

File No.: 04-1000-20-2021-003

March 22, 2021

s.22(1)

Dear s.22(1)

Re: Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the "Act")

I am responding to your request of December 29, 2020 for:

Records regarding:

- a) Vancouver Police Department presentation to City Council regarding VPD 2021 budget;
- b) Vancouver Police Board presentation to City Council regarding VPD 2021 budget;
- c) City of Vancouver 2021 budget, including detailed breakdown of policing cost budget;
- d) Federal and provincial government pandemic-related subsidies to the City of Vancouver and how these subsidies were allocated;
- e) Any revisions to the City of Vancouver budget for 2020;
- f) Pay raises for non-union salaries in 2020 shown in
 - i. Aggregate dollar amount;
 - ii. Percentage increase; and
 - iii. Line by line per each non-union employee position; and
- g) In the City of Vancouver Annual Financial Report 2019, all breakdowns and calculations of the \$55 million Reserve for Deferred Payroll Costs, including the actuarial valuation completed as at December 31, 2019.

All responsive records are attached*.

*Please note:

- Part one of the responsive record package refers to a and b
- Part two of the responsive record package refers to c, d, and e
- Part three of the responsive record package refers to f (the percentage increase can be calculated using the information in the document)
- Part four of the responsive record package refers to g

Under section 52 of the Act, and within 30 business days of receipt of this letter, you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your FOI request by writing to: Office of the Information & Privacy Commissioner, info@oipc.bc.ca or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number (#04-1000-20-2021-003); 2) a copy of this letter; 3) a copy of your original request; and 4) detailed reasons why you are seeking the review.

Yours truly,

[Signature on file]

Barbara J. Van Fraassen, BA
Director, Access to Information & Privacy

<u>Barbara.vanfraassen@vancouver.ca</u> 453 W. 12th Avenue Vancouver BC V5Y 1V4

*If you have any questions, please email us at foi@vancouver.ca and we will respond to you as soon as possible. Or you can call the FOI Case Manager at 604.871.6584.

Encl.

:ag





CRIME STATS SUMMARY

- Property crime down in 16 of Vancouver's 24 neighbourhoods
- Violent crime is up in 16 of 24
- Serious assaults are up in 19 of 24
- Offensive weapons are up in 13 of 24

PROPERTY CRIME

Br	eak'	and	En	ter
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Commercial B&Es

Arson

Fraud

Theft from auto

Other minor theft

+15%

+18%

+39%

+6%

-37%

-28%

VIOLENT CRIME

- Murders
- Seized firearms
- Serious Assaults
- Offensive weapons
- Domestic Violence
- Hate crime
- Anti-Asian hate crime

- Sexual offences
- Robberies

+56%

+23%

+14%

+9%

+5%

+116%

+878%

-5%

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NEIGHBOURHOOD CRIME

POLICE LINE DO NOT CROSS

POLICE LINE DO NOT CROSS

POLICE



CHINATOWN +55% Commercial Break and Enter: +41% Arson: +24% Mischief: +9% Street Disorder CFS: POLICE LINE DO NOT CROSS

YALETOWN +63% Commercial Break and Enter: +28% Mischief: +14% Assaults: Street Disorder CFS: +9% LICE LINE DO NOT CROSS

GRANVILLE ENTERTAINMENT DISTRICT

- Arson:
- Weapon Offenses:
- Break and Enters:
- Mischief:
- Luugat Hotel:

+133%

+100%

+83%

+23%

+2,215%

POLICE LINE DO NOT CROSS

POLICE LINE DO NOT CROSS

POLIC



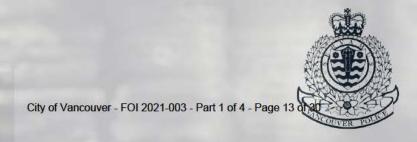
CRIME PERCEPTIONS SURVEY

78% concerned about crime in Vancouver

61% of respondents said crime is worse

CHANGING BEHAVIOURS

■ 33% changed behavior due to crime



NEIGHBOURHOODS AVOIDED

- Downtown Eastside
- Chinatown
- Gastown
- Granville Mall and Entertainment District



IMPACT ON BUSINESSES

• 55% have staff concerned about crime

■ 18% considered moving or closing their business



VPD RESPONSE

- Engaging Community
- Special Projects
- Neighbourhood Response Team
- Targeting Problem Locations
- Overtime/Resources
- Utilizing Analytics

DECRIMINALIZATION OF **POVERTY** AND SUPPORTING **COMMUNITY-LED** INITIATIVES

MENTAL HEALTH





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IN PERSPECTIVE



VPD WORKLOAD 2019 CALLS FOR SERVICE: 265,232

6 CFS/DAY OR 8 OFFICER POSITIONS COST = \$1,051,935

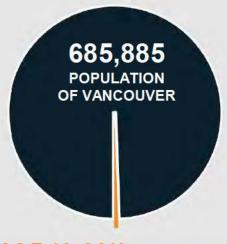
POLICE REQUIRED

POLICE POSSIBLY REQUIRED





HOMELESSNESS



RELATED BYLAW ENFORCEMENT: FIVE BYLAW TICKETS COST = \$283

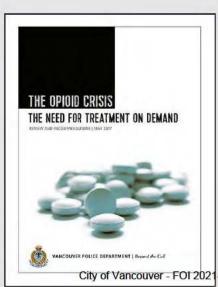
2,095 (0.3%) HOMELESS



19x
MORE LIKELY TO BE A VICTIM
OF CRIME

ADDICTIONS

- Progressive position
- Support safe supply /harm reduction
- Led call for decriminalization
- Naloxone
- VPD Jail





A CLOSER LOOK: DRUG DATA



ESTIMATED COST ON OFFICER HOURS ON THE 16 SIMPLE POSSESSION CHARGES: 64 HOURS = \$4,032

16 (.006%)
SIMPLE DRUG POSSESSION



SEX WORK

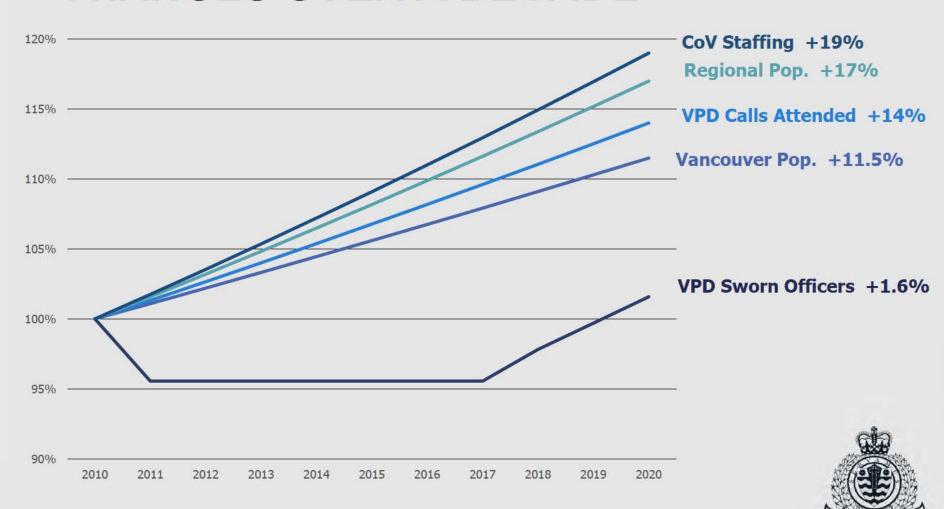
- Safety of sex workers
- Sex Work Guidelines
- Sex Work Liaison Officer 1 officer
- Counter Exploitation Unit (human trafficking, violence against sex workers, child exploitation)

