



# 2024 STATEMENT OF FINANCIAL INFORMATION

FOR THE YEAR ENDED DECEMBER 31, 2024

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# REGIONAL DISTRICT OF NANAIMO

The information contained in this booklet represents the Regional District of Nanaimo's filing under the Financial Information Act for the year ended December 31, 2024 and has been presented to and received by the Board of the Regional District of Nanaimo at a meeting held June 10, 2025.

The financial summary information included in this report is extracted from the 2024 audited annual financial statements prepared by the Regional District. The full text of the financial statements may be obtained from the Regional District offices or through its website at [www.rdn.bc.ca/financial-reports](http://www.rdn.bc.ca/financial-reports).

Signed in accordance with the requirements of the Financial Information Regulation, Schedule 1, and Section 9(2).

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Vanessa Craig  
Chairperson

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Tiffany Moore  
Chief Financial Officer



## Management's Responsibility

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To the Members of the Board of the Regional District of Nanaimo:

This statement is provided to clarify and outline the roles and responsibilities of the management team, the elected Board of Directors and the independent auditors in relation to the preparation and review of the Regional District of Nanaimo's annual financial results.

Management is responsible for the preparation and presentation of the accompanying consolidated financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian public sector accounting standards. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the consolidated financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Regional Board of Directors is composed entirely of Directors who are neither management nor employees of the Regional District. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for delegating the authority for approval of the consolidated financial statements. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management. The Board is also responsible for recommending the appointment of the Regional District's external auditors. The external auditors have full and free access to the Board and management to discuss their audit findings.

MNP LLP, an independent firm of Chartered Professional Accountants, has been appointed by the Regional Board of Directors to audit the consolidated financial statements and report to them; their report follows.

May 13, 2025

A handwritten signature in dark ink, appearing to read "Tiffany Moore", written over a horizontal line.

Chief Financial Officer

To the Members of the Board of the Regional District of Nanaimo:

### Opinion

We have audited the consolidated financial statements of Regional District of Nanaimo (the "RDN"), which comprise the consolidated statement of financial position as at December 31, 2024, and the consolidated statements of operations, remeasurement gains and losses, change in net financial assets and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the RDN as at December 31, 2024, and the results of its consolidated operations, its consolidated remeasurement gains and losses, its consolidated change in net financial assets and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the RDN in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Supplementary Information

The supplementary information on pages 40 to 60 have been presented for purposes of additional analysis and are unaudited. We do not express an opinion on these schedules because our examination did not extend to the detailed information therein.

### Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

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

In preparing the consolidated financial statements, management is responsible for assessing the RDN's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the RDN or to cease operations, or has no realistic alternative but to do so.

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

### Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the RDN's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the RDN's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the RDN to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the RDN to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Nanaimo, British Columbia

May 13, 2025

*MNP* LLP

Chartered Professional Accountants

**REGIONAL DISTRICT OF NANAIMO**  
**CONSOLIDATED STATEMENT OF FINANCIAL POSITION**  
**AS AT DECEMBER 31, 2024**

		2024	2023
<b>Financial Assets</b>			
Cash and cash equivalents	(Note 2)	\$ 77,734,727	\$ 68,120,762
Accounts receivable	(Note 3)	14,209,811	11,674,003
Portfolio investments	(Note 4)	112,568,923	109,832,418
Other jurisdictions debt receivable	(Note 5)	53,211,306	58,566,700
Other assets	(Note 6)	77,163	73,511
		<b>257,801,930</b>	<b>248,267,394</b>
<b>Financial Liabilities</b>			
Short-term loans	(Note 7)	1,364,092	625,854
Accounts payable	(Note 8)	14,058,081	11,386,093
Wages and benefits payable		3,459,863	2,775,899
Employee future benefits	(Note 9)	2,221,514	2,086,399
Permit deposits		1,198,569	1,209,944
Asset retirement obligations	(Note 10)	29,977,972	31,798,634
Deferred revenue	(Note 11)	40,667,137	40,072,964
Long-term debt	(Note 12)	112,592,560	117,329,872
		<b>205,539,788</b>	<b>207,285,659</b>
<b>Net Financial Assets</b>		<b>52,262,142</b>	<b>40,981,735</b>
<b>Non-financial Assets</b>			
Tangible capital assets	(Note 13)	343,015,311	324,992,052
Prepaid expenses		1,759,205	1,697,588
Inventory of supplies		54,117	64,078
		<b>344,828,633</b>	<b>326,753,718</b>
<b>Accumulated Surplus</b>	(Note 14)	<b>\$ 397,090,775</b>	<b>\$ 367,735,453</b>
<b>Accumulated surplus represented by:</b>			
Accumulated operating surplus		\$ 399,019,958	\$ 371,933,596
Accumulated remeasurement losses		(1,929,183)	(4,198,143)
Accumulated Surplus		<b>\$ 397,090,775</b>	<b>\$ 367,735,453</b>
Contingent Liabilities (Note 21)			
Commitments (Note 28)			



Tiffany Moore, CPA, CGA  
Chief Financial Officer

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**CONSOLIDATED STATEMENT OF OPERATIONS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

	Budget (Note 17)	2024	2023
<b>Revenue</b>			
Property tax requisition	\$ 84,396,548	\$ <b>82,811,080</b>	\$ 74,472,231
Operating revenues	30,318,395	<b>35,623,004</b>	33,159,299
Government transfers and grants (Note 15)	46,132,628	<b>17,793,448</b>	21,884,897
Developer contributions	19,762,361	<b>3,422,812</b>	1,932,584
Other income	2,532,675	<b>2,902,474</b>	3,293,089
Investment income	300,000	<b>5,680,795</b>	5,140,199
Payments in lieu of taxes	451,440	<b>545,376</b>	541,159
	<b>183,894,047</b>	<b>148,778,989</b>	140,423,458
<b>Expenses</b>			
General Government	8,288,083	<b>4,738,740</b>	3,076,986
Development	7,308,616	<b>5,836,981</b>	6,281,583
Wastewater and Solid Waste Management	36,491,778	<b>43,513,857</b>	38,456,397
Utility Services	8,681,989	<b>9,406,028</b>	9,136,255
Transportation Services	48,783,551	<b>31,185,633</b>	30,320,165
Protective Services	10,678,413	<b>9,657,575</b>	8,514,017
Parks, Recreation and Culture	18,085,425	<b>17,353,813</b>	15,427,583
	<b>138,317,855</b>	<b>121,692,627</b>	111,212,986
<b>Surplus for the year</b>	45,576,192	<b>27,086,362</b>	29,210,472
<b>Accumulated operating surplus, Beginning of year</b>	371,933,596	<b>371,933,596</b>	342,723,124
<b>Accumulated operating surplus, End of year</b> (Note 14)	<b>\$ 417,509,788</b>	<b>\$ 399,019,958</b>	<b>\$ 371,933,596</b>

The accompanying notes are an integral part of these consolidated financial statements



**REGIONAL DISTRICT OF NANAIMO**  
**CONSOLIDATED STATEMENT OF REMEASUREMENT GAINS AND LOSSES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

	<b>2024</b>	2023
<b>Accumulated remeasurement loss, Beginning of year</b>	<b><u>\$(4,198,143)</u></b>	<u>\$(6,156,168)</u>
Unrealized gain attributable to portfolio investments	<b><u>2,268,960</u></b>	<u>1,958,025</u>
Net remeasurement gain, for the year	<b><u>2,268,960</u></b>	<u>1,958,025</u>
<b>Accumulated remeasurement loss, End of year</b>	<b><u><u>\$(1,929,183)</u></u></b>	<u><u>\$(4,198,143)</u></u>

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**CONSOLIDATED STATEMENT OF CHANGE IN NET FINANCIAL ASSETS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

	Budget (Note 17)	2024	2023
<b>Surplus for the year</b>	\$ 45,576,192	\$ <b>27,086,362</b>	\$ 29,210,472
Acquisition of tangible capital assets	(114,463,394)	<b>(32,805,819)</b>	(21,881,712)
Amortization of tangible capital assets	-	<b>12,135,909</b>	11,342,794
Revaluation of asset retirement obligation	-	<b>2,187,481</b>	-
Proceeds on disposal of tangible capital assets	-	<b>172,519</b>	255,030
Gain on disposal of tangible capital assets	-	<b>(171,072)</b>	(234,043)
Write-downs of tangible capital assets	-	<b>457,718</b>	26,392
Change in prepaid expenses	-	<b>(61,617)</b>	(319,074)
Change in inventories	-	<b>9,966</b>	(9,965)
Remeasurement gains	-	<b>2,268,960</b>	1,958,025
<b>(Decrease) Increase in Net Financial Assets</b>	(68,887,202)	<b>11,280,407</b>	20,347,919
<b>Net Financial Assets, Beginning of year</b>	40,981,735	<b>40,981,735</b>	20,633,816
<b>Net Financial Assets (Debt), End of year</b>	\$ (27,905,467)	\$ <b>52,262,142</b>	\$ 40,981,735

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

	2024	2023
<b>Operating Transactions</b>		
Surplus for the year	\$ 27,086,362	\$ 29,210,472
Non-cash items included in surplus		
Amortization of tangible capital assets	12,135,909	11,342,794
Accretion expense	1,122,651	1,083,110
Contributed assets	-	(235,146)
Gain on disposal of tangible capital assets	(171,072)	(234,043)
Debt actuarial adjustments	(495,369)	(659,692)
Asset retirement obligations adjustments	(657,475)	-
Remeasurement gains	2,268,960	1,958,025
Change in non-cash working capital balances related to operations		
(Increase) decrease in accounts receivable	(2,535,808)	3,115,156
(Increase) decrease in other assets	(3,652)	119,961
Increase in accounts payable	2,671,984	1,994,235
Increase in deferred revenue	594,173	3,839,824
Increase in wages and benefits payable	683,964	241,505
Increase (decrease) in employee future benefits	135,115	(237,470)
Decrease in permit deposits	(11,375)	(12,667)
Increase in prepaid expenses	(61,617)	(319,074)
Decrease (increase) in inventory	9,966	(9,965)
Cash provided by operating transactions	42,772,716	51,197,025
<b>Capital Transactions</b>		
Acquisition of tangible capital assets	(32,446,454)	(21,247,021)
Proceeds on disposal of tangible capital assets	172,519	255,030
Cash used in capital transactions	(32,273,935)	(20,991,991)
<b>Investment Transactions</b>		
Cash (used in) provided by investment transactions	(2,736,505)	24,536,085
<b>Financing Transactions</b>		
Short and long-term debt issued	4,841,157	1,059,759
Repayment of short and long-term debt	(2,989,468)	(3,279,723)
Cash provided by (used in) financing transactions	1,851,689	(2,219,964)
<b>Net change in cash and cash equivalents</b>	9,613,965	52,521,155
<b>Cash and cash equivalents, Beginning of year</b>	68,120,762	15,599,607
<b>Cash and cash equivalents, End of year</b>	(Note 2) \$ 77,734,727	\$ 68,120,762

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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The Regional District of Nanaimo (RDN) incorporated in 1967 under the provisions of the British Columbia Municipal Act. Its principal activities are the provision of RDN wide local government services to the residents of seven electoral areas and four municipalities within its boundaries. These services include general government administration, bylaw enforcement, planning and development services, building inspection, fire protection and emergency response planning, public transportation, parks and recreation, water supply and sewage collection, wastewater disposal, solid waste collection and disposal, and street lighting.

**1. SIGNIFICANT ACCOUNTING POLICIES**

(a) Principles of consolidation

The RDN follows Canadian public sector accounting standards issued by the Public Sector Accounting Board (PSAB) of CPA Canada.

Consolidated financial statements have been prepared in accordance with the recommendations of the Public Sector Accounting Board (PSAB). The consolidated financial statements include the activities related to all funds belonging to the one economic entity of the RDN. In accordance with those standards, inter-departmental and inter-fund transactions have been removed to ensure financial activities are recorded on a gross basis. The consolidated financial statements have been prepared on a going concern basis.

The resources and operation of the RDN are segregated into various funds for accounting and financial reporting purposes, each being treated as a separate entity with responsibility for the stewardship of the assets allocated to it.

The consolidated financial statements include the RDN’s proportionate share of the Arrowsmith Water Service (a joint venture agreement with the City of Parksville and Town of Qualicum Beach) and the Englishman River Water Service (a joint venture agreement with the City of Parksville). The RDN’s share of the joint ventures is accounted for on a proportionate basis as follows:

Arrowsmith Water Service	22.4%
Englishman River Water Service	26.0%

Inter-entity transactions are eliminated on consolidation.

(b) Cash and cash equivalents

Cash equivalents are carried at cost and have a maturity period of less than three months.

(c) Investments and financial instruments

Fair value category investments are quoted in an active market and are reflected at fair value as at the reporting date. Sales and purchases of investments are recorded on the trade date. Transaction costs related to the acquisition of investments are recorded as an expense. Unrealized gains and losses on financial assets are recognized in the Statement of Remeasurement Gains and Losses until such time that the financial asset is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the Statement of Operations and related balances reversed from the Statement of Remeasurement Gains and Losses. RDN records Municipal Finance Authority (MFA) investments at fair

REGIONAL DISTRICT OF NANAIMO

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2024

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1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(c) Investments and financial instruments (Continued)  
market value. With the exception of those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

(d) Non-financial assets

i. Tangible capital assets

Tangible capital assets are physical assets that are to be used on a continuing basis, are not for sale in the ordinary course of operations and have useful economic lives extending beyond a single year. Section 3150 of Public Sector Accounting Handbook requires governments to record and amortize the assets over their estimated useful lives. Tangible capital assets are reported at historical cost and include assets financed through operating budgets, short-term and long-term debt, and leases. Tangible capital assets, when acquired, are recorded at cost which includes all amounts that are directly attributable to the acquisition, construction, development or betterment of the asset. Tangible capital asset cost less any estimated residual value is amortized on a straight-line basis over estimated useful lives as follows:

Asset Category	Useful Life Range (years)
Land	n/a
Land Improvements	15 - 50
Building	20 - 50
Equipment, Furniture & Vehicles	5 - 20
Engineering Structures	
Water	20 - 100
Sewer	20 - 100
Wastewater	20 - 100
Solid Waste	20 - 50
Transportation	20 - 50

Assets under construction are not amortized until the asset is available for productive use.

ii. Contributions of tangible capital assets

Tangible capital assets received as contributions (examples are parklands as a result of subdivision, donated land and infrastructure built by property developers which is transferred to the RDN) are recorded as assets and revenues at their fair value at the date of receipt.

iii. Inventories

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

(e) Debt servicing cost

Interest is recorded on an accrual basis.



**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

(f) Revenue recognition

Revenues are recorded on the accrual basis and are recognized in the period in which they are earned.

Property tax revenues and payments in lieu are recognized as revenue when levied. Operating revenues such as user fees, tipping fees and garbage and recycling collection fees are recognized when the performance obligation to the customer is satisfied, amounts are measurable and when collectability is reasonably assured. Interest on investments is recorded when earned on an accrual basis. Development cost contributions are recorded as deferred revenues when received and recognized as revenue in the year in which the associated expenditures are incurred. Donations of tangible assets are recognized as revenue on the date of receipt. Other revenues are recognized as revenue when performance obligations are satisfied, amounts can be reasonably estimated and collectability is reasonably assured.

