619.84	$ 1,030.64
Binns	Michael Douglas	Police Constable	$ 124,631.67	$ 1,029.08
Bird	Paul Stewart	Police Constable	$ 109,725.14	$ 1,029.08
Biring	Sachbinder Singh	Staff Sergeant	$ 136,754.37	$ 459.94
Birrell	John Thomas	Plainclothes Police Constable	$ 114,376.10	$ 1,051.70
Birtles	Stephen	Training Constable	$ 123,885.78	$ 1,031.69
Bishop	Allan Scott	Plainclothes Police Constable	$ 137,409.24	$ 1,039.14
Bishop	Anne-Marie	Detective Sergeant	$ 140,303.38	$ 1,120.86
Bishop	David	Detective Sergeant	$ 148,886.24	$ 1,120.86
Bisla	Kiran	Plainclothes Police Constable	$ 116,986.16	$ 909.33
Bissonnette	Paul Marcel	Sergeant	$ 135,316.65	$ 1,057.16
Black	Cameron Russell	Police Constable	$ 115,258.88	$ 1,007.76
Black	Christopher Marcello	Police Constable	$ 130,285.43	$ 1,007.76
Black	Erik Alan	Police Constable	$ 110,486.28	$ 1,007.76
Black	Robert Richard	Plainclothes Police Constable	$ 129,378.97	$ 1,030.64
Blackadar	Janelle Ruth	Plainclothes Police Constable	$ 118,174.27	$ 1,041.70
Blacklaws	Matthew Wilson	Police Constable	$ 113,076.61	$ 1,007.76
Blair	Allistair Karston	Plainclothes Police Constable	$ 135,137.78	$ 988.49
Blair	Jeffrey Kelvin	Police Constable	$ 163,410.05	$ 1,018.42
Blair	Johnathon William	Police Constable	$ 110,228.64	$ 1,014.80
Blake	Courtney Anthony	Police Constable	$ 121,107.41	$ 1,007.76
Blake	Kirk Douglas	Police Constable	$ 117,414.97	$ 998.74
Blake	Martin Edward	Audio Visual Technician	$ 109,019.19	$ 347.36
Blanchard	Kile Donald	Police Constable	$ 104,597.54	$ 1,007.76
Bland	Debbie Elizabeth	Training Constable	$ 118,276.23	$ 1,030.64
Blonde	Karri-lynn	Police Constable	$ 110,499.40	$ 1,007.76
Blower	Stuart William	Detective	$ 123,025.44	$ 1,057.56
Blunk	Andrew Freddy	Police Constable	$ 135,186.40	$ 1,018.42
Boag	Jason William	Police Constable	$ 106,314.00	$ 928.20
Boag	William	Police Constable	$ 106,884.10	$ 1,029.08
Bobbili	Johnny Rathan	Police Constable	$ 112,833.67	$ 1,007.76
Bobbis	Richard Robert	Sergeant	$ 189,415.34	$ 1,067.56
Boddaert	Warren Peter	Training Constable	$ 115,252.21	$ 1,041.30
Boddy	Christopher Edward	Inspector	$ 159,466.30	$ 1,185.86
Bogles	Louie Mark	Police Constable	$ 111,909.40	$ 1,007.76
Bohn	Eric James	Training Constable	$ 113,500.00	$ 1,051.70
Bois	Paul Robert	Staff Sergeant	$ 130,550.98	$ 1,109.94
Boisvert	Nicole Hannah	Police Constable	$ 106,711.77	$ 1,008.17
Bolcso	Martha Ann	Senior Analyst Infrastructure-Quality Assess	$ 121,134.27	$ 409.24
Bolduc	Kevin Victor	Police Constable	$ 115,552.88	$ 1,007.76
Bolland	Christopher Gregory	Police Constable	$ 107,944.67	$ 1,007.76
Bolton	Robert	Plainclothes Police Constable	$ 131,343.67	$ 364.76
Boltyansky	Gregory	Police Constable	$ 123,668.72	$ 932.76
Bonazza	Vincenzo	Police Constable	$ 104,843.43	$ 1,018.42
Boncardo	Peter John	Plainclothes Police Constable	$ 117,886.94	$ 1,030.64

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Bond	Kelly Lynn	Public Safety Response Group Leader	$ 102,031.78	$ 260.78
Bond	Marlin	Staff Sergeant	$ 149,910.37	$ 1,078.22
Bond	Michele Louise	Sergeant	$ 142,619.08	$ 1,056.45
Bongers	Robert Joseph	Police Constable	$ 122,231.69	$ 997.36
Bonich	Alec	Communications Operator	$ 101,968.60	$ 958.36
Boniface	Barkley George	Sergeant	$ 118,535.47	$ 1,067.56
Boniface	Lisa Anita	Plainclothes Police Constable	$ 116,945.68	$ 1,026.95
Bonomo	August	Sergeant	$ 116,666.73	$ 1,019.16
Boodle	Duane	Police Constable	$ 104,013.94	$ 768.36
Bopara	Gurmokh	Sergeant	$ 160,403.45	$ 1,067.56
Bopara	Gurwinder	Detective	$ 125,092.90	$ 1,078.22
Borch	Matthew Paul	Police Constable	$ 106,107.28	$ 1,007.76
Borg	Susanne Josephene	Plainclothes Police Constable	$ 117,033.22	$ 1,041.70
Borges	Eduardo Garcia	Police Constable	$ 116,547.82	$ 997.76
Borissov	Boris Iliev	Plainclothes Police Constable	$ 144,066.46	$ 1,030.64
Borsboom	Marcelinus Hendrikus	Plainclothes Police Constable	$ 183,978.00	$ 1,041.30
Bortoluss	Jo-Anne Ellen	Plainclothes Police Constable	$ 106,387.22	$ 338.36
Bott	Bryan	Superintendent	$ 168,717.61	$ 1,185.86
Bottero	Michael	Police Constable	$ 117,363.17	$ 347.36
Bottineau	Danielle Joanne	Police Constable	$ 114,275.91	$ 1,018.42
Boucher	Robert Daniel	Detective Sergeant	$ 126,474.31	$ 1,078.22
Boudreau	Blaine Mark	Police Constable	$ 109,199.86	$ 1,018.42
Bouhs	Peter Christopher	Shift-Area Supervisor	$ 103,274.63	$ 956.80
Boulet	Scott	Detective Sergeant	$ 132,766.47	$ 1,078.22
Bourgeois	Jean Philip	Training Constable	$ 122,484.28	$ 1,031.05
Bouwmeester	Stephen Douglas	Plainclothes Police Constable	$ 116,512.44	$ 1,030.64
Boward	Mario Malcolm	Plainclothes Police Constable	$ 125,379.85	$ 1,000.35
Bower	Marc Alan	Plainclothes Police Constable	$ 138,791.13	$ 1,030.64
Bowker	Colleen Lisa	Sergeant	$ 119,037.32	$ 1,067.56
Bowles	William John	Police Constable	$ 112,775.67	$ 1,007.76
Bowman	Martyn	Police Constable	$ 187,662.57	$ 319.99
Bowmaster	Michael Glen	Detective	$ 124,592.39	$ 1,067.56
Bowry	Christopher George	Police Constable	$ 110,992.90	$ 1,017.44
Boyal	Gurinder Singh	Training Constable	$ 121,578.51	$ 1,024.58
Boyce	Andrew Ryan	Training Constable	$ 123,936.83	$ 1,030.64
Boyce	Ronald	Staff Sergeant	$ 166,265.58	$ 1,120.86
Boyce	Susie Rowena	Police Constable	$ 107,454.62	$ 1,018.42
Boyd	Andrew	Police Constable	$ 113,815.37	$ 1,018.42
Boyd	Dale Peter	Police Constable	$ 111,262.07	$ 1,013.92
Boyd	Edward	Inspector	$ 150,793.28	$ 750.40
Boyd	Phillip Kelsey	Plainclothes Police Constable	$ 111,627.92	$ 1,030.64
Boyer	Denis	Plainclothes Police Constable	$ 121,583.35	$ 1,051.70
Boyko	Dayna Kathleen	Plainclothes Police Constable	$ 112,389.34	$ 1,041.30
Boyko	Jeremy Jeffrey	Detective	$ 130,224.37	$ 1,067.56
Boyle	Jason Edward	Police Constable	$ 109,325.34	$ 1,007.76
Boyle	Trisha Lynn	Plainclothes Police Constable	$ 111,064.07	$ 1,025.36
Bozzer	Andrew Dennis	Training Constable	$ 120,178.50	$ 1,041.30
Brabant	Laura Ann	Plainclothes Police Constable	$ 115,131.77	$ 1,030.64
Bradbury	Scott Gordon	Staff Sergeant	$ 133,600.58	$ 1,109.94
Bradfield	Kevin Barry	Detective	$ 122,835.78	$ 1,067.56
Bradford	Michael Charles	Police Constable	$ 108,186.21	$ 1,029.08
Bradley	Christopher	Police Constable	$ 114,968.90	$ 1,029.08
Brady	Jason Robert	Police Constable	$ 154,401.47	$ 1,026.24
Brady	Peter Gordon	Sergeant	$ 111,926.05	$ 1,037.78
Braganza	Ryan Francis	Plainclothes Police Constable	$ 124,028.79	$ 1,030.64
Bragg	James Robert	Police Constable	$ 130,117.64	$ 1,029.08
Braida	Sandi Laurel	Police Constable	$ 115,702.02	$ 1,007.76
Brammall	Michael	Detective	$ 152,405.02	$ 1,078.22
Branker	Darryl Dermot	Plainclothes Police Constable	$ 110,957.96	$ 1,030.64
Branton	Shane	Inspector	$ 146,476.41	$ 1,120.86
Branton	Stacie Jean	Detective	$ 118,508.45	$ 1,067.56
Brar	Gursharnjit Singh	Police Constable	$ 135,390.54	$ 1,007.76
Brar	Shane Gursharan	Detective Sergeant	$ 144,753.93	$ 1,120.86
Braund	James Raymond	Plainclothes Police Constable	$ 118,381.34	$ 1,030.64
Brautigam	Jazen Lorne	Sergeant	$ 136,901.35	$ 1,067.56
Brayman	Geoffrey Robert	Police Constable	$ 143,258.26	$ 1,011.45
Breau	Jamie Aurie	Police Constable	$ 119,548.96	$ 347.36
Breault	Amy Ruth	Detective	$ 117,691.74	$ 1,067.56
Breedon	Warren Spencer	Plainclothes Police Constable	$ 116,311.28	$ 1,030.64

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Breeze	Paul Christopher	Police Constable	$ 102,517.82	$ 1,007.76
Bremner	James	Training Constable	$ 113,500.00	$ 1,051.70
Brenham	Kenneth Derek	Supervisor of Fleet & Materials Management	$ 102,767.75	$ 998.92
Brennan	Andrew Michael	Plainclothes Police Constable	$ 144,431.91	$ 1,003.45
Bresse	Jean	Police Constable	$ 126,277.74	$ 1,007.76
Brett	Bryan Donald	Police Constable	$ 136,758.12	$ 1,007.76
Brettell	Tyler Douglas	Police Constable	$ 124,768.45	$ 997.36
Brevetti	Nicole	Plainclothes Police Constable	$ 124,804.37	$ 996.00
Brewer	Matthew Joseph	Police Constable	$ 101,190.29	$ 1,007.49
Brideau	Rene Alyre	Plainclothes Police Constable	$ 111,995.96	$ 1,037.61
Briell	Sandra Anne	Coordinator	$ 114,476.47	$ 1,018.42
Briggs	Christopher Neal	Police Constable	$ 121,003.15	$ 1,013.04
Briggs	Colin David	Police Constable	$ 126,214.84	$ 996.00
Brind'Amour	Michel Philippe	Sergeant	$ 115,250.41	$ 1,057.16
Briscoe	Omari Kamau	Police Constable	$ 114,455.60	$ 1,007.76
Brisebois	Cedrik Joseph	Police Constable	$ 101,096.17	$ 982.40
Brister	John William	Plainclothes Police Constable	$ 139,552.24	$ 1,038.66
Brito	Cesar Steve	Plainclothes Police Constable	$ 122,754.71	$ 965.37
Brito	Sergio Agostinho	Plainclothes Police Constable	$ 125,849.90	$ 1,025.36
Broad	Aaron Nathaniel	Plainclothes Police Constable	$ 161,947.92	$ 369.98
Broadfoot	Alexander	Sergeant	$ 128,935.98	$ 1,078.22
Broadhagen	Timothy Walter	Police Constable	$ 112,503.07	$ 1,007.76
Brock	Tyler Norman	Police Constable	$ 121,806.41	$ 347.36
Bronilla	Recaredo Santos	Police Constable	$ 123,705.95	$ 982.40
Brons	James	Detective	$ 135,163.21	$ 1,078.22
Brooker	Elisa Jane	Plainclothes Police Constable	$ 113,500.00	$ 401.70
Brookes	Leverne McCourcey	Police Constable	$ 146,134.16	$ 1,029.08
Brooks	Jordan	Plainclothes Police Constable	$ 116,014.56	$ 997.36
Broome	Timothy Gary	Police Constable	$ 113,726.17	$ 986.48
Brotherhood	Andrew Hans	Police Constable	$ 113,690.70	$ 997.36
Brough	Jeffrey John	Police Constable	$ 102,181.84	$ 361.45
Broughton	Peter William	Sergeant	$ 112,490.99	$ 1,031.65
Brown	Alexander James	Police Constable	$ 108,286.08	$ 949.00
Brown	Chelsea Ann	Plainclothes Police Constable	$ 105,663.02	$ 1,003.45
Brown	Jacqueline	Plainclothes Police Constable	$ 145,549.95	$ 1,051.70
Brown	Jeremy Eric	Police Constable	$ 103,341.27	$ 1,007.76
Brown	Julia Elaine	Plainclothes Police Constable	$ 110,621.01	$ 880.64
Brown	Matthew James	Plainclothes Police Constable	$ 128,584.10	$ 1,030.64
Brown	Paul Andrew	Police Constable	$ 113,502.77	$ 1,018.42
Brown	Richard Gladstone	Police Constable	$ 105,378.52	$ 1,007.76
Brown	Robert	Staff Sergeant	$ 135,806.52	$ 1,120.86
Brown	Robert Arthur	Sergeant	$ 123,502.91	$ 1,057.16
Brown	Robert Patrick	Police Constable	$ 102,759.83	$ 930.80
Brown	Shawn Hugh	Police Constable	$ 194,690.79	$ 997.36
Brown	Stephanie Elizabeth	Operations Supervisor	$ 103,956.49	$ 805.94
Brown	Sven Pierre	Police Constable	$ 124,771.93	$ 996.00
Browne	Gregory Stuart	Plainclothes Police Constable	$ 124,438.15	$ 1,024.48
Browne	Jimmy	Sergeant	$ 146,688.47	$ 1,078.22
Browne	Terrence	Detective Sergeant	$ 173,390.50	$ 1,120.86
Brunato	Riccardo	Training Constable	$ 118,393.98	$ 1,051.70
Brunelle	Glen Winston	Police Constable	$ 133,833.17	$ 1,014.73
Bruno	Donald	Training Constable	$ 118,664.69	$ 1,041.30
Brushett	Kevin Michael	Police Constable	$ 107,962.96	$ 1,007.76
Bruzzese	Domenico	Sergeant	$ 165,211.81	$ 1,078.22
Bryan	Andrew John	Police Constable	$ 115,178.71	$ 1,007.76
Bryan	Charlotte Ann	Plainclothes Police Constable	$ 116,138.92	$ 1,030.64
Brykczynski	Paul	Police Constable	$ 103,987.07	$ 1,008.67
Brzozowski	Jennifer Anne	Police Constable	$ 107,883.17	$ 1,011.45
Bubnic	Sandi Sylvia	Plainclothes Police Constable	$ 122,678.16	$ 1,041.30
Buccieri	Felice	Plainclothes Police Constable	$ 119,807.75	$ 1,013.92
Bucek	Lucie	Police Constable	$ 107,948.67	$ 1,007.76
Buchholz	John Andrew	Police Constable	$ 100,569.22	$ 1,000.74
Budd	Michael Anthony	Police Constable	$ 113,285.44	$ 1,007.76
Buggea	Rosario	Police Constable	$ 107,103.82	$ 1,018.42
Bui	Tam Thach	Staff Sergeant	$ 163,396.26	$ 1,099.80
Bulet	Ajay Nischal	Police Constable	$ 113,921.27	$ 347.36
Bulmer	Christopher Edward	Police Constable	$ 104,432.61	$ 1,007.76
Bulmer	Warren James	Plainclothes Police Constable	$ 113,500.00	$ 401.70
Burgess	Michael	Police Constable	$ 116,134.00	$ 1,029.08

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Burgher	Christopher Dwayne	Police Constable	$ 107,969.78	$ 1,007.76
Burgin	Michael Brian	Plainclothes Police Constable	$ 124,137.70	$ 1,030.64
Burke	Christopher John	Sergeant	$ 127,534.61	$ 428.22
Burke	Darryl Wilfred	Police Constable	$ 106,111.07	$ 1,018.42
Burke	Gary Edwin	Sergeant	$ 134,771.44	$ 1,067.56
Burke	Ricardo Omar	Plainclothes Police Constable	$ 114,982.72	$ 1,020.96
Burke	Susan Joyce	Detective	$ 129,401.47	$ 1,078.22
Burkholder	Herbert	Sergeant	$ 129,202.02	$ 1,078.22
Burks	Charles Dean	Detective Sergeant	$ 146,291.41	$ 991.53
Burleau	Michael Jeffery	Police Constable	$ 109,606.78	$ 1,018.42
Burley	David Joseph	Plainclothes Police Constable	$ 114,581.84	$ 1,041.30
Burling	Eric	Plainclothes Police Constable	$ 110,503.89	$ 1,030.64
Burnell	David James	Police Constable	$ 101,416.97	$ 1,007.76
Burnett	Anson Richard	Police Constable	$ 120,240.72	$ 1,007.76
Burningham	Grant Neil	Staff Sergeant	$ 135,151.58	$ 470.86
Burns	Alison Marion	Police Constable	$ 106,199.53	$ 1,007.76
Burns	Jonathon Paul	Plainclothes Police Constable	$ 124,285.56	$ 1,020.39
Burns	Laura Elizabeth	Police Constable	$ 101,256.32	$ 1,007.76
Burns	Michael Roy	Plainclothes Police Constable	$ 115,203.33	$ 1,030.64
Burns	Roy Brian	Police Constable	$ 119,471.38	$ 1,017.44
Burns	Stephen George	Sergeant	$ 122,004.87	$ 428.22
Burnside	Sean Kelly	Police Constable	$ 166,324.11	$ 1,007.76
Burritt	Stephanie	Sergeant	$ 127,341.74	$ 1,078.22
Burry	Shawn Cecil	Detective	$ 119,241.92	$ 1,067.56
Burton	Jordan David	Court Officer	$ 103,096.11	$ 287.04
Bustos	Harry Santiago	Police Constable	$ 158,167.39	$ 1,007.76
Butler	Cory Murray	Plainclothes Police Constable	$ 132,359.11	$ 1,030.64
Butler	Philip Michael	Police Constable	$ 119,619.12	$ 1,010.40
Butson	Jonathan William	Police Constable	$ 130,151.89	$ 962.78
Butt	Amir	Police Constable	$ 125,279.40	$ 1,007.76
Butt	Celeste Barbara	Detective	$ 118,460.85	$ 1,067.56
Butt	Fasieh Uz	Training Constable	$ 135,996.84	$ 1,010.40
Butt	Matthew David	Police Constable	$ 108,997.06	$ 1,007.76
Butt	Michael Clayton	Detective	$ 122,727.40	$ 1,067.56
Butt	Stephen Miller	Sergeant	$ 118,489.71	$ 1,034.36
Byelova	Olena Anatoliyivna	Police Constable	$ 111,605.75	$ 928.20
Byers	Derek Jonathan	Detective	$ 138,485.80	$ 1,067.56
Byers	Michael	Police Constable	$ 104,965.15	$ 633.28
Byrne	Marisa Rita	Police Constable	$ 116,517.18	$ 1,028.67
Byun	David	Plainclothes Police Constable	$ 138,386.13	$ 1,030.64
Cabral	Jonathan Tavares	Court Officer	$ 104,147.70	$ 279.84
Caccavale	Erasmo	Sergeant	$ 127,671.50	$ 1,078.22
Cain	James Michael	Police Constable	$ 137,782.94	$ 1,007.76
Cala	Roberto	Police Constable	$ 114,206.72	$ 1,005.76
Calder	Michael Christopher	Police Constable	$ 105,487.62	$ 1,007.76
Caldwell	Kelly Pamela	Police Constable	$ 103,191.26	$ 1,007.76
Caldwell	Tamara Eileen	Operations Supervisor	$ 106,524.87	$ 1,005.94
Callaghan	Peter Edward	Inspector	$ 150,922.44	$ 1,393.60
Camara	Tommy	Police Constable	$ 111,104.08	$ 1,007.76
Cameron	Neil Robert	Training Constable	$ 118,034.73	$ 1,030.64
Campbell	Adam Justin	Parking Enforcement Oficer	$ 102,562.34	$ 898.56
Campbell	Andrew James	Plainclothes Police Constable	$ 116,630.01	$ 1,030.64
Campbell	Andrew Wesley	Sergeant	$ 113,441.19	$ 1,039.21
Campbell	Bryan Edward	Staff Sergeant	$ 144,003.11	$ 1,109.94
Campbell	Christopher John	Parking Enforcement Oficer	$ 100,376.87	$ 898.56
Campbell	Clayton Douglas	Staff Sergeant	$ 114,060.94	$ 956.87
Campbell	Donald Alexander	Staff Superintendent	$ 200,570.52	$ 19,075.15
Campbell	Douglas	Sergeant	$ 128,848.30	$ 1,078.22
Campbell	Joanne Elizabeth	Executive Director of Toronto Police Services Board	$ 185,531.69	$ 2,013.85
Campbell	Jocelyn Emma	Police Constable	$ 105,591.25	$ 283.40
Campbell	Julie Ann	Police Constable	$ 101,018.02	$ 1,007.76
Campbell	Marcia	Sergeant	$ 137,787.65	$ 1,078.22
Campbell	Mark Alexander	Police Constable	$ 147,921.30	$ 1,007.76
Campbell	Michelle Diane	Detective	$ 158,134.96	$ 1,067.56
Campbell	Murray Smeaton	Sergeant	$ 126,292.53	$ 1,069.61
Campbell	Phillip Scott	Sergeant	$ 112,285.83	$ 1,037.78
Campbell	Roderick Edward	Communications Operator	$ 103,717.75	$ 958.36
Campbell	Steven James	Detective	$ 137,854.40	$ 1,057.16
Campese	Michelle Angela	Police Constable	$ 114,836.05	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Campoli	Adam Daniel	Plainclothes Police Constable	$ 121,028.20	$ 1,009.52
Campoli	Steven Robert	Detective	$ 122,623.67	$ 1,057.16
Cannata	David	Plainclothes Police Constable	$ 120,650.11	$ 1,051.70
Cannella	Angelo Giuseppe	Police Constable	$ 148,043.74	$ 1,007.76
Canning	Mark	Training Constable	$ 121,141.73	$ 1,051.70
Canning	Paul Bret	Plainclothes Police Constable	$ 137,659.59	$ 1,030.64
Cannon	Joshua John	Police Constable	$ 107,629.62	$ 1,007.76
Cannon	Marlene	Sergeant	$ 113,943.37	$ 786.75
Cannon	Sheena Leigh	Plainclothes Police Constable	$ 118,963.99	$ 370.96
Capizzo	Giuseppe Dino	Detective	$ 129,281.36	$ 1,078.22
Capone	David Joseph	Police Constable	$ 151,335.07	$ 1,029.08
Caracciolo	Roger Dominic	Detective	$ 121,886.56	$ 1,067.56
Caramanico	Nicholas Aldo	Police Constable	$ 139,641.21	$ 1,007.76
Carbone	Mike	Detective Sergeant	$ 198,879.73	$ 1,120.86
Carbray	William Paul	Police Constable	$ 113,521.21	$ 1,007.76
Cardona	Todd Robert	Police Constable	$ 109,196.09	$ 347.36
Cardwell	Kent Joseph	Shift-Area Supervisor	$ 112,181.12	$ 956.80
Cargill	Paul Scott	Detective	$ 141,077.19	$ 1,078.22
Carl	George William	Training Constable	$ 121,482.15	$ 930.35
Carles	Matthew Moses	Police Constable	$ 115,260.17	$ 1,007.76
Carleton	Stephen James	Sergeant	$ 120,034.69	$ 1,067.56
Carmichael	Stephen Francis	Sergeant	$ 127,797.74	$ 1,067.56
Caron	Mary Helene	Plainclothes Police Constable	$ 117,954.93	$ 1,030.64
Carpino	Kelly Ann	Communications Operator	$ 131,343.87	$ 958.36
Carpino	Roberto Carmelo	Police Constable	$ 113,038.08	$ 1,029.08
Carswell	Brian Patrick	Police Constable	$ 121,355.00	$ 1,013.04
Carter	Adrian Daren	Police Constable	$ 106,116.74	$ 1,007.76
Carter	Alphonso Paul	Police Constable	$ 107,743.11	$ 1,007.76
Carter	Dale	Sergeant	$ 137,468.71	$ 1,078.22
Carter	Hugh Junior	Police Constable	$ 148,800.56	$ 1,007.76
Carter	Marva Marie	Information Systems Services Project Leader	$ 130,113.87	$ 442.52
Carter	Randolph	Staff Superintendent	$ 197,384.70	$ 16,333.00
Carter	Sarah Jean	Plainclothes Police Constable	$ 114,872.34	$ 1,020.39
Carter	Shawn Christopher	Plainclothes Police Constable	$ 142,552.15	$ 1,013.92
Carter-Thuet	Erin Leigh	Police Constable	$ 126,799.39	$ 1,054.33
Cartier	Lindsey Dayle	Plainclothes Police Constable	$ 136,805.94	$ 369.98
Cartwright	Carl James	Plainclothes Police Constable	$ 110,556.80	$ 391.30
Caruso	Salvatore	Police Constable	$ 109,481.18	$ 1,007.76
Carvalho	Avelino Mota	Sergeant	$ 154,092.32	$ 1,078.22
Casasola	Steven Alexander	Police Constable	$ 115,248.42	$ 982.40
Casey	James Austin	Police Constable	$ 114,415.17	$ 814.80
Cash	Jennifer Anne	Detective	$ 155,743.61	$ 1,057.16
Cashmore	Richard Charles	Training Constable	$ 139,805.03	$ 1,051.70
Caspar	Jennifer Mary	Communications Operator	$ 103,932.24	$ 958.36
Cassidy	Christopher Ryan	Plainclothes Police Constable	$ 118,557.36	$ 1,025.36
Cassidy	Michael	Police Constable	$ 115,668.35	$ 1,029.08
Cassidy	Sean Andrew	Sergeant	$ 150,730.03	$ 1,067.56
Castellucci	Anthony	Sergeant	$ 139,444.38	$ 1,078.22
Castillo Delgado	Eduin Rodrigo	Operations Supervisor	$ 112,279.95	$ 675.85
Catania	Giovanna	Supervisor of Parking Enforcement-Training	$ 119,893.10	$ 984.62
Catenaccio	Luigi	Police Constable	$ 113,870.28	$ 979.68
Catenaccio	Mario	Detective	$ 210,788.95	$ 1,057.16
Cates	Steven Richard	Sergeant	$ 134,918.97	$ 1,063.96
Caton	Matthew Michael	Training Constable	$ 115,861.65	$ 1,030.64
Caunter	BenjaminThomas	Police Constable	$ 125,605.79	$ 1,008.17
Cavanagh	David Jeffrey	Plainclothes Police Constable	$ 123,031.62	$ 1,041.30
Cawthorne	Audry Petra	Police Constable	$ 121,419.71	$ 1,007.76
Cawthorne	Jason Paul	Training Constable	$ 123,045.32	$ 1,030.64
Cechetto	Andrew Paul	Sergeant	$ 107,401.96	$ 1,021.06
Cecile	Glen	Detective	$ 135,110.51	$ 1,078.22
Celestine	Curtis	Police Constable	$ 109,307.74	$ 347.36
Censoni	Lorenzino Michael	Police Constable	$ 138,269.03	$ 1,013.92
Ceresoli	Maurizio	Detective	$ 112,352.12	$ 1,041.30
Cernowski	Andrew John	Financial Planner	$ 138,391.72	$ 1,305.98
Cerqua	Louie Noel	Plainclothes Police Constable	$ 126,797.27	$ 1,029.82
Cerqueira	George Manuel	Plainclothes Police Constable	$ 112,767.52	$ 1,030.64
Cesar	Lydia Elizabeth	Plainclothes Police Constable	$ 105,117.86	$ 1,018.32
Chadwick	Timothy	Police Constable	$ 135,131.21	$ 997.36
Chahal	Jaskanwal Singh	Plainclothes Police Constable	$ 108,046.01	$ 1,008.21

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Chahal	Jeffrey Alvin	Police Constable	$ 129,432.25	$ 1,024.48
Chahal	Mandeep Singh	Police Constable	$ 100,991.07	$ 1,007.76
Chakal	Sarbjit Singh	Police Constable	$ 109,406.27	$ 1,007.76
Chalmers	Andrea	Plainclothes Police Constable	$ 138,170.62	$ 1,037.61
Chambers	Courtney	Staff Sergeant	$ 138,282.12	$ 1,120.86
Chambers	Wilfred Ignatius	Police Constable	$ 124,058.44	$ 1,000.16
Chan	Alpha Hawk-Bung	Detective	$ 128,546.78	$ 1,078.22
Chan	Christopher	Police Constable	$ 142,148.08	$ 1,024.48
Chan	Chun Kwong	Plainclothes Police Constable	$ 120,642.21	$ 1,051.70
Chan	Everett Horr-Wai	Police Constable	$ 104,989.13	$ 1,018.42
Chan	Gregory	Police Constable	$ 115,041.84	$ 1,029.08
Chan	Jonathan Hin-Ling	Plainclothes Police Constable	$ 116,979.40	$ 1,020.08
Chan	Justin	Police Constable	$ 133,189.00	$ 997.36
Chan	Kai Tai	Training Constable	$ 109,336.70	$ 360.40
Chan	Keith Kar-Shing	Police Constable	$ 116,220.96	$ 1,012.16
Chancey	Daniel William	Police Constable	$ 119,482.25	$ 997.36
Chandler	Benjamin Michael	Plainclothes Police Constable	$ 114,120.23	$ 347.36
Chang	Chu Thao	Sergeant	$ 201,719.65	$ 1,067.56
Chang	Wendy Michelle	Police Constable	$ 113,576.90	$ 1,007.33
Channer	Neville	Sergeant	$ 121,092.27	$ 1,078.22
Chant	James Elliot	Plainclothes Police Constable	$ 135,120.19	$ 1,041.30
Chapman	Karen	Detective	$ 120,321.46	$ 1,067.56
Chapman	Mark	Detective	$ 124,571.20	$ 1,078.22
Charbonneau	Jeffrey Patrick	Police Constable	$ 116,010.41	$ 1,007.76
Charette	Melissa Anne	Police Constable	$ 146,833.85	$ 1,007.76
Chariandy	Mark Michael	Plainclothes Police Constable	$ 115,143.75	$ 1,030.64
Charles	Anthony	Staff Sergeant	$ 150,462.99	$ 1,120.86
Charles	Simbert	Plainclothes Police Constable	$ 126,445.33	$ 1,013.92
Charron	Stephane Rejean	Plainclothes Police Constable	$ 112,104.69	$ 1,034.33
Chase	Matthew Joseph	Training Constable	$ 159,110.19	$ 1,030.64
Chase	Tee De	Police Constable	$ 107,607.89	$ 1,007.76
Chase	William Oliver	Plainclothes Police Constable	$ 134,035.86	$ 1,030.64
Chaudhary	Nicholas	Plainclothes Police Constable	$ 129,040.54	$ 1,030.64
Chaudhry	Maghfoor Ahmad	Parking Enforcement Planner	$ 189,043.79	$ 1,059.24
Chaumont	Adam Felix	Police Constable	$ 104,701.83	$ 1,007.76
Cheechoo	Nelson Thomas	Sergeant	$ 127,082.79	$ 1,067.56
Chen	Dennis Yau	Plainclothes Police Constable	$ 181,694.95	$ 1,030.64
Chen	Jinn-Huei Jimmy	Plainclothes Police Constable	$ 127,267.06	$ 1,030.64
Chen	Raymond Wei-Min	Police Constable	$ 130,602.19	$ 1,007.76
Chen	Stephen Ning	Police Constable	$ 123,962.64	$ 1,029.08
Chen	Wei Pin	Plainclothes Police Constable	$ 165,643.17	$ 380.64
Cheng	Alan Lap	Police Constable	$ 106,886.73	$ 1,007.76
Chernobay	Andrew	Senior Technical Analyst Enterprise Architecture	$ 115,745.03	$ 409.24
Cheung	Ching Tin	Sergeant	$ 137,777.54	$ 1,067.56
Cheung	Christopher Kwok	Plainclothes Police Constable	$ 134,118.16	$ 1,009.95
Cheung	Gadman Daniel	Plainclothes Police Constable	$ 122,977.69	$ 1,041.30
Cheung	Karen Wai	Senior Programmer Information Systems Services	$ 107,600.94	$ 377.52
Cheung	Nicky Tin-Fu	Plainclothes Police Constable	$ 119,495.93	$ 1,030.64
Chevalier	Robert John	Police Constable	$ 110,136.95	$ 1,007.76
Chhinzer	Randeep	Police Constable	$ 110,094.63	$ 1,007.76
Chiasson	Dany	Police Constable	$ 124,836.15	$ 1,018.42
Chiasson	Marcel Andre	Detective	$ 126,432.67	$ 1,078.22
Chiasson	Raymond Keegan	Police Constable	$ 102,696.57	$ 1,007.76
Chiasson	Yvette Marie	Police Constable	$ 202,857.72	$ 1,007.76
Childs	Cynthia	Detective Sergeant	$ 137,350.02	$ 1,120.86
Chilvers	Christopher Clifford	Sergeant	$ 168,081.21	$ 1,067.56
Chin	Adrian Carey	Plainclothes Police Constable	$ 117,738.89	$ 1,030.64
Chin	Kirk Sean	Police Constable	$ 105,553.23	$ 1,018.83
Chin	Mark Anthony	Plainclothes Police Constable	$ 127,490.47	$ 391.30
Chiu	Magnus Ming	Police Constable	$ 129,835.93	$ 979.68
Chiu	Sin-Yi	Sergeant	$ 121,134.73	$ 1,078.22
Chmela	Michael Otto	Plainclothes Police Constable	$ 112,496.92	$ 1,037.61
Cho	Hyung Eun	Plainclothes Police Constable	$ 159,113.74	$ 1,025.36
Choe	Michael Lim	Plainclothes Police Constable	$ 138,956.13	$ 1,030.64
Choe	Robert	Detective	$ 160,146.01	$ 1,067.56
Chohan	Simardeep Singh	Police Constable	$ 101,527.90	$ 1,007.76
Choi	Eileen Oi-Lam	Governance Senior Analyst	$ 104,317.46	$ 368.40
Choi	Helio Hyun	Police Constable	$ 103,531.76	$ 1,007.76
Chollet	Julie	Information Security Officer	$ 125,185.85	$ 1,054.88

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Chong	Wilson Chee	Plainclothes Police Constable	$ 127,746.26	$ 861.28
Choo-Wing	Dexter Michael	Plainclothes Police Constable	$ 127,440.05	$ 1,030.64
Chornook	Stephen	Police Constable	$ 131,154.67	$ 1,029.08
Chou	Yu-Ya	Police Constable	$ 107,277.58	$ 997.76
Chouinard	Ronald Jeremy	Training Constable	$ 111,446.35	$ 1,031.05
Chouryguine	Dmitry	Plainclothes Police Constable	$ 132,099.19	$ 1,030.64
Chow	Harold	Sergeant	$ 149,026.96	$ 1,078.22
Chow	Lawrence Chi	Detective	$ 123,054.78	$ 428.22
Chow	Shawn	Police Constable	$ 108,748.07	$ 976.96
Chow	Wing Yem	Police Constable	$ 121,541.77	$ 1,007.76
Christian	David Nigel	Police Constable	$ 104,914.55	$ 1,007.76
Christian	Philip Bruce	Police Constable	$ 129,613.15	$ 1,024.48
Christodoulou	Yiorgo Richard	Training Constable	$ 136,974.27	$ 1,030.64
Christou	George	Police Constable	$ 117,573.81	$ 1,007.76
Chu	Benny Wing	Police Constable	$ 136,167.29	$ 1,007.76
Chu	Cyril Frederick	Plainclothes Police Constable	$ 116,431.04	$ 347.36
Chu	Sheila Xiaotang	Telecom Services-Wireless Networks Project Leader	$ 127,485.44	$ 1,092.52
Chudoba	Myron	Sergeant	$ 148,241.45	$ 1,078.22
Chudzinski	Robert Adam	Plainclothes Police Constable	$ 123,181.71	$ 1,030.64
Chung	Philip	Detective	$ 140,709.09	$ 428.22
Chung	Rodcliff Rodger	Sergeant	$ 118,867.52	$ 1,067.56
Chung	Ryan Anthony	Detective	$ 148,488.64	$ 1,066.36
Chung	Sinderela Sun-Mi	Police Constable	$ 125,173.82	$ 1,013.92
Chung	Yong Sul	Police Constable	$ 128,761.13	$ 1,007.76
Churkoo	Doodnath Deodath	Sergeant	$ 185,910.56	$ 1,067.56
Ciausu	Luminita	Senior Programmer Information Systems Services	$ 107,485.93	$ 377.52
Cicchirillo	Giuseppe	Police Constable	$ 126,940.19	$ 1,007.76
Cid	Claudia Irene	Police Constable	$ 117,320.96	$ 1,007.76
Cilia	John Robert	Plainclothes Police Constable	$ 128,586.59	$ 1,030.64
Ciobotaru	Alexandra Dawn	Counsel	$ 148,920.05	$ 336.78
Cioffi	Marc Angelo	Detective	$ 148,277.33	$ 1,067.56
Cioffi	Michael Anthony	Police Constable	$ 109,012.51	$ 1,007.76
Cipro	Michelle Pauline	Staff Sergeant	$ 133,407.13	$ 1,109.94
Ciric	Nikola	Police Constable	$ 102,184.84	$ 1,007.76
Clapp	Catherine Ann	Police Constable	$ 106,239.88	$ 1,007.76
Clark	Corinne	Sergeant	$ 124,291.81	$ 428.22
Clark	Dana John	Police Constable	$ 116,675.82	$ 1,014.73
Clark	David James	Police Constable	$ 135,261.19	$ 1,035.14
Clark	Hazel Ann	Plainclothes Police Constable	$ 132,087.49	$ 1,041.30
Clark	Jamie Anderson	Sergeant	$ 131,541.47	$ 1,067.56
Clark	Karah Dawn	Police Constable	$ 111,471.83	$ 357.76
Clark	Preston Michael	Detective	$ 120,201.10	$ 1,067.56
Clark	Travis Daymond	Detective	$ 134,905.21	$ 1,067.56
Clarke	Andrew James	Plainclothes Police Constable	$ 140,773.90	$ 369.98
Clarke	Andrew William	Police Constable	$ 103,799.00	$ 997.76
Clarke	Jeffery Howard	Training Constable	$ 134,066.68	$ 1,041.30
Clarke	Jerry Ryan	Police Constable	$ 153,374.76	$ 1,014.29
Clarke	John	Sergeant	$ 133,047.66	$ 1,078.22
Clarke	Kevin Ross	Police Constable	$ 106,879.30	$ 1,029.08
Clarke	Lori Anne	Communications Operator	$ 104,047.27	$ 950.32
Clarke	Matthew Francis	Sergeant	$ 143,897.71	$ 1,048.37
Clarke	Michael James	Police Constable	$ 151,117.66	$ 996.00
Clarke	Paul Egerton	Police Constable	$ 206,771.30	$ 1,029.08
Clarke	Stacyann Maria	Staff Sergeant	$ 144,390.63	$ 1,109.94
Clarke	Wayne Anthony	Police Constable	$ 101,516.77	$ 1,007.76
Clarke-Adams	Dione Priscilla	Operations Supervisor	$ 103,224.49	$ 1,005.94
Claudio	Donald	Police Constable	$ 120,458.37	$ 1,007.76
Clayton	Ricardo	Police Constable	$ 138,509.76	$ 1,029.08
Clemens	Jeffrey	Sergeant	$ 121,089.47	$ 1,078.22
Clements	Howard	Police Constable	$ 111,890.25	$ 752.02
Clendinning	Mark William	Detective	$ 147,121.55	$ 10,528.29
Clifford	Hugh Anthony	Plainclothes Police Constable	$ 151,993.94	$ 1,013.04
Clucas	Kristy Elizabeth	Police Constable	$ 113,399.69	$ 1,007.76
Coccari-English	Caterina	Shift Supervisor	$ 102,207.80	$ 315.64
Code	Peter	Superintendent	$ 180,342.25	$ 1,185.86
Codrington	George Ricardo	Supervisor	$ 101,897.22	$ 928.20
Coffey	Charles James	Plainclothes Police Constable	$ 122,013.72	$ 1,030.64
Coffey	David Thomas	Detective	$ 121,667.83	$ 1,067.56
Coghlin	James Garfield	Detective Sergeant	$ 137,173.69	$ 1,120.86

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Cohen	Alan Lawrence	Detective	$ 135,350.81	$ 1,067.56
Cohen	Melissa Kelly	Police Constable	$ 125,649.06	$ 1,007.76
Colacci	Carlo Roberto	Police Constable	$ 106,452.14	$ 1,007.76
Colaco	Charles Joaquim	Police Constable	$ 113,653.32	$ 996.00
Colaco	Vernon Antonio	Plainclothes Police Constable	$ 115,889.58	$ 1,024.48
Cole	Gregory	Superintendent	$ 180,185.48	$ 1,393.60
Cole	Jason Arthur	Sergeant	$ 127,787.92	$ 1,078.22
Coleman	Craig Edward	Police Constable	$ 103,471.85	$ 1,014.73
Coleman	Keith Samuel	Training Constable	$ 115,896.19	$ 1,041.30
Coles	Bruce Ellis	Police Constable	$ 104,651.04	$ 369.98
Colicchio	Megan Elizabeth	Communications Operator	$ 105,593.93	$ 948.98
Collin	Jonathan David	Staff Sergeant	$ 124,300.52	$ 1,057.16
Collins	Christopher Patrick	Police Constable	$ 124,839.60	$ 1,014.32
Collins	Pamela Agnes	Plainclothes Police Constable	$ 117,775.35	$ 1,005.64
Collyer	Adam Stephen	Police Constable	$ 121,876.43	$ 1,014.73
Collymore	Brian Matthew	Police Constable	$ 150,637.17	$ 1,007.76
Comeau	Joseph Thomas	Detective	$ 123,009.57	$ 1,057.16
Comission	Christopher Paul	Plainclothes Police Constable	$ 118,017.00	$ 1,037.61
Condron	Eric Nicholas	Plainclothes Police Constable	$ 111,978.69	$ 996.00
Conlan	Darren Patrick	Plainclothes Police Constable	$ 153,481.15	$ 1,025.36
Conley	Roderick James	Police Constable	$ 101,091.77	$ 1,008.17
Conley	Timothy Kenneth	Police Constable	$ 105,626.41	$ 1,007.76
Conliffe	Jacob Glenn	Police Constable	$ 111,811.92	$ 997.36
Connolly	John Paul	Police Constable	$ 135,367.18	$ 1,018.83
Connor	Bruce Alexander	Detective	$ 121,577.37	$ 1,063.96
Connor	Katherine Elizabeth	Governance Senior Analyst	$ 106,750.39	$ 377.52
Consack	Ewa Anna	Police Constable	$ 107,195.40	$ 1,007.76
Consack	Kristian	Plainclothes Police Constable	$ 128,867.43	$ 1,030.64
Constantopoulos	Peter	Court Officer	$ 118,748.44	$ 287.04
Contant	Jason Arthur	Plainclothes Police Constable	$ 150,790.95	$ 1,031.69
Cook	Anthony Douglas	Training Constable	$ 124,623.37	$ 1,030.64
Cook	Lindsay Marie	Police Constable	$ 117,802.59	$ 347.76
Cook	Thomas William	Police Constable	$ 108,406.94	$ 1,007.76
Cooke	Lee Scott	Police Constable	$ 136,070.08	$ 1,014.73
Coombs	Albert George	Plainclothes Police Constable	$ 130,236.02	$ 1,349.31
Cooper	Austin Curt	Police Constable	$ 122,805.56	$ 1,018.42
Cooper	Christina Danielle	Plainclothes Police Constable	$ 107,732.34	$ 1,007.76
Cooper	Christopher Robert	Police Constable	$ 125,641.70	$ 1,007.76
Cooper	Richard	Training Constable	$ 109,298.22	$ 1,023.70
Coovadia	Abdul-Khalik Yahya	Police Constable	$ 182,398.40	$ 1,029.08
Corba	Erik	Police Constable	$ 128,958.16	$ 998.63
Corbie	Wesley Marcus	Police Constable	$ 123,045.61	$ 1,007.76
Corcoran	Jay Brian	Police Constable	$ 107,392.46	$ 854.25
Cordeiro	Elizabett Maria	Detective Sergeant	$ 119,324.00	$ 862.20
Cordova	Roberto	Police Constable	$ 129,900.29	$ 997.76
Corkill	Andrew Michael	Police Constable	$ 113,662.59	$ 1,014.73
Cormack	Brian James	Detective	$ 118,146.27	$ 1,067.56
Cormier	Serina Mary	Police Constable	$ 104,237.71	$ 1,018.42
Corneil	Emily Lianne	Communications Operator	$ 117,305.41	$ 958.36
Cornett	Thomas Biagio	Plainclothes Police Constable	$ 115,399.05	$ 811.60
Cornford	Christopher	Training Constable	$ 137,633.77	$ 1,051.70
Cornish	Jeffrey Allan	Police Constable	$ 103,316.53	$ 1,014.73
Coroghly	Khalid Mohammed	Plainclothes Police Constable	$ 116,926.23	$ 1,030.64
Corra	Dale	Sergeant	$ 123,870.02	$ 428.22
Correa	Antonio	Plainclothes Police Constable	$ 119,073.60	$ 1,013.92
Correa	David Rodriguez	Detective	$ 135,311.62	$ 1,067.56
Correa	Irwin	Police Constable	$ 106,878.84	$ 1,027.12
Correia	Bryan Medeiros	Plainclothes Police Constable	$ 167,366.65	$ 1,036.90
Correia	Jeffery	Detective	$ 152,660.71	$ 1,057.16
Correia	Snezana	Police Constable	$ 110,723.76	$ 1,029.08
Corrigan	Neil David	Superintendent	$ 182,370.53	$ 19,555.60
Corsetti	Matthew Ross	Plainclothes Police Constable	$ 121,167.76	$ 1,030.64
Coscarella	Anthony	Detective Sergeant	$ 133,665.52	$ 1,120.86
Cosentino	Salvatore	Staff Sergeant	$ 148,098.05	$ 470.86
Cosgrove	Sean David	Sergeant	$ 118,396.63	$ 1,057.16
Costa Correia	Zenon Pio	Sergeant	$ 163,662.24	$ 1,067.97
Costabile	Gino	Police Constable	$ 200,426.17	$ 1,029.08
Costello	Patrick William	Police Constable	$ 135,004.43	$ 1,007.76
Cote	Kevin James	Detective	$ 155,015.08	$ 1,057.16

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Cotton	Isabelle	Police Constable	$ 108,816.87	$ 1,018.42
Coughlan	Robert	Police Constable	$ 101,107.27	$ 1,007.76
Coulson	William	Staff Sergeant	$ 158,466.53	$ 991.53
Coulter	Shane Dustin	Sergeant	$ 122,904.82	$ 1,067.97
Coulthard	Jason Miles	Detective	$ 116,145.12	$ 410.80
Court	Andrew James	Plainclothes Police Constable	$ 124,260.79	$ 380.64
Court	Robyn Dee	Plainclothes Police Constable	$ 127,890.87	$ 1,030.64
Couto	Diana Rodrigues	Detective	$ 119,067.42	$ 417.56
Couto	Hugo Jose	Police Constable	$ 104,581.31	$ 1,018.42
Coutts	Bradley George	Training Constable	$ 109,744.49	$ 1,030.64
Coutts	Sean Gordon	Plainclothes Police Constable	$ 123,379.24	$ 1,030.64
Cowie	Katelyn Rose	Police Constable	$ 116,934.92	$ 1,024.48
Cowl	Taylor James	Police Constable	$ 107,260.00	$ 1,007.76
Cowley	Alison Louise	Police Constable	$ 107,333.42	$ 1,018.42
Cowling	Lisa Ann	Plainclothes Police Constable	$ 112,883.94	$ 391.30
Cox	Darren Andrew	Sergeant	$ 152,791.85	$ 1,078.22
Coxon	Shawna Michelle	Deputy Chief	$ 222,088.07	$ 9,645.46
Coyne	Patrick Kevin	Sergeant	$ 121,716.22	$ 1,057.16
Cracknell	Alechia Cynthia	Police Constable	$ 110,489.48	$ 1,007.76
Craghill	David Jason	Senior Fingerprint Examiner Forensic Identification Services	$ 103,804.09	$ 997.36
Craig	Philip Leonard	Police Constable	$ 102,468.02	$ 1,007.76
Craig	Sandra Jean	Locational Administrator	$ 108,010.61	$ 355.94
Crampton	David Alan	Detective	$ 138,810.93	$ 1,067.56
Crane	Robert Jason	Detective	$ 137,944.27	$ 1,067.56
Crawford	Alicia Marie	Plainclothes Police Constable	$ 105,318.95	$ 867.36
Crawford	Anthony John	Police Constable	$ 106,688.84	$ 1,007.76
Crawford	Chad Uric	Training Constable	$ 110,039.45	$ 1,020.08
Crawford	Corey Lance	Detective	$ 121,081.28	$ 1,067.56
Crawford	Jason Richard	Police Constable	$ 115,488.63	$ 1,024.48
Crawford	Kelly Vina	Police Constable	$ 102,392.19	$ 1,011.45
Crawford	Susan Patricia	Police Constable	$ 122,959.58	$ 1,007.76
Creighton	Damion Stephen	Police Constable	$ 139,373.34	$ 978.38
Cretu	Andrei	Police Constable	$ 190,559.74	$ 979.68
Crews	Alexander	Sergeant	$ 137,221.91	$ 1,078.22
Crilly	John James	Detective	$ 126,357.43	$ 1,067.56
Crisp	Mathew	Police Constable	$ 115,777.74	$ 1,018.42
Cristiano	Guido	Police Constable	$ 217,908.82	$ 1,029.08
Cristofaro	Daniel Adam	Police Constable	$ 112,584.49	$ 1,007.76
Crocker	Jason Scott	Police Constable	$ 122,771.27	$ 346.00
Croll	Diana Elizabeth	Police Constable	$ 122,329.60	$ 1,006.16
Crone	Timothy	Inspector	$ 164,767.66	$ 743.60
Cronin	Michael Andrew	Plainclothes Police Constable	$ 107,775.54	$ 1,030.64
Crooker	Lisa Catherine	Staff Sergeant	$ 135,806.55	$ 1,109.94
Crosby	Daniel Patrick	Staff Sergeant	$ 137,350.72	$ 1,120.86
Crosby	Rebecca Marie	Police Constable	$ 119,677.40	$ 997.36
Cross	Tanya Christina	Police Constable	$ 149,555.46	$ 997.36
Crossley	Neil Kelso	Plainclothes Police Constable	$ 113,180.40	$ 1,030.64
Crowley	Janine	Staff Sergeant	$ 146,390.51	$ 1,120.86
Cruden	Marianne Elizabeth	Police Constable	$ 113,356.69	$ 1,007.76
Cruz	Antonio Ramon	Plainclothes Police Constable	$ 120,195.18	$ 1,030.64
Cruz	John Victor	Plainclothes Police Constable	$ 140,966.90	$ 1,030.64
Csibi	Ladislav Alexandru	Sergeant	$ 140,302.04	$ 1,067.56
Cullen	Neil Gregory	Police Constable	$ 105,758.09	$ 1,011.45
Cummings	Kevin Christopher	Police Constable	$ 103,471.41	$ 366.34
Curtin	Helen Margaret	Manager of Information Technology Governance	$ 168,948.46	$ 1,229.80
Curtis	Teresa Phyllis	Plainclothes Police Constable	$ 128,386.23	$ 1,037.61
Cutting	Micheal Andrew	Police Constable	$ 125,160.62	$ 997.36
Cutuli	Raul Marcelo	Police Constable	$ 103,013.69	$ 1,007.76
Cvetanovski	Zlatko	Senior Technical Analyst Enterprise Architecture	$ 109,389.19	$ 386.98
Czarnota	Michael Ronald	Plainclothes Police Constable	$ 153,021.90	$ 1,023.60
Da Costa	Antonio Norberto	Police Constable	$ 163,414.97	$ 1,029.08
Da Silva	Abel Stanley	Property & Video Evidence Management Group Leader	$ 118,749.14	$ 947.70
Da Silva	Brian	Police Constable	$ 123,430.75	$ 1,007.76
Da Silva	Jose	Police Constable	$ 171,420.98	$ 1,029.08
Da Silva	Mark Paul	Police Constable	$ 127,162.68	$ 1,007.76
da Silva	Sarah	Police Constable	$ 120,305.75	$ 1,007.76
da Silva	Timothy Peter	Police Constable	$ 114,419.99	$ 1,000.96
Da Silva Cristopulo	Jimmy Bernardo	Plainclothes Police Constable	$ 139,486.12	$ 1,018.32
D'Abreo	Oliver	Police Constable	$ 106,714.80	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Dabu	Jose Paulino	Police Constable	$ 121,992.74	$ 1,018.42
Dafoska	Maria	Police Constable	$ 106,531.90	$ 1,007.76
Dagonas	Andrea Helen	Plainclothes Police Constable	$ 124,747.08	$ 1,030.64
Dahan	Valerie Ruth	Plainclothes Police Constable	$ 108,596.46	$ 384.33
Dal Grande	Mauro Angelo	Police Constable	$ 107,101.03	$ 1,029.08
Dale	Donald	Sergeant	$ 129,093.03	$ 1,078.22
Dale	Jeffrey Howard	Police Constable	$ 110,150.63	$ 382.33
Dales	Clayton Russell	Police Constable	$ 134,575.20	$ 1,024.48
D'Alessandro	Donald	Senior Analyst Information Systems Services	$ 119,944.29	$ 373.86
Daley	Kevin	Police Constable	$ 138,724.83	$ 1,029.08
Daley	Timothy William	Sergeant	$ 165,375.65	$ 1,078.22
D'Alimonte	Steven	Sergeant	$ 107,836.85	$ 1,021.06
Dalton	Shawn Thomas	Police Constable	$ 129,254.22	$ 1,007.76
Daly	Roland Gary	Police Constable	$ 103,386.77	$ 1,008.99
Damani	Zahir	Project Leader	$ 126,027.82	$ 442.52
Damaso	Rodney	Detective	$ 140,370.17	$ 1,067.56
Dance	Ryan William	Plainclothes Police Constable	$ 119,449.21	$ 1,030.64
D'Angelica	Gemi	Police Constable	$ 104,292.06	$ 1,007.76
D'Angelo	Giuseppe	Plainclothes Police Constable	$ 114,733.70	$ 1,051.70
Daniel	Roger Glenroy	Police Constable	$ 156,191.43	$ 1,007.76
Daniels	Jeffery Clarence	Plainclothes Police Constable	$ 144,649.37	$ 1,030.64
Daniels	Paul Edward	Senior Customer Service Representative	$ 109,558.35	$ 377.52
Danson	Akira Nathaniel	Plainclothes Police Constable	$ 139,403.55	$ 1,030.64
D'Antonio	Remo	Detective	$ 125,961.16	$ 1,067.56
Daoust	Michael-Lee Denis-Paul	Plainclothes Police Constable	$ 116,933.75	$ 1,041.30
Darbyshire	James Edward	Staff Sergeant	$ 137,279.89	$ 1,120.86
Darmitz	Andrew Joseph	Police Constable	$ 141,442.63	$ 1,007.76
Darnley	Steven William	Plainclothes Police Constable	$ 116,334.15	$ 1,041.30
Darwish	Walid	Sergeant	$ 111,309.78	$ 1,021.06
Daryaram	Farshad	Police Constable	$ 189,998.25	$ 1,007.76
Das Gupta	Onil	Training Constable	$ 120,532.40	$ 1,051.70
D'Ascenzo	Michele Abele	Plainclothes Police Constable	$ 107,619.84	$ 380.64
Davey	Amy Lee	Plainclothes Police Constable	$ 108,007.14	$ 380.64
Davey	Derek James	Police Constable	$ 109,172.75	$ 1,007.76
Davey	Jill	Police Constable	$ 107,300.65	$ 1,029.08
Davey	John	Police Constable	$ 110,394.75	$ 1,029.08
Davey	Sean Andrew	Plainclothes Police Constable	$ 112,933.73	$ 1,041.30
Davey	Timothy	Detective Sergeant	$ 132,855.52	$ 470.86
David	Cosma	Police Constable	$ 150,510.67	$ 1,007.76
Davidson	Allan William	Police Constable	$ 107,823.65	$ 1,011.45
Davies	Drew Patrick	Police Constable	$ 102,757.37	$ 997.36
Davies	Richard Craig	Police Constable	$ 104,200.61	$ 1,018.42
Davies	Robert Earle	Detective	$ 139,054.50	$ 1,060.76
Davis	Damion Akiel	Police Constable	$ 118,301.66	$ 982.40
Davis	Jason Brian	Plainclothes Police Constable	$ 116,794.25	$ 1,030.64
Davis	Sharon	Staff Sergeant	$ 133,068.19	$ 1,120.86
Davis	Stacey Dee	Inspector	$ 133,034.29	$ 1,109.94
Davy	Brian Cameron	Police Constable	$ 124,083.72	$ 997.76
Davydova	Olga	Police Constable	$ 128,112.48	$ 1,024.48
Dawe	Renee	Police Constable	$ 115,549.56	$ 1,018.42
Dawn	Brian Gordon	Police Constable	$ 111,518.20	$ 1,007.76
Dawodu	Christopher Olufemi	Plainclothes Police Constable	$ 106,185.46	$ 1,023.88
Dawood	Amaan	Plainclothes Police Constable	$ 152,347.52	$ 1,013.92
Dawson	Shannon Inez	Detective	$ 137,067.37	$ 1,067.97
Day	Adam Douglas	Police Constable	$ 108,169.62	$ 976.96
Day	Joanne	Police Constable	$ 105,130.97	$ 985.72
Day	Paul	Police Constable	$ 117,372.05	$ 1,029.08
Dayler	Nathan David	Plainclothes Police Constable	$ 116,326.71	$ 1,030.64
D'Cunha	Michael Edward	Plainclothes Police Constable	$ 122,436.34	$ 1,030.64
De Abreu	Errol Wayne	Police Constable	$ 103,929.74	$ 1,014.73
De Angelis	Mary-Gina	Police Constable	$ 116,902.53	$ 997.76
De Caire	Jeffrey Paul	Police Constable	$ 142,104.17	$ 1,007.76
De Coste	Lisa Germaine	Plainclothes Police Constable	$ 110,556.80	$ 1,041.30
De Graaf	Ryan Evert	Police Constable	$ 116,337.88	$ 1,007.76
De Guerra	Vijay John	Plainclothes Police Constable	$ 121,398.57	$ 1,019.52
De Guzman	Noel Enriquez	Sergeant	$ 129,141.22	$ 1,057.16
de Hartog	Callum Alexander	Training Constable	$ 110,746.93	$ 1,031.05
De Jonge	Marinus Matthew	Police Constable	$ 113,891.04	$ 997.36
de Kloet	Caroline Jane	Police Constable	$ 103,188.70	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
De Lima	David Noel	Plainclothes Police Constable	$ 131,735.42	$ 1,012.16
De Lima	Philip Antony	Police Constable	$ 135,154.25	$ 997.36
De Lio	Frank Paul	Sergeant	$ 138,346.88	$ 1,078.22
De Los Rios	Juan Carlos	Plainclothes Police Constable	$ 113,500.00	$ 901.70
De Medeiros	Sherry Maria	Plainclothes Police Constable	$ 124,627.56	$ 1,041.30
De Oliveira	Catherine	Plainclothes Police Constable	$ 120,099.39	$ 1,030.64
De Passio	Angel Judith	Court Officer	$ 107,172.97	$ 287.04
De Quintal	Peter Andrew	Police Constable	$ 103,142.93	$ 1,007.76
De Sousa	John Paul	Plainclothes Police Constable	$ 134,225.32	$ 1,034.33
De Zilva	Michael Brian	Detective	$ 136,250.74	$ 1,067.56
Deabreu	Gregory John	Plainclothes Police Constable	$ 116,494.79	$ 1,030.64
Deacon	Timothy William	Police Constable	$ 134,056.11	$ 1,007.76
Dean	Bertrand	Police Constable	$ 193,849.40	$ 1,007.76
Dean	Jesse Russell	Plainclothes Police Constable	$ 114,662.49	$ 1,030.64
Deane	Cedron Clayton	Police Constable	$ 115,005.45	$ 1,007.76
Dearborn	Robert Frederick	Police Constable	$ 160,004.16	$ 1,029.08
Dearden	Kevin Kenneth	Police Constable	$ 104,147.41	$ 1,018.42
DeGruchy	Amy Elizabeth	Police Constable	$ 102,421.17	$ 1,007.76
DeKezel	Jennifer Crystal	Police Constable	$ 110,062.75	$ 907.76
Delgado Meneses	Juan Carlos	Police Constable	$ 115,061.18	$ 1,007.76
Delottinville	Steven John	Police Constable	$ 150,446.62	$ 1,023.70
Demelo	Carlos Manuel	Plainclothes Police Constable	$ 104,723.48	$ 1,018.42
DeMelo	Matthew Correia	Police Constable	$ 113,148.41	$ 1,007.76
Demian	Hiba Joseph	Parking Enforcement Oficer	$ 121,426.92	$ 898.56
Demkiw	Myron Andrey	Staff Superintendent	$ 195,421.10	$ 10,338.78
Dempster	Jonathan Nicholas	Police Constable	$ 125,482.48	$ 997.36
Dennis	Aaron	Detective	$ 122,987.16	$ 1,067.56
DeSilva	Julius Theodore	Information Systems Services Project Leader	$ 135,853.75	$ 442.52
Desloges	Thomas Armand	Police Constable	$ 131,400.70	$ 1,007.76
Desmarais	John Paul	Police Constable	$ 102,799.71	$ 1,008.99
Desrochers	Jerome Jeremy	Police Constable	$ 126,192.71	$ 1,018.42
Desrochers	Roger Henri	Detective	$ 126,890.21	$ 1,067.56
Desson	Jennifer Anne	Staff Sergeant	$ 130,777.91	$ 1,109.94
Devereux	Christopher Lee	Police Constable	$ 131,236.15	$ 1,018.42
Devine	Kristy Patricia	Plainclothes Police Constable	$ 152,378.51	$ 1,030.64
Devries	Tanya Lisette	Police Constable	$ 103,952.81	$ 1,018.42
Dewland	William Ronald	Police Constable	$ 121,434.42	$ 357.76
Dewsnap	Jamie Duncan	Plainclothes Police Constable	$ 139,764.04	$ 1,041.30
Dewsnap	Stacey Lynn	Plainclothes Police Constable	$ 111,939.13	$ 1,041.30
Dhaliwal	Piara Singh	Police Constable	$ 144,460.14	$ 1,007.76
Dhaliwal	Surinderjit	Senior Technical Analyst Infrastructure	$ 132,228.90	$ 409.24
Dhaliwal	Svina	Director of Finance & Business Management	$ 184,074.27	$ 899.34
Dhatt	Rubinder	Sergeant	$ 128,703.57	$ 1,067.56
Dhillon	Barinderjit Kaur	Police Constable	$ 109,390.82	$ 1,007.76
Dhillon	Jagjit Singh	Police Constable	$ 128,512.40	$ 1,007.76
Dhillon	Parveen	Communications Operator	$ 103,442.00	$ 958.36
Dhillon	Ranbir Singh	Detective	$ 128,595.22	$ 1,057.16
Dhillon	Ravneet Singh	Plainclothes Police Constable	$ 120,046.58	$ 1,025.36
Dhingra	Rajeev	Police Constable	$ 125,720.74	$ 1,007.76
Dhinsa	Parvinderjit Singh	Police Constable	$ 173,870.95	$ 930.87
Dhoum	Munish	Detective	$ 149,872.15	$ 1,057.16
Dhruv	Glenn	Police Constable	$ 124,818.27	$ 1,018.42
Dhugha	Sarbjeet Kaur	Detective	$ 124,313.29	$ 1,067.56
Dhukai	Esmail Abdulkarim	Police Constable	$ 123,409.15	$ 374.58
Dhukai	Zeeshan Ayub	Sergeant	$ 134,729.79	$ 1,028.66
Di Cecca	John-Paul	Police Constable	$ 101,206.80	$ 1,007.76
Di Giacomo	Roberto	Sergeant	$ 134,005.59	$ 1,067.56
Di Nardo	Marco	Plainclothes Police Constable	$ 122,837.50	$ 1,030.64
Di Nino	Richard Donald	Plainclothes Police Constable	$ 150,909.65	$ 1,025.36
Di Passa	Domenico	Detective Sergeant	$ 151,912.87	$ 1,120.86
Di Poce	Julia Celeste	Plainclothes Police Constable	$ 126,067.47	$ 1,030.64
Di Tollo	Monica Franca	Senior Supervisor Communications Services- Operational Support	$ 142,022.69	$ 1,085.12
Di Tommaso	Mario	Staff Superintendent	$ 272,512.92	$ 12,450.08
Diaconu	Adrian	Police Constable	$ 114,659.09	$ 962.00
Diaz	Angela Maria	Plainclothes Police Constable	$ 111,212.55	$ 1,030.64
Dick	Michael David	Plainclothes Police Constable	$ 124,149.01	$ 1,030.64
Dickenson	Mick-Narada Lyle	Police Constable	$ 121,830.72	$ 976.96
Dickie	Craig William	Police Constable	$ 134,832.15	$ 1,018.42
Dickinson	David Thorpe	Detective	$ 161,192.90	$ 1,060.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
DiCosola	Michele	Detective	$ 145,779.98	$ 1,078.22
DiDanieli	Roberto	Detective Sergeant	$ 144,004.30	$ 1,120.86
Digiovanni	Giuseppe	Sergeant	$ 133,187.07	$ 1,078.22
Dilly	Andrew Earl	Plainclothes Police Constable	$ 128,997.86	$ 1,030.64
Dinardo	Anna Gabriella	Central Paid Duty Office Group Leader	$ 102,674.23	$ 521.10
Dinc	Huseyin	Senior Programmer Information Systems Services	$ 107,915.55	$ 377.52
Diodati	Richard	Police Constable	$ 108,575.43	$ 1,029.08
Dion	Daniel	Detective	$ 123,159.43	$ 1,078.22
DiRenzo	Agnieszka	Plainclothes Police Constable	$ 104,659.56	$ 1,010.82
Direnzo	Raymond Martin	Sergeant	$ 129,585.05	$ 1,078.22
Disalvo	Sharon	Sergeant	$ 122,012.24	$ 1,078.22
Ditlof	Nicholas Christopher	Police Constable	$ 140,515.92	$ 1,020.96
Diviesti	Tony	Staff Sergeant	$ 134,880.46	$ 1,120.86
Dixon	Aaron Scott	Police Constable	$ 102,679.83	$ 1,011.45
Dixon	Helen Bridie	Sergeant	$ 121,370.36	$ 1,067.56
Dizon	Eduardo	Plainclothes Police Constable	$ 120,406.17	$ 866.30
Dizon	Jose Benedicto	Detective	$ 131,755.75	$ 1,067.56
Dlugopolski	Stanislaw	Police Constable	$ 101,099.38	$ 1,005.33
Dobbs	Beverly Rose	Police Constable	$ 109,341.13	$ 1,007.76
Dobbs	Christian Daniel	Police Constable	$ 116,952.27	$ 1,016.56
DoBias	Robert Andrew	Training Constable	$ 119,391.14	$ 1,030.64
Dodds	Leslie Graham	Plainclothes Police Constable	$ 124,031.03	$ 1,030.64
Dodson	Randie	Training Constable	$ 117,777.58	$ 1,041.70
Doherty	Braden Spencer	Police Constable	$ 116,230.93	$ 1,018.42
Dokurno	Richard Michael	Inspector	$ 145,722.57	$ 1,120.86
Dolenc	Brenda Lynn	Police Constable	$ 125,831.39	$ 1,007.76
Dolghii	Ivan	Police Constable	$ 106,956.13	$ 1,013.04
Domenchuk	Andrea Marie	Police Constable	$ 124,043.53	$ 1,007.76
Dominey	Paul Laurie	Sergeant	$ 165,961.14	$ 1,067.56
Domingo	Jason Edward	Plainclothes Police Constable	$ 123,107.20	$ 1,036.02
Donais	Bradley James	Detective	$ 129,315.29	$ 1,067.56
Donaldson	Christina Elena	Sergeant	$ 109,056.98	$ 1,034.26
Donaldson	David John	Police Constable	$ 110,511.27	$ 1,007.76
Done	Iulian	Police Constable	$ 115,236.73	$ 1,007.76
Donison	Kim	Police Constable	$ 208,600.20	$ 1,029.08
Donnelly	Barry Christopher	Plainclothes Police Constable	$ 108,132.14	$ 1,030.64
D'Onofrio	Antonio	Plainclothes Police Constable	$ 140,850.04	$ 1,030.64
Dorazio	Nickolas Charles	Police Constable	$ 109,236.68	$ 1,007.76
Dore	Jarrod Thomas	Senior Information Technology Advisor Audit & Quality Assurance	$ 122,129.33	$ 414.45
Dorey	Joseph Thomas	Information Technology Customer Service Project Leader	$ 132,486.62	$ 442.52
D'Ornellas	Mark Christopher	Plainclothes Police Constable	$ 125,649.75	$ 1,041.30
Dorobantu	Catalin	Police Constable	$ 121,183.73	$ 997.36
Dorrington	Francis Justin Zachary	Police Constable	$ 114,664.60	$ 1,007.76
Dorrington	Laurie Donna	Police Constable	$ 104,236.26	$ 1,018.42
Dosanjh	Mandeep	Police Constable	$ 151,614.55	$ 1,000.96
Doughty	Kathy Muriel	Staff Sergeant	$ 133,215.71	$ 470.02
Douglas	Barbara Ann	Detective	$ 123,945.61	$ 1,078.22
Douglas	Jeffrey	Sergeant	$ 126,964.20	$ 1,078.22
Douglas	Martin Kwame	Police Constable	$ 111,191.90	$ 1,018.42
Douglas	Robert David	Plainclothes Police Constable	$ 105,620.18	$ 1,024.58
Douglas	Stephen Michael	Plainclothes Police Constable	$ 115,058.86	$ 1,041.30
Douglas-Cook	Allyson Karen	Police Constable	$ 116,785.32	$ 1,007.76
Douglin	Charles Vance	Plainclothes Police Constable	$ 113,768.76	$ 374.58
Doupe	Jeffery Jonathon	Police Constable	$ 110,386.37	$ 1,015.68
Douvis	Antonios	Plainclothes Police Constable	$ 174,518.27	$ 628.88
Dowdell	Sarah Melissa	Police Constable	$ 101,359.62	$ 1,007.76
Dowding	Jeffrey Edward	Police Constable	$ 133,641.90	$ 997.76
Dowdy	Orlando Kevin	Intermediate Technical Analyst	$ 104,687.42	$ 984.62
Dowling	Christopher Thomas	Plainclothes Police Constable	$ 117,201.39	$ 1,007.12
Downey	Sean Michael	Police Constable	$ 115,250.62	$ 982.40
Downie	Kelly	Police Constable	$ 106,879.30	$ 1,029.08
Doyle	Andrew Mershon	Plainclothes Police Constable	$ 111,417.84	$ 1,030.64
Doyle	Brian Philip	Police Constable	$ 100,258.97	$ 1,000.74
Doyle	Christopher Patrick	Plainclothes Police Constable	$ 142,800.07	$ 1,030.64
Doyle	Daniel Maurice	Police Constable	$ 107,401.77	$ 1,007.76
Doyle	Dennis Charles	Police Constable	$ 102,885.87	$ 1,008.17
Doyle	James Edward	Police Constable	$ 145,240.71	$ 1,007.76
Draheim	Rodney Alfred-Werner	Police Constable	$ 124,621.13	$ 1,018.42
Drake	Christopher Wayne	Police Constable	$ 104,471.06	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Drake	Kevin Christopher	Plainclothes Police Constable	$ 124,606.34	$ 1,041.30
Drapack	Ryan Joseph	Sergeant	$ 125,711.22	$ 1,067.56
Draper	Che William	Police Constable	$ 116,907.32	$ 1,007.76
Draper	Kirstan Giles	Detective	$ 120,816.86	$ 1,057.16
Drazic	Nikola	Police Constable	$ 109,024.41	$ 1,013.04
Dreglia	Alexander	Police Constable	$ 134,780.98	$ 1,007.76
Drennan	Craig	Detective Sergeant	$ 140,055.40	$ 1,120.86
Drevylo	Valeriy	Police Constable	$ 114,164.97	$ 949.00
Drewett	Robert John	Manager of Information Systems Services	$ 157,652.38	$ 2,941.24
Drews	Jason	Police Constable	$ 107,306.76	$ 1,007.76
Drivas	Athanasios	Plainclothes Police Constable	$ 109,871.15	$ 1,030.64
Dropuljic	Joseph	Police Constable	$ 104,608.41	$ 1,018.42
Drozdzowski	Marek	Training Constable	$ 133,315.99	$ 1,041.30
Drummond	Craig William	Police Constable	$ 120,825.42	$ 1,018.42
Drummond	Kyle Robert	Police Constable	$ 111,364.50	$ 1,007.76
Drummond	Wendy Elizabeth	Sergeant	$ 124,978.07	$ 1,078.22
D'Silva	Allister	Detective	$ 121,503.03	$ 872.82
D'Souza	Jason Donovan	Police Constable	$ 122,644.56	$ 997.36
D'Souza	Philip	Police Constable	$ 114,229.21	$ 1,029.08
D'Souza	Ryan Ashley	Police Constable	$ 113,762.25	$ 357.76
D'Souza	Ryan Justin	Police Constable	$ 129,966.21	$ 954.62
D'Souza	Tyron Ian	Police Constable	$ 112,948.27	$ 907.76
Duarte	Joao Rodrigo	Plainclothes Police Constable	$ 146,367.84	$ 1,030.64
Duarte	Marco Filipe	Plainclothes Police Constable	$ 117,992.39	$ 1,030.64
Duarte	Margaret	Police Constable	$ 112,446.51	$ 399.04
Dubeau	Meri	Assistant Manager of Talent Acquisition	$ 131,036.04	$ 997.36
Dubreuil	Jean	Sergeant	$ 126,165.32	$ 1,078.22
Ducie	Curtis Wayne	Detective	$ 124,963.62	$ 1,063.96
Ducusin	Michael Ryan	Training Constable	$ 132,448.64	$ 1,030.64
Dudarev	Vadim	Police Constable	$ 118,306.30	$ 1,007.76
Duerden	Patrick Peter	Police Constable	$ 111,190.19	$ 1,007.76
Duffus	Richard Hugh	Detective	$ 173,075.97	$ 1,078.22
Duffy	Marjorie Arleen	Sergeant	$ 131,737.41	$ 1,078.22
Dugan	Stephanie	Police Constable	$ 107,116.95	$ 1,029.08
Duggan	Jennifer Joan	Police Constable	$ 110,277.16	$ 985.72
Dulatas	Jose Job	Police Constable	$ 123,234.19	$ 1,007.76
Dulude	Lisa Arlene	Police Constable	$ 167,683.13	$ 1,007.76
Dunbar	Everett Clair	Plainclothes Police Constable	$ 124,645.43	$ 1,030.64
Duncan	Peter	Detective	$ 127,053.22	$ 1,078.22
Duncan	Phillip Zvi	Plainclothes Police Constable	$ 111,864.99	$ 1,041.30
Duncan	Robert Alexander	Safety Planner & Program Coordinator	$ 138,302.37	$ 567.84
Dunk	Corey Everette	Plainclothes Police Constable	$ 137,115.77	$ 1,030.64
Dunker	Nigel Peter	Police Constable	$ 120,146.07	$ 1,019.37
Dunkley	Leslie	Detective	$ 146,813.24	$ 1,078.22
Dunlop	James Michael	Plainclothes Police Constable	$ 122,476.69	$ 1,030.64
Dunne	James William	Police Constable	$ 116,501.65	$ 1,007.76
Dunning	Brian James	Police Constable	$ 107,307.78	$ 1,007.76
Dunning	Paul Douglas	Police Constable	$ 109,339.46	$ 1,007.76
Duran	Adrian Rogelio	Plainclothes Police Constable	$ 146,466.35	$ 1,030.64
Durocher	David Leonard	Police Constable	$ 111,948.71	$ 1,007.76
Durran	Ned	Police Constable	$ 176,920.35	$ 1,014.73
Durst	Christopher David	Plainclothes Police Constable	$ 162,813.77	$ 1,030.64
Durst	Natalie Elizabeth	Police Constable	$ 108,402.58	$ 1,013.04
Dury	Benjamin Michael	Detective	$ 136,526.92	$ 417.97
Duthie	Colin Barrie	Police Constable	$ 110,395.13	$ 1,007.76
Dvernechuk	Mark William	Police Constable	$ 116,071.02	$ 1,000.96
Dworatzek	Daphne Constance	Police Constable	$ 105,525.02	$ 1,018.42
Dybowski	Michael Leonhard	Police Constable	$ 104,278.21	$ 1,018.49
Dyck	Henry Jacob	Sergeant	$ 116,062.60	$ 1,057.16
Dyer	Robert Bruce	Police Constable	$ 102,020.07	$ 1,007.76
Dyke	Adrian Warren	Police Constable	$ 112,678.88	$ 997.76
Dyke	Geoffrey Thomas	Training Constable	$ 123,684.20	$ 1,041.30
Dyke	Lene Dahl	Plainclothes Police Constable	$ 139,367.59	$ 1,019.98
Dymond	Jeffrey William	Police Constable	$ 115,629.34	$ 997.36
Dyrkawec	Jeffrey	Police Constable	$ 100,991.07	$ 1,007.76
Dzelajlija	George	Police Constable	$ 130,468.81	$ 1,018.42
Dzingala	Richard George	Police Constable	$ 107,290.48	$ 1,029.08
Eagleson	Dawn Michelle	Detective	$ 118,601.79	$ 1,067.56
Eagleson-Madden	Lisa Christine	Sergeant	$ 126,450.92	$ 1,078.22

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
East	Jeffrey Bruce	Police Constable	$ 119,379.54	$ 1,007.76
Eaton	Douglas Brian	Plainclothes Police Constable	$ 174,081.65	$ 1,030.64
Ebrahim	Riaz Ahmed	Police Constable	$ 121,623.21	$ 1,007.76
Ebrahimi	Pooya	Plainclothes Police Constable	$ 149,093.12	$ 1,030.64
Eckersall	Peter James	Police Constable	$ 115,487.12	$ 1,018.42
Ecklund	Andrew Douglas	Staff Sergeant	$ 144,271.51	$ 1,109.94
Ecklund	David Grenville	Staff Sergeant	$ 147,240.22	$ 1,109.94
Edelhofer	Marie Caroline	Police Constable	$ 107,566.16	$ 1,007.76
Edgar	Leslie Adam	Plainclothes Police Constable	$ 130,406.71	$ 1,041.30
Edgerton	Kirsten Elizabeth	Parking Enforcement Oficer	$ 105,141.36	$ 898.56
Edward	Glenn Raymond	Sergeant	$ 118,483.21	$ 1,067.56
Edwards	Ellie Allyn	Police Constable	$ 110,108.20	$ 1,007.76
Edwards	Samantha Georgette	Communications Operator	$ 116,045.36	$ 951.66
Edwicker	Alexis Grace	Detective Sergeant	$ 129,427.60	$ 1,067.56
Egan	Christopher Michael	Plainclothes Police Constable	$ 120,526.49	$ 978.32
Egeli	Enis	Police Constable	$ 138,949.73	$ 1,013.04
Eichenberg	James Michael	Sergeant	$ 146,139.14	$ 1,067.97
El Hag	Shazli Mukhtar	Police Constable	$ 101,845.54	$ 990.01
El Sayegh	Raydan Imad	Police Constable	$ 123,008.10	$ 1,007.76
Elaschuk	Christien Timothy	Police Constable	$ 104,607.78	$ 1,008.17
Elaschuk	Melissa Lee	Plainclothes Police Constable	$ 138,883.19	$ 1,041.30
Eldridge	Reginald	Sergeant	$ 124,754.30	$ 1,078.22
Elgar	Karen Elizabeth	Plainclothes Police Constable	$ 121,904.51	$ 1,051.70
El-Halabi	Leith Luke	Police Constable	$ 121,104.84	$ 996.00
El-Halabi	Rawand Dina	Plainclothes Police Constable	$ 103,432.00	$ 952.70
Eliadis	Alexander	Training Constable	$ 117,847.14	$ 1,030.64
Elliott	Adrian Godfrey	Police Constable	$ 109,075.17	$ 1,014.73
Elliott	Christopher Paul	Detective	$ 120,801.52	$ 1,067.56
Elliott	Kathleen	Police Constable	$ 106,882.10	$ 1,029.08
Elliott	Paul	Detective	$ 129,156.16	$ 1,078.22
Elliott	Shawn William	Detective	$ 122,094.32	$ 1,078.22
Ellis	Aisha Binta	Police Constable	$ 119,954.51	$ 1,000.96
Ellis	Geoffrey William	Sergeant	$ 119,353.96	$ 1,067.56
Ellis	Matthew Austin	Plainclothes Police Constable	$ 127,193.68	$ 1,030.64
Elo	Douglas Allan	Police Constable	$ 128,059.44	$ 1,007.76
Elvy	Conroy Jonathan	Police Constable	$ 128,263.96	$ 997.76
Emerson	Terry Evan	Police Constable	$ 105,736.90	$ 1,007.76
Emms	Jeffrey Brian	Police Constable	$ 111,001.81	$ 1,007.76
Emond	Christian Rene	Police Constable	$ 137,409.93	$ 882.76
Emptage	Matthew James	Plainclothes Police Constable	$ 125,726.57	$ 1,010.40
Engel	Marten Brouwer	Police Constable	$ 103,509.22	$ 1,007.76
Entwistle	Courtney Lee	Police Constable	$ 105,411.56	$ 357.76
Entwistle	Warren Clayton	Detective	$ 135,258.95	$ 1,057.56
Epperson	Erik Amadeus	Sergeant	$ 116,285.35	$ 1,057.16
Epperson	Natalia	Police Constable	$ 155,797.77	$ 1,007.76
Erdis	Ian Ross	Police Constable	$ 143,164.74	$ 1,007.76
Escott	Jai	Sergeant	$ 111,580.29	$ 1,028.66
Espie	Glen	Police Constable	$ 116,865.66	$ 1,007.76
Espino	Nilo Anthony	Police Constable	$ 114,821.19	$ 1,007.76
Espinoza Parent	Victor Manuel	Police Constable	$ 170,351.26	$ 1,007.76
Essert	Justin Alexander	Plainclothes Police Constable	$ 123,070.60	$ 1,030.64
Esteves	Rui Manuel	Plainclothes Police Constable	$ 133,592.32	$ 1,013.92
Estwick	Eulialia	Sergeant	$ 121,179.99	$ 1,078.22
Ethier	Christopher Michael	Police Constable	$ 138,847.20	$ 1,014.80
Ethier	Isabel Anne	Police Constable	$ 108,837.25	$ 357.76
Euteneier	Simon Quincey	Police Constable	$ 196,151.74	$ 1,007.76
Evans	Daymon Dave	Police Constable	$ 128,739.68	$ 997.36
Evans	Joel Michael	Plainclothes Police Constable	$ 119,554.65	$ 997.36
Evans	Julie Marie	Sergeant	$ 125,903.43	$ 1,057.56
Evans	Mark Anthony	Police Constable	$ 115,739.28	$ 1,007.76
Evely	Scott Robert	Plainclothes Police Constable	$ 112,759.33	$ 997.36
Evelyn	Dion	Manager of Property & Video Evidence Management	$ 168,948.46	$ 1,455.48
Evelyn	Joel Jamson	Sergeant	$ 122,664.05	$ 1,067.56
Everest	John Alfred	Staff Sergeant	$ 141,590.82	$ 1,120.86
Evershed	Sydney Marie	Police Constable	$ 101,092.53	$ 996.00
Eyden	Aimee Jamie	Police Constable	$ 131,695.78	$ 1,007.76
Ezekiel	Scott Carl	Police Constable	$ 109,587.66	$ 1,018.42
Fabiszewska	Agnes Anna	Police Constable	$ 104,871.50	$ 1,007.76
Facoetti	Michael Paul	Sergeant	$ 132,811.08	$ 1,078.22

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Fadel	Mohamad	Police Constable	$ 120,674.86	$ 1,007.76
Fadi	Steven Paul	Plainclothes Police Constable	$ 142,566.80	$ 1,051.70
Faduck	Bryon William	Police Constable	$ 120,078.85	$ 1,007.76
Fagu	Avinaash Prithipaul	Police Constable	$ 115,506.89	$ 1,022.82
Fairclough	James Stephen	Sergeant	$ 116,251.01	$ 1,057.16
Fairclough	Werner	Sergeant	$ 131,609.71	$ 1,065.67
Faisal	S M Mehedi	Police Constable	$ 128,654.17	$ 952.70
Faizi	Hassanain	Police Constable	$ 157,136.30	$ 1,007.76
Falconer	Gregory	Sergeant	$ 129,247.67	$ 1,078.22
Falkinson	Frank	Staff Sergeant	$ 127,361.04	$ 862.20
Farahbakhsh	Jeanette Isabel	Director of People & Culture	$ 196,933.43	$ 3,079.96
Fardell	Geoffrey Royston	Police Constable	$ 117,746.51	$ 1,015.68
Fardell	Ryan David	Police Constable	$ 113,945.23	$ 1,007.76
Farewell	Daniel Harold	Plainclothes Police Constable	$ 131,214.70	$ 1,041.30
Farina	Antonella	Sergeant	$ 115,456.71	$ 1,053.36
Farmer	Kevin James	Senior Customer Service Representative	$ 107,805.48	$ 377.52
Farrell	Christine Marie	Sergeant	$ 134,013.34	$ 1,078.22
Farrell	Douglas James	Training Constable	$ 131,762.43	$ 1,034.33
Farrell	George	Staff Sergeant	$ 142,265.05	$ 1,120.86
Farrell	Gregory William	Plainclothes Police Constable	$ 108,538.67	$ 997.36
Farzadi	Farida	Application Specialist	$ 102,502.70	$ 331.50
Fassbender	Susan Elisabeth	Police Constable	$ 109,705.98	$ 1,018.42
Fazeli	Alan Alireza	Detective Sergeant	$ 125,847.83	$ 407.16
Feagan	Gregory David	Sergeant	$ 140,476.54	$ 1,044.92
Featherstonhaugh	Jennifer Patricia	Police Constable	$ 110,635.22	$ 1,007.76
Feaver	Cory Bert	Police Constable	$ 107,219.65	$ 1,029.08
Febbo	Oliver	Sergeant	$ 125,785.70	$ 1,078.22
Federico	Matthew Michael	Senior Technical Analyst Infrastructure	$ 122,533.04	$ 1,059.24
Fedory	Mykola	Plainclothes Police Constable	$ 116,602.40	$ 1,025.36
Fegan	Brenda Elizabeth	Police Constable	$ 109,215.99	$ 1,024.57
Fegan	Paul	Training Constable	$ 118,206.46	$ 1,051.70
Fehr	Douglas Alan	Training Constable	$ 122,013.07	$ 1,030.64
Feltmate	Marlowe Lucien	Plainclothes Police Constable	$ 112,497.08	$ 1,019.20
Fenech	Jeffrey	Police Constable	$ 139,217.17	$ 1,007.76
Fennell	Mark Anthony	Police Constable	$ 103,671.72	$ 1,000.74
Fenton	David	Superintendent	$ 214,567.17	$ 13,118.55
Fenton	Jason Robert	Police Constable	$ 132,223.91	$ 1,024.89
Fenty	Matthew Shawn	Plainclothes Police Constable	$ 150,305.17	$ 942.50
Fenwick	Matthew Michael	Plainclothes Police Constable	$ 135,208.34	$ 1,030.64
Feraday	Mark Daniel	Sergeant	$ 118,564.16	$ 1,069.38
Ferguson	Hugh	Superintendent	$ 182,612.17	$ 14,957.13
Ferguson	Laird Ogilvie	Police Constable	$ 104,284.51	$ 1,018.42
Ferguson	Saint Page	Sergeant	$ 111,767.40	$ 1,044.88
Ferguson	Scott Cavanagh	Detective	$ 131,923.89	$ 7,172.01
Ferguson	Stephen	Detective	$ 122,008.82	$ 1,078.22
Ferko	Christopher Robin	Sergeant	$ 159,396.28	$ 1,067.56
Ferlisi	Onofrio Antonio	Police Constable	$ 111,293.59	$ 1,018.42
Fernandes	Basil Greg	Police Constable	$ 105,842.67	$ 1,007.76
Fernandes	Dwayne Anthony	Sergeant	$ 118,493.84	$ 1,067.56
Fernandes	Joao Angelo	Police Constable	$ 122,312.06	$ 1,000.96
Fernandes	Keri Ann	Detective	$ 128,242.33	$ 1,067.56
Fernandes	Michael Freitas	Police Constable	$ 102,062.33	$ 1,007.76
Fernandes	Roland Andrea	Police Constable	$ 114,145.38	$ 1,029.08
Fernandes	Ross Savio	Detective	$ 119,699.94	$ 1,057.16
Fernandes	Selwyn John	Superintendent	$ 150,013.34	$ 720.00
Fernandez	Silvia Ines	Police Constable	$ 101,839.77	$ 1,007.76
Fernandez	Steven James	Police Constable	$ 114,468.62	$ 1,007.76
Ferreira	Jason Neto	Police Constable	$ 117,066.15	$ 997.76
Ferreira	Mark	Police Constable	$ 159,807.69	$ 1,029.08
Ferreira	Mickael	Plainclothes Police Constable	$ 114,532.19	$ 1,030.64
Ferreira	Paulo Jorge	Police Constable	$ 164,720.09	$ 1,018.42
Ferris	Lisa	Sergeant	$ 123,815.92	$ 1,078.22
Ferris	Manie Therese	Police Constable	$ 112,815.58	$ 1,007.76
Ferritto	Daniel Vito	Plainclothes Police Constable	$ 121,447.83	$ 982.40
Ferry	Jason Wayne	Sergeant	$ 120,172.77	$ 1,067.56
Ferry	Michael Bernard	Sergeant	$ 124,204.85	$ 1,078.22
Fidler	Andrew Clarence	Plainclothes Police Constable	$ 150,157.39	$ 1,030.64
Fiedtkou	Neil Walter	Police Constable	$ 127,255.16	$ 1,007.76
Fielding	Shawn Michael	Plainclothes Police Constable	$ 105,796.93	$ 1,000.35

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Figlarz	Radoslaw	Plainclothes Police Constable	$ 123,525.27	$ 1,022.72
Filippin	Gianni Alan	Police Constable	$ 135,578.47	$ 1,007.76
Fillier	Sean Michael	Police Constable	$ 112,522.83	$ 918.42
Findlay	Ryan McLean	Police Constable	$ 135,394.21	$ 1,019.20
Fine	Jeremy David	Communications Operator	$ 107,279.72	$ 958.36
Finlay	Timothy Andrew	Wellness Physical Fitness Coordinator	$ 106,801.33	$ 1,027.52
Finley-Kellough	Jillian Elizabeth	Police Constable	$ 107,217.08	$ 1,011.45
Finn	Bruce Rexford	Senior Firearms Officer	$ 105,051.68	$ 937.04
Finn	Tracy Faye	Emergency Voice Service Coordinator	$ 110,802.82	$ 1,018.42
Firth	Zachary Jonathon	Plainclothes Police Constable	$ 116,100.38	$ 1,030.64
Fischer	David Anthony	Plainclothes Police Constable	$ 113,630.97	$ 1,013.92
Fisher	Bradley	Detective	$ 139,565.89	$ 1,078.22
Fisher	Jennifer Lyndsay	Police Constable	$ 121,498.09	$ 347.36
Fisher	Susan	Police Constable	$ 128,998.97	$ 910.34
Fister	Miran	Police Constable	$ 129,719.07	$ 1,029.08
Fitkin	Christopher Allan	Sergeant	$ 126,126.52	$ 754.43
Fitkin	Robert William	Police Constable	$ 112,992.22	$ 1,007.76
Fitzsimmons	Daniel James	Plainclothes Police Constable	$ 121,391.14	$ 1,030.64
Flamengo	Maria Laura	Police Constable	$ 105,526.91	$ 996.00
Flanders	Todd Matthew	Staff Sergeant	$ 151,505.15	$ 1,109.94
Flannery	Michelle Louisa	Police Constable	$ 109,750.80	$ 1,018.42
Fleckeisen	Iris	Plainclothes Police Constable	$ 113,510.50	$ 1,051.70
Fleming	James Stuart	Plainclothes Police Constable	$ 135,876.94	$ 391.30
Fletcher	Shawn William	Police Constable	$ 113,843.71	$ 1,052.25
Flett	James	Plainclothes Police Constable	$ 116,971.93	$ 401.70
Flis	Albert	Sergeant	$ 151,285.39	$ 1,078.22
Flis	Candice Lynn	Sergeant	$ 126,498.28	$ 1,078.22
Flores	Manuel Alejandro	Plainclothes Police Constable	$ 139,493.19	$ 1,030.64
Florez	Luis Guillermo	Police Constable	$ 159,052.46	$ 1,007.76
Floria	Ioan Florin	Police Constable	$ 101,768.16	$ 359.84
Flowers	Thomas Pryce	Training Constable	$ 119,685.93	$ 1,041.30
Flumian	Tracy Lynn Angela	Police Constable	$ 113,729.71	$ 1,007.76
Foley	Katharine Mariam	Police Constable	$ 126,311.55	$ 1,024.48
Foley	Renee Cynthia	Sergeant	$ 136,058.45	$ 1,067.56
Folo	Dorian	Senior Application Specialist	$ 112,597.13	$ 377.52
Fong	Michael Do	Police Constable	$ 102,768.01	$ 882.76
Fong	Nelson	Police Constable	$ 198,762.47	$ 1,007.76
Fong	Wai Shun	Police Constable	$ 149,147.06	$ 1,018.42
Fonseca	Michael Remalho	Sergeant	$ 128,995.25	$ 1,056.45
Forbes	David William	Plainclothes Police Constable	$ 128,277.77	$ 1,030.64
Ford	Adrian Meredith	Police Constable	$ 137,417.39	$ 997.20
Ford	Andrew Rion	Police Constable	$ 116,897.72	$ 1,007.76
Ford	Christian William	Plainclothes Police Constable	$ 118,292.39	$ 1,030.64
Ford	Harrison Marc	Police Constable	$ 138,353.96	$ 997.76
Forde	Dwayne Jason	Police Constable	$ 104,743.85	$ 1,007.76
Forde	Nelvin	Police Constable	$ 100,993.87	$ 1,007.76
Forde	Roger Anthony	Sergeant	$ 146,763.22	$ 1,067.56
Forde	Ryan	Detective	$ 133,833.96	$ 1,067.56
Forestell	Michael	Sergeant	$ 150,649.84	$ 1,078.22
Forrest	Cameron James	Plainclothes Police Constable	$ 109,747.56	$ 1,030.64
Forrest	Grant Adam	Police Constable	$ 164,624.29	$ 368.42
Forrest	Sean Seymour	Police Constable	$ 110,654.77	$ 1,007.76
Forrest	Wendy Anne	Police Constable	$ 109,656.59	$ 357.76
Forsyth	Connie	Police Constable	$ 113,448.82	$ 1,007.76
Foster	Anthony Joseph	Police Constable	$ 124,075.55	$ 1,014.73
Foster	Lorne David	Plainclothes Police Constable	$ 134,022.16	$ 1,030.64
Foster	Wayne Edward	Police Constable	$ 158,491.54	$ 1,007.76
Fotopoulos	George	Sergeant	$ 134,076.75	$ 1,078.22
Fougere	Cory Trenton	Detective	$ 127,422.02	$ 1,057.56
Foulds	Laura Jane	Police Constable	$ 108,809.26	$ 1,013.04
Fournier	Marie-Josee	Police Constable	$ 115,144.05	$ 1,007.76
Fowlds	Scott MacKenzie	Sergeant	$ 144,890.80	$ 1,078.22
Fowler	Wayne Leonard	Detective	$ 121,776.24	$ 1,078.22
Fox	Jennifer Anne	Plainclothes Police Constable	$ 115,268.45	$ 1,013.92
Fox-Vignarajah	Suzanne Helen	Plainclothes Police Constable	$ 111,866.49	$ 1,030.64
Frampton	Robert Arthur	Police Constable	$ 103,487.54	$ 1,007.76
Francis	Jennifer Suzanne	Police Constable	$ 170,617.70	$ 1,024.48
Franco	Christopher Robert	Police Constable	$ 110,315.47	$ 1,007.76
Francois	Patrice Gaston	Plainclothes Police Constable	$ 114,454.74	$ 1,030.64

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Frank	Marilyn Irene	Plainclothes Police Constable	$ 108,806.38	$ 1,036.02
Franke	Mark	Police Constable	$ 152,197.31	$ 997.76
Franken	Michael Daniel	Police Constable	$ 103,392.12	$ 1,007.76
Fraracci	Gregory Robert	Police Constable	$ 126,146.44	$ 347.36
Fraser	Rod David	Plainclothes Police Constable	$ 117,349.11	$ 1,030.64
Fraser	Spencer Robert	Plainclothes Police Constable	$ 131,067.05	$ 1,030.64
Fraser	Tracey	Sergeant	$ 148,399.32	$ 1,078.22
Frederick	Amanda Lorraine	Police Constable	$ 101,698.92	$ 1,007.76
Frederick	Antonio Rudolph	Sergeant	$ 135,770.90	$ 1,063.96
Freeman	Eric Michael	Police Constable	$ 122,963.82	$ 1,011.45
Freeman	Jeffrey Bryant	Police Constable	$ 112,599.31	$ 1,007.76
Freeman	John Kenneth	Police Constable	$ 105,298.63	$ 1,007.76
Freeman	Michael William	Communications Operator	$ 100,413.18	$ 308.36
French	Christopher James	Detective	$ 145,557.41	$ 1,067.56
French	Elizabeth Anne	Communications Operator	$ 105,694.86	$ 958.36
French	John	Staff Sergeant	$ 120,175.60	$ 775.98
Frendo-Jones	Mark Edward	Plainclothes Police Constable	$ 127,354.13	$ 1,030.64
Frias	Paul George	Police Constable	$ 101,650.37	$ 1,007.76
Friebe	Danny	Police Constable	$ 145,874.87	$ 1,029.08
Frigon	Robert	Plainclothes Police Constable	$ 134,211.14	$ 1,051.70
Frimeth	Kevin David	Detective	$ 157,264.38	$ 1,078.22
Fritz	Theodor	Detective	$ 110,615.54	$ 746.46
Frost	Gregory Charles	Police Constable	$ 122,346.22	$ 1,007.76
Fryer	Stephen Robert	Plainclothes Police Constable	$ 115,952.43	$ 1,020.08
Fullard	Jonathan James	Police Constable	$ 125,859.13	$ 976.96
Fuller	Jermaine Toriano	Police Constable	$ 109,729.06	$ 1,007.76
Funchion	Daniel Scott	Plainclothes Police Constable	$ 117,663.56	$ 1,012.16
Fung	Kenneth	Police Constable	$ 113,799.60	$ 1,007.76
Furanna	Ryan Andrew	Plainclothes Police Constable	$ 128,329.19	$ 1,030.64
Furfaro	Matthew Annunziato	Police Constable	$ 139,279.88	$ 982.40
Furness	Howard Wayne	Manager of Employee Services	$ 168,948.46	$ 805.48
Furyk	Robert Paul	Police Constable	$ 122,870.96	$ 1,007.76
Furzecott	Mark Linton	Plainclothes Police Constable	$ 118,211.59	$ 1,030.64
Fydenchuk	Kay	Police Constable	$ 111,192.00	$ 1,029.08
Fyfe	John	Plainclothes Police Constable	$ 121,026.31	$ 1,051.70
Fynes	Bronagh Maria	Detective	$ 131,717.17	$ 1,067.56
Fyzul	Sheik Mohamed	Police Constable	$ 131,382.14	$ 997.36
Gabbidon	Travis Kenneth	Police Constable	$ 167,407.84	$ 982.40
Gabriel	Matthew Thomas	Police Constable	$ 113,507.12	$ 1,007.76
Gagliardi	Deanna Lynn	Plainclothes Police Constable	$ 112,045.46	$ 1,041.30
Gagliardi	Vito	Detective	$ 122,510.64	$ 417.56
Gajewski	Darryl Frank	Police Constable	$ 119,533.17	$ 1,007.76
Gajraj	Syed Sean	Police Constable	$ 104,270.83	$ 1,005.23
Gal	Laura Elaine	Communications Operator	$ 103,728.51	$ 958.36
Gal	Peter Anthony	Communications Operator	$ 112,784.48	$ 958.36
Galamiyeva	Yekaterina	Plainclothes Police Constable	$ 126,637.21	$ 1,030.64
Galapon	Wendell Ian	Training Constable	$ 125,580.76	$ 1,022.72
Galazka	Tomasz Robert	Plainclothes Police Constable	$ 143,176.23	$ 1,041.30
Galdiks	Roland Gerhard	Police Constable	$ 128,544.70	$ 1,007.76
Gales	Wendy	Sergeant	$ 146,033.08	$ 1,078.22
Galiotos	Konstantinos	Plainclothes Police Constable	$ 118,829.29	$ 1,041.30
Gall	Alexandru	Police Constable	$ 116,247.64	$ 1,007.76
Gallagher	Andrew George	Senior Customer Service Representative	$ 108,721.99	$ 377.52
Gallagher	Ian James	Police Constable	$ 132,417.60	$ 1,007.76
Gallagher	John Ashley	Sergeant	$ 129,141.30	$ 1,039.21
Gallant	Denise	Detective	$ 124,452.34	$ 428.22
Gallant	Kelly-Ann	Detective Sergeant	$ 142,386.54	$ 1,120.86
Gallant	Stacy	Detective Sergeant	$ 134,829.13	$ 1,120.86
Gallant	Timothy	Detective Sergeant	$ 189,042.09	$ 1,120.86
Gallo	Daniel	Plainclothes Police Constable	$ 125,972.64	$ 1,257.39
Gan	Zhongjie	Police Constable	$ 116,844.55	$ 986.48
Gandhi	Manmohan Singh	Police Constable	$ 105,125.68	$ 1,007.76
Ganeshalingam	Niruban	Police Constable	$ 133,868.13	$ 1,007.76
Ganj	Arran	Plainclothes Police Constable	$ 107,702.72	$ 1,030.64
Garbas	Edward Arthur	Police Constable	$ 128,505.95	$ 910.34
Garbutt	Deborah Grace	Police Constable	$ 130,852.01	$ 1,018.83
Garbutt	Todd	Police Constable	$ 117,818.96	$ 1,029.08
Garceau	Michelle Charmaine	Police Constable	$ 132,409.32	$ 996.00
Garcia	Christopher	Plainclothes Police Constable	$ 123,142.16	$ 1,030.64

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Garcia	Don Cruz	Police Constable	$ 100,991.07	$ 1,007.76
Garcia	Etelvino Manuel	Police Constable	$ 121,992.24	$ 1,013.04
Garcia	Nandino	Plainclothes Police Constable	$ 125,345.91	$ 1,020.39
Gardiner	Robert Scott	Detective	$ 127,009.24	$ 1,067.56
Gardner	Ronald Franklin	Sergeant	$ 123,745.97	$ 1,067.56
Garganis	Angelo	Plainclothes Police Constable	$ 117,467.88	$ 1,025.36
Garganis	Christopher	Plainclothes Police Constable	$ 113,320.69	$ 1,009.54
Garland	Marina Eduardovna	Detective	$ 135,586.30	$ 1,067.56
Garner	Anthony Alloy	Police Constable	$ 108,191.52	$ 1,018.42
Garofoli	Stefania	Police Constable	$ 106,920.90	$ 997.36
Garrett	Richard Fredrick	Police Constable	$ 130,211.15	$ 1,007.76
Garrison	Heidi Elsie	Detective Sergeant	$ 116,155.84	$ 459.94
Garrison	Tracey Lee-Ann	Detective	$ 118,146.27	$ 417.56
Garrow	Patrick John	Staff Sergeant	$ 121,072.14	$ 1,057.56
Garvey	Andrew Frederick	Plainclothes Police Constable	$ 129,850.13	$ 1,030.64
Gaudet	David Richard	Staff Sergeant	$ 135,093.92	$ 1,067.56
Gaudet	Derrick	Sergeant	$ 143,077.37	$ 1,078.22
Gaudino	Alison MC	Police Constable	$ 116,153.22	$ 1,007.76
Gauthier	Leo	Sergeant	$ 121,187.52	$ 553.22
Gauthier	Paul Richard	Sergeant	$ 118,757.16	$ 1,067.56
Gauvreau	Marc Robert	Police Constable	$ 101,145.60	$ 1,007.76
Gavaller	Ilana Chana	Police Constable	$ 128,047.31	$ 1,007.76
Gayle	Phillip Preston	Plainclothes Police Constable	$ 116,405.26	$ 1,030.64
Gazey	Daryl	Plainclothes Police Constable	$ 111,398.90	$ 647.20
Ge	Hao	Police Constable	$ 107,963.34	$ 1,007.76
Geana	Sorin	Plainclothes Police Constable	$ 133,111.56	$ 1,030.64
Geborski	Piotr	Police Constable	$ 124,391.34	$ 997.36
Gee	Kevin Wai	Police Constable	$ 106,953.15	$ 1,007.76
Gee	William Edward	Plainclothes Police Constable	$ 121,896.42	$ 1,030.64
Gellel	Jennifer	Police Constable	$ 121,122.83	$ 1,007.76
Gendi	Peter	Plainclothes Police Constable	$ 153,093.84	$ 1,030.64
Genovy	Shaun	Detective	$ 124,242.26	$ 1,078.22
Genua	Marco Daniele	Supervisor	$ 106,514.92	$ 315.64
George	Keith Joseph	Plainclothes Police Constable	$ 120,071.13	$ 1,030.64
Georgeff	Marcus William	Police Constable	$ 121,034.86	$ 1,029.08
Georgopoulos	Kevin	Plainclothes Police Constable	$ 119,963.97	$ 1,007.76
Geris	Shawn Joseph	Police Constable	$ 101,344.57	$ 1,007.76
Germaine	Jennifer Anne	Police Constable	$ 106,964.06	$ 1,018.42
Gerrits	Kayla Jan	Police Constable	$ 119,406.02	$ 997.36
Gerry	Donald	Staff Sergeant	$ 164,752.27	$ 1,120.86
Gerry	Matthew James	Plainclothes Police Constable	$ 127,612.85	$ 1,025.36
Getty	Sean Peter	Police Constable	$ 129,412.21	$ 1,013.89
Getty	Shawn	Detective Sergeant	$ 150,117.87	$ 1,120.86
Ghazarian	Antranik	Plainclothes Police Constable	$ 199,109.59	$ 1,003.45
Ghazarian	Hamayak	Plainclothes Police Constable	$ 183,886.04	$ 1,030.64
Gheysar	Makda	Financial Planner	$ 138,391.72	$ 1,305.98
Ghotbi	Farzad	Police Constable	$ 109,530.32	$ 1,007.76
Ghuman	Avtar Singh	Police Constable	$ 100,991.07	$ 1,007.76
Gialousis	Emanuel	Sergeant	$ 108,697.99	$ 1,028.66
Giannini	Antonio	Police Constable	$ 132,014.33	$ 368.42
Giannotta	Celestino	Director of Information Technology Services	$ 196,933.43	$ 3,343.86
Gibbons	Stephen Woodrow	Police Constable	$ 114,218.31	$ 1,024.98
Gibson	Christopher George	Police Constable	$ 111,860.66	$ 1,007.76
Gibson	Daryl Thomas	Police Constable	$ 117,124.41	$ 1,007.76
Gibson	Graham	Detective Sergeant	$ 156,667.68	$ 1,120.86
Gibson	Nathan Edward	Sergeant	$ 133,522.75	$ 1,028.66
Giczi	Jim Frank	Staff Sergeant	$ 152,123.18	$ 1,120.86
Gidari	Joseph	Police Constable	$ 122,192.08	$ 1,020.06
Giedroyc	Karol Zygmunt	Staff Sergeant	$ 140,107.05	$ 1,120.86
Giesche	Chad Allen	Plainclothes Police Constable	$ 129,902.79	$ 1,934.14
Gigante	Jennifer	Communications Operator	$ 128,175.64	$ 958.36
Gilbert	Donna Ellen	Information Security Officer	$ 103,287.39	$ 479.14
Gilbert	Scott	Superintendent	$ 170,276.37	$ 8,479.86
Gilbert	Shawn William	Detective	$ 119,985.59	$ 1,067.56
Gilchrist	Laoigseac	Plainclothes Police Constable	$ 113,500.00	$ 401.70
Gilchrist	Nolan William	Training Constable	$ 124,731.90	$ 1,030.64
Gill	Amanpreet Singh	Police Constable	$ 156,037.93	$ 1,018.42
Gill	Arjinder Pal Singh	Police Constable	$ 117,172.14	$ 1,007.76
Gill	Birender Singh	Police Constable	$ 105,384.89	$ 1,018.42