THE VPD HAS NOT ARRESTED OR CHARGED A SEX WORKER FOR THE ACT OF PROSTITUTION SINCE SEPTEMBER 2008

THERE IS NO COST ASSOCIATED WITH POLICING SEX WORKERS IN VANCOUVER



CHANGES OVER A DECADE



City of Vancouver - FOI 2021-003 - Part 1 of 4 - Page 26

BUDGET SCENARIOS

2020 BUDGET \$315.6M

SCENARIO 1

- 1% budget reduction
- 34 less police officers
- Below 2009 officer staffing
- Longer response times
- Reduced services
- Delay implementation of Operational Review

SERVICE REDUCTIONS

- ➤ Reduce officers at CPCs
- ➤ Reduce School Liaison Officers
- Cut staffing in areas such as Community Policing, Diversity, Inclusion & Indigenous Relations
- Eliminate response to lower priority calls for service

\$318.6M

0.9% (increase VPD budget)



BUDGET SCENARIOS

SCENARIO 1

- 1% budget reduction
- 34 less police officers
- Below 2009 staffing
- Longer response times
- Reduced services
- Delay implementation of Year 4 Operational Review

\$318.6M

- = **0.9**% (increase VPD Budget)
- = **0.35%** (tax increase)

SCENARIO 2

- Maintain current staffing
 no 1% budget reduction
- Delay implementation of Year 4 Operational Review
- Comparable response times, workload and public service level
- Status quo budget

\$321.7M

- = **1.9%** (increase VPD Budget)
- **= 0.72** (tax increase)

SCENARIO 3

- Implement Year 4
 Operational Review: 20
 officers & 10 civilians
- Additional funding for CPCs
- Fund Digital Evidence Management

\$326.6M

- = **3.5%** (increase VPD Budget)
- = **1.29%** (tax increase)



IMPACTS

- Livability
- Reputation
- Public trust
- Fear of crime
- Public safety
- Tourism
- Staff burnout
- Impact on business





QUESTIONS?

City of Vancouver Operating Budget (\$000)

Revenue (\$000)	2020 Restated Budget	2021 Approved Budget	Net Change (\$)	Net Change (%)	Notes
Property taxes					
General Levy	844,072	892,325	48,253	5.7%	1
Business Improvement Association levies	12,947	15,154	2,207	17.0%	
Other property tax related	33,608	34,719	1,110	3.3%	
Empty Homes Tax					
Total Property taxes	890,627	942,198	51,571	5.8%	
Utility fees					
Water revenue					
Metered water charges	80,227	80,316	90	0.1%	
Flat-rate water charges	60,033	59,617	(416)	-0.7%	
Meter charges	4,587	4,679	92	2.0%	
Fire line charges	3,400	3,468	68	2.0%	
Other water revenue	509	529	21	4.0%	
Total Water revenue	148,755	148,609	(146)	-0.1%	
Sewer revenue	·		- *		
Metered sewer charges	55,091	60,648	5,557	10.1%	
Flat-rate sewer charges	39,684	43,806	4,123	10.4%	
Industrial waste water fees	1,078	1,099	22	2.0%	
Other sewer revenue	846	863	17	2.0%	
Total Sewer revenue	96,699	106,418	9,718	10.0%	2
Solid Waste revenue		, -	, -		
Collection revenue	36,617	37,202	585	1.6%	
Disposal revenue	,	,	- 		
Tipping fees	33,417	26,775	(6,642)	-19.9%	
Metro & Delta's revenue sharing	5,496	11,318	5,821	105.9%	
Other disposal revenue	2,037	2,289	252	12.4%	
Subtotal Disposal revenue	40,950	40,381	(569)	-1.4%	3
Total Solid Waste revenue	77,567	77,583	16	0.0%	
Neighbourhood Energy revenue	• • •	•			
NEU fixed levy	3,647	4,144	498	13.6%	
NEU energy charge	2,776	3,168	392	14.1%	
NEU connection charge	254	-,	(254)	-100.0%	
Total Neighbourhood Energy revenue	6,677	7,313	635	9.5%	4
Total Utility fees	329,698	339,922	10,223	3.1%	
Into Tatala manuscrita III I I II II	027,070	557,722	,	5.770	

City of Vancouver Operating Budget (continued)

10,892 4,773	5 116			
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4,773	5,440	(5,446)	-50.0%	
	2,339	(2,434)	-51.0%	
4,552	3,115	(1,437)	-31.6%	
199	84	(116)	-58.0%	_
20,417	10,984	(9,433)	-46.2%	5
9,932	9,175	(757)	-7.6%	
4,373	1,218	(3,156)	-72.2%	
2,112	200	(1,912)	-90.5%	
831	365	(466)	-56.1%	
3,355	2,015	(1,340)	-39.9%	
1,122	545	(577)	-51.4%	
42,142	24,501	(17,641)	-41.9%	6
7,642	3,751	(3,891)	-50.9%	
3,227	1,291	(1,936)	-60.0%	
2,524	756	(1,768)	-70.1%	
231	92	(138)	-60.0%	
13,624	5,890	(7,734)	-56.8%	7
2,785	2,805	20	0.7%	
1,602	1,690	88	5.5%	
4,387	4,495	108	2.5%	
791	641	(150)	-19.0%	
455	455	-	0.0%	
1,246	1,096	(150)	-12.0%	
1,124	695	(429)	-38.1%	8
3,557	3,302	(254)	-7.2%	
66,080	39,979	(26,101)	-39.5%	
	4,773 4,552 199 20,417 9,932 4,373 2,112 831 3,355 1,122 42,142 7,642 3,227 2,524 231 13,624 2,785 1,602 4,387 791 455 1,246 1,124 3,557	4,773 2,339 4,552 3,115 199 84 20,417 10,984 9,932 9,175 4,373 1,218 2,112 200 831 365 3,355 2,015 1,122 545 42,142 24,501 7,642 3,751 3,227 1,291 2,524 756 231 92 13,624 5,890 2,785 2,805 1,602 1,690 4,387 4,495 791 641 455 455 1,246 1,096 1,124 695 3,557 3,302	4,773 2,339 (2,434) 4,552 3,115 (1,437) 199 84 (116) 20,417 10,984 (9,433) 9,932 9,175 (757) 4,373 1,218 (3,156) 2,112 200 (1,912) 831 365 (466) 3,355 2,015 (1,340) 1,122 545 (577) 42,142 24,501 (17,641) 7,642 3,751 (3,891) 3,227 1,291 (1,936) 2,524 756 (1,768) 231 92 (138) 13,624 5,890 (7,734) 2,785 2,805 20 1,602 1,690 88 4,387 4,495 108 791 641 (150) 455 455 - 1,246 1,096 (150) 1,124 695 (429) 3,557 3,302 (254)	4,773 2,339 (2,434) -51.0% 4,552 3,115 (1,437) -31.6% 199 84 (116) -58.0% 20,417 10,984 (9,433) -46.2% 9,932 9,175 (757) -7.6% 4,373 1,218 (3,156) -72.2% 2,112 200 (1,912) -90.5% 831 365 (466) -56.1% 3,355 2,015 (1,340) -39.9% 1,122 545 (577) -51.4% 42,142 24,501 (17,641) -41.9% 7,642 3,751 (3,891) -50.9% 3,227 1,291 (1,936) -60.0% 2,524 756 (1,768) -70.1% 231 92 (138) -60.0% 13,624 5,890 (7,734) -56.8% 2,785 2,805 20 0.7% 1,602 1,690 88 5.5% 4,387 4,495 108 2.5% 791 641 (150)