The RDN recognizes a government transfer as revenue when the transfer is authorized and all eligibility criteria, if any, have been met. A government transfer with stipulations giving rise to an obligation that meets the definition of a liability is recognized as a liability. In such circumstances, the RDN recognizes revenue as the liability is settled. Transfers of non-depreciable assets are recognized in revenue when received or receivable.

(g) Expense recognition

Operating expenses are recorded on an accrual basis. Expenses under the accrual basis are recognized as they are incurred and measurable based on receipt of goods and services and/or the creation of a legal obligation to pay.

Estimates of employee future benefits are recorded as expenses in the year they are earned.

(h) Contingent liabilities

Contingent liabilities are recognized in accordance with PS 3300, which requires that an estimate be recorded when it is likely that a future event will confirm that a liability has been incurred by the financial statement date and that the amount can be reasonably estimated.

(i) Use of estimates

The preparation of financial statements in conformity with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements, as well as the reported amounts of revenues and expenses during the reporting period. Significant areas requiring management estimates are the determination of employee retirement benefits, asset retirement obligation liabilities, likelihood of collection of accounts receivable, useful lives of tangible capital assets and provisions for contingencies. Liabilities for contaminated sites are estimated based on the best information available regarding potentially contaminated sites that the RDN is responsible for. Actual results may vary from those estimates and adjustments will be reported in operations as they become known. Changes to the underlying assumptions and estimates or legislative changes in the near term could have a material impact on the provisions recognized.

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

(j) Asset retirement obligations

Asset retirement obligations ("ARO") are costs that are expected to be incurred upon the retirement of tangible capital assets. The RDN recognizes liabilities for asset retirement obligations when there is a legal obligation to incur these retirements costs, the past transaction or event giving rise to the liability has occurred, it is expected that future economic benefits will be given up, and a reasonable estimate of the amount can be made.

ARO liabilities are recorded at an amount that is the best estimate of the retirement costs, at the financial statement date. This liability is subsequently reviewed at each financial reporting date and adjusted for the passage of time (accretion expense) and for any revisions to the timing, amount required to settle the obligation, or the discount rate.

Upon the initial measurement of an ARO liability, and if the related tangible capital asset is in productive use, an equal amount is added to the carrying value of the related tangible capital asset. The ARO is considered part of the acquisition cost of the tangible capital asset and its initial value is amortized over the useful life of the related tangible capital asset. If, at the time of initial recognition of the ARO liability, the tangible capital asset that the retirement costs relate to is not in productive use or is not recognized as a tangible capital asset, the value of the ARO liability is recorded as an expense.

(k) Liability for contaminated sites

A liability for remediation of a contaminated site is recognized at the best estimate of the amount required to remediate the contaminated site when contamination exceeding an environmental standard exists, the RDN is either directly responsible or accepts responsibility, it is expected that future economic benefits will be given up, and a reasonable estimate of the amount is determinable. The best estimate of the liability includes all costs directly attributable to remediation activities and is reduced by expected net recoveries based on information available at December 31, 2024.

At each financial reporting date, the RDN reviews the carrying amount of the liability. Any revisions required to the amount previously recognized is accounted for in the period revisions are made. The RDN continues to recognize the liability until it is settled or otherwise extinguished. Disbursements made to settle the liability are deducted from the reported liability when they are made.

(l) Adoption of new accounting policies

**PSAS 3400 Revenue**

On January 1, 2024, the RDN adopted Public Sector Accounting Standard PSAS 3400 Revenue. This standard addresses how to account for and report on revenue by distinguishing between revenue arising from transactions that include performance obligations and transactions that do not have performance obligations. Performance obligations are enforceable promises to provide specific goods or services to a specific payor and can be satisfied at a point in time or over a period of time. Revenue from a transaction with a performance obligation is recognized when, or as, the entity has satisfied the performance obligation(s). Revenue from transactions with no performance obligation is recognized when a public sector

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

- (l) Adoption of new accounting policies (Continued)  
entity has the authority to claim or retain an inflow of economic resources and a past event gives rise to a claim of economic resources has occurred. The RDN has reviewed the five indicators included in the new standard to determine if any of the organization's revenue involves a performance obligation that should be recognized over a period of time and has determined that either material revenue streams do not meet these criteria or adjustments required are not material.

**2. CASH AND CASH EQUIVALENTS**

Cash and cash equivalents are comprised of cash on hand and cash on deposit at financial institutions.

	2024	2023
Cash	\$ 77,734,727	\$ 68,120,762

**3. ACCOUNTS RECEIVABLE**

	2024	2023
Province of British Columbia	\$ 3,278,341	\$ 946,423
Government of Canada	1,300,362	971,581
Regional and local governments	1,686,079	2,747,282
BC Transit Annual Operating Agreement	3,719,439	3,320,662
Developer DCC instalments/contributions	84,087	101,233
Other trade receivables	4,141,503	3,586,822
	<u>\$ 14,209,811</u>	<u>\$ 11,674,003</u>

**4. PORTFOLIO INVESTMENTS**

	2024	2023
MFA Pooled Bond Fund	\$ 112,344,685	\$ 106,684,974
Term Deposit and Fixed Income	224,238	3,147,444
	<u>\$ 112,568,923</u>	<u>\$ 109,832,418</u>

Investments include a term deposit with an interest rate of 3.05% maturing in 2025.

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
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**5. OTHER JURISDICTIONS DEBT RECEIVABLE**

Pursuant to the Local Government Act, the RDN acts as the agency through which its member municipalities and other jurisdictions borrow funds from the Municipal Finance Authority. The annual cost of servicing this debt is recovered entirely from the borrowing jurisdiction. However, the RDN is joint and severally liable for this debt in the event of default.

	2024	2023
Town of Qualicum Beach	\$ 462,936	\$ 925,873
City of Parksville	4,707,630	4,933,236
District of Lantzville	3,847,461	3,963,556
City of Nanaimo	32,786,202	36,781,217
Vancouver Island Regional Library	11,407,077	11,962,818
	<u>\$ 53,211,306</u>	<u>\$ 58,566,700</u>

**6. OTHER ASSETS**

	2024	2023
Security deposits	<u>\$ 77,163</u>	<u>\$ 73,511</u>

**7. SHORT-TERM LOANS**

During 2024, the RDN entered into two additional short-term loan agreements totaling \$902,737 with the Municipal Finance Authority. In 2024, principal payments of \$164,499 were made. The maturity dates of the loans range between 3 to 5 years. The interest rates for these loans are variable, which at December 31 was 4.05% (2023, 5.61%).

	2024	2023
Land - Community Park EA B	\$ 840,895	\$ 136,342
Fire - Dashwood - Fire Engine Apparatus	152,737	-
San Pareil Water - UV Treatment upgrade	-	12,420
Fire - Coombs Hillier - ASAR Building Acquisition	42,266	52,833
Fire - Bow Horn Bay - SCBA Equipment	168,194	224,259
Whiskey Creek - Water Upgrade	160,000	200,000
	<u>\$ 1,364,092</u>	<u>\$ 625,854</u>

**REGIONAL DISTRICT OF NANAIMO**  
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**8. ACCOUNTS PAYABLE**

	2024	2023
Payable to Federal Government	\$ 539,276	\$ 492,876
Payable to Provincial Government	1,310,399	1,543,824
Payable to other Local Governments	755,477	38,847
Trade and other payables	11,452,929	9,310,546
	<u>\$ 14,058,081</u>	<u>\$ 11,386,093</u>

**9. EMPLOYEE FUTURE BENEFITS**

Retirement Benefits - The RDN provides vested sick leave benefits to its employees who retire where they can qualify for a one time payout of up to 60 days of their accumulated unused sick leave. The amount recorded for these benefits is based on an actuarial evaluation done by an independent firm using a projected benefit actuarial valuation method prorated on service. The actuarial valuation was calculated at December 31, 2024.

The accrued post-employment benefits are as follows:

	2024	2023
Balance, beginning of year	\$ 2,086,399	\$ 2,090,298
Current service costs	200,150	187,073
Benefits paid	(108,834)	(209,378)
Interest cost	77,519	78,414
Amortization of Net Actuarial Gain	(33,720)	(60,008)
Balance, end of year	<u>\$ 2,221,514</u>	<u>\$ 2,086,399</u>



**REGIONAL DISTRICT OF NANAIMO**  
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**9. EMPLOYEE FUTURE BENEFITS (CONTINUED)**

The significant actuarial assumptions adopted in measuring the RDN's post-employment benefits are as follows:

	2024	2023
Discount Rate	4.2%	4.1%
Expected Inflation Rate and Wage & Salary Increases	2.5%	2.5%
	2024	2023
Operating Revenue Fund - Retirement benefits payable	\$ 2,164,091	\$ 1,889,762
Consolidation adjustment for actuarial valuation	57,423	196,637
Accrued benefit balance, end of year	<u>\$ 2,221,514</u>	<u>\$ 2,086,399</u>

**10. ASSET RETIREMENT OBLIGATION**

The RDN's asset retirement obligations liability consists of the following items:

**Landfill**

The RDN has obligations with respect to the closure and post closure monitoring and maintenance of the RDN's landfill.

Landfill closure costs include placing a permanent cover over the face of the landfill. These costs are estimated based on the currently open area of the landfill. The 2024 Design Operation and Closure plan includes revisiting previously filled sections of the existing landfill, to improve the future final closure of the facility, as well as phased construction to develop the airspace of the Regional Landfill. As at December 31, 2024 there was approximately 1,566,258 cubic meters of airspace available for waste and daily cover. This capacity is anticipated to be fully utilized in 2045. The total estimated undiscounted future expenditures for closure costs on existing development are \$24,100,788 (2023, \$25,298,728).

Landfill post closure costs include landfill gas monitoring, leachate collection system operation, and general site maintenance for a period of 200 years after the landfill is permanently closed. The total post closure costs are estimated based on the probable closure date, the regulated monitoring period, and the estimated annual costs. The current estimate for annual post closure costs, in current year dollars, is \$210,535 for years 1-5, \$192,067 for years 6-10, \$182,833 for years 11-15, \$177,908 for years 16-20, \$176,028 for years 21-25, \$176,028 for years 26-30, \$139,587 for years 31-200. The total estimated undiscounted future expenditures for post closure costs are \$29,306,785 (2023, \$26,875,000). These costs are expected to be incurred, and the ARO liability settled, over the 200-year post closure monitoring period starting in 2045.

The asset retirement costs related to both the closure and post closure costs are being amortized on a straight line basis, in accordance with the useful life of the landfill. The ARO liability has been estimated using a net present value technique with a discount rate of 3.53% (2023, 3.57%).

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
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**10. ASSET RETIREMENT OBLIGATION (CONTINUED)**

The total estimated discounted ARO liability for the landfill closure & post closure at December 31, 2024 is \$29,603,284 (2023, \$31,433,191).

Removal of assets constructed on land not owned by the RDN

The RDN has entered into land-use agreements which contain clauses that obligate the RDN to remove constructed assets and/or return the land to its original condition upon termination of the arrangement. The constructed assets consist of a building and bridges. The related asset retirement costs are being amortized on a straight line basis, in accordance with the useful life of the assets. The ARO liability has been estimated using a net present value technique with a discount rate of 3.53% (2023, 3.57%). The estimated total undiscounted future expenditures for retirement costs are \$472,710 (2023, \$472,710). These costs are expected to be incurred, and the ARO liability settled, between 2033 and 2058. The total estimated discounted ARO liability as at December 31, 2024 is \$374,688 (2023, \$365,443).

The value of these items are as follows:

	2024		
	Landfill	Removal of assets constructed on land not owned by the RDN	Total
ARO liability as at January 1, 2024	\$ 31,433,191	\$ 365,443	\$ 31,798,634
Settling of liability during the year	(98,355)	-	(98,355)
Accretion expense	1,109,749	12,902	1,122,651
Change due to revisions in estimates	(2,841,301)	(3,657)	(2,844,958)
ARO Liability as at December 31, 2024	<u>\$ 29,603,284</u>	<u>\$ 374,688</u>	<u>\$ 29,977,972</u>

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**10. ASSET RETIREMENT OBLIGATION (CONTINUED)**

Contingent Asset Retirement Obligations

The RDN owns assets for which it is uncertain whether there exists a legal obligation to incur asset retirement costs. In each case, the likelihood of the future event that would confirm the existence of these ARO liabilities is not yet determinable. As a result, these contingent AROs have not been recognized in the consolidated financial statements. The contingent AROs are as follows:

A. Assets constructed on land not owned by the RDN

The RDN has constructed assets on land which it has legal rights to through either legal agreement, statutory right of way, or other permits issued by another government. Retirement costs for these assets would consist of the costs to remove these assets and restore the sites to their previous conditions. The confirming future events for these contingent liabilities are the future decisions of the counterparty to these arrangements. A total of 42 contingent AROs have been identified in this category. The current, undiscounted estimate of contingent retirement costs totals \$770,000.

B. Water wells

The RDN owns 25 water wells. These wells are subject to the requirements of Part 9 of Groundwater Protection Regulation, which is empowered by the Water Sustainability Act of British Columbia. This legislation requires certain activities be performed upon the deactivation or decommissioning of a well. The RDN has no current plans to deactivate or decommission its wells. Further, the RDN is not able to determine when or if its wells will be deactivated or decommissioned in the future. The confirming future events for these contingent liabilities are the future assessments of each well's ongoing viability and the resulting decisions by the RDN as to its continuing service. The current, undiscounted estimate of contingent retirement costs is \$10,000 per well for a total of \$250,000.

C. Arrowsmith Dam

As described in Note 23, the RDN is party to the AWS joint venture which owns the Arrowsmith Dam, and is proportionally exposed to this joint venture's liabilities. The Arrowsmith Dam is subject to the Dam Safety Regulations, which is empowered by the Water Sustainability Act of British Columbia. This legislation requires that, prior to removing, decommissioning or deactivating a dam, the dam operator must prepare, and have approved by the regulator, a plan for this activity. The AWS joint venture has no current plans to remove, decommission or deactivate the Arrowsmith Dam. The confirming future event for this contingent liability is the future assessment of the Arrowsmith Dam's ongoing viability and the resulting decision by the AWS joint venture as to its continuing service. The contingent retirement costs for the Arrowsmith Dam cannot currently be estimated as they are dependent upon the nature of activities that will be required in the regulator-approved plan.