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Gill	Dalbinder Singh	Police Constable	$ 120,792.97	$ 1,018.42
Gill	Harvinder Singh	Police Constable	$ 106,530.91	$ 1,007.76
Gill	Jason Gowan	Police Constable	$ 110,463.56	$ 357.76
Gill	Khush Paul	Police Constable	$ 109,810.27	$ 997.36
Gill	Kuljit Singh	Police Constable	$ 100,991.07	$ 1,007.76
Gill	Rupinder Singh	Police Constable	$ 112,654.68	$ 1,006.16
Gill	Sandeep Singh	Police Constable	$ 111,702.90	$ 357.76
Gill	Shawn Aubrey	Plainclothes Police Constable	$ 114,642.46	$ 1,013.92
Gill	Sukhjinder Singh	Plainclothes Police Constable	$ 116,187.30	$ 874.58
Gill	Sukhjit Singh	Police Constable	$ 122,853.70	$ 1,007.76
Gillan	Jeffrey John	Police Constable	$ 141,090.59	$ 1,007.76
Gillegean	Benjamin Louis	Police Constable	$ 120,446.39	$ 997.36
Gillespie	Jenna	Police Constable	$ 112,024.44	$ 971.52
Gillespie	Michael Patrick	Plainclothes Police Constable	$ 128,049.16	$ 1,030.64
Gillespie	Michelle Sharon	Police Constable	$ 101,542.22	$ 1,007.76
Gillespie	Wesley Wayne	Plainclothes Police Constable	$ 121,030.95	$ 1,030.64
Gillham	Shane Robert	Plainclothes Police Constable	$ 114,864.54	$ 1,051.70
Gillis	David William	Staff Sergeant	$ 144,048.13	$ 1,120.86
Gillman	Sandra Michelle	Plainclothes Police Constable	$ 132,085.36	$ 1,024.58
Gini	Guillermo Steve	Plainclothes Police Constable	$ 114,818.83	$ 1,030.64
Girard	Martin Remi	Plainclothes Police Constable	$ 120,284.37	$ 1,020.96
Girardi	Nancy Lynne	Plainclothes Police Constable	$ 118,034.20	$ 1,041.30
Girgis	Mina Wadie	Police Constable	$ 115,359.02	$ 347.36
Girmenia	Francesco	Plainclothes Police Constable	$ 112,308.04	$ 1,041.30
Giroux	Gary	Detective Sergeant	$ 165,175.25	$ 470.86
Gittus	Ryan Christopher	Plainclothes Police Constable	$ 118,565.82	$ 1,030.64
Glancy	David	Police Constable	$ 124,866.06	$ 1,029.08
Glasgow	Justin Joseph	Sergeant	$ 124,305.40	$ 1,067.56
Glavin	Lydia Stephany	Detective Sergeant	$ 137,767.93	$ 1,120.86
Glen	Caroline	Detective	$ 121,538.33	$ 1,078.22
Glen	Matthew James	Police Constable	$ 103,030.65	$ 1,014.73
Glennie	Evan Penner	Police Constable	$ 132,730.20	$ 996.00
Glowa	Jan Zbigniew	Training Constable	$ 126,466.28	$ 1,021.84
Gobeil	Jason Michel	Police Constable	$ 108,252.32	$ 1,007.76
Goddard	Glenn Patrick	Police Constable	$ 125,465.26	$ 1,018.42
Goebell	Nad	Police Constable	$ 214,688.06	$ 1,029.08
Goguen	John Lewis	Police Constable	$ 120,587.30	$ 1,029.08
Goguen	Patrick Allen	Communications Operator	$ 102,176.35	$ 308.36
Goldlioust	Anatol	Police Constable	$ 116,240.76	$ 1,007.76
Goldsmith	Eric Charles	Detective	$ 128,387.39	$ 1,067.97
Gomes	Justin David	Sergeant	$ 119,006.96	$ 1,057.56
Gomes	Susan Elizabeth	Detective Sergeant	$ 174,257.14	$ 1,120.86
Gomez	Gary	Police Constable	$ 107,355.53	$ 1,029.08
Gomez	Ricardo	Police Constable	$ 109,165.86	$ 1,014.73
Gomez-Martinez	Hector Romeo	Intermediate Technical Analyst	$ 105,713.70	$ 334.62
Gonsalves	Melwin Trevor	Plainclothes Police Constable	$ 118,096.02	$ 1,013.92
Gonzales	Angelo Enriquez	Sergeant	$ 138,523.06	$ 1,046.77
Goodenough	David Paul	Police Constable	$ 115,610.67	$ 1,018.42
Goodine	Andrew William	Police Constable	$ 112,209.91	$ 357.76
Gooding	Joanne Michele	Assistant Manager of Wellness	$ 125,814.97	$ 1,196.00
Goodwin	Ella Riley	Police Constable	$ 103,651.87	$ 1,007.76
Goodwin	Ralph	Sergeant	$ 130,017.96	$ 1,078.22
Gordon	Brandt Kenroy	Police Constable	$ 122,135.74	$ 928.20
Gordon	Christopher	Sergeant	$ 133,615.47	$ 428.22
Gordon	Noreen Anne	Police Constable	$ 101,655.65	$ 1,007.76
Gordon	William Shayne	Police Constable	$ 130,426.56	$ 969.00
Gorny	Rychard Stefan	Police Constable	$ 111,188.03	$ 1,018.42
Gorski	Wojciech	Plainclothes Police Constable	$ 126,875.12	$ 1,024.48
Goss	Jason James	Police Constable	$ 124,790.93	$ 1,018.42
Gotell	James Elwood	Inspector	$ 141,818.72	$ 1,120.86
Gotha	Henry Charles	Plainclothes Police Constable	$ 114,400.60	$ 401.70
Gottschling	Ronald Edmund	Police Constable	$ 123,783.40	$ 1,018.42
Gough	Jeffrey Michael	Sergeant	$ 156,864.42	$ 953.36
Goulah	Anthony Leo	Plainclothes Police Constable	$ 128,642.93	$ 1,034.33
Gouthro	Craig Joseph	Detective	$ 135,183.20	$ 1,078.22
Gouveia	Dereck Francis	Plainclothes Police Constable	$ 113,609.16	$ 1,051.70
Gow	Michael Daniel	Plainclothes Police Constable	$ 110,225.55	$ 1,020.39
Gowan	Todd John	Detective	$ 118,673.32	$ 1,067.56
Gowanlock	Carol Lynn	Manager of Court Services	$ 152,113.91	$ 1,005.94

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Grace	Timothy	Police Constable	$ 123,167.88	$ 1,029.08
Gracey	David Roger	Police Constable	$ 100,991.07	$ 357.76
Graham	Candy Dawn	Plainclothes Police Constable	$ 111,932.15	$ 1,020.96
Graham	David Joseph	Police Constable	$ 118,120.07	$ 1,007.76
Graham	Geoffrey Neal	Police Constable	$ 109,553.01	$ 347.36
Graham	Holly Christine	Court Officer	$ 106,207.98	$ 287.04
Graham	Jeffrey Rae	Plainclothes Police Constable	$ 116,913.17	$ 1,008.64
Graham	Kevin Joseph	Police Constable	$ 125,972.10	$ 1,007.76
Graham	Lee Michael	Sergeant	$ 150,261.30	$ 1,078.22
Graham	Robert Douglas	Police Constable	$ 106,833.13	$ 361.45
Graham	Robert Lee	Plainclothes Police Constable	$ 122,912.09	$ 996.00
Grammatikos	Michael George	Plainclothes Police Constable	$ 123,822.12	$ 1,037.61
Granata	Salvatore Francesco	Sergeant	$ 140,365.69	$ 1,078.22
Granberg	Dino	Sergeant	$ 130,644.31	$ 1,078.22
Grande	Pietro	Police Constable	$ 123,992.94	$ 867.48
Granell	Kelly	Police Constable	$ 104,866.16	$ 1,018.42
Grant	Christopher Richard	Police Constable	$ 147,900.32	$ 1,018.42
Grant	Cindylou Christina	Manager of Budget & Financial Analysis	$ 163,932.18	$ 3,182.50
Grant	Judy Josel	Sergeant	$ 112,802.56	$ 1,048.06
Grant	Patricia Ann	Detective	$ 124,687.73	$ 1,067.56
Gravelijn	Lindsay Diana	Plainclothes Police Constable	$ 116,709.68	$ 1,030.64
Gravelijn	Robert-Theo	Police Constable	$ 111,991.98	$ 1,007.76
Gray	Jeremy Carmen	Police Constable	$ 104,743.84	$ 1,008.38
Gray	Mark Anthony	Police Constable	$ 108,938.38	$ 1,018.42
Gray	Meaghan Caroline	Manager of Operational Communications	$ 151,133.33	$ 553.29
Gray	Norman	Police Constable	$ 129,093.20	$ 1,029.08
Gray	Pauline	Superintendent	$ 176,773.61	$ 1,393.60
Gray	Robert	Sergeant	$ 123,388.71	$ 428.22
Greaves	Brandon Lloyd	Plainclothes Police Constable	$ 138,543.29	$ 1,030.64
Greavette	James	Plainclothes Police Constable	$ 127,719.99	$ 1,051.70
Greb	Jonathan	Police Constable	$ 112,334.11	$ 1,029.08
Greczi	Lawrence Manuel	Police Constable	$ 116,451.19	$ 997.36
Green	David Adam	Plainclothes Police Constable	$ 121,045.22	$ 1,010.40
Greenaway	Colin	Inspector	$ 159,466.30	$ 1,185.86
Greenaway	Fiona	Detective	$ 121,089.47	$ 428.22
Greene	Michaela Sara	Police Constable	$ 109,188.28	$ 1,007.76
Greener	Kimberley Anne	Sergeant	$ 120,832.46	$ 488.52
Greer	Kevin Hugo	Plainclothes Police Constable	$ 115,537.27	$ 1,041.30
Greer	Thomas Robert	Detective	$ 133,431.59	$ 1,078.22
Gregoriou	Christopher	Police Constable	$ 114,345.05	$ 949.00
Gregoris	Derek Anthony	Police Constable	$ 109,264.47	$ 1,018.42
Gregory	Robert	Staff Sergeant	$ 134,793.77	$ 670.86
Gregory	Sandra	Sergeant	$ 123,992.34	$ 728.22
Gregory	Trevor Pixley	Police Constable	$ 147,242.82	$ 1,007.76
Greif	Lisa Lorraine	Police Constable	$ 102,160.26	$ 1,007.76
Grellette	Carl Anthony	Plainclothes Police Constable	$ 152,270.20	$ 1,030.64
Greto	Alessandro Giuseppe	Police Constable	$ 125,302.96	$ 1,029.08
Grewal	Amanpreet Singh	Police Constable	$ 123,636.74	$ 1,007.76
Grewal	Dharmendra Singh	Police Constable	$ 108,491.32	$ 375.46
Grewal	Narinderpal Singh	Police Constable	$ 111,371.12	$ 1,007.76
Grialdi	Thierry	Detective	$ 138,849.82	$ 1,078.22
Gribbon	Paul Joseph	Police Constable	$ 102,863.67	$ 1,007.76
Grier	Megan Lesley	Police Constable	$ 112,473.10	$ 1,012.16
Grierson	Michael	Detective Sergeant	$ 130,941.77	$ 1,078.22
Grieve	Trevor Scott	Detective	$ 152,840.79	$ 1,057.16
Griffin	Shain Michael	Detective	$ 127,211.68	$ 1,067.56
Griffiths	David	Detective	$ 121,784.55	$ 1,078.22
Griffiths	David Stewart	Police Constable	$ 129,879.48	$ 1,007.76
Griffiths	Sean Ronald	Sergeant	$ 133,288.67	$ 1,078.22
Grigat	Cornelia Grace	Police Constable	$ 126,852.82	$ 1,007.76
Grills	Amanda Michelle	Plainclothes Police Constable	$ 107,312.24	$ 975.60
Gripich	Tanya	Police Constable	$ 109,952.10	$ 1,035.14
Gris	Robert Michael	Sergeant	$ 131,915.78	$ 1,063.96
Grobelak	Mariola Ewa	Police Constable	$ 101,768.20	$ 1,007.76
Groff	Christopher Glen	Police Constable	$ 117,096.56	$ 1,037.62
Groskopf	Aaron Ross	Police Constable	$ 109,469.20	$ 1,007.76
Grover	Todd	Staff Sergeant	$ 136,164.74	$ 1,078.22
Guadagnano	Susan Theresa	Police Constable	$ 104,624.63	$ 1,007.76
Guay	Sylvie	Police Constable	$ 133,734.76	$ 379.08

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Gucbilmez	Mehmet	Police Constable	$ 113,064.05	$ 1,007.76
Guerra	Jorshenelle Lallaine	Police Constable	$ 113,885.65	$ 1,010.63
Guerreiro	Joseph Andrew	Training Constable	$ 114,296.12	$ 1,030.64
Guertin	Evan Michael	Police Constable	$ 112,326.96	$ 1,007.76
Guest	Dale	Sergeant	$ 119,191.19	$ 419.38
Gul	Akin	Police Constable	$ 151,872.54	$ 1,007.76
Gunasekara	Gangodavila	Police Constable	$ 128,546.78	$ 997.76
Gundert	Robert Andrew	Police Constable	$ 126,087.90	$ 1,014.80
Gurr	Jack Jacob	Inspector	$ 160,351.99	$ 1,109.94
Guthrie	Janice	Police Constable	$ 113,728.20	$ 1,029.08
Gutter	Cornelus Timothy	Police Constable	$ 119,043.44	$ 1,028.10
Guy	Darryl George	Police Constable	$ 111,962.42	$ 1,007.76
Guy	Jennifer	Plainclothes Police Constable	$ 110,154.42	$ 1,023.60
Haasen	Wendy Cathy	Police Constable	$ 116,874.00	$ 1,007.76
Habibullah	Jamshid	Police Constable	$ 114,096.79	$ 1,007.76
Hadad	Eytan	Police Constable	$ 109,447.15	$ 1,007.76
Haffejee	Fazal Mohammed	Plainclothes Police Constable	$ 124,972.82	$ 1,041.30
Hafiz	Amin	Staff Sergeant	$ 164,735.97	$ 1,120.86
Haghshenas	Ehsan	Plainclothes Police Constable	$ 118,421.80	$ 380.64
Hagopian	Gregory Krikor	Detective	$ 116,716.41	$ 1,068.38
Hain	David Joseph	Police Constable	$ 156,906.84	$ 1,007.76
Haines	David Paul	Sergeant	$ 128,762.66	$ 1,067.56
Haines	Richard Paul	Plainclothes Police Constable	$ 133,098.87	$ 1,030.64
Haitzer	Gary	Sergeant	$ 122,312.33	$ 1,078.22
Haji	Mohammad Abid	Police Constable	$ 162,895.25	$ 1,007.76
Halagian	Adam Ryan	Plainclothes Police Constable	$ 115,439.34	$ 1,034.33
Hale	Robert Bradford	Audio Visual Technician	$ 102,788.78	$ 347.36
Hales	Keith John	Police Constable	$ 125,806.76	$ 1,018.42
Haley	Rhonda Gayle	Plainclothes Police Constable	$ 112,599.36	$ 1,030.64
Haljaste	Mark Harivald	Police Constable	$ 141,258.89	$ 1,007.76
Hall	Alvin Dalton	Sergeant	$ 126,392.51	$ 1,078.22
Hall	John	Police Constable	$ 221,047.49	$ 1,029.08
Hall	Neil Harcourt	Sergeant	$ 133,079.38	$ 1,067.56
Hall	Rachel Louise	Police Constable	$ 124,938.49	$ 997.36
Hall	William Michael	Police Constable	$ 143,646.80	$ 1,007.76
Hambrook	Craig	Police Constable	$ 123,150.59	$ 1,007.76
Hameed	Mohamed Jordan	Police Constable	$ 120,115.62	$ 1,013.04
Hamilton	Anthony	Plainclothes Police Constable	$ 130,376.13	$ 1,003.86
Hamilton	Kevin Stewart	Detective	$ 138,765.44	$ 1,057.16
Hamilton	Marisa Anne	Plainclothes Police Constable	$ 109,275.97	$ 380.64
Hamilton-Greener	Michael	Staff Sergeant	$ 159,008.38	$ 1,120.86
Hamlet	Rowan Allen	Plainclothes Police Constable	$ 116,111.79	$ 1,031.05
Hammond	Andrew William	Plainclothes Police Constable	$ 125,691.47	$ 1,030.64
Hammond	Nora Lynne	Plainclothes Police Constable	$ 109,959.97	$ 1,030.64
Hammond	Stephen	Police Constable	$ 104,877.40	$ 1,007.76
Hampel	Scott	Police Constable	$ 107,240.25	$ 1,029.08
Hampson	Scott Andrew	Detective	$ 150,214.87	$ 1,064.36
Hampton	Anthony Simon	Police Constable	$ 137,869.28	$ 976.08
Hamze	Hamid	Police Constable	$ 154,593.13	$ 996.00
Han	Daniel	Police Constable	$ 117,086.38	$ 1,007.76
Hancock	Janine Rhona	Staff Sergeant	$ 133,127.12	$ 1,120.86
Hancock	Kimberly	Sergeant	$ 133,504.08	$ 1,078.22
Handsor	Amy Christine	Detective	$ 129,952.31	$ 1,067.56
Handsor	Philip Allen	Sergeant	$ 122,635.80	$ 1,067.56
Handy	Christine	Plainclothes Police Constable	$ 104,651.04	$ 369.98
Hanks	Stephen Robert	Police Constable	$ 110,108.24	$ 1,007.76
Hanlon	Erin Valentine	Detective	$ 139,288.35	$ 1,057.16
Hanna	Lynn Ann	Police Constable	$ 103,936.36	$ 1,018.42
Hannah	Ingrid Ellen	Police Constable	$ 143,115.42	$ 1,011.45
Hannah	Mark	Police Constable	$ 110,952.46	$ 1,029.08
Hans	Daljit	Sergeant	$ 129,798.82	$ 1,078.22
Hansen	Katheleen Ann	Police Constable	$ 120,950.25	$ 704.08
Hansen	Peter	Plainclothes Police Constable	$ 123,592.22	$ 1,031.62
Hanson	Jason Andrew	Police Constable	$ 105,722.14	$ 1,007.76
Hantzaridis	Themistoklis	Police Constable	$ 106,015.83	$ 1,007.76
Hardie	Christine Ann	Police Constable	$ 107,620.26	$ 971.52
Hardie	Natasha Lianne	Police Constable	$ 108,406.72	$ 362.16
Harding	Jeffrey Anthony	Plainclothes Police Constable	$ 123,870.16	$ 1,030.64
Harding	Matthew Earl	Training Constable	$ 108,014.32	$ 1,031.05

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Hardwick	Steven	Police Constable	$ 100,840.08	$ 885.34
Hardy	Russell	Police Constable	$ 112,279.07	$ 1,029.08
Hargreaves	Christopher	Police Constable	$ 122,658.26	$ 1,007.76
Harker	Adam Michael	Plainclothes Police Constable	$ 120,702.02	$ 1,030.64
Harley	Alexander Petrie	Training Constable	$ 111,537.79	$ 1,030.64
Harnett	Elizabeth Ann	Sergeant	$ 147,312.79	$ 1,021.06
Harnett	Robert	Detective	$ 154,838.28	$ 1,078.22
Harnish	Michael Stevens	Police Constable	$ 102,696.41	$ 1,007.76
Haroon	Usman	Police Constable	$ 115,366.47	$ 957.76
Harpell	Matthew Gregory	Police Constable	$ 108,722.22	$ 1,007.76
Harris	Andrea Silveira	Police Constable	$ 110,419.02	$ 1,007.76
Harris	Craig Edward	Sergeant	$ 121,110.79	$ 1,078.22
Harris	David	Detective	$ 162,409.94	$ 1,078.22
Harris	David Anthony	Senior Analyst Information Technology Services-Governance	$ 115,970.03	$ 409.24
Harris	Kimberley Ann	Detective	$ 125,100.27	$ 417.56
Harris	Leun Alexior	Police Constable	$ 101,349.49	$ 898.81
Harris	Michael Aaron	Police Constable	$ 135,653.61	$ 1,007.76
Harris	Richard Victor	Detective Sergeant	$ 129,152.86	$ 1,067.56
Harris	Robert Alan	Plainclothes Police Constable	$ 140,746.82	$ 1,030.64
Harris	Stephen Arthur	Staff Inspector	$ 168,901.15	$ 17,437.69
Harrison	Brandon Neville	Police Constable	$ 112,570.51	$ 347.36
Harrison	Keith Issac	Police Constable	$ 102,332.24	$ 1,007.76
Harrison	Michael Anthony	Operations Supervisor	$ 110,795.71	$ 956.80
Harrison	Sean Michael	Police Constable	$ 123,550.04	$ 379.08
Hart	Andre Thomas	Police Constable	$ 105,269.56	$ 1,007.76
Hart	Christopher Allan	Police Constable	$ 104,948.01	$ 1,007.76
Hart	Douglas	Detective Sergeant	$ 144,134.60	$ 1,120.86
Hart	Peter Charles	Sergeant	$ 124,833.23	$ 1,055.12
Hartford	Deborah	Detective Sergeant	$ 132,855.52	$ 845.86
Harvey	Horace Nathaniel	Plainclothes Police Constable	$ 110,046.17	$ 1,034.33
Harvey	Lesa	Police Constable	$ 113,511.78	$ 1,051.70
Harvey	Mark	Sergeant	$ 185,833.67	$ 1,078.22
Harvey	Robin Lynn	Sergeant	$ 122,478.04	$ 1,067.56
Harwood	Melanie Jean	Police Constable	$ 108,907.51	$ 1,007.76
Hasiuk	Melissa Anne	Police Constable	$ 107,439.45	$ 1,007.76
Hasnu	Iqbal Karim	Parking Enforcement Oficer	$ 122,389.95	$ 898.56
Hassard	Lauren Catharine	Plainclothes Police Constable	$ 111,781.28	$ 1,030.64
Hatch	Diana Louise	Sergeant	$ 126,118.40	$ 1,078.22
Hawco	Bernard Thomas	Sergeant	$ 125,175.47	$ 1,078.22
Hawken	Michael Brownlee	Plainclothes Police Constable	$ 134,053.27	$ 1,034.33
Hawkins	Hilary Laurene	Plainclothes Police Constable	$ 123,007.51	$ 391.30
Hawkins	Robert Geoffrey	Detective	$ 123,342.10	$ 1,067.56
Hawley	Christopher Joseph	Police Constable	$ 107,131.74	$ 1,018.42
Hawley	Steven Benedict	Plainclothes Police Constable	$ 114,185.12	$ 1,020.39
Haworth	Andrew Michael	Police Constable	$ 119,619.01	$ 1,007.76
Hayes	Jeremy Matthew	Detective	$ 152,182.44	$ 1,067.56
Hayes	Michael Joseph	Plainclothes Police Constable	$ 145,737.09	$ 1,024.48
Hayes	Roy Edward	Plainclothes Police Constable	$ 124,894.13	$ 401.70
Hayes	Shawn Earl	Police Constable	$ 127,171.86	$ 1,008.17
Hayford	Marc Gordon	Police Constable	$ 135,363.31	$ 1,019.30
Hayles	Michael Bancroft	Detective	$ 130,675.84	$ 1,067.97
Haynes	Andrew Edward	Plainclothes Police Constable	$ 117,971.60	$ 380.64
Haynes	Christopher Sean	Plainclothes Police Constable	$ 117,344.58	$ 1,051.70
Haynes	Ernest David	Sergeant	$ 116,574.48	$ 1,057.16
Hayre	Harman Singh	Police Constable	$ 122,125.26	$ 1,013.91
Hayward	Darrell Maurice	Police Constable	$ 127,237.34	$ 1,014.73
Hayward	Mark	Sergeant	$ 161,979.69	$ 1,078.22
Haywood	Bradley John	Police Constable	$ 111,194.91	$ 1,013.04
Hazell	Sandra Dawn	Plainclothes Police Constable	$ 105,216.51	$ 1,014.09
Head	Steven Ross	Plainclothes Police Constable	$ 111,808.48	$ 1,031.05
Heaney	Gerald	Staff Sergeant	$ 135,857.18	$ 1,120.86
Heard	Christopher Shayne	Sergeant	$ 118,564.16	$ 969.38
Heard	Jason Mark	Police Constable	$ 104,974.77	$ 1,012.44
Hedgeman	Cory Michael	Plainclothes Police Constable	$ 119,422.61	$ 1,030.64
Hedger	Michael Leslie	Police Constable	$ 109,947.80	$ 1,018.42
Heffernan	Sean Patrick	Police Constable	$ 120,434.10	$ 1,007.76
Hegarty	Natalie Monique	Detective	$ 127,903.49	$ 428.22
Hegedus	Richard	Superintendent	$ 180,262.50	$ 1,365.00
Heger	Virginia Lynn	Police Constable	$ 109,387.36	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Heidgress	Heather Margaret	Plainclothes Police Constable	$ 120,821.79	$ 1,041.30
Heighton	Dawn Christine	Police Constable	$ 103,474.47	$ 1,007.76
Heim	Philip Albert	Shift-Area Supervisor	$ 106,283.68	$ 928.20
Heineman	Joshua Alan	Plainclothes Police Constable	$ 130,132.98	$ 1,030.64
Heitzner	Robert Matthew	Detective	$ 132,233.66	$ 1,078.22
Helbert	Kenneth Paul	Police Constable	$ 114,625.97	$ 1,029.08
Helmer	Jance	Police Constable	$ 144,975.66	$ 347.36
Hembruff	Eric John	Sergeant	$ 123,677.04	$ 1,067.56
Hemingway	Stephen Richard	Communications Operator	$ 100,065.96	$ 958.36
Hempen	George Johannes	Police Constable	$ 125,931.99	$ 1,007.76
Henderson	Geoffrey Paul	Police Constable	$ 128,488.08	$ 1,008.17
Henderson	Norman George	Fleet & Materials Management Administrator	$ 182,361.43	$ 1,521.00
Hendriks	Bart	Police Constable	$ 137,371.95	$ 1,029.08
Hendry	Colin Robert	Police Constable	$ 118,019.96	$ 997.36
Henkel	Heinz	Detective	$ 175,782.95	$ 1,078.22
Henkenhaf	Gregory Wilhelm	Police Constable	$ 108,725.91	$ 1,000.96
Henry	Drew Wesley	Plainclothes Police Constable	$ 128,387.95	$ 1,030.64
Henry	Kim Kevin	Police Constable	$ 131,713.25	$ 1,007.76
Henry	Lesley-Anne	Police Constable	$ 108,350.58	$ 1,018.42
Henry	Michael Shawn	Police Constable	$ 112,466.91	$ 1,018.42
Henry	Peter	Staff Sergeant	$ 143,784.42	$ 1,120.86
Henry	Sydanie Marie	Supervisor of Payroll Services	$ 102,041.51	$ 334.62
Henschell	Christopher Keith	Police Constable	$ 115,049.56	$ 1,014.73
Herman	Angela Michelle	Police Constable	$ 100,991.07	$ 1,007.76
Herman	Brian Joseph	Police Constable	$ 114,778.38	$ 1,007.76
Herman	Marcus	Sergeant	$ 131,816.39	$ 1,078.22
Heroux	Stephane	Plainclothes Police Constable	$ 112,411.10	$ 1,041.30
Herron	Lisa Anne	Examiner Information Security	$ 100,102.94	$ 334.62
Heslop	Michael Boyd	Police Constable	$ 104,173.83	$ 1,014.73
Heughan	Deborah	Police Constable	$ 133,504.92	$ 1,029.08
Hewitt	Stephen Mark	Plainclothes Police Constable	$ 157,213.80	$ 1,024.58
Hewko	Tamari Lynn	Plainclothes Police Constable	$ 132,614.83	$ 1,030.64
Hewson	Brooke Leslie	Detective	$ 139,963.70	$ 1,067.56
Hibbeln	Philip Joseph	Sergeant	$ 122,810.23	$ 1,078.22
Hibbert	Curtis	Police Constable	$ 109,148.88	$ 1,007.76
Hickmott	Marcie Lynn	Detective	$ 132,634.36	$ 417.56
Hicks	Joey Reuben	Training Constable	$ 125,847.98	$ 1,030.64
Higgins	Andrew Craig	Sergeant	$ 156,322.48	$ 1,067.56
Higgins	Jason Leonard	Police Constable	$ 102,256.92	$ 1,007.76
Higgins	Paul	Police Constable	$ 210,919.93	$ 1,029.08
Higgitt	Elisa	Staff Sergeant	$ 134,877.19	$ 1,109.94
Higgitt	Robert Jason	Police Constable	$ 103,936.36	$ 1,018.42
Higgs	Leslie Anne	Police Constable	$ 128,435.01	$ 1,007.76
Higo	Jenelle Lynn	Police Constable	$ 100,185.26	$ 1,007.76
Higo	Todd Elliot	Detective	$ 123,244.12	$ 1,074.94
Hilborn	Lynda Dawn	Detective	$ 122,175.81	$ 1,078.22
Hildebrand	Shaun Christopher	Police Constable	$ 116,382.88	$ 1,007.76
Hildred	Lesley	Staff Sergeant	$ 159,390.94	$ 1,120.86
Hill	Kevin Brian	Police Constable	$ 120,447.02	$ 1,007.76
Hill	Shane	Sergeant	$ 132,805.67	$ 1,078.22
Hillhouse	Todd Garry	Sergeant	$ 122,021.19	$ 1,075.52
Hillier	Jason Sabino	Detective	$ 117,884.43	$ 1,057.16
Hilton	Tyrone Christopher	Detective Sergeant	$ 137,023.63	$ 1,109.94
Hinchcliffe	David John	Police Constable	$ 120,606.96	$ 1,018.42
Hincks	Wendy Marie	Police Constable	$ 128,304.75	$ 1,009.84
Hind	D'Arcy Liam	Sergeant	$ 122,613.45	$ 1,053.36
Hind	Robin Nicholas	Police Constable	$ 120,177.73	$ 332.40
Hines	Gordon Ian	Police Constable	$ 224,698.93	$ 1,007.76
Hiscox	Patrick James	Police Constable	$ 120,973.25	$ 1,007.76
Ho	Chung-Ken Ernest	Police Constable	$ 116,598.21	$ 997.36
Ho	Joseph Choa	Police Constable	$ 118,047.82	$ 1,029.08
Ho	Kenny Kong-Leung	Staff Sergeant	$ 143,349.05	$ 1,109.94
Ho	Matthew Wei-En	Police Constable	$ 123,433.06	$ 1,007.76
Ho	Oliver Nicholas	Plainclothes Police Constable	$ 114,075.17	$ 1,013.92
Hoang	Quang Minh	Police Constable	$ 118,063.92	$ 1,035.14
Hobbins	Alan Gary	Sergeant	$ 153,721.10	$ 1,067.56
Hobson	Raymond Robert	Plainclothes Police Constable	$ 110,095.70	$ 1,013.89
Hockaday	Adam Roy	Plainclothes Police Constable	$ 142,812.87	$ 1,030.64
Hodges	Mark Christopher	Plainclothes Police Constable	$ 134,539.27	$ 1,023.60

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Hodgins	Mark Gregory	Police Constable	$ 146,112.12	$ 1,007.76
Hodgson	Frederick Alvin	Police Constable	$ 110,184.21	$ 1,011.45
Hodgson	Scott Joseph	Police Constable	$ 130,063.21	$ 1,007.76
Hoeller	Christopher Alexander	Plainclothes Police Constable	$ 125,125.19	$ 1,030.64
Hoffman	Brian Geoffrey	Plainclothes Police Constable	$ 118,362.86	$ 1,030.64
Hoffman	Gregory Rodney	Plainclothes Police Constable	$ 115,179.09	$ 1,030.64
Hoffmeyer	Russell Daniel	Staff Sergeant	$ 141,422.67	$ 1,109.94
Hofland	Matthew Robert	Sergeant	$ 123,721.26	$ 1,067.56
Hogan	James	Staff Sergeant	$ 155,443.58	$ 1,120.86
Hogan	Timothy Merrick	Detective	$ 118,648.11	$ 1,067.56
Hogg	Stephen Walter	Plainclothes Police Constable	$ 120,948.21	$ 1,030.64
Holden	Katelyn Maureen	Police Constable	$ 113,703.36	$ 949.00
Holder	Brian Lamonte	Police Constable	$ 164,215.40	$ 1,029.08
Holder	Paul	Plainclothes Police Constable	$ 135,795.08	$ 1,125.39
Holland	Mark Lewis	Plainclothes Police Constable	$ 120,585.03	$ 1,024.01
Hollingshead	Danielle Lee	Plainclothes Police Constable	$ 110,556.80	$ 1,041.30
Hollywood	Neil	Plainclothes Police Constable	$ 121,167.73	$ 1,051.70
Holmes	Douglas Jason	Police Constable	$ 100,991.07	$ 1,007.76
Holt	Jack William	Police Constable	$ 101,285.47	$ 1,007.76
Holubko	Pawel	Police Constable	$ 108,949.67	$ 1,007.76
Homan	Christopher Moura	Police Constable	$ 104,543.78	$ 1,007.76
Homiak	Mark John	Plainclothes Police Constable	$ 124,540.10	$ 1,020.39
Hominuk	Christopher Joseph	Police Constable	$ 130,229.95	$ 385.14
Hong	Andrew	Police Constable	$ 127,234.19	$ 1,018.42
Hong	David Quang	Court Officer	$ 100,124.01	$ 287.04
Hood	Jacqueline Susanne	Plainclothes Police Constable	$ 111,422.41	$ 388.02
Hooper	Kevin Joseph	Detective	$ 119,137.95	$ 1,057.16
Hooper	Mark Anthony	Court Officer	$ 101,084.78	$ 287.04
Hoover	Bradley	Detective	$ 121,089.47	$ 428.22
Hope	Heather Isobel	Police Constable	$ 114,457.55	$ 1,007.76
Hopkins	Jeffrey David	Detective	$ 123,371.33	$ 1,067.56
Hopkins	Rory Matthew	Police Constable	$ 114,094.45	$ 1,018.42
Hopkinson	David	Police Constable	$ 141,066.04	$ 1,029.08
Hopton	Richard Frederick	Police Constable	$ 121,296.52	$ 1,007.76
Hornby	Gregory Allen	Police Constable	$ 146,983.22	$ 1,029.08
Horner	Gavin	Detective Sergeant	$ 135,219.45	$ 12,481.03
Horton	Brian	Police Constable	$ 147,663.17	$ 1,029.08
Horton	Christopher Neil	Plainclothes Police Constable	$ 136,771.36	$ 1,030.64
Horwood	Ryan Knight	Police Constable	$ 127,641.90	$ 1,007.76
Hou	Michael	Police Constable	$ 111,015.58	$ 1,018.42
Hough	Debra Margaret	Police Constable	$ 151,311.69	$ 1,007.76
Houston	Joel Michael	Training Constable	$ 117,361.57	$ 1,041.30
Howell	Courtney Erin	Plainclothes Police Constable	$ 113,668.36	$ 1,013.92
Howell	Wayne Vincent	Plainclothes Police Constable	$ 115,130.61	$ 1,034.33
Howes	Christopher Paul	Training Constable	$ 132,917.55	$ 1,041.30
Howlett	Wayne	Plainclothes Police Constable	$ 117,183.98	$ 1,051.70
Hoy	Matthew Douglas	Police Constable	$ 196,588.45	$ 347.36
Hrebenak	Vladimir	Training Constable	$ 120,795.42	$ 1,010.40
Hrepic	Mario	Sergeant	$ 129,595.39	$ 1,078.22
Hryhorsky	Michael Thomas	Police Constable	$ 150,102.88	$ 1,007.76
Hu	Yi	Police Constable	$ 181,842.75	$ 1,007.76
Huang	Andrey	Police Constable	$ 140,625.53	$ 996.00
Huang	David Zhi	Plainclothes Police Constable	$ 110,357.14	$ 1,030.64
Hubbard	John Alexander	Police Constable	$ 124,132.35	$ 1,024.48
Hubbard	Simon	Plainclothes Police Constable	$ 147,738.66	$ 1,051.70
Huber	Erwin Werner	Plainclothes Police Constable	$ 113,067.87	$ 1,041.30
Huber	Simone Gabrielle	Plainclothes Police Constable	$ 114,904.05	$ 394.90
Hudgin	Mackenzie Claire	Police Constable	$ 103,218.25	$ 357.76
Hudson	Daniel Edward	Police Constable	$ 116,355.01	$ 1,007.76
Hudson	Noel McNair	Plainclothes Police Constable	$ 163,304.57	$ 1,030.64
Hudson	Ryan James	Plainclothes Police Constable	$ 109,249.12	$ 1,030.64
Hughes	Guy	Police Constable	$ 120,813.55	$ 1,029.08
Hughes	Paul George	Plainclothes Police Constable	$ 186,042.66	$ 1,041.30
Hughes	Shaun Michael	Police Constable	$ 117,626.08	$ 1,007.76
Hughes	Trudy	Detective	$ 196,642.06	$ 1,078.22
Hughson	Reginald Guy	Police Constable	$ 116,253.19	$ 504.08
Hugo	Tania	Police Constable	$ 134,235.40	$ 1,007.76
Huk	Paul Graham	Plainclothes Police Constable	$ 118,238.43	$ 1,020.39
Hum	Jeffery Ron	Police Constable	$ 126,031.24	$ 997.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Humeniuk	Justyn David	Plainclothes Police Constable	$ 144,069.06	$ 391.30
Hung	Allan Richard	Plainclothes Police Constable	$ 116,441.07	$ 1,023.67
Hung	James	Staff Sergeant	$ 166,814.48	$ 1,120.86
Hung	Jeffrey	Plainclothes Police Constable	$ 117,615.84	$ 1,041.30
Hung	Julia Anne	Plainclothes Police Constable	$ 123,896.70	$ 1,020.96
Hung	Leslie Fan	Police Constable	$ 118,537.59	$ 1,007.76
Hunt	Christopher David	Plainclothes Police Constable	$ 145,467.96	$ 1,030.64
Hunt	Glen Stephen	Police Constable	$ 131,373.69	$ 1,049.09
Hunte	Karen	Sergeant	$ 122,727.29	$ 1,078.22
Hunter	Jason Colin	Detective	$ 135,114.69	$ 1,057.16
Hurdowar	Darun Sing	Training Constable	$ 114,624.05	$ 1,041.30
Hurst	Clayton Michael	Police Constable	$ 116,452.47	$ 1,007.76
Hurst	Kristin Lorraine	Communications Operator	$ 100,742.91	$ 0.00
Hurtado	Jorge Javier	Plainclothes Police Constable	$ 134,383.48	$ 1,030.64
Husain	Mohammed Saleem	Detective Sergeant	$ 137,656.81	$ 1,110.36
Hussain	Amer	Police Constable	$ 103,343.03	$ 1,007.76
Hussar	Irene	Police Constable	$ 107,588.50	$ 1,029.08
Hussein	Riyaz	Inspector	$ 161,380.35	$ 1,393.60
Hutchings	Christopher Maxwell	Detective	$ 136,781.03	$ 1,067.56
Hutchings	Daniel William	Detective	$ 140,206.91	$ 1,067.56
Hutchings	Mark Derek	Plainclothes Police Constable	$ 113,745.23	$ 1,030.64
Hutchings	Tracey Lynn	Sergeant	$ 122,283.14	$ 1,011.28
Hutchins	William Gordon	Police Constable	$ 106,310.59	$ 1,018.42
Hutzel	Jennifer Dawn	Police Constable	$ 109,916.23	$ 1,011.45
Huynh	Andy Tan	Police Constable	$ 140,856.15	$ 974.32
Hwang	Alexander Hyun	Plainclothes Police Constable	$ 136,029.41	$ 369.98
Hwang	Peter In-Kyu	Police Constable	$ 128,275.31	$ 997.76
Hwang	Thomas Yung-Yih	Police Constable	$ 111,597.71	$ 1,007.76
Hyatt	Adrian Agustas	Plainclothes Police Constable	$ 155,575.59	$ 1,004.40
Hyde	Eaton Paul	Inspector	$ 155,162.50	$ 1,005.94
Hyland	Scott Andrew	Plainclothes Police Constable	$ 109,665.16	$ 1,030.64
Hynek	Jeffrey Charles	Training Constable	$ 121,248.90	$ 1,030.64
Iancu	Vladim Adrian	Police Constable	$ 155,416.85	$ 1,007.76
Iannone	John-Paul	Senior Customer Service Representative	$ 120,212.30	$ 1,027.52
Ibrahim	Ashraf	Plainclothes Police Constable	$ 180,467.82	$ 1,007.88
Idsinga	Hank	Inspector	$ 173,892.41	$ 470.86
Iglesias	Esteban Teodoro	Police Constable	$ 114,047.47	$ 1,007.76
Ilson	Daniel James	Police Constable	$ 120,212.21	$ 1,007.76
Imai	Toshi Laird	Plainclothes Police Constable	$ 114,854.19	$ 1,013.92
Imrie	Sean Andrew	Police Constable	$ 101,044.97	$ 1,007.76
Imrie	Thomas Allen	Sergeant	$ 120,637.22	$ 1,067.56
Inal	Burak	Police Constable	$ 127,833.04	$ 1,007.76
Indiran	Prashanan	Police Constable	$ 109,056.73	$ 1,010.40
Ing	James Ryan	Plainclothes Police Constable	$ 123,034.79	$ 1,030.64
Ing	Kelly Marie	Communications Operator	$ 100,659.80	$ 308.36
Ing	Way Edward	Police Constable	$ 104,647.64	$ 1,018.42
Ingley	Paul Leo	Police Constable	$ 114,170.17	$ 1,007.76
Inglis	Craig Norman	Police Constable	$ 128,177.47	$ 1,007.76
Ingram	Jordan Douglas	Police Constable	$ 157,836.86	$ 996.00
Ingram	Keith	Police Constable	$ 118,530.36	$ 1,019.98
Inniss	Dennis Kevin	Plainclothes Police Constable	$ 112,917.32	$ 1,012.16
Innocente	Paul	Senior Staffing Advisor	$ 103,251.11	$ 997.36
Ionta	Alessandro	Detective	$ 132,184.64	$ 1,067.56
Iqbal	Safdar	Senior Technical Analyst Telecom Services-Wired Network	$ 118,550.64	$ 337.20
Ireland	Morgan Harris	Police Constable	$ 113,300.41	$ 1,018.42
Irvine	Gary Allison	Police Constable	$ 108,149.74	$ 712.44
Irvine	Zachary James	Plainclothes Police Constable	$ 116,257.94	$ 1,041.30
Irving	Desmond Michael	Police Constable	$ 115,873.34	$ 1,011.45
Irwin	Jessica Lee	Plainclothes Police Constable	$ 110,945.89	$ 991.00
Irwin	Kristopher Brahms	Police Constable	$ 112,025.30	$ 1,007.76
Irwin	Stephen	Inspector	$ 159,466.30	$ 1,393.60
Irwin	Stephen Vincent	Police Constable	$ 119,124.76	$ 997.76
Isaac	Aaron	Police Constable	$ 146,148.99	$ 357.76
Isabello	David Anthony	Plainclothes Police Constable	$ 135,530.07	$ 1,030.64
Isherwood	Richard Matthew	Plainclothes Police Constable	$ 139,143.20	$ 1,030.64
Isip	Williador Jr	Police Constable	$ 114,509.15	$ 1,035.14
Ismail	Ahmed Abdow	Plainclothes Police Constable	$ 113,941.31	$ 1,030.64
Ismail	Omar	Police Constable	$ 108,483.14	$ 997.36
Isse	Abdi-Karim Omar	Police Constable	$ 132,939.37	$ 996.00

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Ito	Christopher	Plainclothes Police Constable	$ 138,020.29	$ 1,025.36
Ivkovic	Zoran	Police Constable	$ 108,404.11	$ 1,007.76
Izdebski	Peter Antoni	Plainclothes Police Constable	$ 138,406.76	$ 1,030.64
Jackson	Davis Robert	Training Constable	$ 114,658.90	$ 1,041.30
Jackson	Laurie	Detective Sergeant	$ 137,089.18	$ 1,120.86
Jackson	Robert Michael	Police Constable	$ 115,315.38	$ 1,024.89
Jackson	Scott Bruce	Police Constable	$ 117,336.45	$ 1,007.76
Jackson	Sheylene Bernadette	Police Constable	$ 103,936.36	$ 368.42
Jackson	Trumaine Andrew	Police Constable	$ 115,130.00	$ 997.36
Jackson	Wayne Neil	Detective	$ 125,526.52	$ 1,067.97
Jackson	Wesley Donald	Police Constable	$ 128,088.05	$ 997.76
Jacob	Timothy Alfred	Staff Sergeant	$ 173,308.71	$ 1,120.86
Jacobs	Sheldon Alexander	Police Constable	$ 126,094.37	$ 1,014.73
Jagmohan	Vijay Roy	Court Officer	$ 111,890.89	$ 309.12
Jahjefendic	Vildan	Police Constable	$ 100,991.07	$ 1,007.76
Jaksa	Joseph Andrew	Plainclothes Police Constable	$ 135,255.68	$ 1,030.64
Jamal	Mani	Police Constable	$ 109,158.79	$ 982.40
Jamali	Mohammad Reza	Plainclothes Police Constable	$ 113,497.75	$ 1,010.41
Jamandra	Jun	Court Officer	$ 104,726.96	$ 287.04
James	Allistair Winston	Sergeant	$ 119,170.63	$ 1,078.22
James	Brian Robert	Detective	$ 121,908.87	$ 1,067.56
James	Brian Steven	Police Constable	$ 152,368.84	$ 1,018.42
James	Joshua Benedict	Police Constable	$ 123,132.71	$ 1,007.76
James	Rita Anne	Police Constable	$ 129,447.73	$ 1,018.42
James	Sean Allan	Police Constable	$ 121,938.18	$ 1,018.42
James	Shandon Amos	Police Constable	$ 116,127.34	$ 1,007.76
James	Valentine	Police Constable	$ 101,273.19	$ 347.16
Jamieson	Jeffrey David	Police Constable	$ 132,149.23	$ 1,004.56
Jamieson	Nicole Elizabeth	Plainclothes Police Constable	$ 110,818.49	$ 1,030.64
Jamison	James William	Plainclothes Police Constable	$ 145,851.91	$ 1,041.30
Jamnagarwala	Huzefa Hatim	Senior Technical Analyst Enterprise Architecture	$ 108,200.59	$ 382.22
Jamshidi	Joshua Payam	Staff Sergeant	$ 135,733.54	$ 1,109.94
Janeczko	Daniel Marcin	Police Constable	$ 126,563.43	$ 1,013.04
Janes	Dale Chesley	Police Constable	$ 105,371.48	$ 997.76
Janes	Gary Ambrose	Police Constable	$ 148,269.69	$ 1,018.83
Janes	Jeffrey Harrison	Police Constable	$ 110,255.02	$ 1,018.42
Janjanin	Nenad	Police Constable	$ 134,887.83	$ 1,007.76
Jankulovski	Liljana	Police Constable	$ 103,587.91	$ 1,011.45
Janse	Michelle Carrie	Police Constable	$ 109,448.80	$ 1,029.08
Jansz	Angelo Tyrell	Sergeant	$ 122,306.64	$ 1,067.56
Jansz	Gawain Mario	Detective	$ 139,478.03	$ 1,067.56
Jardine	Nathan Francis	Police Constable	$ 113,140.94	$ 995.80
Jaresova	Pavlina	Police Constable	$ 106,108.34	$ 1,007.76
Jarosz	Russell	Inspector	$ 149,446.98	$ 1,120.86
Jarvis	Elan	Plainclothes Police Constable	$ 113,500.00	$ 401.70
Jarvis	Ian Paul	Training Constable	$ 113,269.47	$ 1,030.64
Jaswal	Monish Singh	Plainclothes Police Constable	$ 132,763.44	$ 1,030.64
Javed	Waseem	Police Constable	$ 114,303.60	$ 980.08
Javelosa	Jeffrey Roy	Plainclothes Police Constable	$ 128,174.35	$ 1,020.39
Jeeva	Asif Ali	Plainclothes Police Constable	$ 129,082.21	$ 1,020.96
Jeffery	Joshua Douglas	Police Constable	$ 116,848.61	$ 997.36
Jeffrey	Michael John	Police Constable	$ 116,707.00	$ 1,007.76
Jenkins	Allen	Sergeant	$ 124,803.80	$ 428.22
Jenkins	Clinton Richard	Training Constable	$ 143,420.66	$ 1,030.64
Jennings	Stacey Joanne	Police Constable	$ 109,196.83	$ 1,007.76
Jeunet-Leval	Laurent	Police Constable	$ 101,318.60	$ 1,005.60
Jheeta	Jasvinder Singh	Police Constable	$ 138,659.53	$ 1,007.76
Jimenez	Francisco Raul	Plainclothes Police Constable	$ 147,500.10	$ 1,030.64
Jing	Yanyuan	Police Constable	$ 112,272.77	$ 982.40
Jiri	George	Police Constable	$ 129,848.68	$ 1,007.76
Jitta	Robert Lyndon	Plainclothes Police Constable	$ 128,072.78	$ 1,041.70
Jitta	Robin Lincoln	Detective	$ 128,084.54	$ 1,067.56
Jocko	Todd Joeseph	Staff Sergeant	$ 136,992.94	$ 1,109.94
Jodoin	Christopher Gunstein	Plainclothes Police Constable	$ 122,477.23	$ 1,030.64
John	Gregory Gerrard	Plainclothes Police Constable	$ 145,343.40	$ 1,051.70
John	Jeanille Maria	Staff Sergeant	$ 140,201.67	$ 1,120.86
John	Samuel	Leader Computer Operator	$ 102,926.27	$ 971.10
Johns	Elijah Jacob	Police Constable	$ 113,041.87	$ 971.52
Johns	Mark Douglas	Plainclothes Police Constable	$ 116,497.94	$ 1,030.64

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Johnson	Andrew David	Police Constable	$ 173,945.44	$ 1,007.76
Johnson	Daniel Justin	Police Constable	$ 118,052.68	$ 1,018.42
Johnson	Darrelle Amaris	Plainclothes Police Constable	$ 117,404.01	$ 299.00
Johnson	David Edward	Detective	$ 128,569.92	$ 1,078.22
Johnson	Kevin William	Police Constable	$ 101,965.54	$ 986.45
Johnson	Martin Nathaniel	Plainclothes Police Constable	$ 132,101.44	$ 1,030.64
Johnson	Robert	Superintendent	$ 182,370.53	$ 13,788.69
Johnson	Tracy Lynn	Police Constable	$ 102,314.50	$ 1,007.76
Johnston	Andrew Michael	Plainclothes Police Constable	$ 124,823.05	$ 1,016.56
Johnston	Brent Andrew	Detective	$ 132,615.19	$ 1,057.16
Johnston	Brian Hugh	Detective	$ 134,600.76	$ 1,078.22
Johnston	Charles	Sergeant	$ 129,565.95	$ 1,078.22
Johnston	Jason Anthony	Police Constable	$ 121,724.97	$ 1,007.76
Johnston	Jeffrey	Plainclothes Police Constable	$ 137,362.25	$ 1,051.70
Johnston	John David	Plainclothes Police Constable	$ 145,987.80	$ 1,041.30
Johnston	Tricia Marlene	Sergeant	$ 123,620.15	$ 1,067.97
Johnstone	Andrew Paul	Detective Sergeant	$ 133,138.08	$ 1,120.86
Johnstone	George Walker	Operations Supervisor	$ 113,159.05	$ 972.66
Jokakelian	Razmike Avedike	Plainclothes Police Constable	$ 104,559.72	$ 1,014.33
Jokiniemi	Pekka	Police Constable	$ 109,380.06	$ 1,029.08
Jones	Cheryl Lindsay	Detective	$ 132,928.77	$ 1,067.56
Jones	Corey Lee	Detective	$ 137,932.44	$ 1,057.16
Jones	Gary Lloyd	Police Constable	$ 103,463.94	$ 1,007.76
Jones	Glenn	Police Constable	$ 104,987.49	$ 1,007.76
Jones	Jason Neil	Police Constable	$ 126,951.78	$ 1,018.42
Jones	Michael Craig	Police Constable	$ 129,544.95	$ 1,018.42
Jones	Paul Christopher	Sergeant	$ 118,146.27	$ 1,067.56
Jones	Sandra Maureen	Sergeant	$ 121,093.67	$ 1,078.22
Jones	Stephen Christopher	Training Constable	$ 118,777.65	$ 1,030.64
Jones	Todd Michael	Police Constable	$ 104,305.26	$ 1,018.42
Joness	Diana	Police Constable	$ 106,723.45	$ 1,021.80
Jongdong	Lhawang Topgyal	Sergeant	$ 139,456.50	$ 1,059.16
Jonkman	Linda Cathrine	Plainclothes Police Constable	$ 119,349.50	$ 1,020.39
Joseph	Abey	Police Constable	$ 129,492.57	$ 357.76
Joseph	John Robert	Police Constable	$ 156,343.16	$ 997.36
Joseph	Marc Anthony	Police Constable	$ 124,880.78	$ 997.76
Joseph	Ronald Rajesh	Police Constable	$ 112,706.86	$ 1,007.76
Joseph	Trevor John	Police Constable	$ 161,712.69	$ 1,018.42
Josephs	Adam Kirk	Sergeant	$ 135,055.67	$ 1,076.33
Josephs	Cody Adam	Police Constable	$ 103,817.56	$ 958.96
Joshi	Chaitanya	Plainclothes Police Constable	$ 141,380.14	$ 1,030.64
Josifovic	Mladen	Detective	$ 121,394.67	$ 1,078.22
Josipovic	Ronald	Senior Analyst Information Systems Services	$ 114,183.79	$ 365.98
Jost	Martika Sybil	Parking Enforcement Oficer	$ 116,044.08	$ 898.56
Jovanovich	Deanna Sylvia	Police Constable	$ 124,585.45	$ 1,007.76
Judd	Richard Andrew	Sergeant	$ 135,067.05	$ 1,053.55
Jugpall	Hermail Singh	Plainclothes Police Constable	$ 161,080.15	$ 1,030.64
Juhasz	Alexander Gyozo	Police Constable	$ 141,973.58	$ 1,007.76
Juhasz	Jamie Christine	Police Constable	$ 109,012.91	$ 1,007.76
Juma	Michael Onyango	Police Constable	$ 125,144.62	$ 1,007.76
Jun	Danny	Police Constable	$ 161,839.57	$ 1,007.76
Jung	Kevin Seok	Police Constable	$ 102,106.62	$ 1,007.76
Jung	William Kee	Police Constable	$ 174,990.89	$ 997.36
Juriansz	Matthew Todd	Police Constable	$ 101,851.57	$ 1,007.76
Just	Michael Allan	Plainclothes Police Constable	$ 138,058.27	$ 363.89
Kachur	Damien John	Police Constable	$ 131,748.09	$ 1,007.76
Kadohama	Danny Hiroyuki	Police Constable	$ 109,731.62	$ 368.42
Kahlon	Amarjit Singh	Police Constable	$ 165,121.47	$ 1,007.76
Kahnt	Angela Christine	Detective	$ 128,174.56	$ 1,057.56
Kainz	Christopher John	Police Constable	$ 108,445.31	$ 379.08
Kalatzopoulos	Nikolas	Police Constable	$ 103,683.14	$ 1,018.42
Kalonka	Leonard	Police Constable	$ 152,311.49	$ 1,000.16
Kalteis	Marc Robert	Police Constable	$ 176,760.12	$ 1,018.42
Kalwies	David	Police Constable	$ 140,587.44	$ 1,029.08
Kama	Guy	Plainclothes Police Constable	$ 107,633.14	$ 380.64
Kang	Gurjot SIngh	Police Constable	$ 138,370.92	$ 1,007.76
Kangas	Scott Osbourne	Plainclothes Police Constable	$ 129,378.13	$ 1,020.39
Kantor	Charles Nicholas	Police Constable	$ 102,059.54	$ 1,006.68
Kapitany	Jessy Tara	Plainclothes Police Constable	$ 110,923.40	$ 1,030.64

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Kapoor	Amritpal Singh	Police Constable	$ 134,204.86	$ 907.76
Kapoor	Harjyot Singh	Plainclothes Police Constable	$ 118,906.34	$ 1,007.76
Kaposy	Kevin John	Sergeant	$ 145,510.10	$ 1,067.56
Kapp	Justin Matthew	Police Constable	$ 123,946.18	$ 997.36
Kara	Sameer	Police Constable	$ 101,357.41	$ 350.74
Karagan	Panayiotis Nickolas	Sergeant	$ 130,530.68	$ 1,067.56
Karagiannis	Peter	Communications Operator	$ 114,118.78	$ 958.36
Karavadi	Hanumantha	Senior Analyst Project Management Office	$ 116,270.03	$ 409.24
Karges	Bradley Joseph	Police Constable	$ 116,766.14	$ 1,018.42
Karimloo	Shervin Peter	Police Constable	$ 157,355.82	$ 1,018.42
Karimzada	Abdullah	Police Constable	$ 203,724.16	$ 347.36
Karkoulas	Trevor Daniel	Plainclothes Police Constable	$ 113,811.67	$ 1,030.64
Karmali	Faizal Shiraz	Sergeant	$ 128,392.63	$ 1,031.65
Karpik	James	Police Constable	$ 127,150.42	$ 1,029.08
Karpinski	Krzysztof	Police Constable	$ 102,352.09	$ 1,007.76
Karpuc	Dawid Waldemar	Police Constable	$ 102,809.81	$ 1,007.76
Karras	Stella Stauroula	Detective	$ 125,247.95	$ 1,067.56
Karstoff	Brandon Christopher	Plainclothes Police Constable	$ 121,871.16	$ 1,041.30
Kaszyca	Joseph Ludwik	Sergeant	$ 146,935.08	$ 1,066.55
Katafigiotis	Constantine	Plainclothes Police Constable	$ 120,167.30	$ 1,030.64
Katanic	Zeljko	Police Constable	$ 109,858.53	$ 1,007.76
Kathiravelu	Kajamuganathan	Sergeant	$ 124,667.31	$ 1,057.16
Katoch	Amar Singh	Police Constable	$ 130,223.65	$ 1,045.61
Katschilo	James Alan	Police Constable	$ 119,035.17	$ 1,007.76
Kawaya	Djo Hitshika	Police Constable	$ 143,903.45	$ 1,007.76
Kay	Brian	Staff Sergeant	$ 159,581.62	$ 1,120.86
Kay	Grant Michael	Police Constable	$ 117,608.21	$ 1,007.76
Kay	Stephanie	Court Officer	$ 102,715.98	$ 287.04
Kay	William Donald	Police Constable	$ 182,541.33	$ 1,018.42
Kazzouh	Rabie Hanna	Police Constable	$ 121,008.19	$ 1,007.76
Kealey	Devin	Detective Sergeant	$ 166,034.09	$ 470.86
Keefer	Jason Yvon	Police Constable	$ 104,396.69	$ 1,018.42
Keegan	Jason Michael	Police Constable	$ 110,200.68	$ 357.76
Keeler	Christopher Thomas	Detective	$ 130,535.12	$ 1,051.70
Kehler	Jason Wade	Police Constable	$ 117,898.72	$ 1,018.42
Kell	Jeffrey Stewart	Police Constable	$ 186,572.29	$ 1,018.42
Kellar	Brian Murray	Police Constable	$ 116,322.19	$ 1,007.76
Kellman	Karen Louise	Manager of Purchasing Services	$ 156,557.28	$ 743.60
Kellough	Stacy Leigh	Police Constable	$ 104,650.92	$ 1,007.76
Kelloway	Trevor Paul	Police Constable	$ 114,758.55	$ 1,007.76
Kelly	Brian Wayne	Detective Sergeant	$ 156,522.88	$ 1,120.86
Kelly	Craig Robert	Police Constable	$ 118,062.25	$ 347.36
Kelly	Denise Eugenia	Police Constable	$ 108,971.99	$ 1,007.76
Kelly	Diane Mary	Plainclothes Police Constable	$ 110,559.95	$ 391.30
Kelly	Erin Melissa	Communications Operator	$ 106,411.95	$ 308.36
Kelly	Kimberley Ann	Police Constable	$ 115,832.16	$ 1,018.42
Kelly	Kimberly Ann	Police Constable	$ 114,423.66	$ 1,007.76
Kelly	Michael Patrick	Plainclothes Police Constable	$ 109,293.39	$ 384.33
Kelly	Michael Rory	Police Constable	$ 108,808.85	$ 1,018.42
Kelly	Terence Peter	Detective Sergeant	$ 131,462.30	$ 1,109.94
Kempster	Darryl Martin	Plainclothes Police Constable	$ 131,441.02	$ 380.64
Kennedy	Candice Leigh	Sergeant	$ 120,077.65	$ 1,063.78
Kennedy	Dorna Tresia	Plainclothes Police Constable	$ 121,035.35	$ 1,020.96
Kennedy	Ian Daniel	Detective	$ 139,588.37	$ 417.56
Kennedy	Mark David	Plainclothes Police Constable	$ 120,584.68	$ 1,030.64
Kennedy	Paul Edward	Police Constable	$ 104,649.66	$ 1,007.76
Kennedy	Shaun Derek	Police Constable	$ 101,335.29	$ 1,007.76
Kenny	Sarah Elizabeth	Police Constable	$ 106,317.66	$ 997.36
Kent	Dionne Earlene	Police Constable	$ 114,380.26	$ 1,018.42
Kent	Gary	Police Constable	$ 156,951.57	$ 1,029.08
Kerr	Christopher George	Police Constable	$ 126,147.64	$ 1,007.76
Kerr	Geoffrey	Police Constable	$ 147,031.76	$ 1,029.08
Kerr	Jaime Lyn	Police Constable	$ 109,542.47	$ 1,007.76
Kerr	Jason Matthew	Police Constable	$ 131,987.09	$ 1,018.42
Kerr	Kyle	Sergeant	$ 110,784.01	$ 829.40
Kerr	Samuel William	Police Constable	$ 128,345.48	$ 1,029.08
Kerr	Steven Harold	Detective	$ 141,211.35	$ 1,057.56
Kesic	Zeljko	Police Constable	$ 124,996.52	$ 1,015.14
Keveza	Russell Daniel	Plainclothes Police Constable	$ 135,170.60	$ 1,030.64

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Keveza	Ryan Mathew	Plainclothes Police Constable	$ 132,577.92	$ 1,030.64
Kha	Quocdung	Police Constable	$ 139,726.49	$ 1,007.76
Khan	Ahmar Ali	Police Constable	$ 112,832.25	$ 1,007.76
Khan	Ammar	Police Constable	$ 120,290.26	$ 357.76
Khan	Bahroze Raza	Police Constable	$ 101,878.78	$ 997.76
Khan	Farhanullah	Plainclothes Police Constable	$ 138,761.88	$ 1,020.39
Khan	Garvin Imtiaz	Police Constable	$ 147,149.71	$ 1,018.42
Khan	Humayun Rashid	Police Constable	$ 102,595.21	$ 357.76
Khan	Mohammad Asad Ullah	Police Constable	$ 136,323.99	$ 1,007.76
Khan	Omar Ashraf	Detective	$ 148,472.52	$ 1,067.56
Khan	Ronald Arlington	Inspector	$ 149,730.57	$ 1,120.52
Khan	Shameer	Police Constable	$ 109,733.81	$ 1,007.76
Khan	Tariq Ijaz	Police Constable	$ 203,387.74	$ 1,007.76
Khan	Wahid	Police Constable	$ 125,609.93	$ 1,007.76
Kharbar	Manpreet	Plainclothes Police Constable	$ 127,293.09	$ 1,013.92
Khawaja	Arshad Sadiq	Training Constable	$ 119,648.33	$ 1,051.70
Khawaja	Suhail Rashid	Police Constable	$ 159,926.98	$ 1,007.76
Khera	Milpreet Singh	Police Constable	$ 143,914.90	$ 1,034.26
Khera	Sandeep Singh	Police Constable	$ 131,873.33	$ 1,007.76
Khimani	Zulfiqar Ali	Parking Enforcement Oficer	$ 116,761.64	$ 898.56
Khoshbooi	Ali Nader	Plainclothes Police Constable	$ 153,264.37	$ 1,030.64
Khoundu	Jatinder Kaur	Police Constable	$ 112,438.59	$ 1,007.76
Khow	SieWing	Counsel	$ 156,557.28	$ 535.86
Khurshid	Sheikh Ahmad	Training Constable	$ 141,301.67	$ 1,030.64
Kidd	James Jeffrey	Plainclothes Police Constable	$ 119,132.10	$ 1,041.30
Kijewski	Kristine Jean	Director of Operations Support	$ 196,933.43	$ 3,343.86
Kim	Daniel	Police Constable	$ 156,413.62	$ 1,007.76
Kim	Hoon	Police Constable	$ 118,585.71	$ 1,007.76
Kim	Hyok Kyun	Police Constable	$ 200,951.04	$ 1,014.80
Kim	Jin Hoi	Police Constable	$ 112,733.56	$ 1,007.76
Kim	Jong Woo	Police Constable	$ 176,434.01	$ 1,018.42
Kim	Judy Mi-Yae	Plainclothes Police Constable	$ 125,289.24	$ 1,022.72
Kim	Jung-Yul	Police Constable	$ 171,778.58	$ 997.36
Kim	Min Chul	Police Constable	$ 128,322.21	$ 1,018.42
Kim	Samuel-Chong	Plainclothes Police Constable	$ 127,207.81	$ 1,030.64
Kim	Sang Hyup	Police Constable	$ 148,519.27	$ 1,007.76
Kim	Seung-Ryul	Police Constable	$ 119,358.37	$ 979.68
Kim	Sin-Joong Sin	Detective	$ 117,310.42	$ 1,057.16
Kim	So-Yeon	Plainclothes Police Constable	$ 119,386.58	$ 375.36
Kime	Devon Paul	Police Constable	$ 101,859.52	$ 976.96
Kimmerer	David Russell	Police Constable	$ 104,595.10	$ 1,018.42
King	Patrick James	Police Constable	$ 109,521.37	$ 1,018.42
King	Stuart MacPherson	Staff Sergeant	$ 141,193.12	$ 1,120.86
Kingdon	Scott Anthony	Sergeant	$ 137,474.70	$ 1,067.56
Kinghorn	Shawn Ian	Plainclothes Police Constable	$ 129,646.90	$ 1,030.64
Kingra	Jaanpal Singh	Police Constable	$ 123,527.62	$ 1,007.76
Kinnear	Kathryn	Staff Sergeant	$ 135,427.26	$ 1,120.86
Kiproff	Michael Peter	Plainclothes Police Constable	$ 127,826.95	$ 1,041.30
Kirchner	Darryl Lawrence	Plainclothes Police Constable	$ 120,598.94	$ 1,030.64
Kirinde	Ranjan Wickramasinghe	Police Constable	$ 148,607.40	$ 1,029.08
Kirk	Cameron Scott	Police Constable	$ 114,746.11	$ 1,055.60
Kirkpatrick	Christopher John	Superintendent	$ 186,757.79	$ 1,393.60
Kirkwood	Jennifer Lynn	Police Constable	$ 119,928.18	$ 1,007.76
Kis	Andrew	Sergeant	$ 123,197.01	$ 1,078.22
Kiss	Kristine Michelle	Police Constable	$ 107,995.81	$ 986.48
Kitchener	Andrew James	Detective	$ 135,253.14	$ 1,078.22
Klaas	Peter	Police Constable	$ 131,277.80	$ 1,018.42
Klein-Horsman	Brian	Police Constable	$ 106,301.77	$ 1,007.76
Klien	Lana Marlene	Police Constable	$ 104,071.78	$ 1,007.76
Klimtschuck	Joseph Christian	Plainclothes Police Constable	$ 112,023.43	$ 1,034.33
Kline	Stephen Robert	Plainclothes Police Constable	$ 131,529.01	$ 1,030.64
Klodt	Shawn Edward	Police Constable	$ 118,108.70	$ 1,029.08
Kluczewski	Kamil	Training Constable	$ 120,031.20	$ 1,030.64
Kluge	Christine Ruth	Training Constable	$ 108,939.57	$ 1,030.64
Klunder	Gerard William	Sergeant	$ 125,447.33	$ 1,067.56
Klutz	Christopher Joseph	Police Constable	$ 145,632.55	$ 1,007.76
Kmieciak	John	Sergeant	$ 131,914.85	$ 1,078.22
Knight	Christopher James	Plainclothes Police Constable	$ 145,210.37	$ 1,023.60
Knighton	Jason Richard	Police Constable	$ 125,367.81	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Knill	Christine	Plainclothes Police Constable	$ 122,250.86	$ 380.64
Knill	Graham Kenneth	Plainclothes Police Constable	$ 131,715.51	$ 1,041.30
Knoblauch	Keith Percy	Police Constable	$ 122,575.19	$ 1,029.08
Knowles	David	Detective	$ 122,588.70	$ 1,078.22
Knowles	Thomas Edward	Police Constable	$ 106,820.28	$ 997.36
Knox	Jaime Louise	Police Constable	$ 106,447.98	$ 1,007.76
Ko	Terence Sing	Police Constable	$ 132,735.17	$ 1,007.76
Kocanovic	Aleksandar Sasha	Police Constable	$ 103,424.04	$ 1,018.42
Koech	Aggrey Kiplanga	Police Constable	$ 117,561.67	$ 1,027.12
Koh	David Sukjin	Police Constable	$ 120,995.61	$ 1,007.76
Kohl	Barbara Louise	Detective	$ 137,765.18	$ 1,078.22
Kohout	Steven William	Police Constable	$ 104,316.31	$ 1,018.42
Kolankowski	Michael Roman	Police Constable	$ 121,044.67	$ 1,007.76
Kolebniak	Laura	Police Constable	$ 106,042.45	$ 907.76
Komada	Marcin	Police Constable	$ 121,698.09	$ 1,007.76
Konadu	Felix	Police Constable	$ 144,664.21	$ 1,007.76
Konashewych	Robert Paul	Police Constable	$ 128,575.19	$ 1,007.76
Kondo	Jason	Detective	$ 133,357.74	$ 1,078.22
Konecny	Daryl Terry	Police Constable	$ 117,352.27	$ 921.36
Konkel	Kazimierz	Staff Sergeant	$ 154,500.00	$ 1,120.86
Konkle	Christine Diane	Police Constable	$ 156,482.69	$ 1,018.42
Koops	Robert Douglas	Police Constable	$ 104,667.16	$ 1,007.76
Kooy	Daniel Peter	Police Constable	$ 104,439.37	$ 997.76
Koptie	Jesse Alexander	Police Constable	$ 109,511.94	$ 1,007.76
Korac	Paul Louis	Detective	$ 120,886.06	$ 1,067.56
Korman-Moore	Adrian Jay	Police Constable	$ 115,242.29	$ 1,018.42
Korn	Diana	Police Constable	$ 107,290.48	$ 1,029.08
Korunic	Ana	Police Constable	$ 142,966.89	$ 997.36
Kostiuk	Michael	Police Constable	$ 127,946.64	$ 1,029.08
Kotas	Artur Jacek	Sergeant	$ 129,658.14	$ 1,067.56
Kotzer	Ryan Michael	Police Constable	$ 132,981.07	$ 1,007.76
Koushyar-Moghtader	Shahryar	Police Constable	$ 142,470.93	$ 1,007.76
Koutlemanis	Elizabeth	Court Officer	$ 103,398.75	$ 287.04
Koutsovasilis	Peter	Senior Analyst Strategic Planning	$ 101,595.48	$ 352.42
Kovacevic	Martina	Police Constable	$ 111,922.33	$ 996.00
Kovacic	Joseph Mark	Police Constable	$ 135,452.69	$ 1,007.76
Kovic	Victor James	Police Constable	$ 117,777.80	$ 1,007.76
Kowalski	Grzegorz	Police Constable	$ 162,376.55	$ 978.32
Kozak	David William	Detective	$ 124,457.08	$ 1,057.16
Kozar	Frederick Joseph	Sergeant	$ 129,103.53	$ 1,067.56
Kraehling	Jason Daniel	Plainclothes Police Constable	$ 117,960.92	$ 1,020.39
Kraft	Jason	Sergeant	$ 163,587.61	$ 1,067.56
Krajaefski	Cory James	Police Constable	$ 102,230.63	$ 1,000.74
Kramer	Rudy James	Plainclothes Police Constable	$ 128,735.94	$ 1,011.28
Kranenburg	Lori Patricia	Detective	$ 129,338.36	$ 1,057.56
Krangle	Charles Forbes	Plainclothes Police Constable	$ 132,499.18	$ 1,023.60
Kranjac	Joseph Anthony	Sergeant	$ 124,288.41	$ 1,067.56
Kraus	Jeremy James	Police Constable	$ 113,595.89	$ 347.36
Krawczyk	Michelle Marlaine	Training Constable	$ 111,987.18	$ 393.12
Krawczyk	Paul Thomas	Detective Sergeant	$ 133,820.68	$ 459.94
Krawczyk	Richard	Police Constable	$ 165,660.71	$ 1,029.08
Kreiner	Matthew Adam	Parking Enforcement Oficer	$ 111,960.42	$ 898.56
Kremer	Michael Bradley	Plainclothes Police Constable	$ 107,986.26	$ 1,001.71
Krieger	Ariyeh Michael	Plainclothes Police Constable	$ 115,266.52	$ 1,030.64
Krilis	Johnny	Police Constable	$ 110,726.09	$ 971.52
Kruczek	Piotr Pawel	Detective	$ 131,417.88	$ 1,057.16
Kuck	Heinz	Superintendent	$ 182,370.53	$ 1,521.00
Kuhn	Rene Michael	Police Constable	$ 146,952.97	$ 1,030.64
Kuleczka	Wojciech Karol	Plainclothes Police Constable	$ 127,360.29	$ 1,033.10
Kulik	Melissa Heather	Police Constable	$ 105,639.70	$ 1,018.42
Kulina	Mario Mariusz	Police Constable	$ 107,599.13	$ 1,007.76
Kullar	Satbir Singh	Police Constable	$ 120,239.26	$ 347.36
Kulmatycki	Joel Patrick	Staff Sergeant	$ 136,007.07	$ 1,120.86
Kumar	Amit	Police Constable	$ 146,457.17	$ 1,007.76
Kumar	Dinesh	Police Constable	$ 103,686.20	$ 1,007.76
Kummer	Tania Charlene	Police Constable	$ 114,083.18	$ 1,018.42
Kung	Tommy Wing	Police Constable	$ 197,128.89	$ 1,007.76
Kuok	Gabriel	Police Constable	$ 111,821.63	$ 1,007.76
Kurpis	Steve Anthony	Police Constable	$ 103,285.27	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Kurts	Lisa Crystal	Staff Sergeant	$ 130,328.90	$ 1,109.94
Kurucz	Blaise	Police Constable	$ 112,219.25	$ 1,007.76
Kusenthiran	Sri Ganga Varshini	Police Constable	$ 103,288.40	$ 1,007.76
Kuz	Mykola	Plainclothes Police Constable	$ 144,116.25	$ 1,003.45
Kuznetsov	Sergiy Anatolyovich	Police Constable	$ 203,058.92	$ 1,007.76
Kwan	Kevin Kong	Telecom Services Technician Audio/Video	$ 100,286.02	$ 958.36
Kwok	Vincent Kar	Senior Customer Service Representative	$ 114,216.63	$ 377.52
Kwong	Victor Paul	Police Constable	$ 109,334.49	$ 1,018.42
Kybartas	Adam Alexander	Police Constable	$ 105,266.23	$ 347.36
La Borde	Regina	Police Constable	$ 110,505.22	$ 379.08
La Fosse	Jeffery Guy	Detective	$ 140,241.68	$ 1,067.56
La Penna	David Anthony	Police Constable	$ 137,242.36	$ 352.58
La Rush	Debra Renee	Senior Fingerprint Examiner Forensic Identification Services	$ 106,307.08	$ 997.36
La Vella	Paolo Giuseppe	Plainclothes Police Constable	$ 120,790.60	$ 1,029.76
Lacuna	Marlon Joseph	Police Constable	$ 112,833.48	$ 997.76
Ladner	Shane Gregory	Police Constable	$ 104,151.56	$ 1,046.52
Ladouceur	Jennifer Maureen	Police Constable	$ 118,015.56	$ 1,007.76
Ladurantaye	Brock Yves	Training Constable	$ 129,059.06	$ 1,030.64
Ladurantaye	Ryan Nicholas	Police Constable	$ 125,008.61	$ 1,007.76
Lafrance	Jean-Guy Gerard	Police Constable	$ 107,426.87	$ 1,018.42
Lagat	Rommelito Manuel	Parking Enforcement Oficer	$ 107,849.53	$ 898.56
Lahey	Mary Regina	Sergeant	$ 121,089.47	$ 1,119.69
Lai	Victor Tze-Kau	Police Constable	$ 140,129.36	$ 1,018.42
Laing	Andrea Lynn	Police Constable	$ 118,233.82	$ 1,026.17
Laing	Darren	Staff Sergeant	$ 134,903.01	$ 495.86
Laing	Richard Anthony	Police Constable	$ 103,245.60	$ 1,007.76
Lakey	Wayne	Sergeant	$ 125,952.32	$ 1,078.22
Lall	Lallman	Parking Enforcement Oficer	$ 146,895.86	$ 898.56
Lalla	Lester Royson	Plainclothes Police Constable	$ 130,509.33	$ 1,030.64
Lam	Ian Wayne	Police Constable	$ 186,035.09	$ 1,007.76
Lam	Ken Raymond	Police Constable	$ 123,892.72	$ 997.76
Lamanna	Anthony	Police Constable	$ 147,547.11	$ 1,029.08
Lamb	Michael Ambrose	Police Constable	$ 128,700.39	$ 997.76
Lambe	James	Police Constable	$ 114,385.41	$ 1,029.08
Lambie	Darryl Bradley	Police Constable	$ 144,191.90	$ 1,007.76
Lampiris	Chris	Police Constable	$ 120,868.52	$ 1,018.42
Landry	Adam Joseph	Police Constable	$ 118,327.60	$ 1,018.42
Landry	Joel Christian	Plainclothes Police Constable	$ 129,000.79	$ 1,030.64
Landry	Roger Adam	Plainclothes Police Constable	$ 115,466.33	$ 1,030.64
Lane	Arthur	Plainclothes Police Constable	$ 119,769.98	$ 631.75
Lane	Micheal William	Plainclothes Police Constable	$ 132,653.37	$ 1,030.64
Langdon	Kyle Alexander	Police Constable	$ 131,845.39	$ 997.36
Langer	Brendon Kyle	Police Constable	$ 210,619.27	$ 997.36
Langford	Christain Trevor	Police Constable	$ 136,157.07	$ 1,007.76
Langford	James Douglas	Police Constable	$ 107,558.20	$ 1,007.76
Langille	Lynn	Detective	$ 130,498.53	$ 1,078.22
Langlois	Mark	Sergeant	$ 172,527.07	$ 1,078.22
Lanigan	Robin	Sergeant	$ 132,076.36	$ 1,078.22
Lantaigne	Melanie Helene	Plainclothes Police Constable	$ 110,979.32	$ 1,030.64
Lapensee	Sylvain Aurele	Sergeant	$ 130,714.25	$ 1,057.16
Laptiste	Marlon Simon	Plainclothes Police Constable	$ 142,141.70	$ 1,030.64
Laramy	Stephen William	Sergeant	$ 155,191.20	$ 1,067.56
Lariviere	Stephanie Gwen	Police Constable	$ 103,647.93	$ 1,014.73
Larmer	Jason Rae	Plainclothes Police Constable	$ 116,156.23	$ 584.26
Laroche	Winston	Sergeant	$ 126,292.69	$ 428.22
Lashley	Troy Noel	Police Constable	$ 125,181.03	$ 1,018.42
Latimer	Tracey Lynne	Police Constable	$ 104,235.76	$ 1,018.42
Latincic	Daniel	Plainclothes Police Constable	$ 132,802.75	$ 1,008.64
Latone-Forget	Patricia	Police Constable	$ 107,291.30	$ 379.08
Latter	Jordan Christopher	Detective Sergeant	$ 140,177.34	$ 1,120.86
Lau	Alex Chi	Police Constable	$ 121,977.04	$ 1,018.42
Lau	Wai	Police Constable	$ 109,629.09	$ 1,029.08
Laurel	Don Louie	Police Constable	$ 133,586.03	$ 1,007.76
Laush	Christopher Allen	Sergeant	$ 120,189.67	$ 1,078.22
Lavers	Manfred James	Plainclothes Police Constable	$ 128,959.97	$ 1,030.64
Law	Chun-Wing William	Police Constable	$ 113,793.31	$ 1,013.04
Lawlor	William	Police Constable	$ 116,087.06	$ 1,029.08
Lawr	Gregory Edward	Detective	$ 139,648.81	$ 678.60
Lawrence	Gavin Sylvester	Police Constable	$ 120,604.57	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Lawrence	Neville Donavon	Sergeant	$ 130,426.25	$ 1,027.96
Lawrence	Shawn	Sergeant	$ 178,851.45	$ 1,078.22
Lawrie	Craig Gordon	Supervisor	$ 104,623.31	$ 315.64
Laws	Christopher Bradley	Police Constable	$ 123,882.01	$ 1,029.08
Lawson	Andrew Avery	Detective	$ 132,027.91	$ 1,067.97
Lawson	Anthony	Sergeant	$ 122,021.17	$ 628.22
Lawson	Nicholas William	Police Constable	$ 119,972.65	$ 1,007.76
Lawson	Samuel John	Police Constable	$ 127,983.11	$ 997.36
Lazar	Ramy	Police Constable	$ 116,192.23	$ 1,024.48
Lazarus	Terrence Anthony	Police Constable	$ 114,531.04	$ 1,016.73
Lazzaro	Frank Anthony	Detective	$ 129,708.77	$ 1,067.56
Le	Nam-Nhat	Police Constable	$ 121,183.16	$ 1,018.42
League	Aaron Charles	Plainclothes Police Constable	$ 107,649.09	$ 1,030.64
Leahy	Karen	Locational Administrator	$ 100,955.57	$ 338.52
Leahy	Kevin John	Detective Sergeant	$ 159,286.55	$ 1,120.86
Leal	Jason David	Police Constable	$ 101,691.67	$ 897.22
Leano	Alexander Thomas	Police Constable	$ 120,621.64	$ 1,007.76
Leary	Derek William	Training Constable	$ 124,003.12	$ 1,030.64
Leblanc	Adam Lionel	Plainclothes Police Constable	$ 120,667.50	$ 1,034.33
Leblanc	Dylan Raymond	Police Constable	$ 115,081.82	$ 1,005.87
Lecki	Pawel Lukasz	Plainclothes Police Constable	$ 129,806.17	$ 1,013.92
LeClair	Glenn Duncan	Senior Analyst Information Technology Services-Governance	$ 115,745.03	$ 409.24
Leclerc	Daniel Christian	Police Constable	$ 101,460.82	$ 1,007.76
Ledgerwood	Kim	Staff Sergeant	$ 133,597.70	$ 1,120.86
Lee	Charles Jae-Wook	Detective	$ 126,335.16	$ 1,067.56
Lee	Daniel	Sergeant	$ 151,726.25	$ 1,057.16
Lee	David Brandon	Plainclothes Police Constable	$ 118,995.00	$ 1,030.64
Lee	Derek Richard	Police Constable	$ 113,847.39	$ 1,029.08
Lee	Elliott	Plainclothes Police Constable	$ 115,276.26	$ 1,030.64
Lee	Eugene Seung	Plainclothes Police Constable	$ 131,807.23	$ 1,030.64
Lee	Evelyn Sui	Operations Supervisor	$ 134,744.62	$ 1,005.94
Lee	James	Police Constable	$ 131,383.37	$ 997.76
Lee	James Stanton	Police Constable	$ 114,300.29	$ 1,007.76
Lee	Jason Michael	Plainclothes Police Constable	$ 123,958.23	$ 1,026.95
Lee	John Song-Ho	Plainclothes Police Constable	$ 121,141.45	$ 1,051.70
Lee	Jorge	Plainclothes Police Constable	$ 129,548.15	$ 1,030.64
Lee	Julia	Plainclothes Police Constable	$ 139,407.57	$ 380.64
Lee	Justin Taegun	Police Constable	$ 121,582.92	$ 1,024.48
Lee	Karen	Detective	$ 131,689.43	$ 1,067.56
Lee	Kenny	Detective	$ 145,234.22	$ 1,067.56
Lee	Kevin Simon	Police Constable	$ 104,383.30	$ 1,007.76
Lee	Kwang Jae	Plainclothes Police Constable	$ 135,025.67	$ 1,025.36
Lee	Kyu il	Police Constable	$ 117,212.00	$ 363.92
Lee	Kyung Soo	Plainclothes Police Constable	$ 128,633.84	$ 1,007.76
Lee	Nicole Denise	Staff Sergeant	$ 132,855.52	$ 720.86
Lee	Philip Brian	Sergeant	$ 130,369.24	$ 1,074.12
Lee	Randall James	Detective	$ 122,953.94	$ 592.56
Lee	Steven Mintek	Police Constable	$ 126,456.40	$ 1,007.76
Lee	Thomas Lloyd	Police Constable	$ 102,622.03	$ 1,007.76
Lee	Wayne	Plainclothes Police Constable	$ 109,220.48	$ 1,020.39
Leece	Gordon William	Sergeant	$ 125,196.04	$ 1,057.56
Leermakers	William Anthony	Sergeant	$ 133,582.26	$ 1,067.56
Lefebvre	Marc	Police Constable	$ 140,664.50	$ 1,029.08
LeFort	Kenton William	Training Constable	$ 134,732.58	$ 1,030.64
Lefrancois	Anthony Michel	Police Constable	$ 101,367.62	$ 357.76
Legros	Steven	Audio Visual Technician	$ 101,058.58	$ 343.44
Lei	Aaron	Senior Programmer Information Systems Services	$ 140,535.96	$ 377.52
Leitch	Jason	Detective	$ 129,103.66	$ 1,078.22
Lemaitre	Robert James	Detective	$ 133,935.80	$ 1,067.56
Lembke	Kristin Nicole	Police Constable	$ 109,574.63	$ 1,007.76
Lembo	Maurizio	Police Constable	$ 128,758.84	$ 996.00
Lemieux	Christine	Police Constable	$ 124,063.45	$ 200.00
Lemieux	Christofer Allan	Police Constable	$ 102,218.38	$ 1,007.76
Lenchuck	David Lawrence	Police Constable	$ 107,393.95	$ 1,018.42
Leney	Thomas Michael	Police Constable	$ 130,029.86	$ 1,007.76
Lenfesty	Sean	Detective Sergeant	$ 175,826.29	$ 1,109.94
Lennon	Kirk Demetrice	Plainclothes Police Constable	$ 152,984.76	$ 1,030.64
Lentsch	Paul Tony	Sergeant	$ 147,501.79	$ 1,067.56
Leonard	Monika Joanna	Police Constable	$ 123,953.79	$ 997.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Leone	Michiele Mario	Staff Sergeant	$ 133,718.03	$ 1,120.86
Leslie	Hamil Theodore	Sergeant	$ 125,530.48	$ 1,063.96
Lessova	Monika	Police Constable	$ 138,530.38	$ 900.96
Lester	Leslie Michelle	Governance Senior Analyst	$ 103,108.09	$ 362.32
Letsche	Douglas Reynolds	Training Constable	$ 110,585.95	$ 1,041.30
Leung	Norman Yuen-Ho	Police Constable	$ 105,247.32	$ 1,008.17
Leung	Sheung	Sergeant	$ 124,313.33	$ 1,078.22
Leung	Simon	Training Constable	$ 120,810.51	$ 1,027.12
Leung	Victor	Police Constable	$ 144,047.74	$ 971.52
Levert	Bryce Sterling	Police Constable	$ 113,393.70	$ 1,007.76
Levesque	Jason Mathew	Police Constable	$ 103,957.00	$ 1,007.76
Levesque	Martin	Detective	$ 122,779.42	$ 1,067.56
Levesque	Thomas Robert	Senior Project Coordinator Facilities Management	$ 137,440.36	$ 1,302.38
Levy	Garth St.	Sergeant	$ 165,230.07	$ 1,051.46
Lewis	Marcel	Police Constable	$ 111,921.79	$ 1,007.76
Lewis	Sandra Arlene	Supervisor of Audio & Data Systems	$ 134,616.01	$ 930.28
Leyva	Sharon Marisol	Plainclothes Police Constable	$ 129,706.87	$ 1,023.60
Li	Alex Siu	Police Constable	$ 112,542.98	$ 1,007.76
Li	Boyd	Detective	$ 118,661.50	$ 1,057.16
Li	Howard Yan	Police Constable	$ 102,571.42	$ 1,007.76
Li	Ming To	Police Constable	$ 124,546.51	$ 347.36
Li	Phillip	Police Constable	$ 126,616.17	$ 1,007.76
Li	Raymond Leung-Tak	Police Constable	$ 133,384.46	$ 1,007.76
Li	Samantha Mackenzie	Police Constable	$ 106,480.31	$ 979.68
Li	Siu Lun	Plainclothes Police Constable	$ 110,427.99	$ 1,023.60
Li	Xiaobo	Police Constable	$ 105,686.66	$ 1,007.76
Liang	Tian Yi	Police Constable	$ 103,069.62	$ 982.40
Liburd	Blair Daren	Plainclothes Police Constable	$ 135,116.08	$ 1,030.64
Lichacz	Alexander William	Police Constable	$ 115,881.24	$ 1,007.76
Liggio	Giovanni Celestino	Sergeant	$ 113,766.59	$ 1,031.65
Lillie	Shawn Gerald	Plainclothes Police Constable	$ 134,671.26	$ 1,030.64
Lim	Andrew	Plainclothes Police Constable	$ 132,113.12	$ 1,030.64
Lim	Dong Hyeok Dave	Sergeant	$ 136,740.09	$ 1,055.26
Lim	Jason	Plainclothes Police Constable	$ 141,937.78	$ 1,030.64
Lim Yook	Gilbert Patrick	Police Constable	$ 146,421.02	$ 1,007.76
Lima	Rodney James	Sergeant	$ 126,223.03	$ 1,067.56
Limerick	Scott William	Police Constable	$ 110,770.80	$ 1,007.76
Limsiaco	Michael	Police Constable	$ 196,854.68	$ 1,007.76
Lindell	Kurtis Lawrence	Sergeant	$ 124,669.52	$ 1,055.26
Linley	Carolina Magdalena	Plainclothes Police Constable	$ 110,730.69	$ 1,030.64
Linquist	Darryl Andrew	Detective	$ 143,324.14	$ 1,067.56
Lionti	Calogero	Police Constable	$ 130,276.41	$ 1,018.42
Lioumanis	Metodios	Detective	$ 151,473.62	$ 1,067.56
Lipkus	Andrew Bradley	Detective	$ 122,812.33	$ 1,067.56
Lipsey	William Norman	Police Constable	$ 116,876.27	$ 1,018.42
Lisanin	Arnulfo	Police Constable	$ 119,514.15	$ 1,007.76
Lischinski	Yotam	Police Constable	$ 109,705.37	$ 1,007.76
Liscoumb	Robert Edward	Plainclothes Police Constable	$ 142,127.47	$ 1,030.64
Liska	Andrea Leigh	Police Constable	$ 104,100.92	$ 1,007.76
Liska	David Victor	Sergeant	$ 124,468.52	$ 1,067.56
Lisowski	Kevin Francis	Plainclothes Police Constable	$ 111,439.43	$ 1,007.36
Litster-Macleod	Kimberley Michelle	Plainclothes Police Constable	$ 109,286.94	$ 1,025.36
Little	Arthur	Inspector	$ 159,466.30	$ 1,393.60
Little	David	Detective	$ 148,060.85	$ 1,078.22
Little	James Joseph	Police Constable	$ 114,078.68	$ 1,029.08
Little	Jonathan David	Police Constable	$ 109,103.36	$ 1,007.76
Little	Terence Anthony	Detective	$ 136,054.02	$ 1,067.56
Littler	Ian Stuart	Police Constable	$ 107,512.50	$ 1,007.76
Littlewood	Karry Anne	Police Constable	$ 111,113.83	$ 1,007.76
Liu	Bruce Zhiyong	Police Constable	$ 131,369.21	$ 1,007.76
Liu	Jun	Senior Telecom Engineer	$ 138,391.72	$ 1,122.68
Liu	Shuxin Tony	Senior Analyst Information Systems Services	$ 116,120.03	$ 409.24
Livy-Joseph	Corinne Janine	Police Constable	$ 108,946.96	$ 1,018.42
Lloyd	Bradford	Staff Sergeant	$ 137,593.35	$ 1,078.22
Lo Bianco	John Salvatore	Sergeant	$ 129,024.66	$ 1,067.56
Lobanets	Sergiy Yevgenov	Police Constable	$ 145,576.23	$ 1,007.76
Lobo	Kristophen	Plainclothes Police Constable	$ 135,442.42	$ 1,020.39
Lobsinger	Zachary Daniel	Police Constable	$ 148,148.86	$ 983.76
Locke	Donovan	Staff Sergeant	$ 186,548.55	$ 1,109.94

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Locke	Duane Henry	Police Constable	$ 115,484.10	$ 1,018.42
Lodhi	Mir Minhajuddin	Police Constable	$ 111,645.92	$ 1,018.42
Loiselle	Jean Marc Laureal	Police Constable	$ 197,413.28	$ 1,007.76
Lokaisingh	Devon Rishi	Police Constable	$ 112,341.04	$ 997.76
Lokenath	Ramdial Tiwarie	Police Constable	$ 222,494.36	$ 1,007.76
Lombardi	Lorenzo	Sergeant	$ 135,284.16	$ 1,078.22
Lombardo	Paolo Nicholas	Police Constable	$ 106,525.79	$ 1,007.76
Long	Gary Robert	Station Duty Clerk	$ 105,707.83	$ 898.56
Long	John Michael	Police Constable	$ 145,950.36	$ 1,029.08
Loomans	Jaime Ashlee	Police Constable	$ 107,046.69	$ 952.70
Lopes	Jude Alexander	Detective	$ 127,045.25	$ 1,067.56
Lopez	Rowan Carl	Plainclothes Police Constable	$ 127,558.36	$ 1,030.64
Loria	Caterina	Police Constable	$ 108,151.95	$ 1,013.04
Lorimer	Troy William	Police Constable	$ 121,982.57	$ 1,007.76
Lorriman	Steven Cyril	Sergeant	$ 119,878.79	$ 1,067.56
Lortie	Marc Leonel	Plainclothes Police Constable	$ 133,091.20	$ 1,051.70
Lou	Bing Yu	Police Constable	$ 108,890.01	$ 1,018.42
Loucks	Corina Michelle	Detective	$ 125,289.61	$ 1,067.56
Louhikari	Renata	Detective	$ 128,416.85	$ 1,078.22
Louie	Alison Joyce	Police Constable	$ 108,733.23	$ 1,007.76
Louie	Gilbert Jun	Police Constable	$ 108,342.34	$ 1,007.76
Love	Allen Robert	Staff Sergeant	$ 141,900.64	$ 1,109.94
Low	Julian Ferguson	Plainclothes Police Constable	$ 136,164.30	$ 1,041.30
Lowe	Daniel Steven	Plainclothes Police Constable	$ 112,410.53	$ 1,030.64
Lowe	Denise Renee	Police Constable	$ 112,072.64	$ 1,007.76
Lowe	Thomas William	Police Constable	$ 110,364.37	$ 1,029.08
Luchetta	Mark	Police Constable	$ 140,102.81	$ 1,007.76
Luchian	Eduard	Plainclothes Police Constable	$ 131,903.91	$ 1,030.64
Lucifora	Jeffrey Salvatore	Police Constable	$ 108,648.61	$ 1,018.42
Lucyshyn	Tracey	Police Constable	$ 111,281.22	$ 1,029.08
Luczyk	Richard Alexander	Plainclothes Police Constable	$ 129,053.57	$ 1,030.64
Ludlow	Elizabeth	Police Constable	$ 104,386.20	$ 1,018.42
Lue Sang	Larriston Gladstone	Police Constable	$ 102,412.77	$ 1,007.76
Luff	Daniel Peter	Police Constable	$ 120,908.65	$ 997.36
Lukas	Kelly Elizabeth	Plainclothes Police Constable	$ 130,448.67	$ 1,030.64
Lukings	Aimee Elisabeth	Training Constable	$ 108,732.55	$ 1,030.64
Lukings	Justin Andrew	Police Constable	$ 109,256.02	$ 1,013.04
Lum	Soon	Plainclothes Police Constable	$ 255,704.81	$ 401.70
Lumley	Bradley Edward	Police Constable	$ 123,189.16	$ 986.48
Lum-Walker	Michael Tyler	Police Constable	$ 136,371.14	$ 996.00
Lund	Melissa Dawn	Police Constable	$ 101,028.87	$ 1,007.76
Lund	Nicholas Robert	Police Constable	$ 101,747.47	$ 1,007.76
Lupson	Christopher Brydon	Sergeant	$ 131,841.86	$ 1,028.66
Lusby	Gordon	Training Constable	$ 120,868.54	$ 1,051.70
Lussow	Christopher	Training Constable	$ 122,592.41	$ 1,051.70
Luthra	Narinder Pal	Police Constable	$ 114,981.95	$ 982.76
Luu	Tan Sy	Senior Programmer Information Systems Services	$ 108,542.76	$ 377.52
Ly	Hung	Police Constable	$ 109,462.07	$ 997.76
Lyden	Jessica Lee	Plainclothes Police Constable	$ 124,515.78	$ 996.00
Lymer	Daniel	Plainclothes Police Constable	$ 118,328.94	$ 1,030.64
Lyn	Leonard Patrick	Senior Customer Service Representative	$ 107,005.84	$ 377.52
Lynch	Erinn Andrea	Detective	$ 125,715.17	$ 1,057.16
Lynch	Kristal Frances	Police Constable	$ 155,772.47	$ 910.34
Lynn	Kathryn Sarah	Supervisor	$ 101,845.17	$ 928.20
Lyon	Leithland Lloyd	Police Constable	$ 108,353.85	$ 654.08
Lyon	Natalie Linda	Police Constable	$ 124,761.36	$ 1,018.42
Lyon	Richard Warwick	Sergeant	$ 118,599.36	$ 1,067.56
Lyon	Robert Kirk	Sergeant	$ 126,183.95	$ 1,078.22
Lys	Christianne Yvonne	Supervisor	$ 118,631.90	$ 1,068.56
Ma	Darren Tai-Yung	Training Constable	$ 123,269.53	$ 1,041.30
Ma	Derek	Plainclothes Police Constable	$ 139,387.48	$ 1,025.36
Ma	Jeffrey Hong	Police Constable	$ 132,833.12	$ 1,007.76
Ma	Seung Wook	Police Constable	$ 125,452.12	$ 357.76
Ma	Yu Pau	Plainclothes Police Constable	$ 119,778.96	$ 1,030.64
Maadanian	Nazaret	Detective	$ 146,394.85	$ 1,067.56
Mac	Ovid Ruben	Police Constable	$ 131,985.26	$ 1,018.42
Mac Donald	Wayne Scott	Police Constable	$ 140,603.09	$ 1,000.96
Mac Lean	Joseph Donald	Plainclothes Police Constable	$ 132,511.87	$ 1,020.39
Mac Naughton	Mary Verna	Police Constable	$ 114,823.70	$ 1,005.59

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Mac Neill	David Michael	Police Constable	$ 114,383.13	$ 1,007.76
Macaraeg	Juanita	Senior Advisor	$ 109,321.20	$ 552.53
MacArthur	Jeffrey David	Police Constable	$ 118,362.43	$ 1,007.76
MacCheyne	Richard Douglas	Detective Sergeant	$ 129,914.65	$ 10,945.45
MacDonald	Aaron Royce	Sergeant	$ 151,571.63	$ 1,078.22
MacDonald	Anne	Detective Sergeant	$ 140,732.73	$ 795.86
MacDonald	Bernard	Sergeant	$ 123,142.00	$ 1,078.22
MacDonald	Christopher Alexander	Police Constable	$ 114,238.66	$ 1,007.76
MacDonald	Craig Calvin	Plainclothes Police Constable	$ 110,078.16	$ 1,030.64
MacDonald	Hector Murdo	Police Constable	$ 136,956.74	$ 1,011.45
MacDonald	Ian Kenneth	Detective	$ 136,736.09	$ 1,078.22
MacDonald	Janice	Detective	$ 145,316.55	$ 1,078.22
MacDonald	John	Staff Sergeant	$ 134,691.13	$ 1,120.86
MacDonald	Leo	Detective Sergeant	$ 135,299.31	$ 1,120.86
MacDonald	Lori-Ann	Detective	$ 121,089.47	$ 653.22
MacDonald	Robert Gerard	Booking Officer	$ 106,185.38	$ 937.04
MacDonald	Scott John	Police Constable	$ 102,764.52	$ 1,008.17
MacDonnell	Brian	Staff Sergeant	$ 154,463.80	$ 1,120.86
MacDuff	Jeffery John	Sergeant	$ 137,972.07	$ 1,067.56
MacFarlane	Richard Eon	Sergeant	$ 138,531.66	$ 1,057.16
MacGillivray	Craig Anthony	Police Constable	$ 149,191.09	$ 1,008.17
MacGregor	Grant	Police Constable	$ 110,622.52	$ 1,029.08
MacGregor	Jason James	Sergeant	$ 139,268.52	$ 1,067.56
MacGregor	Kristine Rachel	Communications Operator	$ 101,321.79	$ 950.32
Machacek	Erika Jessica	Police Constable	$ 104,890.62	$ 997.76
Machell	Gary Lawrence	Police Constable	$ 116,727.51	$ 1,007.76
Macias	Antonio Delgado	Sergeant	$ 124,059.27	$ 1,078.22
Maciek	John	Plainclothes Police Constable	$ 190,575.91	$ 1,051.70
MacInnis	Julie So-Jung	Plainclothes Police Constable	$ 116,255.39	$ 1,030.64
MacInnis	Matthew John	Police Constable	$ 103,391.31	$ 1,007.76
MacInnis	Robert Francis	Sergeant	$ 121,666.61	$ 1,075.84
MacIntyre	Brian Paul	Inspector	$ 160,503.11	$ 1,393.60
MacIsaac	Allister Edmund	Plainclothes Police Constable	$ 121,261.02	$ 1,041.30
MacIsaac	James Alexander	Sergeant	$ 124,639.01	$ 1,067.56
MacKay	Craig William	Police Constable	$ 112,942.13	$ 1,029.08
MacKay	Robert Duncan	Shift-Area Supervisor	$ 104,600.53	$ 956.80
MacKay	Ronald Ernest	Plainclothes Police Constable	$ 110,745.05	$ 1,035.14
MacKay	Shari Patricia	Staff Sergeant	$ 133,934.41	$ 1,067.56
MacKenzie	Matthew Aaron	Police Constable	$ 117,595.19	$ 1,007.76
MacKenzie	Robert Dean	Plainclothes Police Constable	$ 113,949.96	$ 1,030.64
MacKenzie	Thomas Blair	Training Constable	$ 129,417.59	$ 1,031.05
Mackey	Craig Travis	Police Constable	$ 104,705.04	$ 1,007.76
MacKinnon	Kelly Lee	Police Constable	$ 112,761.63	$ 1,029.08
MacKinnon	Randy Charles	Police Constable	$ 124,961.03	$ 1,007.76
MacKinnon	Richard James	Detective	$ 126,978.75	$ 9,062.39
MacKinnon	Robert Allen	Police Constable	$ 105,759.73	$ 1,007.76
MacKrell	James	Inspector	$ 159,466.30	$ 1,393.60
Mackrell	James Murray	Police Constable	$ 121,144.97	$ 1,024.48
MacKrell	Paul	Detective	$ 126,571.21	$ 428.22
MacLean	Roderick	Sergeant	$ 131,072.56	$ 1,078.22
MacLean	Thomas Christopher	Training Constable	$ 129,830.82	$ 1,030.64
MacLeod	Ewan Lawria	Police Constable	$ 120,513.86	$ 1,011.45
Macleod	Roy	Police Constable	$ 128,482.87	$ 1,007.76
Macnab	Daniel William	Police Constable	$ 115,139.58	$ 1,018.42
MacNeil	Steven James	Plainclothes Police Constable	$ 128,750.11	$ 1,030.64
MacPhail	Andrew Douglas	Police Constable	$ 105,105.15	$ 1,018.42
MacPherson	Donald Wade	Police Constable	$ 100,991.07	$ 1,007.76
MacPherson	Michael Zane	Plainclothes Police Constable	$ 124,072.95	$ 1,036.02
MacSteven	Peter John	Plainclothes Police Constable	$ 135,283.05	$ 1,041.30
Madabhushini	Gopi Krishna	Parking Enforcement Oficer	$ 138,459.66	$ 898.56
Madeley	Craig Alan	Police Constable	$ 103,117.92	$ 1,007.76
Madeley	John Austin	Police Constable	$ 115,344.69	$ 1,018.42
Madill	Allan Neil	Detective	$ 132,472.38	$ 1,078.22
Madill	Dana Lea	Communications Operator	$ 101,948.76	$ 958.36
Madramootoo	Marc Andrey	Sergeant	$ 114,119.52	$ 1,021.06
Mafi	Saman	Police Constable	$ 117,672.44	$ 982.40
Magee	Bryan Gerald	Plainclothes Police Constable	$ 128,907.03	$ 1,029.76
Maharaj	Bryan Sanjeev	Detective	$ 116,024.57	$ 1,057.16
Maharaj	Zalina	Supervisor of Enterprise Architecture Office	$ 132,646.88	$ 442.52