City of Vancouver Operating Budget (continued)

Revenue (\$000)	2020 Restated Budget	2021 Approved Budget	Net Change (\$)	Net Change (%)	Notes
Licence and development fees					
Trade permit fees					
Plumbing inspection fees	6,715	5,373	(1,342)	-20.0%	
Electrical inspection fees	8,942	6,826	(2,116)	-23.7%	
Gas permit fees	967	906	(61)	-6.3%	
Other trade permit fees	1,178	768	(410)	-34.8%	
Total Trade permit fees	17,802	13,873	(3,929)	-22.1%	
Licence fees					
Business licence fees	20,059	19,042	(1,017)	-5.1%	
Dog and other licence fees	1,088	909	(179)	-16.5%	- <u>-</u>
Total Licence fees	21,147	19,951	(1,196)	-5.7%	_
Development permit fees					
Development permit fees	11,325	10,861	(464)	-4.1%	
Building permit fees	17,987	13,995	(3,992)	-22.2%	
Rezoning fees	9,185	5,175	(4,011)	-43.7%	
Subdivision fees	720	1,360	639	88.8%	
Other development fees	2,936	1,103	(1,833)	-62.4%	
Total Development permit fees	42,154	32,494	(9,660)	-22.9%	
Engineering fees & charges	,	•	,		
Anchor rod fees	3,262	2,267	(996)	-30.5%	
Street furniture revenue	2,569	2,497	(73)	-2.8%	
Encroachment fees	901	901	O O	0.0%	
Sidewalk café fees	961	-	(961)	-100.0%	
Garbage container fees	1,099	889	(211)	-19.1%	
Films/event fees	716	137	(580)	-80.9%	
Other Engineering fees	3,243	3,509	266	8.2%	
Total Engineering fees & charges	12,753	10,199	(2,554)	-20.0%	
Misc. and other fees	1,899	1,514	(385)	-20.3%	
Total Licence and development fees	95,755	78,031	(17,723)	-18.5%	9
Parking revenue					
On-street parking revenue	64,682	53,003	(11,679)	-18.1%	
Parking permit fees	1,199	1,399	200	16.7%	
Parks parking revenue	8,317	7,443	(874)	-10.5%	
Civic Theatres parking revenue	971	388	(583)	-60.0%	
Other parking revenue	1,914	1,282	(633)	-33.0%	
Total Parking revenue	77,084	63,516	(13,568)	-17.6%	10
N : T : I					

City of Vancouver Operating Budget (continued)

Revenue (\$000)	2020 Restated Budget	2021 Approved Budget	Net Change (\$)	Net Change (%)	Notes
Cost recoveries, grants and donations					
Police Services recoveries, grants and donations	22,545	22,079	(466)	-2.1%	
Fire & Rescue Services recoveries	8,685	8,685	-	0.0%	
General Government recoveries	1,775	1,802	27	1.5%	
Parks & Recreation recoveries, grants and donations	5,246	5,434	188	3.6%	
Community Services recoveries	3,975	3,971	(4)	-0.1%	
Library recoveries, grants and donations	2,488	2,488	-	0.0%	
Planning, Urban Design & Sustainability recoveries	1,300	1,300	-	0.0%	
Engineering recoveries	5,604	5,755	151	2.7%	
Other department recoveries	9,457	6,038	(3,420)	-36.2%	11
Total Cost recoveries, grants and donations	61,075	57,552	(3,524)	-5.8%	
Revenue sharing	,	,	,		
Traffic fine revenue sharing	12,000	7,300	(4,700)	-39.2%	
Gaming revenue sharing	7,150	-	(7,150)	-100.0%	
Total Revenue sharing	19,150	7,300	(11,850)	-61.9%	12
Investment income	15,200	12,087	(3,113)	-20.5%	13
Rental, lease and other	,	,	() /		
Civic property rental revenue	12,871	12,066	(805)	-6.3%	
Engineering revenue	•		, ,		
Street Maintenance revenue	113	113	-	0.0%	
Street Use revenue	3,152	3,969	817	25.9%	
Parking Operations revenue	2,060	2,051	(8)	-0.4%	
Other Engineering revenue	399	657	258	64.6%	
Total Engineering revenue	5,724	6,791	1,067	18.6%	
Lease income	1,238	1,195	(44)	-3.5%	
Non-market housing rentals	4,185	5,300	1,115	26.6%	14
Miscellaneous Citywide revenue	3,349	3,445	97	2.9%	
Police Services revenue	207	207	-	0.0%	
Other department revenue	4,303	3,962	(341)	-7.9%	
Parks and Recreation Revenue	7,767	6,187	(1,580)	-20.3%	
Total Rental, lease and other	39,643	39,152	(491)	-1.2%	
Bylaw fines					
Parking fine revenue	21,556	17,604	(3,952)	-18.3%	
Other Bylaw fines	158	(27)	(185)	-117.0%	
Total Bylaw fines	21,714	17,577	(4,137)	-19.1%	
Total Revenues	\$ 1,616,026	\$ 1,597,313	\$ (18,713)	-1.2%	
		1,077,010	(10,719)	1.270	

City of Vancouver Operating Budget (continued)