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**11. DEFERRED REVENUE**

	December 31, 2023	Restricted Inflows	Revenue Recognized	December 31, 2024
Development Cost Charges	\$ 26,749,380	\$ 4,454,069	\$(3,422,812)	\$ 27,780,637
Community Works Fund	11,811,959	2,488,908	(2,976,537)	11,324,330
Other	1,511,623	3,426,897	(3,376,350)	1,562,170
	<u>\$ 40,072,962</u>	<u>\$10,369,874</u>	<u>\$(9,775,699)</u>	<u>\$ 40,667,137</u>

Development Cost Charges - are amounts collected or payable as a result of new subdivision or building developments under the authority of Section 559 of the *Local Government Act*. The purpose of Section 559 is to collect funds for infrastructure which will be built as a result of population growth. Development Cost Charge bylaws have been enacted for the future expansion of wastewater treatment facilities, community parks, water and bulk water system.

Community Works Fund - is a program component of the federal government Canada Community-Building Fund. Additional information on the RDN's use of the Community Works Fund grants is included in the Schedule of Receipts and Disbursements Community Works Fund Program.

**12. LONG-TERM DEBT**

Debt is recorded and payable in Canadian dollars. It is the current policy of the Municipal Finance Authority to secure debt repayable only in Canadian dollars.

Details of long-term debt, including debt issue numbers, maturity dates, interest rates and outstanding amounts, are summarized in the Schedule of Long-Term Debt.

	2024	2023
Long-term debt - RDN Services	\$ 59,381,254	\$ 58,763,172
Vancouver Island Regional Library	11,407,077	11,962,818
Member municipalities	41,804,229	46,603,882
Total Long-Term Debt	<u>\$ 112,592,560</u>	<u>\$ 117,329,872</u>

Payments of principal on issued debt of the RDN, not including member municipalities, for the next five years are:

2025	2026	2027	2028	2029	Total	Due after five years
\$ 2,934,079	\$ 2,929,051	\$ 2,905,588	\$ 2,868,628	\$ 2,868,628	\$ 14,505,974	\$ 44,875,280

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**13. TANGIBLE CAPITAL ASSETS**

Net Book Value	2024	2023
Land	\$ 52,156,255	\$ 50,876,181
Land improvements	19,263,115	18,387,675
Buildings	46,850,749	46,559,170
Engineered Structures	162,817,171	156,017,478
Equipment, Furniture and Vehicles	32,110,293	27,900,555
Assets Under Construction	29,817,728	25,250,993
	<u>\$ 343,015,311</u>	<u>\$ 324,992,052</u>

The Consolidated Schedule of Tangible Capital Assets provides details of acquisitions, disposals and amortization for the year.

**14. ACCUMULATED SURPLUS**

The financial operations of the RDN are divided into three funds: capital fund, general revenue fund and reserve fund. For accounting purposes, each fund is treated as a separate entity.

General Revenue Fund - represents the accumulated operating surplus of the RDN which has not otherwise been allocated by the Board as reserves for special purposes. It also includes reserve accounts appropriated for special purposes that may be used by the Board without legislative restrictions.

Capital Fund - represents amounts which have been expended by or returned to the General Revenue Fund or a Reserve Fund for the acquisition of tangible capital assets and includes related debt and refunds of debenture debt sinking fund surpluses.

Reserve Fund - represents that portion of the accumulated operating surplus that has been set aside to fund future expenditures. It includes statutory reserves created by bylaw under the authority of the Local Government Act.



**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**14. ACCUMULATED SURPLUS (CONTINUED)**

The Accumulated Surplus consists of individual fund surpluses (deficit) and reserves as follows:

	2024	2023
General Revenue Fund - Unappropriated Surplus	\$ 15,044,825	\$ 10,574,256
General Revenue Fund - Appropriated Surplus		
Reserve for future expenditure	23,994,173	25,518,926
Landfill closure	4,446,636	3,794,043
Feasibility study	725,789	659,443
Property insurance deductible - fire departments	197,588	160,986
Liability insurance deductible	181,104	174,420
Other donations	19,907	19,172
Regional parks and trails donations	44,893	42,597
Vehicle fleet replacement (various departments)	473,667	567,663
	45,128,582	41,511,506
Net investment in tangible capital assets (Note 16)	282,269,965	265,603,026
Capital Fund advances	(4,851,355)	(3,297,333)
Future Liabilities - Employee Benefits (Note 9)	(57,423)	(196,637)
Future Liabilities - Asset Retirement Obligations (Note 10)	(29,977,972)	(31,798,634)
	292,511,797	271,821,928
Restricted Reserve Funds	106,508,161	100,111,668
Accumulated operating surplus	399,019,958	371,933,596
Remeasurement losses	(1,929,183)	(4,198,143)
Accumulated surplus	<u>\$ 397,090,775</u>	<u>\$ 367,735,453</u>

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**15. GOVERNMENT TRANSFERS AND GRANTS**

	2024	2023
Federal Government		
Operating Transfers	\$ 77,559	\$ 98,407
Capital Transfers	3,043,696	2,952,655
Total Federal Government	3,121,255	3,051,062
Provincial Government		
Operating Transfers	11,175,927	10,243,187
Capital Transfers	3,374,570	8,489,751
Total Provincial Government	14,550,497	18,732,938
Local Government		
Operating Transfers	5,117	7,609
Capital Transfers	116,579	93,288
Total Local Government	121,696	100,897
Total Government Transfers and Grants	\$ 17,793,448	\$ 21,884,897

**16. NET INVESTMENT IN TANGIBLE CAPITAL ASSETS**

Net investment in tangible capital assets represents the historic cost of capital expenditures less debt obligations incurred to purchase and develop the infrastructure.

	2024	2023
Tangible capital assets (Note 13)	\$ 343,015,311	\$ 324,992,052
Short-term loans (Note 7)	(1,364,092)	(625,854)
Long-term debt - RDN Services (Note 12)	(59,381,254)	(58,763,172)
Net investment in tangible capital assets (Note 14)	\$ 282,269,965	\$ 265,603,026

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**17. BUDGET FIGURES**

Budget figures represent the Financial Plan Bylaw adopted by the Board on December 12, 2023. The financial plan includes capital expenditures but does not include amortization expense. The financial plan forms the basis for taxation and fees and charges rates which may be required for a particular year. The following reconciliation of the budgeted "Surplus for the year" is provided to show which items must be added or removed to reflect to the budgeted financial plan values which are shown compared to actual expenditures on the General Revenue Fund Schedule of Revenue and Expenditures.

		2024 Budget
Budgeted Surplus for the year		\$ 45,576,192
Add:		
Transfers from reserves		51,128,049
Proceeds of borrowing		29,804,955
Prior year operating surplus		7,112,020
Less:		
Capital expenses		(114,463,394)
Debt principal repayments/actuarial adjustments		
Budgeted principal payments	\$ 7,017,588	
Add: Actuarial adjustments	495,369	
Less: Principal payments for member municipalities	(3,896,875)	(3,616,082)
Transfer to reserves		(15,541,740)
Consolidated Budgeted Surplus, per Regional District of Nanaimo Financial Plan Bylaw No. 1902		\$ -

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**18. MUNICIPAL FINANCE AUTHORITY RESERVE DEPOSITS**

The RDN secures its long-term borrowing through the Municipal Finance Authority. As a condition of these borrowings, a portion of the debenture proceeds are retained by the Authority as a debt reserve fund. As at December 31, 2024, the RDN had debt reserve funds of \$921,045 (2023, \$854,325). Debt reserve funds are not recorded in the consolidated financial statements.

**19. NORTH ISLAND 9-1-1 CORPORATION**

A 9-1-1 emergency call answering service is provided by the North Island 9-1-1 Corporation, which is owned by the Regional Districts of Comox Valley, Strathcona, Mount Waddington, Alberni Clayoquot, Nanaimo and qathet. The shares in the corporation are owned as follows:

Alberni Clayoquot	13.71 shares
Comox Valley	31.20 shares
Strathcona	18.76 shares
Mount Waddington	3.51 shares
Nanaimo	24.32 shares
qathet	8.50 shares

The RDN’s investment in shares of the North Island 9-1-1 Corporation is recorded at cost as it does not fall under the definition of a government partnership (PS 3060.06). The RDN's share of the corporation is equal to 24.32% and the degree of control is proportionate to the ownership share. As no benefits are expected from the ownership, it has not been accounted for as an equity investment.

**20. PENSION LIABILITY**

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

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

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

REGIONAL DISTRICT OF NANAIMO

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2024

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20. PENSION LIABILITY (CONTINUED)

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

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

The RDN paid \$3,030,458 (2023, \$2,818,546) for employer contributions to the Plan in fiscal 2024.

	2024	2023
Employer portion	\$ 3,030,458	\$ 2,818,546
Employee Portion	2,800,460	2,607,111
	<u>\$ 5,830,918</u>	<u>\$ 5,425,657</u>

21. CONTINGENT LIABILITIES

Contingent liabilities are recognized by the RDN in accordance with PS 3300.15. As at December 31, 2024, there were outstanding claims against the RDN, however, no liability has been accrued because amounts are undeterminable and the likelihood of the RDN having to make payment is uncertain.

Contingent liabilities for asset retirement obligations are included in Note 10.

22. ENVIRONMENTAL REGULATIONS

The RDN is subject to environmental regulations which apply to a number of its operations. These regulations may require future expenditures to meet applicable standards and subject the RDN to possible penalties for violations. Amounts required to meet these obligations will be charged to operations when incurred and/or when they can be reasonably estimated.

23. ARROWSMITH WATER SERVICE AND ENGLISHMAN RIVER WATER SERVICE JOINT VENTURES

The Arrowsmith Water Service (AWS) was formed in 1996 as a joint venture between the RDN, the City of Parksville and the Town of Qualicum Beach. The AWS was established to develop a bulk water supply available to the participants in the service and to construct the Arrowsmith Dam as a first step in that development as well as to provide for protection of the fisheries habitat of the Englishman River.

The Englishman River Water Service (ERWS) is a joint venture between the City of Parksville and the RDN, formed to secure a bulk water supply from the Englishman River. This regional partnership supplements existing well supply sources owned and operated by the City of Parksville and Nanoose Bay Peninsula Water Service Area. The ERWS development plan includes a new river water supply intake, new water treatment plant and distribution system.

Financial results and budget for the joint ventures are consolidated in the RDN’s financial statements proportionately based on the joint venture agreements: 22.4% of the AWS and 26% of the ERWS.

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**23. ARROWSMITH WATER SERVICE AND ENGLISHMAN RIVER WATER SERVICE JOINT VENTURES (CONTINUED)**

The following table summarizes the financial statements of the two joint ventures.

	Arrowsmith Water Service 2024	Englishman River Water Service 2024
Financial assets	\$ 585,630	\$ 500,000
Non-financial assets (tangible capital assets)	6,463,992	43,051,259
Accumulated surplus	<u>\$ 7,049,622</u>	<u>\$ 43,551,259</u>
Revenues		
Joint venturer contributions	\$ 323,258	\$ 1,769,407
Expenses		
Operating	<u>(281,256)</u>	<u>(1,531,018)</u>
Annual surplus	<u>\$ 42,002</u>	<u>\$ 238,389</u>

A contingent ARO liability relating to AWS is described in Note 10.

**24. CONTAMINATED SITES**

At the reporting date only one site was identified as potentially contaminated due to past industrial use at this site and on the neighbouring property. For this site there is insufficient information to determine whether contamination exceeding the relevant environmental standard is likely to exist, or whether remediation is required. The future cost and responsibility for remediation of this site is not currently determinable.

**25. FINANCIAL INSTRUMENT RISK**

The RDN is exposed to various risks through its financial assets and liabilities. The following analysis provides a measurement of those risks at December 31, 2024. There have been no changes to exposure of these risks from the prior year.

(a) Credit Risk

Credit risk is the risk of loss due to the failure by debtors to meet contractual obligations. Financial instruments that are potentially subject to credit risk consist primarily of cash and cash equivalents, portfolio investments, and accounts receivable. The RDN has an investment policy to ensure investments are managed appropriately to secure the preservation of capital and the availability of liquid funds. The RDN invests surplus funds in accordance with its investment policy. The RDN doesn't have significant exposure to individual customers as the majority of receivables are due from federal and provincial agencies.

(b) Interest Rate Risk

Interest rate risk arises when the fair value or future cash flows of a financial instrument fluctuate because of

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**25. FINANCIAL INSTRUMENT RISK (CONTINUED)**

(b) Interest Rate Risk (Continued)

changes in market interest rates. Investments bear some interest rate risk but these risks are mitigated through the diversification of the portfolio.

(c) Market Risk

Market risk arises when the value of an investment fluctuates as a result of changes in market prices, whether those changes are caused by factors specific to the individual investment, or factors affecting all securities traded in the market. The RDN manages its market risk by holding instruments in well diversified portfolios.

(d) Liquidity Risk

Liquidity risk is the risk that the RDN will not be able to meet its obligations as they fall due. The RDN maintains adequate levels of working capital to ensure all its obligations can be met when they fall due.

**26. COMMITMENTS**

As at December 31, 2024, the RDN had the following significant commitments:

Circular Waste British Columbia Inc. - for the Solid Waste Organics Processing Agreement. This 20-year agreement, which expires December 7, 2038, provides for a minimum payment of \$1,350,000 in the first year and is adjusted for inflation in each of the subsequent years.

Waste Connections of Canada - for the Curbside Collection of Garbage, Recyclables and Organics Services. This 10-year agreement commencing on October 1, 2020 provides for an annual aggregate contract value of approximately \$3,156,000 in the first year and is subject to an annual rate escalation based on the average Consumer Price Index for British Columbia for the 12 month period preceding the adjustment date.

Sylvis Environmental Services Inc. - for the Beneficial Use Program for Class B Biosolids from Greater Nanaimo Pollution Control Centre (Biosolids Management) Agreement. This 5-year agreement (with the option to renew for an additional 5 years) commencing on October 19, 2021 provides for an annual payment of \$1,067,500 for the first three years and \$1,087,100 for the last two years for a total commitment of \$5,376,700.

AECOM Canada, LTD & Chandos Bird Joint Venture - for detailed design and construction of the French Creek Pollution Control Centre Stage IV Expansion and Odour Control Upgrade Project. This agreement commencing July 9, 2024, with a final completion date of March 25, 2027, provides for an aggregate contract value of approximately \$115,552,100.

**REGIONAL DISTRICT OF NANAIMO**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

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**27. COMPARATIVE FIGURES**

Certain comparative figures have been reclassified to conform to the presentation adopted in the current year.

**28. SUBSEQUENT EVENTS**

Subsequent to the reporting date, the United States government announced new tariffs on imported goods. The Canadian government then announced retaliatory tariffs and other measures. This has caused economic uncertainty and its effects on the Regional District's operations in the future is currently uncertain.