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Mahmodian	Mehrdad	Police Constable	$ 139,651.15	$ 1,007.76
Mahmood	Tayyab	Police Constable	$ 103,201.67	$ 1,007.76
Maicantis	Nikolaos	Police Constable	$ 152,883.20	$ 1,007.76
Mailer	Steven	Plainclothes Police Constable	$ 124,072.68	$ 1,041.30
Main	Joel Nathan	Police Constable	$ 125,113.58	$ 997.76
Maing	Do Hyung	Police Constable	$ 108,043.34	$ 997.36
Maisonneuve	Daniel	Detective	$ 135,454.88	$ 1,078.22
Majid	Terik Montgomery	Police Constable	$ 109,664.26	$ 949.00
Mak	Brandon Timothy	Police Constable	$ 101,425.47	$ 997.36
Makarenko	Thomas Micheal	Police Constable	$ 129,924.64	$ 1,007.76
Makhlouf	James Michael	Sergeant	$ 106,894.37	$ 1,021.06
Male	David Joseph	Sergeant	$ 121,625.93	$ 1,067.56
Malenfant	Andrew Derek	Police Constable	$ 135,177.30	$ 1,008.17
Maletta	Julian Angelo	Police Constable	$ 113,504.51	$ 997.36
Malfara	Quinton Joseph	Police Constable	$ 116,450.66	$ 971.52
Malhi	Amandeep	Police Constable	$ 108,611.29	$ 996.00
Malhi	Aseem Singh	Plainclothes Police Constable	$ 106,582.04	$ 1,013.92
Malitskaya	Katsiaryna	Plainclothes Police Constable	$ 122,493.18	$ 971.52
Malley	Shane Westley	Police Constable	$ 104,423.06	$ 1,018.42
Mallik	Andriy	Court Officer	$ 103,662.19	$ 279.84
Maloney	Jeffrey Jerome	Police Constable	$ 102,115.62	$ 1,007.76
Malyk	Thomas Ronald	Police Constable	$ 110,371.72	$ 1,007.76
Manafo	Saverio Mark	Plainclothes Police Constable	$ 118,013.10	$ 1,030.64
Mancuso	Francesco	Detective	$ 122,300.46	$ 1,067.56
Mangiardi	Gregorio	Police Constable	$ 109,435.97	$ 1,020.06
Mangilinan	Mark Edward	Police Constable	$ 109,804.81	$ 997.36
Manherz	Joel Nicholas	Plainclothes Police Constable	$ 125,778.17	$ 1,041.30
Maniatis	Gerassimos	Police Constable	$ 152,955.65	$ 1,007.76
Maningas	Isaac Jason	Police Constable	$ 126,015.79	$ 997.36
Maniquis	Alvin Keith	Plainclothes Police Constable	$ 115,663.55	$ 1,034.33
Mann	Amarjit Singh	Police Constable	$ 101,768.16	$ 1,009.84
Mann	Kulvinder Kaur	Police Constable	$ 112,622.51	$ 1,007.76
Mann	Mandeep Singh	Inspector	$ 131,075.25	$ 459.94
Mann	Upkar Singh	Police Constable	$ 129,415.29	$ 1,007.76
Manoharan	Ravi	Sergeant	$ 135,687.64	$ 1,057.16
Manota	Raman Romi	Detective	$ 136,345.68	$ 1,060.76
Manserra	David James	Plainclothes Police Constable	$ 132,980.51	$ 1,030.64
Manson-Hing	Stephen Michael	Plainclothes Police Constable	$ 116,315.44	$ 1,020.39
Mansour	Nabih Mohamad	Detective	$ 133,227.44	$ 1,057.16
Mansuri	Abuturab Abubak	Police Constable	$ 148,375.53	$ 1,007.76
Mantle	Bryan Larry	Plainclothes Police Constable	$ 128,708.99	$ 1,030.64
Mantle	Melinda Anne	Police Constable	$ 122,038.41	$ 1,007.76
Manuel	Gregory John	Police Constable	$ 109,782.79	$ 1,018.42
Manzke	Mike	Police Constable	$ 113,465.72	$ 1,007.76
Maranan	Kelvin Vallon	Police Constable	$ 116,879.73	$ 1,007.76
Marchack	Roger	Sergeant	$ 221,203.36	$ 1,078.22
Marchen	Leanne	Police Constable	$ 106,895.40	$ 1,029.08
Marchis	Serena Jane	Plainclothes Police Constable	$ 118,263.26	$ 1,029.76
Marcinkowski	Michael James	Police Constable	$ 110,850.61	$ 1,007.76
Margetson	John	Detective	$ 170,881.97	$ 1,078.22
Marks	Alexandra Courtney	Plainclothes Police Constable	$ 116,155.22	$ 1,030.64
Marks	Stacey Michelle	Police Constable	$ 129,481.83	$ 1,022.72
Maro	Kjell Kristoffer	Police Constable	$ 139,366.64	$ 1,007.76
Marquez	Oscar	Police Constable	$ 117,993.18	$ 982.40
Marrelli	Giancarlo	Police Constable	$ 102,355.42	$ 1,007.76
Marsh	Stephen Martin	Police Constable	$ 114,156.99	$ 1,024.48
Marshall	Kevin George	Police Constable	$ 111,193.20	$ 1,007.76
Marshall	Kimball Segundo	Plainclothes Police Constable	$ 123,589.69	$ 1,030.64
Marshall	Kirwin	Detective	$ 138,794.84	$ 1,078.22
Marshall	Michael Jason	Police Constable	$ 109,942.15	$ 1,007.76
Marshall	Shawn Tobin	Detective	$ 125,791.81	$ 1,067.56
Marsman	Henri	Detective	$ 123,076.24	$ 1,078.22
Marteleira	Diogo Carlos	Court Officer	$ 103,634.59	$ 277.44
Martell	Brian	Detective	$ 123,747.64	$ 1,078.22
Martell	Deborah Lynn	Police Constable	$ 100,993.87	$ 1,007.76
Martelluzzi	Claudio	Sergeant	$ 141,894.28	$ 1,078.22
Martin	Anthony	Plainclothes Police Constable	$ 118,604.45	$ 1,051.70
Martin	Daniel Alexander	Staff Sergeant	$ 144,932.04	$ 1,109.94
Martin	Derrick Frank	Plainclothes Police Constable	$ 138,362.78	$ 1,034.30

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Martin	Devon Lester	Police Constable	$ 103,669.61	$ 1,007.76
Martin	Henry Arne	Training Constable	$ 120,871.95	$ 1,030.64
Martin	James Steven	Police Constable	$ 111,252.53	$ 1,007.76
Martin	Joseph Jean	Sergeant	$ 137,461.05	$ 1,078.22
Martin	Julie Teresa	Communications Operator	$ 100,227.77	$ 958.36
Martin	Paul George	Sergeant	$ 121,203.54	$ 1,065.67
Martin	Rudolf	Detective	$ 121,613.55	$ 428.22
Martin	Ryan David	Police Constable	$ 127,974.64	$ 1,028.00
Martin-Doto	Catherine Ann	Corporate Psychologist	$ 196,933.43	$ 1,593.80
Martinez	Michael Malabanan	Plainclothes Police Constable	$ 119,307.25	$ 1,024.01
Martsenyuk	Vadym	Plainclothes Police Constable	$ 153,433.76	$ 1,024.48
Marxer	Matthew Alois	Sergeant	$ 120,107.63	$ 1,046.77
Maslak	Jonathan Andrew	Police Constable	$ 120,527.80	$ 1,007.76
Maslowski	Brian Werner	Staff Sergeant	$ 140,388.17	$ 1,109.94
Mason	Andrew Scott	Police Constable	$ 148,650.92	$ 996.96
Mason	Donald Edward	Plainclothes Police Constable	$ 131,169.94	$ 1,010.40
Massey	John David	Training Constable	$ 128,403.56	$ 1,041.30
Masterman	Kevin George	Communications Coordinator	$ 120,869.00	$ 409.24
Masters	Michelle	Staff Sergeant	$ 133,455.43	$ 1,078.22
Mastorakos	Pantelis George	Police Constable	$ 112,116.35	$ 1,007.76
Mastracci	Paola	Police Constable	$ 109,260.33	$ 1,018.42
Mastrokostas	Magdalene Maggie	Sergeant	$ 119,038.40	$ 421.20
Mathers	Sean Andrew	Plainclothes Police Constable	$ 124,228.26	$ 1,030.64
Matheson	David	Police Constable	$ 109,960.04	$ 988.65
Mathews	Brant	Plainclothes Police Constable	$ 118,310.50	$ 1,041.30
Mathieu	Melanie Jane	Police Constable	$ 117,604.37	$ 1,018.42
Matias	Dalida Vicente	Police Constable	$ 101,163.27	$ 1,007.76
Matthews	Gordon	Police Constable	$ 108,534.90	$ 1,029.08
Matthews	Joseph Blake	Inspector	$ 156,439.22	$ 1,120.86
Matthews	Sarah Amanda	Police Constable	$ 100,281.94	$ 928.20
Matthews	Scott Andrew	Plainclothes Police Constable	$ 153,938.68	$ 1,030.64
Matthews	Stephen Michael	Detective	$ 165,012.59	$ 410.76
Mattos	Mounty Joseph	Police Constable	$ 155,715.09	$ 1,007.76
Matys	Joseph Paul	Detective	$ 136,399.77	$ 1,067.56
Mau	Richard	Police Constable	$ 106,303.51	$ 1,007.76
Mauceri	Vince Victor	Police Constable	$ 120,000.80	$ 1,007.76
Maunder	Jason Edward	Police Constable	$ 130,076.51	$ 1,018.42
Mauro	Gianpaul	Communications Operator	$ 112,745.22	$ 958.36
Mauro	Peter Francis	Communications Operator	$ 136,518.23	$ 958.36
Mavrou	Danny	Plainclothes Police Constable	$ 121,253.25	$ 1,030.64
Maxwell	George Byron	Plainclothes Police Constable	$ 115,900.74	$ 1,041.30
Mayers	Roger	Sergeant	$ 131,122.05	$ 1,078.22
Maynard	Breanne Janelle	Plainclothes Police Constable	$ 122,081.18	$ 1,030.64
Mayo	Kenneth	Police Constable	$ 107,052.73	$ 1,029.08
Mazurek	Timothy	Police Constable	$ 164,818.65	$ 1,029.08
Mc Connell	Paul Douglas	Police Constable	$ 106,485.21	$ 1,007.76
Mc Connell	Shawn Lawrence	Training Constable	$ 175,810.13	$ 1,027.12
Mc Donald	Michael William	Police Constable	$ 101,437.94	$ 1,007.76
Mc Donald	Stephanie Jean	Police Constable	$ 115,717.17	$ 1,007.76
Mc Gregor	Lindsey Ann	Police Constable	$ 101,178.57	$ 1,007.76
Mc Kay	Cambria Ann	Police Constable	$ 110,950.36	$ 996.00
Mc Kenzie	Joshua Brandon	Plainclothes Police Constable	$ 130,822.21	$ 1,030.64
Mc Keown	Sean-Brendan	Plainclothes Police Constable	$ 129,097.33	$ 1,030.64
Mc Lean	Drew Allan	Police Constable	$ 105,261.99	$ 971.52
Mc Master	Christopher Ryan	Police Constable	$ 123,048.11	$ 1,007.76
Mc Sweeney	Josh Matthew	Police Constable	$ 104,720.33	$ 1,007.76
McAllister	David William	Plainclothes Police Constable	$ 143,696.19	$ 1,034.26
McArthur	James Patrick	Police Constable	$ 111,196.23	$ 924.48
McArthur	Paul Ian	Detective Sergeant	$ 152,506.67	$ 991.53
McBride	Byron Gordon	Police Constable	$ 101,008.92	$ 1,007.76
McBride	Keith Robert	Plainclothes Police Constable	$ 128,755.96	$ 1,030.64
McBride	Raymond Douglas	Plainclothes Police Constable	$ 129,062.86	$ 1,030.64
McBryde	Glen William	Staff Sergeant	$ 130,117.85	$ 610.36
McCabe	Anastasia Pauline	Plainclothes Police Constable	$ 157,484.26	$ 1,030.64
McCabe	Daryl James	Court Officer	$ 100,430.36	$ 287.04
McCabe	James Daniel	Plainclothes Police Constable	$ 105,034.96	$ 1,016.56
McCabe	Mark Anthony	Police Constable	$ 123,143.07	$ 1,007.76
McCahery	Shaun Michael	Police Constable	$ 105,512.20	$ 1,018.42
McCall	Andrew John	Detective	$ 168,536.85	$ 1,078.22

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
McCall	Jayant John	Sergeant	$ 118,146.27	$ 417.56
McCann	Gary Douglas	Sergeant	$ 132,527.67	$ 1,067.56
McCann	Laurie Anne	Training Constable	$ 112,362.35	$ 1,041.30
McCann	Madonna Marie	Police Constable	$ 101,843.54	$ 1,007.76
McCarroll	Matthew James	Plainclothes Police Constable	$ 128,175.26	$ 996.00
McCarthy	Cheoliver Dax	Police Constable	$ 118,534.03	$ 1,007.76
McCarthy	Kristopher Ryan	Sergeant	$ 125,276.69	$ 1,067.56
McCartney	Matthew Joseph	Police Constable	$ 113,372.23	$ 1,013.04
McCausland	Yoshio Michael	Detective	$ 143,521.48	$ 1,067.56
McCaw	Douglas Gordon	Police Constable	$ 107,479.55	$ 368.42
McClelland	Robert	Sergeant	$ 127,105.58	$ 829.40
McClorey	Sean Michael	Police Constable	$ 106,889.80	$ 1,029.08
McConachie	Steven Leonard	Police Constable	$ 119,654.57	$ 1,013.91
McConnach	Robert Bruce	Plainclothes Police Constable	$ 134,595.85	$ 401.70
McConnell	Darren	Police Constable	$ 183,448.58	$ 1,029.08
McConnell	Laura Anne	Sergeant	$ 127,980.37	$ 1,066.55
McConnell	Sean Christopher	Booking Officer	$ 101,661.14	$ 937.04
McConnery	Kurtis William	Police Constable	$ 125,103.00	$ 997.36
McCord	Tanya Lachlan	Detective	$ 124,118.37	$ 832.16
McCormack	Jodie	Police Constable	$ 161,620.52	$ 1,018.42
McCormick	Derek Alan	Plainclothes Police Constable	$ 116,307.85	$ 1,041.30
McCourt	Kevin	Plainclothes Police Constable	$ 114,396.13	$ 1,051.70
McCreight	Kenneth	Police Constable	$ 109,628.37	$ 1,029.08
McCue	Todd Douglas	Plainclothes Police Constable	$ 122,846.20	$ 1,041.30
McCulloch	Michael	Detective	$ 142,442.38	$ 1,078.22
McCullough	Alan	Police Constable	$ 109,439.51	$ 1,011.45
McCullough	Christopher Aubrey	Police Constable	$ 113,688.49	$ 1,018.42
McCullough	Kristal Kashmir	Plainclothes Police Constable	$ 125,420.67	$ 1,030.64
McCutcheon	Douglas	Detective	$ 125,568.18	$ 428.22
McCutcheon	Sean Cameron	Detective	$ 122,425.59	$ 1,067.56
McDermott	Euan	Police Constable	$ 117,068.29	$ 1,007.76
McDermott	Sabrina Alice	Police Constable	$ 102,786.41	$ 1,013.04
McDonald	Derek Brett	Police Constable	$ 100,874.92	$ 997.36
McDonald	James William	Detective	$ 164,399.07	$ 1,067.56
McDonald	Jesse Jonathon	Plainclothes Police Constable	$ 124,036.78	$ 1,019.98
McDonald	Matthew Peter	Plainclothes Police Constable	$ 111,231.54	$ 650.77
McDonald	Spencer Matthew	Detective Sergeant	$ 142,412.41	$ 1,067.56
McDoom	Omar Sulaiman	Police Constable	$ 112,736.92	$ 1,007.76
McDougall	Joseph Gerrard	Police Constable	$ 113,128.23	$ 1,018.42
McDougall	Robert Gordon	Sergeant	$ 181,730.53	$ 1,067.56
McDougall	Shannon	Police Constable	$ 159,372.73	$ 1,029.08
McDougall	Shona Lindsey	Plainclothes Police Constable	$ 104,580.52	$ 1,015.68
McEachran	Nicole Lynne	Plainclothes Police Constable	$ 110,849.40	$ 1,041.30
McEvoy	Clinton Wayne	Plainclothes Police Constable	$ 137,611.61	$ 1,030.64
McFadyen	Brian Dennis	Police Constable	$ 130,977.04	$ 1,018.42
McFadyen	Christopher Jamie	Police Constable	$ 121,312.86	$ 1,007.76
McFadyen	Daniel Gordon	Detective	$ 131,508.91	$ 1,067.56
McFarquhar	Brett Harry	Staff Sergeant	$ 130,343.93	$ 1,109.94
McFarquhar	Craig James	Sergeant	$ 117,643.03	$ 1,057.16
McGahern	John Anthony	Police Constable	$ 130,444.94	$ 1,029.08
McGarrity	Ronald Kenneth	Police Constable	$ 127,252.14	$ 1,007.76
McGarrity	Tyler Brandon	Plainclothes Police Constable	$ 102,974.98	$ 997.36
McGarry	John William	Plainclothes Police Constable	$ 121,334.35	$ 1,012.16
McGarry	Megan Rose	Police Constable	$ 103,888.41	$ 1,007.76
McGarry	William Michael	Detective	$ 122,760.87	$ 1,078.22
McGee	Brady Clinton	Plainclothes Police Constable	$ 103,616.30	$ 1,013.92
McGhee	Michael	Sergeant	$ 144,002.98	$ 1,078.22
McGill	Matthew Jackson	Police Constable	$ 116,040.55	$ 971.52
McGilp	Robin John	Police Constable	$ 109,512.59	$ 997.76
McGinn	Michael Joseph	Detective	$ 152,594.99	$ 1,057.16
McGivern	Michael George	Sergeant	$ 121,095.07	$ 1,078.22
McGivern	Sean Barme	Police Constable	$ 117,058.32	$ 1,008.99
McGovern	Paul John	Sergeant	$ 108,948.68	$ 1,016.50
McGowan	Monica	Plainclothes Police Constable	$ 116,652.58	$ 1,051.70
McGowan	Todd Randall	Police Constable	$ 101,422.43	$ 1,007.76
McGran	Stephen Anthony	Sergeant	$ 120,610.86	$ 1,066.36
McGrath	Daniel George	Plainclothes Police Constable	$ 122,689.66	$ 1,030.64
McGrath	Dustin Thomas	Plainclothes Police Constable	$ 127,483.19	$ 1,007.76
McGuigan	Elena	Police Constable	$ 105,208.14	$ 928.20

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
McGuire	Jennifer Lynn	Police Constable	$ 118,626.46	$ 968.86
McGuire	Susan Elaine	Operations Supervisor	$ 104,466.77	$ 1,005.94
McIlhone	Philip Thomas	Plainclothes Police Constable	$ 120,407.67	$ 1,030.64
McIlwain	Steven George	Detective	$ 148,519.08	$ 1,078.22
McInerney	Patrick Harry	Police Constable	$ 115,977.52	$ 1,007.76
McInnis	Jessica Michelle	Sergeant	$ 125,350.93	$ 1,067.56
McIntosh	Allison Paula	Police Constable	$ 101,282.12	$ 1,000.96
McIntosh	Daniel	Detective	$ 128,701.38	$ 1,078.22
Mcintyre	Ryan Douglas	Plainclothes Police Constable	$ 117,607.33	$ 1,030.64
McIsaac	Nicola Anne	Police Constable	$ 111,924.71	$ 1,007.76
McKay	Edward	Staff Sergeant	$ 136,809.96	$ 1,120.86
McKay	Scott	Detective	$ 127,226.22	$ 1,078.22
McKee	Kelly Marie	Sergeant	$ 132,640.65	$ 1,067.56
Mckee	Nancy Anne	Detective	$ 116,527.60	$ 1,057.16
McKenzie	Peter Sheldon	Plainclothes Police Constable	$ 128,792.07	$ 609.56
McKenzie	Robert Sean	Detective	$ 129,086.93	$ 1,067.56
McKenzie	Shawn Scott	Plainclothes Police Constable	$ 144,859.70	$ 1,041.30
McKeon	Mark Joseph	Police Constable	$ 107,041.00	$ 1,029.08
McKeown	Lisa Dawn	Plainclothes Police Constable	$ 117,276.34	$ 1,041.30
McKeraghan	Dann Francis	Plainclothes Police Constable	$ 115,313.15	$ 1,041.30
McKillop	Bobbi-Jo Ann	Police Constable	$ 143,600.36	$ 1,026.24
McKinnon	Darryl Lloyd	Plainclothes Police Constable	$ 116,213.38	$ 1,030.64
McKnight	Adam Scott	Plainclothes Police Constable	$ 118,824.15	$ 1,008.64
McKnight	Cory	Police Constable	$ 139,458.02	$ 1,029.08
McLane	James Russell	Staff Sergeant	$ 140,373.08	$ 1,120.86
McLane	Kristine Ann	Plainclothes Police Constable	$ 112,204.82	$ 1,030.64
McLaughlin	Colm	Police Constable	$ 109,580.23	$ 1,029.08
McLaughlin	Ian	Sergeant	$ 126,256.42	$ 580.58
McLaughlin	Junior Sylvester	Police Constable	$ 147,792.28	$ 1,029.08
McLaughlin	Martin William	Training Constable	$ 138,554.46	$ 1,030.64
McLaughlin	Veronica Jennifer	Police Constable	$ 112,542.36	$ 357.76
McLean	Barbara	Deputy Chief	$ 221,265.31	$ 15,233.95
McLean	Nancy Mary	Staff Sergeant	$ 141,369.65	$ 1,120.86
McLeish	William Scott	Police Constable	$ 114,031.36	$ 1,018.42
McLellan	Curtis Johnny	Police Constable	$ 121,030.26	$ 1,007.76
McLeod	Matthew Alexander	Plainclothes Police Constable	$ 136,672.15	$ 1,030.64
McLeod	Shelley Christine	Police Constable	$ 105,640.83	$ 1,022.72
McMahon	Joseph	Police Constable	$ 108,597.24	$ 1,029.08
McMahon	Kathy Lynn	Plainclothes Police Constable	$ 121,352.73	$ 1,025.36
McMillen	Matthew Frank	Police Constable	$ 122,682.89	$ 1,007.76
McMurray	Jade Bronya	Police Constable	$ 119,664.08	$ 952.90
McNabb	Andrew Gordon	Police Constable	$ 109,885.36	$ 1,018.42
McNabb	Angela Helen	Police Constable	$ 108,446.81	$ 1,029.08
McNabb	Edward Lynn	Police Constable	$ 127,281.88	$ 1,018.42
McNamara	Colleen	Plainclothes Police Constable	$ 110,968.84	$ 1,041.30
McNevin	Jeffrey Lee	Police Constable	$ 103,955.37	$ 1,007.76
McParland	Shannon Marie	Plainclothes Police Constable	$ 115,054.88	$ 1,030.64
McPherson	Anne Margaret	Plainclothes Police Constable	$ 106,751.99	$ 874.48
McQueen	Sherry Lynn	Sergeant	$ 143,909.28	$ 1,063.78
McQuoid	Scott Chapman	Police Constable	$ 110,448.96	$ 1,021.94
McRae	Patricia Anne	Police Constable	$ 110,833.96	$ 1,018.42
McVeigh	Michael James	Detective	$ 133,907.29	$ 1,063.96
McVey	Lewis James	Plainclothes Police Constable	$ 150,480.87	$ 358.67
Meaney	Shawn	Detective Sergeant	$ 136,089.23	$ 1,120.86
Medeiros	Andy	Plainclothes Police Constable	$ 126,516.30	$ 1,041.30
Meech	Raymond John	Sergeant	$ 185,158.62	$ 1,078.22
Meehan	Anthony Paul	Police Constable	$ 108,734.69	$ 1,018.42
Meehan	Patrick	Sergeant	$ 131,581.33	$ 829.40
Meik	Vivian	Detective	$ 134,327.98	$ 1,078.22
Melanson	James Allen	Senior Operations Supervisor	$ 126,204.76	$ 1,088.88
Melerowicz	Zachary Michael	Police Constable	$ 135,168.38	$ 357.76
Melo	Nathalie Ghislaine	Plainclothes Police Constable	$ 101,644.40	$ 900.13
Meloche	Robert Thomas	Police Constable	$ 174,663.66	$ 1,011.45
Meloche	Shawn Ronald	Staff Sergeant	$ 150,845.35	$ 1,120.86
Menard	John Phillip	Detective	$ 123,624.34	$ 1,067.56
Mendez	Ancile Hugh	Police Constable	$ 117,470.45	$ 1,007.76
Mendoza	Bryan	Plainclothes Police Constable	$ 152,004.19	$ 1,041.30
Mendoza	Erwin Gonzales	Police Constable	$ 101,980.46	$ 1,007.76
Mendoza	Philip Manilay	Sergeant	$ 127,484.39	$ 1,078.22

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Meredith	Craig Andrew	Plainclothes Police Constable	$ 130,790.86	$ 1,027.29
Merritt	Chad Joseph	Plainclothes Police Constable	$ 113,787.80	$ 1,030.64
Merritt	Christopher Michael	Police Constable	$ 147,798.00	$ 1,016.37
Merza	Trevor James	Plainclothes Police Constable	$ 114,003.77	$ 1,030.64
Methe	Christopher Robert	Plainclothes Police Constable	$ 115,785.47	$ 1,030.64
Metzger	Jennifer Lynn	Police Constable	$ 110,676.47	$ 1,007.76
Metzger	Katimarie	Plainclothes Police Constable	$ 130,982.54	$ 1,030.64
Meuleman	Christopher Bryan	Police Constable	$ 119,770.88	$ 1,007.76
Mi	Yaoming	Senior Technical Analyst Infrastructure	$ 127,440.30	$ 409.24
Mian	Farhaan Aftab	Plainclothes Police Constable	$ 122,253.90	$ 1,030.64
Micallef	Mark Anthony	Plainclothes Police Constable	$ 123,984.73	$ 1,029.82
Micallef	Paul Francis	Police Constable	$ 113,564.31	$ 996.00
Miceli	Stephanie Caroline	Police Constable	$ 102,111.92	$ 1,006.96
Michaelides	Constantinos	Police Constable	$ 117,634.69	$ 1,007.76
Michaud	David Joseph	Police Constable	$ 108,632.84	$ 1,018.42
Michelucci	Marco Antony	Training Constable	$ 110,556.80	$ 1,041.30
Middleton	William Scott	Police Constable	$ 107,830.09	$ 1,018.83
Mierzwinska	Marta Zofia	Police Constable	$ 101,254.90	$ 1,007.76
Mieszkalski	Peter	Plainclothes Police Constable	$ 118,111.04	$ 1,051.70
Mignardi	Sonia Marisa	Plainclothes Police Constable	$ 117,979.26	$ 375.36
Mignardi	Steven Anthony	Plainclothes Police Constable	$ 137,128.20	$ 1,024.48
Mihailescu	Simona	Plainclothes Police Constable	$ 107,619.84	$ 380.64
Mijares	Rene Libre	Police Constable	$ 153,622.77	$ 1,007.76
Mildenberger	Kaine Johann	Plainclothes Police Constable	$ 133,075.70	$ 380.64
Miles	Jeremy Oliver	Plainclothes Police Constable	$ 129,718.06	$ 1,030.64
Millar	Jason Andrew	Police Constable	$ 108,431.33	$ 1,007.76
Miller	Brian James	Police Constable	$ 146,591.67	$ 1,007.76
Miller	Caroline Nancy	Police Constable	$ 102,585.94	$ 1,007.76
Miller	Christopher John	Plainclothes Police Constable	$ 135,819.11	$ 1,030.64
Miller	Darren Leonard	Police Constable	$ 134,652.80	$ 326.96
Miller	Duncan	Police Constable	$ 100,614.15	$ 663.52
Miller	Ian Mark	Police Constable	$ 118,902.91	$ 1,007.76
Miller	James Anthony	Plainclothes Police Constable	$ 110,362.81	$ 1,030.64
Miller	Matthew Hamilton	Police Constable	$ 103,892.84	$ 1,007.76
Miller	Nicole Denise	Communications Operator	$ 119,766.65	$ 958.36
Miller	Prince Charles	Police Constable	$ 126,038.08	$ 1,024.48
Miller	Ryan Keneth	Detective	$ 120,438.72	$ 1,060.76
Miller	Shane Christopher	Detective	$ 123,971.07	$ 1,067.56
Miller	Sharon Ann	Plainclothes Police Constable	$ 107,619.84	$ 1,030.64
Miller	William Peter	Supervisor of Telecom Services-Engineering	$ 114,805.82	$ 348.92
Mills	Brad Jonathan	Police Constable	$ 136,702.66	$ 1,007.76
Mills	Paul Terrance	Plainclothes Police Constable	$ 129,804.94	$ 1,041.30
Mills	Scott Donald	Police Constable	$ 106,298.45	$ 357.76
Milrod	Joshua Paul	Supervisor	$ 106,273.31	$ 287.04
Min	Steve Sungho	Plainclothes Police Constable	$ 110,964.73	$ 996.00
Minami	Mark Nobuyuki	Police Constable	$ 115,558.24	$ 1,007.76
Minasvand	George	Detective	$ 128,979.90	$ 1,067.56
Minchella	Jimroy	Plainclothes Police Constable	$ 109,640.53	$ 1,020.08
Mineyko	Krzysztof Eustachy	Senior Analyst Information Systems Services	$ 116,858.37	$ 409.24
Minhas	Gurminder Singh	Plainclothes Police Constable	$ 129,795.99	$ 1,030.64
Minogue	Michael Robert	Police Constable	$ 102,961.80	$ 361.66
Minor	Douglas Allan	Sergeant	$ 130,733.46	$ 1,078.22
Miranda	Cristian Andres	Police Constable	$ 129,112.28	$ 1,020.96
Miranda	Eduardo Candido	Detective	$ 138,877.88	$ 1,067.56
Miron	Bruno Joseph	Detective	$ 144,947.46	$ 1,067.97
Mirza	Shahrukh	Police Constable	$ 170,514.37	$ 1,007.76
Mirza	Usman Mushtaq	Police Constable	$ 113,893.71	$ 1,018.42
Misterowicz	Richard John	Sergeant	$ 124,447.63	$ 1,067.56
Mitakidis	Harals Steve	Training Constable	$ 117,703.31	$ 1,030.64
Mitchell	Christopher James	Police Constable	$ 110,762.42	$ 1,007.76
Mitchell	Jodi Lynn	Sergeant	$ 122,999.08	$ 1,067.56
Mitchell	William James	Police Constable	$ 136,253.98	$ 952.90
Mitchener	Robert Andrew	Police Constable	$ 114,488.37	$ 1,007.76
Mitskou	Christopher	Police Constable	$ 113,464.46	$ 997.76
Mnushkin	Sergey Afroyim	Sergeant	$ 126,811.60	$ 1,046.77
Moallemi	Kaveh	Intermediate Technical Analyst	$ 101,947.15	$ 334.62
Mobbs	Christopher Andrew	Plainclothes Police Constable	$ 126,333.61	$ 1,020.08
Moed	Jeremy Clark	Sergeant	$ 141,566.56	$ 1,067.56
Moffat	Anthony	Police Constable	$ 132,608.27	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Mohamed	Rizwan	Police Constable	$ 115,711.17	$ 1,007.76
Mohammed	Adil Farid	Plainclothes Police Constable	$ 107,671.59	$ 1,030.64
Mohammed	Colin Elliott	Police Constable	$ 107,213.20	$ 1,007.76
Mohammed	Riad Jinnah	Police Constable	$ 127,091.32	$ 1,007.76
Mohr	Chad Francis	Police Constable	$ 103,067.28	$ 1,007.76
Moi	Natalie Bobo	Police Constable	$ 122,884.96	$ 1,018.42
Moisseev	Iouri	Senior Technical Analyst Enterprise Architecture	$ 116,270.03	$ 409.24
Mojtahedi	Omid	Police Constable	$ 105,836.98	$ 1,018.42
Mokorich	Laura Elizabeth	Police Constable	$ 110,869.08	$ 1,000.96
Mole	Derek James	Police Constable	$ 138,235.31	$ 1,020.96
Molinaro	Antonio	Shift-Area Supervisor	$ 160,012.33	$ 856.80
Moloney	Patrick Michael	Police Constable	$ 142,382.38	$ 1,007.76
Molyneaux	Curtis Michael	Training Constable	$ 113,693.62	$ 1,041.30
Molyneaux	Doreen Evelyn	Plainclothes Police Constable	$ 110,556.80	$ 391.30
Molyneaux	Steven	Superintendent	$ 175,416.77	$ 1,393.60
Momeni	Orang	Sergeant	$ 174,551.16	$ 1,078.22
Monahar	Dion Rajesh	Detective	$ 156,560.70	$ 1,067.56
Mondelli	Roberto Joseph	Police Constable	$ 106,407.84	$ 1,007.76
Moniz	Brian Melo	Operations Supervisor	$ 126,997.08	$ 972.66
Moniz	Steven Correia	Police Constable	$ 119,966.31	$ 1,018.42
Monk	Christopher Dwaine	Plainclothes Police Constable	$ 125,995.82	$ 1,041.30
Monroe	Cameron Stewart	Plainclothes Police Constable	$ 117,233.83	$ 1,020.39
Montcalm	Alain Jean	Police Constable	$ 105,835.13	$ 1,007.76
Monteiro	David Jason	Police Constable	$ 115,866.29	$ 1,007.76
Monteiro	Robert	Sergeant	$ 167,826.59	$ 1,067.56
Montgomery	Aaron James	Police Constable	$ 112,977.46	$ 1,007.76
Montgomery	Elizabeth Helen	Sergeant	$ 121,092.27	$ 1,078.22
Montis	Christine Cheryl	Plainclothes Police Constable	$ 104,584.90	$ 1,010.40
Montoya	Oscar Mauricio	Police Constable	$ 110,613.64	$ 1,020.08
Montrait	David William	Police Constable	$ 128,000.50	$ 1,007.76
Mooney	Joshua	Plainclothes Police Constable	$ 136,549.58	$ 1,014.30
Moorcroft	Christopher Robert	Training Constable	$ 131,163.14	$ 1,030.64
Moorcroft	Michael Brian	Police Constable	$ 104,153.52	$ 1,007.76
Moorcroft	Michelle Jayne	Plainclothes Police Constable	$ 109,912.02	$ 1,025.36
Moore	Adam Benjamin	Training Constable	$ 142,534.82	$ 1,037.61
Moore	Brett Calvin	Sergeant	$ 154,035.26	$ 1,067.56
Moore	Brian Thomas	Police Constable	$ 107,575.44	$ 1,007.76
Moore	Christine Margaret	Communications Operator	$ 119,924.55	$ 958.36
Moore	David Christopher	Police Constable	$ 109,044.82	$ 1,007.76
Moore	Jeremy Andrew	Plainclothes Police Constable	$ 127,631.40	$ 1,020.39
Moore	Kevin Robert	Plainclothes Police Constable	$ 134,875.76	$ 1,030.64
Moore	Michael Martin	Police Constable	$ 142,120.19	$ 1,011.45
Moore	Scott William	Detective	$ 124,531.58	$ 1,067.56
Moore	Steven	Sergeant	$ 130,911.72	$ 1,078.22
Moosvi	Syed	Sergeant	$ 126,082.28	$ 1,055.54
Moraes	Timothy	Plainclothes Police Constable	$ 117,060.82	$ 1,051.70
Moran	Erick Odyr	Police Constable	$ 117,227.60	$ 1,007.76
Moran	Ruth Marian	Detective	$ 134,862.30	$ 417.56
Morash	Deborah	Plainclothes Police Constable	$ 113,502.80	$ 1,051.70
Morden	Todd Douglas	Plainclothes Police Constable	$ 134,466.77	$ 1,041.30
Moreau	Paul Robert	Detective	$ 134,858.21	$ 1,067.56
Morehouse	Rita	Staff Sergeant	$ 140,637.28	$ 1,120.86
Moreira	John	Detective	$ 123,360.50	$ 1,078.22
Moreira	Peter Michael	Inspector	$ 159,865.06	$ 1,393.60
Morel	Daniel	Plainclothes Police Constable	$ 122,617.01	$ 1,015.17
Morell	Adam	Police Constable	$ 149,680.24	$ 1,029.08
Moretti	Mark	Police Constable	$ 116,341.30	$ 1,029.08
Morgan	Christopher	Police Constable	$ 129,650.53	$ 1,007.76
Morgan	Daniel Philip	Plainclothes Police Constable	$ 110,643.37	$ 1,018.32
Morgan	Susanne Frieda	Plainclothes Police Constable	$ 119,900.62	$ 1,041.30
Morley	Emma Jane	Plainclothes Police Constable	$ 136,247.10	$ 630.64
Morphet	Michael Edward	Police Constable	$ 113,961.97	$ 352.58
Morrice	Jonathan Michael	Police Constable	$ 105,745.66	$ 365.14
Morris	Adam John	Plainclothes Police Constable	$ 150,097.55	$ 1,030.64
Morris	Brett Hamilton	Plainclothes Police Constable	$ 104,958.30	$ 1,020.96
Morris	Harold	Sergeant	$ 123,379.52	$ 1,078.22
Morris	Leslie	Detective	$ 140,280.50	$ 1,078.22
Morris	Mandy Dawn	Detective	$ 147,766.75	$ 1,074.12
Morris	Mark Lavarous	Sergeant	$ 150,683.55	$ 1,070.84

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Morris	Peter Neil	Sergeant	$ 132,325.89	$ 1,078.22
Morrison	Melissa Mary	Plainclothes Police Constable	$ 125,496.56	$ 1,030.64
Morrison	Michael Robert	Detective	$ 125,077.47	$ 1,076.99
Morrison	Michelle Yvette	Police Constable	$ 123,797.07	$ 1,029.08
Morrison	Steven Christopher	Police Constable	$ 135,993.95	$ 1,018.42
Morse	Victoria Jane	Detective	$ 142,076.11	$ 1,067.56
Mosquite	Ruel	Plainclothes Police Constable	$ 134,483.04	$ 1,051.70
Mostowski	Marek	Plainclothes Police Constable	$ 125,274.76	$ 1,030.63
Moureau	Julie Soline	Police Constable	$ 125,463.93	$ 1,007.76
Mowat	Peter Hugh	Manager of Labour Relations	$ 164,917.39	$ 520.01
Moxam	Darren Kenneth	Detective	$ 176,959.23	$ 1,067.56
Moxham	Sean Gary	Plainclothes Police Constable	$ 136,880.66	$ 1,030.64
Moyer	James Porter	Plainclothes Police Constable	$ 115,070.54	$ 971.52
Moyer	Matthew Ignatius	Staff Sergeant	$ 150,726.08	$ 1,120.86
Mozolev	Nikolay	Police Constable	$ 128,823.72	$ 1,007.76
Mrahar	Jasbir Singh	Plainclothes Police Constable	$ 127,000.03	$ 1,030.64
Mueller	Stefan	Police Constable	$ 111,789.32	$ 712.44
Mugford	Stephen Michael	Plainclothes Police Constable	$ 112,792.10	$ 1,005.36
Muir	Michael Adam	Training Constable	$ 122,765.75	$ 1,026.95
Muirhead	James Andrew	Police Constable	$ 130,512.01	$ 1,007.76
Mullally	Joseph Jennings	Police Constable	$ 110,151.15	$ 1,007.76
Mullen	Michael Jeffery	Detective	$ 175,268.95	$ 1,067.56
Muller	Robert Paul	Police Constable	$ 104,509.16	$ 1,018.42
Mullin	George	Inspector	$ 140,354.49	$ 1,120.86
Mundy	Susan Ann	Police Constable	$ 107,636.53	$ 1,029.08
Mungal	Matthew	Detective	$ 151,740.52	$ 1,078.22
Munro	James Donald	Police Constable	$ 112,303.65	$ 971.52
Munro	Ryan Christopher	Plainclothes Police Constable	$ 135,717.00	$ 1,030.64
Munroe	Kelly Bruce	Police Constable	$ 162,894.86	$ 1,029.08
Munroe	Neil Gerard	Sergeant	$ 136,227.96	$ 1,067.56
Murnane	Melissa Katherine	Plainclothes Police Constable	$ 128,803.26	$ 1,030.64
Murphy	Daniel Timothy	Police Constable	$ 161,410.94	$ 963.40
Murphy	Michael Patrick	Police Constable	$ 113,491.82	$ 1,007.76
Murphy	Shane Peter	Police Constable	$ 106,896.44	$ 1,007.76
Murphy	Todd Aaron	Police Constable	$ 107,628.73	$ 1,007.76
Murray	Alicia Marie	Detective	$ 145,669.26	$ 1,057.16
Murray	David Gerard	Plainclothes Police Constable	$ 112,559.20	$ 1,041.30
Murray	Neal Allan	Police Constable	$ 110,857.82	$ 1,007.76
Murray	Sandy	Senior Advisor of Policy & Communications - Toronto Police Services Bo	$ 138,732.24	$ 657.28
Murray	Scott Robert	Police Constable	$ 110,301.69	$ 1,018.42
Murray-Bates	Kerry-Anne	Senior Operations Supervisor	$ 158,398.76	$ 1,088.88
Murrell	Kevin Earl	Staff Sergeant	$ 138,933.55	$ 1,120.86
Musah	Ishmail	Staff Sergeant	$ 155,789.20	$ 1,109.94
Muscat-Drago	Daniel Robert	Police Constable	$ 135,102.31	$ 997.36
Musclow	Claude	Sergeant	$ 122,835.06	$ 1,078.22
Musso Duarte	Susana	Police Constable	$ 151,713.52	$ 1,029.08
Mutch	Emily Ruth	Governance Senior Analyst	$ 106,873.21	$ 1,027.52
Mutis	Dawn	Plainclothes Police Constable	$ 115,806.16	$ 1,051.70
Muto	Antonio	Police Constable	$ 107,056.75	$ 929.08
Muto	Jason Robert	Police Constable	$ 101,208.77	$ 1,007.76
Myers	Gregory	Sergeant	$ 121,174.71	$ 1,078.22
Myers	Sharon Elizabeth	Detective	$ 120,533.92	$ 1,067.56
Mylvaganam	Ajanthan	Police Constable	$ 120,821.07	$ 347.36
Nacev	Steven Alexsander	Police Constable	$ 121,437.87	$ 996.00
Nadeem	Sohail	Plainclothes Police Constable	$ 141,258.95	$ 1,030.64
Nadler	Andre Michael	Police Constable	$ 107,883.42	$ 1,007.76
Nafis	Rashid	Police Constable	$ 100,991.07	$ 1,007.76
Naidoo	Graeme Clayton	Sergeant	$ 128,953.96	$ 1,067.56
Nair	Sajeev	Detective	$ 136,562.58	$ 1,063.96
Nakhuda	Mohmed Hanif	Police Constable	$ 126,742.48	$ 1,008.17
Nalon	Tamara Darlene	Senior Operations Supervisor	$ 132,539.47	$ 1,085.12
Namayandeh	Arash	Police Constable	$ 108,224.01	$ 1,007.76
Nanji	Zahir Mohamed	Plainclothes Police Constable	$ 110,495.76	$ 1,025.36
Nantais	Jennifer Lynn	Plainclothes Police Constable	$ 108,453.34	$ 1,025.36
Nanton	Andrew Antonio	Plainclothes Police Constable	$ 153,779.97	$ 1,030.64
Nanton	Jason Stanley	Police Constable	$ 142,269.52	$ 1,007.76
Narine	Shaun	Superintendent	$ 182,370.53	$ 1,521.00
Nasim	Faisal	Police Constable	$ 127,904.05	$ 1,011.28
Nasser	Aman	Detective	$ 167,667.47	$ 1,057.16

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Nassis	Stephanie	Training Constable	$ 120,183.60	$ 1,041.30
Neadles	Kyle Stephen	Police Constable	$ 125,722.62	$ 997.36
Neadles	William	Superintendent	$ 182,370.53	$ 15,529.92
Neadles	William Andrew	Plainclothes Police Constable	$ 116,789.20	$ 1,020.19
Neal	Wesley John	Detective	$ 146,492.38	$ 1,078.22
Neale	Lindsay Melissa	Plainclothes Police Constable	$ 120,992.06	$ 1,021.84
Neath	Kevin Bradley	Plainclothes Police Constable	$ 129,396.02	$ 1,037.61
Nei	Nicholas Shang-Lin	Sergeant	$ 126,713.40	$ 1,067.56
Neill	Stuart	Plainclothes Police Constable	$ 121,867.79	$ 1,013.92
Nelson	Matthew Henry	Police Constable	$ 108,465.33	$ 997.76
Nelson	Melissa Anne	Police Constable	$ 131,895.43	$ 1,007.76
Nevills	Shari Llalania	Police Constable	$ 108,925.84	$ 1,014.80
Nevin	David	Police Constable	$ 195,154.76	$ 1,029.08
Newell	Patricia	Police Constable	$ 106,879.30	$ 1,029.08
Newmarch	Brett Ryan	Police Constable	$ 121,600.87	$ 1,024.48
Ng	Philip	Police Constable	$ 114,059.62	$ 997.76
Ng	Siu-Mia	Plainclothes Police Constable	$ 151,109.42	$ 391.30
Ng	William	Training Constable	$ 147,112.64	$ 1,010.40
Ng	Yuen	Sergeant	$ 122,690.48	$ 1,078.22
Ngan	Edward Shing-Keung	Audit & Quality Assurance Senior Advisor	$ 139,500.37	$ 1,305.98
Ngo	David Nguyen	Police Constable	$ 104,396.55	$ 1,007.76
Ngo	Jason	Plainclothes Police Constable	$ 107,857.59	$ 1,030.64
Nguyen	Daniel	Police Constable	$ 115,195.38	$ 1,024.48
Nguyen	John Hung-Quoc	Police Constable	$ 114,275.85	$ 997.36
Nguyen	Quoc Hoa-Khanh	Training Constable	$ 121,284.07	$ 1,030.64
Ng-Wai	Sabrina Tania	Communications Operator	$ 103,072.08	$ 308.36
Nichiporik	Dale Curtis	Police Constable	$ 104,699.93	$ 1,011.45
Nichiporik	Darren William	Police Constable	$ 101,236.77	$ 1,007.76
Nichol	Ian Fraser	Detective Sergeant	$ 134,405.68	$ 470.86
Nicholas	Christina Lynn	Police Constable	$ 101,035.52	$ 1,007.76
Nichols	Heather Laury	Staff Sergeant	$ 136,242.36	$ 1,109.94
Nicholson	Leonard Bruce	Sergeant	$ 123,606.29	$ 1,067.56
Nickels	Chad Christopher	Plainclothes Police Constable	$ 115,003.95	$ 375.36
Nickerson	Brandon Randal	Plainclothes Police Constable	$ 127,051.86	$ 1,030.64
Nicol	Brett Donald	Detective Sergeant	$ 142,114.98	$ 1,120.86
Nicol	Robert	Plainclothes Police Constable	$ 127,484.15	$ 1,351.68
Nicolle	Chad Edward	Sergeant	$ 181,175.14	$ 1,078.22
Niculae	Ion Alexandru	Police Constable	$ 117,099.15	$ 1,007.76
Nielsen	Christian Hinge	Manager of Shop Operations	$ 156,732.25	$ 1,214.46
Nijjar	Harjit Singh	Sergeant	$ 119,560.27	$ 1,067.56
Nikov	David	Police Constable	$ 108,906.87	$ 1,000.96
Nimmo	Richard James	Detective	$ 133,162.30	$ 1,067.56
Niras	Nikolaos	Police Constable	$ 149,632.53	$ 1,029.08
Nishikawa	Brian Jonathan	Plainclothes Police Constable	$ 136,874.98	$ 1,027.12
Niziol	William James	Training Constable	$ 143,052.71	$ 1,010.40
Noble	Dale Lloyd	Police Constable	$ 118,190.18	$ 997.76
Noonan	Timothy John	Plainclothes Police Constable	$ 117,171.78	$ 1,051.70
Norman	Darryl James	Police Constable	$ 123,591.44	$ 1,024.48
Norman	William Michael	Sergeant	$ 142,226.88	$ 1,039.21
Norrie	Andrew	Inspector	$ 176,708.06	$ 820.98
Norrie	Hudson Fox	Plainclothes Police Constable	$ 109,197.13	$ 1,020.39
Norris	Robert	Police Constable	$ 179,689.87	$ 1,029.08
Norrmalm	Brenda Rosalie	Police Constable	$ 119,160.66	$ 1,018.42
Norski	Przemyslaw	Police Constable	$ 209,562.03	$ 1,007.76
North	Robert Lloyd	Detective	$ 150,717.11	$ 1,067.56
Northmore	Colleen	Detective	$ 161,286.04	$ 1,078.22
Northrup	Jeffrey John	Police Constable	$ 135,243.99	$ 1,029.08
Norton	David John	Staff Sergeant	$ 137,961.93	$ 1,067.56
Notay	Jagmohan Singh	Parking Enforcement Oficer	$ 151,069.54	$ 898.56
Noto	Diana	Plainclothes Police Constable	$ 112,280.58	$ 1,030.64
Nott	Jason Michael	Plainclothes Police Constable	$ 110,133.41	$ 1,030.64
Novinc	Branko	Sergeant	$ 134,700.02	$ 1,078.22
Nunes	Diogo Rodrigues	Plainclothes Police Constable	$ 118,382.68	$ 1,013.92
Nunes	Maria	Police Constable	$ 164,330.53	$ 1,029.08
Nunno	Melissa	Plainclothes Police Constable	$ 116,698.84	$ 1,040.48
Nuri	Abdullah	Detective	$ 141,426.51	$ 1,057.16
Nykorchuk	Pasqualina	Senior Analyst Strategic Planning	$ 109,292.33	$ 377.52
Nyznik	Leslie Clark	Police Constable	$ 101,953.42	$ 350.74
Oakes	Joshua Robert	Police Constable	$ 109,624.19	$ 347.36

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Obey	Jason David	Police Constable	$ 109,587.52	$ 997.76
O'Brien	Brendan Francis	Police Constable	$ 119,460.19	$ 1,013.89
O'Brien	Colin Daniel	Police Constable	$ 110,298.19	$ 1,007.76
O'Brien	David	Training Constable	$ 120,126.27	$ 809.00
O'Brien	Jason William	Police Constable	$ 101,533.62	$ 1,007.76
O'Brien	Sean	Sergeant	$ 136,712.62	$ 1,078.22
Ochmanek	Luke	Plainclothes Police Constable	$ 110,885.76	$ 1,030.64
O'Connor	Mike Stephen	Plainclothes Police Constable	$ 113,584.59	$ 1,041.30
Oddi	John-Paul Christopher	Police Constable	$ 120,368.81	$ 997.36
Odisho	Ashur	Police Constable	$ 182,145.11	$ 1,007.76
O'Donnell	Joseph Patrick	Police Constable	$ 137,623.23	$ 1,007.76
O'Donnell	Mark	Police Constable	$ 109,085.68	$ 1,007.76
O'Donohue	Derek Micheal	Sergeant	$ 121,496.04	$ 1,057.16
O'Donohue	Katie Elizabeth	Police Constable	$ 107,683.53	$ 1,024.48
Ogg	Sheila Elizabeth	Detective Sergeant	$ 143,368.21	$ 1,120.86
Ogg	Stuart Neil	Police Constable	$ 109,537.02	$ 969.00
O'Grady	Lawrence Joseph	Supervisor of Forensic Identification Services- Photo Section	$ 107,488.65	$ 1,027.52
Oh	Hyuk Jo	Plainclothes Police Constable	$ 114,857.18	$ 1,013.92
O'Kane	Geraid David	Sergeant	$ 127,037.19	$ 917.56
O'Keefe	David Michael	Police Constable	$ 116,577.46	$ 1,013.04
Okutin	Alexandr	Police Constable	$ 140,846.11	$ 997.36
Olarewaju	Gordon Adebayo	Police Constable	$ 104,269.29	$ 1,007.76
O'Leary	Edmund Joseph	Police Constable	$ 129,401.58	$ 1,007.76
Oliveira	Dora Cristina	Sergeant	$ 123,427.08	$ 1,036.26
Oliveira	Gilberto Vieira	Police Constable	$ 126,406.92	$ 997.36
Oliveira	Linda	Police Constable	$ 107,100.98	$ 1,029.08
Oliver	Matthew Tyler	Plainclothes Police Constable	$ 140,582.13	$ 1,041.30
Oliver	Paul	Staff Sergeant	$ 149,543.71	$ 1,120.86
Oliver	Steven Ronald	Detective	$ 153,442.46	$ 1,057.16
Ollos	Sandor Ernest	Police Constable	$ 124,210.17	$ 1,014.73
Olsen	Frank	Detective	$ 126,307.91	$ 1,078.22
Olsen	Shaun	Sergeant	$ 121,433.52	$ 1,078.22
Olszevski	Michelle Lynne	Detective	$ 146,656.86	$ 1,078.22
Olukoya	Olufemi	Police Constable	$ 247,472.09	$ 1,029.08
Olver	Robert Bond	Police Constable	$ 107,436.59	$ 1,029.08
Omar	Mohamed Zakaria	Police Constable	$ 118,994.23	$ 1,007.76
Omelko	Steven John	Police Constable	$ 132,441.00	$ 996.00
Onami	Jason Morito	Plainclothes Police Constable	$ 111,855.88	$ 380.64
O'Neill	Barry John	Sergeant	$ 136,162.99	$ 1,067.56
O'Neill	Erik Rodney	Police Constable	$ 118,155.37	$ 1,007.76
O'Neill	Sean Keith	Police Constable	$ 121,456.07	$ 1,007.76
Ong	Rhoel Villegas	Sergeant	$ 160,629.33	$ 1,067.56
Onyszkiewicz	Andrew	Detective Sergeant	$ 137,647.26	$ 1,120.86
Onyszkiewicz	Jacqueline Madeline	Police Constable	$ 108,076.44	$ 1,007.76
Onzuka	Edward Yuji	Plainclothes Police Constable	$ 135,537.41	$ 6,299.22
Oosterhof	Carole Jane	Police Constable	$ 106,879.30	$ 379.08
Oostwoud	Michael Gerard	Police Constable	$ 103,981.65	$ 1,018.83
Ordinario	Edward	Police Constable	$ 103,966.05	$ 1,014.73
Origlieri	Melissa Joy	Plainclothes Police Constable	$ 110,956.65	$ 1,041.30
O'Riordan	Wayne James	Detective	$ 118,553.72	$ 1,067.56
Ormsby	Brandon Thomas	Police Constable	$ 109,703.73	$ 1,007.76
Oroz	Slavko	Police Constable	$ 176,181.86	$ 1,007.76
Ortiz	Horacio	Plainclothes Police Constable	$ 116,598.79	$ 996.00
Osagie	Bassey	Sergeant	$ 141,167.86	$ 1,067.56
Osborne	Brian Otto	Police Constable	$ 127,610.99	$ 1,007.76
Osborne	Keith Thomas	Plainclothes Police Constable	$ 134,015.83	$ 1,030.64
O'Shea	Stephen James	Training Constable	$ 139,478.81	$ 1,031.05
Osman	Walid Ahmed	Plainclothes Police Constable	$ 114,063.20	$ 405.64
Osmanaj	Ardit	Police Constable	$ 138,667.60	$ 1,007.76
Osoba	Olusesan Osokoya	Police Constable	$ 132,125.82	$ 1,007.76
Osoteo	Eugene Frederick	Police Constable	$ 112,555.66	$ 1,007.76
Ostrom-Peake	Deirdre Ann	Labour Relations Analyst	$ 120,402.15	$ 1,217.84
O'Toole	Edward Francis	Police Constable	$ 108,621.86	$ 1,007.76
O'Toole	Kimberley Anne	Staff Sergeant	$ 165,944.80	$ 745.86
Otten	Edward Marcel	Police Constable	$ 109,348.37	$ 1,007.76
Ouellet	Andrew	Police Constable	$ 158,111.14	$ 1,018.42
Ouellette	David Mark	Staff Sergeant	$ 127,826.32	$ 1,067.56
Ouellette	Robert Bruce	Plainclothes Police Constable	$ 123,307.94	$ 1,041.30
Oyemu	Otimoi	Parking Enforcement Oficer	$ 101,367.77	$ 898.56

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Ozols	John	Plainclothes Police Constable	$ 120,607.12	$ 1,051.70
Pabla	Sukhvinderpal Singh	Detective	$ 122,364.89	$ 492.56
Pablo	Glen Patrick	Police Constable	$ 124,326.56	$ 1,007.76
Pacheco	Walter De	Sergeant	$ 120,620.60	$ 1,067.56
Page	Derek William	Police Constable	$ 118,956.42	$ 1,018.42
Paglia	Giancarlo	Plainclothes Police Constable	$ 109,649.30	$ 1,030.64
Pagniello	Michele	Police Constable	$ 119,422.61	$ 1,007.76
Pais	Glenn Edwin	Police Constable	$ 114,547.04	$ 1,008.17
Pais	Scharnil Valerian	Police Constable	$ 124,908.70	$ 1,007.76
Pak	Andrew Jin-Ho	Police Constable	$ 106,872.02	$ 1,007.76
Pakka	Yulia Renee	Police Constable	$ 115,455.95	$ 976.96
Pakravan	Glayol Gloria	Manager of People Strategy & Performance	$ 168,948.46	$ 3,205.54
Pala	Rasih San	Plainclothes Police Constable	$ 128,941.59	$ 1,030.64
Palermo	Loredana	Police Constable	$ 135,941.34	$ 1,018.32
Palermo	Michael Angelo	Detective	$ 207,697.17	$ 1,067.56
Palic	Igor	Police Constable	$ 110,263.14	$ 1,007.76
Palm	Petra Juliane	Police Constable	$ 113,886.93	$ 374.58
Palmer	Roger Anthony	Police Constable	$ 118,711.16	$ 1,000.96
Panayotov	Lubomir Ivanov	Plainclothes Police Constable	$ 134,979.95	$ 1,030.64
Pandolfi	Alessandro Anthony	Plainclothes Police Constable	$ 123,018.36	$ 1,041.30
Panesar	Sarabhjeet Singh	Plainclothes Police Constable	$ 123,939.12	$ 1,030.64
Pangos	Edward Anthony	Training Constable	$ 112,659.85	$ 1,030.64
Pannu	Gurpreet Singh	Police Constable	$ 108,916.14	$ 962.00
Pansieri	Natalia	Police Constable	$ 102,524.84	$ 949.00
Panton	Sarah Marie	Plainclothes Police Constable	$ 112,933.62	$ 380.64
Pantopoulos	Sarakina Madeline	Plainclothes Police Constable	$ 120,091.09	$ 365.68
Paoletta	Anthony	Inspector	$ 134,334.47	$ 1,120.86
Paolini	Krista Lee	Police Constable	$ 110,020.66	$ 942.50
Papacharalambous	Elliot Thomas	Police Constable	$ 109,666.88	$ 960.70
Papadopoulos	Kyriakos	Police Constable	$ 158,077.64	$ 1,014.73
Papamanolis	Dimitrios	Police Constable	$ 151,375.67	$ 357.76
Papatheodorou	George	Police Constable	$ 163,615.63	$ 1,018.42
Pape	Derek Anthony	Plainclothes Police Constable	$ 113,942.29	$ 1,030.64
Papizewski	LeeAnn	Staff Sergeant	$ 147,349.31	$ 1,120.86
Parasram	Lawrence	Plainclothes Police Constable	$ 150,033.64	$ 1,030.64
Pardy	Jamie Richard	Police Constable	$ 171,924.55	$ 997.36
Pareja	Carlos Adrian	Police Constable	$ 158,658.04	$ 1,007.76
Pargetter	Kevin James	Plainclothes Police Constable	$ 128,270.07	$ 1,030.64
Park	Jae Woo	Police Constable	$ 101,366.62	$ 357.76
Park	John David	Police Constable	$ 121,404.83	$ 1,014.29
Park	Josef	Police Constable	$ 148,584.19	$ 1,018.42
Park	Ryan Lee	Police Constable	$ 105,054.71	$ 997.76
Park	Sang Jun	Plainclothes Police Constable	$ 118,755.27	$ 1,024.58
Park	Seung Joon	Plainclothes Police Constable	$ 109,184.20	$ 363.89
Park	Sung Min	Police Constable	$ 127,548.54	$ 1,007.76
Parker	Fitzroy	Police Constable	$ 140,630.84	$ 1,007.76
Parker	Ian Christopher	Police Constable	$ 108,418.40	$ 1,007.76
Parker	Todd William	Police Constable	$ 110,568.27	$ 468.42
Parkin	Andrew Wilfred	Police Constable	$ 161,190.21	$ 1,007.76
Parks II	Edward Lee	Police Constable	$ 130,118.44	$ 1,007.76
Parliament	Gregory James	Sergeant	$ 125,764.45	$ 1,062.06
Parliament	James Ralph	Training Constable	$ 117,044.72	$ 1,041.70
Parmar	Mandeep Singh	Plainclothes Police Constable	$ 139,898.72	$ 1,030.64
Parney	Christopher George	Police Constable	$ 107,412.51	$ 1,018.42
Paroussoudi	Lemonia Alexandra	Police Constable	$ 134,699.11	$ 1,007.76
Parro	Joseph Anthony	Police Constable	$ 105,110.06	$ 997.76
Parrott	Michael Eric	Detective	$ 171,051.39	$ 1,067.56
Parsons	Stuart Magruder	Plainclothes Police Constable	$ 169,431.28	$ 1,051.70
Parsram	Ramesh Brian	Sergeant	$ 136,037.58	$ 1,078.22
Partridge	David William	Police Constable	$ 162,603.44	$ 1,007.76
Partridge	Frank	Staff Sergeant	$ 146,241.95	$ 1,120.86
Parvin	Armand Sydney	Training Constable	$ 107,619.84	$ 1,030.64
Pascaris	Matthew Ryan	Police Constable	$ 143,306.98	$ 997.36
Pascuzzo	Evelyn	Locational Administrator	$ 100,888.99	$ 338.52
Passerino	Curtis Paul	Police Constable	$ 106,805.12	$ 1,018.42
Patchett	Cheryl	Police Constable	$ 127,202.67	$ 1,029.08
Patching	Andrea	Plainclothes Police Constable	$ 113,970.14	$ 1,051.70
Pate	Andrew William	Police Constable	$ 108,556.56	$ 1,002.98
Patel	Juneid Ahmed	Police Constable	$ 150,977.79	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Patel	Manhar	Police Constable	$ 107,020.64	$ 1,027.40
Patel	Rajeshkumar	Detective	$ 125,625.96	$ 1,057.16
Patel-Asner	Leena	Plainclothes Police Constable	$ 111,785.68	$ 957.76
Paterson	Kyle Scott	Police Constable	$ 114,246.39	$ 1,024.48
Pathak	Davinder Kumar	Police Constable	$ 259,222.15	$ 1,007.76
Pathak	Rajinder Kumar	Police Constable	$ 150,275.96	$ 1,007.76
Pathak	Samip	Police Constable	$ 130,708.60	$ 1,013.92
Patil	Sameer	Police Constable	$ 144,855.25	$ 1,026.24
Patrick	Colin William	Police Constable	$ 129,098.57	$ 1,007.76
Patterson	Michael James	Detective Sergeant	$ 153,105.60	$ 1,109.94
Patterson	Robert	Detective	$ 121,089.47	$ 1,078.22
Patterson	Shona-Lynn Debra	Plainclothes Police Constable	$ 135,455.58	$ 1,030.64
Patterson	Stephen Brent	Police Constable	$ 112,183.42	$ 1,007.76
Pattison	Steven	Staff Sergeant	$ 137,558.67	$ 1,120.86
Patton	Scott Matthew	Police Constable	$ 108,291.79	$ 1,007.76
Paul	Candace	Detective	$ 121,273.32	$ 1,078.22
Paul	Mohit	Police Constable	$ 123,728.02	$ 1,007.76
Pawlak	Michael Ryszard	Police Constable	$ 100,767.73	$ 971.52
Payne	Bradley James	Police Constable	$ 134,803.99	$ 1,013.04
Payne	Gregory James	Detective Sergeant	$ 150,006.32	$ 470.86
Payne	Gregory James	Police Constable	$ 124,054.88	$ 997.36
Payne	Karl Scott	Detective	$ 123,958.84	$ 1,078.22
Payton	Howard Lewis	Sergeant	$ 127,270.32	$ 829.40
Peacock	Jason Alexander	Police Constable	$ 134,042.80	$ 1,035.14
Pearce	Ryan William	Police Constable	$ 104,994.14	$ 997.36
Pearson	Jeffrey	Detective Sergeant	$ 133,030.44	$ 1,120.86
Peart	Dwayne Omar	Police Constable	$ 122,992.52	$ 1,007.76
Peavoy	Courtney Diane	Police Constable	$ 102,694.48	$ 997.76
Pece	Anthony Michael	Plainclothes Police Constable	$ 121,538.15	$ 1,030.64
Peck	Jennifer Louise	Plainclothes Police Constable	$ 122,245.21	$ 1,041.30
Peddle	Jason Garth	Police Constable	$ 101,147.97	$ 357.76
Peebles	Michael James	Police Constable	$ 106,609.06	$ 1,007.76
Pelech	Danylo Illya	Police Constable	$ 140,615.45	$ 1,007.76
Pena	Nelson Das	Police Constable	$ 120,576.35	$ 1,007.76
Pengelly	Rosemary	Plainclothes Police Constable	$ 126,708.78	$ 401.70
Penner	Adam Christopher	Police Constable	$ 143,489.25	$ 1,007.76
Penney	Patrick	Police Constable	$ 101,533.92	$ 364.50
Penny	Lisa Rita	Plainclothes Police Constable	$ 118,019.40	$ 1,030.64
Penton	Shane Stephen	Sergeant	$ 120,606.90	$ 1,067.56
Penwell	Cassandra Miranda	Police Constable	$ 105,850.67	$ 1,014.32
Peplinski	Eugene Silas	Police Constable	$ 108,932.06	$ 997.76
Pepper	Cindi Gail	Police Constable	$ 102,509.84	$ 1,011.45
Pera	Enrico	Manager of Facilities Management	$ 156,557.28	$ 3,143.66
Percival	Kimberly Jane	Detective	$ 130,916.16	$ 1,067.56
Perdon	Vera Lyn	Police Constable	$ 135,426.47	$ 1,007.76
Perelli	Lee Marvin	Police Constable	$ 129,461.76	$ 1,007.76
Perem	Erik Artur	Plainclothes Police Constable	$ 118,196.16	$ 1,013.92
Perez	Ali Antonio	Police Constable	$ 173,234.58	$ 997.76
Perez	Jose Antonio	Police Constable	$ 136,386.87	$ 943.80
Perez Diaz	Pablo Alejandro	Police Constable	$ 108,886.29	$ 986.48
Perilli	Joseph Lee	Plainclothes Police Constable	$ 126,978.76	$ 1,030.64
Perini	Katherine Dianne	Police Constable	$ 103,449.90	$ 1,016.78
Perino	Kenneth Vincent	Police Constable	$ 138,493.71	$ 1,007.76
Permaul	Gavin	Police Constable	$ 131,553.44	$ 1,007.76
Permaul	Nicole Ashley	Communications Operator	$ 100,510.94	$ 308.36
Perreault	Sean Michael	Staff Sergeant	$ 146,330.68	$ 1,120.86
Perri	Amedeo Rocco	Project Coordinator of Facilities Management	$ 141,399.52	$ 271.28
Perry	Kevin	Police Constable	$ 106,881.40	$ 1,029.08
Perry	Trevor Quentin	Police Constable	$ 139,066.22	$ 1,018.42
Persaud	Chaitram	Police Constable	$ 115,837.14	$ 1,007.76
Persaud	Rajendra	Plainclothes Police Constable	$ 132,364.80	$ 1,030.64
Persaud	Ramace	Police Constable	$ 133,586.38	$ 1,007.76
Pershin	Andrei Valeri	Plainclothes Police Constable	$ 133,372.79	$ 1,030.64
Persichetti	Donato	Plainclothes Police Constable	$ 118,841.57	$ 1,030.57
Persram	Ranjit	Police Constable	$ 106,879.30	$ 379.08
Perugini	Mario	Court Officer	$ 103,942.27	$ 287.04
Peschier	Christopher Victor	Police Constable	$ 118,880.00	$ 997.76
Peters	Cornelius	Police Constable	$ 191,157.72	$ 1,018.42
Peters	Lionel Sean	Police Constable	$ 174,174.74	$ 920.47

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Peters	Scott Murray	Plainclothes Police Constable	$ 111,252.58	$ 1,041.30
Petersen	Kathleen Erin	Police Constable	$ 104,637.35	$ 1,008.17
Petersen	Kristan Mathew	Plainclothes Police Constable	$ 104,605.38	$ 1,018.73
Peterson	Clifford William	Sergeant	$ 117,912.78	$ 1,037.78
Pethick	Thomas Ervin	Police Constable	$ 109,949.56	$ 1,018.42
Petkovic	Boris	Plainclothes Police Constable	$ 136,562.70	$ 1,030.64
Petrakis	Kyriakos	Plainclothes Police Constable	$ 120,374.38	$ 1,030.64
Petrakis	Michael	Sergeant	$ 125,452.55	$ 1,028.66
Petrakis	Stavros	Training Constable	$ 122,500.93	$ 1,010.40
Petrasek	Michael Julian	Police Constable	$ 106,879.30	$ 1,029.08
Petrie	Kyle Johnathon	Police Constable	$ 121,822.53	$ 511.89
Petrie	Richard	Detective	$ 147,752.50	$ 1,078.22
Petticrew	Amanda Aaron	Police Constable	$ 107,019.82	$ 357.76
Phair	Mark Gordon	Sergeant	$ 160,996.95	$ 1,078.22
Philipson	Graeme	Sergeant	$ 140,081.16	$ 1,078.22
Phillips	Adam Marshall	Police Constable	$ 115,465.11	$ 1,007.76
Phillips	Daniel Martin	Police Constable	$ 106,917.21	$ 1,018.42
Phoon	Newton Chun	System Administrator Forensic Identification Services	$ 120,172.09	$ 1,059.24
Phuong	James Jason	Police Constable	$ 119,134.88	$ 1,002.98
Piccolo	Adrian Michael	Plainclothes Police Constable	$ 142,809.22	$ 1,030.64
Piche	Paula	Police Constable	$ 109,696.24	$ 1,029.08
Pickett	Travis Grayson	Police Constable	$ 156,683.94	$ 1,033.21
Pieper	Donna	Sergeant	$ 121,962.94	$ 428.22
Pierobon	Shaun Steven	Plainclothes Police Constable	$ 110,057.20	$ 1,037.61
Pierre	Christopher Sean	Police Constable	$ 155,382.04	$ 997.76
Pignatelli	Tony	Police Constable	$ 159,298.69	$ 1,029.08
Pigram	Andrew John	Police Constable	$ 125,787.39	$ 1,007.76
Pike	William Brian	Supervisor	$ 100,337.07	$ 315.64
Pikula	Kamil Stanislaw	Plainclothes Police Constable	$ 130,516.11	$ 1,020.08
Pileggi	Adriano Domenico	Police Constable	$ 113,754.30	$ 1,024.48
Pilkey	Diana	Police Constable	$ 100,426.44	$ 368.42
Pillach	Adrian Jozef	Police Constable	$ 140,947.40	$ 1,007.76
Pilon	Jay Patrick	Police Constable	$ 123,792.67	$ 1,024.48
Pilotte	Karen Alison	Police Constable	$ 102,453.40	$ 1,007.76
Pinchak	Wasyl	Enterprise Architecture Project Leader	$ 125,521.85	$ 442.52
Pinchin	Brian	Plainclothes Police Constable	$ 114,425.45	$ 1,051.70
Pinfold	Matthew George	Plainclothes Police Constable	$ 126,974.64	$ 1,030.64
Pinfold	Stephen Michael	Police Constable	$ 102,428.24	$ 1,011.45
Pinizzotto	Marc Anthony	Training Constable	$ 119,354.76	$ 1,030.64
Pinnock	Donovan	Police Constable	$ 168,107.05	$ 379.08
Pinto	Silvino Ricardo	Police Constable	$ 163,690.01	$ 997.36
Pinto	Suzanne Marie	Staff Sergeant	$ 133,234.03	$ 1,120.86
Pipe	Stephen	Staff Sergeant	$ 148,354.82	$ 1,120.86
Piraisoody	Balakumaran	Plainclothes Police Constable	$ 125,275.78	$ 1,013.92
Pisani	Paul Lee	Plainclothes Police Constable	$ 124,556.60	$ 1,030.64
Pisano	Joseph Francesco	Plainclothes Police Constable	$ 112,497.80	$ 1,030.64
Pisano	Robyn Ashley	Plainclothes Police Constable	$ 111,558.71	$ 368.32
Pischedda	Mark Stephen	Plainclothes Police Constable	$ 126,389.83	$ 1,030.64
Pistiolis	Thomas Michael	Locational Administrator	$ 102,271.78	$ 338.52
Pitcher	David Charles	Plainclothes Police Constable	$ 113,599.80	$ 1,041.30
Pitcher	Sean Murray	Plainclothes Police Constable	$ 119,217.48	$ 1,030.64
Pitre	Danny Christopher	Plainclothes Police Constable	$ 151,277.63	$ 1,030.64
Pitters	Glenn Michael	Police Constable	$ 116,720.98	$ 1,018.42
Plain	Andrew Reinhold	Plainclothes Police Constable	$ 110,980.11	$ 928.20
Platte	Charlene Gina	Plainclothes Police Constable	$ 118,109.37	$ 1,030.64
Platte	Patrick Frank	Plainclothes Police Constable	$ 105,847.59	$ 823.83
Pleshe	Daryl William	Plainclothes Police Constable	$ 120,137.02	$ 1,030.64
Plevritis	Ilias Midle	Supervisor	$ 102,944.65	$ 315.64
Plunkett	Patrick John	Detective	$ 123,743.23	$ 1,067.56
Plunkett	Sheri Lynn	Plainclothes Police Constable	$ 110,757.70	$ 1,041.30
Poczak	Lisa	Sergeant	$ 135,526.26	$ 1,078.22
Poge	Eric Ronald	Training Constable	$ 118,904.59	$ 1,010.40
Pogue	Lauren	Inspector	$ 145,624.97	$ 1,120.86
Poh	Raymon Oei	Police Constable	$ 121,578.13	$ 1,007.76
Poirier	Alexandre	Police Constable	$ 106,396.79	$ 1,007.76
Poirier	Sean Michael	Plainclothes Police Constable	$ 153,599.26	$ 996.00
Polak	Brandon Victor	Plainclothes Police Constable	$ 135,323.51	$ 1,031.05
Poliak	Mark John	Plainclothes Police Constable	$ 110,971.50	$ 709.58
Policelli	Tanya	Plainclothes Police Constable	$ 115,710.56	$ 1,051.70

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Pollard	James Evan	Police Constable	$ 108,548.07	$ 1,011.45
Pollard	Kristine Rian	Plainclothes Police Constable	$ 113,368.33	$ 1,030.64
Pollock	Tige Samuel	Detective	$ 142,360.72	$ 1,067.56
Poltavets	Alexandre	Police Constable	$ 111,528.05	$ 997.36
Polychronis	George	Police Constable	$ 130,206.34	$ 1,007.76
Poole	Candice Jennifer	Police Constable	$ 109,425.61	$ 1,017.44
Poole	Richard Andrew	Police Constable	$ 117,616.42	$ 1,051.70
Pop	Ian	Plainclothes Police Constable	$ 124,603.81	$ 1,051.70
Popalzai	Mustafa	Police Constable	$ 154,360.39	$ 997.36
Popov	Alexander Igorevich	Plainclothes Police Constable	$ 143,548.38	$ 1,030.64
Poranganel	Mark Varkey	Plainclothes Police Constable	$ 112,284.10	$ 1,041.30
Porter	Bryan Andrew	Plainclothes Police Constable	$ 143,607.17	$ 1,002.09
Porter	Dainian Alloy	Police Constable	$ 107,731.95	$ 1,007.76
Porter	John Laurine	Police Constable	$ 100,991.07	$ 1,007.76
Posluszny	Andrew Zbigniew	Police Constable	$ 157,346.27	$ 1,007.76
Potter	Vivienne Sanja	Police Constable	$ 120,760.85	$ 539.04
Potts	Mark Jonathan	Training Constable	$ 121,758.68	$ 380.64
Poulimenos	William Demetre	Police Constable	$ 130,239.29	$ 1,007.76
Poulin	Martin Fabian	Sergeant	$ 132,339.17	$ 1,067.56
Pourghazi	Aydin	Police Constable	$ 118,667.25	$ 1,007.76
Powell	Daniel James	Detective	$ 163,221.69	$ 1,078.22
Powell	Michelle Elizabeth	Plainclothes Police Constable	$ 122,003.49	$ 1,044.50
Power	Ashley Lace	Communications Operator	$ 105,157.14	$ 958.36
Power	Cameron James	Laboratory Specialist	$ 105,172.28	$ 1,018.86
Powis	Jennifer Ann	Sergeant	$ 146,863.81	$ 1,067.56
Powrie	John Erwin	Police Constable	$ 119,983.10	$ 1,007.76
Pozzan	Andrew Valerio	Police Constable	$ 122,929.73	$ 1,007.76
Prasad	Natasha Selena	Shift Supervisor	$ 102,110.74	$ 338.52
Pratt	Nicole Ann	Communications Operator	$ 100,883.05	$ 958.36
Pravica	Dusan Dan	Staff Sergeant	$ 148,642.61	$ 1,067.56
Prechotko	Lisa Terra	Police Constable	$ 119,555.13	$ 1,007.76
Prentice	Stefan Patrick	Detective Sergeant	$ 150,355.78	$ 1,109.94
Press	Michael Allen	Senior Firearms Officer	$ 114,763.48	$ 733.32
Preston	Brian	Superintendent	$ 180,182.75	$ 1,393.60
Preuthun	Adam Alexander	Police Constable	$ 121,913.09	$ 1,007.76
Prevost	Jayme Thomas	Police Constable	$ 113,458.82	$ 357.76
Prevost	Terry Joseph	Police Constable	$ 144,789.52	$ 1,015.68
Price	Brandon Lee	Detective	$ 166,620.28	$ 1,060.76
Price	David Raymond	Police Constable	$ 129,708.68	$ 1,026.24
Price	Robert Arthur	Police Constable	$ 109,338.17	$ 1,007.76
Price	Ryan Andrew	Police Constable	$ 133,914.44	$ 357.76
Price	Timothy John	Police Constable	$ 119,233.52	$ 1,007.76
Priebe	Christopher Ryan	Plainclothes Police Constable	$ 116,288.40	$ 1,014.76
Priem	Michelle Simone	Police Constable	$ 101,342.74	$ 357.76
Pritchard	Brian James	Detective	$ 118,146.27	$ 417.56
Pritchard	Denis Blair	Police Constable	$ 107,190.52	$ 1,007.76
Pritchard	Grant Donlee	Police Constable	$ 104,113.42	$ 1,007.76
Proctor	Kelly Sean	Police Constable	$ 123,472.25	$ 1,007.76
Proctor	Norman Edward	Inspector	$ 146,385.45	$ 1,120.86
Proctor	Richard	Detective	$ 121,432.36	$ 1,078.22
Prodanos	Alexi	Police Constable	$ 117,818.95	$ 1,018.42
Prodeus	Derek Michael	Police Constable	$ 130,678.86	$ 1,006.96
Proger	Sergey Ilyich	Training Constable	$ 102,018.64	$ 867.06
Prosavich	Paula Anne	Detective Sergeant	$ 124,846.02	$ 417.56
Prosper	Mark Anthony	Police Constable	$ 118,973.38	$ 1,007.76
Proulx	Kevin Edward	Police Constable	$ 113,074.98	$ 1,007.76
Provender	Stephanie Lin	Police Constable	$ 115,047.77	$ 1,014.80
Pugash	Mark	Director of Corporate Communications	$ 177,253.72	$ 8,871.05
Puleio	Edward Vincent	Senior Telecom Services Technician Radio	$ 106,806.50	$ 977.60
Pulenzas	Christopher Michael	Plainclothes Police Constable	$ 169,269.94	$ 997.36
Pulla	Jeremy James	Plainclothes Police Constable	$ 139,513.44	$ 1,030.64
Pullen	Chad Edward	Police Constable	$ 111,313.00	$ 1,007.76
Pulumbarit	Ryan Carijutan	Plainclothes Police Constable	$ 148,994.81	$ 1,030.64
Purchas	Christopher Dale	Plainclothes Police Constable	$ 118,109.34	$ 391.30
Purches	Scott Robert	Detective	$ 132,297.42	$ 1,067.56
Purdy	Jason Roger	Police Constable	$ 109,947.61	$ 1,007.76
Purves	Andrew James	Plainclothes Police Constable	$ 133,429.44	$ 1,030.64
Purvis	David Frederick	Police Constable	$ 125,808.34	$ 1,007.76
Puterbaugh	Michael Francis	Sergeant	$ 121,714.91	$ 1,078.22

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Putman	Aaron Matthew	Plainclothes Police Constable	$ 102,601.22	$ 855.64
Putnam	Kimberley Joan	Audit & Quality Assurance Senior Advisor	$ 138,391.72	$ 655.98
Qiu	Ming Wei	Senior Communications Technician Wired Networks	$ 105,094.04	$ 327.60
Quann	Dillon Joseph	Police Constable	$ 122,635.96	$ 1,007.76
Queen	Graham	Staff Sergeant	$ 150,276.71	$ 1,120.86
Queroub	Haim	Police Constable	$ 100,894.16	$ 979.68
Quesnelle	Curtis Leonard	Plainclothes Police Constable	$ 116,930.73	$ 1,034.33
Quigley	Kimberley	Police Constable	$ 109,257.37	$ 1,029.08
Quijada-Mancia	Juan Carlos	Sergeant	$ 130,684.74	$ 1,057.16
Quinlan	Jereme Justin	Plainclothes Police Constable	$ 110,013.49	$ 1,019.98
Quinn	Ana Daniela Bento	Training Constable	$ 127,852.63	$ 1,023.70
Quinn	Conal George	Police Constable	$ 137,512.16	$ 1,041.30
Quinn	Michael Marc	Sergeant	$ 152,194.55	$ 1,067.56
Quinn	Sarah Christine	Police Constable	$ 123,327.63	$ 1,007.76
Quinn	Sean Lee	Plainclothes Police Constable	$ 138,951.66	$ 1,039.25
Qureshi	Ajwaid Niaz	Inspector	$ 153,483.95	$ 1,109.94
Qureshi	Amer	Court Officer	$ 108,338.66	$ 287.04
Rabbito	Corrado	Plainclothes Police Constable	$ 122,750.36	$ 1,041.30
Racette	Allan Roger	Plainclothes Police Constable	$ 129,543.15	$ 1,030.64
Racicot	Christine Rose	Police Constable	$ 101,771.28	$ 1,007.76
Radford	Barry	Detective	$ 149,533.80	$ 1,078.22
Radford	Christopher Keith	Plainclothes Police Constable	$ 109,519.07	$ 1,030.64
Radix	Brenda Rebecca	Manager of Property and Evidence	$ 149,710.04	$ 783.72
Rae	Jennifer	Police Constable	$ 109,666.82	$ 1,007.76
Rafferty	Susan Tracy	Police Constable	$ 120,195.66	$ 1,007.76
Ragell	Thomas Michael	Sergeant	$ 139,756.39	$ 1,078.22
Rahaman	Imeel Syed	Plainclothes Police Constable	$ 112,650.07	$ 369.98
Rahim	Kamal Sean	Sergeant	$ 128,144.29	$ 1,055.26
Rallis	Peter	Sergeant	$ 119,781.01	$ 1,067.56
Ralph	Mary Catherine	Court Officer	$ 102,212.39	$ 287.04
Ralph	Timothy	Staff Sergeant	$ 137,176.21	$ 1,120.86
Rambeharry	Sanjay Rabindranauth	Police Constable	$ 105,349.63	$ 358.17
Rambharack	Neil	Detective	$ 125,955.65	$ 417.56
Ramer	Donald	Deputy Chief	$ 238,703.20	$ 14,904.16
Ramirez	Marion Genevieve	Senior Analyst Information Systems Services	$ 116,881.77	$ 409.24
Ramjattan	Ramnarine	Detective	$ 135,783.17	$ 428.22
Ramos	Daniel Leonardo	Police Constable	$ 112,340.32	$ 1,007.76
Ramos	John Fitzgerald	Sergeant	$ 147,789.58	$ 1,028.66
Ramos	Lermy	Manager of Accounting Services	$ 168,948.46	$ 3,205.54
Ramos	Paul	Plainclothes Police Constable	$ 110,693.28	$ 1,013.92
Rampat	Sunil	Training Constable	$ 126,693.46	$ 1,030.64
Rampersad	Steven	Police Constable	$ 105,739.57	$ 1,010.63
Rampersadsingh	Fenella	Police Constable	$ 102,246.83	$ 968.10
Rampersaud	Darren Rabindra	Senior Programmer Information Systems Services	$ 115,908.90	$ 362.32
Ramphal	Vedanand Sudesh	Police Constable	$ 110,203.53	$ 1,007.76
Ramprashad	Dwarkh	Police Constable	$ 198,351.30	$ 1,029.08
Ramsay	Chad Everett	Police Constable	$ 104,619.82	$ 1,007.76
Ramsay	Jason Andrew	Training Constable	$ 113,701.56	$ 1,010.40
Ramsay	Michael Todd	Police Constable	$ 145,668.69	$ 1,018.42
Ramsbottom	Christopher William	Police Constable	$ 123,769.19	$ 1,007.76
Rand	Richard Theodore	Police Constable	$ 128,934.81	$ 1,037.78
Randall	Nicholas William	Plainclothes Police Constable	$ 116,622.97	$ 1,020.39
Randhawa	Mandeep Singh	Police Constable	$ 155,176.94	$ 998.16
Randhawa	Palvinder Singh	Plainclothes Police Constable	$ 132,251.70	$ 1,030.64
Raney	Andrew	Sergeant	$ 125,795.94	$ 1,078.22
Rangi	Sunjeet	Police Constable	$ 158,742.98	$ 996.00
Rantisi	Adam Micheal	Police Constable	$ 144,737.78	$ 357.76
Rashid	Aliasger	Police Constable	$ 108,035.87	$ 1,007.76
Rasmussen	Kevin William	Plainclothes Police Constable	$ 129,330.59	$ 1,030.64
Raspberry	Jason William	Police Constable	$ 122,152.57	$ 1,007.76
Rathbone	Melanie Lynn	Police Constable	$ 183,675.59	$ 1,018.42
Rauh-Wasmund	Preston Ronald	Police Constable	$ 155,893.04	$ 996.00
Raveendran	Arjuna	Police Constable	$ 117,999.56	$ 997.36
Rawji	Feisal	Police Constable	$ 149,215.16	$ 1,018.42
Rawluk	Roy	Plainclothes Police Constable	$ 125,894.86	$ 1,051.70
Ray	Kenneth Denis	Plainclothes Police Constable	$ 153,814.12	$ 1,030.64
Rea	Philip Earl	Police Constable	$ 108,223.05	$ 1,007.76
Read	Alexandra Jennifer	Police Constable	$ 102,052.91	$ 1,008.17
Rebellato	Larry	Detective	$ 141,425.57	$ 1,078.22

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Rebelo	Joseph Francesco	Detective Sergeant	$ 126,766.28	$ 1,005.94
Rector	Jason Anthony	Detective	$ 159,943.44	$ 1,057.16
Redden	Jeffrey	Sergeant	$ 170,331.60	$ 1,078.22
Reddin	Kirby Albert	Sergeant	$ 144,059.95	$ 1,063.96
Reddy	Sanjay Kumar	Communications Operator	$ 117,659.66	$ 958.36
Redfern	David Ian	Police Constable	$ 150,440.87	$ 1,008.17
Redick	Amanda Brooke	Sergeant	$ 105,980.06	$ 888.01
Redigonda	Anthony Francesco	Police Constable	$ 111,993.36	$ 997.36
Redillas	Ulysses Gonzales	Police Constable	$ 153,558.00	$ 1,007.76
Redman	Suzanne	Staff Sergeant	$ 152,211.55	$ 1,120.86
Reed-Pyefinch	Jennifer Christine	Plainclothes Police Constable	$ 129,059.04	$ 1,030.64
Reeve	Brandon Alexander	Sergeant	$ 119,455.96	$ 1,036.26
Reeves	Michael Daniel	Police Constable	$ 106,314.31	$ 997.76
Reeves	Sean Dennis	Plainclothes Police Constable	$ 109,510.37	$ 1,030.64
Regan	Douglas Fredrick	Inspector	$ 156,770.28	$ 1,120.86
Regan	Gail	Detective	$ 129,003.20	$ 428.22
Regan	Paul Francis	Police Constable	$ 123,892.29	$ 1,007.76
Regnier	Paul Stephen	Plainclothes Police Constable	$ 143,776.09	$ 1,030.64
Rego	Joaquim	Police Constable	$ 132,742.58	$ 1,007.76
Reid	Chad Scott	Detective	$ 122,927.72	$ 1,057.16
Reid	Christine Ava	Supervisor	$ 100,064.13	$ 315.64
Reid	Gordon Brian	Police Constable	$ 116,788.22	$ 1,029.08
Reid	Gregor John	Plainclothes Police Constable	$ 131,639.99	$ 1,030.64
Reid	Jonathan Patrick	Police Constable	$ 120,630.18	$ 805.87
Reid	Kyle Thomas	Staff Sergeant	$ 136,880.75	$ 1,067.56
Reid	Rhonda Margaret	Police Constable	$ 112,666.98	$ 1,007.76
Reid	Robert Charles	Plainclothes Police Constable	$ 128,278.71	$ 1,020.39
Reid	Stephen	Police Constable	$ 110,695.07	$ 1,029.08
Reid	Waverley Elaine	Detective	$ 124,117.53	$ 829.40
Reimer	Eric Richard	Training Constable	$ 129,399.61	$ 1,041.30
Reimer	Kenneth Brian	Staff Sergeant	$ 138,022.16	$ 1,077.75
Reimer	Thomas Arthur	Detective	$ 126,095.49	$ 1,057.16
Reinartas	Michael Arthur	Police Constable	$ 142,700.65	$ 1,007.76
Reinhart	Michelle Elizabeth	Police Constable	$ 126,912.66	$ 1,007.76
Reis	George Fonseca	Police Constable	$ 115,094.76	$ 1,014.73
Reise	Ronald Gordon	Police Constable	$ 126,265.03	$ 1,007.76
Reitsma	Dana Elizabeth	Plainclothes Police Constable	$ 131,903.33	$ 1,021.06
Rekhi	Jasdeep	Plainclothes Police Constable	$ 115,467.78	$ 1,013.92
Reloza	Ralph Christopher	Police Constable	$ 131,575.87	$ 997.36
Relph	Bradley George	Detective	$ 120,297.11	$ 1,074.12
Remy	Smedley Anthony	Detective	$ 137,821.57	$ 1,078.22
Rendon	Brian	Plainclothes Police Constable	$ 138,702.52	$ 1,020.96
Rennie	Brian Anthoney	Training Constable	$ 133,377.93	$ 1,041.30
Rennie	Jason Douglas	Plainclothes Police Constable	$ 135,993.87	$ 1,022.72
Repa	Mark Anthony	Detective	$ 125,780.93	$ 1,067.56
Rescigno	Claudio	Police Constable	$ 110,905.82	$ 1,007.76
Retchford	Jonathan Lawrence	Senior Analyst Intelligence Services	$ 109,875.12	$ 386.12
Retsinas	Panagiota	Police Constable	$ 107,986.00	$ 1,029.08
Reynolds	Jason David	Plainclothes Police Constable	$ 120,378.27	$ 1,041.30
Reynolds	Trevor Curtis	Plainclothes Police Constable	$ 114,414.98	$ 1,019.98
Rezvani	Seyed Ali	Police Constable	$ 133,372.94	$ 1,024.48
Rhone	Richard Stacey	Plainclothes Police Constable	$ 134,729.85	$ 1,030.64
Ribarovic	David Marjan	Police Constable	$ 113,938.69	$ 1,013.91
Ribeiro	Reuben Francis	Police Constable	$ 108,777.17	$ 1,011.28
Ricci	Charles Michael	Detective	$ 141,357.02	$ 1,067.56
Ricciardi	Marco	Police Constable	$ 104,254.33	$ 1,018.42
Rice	Julie Lynn	Police Constable	$ 100,991.07	$ 357.76
Richards	Patrick Earl	Supervisor	$ 104,644.08	$ 928.20
Richards	Sarah Ann	Police Constable	$ 157,165.86	$ 1,007.76
Richardson	Andrew	Staff Sergeant	$ 143,828.96	$ 1,120.86
Richardson	Lorrie	Police Constable	$ 102,456.64	$ 564.50
Richardson	Sheila Ann	Sergeant	$ 128,682.10	$ 928.22
Richmond	James Mark	Police Constable	$ 105,870.59	$ 996.00
Richmond	Michael Kenneth	Detective Sergeant	$ 139,626.33	$ 1,120.86
Rick	Mary Lisa	Court Officer	$ 100,380.37	$ 287.04
Ridgeley	Nigel Edward	Police Constable	$ 138,802.42	$ 347.36
Riegert	Christopher Andrew	Training Constable	$ 129,340.68	$ 1,030.64
Riel	Jeffery James	Police Constable	$ 106,407.31	$ 1,011.45
Rietkoetter	Seth Andrew	Police Constable	$ 115,557.45	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Rigby	Ryan Ronald	Police Constable	$ 114,838.90	$ 1,007.76
Riggs	Brian Christopher	Plainclothes Police Constable	$ 123,969.34	$ 1,041.30
Riley	Jesse Norman	Police Constable	$ 102,907.18	$ 1,007.76
Rim	Chris	Plainclothes Police Constable	$ 113,642.79	$ 1,030.64
Rinaldo	Michael	Police Constable	$ 106,879.30	$ 1,029.08
Rinkoff	Lee Adam	Plainclothes Police Constable	$ 134,099.46	$ 1,030.64
Rinkoff	Paul Barry	Staff Sergeant	$ 137,085.80	$ 624.80
Rinkoff	Robert Neal	Police Constable	$ 122,163.95	$ 949.00
Riolo	Salvatore Tony	Police Constable	$ 105,735.73	$ 1,018.42
Rioux	David Joshua	Plainclothes Police Constable	$ 110,649.45	$ 1,020.39
Rivers	Brett Lewis	Police Constable	$ 115,242.28	$ 1,007.76
Riviere	Anthony Francis	Superintendent	$ 182,370.53	$ 14,835.87
Rizidis	Chrisovalantou	Communications Operator	$ 102,292.39	$ 958.36
Rizza	Vincenzo	Locational Administrator	$ 110,820.60	$ 405.94
Roach	Charles Gerard	Police Constable	$ 101,586.01	$ 1,007.76
Robb	Keith Andrew	Supervisor	$ 100,358.26	$ 440.64
Robbins	Kevin Shaun	Police Constable	$ 141,850.97	$ 1,007.76
Robert	Christopher Paul	Police Constable	$ 126,769.22	$ 1,007.76
Roberts	Angela Patricia	Detective	$ 124,739.06	$ 1,057.16
Roberts	Deighton Arthur	Plainclothes Police Constable	$ 110,721.94	$ 1,008.64
Roberts	Jason John	Police Constable	$ 112,651.61	$ 1,008.64
Roberts	Joel Victor	Police Constable	$ 112,154.60	$ 1,007.76
Roberts	Natasha Cecilia	Plainclothes Police Constable	$ 113,971.17	$ 1,010.40
Roberts	Peter Leslie	Police Constable	$ 135,994.96	$ 1,007.76
Roberts	Ronald Harry	Plainclothes Police Constable	$ 120,228.80	$ 1,034.33
Robertson	Lynne	Police Constable	$ 111,323.64	$ 1,029.08
Robertson	Michael Henry	Police Constable	$ 123,453.29	$ 1,007.76
Robertson	Rodger Kent	Police Constable	$ 107,274.25	$ 1,029.08
Robertson	William James	Sergeant	$ 112,642.31	$ 1,039.21
Robinson	Andrew Charles	Police Constable	$ 135,890.31	$ 1,007.76
Robinson	Brandon Michael	Plainclothes Police Constable	$ 138,888.30	$ 1,007.76
Robinson	Christopher Allen	Police Constable	$ 105,727.91	$ 1,018.42
Robinson	Cole Thomas	Plainclothes Police Constable	$ 117,820.85	$ 1,030.64
Robinson	Daniel	Sergeant	$ 136,588.99	$ 1,078.22
Robinson	Morgan	Detective Sergeant	$ 169,692.85	$ 991.53
Robinson	Neil Beresford	Police Constable	$ 102,568.37	$ 1,007.76
Robitaille	Patrick Antoine	Detective	$ 122,668.25	$ 1,067.56
Rocca	David Michael	Police Constable	$ 113,948.70	$ 990.08
Rocha	Ulrick	Plainclothes Police Constable	$ 114,913.76	$ 1,020.39
Rochon	Becky	Police Constable	$ 110,587.36	$ 1,017.44
Rock	Carol	Detective	$ 121,092.27	$ 1,078.22
Roda	Isabelita	Criminal Records Clerk	$ 134,766.85	$ 223.86
Rodeghiero	Robert James	Detective	$ 126,458.53	$ 1,067.56
Rodgers	Angela Dawn	Plainclothes Police Constable	$ 111,163.07	$ 897.78
Rodney	Dean Lloyd	Sergeant	$ 165,800.81	$ 1,067.56
Rodrigues	Julius Anthony	Police Constable	$ 134,414.69	$ 1,007.76
Rodriguez	Jeremiah Eric	Police Constable	$ 108,924.27	$ 1,007.76
Rodriguez	Robert David	Police Constable	$ 120,015.97	$ 685.34
Rogers	Connor Matthew	Plainclothes Police Constable	$ 122,538.48	$ 1,017.78
Rogers	Michael Lee	Detective	$ 118,147.67	$ 1,067.56
Rogucki	Roman Thomas	Police Constable	$ 124,780.50	$ 1,018.42
Rohde	Danny William	Training Constable	$ 140,344.29	$ 1,041.30
Roizman	Julia Elizabeth	Police Constable	$ 110,249.06	$ 997.36
Rolland	Shane Joseph	Police Constable	$ 109,919.93	$ 1,007.76
Romain	Jean-Bernard	Staff Sergeant	$ 139,879.80	$ 1,120.86
Romain	Phillip Roland	Police Constable	$ 160,097.93	$ 1,018.42
Roman	Katalin	Operations Supervisor	$ 109,510.02	$ 1,005.94
Romano	Anthony Stefano	Police Constable	$ 123,396.82	$ 1,007.76
Romano	Robert Nicholas	Plainclothes Police Constable	$ 131,795.78	$ 1,030.64
Romeral	Matt Ian	Police Constable	$ 109,033.36	$ 1,007.76
Romita	Victor	Training Constable	$ 121,288.64	$ 1,030.64
Romyn	Jason	Plainclothes Police Constable	$ 102,364.42	$ 918.42
Rooney	Nigel Patrick	Plainclothes Police Constable	$ 130,483.51	$ 1,041.30
Rooney	Trevor Michael	Sergeant	$ 124,765.27	$ 1,067.56
Roopnarine	Angela	Police Constable	$ 113,797.04	$ 1,018.42
Roopnarine	Rickey	Police Constable	$ 108,383.33	$ 1,007.76
Rorabeck	Ryan William	Police Constable	$ 114,476.17	$ 996.00
Rorabeck	Tarlan	Police Constable	$ 121,810.90	$ 996.00
Rosbrook	Andrew Michael	Police Constable	$ 106,846.02	$ 1,018.42

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Rose	Dawn	Sergeant	$ 131,343.51	$ 428.22
Rose	Douglas Grant	Sergeant	$ 128,857.18	$ 829.40
Rose	Nimrod	Police Constable	$ 109,635.94	$ 1,007.76
Rose	Jonathan David	Sergeant	$ 123,568.68	$ 1,067.56
Rosenberg	Howard	Police Constable	$ 182,904.25	$ 1,029.08
Rosete	Lester Edward	Detective	$ 142,956.59	$ 1,067.56
Rosina	Michael Drew	Sergeant	$ 136,132.37	$ 428.22
Rosioru	Monica	Police Constable	$ 104,050.77	$ 1,007.76
Ross	Cailey Jessica	Plainclothes Police Constable	$ 114,516.18	$ 1,020.39
Ross	Cameron Stephen	Plainclothes Police Constable	$ 124,870.82	$ 1,030.64
Ross	Jeffrey Alan	Detective	$ 134,840.55	$ 1,067.56
Ross	Keith	Plainclothes Police Constable	$ 125,558.65	$ 1,046.48
Ross	Kim Nicole	Employee Services Analyst	$ 109,609.42	$ 0.00
Ross	Matthew Christian	Court Officer	$ 113,665.78	$ 937.04
Ross	Scott Jeremy	Plainclothes Police Constable	$ 134,900.10	$ 1,046.10
Ross	William	Police Constable	$ 110,551.22	$ 1,029.08
Rossano	John Benito	Sergeant	$ 133,992.91	$ 1,078.22
Rossi	Marcelo Osvaldo	Plainclothes Police Constable	$ 136,980.32	$ 1,030.64
Rossi	Matthew Anthony	Police Constable	$ 114,556.88	$ 976.96
Roth	Michael William	Police Constable	$ 140,491.92	$ 1,014.29
Rouette	Joseph Michel	Staff Sergeant	$ 139,942.40	$ 1,120.86
Rourke	Emerald Kelly	Police Constable	$ 125,427.88	$ 1,028.10
Rousseau	Aimee	Police Constable	$ 109,597.60	$ 1,007.76
Rousselle	Denis	Police Constable	$ 122,638.08	$ 1,018.83
Routh	Matthew Aaron	Detective	$ 139,293.16	$ 1,067.56
Rowe	Antoinette Margaret	Police Constable	$ 114,775.59	$ 1,018.42
Rowe	James Leonard	Police Constable	$ 119,951.45	$ 1,018.42
Rowe	Julie Ann	Police Constable	$ 105,461.49	$ 1,011.45
Rowe	Paul Douglas	Police Constable	$ 105,997.49	$ 1,018.42
Rowlands	Eric Michael	Police Constable	$ 127,090.97	$ 1,007.76
Rowles	Tyler Ross	Police Constable	$ 112,841.26	$ 1,007.76
Rowsome	Richard David	Sergeant	$ 134,165.23	$ 1,067.56
Roy	Shaun Douglas	Police Constable	$ 119,873.45	$ 1,026.24
Rozario	Conrad George	Plainclothes Police Constable	$ 131,776.74	$ 1,405.05
Rozich	Samantha Mildred	Sergeant	$ 135,021.02	$ 1,078.22
Rozman	Dennis Josip	Police Constable	$ 109,621.30	$ 1,007.76
Rudnick	Joanne Linda	Detective Sergeant	$ 133,247.01	$ 845.86
Rudzitis	Scott Andrew	Police Constable	$ 118,482.74	$ 1,018.42
Rughoo	David Ravindra	Police Constable	$ 108,807.08	$ 1,018.32
Ruhl	Christopher Keith	Detective	$ 154,919.71	$ 1,057.16
Ruiz	Richard	Police Constable	$ 112,010.53	$ 847.76
Rumney	Angela Lyn	Police Constable	$ 105,764.79	$ 1,007.76
Rumney	Traci Gwendolyn	Police Constable	$ 122,004.58	$ 1,018.42
Rumolo	Antonio	Police Constable	$ 118,745.44	$ 1,007.76
Ruocco	Gissa Lissa	Training Constable	$ 117,012.82	$ 1,041.30
Rupnarine	Leonard Sase	Police Constable	$ 116,706.90	$ 1,007.76
Russell	Alexander	Police Constable	$ 116,050.28	$ 1,029.08
Russell	David Michael	Police Constable	$ 132,296.60	$ 1,007.76
Russell	Megan Ashly	Police Constable	$ 101,798.87	$ 1,007.76
Russell	Robert Glenn	Sergeant	$ 126,855.65	$ 1,067.56
Russo	Jason Matthew	Police Constable	$ 109,217.03	$ 1,007.76
Rutherford	Anthony James	Detective	$ 121,211.69	$ 1,067.56
Rutkowski	Jacek	Plainclothes Police Constable	$ 127,772.32	$ 1,030.64
Rutledge	Monica Janet	Police Constable	$ 103,950.36	$ 368.42
Ruttimann	Paul Eugen	Police Constable	$ 113,452.77	$ 1,007.76
Ruttner	Alexander	Police Constable	$ 178,460.48	$ 1,029.08
Ryan	Barbara	Staff Sergeant	$ 132,855.52	$ 1,120.86
Ryan	Clinton Derek	Training Constable	$ 129,009.87	$ 1,030.64
Ryan	Jennifer	Detective	$ 121,150.13	$ 1,078.22
Ryan	Jo-Anne	Police Constable	$ 102,020.03	$ 379.08
Ryan	Kathleen Erin	Plainclothes Police Constable	$ 116,863.16	$ 1,007.76
Ryan	Richard	Detective	$ 136,437.21	$ 1,078.22
Ryckman	Kenneth Wayne	Plainclothes Police Constable	$ 111,390.15	$ 1,041.30
Rydzik	David Brian	Superintendent	$ 171,748.19	$ 1,185.86
Rymsha	Michael Eugene	Plainclothes Police Constable	$ 143,282.88	$ 1,041.30
Sabadics	Daniel	Detective Sergeant	$ 139,690.79	$ 1,120.86
Sabadics	Kimberly Joan	Police Constable	$ 132,439.48	$ 1,029.08
Sabadin	Michael Alexander	Detective	$ 132,903.59	$ 1,067.56
Sabayle	Ayesha Dizon	Police Constable	$ 109,708.57	$ 997.36