88,194 12,412 13,349 30,464 2,420 46,234 2,086 148,925 78,646 8,934 40,644 9,315	90,837 12,602 10,334 31,263 1,739 43,337 2,010 148,786 82,672 9,354 43,501 13,704	2,644 189 (3,015) 799 (681) (2,897) (75) (139) 4,026 420 2,857	3.0% 1.5% -22.6% 2.6% -28.1% -6.3% -3.6% -0.1% 5.1% 4.7%	
12,412 13,349 30,464 2,420 46,234 2,086 148,925 78,646 8,934 40,644	12,602 10,334 31,263 1,739 43,337 2,010 148,786 82,672 9,354 43,501	(3,015) 799 (681) (2,897) (75) (139) 4,026 420	1.5% -22.6% 2.6% -28.1% -6.3% -3.6% -0.1% 5.1% 4.7%	
12,412 13,349 30,464 2,420 46,234 2,086 148,925 78,646 8,934 40,644	12,602 10,334 31,263 1,739 43,337 2,010 148,786 82,672 9,354 43,501	(3,015) 799 (681) (2,897) (75) (139) 4,026 420	1.5% -22.6% 2.6% -28.1% -6.3% -3.6% -0.1% 5.1% 4.7%	
13,349 30,464 2,420 46,234 2,086 148,925 78,646 8,934 40,644	10,334 31,263 1,739 43,337 2,010 148,786 82,672 9,354 43,501	(3,015) 799 (681) (2,897) (75) (139) 4,026 420	-22.6% 2.6% -28.1% -6.3% -3.6% -0.1% 5.1% 4.7%	
30,464 2,420 46,234 2,086 148,925 78,646 8,934 40,644	31,263 1,739 43,337 2,010 148,786 82,672 9,354 43,501	799 (681) (2,897) (75) (139) 4,026 420	2.6% -28.1% -6.3% -3.6% -0.1% 5.1% 4.7%	
30,464 2,420 46,234 2,086 148,925 78,646 8,934 40,644	31,263 1,739 43,337 2,010 148,786 82,672 9,354 43,501	799 (681) (2,897) (75) (139) 4,026 420	2.6% -28.1% -6.3% -3.6% -0.1% 5.1% 4.7%	
30,464 2,420 46,234 2,086 148,925 78,646 8,934 40,644	31,263 1,739 43,337 2,010 148,786 82,672 9,354 43,501	799 (681) (2,897) (75) (139) 4,026 420	2.6% -28.1% -6.3% -3.6% -0.1% 5.1% 4.7%	
2,420 46,234 2,086 148,925 78,646 8,934 40,644	1,739 43,337 2,010 148,786 82,672 9,354 43,501	(2,897) (75) (139) 4,026 420	-6.3% -3.6% -0.1% 5.1% 4.7%	
46,234 2,086 148,925 78,646 8,934 40,644	43,337 2,010 148,786 82,672 9,354 43,501	(2,897) (75) (139) 4,026 420	-6.3% -3.6% -0.1% 5.1% 4.7%	
2,086 148,925 78,646 8,934 40,644	2,010 148,786 82,672 9,354 43,501	(75) (139) 4,026 420	-3.6% -0.1% 5.1% 4.7%	
78,646 8,934 40,644	148,786 82,672 9,354 43,501	(139) 4,026 420	-0.1% 5.1% 4.7%	
78,646 8,934 40,644	82,672 9,354 43,501	4,026 420	5.1% 4.7%	
8,934 40,644	9,354 43,501	420	4.7%	
8,934 40,644	9,354 43,501	420	4.7%	
40,644	43,501			
		2,857	7 0%	
		,	/ . U 70	
,	13,704	4,389	47.1%	
2,878	2,900	22	0.8%	
52,837	60,104	7,267	13.8%	
1,596	1,695	99	6.2%	
142,013	153,825	11,812	8.3%	
,	,	,	3.2.0	
27,846	25,537	(2,308)	-8.3%	
23,964	24,513	550	2.3%	
8,767	8,640	(128)	-1.5%	
2,.0.	0,010	(120)	1.070	
1,905	1,868	(37)	-1.9%	
10,670	11,950	1,280	12.0%	
2,623	3,343	719	27.4%	
15,198	17,161	1,962	12.9%	
2,022	2,050	28	1.4%	
77,797	77,901	104	0.1%	
,.,,	77,701	107	J. 170	
	2 717	340	11 0%	
3 340	5,717	JU7	11.0/0	
3,349	1 262	75	1 4%	
	4.007			
4,787		101		
4,787 (1,458)	(1,267)	191 266	0 00/	
		4,787 4,862	4,787 4,862 75 (1,458) (1,267) 191	4,787 4,862 75 1.6%

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Total Utility	3/5/413	387.824	17 411		15	
i otai otiiity	0/0,710	301,024	14,711	J.J/0	10	

Note: Totals may not add due to rounding

City of Vancouver Operating Budget (continued)

xpenditures & Transfers (\$000)	2020 Restated Budget	2021 Approved Budget	Net Change (\$)	Net Change (%)	Notes
Department					
Engineering					
Public Works					
Street Maintenance	26,141	25,658	(483)	-1.8%	
Parking Operations	18,758	17,317	(1,442)	-7.7%	
Street Use	16,631	16,081	(550)	-3.3%	
Street Cleaning	11,522	12,613	1,091	9.5%	
Street Lighting	6,864	6,970	106	1.5%	
Transportation	4,210	6,252	2,042	48.5%	
General Public Works	5,880	5,511	(369)	-6.3%	
Shared support services	10,729	10,984	255	2.4%	
Transfers to / (from) reserves & other funds	(16,437)	(19,586)	(3,149)	19.2%	
Subtotal Public Works	84,299	81,799	(2,500)	-3.0%	16
Department Services	•	•	()		
Equipment Service Operations	(3,703)	(3,207)	496	-13.4%	
Equipment Management Group	1,100	1,656	556	50.6%	
Construction Supplies & Services	(1,394)	(1,365)	29	-2.1%	
Operations Safety & Support	2,152	2,273	121	5.6%	
Shared support services	177	86	(91)	-51.2%	
Transfers to / (from) reserves & other funds	22,978	25,772	2,794	12.2%	
Subtotal Department Services	21,310	25,216	3,906	18.3%	
Total Engineering	105,608	107,014	1,406	1.3%	
Police Services					
Operations	163,253	163,553	300	0.2%	
Investigations	93,919	93,919	-	0.0%	
Operational Services	43,110	43,110	-	0.0%	
Support Services	16,038	16,038	-	0.0%	
E-Comm allocation	17,305	17,305	-	0.0%	
Shared support services	7,087	7,087	-	0.0%	
Transfers to / (from) reserves & other funds	(112)	(112)	-	0.0%	
Total Police Services	340,601	340,901	300	0.1%	17
Fire & Rescue Services		•			
Fire & Rescue Services					
Fire Suppression & Medical	118,613	119,956	1,343	1.1%	
Prevention	4,191	4,169	(21)	-0.5%	
Training & Administration	5,965	5,830	(135)	-2.3%	
E-Comm allocation	4,720	5,024	304	6.4%	
Shared support services	2,581	2,647	66	2.6%	
Transfers to / (from) reserves & other funds	5,970	6,478	508	8.5%	

Total Fire & Rescue Services	142,039	144,105	2,066	1.5%	18

Note: Totals may not add due to rounding

City of Vancouver Operating Budget (continued)