**REGIONAL DISTRICT OF NANAIMO**  
**GENERAL REVENUE FUND**  
**SCHEDULE OF REVENUE AND EXPENDITURES**  
**AS AT DECEMBER 31, 2024**  
(UNAUDITED)

	Corporate Services	Development and Emergency Services	Regional and Community Utilities	Recreation and Parks Services	Transportation Services	Actual 2024	Budget 2024	Actual 2023
	(Schedule A)	(Schedule B)	(Schedule C)	(Schedule D)	(Schedule E)			
<b>Revenues</b>								
Property tax requisition	\$ 7,853,745	\$ 14,160,466	\$ 30,092,026	\$ 16,995,443	\$ 18,489,552	\$ 87,591,232	\$ 89,176,700	\$ 78,599,565
Government transfers and grants	1,231,729	993,851	4,591,690	1,299,561	9,676,616	17,793,447	46,132,628	21,884,897
Payments in lieu of taxes	100,657	32,417	213,512	45,005	153,785	545,376	451,440	541,159
Investment income	1,088,889	-	-	-	-	1,088,889	300,000	832,695
Operating revenues	27,985	1,447,779	10,760,371	2,114,782	5,973,878	20,324,795	19,044,695	19,457,154
Disposal fees	-	-	15,333,076	-	-	15,333,076	11,300,000	13,737,763
Other	22,025,405	8,817,131	23,348,769	5,358,604	6,419,911	65,969,820	127,287,544	49,279,341
	<u>32,328,410</u>	<u>25,451,644</u>	<u>84,339,444</u>	<u>25,813,395</u>	<u>40,713,742</u>	<u>208,646,635</u>	<u>293,693,007</u>	<u>184,332,574</u>
<b>Expenditures</b>								
General administration	387,907	1,760,384	3,780,857	1,327,404	2,980,275	10,236,827	10,565,312	8,955,831
Professional fees	1,337,765	626,772	1,448,317	249,270	28,317	3,690,441	8,427,283	3,618,081
Community grants	183,606	-	-	-	-	183,606	270,550	138,252
Legislative	881,342	-	-	-	-	881,342	1,026,620	910,022
Program costs	-	214,187	236,684	801,843	-	1,252,714	2,436,785	1,186,840
Vehicle and Equip operating	989,130	577,713	4,768,606	316,093	6,799,567	13,451,109	13,058,532	11,488,088
Building operating	630,515	1,024,822	2,853,505	1,057,705	395,611	5,962,158	6,470,579	5,778,486
Other operating	1,048,987	1,873,024	16,937,013	2,100,897	7,789,581	29,749,502	32,892,048	26,602,707
Wages and benefits	9,440,937	4,823,252	12,481,241	7,248,473	17,345,837	51,339,740	57,636,852	47,137,901
Capital expenditures	1,247,905	5,606,377	21,277,573	4,932,904	302,190	33,366,949	114,463,394	21,952,353
	<u>16,148,094</u>	<u>16,506,531</u>	<u>63,783,796</u>	<u>18,034,589</u>	<u>35,641,378</u>	<u>150,114,388</u>	<u>247,247,955</u>	<u>127,768,561</u>
<b>Operating Surplus</b>	<u>16,180,316</u>	<u>8,945,113</u>	<u>20,555,648</u>	<u>7,778,806</u>	<u>5,072,364</u>	<u>58,532,247</u>	<u>46,445,052</u>	<u>56,564,013</u>
Debt retirement interest	2,996,037	328,610	1,800,584	152,291	-	5,277,522	5,462,538	4,986,676
principal	3,896,875	243,662	2,578,629	167,177	-	6,886,343	7,017,588	7,109,128
Reserve contributions	5,076,799	2,579,255	13,591,131	4,452,721	3,871,007	29,570,913	15,541,740	40,235,299
Transfers to other govts	3,937,599	4,914,050	720,000	2,536,086	219,165	12,326,900	25,535,206	9,992,247
	<u>15,907,310</u>	<u>8,065,577</u>	<u>18,690,344</u>	<u>7,308,275</u>	<u>4,090,172</u>	<u>54,061,678</u>	<u>53,557,072</u>	<u>62,323,350</u>
<b>Current year Surplus (Deficit)</b>	<u>273,006</u>	<u>879,536</u>	<u>1,865,304</u>	<u>470,531</u>	<u>982,192</u>	<u>4,470,569</u>	<u>(7,112,020)</u>	<u>(5,759,337)</u>
Prior year surplus	<u>1,750,754</u>	<u>469,379</u>	<u>5,864,720</u>	<u>1,614,313</u>	<u>875,090</u>	<u>10,574,256</u>	<u>7,112,020</u>	<u>16,333,593</u>
<b>Net Operating Surplus</b>	<u>\$ 2,023,760</u>	<u>\$ 1,348,915</u>	<u>\$ 7,730,024</u>	<u>\$ 2,084,844</u>	<u>\$ 1,857,282</u>	<u>\$ 15,044,825</u>	<u>\$ -</u>	<u>\$ 10,574,256</u>

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**LONG-TERM DEBT SUMMARY BY FUNCTION**  
**DECEMBER 31, 2024**

	2020	2021	2022	2023	2024
<b>Regional District</b>					
Oceanside Place Arena	\$ 1,476,009	\$ 1,003,171	\$ 511,421	\$ -	\$ -
Regional Parks	1,508,945	1,418,191	1,323,808	1,225,649	<b>1,121,173</b>
Community Parks	145,274	113,498	1,010,836	951,248	<b>895,858</b>
Wastewater Management	42,937,832	44,579,313	48,562,507	46,245,718	<b>44,619,636</b>
Fire Protection	3,361,952	3,132,338	2,894,187	2,647,179	<b>5,575,214</b>
Sewer Services	1,369,283	1,237,135	1,099,750	956,447	<b>807,815</b>
Water Supply Services	6,450,037	5,965,261	6,573,515	6,736,931	<b>6,361,558</b>
Vancouver Island Regional Library	13,467,545	12,992,463	12,487,190	11,962,818	<b>11,407,077</b>
<b>Total Regional District</b>	<b>70,716,877</b>	<b>70,441,370</b>	<b>74,463,214</b>	<b>70,725,990</b>	<b>70,788,331</b>
<b>Member Municipalities</b>	<b>48,384,476</b>	<b>55,494,688</b>	<b>51,247,581</b>	<b>46,603,882</b>	<b>41,804,229</b>
<b>Total Long-Term Debt</b>	<b>\$119,101,353</b>	<b>\$125,936,058</b>	<b>\$125,710,795</b>	<b>\$117,329,872</b>	<b>\$ 112,592,560</b>

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF LONG-TERM DEBT**  
**DECEMBER 31, 2024**

Function	Issuer	Funds	Bylaw Number	Maturity Date	Interest Rate	Original Value	2024 Debt Outstanding	2023 Debt Outstanding
Regional Parks	MFA 126	CDN	1629	Sep 26, 2033	4.52	\$ 2,053,653	\$ 1,121,173	\$ 1,225,649
Community Parks								
Electoral Area B	MFA 81	CDN	1304	Apr 22, 2024	4.90	80,000	-	6,114
	MFA 93	CDN	1305	Apr 06, 2025	0.32	80,000	5,028	9,931
	MFA 97	CDN	1306	Apr 19, 2026	1.53	80,000	11,103	16,336
	MFA 101	CDN	1307	Apr 11, 2027	3.39	80,000	16,186	21,270
Total Electoral Area B						320,000	32,317	53,651
Electoral Area E	MFA 158	CDN	1854	Sep 23, 2042	4.09	930,500	863,541	897,597
Total Community Parks						1,250,500	895,858	951,248
Fire Protection Services								
Meadowood	MFA 110	CDN	1587	Apr 08, 2030	1.28	1,773,410	678,127	778,155
Nanaimo River	MFA 99	CDN	1488	Apr 19, 2027	1.53	20,761	2,881	4,239
Nanoose Bay	MFA 130	CDN	1617	Oct 14, 2034	3.00	2,790,000	1,665,111	1,798,465
Coombs-Hilliers	MFA 139	CDN	1538	Oct 5, 2026	2.10	200,000	44,863	66,320
Dashwood	MFA 162	CDN	1915	Sep 27, 2027	3.83	3,184,232	3,184,232	-
Total Fire Protection Services						7,968,403	5,575,214	2,647,179
Sewer Services								
Barclay Crescent	MFA 102	CDN	1486	Dec 01, 2027	3.90	895,781	182,079	238,714
Cedar	MFA 106	CDN	1571	Oct 13, 2029	2.25	926,180	303,391	357,251
	MFA 106	CDN	1572	Oct 13, 2029	2.25	27,200	8,910	10,492
	MFA 106	CDN	1573	Oct 13, 2029	2.25	108,800	35,640	41,967
	MFA 106	CDN	1574	Oct 13, 2029	2.25	61,200	20,048	23,606
	MFA 110	CDN	1584	Apr 08, 2030	1.28	232,286	88,823	101,925
	MFA 117	CDN	1626	Oct 12, 2031	1.47	51,620	22,650	25,463
						1,407,286	479,462	560,704
Hawthorne Rise	MFA 131	CDN	1696	Apr 8, 2035	2.20	173,300	109,761	117,831
Reid Road	MFA 133	CDN	1709	Oct 2, 2035	3.50	57,650	36,513	39,198
Total Sewer Services						2,534,017	807,815	956,447

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF LONG-TERM DEBT**  
**DECEMBER 31, 2024**

Function	Issuer	Funds	Bylaw Number	Maturity Date	Interest Rate	Original Value	2024 Debt Outstanding	2023 Debt Outstanding
<b>Water Supply Management</b>								
<b>San Pareil</b>								
	MFA 106	CDN	1395	Oct 13, 2024	4.13	94,439	-	8,167
	MFA 117	CDN	1395	Oct 12, 2026	1.47	49,056	8,264	12,188
						143,495	8,264	20,355
<b>San Pareil Fire Improvements</b>								
	MFA 127	CDN	1689	Apr 07, 2034	4.52	1,114,600	665,209	718,484
<b>Whiskey Creek</b>								
	MFA 152	CDN	1702	Oct 02, 2040	0.91	42,120	34,823	36,695
	MFA 158	CDN	1702	Sep 23, 2042	4.09	162,880	151,159	157,120
						205,000	185,982	193,815
<b>Nanoose Bulk Water</b>								
	MFA 142	CDN	1244	Oct 04, 2037	3.15	168,875	120,718	128,222
	MFA 142	CDN	1242	Oct 04, 2037	3.15	1,476,000	1,055,098	1,120,688
	MFA 146	CDN	1243	Sep 19, 2038	3.20	2,536,370	1,925,799	2,035,226
	MFA 146	CDN	1245	Sep 19, 2038	3.20	314,142	238,519	252,072
						4,495,387	3,340,134	3,536,208
<b>Nanoose Bay Peninsula</b>								
	MFA 139	CDN	1723	Oct 05, 2036	2.10	350,000	234,173	250,193
	MFA 139	CDN	1750	Oct 05, 2036	2.10	557,200	372,803	398,307
	MFA 152	CDN	1809	Oct 02, 2040	0.91	346,021	286,074	301,453
	MFA 158	CDN	1855	Sep 23, 2042	4.09	769,133	713,786	741,936
	MFA 160	CDN	1877	Oct 12, 2043	4.97	530,624	512,243	530,624
						2,552,978	2,119,079	2,222,513
<b>Westurne Heights</b>								
	MFA 142	CDN	1720	Oct 04, 2037	3.15	60,000	42,890	45,556
<b>Total Water Supply Management</b>						8,571,460	6,361,558	6,736,931
<b>Wastewater Services</b>								
<b>Southern Community Wastewater</b>								
	MFA 139	CDN	1742	Oct 05, 2036	2.10	5,000,000	3,345,327	3,574,180
	MFA 142	CDN	1762	Oct 04, 2037	3.15	15,000,000	10,722,541	11,389,103
	MFA 149	CDN	1793	Oct 09, 2039	2.24	15,000,000	12,036,252	12,664,550
	MFA 152	CDN	1808	Oct 02, 2040	0.91	11,000,000	9,094,284	9,583,182
	MFA 156	CDN	1825	Sep 27, 2041	2.58	3,500,000	3,068,954	3,215,844
	MFA 158	CDN	1856	Sep 23, 2042	4.09	5,307,163	4,925,261	5,119,496
	MFA 158	CDN	1857	Sep 23, 2042	4.09	725,000	672,829	699,363
	MFA 161	CDN	1876	APR 9, 2044	4.44	725,000	754,188	-
<b>Total Wastewater Management</b>						56,257,163	44,619,636	46,245,718

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF LONG-TERM DEBT**  
**DECEMBER 31, 2024**

Function	Issuer	Funds	Bylaw Number	Maturity Date	Interest Rate	Original Value	2024 Debt Outstanding	2023 Debt Outstanding
<b>Debt Held For Other</b>								
<b>Jurisdictions</b>								
Vancouver Island Regional Library								
	MFA 117	CDN	1634	Oct 12, 2041	1.47	8,000,000	5,596,830	5,834,997
	MFA 126	CDN	1674	Sep 26, 2038	4.52	8,610,000	5,810,247	6,127,821
Total Vancouver Island Regional Library						16,610,000	11,407,077	11,962,818
<b>Total Long-Term Debt - Regional District</b>						\$ 95,245,196	\$ 70,788,331	\$ 70,725,990
<b>Member Municipalities</b>								
City of Parksville								
	MFA 93	CDN	1420	Apr 06, 2025	0.32	800,000	50,278	99,306
	MFA 145	CDN	1745	Apr 23, 2043	3.15	4,000,000	3,290,341	3,417,527
	MFA 149	CDN	1745	Oct 09, 2044	2.24	1,600,000	1,367,011	1,416,403
Total City of Parksville						6,400,000	4,707,630	4,933,236
District of Lantzville								
	MFA 152	CDN	1811	Oct 02, 2040	0.91	4,300,000	3,847,461	3,963,556
Total District of Lantzville						4,300,000	3,847,461	3,963,556
Town of Qualicum Beach								
	MFA 136	CDN	1729	Nov 30, 2025	0.34	4,629,364	462,936	925,873
Total Town of Qualicum Beach						4,629,364	462,936	925,873
City of Nanaimo								
	MFA 99	CDN	1489	Oct 19, 2026	1.53	15,000,000	2,081,732	3,062,941
	MFA 101	CDN	1489	Apr 11, 2027	3.39	15,000,000	3,034,833	3,988,096
	MFA 102	CDN	1530	Dec 01, 2027	3.90	3,750,000	762,234	999,325
	MFA 126	CDN	1688	Sep 26, 2033	4.25	13,300,000	7,261,011	7,937,625
	MFA 127	CDN	1694	Apr 07, 2034	4.52	9,200,000	5,490,688	5,930,423
	MFA 146	CDN	1774	Sep 19, 2038	3.20	3,235,354	2,456,519	2,596,102
	MFA 152	CDN	1810	Oct 02, 2040	0.91	2,000,000	1,653,506	1,742,397
	MFA 156	CDN	1828	Sep 27, 2041	2.58	11,160,000	9,785,578	10,253,949
	MFA 158	CDN	1852	Sep 23, 2042	4.09	280,269	260,101	270,359
Total City of Nanaimo						72,925,623	32,786,202	36,781,217
<b>Total Member Municipalities</b>						\$ 88,254,987	\$ 41,804,229	\$ 46,603,882
<b>Total Long-Term Debt</b>						\$ 183,500,183	\$ 112,592,560	\$ 117,329,872

The accompanying notes are an integral part of these consolidated financial statements

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

This organization has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation.