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Sabino	Jason Marques	Plainclothes Police Constable	$ 153,927.52	$ 971.52
Saccoccia	Paolo Vincenzo	Plainclothes Police Constable	$ 136,828.66	$ 1,030.64
Sadeghi	Azadeh	Detective	$ 123,237.69	$ 1,057.16
Sadler	Caitlin Alexa	Communications Operator	$ 124,109.02	$ 958.36
Sadler	Stephen	Sergeant	$ 142,778.92	$ 829.40
Sadrzadeh	Mir Siamak	Police Constable	$ 180,628.67	$ 1,007.76
Saeed	Elaine Lesley	Plainclothes Police Constable	$ 110,072.08	$ 380.64
Saeed	Kamran Mansoor	Sergeant	$ 125,042.09	$ 1,057.16
Safari	Mustafa	Plainclothes Police Constable	$ 130,393.81	$ 1,013.92
Saffioti	Antonio	Police Constable	$ 132,152.57	$ 1,007.76
Sager	Lawrence	Sergeant	$ 125,090.21	$ 1,078.22
Saggi	Sharnjit Singh	Police Constable	$ 123,106.16	$ 1,007.76
Sahadath	Diane Louise	Plainclothes Police Constable	$ 108,229.53	$ 1,020.39
Saib	Rachid	Police Constable	$ 115,254.46	$ 1,007.76
Saini	Jarnail Singh	Police Constable	$ 118,778.42	$ 982.40
Saini	Prekshat	Police Constable	$ 106,781.70	$ 1,007.76
Saini	Sushil Kumar	Plainclothes Police Constable	$ 115,001.82	$ 1,030.64
Sakhanina	Nataliia	Plainclothes Police Constable	$ 149,846.51	$ 1,013.92
Salamon	Mariusz Robert	Police Constable	$ 120,665.75	$ 357.76
Salcedo Tigse	Jose Ramon	Police Constable	$ 113,733.45	$ 977.16
Saleh	Daniel	Police Constable	$ 117,960.97	$ 1,018.42
Salermo Paneque	Javier	Training Constable	$ 122,592.52	$ 1,030.64
Saliba	Rachel Catherine	Police Constable	$ 130,899.80	$ 1,007.76
Salihu	Kastriot	Police Constable	$ 123,390.25	$ 1,024.48
Salines	Ciro Jr	Police Constable	$ 138,435.12	$ 1,018.42
Salowski	Gayle Winnifred	Labour Relations Analyst	$ 120,402.15	$ 1,217.84
Saltmarsh	Sean Ryan	Police Constable	$ 125,256.94	$ 1,007.76
Samm	Samuel Junior	Sergeant	$ 131,572.76	$ 1,078.22
Sammut	David	Sergeant	$ 177,750.35	$ 1,078.22
Samson	Jeremy Calvin	Police Constable	$ 113,564.09	$ 1,002.32
Samson	Meghann Florence	Plainclothes Police Constable	$ 115,736.00	$ 1,030.64
Sandberg	Rise Anne	Senior Operations Supervisor	$ 125,478.41	$ 435.12
Sanders	Neil Gregory	Police Constable	$ 177,985.09	$ 1,018.42
Sandford	Robert	Sergeant	$ 165,393.38	$ 1,078.22
Sandhu	Amrinder Singh	Plainclothes Police Constable	$ 141,718.71	$ 1,008.64
Sandhu	Ramandeep	Police Constable	$ 104,381.38	$ 1,007.76
Sandino	Christopher Francisco	Police Constable	$ 132,677.17	$ 996.00
Sangha	Harjit Singh	Sergeant	$ 150,485.54	$ 1,068.32
Sanguinetti	Michael Joseph	Plainclothes Police Constable	$ 130,614.37	$ 1,010.40
Santarelli	John Enrico	Police Constable	$ 118,388.42	$ 1,008.99
Santeramo	Anthony	Police Constable	$ 111,825.83	$ 1,018.42
Santiago	Francisco Dizon	Plainclothes Police Constable	$ 141,555.73	$ 1,034.26
Santizo Orantes	Nelson Alfredo	Police Constable	$ 108,872.89	$ 1,007.76
Santoro	Luciano	Police Constable	$ 118,973.95	$ 1,007.76
Santos	Eliana	Plainclothes Police Constable	$ 139,815.57	$ 1,041.30
Santos Vicentino	Richard	Police Constable	$ 115,689.79	$ 1,029.08
Sapsford	Ian Douglas	Plainclothes Police Constable	$ 122,914.13	$ 1,030.74
Sarasua	Joshua Junior	Police Constable	$ 115,244.05	$ 1,007.76
Sardella	Glenn Donato	Detective	$ 142,203.60	$ 1,067.56
Sargent	Christopher Sean	Sergeant	$ 130,464.75	$ 1,078.22
Saris	Matthew Theodore	Police Constable	$ 128,196.60	$ 964.72
Sarjoo	Kevin Ramroop	Plainclothes Police Constable	$ 112,835.46	$ 1,030.64
Sartori	Pasquale Claudio	Police Constable	$ 131,092.60	$ 1,013.92
Sarudi	Viktor	Police Constable	$ 108,270.89	$ 1,013.04
Sarvanandan	Baheerathan	Sergeant	$ 117,883.63	$ 1,057.16
Sattler	Francis Matthew	Police Constable	$ 113,869.73	$ 1,007.76
Saul	John Wesley	Plainclothes Police Constable	$ 146,831.09	$ 353.45
Saunders	Mark	Chief of Police	$ 344,397.98	$ 2,823.60
Savary	Neil Thomas	Police Constable	$ 110,471.37	$ 1,007.76
Savkovic	Milos	Police Constable	$ 139,605.29	$ 949.00
Savoia	Giovanni	Police Constable	$ 106,879.30	$ 1,029.08
Sawyer	Amy	Plainclothes Police Constable	$ 124,751.56	$ 1,030.64
Sawyer	Andrew Leslie	Staff Sergeant	$ 133,328.35	$ 1,120.86
Sawyer	David Allan	Police Constable	$ 128,566.62	$ 1,008.17
Sayedzadeh	Mehrdad	Police Constable	$ 168,097.65	$ 997.36
Scanzano	Shawn Joseph	Police Constable	$ 100,991.12	$ 1,003.98
Scarlino	Matthew Dominic	Police Constable	$ 118,888.85	$ 1,007.76
Scavone	Gabriele	Police Constable	$ 176,217.51	$ 1,029.08
Scearce	Martin Kendal	Police Constable	$ 131,583.64	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Schafhauser	Hans Peter	Police Constable	$ 117,622.67	$ 1,018.42
Scherbey	Ronnie Mikeal	Plainclothes Police Constable	$ 116,279.25	$ 1,041.30
Scherk	Christopher	Sergeant	$ 127,365.32	$ 1,078.22
Schertzer	Joyce	Detective Sergeant	$ 139,225.55	$ 1,120.86
Schippke	Daniel Jan	Police Constable	$ 113,138.28	$ 1,013.04
Schlender	Stephen Michael	Police Constable	$ 117,034.42	$ 997.36
Schneider	Benjamin Joseph	Police Constable	$ 117,662.33	$ 1,007.76
Schoch	Richard Augustin	Sergeant	$ 153,334.10	$ 1,067.56
Schofield	Glenn	Detective	$ 128,231.47	$ 1,078.22
Schofield	Gregory John	Drafting Technician Forensic Identification Services	$ 109,436.61	$ 1,027.52
Schoon	Philip Richard	Police Constable	$ 123,284.68	$ 946.96
Schoonberg	Bobbi Anne	Plainclothes Police Constable	$ 120,102.33	$ 1,025.36
Schuhmann	Stephanie Ann	Plainclothes Police Constable	$ 107,699.31	$ 1,020.39
Schulte	Kathryn Ruth	Plainclothes Police Constable	$ 109,549.65	$ 1,037.20
Schulze	Scott Curtis	Plainclothes Police Constable	$ 113,425.61	$ 1,020.96
Schumacher	Jonathan Michael	Plainclothes Police Constable	$ 117,554.94	$ 1,041.30
Schwartz	Michael	Police Constable	$ 135,996.17	$ 1,007.76
Sconza	Fernando Giovanni	Police Constable	$ 127,296.94	$ 1,029.08
Scott	Darren Alexander	Plainclothes Police Constable	$ 117,108.46	$ 1,030.64
Scott	Dwayne	Plainclothes Police Constable	$ 116,119.92	$ 1,051.70
Scott	Michael Andrew	Police Constable	$ 112,332.24	$ 1,007.76
Scozzafava	Anthony	Plainclothes Police Constable	$ 123,857.47	$ 997.36
Scudds	Paul	Staff Sergeant	$ 127,652.19	$ 1,077.75
Seaban	Michael George	Police Constable	$ 138,082.19	$ 1,007.76
Seaforth	Charles Gregory	Police Constable	$ 118,693.58	$ 1,013.09
Searles	Ian Brian	Sergeant	$ 181,167.54	$ 1,067.56
Searles	Trevor	Sergeant	$ 156,441.96	$ 428.22
Sears	Sean Stephen	Police Constable	$ 101,573.31	$ 1,000.74
Sebastian	Ryan Luke	Plainclothes Police Constable	$ 135,109.23	$ 986.48
Seberry	William	Police Constable	$ 107,190.45	$ 379.08
Sedore	Kevin Arthur	Detective	$ 144,641.69	$ 1,067.56
Seguin	Christian Armand	Police Constable	$ 120,049.31	$ 1,023.70
Seguin	Dominic Stephane	Police Constable	$ 144,386.55	$ 1,007.76
Seguin	Kimberly Nanette	Plainclothes Police Constable	$ 119,135.20	$ 1,009.54
Sehdev	Nitin	Police Constable	$ 140,829.85	$ 1,019.20
Selby	Shona Dumain	Police Constable	$ 103,938.81	$ 1,018.42
Selvakumar	Thushanth	Police Constable	$ 131,181.69	$ 997.36
Selver	Terry William	Police Constable	$ 115,968.99	$ 1,018.42
Sen	Tapan Kumar	Infrastructure-Quality Assess Project Leader	$ 129,908.32	$ 442.52
Senyk	Janna Louise	Plainclothes Police Constable	$ 131,508.94	$ 1,030.64
Serban	Ion Veronel	Information Systems Services Project Leader	$ 132,492.95	$ 442.52
Serban	Petruta	Senior Programmer Information Systems Services	$ 107,089.60	$ 377.52
Seremetkovski	Kathlin	Detective	$ 120,748.38	$ 1,057.16
Serrano	Matthew Antonio	Plainclothes Police Constable	$ 131,629.82	$ 1,030.64
Service	Guy Peter	Police Constable	$ 108,058.62	$ 1,029.08
Service	Quado	Police Constable	$ 125,390.68	$ 1,000.96
Seto	Benny Hoy	Police Constable	$ 119,283.58	$ 1,026.24
Seymour	Geoffrey Franklin	Detective	$ 133,731.84	$ 1,067.56
Sgroi	Steven Richard	Police Constable	$ 136,468.49	$ 1,024.48
Shafiq	Amad	Police Constable	$ 121,492.40	$ 1,007.76
Shafiq	Suhaib	Police Constable	$ 102,293.71	$ 1,007.76
Shahmaleki	Shaho	Police Constable	$ 154,879.81	$ 996.00
Shaikh	Asif Anis	Police Constable	$ 134,558.38	$ 1,018.42
Sham	Jonathan Ian	Police Constable	$ 112,944.57	$ 1,007.76
Shand	Joseph Edward	Police Constable	$ 106,015.20	$ 932.76
Shangi	Joseph Ralph	Sergeant	$ 139,251.20	$ 1,059.16
Shank	Richard	Detective Sergeant	$ 157,215.71	$ 1,120.86
Shankaran	Jason Rajesh	Detective	$ 161,127.70	$ 1,067.56
Shanly	Paul Timothy	Plainclothes Police Constable	$ 150,255.13	$ 1,015.89
Shannon	Stephen Jordan	Sergeant	$ 114,985.25	$ 1,039.21
Shantz	Steven Patrick	Police Constable	$ 135,854.93	$ 1,007.76
Shapiro	Sean Brent	Police Constable	$ 111,379.86	$ 1,007.76
Sharma	Atul	Police Constable	$ 125,619.10	$ 1,007.76
Sharma	Nishant	Police Constable	$ 104,619.79	$ 347.36
Sharma	Sandeep	Police Constable	$ 115,114.29	$ 1,007.76
Sharma	Sanjay Kumar	Detective	$ 120,547.66	$ 1,067.56
Sharp	Susan Elizabeth	Operations Supervisor	$ 101,197.17	$ 1,005.94
Sharpe	Michael Conrad	Sergeant	$ 126,391.11	$ 1,067.56
Shaw	Andrew Douglas	Sergeant	$ 139,890.62	$ 1,078.22

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Shaw	David John	Sergeant	$ 137,804.77	$ 1,078.22
Shaw	Kathleen	Detective Sergeant	$ 132,855.54	$ 1,120.86
Shaw	Kempton Bernard	Plainclothes Police Constable	$ 127,258.70	$ 1,030.64
Shaw	Richard James	Detective	$ 139,121.77	$ 1,057.16
Shepard	David Eric	Police Constable	$ 102,942.31	$ 1,007.76
Shepheard	Scott Alejandro	Police Constable	$ 117,509.48	$ 1,007.76
Shepherd	Jaime	Police Constable	$ 109,491.03	$ 379.08
Shepherd	Stacey Patricia	Manager of Business Partnership	$ 110,787.65	$ 1,836.46
Shepherdly	Gordon Walter	Police Constable	$ 113,282.53	$ 1,028.52
Shetty	Vijay Ramesh	Sergeant	$ 119,089.34	$ 1,067.56
Shewchenko	Tamara Mae	Police Constable	$ 119,712.90	$ 1,007.76
Shi	Lei	Plainclothes Police Constable	$ 130,959.59	$ 1,012.16
Shields	Sarah Katherine	Police Constable	$ 104,372.84	$ 1,018.42
Shikatani	William Goro	Police Constable	$ 101,191.42	$ 1,007.76
Shin	Harold	Police Constable	$ 125,729.46	$ 1,007.76
Shin	Jay Ho	Sergeant	$ 131,856.17	$ 1,063.78
Shortt	Daniel Ronald	Plainclothes Police Constable	$ 123,635.21	$ 1,020.39
Shreeram	Amar	Plainclothes Police Constable	$ 120,074.00	$ 1,041.30
Shufman	Aviv	Plainclothes Police Constable	$ 140,529.08	$ 1,030.64
Shulga	John	Police Constable	$ 123,631.33	$ 989.50
Shum	Shui-Kwan Stella	Plainclothes Police Constable	$ 121,748.26	$ 996.00
Shutt	Scott David	Sergeant	$ 136,342.28	$ 1,057.16
Shymchonak	Andrei	Police Constable	$ 152,504.53	$ 1,007.76
Sian	Harminder Singh	Plainclothes Police Constable	$ 112,833.54	$ 997.36
Sianos	John	Police Constable	$ 146,826.00	$ 1,024.48
Siddiqui	Haroon Ahmed	Police Constable	$ 122,482.76	$ 1,007.76
Siddiqui	Mohammed Shakeel	Plainclothes Police Constable	$ 110,991.24	$ 997.36
Sidhu	Ajay Singh	Sergeant	$ 124,943.65	$ 1,057.16
Sidhu	Ajeet Singh	Police Constable	$ 125,000.19	$ 1,007.33
Sidhu	Arvind Prakash	Police Constable	$ 122,554.66	$ 1,007.76
Sidhu	Gorpal Singh	Sergeant	$ 121,089.47	$ 503.22
Sidhu	Husandeep Singh	Police Constable	$ 116,618.52	$ 807.49
Sidhu	Jenifferjit	Police Constable	$ 116,063.46	$ 1,018.42
Sidhu	Sukhvinder Singh	Sergeant	$ 123,970.77	$ 1,067.56
Sidhu	Vijay Singh	Sergeant	$ 121,930.13	$ 1,045.94
Sidlauskas	Peter Victor	Police Constable	$ 108,933.94	$ 1,014.73
Sievers	John	Sergeant	$ 123,719.19	$ 1,078.22
Sikorski	Peter	Police Constable	$ 124,669.73	$ 997.36
Silva	Eloi Brum	Police Constable	$ 127,673.29	$ 1,007.76
Silva	Goncalo Nuno	Plainclothes Police Constable	$ 111,630.78	$ 1,030.64
Silva	Marcio Joel	Police Constable	$ 103,073.59	$ 1,007.76
Simakov	Alexander David	Police Constable	$ 151,811.07	$ 1,014.73
Simas	Sergio	Plainclothes Police Constable	$ 124,736.78	$ 1,030.64
Simoes	Rui	Police Constable	$ 124,849.18	$ 1,007.76
Simon	Duane	Police Constable	$ 133,225.64	$ 1,029.08
Simon	John James	Police Constable	$ 116,653.93	$ 1,007.80
Simpson	Oliver Stafford	Police Constable	$ 134,562.03	$ 1,013.04
Simpson	Ryan James	Police Constable	$ 104,990.08	$ 1,007.76
Sims	Andrew Michael	Plainclothes Police Constable	$ 147,471.09	$ 1,031.87
Sinclair	Cory John	Police Constable	$ 118,213.14	$ 979.68
Sinclair	Douglas Carl	Plainclothes Police Constable	$ 117,001.55	$ 1,023.88
Sinclair	Ian Thomas	Plainclothes Police Constable	$ 122,048.70	$ 1,051.70
Sinclair	Phillip Noel	Sergeant	$ 124,570.59	$ 1,067.56
Singer	Aman Shawn	Plainclothes Police Constable	$ 124,653.11	$ 1,030.64
Singer	Ingrid Betty	Police Constable	$ 108,949.46	$ 1,007.76
Singfield	Alexander Byron	Police Constable	$ 104,688.60	$ 1,011.45
Singh	Amarjit Purba	Sergeant	$ 122,498.57	$ 1,078.22
Singh	Amritpal	Telecom Services-Engineering Project Leader	$ 148,735.35	$ 442.52
Singh	Angadvir	Detective	$ 154,208.71	$ 1,067.56
Singh	Daveanand	Police Constable	$ 136,646.75	$ 1,000.96
Singh	Harjit	Police Constable	$ 152,183.48	$ 997.76
Singh	Nari Rohanish	Police Constable	$ 149,414.37	$ 1,029.08
Singh	Rajendra	Police Constable	$ 107,356.75	$ 1,029.08
Singh	Ramandeep	Police Constable	$ 121,982.32	$ 347.36
Singh	Ramindarjit Singh	Plainclothes Police Constable	$ 200,391.77	$ 1,024.48
Singh	Sukhwinder	Police Constable	$ 101,334.38	$ 997.76
Sinopoli	Domenic	Inspector	$ 159,466.30	$ 1,393.60
Sipos	Bogdan	Senior Programmer Information Systems Services	$ 106,787.66	$ 377.52
Sirbos	Chris	Police Constable	$ 133,893.29	$ 1,007.76

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Sirbos	Tommy	Police Constable	$ 151,316.33	$ 1,011.45
Sirbu	Petrica Cristian	Plainclothes Police Constable	$ 146,693.94	$ 1,030.64
Sirizzotti	Jamie Michael	Police Constable	$ 107,906.79	$ 1,007.76
Sirois	Monique	Police Constable	$ 106,879.30	$ 1,029.08
Sirpal	John	Police Constable	$ 108,214.45	$ 1,015.68
Sisk	Darren	Sergeant	$ 129,773.73	$ 1,078.22
Sisk	Rebecca Nicole	Plainclothes Police Constable	$ 117,867.37	$ 1,041.30
Sit	Aaron Kar-Lun	Plainclothes Police Constable	$ 132,562.19	$ 1,020.39
Sivachandran	Sivapragasam	Plainclothes Police Constable	$ 111,137.46	$ 1,025.77
Sivadasan	Surendran	Plainclothes Police Constable	$ 108,981.59	$ 1,030.64
Sivanathan	Ushanker	Police Constable	$ 123,879.85	$ 997.36
Sivayogasundaram	Kanendran	Senior Communications Technician Wired Networks	$ 104,027.15	$ 327.60
Skeete	Junior	Sergeant	$ 156,274.62	$ 428.22
Skelhorne	Michael Wayne	Police Constable	$ 103,254.89	$ 1,007.76
Skelton	Christopher Mackenzie	Plainclothes Police Constable	$ 113,550.39	$ 997.36
Skinner	Kelly Simone	Detective Sergeant	$ 129,477.11	$ 1,067.56
Skinner	Robert	Staff Sergeant	$ 103,718.32	$ 517.32
Skinner	Scott Samuel	Police Constable	$ 104,552.42	$ 891.48
Sklar	Nickolas	Plainclothes Police Constable	$ 107,556.07	$ 505.35
Skok	Bonnie-Jean	Governance Senior Analyst	$ 104,941.41	$ 1,018.40
Skrepnek	Eric	Police Constable	$ 164,049.26	$ 1,007.76
Slaney	Jaclyn Elizabeth	Laboratory Specialist	$ 105,033.50	$ 1,018.86
Slater	Richard Scott	Police Constable	$ 124,649.59	$ 1,007.76
Sljivo	Sasa	Police Constable	$ 116,637.21	$ 1,012.16
Sloan	Christopher Stuart	Detective	$ 128,518.03	$ 1,067.56
Slugg	Kenneth George	Police Constable	$ 142,786.48	$ 1,029.08
Small	Bryan George	Training Constable	$ 137,551.70	$ 1,030.64
Small	Christopher Douglas	Police Constable	$ 137,386.64	$ 1,007.76
Small	Gregory David	Plainclothes Police Constable	$ 115,262.43	$ 1,030.64
Small	Matthew William	Police Constable	$ 113,665.61	$ 1,023.82
Smissen	John Michael	Plainclothes Police Constable	$ 133,948.03	$ 1,041.30
Smith	Aaron Andrew	Plainclothes Police Constable	$ 126,880.41	$ 1,030.64
Smith	Aisling Mary	Executive Assistant	$ 100,717.34	$ 1,093.56
Smith	Amber Leigh	Police Constable	$ 110,493.18	$ 1,007.76
Smith	Antoinette Charlene	Plainclothes Police Constable	$ 123,041.00	$ 1,041.30
Smith	Brian	Detective	$ 143,225.84	$ 1,078.22
Smith	Brian Gordon	Police Constable	$ 106,996.88	$ 1,007.76
Smith	Brian Phillip	Police Constable	$ 129,037.00	$ 1,007.76
Smith	Bryan Michael	Police Constable	$ 121,341.21	$ 1,011.45
Smith	Chantel Jennifer	Police Constable	$ 108,324.53	$ 1,028.88
Smith	Corey Matthew	Police Constable	$ 113,706.12	$ 1,007.76
Smith	Daniel Mladenovic	Police Constable	$ 122,069.76	$ 997.36
Smith	Dean Lareny	Plainclothes Police Constable	$ 122,068.05	$ 1,051.70
Smith	Hunter Wellington	Staff Sergeant	$ 132,604.41	$ 1,109.94
Smith	Jason Alexander	Training Constable	$ 116,515.84	$ 1,041.30
Smith	Jason Sean	Plainclothes Police Constable	$ 129,712.47	$ 1,030.64
Smith	John Gray	Plainclothes Police Constable	$ 124,524.77	$ 1,030.64
Smith	Keith	Inspector	$ 147,357.09	$ 1,120.86
Smith	Kristy Jane	Sergeant	$ 119,429.15	$ 1,067.56
Smith	Lawrence Oliver	Staff Sergeant	$ 140,913.67	$ 1,120.86
Smith	Michael Lorne	Locational Administrator	$ 101,251.02	$ 338.52
Smith	Nicholas Steven	Police Constable	$ 120,999.74	$ 1,014.29
Smith	Raymond Ernest	Information Systems Services Project Leader	$ 135,124.89	$ 442.52
Smith	Robert David	Police Constable	$ 111,291.04	$ 1,007.76
Smith	Rohan Alexander	Police Constable	$ 154,643.01	$ 1,007.76
Smith	Rolf Brandon	Sergeant	$ 158,052.15	$ 1,063.78
Smith	Ryan Isaac	Plainclothes Police Constable	$ 112,735.49	$ 1,030.64
Smith	Shannon Elizabeth	Training Constable	$ 129,354.07	$ 1,030.64
Smith	Stephen Aaron	Training Constable	$ 117,048.86	$ 1,041.30
Smith	Stephen Patrick	Detective	$ 119,396.23	$ 417.56
Smith	Steven	Detective	$ 127,052.31	$ 10,181.72
Smith-Stubbs	Donna	Police Constable	$ 105,229.64	$ 1,019.98
Smolin	Derek Michael	Police Constable	$ 104,079.19	$ 997.36
Smyth	Craig Charles	Supervisor of Corporate Communications- Video Support	$ 140,774.23	$ 468.78
Smythe	Karen Grace	Staff Sergeant	$ 107,563.89	$ 470.86
Smythe	Kent	Detective	$ 129,618.87	$ 1,078.22
Snea	Michael Richard	Emergency Management & Public Order Analyst	$ 120,139.13	$ 952.90
Snedden	Tracy Lee	Police Constable	$ 142,184.17	$ 1,018.42
Sneddon	Gordon	Superintendent	$ 176,056.28	$ 9,096.51

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Sneep	Todd James	Plainclothes Police Constable	$ 118,538.57	$ 1,025.36
Snider	Kirk Edward	Police Constable	$ 118,477.27	$ 1,007.76
Snow	Royan Jeffery	Police Constable	$ 111,852.25	$ 1,007.76
Snyckers	Nicolas Hugo	Police Constable	$ 107,710.91	$ 1,007.76
So	Alan Ying	Police Constable	$ 123,545.52	$ 997.36
So	Christopher Stuart	Plainclothes Police Constable	$ 116,168.29	$ 1,041.30
So	Michael	Police Constable	$ 120,542.25	$ 997.76
So	Ying Ho	Police Constable	$ 114,720.56	$ 1,011.45
Soffe	Derek Jason	Police Constable	$ 118,529.32	$ 1,007.76
Sohal	Raj	Police Constable	$ 109,055.12	$ 1,007.76
Somers	Craig Allan	Sergeant	$ 132,619.61	$ 1,067.56
Somers	Timothy Andrew	Police Constable	$ 101,172.37	$ 1,008.58
Sommer	Thomas Anton	Police Constable	$ 117,205.69	$ 1,007.76
Somwaru	Kristopher Yoganand	Police Constable	$ 117,986.74	$ 1,007.76
Sondhi	Sanjay	Sergeant	$ 147,454.24	$ 1,057.16
Sone	Glen	Operations Supervisor	$ 189,304.11	$ 1,005.94
Sonemanivong	Saengphachanh	Plainclothes Police Constable	$ 120,551.17	$ 1,030.64
Soper	Melinda Jean	Sergeant	$ 120,591.70	$ 1,067.56
Sorgo	Roy	Detective	$ 123,711.33	$ 1,078.22
Sotelo	Troy Alvin	Plainclothes Police Constable	$ 134,691.51	$ 1,030.64
Soucy	Paul	Plainclothes Police Constable	$ 119,735.99	$ 1,030.64
Souhleris	Nicolas	Police Constable	$ 124,428.58	$ 1,007.76
Sousa	Paul Alexandre	Plainclothes Police Constable	$ 133,720.29	$ 1,030.64
Sousa	Ricardo	Booking Officer	$ 105,347.19	$ 937.04
Souvandy	Chanthima	Police Constable	$ 116,343.84	$ 1,007.76
Sowamber	Rohan	Police Constable	$ 104,718.74	$ 947.70
Spackman	Joanne	Police Constable	$ 106,930.70	$ 1,029.08
Spade	Brian David	Police Constable	$ 101,014.17	$ 1,007.76
Spaulding	David	Police Constable	$ 112,525.64	$ 1,029.08
Spelman	Brendan James	Police Constable	$ 113,748.64	$ 1,029.08
Spence	Kenneth George	Police Constable	$ 147,041.84	$ 1,007.76
Spence	Michael John	Police Constable	$ 104,711.43	$ 1,007.76
Spence	Paul Benjamin	Police Constable	$ 106,115.86	$ 1,018.42
Spencer	Christopher Michael	Plainclothes Police Constable	$ 113,340.07	$ 1,030.64
Spencer	David John	Police Constable	$ 103,384.40	$ 1,007.76
Spencer	Ennis Stewart	Sergeant	$ 266,749.71	$ 1,063.16
Spencer	Jason Allan	Plainclothes Police Constable	$ 120,231.91	$ 1,030.64
Spencer	Jason Guevara	Police Constable	$ 105,578.62	$ 364.32
Spencer-Anderson	Corey Andrew	Police Constable	$ 118,170.71	$ 997.76
Spicer	Scott Owen	Plainclothes Police Constable	$ 119,749.61	$ 1,051.70
Spitzig	Gerard	Plainclothes Police Constable	$ 117,725.64	$ 1,051.70
Spivak	Shari	Police Constable	$ 114,232.68	$ 1,029.08
Spratt	Alan	Sergeant	$ 135,737.43	$ 428.22
Spratt	Scott Edward	Detective Sergeant	$ 124,680.10	$ 948.42
Spriggs	Brett Harold	Plainclothes Police Constable	$ 124,717.29	$ 1,041.70
Spyropoulos	Niki	Police Constable	$ 118,908.39	$ 1,027.12
St Croix	Paula	Police Constable	$ 115,899.64	$ 1,029.08
St George	Stephane Marc	Detective	$ 133,144.84	$ 1,057.16
St Jean	Duane Marvin	Sergeant	$ 131,210.14	$ 1,059.16
Stacey	Brian	Plainclothes Police Constable	$ 124,277.45	$ 1,051.70
Stager	Jeffrey James	Police Constable	$ 111,033.03	$ 1,006.56
Stalk	Joji Kawakami	Police Constable	$ 129,558.77	$ 1,007.76
Stam	Susan Eva	Police Constable	$ 101,255.08	$ 1,007.76
Stanley	William Robert	Sergeant	$ 118,630.24	$ 1,067.56
Stapleton	Bradley Thomas	Sergeant	$ 120,703.27	$ 1,067.56
Stassen	Stephen Mark	Plainclothes Police Constable	$ 133,863.73	$ 1,018.32
Stastny	Graziella	Police Constable	$ 106,272.17	$ 1,007.76
Stather	Janet Anne	Police Constable	$ 104,132.71	$ 1,018.42
Staunton	Ira Patrick	Training Constable	$ 152,373.27	$ 1,007.76
Stavrakis	Jimmy	Training Constable	$ 124,008.52	$ 1,046.10
Stavrakis	Micheal	Training Constable	$ 110,995.42	$ 1,041.30
Stea	Carlo Junior	Police Constable	$ 242,427.94	$ 1,018.42
Stedman-Smith	Tara Denise	Police Constable	$ 103,295.77	$ 1,007.76
Steed	Mary Gail	Plainclothes Police Constable	$ 133,163.65	$ 384.26
Steel	Tyler Franklin	Plainclothes Police Constable	$ 130,189.35	$ 1,025.36
Steele	Kevin Craig	Plainclothes Police Constable	$ 103,624.26	$ 1,030.64
Steele	Matthew James	Police Constable	$ 124,594.41	$ 1,007.76
Steeves	Thomas Warren	Detective	$ 153,077.49	$ 1,067.56
Stefani	William	Police Constable	$ 107,191.15	$ 1,029.08

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Steffler	Rodney Morris	Sergeant	$ 151,520.30	$ 1,057.16
Stein	Warren Mark	Sergeant	$ 125,234.19	$ 1,067.56
Steinwall	Andrew Trevor	Detective	$ 141,937.29	$ 1,067.56
Stepanenko	Elena	Plainclothes Police Constable	$ 134,971.88	$ 1,030.64
Stephen	Edward Martin	Police Constable	$ 103,226.33	$ 1,007.76
Stephen	Sherry-Toni Francesca	Court Officer	$ 117,831.96	$ 287.04
Stephens	Michael	Police Constable	$ 107,844.27	$ 1,029.08
Stephenson	Katherine Lynn	Detective Sergeant	$ 152,930.35	$ 1,067.56
Stern	Charles Andrew	Sergeant	$ 134,578.66	$ 1,078.22
Stevenson	Brendan Leigh	Training Constable	$ 126,614.88	$ 1,030.64
Stevenson	Kevin Glenn	Police Constable	$ 156,678.30	$ 1,007.76
Stevenson	Patricia Lynn	Communications Operator	$ 106,178.48	$ 958.36
Stevenson	Shane	Staff Sergeant	$ 139,803.53	$ 1,120.86
Stewart	Colin Alexander	Detective Sergeant	$ 150,872.26	$ 1,067.56
Stewart	Karley Kristen	Police Constable	$ 100,187.50	$ 997.76
Stewart	Kerry Marie	Plainclothes Police Constable	$ 121,916.81	$ 1,030.64
Stewart	Patrick Alexander	Plainclothes Police Constable	$ 119,343.97	$ 1,030.64
Stibbe	Clinton Rodney	Sergeant	$ 126,740.16	$ 1,031.65
Stibbe	Robert Lee	Police Constable	$ 170,677.79	$ 1,008.17
Stienburg	Yvonne Margo	Legal Researcher	$ 104,305.47	$ 334.62
Stinson	Andrew Gordon	Detective Sergeant	$ 139,375.49	$ 1,120.86
Stockfish	John Richardson	Staff Sergeant	$ 130,287.08	$ 1,109.94
Stockwell	Sean Paul	Plainclothes Police Constable	$ 114,539.50	$ 1,041.30
Stoica	Tiberiu Niculii	Police Constable	$ 169,030.20	$ 1,007.76
Stojic	Nenad	Police Constable	$ 151,800.31	$ 1,028.00
Stojkov	Slobodan Bob	Police Constable	$ 117,971.97	$ 1,007.76
Stolf	Robert Guido	Detective	$ 155,786.44	$ 1,067.56
Stone	Christopher	Training Constable	$ 125,535.28	$ 1,051.70
Stone	Christopher George	Police Constable	$ 104,730.60	$ 1,007.76
Stone	Terence	Training Constable	$ 118,556.38	$ 1,051.70
Storey	Justin Wayne	Police Constable	$ 141,405.27	$ 1,007.76
Storey	Todd Melvyn	Sergeant	$ 153,652.08	$ 1,067.56
Stoyko	Sandra Louise	Police Constable	$ 120,858.20	$ 1,017.44
Strachan	James Alexander	Sergeant	$ 128,679.49	$ 1,078.22
Strachan	Kerry Frances	Training Constable	$ 114,338.53	$ 1,030.64
Stradza	Krystian	Police Constable	$ 110,208.71	$ 1,007.76
Strain	Garvan Augustine	Police Constable	$ 114,731.91	$ 1,024.48
Strangways	Paul Robert	Sergeant	$ 155,715.72	$ 1,078.22
Stratford	Ian	Inspector	$ 159,466.30	$ 1,185.86
Stratton	Donald Clyde	Police Constable	$ 118,725.92	$ 1,007.76
Stratton	Kenneth David	Police Constable	$ 120,893.73	$ 1,008.17
Straver	Lawrence	Sergeant	$ 135,197.76	$ 1,078.22
Street	Summer	Police Constable	$ 102,766.50	$ 357.76
Streit	Jeffrey James	Police Constable	$ 176,759.88	$ 1,018.42
Streng	Michael Anthony	Detective	$ 120,508.15	$ 407.16
Stribopoulos	Chris	Plainclothes Police Constable	$ 108,426.46	$ 1,030.64
Strilec	Kirk Wayne	Plainclothes Police Constable	$ 126,589.66	$ 1,030.64
Stroble	Reuben	Superintendent	$ 182,370.53	$ 13,333.36
Stuart	Matthew James	Training Constable	$ 122,090.86	$ 1,041.30
Styra	Dana Terese	Manager of Audit & Quality Assurance	$ 168,948.46	$ 3,205.54
Subramaniam	Guberan Sara	Plainclothes Police Constable	$ 129,953.93	$ 1,019.98
Sudmals	Erik Evalds	Police Constable	$ 152,253.36	$ 1,007.76
Sukhdeo	Christopher Harry	Police Constable	$ 142,151.65	$ 1,007.76
Sukhinenko	Dmytro	Police Constable	$ 114,101.30	$ 1,007.76
Sukhram	Brian	Plainclothes Police Constable	$ 133,456.40	$ 1,020.39
Sukman	Ido	Police Constable	$ 126,738.47	$ 1,011.28
Sukumaran	Rajeev	Detective	$ 150,056.61	$ 1,078.22
Sulejmani	Judmir	Plainclothes Police Constable	$ 106,787.39	$ 1,007.76
Sullivan	Derek Anthony	Plainclothes Police Constable	$ 129,506.52	$ 1,041.30
Sullivan	Sean James	Police Constable	$ 113,687.94	$ 1,007.76
Sullivan	Steven	Police Constable	$ 107,530.84	$ 1,029.08
Sumaisar	Tom Nilan	Sergeant	$ 153,086.32	$ 1,078.22
Sun	Guangnan	Police Constable	$ 127,291.01	$ 945.10
Sun	Sam Shuo	Police Constable	$ 100,827.72	$ 891.48
Sunega	Brittany Ann	Police Constable	$ 129,780.71	$ 982.40
Sunghing	Daniel Richard	Plainclothes Police Constable	$ 117,480.46	$ 1,041.30
Sunghing	Kelly Marie	Plainclothes Police Constable	$ 112,048.26	$ 1,041.30
Suongas	Chris	Sergeant	$ 178,171.98	$ 1,078.22
Surcon	Scott Andrew	Police Constable	$ 106,979.64	$ 1,011.45

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Surita	Alfred	Plainclothes Police Constable	$ 156,297.70	$ 1,013.92
Surphlis	Douglas	Sergeant	$ 143,111.43	$ 1,078.22
Surridge	Scott Woodrow	Police Constable	$ 131,256.69	$ 1,007.76
Sutcliffe	Colin David	Police Constable	$ 117,289.78	$ 1,007.76
Sutcliffe	Darrin Herbert	Sergeant	$ 128,162.83	$ 1,078.22
Sutherland	Brian Arthur	Police Constable	$ 126,365.65	$ 1,007.76
Sutherland	Grant Anthony	Plainclothes Police Constable	$ 116,271.78	$ 1,030.64
Sutton	Nicole Tricia	Police Constable	$ 102,700.83	$ 1,007.76
Sutton	Robyn Lynn	Police Constable	$ 104,382.61	$ 1,007.76
Sutton	Sean Matthew	Sergeant	$ 147,753.91	$ 1,036.26
Sutton	Shauna Lee	Police Constable	$ 109,577.72	$ 996.00
Svendsen	Adam Hillier	Plainclothes Police Constable	$ 114,568.32	$ 1,030.64
Svitlychnyi	Volodymyr Volod	Plainclothes Police Constable	$ 142,824.63	$ 1,016.56
Swackhamer	Brent	Staff Sergeant	$ 135,684.67	$ 1,120.86
Swaine	Aaron Douglas	Plainclothes Police Constable	$ 130,483.92	$ 1,030.64
Swaluk	Richard John	Police Constable	$ 106,029.05	$ 368.42
Swart	Roger John	Plainclothes Police Constable	$ 128,685.13	$ 1,041.30
Swartz	Christopher James	Police Constable	$ 112,047.44	$ 1,018.42
Sweenie	Paul Martin	Sergeant	$ 129,490.03	$ 1,067.56
Swider	Sylwia Aneta	Police Constable	$ 106,942.33	$ 1,024.48
Swift	Dale Glen-De-Vere	Police Constable	$ 114,635.57	$ 1,007.76
Swift	Gregory Scott	Police Constable	$ 127,770.45	$ 1,007.76
Sword	Nicholas Jonathon	Plainclothes Police Constable	$ 137,116.57	$ 1,041.30
Syed	Hassan Raza	Plainclothes Police Constable	$ 153,845.03	$ 1,021.44
Sylva	Joselito	Plainclothes Police Constable	$ 155,333.94	$ 1,030.64
Symss	Shane Robert	Police Constable	$ 114,627.93	$ 379.08
Syrmbos	Tom Anastasios	Detective	$ 130,867.81	$ 1,067.56
Szajkowski	Sofie	Plainclothes Police Constable	$ 108,368.17	$ 1,013.92
Szarzec	Peter	Police Constable	$ 114,309.51	$ 1,029.08
Szewczyk	Grzegorz	Police Constable	$ 163,914.87	$ 997.76
Szkotak	Mariusz	Police Constable	$ 142,698.79	$ 1,008.17
Szulc	Sebastian	Police Constable	$ 132,051.09	$ 1,007.76
Szwedo	Tomasz	Training Constable	$ 110,796.05	$ 1,041.30
Szyszkowska	Sylvia Bernadetta	Parking Enforcement Oficer	$ 114,788.53	$ 898.56
Taafe	Kim	Plainclothes Police Constable	$ 125,617.89	$ 996.00
Taafe	William Arthur	Sergeant	$ 119,369.79	$ 1,057.16
Taborowski	Robert Joseph	Police Constable	$ 129,499.28	$ 1,007.76
Taborski	Angela Kelly	Police Constable	$ 132,926.11	$ 1,013.04
Taborski	Jennifer Nicole	Plainclothes Police Constable	$ 132,801.13	$ 1,013.92
Tahiraj	Ali Shukri	Plainclothes Police Constable	$ 140,281.83	$ 1,030.64
Tait	Adrian William	Police Constable	$ 117,086.61	$ 1,007.76
Tait	Judith Maureen	Sergeant	$ 119,163.61	$ 1,067.56
Tait	Ronald Eugene	Police Constable	$ 104,283.71	$ 1,018.42
Takeda	Robert	Detective	$ 121,089.47	$ 1,078.22
Talbot	Darryl Thomas	Staff Sergeant	$ 154,357.13	$ 1,120.86
Talesnik	Nicolas Richard	Police Constable	$ 111,207.03	$ 1,008.17
Talwar	Bhummanjot Singh	Manager of Enterprise Architecture Office	$ 151,176.72	$ 1,055.86
Tam	Ching Hung	Criminal Records Clerk	$ 120,048.62	$ 223.86
Tam	Felix Lui	Police Constable	$ 103,936.36	$ 443.42
Tam	Wing	Police Constable	$ 200,334.19	$ 1,029.08
Tam	Chi-Tak	Police Constable	$ 126,013.06	$ 1,007.76
Tamas	Edit	Plainclothes Police Constable	$ 144,027.04	$ 1,030.64
Tamber	Moe	Police Constable	$ 123,869.93	$ 1,018.42
Tammeorg	Marian	Police Constable	$ 109,610.05	$ 1,007.76
Tamse	Edward Ted	Plainclothes Police Constable	$ 115,004.18	$ 1,036.02
Tan	Mark Anthony	Plainclothes Police Constable	$ 131,855.85	$ 1,030.64
Tanabe	Shingo Oliver	Detective	$ 120,054.27	$ 1,060.76
Tanel	Christopher Mathew	Plainclothes Police Constable	$ 128,164.39	$ 1,013.92
Tang	Eric Chung	Plainclothes Police Constable	$ 117,130.09	$ 997.36
Tang	Henry	Police Constable	$ 130,741.96	$ 1,004.56
Tang	Lijing	Senior Programmer Information Systems Services	$ 107,468.18	$ 377.52
Tanguay	Michael Richard	Police Constable	$ 103,967.23	$ 1,000.96
Tanham	Jason	Police Constable	$ 140,463.27	$ 1,007.76
Tannahill	Darla	Inspector	$ 146,829.83	$ 1,120.86
Tanner	Clayton James	Plainclothes Police Constable	$ 127,914.22	$ 1,030.64
Tanouye	Jason Thomas	Sergeant	$ 128,053.17	$ 1,041.86
Tanouye	Stevan Tosh	Police Constable	$ 118,926.37	$ 1,007.76
Tapp	Dean	Detective	$ 121,089.47	$ 1,078.22
Tapping	Terrence William	Senior Customer Service Representative	$ 101,499.21	$ 334.62

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Tasse	Mary Elizabeth	Plainclothes Police Constable	$ 118,347.45	$ 1,030.64
Tattersall	Michael Eastwod	Plainclothes Police Constable	$ 134,429.44	$ 1,030.64
Tauro	Keith Gerard	Police Constable	$ 128,919.26	$ 813.96
Tavares	Jeffery Da	Detective	$ 150,045.54	$ 417.56
Taverner	Ronald Edward	Superintendent	$ 182,370.53	$ 4,925.21
Tawton	Joanne	Police Constable	$ 137,328.92	$ 1,029.08
Tayabali	Azhar Abbas	Plainclothes Police Constable	$ 135,428.31	$ 1,030.64
Tayara	Mulham	Police Constable	$ 101,855.87	$ 357.76
Tayara	Omar	Plainclothes Police Constable	$ 114,268.73	$ 1,030.64
Taylor	Adam Gregory	Police Constable	$ 142,452.60	$ 346.00
Taylor	Andrew Brian	Police Constable	$ 108,440.77	$ 1,018.42
Taylor	Andrew James	Detective	$ 122,473.58	$ 1,057.16
Taylor	Christopher Paul	Police Constable	$ 116,806.66	$ 1,029.08
Taylor	David John	Police Constable	$ 107,862.37	$ 1,007.76
Taylor	Edward Wainwright	Police Constable	$ 126,466.46	$ 1,018.42
Taylor	Jason Peter	Detective	$ 189,669.78	$ 1,067.56
Taylor	Jeffrey	Staff Sergeant	$ 133,163.32	$ 1,120.86
Taylor	Kenneth	Inspector	$ 159,466.30	$ 4,067.58
Taylor	Kevin Dwight	Police Constable	$ 121,513.95	$ 1,008.17
Taylor	Michael Kenneth	Plainclothes Police Constable	$ 127,204.87	$ 1,030.64
Taylor	Robert Allister	Plainclothes Police Constable	$ 129,692.97	$ 1,030.64
Taylor	Robert Edward	Police Constable	$ 120,034.55	$ 1,007.76
Taylor	Ryan John	Police Constable	$ 100,698.45	$ 813.96
Taylor	Scott David	Plainclothes Police Constable	$ 142,624.57	$ 1,041.30
Taylor	Theresa Lynn	Operations Supervisor	$ 102,662.29	$ 1,005.94
Taylor	Waveney Patsy	Sergeant	$ 125,094.02	$ 1,039.21
Teatero	Frederick Leslie	Plainclothes Police Constable	$ 131,587.54	$ 1,030.64
Tedford	Steven Thomas	Staff Sergeant	$ 125,821.11	$ 1,078.22
Teeft	Nadine Alice	Plainclothes Police Constable	$ 119,667.74	$ 1,051.70
Teelockee	Amraz	Court Officer	$ 102,379.59	$ 287.04
Teixeira	Andrew Pereira	Detective	$ 137,568.60	$ 1,067.56
Teixeira	Mario Jorge	Staff Sergeant	$ 136,705.14	$ 1,120.86
Teles	Desi	Police Constable	$ 100,991.07	$ 1,007.76
Tenn	Solomon Richard	Police Constable	$ 105,932.25	$ 968.20
Teoh	Jac Sen	Police Constable	$ 103,903.03	$ 755.24
Terrelonge	Antoine Pierre	Police Constable	$ 112,882.60	$ 997.36
Terzo	Adrian Jordano	Plainclothes Police Constable	$ 128,970.20	$ 1,025.36
Thai	Thanh	Police Constable	$ 151,729.55	$ 379.08
Thangaveloo	Gunasekaran	Police Constable	$ 115,023.15	$ 1,018.42
Thawer	Shafraz Fatehali	Plainclothes Police Constable	$ 138,470.56	$ 1,030.64
Thayalan	Sarath	Police Constable	$ 154,815.91	$ 1,026.24
Theriault	Angela	Detective	$ 178,896.77	$ 1,078.22
Theriault	Donald	Sergeant	$ 142,377.50	$ 1,078.22
Theriault	John	Detective	$ 125,859.72	$ 1,078.22
Theriault	Paul	Police Constable	$ 113,214.09	$ 379.08
Therrien	Allan	Police Constable	$ 141,807.24	$ 1,029.08
Thibodeau	John Robert	Sergeant	$ 123,222.52	$ 1,078.22
Thomas	Bryan Keith	Police Constable	$ 137,556.70	$ 1,015.14
Thomas	Claudine Anne-Marie	Inspector	$ 138,059.24	$ 1,120.86
Thomas	Jennifer Louise	Plainclothes Police Constable	$ 108,375.40	$ 1,024.58
Thomas	Kristin Marie	Plainclothes Police Constable	$ 124,051.56	$ 1,041.30
Thomas	Micheal-Murray	Police Constable	$ 104,314.48	$ 1,007.76
Thomas	Nigel Dexter	Police Constable	$ 118,748.09	$ 1,018.42
Thomas	Rhonda Lee	Sergeant	$ 141,192.66	$ 1,067.56
Thomas	Robert	Detective	$ 131,342.71	$ 1,078.22
Thomas	Sonia	Inspector	$ 163,613.40	$ 1,393.60
Thomas	Sony	Senior Telecom Services Technician Radio	$ 118,913.89	$ 977.60
Thompson	Brandon Ronald	Police Constable	$ 119,745.45	$ 962.78
Thompson	Elsie Tina	Supervisor of System Software & Hardware	$ 125,987.60	$ 442.52
Thompson	James Duncan	Plainclothes Police Constable	$ 120,666.37	$ 1,030.64
Thompson	Jennifer	Police Constable	$ 109,836.52	$ 1,033.38
Thompson	Marland Finlay	Plainclothes Police Constable	$ 140,512.07	$ 1,017.61
Thompson	Michael	Police Constable	$ 198,739.78	$ 1,049.96
Thompson	Patrick Benjamin	Police Constable	$ 110,221.70	$ 1,007.76
Thompson	Paul Anthony	Police Constable	$ 181,113.77	$ 1,028.67
Thompson	Paul Junior	Police Constable	$ 161,420.78	$ 1,007.76
Thompson	Wesley Peter	Police Constable	$ 130,640.03	$ 986.48
Thoms	Heather Bernadette	Assistant Manager of Computer Operations	$ 138,391.72	$ 1,305.98
Thomson	Allan John	Staff Sergeant	$ 142,125.44	$ 1,120.86

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Thomson	Christopher William	Police Constable	$ 103,025.63	$ 1,007.76
Thomson	Richard Laureal	Police Constable	$ 122,715.52	$ 1,007.76
Thorne	Timothy Peter	Sergeant	$ 129,155.40	$ 1,067.56
Thornton	Amanda Doris	Detective	$ 153,847.06	$ 1,067.56
Thornton	Neil James	Sergeant	$ 117,524.39	$ 1,057.16
Thornton	Richard Michael	Sergeant	$ 118,321.26	$ 1,046.77
Thorpe	Gregory Joseph	Staff Sergeant	$ 151,860.98	$ 1,120.86
Thrush	Sean Peter	Detective	$ 120,600.56	$ 1,067.56
Tierman	Darius	Police Constable	$ 104,651.04	$ 369.98
Till	Mitchell Charles	Police Constable	$ 105,593.92	$ 1,007.76
Tiller	Jacqueline Errinn	Communications Operator	$ 108,900.29	$ 958.36
Tim	Matthew Alexander	Police Constable	$ 100,991.07	$ 1,007.76
Timms	Kevin Douglas	Police Constable	$ 114,645.70	$ 1,007.76
Tindall	Derek James	Plainclothes Police Constable	$ 132,613.34	$ 1,030.64
Tinkler	Kathlin Meaghan	Communications Operator	$ 100,503.58	$ 958.36
Tinney	Harlen	Sergeant	$ 133,339.06	$ 1,072.48
Tint	Julie Christine	Sergeant	$ 125,937.23	$ 1,078.22
Tippett	William John	Police Constable	$ 116,664.08	$ 997.36
Tissawak	Elias	Plainclothes Police Constable	$ 121,737.81	$ 1,007.76
Tobin	Robert	Staff Sergeant	$ 146,817.99	$ 1,120.86
Toews	Clive Cornelius	Police Constable	$ 104,443.19	$ 1,007.76
Toledo-Castro	Marco Fernando	Police Constable	$ 150,616.10	$ 1,007.76
Tomaszewski	Marcin Robert	Police Constable	$ 115,431.62	$ 1,007.76
Tomei	Patricia	Police Constable	$ 107,236.52	$ 1,007.76
Tomicic	Jorge Antonio	Police Constable	$ 115,405.84	$ 1,018.42
Tomlinson	Corneal Kenlard	Booking Officer	$ 105,364.37	$ 937.04
Tomlinson-Thompson	Cheryl Pamela	Police Constable	$ 121,410.94	$ 1,013.92
Tompras	Theodore	Training Constable	$ 136,456.82	$ 1,041.30
Toms	Frederic Halley	Police Constable	$ 118,080.21	$ 957.76
Tonna	Paul Anthony	Police Constable	$ 155,233.53	$ 1,007.76
Topping	Michael Anthony	Police Constable	$ 103,083.04	$ 1,007.76
Torrance	Steven James	Plainclothes Police Constable	$ 127,714.15	$ 1,015.68
Torrano	Leo Anthony	Police Constable	$ 115,109.42	$ 1,007.76
Tourangeau	Craig Ronald	Police Constable	$ 116,102.78	$ 1,018.42
Tout	Jeffrey Shawn	Police Constable	$ 104,116.65	$ 359.84
Townley	Darren	Sergeant	$ 123,905.67	$ 1,078.22
Townley	Philip Alexander	Staff Sergeant	$ 123,014.22	$ 1,067.56
Townshend	Christopher Andrew	Police Constable	$ 117,007.25	$ 1,007.76
Toyne	Simon Andrew	Police Constable	$ 106,699.62	$ 1,007.76
Tracey	Christopher James-Albe	Detective	$ 150,694.24	$ 1,067.56
Tracey	Mark Robert	Sergeant	$ 163,383.40	$ 1,078.22
Tracy	Steven	Detective Sergeant	$ 143,472.33	$ 1,120.86
Tramontozzi	Nunziato	Detective Sergeant	$ 135,445.86	$ 1,120.86
Tran	Dinh Minh	Plainclothes Police Constable	$ 111,302.22	$ 380.64
Traynor	Alison Dawn	Police Constable	$ 107,313.45	$ 1,007.76
Tremblay	Andrew Justin	Police Constable	$ 125,906.41	$ 1,007.76
Tremblay	Christopher Joseph	Police Constable	$ 108,477.41	$ 1,007.76
Trenouth	Bradley Robert	Police Constable	$ 137,810.81	$ 1,007.76
Trenton	Rebecca	Shift-Area Supervisor	$ 107,234.39	$ 928.20
Trepanier	Tina-Louise	Police Constable	$ 101,002.27	$ 1,007.76
Tretter	Madelaine	Detective Sergeant	$ 140,721.23	$ 945.86
Treusch	Jeffrey Edward	Sergeant	$ 128,100.28	$ 1,078.22
Trias	Ethelwald Diosa	Police Constable	$ 138,665.62	$ 1,007.76
Trimble	Jacqueline Louise	Police Constable	$ 105,498.36	$ 1,018.42
Trimble	Peter John	Staff Sergeant	$ 140,048.78	$ 1,120.86
Troke	Derreck	Operations Supervisor	$ 102,541.83	$ 1,005.94
Trotman	Bryant Richard	Plainclothes Police Constable	$ 117,873.22	$ 1,003.45
Trotman	Drew Alexander	Police Constable	$ 130,910.07	$ 1,007.76
Trotter	Christine Jane	Police Constable	$ 110,852.44	$ 1,007.76
Trotter	Timothy Wallace	Police Constable	$ 121,962.30	$ 1,028.98
Trovato	Luigi Mose	Police Constable	$ 129,335.69	$ 1,021.70
Trubecki	Robert	Detective	$ 145,515.84	$ 1,078.22
Trueman	Maureen Ann	Detective	$ 121,267.21	$ 1,078.22
Truong	Kim Yen	Plainclothes Police Constable	$ 180,186.15	$ 1,001.22
Truong	Tri Can	Police Constable	$ 108,989.69	$ 1,007.76
Tsang	Jason Paul	Police Constable	$ 124,290.06	$ 997.36
Tsaturyan	Vladyslav Rafikovych	Plainclothes Police Constable	$ 112,815.45	$ 1,023.67
Tsering	Tenzin Chodon	Detective	$ 153,530.43	$ 417.56
Tsianos	Dimitrios	Detective	$ 129,466.47	$ 1,063.96

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Tsoi	Wylie Yin	Police Constable	$ 133,325.58	$ 1,007.76
Tsujimoto	Scott Michael	Police Constable	$ 127,418.30	$ 997.36
Tu	Binh Tu	Plainclothes Police Constable	$ 131,838.65	$ 1,030.64
Tucker	Adriana Patricia	Plainclothes Police Constable	$ 111,683.30	$ 1,041.30
Tuckwell	Timothy Edward	Police Constable	$ 111,115.09	$ 1,018.42
Tughan	Michael Patrick	Plainclothes Police Constable	$ 130,738.78	$ 1,030.64
Tulli	Kevin William	Plainclothes Police Constable	$ 124,264.16	$ 1,030.64
Tulloch	Alson Lloyd	Plainclothes Police Constable	$ 108,080.20	$ 1,023.67
Tumanskiy	Mykola	Police Constable	$ 154,609.63	$ 1,007.76
Tupling	Ann-Marie	Detective	$ 121,089.47	$ 1,078.22
Turgeon	Joseph Ernest	Police Constable	$ 110,398.68	$ 1,007.76
Turkot	Mariusz Maciej	Police Constable	$ 230,990.00	$ 1,007.76
Turnbull	James Nicholas	Plainclothes Police Constable	$ 126,493.62	$ 375.36
Turnbull	Michael	Detective	$ 140,531.95	$ 1,078.22
Tutka	Peter	Plainclothes Police Constable	$ 113,743.12	$ 1,020.08
Tveit	Evan Kristien	Senior Customer Service Representative	$ 107,033.12	$ 377.52
Tweddle	Stephen	Sergeant	$ 153,445.05	$ 1,060.76
Tyler	Steven Michael	Police Constable	$ 104,654.60	$ 949.00
Tynkaluk	Dean Allan	Sergeant	$ 126,000.25	$ 1,078.22
Tzikas	Athanasios	Plainclothes Police Constable	$ 114,809.86	$ 1,003.86
Uchman	Gerald Robert	Plainclothes Police Constable	$ 147,366.80	$ 1,030.64
Udegbunam	Christian	Police Constable	$ 115,649.12	$ 1,029.08
Ueberholz	Thomas Friedrich	Sergeant	$ 110,197.86	$ 389.21
Uher	Jason William	Police Constable	$ 106,767.87	$ 1,013.91
Uhrich	Allan Joseph	Sergeant	$ 133,449.68	$ 875.50
Ulfat	Abdullah	Police Constable	$ 144,501.74	$ 997.36
Ulfat	Ahsan Ullah	Police Constable	$ 116,576.67	$ 1,007.76
Umbrello	Franco	Detective	$ 140,155.81	$ 1,067.56
Uppal	Arbinder Singh	Plainclothes Police Constable	$ 111,088.46	$ 391.30
Uppal	Vishal	Police Constable	$ 129,908.16	$ 1,018.42
Upton	Peter Alexander	Plainclothes Police Constable	$ 114,427.22	$ 1,030.64
Urban	Jon	Plainclothes Police Constable	$ 105,899.73	$ 455.35
Urbaniak	Thomas	Sergeant	$ 180,050.22	$ 1,078.22
Urbas	Nathalie Patricia	Police Constable	$ 108,284.73	$ 997.76
Ure	James Andrew	Police Constable	$ 109,409.14	$ 1,029.08
Urkosky	Brian William	Detective	$ 127,742.78	$ 1,063.96
Urwin	Christine	Police Constable	$ 132,885.86	$ 379.08
Vadivelu	Krishnamoorthy	Plainclothes Police Constable	$ 117,266.42	$ 1,030.64
Vaivods	Connor Robert	Police Constable	$ 110,533.26	$ 502.70
Valdez	Renato Fernandez	Sergeant	$ 136,665.05	$ 1,057.16
Valencia	Juan Carlos	Plainclothes Police Constable	$ 128,861.51	$ 1,024.48
Valentini	Enzo-Loreto	Police Constable	$ 103,941.61	$ 1,018.42
Valerio	John	Sergeant	$ 127,662.63	$ 1,078.22
Valino	Jennifer Marie	Police Constable	$ 135,566.76	$ 996.00
Valledor	Alvin	Training Constable	$ 132,158.56	$ 1,041.30
Valledor	Jennifer Elizabeth	Plainclothes Police Constable	$ 107,841.94	$ 1,030.64
Valles	Shehara	Detective	$ 129,639.28	$ 428.22
Van Der Krabben	Steven John	Police Constable	$ 120,762.35	$ 1,007.76
Van Hee	Gregory Stephen	Plainclothes Police Constable	$ 113,114.39	$ 997.36
van Hoogenhuize	Michael Daniel	Police Constable	$ 106,943.48	$ 357.76
Van Nest	Jesse Clarkson	Staff Sergeant	$ 126,275.04	$ 1,067.56
Van Nest	Ryan Kingsley	Detective	$ 127,203.74	$ 1,064.36
Van Overbeek	Marisa Lynne	Police Constable	$ 106,250.76	$ 1,007.76
Van Ruyven	Marc Gerard	Police Constable	$ 118,955.33	$ 906.14
Van Schubert	Kevin John	Sergeant	$ 144,723.32	$ 1,078.22
Van Seters	Paul	Police Constable	$ 196,561.48	$ 1,029.08
Vande Camp	Sean Andrew	Police Constable	$ 104,698.11	$ 997.76
Vandekerckhove	Darrell Andrew	Sergeant	$ 125,252.28	$ 1,057.16
Vandekerckhove	Gregory Paul	Plainclothes Police Constable	$ 141,802.99	$ 1,016.69
Vandenberg	Carolyn	Sergeant	$ 129,698.70	$ 1,078.22
Vander Heyden	Justin William	Inspector	$ 152,395.08	$ 1,110.36
Vander Meer	Elena Nicole	Police Constable	$ 123,664.58	$ 1,018.42
VanderBurgh	Andrew Norman	Plainclothes Police Constable	$ 121,549.44	$ 1,030.64
Vandervoort	Belinda	Plainclothes Police Constable	$ 125,828.88	$ 380.64
Vandervoort	Michael Alexander	Police Constable	$ 114,977.78	$ 997.36
Vanderwal	Colin Richard	Police Constable	$ 104,397.65	$ 1,007.76
Vanscherrenburg	Adele	Police Constable	$ 107,958.65	$ 1,029.08
VanWart	Daniel Robinson	Police Constable	$ 108,984.52	$ 1,010.26
Varga	Istvan	Court Officer	$ 111,831.08	$ 287.04

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Vargas	Juan Enrique	Police Constable	$ 115,074.42	$ 1,018.42
Vayani	Shafiq Abdul	Plainclothes Police Constable	$ 115,450.86	$ 1,030.64
Vega	Daniel	Sergeant	$ 118,621.09	$ 1,067.56
Veit	Oswald	Staff Sergeant	$ 153,299.19	$ 1,078.22
Vella	Tonyo	Police Constable	$ 135,793.80	$ 1,029.08
Vellend Taylor	Katharine	Sergeant	$ 127,033.69	$ 1,078.22
Veneziano	Tony	Chief Administrative Officer	$ 266,861.50	$ 16,721.25
Venn	Joanne Michele	Sergeant	$ 147,788.64	$ 1,078.22
Venneri	Rosario Domenic	Court Officer	$ 104,902.26	$ 287.04
Vercholuk	Allan George	Police Constable	$ 102,868.02	$ 1,007.76
Verdoold	Lance Scott	Police Constable	$ 139,844.72	$ 379.08
Verrette	Teresa Jane	Police Constable	$ 103,936.36	$ 1,018.42
Verruno	Frank Domenico	Police Constable	$ 118,384.12	$ 1,007.76
Verspeeten	Bradley Dennis	Plainclothes Police Constable	$ 133,533.50	$ 1,030.64
Vidal	Sergio Miguel	Court Officer	$ 102,391.29	$ 287.04
Vidot	Russell Norbert	Police Constable	$ 117,486.68	$ 1,013.04
Vigna	Diana Christine	Police Constable	$ 115,998.81	$ 1,007.76
Vigna	Rita Elsa	Assistant Manager of Records Management Services- Operations	$ 139,341.97	$ 1,305.98
Vijayanarayanan	Devi Selva	Plainclothes Police Constable	$ 108,344.40	$ 380.64
Vilcu	Mircea Mihai	Police Constable	$ 101,530.01	$ 1,007.76
Villa	Paolo Gabriel	Police Constable	$ 110,140.67	$ 302.70
Villarroel	Eduardo Marcelo	Leader Computer Operator	$ 100,757.15	$ 971.10
Villers	Scott Charles	Detective	$ 142,299.48	$ 1,067.56
Vilvanathan	Piratheepan	Police Constable	$ 166,115.50	$ 1,007.76
Vincent	Jason Ernest	Police Constable	$ 121,628.73	$ 1,007.76
Vincent	Matthew Edward	Project Leader	$ 140,057.66	$ 442.52
Vine	Jason Dexter	Police Constable	$ 102,766.12	$ 1,007.76
Violot	Andrew	Sergeant	$ 135,682.23	$ 928.22
Vipari	Carol Marie	Corporate Psychologist	$ 196,933.43	$ 1,593.80
Virani	Abdulhameed	Police Constable	$ 289,263.92	$ 1,029.08
Virdi	Ravinder Singh	Plainclothes Police Constable	$ 121,830.60	$ 1,020.08
Virji	Aly Khan	Detective Sergeant	$ 101,598.92	$ 1,099.80
Virk	Maheep Kaur	Plainclothes Police Constable	$ 120,150.08	$ 1,030.64
Visser	Ashley Christina	Police Constable	$ 107,269.14	$ 1,013.04
Vitale	Daniel Alexander	Police Constable	$ 128,896.65	$ 1,007.76
Vlach	Eric	Training Constable	$ 110,738.20	$ 809.00
Vo	Thao Ba	Police Constable	$ 157,537.40	$ 1,018.42
Vollmar	William Cameron	Police Constable	$ 111,583.10	$ 1,007.76
Von Kalckreuth	Mark Warren	Plainclothes Police Constable	$ 113,463.52	$ 1,029.86
Vruna	Maria	Detective	$ 123,912.11	$ 1,078.22
Vukovic	Matthew Marko	Police Constable	$ 154,987.26	$ 1,007.76
Vuong	Kent	Plainclothes Police Constable	$ 179,759.73	$ 1,034.26
Vuong	Tommy	Plainclothes Police Constable	$ 124,546.98	$ 1,030.64
Wacker	Daniel Paul	Police Constable	$ 113,380.14	$ 957.76
Waddell	Lancelot Albert	Police Constable	$ 114,217.62	$ 1,007.76
Waddell	Mark Grant	Detective	$ 120,064.58	$ 1,067.56
Wadden	Fred Clarence	Police Constable	$ 104,581.92	$ 1,018.42
Wagner	Kyle Richard	Police Constable	$ 107,572.83	$ 971.52
Walker	James	Staff Sergeant	$ 138,750.84	$ 1,120.86
Walker	James David	Police Constable	$ 134,967.36	$ 996.00
Walker	Jerome	Manager of Infrastructure & Operations Support Services	$ 170,399.39	$ 1,229.80
Walker	John	Sergeant	$ 131,816.49	$ 1,078.22
Walker	Julie-Anne Nicole	Plainclothes Police Constable	$ 118,109.66	$ 1,030.64
Walker	Mark Doyle	Police Constable	$ 120,977.53	$ 1,007.76
Walker	Paul Steven	Police Constable	$ 143,360.27	$ 1,007.76
Walker	Scott James	Police Constable	$ 157,001.68	$ 1,007.76
Walker-Knapper	Susan Colette	Manager of Court Services	$ 117,052.17	$ 514.80
Wallace	Alexander Matthew	Plainclothes Police Constable	$ 126,610.46	$ 1,030.64
Wallace	Camella Roberta	Communications Operator	$ 102,627.39	$ 308.36
Wallace	James	Police Constable	$ 214,673.28	$ 379.08
Wallace	Jason Ralph	Plainclothes Police Constable	$ 141,217.20	$ 1,008.64
Wallace	John David	Detective	$ 139,707.46	$ 1,057.16
Wallace	Kenneth Ross	Communications Operator	$ 105,387.15	$ 958.36
Wallace	Peter	Sergeant	$ 139,460.90	$ 1,067.56
Wallace	Robert Boyd	Detective	$ 125,177.51	$ 1,057.16
Wallace	Scott Edmund	Senior Application Specialist	$ 107,805.30	$ 377.52
Walli	Alykhan Amir	Police Constable	$ 186,296.28	$ 1,007.76
Walls	Christopher George	Police Constable	$ 146,823.27	$ 1,018.42
Walsh	Derek Andrew	Police Constable	$ 138,250.40	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Walsh	Suzanne Marie	Inspector	$ 143,872.73	$ 732.80
Walters	Gregory	Sergeant	$ 135,250.93	$ 1,078.22
Walters	Ryan Malrie	Police Constable	$ 117,300.68	$ 996.00
Walther	Timothy John	Detective	$ 131,602.81	$ 1,057.16
Wang	Benyu	Senior Telecom Services Technician Wireless Networks	$ 103,143.55	$ 977.60
Wang	Chuan	Plainclothes Police Constable	$ 119,339.86	$ 1,030.64
Wang	Jordan Guanbao	Police Constable	$ 109,494.41	$ 1,007.76
Wang	Tiam Yee	Plainclothes Police Constable	$ 107,661.14	$ 1,030.64
Wang	Xian-Peng	Police Constable	$ 145,964.25	$ 1,007.76
Warcop	Shannon Amelia	Sergeant	$ 118,455.54	$ 1,060.76
Ward	Kevin Walter	Police Constable	$ 152,444.50	$ 1,007.76
Ward	Paul	Detective	$ 177,505.52	$ 1,078.22
Ward	Vanessa	Detective Sergeant	$ 140,430.45	$ 1,078.22
Wardle	Roland	Sergeant	$ 123,957.34	$ 428.22
Warman	Richard Edgar	Police Constable	$ 124,426.66	$ 1,018.42
Warner	Christine	Plainclothes Police Constable	$ 118,194.04	$ 1,051.70
Warner	Elisabetta	Police Constable	$ 119,947.20	$ 1,029.08
Warner	Jordan Robert	Police Constable	$ 108,033.50	$ 1,007.76
Warner	Ruth	Sergeant	$ 157,935.05	$ 1,078.22
Warnock	Martin	Plainclothes Police Constable	$ 118,373.96	$ 1,036.02
Warr	Richard John	Plainclothes Police Constable	$ 110,556.80	$ 1,041.30
Warren	Tristan Alexander	Police Constable	$ 113,126.38	$ 347.36
Warrener	Robert Joseph	Sergeant	$ 138,592.23	$ 1,067.56
Warrington	Bryan Edward	Police Constable	$ 116,412.19	$ 1,007.76
Warwar	Michael	Police Constable	$ 116,420.38	$ 1,007.76
Washington	Katharine Ann	Detective	$ 126,187.88	$ 1,078.22
Wasilishin	Steven Michael	Police Constable	$ 102,593.76	$ 1,007.76
Waters	Jason Roy	Sergeant	$ 130,199.47	$ 592.56
Watkinson	Douglas Charles	Police Constable	$ 141,918.71	$ 1,024.48
Watson	Adam Michael	Police Constable	$ 113,178.72	$ 1,007.76
Watson	Christopher	Sergeant	$ 169,177.44	$ 1,057.16
Watson	Errol John	Sergeant	$ 120,216.65	$ 1,034.36
Watson	Ian Andrew	Police Constable	$ 114,679.43	$ 959.29
Watson	Joslyn Nicole	Detective	$ 119,402.24	$ 1,069.61
Watson	Luke Alexander	Plainclothes Police Constable	$ 107,648.44	$ 1,030.64
Watson	O'Neil Constant	Plainclothes Police Constable	$ 124,760.10	$ 1,023.67
Watt	Jermaine Antonio	Police Constable	$ 115,527.13	$ 1,007.76
Watts	Gregory Miles	Staff Sergeant	$ 152,597.71	$ 1,109.94
Watts	Kathryn Louise	Assistant Manager of Records Management Services-Information Acces	$ 138,524.56	$ 1,120.04
Watts	Robert Andrew	Police Constable	$ 109,203.26	$ 1,007.76
Watts	Steven Mark	Inspector	$ 148,196.94	$ 1,120.86
Wauchope	Liam	Detective	$ 144,444.26	$ 1,067.56
Waugh	Rapheal Fexton	Police Constable	$ 120,365.24	$ 1,007.76
Waz	Martin	Police Constable	$ 107,509.98	$ 976.96
Weatherbee	Jeffrey Michael	Plainclothes Police Constable	$ 119,053.40	$ 1,030.64
Webb	Kelli Denise	Police Constable	$ 125,774.40	$ 1,007.76
Webb	Kerry William	Police Constable	$ 108,294.22	$ 1,007.76
Webb	Neil Anthony	Police Constable	$ 140,231.75	$ 997.36
Webb	Vanessa Miriam	Police Constable	$ 117,484.55	$ 1,018.42
Weber	Mark Edward	Police Constable	$ 106,771.56	$ 1,007.76
Weber	Paulina Dagmara	Plainclothes Police Constable	$ 107,685.64	$ 1,030.64
Webster	David Gregory	Detective	$ 128,342.09	$ 1,078.22
Wecker	Michael Robert	Police Constable	$ 114,537.06	$ 1,007.76
Weckworth	Richard Grant	Police Constable	$ 116,547.34	$ 1,007.76
Weddell	Glenn Francis	Police Constable	$ 127,964.84	$ 1,017.60
Weeks	Allen Ancel	Police Constable	$ 109,590.67	$ 1,007.76
Weeks	Jesse David	Detective	$ 107,571.27	$ 807.16
Wegner	Alyxandra Mary	Police Constable	$ 100,874.15	$ 346.00
Wehby	Peter Michael	Detective	$ 156,175.75	$ 1,067.56
Weist	Stephen	Police Constable	$ 107,332.75	$ 1,029.08
Weller	Richard Anthony	Detective	$ 148,256.68	$ 1,078.22
Wells	David Archer	Police Constable	$ 120,593.77	$ 1,007.76
Welsh	Jonathan Clayton	Police Constable	$ 146,730.55	$ 1,007.76
Wenzel	Derek Michael	Police Constable	$ 112,965.02	$ 857.76
Wesley	Jeffrey	Police Constable	$ 116,408.13	$ 1,018.42
Wesselius	Lee Jonathan	Plainclothes Police Constable	$ 129,789.80	$ 369.98
West	Lee Ann	Sergeant	$ 133,352.47	$ 1,067.56
Westell	Clinton Jon	Sergeant	$ 119,413.40	$ 1,063.78
Wester	Benjamin John	Plainclothes Police Constable	$ 112,166.09	$ 1,007.76

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Wester	Erica Beth	Plainclothes Police Constable	$ 115,694.71	$ 1,030.64
Westerhoff	David James	Plainclothes Police Constable	$ 123,489.27	$ 1,022.72
Westervelt	Vicki Ann	Sergeant	$ 144,353.87	$ 917.56
Whalen	Christopher Andrew	Plainclothes Police Constable	$ 120,601.95	$ 1,030.64
Whalen	Robert	Detective	$ 138,601.24	$ 1,078.22
Wheeler	Christopher	Police Constable	$ 149,408.95	$ 1,029.08
White	Anthoney	Police Constable	$ 127,761.45	$ 870.76
White	Catherine Marlene	Staff Sergeant	$ 132,855.52	$ 470.86
White	Clayton Thomas	Sergeant	$ 124,079.85	$ 1,050.39
White	Daniel Campbell	Police Constable	$ 135,343.09	$ 1,000.20
White	Deidra Denise	Manager of Information Technology Customer Service	$ 168,948.46	$ 3,205.54
White	Donald Gerald	Detective	$ 118,560.46	$ 1,067.56
White	Kevin Joseph	Sergeant	$ 128,202.60	$ 1,060.76
White	Michael John	Police Constable	$ 121,694.96	$ 1,014.29
White	Richard Burton	Plainclothes Police Constable	$ 114,505.23	$ 1,030.64
White	Shaun Craig	Shift Supervisor	$ 101,948.06	$ 315.64
Whitefield	Ross Alasdair	Plainclothes Police Constable	$ 114,991.79	$ 1,030.64
Whitfield	Edward Joseph	Police Constable	$ 111,746.39	$ 982.40
Whitfield	Louis Francis	Plainclothes Police Constable	$ 120,034.56	$ 1,030.64
Whitley	Paul William	Plainclothes Police Constable	$ 120,166.84	$ 1,030.64
Whittaker	Lance Charles	Police Constable	$ 105,485.82	$ 1,018.42
Whittall	Shawn Michael	Plainclothes Police Constable	$ 118,195.18	$ 1,010.40
Whittemore	Scott	Detective	$ 138,872.87	$ 1,078.22
Whittle	Timothy Maurice	Plainclothes Police Constable	$ 111,860.56	$ 1,013.92
Whitworth	Ernest	Detective Sergeant	$ 134,795.39	$ 1,120.86
Whitworth	Michael Bruce	Training Constable	$ 126,908.43	$ 1,051.70
Whynot	Carrol Anne	Senior Corporate Planner	$ 156,557.28	$ 535.86
Whyte	Adam Terrance	Police Constable	$ 111,385.56	$ 982.76
Wideman	Janine Brittany	Plainclothes Police Constable	$ 119,316.79	$ 1,015.68
Widmeyer	Kyle Richard	Police Constable	$ 108,929.86	$ 1,007.76
Wiggermann	Sven	Training Constable	$ 135,477.99	$ 1,010.40
Wighton	Matthew Stewart	Detective	$ 144,471.38	$ 1,067.56
Wilkins	Dustin Daniel	Plainclothes Police Constable	$ 118,101.56	$ 1,030.64
Wilkinson	Emily Margaret	Police Constable	$ 114,975.38	$ 978.32
Wilkinson	Stephanie Dawn	Police Constable	$ 101,603.39	$ 997.76
Willers	Ronald	Training Constable	$ 135,814.41	$ 1,051.70
Williams	Anthony	Staff Sergeant	$ 152,278.88	$ 1,078.22
Williams	Clayton	Sergeant	$ 128,932.50	$ 1,078.22
Williams	Gherardt	Detective	$ 130,908.83	$ 1,078.22
Williams	Ian	Manager of Innovation & Analytics	$ 159,881.85	$ 1,412.28
Williams	Kevin Christopher	Plainclothes Police Constable	$ 111,578.19	$ 380.64
Williams	Matthew George	Police Constable	$ 120,665.52	$ 1,007.76
Williams	Michael James	Staff Sergeant	$ 132,306.75	$ 1,109.94
Williams	Scott Douglas	Senior Application Specialist	$ 107,640.87	$ 377.52
Williams	Steven Thomas	Plainclothes Police Constable	$ 109,951.82	$ 1,030.64
Willmer	Ryan Andrew	Police Constable	$ 103,816.29	$ 1,007.76
Wilson	Adam Patrick	Police Constable	$ 106,592.77	$ 1,007.76
Wilson	Anton Lawrence	Police Constable	$ 149,026.10	$ 1,029.08
Wilson	Bradley Michael	Police Constable	$ 106,276.96	$ 1,018.42
Wilson	Christopher David	Plainclothes Police Constable	$ 134,090.51	$ 1,030.64
Wilson	David James	Sergeant	$ 127,756.16	$ 1,042.31
Wilson	Derek Scott	Detective	$ 136,902.90	$ 428.22
Wilson	Jeffrey Paul	Police Constable	$ 134,353.88	$ 1,018.42
Wilson	Jennifer Elizabeth	Police Constable	$ 112,819.06	$ 1,018.42
Wilson	Julie Therese	Sergeant	$ 111,598.22	$ 1,001.50
Wilson	Matthew Edmund	Plainclothes Police Constable	$ 144,508.73	$ 1,030.64
Wilson	Michael Paul	Police Constable	$ 101,450.97	$ 1,007.76
Wilson	Shane Stewart	Plainclothes Police Constable	$ 135,443.06	$ 1,030.64
Wilson	Sherry Elizabeth	Sergeant	$ 123,116.42	$ 1,067.97
Wilson	Suzanne	Police Constable	$ 119,589.31	$ 379.08
Wilson	Timothy	Sergeant	$ 131,024.00	$ 1,078.22
Wilson	Warren	Detective Sergeant	$ 163,783.60	$ 1,120.86
Wiltshire	David	Police Constable	$ 149,587.70	$ 347.36
Windle	Tracy Georgina	Police Constable	$ 101,353.52	$ 1,007.76
Windmoller	Theodore John	Sergeant	$ 114,363.75	$ 746.46
Windsor	Carol Mary	Sergeant	$ 129,877.72	$ 1,065.67
Windsor	David Lee	Sergeant	$ 123,272.43	$ 1,060.76
Winfield	Richard	Plainclothes Police Constable	$ 113,745.62	$ 401.70
Winter	Jeffrey Matthew	Plainclothes Police Constable	$ 128,684.05	$ 1,030.64

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Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Wiseman	Michael Douglas	Police Constable	$ 110,204.72	$ 1,007.76
Wiseman	Trent Pleaman	Police Constable	$ 104,105.18	$ 1,012.30
Withrow	Jennifer Autumn	Plainclothes Police Constable	$ 123,195.30	$ 1,030.64
Witt	Katarzyna Maria	Police Constable	$ 124,495.86	$ 997.76
Wojtkiewicz	Victor Brunislaw	Training Constable	$ 138,861.33	$ 1,030.64
Wojtkowicz	Dorothy Zofia	Plainclothes Police Constable	$ 121,553.38	$ 866.30
Wolfe	Stephen Micheal	Police Constable	$ 108,220.11	$ 1,018.42
Wong	Aaron	Police Constable	$ 113,007.59	$ 347.36
Wong	Carmen Alexis	Police Constable	$ 104,736.88	$ 1,007.76
Wong	Chun Man	Police Constable	$ 105,473.33	$ 368.42
Wong	Chung Man	Sergeant	$ 270,435.10	$ 1,078.22
Wong	Conrad Emery	Police Constable	$ 108,467.27	$ 891.48
Wong	Eric Wae	Police Constable	$ 100,688.22	$ 362.89
Wong	Gordon Chung-Hoi	Plainclothes Police Constable	$ 115,312.46	$ 1,030.64
Wong	Jessica Frances	Plainclothes Police Constable	$ 121,622.87	$ 988.49
Wong	Matthew Dee	Police Constable	$ 112,588.32	$ 1,007.76
Wong	Nason Lai	Senior Programmer Information Systems Services	$ 112,285.07	$ 311.90
Wong	Philip Jin-Yu	Plainclothes Police Constable	$ 132,604.30	$ 1,025.36
Wong	Sai-Kit	Police Constable	$ 108,149.04	$ 1,007.76
Wong	Vincent Alexander	Police Constable	$ 113,735.34	$ 1,007.76
Wong	Wan-Hoi	Plainclothes Police Constable	$ 135,990.08	$ 1,051.70
Woo	Chi Shing	Senior Programmer Information Systems Services	$ 120,495.94	$ 377.52
Woo	Gilbert	Information Technology Customer Service Project Leader	$ 112,046.96	$ 377.52
Wood	Darcy Ryan	Training Constable	$ 143,582.85	$ 1,030.64
Wood	John Alan	Police Constable	$ 136,916.09	$ 1,018.42
Wood	Matthew Blake	Police Constable	$ 111,977.40	$ 997.36
Woodhouse	Stephen	Sergeant	$ 128,431.81	$ 1,078.22
Woods	Douglas Stephen	Police Constable	$ 107,546.59	$ 1,013.04
Woods	Gary	Sergeant	$ 133,811.97	$ 1,057.16
Woodyer	Kyle Edward	Police Constable	$ 110,069.94	$ 1,007.76
Wookey	Charles	Detective	$ 143,718.34	$ 1,078.22
Woolfenden	Diane Emily	Police Constable	$ 113,216.26	$ 1,007.76
Wootton	Ryan Peter	Police Constable	$ 121,962.42	$ 1,007.76
Worden	Paul Hamilton	Detective	$ 155,735.71	$ 1,078.22
Woronchak	Janice Lynn	Plainclothes Police Constable	$ 137,397.84	$ 1,041.30
Worrell	Philip	Sergeant	$ 134,670.75	$ 1,078.22
Worsdale	Shayne William	Police Constable	$ 132,914.43	$ 1,011.45
Worth	Darren	Detective	$ 145,745.11	$ 1,067.56
Worth	Kane Wilson	Sergeant	$ 126,909.28	$ 1,078.22
Worthington	Mark	Supervisor	$ 101,728.42	$ 315.64
Worts	Robert Michael	Police Constable	$ 120,876.24	$ 997.76
Woudenberg	Hetty Johana	Police Constable	$ 113,760.08	$ 1,007.76
Wright	Adam Edward	Plainclothes Police Constable	$ 130,848.05	$ 1,030.64
Wright	Joanna Lindley	Police Constable	$ 108,421.24	$ 379.08
Wright	Marianne Millicent	General Counsel of Legal Services	$ 196,933.43	$ 3,307.72
Wrong	Jason Christopher	Police Constable	$ 129,416.38	$ 1,029.08
Wu	Hai Zhong	Senior Technical Analyst Enterprise Architecture	$ 116,118.53	$ 409.24
Wu	Xu	Plainclothes Police Constable	$ 165,872.96	$ 1,030.64
Wulff	Eduardo Ignacio	Staff Sergeant	$ 133,380.30	$ 1,120.86
Wyard	Leslie Ann	Plainclothes Police Constable	$ 129,363.18	$ 1,030.64
Wylie	Christopher David	Police Constable	$ 108,520.36	$ 1,024.58
Wynia	Randall	Detective	$ 130,960.70	$ 1,078.22
Wynne	Travers	Sergeant	$ 134,166.84	$ 1,078.22
Xinos	Evagelos	Training Constable	$ 116,032.44	$ 1,034.33
Xiouris	John	Plainclothes Police Constable	$ 130,497.42	$ 1,030.64
Yan	Gregory Albert	Plainclothes Police Constable	$ 119,624.38	$ 1,020.39
Yan	Peter Samuel	Police Constable	$ 103,315.42	$ 1,007.76
Yang	QianLiang	Sergeant	$ 133,455.21	$ 1,055.26
Yap	Meiyin	Police Constable	$ 107,104.50	$ 1,029.08
Yarde	Ryan Anton	Sergeant	$ 132,786.24	$ 1,057.16
Yarlett	Kristen Leigh	Police Constable	$ 111,838.44	$ 1,008.99
Yarmoluk	David George	Detective	$ 144,375.40	$ 1,078.22
Yeandle	Kimberley	Staff Superintendent	$ 196,929.53	$ 16,462.45
Yee	Ian	Training Constable	$ 123,671.07	$ 1,036.79
Yelle	Justin Joseph	Police Constable	$ 110,584.51	$ 1,007.76
Yeo	Darren Roy	Detective	$ 150,215.90	$ 1,067.56
Yepes Holguin	Andrea	Police Constable	$ 120,550.01	$ 997.36
Yeung	Patrick Min-Seng	Sergeant	$ 159,432.22	$ 1,057.56
Yiannakakos	Christos	Police Constable	$ 128,546.40	$ 1,026.24

Appendix A

Record of Employees' 2018 Salaries and Benefits - By Last Name				
Surname	**Given Name**	**Position Title**	**Salary Paid**	**Taxable Benefit**
Yim	Dennis Yiu-Kam	Plainclothes Police Constable	$ 110,956.09	$ 1,030.64
Yin	Jie	Information Security Architect	$ 125,261.60	$ 442.52
Yin	Ya-Wen	Plainclothes Police Constable	$ 118,870.92	$ 1,030.64
Yong	Brian Paul	Police Constable	$ 126,010.27	$ 1,018.42
Young	Blain	Sergeant	$ 246,001.05	$ 1,078.22
Young	Craig	Staff Sergeant	$ 159,080.15	$ 1,120.86
Young	Jamie George	Police Constable	$ 110,318.84	$ 1,007.76
Young	Jennifer Dionne	Police Constable	$ 110,998.32	$ 1,007.76
Young	Paul Eliot	Sergeant	$ 132,682.97	$ 1,066.55
Young	Warren	Detective Sergeant	$ 134,355.94	$ 1,120.86
Younger	Chad Andrew	Plainclothes Police Constable	$ 119,815.66	$ 1,030.64
Yourkin	Courtney Anne	Plainclothes Police Constable	$ 117,231.98	$ 1,030.64
Youroukos	Jonathan Nicholas	Plainclothes Police Constable	$ 123,952.34	$ 1,030.64
Yourt	Krista Elizabeth	Job Evaluation Analyst	$ 103,251.11	$ 1,132.56
Yousufi	Abdullah	Drafting Technician Forensic Identification Services	$ 123,798.62	$ 1,027.52
Yu	Clifford	Police Constable	$ 152,985.00	$ 1,029.08
Yu	Ka Wai Eric	Police Constable	$ 156,003.39	$ 1,007.76
Yu	Lai King	Police Constable	$ 109,536.21	$ 996.00
Yuanidis	Alexander	Police Constable	$ 104,670.11	$ 1,007.76
Yuen	Peter	Deputy Chief	$ 213,860.48	$ 13,305.05
Yuile	Brian Alexander	Sergeant	$ 127,525.63	$ 1,065.67
Yule	Robert Christopher	Training Constable	$ 128,456.62	$ 1,051.70
Yung	Francis Yuan-Tung	Plainclothes Police Constable	$ 109,399.70	$ 368.42
Yung	Stephen Kienmun	Training Constable	$ 124,072.10	$ 1,030.64
Yurkiw	Adam Lorne	Police Constable	$ 130,811.35	$ 1,013.04
Zaffino	Franco Antonio	Plainclothes Police Constable	$ 125,240.16	$ 1,030.64
Zafiriadis	Ifigenia	Operations Supervisor	$ 107,116.57	$ 980.94
Zaheed	Ikram	Plainclothes Police Constable	$ 142,015.01	$ 1,013.92
Zajac	Julie	Staff Sergeant	$ 133,503.21	$ 1,120.86
Zambri	Carmelo	Sergeant	$ 145,872.86	$ 1,078.22
Zamir	Keiss	Court Officer	$ 101,284.30	$ 309.12
Zammit	Jeffrey	Sergeant	$ 191,053.03	$ 1,078.22
Zamparo	Daniel Valentino	Sergeant	$ 127,517.01	$ 1,035.52
Zanati	Balazs Karoly	Police Constable	$ 145,937.40	$ 1,007.76
Zandkarimi	Ali	Plainclothes Police Constable	$ 134,984.08	$ 1,025.36
Zare Seysan	Roya	Police Constable	$ 101,811.88	$ 1,001.55
Zawadskiy	Mikhaylo	Police Constable	$ 110,349.51	$ 347.36
Zawerbny	Michael Anthony	Police Constable	$ 112,170.31	$ 1,018.42
Zayack	Darlene	Police Constable	$ 106,879.30	$ 379.08
Zebeski	David Michael	Staff Sergeant	$ 134,196.51	$ 1,109.94
Zebrowski	Tomasz	Police Constable	$ 139,256.69	$ 1,007.76
Zekeres	Charles	Sergeant	$ 118,327.36	$ 1,067.56
Zeljkovic	Edin	Police Constable	$ 123,369.46	$ 1,007.76
Zeppieri	Justin Peter	Plainclothes Police Constable	$ 125,430.86	$ 1,013.04
Zerucelli	Christian George	Police Constable	$ 122,011.70	$ 1,007.76
Zettler	Mark Paul	Police Constable	$ 155,450.98	$ 1,007.76
Zettler	Steven Carl	Police Constable	$ 109,502.71	$ 1,029.08
Zhang	Jian	Plainclothes Police Constable	$ 145,304.11	$ 1,030.64
Zhang	Lu	Senior Technical Analyst Infrastructure	$ 133,225.36	$ 409.24
Zhang	Qing	Senior Programmer Information Systems Services	$ 110,274.52	$ 377.52
Zheng	Feishu	Plainclothes Police Constable	$ 118,135.24	$ 1,013.92
Zhorak	Volodymyr	Police Constable	$ 125,666.05	$ 996.00
Zhou	Hongfei	Plainclothes Police Constable	$ 107,770.28	$ 1,010.40
Zhou	Ye	Infrastructure Architect	$ 125,950.84	$ 442.52
Zimmer	Lesley Anne	Sergeant	$ 118,269.43	$ 1,057.56
Zimmermann	Eric	Police Constable	$ 122,388.25	$ 347.36
Zinati	Jacques	Police Constable	$ 119,382.74	$ 368.42
Zisis	Mary Lynn	Senior Analyst Strategic Planning	$ 108,403.80	$ 377.52
Zlobicki	Aleksandra	Plainclothes Police Constable	$ 166,872.18	$ 1,017.44
Zold	John	Police Constable	$ 138,487.15	$ 1,029.08
Zubair	Mohammad	Police Constable	$ 109,528.51	$ 1,007.76
Zucca	Samantha Chrisitne	Communications Operator	$ 101,873.08	$ 933.36
Zver	Natasha Ann	Police Constable	$ 117,212.43	$ 1,018.42
Zvezd 'Onkin	Volodymyr	Police Constable	$ 128,838.82	$ 1,015.68

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Saunders	Mark	Chief of Police	$ 344,397.98	$ 2,823.60
Virani	Abdulhameed	Police Constable	$ 289,263.92	$ 1,029.08
Di Tommaso	Mario	Staff Superintendent	$ 272,512.92	$ 12,450.08
Wong	Chung Man	Sergeant	$ 270,435.10	$ 1,078.22
Veneziano	Tony	Chief Administrative Officer	$ 266,861.50	$ 16,721.25
Spencer	Ennis Stewart	Sergeant	$ 266,749.71	$ 1,063.16
Pathak	Davinder Kumar	Police Constable	$ 259,222.15	$ 1,007.76
Lum	Soon	Plainclothes Police Constable	$ 255,704.81	$ 401.70
Olukoya	Olufemi	Police Constable	$ 247,472.09	$ 1,029.08
Young	Blain	Sergeant	$ 246,001.05	$ 1,078.22
Stea	Carlo Junior	Police Constable	$ 242,427.94	$ 1,018.42
Ramer	Donald	Deputy Chief	$ 238,703.20	$ 14,904.16
Turkot	Mariusz Maciej	Police Constable	$ 230,990.00	$ 1,007.76
Barnes	Kirk-Neil Anthony	Police Constable	$ 230,902.58	$ 1,007.76
Bates	Barry Michael	Police Constable	$ 230,394.91	$ 1,029.08
Hines	Gordon Ian	Police Constable	$ 224,698.93	$ 1,007.76
Lokenath	Ramdial Tiwarie	Police Constable	$ 222,494.36	$ 1,007.76
Coxon	Shawna Michelle	Deputy Chief	$ 222,088.07	$ 9,645.46
McLean	Barbara	Deputy Chief	$ 221,265.31	$ 15,233.95
Marchack	Roger	Sergeant	$ 221,203.36	$ 1,078.22
Hall	John	Police Constable	$ 221,047.49	$ 1,029.08
Cristiano	Guido	Police Constable	$ 217,908.82	$ 1,029.08
Goebell	Nad	Police Constable	$ 214,688.06	$ 1,029.08
Wallace	James	Police Constable	$ 214,673.28	$ 379.08
Fenton	David	Superintendent	$ 214,567.17	$ 13,118.55
Yuen	Peter	Deputy Chief	$ 213,860.48	$ 13,305.05
Higgins	Paul	Police Constable	$ 210,919.93	$ 1,029.08
Catenaccio	Mario	Detective	$ 210,788.95	$ 1,057.16
Langer	Brendon Kyle	Police Constable	$ 210,619.27	$ 997.36
Norski	Przemyslaw	Police Constable	$ 209,562.03	$ 1,007.76
Donison	Kim	Police Constable	$ 208,600.20	$ 1,029.08
Palermo	Michael Angelo	Detective	$ 207,697.17	$ 1,067.56
Clarke	Paul Egerton	Police Constable	$ 206,771.30	$ 1,029.08
Karimzada	Abdullah	Police Constable	$ 203,724.16	$ 347.36
Khan	Tariq Ijaz	Police Constable	$ 203,387.74	$ 1,007.76
Kuznetsov	Sergiy Anatolyovich	Police Constable	$ 203,058.92	$ 1,007.76
Chiasson	Yvette Marie	Police Constable	$ 202,857.72	$ 1,007.76
Chang	Chu Thao	Sergeant	$ 201,719.65	$ 1,067.56
Kim	Hyok Kyun	Police Constable	$ 200,951.04	$ 1,014.80
Campbell	Donald Alexander	Staff Superintendent	$ 200,570.52	$ 19,075.15
Costabile	Gino	Police Constable	$ 200,426.17	$ 1,029.08
Singh	Ramindarjit Singh	Plainclothes Police Constable	$ 200,391.77	$ 1,024.48
Tam	Wing	Police Constable	$ 200,334.19	$ 1,029.08
Audette	David Francis	Police Constable	$ 200,135.80	$ 1,029.08
Ghazarian	Antranik	Plainclothes Police Constable	$ 199,109.59	$ 1,003.45
Carbone	Mike	Detective Sergeant	$ 198,879.73	$ 1,120.86
Fong	Nelson	Police Constable	$ 198,762.47	$ 1,007.76
Thompson	Michael	Police Constable	$ 198,739.78	$ 1,049.96
Ramprashad	Dwarkh	Police Constable	$ 198,351.30	$ 1,029.08
Loiselle	Jean Marc Laureal	Police Constable	$ 197,413.28	$ 1,007.76
Carter	Randolph	Staff Superintendent	$ 197,384.70	$ 16,333.00
Kung	Tommy Wing	Police Constable	$ 197,128.89	$ 1,007.76
Farahbakhsh	Jeanette Isabel	Director of People & Culture	$ 196,933.43	$ 3,079.96
Giannotta	Celestino	Director of Information Technology Services	$ 196,933.43	$ 3,343.86
Kijewski	Kristine Jean	Director of Operations Support	$ 196,933.43	$ 3,343.86
Martin-Doto	Catherine Ann	Corporate Psychologist	$ 196,933.43	$ 1,593.80
Vipari	Carol Marie	Corporate Psychologist	$ 196,933.43	$ 1,593.80
Wright	Marianne Millicent	General Counsel of Legal Services	$ 196,933.43	$ 3,307.72
Yeandle	Kimberley	Staff Superintendent	$ 196,929.53	$ 16,462.45
Limsiaco	Michael	Police Constable	$ 196,854.68	$ 1,007.76
Hughes	Trudy	Detective	$ 196,642.06	$ 1,078.22
Hoy	Matthew Douglas	Police Constable	$ 196,588.45	$ 347.36
Van Seters	Paul	Police Constable	$ 196,561.48	$ 1,029.08
Euteneier	Simon Quincey	Police Constable	$ 196,151.74	$ 1,007.76
Demkiw	Myron Andrey	Staff Superintendent	$ 195,421.10	$ 10,338.78
Nevin	David	Police Constable	$ 195,154.76	$ 1,029.08
Brown	Shawn Hugh	Police Constable	$ 194,690.79	$ 997.36
Dean	Bertrand	Police Constable	$ 193,849.40	$ 1,007.76
Peters	Cornelius	Police Constable	$ 191,157.72	$ 1,018.42

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Zammit	Jeffrey	Sergeant	$ 191,053.03	$ 1,078.22
Maciek	John	Plainclothes Police Constable	$ 190,575.91	$ 1,051.70
Cretu	Andrei	Police Constable	$ 190,559.74	$ 979.68
Daryaram	Farshad	Police Constable	$ 189,998.25	$ 1,007.76
Taylor	Jason Peter	Detective	$ 189,669.78	$ 1,067.56
Bobbis	Richard Robert	Sergeant	$ 189,415.34	$ 1,067.56
Sone	Glen	Operations Supervisor	$ 189,304.11	$ 1,005.94
Chaudhry	Maghfoor Ahmad	Parking Enforcement Planner	$ 189,043.79	$ 1,059.24
Gallant	Timothy	Detective Sergeant	$ 189,042.09	$ 1,120.86
Bowman	Martyn	Police Constable	$ 187,662.57	$ 319.99
Kirkpatrick	Christopher John	Superintendent	$ 186,757.79	$ 1,393.60
Kell	Jeffrey Stewart	Police Constable	$ 186,572.29	$ 1,018.42
Locke	Donovan	Staff Sergeant	$ 186,548.55	$ 1,109.94
Walli	Alykhan Amir	Police Constable	$ 186,296.28	$ 1,007.76
Hughes	Paul George	Plainclothes Police Constable	$ 186,042.66	$ 1,041.30
Lam	Ian Wayne	Police Constable	$ 186,035.09	$ 1,007.76
Churkoo	Doodnath Deodath	Sergeant	$ 185,910.56	$ 1,067.56
Harvey	Mark	Sergeant	$ 185,833.67	$ 1,078.22
Campbell	Joanne Elizabeth	Executive Director of Toronto Police Services Board	$ 185,531.69	$ 2,013.85
Angus	Darren Ronald	Police Constable	$ 185,403.20	$ 1,007.76
Meech	Raymond John	Sergeant	$ 185,158.62	$ 1,078.22
Dhaliwal	Svina	Director of Finance & Business Management	$ 184,074.27	$ 899.34
Borsboom	Marcelinus Hendrikus	Plainclothes Police Constable	$ 183,978.00	$ 1,041.30
Ghazarian	Hamayak	Plainclothes Police Constable	$ 183,886.04	$ 1,030.64
Barkley	Mark Edwin	Staff Superintendent	$ 183,854.97	$ 15,781.71
Rathbone	Melanie Lynn	Police Constable	$ 183,675.59	$ 1,018.42
McConnell	Darren	Police Constable	$ 183,448.58	$ 1,029.08
Bevilacqua	Filippo	Detective	$ 183,384.88	$ 1,067.56
Rosenberg	Howard	Police Constable	$ 182,904.25	$ 1,029.08
Aroda	Sanjee	Detective	$ 182,806.19	$ 1,067.56
Ferguson	Hugh	Superintendent	$ 182,612.17	$ 14,957.13
Kay	William Donald	Police Constable	$ 182,541.33	$ 1,018.42
Coovadia	Abdul-Khalik Yahya	Police Constable	$ 182,398.40	$ 1,029.08
Baptist	Robert Scott	Superintendent	$ 182,370.53	$ 16,663.57
Corrigan	Neil David	Superintendent	$ 182,370.53	$ 19,555.60
Johnson	Robert	Superintendent	$ 182,370.53	$ 13,788.69
Kuck	Heinz	Superintendent	$ 182,370.53	$ 1,521.00
Narine	Shaun	Superintendent	$ 182,370.53	$ 1,521.00
Neadles	William	Superintendent	$ 182,370.53	$ 15,529.92
Riviere	Anthony Francis	Superintendent	$ 182,370.53	$ 14,835.87
Stroble	Reuben	Superintendent	$ 182,370.53	$ 13,333.36
Taverner	Ronald Edward	Superintendent	$ 182,370.53	$ 4,925.21
Henderson	Norman George	Fleet & Materials Management Administrator	$ 182,361.43	$ 1,521.00
Odisho	Ashur	Police Constable	$ 182,145.11	$ 1,007.76
Hu	Yi	Police Constable	$ 181,842.75	$ 1,007.76
McDougall	Robert Gordon	Sergeant	$ 181,730.53	$ 1,067.56
Chen	Dennis Yau	Plainclothes Police Constable	$ 181,694.95	$ 1,030.64
Nicolle	Chad Edward	Sergeant	$ 181,175.14	$ 1,078.22
Searles	Ian Brian	Sergeant	$ 181,167.54	$ 1,067.56
Thompson	Paul Anthony	Police Constable	$ 181,113.77	$ 1,028.67
Sadrzadeh	Mir Siamak	Police Constable	$ 180,628.67	$ 1,007.76
Atkinson	James Jonathan	Police Constable	$ 180,495.20	$ 1,029.08
Ibrahim	Ashraf	Plainclothes Police Constable	$ 180,467.82	$ 1,007.88
Code	Peter	Superintendent	$ 180,342.25	$ 1,185.86
Hegedus	Richard	Superintendent	$ 180,262.50	$ 1,365.00
Truong	Kim Yen	Plainclothes Police Constable	$ 180,186.15	$ 1,001.22
Cole	Gregory	Superintendent	$ 180,185.48	$ 1,393.60
Preston	Brian	Superintendent	$ 180,182.75	$ 1,393.60
Urbaniak	Thomas	Sergeant	$ 180,050.22	$ 1,078.22
Vuong	Kent	Plainclothes Police Constable	$ 179,759.73	$ 1,034.26
Norris	Robert	Police Constable	$ 179,689.87	$ 1,029.08
Theriault	Angela	Detective	$ 178,896.77	$ 1,078.22
Lawrence	Shawn	Sergeant	$ 178,851.45	$ 1,078.22
Ruttner	Alexander	Police Constable	$ 178,460.48	$ 1,029.08
Suongas	Chris	Sergeant	$ 178,171.98	$ 1,078.22
Sanders	Neil Gregory	Police Constable	$ 177,985.09	$ 1,018.42
Sammut	David	Sergeant	$ 177,750.35	$ 1,078.22
Ward	Paul	Detective	$ 177,505.52	$ 1,078.22
Pugash	Mark	Director of Corporate Communications	$ 177,253.72	$ 8,871.05

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Moxam	Darren Kenneth	Detective	$ 176,959.23	$ 1,067.56
Durran	Ned	Police Constable	$ 176,920.35	$ 1,014.73
Gray	Pauline	Superintendent	$ 176,773.61	$ 1,393.60
Kalteis	Marc Robert	Police Constable	$ 176,760.12	$ 1,018.42
Streit	Jeffrey James	Police Constable	$ 176,759.88	$ 1,018.42
Norrie	Andrew	Inspector	$ 176,708.06	$ 820.98
Kim	Jong Woo	Police Constable	$ 176,434.01	$ 1,018.42
Scavone	Gabriele	Police Constable	$ 176,217.51	$ 1,029.08
Oroz	Slavko	Police Constable	$ 176,181.86	$ 1,007.76
Sneddon	Gordon	Superintendent	$ 176,056.28	$ 9,096.51
Lenfesty	Sean	Detective Sergeant	$ 175,826.29	$ 1,109.94
Mc Connell	Shawn Lawrence	Training Constable	$ 175,810.13	$ 1,027.12
Henkel	Heinz	Detective	$ 175,782.95	$ 1,078.22
Molyneaux	Steven	Superintendent	$ 175,416.77	$ 1,393.60
Mullen	Michael Jeffery	Detective	$ 175,268.95	$ 1,067.56
Jung	William Kee	Police Constable	$ 174,990.89	$ 997.36
Meloche	Robert Thomas	Police Constable	$ 174,663.66	$ 1,011.45
Momeni	Orang	Sergeant	$ 174,551.16	$ 1,078.22
Douvis	Antonios	Plainclothes Police Constable	$ 174,518.27	$ 628.88
Gomes	Susan Elizabeth	Detective Sergeant	$ 174,257.14	$ 1,120.86
Peters	Lionel Sean	Police Constable	$ 174,174.74	$ 920.47
Eaton	Douglas Brian	Plainclothes Police Constable	$ 174,081.65	$ 1,030.64
Johnson	Andrew David	Police Constable	$ 173,945.44	$ 1,007.76
Idsinga	Hank	Inspector	$ 173,892.41	$ 470.86
Dhinsa	Parvinderjit Singh	Police Constable	$ 173,870.95	$ 930.87
Browne	Terrence	Detective Sergeant	$ 173,390.50	$ 1,120.86
Jacob	Timothy Alfred	Staff Sergeant	$ 173,308.71	$ 1,120.86
Perez	Ali Antonio	Police Constable	$ 173,234.58	$ 997.76
Duffus	Richard Hugh	Detective	$ 173,075.97	$ 1,078.22
Langlois	Mark	Sergeant	$ 172,527.07	$ 1,078.22
Andalib-Goortani	Babak	Police Constable	$ 171,995.20	$ 1,007.76
Pardy	Jamie Richard	Police Constable	$ 171,924.55	$ 997.36
Bhathal	Harjeet Singh	Plainclothes Police Constable	$ 171,806.99	$ 1,030.64
Kim	Jung-Yul	Police Constable	$ 171,778.58	$ 997.36
Rydzik	David Brian	Superintendent	$ 171,748.19	$ 1,185.86
Da Silva	Jose	Police Constable	$ 171,420.98	$ 1,029.08
Parrott	Michael Eric	Detective	$ 171,051.39	$ 1,067.56
Margetson	John	Detective	$ 170,881.97	$ 1,078.22
Stibbe	Robert Lee	Police Constable	$ 170,677.79	$ 1,008.17
Francis	Jennifer Suzanne	Police Constable	$ 170,617.70	$ 1,024.48
Aguiar	Steven Cabral	Training Constable	$ 170,534.62	$ 1,041.30
Mirza	Shahrukh	Police Constable	$ 170,514.37	$ 1,007.76
Walker	Jerome	Manager of Infrastructure & Operations Support Services	$ 170,399.39	$ 1,229.80
Espinoza Parent	Victor Manuel	Police Constable	$ 170,351.26	$ 1,007.76
Redden	Jeffrey	Sergeant	$ 170,331.60	$ 1,078.22
Gilbert	Scott	Superintendent	$ 170,276.37	$ 8,479.86
Robinson	Morgan	Detective Sergeant	$ 169,692.85	$ 991.53
Parsons	Stuart Magruder	Plainclothes Police Constable	$ 169,431.28	$ 1,051.70
Antonelli	Gianpiero	Police Constable	$ 169,369.33	$ 1,029.08
Pulenzas	Christopher Michael	Plainclothes Police Constable	$ 169,269.94	$ 997.36
Watson	Christopher	Sergeant	$ 169,177.44	$ 1,057.16
Stoica	Tiberiu Niculii	Police Constable	$ 169,030.20	$ 1,007.76
Armstrong	Kimberly Dawn	Manager of Parking Enforcement	$ 168,948.46	$ 1,455.48
Beers	Clay Albert	Manager of Telecommunications Services	$ 168,948.46	$ 1,229.80
Curtin	Helen Margaret	Manager of Information Technology Governance	$ 168,948.46	$ 1,229.80
Evelyn	Dion	Manager of Property & Video Evidence Management	$ 168,948.46	$ 1,455.48
Furness	Howard Wayne	Manager of Employee Services	$ 168,948.46	$ 805.48
Pakravan	Glayol Gloria	Manager of People Strategy & Performance	$ 168,948.46	$ 3,205.54
Ramos	Lermy	Manager of Accounting Services	$ 168,948.46	$ 3,205.54
Styra	Dana Terese	Manager of Audit & Quality Assurance	$ 168,948.46	$ 3,205.54
White	Deidra Denise	Manager of Information Technology Customer Service	$ 168,948.46	$ 3,205.54
Harris	Stephen Arthur	Staff Inspector	$ 168,901.15	$ 17,437.69
Bott	Bryan	Superintendent	$ 168,717.61	$ 1,185.86
Barredo	Francisco Javier	Superintendent	$ 168,637.84	$ 1,393.60
Allawneh	Wayel Munson	Police Constable	$ 168,633.28	$ 997.36
McCall	Andrew John	Detective	$ 168,536.85	$ 1,078.22
Pinnock	Donovan	Police Constable	$ 168,107.05	$ 379.08
Sayedzadeh	Mehrdad	Police Constable	$ 168,097.65	$ 997.36
Chilvers	Christopher Clifford	Sergeant	$ 168,081.21	$ 1,067.56

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Monteiro	Robert	Sergeant	$ 167,826.59	$ 1,067.56
Dulude	Lisa Arlene	Police Constable	$ 167,683.13	$ 1,007.76
Nasser	Aman	Detective	$ 167,667.47	$ 1,057.16
Gabbidon	Travis Kenneth	Police Constable	$ 167,407.84	$ 982.40
Correia	Bryan Medeiros	Plainclothes Police Constable	$ 167,366.65	$ 1,036.90
Zlobicki	Aleksandra	Plainclothes Police Constable	$ 166,872.18	$ 1,017.44
Hung	James	Staff Sergeant	$ 166,814.48	$ 1,120.86
Price	Brandon Lee	Detective	$ 166,620.28	$ 1,060.76
Burnside	Sean Kelly	Police Constable	$ 166,324.11	$ 1,007.76
Boyce	Ronald	Staff Sergeant	$ 166,265.58	$ 1,120.86
Vilvanathan	Piratheepan	Police Constable	$ 166,115.50	$ 1,007.76
Kealey	Devin	Detective Sergeant	$ 166,034.09	$ 470.86
Dominey	Paul Laurie	Sergeant	$ 165,961.14	$ 1,067.56
O'Toole	Kimberley Anne	Staff Sergeant	$ 165,944.80	$ 745.86
Wu	Xu	Plainclothes Police Constable	$ 165,872.96	$ 1,030.64
Rodney	Dean Lloyd	Sergeant	$ 165,800.81	$ 1,067.56
Krawczyk	Richard	Police Constable	$ 165,660.71	$ 1,029.08
Chen	Wei Pin	Plainclothes Police Constable	$ 165,643.17	$ 380.64
Sandford	Robert	Sergeant	$ 165,393.38	$ 1,078.22
Daley	Timothy William	Sergeant	$ 165,375.65	$ 1,078.22
Levy	Garth St.	Sergeant	$ 165,230.07	$ 1,051.46
Bruzzese	Domenico	Sergeant	$ 165,211.81	$ 1,078.22
Giroux	Gary	Detective Sergeant	$ 165,175.25	$ 470.86
Kahlon	Amarjit Singh	Police Constable	$ 165,121.47	$ 1,007.76
Matthews	Stephen Michael	Detective	$ 165,012.59	$ 410.76
Mowat	Peter Hugh	Manager of Labour Relations	$ 164,917.39	$ 520.01
Amos	Sean David	Plainclothes Police Constable	$ 164,861.03	$ 1,035.17
Mazurek	Timothy	Police Constable	$ 164,818.65	$ 1,029.08
Crone	Timothy	Inspector	$ 164,767.66	$ 743.60
Gerry	Donald	Staff Sergeant	$ 164,752.27	$ 1,120.86
Hafiz	Amin	Staff Sergeant	$ 164,735.97	$ 1,120.86
Ferreira	Paulo Jorge	Police Constable	$ 164,720.09	$ 1,018.42
Barsky	Michael Steven	Superintendent	$ 164,650.18	$ 1,393.60
Forrest	Grant Adam	Police Constable	$ 164,624.29	$ 368.42
McDonald	James William	Detective	$ 164,399.07	$ 1,067.56
Nunes	Maria	Police Constable	$ 164,330.53	$ 1,029.08
Alberga	Pasquale	Detective	$ 164,293.61	$ 1,057.56
Holder	Brian Lamonte	Police Constable	$ 164,215.40	$ 1,029.08
Skrepnek	Eric	Police Constable	$ 164,049.26	$ 1,007.76
Grant	Cindylou Christina	Manager of Budget & Financial Analysis	$ 163,932.18	$ 3,182.50
Szewczyk	Grzegorz	Police Constable	$ 163,914.87	$ 997.76
Wilson	Warren	Detective Sergeant	$ 163,783.60	$ 1,120.86
Pinto	Silvino Ricardo	Police Constable	$ 163,690.01	$ 997.36
Costa Correia	Zenon Pio	Sergeant	$ 163,662.24	$ 1,067.97
Papatheodorou	George	Police Constable	$ 163,615.63	$ 1,018.42
Thomas	Sonia	Inspector	$ 163,613.40	$ 1,393.60
Kraft	Jason	Sergeant	$ 163,587.61	$ 1,067.56
Da Costa	Antonio Norberto	Police Constable	$ 163,414.97	$ 1,029.08
Blair	Jeffrey Kelvin	Police Constable	$ 163,410.05	$ 1,018.42
Bui	Tam Thach	Staff Sergeant	$ 163,396.26	$ 1,099.80
Tracey	Mark Robert	Sergeant	$ 163,383.40	$ 1,078.22
Hudson	Noel McNair	Plainclothes Police Constable	$ 163,304.57	$ 1,030.64
Powell	Daniel James	Detective	$ 163,221.69	$ 1,078.22
Haji	Mohammad Abid	Police Constable	$ 162,895.25	$ 1,007.76
Munroe	Kelly Bruce	Police Constable	$ 162,894.86	$ 1,029.08
Durst	Christopher David	Plainclothes Police Constable	$ 162,813.77	$ 1,030.64
Beaven-Desjardins	Joanna Ruth	Superintendent	$ 162,736.23	$ 1,393.60
Partridge	David William	Police Constable	$ 162,603.44	$ 1,007.76
Harris	David	Detective	$ 162,409.94	$ 1,078.22
Kowalski	Grzegorz	Police Constable	$ 162,376.55	$ 978.32
Hayward	Mark	Sergeant	$ 161,979.69	$ 1,078.22
Broad	Aaron Nathaniel	Plainclothes Police Constable	$ 161,947.92	$ 369.98
Jun	Danny	Police Constable	$ 161,839.57	$ 1,007.76
Joseph	Trevor John	Police Constable	$ 161,712.69	$ 1,018.42
McCormack	Jodie	Police Constable	$ 161,620.52	$ 1,018.42
Bhimji	Karim Tajdin	Police Constable	$ 161,589.41	$ 1,007.76
Thompson	Paul Junior	Police Constable	$ 161,420.78	$ 1,007.76
Murphy	Daniel Timothy	Police Constable	$ 161,410.94	$ 963.40
Hussein	Riyaz	Inspector	$ 161,380.35	$ 1,393.60