xpenditures & Transfers (\$000)	2020 Restated Budget	2021 Approved Budget	Net Change (\$)	Net Change (%)	Notes
Department (continued)					
Parks & Recreation					
Recreation	54,229	56,142	1,913	3.5%	
Park maintenance & operations	39,869	41,506	1,637	4.1%	
Administration & operational support	6,086	7,329	1,242	20.4%	
Planning & Park Development	1,181	1,131	(50)	-4.2%	
Golf	6,665	6,469	(196)	-2.9%	
Marinas	1,968	1,980	12	0.6%	
VanDusen Botanical Gardens	3,906	2,597	(1,309)	-33.5%	
Stanley Park Train	1,391	659	(733)	-52.7%	
Bloedel Conservatory	1,018	851	(167)	-16.4%	
Concessions	2,500	1,776	(724)	-29.0%	
Parking	1,635	1,578	(57)	-3.5%	
Business Services Support	1,861	1,539	(322)	-17.3%	
Shared support services	10,207	10,277	70	0.7%	
Transfers to / (from) reserves & other funds	3,641	2,704	(937)	-25.7%	
Total Parks & Recreation	136,157	136,537	380	0.3%	19
Library	.55,.57	. 20,00.		2.2.3	.,
Public Services	44,880	45,060	181	0.4%	
Administrative Services	7,544	7,578	34	0.4%	
Shared support services	2,481	2,481	-	0.0%	
Transfers to / (from) reserves & other funds	114	74	(40)	-34.8%	
Total Library	55,018	55,193	175	0.3%	20
Britannia Community Services Centre	5,494	6,113	619	11.3%	21
Civic Theatres	27.77	5,	. .,	2	
Civic Theatre operations	10,417	7,387	(3,030)	-29.1%	
Shared support services	3,064	3,179	115	3.8%	
Transfers to / (from) reserves & other funds	1,646	473	(1,173)	-71.3%	
Total Civic Theatres	15,128	11,040	(4,088)	-27.0%	22
Community Services	.57.20	,	(.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
Social Support	12,584	15,607	3,022	24.0%	
Housing	10,709	12,435	1,726	16.1%	
General & Projects	5,635	5,949	314	5.6%	
Social Policy	5,106	6,060	954	18.7%	
Culture	3,619	3,796	177	4.9%	
Mountain View Cemetery	2,312	2,298	(14)	-0.6%	
Shared support services	4,488	6,125	1,637	36.5%	
Transfers to / (from) reserves & other funds	(4,310)	(4,986)	(676)	15.7%	
Total Community Services	40,144	47,283	7,140	17.8%	23

Grants					
Cultural	13,037	13,298	261	2.0%	
Social Policy	7,243	7,388	145	2.0%	
Childcare	2,152	2,196	43	2.0%	
Other grants	311	318	6	2.0%	
Total Grants	22,744	23,199	455	2.0%	

Note: Totals may not add due to rounding

City of Vancouver Operating Budget (continued)

xpenditures & Transfers (\$000)	2020 Restated Budget	2021 Approved Budget	Net Change (\$)	Net Change (%)	Notes
Department (continued)					
Planning, Urban Design & Sustainability					
Current Planning	10,738	10,448	(290)	-2.7%	
Long Range & Strategic Planning	14,131	14,219	88	0.6%	
General	8,744	8,405	(339)	-3.9%	
Shared support services	459	444	(15)	-3.3%	
Transfers to / (from) reserves & other funds	(2,025)	(2,257)	(232)	11.5%	
Total Planning, Urban Design & Sustainability	32,048	31,258	(789)	-2.5%	24
Development, Buildings & Licensing					
Buildings & Inspections	13,940	13,811	(129)	-0.9%	
Development Services	10,763	10,569	(193)	-1.8%	
Licensing & Community Standards	8,006	7,810	(196)	-2.4%	
General & Projects	5,397	6,090	693	12.8%	
Shared support services	2,341	2,470	129	5.5%	
Transfers to / (from) reserves & other funds	53	23	(30)	-56.7%	
Total Development, Buildings & Licensing	40,500	40,774	274	0.7%	25
Mayor & Council					
Mayor	1,414	1,076	(338)	-23.9%	
Council	2,033	2,074	40	2.0%	
Total Mayor & Council	3,448	3,150	(298)	-8.6%	26
Corporate Support Service					
Real Estate & Facilities Management					
Real Estate & Facility planning & development	3,826	3,732	(94)	-2.5%	
Facility operations	47,403	51,208	3,806	8.0%	
Strategic Operations	6,892	7,469	577	8.4%	
Shared support services	(28,719)	(30,747)	(2,028)	7.1%	
Transfers to / (from) reserves & other funds	3,533	3,496	(37)	-1.0%	
Subtotal Real Estate & Facilities Management	32,935	35,159	2,224	6.8%	27
Finance, Risk & Supply Chain Management					
Training & Administration	936	841	(95)	-10.1%	
Finance & Supply Chain Management	32,584	32,224	(361)	-1.1%	
Shared support services	(10,152)	(10,231)	(80)	0.8%	
Transfers to / (from) reserves & other funds	(3,275)	(3,233)	42	-1.3%	
Subtotal Finance, Risk & Supply Chain Management	20,093	19,600	(493)	-2.5%	28
Technology Services					
Information Technology	35,303	38,874	3,570	10.1%	
3-1-1 Contact Centre	7,417	7,466	50	0.7%	
Digital Services	2,858	2,375	(483)	-16.9%	
Shared support services	(9,243)	(9,150)	93	-1.0%	

Transfers to / (from) reserves & other funds	(199)	(193)	6	-2.8%	
Subtotal Technology Services	36,136	39,372	3,236	9.0%	29

Note: Totals may not add due to rounding

City of Vancouver Operating Budget (continued)

Expenditures & Transfers (\$000)	2020 Restated Budget	2021 Approved Budget	Net Change (\$)	Net Change (%)	Notes
Department (continued)					
Other support services					
Office of the Auditor General	-	400	400	-	
Human Resources	12,985	12,213	(772)	-5.9%	
City Manager's Office	4,356	4,004	(353)	-8.1%	
Legal Services	6,645	6,537	(108)	-1.6%	
City Clerk	5,237	5,567	330	6.3%	
Civic Engagement and Communications	2,895	2,866	(29)	-1.0%	
Sport Hosting	988	891	(97)	-9.8%	
VEMA	1,644	1,566	(77)	-4.7%	
Shared support services	(4,309)	(4,692)	(383)	8.9%	
Transfers to / (from) reserves & other funds	0	0	-	0.0%	
Subtotal Other support services	30,441	29,353	(1,088)	-3.6%	
Total Corporate Support Service	119,605	123,484	3,879	3.2%	
General Government					
Business Improvement Association grants	12,947	15,154	2,207	17.0%	
Contingency	2,000	2,000	-	0.0%	
Vancouver Economic Commission	3,100	3,100	-	0.0%	
Innovation Fund	-	-	-	-	
General Government expenses	33,411	50,870	17,459	52.3%	
Shared support services	711	799	88	12.4%	
Other fund and reserve transfers	12,427	(49,986)	(62,413)	-502.3%	
Transfer from Property Endowment Fund	(9,000)	(9,000)	-	0.0%	
Total General Government	55,595	12,936	(42,659)	-76.7%	30
Total Department	1,114,129	1,082,987	(31,142)	-2.8%	
General debt & Transfers to Capital Fund					
Debt charges (non-utility)	71,547	77,565	6,018	8.4%	31
Transfers to Capital Fund	54,937	48,937	(6,000)	-10.9%	
Total General debt & Transfers to Capital Fund	126,484	126,502	18	0.0%	
Total Expenditures & Transfers	\$ 1,616,026	\$ 1,597,313	\$ (18,713)	-1.2%	

Net Operating Budget
Note: Totals may not add due to rounding



November 2, 2020

Ref: 257671

Sadhu Johnston Chief Administrative Officer City of Vancouver 453 West 12th Ave Vancouver BC V5Y 1V4

Dear Sadhu Johnston:

The provincial government understands the fiscal impacts that COVID-19 has placed on local service providers. To help address these challenges, in September the Province of British Columbia announced nearly \$2 billion in joint federal/provincial spending, including: \$540 million for local governments, \$418 million for community infrastructure, and \$1 billion for transit, TransLink and ferries.