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF DIRECTORS REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

<b>Name</b>	<b>Position</b>	<b>Remuneration<sup>1</sup></b>	<b>Expenses<sup>2</sup></b>
Craig, V.	Chair - Area B Director	\$ 113,250.23	\$ 11,145.06
Stanley, J.	Area A Director	58,836.98	13,729.04
Melanson, L.	Area C Director	56,616.98	4,351.02
Rogers, R.	Area E Director	60,133.85	8,199.51
Salter, L.	Area F Director	57,943.85	9,802.99
Wallace, L.	Area G Director	59,286.98	7,150.26
McLean, S.	Area H Director	60,614.06	12,271.71
Swain, M.	Lantzville Director	27,696.92	122.21
Armstrong, S.	Nanaimo Director	27,006.92	-
Brown, T.	Nanaimo Director	26,706.92	703.27
Geselbracht, B.	Nanaimo Director	26,976.92	427.63
Hemmens, E.	Nanaimo Director	27,546.92	427.63
Krog, L.	Nanaimo Director	28,066.92	427.63
Manly, P.	Nanaimo Director	29,196.92	412.00
Perrino, J.	Nanaimo Director	26,496.92	-
Thorpe, I.	Nanaimo Director	28,326.92	427.63
O'Brien, D.	Parksville Director	28,296.92	2,846.29
Wood, S.	Parksville Director	27,936.92	841.59
Westbroek, T.	Qualicum Beach Director	26,886.92	768.43
Ringwald, J.	Area E Alternate Director	1,170.00	531.10
Fell, F.	Area F Alternate Director	600.00	213.32
Wiese, B.	Area G Alternate Director	1,500.00	176.00
Eastmure, H.	Nanaimo Alternate Director	4,350.00	606.33
Beil, M.	Parksville Alternate Director	750.00	483.63
Grenz, J.	Parksville Alternate Director	1,500.00	255.62
Skipsey, A.	Qualicum Alternate Director	1,710.00	48.00
<b>Total Remuneration and Expenses</b>		<b>\$ 809,405.97</b>	<b>\$ 76,367.90</b>

<sup>1</sup>Remuneration includes gross salary and applicable benefits.

<sup>2</sup>Expenses include travel, conferences, and mileage expenses, and are not limited to those bestowing a personal benefit.

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
<b>Exempt Staff</b>					
Appleton, B.	Supervisor, Solid Waste Facilities	121,264.86	820.52	122,085.38	2,054.28
Banman, D.	Manager, Recreation Services	156,971.88	1,187.18	158,159.06	544.68
Beauchamp, E.	Manager, Emergency Services	132,201.71	2,751.61	134,953.32	6,024.98
Bender, R.	Manager, Employee Health, Safety & Wellness	135,601.42	1,037.78	136,639.20	4,535.38
Benoit, I.	Project Engineer	108,307.20	862.34	109,169.54	2,039.92
Birch, J.	Chief Technology Officer	155,251.61	1,187.18	156,438.79	5,285.56
Boekenkruger, A.	Manager, Building Inspection Services	130,512.40	992.68	131,505.08	4,028.34
Cawthorne, E.	Human Resources Advisor, Employee Relations	82,008.65	645.57	82,654.22	983.29
Chowdhury, R.	Project Engineer, Water Services	125,855.00	948.64	126,803.64	4,139.67
Costello, J.	Records Management Specialist	112,730.28	863.22	113,593.50	666.24
Crabtree, C.	General Manager, Corporate & Transportation Services	208,774.88	8,742.56	217,517.44	3,042.02
Daykin, R.	Manager, Parks Services	157,539.32	1,173.44	158,712.76	4,652.29
Dray, K.	Manager, Information Security	123,759.25	936.84	124,696.09	6,719.30
Fearn, L.	Senior Accountant	113,452.62	841.76	114,294.38	4,089.50
Felker, K.	Manager, Purchasing	135,601.42	1,037.78	136,639.20	2,181.15
Fischer, H.	Payroll Manager	102,019.33	816.51	102,835.84	2,681.46
Fowler, K.	Manager, Long-Range Planning, Energy & Sustainability	122,302.95	35,916.98	158,219.93	4,307.42
Getchell, M.	Manager, Transit Operations	142,695.82	1,864.28	144,560.10	9,266.55
Grant, L.	General Manager, Development & Emergency Services	205,599.72	8,749.94	214,349.66	8,094.78
Groenewegen, L.	Community Fire Chief, Nanoose Volunteer Fire Department	115,405.32	583.98	115,405.32	3,650.08
Guizzetti, K.	Superintendent, Solid Waste Operations	120,168.95	2,414.16	122,583.11	8,321.17
Haddou, J.	Manager, Capital Projects Delivery	147,392.15	1,125.69	148,517.84	1,854.03
Hahto, H.	Human Resource Advisor, Employee Relations	82,454.84	645.57	83,100.41	440.33
Hamilton, J.	Superintendent, Environmental & Engineering Services	124,787.27	2,434.98	127,222.25	6,482.11
Hill, J.	Manager, Legislative Services	142,063.99	1,088.24	143,152.23	6,860.46
Holmes, D.	Chief Administrative Officer	307,823.52	10,551.94	318,375.46	14,101.56
Holt, C.	Legislative & Foipp Coordinator	106,437.80	799.02	107,236.82	1,634.58
Hopewell, J.	Superintendent, Recreation Program Services - North	118,352.50	907.78	119,260.28	2,428.40
House, L.	Human Resources Advisor, Employee Relations	115,040.49	863.22	115,903.71	2,011.22
Hughes, E.	Senior Manager, Strategy & Intergovernmental Services	172,904.12	1,328.78	174,232.90	2,491.75
Karim, M.	Manager, Business Solutions	121,738.12	930.68	122,668.80	9,908.82
King, H.	Superintendent, Recreation Program Services - South	125,010.28	948.64	125,958.92	2,693.88
Komjati, K.	Business Administrator, Recreation & Parks	103,283.62	790.84	104,074.46	849.41
Landry, K.	Human Resources Advisor, Talent Management	93,519.37	747.23	94,266.60	703.51
Le Gal, D.	Human Resources Advisor, Employee Relations	91,580.37	706.60	92,286.97	3,392.09
Legg, B.	Superintendent, Parks Operations	120,408.77	913.54	121,322.31	1,175.77
Loudon, C.	Executive Coordinator	110,998.25	1,813.12	112,811.37	2,054.07
Lumb, Y.	Manager, Accounting Services	137,240.54	1,037.78	138,278.32	8,091.07
Macdonald, R.	Manager, Client & Technical Services	131,647.34	1,007.87	132,655.21	4,310.83
Mahadeo, P.	Asset Manager	131,949.47	1,724.65	133,674.12	5,740.52
Mahoney, H.	Superintendent, Aquatics	124,297.28	948.64	125,245.92	2,203.01



**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
Manhas, M.	Manager, Capital Accounting & Financial Reporting	137,289.71	1,037.78	138,327.49	5,100.05
Mann, S.	Chief Human Resources Officer	182,827.16	1,328.78	184,155.94	8,379.96
Marcellus, J.	Superintendent, Arena Services	121,890.30	-	121,890.30	853.48
Marshall, D.	Senior Manager, Transit Operations	187,074.82	1,295.74	188,370.56	2,790.02
Mathie, C.	Project Engineer	123,994.84	948.64	124,943.48	3,698.00
Mcmullen, A.	Superintendent, Parks Planning & Development	124,819.07	948.64	125,767.71	4,879.96
Moilanen, L.	Engagement Coordinator	112,730.28	863.22	113,593.50	5,639.72
Moore, T.	Chief Financial Officer	181,834.02	1,394.72	183,228.74	6,425.89
Myers, R.	Superintendent, Fleet & Transit Service Delivery	118,506.45	1,143.94	119,650.39	2,558.42
Nair, A.	Process Engineer	118,140.37	924.64	119,065.01	9,792.14
Osborn, B.	Fire Services Coordinator	105,115.46	793.13	105,908.59	5,180.85
Osborne, T.	General Manager, Recreation & Parks	208,547.97	9,350.02	217,897.99	1,970.96
Peters, B.	Superintendent, Transit Development & Instruction	114,730.66	873.87	115,604.53	2,966.51
Racz, S.	Manager, Facilities & Fleet	137,870.26	1,837.78	139,708.04	5,544.46
Reid, M.	Superintendent, Wastewater Maintenance	119,963.18	6,958.64	126,921.82	5,554.79
Reilly, S.	Parkland Administrator	112,197.00	853.44	113,050.44	650.00
Riviere, T.	Supervisor, Solid Waste Operations	124,705.31	830.18	125,535.49	5,067.95
Routledge, B.	Manager, Solid Waste Services	154,466.54	1,173.44	155,639.98	5,183.33
Rowbotham, L.	Strategic Initiatives Coordinator	108,871.90	830.18	109,702.08	1,298.34
Ruddell, M.	Strategic Initiatives Coordinator	114,343.72	-	114,343.72	1,468.30
Schildroth, R.	Community Fire Chief, Coombs-Hilliers Volunteer Fire Department	111,623.19	984.93	112,608.12	1,600.68
Skwarczynski, R.	Superintendent, Wastewater Services	124,241.14	2,973.45	127,214.59	3,022.13
Smith, G.	Policy Advisor	130,002.24	2,564.42	132,566.66	3,116.85
Snelgrove, S.	Assistant Manager, Legislative Services	123,541.85	925.12	124,466.97	4,621.72
St Pierre, G.	Project Engineer	124,031.59	948.64	124,980.23	2,864.49
Stevenson, L.	Superintendent, Transit Planning & Scheduling	106,945.51	804.91	107,750.42	1,498.68
Taylor, A.	Communications Coordinator	119,237.13	863.22	120,100.35	6,045.51
Thoen, T.	Human Resources Advisor, Compensation & Classification	121,406.08	863.22	122,269.30	2,255.62
Thompson, P.	Manager, Current Planning	156,727.61	1,187.18	157,914.79	2,994.16
Tian, Y.	General Manager, Regional & Community Utilities	86,947.09	3,974.59	90,921.68	1,081.85
Walters, M.	Acting General Manager, Regional & Community Utilities	182,358.31	1,398.89	183,757.20	2,613.81
White, B.	Superintendent, Transit Operations	122,373.49	1,230.81	123,604.30	14.99
Wood, R.	Project Engineer	123,847.84	1,428.64	125,276.48	2,542.95
Woods, B.	Manager, Wastewater Services	155,038.11	1,178.05	156,216.16	1,994.73
<b>CUPE Staff</b>					
Alexander, C.	Parks Technician	84,898.52	868.00	85,766.52	819.87
Allan, C.	Serviceperson Driver	89,512.17	388.00	89,900.17	71.19
Badland, L.	Serviceperson Driver	99,742.41	-	99,742.41	71.19

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
Baildham, R.	Building Official 2	89,610.42	388.00	89,998.42	1,271.83
Bains, K.	Serviceperson Driver	90,100.54	-	90,100.54	71.19
Bajwa, S.	Solid Waste Planner	89,170.94	388.00	89,558.94	4,373.73
Bandurka, G.	Handydart Dispatcher	85,359.82	388.00	85,747.82	71.19
Banks, I.	Transit Dispatcher - Conventional	81,644.78	388.00	82,032.78	71.19
Barker, S.	Gis Technician	75,208.68	388.00	75,596.68	4,817.87
Barry, M.	Transportation Services Coordinator	90,613.32	388.00	91,001.32	71.19
Baryski, B.	Technical Services Coordinator	101,854.74	388.00	102,242.74	2,604.48
Bastarache, S.	Handydart Driver	74,039.15	1,348.00	75,387.15	71.19
Beattie, L.	Serviceperson Driver	98,223.30	-	98,223.30	71.19
Beaubier, J.	Climate Change & Resilience Coordinator	93,341.55	388.00	93,729.55	778.46
Beaumont, D.	Operator 2	92,152.17	291.70	92,443.87	3,132.03
Behnke, J.	Parks Planner	85,002.47	908.00	85,910.47	3,452.28
Bentley, P.	Serviceperson Driver	102,079.89	388.00	102,467.89	71.19
Besseling, L.	Operator 3	103,808.84	388.00	104,196.84	1,058.73
Block, P.	Serviceperson Driver	102,676.14	780.00	103,456.14	71.19
Bohn, L.	Building Official, Level 1	82,862.86	388.00	83,250.86	1,176.98
Boogaards, S.	Senior Planner, Long Range Planning	87,274.82	868.00	88,142.82	1,254.43
Borzelli, K.	Serviceperson Driver	90,563.79	388.00	90,951.79	71.19
Boyd, G.	Handydart Driver	74,651.01	388.00	75,039.01	71.19
Boyer, K.	Chief Mechanic	109,070.10	388.00	109,458.10	341.18
Brooks, T.	Serviceperson Driver	87,780.24	388.00	88,168.24	71.19
Brownlee, R.	Recreation Coordinator	80,940.35	388.00	81,328.35	1,360.49
Brugge, C.	Drinking Water Watershed Stewardship Coordinator	75,404.96	388.00	75,792.96	331.16
Buick, A.	Planner	85,935.62	2,108.00	88,043.62	1,255.51
Bull, D.	Chief Facilities Operator	95,819.97	388.00	96,207.97	118.00
Byrd, J.	Senior Electrician	106,601.74	868.00	107,469.74	1,173.95
Callaghan, J.	Equipment Operator	76,095.46	-	76,095.46	757.29
Campbell, D.	Serviceperson Driver	80,523.21	388.00	80,911.21	71.19
Carr, T.	Serviceperson Driver	84,632.46	388.00	85,020.46	71.19
Carr, K.	Serviceperson Driver	87,950.93	388.00	88,338.93	71.19
Catbagan, P.	Chief Facilities Operator	87,630.66	508.00	88,138.66	2,486.58
Chavez, J.	Serviceperson Driver	92,942.96	388.00	93,330.96	71.19
Chays, C.	Operator 3	104,198.36	388.00	104,586.36	4,508.07
Childs, M.	Information Technologist	96,280.23	388.00	96,668.23	2,882.59
Choi, B.	Serviceperson Driver	137,754.71	-	137,754.71	71.19
Churko, D.	Engineering Technologist	82,498.28	518.00	83,016.28	1,153.73
Clark, J.	Serviceperson Driver	94,759.85	388.00	95,147.85	71.19
Clarke, S.	Operator 2	97,376.48	388.00	97,764.48	2,699.14
Cleveland, R.	Serviceperson Driver	84,018.88	388.00	84,406.88	71.19
Cobb, R.	Serviceperson Driver	75,321.25	388.00	75,709.25	71.19
Commentucci, S.	Solid Waste Operations Coordinator	83,180.46	388.00	83,568.46	333.61