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Northmore	Colleen	Detective	$ 161,286.04	$ 1,078.22
Dickinson	David Thorpe	Detective	$ 161,192.90	$ 1,060.76
Parkin	Andrew Wilfred	Police Constable	$ 161,190.21	$ 1,007.76
Shankaran	Jason Rajesh	Detective	$ 161,127.70	$ 1,067.56
Jugpall	Hermail Singh	Plainclothes Police Constable	$ 161,080.15	$ 1,030.64
Phair	Mark Gordon	Sergeant	$ 160,996.95	$ 1,078.22
Ong	Rhoel Villegas	Sergeant	$ 160,629.33	$ 1,067.56
MacIntyre	Brian Paul	Inspector	$ 160,503.11	$ 1,393.60
Acorn	Christopher Allan	Police Constable	$ 160,492.80	$ 1,007.76
Bopara	Gurmokh	Sergeant	$ 160,403.45	$ 1,067.56
Gurr	Jack Jacob	Inspector	$ 160,351.99	$ 1,109.94
Akromah Adjei	Alfred	Police Constable	$ 160,267.13	$ 996.00
Choe	Robert	Detective	$ 160,146.01	$ 1,067.56
Bernardo	Israel Faria	Staff Sergeant	$ 160,132.62	$ 1,109.94
Romain	Phillip Roland	Police Constable	$ 160,097.93	$ 1,018.42
Molinaro	Antonio	Shift-Area Supervisor	$ 160,012.33	$ 856.80
Dearborn	Robert Frederick	Police Constable	$ 160,004.16	$ 1,029.08
Rector	Jason Anthony	Detective	$ 159,943.44	$ 1,057.16
Khawaja	Suhail Rashid	Police Constable	$ 159,926.98	$ 1,007.76
Williams	Ian	Manager of Innovation & Analytics	$ 159,881.85	$ 1,412.28
Moreira	Peter Michael	Inspector	$ 159,865.06	$ 1,393.60
Ferreira	Mark	Police Constable	$ 159,807.69	$ 1,029.08
Kay	Brian	Staff Sergeant	$ 159,581.62	$ 1,120.86
Boddy	Christopher Edward	Inspector	$ 159,466.30	$ 1,185.86
Greenaway	Colin	Inspector	$ 159,466.30	$ 1,185.86
Irwin	Stephen	Inspector	$ 159,466.30	$ 1,393.60
Little	Arthur	Inspector	$ 159,466.30	$ 1,393.60
MacKrell	James	Inspector	$ 159,466.30	$ 1,393.60
Sinopoli	Domenic	Inspector	$ 159,466.30	$ 1,393.60
Stratford	Ian	Inspector	$ 159,466.30	$ 1,185.86
Taylor	Kenneth	Inspector	$ 159,466.30	$ 4,067.58
Yeung	Patrick Min-Seng	Sergeant	$ 159,432.22	$ 1,057.56
Ferko	Christopher Robin	Sergeant	$ 159,396.28	$ 1,067.56
Hildred	Lesley	Staff Sergeant	$ 159,390.94	$ 1,120.86
McDougall	Shannon	Police Constable	$ 159,372.73	$ 1,029.08
Pignatelli	Tony	Police Constable	$ 159,298.69	$ 1,029.08
Leahy	Kevin John	Detective Sergeant	$ 159,286.55	$ 1,120.86
Cho	Hyung Eun	Plainclothes Police Constable	$ 159,113.74	$ 1,025.36
Chase	Matthew Joseph	Training Constable	$ 159,110.19	$ 1,030.64
Young	Craig	Staff Sergeant	$ 159,080.15	$ 1,120.86
Florez	Luis Guillermo	Police Constable	$ 159,052.46	$ 1,007.76
Hamilton-Greener	Michael	Staff Sergeant	$ 159,008.38	$ 1,120.86
Rangi	Sunjeet	Police Constable	$ 158,742.98	$ 996.00
Pareja	Carlos Adrian	Police Constable	$ 158,658.04	$ 1,007.76
Foster	Wayne Edward	Police Constable	$ 158,491.54	$ 1,007.76
Coulson	William	Staff Sergeant	$ 158,466.53	$ 991.53
Murray-Bates	Kerry-Anne	Senior Operations Supervisor	$ 158,398.76	$ 1,088.88
Bustos	Harry Santiago	Police Constable	$ 158,167.39	$ 1,007.76
Campbell	Michelle Diane	Detective	$ 158,134.96	$ 1,067.56
Ouellet	Andrew	Police Constable	$ 158,111.14	$ 1,018.42
Papadopoulos	Kyriakos	Police Constable	$ 158,077.64	$ 1,014.73
Smith	Rolf Brandon	Sergeant	$ 158,052.15	$ 1,063.78
Warner	Ruth	Sergeant	$ 157,935.05	$ 1,078.22
Ingram	Jordan Douglas	Police Constable	$ 157,836.86	$ 996.00
Drewett	Robert John	Manager of Information Systems Services	$ 157,652.38	$ 2,941.24
Vo	Thao Ba	Police Constable	$ 157,537.40	$ 1,018.42
McCabe	Anastasia Pauline	Plainclothes Police Constable	$ 157,484.26	$ 1,030.64
Karimloo	Shervin Peter	Police Constable	$ 157,355.82	$ 1,018.42
Posluszny	Andrew Zbigniew	Police Constable	$ 157,346.27	$ 1,007.76
Frimeth	Kevin David	Detective	$ 157,264.38	$ 1,078.22
Shank	Richard	Detective Sergeant	$ 157,215.71	$ 1,120.86
Hewitt	Stephen Mark	Plainclothes Police Constable	$ 157,213.80	$ 1,024.58
Arcand	Brian Christopher	Plainclothes Police Constable	$ 157,168.16	$ 1,025.36
Richards	Sarah Ann	Police Constable	$ 157,165.86	$ 1,007.76
Faizi	Hassanain	Police Constable	$ 157,136.30	$ 1,007.76
Walker	Scott James	Police Constable	$ 157,001.68	$ 1,007.76
Kent	Gary	Police Constable	$ 156,951.57	$ 1,029.08
Hain	David Joseph	Police Constable	$ 156,906.84	$ 1,007.76
Gough	Jeffrey Michael	Sergeant	$ 156,864.42	$ 953.36

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Regan	Douglas Fredrick	Inspector	$ 156,770.28	$ 1,120.86
Nielsen	Christian Hinge	Manager of Shop Operations	$ 156,732.25	$ 1,214.46
Pickett	Travis Grayson	Police Constable	$ 156,683.94	$ 1,033.21
Stevenson	Kevin Glenn	Police Constable	$ 156,678.30	$ 1,007.76
Gibson	Graham	Detective Sergeant	$ 156,667.68	$ 1,120.86
Monahar	Dion Rajesh	Detective	$ 156,560.70	$ 1,067.56
Kellman	Karen Louise	Manager of Purchasing Services	$ 156,557.28	$ 743.60
Khow	SieWing	Counsel	$ 156,557.28	$ 535.86
Pera	Enrico	Manager of Facilities Management	$ 156,557.28	$ 3,143.66
Whynot	Carrol Anne	Senior Corporate Planner	$ 156,557.28	$ 535.86
Kelly	Brian Wayne	Detective Sergeant	$ 156,522.88	$ 1,120.86
Konkle	Christine Diane	Police Constable	$ 156,482.69	$ 1,018.42
Searles	Trevor	Sergeant	$ 156,441.96	$ 428.22
Matthews	Joseph Blake	Inspector	$ 156,439.22	$ 1,120.86
Kim	Daniel	Police Constable	$ 156,413.62	$ 1,007.76
Barragan	Luis Fernando	Police Constable	$ 156,357.59	$ 1,007.76
Joseph	John Robert	Police Constable	$ 156,343.16	$ 997.36
Higgins	Andrew Craig	Sergeant	$ 156,322.48	$ 1,067.56
Surita	Alfred	Plainclothes Police Constable	$ 156,297.70	$ 1,013.92
Skeete	Junior	Sergeant	$ 156,274.62	$ 428.22
Daniel	Roger Glenroy	Police Constable	$ 156,191.43	$ 1,007.76
Wehby	Peter Michael	Detective	$ 156,175.75	$ 1,067.56
Atwood	Christopher Lionel	Police Constable	$ 156,058.38	$ 1,007.76
Gill	Amanpreet Singh	Police Constable	$ 156,037.93	$ 1,018.42
Yu	Ka Wai Eric	Police Constable	$ 156,003.39	$ 1,007.76
Rauh-Wasmund	Preston Ronald	Police Constable	$ 155,893.04	$ 996.00
Epperson	Natalia	Police Constable	$ 155,797.77	$ 1,007.76
Musah	Ishmail	Staff Sergeant	$ 155,789.20	$ 1,109.94
Stolf	Robert Guido	Detective	$ 155,786.44	$ 1,067.56
Lynch	Kristal Frances	Police Constable	$ 155,772.47	$ 910.34
Bellion	Laurent Hugues	Police Constable	$ 155,753.60	$ 1,011.45
Cash	Jennifer Anne	Detective	$ 155,743.61	$ 1,057.16
Worden	Paul Hamilton	Detective	$ 155,735.71	$ 1,078.22
Strangways	Paul Robert	Sergeant	$ 155,715.72	$ 1,078.22
Mattos	Mounty Joseph	Police Constable	$ 155,715.09	$ 1,007.76
Hyatt	Adrian Agustas	Plainclothes Police Constable	$ 155,575.59	$ 1,004.40
Zettler	Mark Paul	Police Constable	$ 155,450.98	$ 1,007.76
Hogan	James	Staff Sergeant	$ 155,443.58	$ 1,120.86
Iancu	Vladim Adrian	Police Constable	$ 155,416.85	$ 1,007.76
Pierre	Christopher Sean	Police Constable	$ 155,382.04	$ 997.76
Sylva	Joselito	Plainclothes Police Constable	$ 155,333.94	$ 1,030.64
Tonna	Paul Anthony	Police Constable	$ 155,233.53	$ 1,007.76
Laramy	Stephen William	Sergeant	$ 155,191.20	$ 1,067.56
Randhawa	Mandeep Singh	Police Constable	$ 155,176.94	$ 998.16
Hyde	Eaton Paul	Inspector	$ 155,162.50	$ 1,005.94
Cote	Kevin James	Detective	$ 155,015.08	$ 1,057.16
Bajwa	Rajwant Singh	Detective	$ 154,999.08	$ 1,078.22
Vukovic	Matthew Marko	Police Constable	$ 154,987.26	$ 1,007.76
Ruhl	Christopher Keith	Detective	$ 154,919.71	$ 1,057.16
Shahmaleki	Shaho	Police Constable	$ 154,879.81	$ 996.00
Harnett	Robert	Detective	$ 154,838.28	$ 1,078.22
Thayalan	Sarath	Police Constable	$ 154,815.91	$ 1,026.24
Smith	Rohan Alexander	Police Constable	$ 154,643.01	$ 1,007.76
Tumanskiy	Mykola	Police Constable	$ 154,609.63	$ 1,007.76
Hamze	Hamid	Police Constable	$ 154,593.13	$ 996.00
Konkel	Kazimierz	Staff Sergeant	$ 154,500.00	$ 1,120.86
MacDonnell	Brian	Staff Sergeant	$ 154,463.80	$ 1,120.86
Brady	Jason Robert	Police Constable	$ 154,401.47	$ 1,026.24
Popalzai	Mustafa	Police Constable	$ 154,360.39	$ 997.36
Talbot	Darryl Thomas	Staff Sergeant	$ 154,357.13	$ 1,120.86
Singh	Angadvir	Detective	$ 154,208.71	$ 1,067.56
Bhatti	Harmandeep	Police Constable	$ 154,101.92	$ 1,007.76
Carvalho	Avelino Mota	Sergeant	$ 154,092.32	$ 1,078.22
Moore	Brett Calvin	Sergeant	$ 154,035.26	$ 1,067.56
Matthews	Scott Andrew	Plainclothes Police Constable	$ 153,938.68	$ 1,030.64
Sabino	Jason Marques	Plainclothes Police Constable	$ 153,927.52	$ 971.52
Thornton	Amanda Doris	Detective	$ 153,847.06	$ 1,067.56
Syed	Hassan Raza	Plainclothes Police Constable	$ 153,845.03	$ 1,021.44
Ray	Kenneth Denis	Plainclothes Police Constable	$ 153,814.12	$ 1,030.64

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Nanton	Andrew Antonio	Plainclothes Police Constable	$ 153,779.97	$ 1,030.64
Hobbins	Alan Gary	Sergeant	$ 153,721.10	$ 1,067.56
Storey	Todd Melvyn	Sergeant	$ 153,652.08	$ 1,067.56
Mijares	Rene Libre	Police Constable	$ 153,622.77	$ 1,007.76
Poirier	Sean Michael	Plainclothes Police Constable	$ 153,599.26	$ 996.00
Bhogal	Rajan-Singh	Plainclothes Police Constable	$ 153,563.51	$ 1,030.64
Redillas	Ulysses Gonzales	Police Constable	$ 153,558.00	$ 1,007.76
Tsering	Tenzin Chodon	Detective	$ 153,530.43	$ 417.56
Qureshi	Ajwaid Niaz	Inspector	$ 153,483.95	$ 1,109.94
Conlan	Darren Patrick	Plainclothes Police Constable	$ 153,481.15	$ 1,025.36
Tweddle	Stephen	Sergeant	$ 153,445.05	$ 1,060.76
Oliver	Steven Ronald	Detective	$ 153,442.46	$ 1,057.16
Martsenyuk	Vadym	Plainclothes Police Constable	$ 153,433.76	$ 1,024.48
Clarke	Jerry Ryan	Police Constable	$ 153,374.76	$ 1,014.29
Schoch	Richard Augustin	Sergeant	$ 153,334.10	$ 1,067.56
Veit	Oswald	Staff Sergeant	$ 153,299.19	$ 1,078.22
Khoshbooi	Ali Nader	Plainclothes Police Constable	$ 153,264.37	$ 1,030.64
Azzopardi	Denis Andre	Police Constable	$ 153,137.61	$ 1,007.76
Bevers	Donald	Manager of Records Management Services	$ 153,119.64	$ 2,642.01
Patterson	Michael James	Detective Sergeant	$ 153,105.60	$ 1,109.94
Gendi	Peter	Plainclothes Police Constable	$ 153,093.84	$ 1,030.64
Sumaisar	Tom Nilan	Sergeant	$ 153,086.32	$ 1,078.22
Steeves	Thomas Warren	Detective	$ 153,077.49	$ 1,067.56
Czarnota	Michael Ronald	Plainclothes Police Constable	$ 153,021.90	$ 1,023.60
Yu	Clifford	Police Constable	$ 152,985.00	$ 1,029.08
Lennon	Kirk Demetrice	Plainclothes Police Constable	$ 152,984.76	$ 1,030.64
Maniatis	Gerassimos	Police Constable	$ 152,955.65	$ 1,007.76
Stephenson	Katherine Lynn	Detective Sergeant	$ 152,930.35	$ 1,067.56
Maicantis	Nikolaos	Police Constable	$ 152,883.20	$ 1,007.76
Grieve	Trevor Scott	Detective	$ 152,840.79	$ 1,057.16
Cox	Darren Andrew	Sergeant	$ 152,791.85	$ 1,078.22
Correia	Jeffery	Detective	$ 152,660.71	$ 1,057.16
Watts	Gregory Miles	Staff Sergeant	$ 152,597.71	$ 1,109.94
McGinn	Michael Joseph	Detective	$ 152,594.99	$ 1,057.16
McArthur	Paul Ian	Detective Sergeant	$ 152,506.67	$ 991.53
Shymchonak	Andrei	Police Constable	$ 152,504.53	$ 1,007.76
Ward	Kevin Walter	Police Constable	$ 152,444.50	$ 1,007.76
Brammall	Michael	Detective	$ 152,405.02	$ 1,078.22
Vander Heyden	Justin William	Inspector	$ 152,395.08	$ 1,110.36
Devine	Kristy Patricia	Plainclothes Police Constable	$ 152,378.51	$ 1,030.64
Staunton	Ira Patrick	Training Constable	$ 152,373.27	$ 1,007.76
James	Brian Steven	Police Constable	$ 152,368.84	$ 1,018.42
Dawood	Amaan	Plainclothes Police Constable	$ 152,347.52	$ 1,013.92
Kalonka	Leonard	Police Constable	$ 152,311.49	$ 1,000.16
Williams	Anthony	Staff Sergeant	$ 152,278.88	$ 1,078.22
Grellette	Carl Anthony	Plainclothes Police Constable	$ 152,270.20	$ 1,030.64
Sudmals	Erik Evalds	Police Constable	$ 152,253.36	$ 1,007.76
Redman	Suzanne	Staff Sergeant	$ 152,211.55	$ 1,120.86
Barnes	John Colin	Police Constable	$ 152,204.60	$ 1,007.76
Franke	Mark	Police Constable	$ 152,197.31	$ 997.76
Quinn	Michael Marc	Sergeant	$ 152,194.55	$ 1,067.56
Singh	Harjit	Police Constable	$ 152,183.48	$ 997.76
Hayes	Jeremy Matthew	Detective	$ 152,182.44	$ 1,067.56
Giczi	Jim Frank	Staff Sergeant	$ 152,123.18	$ 1,120.86
Gowanlock	Carol Lynn	Manager of Court Services	$ 152,113.91	$ 1,005.94
Mendoza	Bryan	Plainclothes Police Constable	$ 152,004.19	$ 1,041.30
Clifford	Hugh Anthony	Plainclothes Police Constable	$ 151,993.94	$ 1,013.04
Di Passa	Domenico	Detective Sergeant	$ 151,912.87	$ 1,120.86
Gul	Akin	Police Constable	$ 151,872.54	$ 1,007.76
Thorpe	Gregory Joseph	Staff Sergeant	$ 151,860.98	$ 1,120.86
Simakov	Alexander David	Police Constable	$ 151,811.07	$ 1,014.73
Stojic	Nenad	Police Constable	$ 151,800.31	$ 1,028.00
Mungal	Matthew	Detective	$ 151,740.52	$ 1,078.22
Thai	Thanh	Police Constable	$ 151,729.55	$ 379.08
Lee	Daniel	Sergeant	$ 151,726.25	$ 1,057.16
Musso Duarte	Susana	Police Constable	$ 151,713.52	$ 1,029.08
Dosanjh	Mandeep	Police Constable	$ 151,614.55	$ 1,000.96
MacDonald	Aaron Royce	Sergeant	$ 151,571.63	$ 1,078.22
Steffler	Rodney Morris	Sergeant	$ 151,520.30	$ 1,057.16

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Flanders	Todd Matthew	Staff Sergeant	$ 151,505.15	$ 1,109.94
Lioumanis	Metodios	Detective	$ 151,473.62	$ 1,067.56
Papamanolis	Dimitrios	Police Constable	$ 151,375.67	$ 357.76
Capone	David Joseph	Police Constable	$ 151,335.07	$ 1,029.08
Sirbos	Tommy	Police Constable	$ 151,316.33	$ 1,011.45
Hough	Debra Margaret	Police Constable	$ 151,311.69	$ 1,007.76
Flis	Albert	Sergeant	$ 151,285.39	$ 1,078.22
Pitre	Danny Christopher	Plainclothes Police Constable	$ 151,277.63	$ 1,030.64
Talwar	Bhummanjot Singh	Manager of Enterprise Architecture Office	$ 151,176.72	$ 1,055.86
Gray	Meaghan Caroline	Manager of Operational Communications	$ 151,133.33	$ 553.29
Clarke	Michael James	Police Constable	$ 151,117.66	$ 996.00
Ng	Siu-Mia	Plainclothes Police Constable	$ 151,109.42	$ 391.30
Notay	Jagmohan Singh	Parking Enforcement Oficer	$ 151,069.54	$ 898.56
Patel	Juneid Ahmed	Police Constable	$ 150,977.79	$ 1,007.76
Callaghan	Peter Edward	Inspector	$ 150,922.44	$ 1,393.60
Di Nino	Richard Donald	Plainclothes Police Constable	$ 150,909.65	$ 1,025.36
Stewart	Colin Alexander	Detective Sergeant	$ 150,872.26	$ 1,067.56
Meloche	Shawn Ronald	Staff Sergeant	$ 150,845.35	$ 1,120.86
Boyd	Edward	Inspector	$ 150,793.28	$ 750.40
Contant	Jason Arthur	Plainclothes Police Constable	$ 150,790.95	$ 1,031.69
Cassidy	Sean Andrew	Sergeant	$ 150,730.03	$ 1,067.56
Moyer	Matthew Ignatius	Staff Sergeant	$ 150,726.08	$ 1,120.86
North	Robert Lloyd	Detective	$ 150,717.11	$ 1,067.56
Tracey	Christopher James-Albe	Detective	$ 150,694.24	$ 1,067.56
Morris	Mark Lavarous	Sergeant	$ 150,683.55	$ 1,070.84
Forestell	Michael	Sergeant	$ 150,649.84	$ 1,078.22
Collymore	Brian Matthew	Police Constable	$ 150,637.17	$ 1,007.76
Toledo-Castro	Marco Fernando	Police Constable	$ 150,616.10	$ 1,007.76
Balint	Michael Andrew	Detective	$ 150,578.66	$ 1,067.56
David	Cosma	Police Constable	$ 150,510.67	$ 1,007.76
Sangha	Harjit Singh	Sergeant	$ 150,485.54	$ 1,068.32
McVey	Lewis James	Plainclothes Police Constable	$ 150,480.87	$ 358.67
Charles	Anthony	Staff Sergeant	$ 150,462.99	$ 1,120.86
Delottinville	Steven John	Police Constable	$ 150,446.62	$ 1,023.70
Redfern	David Ian	Police Constable	$ 150,440.87	$ 1,008.17
Beausoleil	Marc	Detective	$ 150,395.88	$ 1,078.22
Prentice	Stefan Patrick	Detective Sergeant	$ 150,355.78	$ 1,109.94
Fenty	Matthew Shawn	Plainclothes Police Constable	$ 150,305.17	$ 942.50
Queen	Graham	Staff Sergeant	$ 150,276.71	$ 1,120.86
Pathak	Rajinder Kumar	Police Constable	$ 150,275.96	$ 1,007.76
Graham	Lee Michael	Sergeant	$ 150,261.30	$ 1,078.22
Shanly	Paul Timothy	Plainclothes Police Constable	$ 150,255.13	$ 1,015.89
Yeo	Darren Roy	Detective	$ 150,215.90	$ 1,067.56
Hampson	Scott Andrew	Detective	$ 150,214.87	$ 1,064.36
Fidler	Andrew Clarence	Plainclothes Police Constable	$ 150,157.39	$ 1,030.64
Getty	Shawn	Detective Sergeant	$ 150,117.87	$ 1,120.86
Hryhorsky	Michael Thomas	Police Constable	$ 150,102.88	$ 1,007.76
Morris	Adam John	Plainclothes Police Constable	$ 150,097.55	$ 1,030.64
Sukumaran	Rajeev	Detective	$ 150,056.61	$ 1,078.22
Tavares	Jeffery Da	Detective	$ 150,045.54	$ 417.56
Parasram	Lawrence	Plainclothes Police Constable	$ 150,033.64	$ 1,030.64
Fernandes	Selwyn John	Superintendent	$ 150,013.34	$ 720.00
Payne	Gregory James	Detective Sergeant	$ 150,006.32	$ 470.86
Bond	Marlin	Staff Sergeant	$ 149,910.37	$ 1,078.22
Dhoum	Munish	Detective	$ 149,872.15	$ 1,057.16
Sakhanina	Nataliia	Plainclothes Police Constable	$ 149,846.51	$ 1,013.92
Andersen	Carl Henrik	Plainclothes Police Constable	$ 149,831.84	$ 1,011.25
Khan	Ronald Arlington	Inspector	$ 149,730.57	$ 1,120.52
Radix	Brenda Rebecca	Manager of Property and Evidence	$ 149,710.04	$ 783.72
Belanger	Donald Rene	Inspector	$ 149,702.57	$ 1,109.94
Morell	Adam	Police Constable	$ 149,680.24	$ 1,029.08
Niras	Nikolaos	Police Constable	$ 149,632.53	$ 1,029.08
Wiltshire	David	Police Constable	$ 149,587.70	$ 347.36
Cross	Tanya Christina	Police Constable	$ 149,555.46	$ 997.36
Oliver	Paul	Staff Sergeant	$ 149,543.71	$ 1,120.86
Radford	Barry	Detective	$ 149,533.80	$ 1,078.22
Jarosz	Russell	Inspector	$ 149,446.98	$ 1,120.86
Singh	Nari Rohanish	Police Constable	$ 149,414.37	$ 1,029.08
Wheeler	Christopher	Police Constable	$ 149,408.95	$ 1,029.08

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Alldrit	Darren Lee	Inspector	$ 149,381.54	$ 1,120.86
Rawji	Feisal	Police Constable	$ 149,215.16	$ 1,018.42
MacGillivray	Craig Anthony	Police Constable	$ 149,191.09	$ 1,008.17
Fong	Wai Shun	Police Constable	$ 149,147.06	$ 1,018.42
Ebrahimi	Pooya	Plainclothes Police Constable	$ 149,093.12	$ 1,030.64
Chow	Harold	Sergeant	$ 149,026.96	$ 1,078.22
Wilson	Anton Lawrence	Police Constable	$ 149,026.10	$ 1,029.08
Pulumbarit	Ryan Carijutan	Plainclothes Police Constable	$ 148,994.81	$ 1,030.64
Ciobotaru	Alexandra Dawn	Counsel	$ 148,920.05	$ 336.78
Bishop	David	Detective Sergeant	$ 148,886.24	$ 1,120.86
Carter	Hugh Junior	Police Constable	$ 148,800.56	$ 1,007.76
Singh	Amritpal	Telecom Services-Engineering Project Leader	$ 148,735.35	$ 442.52
Mason	Andrew Scott	Police Constable	$ 148,650.92	$ 996.96
Pravica	Dusan Dan	Staff Sergeant	$ 148,642.61	$ 1,067.56
Kirinde	Ranjan Wickramasinghe	Police Constable	$ 148,607.40	$ 1,029.08
Banton	Robin Horatio	Sergeant	$ 148,604.12	$ 1,078.22
Park	Josef	Police Constable	$ 148,584.19	$ 1,018.42
Kim	Sang Hyup	Police Constable	$ 148,519.27	$ 1,007.76
McIlwain	Steven George	Detective	$ 148,519.08	$ 1,078.22
Chung	Ryan Anthony	Detective	$ 148,488.64	$ 1,066.36
Khan	Omar Ashraf	Detective	$ 148,472.52	$ 1,067.56
Fraser	Tracey	Sergeant	$ 148,399.32	$ 1,078.22
Mansuri	Abuturab Abubak	Police Constable	$ 148,375.53	$ 1,007.76
Pipe	Stephen	Staff Sergeant	$ 148,354.82	$ 1,120.86
Adams	Clayton Edward	Detective	$ 148,321.20	$ 1,067.56
Cioffi	Marc Angelo	Detective	$ 148,277.33	$ 1,067.56
Janes	Gary Ambrose	Police Constable	$ 148,269.69	$ 1,018.83
Weller	Richard Anthony	Detective	$ 148,256.68	$ 1,078.22
Chudoba	Myron	Sergeant	$ 148,241.45	$ 1,078.22
Watts	Steven Mark	Inspector	$ 148,196.94	$ 1,120.86
Lobsinger	Zachary Daniel	Police Constable	$ 148,148.86	$ 983.76
Albrecht	Irvin John	Plainclothes Police Constable	$ 148,121.88	$ 1,041.70
Cosentino	Salvatore	Staff Sergeant	$ 148,098.05	$ 470.86
Ahluwalia	Mandeep Singh	Sergeant	$ 148,096.31	$ 1,055.26
Little	David	Detective	$ 148,060.85	$ 1,078.22
Cannella	Angelo Giuseppe	Police Constable	$ 148,043.74	$ 1,007.76
Campbell	Mark Alexander	Police Constable	$ 147,921.30	$ 1,007.76
Grant	Christopher Richard	Police Constable	$ 147,900.32	$ 1,018.42
Merritt	Christopher Michael	Police Constable	$ 147,798.00	$ 1,016.37
McLaughlin	Junior Sylvester	Police Constable	$ 147,792.28	$ 1,029.08
Ramos	John Fitzgerald	Sergeant	$ 147,789.58	$ 1,028.66
Venn	Joanne Michele	Sergeant	$ 147,788.64	$ 1,078.22
Morris	Mandy Dawn	Detective	$ 147,766.75	$ 1,074.12
Sutton	Sean Matthew	Sergeant	$ 147,753.91	$ 1,036.26
Petrie	Richard	Detective	$ 147,752.50	$ 1,078.22
Hubbard	Simon	Plainclothes Police Constable	$ 147,738.66	$ 1,051.70
Horton	Brian	Police Constable	$ 147,663.17	$ 1,029.08
Lamanna	Anthony	Police Constable	$ 147,547.11	$ 1,029.08
Als	Anthony Christopher	Police Constable	$ 147,525.07	$ 1,018.42
Lentsch	Paul Tony	Sergeant	$ 147,501.79	$ 1,067.56
Jimenez	Francisco Raul	Plainclothes Police Constable	$ 147,500.10	$ 1,030.64
Sims	Andrew Michael	Plainclothes Police Constable	$ 147,471.09	$ 1,031.87
Sondhi	Sanjay	Sergeant	$ 147,454.24	$ 1,057.16
Uchman	Gerald Robert	Plainclothes Police Constable	$ 147,366.80	$ 1,030.64
Smith	Keith	Inspector	$ 147,357.09	$ 1,120.86
Papizewski	LeeAnn	Staff Sergeant	$ 147,349.31	$ 1,120.86
Harnett	Elizabeth Ann	Sergeant	$ 147,312.79	$ 1,021.06
Gregory	Trevor Pixley	Police Constable	$ 147,242.82	$ 1,007.76
Ecklund	David Grenville	Staff Sergeant	$ 147,240.22	$ 1,109.94
Khan	Garvin Imtiaz	Police Constable	$ 147,149.71	$ 1,018.42
Clendinning	Mark William	Detective	$ 147,121.55	$ 10,528.29
Ng	William	Training Constable	$ 147,112.64	$ 1,010.40
Spence	Kenneth George	Police Constable	$ 147,041.84	$ 1,007.76
Kerr	Geoffrey	Police Constable	$ 147,031.76	$ 1,029.08
Hornby	Gregory Allen	Police Constable	$ 146,983.22	$ 1,029.08
Kuhn	Rene Michael	Police Constable	$ 146,952.97	$ 1,030.64
Kaszyca	Joseph Ludwik	Sergeant	$ 146,935.08	$ 1,066.55
Armstrong	David Lawrence	Shift-Area Supervisor	$ 146,932.83	$ 956.80
Lall	Lallman	Parking Enforcement Oficer	$ 146,895.86	$ 898.56

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Powis	Jennifer Ann	Sergeant	$ 146,863.81	$ 1,067.56
Charette	Melissa Anne	Police Constable	$ 146,833.85	$ 1,007.76
Saul	John Wesley	Plainclothes Police Constable	$ 146,831.09	$ 353.45
Abbasi	Sophia Seher	Plainclothes Police Constable	$ 146,829.86	$ 1,030.64
Tannahill	Darla	Inspector	$ 146,829.83	$ 1,120.86
Sianos	John	Police Constable	$ 146,826.00	$ 1,024.48
Walls	Christopher George	Police Constable	$ 146,823.27	$ 1,018.42
Tobin	Robert	Staff Sergeant	$ 146,817.99	$ 1,120.86
Dunkley	Leslie	Detective	$ 146,813.24	$ 1,078.22
Asner	Robert Edward	Plainclothes Police Constable	$ 146,787.83	$ 1,030.64
Forde	Roger Anthony	Sergeant	$ 146,763.22	$ 1,067.56
Welsh	Jonathan Clayton	Police Constable	$ 146,730.55	$ 1,007.76
Sirbu	Petrica Cristian	Plainclothes Police Constable	$ 146,693.94	$ 1,030.64
Browne	Jimmy	Sergeant	$ 146,688.47	$ 1,078.22
Olszevski	Michelle Lynne	Detective	$ 146,656.86	$ 1,078.22
Miller	Brian James	Police Constable	$ 146,591.67	$ 1,007.76
Neal	Wesley John	Detective	$ 146,492.38	$ 1,078.22
Branton	Shane	Inspector	$ 146,476.41	$ 1,120.86
Duran	Adrian Rogelio	Plainclothes Police Constable	$ 146,466.35	$ 1,030.64
Kumar	Amit	Police Constable	$ 146,457.17	$ 1,007.76
Lim Yook	Gilbert Patrick	Police Constable	$ 146,421.02	$ 1,007.76
Maadanian	Nazaret	Detective	$ 146,394.85	$ 1,067.56
Crowley	Janine	Staff Sergeant	$ 146,390.51	$ 1,120.86
Proctor	Norman Edward	Inspector	$ 146,385.45	$ 1,120.86
Duarte	Joao Rodrigo	Plainclothes Police Constable	$ 146,367.84	$ 1,030.64
Perreault	Sean Michael	Staff Sergeant	$ 146,330.68	$ 1,120.86
Burks	Charles Dean	Detective Sergeant	$ 146,291.41	$ 991.53
Partridge	Frank	Staff Sergeant	$ 146,241.95	$ 1,120.86
Isaac	Aaron	Police Constable	$ 146,148.99	$ 357.76
Eichenberg	James Michael	Sergeant	$ 146,139.14	$ 1,067.97
Brookes	Leverne McCourcey	Police Constable	$ 146,134.16	$ 1,029.08
Hodgins	Mark Gregory	Police Constable	$ 146,112.12	$ 1,007.76
Gales	Wendy	Sergeant	$ 146,033.08	$ 1,078.22
Bartz	Hannah Fay	Detective	$ 146,014.93	$ 1,057.16
Johnston	John David	Plainclothes Police Constable	$ 145,987.80	$ 1,041.30
Wang	Xian-Peng	Police Constable	$ 145,964.25	$ 1,007.76
Long	John Michael	Police Constable	$ 145,950.36	$ 1,029.08
Zanati	Balazs Karoly	Police Constable	$ 145,937.40	$ 1,007.76
Friebe	Danny	Police Constable	$ 145,874.87	$ 1,029.08
Zambri	Carmelo	Sergeant	$ 145,872.86	$ 1,078.22
Asselin	Glenn Andre	Sergeant	$ 145,865.99	$ 1,078.22
Jamison	James William	Plainclothes Police Constable	$ 145,851.91	$ 1,041.30
DiCosola	Michele	Detective	$ 145,779.98	$ 1,078.22
Worth	Darren	Detective	$ 145,745.11	$ 1,067.56
Hayes	Michael Joseph	Plainclothes Police Constable	$ 145,737.09	$ 1,024.48
Dokurno	Richard Michael	Inspector	$ 145,722.57	$ 1,120.86
Murray	Alicia Marie	Detective	$ 145,669.26	$ 1,057.16
Ramsay	Michael Todd	Police Constable	$ 145,668.69	$ 1,018.42
Klutz	Christopher Joseph	Police Constable	$ 145,632.55	$ 1,007.76
Pogue	Lauren	Inspector	$ 145,624.97	$ 1,120.86
Lobanets	Sergiy Yevgenov	Police Constable	$ 145,576.23	$ 1,007.76
French	Christopher James	Detective	$ 145,557.41	$ 1,067.56
Brown	Jacqueline	Plainclothes Police Constable	$ 145,549.95	$ 1,051.70
Trubecki	Robert	Detective	$ 145,515.84	$ 1,078.22
Kaposy	Kevin John	Sergeant	$ 145,510.10	$ 1,067.56
Hunt	Christopher David	Plainclothes Police Constable	$ 145,467.96	$ 1,030.64
John	Gregory Gerrard	Plainclothes Police Constable	$ 145,343.40	$ 1,051.70
Allington	Jeffrey Scott	Detective	$ 145,338.62	$ 1,067.56
MacDonald	Janice	Detective	$ 145,316.55	$ 1,078.22
Zhang	Jian	Plainclothes Police Constable	$ 145,304.11	$ 1,030.64
Barreira	Nelson	Sergeant	$ 145,275.68	$ 1,057.16
Doyle	James Edward	Police Constable	$ 145,240.71	$ 1,007.76
Lee	Kenny	Detective	$ 145,234.22	$ 1,067.56
Knight	Christopher James	Plainclothes Police Constable	$ 145,210.37	$ 1,023.60
Babiar	John James	Detective Sergeant	$ 145,058.49	$ 1,120.86
Helmer	Jance	Police Constable	$ 144,975.66	$ 347.36
Miron	Bruno Joseph	Detective	$ 144,947.46	$ 1,067.97
Martin	Daniel Alexander	Staff Sergeant	$ 144,932.04	$ 1,109.94
Fowlds	Scott MacKenzie	Sergeant	$ 144,890.80	$ 1,078.22

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Bernard	Cynthia Lee	Sergeant	$ 144,878.27	$ 1,056.96
McKenzie	Shawn Scott	Plainclothes Police Constable	$ 144,859.70	$ 1,041.30
Patil	Sameer	Police Constable	$ 144,855.25	$ 1,026.24
Prevost	Terry Joseph	Police Constable	$ 144,789.52	$ 1,015.68
Brar	Shane Gursharan	Detective Sergeant	$ 144,753.93	$ 1,120.86
Baus	Jacqueline Sandra	Staff Sergeant	$ 144,751.87	$ 1,109.94
Rantisi	Adam Micheal	Police Constable	$ 144,737.78	$ 357.76
Van Schubert	Kevin John	Sergeant	$ 144,723.32	$ 1,078.22
Konadu	Felix	Police Constable	$ 144,664.21	$ 1,007.76
Daniels	Jeffery Clarence	Plainclothes Police Constable	$ 144,649.37	$ 1,030.64
Sedore	Kevin Arthur	Detective	$ 144,641.69	$ 1,067.56
Barnes	Murray Winstanley	Sergeant	$ 144,621.22	$ 1,067.56
Wilson	Matthew Edmund	Plainclothes Police Constable	$ 144,508.73	$ 1,030.64
Ulfat	Abdullah	Police Constable	$ 144,501.74	$ 997.36
Wighton	Matthew Stewart	Detective	$ 144,471.38	$ 1,067.56
Dhaliwal	Piara Singh	Police Constable	$ 144,460.14	$ 1,007.76
Wauchope	Liam	Detective	$ 144,444.26	$ 1,067.56
Brennan	Andrew Michael	Plainclothes Police Constable	$ 144,431.91	$ 1,003.45
Clarke	Stacyann Maria	Staff Sergeant	$ 144,390.63	$ 1,109.94
Seguin	Dominic Stephane	Police Constable	$ 144,386.55	$ 1,007.76
Yarmoluk	David George	Detective	$ 144,375.40	$ 1,078.22
Berry	Joshua Michael	Plainclothes Police Constable	$ 144,371.75	$ 380.64
Westervelt	Vicki Ann	Sergeant	$ 144,353.87	$ 917.56
Ecklund	Andrew Douglas	Staff Sergeant	$ 144,271.51	$ 1,109.94
Lambie	Darryl Bradley	Police Constable	$ 144,191.90	$ 1,007.76
Hart	Douglas	Detective Sergeant	$ 144,134.60	$ 1,120.86
Kuz	Mykola	Plainclothes Police Constable	$ 144,116.25	$ 1,003.45
Humeniuk	Justyn David	Plainclothes Police Constable	$ 144,069.06	$ 391.30
Borissov	Boris Iliev	Plainclothes Police Constable	$ 144,066.46	$ 1,030.64
Reddin	Kirby Albert	Sergeant	$ 144,059.95	$ 1,063.96
Gillis	David William	Staff Sergeant	$ 144,048.13	$ 1,120.86
Leung	Victor	Police Constable	$ 144,047.74	$ 971.52
Tamas	Edit	Plainclothes Police Constable	$ 144,027.04	$ 1,030.64
DiDanieli	Roberto	Detective Sergeant	$ 144,004.30	$ 1,120.86
Campbell	Bryan Edward	Staff Sergeant	$ 144,003.11	$ 1,109.94
McGhee	Michael	Sergeant	$ 144,002.98	$ 1,078.22
Khera	Milpreet Singh	Police Constable	$ 143,914.90	$ 1,034.26
McQueen	Sherry Lynn	Sergeant	$ 143,909.28	$ 1,063.78
Kawaya	Djo Hitshika	Police Constable	$ 143,903.45	$ 1,007.76
Clarke	Matthew Francis	Sergeant	$ 143,897.71	$ 1,048.37
Walsh	Suzanne Marie	Inspector	$ 143,872.73	$ 732.80
Richardson	Andrew	Staff Sergeant	$ 143,828.96	$ 1,120.86
Henry	Peter	Staff Sergeant	$ 143,784.42	$ 1,120.86
Regnier	Paul Stephen	Plainclothes Police Constable	$ 143,776.09	$ 1,030.64
Wookey	Charles	Detective	$ 143,718.34	$ 1,078.22
McAllister	David William	Plainclothes Police Constable	$ 143,696.19	$ 1,034.26
Hall	William Michael	Police Constable	$ 143,646.80	$ 1,007.76
Backus	Leslie Douglas	Detective	$ 143,615.14	$ 1,078.22
Porter	Bryan Andrew	Plainclothes Police Constable	$ 143,607.17	$ 1,002.09
McKillop	Bobbi-Jo Ann	Police Constable	$ 143,600.36	$ 1,026.24
Wood	Darcy Ryan	Training Constable	$ 143,582.85	$ 1,030.64
Popov	Alexander Igorevich	Plainclothes Police Constable	$ 143,548.38	$ 1,030.64
McCausland	Yoshio Michael	Detective	$ 143,521.48	$ 1,067.56
Astolfo	Robert	Police Constable	$ 143,507.34	$ 1,018.42
Penner	Adam Christopher	Police Constable	$ 143,489.25	$ 1,007.76
Tracy	Steven	Detective Sergeant	$ 143,472.33	$ 1,120.86
Jenkins	Clinton Richard	Training Constable	$ 143,420.66	$ 1,030.64
Ogg	Sheila Elizabeth	Detective Sergeant	$ 143,368.21	$ 1,120.86
Walker	Paul Steven	Police Constable	$ 143,360.27	$ 1,007.76
Ho	Kenny Kong-Leung	Staff Sergeant	$ 143,349.05	$ 1,109.94
Linquist	Darryl Andrew	Detective	$ 143,324.14	$ 1,067.56
Pascaris	Matthew Ryan	Police Constable	$ 143,306.98	$ 997.36
Rymsha	Michael Eugene	Plainclothes Police Constable	$ 143,282.88	$ 1,041.30
Brayman	Geoffrey Robert	Police Constable	$ 143,258.26	$ 1,011.45
Smith	Brian	Detective	$ 143,225.84	$ 1,078.22
Benoit	Lisabet Jane	Detective Sergeant	$ 143,186.74	$ 1,120.86
Bertin	Geoffrey Alexander	Plainclothes Police Constable	$ 143,182.41	$ 1,013.43
Galazka	Tomasz Robert	Plainclothes Police Constable	$ 143,176.23	$ 1,041.30
Erdis	Ian Ross	Police Constable	$ 143,164.74	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Hannah	Ingrid Ellen	Police Constable	$ 143,115.42	$ 1,011.45
Surphlis	Douglas	Sergeant	$ 143,111.43	$ 1,078.22
Gaudet	Derrick	Sergeant	$ 143,077.37	$ 1,078.22
Niziol	William James	Training Constable	$ 143,052.71	$ 1,010.40
Alexakis	Christos	Police Constable	$ 143,012.47	$ 1,007.76
Korunic	Ana	Police Constable	$ 142,966.89	$ 997.36
Rosete	Lester Edward	Detective	$ 142,956.59	$ 1,067.56
Svitlychnyi	Volodymyr Volod	Plainclothes Police Constable	$ 142,824.63	$ 1,016.56
Hockaday	Adam Roy	Plainclothes Police Constable	$ 142,812.87	$ 1,030.64
Piccolo	Adrian Michael	Plainclothes Police Constable	$ 142,809.22	$ 1,030.64
Doyle	Christopher Patrick	Plainclothes Police Constable	$ 142,800.07	$ 1,030.64
Slugg	Kenneth George	Police Constable	$ 142,786.48	$ 1,029.08
Sadler	Stephen	Sergeant	$ 142,778.92	$ 829.40
Reinartas	Michael Arthur	Police Constable	$ 142,700.65	$ 1,007.76
Szkotak	Mariusz	Police Constable	$ 142,698.79	$ 1,008.17
Barretto	Bertrand Stanley	Police Constable	$ 142,693.85	$ 1,018.42
Taylor	Scott David	Plainclothes Police Constable	$ 142,624.57	$ 1,041.30
Bond	Michele Louise	Sergeant	$ 142,619.08	$ 1,056.45
Fadi	Steven Paul	Plainclothes Police Constable	$ 142,566.80	$ 1,051.70
Carter	Shawn Christopher	Plainclothes Police Constable	$ 142,552.15	$ 1,013.92
Moore	Adam Benjamin	Training Constable	$ 142,534.82	$ 1,037.61
Koushyar-Moghtader	Shahryar	Police Constable	$ 142,470.93	$ 1,007.76
Taylor	Adam Gregory	Police Constable	$ 142,452.60	$ 346.00
Azarraga	Jose Matias	Detective	$ 142,448.20	$ 1,078.22
McCulloch	Michael	Detective	$ 142,442.38	$ 1,078.22
McDonald	Spencer Matthew	Detective Sergeant	$ 142,412.41	$ 1,067.56
Gallant	Kelly-Ann	Detective Sergeant	$ 142,386.54	$ 1,120.86
Moloney	Patrick Michael	Police Constable	$ 142,382.38	$ 1,007.76
Theriault	Donald	Sergeant	$ 142,377.50	$ 1,078.22
Pollock	Tige Samuel	Detective	$ 142,360.72	$ 1,067.56
Akeson	Aaron Joseph	Detective	$ 142,304.90	$ 1,060.76
Villers	Scott Charles	Detective	$ 142,299.48	$ 1,067.56
Nanton	Jason Stanley	Police Constable	$ 142,269.52	$ 1,007.76
Farrell	George	Staff Sergeant	$ 142,265.05	$ 1,120.86
Norman	William Michael	Sergeant	$ 142,226.88	$ 1,039.21
Sardella	Glenn Donato	Detective	$ 142,203.60	$ 1,067.56
Ahmad	Mansoor	Detective	$ 142,201.49	$ 1,060.76
Snedden	Tracy Lee	Police Constable	$ 142,184.17	$ 1,018.42
Sukhdeo	Christopher Harry	Police Constable	$ 142,151.65	$ 1,007.76
Chan	Christopher	Police Constable	$ 142,148.08	$ 1,024.48
Laptiste	Marlon Simon	Plainclothes Police Constable	$ 142,141.70	$ 1,030.64
Backer	Mark Francis	Police Constable	$ 142,135.80	$ 1,024.48
Liscoumb	Robert Edward	Plainclothes Police Constable	$ 142,127.47	$ 1,030.64
Thomson	Allan John	Staff Sergeant	$ 142,125.44	$ 1,120.86
Moore	Michael Martin	Police Constable	$ 142,120.19	$ 1,011.45
Nicol	Brett Donald	Detective Sergeant	$ 142,114.98	$ 1,120.86
De Caire	Jeffrey Paul	Police Constable	$ 142,104.17	$ 1,007.76
Morse	Victoria Jane	Detective	$ 142,076.11	$ 1,067.56
Di Tollo	Monica Franca	Senior Supervisor Communications Services- Operational Support	$ 142,022.69	$ 1,085.12
Zaheed	Ikram	Plainclothes Police Constable	$ 142,015.01	$ 1,013.92
Juhasz	Alexander Gyozo	Police Constable	$ 141,973.58	$ 1,007.76
Lim	Jason	Plainclothes Police Constable	$ 141,937.78	$ 1,030.64
Steinwall	Andrew Trevor	Detective	$ 141,937.29	$ 1,067.56
Watkinson	Douglas Charles	Police Constable	$ 141,918.71	$ 1,024.48
Love	Allen Robert	Staff Sergeant	$ 141,900.64	$ 1,109.94
Martelluzzi	Claudio	Sergeant	$ 141,894.28	$ 1,078.22
Robbins	Kevin Shaun	Police Constable	$ 141,850.97	$ 1,007.76
Gotell	James Elwood	Inspector	$ 141,818.72	$ 1,120.86
Therrien	Allan	Police Constable	$ 141,807.24	$ 1,029.08
Vandekerckhove	Gregory Paul	Plainclothes Police Constable	$ 141,802.99	$ 1,016.69
Sandhu	Amrinder Singh	Plainclothes Police Constable	$ 141,718.71	$ 1,008.64
Everest	John Alfred	Staff Sergeant	$ 141,590.82	$ 1,120.86
Moed	Jeremy Clark	Sergeant	$ 141,566.56	$ 1,067.56
Santiago	Francisco Dizon	Plainclothes Police Constable	$ 141,555.73	$ 1,034.26
Barnes	Wallace Crispin	Plainclothes Police Constable	$ 141,466.65	$ 1,030.64
Darmitz	Andrew Joseph	Police Constable	$ 141,442.63	$ 1,007.76
Nuri	Abdullah	Detective	$ 141,426.51	$ 1,057.16
Rebellato	Larry	Detective	$ 141,425.57	$ 1,078.22
Hoffmeyer	Russell Daniel	Staff Sergeant	$ 141,422.67	$ 1,109.94

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Storey	Justin Wayne	Police Constable	$ 141,405.27	$ 1,007.76
Perri	Amedeo Rocco	Project Coordinator of Facilities Management	$ 141,399.52	$ 271.28
Joshi	Chaitanya	Plainclothes Police Constable	$ 141,380.14	$ 1,030.64
McLean	Nancy Mary	Staff Sergeant	$ 141,369.65	$ 1,120.86
Ricci	Charles Michael	Detective	$ 141,357.02	$ 1,067.56
Khurshid	Sheikh Ahmad	Training Constable	$ 141,301.67	$ 1,030.64
Nadeem	Sohail	Plainclothes Police Constable	$ 141,258.95	$ 1,030.64
Haljaste	Mark Harivald	Police Constable	$ 141,258.89	$ 1,007.76
Wallace	Jason Ralph	Plainclothes Police Constable	$ 141,217.20	$ 1,008.64
Kerr	Steven Harold	Detective	$ 141,211.35	$ 1,057.56
King	Stuart MacPherson	Staff Sergeant	$ 141,193.12	$ 1,120.86
Thomas	Rhonda Lee	Sergeant	$ 141,192.66	$ 1,067.56
Osagie	Bassey	Sergeant	$ 141,167.86	$ 1,067.56
Aiello	Antonio	Sergeant	$ 141,155.86	$ 1,063.78
Gillan	Jeffrey John	Police Constable	$ 141,090.59	$ 1,007.76
Cargill	Paul Scott	Detective	$ 141,077.19	$ 1,078.22
Hopkinson	David	Police Constable	$ 141,066.04	$ 1,029.08
Abraham	Stanley Samuel	Plainclothes Police Constable	$ 141,017.19	$ 1,030.64
Cruz	John Victor	Plainclothes Police Constable	$ 140,966.90	$ 1,030.64
Pillach	Adrian Jozef	Police Constable	$ 140,947.40	$ 1,007.76
Smith	Lawrence Oliver	Staff Sergeant	$ 140,913.67	$ 1,120.86
Barcenas Pineda	Isnardo	Police Constable	$ 140,883.65	$ 1,007.76
Huynh	Andy Tan	Police Constable	$ 140,856.15	$ 974.32
D'Onofrio	Antonio	Plainclothes Police Constable	$ 140,850.04	$ 1,030.64
Okutin	Alexandr	Police Constable	$ 140,846.11	$ 997.36
Sehdev	Nitin	Police Constable	$ 140,829.85	$ 1,019.20
Smyth	Craig Charles	Supervisor of Corporate Communications- Video Support	$ 140,774.23	$ 468.78
Clarke	Andrew James	Plainclothes Police Constable	$ 140,773.90	$ 369.98
Harris	Robert Alan	Plainclothes Police Constable	$ 140,746.82	$ 1,030.64
MacDonald	Anne	Detective Sergeant	$ 140,732.73	$ 795.86
Tretter	Madelaine	Detective Sergeant	$ 140,721.23	$ 945.86
Chung	Philip	Detective	$ 140,709.09	$ 428.22
Balaga	Artur	Sergeant	$ 140,682.00	$ 1,057.16
Lefebvre	Marc	Police Constable	$ 140,664.50	$ 1,029.08
Al-Nass	Walid	Police Constable	$ 140,656.06	$ 1,014.73
Morehouse	Rita	Staff Sergeant	$ 140,637.28	$ 1,120.86
Parker	Fitzroy	Police Constable	$ 140,630.84	$ 1,007.76
Huang	Andrey	Police Constable	$ 140,625.53	$ 996.00
Pelech	Danylo Illya	Police Constable	$ 140,615.45	$ 1,007.76
Banks	Wayne Michael	Detective Sergeant	$ 140,610.50	$ 1,120.86
Amah	Malik Ariel	Sergeant	$ 140,605.16	$ 1,019.16
Mac Donald	Wayne Scott	Police Constable	$ 140,603.09	$ 1,000.96
Awad	Ashraf Samir	Detective	$ 140,595.75	$ 1,067.56
Kalwies	David	Police Constable	$ 140,587.44	$ 1,029.08
Oliver	Matthew Tyler	Plainclothes Police Constable	$ 140,582.13	$ 1,041.30
Lei	Aaron	Senior Programmer Information Systems Services	$ 140,535.96	$ 377.52
Turnbull	Michael	Detective	$ 140,531.95	$ 1,078.22
Shufman	Aviv	Plainclothes Police Constable	$ 140,529.08	$ 1,030.64
Ditlof	Nicholas Christopher	Police Constable	$ 140,515.92	$ 1,020.96
Thompson	Marland Finlay	Plainclothes Police Constable	$ 140,512.07	$ 1,017.61
Roth	Michael William	Police Constable	$ 140,491.92	$ 1,014.29
Feagan	Gregory David	Sergeant	$ 140,476.54	$ 1,044.92
Tanham	Jason	Police Constable	$ 140,463.27	$ 1,007.76
Ward	Vanessa	Detective Sergeant	$ 140,430.45	$ 1,078.22
Maslowski	Brian Werner	Staff Sergeant	$ 140,388.17	$ 1,109.94
McLane	James Russell	Staff Sergeant	$ 140,373.08	$ 1,120.86
Damaso	Rodney	Detective	$ 140,370.17	$ 1,067.56
Granata	Salvatore Francesco	Sergeant	$ 140,365.69	$ 1,078.22
Mullin	George	Inspector	$ 140,354.49	$ 1,120.86
Rohde	Danny William	Training Constable	$ 140,344.29	$ 1,041.30
Bishop	Anne-Marie	Detective Sergeant	$ 140,303.38	$ 1,120.86
Csibi	Ladislav Alexandru	Sergeant	$ 140,302.04	$ 1,067.56
Tahiraj	Ali Shukri	Plainclothes Police Constable	$ 140,281.83	$ 1,030.64
Morris	Leslie	Detective	$ 140,280.50	$ 1,078.22
La Fosse	Jeffery Guy	Detective	$ 140,241.68	$ 1,067.56
Webb	Neil Anthony	Police Constable	$ 140,231.75	$ 997.36
Hutchings	Daniel William	Detective	$ 140,206.91	$ 1,067.56
John	Jeanille Maria	Staff Sergeant	$ 140,201.67	$ 1,120.86
Latter	Jordan Christopher	Detective Sergeant	$ 140,177.34	$ 1,120.86

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Umbrello	Franco	Detective	$ 140,155.81	$ 1,067.56
Bhogal	Jagdeep Singh	Police Constable	$ 140,147.61	$ 1,007.76
Lai	Victor Tze-Kau	Police Constable	$ 140,129.36	$ 1,018.42
Giedroyc	Karol Zygmunt	Staff Sergeant	$ 140,107.05	$ 1,120.86
Luchetta	Mark	Police Constable	$ 140,102.81	$ 1,007.76
Philipson	Graeme	Sergeant	$ 140,081.16	$ 1,078.22
Vincent	Matthew Edward	Project Leader	$ 140,057.66	$ 442.52
Drennan	Craig	Detective Sergeant	$ 140,055.40	$ 1,120.86
Trimble	Peter John	Staff Sergeant	$ 140,048.78	$ 1,120.86
Bates	Kimberley Michele	Detective	$ 140,024.51	$ 1,078.22
Hewson	Brooke Leslie	Detective	$ 139,963.70	$ 1,067.56
Rouette	Joseph Michel	Staff Sergeant	$ 139,942.40	$ 1,120.86
Alderdice	Jeffery Paul	Sergeant	$ 139,917.35	$ 1,067.97
Parmar	Mandeep Singh	Plainclothes Police Constable	$ 139,898.72	$ 1,030.64
Shaw	Andrew Douglas	Sergeant	$ 139,890.62	$ 1,078.22
Romain	Jean-Bernard	Staff Sergeant	$ 139,879.80	$ 1,120.86
Verdoold	Lance Scott	Police Constable	$ 139,844.72	$ 379.08
Santos	Eliana	Plainclothes Police Constable	$ 139,815.57	$ 1,041.30
Cashmore	Richard Charles	Training Constable	$ 139,805.03	$ 1,051.70
Stevenson	Shane	Staff Sergeant	$ 139,803.53	$ 1,120.86
Dewsnap	Jamie Duncan	Plainclothes Police Constable	$ 139,764.04	$ 1,041.30
Ragell	Thomas Michael	Sergeant	$ 139,756.39	$ 1,078.22
Kha	Quocdung	Police Constable	$ 139,726.49	$ 1,007.76
Wallace	John David	Detective	$ 139,707.46	$ 1,057.16
Sabadics	Daniel	Detective Sergeant	$ 139,690.79	$ 1,120.86
Ahluwalia	Amit	Plainclothes Police Constable	$ 139,688.68	$ 1,030.64
Benyi	Alexandru	Police Constable	$ 139,684.27	$ 997.76
Mahmodian	Mehrdad	Police Constable	$ 139,651.15	$ 1,007.76
Lawr	Gregory Edward	Detective	$ 139,648.81	$ 678.60
Caramanico	Nicholas Aldo	Police Constable	$ 139,641.21	$ 1,007.76
Richmond	Michael Kenneth	Detective Sergeant	$ 139,626.33	$ 1,120.86
Savkovic	Milos	Police Constable	$ 139,605.29	$ 949.00
Kennedy	Ian Daniel	Detective	$ 139,588.37	$ 417.56
Fisher	Bradley	Detective	$ 139,565.89	$ 1,078.22
Brister	John William	Plainclothes Police Constable	$ 139,552.24	$ 1,038.66
Bassingthwaite	Steven Jeffrey	Sergeant	$ 139,514.67	$ 1,067.56
Pulla	Jeremy James	Plainclothes Police Constable	$ 139,513.44	$ 1,030.64
Ngan	Edward Shing-Keung	Audit & Quality Assurance Senior Advisor	$ 139,500.37	$ 1,305.98
Flores	Manuel Alejandro	Plainclothes Police Constable	$ 139,493.19	$ 1,030.64
Da Silva Cristopulo	Jimmy Bernardo	Plainclothes Police Constable	$ 139,486.12	$ 1,018.32
O'Shea	Stephen James	Training Constable	$ 139,478.81	$ 1,031.05
Jansz	Gawain Mario	Detective	$ 139,478.03	$ 1,067.56
Wallace	Peter	Sergeant	$ 139,460.90	$ 1,067.56
McKnight	Cory	Police Constable	$ 139,458.02	$ 1,029.08
Jongdong	Lhawang Topgyal	Sergeant	$ 139,456.50	$ 1,059.16
Castellucci	Anthony	Sergeant	$ 139,444.38	$ 1,078.22
Apostolopoulos	G Dimitrios	Plainclothes Police Constable	$ 139,424.45	$ 1,020.08
Lee	Julia	Plainclothes Police Constable	$ 139,407.57	$ 380.64
Danson	Akira Nathaniel	Plainclothes Police Constable	$ 139,403.55	$ 1,030.64
Ma	Derek	Plainclothes Police Constable	$ 139,387.48	$ 1,025.36
Stinson	Andrew Gordon	Detective Sergeant	$ 139,375.49	$ 1,120.86
Creighton	Damion Stephen	Police Constable	$ 139,373.34	$ 978.38
Dyke	Lene Dahl	Plainclothes Police Constable	$ 139,367.59	$ 1,019.98
Maro	Kjell Kristoffer	Police Constable	$ 139,366.64	$ 1,007.76
Vigna	Rita Elsa	Assistant Manager of Records Management Services- Operations	$ 139,341.97	$ 1,305.98
Routh	Matthew Aaron	Detective	$ 139,293.16	$ 1,067.56
Hanlon	Erin Valentine	Detective	$ 139,288.35	$ 1,057.16
Furfaro	Matthew Annunziato	Police Constable	$ 139,279.88	$ 982.40
MacGregor	Jason James	Sergeant	$ 139,268.52	$ 1,067.56
Zebrowski	Tomasz	Police Constable	$ 139,256.69	$ 1,007.76
Shangi	Joseph Ralph	Sergeant	$ 139,251.20	$ 1,059.16
Schertzer	Joyce	Detective Sergeant	$ 139,225.55	$ 1,120.86
Fenech	Jeffrey	Police Constable	$ 139,217.17	$ 1,007.76
Benallick	Mark Daniel	Detective Sergeant	$ 139,149.25	$ 1,120.86
Isherwood	Richard Matthew	Plainclothes Police Constable	$ 139,143.20	$ 1,030.64
Shaw	Richard James	Detective	$ 139,121.77	$ 1,057.16
Perry	Trevor Quentin	Police Constable	$ 139,066.22	$ 1,018.42
Davies	Robert Earle	Detective	$ 139,054.50	$ 1,060.76
Choe	Michael Lim	Plainclothes Police Constable	$ 138,956.13	$ 1,030.64

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Quinn	Sean Lee	Plainclothes Police Constable	$ 138,951.66	$ 1,039.25
Egeli	Enis	Police Constable	$ 138,949.73	$ 1,013.04
Murrell	Kevin Earl	Staff Sergeant	$ 138,933.55	$ 1,120.86
Robinson	Brandon Michael	Plainclothes Police Constable	$ 138,888.30	$ 1,007.76
Elaschuk	Melissa Lee	Plainclothes Police Constable	$ 138,883.19	$ 1,041.30
Miranda	Eduardo Candido	Detective	$ 138,877.88	$ 1,067.56
Whittemore	Scott	Detective	$ 138,872.87	$ 1,078.22
Wojtkiewicz	Victor Brunislaw	Training Constable	$ 138,861.33	$ 1,030.64
Grialdi	Thierry	Detective	$ 138,849.82	$ 1,078.22
Ethier	Christopher Michael	Police Constable	$ 138,847.20	$ 1,014.80
Crampton	David Alan	Detective	$ 138,810.93	$ 1,067.56
Ridgeley	Nigel Edward	Police Constable	$ 138,802.42	$ 347.36
Marshall	Kirwin	Detective	$ 138,794.84	$ 1,078.22
Bower	Marc Alan	Plainclothes Police Constable	$ 138,791.13	$ 1,030.64
Hamilton	Kevin Stewart	Detective	$ 138,765.44	$ 1,057.16
Khan	Farhanullah	Plainclothes Police Constable	$ 138,761.88	$ 1,020.39
Walker	James	Staff Sergeant	$ 138,750.84	$ 1,120.86
Murray	Sandy	Senior Advisor of Policy & Communications - Toronto Police Services Bo	$ 138,732.24	$ 657.28
Daley	Kevin	Police Constable	$ 138,724.83	$ 1,029.08
Rendon	Brian	Plainclothes Police Constable	$ 138,702.52	$ 1,020.96
Beson	Mark William	Detective	$ 138,701.37	$ 1,067.56
Osmanaj	Ardit	Police Constable	$ 138,667.60	$ 1,007.76
Trias	Ethelwald Diosa	Police Constable	$ 138,665.62	$ 1,007.76
Jheeta	Jasvinder Singh	Police Constable	$ 138,659.53	$ 1,007.76
Whalen	Robert	Detective	$ 138,601.24	$ 1,078.22
Warrener	Robert Joseph	Sergeant	$ 138,592.23	$ 1,067.56
Atkins	Cherry Maxine	Police Constable	$ 138,559.43	$ 1,018.42
McLaughlin	Martin William	Training Constable	$ 138,554.46	$ 1,030.64
Greaves	Brandon Lloyd	Plainclothes Police Constable	$ 138,543.29	$ 1,030.64
MacFarlane	Richard Eon	Sergeant	$ 138,531.66	$ 1,057.16
Lessova	Monika	Police Constable	$ 138,530.38	$ 900.96
Watts	Kathryn Louise	Assistant Manager of Records Management Services-Information Acces	$ 138,524.56	$ 1,120.04
Gonzales	Angelo Enriquez	Sergeant	$ 138,523.06	$ 1,046.77
Clayton	Ricardo	Police Constable	$ 138,509.76	$ 1,029.08
Perino	Kenneth Vincent	Police Constable	$ 138,493.71	$ 1,007.76
Zold	John	Police Constable	$ 138,487.15	$ 1,029.08
Byers	Derek Jonathan	Detective	$ 138,485.80	$ 1,067.56
Thawer	Shafraz Fatehali	Plainclothes Police Constable	$ 138,470.56	$ 1,030.64
Madabhushini	Gopi Krishna	Parking Enforcement Oficer	$ 138,459.66	$ 898.56
Salines	Ciro Jr	Police Constable	$ 138,435.12	$ 1,018.42
Izdebski	Peter Antoni	Plainclothes Police Constable	$ 138,406.76	$ 1,030.64
Amancio	Michelle	Senior Project Coordinator Facilities Management	$ 138,391.72	$ 1,305.98
Cernowski	Andrew John	Financial Planner	$ 138,391.72	$ 1,305.98
Gheysar	Makda	Financial Planner	$ 138,391.72	$ 1,305.98
Liu	Jun	Senior Telecom Engineer	$ 138,391.72	$ 1,122.68
Putnam	Kimberley Joan	Audit & Quality Assurance Senior Advisor	$ 138,391.72	$ 655.98
Thoms	Heather Bernadette	Assistant Manager of Computer Operations	$ 138,391.72	$ 1,305.98
Byun	David	Plainclothes Police Constable	$ 138,386.13	$ 1,030.64
Kang	Gurjot SIngh	Police Constable	$ 138,370.92	$ 1,007.76
Martin	Derrick Frank	Plainclothes Police Constable	$ 138,362.78	$ 1,034.30
Ford	Harrison Marc	Police Constable	$ 138,353.96	$ 997.76
De Lio	Frank Paul	Sergeant	$ 138,346.88	$ 1,078.22
Bilby	David Andrew	Plainclothes Police Constable	$ 138,306.06	$ 1,031.05
Duncan	Robert Alexander	Safety Planner & Program Coordinator	$ 138,302.37	$ 567.84
Chambers	Courtney	Staff Sergeant	$ 138,282.12	$ 1,120.86
Beauparlant	Paul Joseph	Detective	$ 138,272.36	$ 1,078.22
Adams	Todd Robert	Plainclothes Police Constable	$ 138,270.83	$ 1,030.64
Censoni	Lorenzino Michael	Police Constable	$ 138,269.03	$ 1,013.92
Walsh	Derek Andrew	Police Constable	$ 138,250.40	$ 1,007.76
Mole	Derek James	Police Constable	$ 138,235.31	$ 1,020.96
Chalmers	Andrea	Plainclothes Police Constable	$ 138,170.62	$ 1,037.61
Seaban	Michael George	Police Constable	$ 138,082.19	$ 1,007.76
Thomas	Claudine Anne-Marie	Inspector	$ 138,059.24	$ 1,120.86
Just	Michael Allan	Plainclothes Police Constable	$ 138,058.27	$ 363.89
Reimer	Kenneth Brian	Staff Sergeant	$ 138,022.16	$ 1,077.75
Ito	Christopher	Plainclothes Police Constable	$ 138,020.29	$ 1,025.36
MacDuff	Jeffery John	Sergeant	$ 137,972.07	$ 1,067.56
Norton	David John	Staff Sergeant	$ 137,961.93	$ 1,067.56
Crane	Robert Jason	Detective	$ 137,944.27	$ 1,067.56

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Jones	Corey Lee	Detective	$ 137,932.44	$ 1,057.16
Hampton	Anthony Simon	Police Constable	$ 137,869.28	$ 976.08
Campbell	Steven James	Detective	$ 137,854.40	$ 1,057.16
Remy	Smedley Anthony	Detective	$ 137,821.57	$ 1,078.22
Trenouth	Bradley Robert	Police Constable	$ 137,810.81	$ 1,007.76
Shaw	David John	Sergeant	$ 137,804.77	$ 1,078.22
Campbell	Marcia	Sergeant	$ 137,787.65	$ 1,078.22
Cain	James Michael	Police Constable	$ 137,782.94	$ 1,007.76
Cheung	Ching Tin	Sergeant	$ 137,777.54	$ 1,067.56
Glavin	Lydia Stephany	Detective Sergeant	$ 137,767.93	$ 1,120.86
Kohl	Barbara Louise	Detective	$ 137,765.18	$ 1,078.22
Balet	Andrew Sebastian	Plainclothes Police Constable	$ 137,697.12	$ 1,030.64
Canning	Paul Bret	Plainclothes Police Constable	$ 137,659.59	$ 1,030.64
Husain	Mohammed Saleem	Detective Sergeant	$ 137,656.81	$ 1,110.36
Onyszkiewicz	Andrew	Detective Sergeant	$ 137,647.26	$ 1,120.86
Cornford	Christopher	Training Constable	$ 137,633.77	$ 1,051.70
O'Donnell	Joseph Patrick	Police Constable	$ 137,623.23	$ 1,007.76
McEvoy	Clinton Wayne	Plainclothes Police Constable	$ 137,611.61	$ 1,030.64
Lloyd	Bradford	Staff Sergeant	$ 137,593.35	$ 1,078.22
Teixeira	Andrew Pereira	Detective	$ 137,568.60	$ 1,067.56
Pattison	Steven	Staff Sergeant	$ 137,558.67	$ 1,120.86
Thomas	Bryan Keith	Police Constable	$ 137,556.70	$ 1,015.14
Small	Bryan George	Training Constable	$ 137,551.70	$ 1,030.64
Quinn	Conal George	Police Constable	$ 137,512.16	$ 1,041.30
Kingdon	Scott Anthony	Sergeant	$ 137,474.70	$ 1,067.56
Carter	Dale	Sergeant	$ 137,468.71	$ 1,078.22
Martin	Joseph Jean	Sergeant	$ 137,461.05	$ 1,078.22
Levesque	Thomas Robert	Senior Project Coordinator Facilities Management	$ 137,440.36	$ 1,302.38
Ford	Adrian Meredith	Police Constable	$ 137,417.39	$ 997.20
Emond	Christian Rene	Police Constable	$ 137,409.93	$ 882.76
Bishop	Allan Scott	Plainclothes Police Constable	$ 137,409.24	$ 1,039.14
Woronchak	Janice Lynn	Plainclothes Police Constable	$ 137,397.84	$ 1,041.30
Barsaku	Gentian	Police Constable	$ 137,394.37	$ 352.58
Small	Christopher Douglas	Police Constable	$ 137,386.64	$ 1,007.76
Hendriks	Bart	Police Constable	$ 137,371.95	$ 1,029.08
Johnston	Jeffrey	Plainclothes Police Constable	$ 137,362.25	$ 1,051.70
Bedi	Saurabjit Singh	Plainclothes Police Constable	$ 137,361.46	$ 997.36
Crosby	Daniel Patrick	Staff Sergeant	$ 137,350.72	$ 1,120.86
Childs	Cynthia	Detective Sergeant	$ 137,350.02	$ 1,120.86
Tawton	Joanne	Police Constable	$ 137,328.92	$ 1,029.08
Darbyshire	James Edward	Staff Sergeant	$ 137,279.89	$ 1,120.86
La Penna	David Anthony	Police Constable	$ 137,242.36	$ 352.58
Crews	Alexander	Sergeant	$ 137,221.91	$ 1,078.22
Ralph	Timothy	Staff Sergeant	$ 137,176.21	$ 1,120.86
Coghlin	James Garfield	Detective Sergeant	$ 137,173.69	$ 1,120.86
Allen	Michael David	Detective	$ 137,141.21	$ 1,067.56
Mignardi	Steven Anthony	Plainclothes Police Constable	$ 137,128.20	$ 1,024.48
Sword	Nicholas Jonathon	Plainclothes Police Constable	$ 137,116.57	$ 1,041.30
Dunk	Corey Everette	Plainclothes Police Constable	$ 137,115.77	$ 1,030.64
Agamata	Julius Laconsay	Police Constable	$ 137,094.71	$ 982.40
Jackson	Laurie	Detective Sergeant	$ 137,089.18	$ 1,120.86
Rinkoff	Paul Barry	Staff Sergeant	$ 137,085.80	$ 624.80
Dawson	Shannon Inez	Detective	$ 137,067.37	$ 1,067.97
Hilton	Tyrone Christopher	Detective Sergeant	$ 137,023.63	$ 1,109.94
Jocko	Todd Joeseph	Staff Sergeant	$ 136,992.94	$ 1,109.94
Rossi	Marcelo Osvaldo	Plainclothes Police Constable	$ 136,980.32	$ 1,030.64
Christodoulou	Yiorgo Richard	Training Constable	$ 136,974.27	$ 1,030.64
MacDonald	Hector Murdo	Police Constable	$ 136,956.74	$ 1,011.45
Wood	John Alan	Police Constable	$ 136,916.09	$ 1,018.42
Wilson	Derek Scott	Detective	$ 136,902.90	$ 428.22
Brautigam	Jazen Lorne	Sergeant	$ 136,901.35	$ 1,067.56
Reid	Kyle Thomas	Staff Sergeant	$ 136,880.75	$ 1,067.56
Moxham	Sean Gary	Plainclothes Police Constable	$ 136,880.66	$ 1,030.64
Nishikawa	Brian Jonathan	Plainclothes Police Constable	$ 136,874.98	$ 1,027.12
Saccoccia	Paolo Vincenzo	Plainclothes Police Constable	$ 136,828.66	$ 1,030.64
McKay	Edward	Staff Sergeant	$ 136,809.96	$ 1,120.86
Cartier	Lindsey Dayle	Plainclothes Police Constable	$ 136,805.94	$ 369.98
Hutchings	Christopher Maxwell	Detective	$ 136,781.03	$ 1,067.56
Allan	Scott Douglas	Detective	$ 136,779.27	$ 1,067.97

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Horton	Christopher Neil	Plainclothes Police Constable	$ 136,771.36	$ 1,030.64
Brett	Bryan Donald	Police Constable	$ 136,758.12	$ 1,007.76
Biring	Sachbinder Singh	Staff Sergeant	$ 136,754.37	$ 459.94
Balachorek	Daniel Alan	Police Constable	$ 136,744.24	$ 1,018.42
Lim	Dong Hyeok Dave	Sergeant	$ 136,740.09	$ 1,055.26
MacDonald	Ian Kenneth	Detective	$ 136,736.09	$ 1,078.22
O'Brien	Sean	Sergeant	$ 136,712.62	$ 1,078.22
Teixeira	Mario Jorge	Staff Sergeant	$ 136,705.14	$ 1,120.86
Mills	Brad Jonathan	Police Constable	$ 136,702.66	$ 1,007.76
McLeod	Matthew Alexander	Plainclothes Police Constable	$ 136,672.15	$ 1,030.64
Valdez	Renato Fernandez	Sergeant	$ 136,665.05	$ 1,057.16
Singh	Daveanand	Police Constable	$ 136,646.75	$ 1,000.96
Adam	Barbara Anne	Detective Sergeant	$ 136,623.93	$ 1,120.86
Robinson	Daniel	Sergeant	$ 136,588.99	$ 1,078.22
Petkovic	Boris	Plainclothes Police Constable	$ 136,562.70	$ 1,030.64
Nair	Sajeev	Detective	$ 136,562.58	$ 1,063.96
Best	Alexander Phillip	Plainclothes Police Constable	$ 136,554.20	$ 1,019.98
Mooney	Joshua	Plainclothes Police Constable	$ 136,549.58	$ 1,014.30
Dury	Benjamin Michael	Detective	$ 136,526.92	$ 417.97
Mauro	Peter Francis	Communications Operator	$ 136,518.23	$ 958.36
Sgroi	Steven Richard	Police Constable	$ 136,468.49	$ 1,024.48
Tompras	Theodore	Training Constable	$ 136,456.82	$ 1,041.30
Ryan	Richard	Detective	$ 136,437.21	$ 1,078.22
Matys	Joseph Paul	Detective	$ 136,399.77	$ 1,067.56
Perez	Jose Antonio	Police Constable	$ 136,386.87	$ 943.80
Lum-Walker	Michael Tyler	Police Constable	$ 136,371.14	$ 996.00
Manota	Raman Romi	Detective	$ 136,345.68	$ 1,060.76
Shutt	Scott David	Sergeant	$ 136,342.28	$ 1,057.16
Apostolidis	John	Sergeant	$ 136,331.65	$ 417.56
Khan	Mohammad Asad Ullah	Police Constable	$ 136,323.99	$ 1,007.76
Mitchell	William James	Police Constable	$ 136,253.98	$ 952.90
De Zilva	Michael Brian	Detective	$ 136,250.74	$ 1,067.56
Morley	Emma Jane	Plainclothes Police Constable	$ 136,247.10	$ 630.64
Nichols	Heather Laury	Staff Sergeant	$ 136,242.36	$ 1,109.94
Munroe	Neil Gerard	Sergeant	$ 136,227.96	$ 1,067.56
Chu	Benny Wing	Police Constable	$ 136,167.29	$ 1,007.76
Grover	Todd	Staff Sergeant	$ 136,164.74	$ 1,078.22
Low	Julian Ferguson	Plainclothes Police Constable	$ 136,164.30	$ 1,041.30
O'Neill	Barry John	Sergeant	$ 136,162.99	$ 1,067.56
Langford	Christain Trevor	Police Constable	$ 136,157.07	$ 1,007.76
Rosina	Michael Drew	Sergeant	$ 136,132.37	$ 428.22
Meaney	Shawn	Detective Sergeant	$ 136,089.23	$ 1,120.86
Cooke	Lee Scott	Police Constable	$ 136,070.08	$ 1,014.73
Foley	Renee Cynthia	Sergeant	$ 136,058.45	$ 1,067.56
Little	Terence Anthony	Detective	$ 136,054.02	$ 1,067.56
Parsram	Ramesh Brian	Sergeant	$ 136,037.58	$ 1,078.22
Hwang	Alexander Hyun	Plainclothes Police Constable	$ 136,029.41	$ 369.98
Kulmatycki	Joel Patrick	Staff Sergeant	$ 136,007.07	$ 1,120.86
Butt	Fasieh Uz	Training Constable	$ 135,996.84	$ 1,010.40
Schwartz	Michael	Police Constable	$ 135,996.17	$ 1,007.76
Roberts	Peter Leslie	Police Constable	$ 135,994.96	$ 1,007.76
Morrison	Steven Christopher	Police Constable	$ 135,993.95	$ 1,018.42
Rennie	Jason Douglas	Plainclothes Police Constable	$ 135,993.87	$ 1,022.72
Wong	Wan-Hoi	Plainclothes Police Constable	$ 135,990.08	$ 1,051.70
Barnett	Robyn Mark	Sergeant	$ 135,982.65	$ 1,060.76
Palermo	Loredana	Police Constable	$ 135,941.34	$ 1,018.32
Robinson	Andrew Charles	Police Constable	$ 135,890.31	$ 1,007.76
Fleming	James Stuart	Plainclothes Police Constable	$ 135,876.94	$ 391.30
Heaney	Gerald	Staff Sergeant	$ 135,857.18	$ 1,120.86
Shantz	Steven Patrick	Police Constable	$ 135,854.93	$ 1,007.76
DeSilva	Julius Theodore	Information Systems Services Project Leader	$ 135,853.75	$ 442.52
Miller	Christopher John	Plainclothes Police Constable	$ 135,819.11	$ 1,030.64
Willers	Ronald	Training Constable	$ 135,814.41	$ 1,051.70
Crooker	Lisa Catherine	Staff Sergeant	$ 135,806.55	$ 1,109.94
Brown	Robert	Staff Sergeant	$ 135,806.52	$ 1,120.86
Holder	Paul	Plainclothes Police Constable	$ 135,795.08	$ 1,125.39
Vella	Tonyo	Police Constable	$ 135,793.80	$ 1,029.08
Ramjattan	Ramnarine	Detective	$ 135,783.17	$ 428.22
Frederick	Antonio Rudolph	Sergeant	$ 135,770.90	$ 1,063.96

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Spratt	Alan	Sergeant	$ 135,737.43	$ 428.22
Jamshidi	Joshua Payam	Staff Sergeant	$ 135,733.54	$ 1,109.94
Armstrong	Robert Paul	Plainclothes Police Constable	$ 135,727.15	$ 1,041.30
Munro	Ryan Christopher	Plainclothes Police Constable	$ 135,717.00	$ 1,030.64
Manoharan	Ravi	Sergeant	$ 135,687.64	$ 1,057.16
Swackhamer	Brent	Staff Sergeant	$ 135,684.67	$ 1,120.86
Violot	Andrew	Sergeant	$ 135,682.23	$ 928.22
Harris	Michael Aaron	Police Constable	$ 135,653.61	$ 1,007.76
Bennoch	Christopher John	Plainclothes Police Constable	$ 135,638.29	$ 1,023.60
Garland	Marina Eduardovna	Detective	$ 135,586.30	$ 1,067.56
Filippin	Gianni Alan	Police Constable	$ 135,578.47	$ 1,007.76
Valino	Jennifer Marie	Police Constable	$ 135,566.76	$ 996.00
Bennett	Winston Anthony	Staff Sergeant	$ 135,554.92	$ 862.20
Onzuka	Edward Yuji	Plainclothes Police Constable	$ 135,537.41	$ 6,299.22
Isabello	David Anthony	Plainclothes Police Constable	$ 135,530.07	$ 1,030.64
Poczak	Lisa	Sergeant	$ 135,526.26	$ 1,078.22
Wiggermann	Sven	Training Constable	$ 135,477.99	$ 1,010.40
Patterson	Shona-Lynn Debra	Plainclothes Police Constable	$ 135,455.58	$ 1,030.64
Maisonneuve	Daniel	Detective	$ 135,454.88	$ 1,078.22
Kovacic	Joseph Mark	Police Constable	$ 135,452.69	$ 1,007.76
Tramontozzi	Nunziato	Detective Sergeant	$ 135,445.86	$ 1,120.86
Wilson	Shane Stewart	Plainclothes Police Constable	$ 135,443.06	$ 1,030.64
Lobo	Kristophen	Plainclothes Police Constable	$ 135,442.42	$ 1,020.39
Tayabali	Azhar Abbas	Plainclothes Police Constable	$ 135,428.31	$ 1,030.64
Kinnear	Kathryn	Staff Sergeant	$ 135,427.26	$ 1,120.86
Perdon	Vera Lyn	Police Constable	$ 135,426.47	$ 1,007.76
Findlay	Ryan McLean	Police Constable	$ 135,394.21	$ 1,019.20
Brar	Gursharnjit Singh	Police Constable	$ 135,390.54	$ 1,007.76
Connolly	John Paul	Police Constable	$ 135,367.18	$ 1,018.83
Hayford	Marc Gordon	Police Constable	$ 135,363.31	$ 1,019.30
Cohen	Alan Lawrence	Detective	$ 135,350.81	$ 1,067.56
Amantea	Anthony Francesco	Police Constable	$ 135,350.03	$ 1,007.76
White	Daniel Campbell	Police Constable	$ 135,343.09	$ 1,000.20
Polak	Brandon Victor	Plainclothes Police Constable	$ 135,323.51	$ 1,031.05
Bissonnette	Paul Marcel	Sergeant	$ 135,316.65	$ 1,057.16
Correa	David Rodriguez	Detective	$ 135,311.62	$ 1,067.56
MacDonald	Leo	Detective Sergeant	$ 135,299.31	$ 1,120.86
Lombardi	Lorenzo	Sergeant	$ 135,284.16	$ 1,078.22
MacSteven	Peter John	Plainclothes Police Constable	$ 135,283.05	$ 1,041.30
Clark	David James	Police Constable	$ 135,261.19	$ 1,035.14
Entwistle	Warren Clayton	Detective	$ 135,258.95	$ 1,057.56
Jaksa	Joseph Andrew	Plainclothes Police Constable	$ 135,255.68	$ 1,030.64
Kitchener	Andrew James	Detective	$ 135,253.14	$ 1,078.22
Walters	Gregory	Sergeant	$ 135,250.93	$ 1,078.22
Northrup	Jeffrey John	Police Constable	$ 135,243.99	$ 1,029.08
Horner	Gavin	Detective Sergeant	$ 135,219.45	$ 12,481.03
Fenwick	Matthew Michael	Plainclothes Police Constable	$ 135,208.34	$ 1,030.64
Straver	Lawrence	Sergeant	$ 135,197.76	$ 1,078.22
Blunk	Andrew Freddy	Police Constable	$ 135,186.40	$ 1,018.42
Gouthro	Craig Joseph	Detective	$ 135,183.20	$ 1,078.22
Malenfant	Andrew Derek	Police Constable	$ 135,177.30	$ 1,008.17
Keveza	Russell Daniel	Plainclothes Police Constable	$ 135,170.60	$ 1,030.64
Melerowicz	Zachary Michael	Police Constable	$ 135,168.38	$ 357.76
Brons	James	Detective	$ 135,163.21	$ 1,078.22
Alagarajah	Anenthan Raju	Police Constable	$ 135,155.23	$ 997.36
De Lima	Philip Antony	Police Constable	$ 135,154.25	$ 997.36
Burningham	Grant Neil	Staff Sergeant	$ 135,151.58	$ 470.86
Blair	Allistair Karston	Plainclothes Police Constable	$ 135,137.78	$ 988.49
Chadwick	Timothy	Police Constable	$ 135,131.21	$ 997.36
Smith	Raymond Ernest	Information Systems Services Project Leader	$ 135,124.89	$ 442.52
Chant	James Elliot	Plainclothes Police Constable	$ 135,120.19	$ 1,041.30
Liburd	Blair Daren	Plainclothes Police Constable	$ 135,116.08	$ 1,030.64
Hunter	Jason Colin	Detective	$ 135,114.69	$ 1,057.16
Cecile	Glen	Detective	$ 135,110.51	$ 1,078.22
Sebastian	Ryan Luke	Plainclothes Police Constable	$ 135,109.23	$ 986.48
Muscat-Drago	Daniel Robert	Police Constable	$ 135,102.31	$ 997.36
Gaudet	David Richard	Staff Sergeant	$ 135,093.92	$ 1,067.56
Abdoullaeva	Maria	Police Constable	$ 135,088.91	$ 952.70
Judd	Richard Andrew	Sergeant	$ 135,067.05	$ 1,053.55

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Josephs	Adam Kirk	Sergeant	$ 135,055.67	$ 1,076.33
Lee	Kwang Jae	Plainclothes Police Constable	$ 135,025.67	$ 1,025.36
Rozich	Samantha Mildred	Sergeant	$ 135,021.02	$ 1,078.22
Costello	Patrick William	Police Constable	$ 135,004.43	$ 1,007.76
Zandkarimi	Ali	Plainclothes Police Constable	$ 134,984.08	$ 1,025.36
Panayotov	Lubomir Ivanov	Plainclothes Police Constable	$ 134,979.95	$ 1,030.64
Stepanenko	Elena	Plainclothes Police Constable	$ 134,971.88	$ 1,030.64
Walker	James David	Police Constable	$ 134,967.36	$ 996.00
Cates	Steven Richard	Sergeant	$ 134,918.97	$ 1,063.96
Clark	Travis Daymond	Detective	$ 134,905.21	$ 1,067.56
Laing	Darren	Staff Sergeant	$ 134,903.01	$ 495.86
Ross	Scott Jeremy	Plainclothes Police Constable	$ 134,900.10	$ 1,046.10
Janjanin	Nenad	Police Constable	$ 134,887.83	$ 1,007.76
Diviesti	Tony	Staff Sergeant	$ 134,880.46	$ 1,120.86
Higgitt	Elisa	Staff Sergeant	$ 134,877.19	$ 1,109.94
Moore	Kevin Robert	Plainclothes Police Constable	$ 134,875.76	$ 1,030.64
Ashley	Mark Nicholas	Detective	$ 134,868.98	$ 1,078.22
Moran	Ruth Marian	Detective	$ 134,862.30	$ 417.56
Moreau	Paul Robert	Detective	$ 134,858.21	$ 1,067.56
Ross	Jeffrey Alan	Detective	$ 134,840.55	$ 1,067.56
Dickie	Craig William	Police Constable	$ 134,832.15	$ 1,018.42
Gallant	Stacy	Detective Sergeant	$ 134,829.13	$ 1,120.86
Payne	Bradley James	Police Constable	$ 134,803.99	$ 1,013.04
Whitworth	Ernest	Detective Sergeant	$ 134,795.39	$ 1,120.86
Gregory	Robert	Staff Sergeant	$ 134,793.77	$ 670.86
Dreglia	Alexander	Police Constable	$ 134,780.98	$ 1,007.76
Burke	Gary Edwin	Sergeant	$ 134,771.44	$ 1,067.56
Roda	Isabelita	Criminal Records Clerk	$ 134,766.85	$ 223.86
Lee	Evelyn Sui	Operations Supervisor	$ 134,744.62	$ 1,005.94
LeFort	Kenton William	Training Constable	$ 134,732.58	$ 1,030.64
Rhone	Richard Stacey	Plainclothes Police Constable	$ 134,729.85	$ 1,030.64
Dhukai	Zeeshan Ayub	Sergeant	$ 134,729.79	$ 1,028.66
Novinc	Branko	Sergeant	$ 134,700.02	$ 1,078.22
Paroussoudi	Lemonia Alexandra	Police Constable	$ 134,699.11	$ 1,007.76
Sotelo	Troy Alvin	Plainclothes Police Constable	$ 134,691.51	$ 1,030.64
MacDonald	John	Staff Sergeant	$ 134,691.13	$ 1,120.86
Lillie	Shawn Gerald	Plainclothes Police Constable	$ 134,671.26	$ 1,030.64
Worrell	Philip	Sergeant	$ 134,670.75	$ 1,078.22
Miller	Darren Leonard	Police Constable	$ 134,652.80	$ 326.96
Andrew	William Jason	Training Constable	$ 134,627.93	$ 1,041.30
Lewis	Sandra Arlene	Supervisor of Audio & Data Systems	$ 134,616.01	$ 930.28
Johnston	Brian Hugh	Detective	$ 134,600.76	$ 1,078.22
McConnach	Robert Bruce	Plainclothes Police Constable	$ 134,595.85	$ 401.70
Biggs	Henry Lee	Police Constable	$ 134,590.61	$ 1,007.76
Stern	Charles Andrew	Sergeant	$ 134,578.66	$ 1,078.22
Dales	Clayton Russell	Police Constable	$ 134,575.20	$ 1,024.48
Simpson	Oliver Stafford	Police Constable	$ 134,562.03	$ 1,013.04
Shaikh	Asif Anis	Police Constable	$ 134,558.38	$ 1,018.42
Hodges	Mark Christopher	Plainclothes Police Constable	$ 134,539.27	$ 1,023.60
Mosquite	Ruel	Plainclothes Police Constable	$ 134,483.04	$ 1,051.70
Morden	Todd Douglas	Plainclothes Police Constable	$ 134,466.77	$ 1,041.30
Andrici	Iulian	Training Constable	$ 134,460.71	$ 1,010.40
Tattersall	Michael Eastwod	Plainclothes Police Constable	$ 134,429.44	$ 1,030.64
Rodrigues	Julius Anthony	Police Constable	$ 134,414.69	$ 1,007.76
Nichol	Ian Fraser	Detective Sergeant	$ 134,405.68	$ 470.86
Beaudoin	Shane Reginald	Police Constable	$ 134,402.29	$ 1,007.76
Hurtado	Jorge Javier	Plainclothes Police Constable	$ 134,383.48	$ 1,030.64
Young	Warren	Detective Sergeant	$ 134,355.94	$ 1,120.86
Wilson	Jeffrey Paul	Police Constable	$ 134,353.88	$ 1,018.42
Paoletta	Anthony	Inspector	$ 134,334.47	$ 1,120.86
Meik	Vivian	Detective	$ 134,327.98	$ 1,078.22
Hugo	Tania	Police Constable	$ 134,235.40	$ 1,007.76
De Sousa	John Paul	Plainclothes Police Constable	$ 134,225.32	$ 1,034.33
Frigon	Robert	Plainclothes Police Constable	$ 134,211.14	$ 1,051.70
Kapoor	Amritpal Singh	Police Constable	$ 134,204.86	$ 907.76
Zebeski	David Michael	Staff Sergeant	$ 134,196.51	$ 1,109.94
Armstrong	Richard David	Staff Sergeant	$ 134,192.50	$ 1,120.86
Wynne	Travers	Sergeant	$ 134,166.84	$ 1,078.22
Rowsome	Richard David	Sergeant	$ 134,165.23	$ 1,067.56

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Ayoub	Marlene	Communications Operator	$ 134,119.76	$ 958.36
Cheung	Christopher Kwok	Plainclothes Police Constable	$ 134,118.16	$ 1,009.95
Rinkoff	Lee Adam	Plainclothes Police Constable	$ 134,099.46	$ 1,030.64
Wilson	Christopher David	Plainclothes Police Constable	$ 134,090.51	$ 1,030.64
Fotopoulos	George	Sergeant	$ 134,076.75	$ 1,078.22
Clarke	Jeffery Howard	Training Constable	$ 134,066.68	$ 1,041.30
Deacon	Timothy William	Police Constable	$ 134,056.11	$ 1,007.76
Hawken	Michael Brownlee	Plainclothes Police Constable	$ 134,053.27	$ 1,034.33
Peacock	Jason Alexander	Police Constable	$ 134,042.80	$ 1,035.14
Chase	William Oliver	Plainclothes Police Constable	$ 134,035.86	$ 1,030.64
Foster	Lorne David	Plainclothes Police Constable	$ 134,022.16	$ 1,030.64
Osborne	Keith Thomas	Plainclothes Police Constable	$ 134,015.83	$ 1,030.64
Farrell	Christine Marie	Sergeant	$ 134,013.34	$ 1,078.22
Di Giacomo	Roberto	Sergeant	$ 134,005.59	$ 1,067.56
Rossano	John Benito	Sergeant	$ 133,992.91	$ 1,078.22
Smissen	John Michael	Plainclothes Police Constable	$ 133,948.03	$ 1,041.30
Lemaitre	Robert James	Detective	$ 133,935.80	$ 1,067.56
MacKay	Shari Patricia	Staff Sergeant	$ 133,934.41	$ 1,067.56
Bates	Sandy	Detective Sergeant	$ 133,928.38	$ 468.48
Price	Ryan Andrew	Police Constable	$ 133,914.44	$ 357.76
McVeigh	Michael James	Detective	$ 133,907.29	$ 1,063.96
Sirbos	Chris	Police Constable	$ 133,893.29	$ 1,007.76
Ganeshalingam	Niruban	Police Constable	$ 133,868.13	$ 1,007.76
Stassen	Stephen Mark	Plainclothes Police Constable	$ 133,863.73	$ 1,018.32
Forde	Ryan	Detective	$ 133,833.96	$ 1,067.56
Brunelle	Glen Winston	Police Constable	$ 133,833.17	$ 1,014.73
Krawczyk	Paul Thomas	Detective Sergeant	$ 133,820.68	$ 459.94
Woods	Gary	Sergeant	$ 133,811.97	$ 1,057.16
Bernier	Jami Joseph	Plainclothes Police Constable	$ 133,788.46	$ 1,030.64
Guay	Sylvie	Police Constable	$ 133,734.76	$ 379.08
Seymour	Geoffrey Franklin	Detective	$ 133,731.84	$ 1,067.56
Sousa	Paul Alexandre	Plainclothes Police Constable	$ 133,720.29	$ 1,030.64
Leone	Michiele Mario	Staff Sergeant	$ 133,718.03	$ 1,120.86
Coscarella	Anthony	Detective Sergeant	$ 133,665.52	$ 1,120.86
Dowding	Jeffrey Edward	Police Constable	$ 133,641.90	$ 997.76
Ahmed	Jameel	Police Constable	$ 133,626.64	$ 1,018.42
Gordon	Christopher	Sergeant	$ 133,615.47	$ 428.22
Bradbury	Scott Gordon	Staff Sergeant	$ 133,600.58	$ 1,109.94
Ledgerwood	Kim	Staff Sergeant	$ 133,597.70	$ 1,120.86
Esteves	Rui Manuel	Plainclothes Police Constable	$ 133,592.32	$ 1,013.92
Persaud	Ramace	Police Constable	$ 133,586.38	$ 1,007.76
Laurel	Don Louie	Police Constable	$ 133,586.03	$ 1,007.76
Leermakers	William Anthony	Sergeant	$ 133,582.26	$ 1,067.56
Verspeeten	Bradley Dennis	Plainclothes Police Constable	$ 133,533.50	$ 1,030.64
Gibson	Nathan Edward	Sergeant	$ 133,522.75	$ 1,028.66
Heughan	Deborah	Police Constable	$ 133,504.92	$ 1,029.08
Hancock	Kimberly	Sergeant	$ 133,504.08	$ 1,078.22
Zajac	Julie	Staff Sergeant	$ 133,503.21	$ 1,120.86
Sukhram	Brian	Plainclothes Police Constable	$ 133,456.40	$ 1,020.39
Masters	Michelle	Staff Sergeant	$ 133,455.43	$ 1,078.22
Yang	QianLiang	Sergeant	$ 133,455.21	$ 1,055.26
Uhrich	Allan Joseph	Sergeant	$ 133,449.68	$ 875.50
Greer	Thomas Robert	Detective	$ 133,431.59	$ 1,078.22
Purves	Andrew James	Plainclothes Police Constable	$ 133,429.44	$ 1,030.64
Cipro	Michelle Pauline	Staff Sergeant	$ 133,407.13	$ 1,109.94
Li	Raymond Leung-Tak	Police Constable	$ 133,384.46	$ 1,007.76
Wulff	Eduardo Ignacio	Staff Sergeant	$ 133,380.30	$ 1,120.86
Rennie	Brian Anthoney	Training Constable	$ 133,377.93	$ 1,041.30
Rezvani	Seyed Ali	Police Constable	$ 133,372.94	$ 1,024.48
Pershin	Andrei Valeri	Plainclothes Police Constable	$ 133,372.79	$ 1,030.64
Kondo	Jason	Detective	$ 133,357.74	$ 1,078.22
West	Lee Ann	Sergeant	$ 133,352.47	$ 1,067.56
Tinney	Harlen	Sergeant	$ 133,339.06	$ 1,072.48
Abdel-Malik	Maher	Detective Sergeant	$ 133,335.19	$ 1,109.94
Sawyer	Andrew Leslie	Staff Sergeant	$ 133,328.35	$ 1,120.86
Tsoi	Wylie Yin	Police Constable	$ 133,325.58	$ 1,007.76
Drozdzowski	Marek	Training Constable	$ 133,315.99	$ 1,041.30
Griffiths	Sean Ronald	Sergeant	$ 133,288.67	$ 1,078.22
Rudnick	Joanne Linda	Detective Sergeant	$ 133,247.01	$ 845.86

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Pinto	Suzanne Marie	Staff Sergeant	$ 133,234.03	$ 1,120.86
Mansour	Nabih Mohamad	Detective	$ 133,227.44	$ 1,057.16
Simon	Duane	Police Constable	$ 133,225.64	$ 1,029.08
Zhang	Lu	Senior Technical Analyst Infrastructure	$ 133,225.36	$ 409.24
Doughty	Kathy Muriel	Staff Sergeant	$ 133,215.71	$ 470.02
Chan	Justin	Police Constable	$ 133,189.00	$ 997.36
Digiovanni	Giuseppe	Sergeant	$ 133,187.07	$ 1,078.22
Steed	Mary Gail	Plainclothes Police Constable	$ 133,163.65	$ 384.26
Taylor	Jeffrey	Staff Sergeant	$ 133,163.32	$ 1,120.86
Nimmo	Richard James	Detective	$ 133,162.30	$ 1,067.56
St George	Stephane Marc	Detective	$ 133,144.84	$ 1,057.16
Johnstone	Andrew Paul	Detective Sergeant	$ 133,138.08	$ 1,120.86
Hancock	Janine Rhona	Staff Sergeant	$ 133,127.12	$ 1,120.86
Geana	Sorin	Plainclothes Police Constable	$ 133,111.56	$ 1,030.64
Haines	Richard Paul	Plainclothes Police Constable	$ 133,098.87	$ 1,030.64
Lortie	Marc Leonel	Plainclothes Police Constable	$ 133,091.20	$ 1,051.70
Hall	Neil Harcourt	Sergeant	$ 133,079.38	$ 1,067.56
Mildenberger	Kaine Johann	Plainclothes Police Constable	$ 133,075.70	$ 380.64
Davis	Sharon	Staff Sergeant	$ 133,068.19	$ 1,120.86
Clarke	John	Sergeant	$ 133,047.66	$ 1,078.22
Davis	Stacey Dee	Inspector	$ 133,034.29	$ 1,109.94
Pearson	Jeffrey	Detective Sergeant	$ 133,030.44	$ 1,120.86
Kotzer	Ryan Michael	Police Constable	$ 132,981.07	$ 1,007.76
Manserra	David James	Plainclothes Police Constable	$ 132,980.51	$ 1,030.64
Isse	Abdi-Karim Omar	Police Constable	$ 132,939.37	$ 996.00
Jones	Cheryl Lindsay	Detective	$ 132,928.77	$ 1,067.56
Taborski	Angela Kelly	Police Constable	$ 132,926.11	$ 1,013.04
Howes	Christopher Paul	Training Constable	$ 132,917.55	$ 1,041.30
Worsdale	Shayne William	Police Constable	$ 132,914.43	$ 1,011.45
Sabadin	Michael Alexander	Detective	$ 132,903.59	$ 1,067.56
Urwin	Christine	Police Constable	$ 132,885.86	$ 379.08
Bell	Daniel	Detective Sergeant	$ 132,864.07	$ 470.86
Arulanandam	Gerrard Nimalan	Plainclothes Police Constable	$ 132,859.67	$ 1,041.30
Shaw	Kathleen	Detective Sergeant	$ 132,855.54	$ 1,120.86
Davey	Timothy	Detective Sergeant	$ 132,855.52	$ 470.86
Hartford	Deborah	Detective Sergeant	$ 132,855.52	$ 845.86
Lee	Nicole Denise	Staff Sergeant	$ 132,855.52	$ 720.86
Ryan	Barbara	Staff Sergeant	$ 132,855.52	$ 1,120.86
White	Catherine Marlene	Staff Sergeant	$ 132,855.52	$ 470.86
Ma	Jeffrey Hong	Police Constable	$ 132,833.12	$ 1,007.76
Facoetti	Michael Paul	Sergeant	$ 132,811.08	$ 1,078.22
Hill	Shane	Sergeant	$ 132,805.67	$ 1,078.22
Latincic	Daniel	Plainclothes Police Constable	$ 132,802.75	$ 1,008.64
Taborski	Jennifer Nicole	Plainclothes Police Constable	$ 132,801.13	$ 1,013.92
Yarde	Ryan Anton	Sergeant	$ 132,786.24	$ 1,057.16
Boulet	Scott	Detective Sergeant	$ 132,766.47	$ 1,078.22
Jaswal	Monish Singh	Plainclothes Police Constable	$ 132,763.44	$ 1,030.64
Rego	Joaquim	Police Constable	$ 132,742.58	$ 1,007.76
Ko	Terence Sing	Police Constable	$ 132,735.17	$ 1,007.76
Glennie	Evan Penner	Police Constable	$ 132,730.20	$ 996.00
Young	Paul Eliot	Sergeant	$ 132,682.97	$ 1,066.55
Sandino	Christopher Francisco	Police Constable	$ 132,677.17	$ 996.00
Lane	Micheal William	Plainclothes Police Constable	$ 132,653.37	$ 1,030.64
Maharaj	Zalina	Supervisor of Enterprise Architecture Office	$ 132,646.88	$ 442.52
McKee	Kelly Marie	Sergeant	$ 132,640.65	$ 1,067.56
Hickmott	Marcie Lynn	Detective	$ 132,634.36	$ 417.56
Somers	Craig Allan	Sergeant	$ 132,619.61	$ 1,067.56
Johnston	Brent Andrew	Detective	$ 132,615.19	$ 1,057.16
Hewko	Tamari Lynn	Plainclothes Police Constable	$ 132,614.83	$ 1,030.64
Tindall	Derek James	Plainclothes Police Constable	$ 132,613.34	$ 1,030.64
Moffat	Anthony	Police Constable	$ 132,608.27	$ 1,007.76
Smith	Hunter Wellington	Staff Sergeant	$ 132,604.41	$ 1,109.94
Wong	Philip Jin-Yu	Plainclothes Police Constable	$ 132,604.30	$ 1,025.36
Keveza	Ryan Mathew	Plainclothes Police Constable	$ 132,577.92	$ 1,030.64
Sit	Aaron Kar-Lun	Plainclothes Police Constable	$ 132,562.19	$ 1,020.39
Nalon	Tamara Darlene	Senior Operations Supervisor	$ 132,539.47	$ 1,085.12
McCann	Gary Douglas	Sergeant	$ 132,527.67	$ 1,067.56
Mac Lean	Joseph Donald	Plainclothes Police Constable	$ 132,511.87	$ 1,020.39
Krangle	Charles Forbes	Plainclothes Police Constable	$ 132,499.18	$ 1,023.60