The \$540 million for local governments was further divided into three funding streams. Two of the streams ("Development Services" for \$15 million and "Strengthening Communities" for \$100 million) will be application-based funding. More information on these funding streams will be forthcoming.

The third stream will provide direct grants to local governments. This funding stream is called the "COVID-19 Safe Restart Grants for Local Governments" and will provide up to \$425 million for local operations impacted by COVID-19. This funding will support local governments as they deal with increased operating costs and lower revenue due to COVID-19. It will also ensure local governments can continue to deliver the services people depend on in their communities. Eligible costs will include:

- addressing revenues shortfalls;
- facility reopening and operating costs;
- emergency planning and response costs;
- bylaw enforcement and protective services like fire protection and police;
- computer and other electronic technology costs (to improve interconnectivity and virtual communications);
- services for vulnerable persons (e.g. persons living with disabilities, mental illness or addictions, persons experiencing homelessness or other vulnerabilities); and
- other related costs.

I am pleased to advise you that **Vancouver** is the recipient of a **\$16,371,000** grant under the COVID-19 Safe Restart Grant for Local Governments. This amount will be directly transferred to your local government in the coming days.

.../2

Sadhu Johnston Page 2

Under section 36 of the Local Government Grants Regulation, the amount of the grant to each local government is set by Minister of Municipal Affairs and Housing. The determination of this amount was based on a formula that applies to all municipalities.

This formula is based on two components: a flat funding amount and an "adjusted per-capita" amount. The flat amount is \$169,000, and the "adjusted per-capita" amount is \$308.34 per adjusted population.

The adjusted population formula is designed to ensure that larger municipalities receive more money than smaller ones, but that smaller municipalities receive higher per capita funding than larger ones. This is because small municipalities often lack a diverse tax base and the economies-of-scale to easily restart their operations.

An example of the funding formula (for a municipality of 43,000 people) is provided as an attachment to this letter. If you wish, you can apply this formula to your 2018 population of **672,963** to determine both your adjusted population and total funding amount. 2018 population data was used because it is the last year in which we have complete financial and demographic data for each municipality.

To ensure full transparency regarding the use of funds, your local government will be required to annually report on how it spent this grant. This will be part of your annual financial reporting under section 167 of the Community Charter. Your local government will provide a schedule to the audited financial statements respecting the amount of funding received, the use of those funds, and the year-end balance of unused funds. Your local government must continue to annually report on the use of grant money until the funds are fully drawn down.

If you have questions or comments regarding this letter, please feel free to contact Jennifer Richardson, Grants Analyst, Local Government Infrastructure and Finance Branch, by email at: Jennifer.Richardson@gov.bc.ca, or by phone at: 778 698-3243.

The provincial government welcomes this opportunity to support COVID-19 restart and recovery throughout British Columbia. We believe that this funding will contribute to the long-term recovery of local governments who are both critical service providers and crucial drivers in the British Columbia economy.

Sincerely,

Kaye Krishna Deputy Minister

Attachment

pc: Jennifer Richardson, Grants Analyst, Local Government Infrastructure and Finance Branch Patrice Impey, Chief Financial Officer, City of Vancouver

Attachment: Example Calculation for a Municipality with 43,000 People

<u>City of Rockridge</u>	
Population	43,000
Adjusted Per Capita Funding	\$308.34 per adjusted population
Flat Funding Amount	\$169,000

Funding model

Α	Е
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				E = C (up tp		
Populatio	n Range	C=B-A	D	43,000)	$F = E \times D$	F
			Adjustmen	Rockridge	Adjusted Pop	Adjusted
From	to	Range	t Ratio	Pop	Calc	Рор
-	2,000	2,000	1	2,000	= 2,000 x 1	2,000
2,001	5,000	3,000	0.8	3,000	= 3,000 x 0.8	2,400
5,001	10,000	5,000	0.6	5,000	= 5,000 x 0.6	3,000
10,001	20,000	10,000	0.4	10,000	= 10,000 x 0.4	4,000
20,001	40,000	20,000	0.2	20,000	= 20,000 x 0.2	4,000
40,001	150,000	110,000	0.1	3,000	= 3,000 x 0.1	300
150,001	900,000	750,000	0.05	-	= 0 x 0.05	-

Sum 43,000 15,700 $G=\Sigma F$ Per capita funding \$308.34 H

Funding per Adjusted Pop 4,840,938 I=GxH

Flat Funding Amount 169,000 J
Total Funding Amount 5,009,938 K=I+J

Thus, a municipality with a population of 43,000 would have an adjusted population of 15,698. With per capita funding of \$308.34, the funding per adjusted population would \$4.84 million. Plus a flat funding amount of \$169,000, the total funding to this municipality would be \$5.009M.

The Population data was taken from the Ministry's Local Government Stats System for 2018 (Schedule 201).

https://www2.gov.bc.ca/gov/content/governments/local-governments/facts-framework/statistics/statistics