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
Dadzie, P.	Serviceperson Driver	120,498.06	-	120,722.76	71.19
Dingjan, S.	Serviceperson Driver	109,166.57	388.00	109,554.57	71.19
Dorken, H.	Chief Operator Water Services	109,010.69	1,756.05	110,766.74	2,643.14
Entesary, R.	Serviceperson Driver	81,134.03	388.00	81,522.03	71.19
Fader, K.	Natural Areas Operations Coordinator	93,951.97	388.00	94,339.97	2,513.18
Foster, M.	Building Official 3	96,278.99	388.00	96,666.99	2,428.54
Fraser, C.	Serviceperson Driver	89,150.33	-	89,150.33	71.19
Friend, K.	Serviceperson Driver	76,066.42	388.00	76,454.42	469.78
Friesen, L.	Parks Technician	78,468.97	388.00	78,856.97	1,825.22
Gaspardonce, S.	Transportation Services Mechanic	113,436.17	388.00	113,824.17	-
Gates, M.	Arena Maintenance Worker	93,652.77	388.00	94,040.77	-
Ghasemi, S.	Senior Laboratory Technician	93,606.73	1,948.00	95,554.73	2,631.89
Gill, S.	Serviceperson Driver	92,004.14	-	92,004.14	71.19
Gill, H.	Serviceperson Driver	86,459.01	-	86,459.01	71.19
Gorski, D.	Serviceperson Driver	75,091.95	-	75,091.95	71.19
Gossett-Jackson, N.	Dispatcher	110,462.84	748.00	111,210.84	932.93
Grandinetti, L.	Serviceperson Driver	78,359.47	-	78,359.47	71.19
Green, G.	Transportation Services Mechanic	103,664.69	388.00	104,052.69	91.19
Griffin, M.	Transportation Services Coordinator	90,039.76	388.00	90,427.76	501.65
Hagedorn, D.	Information Technologist	82,333.23	388.00	82,721.23	2,544.57
Hahndel, S.	Serviceperson Driver	77,425.41	844.20	78,269.61	71.19
Hale, B.	Utilities Coordinator Maintenance & Operations	107,549.13	388.00	107,937.13	748.91
Hallett, G.	Serviceperson Driver	87,086.40	388.00	87,474.40	71.19
Hamilton, J.	Serviceperson Driver	78,366.42	388.00	78,754.42	-
Hann, E.	Building Inspection Supervisor	88,916.08	853.00	89,769.08	2,447.47
Harris, K.	Planner, Long-Range Planning	86,724.80	388.00	87,112.80	1,391.23
Harrison, W.	Serviceperson Driver	87,069.03	480.00	87,549.03	71.19
Hass, M.	Building Official 1	80,039.75	388.00	80,427.75	1,346.78
Henley, K.	Serviceperson Driver	85,217.63	388.00	85,605.63	71.19
Herman, J.	Operator 3	92,721.81	388.00	93,109.81	1,942.06
Hermanson, C.	Engineering Technologist	83,005.03	388.00	83,393.03	2,367.67
Hetherington, D.	Mechanic	105,843.95	388.00	106,231.95	1,350.31
High, J.	Serviceperson Driver	76,914.97	388.00	77,302.97	71.19
Hobbs, V.	Payroll Clerk	81,179.80	388.00	81,567.80	894.73
Hogeweide, K.	Serviceperson Driver	76,231.50	388.00	76,619.50	71.19
Hoover, C.	Chief Operator	116,954.05	1,648.00	118,602.05	4,692.67
Huggins, S.	Serviceperson Driver	89,960.36	388.00	90,348.36	71.19
Hunt, K.	Financial Analyst I	88,846.68	388.00	89,234.68	2,221.67
Ignacio, C.	Serviceperson Driver	103,354.87	388.00	103,742.87	71.19
Irvine, R.	Serviceperson Driver	87,220.13	868.00	88,088.13	71.19
James, C.	Serviceperson Driver	86,687.68	960.00	87,647.68	71.19
Jaworski, L.	Senior Utilities Operator	118,533.84	388.00	118,921.84	5,198.04

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
Jones, L.	Serviceperson Driver	83,657.88	388.00	84,045.88	71.19
Jordan, C.	Recreation Coordinator	80,310.13	1,348.00	81,658.13	548.27
Kain, R.	Handydart Dispatcher	82,612.48	98.40	82,710.88	71.19
Kane, P.	Operator 2	83,692.89	388.00	84,080.89	476.12
Karod, S.	Serviceperson Driver	83,003.91	-	83,003.91	71.19
Karod, N.	Serviceperson Driver	85,712.99	388.00	86,100.99	71.19
Kattner, R.	Serviceperson Driver	87,658.25	-	87,658.25	71.19
Kaye, J.	Chief Electrician	121,498.72	388.00	121,886.72	2,293.32
Keller, G.	Senior Planner	98,942.92	868.00	99,810.92	2,088.08
Keogh, T.	Serviceperson Driver	79,926.83	843.00	80,769.83	591.12
Kerman, C.	Senior Operator - Wastewater Services	98,622.83	388.00	99,010.83	2,121.84
Klassen, D.	Bylaw Enforcement Officer	97,502.38	868.00	98,370.38	708.41
Kobe, J.	Serviceperson Driver	110,823.86	388.00	111,211.86	71.19
Kunjumon, J.	Operator 1	79,434.19	388.00	79,822.19	5,247.37
Kupferschmidt, W.	Aquatic Team Leader	79,998.80	388.00	80,386.80	500.42
Kuziek, P.	Serviceperson Driver	85,582.45	-	85,582.45	71.19
Kuziek, M.	Handydart Driver	86,174.15	-	86,174.15	71.19
Laffin, D.	Serviceperson Driver	75,863.26	388.00	76,251.26	71.19
Lamont, C.	Junior Utilities Operator	77,395.67	388.00	77,783.67	3,106.07
Lancaster, B.	Utilities Coordinator - Water Quality	120,731.75	388.00	121,119.75	815.51
Lapensee, T.	Road Support Agent	109,786.66	388.00	110,174.66	241.59
Legood, D.	Serviceperson Driver	103,291.67	388.00	103,679.67	71.19
Leier, G.	Information Systems Technologist	81,535.47	388.00	81,923.47	2,865.68
Leigh, C.	Serviceperson Driver	93,814.25	704.70	94,538.95	71.19
Leland, R.	Handydart Driver	96,864.50	388.00	97,252.50	71.19
Lepoidevin, M.	Serviceperson Driver	82,598.08	868.00	83,466.08	173.18
Liew, A.	Serviceperson Driver	85,158.03	388.00	85,546.03	71.19
Lightburn, J.	Serviceperson Driver	86,887.17	-	86,887.17	71.19
Limpus, A.	Engineering Technologist	82,342.55	388.00	82,730.55	2,362.92
Lindenthaler, N.	Road Support Agent	82,263.84	388.00	82,651.84	131.19
Lotzien, T.	Senior Operator	96,013.25	868.00	96,881.25	1,730.02
Lundman, I.	Chief Operator	112,106.22	3,726.34	115,832.56	5,084.26
Lunn, M.	Handydart Driver	79,255.73	388.00	79,643.73	71.19
Luxford, H.	Serviceperson Driver	78,354.83	388.00	78,742.83	71.19
Mack, D.	Serviceperson Driver	86,081.82	64.20	86,146.02	71.19
Macleod, S.	Environmental Technologist	99,422.98	388.00	99,810.98	2,388.44
Maguire, S.	Serviceperson Driver	97,532.28	2,040.00	99,572.28	188.18
Malczewska, A.	Building Official 2	82,858.09	908.00	83,766.09	3,509.70
Marks, L.	Planner	85,358.43	548.00	85,906.43	1,378.57
Matthews, J.	Transit Dispatcher	96,579.91	-	96,579.91	71.19
Mccallum, J.	Engineering Technician	74,740.19	388.00	75,128.19	149.63
Mccue, E.	Special Projects Coordinator, Solid Waste	82,148.96	388.00	82,536.96	678.11

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
Mcculloch, E.	Senior Parks Planner	93,521.39	388.00	93,909.39	153.85
Mcindoe, D.	Serviceperson Driver	74,074.47	1,168.00	75,242.47	71.19
Miller, K.	Bylaw Enforcement Officer	76,209.84	1,228.00	77,437.84	544.52
Modeste, D.	Serviceperson Driver	90,625.63	388.00	91,013.63	71.19
Moore, S.	Serviceperson Driver	88,699.82	388.00	89,087.82	71.19
Mueller, L.	Wastewater Program Coordinator	85,272.34	388.00	85,660.34	3,607.79
Mullen, B.	Serviceperson Driver	83,810.39	224.70	83,810.39	71.19
Nayyar, D.	Serviceperson Driver	82,171.12	-	82,171.12	71.19
Negrin, J.	Building Operator, Facilities & Fleet	75,776.78	868.00	76,644.78	151.00
Newberry, J.	Recreation Coordinator	80,285.77	388.00	80,673.77	-
Newton, P.	Gis Technician	76,895.58	388.00	77,283.58	2,134.31
Norum, S.	Wastewater Coordinator	85,283.74	868.00	86,151.74	6,156.71
Notley, S.	Operator 1	77,853.84	388.00	78,241.84	1,464.75
Oman, T.	Parks Technician	85,411.67	388.00	85,799.67	2,853.18
Parenteau, B.	Handydart Driver	76,290.81	388.00	76,678.81	71.19
Park, T.	Serviceperson Driver	80,769.80	-	80,769.80	71.19
Parkin, A.	Serviceperson Driver	74,866.34	388.00	75,254.34	71.19
Poroliseanu, F.	Business Applications & Database Specialist	112,265.49	388.00	112,653.49	2,697.50
Powell, R.	Chief Laboratory Technician	101,181.59	388.00	101,569.59	4,402.85
Pridmore, R.	Accountant	92,208.26	388.00	92,596.26	2,596.85
Qualizza, A.	Serviceperson Driver	85,690.31	388.00	86,078.31	71.19
Racette, E.	Shop Chargehand	115,552.37	388.00	115,940.37	91.19
Raddysh, N.	Transportation Services Trainer	101,173.06	868.00	102,041.06	131.19
Rafter, D.	Arena Maintenance Worker	89,181.90	388.00	89,569.90	118.00
Reimer, D.	Serviceperson Driver	77,609.60	-	77,609.60	71.19
Reynes, P.	Planner	85,345.06	388.00	85,733.06	724.57
Riley, T.	Senior Millwright	98,679.51	388.00	99,067.51	1,524.18
Ritchie, B.	Serviceperson Driver	92,394.01	388.00	92,782.01	71.19
Roach, J.	Transit Trainer	94,768.34	388.00	95,156.34	866.24
Roberts, G.	Utilities Operator	82,804.99	388.00	83,192.99	2,993.16
Robillard, K.	Gis Coordinator	98,347.56	388.00	98,735.56	2,918.94
Rodriguez, N.	Serviceperson Driver	80,534.40	1,560.00	82,094.40	113.45
Sandhu, L.	Serviceperson Driver	88,391.68	-	88,391.68	71.19
Schan, L.	Serviceperson Driver	83,313.33	388.00	83,701.33	71.19
Schile, J.	Senior Planner, Long-Range Planning	77,357.23	291.70	77,648.93	701.81
Schwartz, D.	Serviceperson Driver	77,127.70	388.00	77,515.70	71.19
Scow, G.	Serviceperson Driver	90,768.43	388.00	91,156.43	71.19
Sedola, C.	Serviceperson Driver	85,052.21	388.00	85,440.21	71.19
Sedun, E.	Parks Operations Coordinator	95,096.22	388.00	95,484.22	1,625.91
Sharma, M.	Serviceperson Driver	76,194.76	-	76,194.76	71.19
Short, A.	Serviceperson Driver	90,026.19	388.00	90,414.19	71.19

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES**  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
Shortman, J.	Road Support Agent	99,678.46	291.70	99,970.16	131.19
Sidhu, G.	Serviceperson Driver	76,722.12	-	76,722.12	71.00
Singbeil, J.	Senior Operator	113,308.18	388.00	113,696.18	4,187.13
Singbeil, D.	Body Shop Person	112,408.13	-	112,408.13	121.18
Skeeles, G.	Transportation Services Mechanic	110,590.81	388.00	110,978.81	71.19
Soucie, W.	Client Services Coordinator	78,759.19	388.00	79,147.19	5,380.18
Stefaniw, T.	Smartbus Technologies Coordinator	152,858.71	388.00	153,246.71	71.19
Stephen, A.	Recreation Coordinator - Aquatics	77,468.68	388.00	77,856.68	1,980.03
Stevens, N.	Equipment Operator	78,342.48	-	78,342.48	593.36
Stockand, C.	Equipment Operator	82,001.85	388.00	82,389.85	562.69
Storozuk, J.	Handydart Driver	80,290.86	388.00	80,678.86	71.19
Suhan, Z.	Senior Operator	98,776.75	388.00	99,164.75	2,160.76
Syme, S.	Special Projects Coordinator, Solid Waste	74,812.49	388.00	75,200.49	1,779.65
Thomas, N.	Serviceperson Driver	81,654.02	388.00	82,042.02	71.19
Thorne, J.	Recreation Coordinator	80,944.99	388.00	81,332.99	3,200.52
Thornton, H.	Serviceperson Driver	83,621.98	1,168.00	84,789.98	71.19
Tomlinson, M.	Drinking Water Watershed Outreach Coordinator	75,864.16	388.00	76,252.16	658.00
Valade, K.	Recreation Coordinator	77,922.20	1,768.00	79,690.20	1,311.45
Valliquette, L.	Monitoring Network Coordinator	75,493.30	388.00	75,881.30	5.21
Van Ossenbruggen, C.	Parks Operations Coordinator	91,478.91	388.00	91,866.91	105.33
Van Sickle, L.	Serviceperson Driver	75,132.53	388.00	75,520.53	71.19
Vandeppear, R.	Serviceperson Driver	78,511.47	388.00	78,899.47	71.19
Vander Klok, J.	Parks Planner	85,549.84	388.00	85,937.84	4,092.69
Wagenaar, M.	Laboratory Technician	92,128.30	-	92,128.30	1,717.34
Wagner, J.	Serviceperson Driver	85,687.67	780.00	86,467.67	71.00
Warner, D.	Serviceperson Driver	125,594.44	388.00	125,982.44	71.19
Watt, J.	Senior Operator	105,290.40	388.00	105,678.40	2,736.88
Watts, M.	Aquatic Team Leader	85,332.23	388.00	85,720.23	439.11
Webster, P.	Operator 2	115,435.82	388.00	115,823.82	1,341.28
Welz, D.	Senior Utilities Operator	98,989.57	388.00	99,377.57	2,308.13
Westra, M.	Serviceperson Driver	76,735.76	388.00	77,123.76	71.19
Wheldon, D.	Parks Technician	86,895.12	388.00	87,283.12	259.18
White, D.	Serviceperson Driver	93,839.81	388.00	94,227.81	71.19
Wickman, M.	Senior Operator	106,895.86	388.00	107,283.86	1,542.56
Wiebe, R.	Serviceperson Driver	103,253.67	-	103,253.67	71.19
Wiley, K.	Parks Planner	82,957.91	388.00	83,345.91	2,106.50
Wilson, D.	Serviceperson Driver	77,496.16	-	77,496.16	71.19
<b>Total Individual Remuneration Paid over \$75,000</b>		28,556,740.09	256,790.30	28,812,966.41	496,338.23
<b>Total Summary Remuneration Paid under \$75,000</b>		<b>12,497,516.30</b>	<b>161,290.27</b>	<b>12,659,370.55</b>	<b>115,399.74</b>

REGIONAL DISTRICT OF NANAIMO  
SCHEDULE OF EMPLOYEE REMUNERATION AND EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2024

Employee Name	Position	Base Remuneration <sup>1</sup>	Other Remuneration <sup>2</sup>	Total Remuneration	Expenses <sup>3</sup>
Total Remuneration and Expenses Paid		\$ 41,054,256.39	\$ 418,080.57	\$ 41,472,336.96 <sup>4</sup>	\$ 611,737.97

<sup>1</sup>Base remuneration includes any form of salary, wages, gratuities, taxable benefits, payment into trust or any form of income deferral paid by the corporation to the employee or on behalf of the employee during the fiscal year being reported upon, whether or not such remuneration is reported under the Income Tax Act (Canada), but does not include anything payable under a severance agreement.