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Serban	Ion Veronel	Information Systems Services Project Leader	$ 132,492.95	$ 442.52
Dorey	Joseph Thomas	Information Technology Customer Service Project Leader	$ 132,486.62	$ 442.52
Madill	Allan Neil	Detective	$ 132,472.38	$ 1,078.22
Ducusin	Michael Ryan	Training Constable	$ 132,448.64	$ 1,030.64
Omelko	Steven John	Police Constable	$ 132,441.00	$ 996.00
Sabadics	Kimberly Joan	Police Constable	$ 132,439.48	$ 1,029.08
Gallagher	Ian James	Police Constable	$ 132,417.60	$ 1,007.76
Garceau	Michelle Charmaine	Police Constable	$ 132,409.32	$ 996.00
Persaud	Rajendra	Plainclothes Police Constable	$ 132,364.80	$ 1,030.64
Butler	Cory Murray	Plainclothes Police Constable	$ 132,359.11	$ 1,030.64
Poulin	Martin Fabian	Sergeant	$ 132,339.17	$ 1,067.56
Morris	Peter Neil	Sergeant	$ 132,325.89	$ 1,078.22
Williams	Michael James	Staff Sergeant	$ 132,306.75	$ 1,109.94
Purches	Scott Robert	Detective	$ 132,297.42	$ 1,067.56
Russell	David Michael	Police Constable	$ 132,296.60	$ 1,007.76
Randhawa	Palvinder Singh	Plainclothes Police Constable	$ 132,251.70	$ 1,030.64
Heitzner	Robert Matthew	Detective	$ 132,233.66	$ 1,078.22
Dhaliwal	Surinderjit	Senior Technical Analyst Infrastructure	$ 132,228.90	$ 409.24
Fenton	Jason Robert	Police Constable	$ 132,223.91	$ 1,024.89
Ionta	Alessandro	Detective	$ 132,184.64	$ 1,067.56
Valledor	Alvin	Training Constable	$ 132,158.56	$ 1,041.30
Saffioti	Antonio	Police Constable	$ 132,152.57	$ 1,007.76
Jamieson	Jeffrey David	Police Constable	$ 132,149.23	$ 1,004.56
Osoba	Olusesan Osokoya	Police Constable	$ 132,125.82	$ 1,007.76
Lim	Andrew	Plainclothes Police Constable	$ 132,113.12	$ 1,030.64
Johnson	Martin Nathaniel	Plainclothes Police Constable	$ 132,101.44	$ 1,030.64
Chouryguine	Dmitry	Plainclothes Police Constable	$ 132,099.19	$ 1,030.64
Clark	Hazel Ann	Plainclothes Police Constable	$ 132,087.49	$ 1,041.30
Gillman	Sandra Michelle	Plainclothes Police Constable	$ 132,085.36	$ 1,024.58
Bennett	Brian Robert	Sergeant	$ 132,079.03	$ 1,067.56
Lanigan	Robin	Sergeant	$ 132,076.36	$ 1,078.22
Szulc	Sebastian	Police Constable	$ 132,051.09	$ 1,007.76
Lawson	Andrew Avery	Detective	$ 132,027.91	$ 1,067.97
Giannini	Antonio	Police Constable	$ 132,014.33	$ 368.42
Kerr	Jason Matthew	Police Constable	$ 131,987.09	$ 1,018.42
Mac	Ovid Ruben	Police Constable	$ 131,985.26	$ 1,018.42
Ferguson	Scott Cavanagh	Detective	$ 131,923.89	$ 7,172.01
Gris	Robert Michael	Sergeant	$ 131,915.78	$ 1,063.96
Kmieciak	John	Sergeant	$ 131,914.85	$ 1,078.22
Luchian	Eduard	Plainclothes Police Constable	$ 131,903.91	$ 1,030.64
Reitsma	Dana Elizabeth	Plainclothes Police Constable	$ 131,903.33	$ 1,021.06
Nelson	Melissa Anne	Police Constable	$ 131,895.43	$ 1,007.76
Khera	Sandeep Singh	Police Constable	$ 131,873.33	$ 1,007.76
Shin	Jay Ho	Sergeant	$ 131,856.17	$ 1,063.78
Tan	Mark Anthony	Plainclothes Police Constable	$ 131,855.85	$ 1,030.64
Langdon	Kyle Alexander	Police Constable	$ 131,845.39	$ 997.36
Lupson	Christopher Brydon	Sergeant	$ 131,841.86	$ 1,028.66
Tu	Binh Tu	Plainclothes Police Constable	$ 131,838.65	$ 1,030.64
Asselstine	Shaun David	Police Constable	$ 131,825.47	$ 1,007.76
Altobello	Domenic Joesph	Plainclothes Police Constable	$ 131,819.59	$ 1,030.64
Walker	John	Sergeant	$ 131,816.49	$ 1,078.22
Herman	Marcus	Sergeant	$ 131,816.39	$ 1,078.22
Lee	Eugene Seung	Plainclothes Police Constable	$ 131,807.23	$ 1,030.64
Romano	Robert Nicholas	Plainclothes Police Constable	$ 131,795.78	$ 1,030.64
Rozario	Conrad George	Plainclothes Police Constable	$ 131,776.74	$ 1,405.05
Farrell	Douglas James	Training Constable	$ 131,762.43	$ 1,034.33
Dizon	Jose Benedicto	Detective	$ 131,755.75	$ 1,067.56
Kachur	Damien John	Police Constable	$ 131,748.09	$ 1,007.76
Duffy	Marjorie Arleen	Sergeant	$ 131,737.41	$ 1,078.22
De Lima	David Noel	Plainclothes Police Constable	$ 131,735.42	$ 1,012.16
Fynes	Bronagh Maria	Detective	$ 131,717.17	$ 1,067.56
Knill	Graham Kenneth	Plainclothes Police Constable	$ 131,715.51	$ 1,041.30
Henry	Kim Kevin	Police Constable	$ 131,713.25	$ 1,007.76
Eyden	Aimee Jamie	Police Constable	$ 131,695.78	$ 1,007.76
Lee	Karen	Detective	$ 131,689.43	$ 1,067.56
Reid	Gregor John	Plainclothes Police Constable	$ 131,639.99	$ 1,030.64
Serrano	Matthew Antonio	Plainclothes Police Constable	$ 131,629.82	$ 1,030.64
Fairclough	Werner	Sergeant	$ 131,609.71	$ 1,065.67
Walther	Timothy John	Detective	$ 131,602.81	$ 1,057.16

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Antal	Bojan Ben	Police Constable	$ 131,589.98	$ 997.36
Teatero	Frederick Leslie	Plainclothes Police Constable	$ 131,587.54	$ 1,030.64
Scearce	Martin Kendal	Police Constable	$ 131,583.64	$ 1,007.76
Meehan	Patrick	Sergeant	$ 131,581.33	$ 829.40
Reloza	Ralph Christopher	Police Constable	$ 131,575.87	$ 997.36
Samm	Samuel Junior	Sergeant	$ 131,572.76	$ 1,078.22
Permaul	Gavin	Police Constable	$ 131,553.44	$ 1,007.76
Clark	Jamie Anderson	Sergeant	$ 131,541.47	$ 1,067.56
Kline	Stephen Robert	Plainclothes Police Constable	$ 131,529.01	$ 1,030.64
Bartlett	Daniel Alberto	Plainclothes Police Constable	$ 131,518.30	$ 1,030.64
Senyk	Janna Louise	Plainclothes Police Constable	$ 131,508.94	$ 1,030.64
McFadyen	Daniel Gordon	Detective	$ 131,508.91	$ 1,067.56
Arp	James Andrew	Police Constable	$ 131,478.95	$ 1,007.76
Anderson	Luke Jonathan	Police Constable	$ 131,466.66	$ 1,018.83
Kelly	Terence Peter	Detective Sergeant	$ 131,462.30	$ 1,109.94
Kempster	Darryl Martin	Plainclothes Police Constable	$ 131,441.02	$ 380.64
Kruczek	Piotr Pawel	Detective	$ 131,417.88	$ 1,057.16
Desloges	Thomas Armand	Police Constable	$ 131,400.70	$ 1,007.76
Lee	James	Police Constable	$ 131,383.37	$ 997.76
Fyzul	Sheik Mohamed	Police Constable	$ 131,382.14	$ 997.36
Hunt	Glen Stephen	Police Constable	$ 131,373.69	$ 1,049.09
Liu	Bruce Zhiyong	Police Constable	$ 131,369.21	$ 1,007.76
Carpino	Kelly Ann	Communications Operator	$ 131,343.87	$ 958.36
Bolton	Robert	Plainclothes Police Constable	$ 131,343.67	$ 364.76
Rose	Dawn	Sergeant	$ 131,343.51	$ 428.22
Thomas	Robert	Detective	$ 131,342.71	$ 1,078.22
Klaas	Peter	Police Constable	$ 131,277.80	$ 1,018.42
Babineau	Jared Michael	Sergeant	$ 131,262.22	$ 1,067.56
Surridge	Scott Woodrow	Police Constable	$ 131,256.69	$ 1,007.76
Devereux	Christopher Lee	Police Constable	$ 131,236.15	$ 1,018.42
Farewell	Daniel Harold	Plainclothes Police Constable	$ 131,214.70	$ 1,041.30
St Jean	Duane Marvin	Sergeant	$ 131,210.14	$ 1,059.16
Selvakumar	Thushanth	Police Constable	$ 131,181.69	$ 997.36
Mason	Donald Edward	Plainclothes Police Constable	$ 131,169.94	$ 1,010.40
Moorcroft	Christopher Robert	Training Constable	$ 131,163.14	$ 1,030.64
Chornook	Stephen	Police Constable	$ 131,154.67	$ 1,029.08
Mayers	Roger	Sergeant	$ 131,122.05	$ 1,078.22
Sartori	Pasquale Claudio	Police Constable	$ 131,092.60	$ 1,013.92
Arshad	Sheraz	Plainclothes Police Constable	$ 131,081.12	$ 1,030.64
Mann	Mandeep Singh	Inspector	$ 131,075.25	$ 459.94
MacLean	Roderick	Sergeant	$ 131,072.56	$ 1,078.22
Fraser	Spencer Robert	Plainclothes Police Constable	$ 131,067.05	$ 1,030.64
Dubeau	Meri	Assistant Manager of Talent Acquisition	$ 131,036.04	$ 997.36
Annetts	Amanda Elizabeth	Plainclothes Police Constable	$ 131,035.30	$ 1,030.64
Wilson	Timothy	Sergeant	$ 131,024.00	$ 1,078.22
Metzger	Katimarie	Plainclothes Police Constable	$ 130,982.54	$ 1,030.64
McFadyen	Brian Dennis	Police Constable	$ 130,977.04	$ 1,018.42
Wynia	Randall	Detective	$ 130,960.70	$ 1,078.22
Shi	Lei	Plainclothes Police Constable	$ 130,959.59	$ 1,012.16
Grierson	Michael	Detective Sergeant	$ 130,941.77	$ 1,078.22
Percival	Kimberly Jane	Detective	$ 130,916.16	$ 1,067.56
Moore	Steven	Sergeant	$ 130,911.72	$ 1,078.22
Trotman	Drew Alexander	Police Constable	$ 130,910.07	$ 1,007.76
Williams	Gherardt	Detective	$ 130,908.83	$ 1,078.22
Saliba	Rachel Catherine	Police Constable	$ 130,899.80	$ 1,007.76
Syrmbos	Tom Anastasios	Detective	$ 130,867.81	$ 1,067.56
Garbutt	Deborah Grace	Police Constable	$ 130,852.01	$ 1,018.83
Wright	Adam Edward	Plainclothes Police Constable	$ 130,848.05	$ 1,030.64
Mc Kenzie	Joshua Brandon	Plainclothes Police Constable	$ 130,822.21	$ 1,030.64
Yurkiw	Adam Lorne	Police Constable	$ 130,811.35	$ 1,013.04
Meredith	Craig Andrew	Plainclothes Police Constable	$ 130,790.86	$ 1,027.29
Desson	Jennifer Anne	Staff Sergeant	$ 130,777.91	$ 1,109.94
Tang	Henry	Police Constable	$ 130,741.96	$ 1,004.56
Tughan	Michael Patrick	Plainclothes Police Constable	$ 130,738.78	$ 1,030.64
Minor	Douglas Allan	Sergeant	$ 130,733.46	$ 1,078.22
Aquilina	Marcel	Police Constable	$ 130,720.64	$ 1,018.42
Lapensee	Sylvain Aurele	Sergeant	$ 130,714.25	$ 1,057.16
Pathak	Samip	Police Constable	$ 130,708.60	$ 1,013.92
Quijada-Mancia	Juan Carlos	Sergeant	$ 130,684.74	$ 1,057.16

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Prodeus	Derek Michael	Police Constable	$ 130,678.86	$ 1,006.96
Hayles	Michael Bancroft	Detective	$ 130,675.84	$ 1,067.97
Granberg	Dino	Sergeant	$ 130,644.31	$ 1,078.22
Thompson	Wesley Peter	Police Constable	$ 130,640.03	$ 986.48
Sanguinetti	Michael Joseph	Plainclothes Police Constable	$ 130,614.37	$ 1,010.40
Chen	Raymond Wei-Min	Police Constable	$ 130,602.19	$ 1,007.76
Bois	Paul Robert	Staff Sergeant	$ 130,550.98	$ 1,109.94
Keeler	Christopher Thomas	Detective	$ 130,535.12	$ 1,051.70
Karagan	Panayiotis Nickolas	Sergeant	$ 130,530.68	$ 1,067.56
Pikula	Kamil Stanislaw	Plainclothes Police Constable	$ 130,516.11	$ 1,020.08
Muirhead	James Andrew	Police Constable	$ 130,512.01	$ 1,007.76
Lalla	Lester Royson	Plainclothes Police Constable	$ 130,509.33	$ 1,030.64
Langille	Lynn	Detective	$ 130,498.53	$ 1,078.22
Xiouris	John	Plainclothes Police Constable	$ 130,497.42	$ 1,030.64
Swaine	Aaron Douglas	Plainclothes Police Constable	$ 130,483.92	$ 1,030.64
Rooney	Nigel Patrick	Plainclothes Police Constable	$ 130,483.51	$ 1,041.30
Dzelajlija	George	Police Constable	$ 130,468.81	$ 1,018.42
Sargent	Christopher Sean	Sergeant	$ 130,464.75	$ 1,078.22
Lukas	Kelly Elizabeth	Plainclothes Police Constable	$ 130,448.67	$ 1,030.64
McGahern	John Anthony	Police Constable	$ 130,444.94	$ 1,029.08
Bergen	Francis	Superintendent	$ 130,440.63	$ 5,292.90
Gordon	William Shayne	Police Constable	$ 130,426.56	$ 969.00
Lawrence	Neville Donavon	Sergeant	$ 130,426.25	$ 1,027.96
Edgar	Leslie Adam	Plainclothes Police Constable	$ 130,406.71	$ 1,041.30
Safari	Mustafa	Plainclothes Police Constable	$ 130,393.81	$ 1,013.92
Hamilton	Anthony	Plainclothes Police Constable	$ 130,376.13	$ 1,003.86
Lee	Philip Brian	Sergeant	$ 130,369.24	$ 1,074.12
Bernardo	Eduardo Madeiros	Training Constable	$ 130,347.49	$ 1,041.30
McFarquhar	Brett Harry	Staff Sergeant	$ 130,343.93	$ 1,109.94
Kurts	Lisa Crystal	Staff Sergeant	$ 130,328.90	$ 1,109.94
Arsenault	Randall Joseph	Police Constable	$ 130,300.22	$ 1,018.42
Stockfish	John Richardson	Staff Sergeant	$ 130,287.08	$ 1,109.94
Black	Christopher Marcello	Police Constable	$ 130,285.43	$ 1,007.76
Lionti	Calogero	Police Constable	$ 130,276.41	$ 1,018.42
Poulimenos	William Demetre	Police Constable	$ 130,239.29	$ 1,007.76
Coombs	Albert George	Plainclothes Police Constable	$ 130,236.02	$ 1,349.31
Hominuk	Christopher Joseph	Police Constable	$ 130,229.95	$ 385.14
Boyko	Jeremy Jeffrey	Detective	$ 130,224.37	$ 1,067.56
Katoch	Amar Singh	Police Constable	$ 130,223.65	$ 1,045.61
Garrett	Richard Fredrick	Police Constable	$ 130,211.15	$ 1,007.76
Polychronis	George	Police Constable	$ 130,206.34	$ 1,007.76
Waters	Jason Roy	Sergeant	$ 130,199.47	$ 592.56
Abdulla	Al Rahim	Senior Technical Analyst Infrastructure	$ 130,198.46	$ 409.24
Steel	Tyler Franklin	Plainclothes Police Constable	$ 130,189.35	$ 1,025.36
Butson	Jonathan William	Police Constable	$ 130,151.89	$ 962.78
Alexander	Charles Bolton	Detective	$ 130,138.56	$ 1,078.22
Heineman	Joshua Alan	Plainclothes Police Constable	$ 130,132.98	$ 1,030.64
Belza	Todd Michael	Police Constable	$ 130,130.78	$ 1,014.29
Parks II	Edward Lee	Police Constable	$ 130,118.44	$ 1,007.76
McBryde	Glen William	Staff Sergeant	$ 130,117.85	$ 610.36
Bragg	James Robert	Police Constable	$ 130,117.64	$ 1,029.08
Carter	Marva Marie	Information Systems Services Project Leader	$ 130,113.87	$ 442.52
Maunder	Jason Edward	Police Constable	$ 130,076.51	$ 1,018.42
Hodgson	Scott Joseph	Police Constable	$ 130,063.21	$ 1,007.76
Biga	Mircea Dan	Police Constable	$ 130,033.05	$ 1,007.76
Leney	Thomas Michael	Police Constable	$ 130,029.86	$ 1,007.76
Goodwin	Ralph	Sergeant	$ 130,017.96	$ 1,078.22
D'Souza	Ryan Justin	Police Constable	$ 129,966.21	$ 954.62
Subramaniam	Guberan Sara	Plainclothes Police Constable	$ 129,953.93	$ 1,019.98
Handsor	Amy Christine	Detective	$ 129,952.31	$ 1,067.56
Makarenko	Thomas Micheal	Police Constable	$ 129,924.64	$ 1,007.76
MacCheyne	Richard Douglas	Detective Sergeant	$ 129,914.65	$ 10,945.45
Sen	Tapan Kumar	Infrastructure-Quality Assess Project Leader	$ 129,908.32	$ 442.52
Uppal	Vishal	Police Constable	$ 129,908.16	$ 1,018.42
Giesche	Chad Allen	Plainclothes Police Constable	$ 129,902.79	$ 1,934.14
Cordova	Roberto	Police Constable	$ 129,900.29	$ 997.76
Griffiths	David Stewart	Police Constable	$ 129,879.48	$ 1,007.76
Windsor	Carol Mary	Sergeant	$ 129,877.72	$ 1,065.67
Bennett	Joanne	Detective Sergeant	$ 129,866.81	$ 428.22

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Garvey	Andrew Frederick	Plainclothes Police Constable	$ 129,850.13	$ 1,030.64
Jiri	George	Police Constable	$ 129,848.68	$ 1,007.76
Chiu	Magnus Ming	Police Constable	$ 129,835.93	$ 979.68
MacLean	Thomas Christopher	Training Constable	$ 129,830.82	$ 1,030.64
Lecki	Pawel Lukasz	Plainclothes Police Constable	$ 129,806.17	$ 1,013.92
Mills	Paul Terrance	Plainclothes Police Constable	$ 129,804.94	$ 1,041.30
Hans	Daljit	Sergeant	$ 129,798.82	$ 1,078.22
Minhas	Gurminder Singh	Plainclothes Police Constable	$ 129,795.99	$ 1,030.64
Wesselius	Lee Jonathan	Plainclothes Police Constable	$ 129,789.80	$ 369.98
Sunega	Brittany Ann	Police Constable	$ 129,780.71	$ 982.40
Sisk	Darren	Sergeant	$ 129,773.73	$ 1,078.22
Fister	Miran	Police Constable	$ 129,719.07	$ 1,029.08
Miles	Jeremy Oliver	Plainclothes Police Constable	$ 129,718.06	$ 1,030.64
Belanger	Daniel Joseph	Sergeant	$ 129,717.88	$ 1,078.22
Smith	Jason Sean	Plainclothes Police Constable	$ 129,712.47	$ 1,030.64
Lazzaro	Frank Anthony	Detective	$ 129,708.77	$ 1,067.56
Price	David Raymond	Police Constable	$ 129,708.68	$ 1,026.24
Leyva	Sharon Marisol	Plainclothes Police Constable	$ 129,706.87	$ 1,023.60
Vandenberg	Carolyn	Sergeant	$ 129,698.70	$ 1,078.22
Taylor	Robert Allister	Plainclothes Police Constable	$ 129,692.97	$ 1,030.64
Kotas	Artur Jacek	Sergeant	$ 129,658.14	$ 1,067.56
Morgan	Christopher	Police Constable	$ 129,650.53	$ 1,007.76
Kinghorn	Shawn Ian	Plainclothes Police Constable	$ 129,646.90	$ 1,030.64
Valles	Shehara	Detective	$ 129,639.28	$ 428.22
Smythe	Kent	Detective	$ 129,618.87	$ 1,078.22
Christian	Philip Bruce	Police Constable	$ 129,613.15	$ 1,024.48
Hrepic	Mario	Sergeant	$ 129,595.39	$ 1,078.22
Direnzo	Raymond Martin	Sergeant	$ 129,585.05	$ 1,078.22
Johnston	Charles	Sergeant	$ 129,565.95	$ 1,078.22
Stalk	Joji Kawakami	Police Constable	$ 129,558.77	$ 1,007.76
Bianchi	Daniela	Police Constable	$ 129,548.96	$ 1,027.44
Lee	Jorge	Plainclothes Police Constable	$ 129,548.15	$ 1,030.64
Jones	Michael Craig	Police Constable	$ 129,544.95	$ 1,018.42
Racette	Allan Roger	Plainclothes Police Constable	$ 129,543.15	$ 1,030.64
Sullivan	Derek Anthony	Plainclothes Police Constable	$ 129,506.52	$ 1,041.30
Taborowski	Robert Joseph	Police Constable	$ 129,499.28	$ 1,007.76
Joseph	Abey	Police Constable	$ 129,492.57	$ 357.76
Sweenie	Paul Martin	Sergeant	$ 129,490.03	$ 1,067.56
Marks	Stacey Michelle	Police Constable	$ 129,481.83	$ 1,022.72
Skinner	Kelly Simone	Detective Sergeant	$ 129,477.11	$ 1,067.56
Tsianos	Dimitrios	Detective	$ 129,466.47	$ 1,063.96
Perelli	Lee Marvin	Police Constable	$ 129,461.76	$ 1,007.76
Benson	Ian Christopher	Plainclothes Police Constable	$ 129,450.11	$ 1,018.32
James	Rita Anne	Police Constable	$ 129,447.73	$ 1,018.42
Chahal	Jeffrey Alvin	Police Constable	$ 129,432.25	$ 1,024.48
Edwicker	Alexis Grace	Detective Sergeant	$ 129,427.60	$ 1,067.56
MacKenzie	Thomas Blair	Training Constable	$ 129,417.59	$ 1,031.05
Wrong	Jason Christopher	Police Constable	$ 129,416.38	$ 1,029.08
Mann	Upkar Singh	Police Constable	$ 129,415.29	$ 1,007.76
Getty	Sean Peter	Police Constable	$ 129,412.21	$ 1,013.89
O'Leary	Edmund Joseph	Police Constable	$ 129,401.58	$ 1,007.76
Burke	Susan Joyce	Detective	$ 129,401.47	$ 1,078.22
Reimer	Eric Richard	Training Constable	$ 129,399.61	$ 1,041.30
Neath	Kevin Bradley	Plainclothes Police Constable	$ 129,396.02	$ 1,037.61
Black	Robert Richard	Plainclothes Police Constable	$ 129,378.97	$ 1,030.64
Kangas	Scott Osbourne	Plainclothes Police Constable	$ 129,378.13	$ 1,020.39
Bell	Brian Andrew	Plainclothes Police Constable	$ 129,364.31	$ 1,030.64
Wyard	Leslie Ann	Plainclothes Police Constable	$ 129,363.18	$ 1,030.64
Smith	Shannon Elizabeth	Training Constable	$ 129,354.07	$ 1,030.64
Riegert	Christopher Andrew	Training Constable	$ 129,340.68	$ 1,030.64
Kranenburg	Lori Patricia	Detective	$ 129,338.36	$ 1,057.56
Trovato	Luigi Mose	Police Constable	$ 129,335.69	$ 1,021.70
Rasmussen	Kevin William	Plainclothes Police Constable	$ 129,330.59	$ 1,030.64
Donais	Bradley James	Detective	$ 129,315.29	$ 1,067.56
Capizzo	Giuseppe Dino	Detective	$ 129,281.36	$ 1,078.22
Dalton	Shawn Thomas	Police Constable	$ 129,254.22	$ 1,007.76
Falconer	Gregory	Sergeant	$ 129,247.67	$ 1,078.22
Burkholder	Herbert	Sergeant	$ 129,202.02	$ 1,078.22
Elliott	Paul	Detective	$ 129,156.16	$ 1,078.22

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Thorne	Timothy Peter	Sergeant	$ 129,155.40	$ 1,067.56
Harris	Richard Victor	Detective Sergeant	$ 129,152.86	$ 1,067.56
Gallagher	John Ashley	Sergeant	$ 129,141.30	$ 1,039.21
De Guzman	Noel Enriquez	Sergeant	$ 129,141.22	$ 1,057.16
Miranda	Cristian Andres	Police Constable	$ 129,112.28	$ 1,020.96
Leitch	Jason	Detective	$ 129,103.66	$ 1,078.22
Kozar	Frederick Joseph	Sergeant	$ 129,103.53	$ 1,067.56
Abbas	Muhammad Waqas	Police Constable	$ 129,101.76	$ 979.68
Patrick	Colin William	Police Constable	$ 129,098.57	$ 1,007.76
Mc Keown	Sean-Brendan	Plainclothes Police Constable	$ 129,097.33	$ 1,030.64
Gray	Norman	Police Constable	$ 129,093.20	$ 1,029.08
Dale	Donald	Sergeant	$ 129,093.03	$ 1,078.22
McKenzie	Robert Sean	Detective	$ 129,086.93	$ 1,067.56
Jeeva	Asif Ali	Plainclothes Police Constable	$ 129,082.21	$ 1,020.96
McBride	Raymond Douglas	Plainclothes Police Constable	$ 129,062.86	$ 1,030.64
Ladurantaye	Brock Yves	Training Constable	$ 129,059.06	$ 1,030.64
Reed-Pyefinch	Jennifer Christine	Plainclothes Police Constable	$ 129,059.04	$ 1,030.64
Luczyk	Richard Alexander	Plainclothes Police Constable	$ 129,053.57	$ 1,030.64
Chaudhary	Nicholas	Plainclothes Police Constable	$ 129,040.54	$ 1,030.64
Smith	Brian Phillip	Police Constable	$ 129,037.00	$ 1,007.76
Lo Bianco	John Salvatore	Sergeant	$ 129,024.66	$ 1,067.56
Ryan	Clinton Derek	Training Constable	$ 129,009.87	$ 1,030.64
Regan	Gail	Detective	$ 129,003.20	$ 428.22
Landry	Joel Christian	Plainclothes Police Constable	$ 129,000.79	$ 1,030.64
Fisher	Susan	Police Constable	$ 128,998.97	$ 910.34
Dilly	Andrew Earl	Plainclothes Police Constable	$ 128,997.86	$ 1,030.64
Fonseca	Michael Remalho	Sergeant	$ 128,995.25	$ 1,056.45
Minasvand	George	Detective	$ 128,979.90	$ 1,067.56
Terzo	Adrian Jordano	Plainclothes Police Constable	$ 128,970.20	$ 1,025.36
Lavers	Manfred James	Plainclothes Police Constable	$ 128,959.97	$ 1,030.64
Corba	Erik	Police Constable	$ 128,958.16	$ 998.63
Naidoo	Graeme Clayton	Sergeant	$ 128,953.96	$ 1,067.56
Pala	Rasih San	Plainclothes Police Constable	$ 128,941.59	$ 1,030.64
Broadfoot	Alexander	Sergeant	$ 128,935.98	$ 1,078.22
Rand	Richard Theodore	Police Constable	$ 128,934.81	$ 1,037.78
Williams	Clayton	Sergeant	$ 128,932.50	$ 1,078.22
Tauro	Keith Gerard	Police Constable	$ 128,919.26	$ 813.96
Magee	Bryan Gerald	Plainclothes Police Constable	$ 128,907.03	$ 1,029.76
Vitale	Daniel Alexander	Police Constable	$ 128,896.65	$ 1,007.76
Consack	Kristian	Plainclothes Police Constable	$ 128,867.43	$ 1,030.64
Valencia	Juan Carlos	Plainclothes Police Constable	$ 128,861.51	$ 1,024.48
Rose	Douglas Grant	Sergeant	$ 128,857.18	$ 829.40
Campbell	Douglas	Sergeant	$ 128,848.30	$ 1,078.22
Zvezd 'Onkin	Volodymyr	Police Constable	$ 128,838.82	$ 1,015.68
Mozolev	Nikolay	Police Constable	$ 128,823.72	$ 1,007.76
Murnane	Melissa Katherine	Plainclothes Police Constable	$ 128,803.26	$ 1,030.64
Austin	Michael John	Police Constable	$ 128,795.01	$ 1,018.42
McKenzie	Peter Sheldon	Plainclothes Police Constable	$ 128,792.07	$ 609.56
Haines	David Paul	Sergeant	$ 128,762.66	$ 1,067.56
Chung	Yong Sul	Police Constable	$ 128,761.13	$ 1,007.76
Lembo	Maurizio	Police Constable	$ 128,758.84	$ 996.00
McBride	Keith Robert	Plainclothes Police Constable	$ 128,755.96	$ 1,030.64
MacNeil	Steven James	Plainclothes Police Constable	$ 128,750.11	$ 1,030.64
Evans	Daymon Dave	Police Constable	$ 128,739.68	$ 997.36
Kramer	Rudy James	Plainclothes Police Constable	$ 128,735.94	$ 1,011.28
Mantle	Bryan Larry	Plainclothes Police Constable	$ 128,708.99	$ 1,030.64
Dhatt	Rubinder	Sergeant	$ 128,703.57	$ 1,067.56
McIntosh	Daniel	Detective	$ 128,701.38	$ 1,078.22
Lamb	Michael Ambrose	Police Constable	$ 128,700.39	$ 997.76
Swart	Roger John	Plainclothes Police Constable	$ 128,685.13	$ 1,041.30
Winter	Jeffrey Matthew	Plainclothes Police Constable	$ 128,684.05	$ 1,030.64
Richardson	Sheila Ann	Sergeant	$ 128,682.10	$ 928.22
Strachan	James Alexander	Sergeant	$ 128,679.49	$ 1,078.22
Faisal	S M Mehedi	Police Constable	$ 128,654.17	$ 952.70
Goulah	Anthony Leo	Plainclothes Police Constable	$ 128,642.93	$ 1,034.33
Lee	Kyung Soo	Plainclothes Police Constable	$ 128,633.84	$ 1,007.76
Dhillon	Ranbir Singh	Detective	$ 128,595.22	$ 1,057.16
Cilia	John Robert	Plainclothes Police Constable	$ 128,586.59	$ 1,030.64
Brown	Matthew James	Plainclothes Police Constable	$ 128,584.10	$ 1,030.64

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Konashewych	Robert Paul	Police Constable	$ 128,575.19	$ 1,007.76
Johnson	David Edward	Detective	$ 128,569.92	$ 1,078.22
Sawyer	David Allan	Police Constable	$ 128,566.62	$ 1,008.17
Chan	Alpha Hawk-Bung	Detective	$ 128,546.78	$ 1,078.22
Gunasekara	Gangodavila	Police Constable	$ 128,546.78	$ 997.76
Yiannakakos	Christos	Police Constable	$ 128,546.40	$ 1,026.24
Galdiks	Roland Gerhard	Police Constable	$ 128,544.70	$ 1,007.76
Sloan	Christopher Stuart	Detective	$ 128,518.03	$ 1,067.56
Dhillon	Jagjit Singh	Police Constable	$ 128,512.40	$ 1,007.76
Garbas	Edward Arthur	Police Constable	$ 128,505.95	$ 910.34
Henderson	Geoffrey Paul	Police Constable	$ 128,488.08	$ 1,008.17
Macleod	Roy	Police Constable	$ 128,482.87	$ 1,007.76
Yule	Robert Christopher	Training Constable	$ 128,456.62	$ 1,051.70
Higgs	Leslie Anne	Police Constable	$ 128,435.01	$ 1,007.76
Woodhouse	Stephen	Sergeant	$ 128,431.81	$ 1,078.22
Louhikari	Renata	Detective	$ 128,416.85	$ 1,078.22
Massey	John David	Training Constable	$ 128,403.56	$ 1,041.30
Karmali	Faizal Shiraz	Sergeant	$ 128,392.63	$ 1,031.65
Henry	Drew Wesley	Plainclothes Police Constable	$ 128,387.95	$ 1,030.64
Goldsmith	Eric Charles	Detective	$ 128,387.39	$ 1,067.97
Curtis	Teresa Phyllis	Plainclothes Police Constable	$ 128,386.23	$ 1,037.61
Kerr	Samuel William	Police Constable	$ 128,345.48	$ 1,029.08
Webster	David Gregory	Detective	$ 128,342.09	$ 1,078.22
Furanna	Ryan Andrew	Plainclothes Police Constable	$ 128,329.19	$ 1,030.64
Kim	Min Chul	Police Constable	$ 128,322.21	$ 1,018.42
Hincks	Wendy Marie	Police Constable	$ 128,304.75	$ 1,009.84
Reid	Robert Charles	Plainclothes Police Constable	$ 128,278.71	$ 1,020.39
Forbes	David William	Plainclothes Police Constable	$ 128,277.77	$ 1,030.64
Hwang	Peter In-Kyu	Police Constable	$ 128,275.31	$ 997.76
Pargetter	Kevin James	Plainclothes Police Constable	$ 128,270.07	$ 1,030.64
Elvy	Conroy Jonathan	Police Constable	$ 128,263.96	$ 997.76
Fernandes	Keri Ann	Detective	$ 128,242.33	$ 1,067.56
Schofield	Glenn	Detective	$ 128,231.47	$ 1,078.22
White	Kevin Joseph	Sergeant	$ 128,202.60	$ 1,060.76
Saris	Matthew Theodore	Police Constable	$ 128,196.60	$ 964.72
Inglis	Craig Norman	Police Constable	$ 128,177.47	$ 1,007.76
Gigante	Jennifer	Communications Operator	$ 128,175.64	$ 958.36
McCarroll	Matthew James	Plainclothes Police Constable	$ 128,175.26	$ 996.00
Kahnt	Angela Christine	Detective	$ 128,174.56	$ 1,057.56
Javelosa	Jeffrey Roy	Plainclothes Police Constable	$ 128,174.35	$ 1,020.39
Tanel	Christopher Mathew	Plainclothes Police Constable	$ 128,164.39	$ 1,013.92
Sutcliffe	Darrin Herbert	Sergeant	$ 128,162.83	$ 1,078.22
Rahim	Kamal Sean	Sergeant	$ 128,144.29	$ 1,055.26
Davydova	Olga	Police Constable	$ 128,112.48	$ 1,024.48
Treusch	Jeffrey Edward	Sergeant	$ 128,100.28	$ 1,078.22
Jackson	Wesley Donald	Police Constable	$ 128,088.05	$ 997.76
Jitta	Robin Lincoln	Detective	$ 128,084.54	$ 1,067.56
Jitta	Robert Lyndon	Plainclothes Police Constable	$ 128,072.78	$ 1,041.70
Elo	Douglas Allan	Police Constable	$ 128,059.44	$ 1,007.76
Tanouye	Jason Thomas	Sergeant	$ 128,053.17	$ 1,041.86
Gillespie	Michael Patrick	Plainclothes Police Constable	$ 128,049.16	$ 1,030.64
Gavaller	Ilana Chana	Police Constable	$ 128,047.31	$ 1,007.76
Montrait	David William	Police Constable	$ 128,000.50	$ 1,007.76
Lawson	Samuel John	Police Constable	$ 127,983.11	$ 997.36
McConnell	Laura Anne	Sergeant	$ 127,980.37	$ 1,066.55
Martin	Ryan David	Police Constable	$ 127,974.64	$ 1,028.00
Weddell	Glenn Francis	Police Constable	$ 127,964.84	$ 1,017.60
Kostiuk	Michael	Police Constable	$ 127,946.64	$ 1,029.08
Bagchus	Marc Jules	Police Constable	$ 127,920.42	$ 997.36
Tanner	Clayton James	Plainclothes Police Constable	$ 127,914.22	$ 1,030.64
Nasim	Faisal	Police Constable	$ 127,904.05	$ 1,011.28
Hegarty	Natalie Monique	Detective	$ 127,903.49	$ 428.22
Court	Robyn Dee	Plainclothes Police Constable	$ 127,890.87	$ 1,030.64
Quinn	Ana Daniela Bento	Training Constable	$ 127,852.63	$ 1,023.70
Inal	Burak	Police Constable	$ 127,833.04	$ 1,007.76
Kiproff	Michael Peter	Plainclothes Police Constable	$ 127,826.95	$ 1,041.30
Ouellette	David Mark	Staff Sergeant	$ 127,826.32	$ 1,067.56
Carmichael	Stephen Francis	Sergeant	$ 127,797.74	$ 1,067.56
Cole	Jason Arthur	Sergeant	$ 127,787.92	$ 1,078.22

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Rutkowski	Jacek	Plainclothes Police Constable	$ 127,772.32	$ 1,030.64
Swift	Gregory Scott	Police Constable	$ 127,770.45	$ 1,007.76
White	Anthoney	Police Constable	$ 127,761.45	$ 870.76
Wilson	David James	Sergeant	$ 127,756.16	$ 1,042.31
Chong	Wilson Chee	Plainclothes Police Constable	$ 127,746.26	$ 861.28
Urkosky	Brian William	Detective	$ 127,742.78	$ 1,063.96
Greavette	James	Plainclothes Police Constable	$ 127,719.99	$ 1,051.70
Torrance	Steven James	Plainclothes Police Constable	$ 127,714.15	$ 1,015.68
Silva	Eloi Brum	Police Constable	$ 127,673.29	$ 1,007.76
Caccavale	Erasmo	Sergeant	$ 127,671.50	$ 1,078.22
Valerio	John	Sergeant	$ 127,662.63	$ 1,078.22
Scudds	Paul	Staff Sergeant	$ 127,652.19	$ 1,077.75
Horwood	Ryan Knight	Police Constable	$ 127,641.90	$ 1,007.76
Moore	Jeremy Andrew	Plainclothes Police Constable	$ 127,631.40	$ 1,020.39
Gerry	Matthew James	Plainclothes Police Constable	$ 127,612.85	$ 1,025.36
Osborne	Brian Otto	Police Constable	$ 127,610.99	$ 1,007.76
Auluck	Ritu	Police Constable	$ 127,587.49	$ 650.00
Lopez	Rowan Carl	Plainclothes Police Constable	$ 127,558.36	$ 1,030.64
Park	Sung Min	Police Constable	$ 127,548.54	$ 1,007.76
Burke	Christopher John	Sergeant	$ 127,534.61	$ 428.22
Bamji	Zubin Xerxes	Sergeant	$ 127,530.82	$ 1,067.56
Yuile	Brian Alexander	Sergeant	$ 127,525.63	$ 1,065.67
Zamparo	Daniel Valentino	Sergeant	$ 127,517.01	$ 1,035.52
Chin	Mark Anthony	Plainclothes Police Constable	$ 127,490.47	$ 391.30
Chu	Sheila Xiaotang	Telecom Services-Wireless Networks Project Leader	$ 127,485.44	$ 1,092.52
Mendoza	Philip Manilay	Sergeant	$ 127,484.39	$ 1,078.22
Nicol	Robert	Plainclothes Police Constable	$ 127,484.15	$ 1,351.68
McGrath	Dustin Thomas	Plainclothes Police Constable	$ 127,483.19	$ 1,007.76
Mi	Yaoming	Senior Technical Analyst Infrastructure	$ 127,440.30	$ 409.24
Choo-Wing	Dexter Michael	Plainclothes Police Constable	$ 127,440.05	$ 1,030.64
Fougere	Cory Trenton	Detective	$ 127,422.02	$ 1,057.56
Tsujimoto	Scott Michael	Police Constable	$ 127,418.30	$ 997.36
Scherk	Christopher	Sergeant	$ 127,365.32	$ 1,078.22
Falkinson	Frank	Staff Sergeant	$ 127,361.04	$ 862.20
Kuleczka	Wojciech Karol	Plainclothes Police Constable	$ 127,360.29	$ 1,033.10
Frendo-Jones	Mark Edward	Plainclothes Police Constable	$ 127,354.13	$ 1,030.64
Burritt	Stephanie	Sergeant	$ 127,341.74	$ 1,078.22
Sconza	Fernando Giovanni	Police Constable	$ 127,296.94	$ 1,029.08
Kharbar	Manpreet	Plainclothes Police Constable	$ 127,293.09	$ 1,013.92
Sun	Guangnan	Police Constable	$ 127,291.01	$ 945.10
McNabb	Edward Lynn	Police Constable	$ 127,281.88	$ 1,018.42
Payton	Howard Lewis	Sergeant	$ 127,270.32	$ 829.40
Chen	Jinn-Huei Jimmy	Plainclothes Police Constable	$ 127,267.06	$ 1,030.64
Shaw	Kempton Bernard	Plainclothes Police Constable	$ 127,258.70	$ 1,030.64
Fiedtkou	Neil Walter	Police Constable	$ 127,255.16	$ 1,007.76
McGarrity	Ronald Kenneth	Police Constable	$ 127,252.14	$ 1,007.76
Hayward	Darrell Maurice	Police Constable	$ 127,237.34	$ 1,014.73
Hong	Andrew	Police Constable	$ 127,234.19	$ 1,018.42
McKay	Scott	Detective	$ 127,226.22	$ 1,078.22
Griffin	Shain Michael	Detective	$ 127,211.68	$ 1,067.56
Kim	Samuel-Chong	Plainclothes Police Constable	$ 127,207.81	$ 1,030.64
Taylor	Michael Kenneth	Plainclothes Police Constable	$ 127,204.87	$ 1,030.64
Van Nest	Ryan Kingsley	Detective	$ 127,203.74	$ 1,064.36
Patchett	Cheryl	Police Constable	$ 127,202.67	$ 1,029.08
Ellis	Matthew Austin	Plainclothes Police Constable	$ 127,193.68	$ 1,030.64
Hayes	Shawn Earl	Police Constable	$ 127,171.86	$ 1,008.17
Da Silva	Mark Paul	Police Constable	$ 127,162.68	$ 1,007.76
Karpik	James	Police Constable	$ 127,150.42	$ 1,029.08
McClelland	Robert	Sergeant	$ 127,105.58	$ 829.40
Mohammed	Riad Jinnah	Police Constable	$ 127,091.32	$ 1,007.76
Rowlands	Eric Michael	Police Constable	$ 127,090.97	$ 1,007.76
Cheechoo	Nelson Thomas	Sergeant	$ 127,082.79	$ 1,067.56
Duncan	Peter	Detective	$ 127,053.22	$ 1,078.22
Smith	Steven	Detective	$ 127,052.31	$ 10,181.72
Nickerson	Brandon Randal	Plainclothes Police Constable	$ 127,051.86	$ 1,030.64
Lopes	Jude Alexander	Detective	$ 127,045.25	$ 1,067.56
O'Kane	Geraid David	Sergeant	$ 127,037.19	$ 917.56
Vellend Taylor	Katharine	Sergeant	$ 127,033.69	$ 1,078.22
Gardiner	Robert Scott	Detective	$ 127,009.24	$ 1,067.56

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Mrahar	Jasbir Singh	Plainclothes Police Constable	$ 127,000.03	$ 1,030.64
Moniz	Brian Melo	Operations Supervisor	$ 126,997.08	$ 972.66
Bacon	Andrew Martin	Training Constable	$ 126,989.36	$ 1,034.33
Perilli	Joseph Lee	Plainclothes Police Constable	$ 126,978.76	$ 1,030.64
MacKinnon	Richard James	Detective	$ 126,978.75	$ 9,062.39
Pinfold	Matthew George	Plainclothes Police Constable	$ 126,974.64	$ 1,030.64
Douglas	Jeffrey	Sergeant	$ 126,964.20	$ 1,078.22
Jones	Jason Neil	Police Constable	$ 126,951.78	$ 1,018.42
Cicchirillo	Giuseppe	Police Constable	$ 126,940.19	$ 1,007.76
Reinhart	Michelle Elizabeth	Police Constable	$ 126,912.66	$ 1,007.76
Worth	Kane Wilson	Sergeant	$ 126,909.28	$ 1,078.22
Whitworth	Michael Bruce	Training Constable	$ 126,908.43	$ 1,051.70
Desrochers	Roger Henri	Detective	$ 126,890.21	$ 1,067.56
Smith	Aaron Andrew	Plainclothes Police Constable	$ 126,880.41	$ 1,030.64
Gorski	Wojciech	Plainclothes Police Constable	$ 126,875.12	$ 1,024.48
Russell	Robert Glenn	Sergeant	$ 126,855.65	$ 1,067.56
Grigat	Cornelia Grace	Police Constable	$ 126,852.82	$ 1,007.76
Artinian	Peglar	Plainclothes Police Constable	$ 126,842.12	$ 1,037.61
Mnushkin	Sergey Afroyim	Sergeant	$ 126,811.60	$ 1,046.77
Carter-Thuet	Erin Leigh	Police Constable	$ 126,799.39	$ 1,054.33
Cerqua	Louie Noel	Plainclothes Police Constable	$ 126,797.27	$ 1,029.82
Robert	Christopher Paul	Police Constable	$ 126,769.22	$ 1,007.76
Rebelo	Joseph Francesco	Detective Sergeant	$ 126,766.28	$ 1,005.94
Nakhuda	Mohmed Hanif	Police Constable	$ 126,742.48	$ 1,008.17
Stibbe	Clinton Rodney	Sergeant	$ 126,740.16	$ 1,031.65
Sukman	Ido	Police Constable	$ 126,738.47	$ 1,011.28
Nei	Nicholas Shang-Lin	Sergeant	$ 126,713.40	$ 1,067.56
Pengelly	Rosemary	Plainclothes Police Constable	$ 126,708.78	$ 401.70
Rampat	Sunil	Training Constable	$ 126,693.46	$ 1,030.64
Galamiyeva	Yekaterina	Plainclothes Police Constable	$ 126,637.21	$ 1,030.64
Li	Phillip	Police Constable	$ 126,616.17	$ 1,007.76
Stevenson	Brendan Leigh	Training Constable	$ 126,614.88	$ 1,030.64
Wallace	Alexander Matthew	Plainclothes Police Constable	$ 126,610.46	$ 1,030.64
Strilec	Kirk Wayne	Plainclothes Police Constable	$ 126,589.66	$ 1,030.64
Ahmad	Syed Omar	Police Constable	$ 126,579.92	$ 1,018.42
MacKrell	Paul	Detective	$ 126,571.21	$ 428.22
Janeczko	Daniel Marcin	Police Constable	$ 126,563.43	$ 1,013.04
Alfred	Godwin Rajasing	Police Constable	$ 126,538.50	$ 997.36
Medeiros	Andy	Plainclothes Police Constable	$ 126,516.30	$ 1,041.30
Flis	Candice Lynn	Sergeant	$ 126,498.28	$ 1,078.22
Turnbull	James Nicholas	Plainclothes Police Constable	$ 126,493.62	$ 375.36
Boucher	Robert Daniel	Detective Sergeant	$ 126,474.31	$ 1,078.22
Taylor	Edward Wainwright	Police Constable	$ 126,466.46	$ 1,018.42
Glowa	Jan Zbigniew	Training Constable	$ 126,466.28	$ 1,021.84
Rodeghiero	Robert James	Detective	$ 126,458.53	$ 1,067.56
Lee	Steven Mintek	Police Constable	$ 126,456.40	$ 1,007.76
Eagleson-Madden	Lisa Christine	Sergeant	$ 126,450.92	$ 1,078.22
Charles	Simbert	Plainclothes Police Constable	$ 126,445.33	$ 1,013.92
Chiasson	Marcel Andre	Detective	$ 126,432.67	$ 1,078.22
Oliveira	Gilberto Vieira	Police Constable	$ 126,406.92	$ 997.36
Hall	Alvin Dalton	Sergeant	$ 126,392.51	$ 1,078.22
Sharpe	Michael Conrad	Sergeant	$ 126,391.11	$ 1,067.56
Pischedda	Mark Stephen	Plainclothes Police Constable	$ 126,389.83	$ 1,030.64
Sutherland	Brian Arthur	Police Constable	$ 126,365.65	$ 1,007.76
Crilly	John James	Detective	$ 126,357.43	$ 1,067.56
Lee	Charles Jae-Wook	Detective	$ 126,335.16	$ 1,067.56
Mobbs	Christopher Andrew	Plainclothes Police Constable	$ 126,333.61	$ 1,020.08
Foley	Katharine Mariam	Police Constable	$ 126,311.55	$ 1,024.48
Olsen	Frank	Detective	$ 126,307.91	$ 1,078.22
Laroche	Winston	Sergeant	$ 126,292.69	$ 428.22
Campbell	Murray Smeaton	Sergeant	$ 126,292.53	$ 1,069.61
Bresse	Jean	Police Constable	$ 126,277.74	$ 1,007.76
Van Nest	Jesse Clarkson	Staff Sergeant	$ 126,275.04	$ 1,067.56
Reise	Ronald Gordon	Police Constable	$ 126,265.03	$ 1,007.76
McLaughlin	Ian	Sergeant	$ 126,256.42	$ 580.58
Lima	Rodney James	Sergeant	$ 126,223.03	$ 1,067.56
Briggs	Colin David	Police Constable	$ 126,214.84	$ 996.00
Melanson	James Allen	Senior Operations Supervisor	$ 126,204.76	$ 1,088.88
Desrochers	Jerome Jeremy	Police Constable	$ 126,192.71	$ 1,018.42

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Washington	Katharine Ann	Detective	$ 126,187.88	$ 1,078.22
Bates	Timothy Brian	Detective	$ 126,187.76	$ 1,078.22
Lyon	Robert Kirk	Sergeant	$ 126,183.95	$ 1,078.22
Dubreuil	Jean	Sergeant	$ 126,165.32	$ 1,078.22
Kerr	Christopher George	Police Constable	$ 126,147.64	$ 1,007.76
Fraracci	Gregory Robert	Police Constable	$ 126,146.44	$ 347.36
Fitkin	Christopher Allan	Sergeant	$ 126,126.52	$ 754.43
Hatch	Diana Louise	Sergeant	$ 126,118.40	$ 1,078.22
Reimer	Thomas Arthur	Detective	$ 126,095.49	$ 1,057.16
Jacobs	Sheldon Alexander	Police Constable	$ 126,094.37	$ 1,014.73
Gundert	Robert Andrew	Police Constable	$ 126,087.90	$ 1,014.80
Moosvi	Syed	Sergeant	$ 126,082.28	$ 1,055.54
Di Poce	Julia Celeste	Plainclothes Police Constable	$ 126,067.47	$ 1,030.64
Miller	Prince Charles	Police Constable	$ 126,038.08	$ 1,024.48
Hum	Jeffery Ron	Police Constable	$ 126,031.24	$ 997.76
Damani	Zahir	Project Leader	$ 126,027.82	$ 442.52
Maningas	Isaac Jason	Police Constable	$ 126,015.79	$ 997.36
Tam	Chi-Tak	Police Constable	$ 126,013.06	$ 1,007.76
Yong	Brian Paul	Police Constable	$ 126,010.27	$ 1,018.42
Beattie	Christopher Dennis	Sergeant	$ 126,001.95	$ 1,067.56
Tynkaluk	Dean Allan	Sergeant	$ 126,000.25	$ 1,078.22
Monk	Christopher Dwaine	Plainclothes Police Constable	$ 125,995.82	$ 1,041.30
Berg	Michael Andrew	Sergeant	$ 125,994.86	$ 1,057.16
Thompson	Elsie Tina	Supervisor of System Software & Hardware	$ 125,987.60	$ 442.52
Gallo	Daniel	Plainclothes Police Constable	$ 125,972.64	$ 1,257.39
Graham	Kevin Joseph	Police Constable	$ 125,972.10	$ 1,007.76
D'Antonio	Remo	Detective	$ 125,961.16	$ 1,067.56
Rambharack	Neil	Detective	$ 125,955.65	$ 417.56
Lakey	Wayne	Sergeant	$ 125,952.32	$ 1,078.22
Zhou	Ye	Infrastructure Architect	$ 125,950.84	$ 442.52
Andrews	Brian Paul	Training Constable	$ 125,943.32	$ 1,041.30
Tint	Julie Christine	Sergeant	$ 125,937.23	$ 1,078.22
Hempen	George Johannes	Police Constable	$ 125,931.99	$ 1,007.76
Arias Vernal	Maria Paz	Police Constable	$ 125,919.61	$ 949.00
Tremblay	Andrew Justin	Police Constable	$ 125,906.41	$ 1,007.76
Evans	Julie Marie	Sergeant	$ 125,903.43	$ 1,057.56
Rawluk	Roy	Plainclothes Police Constable	$ 125,894.86	$ 1,051.70
Theriault	John	Detective	$ 125,859.72	$ 1,078.22
Fullard	Jonathan James	Police Constable	$ 125,859.13	$ 976.96
Brito	Sergio Agostinho	Plainclothes Police Constable	$ 125,849.90	$ 1,025.36
Hicks	Joey Reuben	Training Constable	$ 125,847.98	$ 1,030.64
Fazeli	Alan Alireza	Detective Sergeant	$ 125,847.83	$ 407.16
Benevides	Richard Ferreira	Plainclothes Police Constable	$ 125,842.71	$ 1,025.36
Dolenc	Brenda Lynn	Police Constable	$ 125,831.39	$ 1,007.76
Vandervoort	Belinda	Plainclothes Police Constable	$ 125,828.88	$ 380.64
Tedford	Steven Thomas	Staff Sergeant	$ 125,821.11	$ 1,078.22
Gooding	Joanne Michele	Assistant Manager of Wellness	$ 125,814.97	$ 1,196.00
Purvis	David Frederick	Police Constable	$ 125,808.34	$ 1,007.76
Hales	Keith John	Police Constable	$ 125,806.76	$ 1,018.42
Raney	Andrew	Sergeant	$ 125,795.94	$ 1,078.22
Marshall	Shawn Tobin	Detective	$ 125,791.81	$ 1,067.56
Pigram	Andrew John	Police Constable	$ 125,787.39	$ 1,007.76
Febbo	Oliver	Sergeant	$ 125,785.70	$ 1,078.22
Repa	Mark Anthony	Detective	$ 125,780.93	$ 1,067.56
Manherz	Joel Nicholas	Plainclothes Police Constable	$ 125,778.17	$ 1,041.30
Webb	Kelli Denise	Police Constable	$ 125,774.40	$ 1,007.76
Parliament	Gregory James	Sergeant	$ 125,764.45	$ 1,062.06
Shin	Harold	Police Constable	$ 125,729.46	$ 1,007.76
Emptage	Matthew James	Plainclothes Police Constable	$ 125,726.57	$ 1,010.40
Neadles	Kyle Stephen	Police Constable	$ 125,722.62	$ 997.36
Dhingra	Rajeev	Police Constable	$ 125,720.74	$ 1,007.76
Lynch	Erinn Andrea	Detective	$ 125,715.17	$ 1,057.16
Drapack	Ryan Joseph	Sergeant	$ 125,711.22	$ 1,067.56
Hammond	Andrew William	Plainclothes Police Constable	$ 125,691.47	$ 1,030.64
Zhorak	Volodymyr	Police Constable	$ 125,666.05	$ 996.00
D'Ornellas	Mark Christopher	Plainclothes Police Constable	$ 125,649.75	$ 1,041.30
Cohen	Melissa Kelly	Police Constable	$ 125,649.06	$ 1,007.76
Cooper	Christopher Robert	Police Constable	$ 125,641.70	$ 1,007.76
Bartlett	Jason Mitchell	Sergeant	$ 125,634.12	$ 1,057.16

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Patel	Rajeshkumar	Detective	$ 125,625.96	$ 1,057.16
Sharma	Atul	Police Constable	$ 125,619.10	$ 1,007.76
Taafe	Kim	Plainclothes Police Constable	$ 125,617.89	$ 996.00
Khan	Wahid	Police Constable	$ 125,609.93	$ 1,007.76
Caunter	BenjaminThomas	Police Constable	$ 125,605.79	$ 1,008.17
Galapon	Wendell Ian	Training Constable	$ 125,580.76	$ 1,022.72
McCutcheon	Douglas	Detective	$ 125,568.18	$ 428.22
Ross	Keith	Plainclothes Police Constable	$ 125,558.65	$ 1,046.48
Stone	Christopher	Training Constable	$ 125,535.28	$ 1,051.70
Leslie	Hamil Theodore	Sergeant	$ 125,530.48	$ 1,063.96
Jackson	Wayne Neil	Detective	$ 125,526.52	$ 1,067.97
Pinchak	Wasyl	Enterprise Architecture Project Leader	$ 125,521.85	$ 442.52
Morrison	Melissa Mary	Plainclothes Police Constable	$ 125,496.56	$ 1,030.64
Dempster	Jonathan Nicholas	Police Constable	$ 125,482.48	$ 997.36
Sandberg	Rise Anne	Senior Operations Supervisor	$ 125,478.41	$ 435.12
Goddard	Glenn Patrick	Police Constable	$ 125,465.26	$ 1,018.42
Moureau	Julie Soline	Police Constable	$ 125,463.93	$ 1,007.76
Petrakis	Michael	Sergeant	$ 125,452.55	$ 1,028.66
Ma	Seung Wook	Police Constable	$ 125,452.12	$ 357.76
Klunder	Gerard William	Sergeant	$ 125,447.33	$ 1,067.56
Zeppieri	Justin Peter	Plainclothes Police Constable	$ 125,430.86	$ 1,013.04
Rourke	Emerald Kelly	Police Constable	$ 125,427.88	$ 1,028.10
McCullough	Kristal Kashmir	Plainclothes Police Constable	$ 125,420.67	$ 1,030.64
Service	Quado	Police Constable	$ 125,390.68	$ 1,000.96
Boward	Mario Malcolm	Plainclothes Police Constable	$ 125,379.85	$ 1,000.35
Knighton	Jason Richard	Police Constable	$ 125,367.81	$ 1,007.76
McInnis	Jessica Michelle	Sergeant	$ 125,350.93	$ 1,067.56
Garcia	Nandino	Plainclothes Police Constable	$ 125,345.91	$ 1,020.39
Baiati	Tash Amir	Police Constable	$ 125,303.44	$ 1,007.76
Greto	Alessandro Giuseppe	Police Constable	$ 125,302.96	$ 1,029.08
Loucks	Corina Michelle	Detective	$ 125,289.61	$ 1,067.56
Kim	Judy Mi-Yae	Plainclothes Police Constable	$ 125,289.24	$ 1,022.72
Butt	Amir	Police Constable	$ 125,279.40	$ 1,007.76
McCarthy	Kristopher Ryan	Sergeant	$ 125,276.69	$ 1,067.56
Piraisoody	Balakumaran	Plainclothes Police Constable	$ 125,275.78	$ 1,013.92
Mostowski	Marek	Plainclothes Police Constable	$ 125,274.76	$ 1,030.63
Yin	Jie	Information Security Architect	$ 125,261.60	$ 442.52
Saltmarsh	Sean Ryan	Police Constable	$ 125,256.94	$ 1,007.76
Vandekerckhove	Darrell Andrew	Sergeant	$ 125,252.28	$ 1,057.16
Karras	Stella Stauroula	Detective	$ 125,247.95	$ 1,067.56
Zaffino	Franco Antonio	Plainclothes Police Constable	$ 125,240.16	$ 1,030.64
Stein	Warren Mark	Sergeant	$ 125,234.19	$ 1,067.56
Leece	Gordon William	Sergeant	$ 125,196.04	$ 1,057.56
Chollet	Julie	Information Security Officer	$ 125,185.85	$ 1,054.88
Lashley	Troy Noel	Police Constable	$ 125,181.03	$ 1,018.42
Wallace	Robert Boyd	Detective	$ 125,177.51	$ 1,057.16
Hawco	Bernard Thomas	Sergeant	$ 125,175.47	$ 1,078.22
Chung	Sinderela Sun-Mi	Police Constable	$ 125,173.82	$ 1,013.92
Cutting	Micheal Andrew	Police Constable	$ 125,160.62	$ 997.36
Juma	Michael Onyango	Police Constable	$ 125,144.62	$ 1,007.76
Hoeller	Christopher Alexander	Plainclothes Police Constable	$ 125,125.19	$ 1,030.64
Main	Joel Nathan	Police Constable	$ 125,113.58	$ 997.76
McConnery	Kurtis William	Police Constable	$ 125,103.00	$ 997.36
Harris	Kimberley Ann	Detective	$ 125,100.27	$ 417.56
Taylor	Waveney Patsy	Sergeant	$ 125,094.02	$ 1,039.21
Bopara	Gurwinder	Detective	$ 125,092.90	$ 1,078.22
Sager	Lawrence	Sergeant	$ 125,090.21	$ 1,078.22
Morrison	Michael Robert	Detective	$ 125,077.47	$ 1,076.99
Saeed	Kamran Mansoor	Sergeant	$ 125,042.09	$ 1,057.16
Ladurantaye	Ryan Nicholas	Police Constable	$ 125,008.61	$ 1,007.76
Sidhu	Ajeet Singh	Police Constable	$ 125,000.19	$ 1,007.33
Kesic	Zeljko	Police Constable	$ 124,996.52	$ 1,015.14
Bentley	Christopher John	Plainclothes Police Constable	$ 124,987.99	$ 1,034.33
Drummond	Wendy Elizabeth	Sergeant	$ 124,978.07	$ 1,078.22
Haffejee	Fazal Mohammed	Plainclothes Police Constable	$ 124,972.82	$ 1,041.30
Ducie	Curtis Wayne	Detective	$ 124,963.62	$ 1,063.96
MacKinnon	Randy Charles	Police Constable	$ 124,961.03	$ 1,007.76
Sidhu	Ajay Singh	Sergeant	$ 124,943.65	$ 1,057.16
Hall	Rachel Louise	Police Constable	$ 124,938.49	$ 997.36

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Battaglia	Salvatore	Police Constable	$ 124,926.10	$ 351.71
Pais	Scharnil Valerian	Police Constable	$ 124,908.70	$ 1,007.76
Hayes	Roy Edward	Plainclothes Police Constable	$ 124,894.13	$ 401.70
Joseph	Marc Anthony	Police Constable	$ 124,880.78	$ 997.76
Ross	Cameron Stephen	Plainclothes Police Constable	$ 124,870.82	$ 1,030.64
Glancy	David	Police Constable	$ 124,866.06	$ 1,029.08
Simoes	Rui	Police Constable	$ 124,849.18	$ 1,007.76
Prosavich	Paula Anne	Detective Sergeant	$ 124,846.02	$ 417.56
Collins	Christopher Patrick	Police Constable	$ 124,839.60	$ 1,014.32
Chiasson	Dany	Police Constable	$ 124,836.15	$ 1,018.42
Hart	Peter Charles	Sergeant	$ 124,833.23	$ 1,055.12
Johnston	Andrew Michael	Plainclothes Police Constable	$ 124,823.05	$ 1,016.56
Dhruv	Glenn	Police Constable	$ 124,818.27	$ 1,018.42
Brevetti	Nicole	Plainclothes Police Constable	$ 124,804.37	$ 996.00
Jenkins	Allen	Sergeant	$ 124,803.80	$ 428.22
Goss	Jason James	Police Constable	$ 124,790.93	$ 1,018.42
Rogucki	Roman Thomas	Police Constable	$ 124,780.50	$ 1,018.42
Brown	Sven Pierre	Police Constable	$ 124,771.93	$ 996.00
Brettell	Tyler Douglas	Police Constable	$ 124,768.45	$ 997.36
Rooney	Trevor Michael	Sergeant	$ 124,765.27	$ 1,067.56
Lyon	Natalie Linda	Police Constable	$ 124,761.36	$ 1,018.42
Watson	O'Neil Constant	Plainclothes Police Constable	$ 124,760.10	$ 1,023.67
Eldridge	Reginald	Sergeant	$ 124,754.30	$ 1,078.22
Sawyer	Amy	Plainclothes Police Constable	$ 124,751.56	$ 1,030.64
Dagonas	Andrea Helen	Plainclothes Police Constable	$ 124,747.08	$ 1,030.64
Roberts	Angela Patricia	Detective	$ 124,739.06	$ 1,057.16
Simas	Sergio	Plainclothes Police Constable	$ 124,736.78	$ 1,030.64
Barr	Janet Andrea	Police Constable	$ 124,735.91	$ 1,007.76
Gilchrist	Nolan William	Training Constable	$ 124,731.90	$ 1,030.64
Spriggs	Brett Harold	Plainclothes Police Constable	$ 124,717.29	$ 1,041.70
Grant	Patricia Ann	Detective	$ 124,687.73	$ 1,067.56
Spratt	Scott Edward	Detective Sergeant	$ 124,680.10	$ 948.42
Sikorski	Peter	Police Constable	$ 124,669.73	$ 997.36
Lindell	Kurtis Lawrence	Sergeant	$ 124,669.52	$ 1,055.26
Kathiravelu	Kajamuganathan	Sergeant	$ 124,667.31	$ 1,057.16
Singer	Aman Shawn	Plainclothes Police Constable	$ 124,653.11	$ 1,030.64
Slater	Richard Scott	Police Constable	$ 124,649.59	$ 1,007.76
Dunbar	Everett Clair	Plainclothes Police Constable	$ 124,645.43	$ 1,030.64
MacIsaac	James Alexander	Sergeant	$ 124,639.01	$ 1,067.56
Binns	Michael Douglas	Police Constable	$ 124,631.67	$ 1,029.08
De Medeiros	Sherry Maria	Plainclothes Police Constable	$ 124,627.56	$ 1,041.30
Cook	Anthony Douglas	Training Constable	$ 124,623.37	$ 1,030.64
Draheim	Rodney Alfred-Werner	Police Constable	$ 124,621.13	$ 1,018.42
Drake	Kevin Christopher	Plainclothes Police Constable	$ 124,606.34	$ 1,041.30
Pop	Ian	Plainclothes Police Constable	$ 124,603.81	$ 1,051.70
Steele	Matthew James	Police Constable	$ 124,594.41	$ 1,007.76
Bowmaster	Michael Glen	Detective	$ 124,592.39	$ 1,067.56
Jovanovich	Deanna Sylvia	Police Constable	$ 124,585.45	$ 1,007.76
Chapman	Mark	Detective	$ 124,571.20	$ 1,078.22
Sinclair	Phillip Noel	Sergeant	$ 124,570.59	$ 1,067.56
Pisani	Paul Lee	Plainclothes Police Constable	$ 124,556.60	$ 1,030.64
Vuong	Tommy	Plainclothes Police Constable	$ 124,546.98	$ 1,030.64
Li	Ming To	Police Constable	$ 124,546.51	$ 347.36
Homiak	Mark John	Plainclothes Police Constable	$ 124,540.10	$ 1,020.39
Balazs	Zsofia Orsolya	Police Constable	$ 124,532.26	$ 997.36
Moore	Scott William	Detective	$ 124,531.58	$ 1,067.56
Smith	John Gray	Plainclothes Police Constable	$ 124,524.77	$ 1,030.64
Lyden	Jessica Lee	Plainclothes Police Constable	$ 124,515.78	$ 996.00
Witt	Katarzyna Maria	Police Constable	$ 124,495.86	$ 997.76
Liska	David Victor	Sergeant	$ 124,468.52	$ 1,067.56
Kozak	David William	Detective	$ 124,457.08	$ 1,057.16
Gallant	Denise	Detective	$ 124,452.34	$ 428.22
Misterowicz	Richard John	Sergeant	$ 124,447.63	$ 1,067.56
Balice	Victoria Natalie	Plainclothes Police Constable	$ 124,441.54	$ 373.74
Browne	Gregory Stuart	Plainclothes Police Constable	$ 124,438.15	$ 1,024.48
Bernobic	Kevin	Police Constable	$ 124,432.46	$ 1,007.76
Souhleris	Nicolas	Police Constable	$ 124,428.58	$ 1,007.76
Warman	Richard Edgar	Police Constable	$ 124,426.66	$ 1,018.42
Geborski	Piotr	Police Constable	$ 124,391.34	$ 997.36

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Pablo	Glen Patrick	Police Constable	$ 124,326.56	$ 1,007.76
Leung	Sheung	Sergeant	$ 124,313.33	$ 1,078.22
Dhugha	Sarbjeet Kaur	Detective	$ 124,313.29	$ 1,067.56
Glasgow	Justin Joseph	Sergeant	$ 124,305.40	$ 1,067.56
Collin	Jonathan David	Staff Sergeant	$ 124,300.52	$ 1,057.16
Armstrong	Frederick Shane	Sergeant	$ 124,295.72	$ 1,027.96
Clark	Corinne	Sergeant	$ 124,291.81	$ 428.22
Tsang	Jason Paul	Police Constable	$ 124,290.06	$ 997.36
Kranjac	Joseph Anthony	Sergeant	$ 124,288.41	$ 1,067.56
Burns	Jonathon Paul	Plainclothes Police Constable	$ 124,285.56	$ 1,020.39
Stacey	Brian	Plainclothes Police Constable	$ 124,277.45	$ 1,051.70
Tulli	Kevin William	Plainclothes Police Constable	$ 124,264.16	$ 1,030.64
Court	Andrew James	Plainclothes Police Constable	$ 124,260.79	$ 380.64
Genovy	Shaun	Detective	$ 124,242.26	$ 1,078.22
Mathers	Sean Andrew	Plainclothes Police Constable	$ 124,228.26	$ 1,030.64
Alvarez	Jorge David	Police Constable	$ 124,226.26	$ 1,018.42
Baird	Mark Andrew	Plainclothes Police Constable	$ 124,222.58	$ 1,023.60
Ollos	Sandor Ernest	Police Constable	$ 124,210.17	$ 1,014.73
Ferry	Michael Bernard	Sergeant	$ 124,204.85	$ 1,078.22
Dick	Michael David	Plainclothes Police Constable	$ 124,149.01	$ 1,030.64
Burgin	Michael Brian	Plainclothes Police Constable	$ 124,137.70	$ 1,030.64
Hubbard	John Alexander	Police Constable	$ 124,132.35	$ 1,024.48
McCord	Tanya Lachlan	Detective	$ 124,118.37	$ 832.16
Reid	Waverley Elaine	Detective	$ 124,117.53	$ 829.40
Sadler	Caitlin Alexa	Communications Operator	$ 124,109.02	$ 958.36
Davy	Brian Cameron	Police Constable	$ 124,083.72	$ 997.76
White	Clayton Thomas	Sergeant	$ 124,079.85	$ 1,050.39
Foster	Anthony Joseph	Police Constable	$ 124,075.55	$ 1,014.73
MacPherson	Michael Zane	Plainclothes Police Constable	$ 124,072.95	$ 1,036.02
Mailer	Steven	Plainclothes Police Constable	$ 124,072.68	$ 1,041.30
Yung	Stephen Kienmun	Training Constable	$ 124,072.10	$ 1,030.64
Lemieux	Christine	Police Constable	$ 124,063.45	$ 200.00
Macias	Antonio Delgado	Sergeant	$ 124,059.27	$ 1,078.22
Chambers	Wilfred Ignatius	Police Constable	$ 124,058.44	$ 1,000.16
Payne	Gregory James	Police Constable	$ 124,054.88	$ 997.36
Thomas	Kristin Marie	Plainclothes Police Constable	$ 124,051.56	$ 1,041.30
Domenchuk	Andrea Marie	Police Constable	$ 124,043.53	$ 1,007.76
McDonald	Jesse Jonathon	Plainclothes Police Constable	$ 124,036.78	$ 1,019.98
Dodds	Leslie Graham	Plainclothes Police Constable	$ 124,031.03	$ 1,030.64
Braganza	Ryan Francis	Plainclothes Police Constable	$ 124,028.79	$ 1,030.64
Stavrakis	Jimmy	Training Constable	$ 124,008.52	$ 1,046.10
Leary	Derek William	Training Constable	$ 124,003.12	$ 1,030.64
Grande	Pietro	Police Constable	$ 123,992.94	$ 867.48
Gregory	Sandra	Sergeant	$ 123,992.34	$ 728.22
Micallef	Mark Anthony	Plainclothes Police Constable	$ 123,984.73	$ 1,029.82
Miller	Shane Christopher	Detective	$ 123,971.07	$ 1,067.56
Sidhu	Sukhvinder Singh	Sergeant	$ 123,970.77	$ 1,067.56
Riggs	Brian Christopher	Plainclothes Police Constable	$ 123,969.34	$ 1,041.30
Chen	Stephen Ning	Police Constable	$ 123,962.64	$ 1,029.08
Payne	Karl Scott	Detective	$ 123,958.84	$ 1,078.22
Lee	Jason Michael	Plainclothes Police Constable	$ 123,958.23	$ 1,026.95
Wardle	Roland	Sergeant	$ 123,957.34	$ 428.22
Leonard	Monika Joanna	Police Constable	$ 123,953.79	$ 997.76
Youroukos	Jonathan Nicholas	Plainclothes Police Constable	$ 123,952.34	$ 1,030.64
Kapp	Justin Matthew	Police Constable	$ 123,946.18	$ 997.36
Douglas	Barbara Ann	Detective	$ 123,945.61	$ 1,078.22
Panesar	Sarabhjeet Singh	Plainclothes Police Constable	$ 123,939.12	$ 1,030.64
Boyce	Andrew Ryan	Training Constable	$ 123,936.83	$ 1,030.64
Vruna	Maria	Detective	$ 123,912.11	$ 1,078.22
Townley	Darren	Sergeant	$ 123,905.67	$ 1,078.22
Hung	Julia Anne	Plainclothes Police Constable	$ 123,896.70	$ 1,020.96
Lam	Ken Raymond	Police Constable	$ 123,892.72	$ 997.76
Regan	Paul Francis	Police Constable	$ 123,892.29	$ 1,007.76
Birtles	Stephen	Training Constable	$ 123,885.78	$ 1,031.69
Laws	Christopher Bradley	Police Constable	$ 123,882.01	$ 1,029.08
Sivanathan	Ushanker	Police Constable	$ 123,879.85	$ 997.36
Harding	Jeffrey Anthony	Plainclothes Police Constable	$ 123,870.16	$ 1,030.64
Corra	Dale	Sergeant	$ 123,870.02	$ 428.22
Tamber	Moe	Police Constable	$ 123,869.93	$ 1,018.42

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Bassett	Kurt Andrew	Police Constable	$ 123,864.95	$ 1,007.76
Scozzafava	Anthony	Plainclothes Police Constable	$ 123,857.47	$ 997.36
Grammatikos	Michael George	Plainclothes Police Constable	$ 123,822.12	$ 1,037.61
Ferris	Lisa	Sergeant	$ 123,815.92	$ 1,078.22
Yousufi	Abdullah	Drafting Technician Forensic Identification Services	$ 123,798.62	$ 1,027.52
Berry	Stephen Roger	Detective	$ 123,797.62	$ 1,057.16
Morrison	Michelle Yvette	Police Constable	$ 123,797.07	$ 1,029.08
Pilon	Jay Patrick	Police Constable	$ 123,792.67	$ 1,024.48
Gottschling	Ronald Edmund	Police Constable	$ 123,783.40	$ 1,018.42
Ramsbottom	Christopher William	Police Constable	$ 123,769.19	$ 1,007.76
Arbus	Paul William	Plainclothes Police Constable	$ 123,757.10	$ 380.64
Martell	Brian	Detective	$ 123,747.64	$ 1,078.22
Gardner	Ronald Franklin	Sergeant	$ 123,745.97	$ 1,067.56
Plunkett	Patrick John	Detective	$ 123,743.23	$ 1,067.56
Paul	Mohit	Police Constable	$ 123,728.02	$ 1,007.76
Hofland	Matthew Robert	Sergeant	$ 123,721.26	$ 1,067.56
Sievers	John	Sergeant	$ 123,719.19	$ 1,078.22
Sorgo	Roy	Detective	$ 123,711.33	$ 1,078.22
Bronilla	Recaredo Santos	Police Constable	$ 123,705.95	$ 982.40
Dyke	Geoffrey Thomas	Training Constable	$ 123,684.20	$ 1,041.30
Hembruff	Eric John	Sergeant	$ 123,677.04	$ 1,067.56
Yee	Ian	Training Constable	$ 123,671.07	$ 1,036.79
Boltyansky	Gregory	Police Constable	$ 123,668.72	$ 932.76
Vander Meer	Elena Nicole	Police Constable	$ 123,664.58	$ 1,018.42
Grewal	Amanpreet Singh	Police Constable	$ 123,636.74	$ 1,007.76
Shortt	Daniel Ronald	Plainclothes Police Constable	$ 123,635.21	$ 1,020.39
Armstrong	Karen	Police Constable	$ 123,633.03	$ 1,007.76
Shulga	John	Police Constable	$ 123,631.33	$ 989.50
Menard	John Phillip	Detective	$ 123,624.34	$ 1,067.56
Johnston	Tricia Marlene	Sergeant	$ 123,620.15	$ 1,067.97
Nicholson	Leonard Bruce	Sergeant	$ 123,606.29	$ 1,067.56
Hansen	Peter	Plainclothes Police Constable	$ 123,592.22	$ 1,031.62
Norman	Darryl James	Police Constable	$ 123,591.44	$ 1,024.48
Marshall	Kimball Segundo	Plainclothes Police Constable	$ 123,589.69	$ 1,030.64
Rose	Jonathan David	Sergeant	$ 123,568.68	$ 1,067.56
Harrison	Sean Michael	Police Constable	$ 123,550.04	$ 379.08
So	Alan Ying	Police Constable	$ 123,545.52	$ 997.36
Aheer	Jagjit Kumar	Plainclothes Police Constable	$ 123,540.04	$ 977.93
Kingra	Jaanpal Singh	Police Constable	$ 123,527.62	$ 1,007.76
Figlarz	Radoslaw	Plainclothes Police Constable	$ 123,525.27	$ 1,022.72
Brown	Robert Arthur	Sergeant	$ 123,502.91	$ 1,057.16
Westerhoff	David James	Plainclothes Police Constable	$ 123,489.27	$ 1,022.72
Proctor	Kelly Sean	Police Constable	$ 123,472.25	$ 1,007.76
Robertson	Michael Henry	Police Constable	$ 123,453.29	$ 1,007.76
Ho	Matthew Wei-En	Police Constable	$ 123,433.06	$ 1,007.76
Da Silva	Brian	Police Constable	$ 123,430.75	$ 1,007.76
Oliveira	Dora Cristina	Sergeant	$ 123,427.08	$ 1,036.26
Dhukai	Esmail Abdulkarim	Police Constable	$ 123,409.15	$ 374.58
Romano	Anthony Stefano	Police Constable	$ 123,396.82	$ 1,007.76
Salihu	Kastriot	Police Constable	$ 123,390.25	$ 1,024.48
Gray	Robert	Sergeant	$ 123,388.71	$ 428.22
Morris	Harold	Sergeant	$ 123,379.52	$ 1,078.22
Coutts	Sean Gordon	Plainclothes Police Constable	$ 123,379.24	$ 1,030.64
Hopkins	Jeffrey David	Detective	$ 123,371.33	$ 1,067.56
Zeljkovic	Edin	Police Constable	$ 123,369.46	$ 1,007.76
Moreira	John	Detective	$ 123,360.50	$ 1,078.22
Hawkins	Robert Geoffrey	Detective	$ 123,342.10	$ 1,067.56
Quinn	Sarah Christine	Police Constable	$ 123,327.63	$ 1,007.76
Ouellette	Robert Bruce	Plainclothes Police Constable	$ 123,307.94	$ 1,041.30
Schoon	Philip Richard	Police Constable	$ 123,284.68	$ 946.96
Barnhardt	Timothy Michael	Police Constable	$ 123,277.55	$ 1,007.76
Windsor	David Lee	Sergeant	$ 123,272.43	$ 1,060.76
Ma	Darren Tai-Yung	Training Constable	$ 123,269.53	$ 1,041.30
Higo	Todd Elliot	Detective	$ 123,244.12	$ 1,074.94
Sadeghi	Azadeh	Detective	$ 123,237.69	$ 1,057.16
Dulatas	Jose Job	Police Constable	$ 123,234.19	$ 1,007.76
Thibodeau	John Robert	Sergeant	$ 123,222.52	$ 1,078.22
Kis	Andrew	Sergeant	$ 123,197.01	$ 1,078.22
Withrow	Jennifer Autumn	Plainclothes Police Constable	$ 123,195.30	$ 1,030.64

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Lumley	Bradley Edward	Police Constable	$ 123,189.16	$ 986.48
Chudzinski	Robert Adam	Plainclothes Police Constable	$ 123,181.71	$ 1,030.64
Grace	Timothy	Police Constable	$ 123,167.88	$ 1,029.08
Dion	Daniel	Detective	$ 123,159.43	$ 1,078.22
Hambrook	Craig	Police Constable	$ 123,150.59	$ 1,007.76
McCabe	Mark Anthony	Police Constable	$ 123,143.07	$ 1,007.76
Garcia	Christopher	Plainclothes Police Constable	$ 123,142.16	$ 1,030.64
MacDonald	Bernard	Sergeant	$ 123,142.00	$ 1,078.22
James	Joshua Benedict	Police Constable	$ 123,132.71	$ 1,007.76
Wilson	Sherry Elizabeth	Sergeant	$ 123,116.42	$ 1,067.97
Domingo	Jason Edward	Plainclothes Police Constable	$ 123,107.20	$ 1,036.02
Saggi	Sharnjit Singh	Police Constable	$ 123,106.16	$ 1,007.76
Aiken	John David	Police Constable	$ 123,080.09	$ 1,023.75
Marsman	Henri	Detective	$ 123,076.24	$ 1,078.22
Essert	Justin Alexander	Plainclothes Police Constable	$ 123,070.60	$ 1,030.64
Chow	Lawrence Chi	Detective	$ 123,054.78	$ 428.22
Mc Master	Christopher Ryan	Police Constable	$ 123,048.11	$ 1,007.76
Corbie	Wesley Marcus	Police Constable	$ 123,045.61	$ 1,007.76
Cawthorne	Jason Paul	Training Constable	$ 123,045.32	$ 1,030.64
Smith	Antoinette Charlene	Plainclothes Police Constable	$ 123,041.00	$ 1,041.30
Ing	James Ryan	Plainclothes Police Constable	$ 123,034.79	$ 1,030.64
Cavanagh	David Jeffrey	Plainclothes Police Constable	$ 123,031.62	$ 1,041.30
Blower	Stuart William	Detective	$ 123,025.44	$ 1,057.56
Pandolfi	Alessandro Anthony	Plainclothes Police Constable	$ 123,018.36	$ 1,041.30
Townley	Philip Alexander	Staff Sergeant	$ 123,014.22	$ 1,067.56
Comeau	Joseph Thomas	Detective	$ 123,009.57	$ 1,057.16
El Sayegh	Raydan Imad	Police Constable	$ 123,008.10	$ 1,007.76
Hawkins	Hilary Laurene	Plainclothes Police Constable	$ 123,007.51	$ 391.30
Mitchell	Jodi Lynn	Sergeant	$ 122,999.08	$ 1,067.56
Peart	Dwayne Omar	Police Constable	$ 122,992.52	$ 1,007.76
Dennis	Aaron	Detective	$ 122,987.16	$ 1,067.56
Cheung	Gadman Daniel	Plainclothes Police Constable	$ 122,977.69	$ 1,041.30
Freeman	Eric Michael	Police Constable	$ 122,963.82	$ 1,011.45
Crawford	Susan Patricia	Police Constable	$ 122,959.58	$ 1,007.76
Lee	Randall James	Detective	$ 122,953.94	$ 592.56
Pozzan	Andrew Valerio	Police Constable	$ 122,929.73	$ 1,007.76
Reid	Chad Scott	Detective	$ 122,927.72	$ 1,057.16
Sapsford	Ian Douglas	Plainclothes Police Constable	$ 122,914.13	$ 1,030.74
Graham	Robert Lee	Plainclothes Police Constable	$ 122,912.09	$ 996.00
Coulter	Shane Dustin	Sergeant	$ 122,904.82	$ 1,067.97
Moi	Natalie Bobo	Police Constable	$ 122,884.96	$ 1,018.42
Furyk	Robert Paul	Police Constable	$ 122,870.96	$ 1,007.76
Gill	Sukhjit Singh	Police Constable	$ 122,853.70	$ 1,007.76
McCue	Todd Douglas	Plainclothes Police Constable	$ 122,846.20	$ 1,041.30
Di Nardo	Marco	Plainclothes Police Constable	$ 122,837.50	$ 1,030.64
Bradfield	Kevin Barry	Detective	$ 122,835.78	$ 1,067.56
Musclow	Claude	Sergeant	$ 122,835.06	$ 1,078.22
Barbero	Trisha	Plainclothes Police Constable	$ 122,831.69	$ 1,019.20
Lipkus	Andrew Bradley	Detective	$ 122,812.33	$ 1,067.56
Hibbeln	Philip Joseph	Sergeant	$ 122,810.23	$ 1,078.22
Cooper	Austin Curt	Police Constable	$ 122,805.56	$ 1,018.42
Levesque	Martin	Detective	$ 122,779.42	$ 1,067.56
Crocker	Jason Scott	Police Constable	$ 122,771.27	$ 346.00
Muir	Michael Adam	Training Constable	$ 122,765.75	$ 1,026.95
McGarry	William Michael	Detective	$ 122,760.87	$ 1,078.22
Brito	Cesar Steve	Plainclothes Police Constable	$ 122,754.71	$ 965.37
Rabbito	Corrado	Plainclothes Police Constable	$ 122,750.36	$ 1,041.30
Butt	Michael Clayton	Detective	$ 122,727.40	$ 1,067.56
Hunte	Karen	Sergeant	$ 122,727.29	$ 1,078.22
Thomson	Richard Laureal	Police Constable	$ 122,715.52	$ 1,007.76
Almeida	Antonio Jose	Police Constable	$ 122,701.34	$ 1,007.76
Ng	Yuen	Sergeant	$ 122,690.48	$ 1,078.22
McGrath	Daniel George	Plainclothes Police Constable	$ 122,689.66	$ 1,030.64
McMillen	Matthew Frank	Police Constable	$ 122,682.89	$ 1,007.76
Bubnic	Sandi Sylvia	Plainclothes Police Constable	$ 122,678.16	$ 1,041.30
Alexa	Brendan James	Plainclothes Police Constable	$ 122,673.19	$ 1,022.72
Bhardwaj	Ella Elizabeth	Plainclothes Police Constable	$ 122,668.53	$ 931.62
Robitaille	Patrick Antoine	Detective	$ 122,668.25	$ 1,067.56
Evelyn	Joel Jamson	Sergeant	$ 122,664.05	$ 1,067.56

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Hargreaves	Christopher	Police Constable	$ 122,658.26	$ 1,007.76
D'Souza	Jason Donovan	Police Constable	$ 122,644.56	$ 997.36
Rousselle	Denis	Police Constable	$ 122,638.08	$ 1,018.83
Quann	Dillon Joseph	Police Constable	$ 122,635.96	$ 1,007.76
Handsor	Philip Allen	Sergeant	$ 122,635.80	$ 1,067.56
Campoli	Steven Robert	Detective	$ 122,623.67	$ 1,057.16
Morel	Daniel	Plainclothes Police Constable	$ 122,617.01	$ 1,015.17
Hind	D'Arcy Liam	Sergeant	$ 122,613.45	$ 1,053.36
Balaga	Tomasz Krzysztof	Police Constable	$ 122,598.42	$ 1,007.76
Salermo Paneque	Javier	Training Constable	$ 122,592.52	$ 1,030.64
Lussow	Christopher	Training Constable	$ 122,592.41	$ 1,051.70
Knowles	David	Detective	$ 122,588.70	$ 1,078.22
Knoblauch	Keith Percy	Police Constable	$ 122,575.19	$ 1,029.08
Sidhu	Arvind Prakash	Police Constable	$ 122,554.66	$ 1,007.76
Rogers	Connor Matthew	Plainclothes Police Constable	$ 122,538.48	$ 1,017.78
Federico	Matthew Michael	Senior Technical Analyst Infrastructure	$ 122,533.04	$ 1,059.24
Gagliardi	Vito	Detective	$ 122,510.64	$ 417.56
Benson	Rodney Wellon	Sergeant	$ 122,509.74	$ 1,055.44
Petrakis	Stavros	Training Constable	$ 122,500.93	$ 1,010.40
Singh	Amarjit Purba	Sergeant	$ 122,498.57	$ 1,078.22
Malitskaya	Katsiaryna	Plainclothes Police Constable	$ 122,493.18	$ 971.52
Bourgeois	Jean Philip	Training Constable	$ 122,484.28	$ 1,031.05
Siddiqui	Haroon Ahmed	Police Constable	$ 122,482.76	$ 1,007.76
Harvey	Robin Lynn	Sergeant	$ 122,478.04	$ 1,067.56
Jodoin	Christopher Gunstein	Plainclothes Police Constable	$ 122,477.23	$ 1,030.64
Dunlop	James Michael	Plainclothes Police Constable	$ 122,476.69	$ 1,030.64
Taylor	Andrew James	Detective	$ 122,473.58	$ 1,057.16
Athwal	Ravinder Singh	Police Constable	$ 122,457.11	$ 997.36
D'Cunha	Michael Edward	Plainclothes Police Constable	$ 122,436.34	$ 1,030.64
McCutcheon	Sean Cameron	Detective	$ 122,425.59	$ 1,067.56
Hasnu	Iqbal Karim	Parking Enforcement Oficer	$ 122,389.95	$ 898.56
Zimmermann	Eric	Police Constable	$ 122,388.25	$ 347.36
Pabla	Sukhvinderpal Singh	Detective	$ 122,364.89	$ 492.56
Alamag	Adelio Perada	Police Constable	$ 122,352.05	$ 1,029.08
Frost	Gregory Charles	Police Constable	$ 122,346.22	$ 1,007.76
Croll	Diana Elizabeth	Police Constable	$ 122,329.60	$ 1,006.16
Armstrong	Christopher Richard	Sergeant	$ 122,326.60	$ 1,029.06
Haitzer	Gary	Sergeant	$ 122,312.33	$ 1,078.22
Fernandes	Joao Angelo	Police Constable	$ 122,312.06	$ 1,000.96
Jansz	Angelo Tyrell	Sergeant	$ 122,306.64	$ 1,067.56
Mancuso	Francesco	Detective	$ 122,300.46	$ 1,067.56
Hutchings	Tracey Lynn	Sergeant	$ 122,283.14	$ 1,011.28
Mian	Farhaan Aftab	Plainclothes Police Constable	$ 122,253.90	$ 1,030.64
Knill	Christine	Plainclothes Police Constable	$ 122,250.86	$ 380.64
Peck	Jennifer Louise	Plainclothes Police Constable	$ 122,245.21	$ 1,041.30
Bongers	Robert Joseph	Police Constable	$ 122,231.69	$ 997.36
Gidari	Joseph	Police Constable	$ 122,192.08	$ 1,020.06
Hilborn	Lynda Dawn	Detective	$ 122,175.81	$ 1,078.22
Rinkoff	Robert Neal	Police Constable	$ 122,163.95	$ 949.00
Raspberry	Jason William	Police Constable	$ 122,152.57	$ 1,007.76
Gordon	Brandt Kenroy	Police Constable	$ 122,135.74	$ 928.20
Dore	Jarrod Thomas	Senior Information Technology Advisor Audit & Quality Assurance	$ 122,129.33	$ 414.45
Hayre	Harman Singh	Police Constable	$ 122,125.26	$ 1,013.91
Benney	Peter	Plainclothes Police Constable	$ 122,112.02	$ 1,051.70
Elliott	Shawn William	Detective	$ 122,094.32	$ 1,078.22
Stuart	Matthew James	Training Constable	$ 122,090.86	$ 1,041.30
Maynard	Breanne Janelle	Plainclothes Police Constable	$ 122,081.18	$ 1,030.64
Smith	Daniel Mladenovic	Police Constable	$ 122,069.76	$ 997.36
Smith	Dean Lareny	Plainclothes Police Constable	$ 122,068.05	$ 1,051.70
Sinclair	Ian Thomas	Plainclothes Police Constable	$ 122,048.70	$ 1,051.70
Mantle	Melinda Anne	Police Constable	$ 122,038.41	$ 1,007.76
Hillhouse	Todd Garry	Sergeant	$ 122,021.19	$ 1,075.52
Lawson	Anthony	Sergeant	$ 122,021.17	$ 628.22
Coffey	Charles James	Plainclothes Police Constable	$ 122,013.72	$ 1,030.64
Fehr	Douglas Alan	Training Constable	$ 122,013.07	$ 1,030.64
Disalvo	Sharon	Sergeant	$ 122,012.24	$ 1,078.22
Zerucelli	Christian George	Police Constable	$ 122,011.70	$ 1,007.76
Ferguson	Stephen	Detective	$ 122,008.82	$ 1,078.22
Burns	Stephen George	Sergeant	$ 122,004.87	$ 428.22

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Rumney	Traci Gwendolyn	Police Constable	$ 122,004.58	$ 1,018.42
Powell	Michelle Elizabeth	Plainclothes Police Constable	$ 122,003.49	$ 1,044.50
Bangild	Jeffrey	Sergeant	$ 121,993.16	$ 1,067.56
Dabu	Jose Paulino	Police Constable	$ 121,992.74	$ 1,018.42
Garcia	Etelvino Manuel	Police Constable	$ 121,992.24	$ 1,013.04
Albanese	Jason John	Detective	$ 121,991.98	$ 1,063.96
Lorimer	Troy William	Police Constable	$ 121,982.57	$ 1,007.76
Singh	Ramandeep	Police Constable	$ 121,982.32	$ 347.36
Lau	Alex Chi	Police Constable	$ 121,977.04	$ 1,018.42
Pieper	Donna	Sergeant	$ 121,962.94	$ 428.22
Wootton	Ryan Peter	Police Constable	$ 121,962.42	$ 1,007.76
Trotter	Timothy Wallace	Police Constable	$ 121,962.30	$ 1,028.98
James	Sean Allan	Police Constable	$ 121,938.18	$ 1,018.42
Sidhu	Vijay Singh	Sergeant	$ 121,930.13	$ 1,045.94
Stewart	Kerry Marie	Plainclothes Police Constable	$ 121,916.81	$ 1,030.64
Preuthun	Adam Alexander	Police Constable	$ 121,913.09	$ 1,007.76
James	Brian Robert	Detective	$ 121,908.87	$ 1,067.56
Elgar	Karen Elizabeth	Plainclothes Police Constable	$ 121,904.51	$ 1,051.70
Gee	William Edward	Plainclothes Police Constable	$ 121,896.42	$ 1,030.64
Caracciolo	Roger Dominic	Detective	$ 121,886.56	$ 1,067.56
Collyer	Adam Stephen	Police Constable	$ 121,876.43	$ 1,014.73
Karstoff	Brandon Christopher	Plainclothes Police Constable	$ 121,871.16	$ 1,041.30
Neill	Stuart	Plainclothes Police Constable	$ 121,867.79	$ 1,013.92
Dickenson	Mick-Narada Lyle	Police Constable	$ 121,830.72	$ 976.96
Virdi	Ravinder Singh	Plainclothes Police Constable	$ 121,830.60	$ 1,020.08
Petrie	Kyle Johnathon	Police Constable	$ 121,822.53	$ 511.89
Rorabeck	Tarlan	Police Constable	$ 121,810.90	$ 996.00
Brock	Tyler Norman	Police Constable	$ 121,806.41	$ 347.36
Griffiths	David	Detective	$ 121,784.55	$ 1,078.22
Fowler	Wayne Leonard	Detective	$ 121,776.24	$ 1,078.22
Arruda	Sandra	Sergeant	$ 121,767.63	$ 1,033.62
Potts	Mark Jonathan	Training Constable	$ 121,758.68	$ 380.64
Shum	Shui-Kwan Stella	Plainclothes Police Constable	$ 121,748.26	$ 996.00
Bennett	Trevor	Sergeant	$ 121,743.98	$ 428.22
Tissawak	Elias	Plainclothes Police Constable	$ 121,737.81	$ 1,007.76
Johnston	Jason Anthony	Police Constable	$ 121,724.97	$ 1,007.76
Coyne	Patrick Kevin	Sergeant	$ 121,716.22	$ 1,057.16
Puterbaugh	Michael Francis	Sergeant	$ 121,714.91	$ 1,078.22
Komada	Marcin	Police Constable	$ 121,698.09	$ 1,007.76
White	Michael John	Police Constable	$ 121,694.96	$ 1,014.29
Coffey	David Thomas	Detective	$ 121,667.83	$ 1,067.56
MacInnis	Robert Francis	Sergeant	$ 121,666.61	$ 1,075.84
Vincent	Jason Ernest	Police Constable	$ 121,628.73	$ 1,007.76
Male	David Joseph	Sergeant	$ 121,625.93	$ 1,067.56
Ebrahim	Riaz Ahmed	Police Constable	$ 121,623.21	$ 1,007.76
Wong	Jessica Frances	Plainclothes Police Constable	$ 121,622.87	$ 988.49
Martin	Rudolf	Detective	$ 121,613.55	$ 428.22
Newmarch	Brett Ryan	Police Constable	$ 121,600.87	$ 1,024.48
Boyer	Denis	Plainclothes Police Constable	$ 121,583.35	$ 1,051.70
Lee	Justin Taegun	Police Constable	$ 121,582.92	$ 1,024.48
Boyal	Gurinder Singh	Training Constable	$ 121,578.51	$ 1,024.58
Poh	Raymon Oei	Police Constable	$ 121,578.13	$ 1,007.76
Connor	Bruce Alexander	Detective	$ 121,577.37	$ 1,063.96
Wojtkowicz	Dorothy Zofia	Plainclothes Police Constable	$ 121,553.38	$ 866.30
VanderBurgh	Andrew Norman	Plainclothes Police Constable	$ 121,549.44	$ 1,030.64
Chow	Wing Yem	Police Constable	$ 121,541.77	$ 1,007.76
Glen	Caroline	Detective	$ 121,538.33	$ 1,078.22
Pece	Anthony Michael	Plainclothes Police Constable	$ 121,538.15	$ 1,030.64
Adach	Edward Hieronim	Detective	$ 121,537.27	$ 1,078.22
Taylor	Kevin Dwight	Police Constable	$ 121,513.95	$ 1,008.17
D'Silva	Allister	Detective	$ 121,503.03	$ 872.82
Fisher	Jennifer Lyndsay	Police Constable	$ 121,498.09	$ 347.36
O'Donohue	Derek Micheal	Sergeant	$ 121,496.04	$ 1,057.16
Shafiq	Amad	Police Constable	$ 121,492.40	$ 1,007.76
Carl	George William	Training Constable	$ 121,482.15	$ 930.35
O'Neill	Sean Keith	Police Constable	$ 121,456.07	$ 1,007.76
Bator	Andrew Istvan	Sergeant	$ 121,448.29	$ 1,078.22
Ferritto	Daniel Vito	Plainclothes Police Constable	$ 121,447.83	$ 982.40
Nacev	Steven Alexsander	Police Constable	$ 121,437.87	$ 996.00

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Dewland	William Ronald	Police Constable	$ 121,434.42	$ 357.76
Olsen	Shaun	Sergeant	$ 121,433.52	$ 1,078.22
Proctor	Richard	Detective	$ 121,432.36	$ 1,078.22
Demian	Hiba Joseph	Parking Enforcement Oficer	$ 121,426.92	$ 898.56
Cawthorne	Audry Petra	Police Constable	$ 121,419.71	$ 1,007.76
Tomlinson-Thompson	Cheryl Pamela	Police Constable	$ 121,410.94	$ 1,013.92
Park	John David	Police Constable	$ 121,404.83	$ 1,014.29
De Guerra	Vijay John	Plainclothes Police Constable	$ 121,398.57	$ 1,019.52
Josifovic	Mladen	Detective	$ 121,394.67	$ 1,078.22
Fitzsimmons	Daniel James	Plainclothes Police Constable	$ 121,391.14	$ 1,030.64
Dixon	Helen Bridie	Sergeant	$ 121,370.36	$ 1,067.56
Carswell	Brian Patrick	Police Constable	$ 121,355.00	$ 1,013.04
McMahon	Kathy Lynn	Plainclothes Police Constable	$ 121,352.73	$ 1,025.36
Smith	Bryan Michael	Police Constable	$ 121,341.21	$ 1,011.45
McGarry	John William	Plainclothes Police Constable	$ 121,334.35	$ 1,012.16
McFadyen	Christopher Jamie	Police Constable	$ 121,312.86	$ 1,007.76
Hopton	Richard Frederick	Police Constable	$ 121,296.52	$ 1,007.76
Romita	Victor	Training Constable	$ 121,288.64	$ 1,030.64
Nguyen	Quoc Hoa-Khanh	Training Constable	$ 121,284.07	$ 1,030.64
Paul	Candace	Detective	$ 121,273.32	$ 1,078.22
Anderson	Robert	Plainclothes Police Constable	$ 121,268.33	$ 1,012.16
Trueman	Maureen Ann	Detective	$ 121,267.21	$ 1,078.22
Banks	Donna	Detective	$ 121,264.16	$ 1,078.22
MacIsaac	Allister Edmund	Plainclothes Police Constable	$ 121,261.02	$ 1,041.30
Mavrou	Danny	Plainclothes Police Constable	$ 121,253.25	$ 1,030.64
Hynek	Jeffrey Charles	Training Constable	$ 121,248.90	$ 1,030.64
Beadman	Brian George	Detective	$ 121,235.05	$ 1,078.22
Angus	John Douglas	Plainclothes Police Constable	$ 121,231.66	$ 1,041.30
Rutherford	Anthony James	Detective	$ 121,211.69	$ 1,067.56
Antoine	Kevin Francis	Plainclothes Police Constable	$ 121,205.48	$ 1,036.02
Martin	Paul George	Sergeant	$ 121,203.54	$ 1,065.67
Achaibar	Richard Anthony	Plainclothes Police Constable	$ 121,188.64	$ 1,041.30
Gauthier	Leo	Sergeant	$ 121,187.52	$ 553.22
Dorobantu	Catalin	Police Constable	$ 121,183.73	$ 997.36
Le	Nam-Nhat	Police Constable	$ 121,183.16	$ 1,018.42
Estwick	Eulialia	Sergeant	$ 121,179.99	$ 1,078.22
Myers	Gregory	Sergeant	$ 121,174.71	$ 1,078.22
Bagnall	Kenrick Patrice	Plainclothes Police Constable	$ 121,168.27	$ 1,030.64
Arsenault	Richard Paul	Sergeant	$ 121,168.26	$ 1,067.56
Corsetti	Matthew Ross	Plainclothes Police Constable	$ 121,167.76	$ 1,030.64
Hollywood	Neil	Plainclothes Police Constable	$ 121,167.73	$ 1,051.70
Ryan	Jennifer	Detective	$ 121,150.13	$ 1,078.22
Mackrell	James Murray	Police Constable	$ 121,144.97	$ 1,024.48
Canning	Mark	Training Constable	$ 121,141.73	$ 1,051.70
Lee	John Song-Ho	Plainclothes Police Constable	$ 121,141.45	$ 1,051.70
Chiu	Sin-Yi	Sergeant	$ 121,134.73	$ 1,078.22
Bolcso	Martha Ann	Senior Analyst Infrastructure-Quality Assess	$ 121,134.27	$ 409.24
Gellel	Jennifer	Police Constable	$ 121,122.83	$ 1,007.76
Harris	Craig Edward	Sergeant	$ 121,110.79	$ 1,078.22
Blake	Courtney Anthony	Police Constable	$ 121,107.41	$ 1,007.76
El-Halabi	Leith Luke	Police Constable	$ 121,104.84	$ 996.00
McGivern	Michael George	Sergeant	$ 121,095.07	$ 1,078.22
Jones	Sandra Maureen	Sergeant	$ 121,093.67	$ 1,078.22
Channer	Neville	Sergeant	$ 121,092.27	$ 1,078.22
Montgomery	Elizabeth Helen	Sergeant	$ 121,092.27	$ 1,078.22
Rock	Carol	Detective	$ 121,092.27	$ 1,078.22
Clemens	Jeffrey	Sergeant	$ 121,089.47	$ 1,078.22
Greenaway	Fiona	Detective	$ 121,089.47	$ 428.22
Hoover	Bradley	Detective	$ 121,089.47	$ 428.22
Lahey	Mary Regina	Sergeant	$ 121,089.47	$ 1,119.69
MacDonald	Lori-Ann	Detective	$ 121,089.47	$ 653.22
Patterson	Robert	Detective	$ 121,089.47	$ 1,078.22
Sidhu	Gorpal Singh	Sergeant	$ 121,089.47	$ 503.22
Takeda	Robert	Detective	$ 121,089.47	$ 1,078.22
Tapp	Dean	Detective	$ 121,089.47	$ 1,078.22
Tupling	Ann-Marie	Detective	$ 121,089.47	$ 1,078.22
Crawford	Corey Lance	Detective	$ 121,081.28	$ 1,067.56
Garrow	Patrick John	Staff Sergeant	$ 121,072.14	$ 1,057.56
Green	David Adam	Plainclothes Police Constable	$ 121,045.22	$ 1,010.40