Key date: 2020/	10/01								
Pers Number	Position	Pay scale group	Total basic pay	30-Sep Total basic pay	1-Oct Change	Personnel Area	Personnel Subarea	Employee Group	Employee Subgroup
i cis ivambei	28794 ADMINISTRATIVE ASSISTANT III	BD-003	\$	34.14 \$	34.24 \$	0.10 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
	27323 ADMINISTRATIVE ASSISTANT III	BD-003	Ś	33.41 \$	34.24 \$	0.83 Engineering Services	Exempt	Active	Regular Full Time
	24376 ADMINISTRATIVE ASSISTANT AND RECEPTION	BD-003	, \$	33.36 \$	34.24 \$	0.88 Mayor & City Council	Exempt	Active	Regular Full Time
	30130 ADMINISTRATIVE ASSISTANT III	BD-003	\$	33.00 \$	34.24 \$	1.24 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
	28463 ADMINISTRATIVE ASSISTANT III	BD-003	\$	30.21 \$	31.87 \$	1.66 Office of the City Manager	Exempt	Active	Temporary Full Time
	32389 ADMINISTRATIVE ASSISTANT III	BD-003	\$	30.21 \$	31.87 \$	1.66 Planning, Urban Des & Sustain	Exempt	Active	Regular Full Time
	30248 ADMINISTRATIVE ASSISTANT III	BD-003	\$	30.41 \$	32.08 \$	1.67 Planning, Urban Des & Sustain	Exempt	Active	Regular Full Time
	27279 ADMINISTRATIVE ASSISTANT III	BD-003	\$	30.82 \$	32.52 \$	1.70 Human Resources	Exempt	Active	Regular Full Time
	30218 ADMINISTRATIVE ASSISTANT III 31967 ADMINISTRATIVE ASSISTANT III	BD-003 BD-003	\$ ¢	32.54 \$ 30.82 \$	34.24 \$ 32.52 \$	1.70 Dev Svcs, Bldg & Licensing	Exempt	Active Active	Regular Full Time
	33226 ADMINISTRATIVE ASSISTANT III	BD-003	\$ \$	30.82 \$	32.52 \$ 32.52 \$	1.70 Engineering Services1.70 Vancouver Public Library Board	Exempt Exempt	Active	Regular Full Time Regular Full Time
	19998 ADMINISTRATIVE ASSISTANT III	BD-003	\$	31.82 \$	33.57 \$	1.75 Planning, Urban Des & Sustain	Exempt	Active	Regular Full Time
	30471 ADMINISTRATIVE ASSISTANT III	BD-003	Ś	32.36 \$	34.14 \$	1.78 Arts Culture Community Service	Exempt	Active	Regular Full Time
	25467 ADMINISTRATIVE ASSISTANT IV (T)	BD-004	\$	36.10 \$	36.81 \$	0.71 Board of Parks & Recreation	Exempt	Active	Regular Full Time
	30466 RECRUITMENT SPECIALIST	BD-004	\$	36.69 \$	37.53 \$	0.84 Human Resources	Exempt	Active	Regular Full Time
	19255 ADMINISTRATIVE ASSISTANT IV	BD-004	\$	36.67 \$	37.53 \$	0.86 Engineering Services	Exempt	Active	Regular Full Time
	23346 ADMINISTRATIVE ASSISTANT IV	BD-004	\$	35.75 \$	36.83 \$	1.08 Human Resources	Exempt	Active	Regular Full Time
	32828 RECRUITMENT SPECIALIST	BD-004	\$	36.15 \$	37.53 \$	1.38 Human Resources	Exempt	Active	Regular Full Time
	24448 ADMINISTRATIVE ASSISTANT IV	BD-004	\$	36.13 \$	37.53 \$	1.40 Human Resources	Exempt	Active	Regular Full Time
	29107 RECRUITMENT SPECIALIST	BD-004	\$	31.08 \$	32.79 \$	1.71 Human Resources	Exempt	Active	Regular Full Time
	26830 ADMINISTRATIVE ASSISTANT IV	BD-004	\$	31.42 \$	33.15 \$	1.73 Human Resources	Exempt	Active	Regular Full Time
	28896 ADMINISTRATIVE ASSISTANT IV	BD-004	\$	31.43 \$	33.16 \$	1.73 Law Department	Exempt	Active	Regular Full Time
	28350 ADMINISTRATIVE ASSISTANT IV	BD-004 BD-004	\$	31.57 \$	33.31 \$	1.74 Human Resources	Exempt	Active	Regular Full Time
	26555 ADMINISTRATIVE ASSISTANT IV 33102 ADMINISTRATIVE ASSISTANT IV	BD-004 BD-004	\$ ¢	31.91 \$ 34.53 \$	33.67 \$ 36.43 \$	1.76 Dev Svcs, Bldg & Licensing 1.90 Human Resources	Exempt Exempt	Active	Regular Full Time
	28783 ADMINISTRATIVE ASSISTANT IV	BD-004 BD-004	\$ ¢	34.48 \$	36.38 \$	1.90 Office of the City Manager	Exempt	Active Active	Regular Full Time Regular Full Time
	29429 ADMINISTRATIVE ASSISTANT IV	BD-004	\$	34.67 \$	36.58 \$	1.91 Human Resources	Exempt	Active	Regular Full Time
	27513 RECRUITMENT SPECIALIST	BD-004	\$	34.89 \$	36.81 \$	1.92 Human Resources	Exempt	Active	Regular Full Time
	27180 ADMINISTRATIVE ASSISTANT IV	BD-004	\$	38.00 \$	39.94 \$	1.94 Human Resources	Exempt	Active	Regular Full Time
	27594 ASSISTANT SECURITY COORDINATOR	BD-005	\$	40.36 \$	41.24 \$	0.88 Vancouver Public Library Board	Exempt	Active	Regular Full Time
	13847 EXEC ASST TO THE MAYOR'S CHIEFS OF STAFF	BD-005	\$	39.64 \$	41.24 \$	1.60 Mayor & City Council	Exempt	Active	Regular Full Time
	30249 CASE MANAGER I	BD-005	\$	32.99 \$	34.80 \$	1.81 Human Resources	Exempt	Active	Temporary Full Time
	29680 CASE MANAGER I	BD-005	\$	33.85 \$	35.71 \$	1.86 Human Resources	Exempt	Active	Regular Full Time
	32195 COMMUNICATIONS & OUTREACH COORDINATR (T)	BD-005	\$	38.33 \$	40.35 \$	2.02 Mayor & City Council	Exempt	Active	Temporary Full Time
	33150 ASSISTANT SECURITY COORDINATOR	BD-005	\$	37.12 \$	39.16 \$	2.04 Vancouver Public Library Board	Exempt	Active	Regular Full Time
	23998 PROJECT ADMINISTRATOR	BD-005	\$	39.05 \$	41.20 \$	2.15 Office of the City Manager	Exempt	Active	Regular Full Time
	29337 RECRUITER	BD-006	\$	40.33 \$	40.35 \$	0.02 Human Resources	Exempt	Active	Regular Full Time
	28643 CIVIL ENGINEER I (T) 30532 RECRUITER	BD-006 BD-006	\$ ¢	38.62 \$ 39.14 \$	39.39 \$ 40.35 \$	0.77 Engineering Services 1.21 Human Resources	Exempt Exempt	Active Active	Temporary Full Time Regular Full Time
	30400 RESEARCH AND DATA ANALYST (T)	BD-006	Ş Ç	36.34 \$	38.34 \$	2.00 Engineering Services	Exempt	Active	Temporary Full Time
	27889 CIVIL ENGINEER I	BD-006	\$	37.45 \$	39.51 \$	2.06 Engineering Services	Exempt	Active	Regular Full Time
	21730 VANDOCS APPLICATION ADMINISTRATOR	BD-006	Ś	38.38 \$	40.49 \$	2.11 City Clerk's Office	Exempt	Active	Regular Full Time
	27547 CIVIL ENGINEER I	BD-006	\$	38.38 \$	40.49 \$	2.11 Engineering Services	Exempt	Active	Regular Full Time
	29348 CIVIL ENGINEER I (T)	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	29718 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32469 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32495 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32509 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32573 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32595 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32657 ENGINEER-IN-TRAINING 32693 CIVIL ENGINEER I	BD-006 BD-006	\$ ¢	38.62 \$ 38.62 \$	40.74 \$ 40.74 \$	2.12 Engineering Services 2.12 Engineering Services	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
	32698 CIVIL ENGINEER I	BD-006	¢	38.62 \$	40.74 \$	2.12 Engineering Services 2.12 Engineering Services	Exempt	Active	Regular Full Time
	32732 CIVIL ENGINEER I (T)	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Temporary Full Time
	32779 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32781 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32799 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32819 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32820 ENGINEER-IN-TRAINING	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32831 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32855 ENGINEER-IN-TRAINING	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32857 CIVIL ENGINEER I	BD-006	\$	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	32960 CIVIL ENGINEER I	BD-006	\$ ¢	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	33163 CIVIL ENGINEER I	BD-006	\$ ¢	38.62 \$	40.74 \$	2.12 Engineering Services	Exempt	Active	Regular Full Time
	33220 CIVIL ENGINEER I 33339 CIVIL ENGINEER I (T)	BD-006 BD-006	÷	38.62 \$ 38.62 \$	40.74 \$ 40.74 \$	2.12 Engineering Services 2.12 Engineering Services	Exempt	Active Active	Regular Full Time Temporary Full Time
	30038 CIVIL ENGINEER I	BD-006	\$	38.62 \$ 38.66 \$	40.74 \$ 40.79 \$	2.12 Engineering Services 2.13 Engineering Services	Exempt Exempt	Active	Regular Full Time
	27871 CIVIL ENGINEER I	BD-006	\$	39.07 \$	41.22 \$	2.15 Engineering Services	Exempt	Active	Regular Full Time
	26583 CIVIL ENGINEER I (T)	BD-006	\$	39.20 \$	41.36 \$	2.16 Engineering Services	Exempt	Active	Regular Full Time
	30102 CIVIL ENGINEER I	BD-006	\$	39.52 \$	41.69 \$	2.17 Engineering Services	Exempt	Active	Regular Full Time
	27123 CIVIL ENGINEER I	BD-006	\$	39.42 \$	41.59 \$	2.17 Engineering Services	Exempt	Active	Temporary Full Time