<sup>2</sup>Other Remuneration includes Employer Health Tax premiums, group life insurance benefits, vehicle benefits, bonuses as well as one time payouts such as retiring allowances. It also includes overtime in relation to an EOC that was compensated by the Province.

<sup>3</sup>Expenses as defined by the Financial Information Act includes travel expenses, memberships, tuition, relocation, vehicle leases, extraordinary hiring expenses, registration fees and similar amounts paid directly to an employee, or to a third party on behalf of the employee, and which has not been included in 'remuneration', is not limited to expenses that are generally perceived as perquisites, or bestowing personal benefit, and may include expenditures required for employees to perform their job functions, and excludes benefits of a general nature applicable to all employees pursuant to an agreement such as medical, dental, counselling, insurance and similar plans. Parking and meals are also included in expenses.

<sup>4</sup>The variance between the financial statements and the total earnings paid on the Statement of Remuneration and Expenses is due to several factors including:

'-the Statement of Remuneration and Expenses is based on actual payments made in the year whereas the financial statement figure is based on accruals.  
'-the financial statements include employee benefits expenses including Municipal Pension Plan premiums, Employment Insurance premiums, Canada Pension Plan contributions, Long Term Disability, Medical, Dental and WorkSafe premiums.

**REGIONAL DISTRICT OF NANAIMO  
SCHEDULE OF SEVERANCE AGREEMENTS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

There was one severance agreement under which payments commenced between the Regional District of Nanaimo and its non-unionized employee during fiscal year 2024.

This agreement represents 9 months of compensation based on the value of salary and benefits.



**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
43K WILDERNESS SOLUTIONS	\$ 135,478.41
A C E COURIER SERVICES	37,306.68
A C TAXI LTD	26,720.24
ABOVE AND BEYOND CUSTOM BUILDING	149,770.14
ACCESSHR INC	39,286.65
ACKLANDS GRAINGER INC	73,759.26
ACURA EMBEDDED SYSTEMS INC	32,584.30
AECOM CANADA LIMITED	2,816,702.39
AEROQUEST MAPCON INC	44,112.60
AIRBORNE UNDERWATER GEOPHYSICAL SIGNALS	31,740.80
ALFA LAVAL INC	289,369.89
ALLMAN SAFETY CONSULTING CORP	27,929.05
ALLNORTH CONSULTANTS LIMITED	224,849.23
ALUMICHEM CANADA INC	572,015.09
AMAZON	69,265.53
ANDREW SHERET LIMITED	78,211.83
AQUATIC INFORMATICS ULC	36,461.04
AQUILLA ARCHAEOLOGY	60,161.19
ARCHIE JOHNSTONE PLUMBING & HEATING LTD	192,870.80
ARROWSMITH COMMUNITY RECREATION ASSOCIATION	87,830.62
ASLAN VENTURES INC	43,721.68
ASSOCIATED ENGINEERING (BC) LTD	32,498.56
ASSOCIATED FIRE SAFETY	44,865.31
AURORA DESIGN GROUP LTD	218,159.85
AVENUE MACHINERY	132,181.05
AWC PROCESS SOLUTIONS LTD	48,607.51
BC HYDRO	1,774,028.46
BC MUNICIPAL SAFETY ASSOCIATION	25,160.65
BC TRANSIT	8,966,140.77
BDO CANADA LLP	27,613.39
BEAVER ELECTRICAL MACHINERY LTD	285,764.73
BELZONA MOLECULAR (BC) LTD	29,397.20
BERK'S INTERTRUCK LTD	30,554.41
BGE INDOOR AIR QUALITY SOLUTIONS LTD	68,545.31
BI PURE WATER (CANADA) INC	30,906.58
BIG ISLAND BUILDING SERVICES LTD	44,647.19

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
BLACK PRESS GROUP LTD	118,226.61
BLOCKTIVITY	31,500.00
BLUE WAVE DEVELOPMENTS LTD	85,025.40
BLUESTONE GOVERNMENT RELATIONS	54,054.00
BOBCAT OF COMOX VALLEY	300,998.75
BOW HORN BAY VOLUNTEER FIRE DEPARTMENT	797,662.95
BOXX MODULAR LP	63,485.38
BRANCHING OUT URBAN FORESTRY	43,659.12
BRANDT TRACTOR LTD	69,795.52
BRECHIN ENGINEERING INC	161,341.72
BRENTWOOD INDUSTRIES INC	1,051,114.31
BRIGHT SPOT CONTENT	56,973.00
BROGAN FIRE & SAFETY	533,505.91
BUDGET SELF STORAGE	35,238.91
BUREAU VERITAS CANADA (2019) INC	43,903.39
CAN WEST MECHANICAL INC	574,171.71
CANADA POST CORPORATION	61,650.71
CANADIAN TIRE	27,200.49
CANADIAN UNION OF PUBLIC EMPLOYEES	531,232.85
CANEM SYSTEMS LTD	28,345.25
CANOE PROCUREMENT GROUP OF CANADA	56,934.06
CD CONSTRUCTION DRILLING INC	76,232.54
CDW CANADA INC	196,959.39
CEDAR COMMUNITY HALL ASSOCIATION	76,713.77
CENTRAL ISLAND TRUCK & TRAILER LTD	26,687.58
CENTRALSQUARE CANADA SOFTWARE INC	106,779.27
CENTURY GROUP INC	813,483.48
CHANDOS BIRD JOINT VENTURE	2,554,411.22
CHEM-AQUA	37,783.72
CINDY NESSELBECK RI	96,659.45
CINTAS	93,192.48
CIP MODULAR	159,269.26
CIRCULAR WASTE BC INC	2,210,381.86
CITY GREEN SOLUTIONS SOCIETY	89,156.54
CITY OF NANAIMO	1,930,026.65
CITY OF PARKSVILLE	1,277,125.02

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
CITY OF SURREY	107,227.00
CITYVIEW	163,376.27
CLEARTECH INDUSTRIES INC	88,518.99
CMF CONSTRUCTION LTD	242,190.11
COAST UTILITY CONTRACTING LTD	959,105.48
COASTAL ANIMAL CONTROL SERVICES OF BC LTD	215,922.59
COASTAL MOUNTAIN FUELS	32,067.01
COLLIERS PROJECT LEADERS INC	181,232.46
COLUMBIA FUELS	792,834.63
COMMUNITY ENERGY ASSOCIATION	41,557.28
CONCENTRIC CONSULTING INC	46,045.84
COPCAN CIVIL LP	77,762.58
CRANBERRY FIRE PROTECTION DISTRICT	104,216.32
CURRENT ENVIRONMENTAL	71,502.29
DASHWOOD VOLUNTEER FIRE DEPARTMENT	803,126.03
DAVE BEDARD & SONS CONTRACTING LTD	70,150.90
DAVID STALKER EXCAVATING LTD	394,941.04
DBL DISPOSAL SERVICES LTD	154,386.59
DEN MAR ELECTRIC LTD	25,626.43
DILLON CONSULTING LIMITED	26,158.97
DISABILITY MANAGEMENT INSTITUTE INC	34,650.00
DOMINION GOVLAW LLP	61,082.77
DRAKE EXCAVATING (2016) LTD	265,953.32
DUECK CHEVROLET BUICK CADILLAC GMC LTD	75,933.35
E B HORSMAN & SON	40,645.82
ELBOW GREASE CLEANING	53,333.32
ELEMENT MATERIALS TECHNOLOGY CANADA INC	29,604.58
ENDRESS & HAUSER CANADA LTD	39,483.85
ERRINGTON VOLUNTEER FIRE DEPARTMENT	813,424.94
ERRINGTON WAR MEMORIAL HALL ASSOCIATION	200,000.00
ESCRIBE SOFTWARE LTD	49,101.36
ESRI CANADA LIMITED	56,425.60
EST ENVIRONMENTAL TECHNOLOGIES LTD	48,020.00
FAIR CONSTRUCTION LTD	101,983.87
FAULKNERBROWNS ARCHITECTURE INC	385,849.05
FEATHERY	27,330.42

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
FISHER SCIENTIFIC LIMITED	143,487.93
FLOCOR INC	29,476.39
FOOTPRINTS SECURITY PATROL INC	281,539.22
FOREMAN EQUIPMENT LTD	330,960.81
FORT GARRY FIRE TRUCKS LTD	1,252,082.74
FORTISBC-NATURAL GAS	195,392.54
FOUNTAIN TIRE	166,505.56
FRASER VALLEY REFRIGERATION LTD	64,317.13
FRIENDS OF FRENCH CREEK CONSERVATION SOCIETY	25,153.45
GABRIOLA COMMUNITY BUS FOUNDATION	216,000.00
GABRIOLA DISPOSAL	33,164.50
GABRIOLA FIRE PROTECTION IMPROVEMENT DISTRICT	25,133.13
GABRIOLA ISLAND CHAMBER OF COMMERCE	28,900.00
GABRIOLA ISLAND RECYCLING ORGANIZATION	94,450.00
GABRIOLA RECREATION SOCIETY	91,866.00
GARDAWORLD CASH SERVICES CANADA CORPORATION	54,198.93
GEOWARE INC	68,319.61
GETSET SOLUTIONS LTD	29,806.83
GFL ENVIRONMENTAL INC	424,077.07
GHD LIMITED	60,871.80
GLOBAL KNOWLEDGE	27,786.43
GOODYEAR CANADA INC	153,202.62
GRAF EXCAVATING COMPANY LTD	48,405.00
GRAPHIC OFFICE INTERIORS LTD	31,321.94
GREATPACIFIC CONSULTING LTD	62,865.15
GREGG DISTRIBUTORS (BC) LTD	82,346.19
GROESS ENVIRONMENTAL SERVICES LTD	30,086.06
GROVER COMMUNICATIONS INC	95,601.40
GRT ENVIRONMENTAL SERVICES (CANADA) LTD	36,763.31
GW SOLUTIONS INC	70,068.60
HABITAT FOR HUMANITY	60,000.00
HACH SALES & SERVICE CANADA LTD	39,763.84
HARBOUR INTERNATIONAL TRUCKS	165,240.22
HARBOUR WEST CONSULTING	142,147.35
HARMAC PACIFIC	80,461.24
HARRIS & COMPANY	71,820.06

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
HARRIS OCEANSIDE CHEVROLET BUICK GMC LTD	111,615.96
HEAVENSCENT CATERING	25,092.20
HEROLD ENGINEERING LIMITED	140,510.00
HOULE ELECTRIC LTD	150,048.47
ICESOFT TECHNOLOGIES HOLDING LTD	30,522.72
ICONIX WATERWORKS LP	56,400.45
IN THE DIRT CONTRACTING LTD	116,634.00
INDUSTRIAL SCAFFOLD SERVICES LP	40,448.35
INEO EMPLOYMENT SERVICES	65,832.90
INFORM PLANNING INC	38,587.51
INSURANCE CORPORATION OF BC	306,912.00
INTER-KRAFT CONTRACTING LTD	53,528.48
INTERNATIONAL DIRECT RESPONSE SERVICES LTD.	35,973.56
INTRAWORKS ELECTRICAL SYSTEMS	35,592.80
IREDALE ARCHITECTURE	70,341.17
IRITEX PUMPS & IRRIGATION INC	31,183.94
ISL ENGINEERING & LAND SERVICES LTD	57,974.13
ISLAND COMMUNICATIONS LTD	26,283.89
ISLAND OVERHEAD DOOR (1979) LTD	30,641.39
ISLAND RADIO LTD	53,859.02
ISLAND TRACTOR & SUPPLY LTD	102,819.20
ISLAND WEST COMMERCIAL MAINTENANCE	31,120.25
IWC EXCAVATION LTD	968,025.81
K&R EXCAVATION AND LANDSCAPE	45,806.25
KEMIRA WATER SOLUTIONS CANADA INC	129,489.36
KERR WOOD LEIDAL ASSOCIATES LTD	535,878.81
KIRK & CO CONSULTING LTD	29,734.28
KMS TOOLS AND EQUIPMENT	45,880.66
KNAPPETT INDUSTRIES (2006) LTD	336,497.10
KNAPPETT PROJECTS INC	71,326.71
KOERS & ASSOCIATES ENGINEERING LTD	534,746.08
KPMG LLP	53,046.00
KWELA LEADERSHIP & TALENT MANAGEMENT	34,029.45
L42 SOLUTIONS LTD	34,305.34
LAKESIDE PROPERTY MAINTENANCE	29,776.67
LAMAR COMPANIES	32,655.00

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
LANARC 2015 CONSULTANTS LTD	36,697.94
LAYFIELD CANADA LTD	180,606.83
LEUCO CONSTRUCTION INC	196,280.02
LEWKOWICH ENGINEERING ASSOCIATES LTD	25,810.11
LIDSTONE & COMPANY	120,936.64
LIGHTHOUSE COMMUNITY CENTRE SOCIETY	190,887.83
LUCAS DESIGN	38,188.50
LYNN ANN COVEY	32,500.00
MACK SALES & SERVICE	243,370.41
MADILL THE OFFICE COMPANY	124,643.64
MAGNUM DISPOSAL SERVICES	667,317.17
MARK'S	26,298.31
MCELHANNEY LTD	74,719.65
MCGARRIGLE WOODWORKING	72,458.32
MCTAVISH RESOURCE & MANAGEMENT CONSULTANTS	49,074.47
MELANY HELMER	96,376.92
MEQUIPCO LTD	42,172.88
METRO TESTING + ENGINEERING	37,498.91
MFR RESOLUTIONS CONSULTING CORP	53,421.11
MICROSOFT CANADA INC	328,856.59
MID ISLAND TOWING & TRANSPORT LTD	33,763.10
MILESTONE EQUIPMENT CONTRACTING INC	621,816.38
MILNER GROUP VENTURES INC	319,207.12
MINISTER OF FINANCE	204,655.07
MIRANDA CONSTRUCTION LTD	45,349.39
MJR TREE SERVICE	35,847.00
MNP LLP	52,678.50
MONK OFFICE	262,659.06
MOTION INDUSTRIES CANADA INC	98,785.73
MPE ENGINEERING LTD	54,061.43
MUNICIPAL INSURANCE ASSOCIATION OF BC	938,152.91
MUNICIPAL PENSION PLAN	2,800,460.36
NAI COMMERCIAL CENTRAL VANCOUVER ISLAND LTD	1,057,135.60
NANAIMO AND AREA LAND TRUST	60,799.11
NANOOSE BAY ACTIVITIES & RECREATION SOCIETY	109,540.32
NELSON ROOFING & SHEET METAL LTD	376,940.56