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Kolankowski	Michael Roman	Police Constable	$ 121,044.67	$ 1,007.76
Kennedy	Dorna Tresia	Plainclothes Police Constable	$ 121,035.35	$ 1,020.96
Georgeff	Marcus William	Police Constable	$ 121,034.86	$ 1,029.08
Gillespie	Wesley Wayne	Plainclothes Police Constable	$ 121,030.95	$ 1,030.64
McLellan	Curtis Johnny	Police Constable	$ 121,030.26	$ 1,007.76
Campoli	Adam Daniel	Plainclothes Police Constable	$ 121,028.20	$ 1,009.52
Fyfe	John	Plainclothes Police Constable	$ 121,026.31	$ 1,051.70
Al-Khatib	Shady	Plainclothes Police Constable	$ 121,024.96	$ 1,025.36
Barclay	Tammy Lynn	Plainclothes Police Constable	$ 121,024.78	$ 1,041.30
Kazzouh	Rabie Hanna	Police Constable	$ 121,008.19	$ 1,007.76
Briggs	Christopher Neal	Police Constable	$ 121,003.15	$ 1,013.04
Smith	Nicholas Steven	Police Constable	$ 120,999.74	$ 1,014.29
Koh	David Sukjin	Police Constable	$ 120,995.61	$ 1,007.76
Neale	Lindsay Melissa	Plainclothes Police Constable	$ 120,992.06	$ 1,021.84
Walker	Mark Doyle	Police Constable	$ 120,977.53	$ 1,007.76
Hiscox	Patrick James	Police Constable	$ 120,973.25	$ 1,007.76
Hansen	Katheleen Ann	Police Constable	$ 120,950.25	$ 704.08
Hogg	Stephen Walter	Plainclothes Police Constable	$ 120,948.21	$ 1,030.64
Luff	Daniel Peter	Police Constable	$ 120,908.65	$ 997.36
Stratton	Kenneth David	Police Constable	$ 120,893.73	$ 1,008.17
Korac	Paul Louis	Detective	$ 120,886.06	$ 1,067.56
Alldread	Suzanne Lorraine	Police Constable	$ 120,879.05	$ 1,018.42
Worts	Robert Michael	Police Constable	$ 120,876.24	$ 997.76
Martin	Henry Arne	Training Constable	$ 120,871.95	$ 1,030.64
Masterman	Kevin George	Communications Coordinator	$ 120,869.00	$ 409.24
Lusby	Gordon	Training Constable	$ 120,868.54	$ 1,051.70
Lampiris	Chris	Police Constable	$ 120,868.52	$ 1,018.42
Stoyko	Sandra Louise	Police Constable	$ 120,858.20	$ 1,017.44
Greener	Kimberley Anne	Sergeant	$ 120,832.46	$ 488.52
Drummond	Craig William	Police Constable	$ 120,825.42	$ 1,018.42
Heidgress	Heather Margaret	Plainclothes Police Constable	$ 120,821.79	$ 1,041.30
Mylvaganam	Ajanthan	Police Constable	$ 120,821.07	$ 347.36
Draper	Kirstan Giles	Detective	$ 120,816.86	$ 1,057.16
Hughes	Guy	Police Constable	$ 120,813.55	$ 1,029.08
Leung	Simon	Training Constable	$ 120,810.51	$ 1,027.12
Elliott	Christopher Paul	Detective	$ 120,801.52	$ 1,067.56
Hrebenak	Vladimir	Training Constable	$ 120,795.42	$ 1,010.40
Gill	Dalbinder Singh	Police Constable	$ 120,792.97	$ 1,018.42
La Vella	Paolo Giuseppe	Plainclothes Police Constable	$ 120,790.60	$ 1,029.76
Van Der Krabben	Steven John	Police Constable	$ 120,762.35	$ 1,007.76
Potter	Vivienne Sanja	Police Constable	$ 120,760.85	$ 539.04
Seremetkovski	Kathlin	Detective	$ 120,748.38	$ 1,057.16
Stapleton	Bradley Thomas	Sergeant	$ 120,703.27	$ 1,067.56
Harker	Adam Michael	Plainclothes Police Constable	$ 120,702.02	$ 1,030.64
Fadel	Mohamad	Police Constable	$ 120,674.86	$ 1,007.76
Leblanc	Adam Lionel	Plainclothes Police Constable	$ 120,667.50	$ 1,034.33
Thompson	James Duncan	Plainclothes Police Constable	$ 120,666.37	$ 1,030.64
Salamon	Mariusz Robert	Police Constable	$ 120,665.75	$ 357.76
Williams	Matthew George	Police Constable	$ 120,665.52	$ 1,007.76
Cannata	David	Plainclothes Police Constable	$ 120,650.11	$ 1,051.70
Chan	Chun Kwong	Plainclothes Police Constable	$ 120,642.21	$ 1,051.70
Imrie	Thomas Allen	Sergeant	$ 120,637.22	$ 1,067.56
Reid	Jonathan Patrick	Police Constable	$ 120,630.18	$ 805.87
Leano	Alexander Thomas	Police Constable	$ 120,621.64	$ 1,007.76
Pacheco	Walter De	Sergeant	$ 120,620.60	$ 1,067.56
McGran	Stephen Anthony	Sergeant	$ 120,610.86	$ 1,066.36
Ozols	John	Plainclothes Police Constable	$ 120,607.12	$ 1,051.70
Hinchcliffe	David John	Police Constable	$ 120,606.96	$ 1,018.42
Penton	Shane Stephen	Sergeant	$ 120,606.90	$ 1,067.56
Lawrence	Gavin Sylvester	Police Constable	$ 120,604.57	$ 1,007.76
Whalen	Christopher Andrew	Plainclothes Police Constable	$ 120,601.95	$ 1,030.64
Thrush	Sean Peter	Detective	$ 120,600.56	$ 1,067.56
Kirchner	Darryl Lawrence	Plainclothes Police Constable	$ 120,598.94	$ 1,030.64
Wells	David Archer	Police Constable	$ 120,593.77	$ 1,007.76
Soper	Melinda Jean	Sergeant	$ 120,591.70	$ 1,067.56
Goguen	John Lewis	Police Constable	$ 120,587.30	$ 1,029.08
Holland	Mark Lewis	Plainclothes Police Constable	$ 120,585.03	$ 1,024.01
Kennedy	Mark David	Plainclothes Police Constable	$ 120,584.68	$ 1,030.64
Pena	Nelson Das	Police Constable	$ 120,576.35	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Sonemanivong	Saengphachanh	Plainclothes Police Constable	$ 120,551.17	$ 1,030.64
Yepes Holguin	Andrea	Police Constable	$ 120,550.01	$ 997.36
Sharma	Sanjay Kumar	Detective	$ 120,547.66	$ 1,067.56
So	Michael	Police Constable	$ 120,542.25	$ 997.76
Myers	Sharon Elizabeth	Detective	$ 120,533.92	$ 1,067.56
Das Gupta	Onil	Training Constable	$ 120,532.40	$ 1,051.70
Maslak	Jonathan Andrew	Police Constable	$ 120,527.80	$ 1,007.76
Egan	Christopher Michael	Plainclothes Police Constable	$ 120,526.49	$ 978.32
MacLeod	Ewan Lawria	Police Constable	$ 120,513.86	$ 1,011.45
Streng	Michael Anthony	Detective	$ 120,508.15	$ 407.16
Woo	Chi Shing	Senior Programmer Information Systems Services	$ 120,495.94	$ 377.52
Claudio	Donald	Police Constable	$ 120,458.37	$ 1,007.76
Hill	Kevin Brian	Police Constable	$ 120,447.02	$ 1,007.76
Gillegean	Benjamin Louis	Police Constable	$ 120,446.39	$ 997.36
Miller	Ryan Keneth	Detective	$ 120,438.72	$ 1,060.76
Heffernan	Sean Patrick	Police Constable	$ 120,434.10	$ 1,007.76
Adam	Michael Jason	Detective	$ 120,409.52	$ 1,067.56
McIlhone	Philip Thomas	Plainclothes Police Constable	$ 120,407.67	$ 1,030.64
Dizon	Eduardo	Plainclothes Police Constable	$ 120,406.17	$ 866.30
Ostrom-Peake	Deirdre Ann	Labour Relations Analyst	$ 120,402.15	$ 1,217.84
Salowski	Gayle Winnifred	Labour Relations Analyst	$ 120,402.15	$ 1,217.84
Reynolds	Jason David	Plainclothes Police Constable	$ 120,378.27	$ 1,041.30
Petrakis	Kyriakos	Plainclothes Police Constable	$ 120,374.38	$ 1,030.64
Oddi	John-Paul Christopher	Police Constable	$ 120,368.81	$ 997.36
Waugh	Rapheal Fexton	Police Constable	$ 120,365.24	$ 1,007.76
Chapman	Karen	Detective	$ 120,321.46	$ 1,067.56
da Silva	Sarah	Police Constable	$ 120,305.75	$ 1,007.76
Relph	Bradley George	Detective	$ 120,297.11	$ 1,074.12
Khan	Ammar	Police Constable	$ 120,290.26	$ 357.76
Girard	Martin Remi	Plainclothes Police Constable	$ 120,284.37	$ 1,020.96
Burnett	Anson Richard	Police Constable	$ 120,240.72	$ 1,007.76
Kullar	Satbir Singh	Police Constable	$ 120,239.26	$ 347.36
Spencer	Jason Allan	Plainclothes Police Constable	$ 120,231.91	$ 1,030.64
Roberts	Ronald Harry	Plainclothes Police Constable	$ 120,228.80	$ 1,034.33
Watson	Errol John	Sergeant	$ 120,216.65	$ 1,034.36
Iannone	John-Paul	Senior Customer Service Representative	$ 120,212.30	$ 1,027.52
Ilson	Daniel James	Police Constable	$ 120,212.21	$ 1,007.76
Clark	Preston Michael	Detective	$ 120,201.10	$ 1,067.56
Rafferty	Susan Tracy	Police Constable	$ 120,195.66	$ 1,007.76
Cruz	Antonio Ramon	Plainclothes Police Constable	$ 120,195.18	$ 1,030.64
Laush	Christopher Allen	Sergeant	$ 120,189.67	$ 1,078.22
Nassis	Stephanie	Training Constable	$ 120,183.60	$ 1,041.30
Bozzer	Andrew Dennis	Training Constable	$ 120,178.50	$ 1,041.30
Hind	Robin Nicholas	Police Constable	$ 120,177.73	$ 332.40
French	John	Staff Sergeant	$ 120,175.60	$ 775.98
Ferry	Jason Wayne	Sergeant	$ 120,172.77	$ 1,067.56
Phoon	Newton Chun	System Administrator Forensic Identification Services	$ 120,172.09	$ 1,059.24
Katafigiotis	Constantine	Plainclothes Police Constable	$ 120,167.30	$ 1,030.64
Whitley	Paul William	Plainclothes Police Constable	$ 120,166.84	$ 1,030.64
Virk	Maheep Kaur	Plainclothes Police Constable	$ 120,150.08	$ 1,030.64
Dunker	Nigel Peter	Police Constable	$ 120,146.07	$ 1,019.37
Snea	Michael Richard	Emergency Management & Public Order Analyst	$ 120,139.13	$ 952.90
Pleshe	Daryl William	Plainclothes Police Constable	$ 120,137.02	$ 1,030.64
Aleksandrowicz	Lukasz	Police Constable	$ 120,127.87	$ 1,007.76
O'Brien	David	Training Constable	$ 120,126.27	$ 809.00
Hameed	Mohamed Jordan	Police Constable	$ 120,115.62	$ 1,013.04
Marxer	Matthew Alois	Sergeant	$ 120,107.63	$ 1,046.77
Schoonberg	Bobbi Anne	Plainclothes Police Constable	$ 120,102.33	$ 1,025.36
De Oliveira	Catherine	Plainclothes Police Constable	$ 120,099.39	$ 1,030.64
Pantopoulos	Sarakina Madeline	Plainclothes Police Constable	$ 120,091.09	$ 365.68
Beaupre	Jeremy Andrew	Police Constable	$ 120,082.95	$ 1,011.45
Faduck	Bryon William	Police Constable	$ 120,078.85	$ 1,007.76
Kennedy	Candice Leigh	Sergeant	$ 120,077.65	$ 1,063.78
Shreeram	Amar	Plainclothes Police Constable	$ 120,074.00	$ 1,041.30
George	Keith Joseph	Plainclothes Police Constable	$ 120,071.13	$ 1,030.64
Waddell	Mark Grant	Detective	$ 120,064.58	$ 1,067.56
Tanabe	Shingo Oliver	Detective	$ 120,054.27	$ 1,060.76
Seguin	Christian Armand	Police Constable	$ 120,049.31	$ 1,023.70
Tam	Ching Hung	Criminal Records Clerk	$ 120,048.62	$ 223.86

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Dhillon	Ravneet Singh	Plainclothes Police Constable	$ 120,046.58	$ 1,025.36
Carleton	Stephen James	Sergeant	$ 120,034.69	$ 1,067.56
Whitfield	Louis Francis	Plainclothes Police Constable	$ 120,034.56	$ 1,030.64
Taylor	Robert Edward	Police Constable	$ 120,034.55	$ 1,007.76
Kluczewski	Kamil	Training Constable	$ 120,031.20	$ 1,030.64
Rodriguez	Robert David	Police Constable	$ 120,015.97	$ 685.34
Mauceri	Vince Victor	Police Constable	$ 120,000.80	$ 1,007.76
Gilbert	Shawn William	Detective	$ 119,985.59	$ 1,067.56
Powrie	John Erwin	Police Constable	$ 119,983.10	$ 1,007.76
Lawson	Nicholas William	Police Constable	$ 119,972.65	$ 1,007.76
Moniz	Steven Correia	Police Constable	$ 119,966.31	$ 1,018.42
Georgopoulos	Kevin	Plainclothes Police Constable	$ 119,963.97	$ 1,007.76
Ellis	Aisha Binta	Police Constable	$ 119,954.51	$ 1,000.96
Rowe	James Leonard	Police Constable	$ 119,951.45	$ 1,018.42
Warner	Elisabetta	Police Constable	$ 119,947.20	$ 1,029.08
D'Alessandro	Donald	Senior Analyst Information Systems Services	$ 119,944.29	$ 373.86
Kirkwood	Jennifer Lynn	Police Constable	$ 119,928.18	$ 1,007.76
Moore	Christine Margaret	Communications Operator	$ 119,924.55	$ 958.36
Morgan	Susanne Frieda	Plainclothes Police Constable	$ 119,900.62	$ 1,041.30
Catania	Giovanna	Supervisor of Parking Enforcement-Training	$ 119,893.10	$ 984.62
Lorriman	Steven Cyril	Sergeant	$ 119,878.79	$ 1,067.56
Roy	Shaun Douglas	Police Constable	$ 119,873.45	$ 1,026.24
Younger	Chad Andrew	Plainclothes Police Constable	$ 119,815.66	$ 1,030.64
Buccieri	Felice	Plainclothes Police Constable	$ 119,807.75	$ 1,013.92
Rallis	Peter	Sergeant	$ 119,781.01	$ 1,067.56
Ma	Yu Pau	Plainclothes Police Constable	$ 119,778.96	$ 1,030.64
Meuleman	Christopher Bryan	Police Constable	$ 119,770.88	$ 1,007.76
Lane	Arthur	Plainclothes Police Constable	$ 119,769.98	$ 631.75
Miller	Nicole Denise	Communications Operator	$ 119,766.65	$ 958.36
Spicer	Scott Owen	Plainclothes Police Constable	$ 119,749.61	$ 1,051.70
Thompson	Brandon Ronald	Police Constable	$ 119,745.45	$ 962.78
Soucy	Paul	Plainclothes Police Constable	$ 119,735.99	$ 1,030.64
Shewchenko	Tamara Mae	Police Constable	$ 119,712.90	$ 1,007.76
Ahn	Hyo Joon	Police Constable	$ 119,705.83	$ 1,007.76
Fernandes	Ross Savio	Detective	$ 119,699.94	$ 1,057.16
Flowers	Thomas Pryce	Training Constable	$ 119,685.93	$ 1,041.30
Crosby	Rebecca Marie	Police Constable	$ 119,677.40	$ 997.36
Teeft	Nadine Alice	Plainclothes Police Constable	$ 119,667.74	$ 1,051.70
McMurray	Jade Bronya	Police Constable	$ 119,664.08	$ 952.90
McConachie	Steven Leonard	Police Constable	$ 119,654.57	$ 1,013.91
Khawaja	Arshad Sadiq	Training Constable	$ 119,648.33	$ 1,051.70
Beninger	Christopher-Earl	Police Constable	$ 119,646.49	$ 1,007.76
Yan	Gregory Albert	Plainclothes Police Constable	$ 119,624.38	$ 1,020.39
Butler	Philip Michael	Police Constable	$ 119,619.12	$ 1,010.40
Haworth	Andrew Michael	Police Constable	$ 119,619.01	$ 1,007.76
Wilson	Suzanne	Police Constable	$ 119,589.31	$ 379.08
Nijjar	Harjit Singh	Sergeant	$ 119,560.27	$ 1,067.56
Prechotko	Lisa Terra	Police Constable	$ 119,555.13	$ 1,007.76
Evans	Joel Michael	Plainclothes Police Constable	$ 119,554.65	$ 997.36
Breau	Jamie Aurie	Police Constable	$ 119,548.96	$ 347.36
Gajewski	Darryl Frank	Police Constable	$ 119,533.17	$ 1,007.76
Adams	Victoria Grace	Police Constable	$ 119,519.72	$ 996.00
Lisanin	Arnulfo	Police Constable	$ 119,514.15	$ 1,007.76
Abdul	Waqas	Police Constable	$ 119,512.08	$ 997.36
Cheung	Nicky Tin-Fu	Plainclothes Police Constable	$ 119,495.93	$ 1,030.64
Chancey	Daniel William	Police Constable	$ 119,482.25	$ 997.36
Bergeron	Brian Roland	Sergeant	$ 119,481.27	$ 1,063.96
Burns	Roy Brian	Police Constable	$ 119,471.38	$ 1,017.44
O'Brien	Brendan Francis	Police Constable	$ 119,460.19	$ 1,013.89
Alexander	Anthony Roy	Police Constable	$ 119,457.12	$ 997.36
Reeve	Brandon Alexander	Sergeant	$ 119,455.96	$ 1,036.26
Dance	Ryan William	Plainclothes Police Constable	$ 119,449.21	$ 1,030.64
Smith	Kristy Jane	Sergeant	$ 119,429.15	$ 1,067.56
Hedgeman	Cory Michael	Plainclothes Police Constable	$ 119,422.61	$ 1,030.64
Pagniello	Michele	Police Constable	$ 119,422.61	$ 1,007.76
Westell	Clinton Jon	Sergeant	$ 119,413.40	$ 1,063.78
Anderson	Barbara Catherine	Court Officer	$ 119,413.28	$ 287.04
Gerrits	Kayla Jan	Police Constable	$ 119,406.02	$ 997.36
Watson	Joslyn Nicole	Detective	$ 119,402.24	$ 1,069.61

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Smith	Stephen Patrick	Detective	$ 119,396.23	$ 417.56
DoBias	Robert Andrew	Training Constable	$ 119,391.14	$ 1,030.64
Kim	So-Yeon	Plainclothes Police Constable	$ 119,386.58	$ 375.36
Zinati	Jacques	Police Constable	$ 119,382.74	$ 368.42
East	Jeffrey Bruce	Police Constable	$ 119,379.54	$ 1,007.76
Taafe	William Arthur	Sergeant	$ 119,369.79	$ 1,057.16
Kim	Seung-Ryul	Police Constable	$ 119,358.37	$ 979.68
Pinizzotto	Marc Anthony	Training Constable	$ 119,354.76	$ 1,030.64
Ellis	Geoffrey William	Sergeant	$ 119,353.96	$ 1,067.56
Jonkman	Linda Cathrine	Plainclothes Police Constable	$ 119,349.50	$ 1,020.39
Stewart	Patrick Alexander	Plainclothes Police Constable	$ 119,343.97	$ 1,030.64
Wang	Chuan	Plainclothes Police Constable	$ 119,339.86	$ 1,030.64
Bell	Jamieson Kristian	Police Constable	$ 119,337.00	$ 1,007.76
Cordeiro	Elizabett Maria	Detective Sergeant	$ 119,324.00	$ 862.20
Wideman	Janine Brittany	Plainclothes Police Constable	$ 119,316.79	$ 1,015.68
Martinez	Michael Malabanan	Plainclothes Police Constable	$ 119,307.25	$ 1,024.01
Seto	Benny Hoy	Police Constable	$ 119,283.58	$ 1,026.24
Burry	Shawn Cecil	Detective	$ 119,241.92	$ 1,067.56
Price	Timothy John	Police Constable	$ 119,233.52	$ 1,007.76
Pitcher	Sean Murray	Plainclothes Police Constable	$ 119,217.48	$ 1,030.64
Guest	Dale	Sergeant	$ 119,191.19	$ 419.38
James	Allistair Winston	Sergeant	$ 119,170.63	$ 1,078.22
Tait	Judith Maureen	Sergeant	$ 119,163.61	$ 1,067.56
Norrmalm	Brenda Rosalie	Police Constable	$ 119,160.66	$ 1,018.42
Bartlett	Alan Andrew	Sergeant	$ 119,140.50	$ 1,053.36
Hooper	Kevin Joseph	Detective	$ 119,137.95	$ 1,057.16
Seguin	Kimberly Nanette	Plainclothes Police Constable	$ 119,135.20	$ 1,009.54
Phuong	James Jason	Police Constable	$ 119,134.88	$ 1,002.98
Kidd	James Jeffrey	Plainclothes Police Constable	$ 119,132.10	$ 1,041.30
Irwin	Stephen Vincent	Police Constable	$ 119,124.76	$ 997.76
Shetty	Vijay Ramesh	Sergeant	$ 119,089.34	$ 1,067.56
Correa	Antonio	Plainclothes Police Constable	$ 119,073.60	$ 1,013.92
Couto	Diana Rodrigues	Detective	$ 119,067.42	$ 417.56
Weatherbee	Jeffrey Michael	Plainclothes Police Constable	$ 119,053.40	$ 1,030.64
Gutter	Cornelus Timothy	Police Constable	$ 119,043.44	$ 1,028.10
Mastrokostas	Magdalene Maggie	Sergeant	$ 119,038.40	$ 421.20
Bowker	Colleen Lisa	Sergeant	$ 119,037.32	$ 1,067.56
Katschilo	James Alan	Police Constable	$ 119,035.17	$ 1,007.76
Gomes	Justin David	Sergeant	$ 119,006.96	$ 1,057.56
Lee	David Brandon	Plainclothes Police Constable	$ 118,995.00	$ 1,030.64
Omar	Mohamed Zakaria	Police Constable	$ 118,994.23	$ 1,007.76
Santoro	Luciano	Police Constable	$ 118,973.95	$ 1,007.76
Prosper	Mark Anthony	Police Constable	$ 118,973.38	$ 1,007.76
Cannon	Sheena Leigh	Plainclothes Police Constable	$ 118,963.99	$ 370.96
Page	Derek William	Police Constable	$ 118,956.42	$ 1,018.42
Van Ruyven	Marc Gerard	Police Constable	$ 118,955.33	$ 906.14
Tanouye	Stevan Tosh	Police Constable	$ 118,926.37	$ 1,007.76
Thomas	Sony	Senior Telecom Services Technician Radio	$ 118,913.89	$ 977.60
Spyropoulos	Niki	Police Constable	$ 118,908.39	$ 1,027.12
Kapoor	Harjyot Singh	Plainclothes Police Constable	$ 118,906.34	$ 1,007.76
Poge	Eric Ronald	Training Constable	$ 118,904.59	$ 1,010.40
Miller	Ian Mark	Police Constable	$ 118,902.91	$ 1,007.76
Scarlino	Matthew Dominic	Police Constable	$ 118,888.85	$ 1,007.76
Peschier	Christopher Victor	Police Constable	$ 118,880.00	$ 997.76
Yin	Ya-Wen	Plainclothes Police Constable	$ 118,870.92	$ 1,030.64
Chung	Rodcliff Rodger	Sergeant	$ 118,867.52	$ 1,067.56
Persichetti	Donato	Plainclothes Police Constable	$ 118,841.57	$ 1,030.57
Galiotos	Konstantinos	Plainclothes Police Constable	$ 118,829.29	$ 1,041.30
Amyotte	Daniel Richard	Plainclothes Police Constable	$ 118,825.26	$ 1,030.64
McKnight	Adam Scott	Plainclothes Police Constable	$ 118,824.15	$ 1,008.64
Saini	Jarnail Singh	Police Constable	$ 118,778.42	$ 982.40
Jones	Stephen Christopher	Training Constable	$ 118,777.65	$ 1,030.64
Belanger	Lisa Gabrielle	Detective	$ 118,762.44	$ 1,067.56
Gauthier	Paul Richard	Sergeant	$ 118,757.16	$ 1,067.56
Park	Sang Jun	Plainclothes Police Constable	$ 118,755.27	$ 1,024.58
Da Silva	Abel Stanley	Property & Video Evidence Management Group Leader	$ 118,749.14	$ 947.70
Constantopoulos	Peter	Court Officer	$ 118,748.44	$ 287.04
Thomas	Nigel Dexter	Police Constable	$ 118,748.09	$ 1,018.42
Rumolo	Antonio	Police Constable	$ 118,745.44	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Stratton	Donald Clyde	Police Constable	$ 118,725.92	$ 1,007.76
Palmer	Roger Anthony	Police Constable	$ 118,711.16	$ 1,000.96
Seaforth	Charles Gregory	Police Constable	$ 118,693.58	$ 1,013.09
Gowan	Todd John	Detective	$ 118,673.32	$ 1,067.56
Pourghazi	Aydin	Police Constable	$ 118,667.25	$ 1,007.76
Bruno	Donald	Training Constable	$ 118,664.69	$ 1,041.30
Li	Boyd	Detective	$ 118,661.50	$ 1,057.16
Hogan	Timothy Merrick	Detective	$ 118,648.11	$ 1,067.56
Lys	Christianne Yvonne	Supervisor	$ 118,631.90	$ 1,068.56
Stanley	William Robert	Sergeant	$ 118,630.24	$ 1,067.56
McGuire	Jennifer Lynn	Police Constable	$ 118,626.46	$ 968.86
Vega	Daniel	Sergeant	$ 118,621.09	$ 1,067.56
Martin	Anthony	Plainclothes Police Constable	$ 118,604.45	$ 1,051.70
Eagleson	Dawn Michelle	Detective	$ 118,601.79	$ 1,067.56
Lyon	Richard Warwick	Sergeant	$ 118,599.36	$ 1,067.56
Kim	Hoon	Police Constable	$ 118,585.71	$ 1,007.76
Gittus	Ryan Christopher	Plainclothes Police Constable	$ 118,565.82	$ 1,030.64
Feraday	Mark Daniel	Sergeant	$ 118,564.16	$ 1,069.38
Heard	Christopher Shayne	Sergeant	$ 118,564.16	$ 969.38
White	Donald Gerald	Detective	$ 118,560.46	$ 1,067.56
Cassidy	Christopher Ryan	Plainclothes Police Constable	$ 118,557.36	$ 1,025.36
Stone	Terence	Training Constable	$ 118,556.38	$ 1,051.70
O'Riordan	Wayne James	Detective	$ 118,553.72	$ 1,067.56
Iqbal	Safdar	Senior Technical Analyst Telecom Services-Wired Network	$ 118,550.64	$ 337.20
Sneep	Todd James	Plainclothes Police Constable	$ 118,538.57	$ 1,025.36
Hung	Leslie Fan	Police Constable	$ 118,537.59	$ 1,007.76
Boniface	Barkley George	Sergeant	$ 118,535.47	$ 1,067.56
McCarthy	Cheoliver Dax	Police Constable	$ 118,534.03	$ 1,007.76
Ingram	Keith	Police Constable	$ 118,530.36	$ 1,019.98
Soffe	Derek Jason	Police Constable	$ 118,529.32	$ 1,007.76
Berezowsky	Robert Nestor	Plainclothes Police Constable	$ 118,513.88	$ 1,051.70
Branton	Stacie Jean	Detective	$ 118,508.45	$ 1,067.56
Fernandes	Dwayne Anthony	Sergeant	$ 118,493.84	$ 1,067.56
Butt	Stephen Miller	Sergeant	$ 118,489.71	$ 1,034.36
Balice	Steven	Police Constable	$ 118,484.09	$ 1,018.42
Edward	Glenn Raymond	Sergeant	$ 118,483.21	$ 1,067.56
Rudzitis	Scott Andrew	Police Constable	$ 118,482.74	$ 1,018.42
Snider	Kirk Edward	Police Constable	$ 118,477.27	$ 1,007.76
Askin	Paul Alexander	Plainclothes Police Constable	$ 118,473.83	$ 1,041.30
Butt	Celeste Barbara	Detective	$ 118,460.85	$ 1,067.56
Warcop	Shannon Amelia	Sergeant	$ 118,455.54	$ 1,060.76
Antonaros	John	Plainclothes Police Constable	$ 118,425.78	$ 1,030.64
Haghshenas	Ehsan	Plainclothes Police Constable	$ 118,421.80	$ 380.64
Benoit	Jason Regis	Detective	$ 118,407.07	$ 1,067.56
Cosgrove	Sean David	Sergeant	$ 118,396.63	$ 1,057.16
Ashman	Craig Jason	Training Constable	$ 118,394.53	$ 1,041.30
Brunato	Riccardo	Training Constable	$ 118,393.98	$ 1,051.70
Santarelli	John Enrico	Police Constable	$ 118,388.42	$ 1,008.99
Verruno	Frank Domenico	Police Constable	$ 118,384.12	$ 1,007.76
Nunes	Diogo Rodrigues	Plainclothes Police Constable	$ 118,382.68	$ 1,013.92
Braund	James Raymond	Plainclothes Police Constable	$ 118,381.34	$ 1,030.64
Warnock	Martin	Plainclothes Police Constable	$ 118,373.96	$ 1,036.02
Atkinson	Graham Stephen	Plainclothes Police Constable	$ 118,373.28	$ 1,041.30
Hoffman	Brian Geoffrey	Plainclothes Police Constable	$ 118,362.86	$ 1,030.64
MacArthur	Jeffrey David	Police Constable	$ 118,362.43	$ 1,007.76
Tasse	Mary Elizabeth	Plainclothes Police Constable	$ 118,347.45	$ 1,030.64
Lymer	Daniel	Plainclothes Police Constable	$ 118,328.94	$ 1,030.64
Landry	Adam Joseph	Police Constable	$ 118,327.60	$ 1,018.42
Zekeres	Charles	Sergeant	$ 118,327.36	$ 1,067.56
Thornton	Richard Michael	Sergeant	$ 118,321.26	$ 1,046.77
Bevilacqua	Massimiliano Rino	Police Constable	$ 118,315.21	$ 1,007.76
Mathews	Brant	Plainclothes Police Constable	$ 118,310.50	$ 1,041.30
Dudarev	Vadim	Police Constable	$ 118,306.30	$ 1,007.76
Davis	Damion Akiel	Police Constable	$ 118,301.66	$ 982.40
Ford	Christian William	Plainclothes Police Constable	$ 118,292.39	$ 1,030.64
Bland	Debbie Elizabeth	Training Constable	$ 118,276.23	$ 1,030.64
Zimmer	Lesley Anne	Sergeant	$ 118,269.43	$ 1,057.56
Marchis	Serena Jane	Plainclothes Police Constable	$ 118,263.26	$ 1,029.76
Bianchi	Kayla Marie	Plainclothes Police Constable	$ 118,261.50	$ 1,023.67

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Beckwith	Christopher	Police Constable	$ 118,243.75	$ 1,007.76
Huk	Paul Graham	Plainclothes Police Constable	$ 118,238.43	$ 1,020.39
Laing	Andrea Lynn	Police Constable	$ 118,233.82	$ 1,026.17
Bell	Daryl Edward	Plainclothes Police Constable	$ 118,220.62	$ 1,041.30
Sinclair	Cory John	Police Constable	$ 118,213.14	$ 979.68
Furzecott	Mark Linton	Plainclothes Police Constable	$ 118,211.59	$ 1,030.64
Fegan	Paul	Training Constable	$ 118,206.46	$ 1,051.70
Perem	Erik Artur	Plainclothes Police Constable	$ 118,196.16	$ 1,013.92
Whittall	Shawn Michael	Plainclothes Police Constable	$ 118,195.18	$ 1,010.40
Warner	Christine	Plainclothes Police Constable	$ 118,194.04	$ 1,051.70
Noble	Dale Lloyd	Police Constable	$ 118,190.18	$ 997.76
Blackadar	Janelle Ruth	Plainclothes Police Constable	$ 118,174.27	$ 1,041.70
Spencer-Anderson	Corey Andrew	Police Constable	$ 118,170.71	$ 997.76
Benoit	Erin Melissa	Detective	$ 118,161.32	$ 1,067.56
Andrews	John Paul	Police Constable	$ 118,161.23	$ 1,029.08
O'Neill	Erik Rodney	Police Constable	$ 118,155.37	$ 1,007.76
Bennett	Robert	Sergeant	$ 118,151.55	$ 1,065.48
Rogers	Michael Lee	Detective	$ 118,147.67	$ 1,067.56
Ali	Asif Iftikhar	Sergeant	$ 118,146.27	$ 1,067.56
Cormack	Brian James	Detective	$ 118,146.27	$ 1,067.56
Garrison	Tracey Lee-Ann	Detective	$ 118,146.27	$ 417.56
Jones	Paul Christopher	Sergeant	$ 118,146.27	$ 1,067.56
McCall	Jayant John	Sergeant	$ 118,146.27	$ 417.56
Pritchard	Brian James	Detective	$ 118,146.27	$ 417.56
Zheng	Feishu	Plainclothes Police Constable	$ 118,135.24	$ 1,013.92
Bedard	Nicole Paulette	Police Constable	$ 118,131.90	$ 1,026.34
Graham	David Joseph	Police Constable	$ 118,120.07	$ 1,007.76
Mieszkalski	Peter	Plainclothes Police Constable	$ 118,111.04	$ 1,051.70
Walker	Julie-Anne Nicole	Plainclothes Police Constable	$ 118,109.66	$ 1,030.64
Platte	Charlene Gina	Plainclothes Police Constable	$ 118,109.37	$ 1,030.64
Purchas	Christopher Dale	Plainclothes Police Constable	$ 118,109.34	$ 391.30
Klodt	Shawn Edward	Police Constable	$ 118,108.70	$ 1,029.08
Bayes	John Arthur	Police Constable	$ 118,101.58	$ 1,018.42
Wilkins	Dustin Daniel	Plainclothes Police Constable	$ 118,101.56	$ 1,030.64
Gonsalves	Melwin Trevor	Plainclothes Police Constable	$ 118,096.02	$ 1,013.92
Toms	Frederic Halley	Police Constable	$ 118,080.21	$ 957.76
Hoang	Quang Minh	Police Constable	$ 118,063.92	$ 1,035.14
Kelly	Craig Robert	Police Constable	$ 118,062.25	$ 347.36
Johnson	Daniel Justin	Police Constable	$ 118,052.68	$ 1,018.42
Ho	Joseph Choa	Police Constable	$ 118,047.82	$ 1,029.08
Andrews	Stefanie Allison	Plainclothes Police Constable	$ 118,040.93	$ 1,024.48
Cameron	Neil Robert	Training Constable	$ 118,034.73	$ 1,030.64
Girardi	Nancy Lynne	Plainclothes Police Constable	$ 118,034.20	$ 1,041.30
Hendry	Colin Robert	Police Constable	$ 118,019.96	$ 997.36
Penny	Lisa Rita	Plainclothes Police Constable	$ 118,019.40	$ 1,030.64
Agnew	Robert	Senior Technical Analyst Enterprise Architecture	$ 118,019.39	$ 409.24
Comission	Christopher Paul	Plainclothes Police Constable	$ 118,017.00	$ 1,037.61
Ladouceur	Jennifer Maureen	Police Constable	$ 118,015.56	$ 1,007.76
Manafo	Saverio Mark	Plainclothes Police Constable	$ 118,013.10	$ 1,030.64
Raveendran	Arjuna	Police Constable	$ 117,999.56	$ 997.36
Marquez	Oscar	Police Constable	$ 117,993.18	$ 982.40
Duarte	Marco Filipe	Plainclothes Police Constable	$ 117,992.39	$ 1,030.64
Somwaru	Kristopher Yoganand	Police Constable	$ 117,986.74	$ 1,007.76
Mignardi	Sonia Marisa	Plainclothes Police Constable	$ 117,979.26	$ 375.36
Bevan	Gordon	Training Constable	$ 117,977.48	$ 1,051.70
Stojkov	Slobodan Bob	Police Constable	$ 117,971.97	$ 1,007.76
Haynes	Andrew Edward	Plainclothes Police Constable	$ 117,971.60	$ 380.64
Saleh	Daniel	Police Constable	$ 117,960.97	$ 1,018.42
Kraehling	Jason Daniel	Plainclothes Police Constable	$ 117,960.92	$ 1,020.39
Caron	Mary Helene	Plainclothes Police Constable	$ 117,954.93	$ 1,030.64
Baker	Jason Robert	Plainclothes Police Constable	$ 117,939.57	$ 1,030.64
Peterson	Clifford William	Sergeant	$ 117,912.78	$ 1,037.78
Kehler	Jason Wade	Police Constable	$ 117,898.72	$ 1,018.42
Boncardo	Peter John	Plainclothes Police Constable	$ 117,886.94	$ 1,030.64
Hillier	Jason Sabino	Detective	$ 117,884.43	$ 1,057.16
Sarvanandan	Baheerathan	Sergeant	$ 117,883.63	$ 1,057.16
Trotman	Bryant Richard	Plainclothes Police Constable	$ 117,873.22	$ 1,003.45
Sisk	Rebecca Nicole	Plainclothes Police Constable	$ 117,867.37	$ 1,041.30
Eliadis	Alexander	Training Constable	$ 117,847.14	$ 1,030.64

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Arzaga	Michael Wayne	Police Constable	$ 117,840.90	$ 1,016.56
Stephen	Sherry-Toni Francesca	Court Officer	$ 117,831.96	$ 287.04
Robinson	Cole Thomas	Plainclothes Police Constable	$ 117,820.85	$ 1,030.64
Garbutt	Todd	Police Constable	$ 117,818.96	$ 1,029.08
Prodanos	Alexi	Police Constable	$ 117,818.95	$ 1,018.42
Cook	Lindsay Marie	Police Constable	$ 117,802.59	$ 347.76
Kovic	Victor James	Police Constable	$ 117,777.80	$ 1,007.76
Dodson	Randie	Training Constable	$ 117,777.58	$ 1,041.70
Collins	Pamela Agnes	Plainclothes Police Constable	$ 117,775.35	$ 1,005.64
Fardell	Geoffrey Royston	Police Constable	$ 117,746.51	$ 1,015.68
Chin	Adrian Carey	Plainclothes Police Constable	$ 117,738.89	$ 1,030.64
Spitzig	Gerard	Plainclothes Police Constable	$ 117,725.64	$ 1,051.70
Mitakidis	Harals Steve	Training Constable	$ 117,703.31	$ 1,030.64
Breault	Amy Ruth	Detective	$ 117,691.74	$ 1,067.56
Mafi	Saman	Police Constable	$ 117,672.44	$ 982.40
Funchion	Daniel Scott	Plainclothes Police Constable	$ 117,663.56	$ 1,012.16
Schneider	Benjamin Joseph	Police Constable	$ 117,662.33	$ 1,007.76
Reddy	Sanjay Kumar	Communications Operator	$ 117,659.66	$ 958.36
McFarquhar	Craig James	Sergeant	$ 117,643.03	$ 1,057.16
Michaelides	Constantinos	Police Constable	$ 117,634.69	$ 1,007.76
Hughes	Shaun Michael	Police Constable	$ 117,626.08	$ 1,007.76
Schafhauser	Hans Peter	Police Constable	$ 117,622.67	$ 1,018.42
Poole	Richard Andrew	Police Constable	$ 117,616.42	$ 1,051.70
Hung	Jeffrey	Plainclothes Police Constable	$ 117,615.84	$ 1,041.30
Kay	Grant Michael	Police Constable	$ 117,608.21	$ 1,007.76
Mcintyre	Ryan Douglas	Plainclothes Police Constable	$ 117,607.33	$ 1,030.64
Mathieu	Melanie Jane	Police Constable	$ 117,604.37	$ 1,018.42
MacKenzie	Matthew Aaron	Police Constable	$ 117,595.19	$ 1,007.76
Christou	George	Police Constable	$ 117,573.81	$ 1,007.76
Bachly	Christopher David	Sergeant	$ 117,569.98	$ 1,065.56
Koech	Aggrey Kiplanga	Police Constable	$ 117,561.67	$ 1,027.12
Schumacher	Jonathan Michael	Plainclothes Police Constable	$ 117,554.94	$ 1,041.30
Thornton	Neil James	Sergeant	$ 117,524.39	$ 1,057.16
Shepheard	Scott Alejandro	Police Constable	$ 117,509.48	$ 1,007.76
Vidot	Russell Norbert	Police Constable	$ 117,486.68	$ 1,013.04
Webb	Vanessa Miriam	Police Constable	$ 117,484.55	$ 1,018.42
Sunghing	Daniel Richard	Plainclothes Police Constable	$ 117,480.46	$ 1,041.30
Mendez	Ancile Hugh	Police Constable	$ 117,470.45	$ 1,007.76
Garganis	Angelo	Plainclothes Police Constable	$ 117,467.88	$ 1,025.36
Blake	Kirk Douglas	Police Constable	$ 117,414.97	$ 998.74
Johnson	Darrelle Amaris	Plainclothes Police Constable	$ 117,404.01	$ 299.00
Day	Paul	Police Constable	$ 117,372.05	$ 1,029.08
Bottero	Michael	Police Constable	$ 117,363.17	$ 347.36
Houston	Joel Michael	Training Constable	$ 117,361.57	$ 1,041.30
Konecny	Daryl Terry	Police Constable	$ 117,352.27	$ 921.36
Fraser	Rod David	Plainclothes Police Constable	$ 117,349.11	$ 1,030.64
Haynes	Christopher Sean	Plainclothes Police Constable	$ 117,344.58	$ 1,051.70
Jackson	Scott Bruce	Police Constable	$ 117,336.45	$ 1,007.76
Cid	Claudia Irene	Police Constable	$ 117,320.96	$ 1,007.76
Kim	Sin-Joong Sin	Detective	$ 117,310.42	$ 1,057.16
Corneil	Emily Lianne	Communications Operator	$ 117,305.41	$ 958.36
Walters	Ryan Malrie	Police Constable	$ 117,300.68	$ 996.00
Sutcliffe	Colin David	Police Constable	$ 117,289.78	$ 1,007.76
McKeown	Lisa Dawn	Plainclothes Police Constable	$ 117,276.34	$ 1,041.30
Vadivelu	Krishnamoorthy	Plainclothes Police Constable	$ 117,266.42	$ 1,030.64
Monroe	Cameron Stewart	Plainclothes Police Constable	$ 117,233.83	$ 1,020.39
Yourkin	Courtney Anne	Plainclothes Police Constable	$ 117,231.98	$ 1,030.64
Moran	Erick Odyr	Police Constable	$ 117,227.60	$ 1,007.76
Zver	Natasha Ann	Police Constable	$ 117,212.43	$ 1,018.42
Lee	Kyu il	Police Constable	$ 117,212.00	$ 363.92
Sommer	Thomas Anton	Police Constable	$ 117,205.69	$ 1,007.76
Dowling	Christopher Thomas	Plainclothes Police Constable	$ 117,201.39	$ 1,007.12
Howlett	Wayne	Plainclothes Police Constable	$ 117,183.98	$ 1,051.70
Gill	Arjinder Pal Singh	Police Constable	$ 117,172.14	$ 1,007.76
Noonan	Timothy John	Plainclothes Police Constable	$ 117,171.78	$ 1,051.70
Baker	Richard James	Sergeant	$ 117,152.11	$ 457.16
Tang	Eric Chung	Plainclothes Police Constable	$ 117,130.09	$ 997.36
Gibson	Daryl Thomas	Police Constable	$ 117,124.41	$ 1,007.76
Scott	Darren Alexander	Plainclothes Police Constable	$ 117,108.46	$ 1,030.64

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Niculae	Ion Alexandru	Police Constable	$ 117,099.15	$ 1,007.76
Groff	Christopher Glen	Police Constable	$ 117,096.56	$ 1,037.62
Tait	Adrian William	Police Constable	$ 117,086.61	$ 1,007.76
Han	Daniel	Police Constable	$ 117,086.38	$ 1,007.76
McDermott	Euan	Police Constable	$ 117,068.29	$ 1,007.76
Ferreira	Jason Neto	Police Constable	$ 117,066.15	$ 997.76
Moraes	Timothy	Plainclothes Police Constable	$ 117,060.82	$ 1,051.70
McGivern	Sean Barme	Police Constable	$ 117,058.32	$ 1,008.99
Walker-Knapper	Susan Colette	Manager of Court Services	$ 117,052.17	$ 514.80
Barrett	Laurence George	Police Constable	$ 117,050.25	$ 1,029.08
Smith	Stephen Aaron	Training Constable	$ 117,048.86	$ 1,041.30
Parliament	James Ralph	Training Constable	$ 117,044.72	$ 1,041.70
Schlender	Stephen Michael	Police Constable	$ 117,034.42	$ 997.36
Borg	Susanne Josephene	Plainclothes Police Constable	$ 117,033.22	$ 1,041.70
Ruocco	Gissa Lissa	Training Constable	$ 117,012.82	$ 1,041.30
Townshend	Christopher Andrew	Police Constable	$ 117,007.25	$ 1,007.76
Sinclair	Douglas Carl	Plainclothes Police Constable	$ 117,001.55	$ 1,023.88
Bisla	Kiran	Plainclothes Police Constable	$ 116,986.16	$ 909.33
Chan	Jonathan Hin-Ling	Plainclothes Police Constable	$ 116,979.40	$ 1,020.08
Flett	James	Plainclothes Police Constable	$ 116,971.93	$ 401.70
Dobbs	Christian Daniel	Police Constable	$ 116,952.27	$ 1,016.56
Boniface	Lisa Anita	Plainclothes Police Constable	$ 116,945.68	$ 1,026.95
Adams	Khary Azande	Plainclothes Police Constable	$ 116,941.62	$ 1,030.64
Cowie	Katelyn Rose	Police Constable	$ 116,934.92	$ 1,024.48
Daoust	Michael-Lee Denis-Paul	Plainclothes Police Constable	$ 116,933.75	$ 1,041.30
Quesnelle	Curtis Leonard	Plainclothes Police Constable	$ 116,930.73	$ 1,034.33
Coroghly	Khalid Mohammed	Plainclothes Police Constable	$ 116,926.23	$ 1,030.64
Beaulac	Joseph Andre	Police Constable	$ 116,914.11	$ 1,007.76
Graham	Jeffrey Rae	Plainclothes Police Constable	$ 116,913.17	$ 1,008.64
Draper	Che William	Police Constable	$ 116,907.32	$ 1,007.76
De Angelis	Mary-Gina	Police Constable	$ 116,902.53	$ 997.76
Ford	Andrew Rion	Police Constable	$ 116,897.72	$ 1,007.76
Ramirez	Marion Genevieve	Senior Analyst Information Systems Services	$ 116,881.77	$ 409.24
Maranan	Kelvin Vallon	Police Constable	$ 116,879.73	$ 1,007.76
Lipsey	William Norman	Police Constable	$ 116,876.27	$ 1,018.42
Haasen	Wendy Cathy	Police Constable	$ 116,874.00	$ 1,007.76
Espie	Glen	Police Constable	$ 116,865.66	$ 1,007.76
Ryan	Kathleen Erin	Plainclothes Police Constable	$ 116,863.16	$ 1,007.76
Mineyko	Krzysztof Eustachy	Senior Analyst Information Systems Services	$ 116,858.37	$ 409.24
Jeffery	Joshua Douglas	Police Constable	$ 116,848.61	$ 997.36
Gan	Zhongjie	Police Constable	$ 116,844.55	$ 986.48
Taylor	Christopher Paul	Police Constable	$ 116,806.66	$ 1,029.08
Davis	Jason Brian	Plainclothes Police Constable	$ 116,794.25	$ 1,030.64
Neadles	William Andrew	Plainclothes Police Constable	$ 116,789.20	$ 1,020.19
Reid	Gordon Brian	Police Constable	$ 116,788.22	$ 1,029.08
Douglas-Cook	Allyson Karen	Police Constable	$ 116,785.32	$ 1,007.76
Karges	Bradley Joseph	Police Constable	$ 116,766.14	$ 1,018.42
Khimani	Zulfiqar Ali	Parking Enforcement Oficer	$ 116,761.64	$ 898.56
Machell	Gary Lawrence	Police Constable	$ 116,727.51	$ 1,007.76
Pitters	Glenn Michael	Police Constable	$ 116,720.98	$ 1,018.42
Hagopian	Gregory Krikor	Detective	$ 116,716.41	$ 1,068.38
Gravelijn	Lindsay Diana	Plainclothes Police Constable	$ 116,709.68	$ 1,030.64
Jeffrey	Michael John	Police Constable	$ 116,707.00	$ 1,007.76
Rupnarine	Leonard Sase	Police Constable	$ 116,706.90	$ 1,007.76
Nunno	Melissa	Plainclothes Police Constable	$ 116,698.84	$ 1,040.48
Clark	Dana John	Police Constable	$ 116,675.82	$ 1,014.73
Bonomo	August	Sergeant	$ 116,666.73	$ 1,019.16
Tippett	William John	Police Constable	$ 116,664.08	$ 997.36
Simon	John James	Police Constable	$ 116,653.93	$ 1,007.80
McGowan	Monica	Plainclothes Police Constable	$ 116,652.58	$ 1,051.70
Sljivo	Sasa	Police Constable	$ 116,637.21	$ 1,012.16
Campbell	Andrew James	Plainclothes Police Constable	$ 116,630.01	$ 1,030.64
Randall	Nicholas William	Plainclothes Police Constable	$ 116,622.97	$ 1,020.39
Sidhu	Husandeep Singh	Police Constable	$ 116,618.52	$ 807.49
Fedory	Mykola	Plainclothes Police Constable	$ 116,602.40	$ 1,025.36
Ortiz	Horacio	Plainclothes Police Constable	$ 116,598.79	$ 996.00
Ho	Chung-Ken Ernest	Police Constable	$ 116,598.21	$ 997.36
O'Keefe	David Michael	Police Constable	$ 116,577.46	$ 1,013.04
Ulfat	Ahsan Ullah	Police Constable	$ 116,576.67	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Haynes	Ernest David	Sergeant	$ 116,574.48	$ 1,057.16
Borges	Eduardo Garcia	Police Constable	$ 116,547.82	$ 997.76
Weckworth	Richard Grant	Police Constable	$ 116,547.34	$ 1,007.76
Mckee	Nancy Anne	Detective	$ 116,527.60	$ 1,057.16
Byrne	Marisa Rita	Police Constable	$ 116,517.18	$ 1,028.67
Smith	Jason Alexander	Training Constable	$ 116,515.84	$ 1,041.30
Bouwmeester	Stephen Douglas	Plainclothes Police Constable	$ 116,512.44	$ 1,030.64
Dunne	James William	Police Constable	$ 116,501.65	$ 1,007.76
Johns	Mark Douglas	Plainclothes Police Constable	$ 116,497.94	$ 1,030.64
Deabreu	Gregory John	Plainclothes Police Constable	$ 116,494.79	$ 1,030.64
Hurst	Clayton Michael	Police Constable	$ 116,452.47	$ 1,007.76
Greczi	Lawrence Manuel	Police Constable	$ 116,451.19	$ 997.36
Malfara	Quinton Joseph	Police Constable	$ 116,450.66	$ 971.52
Hung	Allan Richard	Plainclothes Police Constable	$ 116,441.07	$ 1,023.67
Chu	Cyril Frederick	Plainclothes Police Constable	$ 116,431.04	$ 347.36
Warwar	Michael	Police Constable	$ 116,420.38	$ 1,007.76
Warrington	Bryan Edward	Police Constable	$ 116,412.19	$ 1,007.76
Wesley	Jeffrey	Police Constable	$ 116,408.13	$ 1,018.42
Gayle	Phillip Preston	Plainclothes Police Constable	$ 116,405.26	$ 1,030.64
Hildebrand	Shaun Christopher	Police Constable	$ 116,382.88	$ 1,007.76
Hudson	Daniel Edward	Police Constable	$ 116,355.01	$ 1,007.76
Souvandy	Chanthima	Police Constable	$ 116,343.84	$ 1,007.76
Moretti	Mark	Police Constable	$ 116,341.30	$ 1,029.08
De Graaf	Ryan Evert	Police Constable	$ 116,337.88	$ 1,007.76
Darnley	Steven William	Plainclothes Police Constable	$ 116,334.15	$ 1,041.30
Dayler	Nathan David	Plainclothes Police Constable	$ 116,326.71	$ 1,030.64
Kellar	Brian Murray	Police Constable	$ 116,322.19	$ 1,007.76
Manson-Hing	Stephen Michael	Plainclothes Police Constable	$ 116,315.44	$ 1,020.39
Breedon	Warren Spencer	Plainclothes Police Constable	$ 116,311.28	$ 1,030.64
McCormick	Derek Alan	Plainclothes Police Constable	$ 116,307.85	$ 1,041.30
Priebe	Christopher Ryan	Plainclothes Police Constable	$ 116,288.40	$ 1,014.76
Epperson	Erik Amadeus	Sergeant	$ 116,285.35	$ 1,057.16
Scherbey	Ronnie Mikeal	Plainclothes Police Constable	$ 116,279.25	$ 1,041.30
Sutherland	Grant Anthony	Plainclothes Police Constable	$ 116,271.78	$ 1,030.64
Karavadi	Hanumantha	Senior Analyst Project Management Office	$ 116,270.03	$ 409.24
Moisseev	Iouri	Senior Technical Analyst Enterprise Architecture	$ 116,270.03	$ 409.24
Irvine	Zachary James	Plainclothes Police Constable	$ 116,257.94	$ 1,041.30
MacInnis	Julie So-Jung	Plainclothes Police Constable	$ 116,255.39	$ 1,030.64
Hughson	Reginald Guy	Police Constable	$ 116,253.19	$ 504.08
Fairclough	James Stephen	Sergeant	$ 116,251.01	$ 1,057.16
Gall	Alexandru	Police Constable	$ 116,247.64	$ 1,007.76
Goldlioust	Anatol	Police Constable	$ 116,240.76	$ 1,007.76
Doherty	Braden Spencer	Police Constable	$ 116,230.93	$ 1,018.42
Chan	Keith Kar-Shing	Police Constable	$ 116,220.96	$ 1,012.16
McKinnon	Darryl Lloyd	Plainclothes Police Constable	$ 116,213.38	$ 1,030.64
Bezley	Jonathan Thomas	Police Constable	$ 116,209.63	$ 998.23
Belland	Neil Gregory	Training Constable	$ 116,195.94	$ 1,041.30
Lazar	Ramy	Police Constable	$ 116,192.23	$ 1,024.48
Gill	Sukhjinder Singh	Plainclothes Police Constable	$ 116,187.30	$ 874.58
So	Christopher Stuart	Plainclothes Police Constable	$ 116,168.29	$ 1,041.30
Ahier	Brian Norman	Plainclothes Police Constable	$ 116,163.51	$ 1,003.45
Larmer	Jason Rae	Plainclothes Police Constable	$ 116,156.23	$ 584.26
Garrison	Heidi Elsie	Detective Sergeant	$ 116,155.84	$ 459.94
Marks	Alexandra Courtney	Plainclothes Police Constable	$ 116,155.22	$ 1,030.64
Gaudino	Alison MC	Police Constable	$ 116,153.22	$ 1,007.76
Coulthard	Jason Miles	Detective	$ 116,145.12	$ 410.80
Bryan	Charlotte Ann	Plainclothes Police Constable	$ 116,138.92	$ 1,030.64
Burgess	Michael	Police Constable	$ 116,134.00	$ 1,029.08
James	Shandon Amos	Police Constable	$ 116,127.34	$ 1,007.76
Liu	Shuxin Tony	Senior Analyst Information Systems Services	$ 116,120.03	$ 409.24
Scott	Dwayne	Plainclothes Police Constable	$ 116,119.92	$ 1,051.70
Wu	Hai Zhong	Senior Technical Analyst Enterprise Architecture	$ 116,118.53	$ 409.24
Hamlet	Rowan Allen	Plainclothes Police Constable	$ 116,111.79	$ 1,031.05
Tourangeau	Craig Ronald	Police Constable	$ 116,102.78	$ 1,018.42
Firth	Zachary Jonathon	Plainclothes Police Constable	$ 116,100.38	$ 1,030.64
Bennett	Karlene Natalie	Board Administrator	$ 116,094.37	$ 1,196.42
Lawlor	William	Police Constable	$ 116,087.06	$ 1,029.08
Babin	Scott Jason	Plainclothes Police Constable	$ 116,076.81	$ 380.64
Dvernechuk	Mark William	Police Constable	$ 116,071.02	$ 1,000.96

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Sidhu	Jenifferjit	Police Constable	$ 116,063.46	$ 1,018.42
Dyck	Henry Jacob	Sergeant	$ 116,062.60	$ 1,057.16
Russell	Alexander	Police Constable	$ 116,050.28	$ 1,029.08
Edwards	Samantha Georgette	Communications Operator	$ 116,045.36	$ 951.66
Jost	Martika Sybil	Parking Enforcement Oficer	$ 116,044.08	$ 898.56
McGill	Matthew Jackson	Police Constable	$ 116,040.55	$ 971.52
Xinos	Evagelos	Training Constable	$ 116,032.44	$ 1,034.33
Maharaj	Bryan Sanjeev	Detective	$ 116,024.57	$ 1,057.16
Brooks	Jordan	Plainclothes Police Constable	$ 116,014.56	$ 997.36
Charbonneau	Jeffrey Patrick	Police Constable	$ 116,010.41	$ 1,007.76
Vigna	Diana Christine	Police Constable	$ 115,998.81	$ 1,007.76
McInerney	Patrick Harry	Police Constable	$ 115,977.52	$ 1,007.76
Alexiou	Demitrios	Plainclothes Police Constable	$ 115,974.85	$ 1,051.70
Harris	David Anthony	Senior Analyst Information Technology Services-Governance	$ 115,970.03	$ 409.24
Selver	Terry William	Police Constable	$ 115,968.99	$ 1,018.42
Fryer	Stephen Robert	Plainclothes Police Constable	$ 115,952.43	$ 1,020.08
Bahula	James Simon	Police Constable	$ 115,910.95	$ 1,007.76
Rampersaud	Darren Rabindra	Senior Programmer Information Systems Services	$ 115,908.90	$ 362.32
Maxwell	George Byron	Plainclothes Police Constable	$ 115,900.74	$ 1,041.30
St Croix	Paula	Police Constable	$ 115,899.64	$ 1,029.08
Arias	Jose Manuel	Police Constable	$ 115,896.65	$ 1,007.76
Coleman	Keith Samuel	Training Constable	$ 115,896.19	$ 1,041.30
Colaco	Vernon Antonio	Plainclothes Police Constable	$ 115,889.58	$ 1,024.48
Lichacz	Alexander William	Police Constable	$ 115,881.24	$ 1,007.76
Irving	Desmond Michael	Police Constable	$ 115,873.34	$ 1,011.45
Monteiro	David Jason	Police Constable	$ 115,866.29	$ 1,007.76
Caton	Matthew Michael	Training Constable	$ 115,861.65	$ 1,030.64
Persaud	Chaitram	Police Constable	$ 115,837.14	$ 1,007.76
Kelly	Kimberley Ann	Police Constable	$ 115,832.16	$ 1,018.42
Mutis	Dawn	Plainclothes Police Constable	$ 115,806.16	$ 1,051.70
Methe	Christopher Robert	Plainclothes Police Constable	$ 115,785.47	$ 1,030.64
Benoit	Horst Albert	Police Constable	$ 115,781.66	$ 1,024.57
Bergeron	Michelle Lorraine	Plainclothes Police Constable	$ 115,777.76	$ 982.40
Crisp	Mathew	Police Constable	$ 115,777.74	$ 1,018.42
Chernobay	Andrew	Senior Technical Analyst Enterprise Architecture	$ 115,745.03	$ 409.24
LeClair	Glenn Duncan	Senior Analyst Information Technology Services-Governance	$ 115,745.03	$ 409.24
Evans	Mark Anthony	Police Constable	$ 115,739.28	$ 1,007.76
Samson	Meghann Florence	Plainclothes Police Constable	$ 115,736.00	$ 1,030.64
Mc Donald	Stephanie Jean	Police Constable	$ 115,717.17	$ 1,007.76
Mohamed	Rizwan	Police Constable	$ 115,711.17	$ 1,007.76
Policelli	Tanya	Plainclothes Police Constable	$ 115,710.56	$ 1,051.70
Braida	Sandi Laurel	Police Constable	$ 115,702.02	$ 1,007.76
Wester	Erica Beth	Plainclothes Police Constable	$ 115,694.71	$ 1,030.64
Santos Vicentino	Richard	Police Constable	$ 115,689.79	$ 1,029.08
Cassidy	Michael	Police Constable	$ 115,668.35	$ 1,029.08
Maniquis	Alvin Keith	Plainclothes Police Constable	$ 115,663.55	$ 1,034.33
Udegbunam	Christian	Police Constable	$ 115,649.12	$ 1,029.08
Dymond	Jeffrey William	Police Constable	$ 115,629.34	$ 997.36
Ardiles	Benjamin Gonzalo	Police Constable	$ 115,616.14	$ 1,007.76
Goodenough	David Paul	Police Constable	$ 115,610.67	$ 1,018.42
Ball	Laura Frances	Police Constable	$ 115,588.54	$ 1,007.76
Aciu	Sebastian	Training Constable	$ 115,581.95	$ 1,020.08
Minami	Mark Nobuyuki	Police Constable	$ 115,558.24	$ 1,007.76
Rietkoetter	Seth Andrew	Police Constable	$ 115,557.45	$ 1,007.76
Angco	Antonio James	Plainclothes Police Constable	$ 115,556.75	$ 1,025.36
Bolduc	Kevin Victor	Police Constable	$ 115,552.88	$ 1,007.76
Dawe	Renee	Police Constable	$ 115,549.56	$ 1,018.42
Greer	Kevin Hugo	Plainclothes Police Constable	$ 115,537.27	$ 1,041.30
Watt	Jermaine Antonio	Police Constable	$ 115,527.13	$ 1,007.76
Fagu	Avinaash Prithipaul	Police Constable	$ 115,506.89	$ 1,022.82
Crawford	Jason Richard	Police Constable	$ 115,488.63	$ 1,024.48
Eckersall	Peter James	Police Constable	$ 115,487.12	$ 1,018.42
Locke	Duane Henry	Police Constable	$ 115,484.10	$ 1,018.42
Rekhi	Jasdeep	Plainclothes Police Constable	$ 115,467.78	$ 1,013.92
Landry	Roger Adam	Plainclothes Police Constable	$ 115,466.33	$ 1,030.64
Phillips	Adam Marshall	Police Constable	$ 115,465.11	$ 1,007.76
Farina	Antonella	Sergeant	$ 115,456.71	$ 1,053.36
Pakka	Yulia Renee	Police Constable	$ 115,455.95	$ 976.96
Vayani	Shafiq Abdul	Plainclothes Police Constable	$ 115,450.86	$ 1,030.64

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Halagian	Adam Ryan	Plainclothes Police Constable	$ 115,439.34	$ 1,034.33
Tomaszewski	Marcin Robert	Police Constable	$ 115,431.62	$ 1,007.76
Tomicic	Jorge Antonio	Police Constable	$ 115,405.84	$ 1,018.42
Cornett	Thomas Biagio	Plainclothes Police Constable	$ 115,399.05	$ 811.60
Haroon	Usman	Police Constable	$ 115,366.47	$ 957.76
Girgis	Mina Wadie	Police Constable	$ 115,359.02	$ 347.36
Madeley	John Austin	Police Constable	$ 115,344.69	$ 1,018.42
Jackson	Robert Michael	Police Constable	$ 115,315.38	$ 1,024.89
McKeraghan	Dann Francis	Plainclothes Police Constable	$ 115,313.15	$ 1,041.30
Wong	Gordon Chung-Hoi	Plainclothes Police Constable	$ 115,312.46	$ 1,030.64
Lee	Elliott	Plainclothes Police Constable	$ 115,276.26	$ 1,030.64
Fox	Jennifer Anne	Plainclothes Police Constable	$ 115,268.45	$ 1,013.92
Krieger	Ariyeh Michael	Plainclothes Police Constable	$ 115,266.52	$ 1,030.64
Small	Gregory David	Plainclothes Police Constable	$ 115,262.43	$ 1,030.64
Carles	Matthew Moses	Police Constable	$ 115,260.17	$ 1,007.76
Black	Cameron Russell	Police Constable	$ 115,258.88	$ 1,007.76
Saib	Rachid	Police Constable	$ 115,254.46	$ 1,007.76
Boddaert	Warren Peter	Training Constable	$ 115,252.21	$ 1,041.30
Downey	Sean Michael	Police Constable	$ 115,250.62	$ 982.40
Brind'Amour	Michel Philippe	Sergeant	$ 115,250.41	$ 1,057.16
Casasola	Steven Alexander	Police Constable	$ 115,248.42	$ 982.40
Andrews	Sarah Lynn	Detective	$ 115,246.33	$ 1,057.56
Sarasua	Joshua Junior	Police Constable	$ 115,244.05	$ 1,007.76
Korman-Moore	Adrian Jay	Police Constable	$ 115,242.29	$ 1,018.42
Rivers	Brett Lewis	Police Constable	$ 115,242.28	$ 1,007.76
Done	Iulian	Police Constable	$ 115,236.73	$ 1,007.76
Burns	Michael Roy	Plainclothes Police Constable	$ 115,203.33	$ 1,030.64
Nguyen	Daniel	Police Constable	$ 115,195.38	$ 1,024.48
Hoffman	Gregory Rodney	Plainclothes Police Constable	$ 115,179.09	$ 1,030.64
Bryan	Andrew John	Police Constable	$ 115,178.71	$ 1,007.76
Fournier	Marie-Josee	Police Constable	$ 115,144.05	$ 1,007.76
Chariandy	Mark Michael	Plainclothes Police Constable	$ 115,143.75	$ 1,030.64
Bai	Don Xin	Plainclothes Police Constable	$ 115,142.89	$ 1,030.64
Macnab	Daniel William	Police Constable	$ 115,139.58	$ 1,018.42
Brabant	Laura Ann	Plainclothes Police Constable	$ 115,131.77	$ 1,030.64
Howell	Wayne Vincent	Plainclothes Police Constable	$ 115,130.61	$ 1,034.33
Jackson	Trumaine Andrew	Police Constable	$ 115,130.00	$ 997.36
Sharma	Sandeep	Police Constable	$ 115,114.29	$ 1,007.76
Torrano	Leo Anthony	Police Constable	$ 115,109.42	$ 1,007.76
Beaven-Brindle	Marcie Jeanne	Plainclothes Police Constable	$ 115,105.23	$ 1,033.32
Reis	George Fonseca	Police Constable	$ 115,094.76	$ 1,014.73
Amirkhanian	Niquita	Police Constable	$ 115,083.95	$ 971.52
Leblanc	Dylan Raymond	Police Constable	$ 115,081.82	$ 1,005.87
Vargas	Juan Enrique	Police Constable	$ 115,074.42	$ 1,018.42
Moyer	James Porter	Plainclothes Police Constable	$ 115,070.54	$ 971.52
Delgado Meneses	Juan Carlos	Police Constable	$ 115,061.18	$ 1,007.76
Douglas	Stephen Michael	Plainclothes Police Constable	$ 115,058.86	$ 1,041.30
McParland	Shannon Marie	Plainclothes Police Constable	$ 115,054.88	$ 1,030.64
Henschell	Christopher Keith	Police Constable	$ 115,049.56	$ 1,014.73
Provender	Stephanie Lin	Police Constable	$ 115,047.77	$ 1,014.80
Chan	Gregory	Police Constable	$ 115,041.84	$ 1,029.08
Thangaveloo	Gunasekaran	Police Constable	$ 115,023.15	$ 1,018.42
Deane	Cedron Clayton	Police Constable	$ 115,005.45	$ 1,007.76
Tamse	Edward Ted	Plainclothes Police Constable	$ 115,004.18	$ 1,036.02
Nickels	Chad Christopher	Plainclothes Police Constable	$ 115,003.95	$ 375.36
Saini	Sushil Kumar	Plainclothes Police Constable	$ 115,001.82	$ 1,030.64
Whitefield	Ross Alasdair	Plainclothes Police Constable	$ 114,991.79	$ 1,030.64
Shannon	Stephen Jordan	Sergeant	$ 114,985.25	$ 1,039.21
Burke	Ricardo Omar	Plainclothes Police Constable	$ 114,982.72	$ 1,020.96
Luthra	Narinder Pal	Police Constable	$ 114,981.95	$ 982.76
Vandervoort	Michael Alexander	Police Constable	$ 114,977.78	$ 997.36
Wilkinson	Emily Margaret	Police Constable	$ 114,975.38	$ 978.32
Bradley	Christopher	Police Constable	$ 114,968.90	$ 1,029.08
Baksh	Faizal Anthony	Police Constable	$ 114,916.45	$ 1,007.76
Rocha	Ulrick	Plainclothes Police Constable	$ 114,913.76	$ 1,020.39
Huber	Simone Gabrielle	Plainclothes Police Constable	$ 114,904.05	$ 394.90
Carter	Sarah Jean	Plainclothes Police Constable	$ 114,872.34	$ 1,020.39
Gillham	Shane Robert	Plainclothes Police Constable	$ 114,864.54	$ 1,051.70
Oh	Hyuk Jo	Plainclothes Police Constable	$ 114,857.18	$ 1,013.92

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Imai	Toshi Laird	Plainclothes Police Constable	$ 114,854.19	$ 1,013.92
Rigby	Ryan Ronald	Police Constable	$ 114,838.90	$ 1,007.76
Campese	Michelle Angela	Police Constable	$ 114,836.05	$ 1,007.76
Mac Naughton	Mary Verna	Police Constable	$ 114,823.70	$ 1,005.59
Espino	Nilo Anthony	Police Constable	$ 114,821.19	$ 1,007.76
Gini	Guillermo Steve	Plainclothes Police Constable	$ 114,818.83	$ 1,030.64
Tzikas	Athanasios	Plainclothes Police Constable	$ 114,809.86	$ 1,003.86
Miller	William Peter	Supervisor of Telecom Services-Engineering	$ 114,805.82	$ 348.92
Ali	Farhan Imtiaz	Police Constable	$ 114,791.06	$ 1,007.76
Szyszkowska	Sylvia Bernadetta	Parking Enforcement Oficer	$ 114,788.53	$ 898.56
Herman	Brian Joseph	Police Constable	$ 114,778.38	$ 1,007.76
Rowe	Antoinette Margaret	Police Constable	$ 114,775.59	$ 1,018.42
Press	Michael Allen	Senior Firearms Officer	$ 114,763.48	$ 733.32
Kelloway	Trevor Paul	Police Constable	$ 114,758.55	$ 1,007.76
Beard	Benjamin James	Plainclothes Police Constable	$ 114,754.56	$ 1,030.64
Kirk	Cameron Scott	Police Constable	$ 114,746.11	$ 1,055.60
D'Angelo	Giuseppe	Plainclothes Police Constable	$ 114,733.70	$ 1,051.70
Strain	Garvan Augustine	Police Constable	$ 114,731.91	$ 1,024.48
So	Ying Ho	Police Constable	$ 114,720.56	$ 1,011.45
Watson	Ian Andrew	Police Constable	$ 114,679.43	$ 959.29
Dorrington	Francis Justin Zachary	Police Constable	$ 114,664.60	$ 1,007.76
Dean	Jesse Russell	Plainclothes Police Constable	$ 114,662.49	$ 1,030.64
Bellamy	Jason Robert	Police Constable	$ 114,660.68	$ 1,007.76
Diaconu	Adrian	Police Constable	$ 114,659.09	$ 962.00
Jackson	Davis Robert	Training Constable	$ 114,658.90	$ 1,041.30
Berger	Mark Andrew	Police Constable	$ 114,646.81	$ 1,029.08
Timms	Kevin Douglas	Police Constable	$ 114,645.70	$ 1,007.76
Gill	Shawn Aubrey	Plainclothes Police Constable	$ 114,642.46	$ 1,013.92
Swift	Dale Glen-De-Vere	Police Constable	$ 114,635.57	$ 1,007.76
Symss	Shane Robert	Police Constable	$ 114,627.93	$ 379.08
Helbert	Kenneth Paul	Police Constable	$ 114,625.97	$ 1,029.08
Hurdowar	Darun Sing	Training Constable	$ 114,624.05	$ 1,041.30
Burley	David Joseph	Plainclothes Police Constable	$ 114,581.84	$ 1,041.30
Svendsen	Adam Hillier	Plainclothes Police Constable	$ 114,568.32	$ 1,030.64
Rossi	Matthew Anthony	Police Constable	$ 114,556.88	$ 976.96
Pais	Glenn Edwin	Police Constable	$ 114,547.04	$ 1,008.17
Stockwell	Sean Paul	Plainclothes Police Constable	$ 114,539.50	$ 1,041.30
Wecker	Michael Robert	Police Constable	$ 114,537.06	$ 1,007.76
Ferreira	Mickael	Plainclothes Police Constable	$ 114,532.19	$ 1,030.64
Lazarus	Terrence Anthony	Police Constable	$ 114,531.04	$ 1,016.73
Ross	Cailey Jessica	Plainclothes Police Constable	$ 114,516.18	$ 1,020.39
Isip	Williador Jr	Police Constable	$ 114,509.15	$ 1,035.14
White	Richard Burton	Plainclothes Police Constable	$ 114,505.23	$ 1,030.64
Mitchener	Robert Andrew	Police Constable	$ 114,488.37	$ 1,007.76
Briell	Sandra Anne	Coordinator	$ 114,476.47	$ 1,018.42
Rorabeck	Ryan William	Police Constable	$ 114,476.17	$ 996.00
Fernandez	Steven James	Police Constable	$ 114,468.62	$ 1,007.76
Hope	Heather Isobel	Police Constable	$ 114,457.55	$ 1,007.76
Briscoe	Omari Kamau	Police Constable	$ 114,455.60	$ 1,007.76
Francois	Patrice Gaston	Plainclothes Police Constable	$ 114,454.74	$ 1,030.64
Upton	Peter Alexander	Plainclothes Police Constable	$ 114,427.22	$ 1,030.64
Pinchin	Brian	Plainclothes Police Constable	$ 114,425.45	$ 1,051.70
Kelly	Kimberly Ann	Police Constable	$ 114,423.66	$ 1,007.76
da Silva	Timothy Peter	Police Constable	$ 114,419.99	$ 1,000.96
Casey	James Austin	Police Constable	$ 114,415.17	$ 814.80
Reynolds	Trevor Curtis	Plainclothes Police Constable	$ 114,414.98	$ 1,019.98
Bains	Mahip Singh	Police Constable	$ 114,412.22	$ 997.36
Gotha	Henry Charles	Plainclothes Police Constable	$ 114,400.60	$ 401.70
McCourt	Kevin	Plainclothes Police Constable	$ 114,396.13	$ 1,051.70
Lambe	James	Police Constable	$ 114,385.41	$ 1,029.08
Mac Neill	David Michael	Police Constable	$ 114,383.13	$ 1,007.76
Kent	Dionne Earlene	Police Constable	$ 114,380.26	$ 1,018.42
Birrell	John Thomas	Plainclothes Police Constable	$ 114,376.10	$ 1,051.70
Windmoller	Theodore John	Sergeant	$ 114,363.75	$ 746.46
Gregoriou	Christopher	Police Constable	$ 114,345.05	$ 949.00
Strachan	Kerry Frances	Training Constable	$ 114,338.53	$ 1,030.64
Szarzec	Peter	Police Constable	$ 114,309.51	$ 1,029.08
Javed	Waseem	Police Constable	$ 114,303.60	$ 980.08
Lee	James Stanton	Police Constable	$ 114,300.29	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Guerreiro	Joseph Andrew	Training Constable	$ 114,296.12	$ 1,030.64
Bottineau	Danielle Joanne	Police Constable	$ 114,275.91	$ 1,018.42
Nguyen	John Hung-Quoc	Police Constable	$ 114,275.85	$ 997.36
Tayara	Omar	Plainclothes Police Constable	$ 114,268.73	$ 1,030.64
Paterson	Kyle Scott	Police Constable	$ 114,246.39	$ 1,024.48
MacDonald	Christopher Alexander	Police Constable	$ 114,238.66	$ 1,007.76
Spivak	Shari	Police Constable	$ 114,232.68	$ 1,029.08
D'Souza	Philip	Police Constable	$ 114,229.21	$ 1,029.08
Gibbons	Stephen Woodrow	Police Constable	$ 114,218.31	$ 1,024.98
Waddell	Lancelot Albert	Police Constable	$ 114,217.62	$ 1,007.76
Kwok	Vincent Kar	Senior Customer Service Representative	$ 114,216.63	$ 377.52
Cala	Roberto	Police Constable	$ 114,206.72	$ 1,005.76
Hawley	Steven Benedict	Plainclothes Police Constable	$ 114,185.12	$ 1,020.39
Josipovic	Ronald	Senior Analyst Information Systems Services	$ 114,183.79	$ 365.98
Ingley	Paul Leo	Police Constable	$ 114,170.17	$ 1,007.76
Drevylo	Valeriy	Police Constable	$ 114,164.97	$ 949.00
Marsh	Stephen Martin	Police Constable	$ 114,156.99	$ 1,024.48
Fernandes	Roland Andrea	Police Constable	$ 114,145.38	$ 1,029.08
Beaulac	Sacha Lucy	Police Constable	$ 114,137.17	$ 997.36
Chandler	Benjamin Michael	Plainclothes Police Constable	$ 114,120.23	$ 347.36
Madramootoo	Marc Andrey	Sergeant	$ 114,119.52	$ 1,021.06
Karagiannis	Peter	Communications Operator	$ 114,118.78	$ 958.36
Sukhinenko	Dmytro	Police Constable	$ 114,101.30	$ 1,007.76
Habibullah	Jamshid	Police Constable	$ 114,096.79	$ 1,007.76
Hopkins	Rory Matthew	Police Constable	$ 114,094.45	$ 1,018.42
Kummer	Tania Charlene	Police Constable	$ 114,083.18	$ 1,018.42
Little	James Joseph	Police Constable	$ 114,078.68	$ 1,029.08
Ho	Oliver Nicholas	Plainclothes Police Constable	$ 114,075.17	$ 1,013.92
Osman	Walid Ahmed	Plainclothes Police Constable	$ 114,063.20	$ 405.64
Campbell	Clayton Douglas	Staff Sergeant	$ 114,060.94	$ 956.87
Bernard	David Anthony	Plainclothes Police Constable	$ 114,059.85	$ 1,030.64
Ng	Philip	Police Constable	$ 114,059.62	$ 997.76
Iglesias	Esteban Teodoro	Police Constable	$ 114,047.47	$ 1,007.76
McLeish	William Scott	Police Constable	$ 114,031.36	$ 1,018.42
Merza	Trevor James	Plainclothes Police Constable	$ 114,003.77	$ 1,030.64
Beckles	Amy Lindsay	Police Constable	$ 113,999.15	$ 965.45
Roberts	Natasha Cecilia	Plainclothes Police Constable	$ 113,971.17	$ 1,010.40
Patching	Andrea	Plainclothes Police Constable	$ 113,970.14	$ 1,051.70
Morphet	Michael Edward	Police Constable	$ 113,961.97	$ 352.58
MacKenzie	Robert Dean	Plainclothes Police Constable	$ 113,949.96	$ 1,030.64
Rocca	David Michael	Police Constable	$ 113,948.70	$ 990.08
Fardell	Ryan David	Police Constable	$ 113,945.23	$ 1,007.76
Cannon	Marlene	Sergeant	$ 113,943.37	$ 786.75
Pape	Derek Anthony	Plainclothes Police Constable	$ 113,942.29	$ 1,030.64
Ismail	Ahmed Abdow	Plainclothes Police Constable	$ 113,941.31	$ 1,030.64
Ribarovic	David Marjan	Police Constable	$ 113,938.69	$ 1,013.91
Bulet	Ajay Nischal	Police Constable	$ 113,921.27	$ 347.36
Mirza	Usman Mushtaq	Police Constable	$ 113,893.71	$ 1,018.42
De Jonge	Marinus Matthew	Police Constable	$ 113,891.04	$ 997.36
Palm	Petra Juliane	Police Constable	$ 113,886.93	$ 374.58
Guerra	Jorshenelle Lallaine	Police Constable	$ 113,885.65	$ 1,010.63
Catenaccio	Luigi	Police Constable	$ 113,870.28	$ 979.68
Sattler	Francis Matthew	Police Constable	$ 113,869.73	$ 1,007.76
Lee	Derek Richard	Police Constable	$ 113,847.39	$ 1,029.08
Fletcher	Shawn William	Police Constable	$ 113,843.71	$ 1,052.25
Boyd	Andrew	Police Constable	$ 113,815.37	$ 1,018.42
Karkoulas	Trevor Daniel	Plainclothes Police Constable	$ 113,811.67	$ 1,030.64
Fung	Kenneth	Police Constable	$ 113,799.60	$ 1,007.76
Roopnarine	Angela	Police Constable	$ 113,797.04	$ 1,018.42
Law	Chun-Wing William	Police Constable	$ 113,793.31	$ 1,013.04
Merritt	Chad Joseph	Plainclothes Police Constable	$ 113,787.80	$ 1,030.64
Douglin	Charles Vance	Plainclothes Police Constable	$ 113,768.76	$ 374.58
Liggio	Giovanni Celestino	Sergeant	$ 113,766.59	$ 1,031.65
D'Souza	Ryan Ashley	Police Constable	$ 113,762.25	$ 357.76
Woudenberg	Hetty Johana	Police Constable	$ 113,760.08	$ 1,007.76
Pileggi	Adriano Domenico	Police Constable	$ 113,754.30	$ 1,024.48
Akunyili	Richard Dean	Police Constable	$ 113,752.29	$ 1,007.76
Spelman	Brendan James	Police Constable	$ 113,748.64	$ 1,029.08
Winfield	Richard	Plainclothes Police Constable	$ 113,745.62	$ 401.70

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Hutchings	Mark Derek	Plainclothes Police Constable	$ 113,745.23	$ 1,030.64
Tutka	Peter	Plainclothes Police Constable	$ 113,743.12	$ 1,020.08
Belanger	Paul Lionel	Police Constable	$ 113,740.16	$ 1,007.76
Wong	Vincent Alexander	Police Constable	$ 113,735.34	$ 1,007.76
Salcedo Tigse	Jose Ramon	Police Constable	$ 113,733.45	$ 977.16
Flumian	Tracy Lynn Angela	Police Constable	$ 113,729.71	$ 1,007.76
Guthrie	Janice	Police Constable	$ 113,728.20	$ 1,029.08
Broome	Timothy Gary	Police Constable	$ 113,726.17	$ 986.48
Smith	Corey Matthew	Police Constable	$ 113,706.12	$ 1,007.76
Holden	Katelyn Maureen	Police Constable	$ 113,703.36	$ 949.00
Ramsay	Jason Andrew	Training Constable	$ 113,701.56	$ 1,010.40
Molyneaux	Curtis Michael	Training Constable	$ 113,693.62	$ 1,041.30
Brotherhood	Andrew Hans	Police Constable	$ 113,690.70	$ 997.36
McCullough	Christopher Aubrey	Police Constable	$ 113,688.49	$ 1,018.42
Sullivan	Sean James	Police Constable	$ 113,687.94	$ 1,007.76
Howell	Courtney Erin	Plainclothes Police Constable	$ 113,668.36	$ 1,013.92
Ross	Matthew Christian	Court Officer	$ 113,665.78	$ 937.04
Small	Matthew William	Police Constable	$ 113,665.61	$ 1,023.82
Corkill	Andrew Michael	Police Constable	$ 113,662.59	$ 1,014.73
Colaco	Charles Joaquim	Police Constable	$ 113,653.32	$ 996.00
Rim	Chris	Plainclothes Police Constable	$ 113,642.79	$ 1,030.64
Fischer	David Anthony	Plainclothes Police Constable	$ 113,630.97	$ 1,013.92
Gouveia	Dereck Francis	Plainclothes Police Constable	$ 113,609.16	$ 1,051.70
Bechervaise	Cory Francis	Police Constable	$ 113,606.81	$ 1,029.08
Pitcher	David Charles	Plainclothes Police Constable	$ 113,599.80	$ 1,041.30
Kraus	Jeremy James	Police Constable	$ 113,595.89	$ 347.36
O'Connor	Mike Stephen	Plainclothes Police Constable	$ 113,584.59	$ 1,041.30
Ardoino	Nicholas Michael	Police Constable	$ 113,583.92	$ 347.36
Chang	Wendy Michelle	Police Constable	$ 113,576.90	$ 1,007.33
Alvey	Robert James	Plainclothes Police Constable	$ 113,576.72	$ 1,030.64
Micallef	Paul Francis	Police Constable	$ 113,564.31	$ 996.00
Samson	Jeremy Calvin	Police Constable	$ 113,564.09	$ 1,002.32
Skelton	Christopher Mackenzie	Plainclothes Police Constable	$ 113,550.39	$ 997.36
Carbray	William Paul	Police Constable	$ 113,521.21	$ 1,007.76
Harvey	Lesa	Police Constable	$ 113,511.78	$ 1,051.70
Fleckeisen	Iris	Plainclothes Police Constable	$ 113,510.50	$ 1,051.70
Gabriel	Matthew Thomas	Police Constable	$ 113,507.12	$ 1,007.76
Maletta	Julian Angelo	Police Constable	$ 113,504.51	$ 997.36
Morash	Deborah	Plainclothes Police Constable	$ 113,502.80	$ 1,051.70
Brown	Paul Andrew	Police Constable	$ 113,502.77	$ 1,018.42
Bohn	Eric James	Training Constable	$ 113,500.00	$ 1,051.70
Bremner	James	Training Constable	$ 113,500.00	$ 1,051.70
Brooker	Elisa Jane	Plainclothes Police Constable	$ 113,500.00	$ 401.70
Bulmer	Warren James	Plainclothes Police Constable	$ 113,500.00	$ 401.70
De Los Rios	Juan Carlos	Plainclothes Police Constable	$ 113,500.00	$ 901.70
Gilchrist	Laoigseac	Plainclothes Police Constable	$ 113,500.00	$ 401.70
Jarvis	Elan	Plainclothes Police Constable	$ 113,500.00	$ 401.70
Jamali	Mohammad Reza	Plainclothes Police Constable	$ 113,497.75	$ 1,010.41
Murphy	Michael Patrick	Police Constable	$ 113,491.82	$ 1,007.76
Manzke	Mike	Police Constable	$ 113,465.72	$ 1,007.76
Mitskou	Christopher	Police Constable	$ 113,464.46	$ 997.76
Von Kalckreuth	Mark Warren	Plainclothes Police Constable	$ 113,463.52	$ 1,029.86
Prevost	Jayme Thomas	Police Constable	$ 113,458.82	$ 357.76
Ruttimann	Paul Eugen	Police Constable	$ 113,452.77	$ 1,007.76
Forsyth	Connie	Police Constable	$ 113,448.82	$ 1,007.76
Campbell	Andrew Wesley	Sergeant	$ 113,441.19	$ 1,039.21
Schulze	Scott Curtis	Plainclothes Police Constable	$ 113,425.61	$ 1,020.96
Beaudry	Ghislain Martin	Police Constable	$ 113,414.50	$ 347.36
Clucas	Kristy Elizabeth	Police Constable	$ 113,399.69	$ 1,007.76
Levert	Bryce Sterling	Police Constable	$ 113,393.70	$ 1,007.76
Wacker	Daniel Paul	Police Constable	$ 113,380.14	$ 957.76
McCartney	Matthew Joseph	Police Constable	$ 113,372.23	$ 1,013.04
Pollard	Kristine Rian	Plainclothes Police Constable	$ 113,368.33	$ 1,030.64
Cruden	Marianne Elizabeth	Police Constable	$ 113,356.69	$ 1,007.76
Spencer	Christopher Michael	Plainclothes Police Constable	$ 113,340.07	$ 1,030.64
Garganis	Christopher	Plainclothes Police Constable	$ 113,320.69	$ 1,009.54
Ireland	Morgan Harris	Police Constable	$ 113,300.41	$ 1,018.42
Budd	Michael Anthony	Police Constable	$ 113,285.44	$ 1,007.76
Shepherdly	Gordon Walter	Police Constable	$ 113,282.53	$ 1,028.52

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Jarvis	Ian Paul	Training Constable	$ 113,269.47	$ 1,030.64
Akie	Joseph Anthony	Police Constable	$ 113,248.47	$ 997.76
Woolfenden	Diane Emily	Police Constable	$ 113,216.26	$ 1,007.76
Theriault	Paul	Police Constable	$ 113,214.09	$ 379.08
Crossley	Neil Kelso	Plainclothes Police Constable	$ 113,180.40	$ 1,030.64
Watson	Adam Michael	Police Constable	$ 113,178.72	$ 1,007.76
Johnstone	George Walker	Operations Supervisor	$ 113,159.05	$ 972.66
DeMelo	Matthew Correia	Police Constable	$ 113,148.41	$ 1,007.76
Jardine	Nathan Francis	Police Constable	$ 113,140.94	$ 995.80
Schippke	Daniel Jan	Police Constable	$ 113,138.28	$ 1,013.04
Baboulas	Steve Francis	Police Constable	$ 113,130.91	$ 1,007.76
McDougall	Joseph Gerrard	Police Constable	$ 113,128.23	$ 1,018.42
Warren	Tristan Alexander	Police Constable	$ 113,126.38	$ 347.36
Alias	Gavin Raymond	Plainclothes Police Constable	$ 113,116.01	$ 1,015.68
Van Hee	Gregory Stephen	Plainclothes Police Constable	$ 113,114.39	$ 997.36
Blacklaws	Matthew Wilson	Police Constable	$ 113,076.61	$ 1,007.76
Proulx	Kevin Edward	Police Constable	$ 113,074.98	$ 1,007.76
Huber	Erwin Werner	Plainclothes Police Constable	$ 113,067.87	$ 1,041.30
Gucbilmez	Mehmet	Police Constable	$ 113,064.05	$ 1,007.76
Johns	Elijah Jacob	Police Constable	$ 113,041.87	$ 971.52
Carpino	Roberto Carmelo	Police Constable	$ 113,038.08	$ 1,029.08
Besco	David Russell	Police Constable	$ 113,009.25	$ 1,007.76
Aikman	Scott Douglas	Police Constable	$ 113,007.75	$ 1,029.08
Wong	Aaron	Police Constable	$ 113,007.59	$ 347.36
Fitkin	Robert William	Police Constable	$ 112,992.22	$ 1,007.76
Montgomery	Aaron James	Police Constable	$ 112,977.46	$ 1,007.76
Wenzel	Derek Michael	Police Constable	$ 112,965.02	$ 857.76
D'Souza	Tyron Ian	Police Constable	$ 112,948.27	$ 907.76
Sham	Jonathan Ian	Police Constable	$ 112,944.57	$ 1,007.76
MacKay	Craig William	Police Constable	$ 112,942.13	$ 1,029.08
Davey	Sean Andrew	Plainclothes Police Constable	$ 112,933.73	$ 1,041.30
Panton	Sarah Marie	Plainclothes Police Constable	$ 112,933.62	$ 380.64
Inniss	Dennis Kevin	Plainclothes Police Constable	$ 112,917.32	$ 1,012.16
Cowling	Lisa Ann	Plainclothes Police Constable	$ 112,883.94	$ 391.30
Terrelonge	Antoine Pierre	Police Constable	$ 112,882.60	$ 997.36
Rowles	Tyler Ross	Police Constable	$ 112,841.26	$ 1,007.76
Sarjoo	Kevin Ramroop	Plainclothes Police Constable	$ 112,835.46	$ 1,030.64
Bobbili	Johnny Rathan	Police Constable	$ 112,833.67	$ 1,007.76
Sian	Harminder Singh	Plainclothes Police Constable	$ 112,833.54	$ 997.36
Lacuna	Marlon Joseph	Police Constable	$ 112,833.48	$ 997.76
Khan	Ahmar Ali	Police Constable	$ 112,832.25	$ 1,007.76
Wilson	Jennifer Elizabeth	Police Constable	$ 112,819.06	$ 1,018.42
Ferris	Manie Therese	Police Constable	$ 112,815.58	$ 1,007.76
Tsaturyan	Vladyslav Rafikovych	Plainclothes Police Constable	$ 112,815.45	$ 1,023.67
Grant	Judy Josel	Sergeant	$ 112,802.56	$ 1,048.06
Mugford	Stephen Michael	Plainclothes Police Constable	$ 112,792.10	$ 1,005.36
Gal	Peter Anthony	Communications Operator	$ 112,784.48	$ 958.36
Bowles	William John	Police Constable	$ 112,775.67	$ 1,007.76
Cerqueira	George Manuel	Plainclothes Police Constable	$ 112,767.52	$ 1,030.64
MacKinnon	Kelly Lee	Police Constable	$ 112,761.63	$ 1,029.08
Evely	Scott Robert	Plainclothes Police Constable	$ 112,759.33	$ 997.36
Mauro	Gianpaul	Communications Operator	$ 112,745.22	$ 958.36
McDoom	Omar Sulaiman	Police Constable	$ 112,736.92	$ 1,007.76
Smith	Ryan Isaac	Plainclothes Police Constable	$ 112,735.49	$ 1,030.64
Kim	Jin Hoi	Police Constable	$ 112,733.56	$ 1,007.76
Joseph	Ronald Rajesh	Police Constable	$ 112,706.86	$ 1,007.76
Argiris	Kimberly Anne	Police Constable	$ 112,685.38	$ 1,018.42
Dyke	Adrian Warren	Police Constable	$ 112,678.88	$ 997.76
Reid	Rhonda Margaret	Police Constable	$ 112,666.98	$ 1,007.76
Pangos	Edward Anthony	Training Constable	$ 112,659.85	$ 1,030.64
Gill	Rupinder Singh	Police Constable	$ 112,654.68	$ 1,006.16
Roberts	Jason John	Police Constable	$ 112,651.61	$ 1,008.64
Rahaman	Imeel Syed	Plainclothes Police Constable	$ 112,650.07	$ 369.98
Robertson	William James	Sergeant	$ 112,642.31	$ 1,039.21
Mann	Kulvinder Kaur	Police Constable	$ 112,622.51	$ 1,007.76
Haley	Rhonda Gayle	Plainclothes Police Constable	$ 112,599.36	$ 1,030.64
Freeman	Jeffrey Bryant	Police Constable	$ 112,599.31	$ 1,007.76
Folo	Dorian	Senior Application Specialist	$ 112,597.13	$ 377.52
Wong	Matthew Dee	Police Constable	$ 112,588.32	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Cristofaro	Daniel Adam	Police Constable	$ 112,584.49	$ 1,007.76
Harrison	Brandon Neville	Police Constable	$ 112,570.51	$ 347.36
Murray	David Gerard	Plainclothes Police Constable	$ 112,559.20	$ 1,041.30
Osoteo	Eugene Frederick	Police Constable	$ 112,555.66	$ 1,007.76
Li	Alex Siu	Police Constable	$ 112,542.98	$ 1,007.76
McLaughlin	Veronica Jennifer	Police Constable	$ 112,542.36	$ 357.76
Spaulding	David	Police Constable	$ 112,525.64	$ 1,029.08
Fillier	Sean Michael	Police Constable	$ 112,522.83	$ 918.42
Broadhagen	Timothy Walter	Police Constable	$ 112,503.07	$ 1,007.76
Pisano	Joseph Francesco	Plainclothes Police Constable	$ 112,497.80	$ 1,030.64
Feltmate	Marlowe Lucien	Plainclothes Police Constable	$ 112,497.08	$ 1,019.20
Chmela	Michael Otto	Plainclothes Police Constable	$ 112,496.92	$ 1,037.61
Broughton	Peter William	Sergeant	$ 112,490.99	$ 1,031.65
Grier	Megan Lesley	Police Constable	$ 112,473.10	$ 1,012.16
Henry	Michael Shawn	Police Constable	$ 112,466.91	$ 1,018.42
Duarte	Margaret	Police Constable	$ 112,446.51	$ 399.04
Khoundu	Jatinder Kaur	Police Constable	$ 112,438.59	$ 1,007.76
Heroux	Stephane	Plainclothes Police Constable	$ 112,411.10	$ 1,041.30
Lowe	Daniel Steven	Plainclothes Police Constable	$ 112,410.53	$ 1,030.64
Boyko	Dayna Kathleen	Plainclothes Police Constable	$ 112,389.34	$ 1,041.30
Anderson	Gareth Alpierre	Police Constable	$ 112,378.01	$ 1,007.76
Barnett	Russell Ryan	Police Constable	$ 112,369.36	$ 1,018.42
McCann	Laurie Anne	Training Constable	$ 112,362.35	$ 1,041.30
Ceresoli	Maurizio	Detective	$ 112,352.12	$ 1,041.30
Lokaisingh	Devon Rishi	Police Constable	$ 112,341.04	$ 997.76
Ramos	Daniel Leonardo	Police Constable	$ 112,340.32	$ 1,007.76
Greb	Jonathan	Police Constable	$ 112,334.11	$ 1,029.08
Scott	Michael Andrew	Police Constable	$ 112,332.24	$ 1,007.76
Guertin	Evan Michael	Police Constable	$ 112,326.96	$ 1,007.76
Girmenia	Francesco	Plainclothes Police Constable	$ 112,308.04	$ 1,041.30
Munro	James Donald	Police Constable	$ 112,303.65	$ 971.52
Campbell	Phillip Scott	Sergeant	$ 112,285.83	$ 1,037.78
Wong	Nason Lai	Senior Programmer Information Systems Services	$ 112,285.07	$ 311.90
Poranganel	Mark Varkey	Plainclothes Police Constable	$ 112,284.10	$ 1,041.30
Noto	Diana	Plainclothes Police Constable	$ 112,280.58	$ 1,030.64
Castillo Delgado	Eduin Rodrigo	Operations Supervisor	$ 112,279.95	$ 675.85
Hardy	Russell	Police Constable	$ 112,279.07	$ 1,029.08
Jing	Yanyuan	Police Constable	$ 112,272.77	$ 982.40
Kurucz	Blaise	Police Constable	$ 112,219.25	$ 1,007.76
Goodine	Andrew William	Police Constable	$ 112,209.91	$ 357.76
McLane	Kristine Ann	Plainclothes Police Constable	$ 112,204.82	$ 1,030.64
Patterson	Stephen Brent	Police Constable	$ 112,183.42	$ 1,007.76
Cardwell	Kent Joseph	Shift-Area Supervisor	$ 112,181.12	$ 956.80
Zawerbny	Michael Anthony	Police Constable	$ 112,170.31	$ 1,018.42
Wester	Benjamin John	Plainclothes Police Constable	$ 112,166.09	$ 1,007.76
Roberts	Joel Victor	Police Constable	$ 112,154.60	$ 1,007.76
Mastorakos	Pantelis George	Police Constable	$ 112,116.35	$ 1,007.76
Charron	Stephane Rejean	Plainclothes Police Constable	$ 112,104.69	$ 1,034.33
Lowe	Denise Renee	Police Constable	$ 112,072.64	$ 1,007.76
Sunghing	Kelly Marie	Plainclothes Police Constable	$ 112,048.26	$ 1,041.30
Swartz	Christopher James	Police Constable	$ 112,047.44	$ 1,018.42
Woo	Gilbert	Information Technology Customer Service Project Leader	$ 112,046.96	$ 377.52
Gagliardi	Deanna Lynn	Plainclothes Police Constable	$ 112,045.46	$ 1,041.30
Irwin	Kristopher Brahms	Police Constable	$ 112,025.30	$ 1,007.76
Gillespie	Jenna	Police Constable	$ 112,024.44	$ 971.52
Klimtschuck	Joseph Christian	Plainclothes Police Constable	$ 112,023.43	$ 1,034.33
Ruiz	Richard	Police Constable	$ 112,010.53	$ 847.76
Brideau	Rene Alyre	Plainclothes Police Constable	$ 111,995.96	$ 1,037.61
Redigonda	Anthony Francesco	Police Constable	$ 111,993.36	$ 997.36
Gravelijn	Robert-Theo	Police Constable	$ 111,991.98	$ 1,007.76
Krawczyk	Michelle Marlaine	Training Constable	$ 111,987.18	$ 393.12
Condron	Eric Nicholas	Plainclothes Police Constable	$ 111,978.69	$ 996.00
Wood	Matthew Blake	Police Constable	$ 111,977.40	$ 997.36
Alpin	Stefan Lawrence	Police Constable	$ 111,974.70	$ 347.36
Guy	Darryl George	Police Constable	$ 111,962.42	$ 1,007.76
Kreiner	Matthew Adam	Parking Enforcement Oficer	$ 111,960.42	$ 898.56
Durocher	David Leonard	Police Constable	$ 111,948.71	$ 1,007.76
Dewsnap	Stacey Lynn	Plainclothes Police Constable	$ 111,939.13	$ 1,041.30
Graham	Candy Dawn	Plainclothes Police Constable	$ 111,932.15	$ 1,020.96

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Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Brady	Peter Gordon	Sergeant	$ 111,926.05	$ 1,037.78
McIsaac	Nicola Anne	Police Constable	$ 111,924.71	$ 1,007.76
Kovacevic	Martina	Police Constable	$ 111,922.33	$ 996.00
Lewis	Marcel	Police Constable	$ 111,921.79	$ 1,007.76
Bogles	Louie Mark	Police Constable	$ 111,909.40	$ 1,007.76
Jagmohan	Vijay Roy	Court Officer	$ 111,890.89	$ 309.12
Clements	Howard	Police Constable	$ 111,890.25	$ 752.02
Fox-Vignarajah	Suzanne Helen	Plainclothes Police Constable	$ 111,866.49	$ 1,030.64
Duncan	Phillip Zvi	Plainclothes Police Constable	$ 111,864.99	$ 1,041.30
Gibson	Christopher George	Police Constable	$ 111,860.66	$ 1,007.76
Whittle	Timothy Maurice	Plainclothes Police Constable	$ 111,860.56	$ 1,013.92
Onami	Jason Morito	Plainclothes Police Constable	$ 111,855.88	$ 380.64
Snow	Royan Jeffery	Police Constable	$ 111,852.25	$ 1,007.76
Yarlett	Kristen Leigh	Police Constable	$ 111,838.44	$ 1,008.99
Varga	Istvan	Court Officer	$ 111,831.08	$ 287.04
Santeramo	Anthony	Police Constable	$ 111,825.83	$ 1,018.42
Kuok	Gabriel	Police Constable	$ 111,821.63	$ 1,007.76
Conliffe	Jacob Glenn	Police Constable	$ 111,811.92	$ 997.36
Head	Steven Ross	Plainclothes Police Constable	$ 111,808.48	$ 1,031.05
Benallick	Dianna	Police Constable	$ 111,795.18	$ 1,029.08
Mueller	Stefan	Police Constable	$ 111,789.32	$ 712.44
Patel-Asner	Leena	Plainclothes Police Constable	$ 111,785.68	$ 957.76
Hassard	Lauren Catharine	Plainclothes Police Constable	$ 111,781.28	$ 1,030.64
Ferguson	Saint Page	Sergeant	$ 111,767.40	$ 1,044.88
Whitfield	Edward Joseph	Police Constable	$ 111,746.39	$ 982.40
Baus	Joseph Edward	Police Constable	$ 111,725.53	$ 1,018.42
Gill	Sandeep Singh	Police Constable	$ 111,702.90	$ 357.76
Tucker	Adriana Patricia	Plainclothes Police Constable	$ 111,683.30	$ 1,041.30
Lodhi	Mir Minhajuddin	Police Constable	$ 111,645.92	$ 1,018.42
Silva	Goncalo Nuno	Plainclothes Police Constable	$ 111,630.78	$ 1,030.64
Boyd	Phillip Kelsey	Plainclothes Police Constable	$ 111,627.92	$ 1,030.64
Byelova	Olena Anatoliyivna	Police Constable	$ 111,605.75	$ 928.20
Wilson	Julie Therese	Sergeant	$ 111,598.22	$ 1,001.50
Hwang	Thomas Yung-Yih	Police Constable	$ 111,597.71	$ 1,007.76
Vollmar	William Cameron	Police Constable	$ 111,583.10	$ 1,007.76
Escott	Jai	Sergeant	$ 111,580.29	$ 1,028.66
Williams	Kevin Christopher	Plainclothes Police Constable	$ 111,578.19	$ 380.64
Pisano	Robyn Ashley	Plainclothes Police Constable	$ 111,558.71	$ 368.32
Harley	Alexander Petrie	Training Constable	$ 111,537.79	$ 1,030.64
Poltavets	Alexandre	Police Constable	$ 111,528.05	$ 997.36
Dawn	Brian Gordon	Police Constable	$ 111,518.20	$ 1,007.76
Clark	Karah Dawn	Police Constable	$ 111,471.83	$ 357.76
Balasubramaniam	Kowsihan	Plainclothes Police Constable	$ 111,461.61	$ 1,030.64
Chouinard	Ronald Jeremy	Training Constable	$ 111,446.35	$ 1,031.05
Lisowski	Kevin Francis	Plainclothes Police Constable	$ 111,439.43	$ 1,007.36
Hood	Jacqueline Susanne	Plainclothes Police Constable	$ 111,422.41	$ 388.02
Doyle	Andrew Mershon	Plainclothes Police Constable	$ 111,417.84	$ 1,030.64
Gazey	Daryl	Plainclothes Police Constable	$ 111,398.90	$ 647.20
Ryckman	Kenneth Wayne	Plainclothes Police Constable	$ 111,390.15	$ 1,041.30
Whyte	Adam Terrance	Police Constable	$ 111,385.56	$ 982.76
Shapiro	Sean Brent	Police Constable	$ 111,379.86	$ 1,007.76
Grewal	Narinderpal Singh	Police Constable	$ 111,371.12	$ 1,007.76
Drummond	Kyle Robert	Police Constable	$ 111,364.50	$ 1,007.76
Baird	Karen Ann	Police Constable	$ 111,340.82	$ 1,029.08
Robertson	Lynne	Police Constable	$ 111,323.64	$ 1,029.08
Pullen	Chad Edward	Police Constable	$ 111,313.00	$ 1,007.76
Darwish	Walid	Sergeant	$ 111,309.78	$ 1,021.06
Tran	Dinh Minh	Plainclothes Police Constable	$ 111,302.22	$ 380.64
Ferlisi	Onofrio Antonio	Police Constable	$ 111,293.59	$ 1,018.42
Smith	Robert David	Police Constable	$ 111,291.04	$ 1,007.76
Lucyshyn	Tracey	Police Constable	$ 111,281.22	$ 1,029.08
Boyd	Dale Peter	Police Constable	$ 111,262.07	$ 1,013.92
Peters	Scott Murray	Plainclothes Police Constable	$ 111,252.58	$ 1,041.30
Martin	James Steven	Police Constable	$ 111,252.53	$ 1,007.76
McDonald	Matthew Peter	Plainclothes Police Constable	$ 111,231.54	$ 650.77
Diaz	Angela Maria	Plainclothes Police Constable	$ 111,212.55	$ 1,030.64
Talesnik	Nicolas Richard	Police Constable	$ 111,207.03	$ 1,008.17
McArthur	James Patrick	Police Constable	$ 111,196.23	$ 924.48
Haywood	Bradley John	Police Constable	$ 111,194.91	$ 1,013.04

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Marshall	Kevin George	Police Constable	$ 111,193.20	$ 1,007.76
Fydenchuk	Kay	Police Constable	$ 111,192.00	$ 1,029.08
Douglas	Martin Kwame	Police Constable	$ 111,191.90	$ 1,018.42
Duerden	Patrick Peter	Police Constable	$ 111,190.19	$ 1,007.76
Gorny	Rychard Stefan	Police Constable	$ 111,188.03	$ 1,018.42
Allard	Nathaniel Peter	Police Constable	$ 111,186.72	$ 1,007.76
Rodgers	Angela Dawn	Plainclothes Police Constable	$ 111,163.07	$ 897.78
Sivachandran	Sivapragasam	Plainclothes Police Constable	$ 111,137.46	$ 1,025.77
Tuckwell	Timothy Edward	Police Constable	$ 111,115.09	$ 1,018.42
Littlewood	Karry Anne	Police Constable	$ 111,113.83	$ 1,007.76
Camara	Tommy	Police Constable	$ 111,104.08	$ 1,007.76
Uppal	Arbinder Singh	Plainclothes Police Constable	$ 111,088.46	$ 391.30
Boyle	Trisha Lynn	Plainclothes Police Constable	$ 111,064.07	$ 1,025.36
Stager	Jeffrey James	Police Constable	$ 111,033.03	$ 1,006.56
Hou	Michael	Police Constable	$ 111,015.58	$ 1,018.42
Baker	Richard Timothy	Police Constable	$ 111,007.40	$ 1,029.08
Emms	Jeffrey Brian	Police Constable	$ 111,001.81	$ 1,007.76
Young	Jennifer Dionne	Police Constable	$ 110,998.32	$ 1,007.76
Stavrakis	Micheal	Training Constable	$ 110,995.42	$ 1,041.30
Bowry	Christopher George	Police Constable	$ 110,992.90	$ 1,017.44
Siddiqui	Mohammed Shakeel	Plainclothes Police Constable	$ 110,991.24	$ 997.36
Plain	Andrew Reinhold	Plainclothes Police Constable	$ 110,980.11	$ 928.20
Lantaigne	Melanie Helene	Plainclothes Police Constable	$ 110,979.32	$ 1,030.64
Poliak	Mark John	Plainclothes Police Constable	$ 110,971.50	$ 709.58
McNamara	Colleen	Plainclothes Police Constable	$ 110,968.84	$ 1,041.30
Min	Steve Sungho	Plainclothes Police Constable	$ 110,964.73	$ 996.00
Branker	Darryl Dermot	Plainclothes Police Constable	$ 110,957.96	$ 1,030.64
Origlieri	Melissa Joy	Plainclothes Police Constable	$ 110,956.65	$ 1,041.30
Yim	Dennis Yiu-Kam	Plainclothes Police Constable	$ 110,956.09	$ 1,030.64
Hannah	Mark	Police Constable	$ 110,952.46	$ 1,029.08
Mc Kay	Cambria Ann	Police Constable	$ 110,950.36	$ 996.00
Irwin	Jessica Lee	Plainclothes Police Constable	$ 110,945.89	$ 991.00
Kapitany	Jessy Tara	Plainclothes Police Constable	$ 110,923.40	$ 1,030.64
Rescigno	Claudio	Police Constable	$ 110,905.82	$ 1,007.76
Beatty	Ryan Alexander	Police Constable	$ 110,898.02	$ 1,007.76
Ochmanek	Luke	Plainclothes Police Constable	$ 110,885.76	$ 1,030.64
Mokorich	Laura Elizabeth	Police Constable	$ 110,869.08	$ 1,000.96
Murray	Neal Allan	Police Constable	$ 110,857.82	$ 1,007.76
Bingham	Susan Mary	Plainclothes Police Constable	$ 110,856.25	$ 1,030.64
Trotter	Christine Jane	Police Constable	$ 110,852.44	$ 1,007.76
Marcinkowski	Michael James	Police Constable	$ 110,850.61	$ 1,007.76
McEachran	Nicole Lynne	Plainclothes Police Constable	$ 110,849.40	$ 1,041.30
McRae	Patricia Anne	Police Constable	$ 110,833.96	$ 1,018.42
Besco	Daniel Adam	Police Constable	$ 110,830.90	$ 1,014.73
Rizza	Vincenzo	Locational Administrator	$ 110,820.60	$ 405.94
Jamieson	Nicole Elizabeth	Plainclothes Police Constable	$ 110,818.49	$ 1,030.64
Finn	Tracy Faye	Emergency Voice Service Coordinator	$ 110,802.82	$ 1,018.42
Szwedo	Tomasz	Training Constable	$ 110,796.05	$ 1,041.30
Harrison	Michael Anthony	Operations Supervisor	$ 110,795.71	$ 956.80
Shepherd	Stacey Patricia	Manager of Business Partnership	$ 110,787.65	$ 1,836.46
Kerr	Kyle	Sergeant	$ 110,784.01	$ 829.40
Limerick	Scott William	Police Constable	$ 110,770.80	$ 1,007.76
Mitchell	Christopher James	Police Constable	$ 110,762.42	$ 1,007.76
Plunkett	Sheri Lynn	Plainclothes Police Constable	$ 110,757.70	$ 1,041.30
de Hartog	Callum Alexander	Training Constable	$ 110,746.93	$ 1,031.05
MacKay	Ronald Ernest	Plainclothes Police Constable	$ 110,745.05	$ 1,035.14
Vlach	Eric	Training Constable	$ 110,738.20	$ 809.00
Linley	Carolina Magdalena	Plainclothes Police Constable	$ 110,730.69	$ 1,030.64
Krilis	Johnny	Police Constable	$ 110,726.09	$ 971.52
Correia	Snezana	Police Constable	$ 110,723.76	$ 1,029.08
Roberts	Deighton Arthur	Plainclothes Police Constable	$ 110,721.94	$ 1,008.64
Reid	Stephen	Police Constable	$ 110,695.07	$ 1,029.08
Ramos	Paul	Plainclothes Police Constable	$ 110,693.28	$ 1,013.92
Metzger	Jennifer Lynn	Police Constable	$ 110,676.47	$ 1,007.76
Forrest	Sean Seymour	Police Constable	$ 110,654.77	$ 1,007.76
Rioux	David Joshua	Plainclothes Police Constable	$ 110,649.45	$ 1,020.39
Morgan	Daniel Philip	Plainclothes Police Constable	$ 110,643.37	$ 1,018.32
Featherstonhaugh	Jennifer Patricia	Police Constable	$ 110,635.22	$ 1,007.76
MacGregor	Grant	Police Constable	$ 110,622.52	$ 1,029.08

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Brown	Julia Elaine	Plainclothes Police Constable	$ 110,621.01	$ 880.64
Fritz	Theodor	Detective	$ 110,615.54	$ 746.46
Montoya	Oscar Mauricio	Police Constable	$ 110,613.64	$ 1,020.08
Rochon	Becky	Police Constable	$ 110,587.36	$ 1,017.44
Letsche	Douglas Reynolds	Training Constable	$ 110,585.95	$ 1,041.30
Yelle	Justin Joseph	Police Constable	$ 110,584.51	$ 1,007.76
Parker	Todd William	Police Constable	$ 110,568.27	$ 468.42
Kelly	Diane Mary	Plainclothes Police Constable	$ 110,559.95	$ 391.30
Cartwright	Carl James	Plainclothes Police Constable	$ 110,556.80	$ 391.30
De Coste	Lisa Germaine	Plainclothes Police Constable	$ 110,556.80	$ 1,041.30
Hollingshead	Danielle Lee	Plainclothes Police Constable	$ 110,556.80	$ 1,041.30
Michelucci	Marco Antony	Training Constable	$ 110,556.80	$ 1,041.30
Molyneaux	Doreen Evelyn	Plainclothes Police Constable	$ 110,556.80	$ 391.30
Warr	Richard John	Plainclothes Police Constable	$ 110,556.80	$ 1,041.30
Ross	William	Police Constable	$ 110,551.22	$ 1,029.08
Vaivods	Connor Robert	Police Constable	$ 110,533.26	$ 502.70
Donaldson	David John	Police Constable	$ 110,511.27	$ 1,007.76
La Borde	Regina	Police Constable	$ 110,505.22	$ 379.08
Burling	Eric	Plainclothes Police Constable	$ 110,503.89	$ 1,030.64
Blonde	Karri-lynn	Police Constable	$ 110,499.40	$ 1,007.76
Nanji	Zahir Mohamed	Plainclothes Police Constable	$ 110,495.76	$ 1,025.36
Smith	Amber Leigh	Police Constable	$ 110,493.18	$ 1,007.76
Cracknell	Alechia Cynthia	Police Constable	$ 110,489.48	$ 1,007.76
Black	Erik Alan	Police Constable	$ 110,486.28	$ 1,007.76
Savary	Neil Thomas	Police Constable	$ 110,471.37	$ 1,007.76
Gill	Jason Gowan	Police Constable	$ 110,463.56	$ 357.76
McQuoid	Scott Chapman	Police Constable	$ 110,448.96	$ 1,021.94
Li	Siu Lun	Plainclothes Police Constable	$ 110,427.99	$ 1,023.60
Harris	Andrea Silveira	Police Constable	$ 110,419.02	$ 1,007.76
Turgeon	Joseph Ernest	Police Constable	$ 110,398.68	$ 1,007.76
Duthie	Colin Barrie	Police Constable	$ 110,395.13	$ 1,007.76
Davey	John	Police Constable	$ 110,394.75	$ 1,029.08
Doupe	Jeffery Jonathon	Police Constable	$ 110,386.37	$ 1,015.68
Malyk	Thomas Ronald	Police Constable	$ 110,371.72	$ 1,007.76
Lowe	Thomas William	Police Constable	$ 110,364.37	$ 1,029.08
Miller	James Anthony	Plainclothes Police Constable	$ 110,362.81	$ 1,030.64
Huang	David Zhi	Plainclothes Police Constable	$ 110,357.14	$ 1,030.64
Zawadskiy	Mikhaylo	Police Constable	$ 110,349.51	$ 347.36
Young	Jamie George	Police Constable	$ 110,318.84	$ 1,007.76
Franco	Christopher Robert	Police Constable	$ 110,315.47	$ 1,007.76
Murray	Scott Robert	Police Constable	$ 110,301.69	$ 1,018.42
O'Brien	Colin Daniel	Police Constable	$ 110,298.19	$ 1,007.76
Araujo	Percy	Police Constable	$ 110,280.17	$ 1,007.76
Duggan	Jennifer Joan	Police Constable	$ 110,277.16	$ 985.72
Zhang	Qing	Senior Programmer Information Systems Services	$ 110,274.52	$ 377.52
Palic	Igor	Police Constable	$ 110,263.14	$ 1,007.76
Janes	Jeffrey Harrison	Police Constable	$ 110,255.02	$ 1,018.42
Roizman	Julia Elizabeth	Police Constable	$ 110,249.06	$ 997.36
Blair	Johnathon William	Police Constable	$ 110,228.64	$ 1,014.80
Gow	Michael Daniel	Plainclothes Police Constable	$ 110,225.55	$ 1,020.39
Thompson	Patrick Benjamin	Police Constable	$ 110,221.70	$ 1,007.76
Stradza	Krystian	Police Constable	$ 110,208.71	$ 1,007.76
Wiseman	Michael Douglas	Police Constable	$ 110,204.72	$ 1,007.76
Ramphal	Vedanand Sudesh	Police Constable	$ 110,203.53	$ 1,007.76
Keegan	Jason Michael	Police Constable	$ 110,200.68	$ 357.76
Ueberholz	Thomas Friedrich	Sergeant	$ 110,197.86	$ 389.21
Hodgson	Frederick Alvin	Police Constable	$ 110,184.21	$ 1,011.45
Guy	Jennifer	Plainclothes Police Constable	$ 110,154.42	$ 1,023.60
Mullally	Joseph Jennings	Police Constable	$ 110,151.15	$ 1,007.76
Dale	Jeffrey Howard	Police Constable	$ 110,150.63	$ 382.33
Villa	Paolo Gabriel	Police Constable	$ 110,140.67	$ 302.70
Ashton	Michael Edward	Police Constable	$ 110,138.45	$ 1,007.76
Chevalier	Robert John	Police Constable	$ 110,136.95	$ 1,007.76
Nott	Jason Michael	Plainclothes Police Constable	$ 110,133.41	$ 1,030.64
Hanks	Stephen Robert	Police Constable	$ 110,108.24	$ 1,007.76
Edwards	Ellie Allyn	Police Constable	$ 110,108.20	$ 1,007.76
Hobson	Raymond Robert	Plainclothes Police Constable	$ 110,095.70	$ 1,013.89
Chhinzer	Randeep	Police Constable	$ 110,094.63	$ 1,007.76
Au	Calvin Chi-Keen	Police Constable	$ 110,079.43	$ 996.00

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
MacDonald	Craig Calvin	Plainclothes Police Constable	$ 110,078.16	$ 1,030.64
Saeed	Elaine Lesley	Plainclothes Police Constable	$ 110,072.08	$ 380.64
Woodyer	Kyle Edward	Police Constable	$ 110,069.94	$ 1,007.76
DeKezel	Jennifer Crystal	Police Constable	$ 110,062.75	$ 907.76
Pierobon	Shaun Steven	Plainclothes Police Constable	$ 110,057.20	$ 1,037.61
Harvey	Horace Nathaniel	Plainclothes Police Constable	$ 110,046.17	$ 1,034.33
Crawford	Chad Uric	Training Constable	$ 110,039.45	$ 1,020.08
Paolini	Krista Lee	Police Constable	$ 110,020.66	$ 942.50
Baker	Ryan Paul	Police Constable	$ 110,015.16	$ 1,008.17
Quinlan	Jereme Justin	Plainclothes Police Constable	$ 110,013.49	$ 1,019.98
Matheson	David	Police Constable	$ 109,960.04	$ 988.65
Hammond	Nora Lynne	Plainclothes Police Constable	$ 109,959.97	$ 1,030.64
Gripich	Tanya	Police Constable	$ 109,952.10	$ 1,035.14
Williams	Steven Thomas	Plainclothes Police Constable	$ 109,951.82	$ 1,030.64
Pethick	Thomas Ervin	Police Constable	$ 109,949.56	$ 1,018.42
Hedger	Michael Leslie	Police Constable	$ 109,947.80	$ 1,018.42
Purdy	Jason Roger	Police Constable	$ 109,947.61	$ 1,007.76
Marshall	Michael Jason	Police Constable	$ 109,942.15	$ 1,007.76
Rolland	Shane Joseph	Police Constable	$ 109,919.93	$ 1,007.76
Hutzel	Jennifer Dawn	Police Constable	$ 109,916.23	$ 1,011.45
Moorcroft	Michelle Jayne	Plainclothes Police Constable	$ 109,912.02	$ 1,025.36
McNabb	Andrew Gordon	Police Constable	$ 109,885.36	$ 1,018.42
Retchford	Jonathan Lawrence	Senior Analyst Intelligence Services	$ 109,875.12	$ 386.12
Drivas	Athanasios	Plainclothes Police Constable	$ 109,871.15	$ 1,030.64
Katanic	Zeljko	Police Constable	$ 109,858.53	$ 1,007.76
Thompson	Jennifer	Police Constable	$ 109,836.52	$ 1,033.38
Gill	Khush Paul	Police Constable	$ 109,810.27	$ 997.36
Mangilinan	Mark Edward	Police Constable	$ 109,804.81	$ 997.36
Manuel	Gregory John	Police Constable	$ 109,782.79	$ 1,018.42
Bazilsky	Kenneth Peter	Training Constable	$ 109,757.49	$ 1,030.64
Flannery	Michelle Louisa	Police Constable	$ 109,750.80	$ 1,018.42
Forrest	Cameron James	Plainclothes Police Constable	$ 109,747.56	$ 1,030.64
Coutts	Bradley George	Training Constable	$ 109,744.49	$ 1,030.64
Khan	Shameer	Police Constable	$ 109,733.81	$ 1,007.76
Kadohama	Danny Hiroyuki	Police Constable	$ 109,731.62	$ 368.42
Fuller	Jermaine Toriano	Police Constable	$ 109,729.06	$ 1,007.76
Bird	Paul Stewart	Police Constable	$ 109,725.14	$ 1,029.08
Bateman	Kenneth Ralph	Plainclothes Police Constable	$ 109,716.35	$ 1,037.61
Sabayle	Ayesha Dizon	Police Constable	$ 109,708.57	$ 997.36
Fassbender	Susan Elisabeth	Police Constable	$ 109,705.98	$ 1,018.42
Lischinski	Yotam	Police Constable	$ 109,705.37	$ 1,007.76
Ormsby	Brandon Thomas	Police Constable	$ 109,703.73	$ 1,007.76
Piche	Paula	Police Constable	$ 109,696.24	$ 1,029.08
Papacharalambous	Elliot Thomas	Police Constable	$ 109,666.88	$ 960.70
Rae	Jennifer	Police Constable	$ 109,666.82	$ 1,007.76
Hyland	Scott Andrew	Plainclothes Police Constable	$ 109,665.16	$ 1,030.64
Majid	Terik Montgomery	Police Constable	$ 109,664.26	$ 949.00
Forrest	Wendy Anne	Police Constable	$ 109,656.59	$ 357.76
Ambrozaitis	Eugenia Agnes	Training Constable	$ 109,653.65	$ 1,037.61
Paglia	Giancarlo	Plainclothes Police Constable	$ 109,649.30	$ 1,030.64
Minchella	Jimroy	Plainclothes Police Constable	$ 109,640.53	$ 1,020.08
Rose	Nimrod	Police Constable	$ 109,635.94	$ 1,007.76
Lau	Wai	Police Constable	$ 109,629.09	$ 1,029.08
McCreight	Kenneth	Police Constable	$ 109,628.37	$ 1,029.08
Oakes	Joshua Robert	Police Constable	$ 109,624.19	$ 347.36
Rozman	Dennis Josip	Police Constable	$ 109,621.30	$ 1,007.76
Tammeorg	Marian	Police Constable	$ 109,610.05	$ 1,007.76
Ross	Kim Nicole	Employee Services Analyst	$ 109,609.42	$ 0.00
Burleau	Michael Jeffery	Police Constable	$ 109,606.78	$ 1,018.42
Rousseau	Aimee	Police Constable	$ 109,597.60	$ 1,007.76
Weeks	Allen Ancel	Police Constable	$ 109,590.67	$ 1,007.76
Ezekiel	Scott Carl	Police Constable	$ 109,587.66	$ 1,018.42
Obey	Jason David	Police Constable	$ 109,587.52	$ 997.76
McLaughlin	Colm	Police Constable	$ 109,580.23	$ 1,029.08
Sutton	Shauna Lee	Police Constable	$ 109,577.72	$ 996.00
Lembke	Kristin Nicole	Police Constable	$ 109,574.63	$ 1,007.76
Daniels	Paul Edward	Senior Customer Service Representative	$ 109,558.35	$ 377.52
Graham	Geoffrey Neal	Police Constable	$ 109,553.01	$ 347.36
Schulte	Kathryn Ruth	Plainclothes Police Constable	$ 109,549.65	$ 1,037.20

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Kerr	Jaime Lyn	Police Constable	$ 109,542.47	$ 1,007.76
Ogg	Stuart Neil	Police Constable	$ 109,537.02	$ 969.00
Yu	Lai King	Police Constable	$ 109,536.21	$ 996.00
Ghotbi	Farzad	Police Constable	$ 109,530.32	$ 1,007.76
Zubair	Mohammad	Police Constable	$ 109,528.51	$ 1,007.76
King	Patrick James	Police Constable	$ 109,521.37	$ 1,018.42
Radford	Christopher Keith	Plainclothes Police Constable	$ 109,519.07	$ 1,030.64
McGilp	Robin John	Police Constable	$ 109,512.59	$ 997.76
Koptie	Jesse Alexander	Police Constable	$ 109,511.94	$ 1,007.76
Reeves	Sean Dennis	Plainclothes Police Constable	$ 109,510.37	$ 1,030.64
Roman	Katalin	Operations Supervisor	$ 109,510.02	$ 1,005.94
Zettler	Steven Carl	Police Constable	$ 109,502.71	$ 1,029.08
Wang	Jordan Guanbao	Police Constable	$ 109,494.41	$ 1,007.76
Shepherd	Jaime	Police Constable	$ 109,491.03	$ 379.08
Caruso	Salvatore	Police Constable	$ 109,481.18	$ 1,007.76
Groskopf	Aaron Ross	Police Constable	$ 109,469.20	$ 1,007.76
Ly	Hung	Police Constable	$ 109,462.07	$ 997.76
Janse	Michelle Carrie	Police Constable	$ 109,448.80	$ 1,029.08
Hadad	Eytan	Police Constable	$ 109,447.15	$ 1,007.76
McCullough	Alan	Police Constable	$ 109,439.51	$ 1,011.45
Schofield	Gregory John	Drafting Technician Forensic Identification Services	$ 109,436.61	$ 1,027.52
Mangiardi	Gregorio	Police Constable	$ 109,435.97	$ 1,020.06
Poole	Candice Jennifer	Police Constable	$ 109,425.61	$ 1,017.44
Bennett	Brent John	Police Constable	$ 109,412.17	$ 1,018.42
Ure	James Andrew	Police Constable	$ 109,409.14	$ 1,029.08
Chakal	Sarbjit Singh	Police Constable	$ 109,406.27	$ 1,007.76
Yung	Francis Yuan-Tung	Plainclothes Police Constable	$ 109,399.70	$ 368.42
Dhillon	Barinderjit Kaur	Police Constable	$ 109,390.82	$ 1,007.76
Cvetanovski	Zlatko	Senior Technical Analyst Enterprise Architecture	$ 109,389.19	$ 386.98
Heger	Virginia Lynn	Police Constable	$ 109,387.36	$ 1,007.76
Jokiniemi	Pekka	Police Constable	$ 109,380.06	$ 1,029.08
Otten	Edward Marcel	Police Constable	$ 109,348.37	$ 1,007.76
Dobbs	Beverly Rose	Police Constable	$ 109,341.13	$ 1,007.76
Dunning	Paul Douglas	Police Constable	$ 109,339.46	$ 1,007.76
Price	Robert Arthur	Police Constable	$ 109,338.17	$ 1,007.76
Chan	Kai Tai	Training Constable	$ 109,336.70	$ 360.40
Kwong	Victor Paul	Police Constable	$ 109,334.49	$ 1,018.42
Boyle	Jason Edward	Police Constable	$ 109,325.34	$ 1,007.76
Macaraeg	Juanita	Senior Advisor	$ 109,321.20	$ 552.53
Celestine	Curtis	Police Constable	$ 109,307.74	$ 347.36
Cooper	Richard	Training Constable	$ 109,298.22	$ 1,023.70
Armstrong	Patrick Shane	Plainclothes Police Constable	$ 109,294.63	$ 1,020.39
Kelly	Michael Patrick	Plainclothes Police Constable	$ 109,293.39	$ 384.33
Nykorchuk	Pasqualina	Senior Analyst Strategic Planning	$ 109,292.33	$ 377.52
Litster-Macleod	Kimberley Michelle	Plainclothes Police Constable	$ 109,286.94	$ 1,025.36
Bhandari	Nitin	Police Constable	$ 109,281.40	$ 1,007.76
Hamilton	Marisa Anne	Plainclothes Police Constable	$ 109,275.97	$ 380.64
Begbie	Blair Robert	Police Constable	$ 109,267.10	$ 1,007.76
Gregoris	Derek Anthony	Police Constable	$ 109,264.47	$ 1,018.42
Mastracci	Paola	Police Constable	$ 109,260.33	$ 1,018.42
Quigley	Kimberley	Police Constable	$ 109,257.37	$ 1,029.08
Lukings	Justin Andrew	Police Constable	$ 109,256.02	$ 1,013.04
Hudson	Ryan James	Plainclothes Police Constable	$ 109,249.12	$ 1,030.64
Dorazio	Nickolas Charles	Police Constable	$ 109,236.68	$ 1,007.76
Bevilacqua	Giulio	Police Constable	$ 109,234.53	$ 1,007.76
Lee	Wayne	Plainclothes Police Constable	$ 109,220.48	$ 1,020.39
Russo	Jason Matthew	Police Constable	$ 109,217.03	$ 1,007.76
Fegan	Brenda Elizabeth	Police Constable	$ 109,215.99	$ 1,024.57
Watts	Robert Andrew	Police Constable	$ 109,203.26	$ 1,007.76
Boudreau	Blaine Mark	Police Constable	$ 109,199.86	$ 1,018.42
Norrie	Hudson Fox	Plainclothes Police Constable	$ 109,197.13	$ 1,020.39
Jennings	Stacey Joanne	Police Constable	$ 109,196.83	$ 1,007.76
Cardona	Todd Robert	Police Constable	$ 109,196.09	$ 347.36
Greene	Michaela Sara	Police Constable	$ 109,188.28	$ 1,007.76
Park	Seung Joon	Plainclothes Police Constable	$ 109,184.20	$ 363.89
Davey	Derek James	Police Constable	$ 109,172.75	$ 1,007.76
Bentley	Jeffrey Mark	Plainclothes Police Constable	$ 109,172.38	$ 982.40
Gomez	Ricardo	Police Constable	$ 109,165.86	$ 1,014.73
Jamal	Mani	Police Constable	$ 109,158.79	$ 982.40

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Hibbert	Curtis	Police Constable	$ 109,148.88	$ 1,007.76
Little	Jonathan David	Police Constable	$ 109,103.36	$ 1,007.76
Alekseeva	Marina	Police Constable	$ 109,087.78	$ 1,007.76
O'Donnell	Mark	Police Constable	$ 109,085.68	$ 1,007.76
Elliott	Adrian Godfrey	Police Constable	$ 109,075.17	$ 1,014.73
Donaldson	Christina Elena	Sergeant	$ 109,056.98	$ 1,034.26
Indiran	Prashanan	Police Constable	$ 109,056.73	$ 1,010.40
Sohal	Raj	Police Constable	$ 109,055.12	$ 1,007.76
Moore	David Christopher	Police Constable	$ 109,044.82	$ 1,007.76
Romeral	Matt Ian	Police Constable	$ 109,033.36	$ 1,007.76
Drazic	Nikola	Police Constable	$ 109,024.41	$ 1,013.04
Blake	Martin Edward	Audio Visual Technician	$ 109,019.19	$ 347.36
Juhasz	Jamie Christine	Police Constable	$ 109,012.91	$ 1,007.76
Cioffi	Michael Anthony	Police Constable	$ 109,012.51	$ 1,007.76
Butt	Matthew David	Police Constable	$ 108,997.06	$ 1,007.76
Truong	Tri Can	Police Constable	$ 108,989.69	$ 1,007.76
VanWart	Daniel Robinson	Police Constable	$ 108,984.52	$ 1,010.26
Sivadasan	Surendran	Plainclothes Police Constable	$ 108,981.59	$ 1,030.64
Kelly	Denise Eugenia	Police Constable	$ 108,971.99	$ 1,007.76
Holubko	Pawel	Police Constable	$ 108,949.67	$ 1,007.76
Singer	Ingrid Betty	Police Constable	$ 108,949.46	$ 1,007.76
McGovern	Paul John	Sergeant	$ 108,948.68	$ 1,016.50
Livy-Joseph	Corinne Janine	Police Constable	$ 108,946.96	$ 1,018.42
Kluge	Christine Ruth	Training Constable	$ 108,939.57	$ 1,030.64
Gray	Mark Anthony	Police Constable	$ 108,938.38	$ 1,018.42
Sidlauskas	Peter Victor	Police Constable	$ 108,933.94	$ 1,014.73
Peplinski	Eugene Silas	Police Constable	$ 108,932.06	$ 997.76
Widmeyer	Kyle Richard	Police Constable	$ 108,929.86	$ 1,007.76
Nevills	Shari Llalania	Police Constable	$ 108,925.84	$ 1,014.80
Rodriguez	Jeremiah Eric	Police Constable	$ 108,924.27	$ 1,007.76
Pannu	Gurpreet Singh	Police Constable	$ 108,916.14	$ 962.00
Harwood	Melanie Jean	Police Constable	$ 108,907.51	$ 1,007.76
Nikov	David	Police Constable	$ 108,906.87	$ 1,000.96
Tiller	Jacqueline Errinn	Communications Operator	$ 108,900.29	$ 958.36
Lou	Bing Yu	Police Constable	$ 108,890.01	$ 1,018.42
Perez Diaz	Pablo Alejandro	Police Constable	$ 108,886.29	$ 986.48
Santizo Orantes	Nelson Alfredo	Police Constable	$ 108,872.89	$ 1,007.76
Ethier	Isabel Anne	Police Constable	$ 108,837.25	$ 357.76
Cotton	Isabelle	Police Constable	$ 108,816.87	$ 1,018.42
Foulds	Laura Jane	Police Constable	$ 108,809.26	$ 1,013.04
Kelly	Michael Rory	Police Constable	$ 108,808.85	$ 1,018.42
Rughoo	David Ravindra	Police Constable	$ 108,807.08	$ 1,018.32
Frank	Marilyn Irene	Plainclothes Police Constable	$ 108,806.38	$ 1,036.02
Ribeiro	Reuben Francis	Police Constable	$ 108,777.17	$ 1,011.28
Andrejishyn	James Joseph	Plainclothes Police Constable	$ 108,775.42	$ 1,030.64
Chow	Shawn	Police Constable	$ 108,748.07	$ 976.96
Meehan	Anthony Paul	Police Constable	$ 108,734.69	$ 1,018.42
Louie	Alison Joyce	Police Constable	$ 108,733.23	$ 1,007.76
Lukings	Aimee Elisabeth	Training Constable	$ 108,732.55	$ 1,030.64
Henkenhaf	Gregory Wilhelm	Police Constable	$ 108,725.91	$ 1,000.96
Harpell	Matthew Gregory	Police Constable	$ 108,722.22	$ 1,007.76
Gallagher	Andrew George	Senior Customer Service Representative	$ 108,721.99	$ 377.52
Gialousis	Emanuel	Sergeant	$ 108,697.99	$ 1,028.66
Banyaem	Santi	Police Constable	$ 108,691.92	$ 1,007.76
Lucifora	Jeffrey Salvatore	Police Constable	$ 108,648.61	$ 1,018.42
Michaud	David Joseph	Police Constable	$ 108,632.84	$ 1,018.42
O'Toole	Edward Francis	Police Constable	$ 108,621.86	$ 1,007.76
Malhi	Amandeep	Police Constable	$ 108,611.29	$ 996.00
McMahon	Joseph	Police Constable	$ 108,597.24	$ 1,029.08
Dahan	Valerie Ruth	Plainclothes Police Constable	$ 108,596.46	$ 384.33
Diodati	Richard	Police Constable	$ 108,575.43	$ 1,029.08
Pate	Andrew William	Police Constable	$ 108,556.56	$ 1,002.98
Pollard	James Evan	Police Constable	$ 108,548.07	$ 1,011.45
Luu	Tan Sy	Senior Programmer Information Systems Services	$ 108,542.76	$ 377.52
Farrell	Gregory William	Plainclothes Police Constable	$ 108,538.67	$ 997.36
Matthews	Gordon	Police Constable	$ 108,534.90	$ 1,029.08
Wylie	Christopher David	Police Constable	$ 108,520.36	$ 1,024.58
Grewal	Dharmendra Singh	Police Constable	$ 108,491.32	$ 375.46
Ismail	Omar	Police Constable	$ 108,483.14	$ 997.36

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Tremblay	Christopher Joseph	Police Constable	$ 108,477.41	$ 1,007.76
Wong	Conrad Emery	Police Constable	$ 108,467.27	$ 891.48
Nelson	Matthew Henry	Police Constable	$ 108,465.33	$ 997.76
Nantais	Jennifer Lynn	Plainclothes Police Constable	$ 108,453.34	$ 1,025.36
McNabb	Angela Helen	Police Constable	$ 108,446.81	$ 1,029.08
Kainz	Christopher John	Police Constable	$ 108,445.31	$ 379.08
Taylor	Andrew Brian	Police Constable	$ 108,440.77	$ 1,018.42
Millar	Jason Andrew	Police Constable	$ 108,431.33	$ 1,007.76
Stribopoulos	Chris	Plainclothes Police Constable	$ 108,426.46	$ 1,030.64
Wright	Joanna Lindley	Police Constable	$ 108,421.24	$ 379.08
Parker	Ian Christopher	Police Constable	$ 108,418.40	$ 1,007.76
Cook	Thomas William	Police Constable	$ 108,406.94	$ 1,007.76
Hardie	Natasha Lianne	Police Constable	$ 108,406.72	$ 362.16
Ivkovic	Zoran	Police Constable	$ 108,404.11	$ 1,007.76
Zisis	Mary Lynn	Senior Analyst Strategic Planning	$ 108,403.80	$ 377.52
Durst	Natalie Elizabeth	Police Constable	$ 108,402.58	$ 1,013.04
Roopnarine	Rickey	Police Constable	$ 108,383.33	$ 1,007.76
Thomas	Jennifer Louise	Plainclothes Police Constable	$ 108,375.40	$ 1,024.58
Szajkowski	Sofie	Plainclothes Police Constable	$ 108,368.17	$ 1,013.92
Bartholomew	Darryl Colin	Police Constable	$ 108,354.20	$ 1,007.76
Lyon	Leithland Lloyd	Police Constable	$ 108,353.85	$ 654.08
Henry	Lesley-Anne	Police Constable	$ 108,350.58	$ 1,018.42
Vijayanarayanan	Devi Selva	Plainclothes Police Constable	$ 108,344.40	$ 380.64
Louie	Gilbert Jun	Police Constable	$ 108,342.34	$ 1,007.76
Qureshi	Amer	Court Officer	$ 108,338.66	$ 287.04
Smith	Chantel Jennifer	Police Constable	$ 108,324.53	$ 1,028.88
Webb	Kerry William	Police Constable	$ 108,294.22	$ 1,007.76
Patton	Scott Matthew	Police Constable	$ 108,291.79	$ 1,007.76
Brown	Alexander James	Police Constable	$ 108,286.08	$ 949.00
Urbas	Nathalie Patricia	Police Constable	$ 108,284.73	$ 997.76
Sarudi	Viktor	Police Constable	$ 108,270.89	$ 1,013.04
Gobeil	Jason Michel	Police Constable	$ 108,252.32	$ 1,007.76
Alley	Nicholas David	Police Constable	$ 108,236.77	$ 1,007.76
Sahadath	Diane Louise	Plainclothes Police Constable	$ 108,229.53	$ 1,020.39
Namayandeh	Arash	Police Constable	$ 108,224.01	$ 1,007.76
Rea	Philip Earl	Police Constable	$ 108,223.05	$ 1,007.76
Wolfe	Stephen Micheal	Police Constable	$ 108,220.11	$ 1,018.42
Sirpal	John	Police Constable	$ 108,214.45	$ 1,015.68
Jamnagarwala	Huzefa Hatim	Senior Technical Analyst Enterprise Architecture	$ 108,200.59	$ 382.22
Garner	Anthony Alloy	Police Constable	$ 108,191.52	$ 1,018.42
Bradford	Michael Charles	Police Constable	$ 108,186.21	$ 1,029.08
Day	Adam Douglas	Police Constable	$ 108,169.62	$ 976.96
Avelar	Michael James	Police Constable	$ 108,157.71	$ 312.00
Loria	Caterina	Police Constable	$ 108,151.95	$ 1,013.04
Irvine	Gary Allison	Police Constable	$ 108,149.74	$ 712.44
Wong	Sai-Kit	Police Constable	$ 108,149.04	$ 1,007.76
Donnelly	Barry Christopher	Plainclothes Police Constable	$ 108,132.14	$ 1,030.64
Tulloch	Alson Lloyd	Plainclothes Police Constable	$ 108,080.20	$ 1,023.67
Onyszkiewicz	Jacqueline Madeline	Police Constable	$ 108,076.44	$ 1,007.76
Service	Guy Peter	Police Constable	$ 108,058.62	$ 1,029.08
Chahal	Jaskanwal Singh	Plainclothes Police Constable	$ 108,046.01	$ 1,008.21
Maing	Do Hyung	Police Constable	$ 108,043.34	$ 997.36
Rashid	Aliasger	Police Constable	$ 108,035.87	$ 1,007.76
Warner	Jordan Robert	Police Constable	$ 108,033.50	$ 1,007.76
Harding	Matthew Earl	Training Constable	$ 108,014.32	$ 1,031.05
Craig	Sandra Jean	Locational Administrator	$ 108,010.61	$ 355.94
Davey	Amy Lee	Plainclothes Police Constable	$ 108,007.14	$ 380.64
Kiss	Kristine Michelle	Police Constable	$ 107,995.81	$ 986.48
Kremer	Michael Bradley	Plainclothes Police Constable	$ 107,986.26	$ 1,001.71
Retsinas	Panagiota	Police Constable	$ 107,986.00	$ 1,029.08
Burgher	Christopher Dwayne	Police Constable	$ 107,969.78	$ 1,007.76
Baldeo	Jason Aneal	Court Officer	$ 107,965.13	$ 287.04
Ge	Hao	Police Constable	$ 107,963.34	$ 1,007.76
Brushett	Kevin Michael	Police Constable	$ 107,962.96	$ 1,007.76
Agostinho	Roy Michael	Plainclothes Police Constable	$ 107,961.84	$ 1,025.44
Vanscherrenburg	Adele	Police Constable	$ 107,958.65	$ 1,029.08
Bucek	Lucie	Police Constable	$ 107,948.67	$ 1,007.76
Bolland	Christopher Gregory	Police Constable	$ 107,944.67	$ 1,007.76
Dinc	Huseyin	Senior Programmer Information Systems Services	$ 107,915.55	$ 377.52

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Sirizzotti	Jamie Michael	Police Constable	$ 107,906.79	$ 1,007.76
Nadler	Andre Michael	Police Constable	$ 107,883.42	$ 1,007.76
Brzozowski	Jennifer Anne	Police Constable	$ 107,883.17	$ 1,011.45
Taylor	David John	Police Constable	$ 107,862.37	$ 1,007.76
Ngo	Jason	Plainclothes Police Constable	$ 107,857.59	$ 1,030.64
Lagat	Rommelito Manuel	Parking Enforcement Oficer	$ 107,849.53	$ 898.56
Stephens	Michael	Police Constable	$ 107,844.27	$ 1,029.08
Valledor	Jennifer Elizabeth	Plainclothes Police Constable	$ 107,841.94	$ 1,030.64
D'Alimonte	Steven	Sergeant	$ 107,836.85	$ 1,021.06
Middleton	William Scott	Police Constable	$ 107,830.09	$ 1,018.83
Davidson	Allan William	Police Constable	$ 107,823.65	$ 1,011.45
Farmer	Kevin James	Senior Customer Service Representative	$ 107,805.48	$ 377.52
Wallace	Scott Edmund	Senior Application Specialist	$ 107,805.30	$ 377.52
Cronin	Michael Andrew	Plainclothes Police Constable	$ 107,775.54	$ 1,030.64
Zhou	Hongfei	Plainclothes Police Constable	$ 107,770.28	$ 1,010.40
Carter	Alphonso Paul	Police Constable	$ 107,743.11	$ 1,007.76
Cooper	Christina Danielle	Plainclothes Police Constable	$ 107,732.34	$ 1,007.76
Porter	Dainian Alloy	Police Constable	$ 107,731.95	$ 1,007.76
Snyckers	Nicolas Hugo	Police Constable	$ 107,710.91	$ 1,007.76
Ganj	Arran	Plainclothes Police Constable	$ 107,702.72	$ 1,030.64
Schuhmann	Stephanie Ann	Plainclothes Police Constable	$ 107,699.31	$ 1,020.39
Weber	Paulina Dagmara	Plainclothes Police Constable	$ 107,685.64	$ 1,030.64
O'Donohue	Katie Elizabeth	Police Constable	$ 107,683.53	$ 1,024.48
Mohammed	Adil Farid	Plainclothes Police Constable	$ 107,671.59	$ 1,030.64
Wang	Tiam Yee	Plainclothes Police Constable	$ 107,661.14	$ 1,030.64
League	Aaron Charles	Plainclothes Police Constable	$ 107,649.09	$ 1,030.64
Watson	Luke Alexander	Plainclothes Police Constable	$ 107,648.44	$ 1,030.64
Williams	Scott Douglas	Senior Application Specialist	$ 107,640.87	$ 377.52
Mundy	Susan Ann	Police Constable	$ 107,636.53	$ 1,029.08
Kama	Guy	Plainclothes Police Constable	$ 107,633.14	$ 380.64
Cannon	Joshua John	Police Constable	$ 107,629.62	$ 1,007.76
Murphy	Todd Aaron	Police Constable	$ 107,628.73	$ 1,007.76
Appleby	David James	Armourer	$ 107,627.57	$ 997.36
Bellec	Francois Marie	Plainclothes Police Constable	$ 107,622.99	$ 380.64
Hardie	Christine Ann	Police Constable	$ 107,620.26	$ 971.52
Binning	Andrew John	Plainclothes Police Constable	$ 107,619.84	$ 1,030.64
D'Ascenzo	Michele Abele	Plainclothes Police Constable	$ 107,619.84	$ 380.64
Mihailescu	Simona	Plainclothes Police Constable	$ 107,619.84	$ 380.64
Miller	Sharon Ann	Plainclothes Police Constable	$ 107,619.84	$ 1,030.64
Parvin	Armand Sydney	Training Constable	$ 107,619.84	$ 1,030.64
Chase	Tee De	Police Constable	$ 107,607.89	$ 1,007.76
Baker	David Roland	Police Constable	$ 107,607.36	$ 1,018.42
Cheung	Karen Wai	Senior Programmer Information Systems Services	$ 107,600.94	$ 377.52
Kulina	Mario Mariusz	Police Constable	$ 107,599.13	$ 1,007.76
Hussar	Irene	Police Constable	$ 107,588.50	$ 1,029.08
Moore	Brian Thomas	Police Constable	$ 107,575.44	$ 1,007.76
Wagner	Kyle Richard	Police Constable	$ 107,572.83	$ 971.52
Weeks	Jesse David	Detective	$ 107,571.27	$ 807.16
Edelhofer	Marie Caroline	Police Constable	$ 107,566.16	$ 1,007.76
Smythe	Karen Grace	Staff Sergeant	$ 107,563.89	$ 470.86
Langford	James Douglas	Police Constable	$ 107,558.20	$ 1,007.76
Sklar	Nickolas	Plainclothes Police Constable	$ 107,556.07	$ 505.35
Woods	Douglas Stephen	Police Constable	$ 107,546.59	$ 1,013.04
Sullivan	Steven	Police Constable	$ 107,530.84	$ 1,029.08
Littler	Ian Stuart	Police Constable	$ 107,512.50	$ 1,007.76
Waz	Martin	Police Constable	$ 107,509.98	$ 976.96
Bailey	Nicole Anne	Sergeant	$ 107,509.85	$ 910.76
O'Grady	Lawrence Joseph	Supervisor of Forensic Identification Services- Photo Section	$ 107,488.65	$ 1,027.52
Ciausu	Luminita	Senior Programmer Information Systems Services	$ 107,485.93	$ 377.52
McCaw	Douglas Gordon	Police Constable	$ 107,479.55	$ 368.42
Tang	Lijing	Senior Programmer Information Systems Services	$ 107,468.18	$ 377.52
Boyce	Susie Rowena	Police Constable	$ 107,454.62	$ 1,018.42
Hasiuk	Melissa Anne	Police Constable	$ 107,439.45	$ 1,007.76
Olver	Robert Bond	Police Constable	$ 107,436.59	$ 1,029.08
Lafrance	Jean-Guy Gerard	Police Constable	$ 107,426.87	$ 1,018.42
Parney	Christopher George	Police Constable	$ 107,412.51	$ 1,018.42
Cechetto	Andrew Paul	Sergeant	$ 107,401.96	$ 1,021.06
Doyle	Daniel Maurice	Police Constable	$ 107,401.77	$ 1,007.76
Lenchuck	David Lawrence	Police Constable	$ 107,393.95	$ 1,018.42

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Corcoran	Jay Brian	Police Constable	$ 107,392.46	$ 854.25
Singh	Rajendra	Police Constable	$ 107,356.75	$ 1,029.08
Gomez	Gary	Police Constable	$ 107,355.53	$ 1,029.08
Arsenault	Daren Arthur	Police Constable	$ 107,333.93	$ 1,029.08
Cowley	Alison Louise	Police Constable	$ 107,333.42	$ 1,018.42
Weist	Stephen	Police Constable	$ 107,332.75	$ 1,029.08
Traynor	Alison Dawn	Police Constable	$ 107,313.45	$ 1,007.76
Grills	Amanda Michelle	Plainclothes Police Constable	$ 107,312.24	$ 975.60
Dunning	Brian James	Police Constable	$ 107,307.78	$ 1,007.76
Drews	Jason	Police Constable	$ 107,306.76	$ 1,007.76
Davey	Jill	Police Constable	$ 107,300.65	$ 1,029.08
Latone-Forget	Patricia	Police Constable	$ 107,291.30	$ 379.08
Dzingala	Richard George	Police Constable	$ 107,290.48	$ 1,029.08
Korn	Diana	Police Constable	$ 107,290.48	$ 1,029.08
Fine	Jeremy David	Communications Operator	$ 107,279.72	$ 958.36
Chou	Yu-Ya	Police Constable	$ 107,277.58	$ 997.76
Robertson	Rodger Kent	Police Constable	$ 107,274.25	$ 1,029.08
Visser	Ashley Christina	Police Constable	$ 107,269.14	$ 1,013.04
Cowl	Taylor James	Police Constable	$ 107,260.00	$ 1,007.76
Hampel	Scott	Police Constable	$ 107,240.25	$ 1,029.08
Tomei	Patricia	Police Constable	$ 107,236.52	$ 1,007.76
Trenton	Rebecca	Shift-Area Supervisor	$ 107,234.39	$ 928.20
Feaver	Cory Bert	Police Constable	$ 107,219.65	$ 1,029.08
Finley-Kellough	Jillian Elizabeth	Police Constable	$ 107,217.08	$ 1,011.45
Mohammed	Colin Elliott	Police Constable	$ 107,213.20	$ 1,007.76
Consack	Ewa Anna	Police Constable	$ 107,195.40	$ 1,007.76
Stefani	William	Police Constable	$ 107,191.15	$ 1,029.08
Pritchard	Denis Blair	Police Constable	$ 107,190.52	$ 1,007.76
Seberry	William	Police Constable	$ 107,190.45	$ 379.08
De Passio	Angel Judith	Court Officer	$ 107,172.97	$ 287.04
Hawley	Christopher Joseph	Police Constable	$ 107,131.74	$ 1,018.42
Dugan	Stephanie	Police Constable	$ 107,116.95	$ 1,029.08
Zafiriadis	Ifigenia	Operations Supervisor	$ 107,116.57	$ 980.94
Yap	Meiyin	Police Constable	$ 107,104.50	$ 1,029.08
Buggea	Rosario	Police Constable	$ 107,103.82	$ 1,018.42
Dal Grande	Mauro Angelo	Police Constable	$ 107,101.03	$ 1,029.08
Oliveira	Linda	Police Constable	$ 107,100.98	$ 1,029.08
Serban	Petruta	Senior Programmer Information Systems Services	$ 107,089.60	$ 377.52
Berry	Kevin Irish	Fleet & Materials Management Group Leader	$ 107,062.06	$ 997.36
Muto	Antonio	Police Constable	$ 107,056.75	$ 929.08
Mayo	Kenneth	Police Constable	$ 107,052.73	$ 1,029.08
Loomans	Jaime Ashlee	Police Constable	$ 107,046.69	$ 952.70
McKeon	Mark Joseph	Police Constable	$ 107,041.00	$ 1,029.08
Tveit	Evan Kristien	Senior Customer Service Representative	$ 107,033.12	$ 377.52
Patel	Manhar	Police Constable	$ 107,020.64	$ 1,027.40
Petticrew	Amanda Aaron	Police Constable	$ 107,019.82	$ 357.76
Beaudry	Paula Loreto	Police Constable	$ 107,010.06	$ 1,007.76
Lyn	Leonard Patrick	Senior Customer Service Representative	$ 107,005.84	$ 377.52
Smith	Brian Gordon	Police Constable	$ 106,996.88	$ 1,007.76
Surcon	Scott Andrew	Police Constable	$ 106,979.64	$ 1,011.45
Germaine	Jennifer Anne	Police Constable	$ 106,964.06	$ 1,018.42
Dolghii	Ivan	Police Constable	$ 106,956.13	$ 1,013.04
Gee	Kevin Wai	Police Constable	$ 106,953.15	$ 1,007.76
van Hoogenhuize	Michael Daniel	Police Constable	$ 106,943.48	$ 357.76
Swider	Sylwia Aneta	Police Constable	$ 106,942.33	$ 1,024.48
Spackman	Joanne	Police Constable	$ 106,930.70	$ 1,029.08
Bannister	Jason Mark	Police Constable	$ 106,921.75	$ 1,010.63
Garofoli	Stefania	Police Constable	$ 106,920.90	$ 997.36
Phillips	Daniel Martin	Police Constable	$ 106,917.21	$ 1,018.42
Murphy	Shane Peter	Police Constable	$ 106,896.44	$ 1,007.76
Marchen	Leanne	Police Constable	$ 106,895.40	$ 1,029.08
Makhlouf	James Michael	Sergeant	$ 106,894.37	$ 1,021.06
McClorey	Sean Michael	Police Constable	$ 106,889.80	$ 1,029.08
Cheng	Alan Lap	Police Constable	$ 106,886.73	$ 1,007.76
Boag	William	Police Constable	$ 106,884.10	$ 1,029.08
Elliott	Kathleen	Police Constable	$ 106,882.10	$ 1,029.08
Perry	Kevin	Police Constable	$ 106,881.40	$ 1,029.08
Acton	Blake Joseph	Police Constable	$ 106,880.70	$ 379.08
Abdilla	Tammy	Police Constable	$ 106,879.30	$ 1,029.08

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Addison	Keith Scott	Police Constable	$ 106,879.30	$ 404.08
Clarke	Kevin Ross	Police Constable	$ 106,879.30	$ 1,029.08
Downie	Kelly	Police Constable	$ 106,879.30	$ 1,029.08
Newell	Patricia	Police Constable	$ 106,879.30	$ 1,029.08
Oosterhof	Carole Jane	Police Constable	$ 106,879.30	$ 379.08
Persram	Ranjit	Police Constable	$ 106,879.30	$ 379.08
Petrasek	Michael Julian	Police Constable	$ 106,879.30	$ 1,029.08
Rinaldo	Michael	Police Constable	$ 106,879.30	$ 1,029.08
Savoia	Giovanni	Police Constable	$ 106,879.30	$ 1,029.08
Sirois	Monique	Police Constable	$ 106,879.30	$ 1,029.08
Zayack	Darlene	Police Constable	$ 106,879.30	$ 379.08
Correa	Irwin	Police Constable	$ 106,878.84	$ 1,027.12
Mutch	Emily Ruth	Governance Senior Analyst	$ 106,873.21	$ 1,027.52
Pak	Andrew Jin-Ho	Police Constable	$ 106,872.02	$ 1,007.76
Rosbrook	Andrew Michael	Police Constable	$ 106,846.02	$ 1,018.42
Graham	Robert Douglas	Police Constable	$ 106,833.13	$ 361.45
Knowles	Thomas Edward	Police Constable	$ 106,820.28	$ 997.36
Puleio	Edward Vincent	Senior Telecom Services Technician Radio	$ 106,806.50	$ 977.60
Passerino	Curtis Paul	Police Constable	$ 106,805.12	$ 1,018.42
Finlay	Timothy Andrew	Wellness Physical Fitness Coordinator	$ 106,801.33	$ 1,027.52
Sipos	Bogdan	Senior Programmer Information Systems Services	$ 106,787.66	$ 377.52
Sulejmani	Judmir	Plainclothes Police Constable	$ 106,787.39	$ 1,007.76
Saini	Prekshat	Police Constable	$ 106,781.70	$ 1,007.76
Weber	Mark Edward	Police Constable	$ 106,771.56	$ 1,007.76
Uher	Jason William	Police Constable	$ 106,767.87	$ 1,013.91
McPherson	Anne Margaret	Plainclothes Police Constable	$ 106,751.99	$ 874.48
Connor	Katherine Elizabeth	Governance Senior Analyst	$ 106,750.39	$ 377.52
Amoah	Kyla	Police Constable	$ 106,732.53	$ 1,014.32
Joness	Diana	Police Constable	$ 106,723.45	$ 1,021.80
D'Abreo	Oliver	Police Constable	$ 106,714.80	$ 1,007.76
Boisvert	Nicole Hannah	Police Constable	$ 106,711.77	$ 1,008.17
Bartley	Ryan Charles	Police Constable	$ 106,703.42	$ 997.76
Toyne	Simon Andrew	Police Constable	$ 106,699.62	$ 1,007.76
Crawford	Anthony John	Police Constable	$ 106,688.84	$ 1,007.76
Peebles	Michael James	Police Constable	$ 106,609.06	$ 1,007.76
Wilson	Adam Patrick	Police Constable	$ 106,592.77	$ 1,007.76
Malhi	Aseem Singh	Plainclothes Police Constable	$ 106,582.04	$ 1,013.92
Dafoska	Maria	Police Constable	$ 106,531.90	$ 1,007.76
Gill	Harvinder Singh	Police Constable	$ 106,530.91	$ 1,007.76
Lombardo	Paolo Nicholas	Police Constable	$ 106,525.79	$ 1,007.76
Caldwell	Tamara Eileen	Operations Supervisor	$ 106,524.87	$ 1,005.94
Genua	Marco Daniele	Supervisor	$ 106,514.92	$ 315.64
Mc Connell	Paul Douglas	Police Constable	$ 106,485.21	$ 1,007.76
Li	Samantha Mackenzie	Police Constable	$ 106,480.31	$ 979.68
Colacci	Carlo Roberto	Police Constable	$ 106,452.14	$ 1,007.76
Knox	Jaime Louise	Police Constable	$ 106,447.98	$ 1,007.76
Ajazi	Sofokli	Police Constable	$ 106,441.51	$ 1,007.76
Kelly	Erin Melissa	Communications Operator	$ 106,411.95	$ 308.36
Mondelli	Roberto Joseph	Police Constable	$ 106,407.84	$ 1,007.76
Riel	Jeffery James	Police Constable	$ 106,407.31	$ 1,011.45
Poirier	Alexandre	Police Constable	$ 106,396.79	$ 1,007.76
Bortoluss	Jo-Anne Ellen	Plainclothes Police Constable	$ 106,387.22	$ 338.36
Armorer	Patrice Nicole	Police Constable	$ 106,360.08	$ 1,007.76
Kenny	Sarah Elizabeth	Police Constable	$ 106,317.66	$ 997.36
Reeves	Michael Daniel	Police Constable	$ 106,314.31	$ 997.76
Boag	Jason William	Police Constable	$ 106,314.00	$ 928.20
Hutchins	William Gordon	Police Constable	$ 106,310.59	$ 1,018.42
La Rush	Debra Renee	Senior Fingerprint Examiner Forensic Identification Services	$ 106,307.08	$ 997.36
Mau	Richard	Police Constable	$ 106,303.51	$ 1,007.76
Klein-Horsman	Brian	Police Constable	$ 106,301.77	$ 1,007.76
Mills	Scott Donald	Police Constable	$ 106,298.45	$ 357.76
Heim	Philip Albert	Shift-Area Supervisor	$ 106,283.68	$ 928.20
Wilson	Bradley Michael	Police Constable	$ 106,276.96	$ 1,018.42
Milrod	Joshua Paul	Supervisor	$ 106,273.31	$ 287.04
Stastny	Graziella	Police Constable	$ 106,272.17	$ 1,007.76
Van Overbeek	Marisa Lynne	Police Constable	$ 106,250.76	$ 1,007.76
Clapp	Catherine Ann	Police Constable	$ 106,239.88	$ 1,007.76
Graham	Holly Christine	Court Officer	$ 106,207.98	$ 287.04
Burns	Alison Marion	Police Constable	$ 106,199.53	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Dawodu	Christopher Olufemi	Plainclothes Police Constable	$ 106,185.46	$ 1,023.88
MacDonald	Robert Gerard	Booking Officer	$ 106,185.38	$ 937.04
Barrett	Richard Andell	Court Officer	$ 106,182.86	$ 287.04
Stevenson	Patricia Lynn	Communications Operator	$ 106,178.48	$ 958.36
Carter	Adrian Daren	Police Constable	$ 106,116.74	$ 1,007.76
Spence	Paul Benjamin	Police Constable	$ 106,115.86	$ 1,018.42
Burke	Darryl Wilfred	Police Constable	$ 106,111.07	$ 1,018.42
Jaresova	Pavlina	Police Constable	$ 106,108.34	$ 1,007.76
Borch	Matthew Paul	Police Constable	$ 106,107.28	$ 1,007.76
Kolebniak	Laura	Police Constable	$ 106,042.45	$ 907.76
Swaluk	Richard John	Police Constable	$ 106,029.05	$ 368.42
Hantzaridis	Themistoklis	Police Constable	$ 106,015.83	$ 1,007.76
Shand	Joseph Edward	Police Constable	$ 106,015.20	$ 932.76
Rowe	Paul Douglas	Police Constable	$ 105,997.49	$ 1,018.42
Redick	Amanda Brooke	Sergeant	$ 105,980.06	$ 888.01
Tenn	Solomon Richard	Police Constable	$ 105,932.25	$ 968.20
Urban	Jon	Plainclothes Police Constable	$ 105,899.73	$ 455.35
Richmond	James Mark	Police Constable	$ 105,870.59	$ 996.00
Penwell	Cassandra Miranda	Police Constable	$ 105,850.67	$ 1,014.32
Platte	Patrick Frank	Plainclothes Police Constable	$ 105,847.59	$ 823.83
Fernandes	Basil Greg	Police Constable	$ 105,842.67	$ 1,007.76
Mojtahedi	Omid	Police Constable	$ 105,836.98	$ 1,018.42
Montcalm	Alain Jean	Police Constable	$ 105,835.13	$ 1,007.76
Archer	Kirk Anthony	Police Constable	$ 105,820.59	$ 1,018.42
Fielding	Shawn Michael	Plainclothes Police Constable	$ 105,796.93	$ 1,000.35
Rumney	Angela Lyn	Police Constable	$ 105,764.79	$ 1,007.76
MacKinnon	Robert Allen	Police Constable	$ 105,759.73	$ 1,007.76
Cullen	Neil Gregory	Police Constable	$ 105,758.09	$ 1,011.45
Morrice	Jonathan Michael	Police Constable	$ 105,745.66	$ 365.14
Rampersad	Steven	Police Constable	$ 105,739.57	$ 1,010.63
Emerson	Terry Evan	Police Constable	$ 105,736.90	$ 1,007.76
Riolo	Salvatore Tony	Police Constable	$ 105,735.73	$ 1,018.42
Robinson	Christopher Allen	Police Constable	$ 105,727.91	$ 1,018.42
Hanson	Jason Andrew	Police Constable	$ 105,722.14	$ 1,007.76
Gomez-Martinez	Hector Romeo	Intermediate Technical Analyst	$ 105,713.70	$ 334.62
Long	Gary Robert	Station Duty Clerk	$ 105,707.83	$ 898.56
French	Elizabeth Anne	Communications Operator	$ 105,694.86	$ 958.36
Li	Xiaobo	Police Constable	$ 105,686.66	$ 1,007.76
Brown	Chelsea Ann	Plainclothes Police Constable	$ 105,663.02	$ 1,003.45
McLeod	Shelley Christine	Police Constable	$ 105,640.83	$ 1,022.72
Kulik	Melissa Heather	Police Constable	$ 105,639.70	$ 1,018.42
Conley	Timothy Kenneth	Police Constable	$ 105,626.41	$ 1,007.76
Douglas	Robert David	Plainclothes Police Constable	$ 105,620.18	$ 1,024.58
Colicchio	Megan Elizabeth	Communications Operator	$ 105,593.93	$ 948.98
Till	Mitchell Charles	Police Constable	$ 105,593.92	$ 1,007.76
Campbell	Jocelyn Emma	Police Constable	$ 105,591.25	$ 283.40
Spencer	Jason Guevara	Police Constable	$ 105,578.62	$ 364.32
Chin	Kirk Sean	Police Constable	$ 105,553.23	$ 1,018.83
Flamengo	Maria Laura	Police Constable	$ 105,526.91	$ 996.00
Dworatzek	Daphne Constance	Police Constable	$ 105,525.02	$ 1,018.42
McCahery	Shaun Michael	Police Constable	$ 105,512.20	$ 1,018.42
Trimble	Jacqueline Louise	Police Constable	$ 105,498.36	$ 1,018.42
Calder	Michael Christopher	Police Constable	$ 105,487.62	$ 1,007.76
Whittaker	Lance Charles	Police Constable	$ 105,485.82	$ 1,018.42
Wong	Chun Man	Police Constable	$ 105,473.33	$ 368.42
Rowe	Julie Ann	Police Constable	$ 105,461.49	$ 1,011.45
Entwistle	Courtney Lee	Police Constable	$ 105,411.56	$ 357.76
Wallace	Kenneth Ross	Communications Operator	$ 105,387.15	$ 958.36
Gill	Birender Singh	Police Constable	$ 105,384.89	$ 1,018.42
Brown	Richard Gladstone	Police Constable	$ 105,378.52	$ 1,007.76
Janes	Dale Chesley	Police Constable	$ 105,371.48	$ 997.76
Tomlinson	Corneal Kenlard	Booking Officer	$ 105,364.37	$ 937.04
Rambeharry	Sanjay Rabindranauth	Police Constable	$ 105,349.63	$ 358.17
Sousa	Ricardo	Booking Officer	$ 105,347.19	$ 937.04
Crawford	Alicia Marie	Plainclothes Police Constable	$ 105,318.95	$ 867.36
Freeman	John Kenneth	Police Constable	$ 105,298.63	$ 1,007.76
Hart	Andre Thomas	Police Constable	$ 105,269.56	$ 1,007.76
Kybartas	Adam Alexander	Police Constable	$ 105,266.23	$ 347.36
Mc Lean	Drew Allan	Police Constable	$ 105,261.99	$ 971.52

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Leung	Norman Yuen-Ho	Police Constable	$ 105,247.32	$ 1,008.17
Smith-Stubbs	Donna	Police Constable	$ 105,229.64	$ 1,019.98
Hazell	Sandra Dawn	Plainclothes Police Constable	$ 105,216.51	$ 1,014.09
McGuigan	Elena	Police Constable	$ 105,208.14	$ 928.20
Power	Cameron James	Laboratory Specialist	$ 105,172.28	$ 1,018.86
Power	Ashley Lace	Communications Operator	$ 105,157.14	$ 958.36
Edgerton	Kirsten Elizabeth	Parking Enforcement Oficer	$ 105,141.36	$ 898.56
Day	Joanne	Police Constable	$ 105,130.97	$ 985.72
Gandhi	Manmohan Singh	Police Constable	$ 105,125.68	$ 1,007.76
Cesar	Lydia Elizabeth	Plainclothes Police Constable	$ 105,117.86	$ 1,018.32
Parro	Joseph Anthony	Police Constable	$ 105,110.06	$ 997.76
MacPhail	Andrew Douglas	Police Constable	$ 105,105.15	$ 1,018.42
Qiu	Ming Wei	Senior Communications Technician Wired Networks	$ 105,094.04	$ 327.60
Bevan	William	Detective	$ 105,071.44	$ 829.40
Park	Ryan Lee	Police Constable	$ 105,054.71	$ 997.76
Finn	Bruce Rexford	Senior Firearms Officer	$ 105,051.68	$ 937.04
McCabe	James Daniel	Plainclothes Police Constable	$ 105,034.96	$ 1,016.56
Slaney	Jaclyn Elizabeth	Laboratory Specialist	$ 105,033.50	$ 1,018.86
Pearce	Ryan William	Police Constable	$ 104,994.14	$ 997.36
Simpson	Ryan James	Police Constable	$ 104,990.08	$ 1,007.76
Chan	Everett Horr-Wai	Police Constable	$ 104,989.13	$ 1,018.42
Jones	Glenn	Police Constable	$ 104,987.49	$ 1,007.76
Heard	Jason Mark	Police Constable	$ 104,974.77	$ 1,012.44
Byers	Michael	Police Constable	$ 104,965.15	$ 633.28
Morris	Brett Hamilton	Plainclothes Police Constable	$ 104,958.30	$ 1,020.96
Hart	Christopher Allan	Police Constable	$ 104,948.01	$ 1,007.76
Skok	Bonnie-Jean	Governance Senior Analyst	$ 104,941.41	$ 1,018.40
Christian	David Nigel	Police Constable	$ 104,914.55	$ 1,007.76
Venneri	Rosario Domenic	Court Officer	$ 104,902.26	$ 287.04
Machacek	Erika Jessica	Police Constable	$ 104,890.62	$ 997.76
Hammond	Stephen	Police Constable	$ 104,877.40	$ 1,007.76
Fabiszewska	Agnes Anna	Police Constable	$ 104,871.50	$ 1,007.76
Granell	Kelly	Police Constable	$ 104,866.16	$ 1,018.42
Bonazza	Vincenzo	Police Constable	$ 104,843.43	$ 1,018.42
Bartlett	Brandon Samuel	Plainclothes Police Constable	$ 104,836.20	$ 1,019.17
Allard	Matthew Douglas	Police Constable	$ 104,795.38	$ 1,007.76
Bassi	Amritpal Singh	Police Constable	$ 104,753.11	$ 357.76
Forde	Dwayne Jason	Police Constable	$ 104,743.85	$ 1,007.76
Gray	Jeremy Carmen	Police Constable	$ 104,743.84	$ 1,008.38
Wong	Carmen Alexis	Police Constable	$ 104,736.88	$ 1,007.76
Stone	Christopher George	Police Constable	$ 104,730.60	$ 1,007.76
Jamandra	Jun	Court Officer	$ 104,726.96	$ 287.04
Demelo	Carlos Manuel	Plainclothes Police Constable	$ 104,723.48	$ 1,018.42
Mc Sweeney	Josh Matthew	Police Constable	$ 104,720.33	$ 1,007.76
Sowamber	Rohan	Police Constable	$ 104,718.74	$ 947.70
Spence	Michael John	Police Constable	$ 104,711.43	$ 1,007.76
Mackey	Craig Travis	Police Constable	$ 104,705.04	$ 1,007.76
Chaumont	Adam Felix	Police Constable	$ 104,701.83	$ 1,007.76
Nichiporik	Dale Curtis	Police Constable	$ 104,699.93	$ 1,011.45
Vande Camp	Sean Andrew	Police Constable	$ 104,698.11	$ 997.76
Singfield	Alexander Byron	Police Constable	$ 104,688.60	$ 1,011.45
Dowdy	Orlando Kevin	Intermediate Technical Analyst	$ 104,687.42	$ 984.62
Yuanidis	Alexander	Police Constable	$ 104,670.11	$ 1,007.76
Koops	Robert Douglas	Police Constable	$ 104,667.16	$ 1,007.76
Belille	Winford Sheldon	Police Constable	$ 104,659.95	$ 1,007.76
DiRenzo	Agnieszka	Plainclothes Police Constable	$ 104,659.56	$ 1,010.82
Tyler	Steven Michael	Police Constable	$ 104,654.60	$ 949.00
Coles	Bruce Ellis	Police Constable	$ 104,651.04	$ 369.98
Handy	Christine	Plainclothes Police Constable	$ 104,651.04	$ 369.98
Tierman	Darius	Police Constable	$ 104,651.04	$ 369.98
Kellough	Stacy Leigh	Police Constable	$ 104,650.92	$ 1,007.76
Kennedy	Paul Edward	Police Constable	$ 104,649.66	$ 1,007.76
Ing	Way Edward	Police Constable	$ 104,647.64	$ 1,018.42
Richards	Patrick Earl	Supervisor	$ 104,644.08	$ 928.20
Petersen	Kathleen Erin	Police Constable	$ 104,637.35	$ 1,008.17
Guadagnano	Susan Theresa	Police Constable	$ 104,624.63	$ 1,007.76
Lawrie	Craig Gordon	Supervisor	$ 104,623.31	$ 315.64
Ramsay	Chad Everett	Police Constable	$ 104,619.82	$ 1,007.76
Sharma	Nishant	Police Constable	$ 104,619.79	$ 347.36

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Armani	Pedram	Police Constable	$ 104,609.90	$ 1,014.73
Dropuljic	Joseph	Police Constable	$ 104,608.41	$ 1,018.42
Elaschuk	Christien Timothy	Police Constable	$ 104,607.78	$ 1,008.17
Petersen	Kristan Mathew	Plainclothes Police Constable	$ 104,605.38	$ 1,018.73
MacKay	Robert Duncan	Shift-Area Supervisor	$ 104,600.53	$ 956.80
Blanchard	Kile Donald	Police Constable	$ 104,597.54	$ 1,007.76
Kimmerer	David Russell	Police Constable	$ 104,595.10	$ 1,018.42
Montis	Christine Cheryl	Plainclothes Police Constable	$ 104,584.90	$ 1,010.40
Wadden	Fred Clarence	Police Constable	$ 104,581.92	$ 1,018.42
Couto	Hugo Jose	Police Constable	$ 104,581.31	$ 1,018.42
McDougall	Shona Lindsey	Plainclothes Police Constable	$ 104,580.52	$ 1,015.68
Jokakelian	Razmike Avedike	Plainclothes Police Constable	$ 104,559.72	$ 1,014.33
Skinner	Scott Samuel	Police Constable	$ 104,552.42	$ 891.48
Homan	Christopher Moura	Police Constable	$ 104,543.78	$ 1,007.76
Muller	Robert Paul	Police Constable	$ 104,509.16	$ 1,018.42
Alvarez	Maria Lourdes	Court Officer	$ 104,476.56	$ 309.12
Drake	Christopher Wayne	Police Constable	$ 104,471.06	$ 1,007.76
McGuire	Susan Elaine	Operations Supervisor	$ 104,466.77	$ 1,005.94
Toews	Clive Cornelius	Police Constable	$ 104,443.19	$ 1,007.76
Kooy	Daniel Peter	Police Constable	$ 104,439.37	$ 997.76
Bulmer	Christopher Edward	Police Constable	$ 104,432.61	$ 1,007.76
Malley	Shane Westley	Police Constable	$ 104,423.06	$ 1,018.42
Vanderwal	Colin Richard	Police Constable	$ 104,397.65	$ 1,007.76
Keefer	Jason Yvon	Police Constable	$ 104,396.69	$ 1,018.42
Ngo	David Nguyen	Police Constable	$ 104,396.55	$ 1,007.76
Ludlow	Elizabeth	Police Constable	$ 104,386.20	$ 1,018.42
Lee	Kevin Simon	Police Constable	$ 104,383.30	$ 1,007.76
Sutton	Robyn Lynn	Police Constable	$ 104,382.61	$ 1,007.76
Sandhu	Ramandeep	Police Constable	$ 104,381.38	$ 1,007.76
Shields	Sarah Katherine	Police Constable	$ 104,372.84	$ 1,018.42
Abramovitz	Mathew Christopher	Police Constable	$ 104,326.71	$ 1,007.76
Choi	Eileen Oi-Lam	Governance Senior Analyst	$ 104,317.46	$ 368.40
Kohout	Steven William	Police Constable	$ 104,316.31	$ 1,018.42
Thomas	Micheal-Murray	Police Constable	$ 104,314.48	$ 1,007.76
Stienburg	Yvonne Margo	Legal Researcher	$ 104,305.47	$ 334.62
Jones	Todd Michael	Police Constable	$ 104,305.26	$ 1,018.42
D'Angelica	Gemi	Police Constable	$ 104,292.06	$ 1,007.76
Ferguson	Laird Ogilvie	Police Constable	$ 104,284.51	$ 1,018.42
Tait	Ronald Eugene	Police Constable	$ 104,283.71	$ 1,018.42
Dybowski	Michael Leonhard	Police Constable	$ 104,278.21	$ 1,018.49
Gajraj	Syed Sean	Police Constable	$ 104,270.83	$ 1,005.23
Olarewaju	Gordon Adebayo	Police Constable	$ 104,269.29	$ 1,007.76
Ricciardi	Marco	Police Constable	$ 104,254.33	$ 1,018.42
Cormier	Serina Mary	Police Constable	$ 104,237.71	$ 1,018.42
Dorrington	Laurie Donna	Police Constable	$ 104,236.26	$ 1,018.42
Latimer	Tracey Lynne	Police Constable	$ 104,235.76	$ 1,018.42
Davies	Richard Craig	Police Constable	$ 104,200.61	$ 1,018.42
Heslop	Michael Boyd	Police Constable	$ 104,173.83	$ 1,014.73
Moorcroft	Michael Brian	Police Constable	$ 104,153.52	$ 1,007.76
Ladner	Shane Gregory	Police Constable	$ 104,151.56	$ 1,046.52
Cabral	Jonathan Tavares	Court Officer	$ 104,147.70	$ 279.84
Dearden	Kevin Kenneth	Police Constable	$ 104,147.41	$ 1,018.42
Stather	Janet Anne	Police Constable	$ 104,132.71	$ 1,018.42
Tout	Jeffrey Shawn	Police Constable	$ 104,116.65	$ 359.84
Pritchard	Grant Donlee	Police Constable	$ 104,113.42	$ 1,007.76
Wiseman	Trent Pleaman	Police Constable	$ 104,105.18	$ 1,012.30
Liska	Andrea Leigh	Police Constable	$ 104,100.92	$ 1,007.76
Smolin	Derek Michael	Police Constable	$ 104,079.19	$ 997.36
Klien	Lana Marlene	Police Constable	$ 104,071.78	$ 1,007.76
Rosioru	Monica	Police Constable	$ 104,050.77	$ 1,007.76
Clarke	Lori Anne	Communications Operator	$ 104,047.27	$ 950.32
Sivayogasundaram	Kanendran	Senior Communications Technician Wired Networks	$ 104,027.15	$ 327.60
Boodle	Duane	Police Constable	$ 104,013.94	$ 768.36
Brykczynski	Paul	Police Constable	$ 103,987.07	$ 1,008.67
Bider	Sacha Maximilien	Police Constable	$ 103,981.65	$ 1,018.83
Oostwoud	Michael Gerard	Police Constable	$ 103,981.65	$ 1,018.83
Tanguay	Michael Richard	Police Constable	$ 103,967.23	$ 1,000.96
Ordinario	Edward	Police Constable	$ 103,966.05	$ 1,014.73
Levesque	Jason Mathew	Police Constable	$ 103,957.00	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Brown	Stephanie Elizabeth	Operations Supervisor	$ 103,956.49	$ 805.94
McNevin	Jeffrey Lee	Police Constable	$ 103,955.37	$ 1,007.76
Devries	Tanya Lisette	Police Constable	$ 103,952.81	$ 1,018.42
Rutledge	Monica Janet	Police Constable	$ 103,950.36	$ 368.42
Perugini	Mario	Court Officer	$ 103,942.27	$ 287.04
Valentini	Enzo-Loreto	Police Constable	$ 103,941.61	$ 1,018.42
Selby	Shona Dumain	Police Constable	$ 103,938.81	$ 1,018.42
Hanna	Lynn Ann	Police Constable	$ 103,936.36	$ 1,018.42
Higgitt	Robert Jason	Police Constable	$ 103,936.36	$ 1,018.42
Jackson	Sheylene Bernadette	Police Constable	$ 103,936.36	$ 368.42
Tam	Felix Lui	Police Constable	$ 103,936.36	$ 443.42
Verrette	Teresa Jane	Police Constable	$ 103,936.36	$ 1,018.42
Caspar	Jennifer Mary	Communications Operator	$ 103,932.24	$ 958.36
De Abreu	Errol Wayne	Police Constable	$ 103,929.74	$ 1,014.73
Teoh	Jac Sen	Police Constable	$ 103,903.03	$ 755.24
Abramovitz	Janet Elizabeth	Police Constable	$ 103,897.53	$ 1,007.76
Miller	Matthew Hamilton	Police Constable	$ 103,892.84	$ 1,007.76
McGarry	Megan Rose	Police Constable	$ 103,888.41	$ 1,007.76
Josephs	Cody Adam	Police Constable	$ 103,817.56	$ 958.96
Willmer	Ryan Andrew	Police Constable	$ 103,816.29	$ 1,007.76
Craghill	David Jason	Senior Fingerprint Examiner Forensic Identification Services	$ 103,804.09	$ 997.36
Clarke	Andrew William	Police Constable	$ 103,799.00	$ 997.76
Gal	Laura Elaine	Communications Operator	$ 103,728.51	$ 958.36
Skinner	Robert	Staff Sergeant	$ 103,718.32	$ 517.32
Campbell	Roderick Edward	Communications Operator	$ 103,717.75	$ 958.36
Kumar	Dinesh	Police Constable	$ 103,686.20	$ 1,007.76
Kalatzopoulos	Nikolas	Police Constable	$ 103,683.14	$ 1,018.42
Fennell	Mark Anthony	Police Constable	$ 103,671.72	$ 1,000.74
Martin	Devon Lester	Police Constable	$ 103,669.61	$ 1,007.76
Mallik	Andriy	Court Officer	$ 103,662.19	$ 279.84
Goodwin	Ella Riley	Police Constable	$ 103,651.87	$ 1,007.76
Lariviere	Stephanie Gwen	Police Constable	$ 103,647.93	$ 1,014.73
Marteleira	Diogo Carlos	Court Officer	$ 103,634.59	$ 277.44
Steele	Kevin Craig	Plainclothes Police Constable	$ 103,624.26	$ 1,030.64
McGee	Brady Clinton	Plainclothes Police Constable	$ 103,616.30	$ 1,013.92
Jankulovski	Liljana	Police Constable	$ 103,587.91	$ 1,011.45
Choi	Helio Hyun	Police Constable	$ 103,531.76	$ 1,007.76
Engel	Marten Brouwer	Police Constable	$ 103,509.22	$ 1,007.76
Frampton	Robert Arthur	Police Constable	$ 103,487.54	$ 1,007.76
Heighton	Dawn Christine	Police Constable	$ 103,474.47	$ 1,007.76
Coleman	Craig Edward	Police Constable	$ 103,471.85	$ 1,014.73
Cummings	Kevin Christopher	Police Constable	$ 103,471.41	$ 366.34
Jones	Gary Lloyd	Police Constable	$ 103,463.94	$ 1,007.76
Perini	Katherine Dianne	Police Constable	$ 103,449.90	$ 1,016.78
Dhillon	Parveen	Communications Operator	$ 103,442.00	$ 958.36
El-Halabi	Rawand Dina	Plainclothes Police Constable	$ 103,432.00	$ 952.70
Kocanovic	Aleksandar Sasha	Police Constable	$ 103,424.04	$ 1,018.42
Koutlemanis	Elizabeth	Court Officer	$ 103,398.75	$ 287.04
Franken	Michael Daniel	Police Constable	$ 103,392.12	$ 1,007.76
MacInnis	Matthew John	Police Constable	$ 103,391.31	$ 1,007.76
Daly	Roland Gary	Police Constable	$ 103,386.77	$ 1,008.99
Spencer	David John	Police Constable	$ 103,384.40	$ 1,007.76
Hussain	Amer	Police Constable	$ 103,343.03	$ 1,007.76
Brown	Jeremy Eric	Police Constable	$ 103,341.27	$ 1,007.76
Cornish	Jeffrey Allan	Police Constable	$ 103,316.53	$ 1,014.73
Yan	Peter Samuel	Police Constable	$ 103,315.42	$ 1,007.76
Stedman-Smith	Tara Denise	Police Constable	$ 103,295.77	$ 1,007.76
Kusenthiran	Sri Ganga Varshini	Police Constable	$ 103,288.40	$ 1,007.76
Gilbert	Donna Ellen	Information Security Officer	$ 103,287.39	$ 479.14
Kurpis	Steve Anthony	Police Constable	$ 103,285.27	$ 1,007.76
Bouhs	Peter Christopher	Shift-Area Supervisor	$ 103,274.63	$ 956.80
Skelhorne	Michael Wayne	Police Constable	$ 103,254.89	$ 1,007.76
Innocente	Paul	Senior Staffing Advisor	$ 103,251.11	$ 997.36
Yourt	Krista Elizabeth	Job Evaluation Analyst	$ 103,251.11	$ 1,132.56
Laing	Richard Anthony	Police Constable	$ 103,245.60	$ 1,007.76
Stephen	Edward Martin	Police Constable	$ 103,226.33	$ 1,007.76
Clarke-Adams	Dione Priscilla	Operations Supervisor	$ 103,224.49	$ 1,005.94
Hudgin	Mackenzie Claire	Police Constable	$ 103,218.25	$ 357.76
Mahmood	Tayyab	Police Constable	$ 103,201.67	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Caldwell	Kelly Pamela	Police Constable	$ 103,191.26	$ 1,007.76
de Kloet	Caroline Jane	Police Constable	$ 103,188.70	$ 1,007.76
Wang	Benyu	Senior Telecom Services Technician Wireless Networks	$ 103,143.55	$ 977.60
De Quintal	Peter Andrew	Police Constable	$ 103,142.93	$ 1,007.76
Madeley	Craig Alan	Police Constable	$ 103,117.92	$ 1,007.76
Lester	Leslie Michelle	Governance Senior Analyst	$ 103,108.09	$ 362.32
Burton	Jordan David	Court Officer	$ 103,096.11	$ 287.04
Topping	Michael Anthony	Police Constable	$ 103,083.04	$ 1,007.76
Silva	Marcio Joel	Police Constable	$ 103,073.59	$ 1,007.76
Ng-Wai	Sabrina Tania	Communications Operator	$ 103,072.08	$ 308.36
Liang	Tian Yi	Police Constable	$ 103,069.62	$ 982.40
Mohr	Chad Francis	Police Constable	$ 103,067.28	$ 1,007.76
Glen	Matthew James	Police Constable	$ 103,030.65	$ 1,014.73
Thomson	Christopher William	Police Constable	$ 103,025.63	$ 1,007.76
Cutuli	Raul Marcelo	Police Constable	$ 103,013.69	$ 1,007.76
Andreevski	Anthony Mathew	Court Officer	$ 102,983.56	$ 279.84
McGarrity	Tyler Brandon	Plainclothes Police Constable	$ 102,974.98	$ 997.36
Minogue	Michael Robert	Police Constable	$ 102,961.80	$ 361.66
Plevritis	Ilias Midle	Supervisor	$ 102,944.65	$ 315.64
Shepard	David Eric	Police Constable	$ 102,942.31	$ 1,007.76
John	Samuel	Leader Computer Operator	$ 102,926.27	$ 971.10
Riley	Jesse Norman	Police Constable	$ 102,907.18	$ 1,007.76
Doyle	Dennis Charles	Police Constable	$ 102,885.87	$ 1,008.17
Vercholuk	Allan George	Police Constable	$ 102,868.02	$ 1,007.76
Bednarczyk	Claudia Sofia	Police Constable	$ 102,865.07	$ 1,007.76
Gribbon	Paul Joseph	Police Constable	$ 102,863.67	$ 1,007.76
Karpuc	Dawid Waldemar	Police Constable	$ 102,809.81	$ 1,007.76
Desmarais	John Paul	Police Constable	$ 102,799.71	$ 1,008.99
Hale	Robert Bradford	Audio Visual Technician	$ 102,788.78	$ 347.36
McDermott	Sabrina Alice	Police Constable	$ 102,786.41	$ 1,013.04
Fong	Michael Do	Police Constable	$ 102,768.01	$ 882.76
Brenham	Kenneth Derek	Supervisor of Fleet & Materials Management	$ 102,767.75	$ 998.92
Street	Summer	Police Constable	$ 102,766.50	$ 357.76
Vine	Jason Dexter	Police Constable	$ 102,766.12	$ 1,007.76
MacDonald	Scott John	Police Constable	$ 102,764.52	$ 1,008.17
Brown	Robert Patrick	Police Constable	$ 102,759.83	$ 930.80
Davies	Drew Patrick	Police Constable	$ 102,757.37	$ 997.36
Bagnall	Albert Hugh	Police Constable	$ 102,742.23	$ 614.50
Kay	Stephanie	Court Officer	$ 102,715.98	$ 287.04
Sutton	Nicole Tricia	Police Constable	$ 102,700.83	$ 1,007.76
Chiasson	Raymond Keegan	Police Constable	$ 102,696.57	$ 1,007.76
Harnish	Michael Stevens	Police Constable	$ 102,696.41	$ 1,007.76
Peavoy	Courtney Diane	Police Constable	$ 102,694.48	$ 997.76
Dixon	Aaron Scott	Police Constable	$ 102,679.83	$ 1,011.45
Dinardo	Anna Gabriella	Central Paid Duty Office Group Leader	$ 102,674.23	$ 521.10
Taylor	Theresa Lynn	Operations Supervisor	$ 102,662.29	$ 1,005.94
Wallace	Camella Roberta	Communications Operator	$ 102,627.39	$ 308.36
Lee	Thomas Lloyd	Police Constable	$ 102,622.03	$ 1,007.76
Putman	Aaron Matthew	Plainclothes Police Constable	$ 102,601.22	$ 855.64
Khan	Humayun Rashid	Police Constable	$ 102,595.21	$ 357.76
Wasilishin	Steven Michael	Police Constable	$ 102,593.76	$ 1,007.76
Miller	Caroline Nancy	Police Constable	$ 102,585.94	$ 1,007.76
Li	Howard Yan	Police Constable	$ 102,571.42	$ 1,007.76
Robinson	Neil Beresford	Police Constable	$ 102,568.37	$ 1,007.76
Campbell	Adam Justin	Parking Enforcement Oficer	$ 102,562.34	$ 898.56
Troke	Derreck	Operations Supervisor	$ 102,541.83	$ 1,005.94
Pansieri	Natalia	Police Constable	$ 102,524.84	$ 949.00
Breeze	Paul Christopher	Police Constable	$ 102,517.82	$ 1,007.76
Pepper	Cindi Gail	Police Constable	$ 102,509.84	$ 1,011.45
Farzadi	Farida	Application Specialist	$ 102,502.70	$ 331.50
Craig	Philip Leonard	Police Constable	$ 102,468.02	$ 1,007.76
Richardson	Lorrie	Police Constable	$ 102,456.64	$ 564.50
Pilotte	Karen Alison	Police Constable	$ 102,453.40	$ 1,007.76
Pinfold	Stephen Michael	Police Constable	$ 102,428.24	$ 1,011.45
DeGruchy	Amy Elizabeth	Police Constable	$ 102,421.17	$ 1,007.76
Lue Sang	Larriston Gladstone	Police Constable	$ 102,412.77	$ 1,007.76
Crawford	Kelly Vina	Police Constable	$ 102,392.19	$ 1,011.45
Vidal	Sergio Miguel	Court Officer	$ 102,391.29	$ 287.04
Teelockee	Amraz	Court Officer	$ 102,379.59	$ 287.04

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Romyn	Jason	Plainclothes Police Constable	$ 102,364.42	$ 918.42
Andrade	Rearden Galt	Police Constable	$ 102,357.55	$ 1,018.42
Marrelli	Giancarlo	Police Constable	$ 102,355.42	$ 1,007.76
Karpinski	Krzysztof	Police Constable	$ 102,352.09	$ 1,007.76
Harrison	Keith Issac	Police Constable	$ 102,332.24	$ 1,007.76
Johnson	Tracy Lynn	Police Constable	$ 102,314.50	$ 1,007.76
Shafiq	Suhaib	Police Constable	$ 102,293.71	$ 1,007.76
Rizidis	Chrisovalantou	Communications Operator	$ 102,292.39	$ 958.36
Baldwin	Megan Shannon	Police Constable	$ 102,274.18	$ 1,007.76
Pistiolis	Thomas Michael	Locational Administrator	$ 102,271.78	$ 338.52
Higgins	Jason Leonard	Police Constable	$ 102,256.92	$ 1,007.76
Rampersadsingh	Fenella	Police Constable	$ 102,246.83	$ 968.10
Beardsall	James Andrew	Police Constable	$ 102,232.94	$ 1,011.45
Krajaefski	Cory James	Police Constable	$ 102,230.63	$ 1,000.74
Lemieux	Christofer Allan	Police Constable	$ 102,218.38	$ 1,007.76
Ralph	Mary Catherine	Court Officer	$ 102,212.39	$ 287.04
Coccari-English	Caterina	Shift Supervisor	$ 102,207.80	$ 315.64
Bajwa	Jason Preet	Intermediate Technical Analyst	$ 102,189.69	$ 984.62
Ciric	Nikola	Police Constable	$ 102,184.84	$ 1,007.76
Brough	Jeffrey John	Police Constable	$ 102,181.84	$ 361.45
Benning	Gurmakh Singh	Police Constable	$ 102,178.02	$ 971.52
Goguen	Patrick Allen	Communications Operator	$ 102,176.35	$ 308.36
Greif	Lisa Lorraine	Police Constable	$ 102,160.26	$ 1,007.76
Maloney	Jeffrey Jerome	Police Constable	$ 102,115.62	$ 1,007.76
Miceli	Stephanie Caroline	Police Constable	$ 102,111.92	$ 1,006.96
Prasad	Natasha Selena	Shift Supervisor	$ 102,110.74	$ 338.52
Jung	Kevin Seok	Police Constable	$ 102,106.62	$ 1,007.76
Fernandes	Michael Freitas	Police Constable	$ 102,062.33	$ 1,007.76
Kantor	Charles Nicholas	Police Constable	$ 102,059.54	$ 1,006.68
Read	Alexandra Jennifer	Police Constable	$ 102,052.91	$ 1,008.17
Henry	Sydanie Marie	Supervisor of Payroll Services	$ 102,041.51	$ 334.62
Bond	Kelly Lynn	Public Safety Response Group Leader	$ 102,031.78	$ 260.78
Addo	Leo Kpakpo	Police Constable	$ 102,026.91	$ 949.00
Dyer	Robert Bruce	Police Constable	$ 102,020.07	$ 1,007.76
Ryan	Jo-Anne	Police Constable	$ 102,020.03	$ 379.08
Proger	Sergey Ilyich	Training Constable	$ 102,018.64	$ 867.06
Mendoza	Erwin Gonzales	Police Constable	$ 101,980.46	$ 1,007.76
Bonich	Alec	Communications Operator	$ 101,968.60	$ 958.36
Johnson	Kevin William	Police Constable	$ 101,965.54	$ 986.45
Nyznik	Leslie Clark	Police Constable	$ 101,953.42	$ 350.74
Madill	Dana Lea	Communications Operator	$ 101,948.76	$ 958.36
White	Shaun Craig	Shift Supervisor	$ 101,948.06	$ 315.64
Moallemi	Kaveh	Intermediate Technical Analyst	$ 101,947.15	$ 334.62
Codrington	George Ricardo	Supervisor	$ 101,897.22	$ 928.20
Khan	Bahroze Raza	Police Constable	$ 101,878.78	$ 997.76
Zucca	Samantha Chrisitne	Communications Operator	$ 101,873.08	$ 933.36
Kime	Devon Paul	Police Constable	$ 101,859.52	$ 976.96
Tayara	Mulham	Police Constable	$ 101,855.87	$ 357.76
Juriansz	Matthew Todd	Police Constable	$ 101,851.57	$ 1,007.76
El Hag	Shazli Mukhtar	Police Constable	$ 101,845.54	$ 990.01
Lynn	Kathryn Sarah	Supervisor	$ 101,845.17	$ 928.20
McCann	Madonna Marie	Police Constable	$ 101,843.54	$ 1,007.76
Fernandez	Silvia Ines	Police Constable	$ 101,839.77	$ 1,007.76
Alexander	David	Police Constable	$ 101,814.90	$ 1,007.76
Zare Seysan	Roya	Police Constable	$ 101,811.88	$ 1,001.55
Russell	Megan Ashly	Police Constable	$ 101,798.87	$ 1,007.76
Bilton	Matthew Russell	Police Constable	$ 101,783.33	$ 1,007.76
Racicot	Christine Rose	Police Constable	$ 101,771.28	$ 1,007.76
Grobelak	Mariola Ewa	Police Constable	$ 101,768.20	$ 1,007.76
Floria	Ioan Florin	Police Constable	$ 101,768.16	$ 359.84
Mann	Amarjit Singh	Police Constable	$ 101,768.16	$ 1,009.84
Lund	Nicholas Robert	Police Constable	$ 101,747.47	$ 1,007.76
Beaver	Jeffrey Michael	Police Constable	$ 101,739.92	$ 1,007.76
Worthington	Mark	Supervisor	$ 101,728.42	$ 315.64
Frederick	Amanda Lorraine	Police Constable	$ 101,698.92	$ 1,007.76
Leal	Jason David	Police Constable	$ 101,691.67	$ 897.22
McConnell	Sean Christopher	Booking Officer	$ 101,661.14	$ 937.04
Gordon	Noreen Anne	Police Constable	$ 101,655.65	$ 1,007.76
Frias	Paul George	Police Constable	$ 101,650.37	$ 1,007.76

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Bassett	Kerrie Margaret	Police Constable	$ 101,646.71	$ 357.76
Melo	Nathalie Ghislaine	Plainclothes Police Constable	$ 101,644.40	$ 900.13
Wilkinson	Stephanie Dawn	Police Constable	$ 101,603.39	$ 997.76
Virji	Aly Khan	Detective Sergeant	$ 101,598.92	$ 1,099.80
Koutsovasilis	Peter	Senior Analyst Strategic Planning	$ 101,595.48	$ 352.42
Roach	Charles Gerard	Police Constable	$ 101,586.01	$ 1,007.76
Barr	Rodney Shawn	Police Constable	$ 101,585.96	$ 1,007.76
Sears	Sean Stephen	Police Constable	$ 101,573.31	$ 1,000.74
Gillespie	Michelle Sharon	Police Constable	$ 101,542.22	$ 1,007.76
Penney	Patrick	Police Constable	$ 101,533.92	$ 364.50
O'Brien	Jason William	Police Constable	$ 101,533.62	$ 1,007.76
Vilcu	Mircea Mihai	Police Constable	$ 101,530.01	$ 1,007.76
Chohan	Simardeep Singh	Police Constable	$ 101,527.90	$ 1,007.76
Clarke	Wayne Anthony	Police Constable	$ 101,516.77	$ 1,007.76
Bakshi	Deepak	Police Constable	$ 101,504.58	$ 1,007.76
Tapping	Terrence William	Senior Customer Service Representative	$ 101,499.21	$ 334.62
Bains	Arman Stephen	Police Constable	$ 101,495.72	$ 1,007.76
Leclerc	Daniel Christian	Police Constable	$ 101,460.82	$ 1,007.76
Wilson	Michael Paul	Police Constable	$ 101,450.97	$ 1,007.76
Alldis	John William	Police Constable	$ 101,449.12	$ 1,007.76
Allen	Hillary Jean	Police Constable	$ 101,440.47	$ 1,007.76
Mc Donald	Michael William	Police Constable	$ 101,437.94	$ 1,007.76
Mak	Brandon Timothy	Police Constable	$ 101,425.47	$ 997.36
McGowan	Todd Randall	Police Constable	$ 101,422.43	$ 1,007.76
Burnell	David James	Police Constable	$ 101,416.97	$ 1,007.76
Ball	Steven Norman	Police Constable	$ 101,379.17	$ 1,007.76
Oyemu	Otimoi	Parking Enforcement Oficer	$ 101,367.77	$ 898.56
Lefrancois	Anthony Michel	Police Constable	$ 101,367.62	$ 357.76
Park	Jae Woo	Police Constable	$ 101,366.62	$ 357.76
Dowdell	Sarah Melissa	Police Constable	$ 101,359.62	$ 1,007.76
Kara	Sameer	Police Constable	$ 101,357.41	$ 350.74
Windle	Tracy Georgina	Police Constable	$ 101,353.52	$ 1,007.76
Harris	Leun Alexior	Police Constable	$ 101,349.49	$ 898.81
Geris	Shawn Joseph	Police Constable	$ 101,344.57	$ 1,007.76
Priem	Michelle Simone	Police Constable	$ 101,342.74	$ 357.76
Kennedy	Shaun Derek	Police Constable	$ 101,335.29	$ 1,007.76
Singh	Sukhwinder	Police Constable	$ 101,334.38	$ 997.76
MacGregor	Kristine Rachel	Communications Operator	$ 101,321.79	$ 950.32
Jeunet-Leval	Laurent	Police Constable	$ 101,318.60	$ 1,005.60
Holt	Jack William	Police Constable	$ 101,285.47	$ 1,007.76
Zamir	Keiss	Court Officer	$ 101,284.30	$ 309.12
McIntosh	Allison Paula	Police Constable	$ 101,282.12	$ 1,000.96
James	Valentine	Police Constable	$ 101,273.19	$ 347.16
Burns	Laura Elizabeth	Police Constable	$ 101,256.32	$ 1,007.76
Stam	Susan Eva	Police Constable	$ 101,255.08	$ 1,007.76
Mierzwinska	Marta Zofia	Police Constable	$ 101,254.90	$ 1,007.76
Agnew	Lucas Owen	Police Constable	$ 101,253.92	$ 1,007.76
Smith	Michael Lorne	Locational Administrator	$ 101,251.02	$ 338.52
Nichiporik	Darren William	Police Constable	$ 101,236.77	$ 1,007.76
Muto	Jason Robert	Police Constable	$ 101,208.77	$ 1,007.76
Di Cecca	John-Paul	Police Constable	$ 101,206.80	$ 1,007.76
Sharp	Susan Elizabeth	Operations Supervisor	$ 101,197.17	$ 1,005.94
Shikatani	William Goro	Police Constable	$ 101,191.42	$ 1,007.76
Brewer	Matthew Joseph	Police Constable	$ 101,190.29	$ 1,007.49
Mc Gregor	Lindsey Ann	Police Constable	$ 101,178.57	$ 1,007.76
Somers	Timothy Andrew	Police Constable	$ 101,172.37	$ 1,008.58
Matias	Dalida Vicente	Police Constable	$ 101,163.27	$ 1,007.76
Peddle	Jason Garth	Police Constable	$ 101,147.97	$ 357.76
Ashkar	Antoine	Police Constable	$ 101,147.20	$ 1,007.76
Gauvreau	Marc Robert	Police Constable	$ 101,145.60	$ 1,007.76
Battistoni	Steven Chris	Senior Fingerprint Examiner Forensic Identification Services	$ 101,145.17	$ 976.82
Allik	Jennifer Anne	Communications Operator	$ 101,117.27	$ 308.36
Coughlan	Robert	Police Constable	$ 101,107.27	$ 1,007.76
Dlugopolski	Stanislaw	Police Constable	$ 101,099.38	$ 1,005.33
Brisebois	Cedrik Joseph	Police Constable	$ 101,096.17	$ 982.40
Evershed	Sydney Marie	Police Constable	$ 101,092.53	$ 996.00
Conley	Roderick James	Police Constable	$ 101,091.77	$ 1,008.17
Hooper	Mark Anthony	Court Officer	$ 101,084.78	$ 287.04
Legros	Steven	Audio Visual Technician	$ 101,058.58	$ 343.44

Appendix B

Record of Employees' 2018 Salaries and Benefits - By Salary Paid

Surname	Given Name	Position Title	Salary Paid	Taxable Benefit
Imrie	Sean Andrew	Police Constable	$ 101,044.97	$ 1,007.76
Nicholas	Christina Lynn	Police Constable	$ 101,035.52	$ 1,007.76
Lund	Melissa Dawn	Police Constable	$ 101,028.87	$ 1,007.76
Campbell	Julie Ann	Police Constable	$ 101,018.02	$ 1,007.76
Spade	Brian David	Police Constable	$ 101,014.17	$ 1,007.76
McBride	Byron Gordon	Police Constable	$ 101,008.92	$ 1,007.76
Trepanier	Tina-Louise	Police Constable	$ 101,002.27	$ 1,007.76
Forde	Nelvin	Police Constable	$ 100,993.87	$ 1,007.76
Martell	Deborah Lynn	Police Constable	$ 100,993.87	$ 1,007.76
Scanzano	Shawn Joseph	Police Constable	$ 100,991.12	$ 1,003.98
Al Salem	Fouad	Police Constable	$ 100,991.08	$ 1,007.22
Andrus	Alexandru	Police Constable	$ 100,991.07	$ 1,007.76
Chahal	Mandeep Singh	Police Constable	$ 100,991.07	$ 1,007.76
Dyrkawec	Jeffrey	Police Constable	$ 100,991.07	$ 1,007.76
Garcia	Don Cruz	Police Constable	$ 100,991.07	$ 1,007.76
Ghuman	Avtar Singh	Police Constable	$ 100,991.07	$ 1,007.76
Gill	Kuljit Singh	Police Constable	$ 100,991.07	$ 1,007.76
Gracey	David Roger	Police Constable	$ 100,991.07	$ 357.76
Herman	Angela Michelle	Police Constable	$ 100,991.07	$ 1,007.76
Holmes	Douglas Jason	Police Constable	$ 100,991.07	$ 1,007.76
Jahjefendic	Vildan	Police Constable	$ 100,991.07	$ 1,007.76
MacPherson	Donald Wade	Police Constable	$ 100,991.07	$ 1,007.76
Nafis	Rashid	Police Constable	$ 100,991.07	$ 1,007.76
Porter	John Laurine	Police Constable	$ 100,991.07	$ 1,007.76
Rice	Julie Lynn	Police Constable	$ 100,991.07	$ 357.76
Teles	Desi	Police Constable	$ 100,991.07	$ 1,007.76
Tim	Matthew Alexander	Police Constable	$ 100,991.07	$ 1,007.76
Leahy	Karen	Locational Administrator	$ 100,955.57	$ 338.52
Queroub	Haim	Police Constable	$ 100,894.16	$ 979.68
Pascuzzo	Evelyn	Locational Administrator	$ 100,888.99	$ 338.52
Pratt	Nicole Ann	Communications Operator	$ 100,883.05	$ 958.36
McDonald	Derek Brett	Police Constable	$ 100,874.92	$ 997.36
Wegner	Alyxandra Mary	Police Constable	$ 100,874.15	$ 346.00
Hardwick	Steven	Police Constable	$ 100,840.08	$ 885.34
Sun	Sam Shuo	Police Constable	$ 100,827.72	$ 891.48
Pawlak	Michael Ryszard	Police Constable	$ 100,767.73	$ 971.52
Villarroel	Eduardo Marcelo	Leader Computer Operator	$ 100,757.15	$ 971.10
Hurst	Kristin Lorraine	Communications Operator	$ 100,742.91	$ 0.00
Smith	Aisling Mary	Executive Assistant	$ 100,717.34	$ 1,093.56
Taylor	Ryan John	Police Constable	$ 100,698.45	$ 813.96
Wong	Eric Wae	Police Constable	$ 100,688.22	$ 362.89
Ing	Kelly Marie	Communications Operator	$ 100,659.80	$ 308.36
Miller	Duncan	Police Constable	$ 100,614.15	$ 663.52
Buchholz	John Andrew	Police Constable	$ 100,569.22	$ 1,000.74
Permaul	Nicole Ashley	Communications Operator	$ 100,510.94	$ 308.36
Tinkler	Kathlin Meaghan	Communications Operator	$ 100,503.58	$ 958.36
Beloniak	Stephen Michael	Communications Operator	$ 100,442.95	$ 933.36
McCabe	Daryl James	Court Officer	$ 100,430.36	$ 287.04
Pilkey	Diana	Police Constable	$ 100,426.44	$ 368.42
Freeman	Michael William	Communications Operator	$ 100,413.18	$ 308.36
Rick	Mary Lisa	Court Officer	$ 100,380.37	$ 287.04
Campbell	Christopher John	Parking Enforcement Oficer	$ 100,376.87	$ 898.56
Robb	Keith Andrew	Supervisor	$ 100,358.26	$ 440.64
Pike	William Brian	Supervisor	$ 100,337.07	$ 315.64
Kwan	Kevin Kong	Telecom Services Technician Audio/Video	$ 100,286.02	$ 958.36
Matthews	Sarah Amanda	Police Constable	$ 100,281.94	$ 928.20
Doyle	Brian Philip	Police Constable	$ 100,258.97	$ 1,000.74
Martin	Julie Teresa	Communications Operator	$ 100,227.77	$ 958.36
Stewart	Karley Kristen	Police Constable	$ 100,187.50	$ 997.76
Higo	Jenelle Lynn	Police Constable	$ 100,185.26	$ 1,007.76
Hong	David Quang	Court Officer	$ 100,124.01	$ 287.04
Herron	Lisa Anne	Examiner Information Security	$ 100,102.94	$ 334.62
Hemingway	Stephen Richard	Communications Operator	$ 100,065.96	$ 958.36
Reid	Christine Ava	Supervisor	$ 100,064.13	$ 315.64

Toronto Police Services Board Report

March 25, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Annual Report: 2018 Police Cooperative Purchasing Group Purchases

Recommendation:

It is recommended that the Toronto Police Services Board (Board) receive this report.

Financial Implications:

Funding for the expenditures detailed in this report was included in the Toronto Police Service's (Service) 2018 operating and capital budgets. The expenditures referenced in this report are inclusive of tax.

Background / Purpose:

The Board Financial Control By-Law No. 147 amended by By-Law No. 148, 151, 153, 156, and 157, requires that the Chief of Police report annually to the Board on any expenditure over $500,000 processed through the Police Cooperative Purchasing Group (P.C.P.G.) in the preceding year. In response to this requirement, the following information is provided.

Discussion:

The Service has been and continues to be a member of the P.C.P.G. since its inception in 1996. The group provides its members (police services) throughout the province the opportunity for cost savings through volume buying and standardization of equipment. Currently, there are 22 active P.C.P.G. related contracts with the Service.

Pricing agreements are awarded through the P.C.P.G. process for police related items such as marked and unmarked police cars, tires, ammunition, pepper spray, body armour, uniform clothing, and footwear.

In 2018, Outdoor Outfitters was the only vendor that was not previously reported to the Board that utilized a P.C.P.G. contract, where the expenditure value exceeded $500,000. The purchases were made across various units within the Service for the items listed below:

Item	**2018 Expenditures**
Alternative Cargo Pants	$6,492
Patrol Jackets	$311,803
Rain Wear	$213,295
Safety Vests	$35,523
Nomex Tactical Clothing	$96,864
Total Expenditures	**$663,977**

In addition, the Board received a report at its August 2018 meeting to approve the use of a P.C.P.G. contract with Yonge-Steeles Ford for the purchase of 2019 Ford Police Interceptor Utility Patrol vehicles (Min. No. P169/18 refers).

Conclusion:

The P.C.P.G. group and the sharing of the administration of the procurement process for the acquisition of various goods has worked well for the Service and other police services in the group, and is a good example of the benefits shared procurement can provide from a pricing and administrative perspective.

Mr. Tony Veneziano, Chief Administrative Officer, will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

*original copy with signature on file in Board office

Toronto Police Services Board Report

February 08, 2019

To: Chair and Members
Toronto Police Services Board

From: Mark Saunders
Chief of Police

Subject: Toronto Police Service 2017 Pearls in Policing Conference

Recommendation(s):

It is recommended that the Board receive this report for information on the conclusion of the Pearls in Policing Conference.

Financial Implications:

There are no financial implications in relation to the recommendation contained within this report.

Background / Purpose:

At the meeting of September 15, 2016, the Toronto Police Services Board (Board) approved a request for $200 000.00 from the Board's Special Fund for the Toronto Police Service (Service) to host the 2017 Pearls in Policing Conference (Pearls) (Min. No. P223/2016 refers).

The Board further approved, at its meeting of May 23, 2017, additional funding from the Boards Special Fund in the amount of $50,000.00, less the return of any funds not used, to support this conference (Min. No. P118/2017 refers).

Pearls is an international law enforcement think tank where law enforcement executives (Commissioners and Chiefs) meet to identify emerging challenges in policing and develop collaborative solutions. These challenges are such that they can no longer be dealt with on a national level and their solutions require international input.

The responsibility for hosting the conference is alternated annually between the Netherlands and one of the participating guest nations. Although the Service has attended this conference for the past 10 years, this was the first time that the conference was held in Canada.

Discussion:

Pearls is an invitation only conference launched in 2007 and is comprised of:

- The International Action Learning Group (I.A.L.G.) (16 persons involved)
- An academic forum
- Working groups
- Peer-to-peer consultations
- The annual conference (capped at 35 including 4 academics)

The 2017 conference was the 11th annual conference and ran from Monday, June 5th through Tuesday, June 13th at the Intercontinental Hotel in Yorkville.

A committee of Service members was formed to ensure the commitments the Service made to the Pearls Secretariat relating to the 2017 conference were fulfilled. There were several responsibilities that the Service undertook to support this conference. As host, the Service was responsible for:

- The conference/hotel venue
- Breakfast, lunch and dinner for the participants
- Transportation during the conference
- Airfare/travel cost for the academics
- Organization costs (staff, equipment, logistics etc.)

The Pearls financial model is different than most conferences. The I.A.L.G. is largely self-funded; the 16 attendees pay a fee and the funds are shared between the Pearls Secretariat, the Hong Kong Police Service and the Service. The Pearls part of the conference (capped at 35 attendees including the 4 academics) is the responsibility of the hosting police agency as described above.

In order to reduce the cost, the Service utilized off-duty volunteer members and unmarked Service vehicles for the transportation of delegates to and from the airport. A cost breakdown, that includes itemization of revenue and expenses, has been included as Appendix ‘A’.

Total revenue incurred by the Service was $338,090.14 with expenses totalling $197,219.20. The Service returned $140,870.94 to the Boards Special Fund at the conclusion of the conference.

The delegates of the Pearls in Policing are made up of high ranking police executives from around the world. All day working groups, presentations, assignments, and collaborative workshops were attended and scored. The final session discussed the key theme, “Fragile States, Fragile Communities’ and lessons learned throughout the conference.

I.A.L.G. academics were each divided into teams and provided a policing issue, selected by Chief Mark Saunders, that they were required to spend the year researching a solution to. The I.A.L.G teams were required to complete a report and presentation on their findings which they then had to present to the PEARLS conference. 'Effective Policing for Mental Health' was the topic selected by Chief Saunders as this is a prevalent topic within Canadian jurisdiction, but specifically in Toronto. Working groups discussed what processes and procedures were developed by the Service in relation to effective policing for mental health; what was working and what was not; and provided examples of police agencies who were considered best in practice with reasons as to how and why their solutions were effective. The Service gained valuable insight and was able to have open discussions on how Police Services from across the globe mitigate, as well as react to, mental health concerns within the community.

Conclusion:

Hosting this conference focused the attention of international police leaders on Toronto and provided an invaluable opportunity to network for police executives. The focus was on developing real, practical solutions to large issues facing policing organizations around the world, specifically in the field of mental health. The academics spent a year researching and liaising with various policing agencies across the world in order to discuss solutions and interpret how different cultures respond to the same concerns with varied approaches. The PEARLS conference provided an opportunity for the Service to learn from other agencies to prevent similar mistakes from reoccurring and to advance the Service's understanding of how fragile states lead to fragile communities.

Toronto is an international city with international issues and concerns; this was an opportunity to utilize the expertise of leaders and academics to best develop the Service for the future in order to provide a modern and effective police service.

I will be in attendance to answer any questions the Board may have regarding this report.

Respectfully submitted,

Mark Saunders, O.O.M.
Chief of Police

TORONTO

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File No.

March 14, 2019

To: Chair and Members
Toronto Police Services Board

From: Wendy Walberg
City Solicitor

Reference: Civil Litigation Proceedings where Historical Contact Data is Relevant or At Issue

At its meeting held on November 17, 2016, the Board requested the City Solicitor to review and report annually on the status of any civil litigation proceedings where Historical Contact Data is relevant or at issue (Minute No.P250/16 refers).

Historical Contact Data has been defined in the Board's Regulated Interactions Policy. It refers to all Person Investigated Card (Form 172), Field Information Report (Form 208), Community Inquiry Report (Form 306), and Community Safety Note (Street Check) records submitted into the Service's records management systems prior to January 1, 2017 and may include any such submitted record whether or not it would have been categorized as a Regulated Interaction Report had it been submitted on or after January 1, 2017.

Generally, civil litigation proceedings against the Board and the Service are defended by the City Legal Division and the outside law firm of Borden Ladner Gervais under the City's insurance defence process. We have canvassed the lawyers that are handling matters for the Board and the Service. Civil proceedings where Historical Contact Data is relevant or at issue include civil claims in the Superior Court, human rights complaints and judicial review proceedings.

Below is a chart listing information on the current proceedings where the assigned defence lawyers are of the view that Historical Contact Data is relevant or at issue.

CHART OF POLICE CLAIMS WHERE "HISTORICAL CONTACT DATA" RELEVANT

Name of Claimant	Court/HRTO	Police Board Lawyer	Nature of Claim	Current Status
C.R.	Superior Court Claim	City Solicitor	Negligent investigation claim	Dormant for 4.5 years.
C.R.	Superior Court Claim	City Solicitor	Negligent investigation claim	Dormant for 4.5 years.
G.S.	HRTO	City Solicitor	Discrimination based on race, colour, ancestry, ethnic origin, association with a person identified by a ground listed above, and reprisal	The parties are waiting for Tribunal's decision on the Board's interim RFOP to strike.
A.K.	Superior Court	City Solicitor	Claim relating to arrest.	Ongoing.
BADC	Superior Court Class Action	BLG	Class Action claiming Charter and other damages for alleged racial profiling and carding	Claim issued in 2013 but no steps taken to certify the claim.
M.M.	HRTO Application	City Solicitor	Alleging discrimination based on race, ethnic origin, reprisal	Ongoing.
GUS	HRTO Application	City Solicitor	Alleging racial discrimination	Ongoing.
N.R.	Superior Court	City Solicitor	Alleging excessive use of force and discrimination	Ongoing.

Both internal city lawyers and external counsel also note that civil actions relate to events which typically occurred several (occasionally many) years in the past. In many such cases there are allegations arising out of or connected to police investigations. Commonly police investigations will have involved an investigator performing a "unified search" of then available police data bases for some reason. Some of those data bases may have included Historical Contact Data. In such cases the existence of Historical Contact Data will therefore be part of the narrative of what was reviewed in the course of an investigation. However, in these other cases our counsel are unaware of any instance where the Historical Contact Data itself is or is likely to be directly "relevant or at issue."

Also, the Board is and should be aware that the Ontario Human Rights Commission is conducting an Inquiry into potential racial profiling and other issues where the Historical Contact Data is directly relevant.

Wendy Walberg
City Solicitor