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
NETZSCH CANADA INC	89,035.94
NEWCASTLE ENGINEERING LTD	47,478.37
NOORT INVESTMENTS	124,746.47
NORATEK SOLUTIONS INC	25,208.96
NORS CONSTRUCTION EQUIPMENT CANADA GW	578,240.88
NORTH ARROW LANDSCAPES	39,576.36
NORTH CEDAR IMPROVEMENT DISTRICT	105,321.25
NORTH ISLAND 911 CORP	736,263.33
NORTHWEST HYDRAULIC CONSULTANTS LTD	166,495.08
OLD MOON DIGITAL INC	31,710.00
ONO TRADING CO CANADA LTD	32,067.97
OPTIMIL MACHINERY INC	37,892.76
ORCA HEALTH & SAFETY CONSULTING INC	68,151.52
P AND R TRUCK CENTRE	41,532.64
PAC HILL ELEVATORS LTD	72,392.25
PACIFIC BLUE CROSS	2,883,499.27
PACIFIC CHEVROLET	81,562.33
PACIFIC MILL INSTALLATIONS LTD	83,992.84
PACIFIC NORTHWEST RAPTORS LTD	117,049.28
PARKSVILLE HEAVY EQUIPMENT	66,418.89
PAUL SANDLAND'S MOBILE WELDING INC	90,064.89
PBX ENGINEERING LTD	203,854.54
PEAK GEOSPATIAL INC	27,283.50
PEOPLE FOR A HEALTHY COMMUNITY ON GABRIOLA SOCIETY	34,304.23
PHOENIX GROUNDS MAINTENANCE LTD	54,472.04
PIPE-EYE VIDEO INSPECTIONS & SERVICES	33,460.67
PLAY ENVY	199,539.38
POLAR ENGINEERING	114,454.01
PORTWEST WASH SYSTEMS	40,286.03
PRAXIS ARCHITECTS INC	100,757.80
PREP ENERGY LIMITED	438,628.28
PRIME ENGINEERING LTD	28,547.88
PRINT THREE	42,770.61
PRIVACYWORKS CONSULTING INC	218,373.95
PRO-TECH FIRE & SAFETY INC	44,375.81
PSD CITYWIDE INC	41,342.92
QED ENVIRONMENTAL SYSTEMS	61,542.79
R & M COASTAL CONTRACTING LTD	29,604.75
RAINCOAST EROSION CONTROL LTD	40,246.50
RC STRATEGIES INC	46,116.00

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
RECEIVER GENERAL FOR CANADA	2,253,950.61
RED WILLIAMS WELL DRILLING LTD	214,088.06
REGENCY COMMERCIAL CLEANING LTD	50,749.08
REHRIG PACIFIC COMPANY	146,743.00
REVELSTOKE IRON GRIZZLY	69,580.00
RICOH CANADA INC	64,949.51
RIDGELINE MECHANICAL LTD	829,851.38
RITE-WAY FENCING (2000) INC	85,082.56
RLC ENTERPRIZE LTD	324,878.78
ROPER GREYELL LLP	212,830.76
ROUTEWARE CANADA INC	38,579.38
SAYWELL CONTRACTING LTD	3,447,915.36
SCG PROCESS	94,678.08
SCHOOL DISTRICT NO 68	50,147.75
SCHOOL DISTRICT NO 69	273,305.42
SCOUT TALENT INC	29,841.00
SEA LION CONSULTING LTD	130,126.75
SECURCO SERVICES INC	25,314.45
SECURE ENERGY	326,273.14
SHAW CABLE	63,150.18
SHAW ELECTRICAL SERVICES LTD	176,018.33
SHI CANADA ULC	460,122.04
SHIELD LANDSCAPING LTD	34,374.43
SHORING SIGNFAST SIGNS	25,243.13
SIMSON MAXWELL	126,946.01
SKEANS PNEUMATIC & AUTOMATION INC	40,031.54
SMITHSCAPE LANDSCAPE CONSTRUCTION LTD	31,845.00
SMS EQUIPMENT INC	59,110.47
SOLINST CANADA LTD	30,455.93
SOUTHWESTERN FLOWTECH & ENVIRONMENTAL LTD	63,798.00
SPARTAN CONTROLS LTD	27,213.62
SPI HEALTH & SAFETY INC	38,664.19
STAFFQUEST PLACEMENT GROUP INC	40,814.88
STANTEC CONSULTING LTD	29,914.51
STAR WEST PETROLEUM LTD	102,103.07
STRAIN LANDSCAPES LTD	56,599.63
STRATHCONA TREE CARE	77,926.80
SUMMIT VALVE & CONTROLS INC	53,789.69
SYLVIS ENVIRONMENTAL SERVICES INC	899,291.59
TELUS COMMUNICATIONS	94,966.37



**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
TELUS HEALTH (CANADA) LTD	33,497.70
TELUS MOBILITY	142,693.44
TELUS SERVICES INC	129,502.62
TEST RIGHT RIGGING LTD	38,192.36
THE HOME DEPOT	32,481.91
TIMELYNE ELECTRICAL SERVICES	27,747.30
TOWN OF QUALICUM BEACH	527,058.95
TRANE CANADA	96,634.43
TRITECH GROUP LTD	1,557,546.32
ULINE CANADA CORPORATION	99,172.40
UNITED RENTALS OF CANADA INC	170,278.52
UNIVAR SOLUTIONS CANADA LTD	66,692.31
UPANUP STUDIOS INC	32,014.50
UPTIME REFRIGERATION	43,699.29
VAN ISLAND PLASTIC FACTORY LTD	25,048.41
VAN ISLE WATER	55,836.06
VANCOUVER ISLAND UNIVERSITY	89,971.15
VAN-ISLE AGGREGATES LTD	41,939.60
VI ISLAND CLEANING SUPPLIES LTD	63,462.14
VICTORIA BATTERY LTD	36,300.88
WAJAX LIMITED	29,373.55
WASP MANUFACTURING LTD	82,952.42
WASTE CONNECTIONS OF CANADA INC	4,277,678.79
WASTE'N WATERTECH LTD	42,623.97
WATER3 INNOVATION INC	42,262.50
WELLINGTON FOUNDRY LTD	56,122.77
WEST COAST FORD LINCOLN	68,609.53
WESTBURNE WEST	249,589.90
WESTECH INDUSTRIAL LTD	158,124.63
WFR WHOLESALE FIRE & RESCUE LTD	35,296.19
WILLIAMSON & ASSOCIATES	32,332.93
WINDSOR PLYWOOD PARKSVILLE	26,867.83
WOLSELEY CANADA INC	162,320.81
WORKSAFEBC	1,312,402.57
WSP CANADA INC	247,492.20
WSP E&I CANADA LIMITED	161,122.08
XTEND RENTALS & SAFETY	54,130.65
YOUNG ANDERSON BARRISTER & SOLICITORS	160,351.43
ZINC STRATEGIES INC	40,618.81

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF PAYMENTS FOR SUPPLIES AND SERVICES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Supplier</b>	<b>Amount</b>
<b>Total Suppliers paid over \$25,000</b>	<b>86,267,513.87</b>
<b>Total Suppliers paid under \$25,000</b>	<b>5,850,199.63</b>
<b>Total Suppliers paid</b>	<b>\$ 92,117,713.50</b>

The Regional District prepares its records using generally accepted accounting principles. This will result in differences between amounts recorded as an expense in the financial statements and the amount paid to a vendor in the year. The amounts reported here represent actual cash outlays in 2024 - some of which relate to goods or services received and recorded in 2023.

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF COMMUNITY GRANTS AND CONTRIBUTIONS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Recipient</b>	<b>Amount</b>
893 BEAUFORT SQUADRON AIR CADETS	\$ 1,500.00
ARROWSMITH AGRICULTURAL ASSOCIATION	7,210.00
ARROWSMITH COMMUNITY JUSTICE SOCIETY	30,000.00
ARROWSMITH COMMUNITY RECREATION ASSOCIATION	5,260.00
ARROWSMITH SEARCH & RESCUE SOCIETY	80,000.00
B & R EMERGENCY INC	25,139.82
BALLENAS SECONDARY SCHOOL	1,500.00
BCCD PLANNING & FUNDING COMMITTEE 2024	2,500.00
BOWSER ELEMENTARY SCHOOL PAC	1,500.00
BOWSER TENNIS CLUB	2,000.00
CEDAR FARMERS MARKET AGRICULTURAL SOCIETY	1,200.00
CITY OF NANAIMO	15,000.00
CITY OF PARKSVILLE	20,000.00
COASTAL INVASIVE SPECIES COMMITTEE SOCIETY	3,700.00
CORCAN MEADOWOOD RESIDENTS ASSOCIATION	2,500.00
DASHWOOD VOLUNTEER FIRE DEPARTMENT	15,846.49
ECHO PLAYERS SOCIETY	5,000.00
ERRINGTON ELEMENTARY SCHOOL PAC	1,500.00
ERRINGTON PRESCHOOL PARENTS SOCIETY	2,000.00
ERRINGTON WAR MEMORIAL HALL ASSOCIATION	2,500.00
EXTENSION & DISTRICT RECREATION SOCIETY	12,000.00
FORWARD HOUSE COMMUNITY SOCIETY	2,500.00
FRIENDS OF NANOOSE LIBRARY SOCIETY	2,000.00
GABRIOLA ARTS COUNCIL	7,500.00
GABRIOLA COMMONS FOUNDATION	5,000.00
GABRIOLA ISLAND CHAMBER OF COMMERCE	40,000.00
GABRIOLA LAND & TRAILS TRUST	12,675.00
GABRIOLA SONGS SOCIETY	2,700.00
GIRL GUIDES OF CANADA	1,000.00
HABITAT FOR HUMANITY	20,000.00
HELP UKRAINE VANCOUVER ISLAND SOCIETY	5,000.00
JOHN HOWARD SOCIETY	5,000.00
JONANCO HOBBY WORKSHOP ASSOCIATION	2,500.00
KWALIKUM SECONDARY SCHOOL 2024 DRY GRAD	2,500.00
LADYSMITH VICTIM SERVICES	1,000.00
LIGHT HOUSE SUSTAINABILITY SOCIETY	18,600.00
LIGHTHOUSE COMMUNITY CENTRE SOCIETY	30,000.00
LIGHTHOUSE COUNTRY BUSINESS ASSOCIATION	2,500.00
LIGHTHOUSE COUNTRY MARINE SAR SOCIETY	17,500.00

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF COMMUNITY GRANTS AND CONTRIBUTIONS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Recipient</b>	<b>Amount</b>
LOAVES & FISHES COMMUNITY FOOD BANK	85,955.00
MAC SCHOOL FOR THE CREATIVE ARTS	1,000.00
MID ISLAND AIR SEARCH AND RESCUE SOCIETY	5,968.83
MID VANCOUVER ISLAND ELDER COLLEGE SOCIETY	2,500.00
MID-ISLAND PENSIONERS & HOBBYISTS ASSOCIATION	7,050.00
NANAIMO DISC GOLF CLUB	1,500.00
NANAIMO MARINE RESCUE SOCIETY (RCMSAR-27)	22,500.00
NANAIMO SEARCH & RESCUE SOCIETY	29,975.00
NANOOSE BAY ACTIVITIES & RECREATION SOCIETY	950.00
OCEANSIDE BUILDING LEARNING TOGETHER SOCIETY	2,500.00
OCEANSIDE COMMUNITY ARTS COUNCIL	1,500.00
OCEANSIDE COMMUNITY MAKERSPACE SOCIETY	1,500.00
OCEANSIDE COMMUNITY SAFETY VOLUNTEERS	67,220.00
OCEANSIDE FOOTBALL CLUB	2,500.00
OCEANSIDE HOSPICE SOCIETY	2,000.00
OCEANSIDE TRACK & FIELD CLUB	2,500.00
OCEANSIDE VOLLEYBALL CLUB	2,000.00
OCEANSIDE YOUTH 4 YOUTH SOCIETY	5,500.00
OCEANSIDE YOUTH FOOTBALL ASSOCIATION	2,500.00
PACIFIC COAST STAGE COMPANY	8,078.00
PARKSVILLE & DISTRICT HISTORICAL SOCIETY	7,500.00
PARKSVILLE & DISTRICT MUSICAL ASSOCIATION	2,500.00
PARKSVILLE INDOOR SLOW PITCH LEAGUE	1,100.00
PQB FRUIT TREE FOUNDATION	4,000.00
QUALICUM BEACH HISTORICAL & MUSEUM SOCIETY	1,000.00
QUALICUM BEACH MULTI-USE CINEMA SOCIETY	4,000.00
QUALICUM BEACH PICKLEBALL CLUB	2,500.00
QUAM QWUM STUWIXWULH COMMUNITY SCHOOL	800.00
RAVENSONG AQUATIC CLUB	2,500.00
RAVENSONG MASTERS SWIM CLUB	1,500.00
RISEBRIDGE	3,840.00
ROYAL CANADIAN LEGION - BRANCH 257	6,000.00
SANDY SHORES SKATING CLUB	2,500.00
SD 68 COMMUNITY SCHOOLS	900.00
SILVER SPUR RIDING CLUB	1,500.00
SOURCES COMMUNITY RESOURCES SOCIETY	85,154.46
SYNERGY SUSTAINABILITY INSTITUTE	8,250.00
TAKE A HIKE YOUTH MENTAL HEALTH FOUNDATION	4,000.00
THE FRIENDS OF EARTH INCLUSION SOCIETY	1,000.00

**REGIONAL DISTRICT OF NANAIMO**  
**SCHEDULE OF COMMUNITY GRANTS AND CONTRIBUTIONS**  
 FOR THE YEAR ENDED DECEMBER 31, 2024

<b>Recipient</b>	<b>Amount</b>
THE GABRIOLA ISLAND HISTORICAL & MUSEUM	20,000.00
THE MEN'S CENTRE	3,500.00
THE PORT THEATRE SOCIETY	80,036.00
THE WHALERS FOOTBALL SUPPORT SOCIETY	1,500.00
THE WONDERFUL WORLD OF BOOKS	2,500.00
TOWN OF QUALICUM BEACH	430.00
TRI ATHLETICS SOCIETY	1,200.00
VAN ISLE WALKING SOCCER	800.00
VANCOUVER ISLAND NORTH FILM COMMISSION	50,000.00
YELLOW POINT DRAMA GROUP	4,000.00
<b>Total Community Grants and Contributions</b>	<b>\$ 975,538.60</b>

These amounts are not included in Schedule of Payments for Supplies and Services.