30070 CIVIL ENGINEER I	BD-006	ć	39.41 \$	41.58 \$	2.17 Engineering Consises	Evennt	Antivo	Dogular Full Time
27385 CIVIL ENGINEER I	BD-006	\$ \$	39.41 \$ 39.71 \$	41.58 \$ 41.89 \$	2.17 Engineering Services	Exempt	Active	Regular Full Time Regular Full Time
27987 RECRUITER	BD-006	\$ 6	39.72 \$	41.89 \$	2.18 Engineering Services	Exempt	Active Active	· ·
	BD-006	÷	39.60 \$		2.18 Human Resources	Exempt		Regular Full Time
30001 ENGINEER-IN-TRAINING	BD-006	\$ 6	39.77 \$	41.78 \$ 41.96 \$	2.18 Engineering Services	Exempt	Active	Regular Full Time
29884 CIVIL ENGINEER I		\$ 6	·	•	2.19 Engineering Services	Exempt	Active	Regular Full Time
13730 MANAGER ADMINISTRATIVE SERVICES	BD-006	\$	40.52 \$	42.75 \$	2.23 Engineering Services	Exempt	Active	Regular Full Time
32506 RECRUITER	BD-006	\$	40.90 \$	43.15 \$	2.25 Human Resources	Exempt	Active	Regular Full Time
32624 CIVIL ENGINEER I	BD-006	\$	40.90 \$	43.15 \$	2.25 Engineering Services	Exempt	Active	Regular Full Time
32943 CIVIL ENGINEER I	BD-006	\$	40.89 \$	43.14 \$	2.25 Engineering Services	Exempt	Active	Regular Full Time
33106 HUMAN RESOURCE CONSULTANT I	BD-006	\$	40.89 \$	43.14 \$	2.25 Human Resources	Exempt	Active	Regular Full Time
33147 CIVIL ENGINEER I	BD-006	\$	40.89 \$	43.14 \$	2.25 Engineering Services	Exempt	Active	Regular Full Time
29144 HUMAN RESOURCE CONSULTANT I	BD-006	\$	43.16 \$	45.43 \$	2.27 Human Resources	Exempt	Active	Regular Full Time
33209 CIVIL ENGINEER I	BD-006	\$	43.16 \$	45.43 \$	2.27 Engineering Services	Exempt	Active	Regular Full Time
30544 RECRUITER	BD-006	\$	41.60 \$	43.89 \$	2.29 Human Resources	Exempt	Active	Regular Full Time
29485 ADMINISTRATIVE MANAGER PDS	BD-006	\$	42.00 \$	44.31 \$	2.31 Planning, Urban Des & Sustain	Exempt	Active	Regular Full Time
29843 RECRUITER	BD-006	\$	42.00 \$	44.31 \$	2.31 Human Resources	Exempt	Active	Regular Full Time
25188 MANAGER ADMINISTRATIVE SERVICES	BD-006	\$	42.12 \$	44.44 \$	2.32 Engineering Services	Exempt	Active	Regular Full Time
28111 RECRUITER	BD-006	\$	42.12 \$	44.44 \$	2.32 Human Resources	Exempt	Active	Regular Full Time
29291 PRIVACY ANALYST	BD-006	\$	42.23 \$	44.55 \$	2.32 City Clerk's Office	Exempt	Active	Regular Full Time
32864 CIVIL ENGINEER I	BD-006	\$	42.25 \$	44.57 \$	2.32 Engineering Services	Exempt	Active	Regular Full Time
33235 CIVIL ENGINEER I	BD-006	\$	42.25 \$	44.57 \$	2.32 Engineering Services	Exempt	Active	Regular Full Time
28703 CIVIL ENGINEER I	BD-006	\$	43.00 \$	45.37 \$	2.37 Engineering Services	Exempt	Active	Regular Full Time
25721 HUMAN RESOURCE CONSULTANT II	BD-007	, \$	50.67 \$	50.89 \$	0.22 Human Resources	Exempt	Active	Regular Full Time
25804 CITY PAYROLL SUPERVISOR	BD-007	Ś	50.33 \$	50.83 \$	0.50 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
21160 AST MANAGER INTERGOVERNMENTAL RELATIONS	BD-007	\$	50.26 \$	50.89 \$	0.63 Office of the City Manager	Exempt	Active	Regular Full Time
28283 MANAGER ADMINISTRATION	BD-007	Š	50.20 \$	50.89 \$	0.69 Engineering Services	Exempt	Active	Regular Full Time
6384 SUPERVISOR ASPHALT PLANT & AGGREGATE YD	BD-007	ė	50.01 \$	50.89 \$	0.88 Engineering Services	Exempt	Active	Regular Full Time
28054 HUMAN RESOURCE CONSULTANT II	BD-007	ė	43.84 \$	45.39 \$	1.55 Human Resources	•	Active	•
	BD-007	÷	49.22 \$	50.89 \$	1.67 Arts Culture Community Service	Exempt		Regular Full Time
27789 FOOD & BEVERAGE MANAGER 24688 A/MANAGER FIELD OPERATIONS		\$ 6	49.22 \$	42.95 \$,	Exempt	Active	Regular Full Time
,	BD-007	\$ \$	·	·	2.24 Arts Culture Community Service	Exempt	Active	Regular Full Time
30339 EVENT MANAGER	BD-007	\$	41.19 \$	43.46 \$	2.27 Arts Culture Community Service	Exempt	Active	Temporary Full Time
32200 HUMAN RESOURCE CONSULTANT II	BD-007	\$	42.61 \$	44.95 \$	2.34 Human Resources	Exempt	Active	Regular Full Time
24952 SYSTEMS ANALYST IA	BD-007	\$	42.77 \$	45.12 \$	2.35 Human Resources	Exempt	Active	Regular Full Time
28057 ASSISTANT MANAGER	BD-007	\$	48.52 \$	50.89 \$	2.37 Office of the City Manager	Exempt	Active	Regular Full Time
27165 ATTENDANCE MANAGEMENT ADVISOR	BD-007	\$	46.30 \$	48.67 \$	2.37 Human Resources	Exempt	Active	Regular Full Time
4791 TEAM LEAD I (T)	BD-007	\$	43.55 \$	45.95 \$	2.40 Board of Parks & Recreation	Exempt	Active	Regular Full Time
25889 MANAGER SECURITY OPERATIONS	BD-007	\$	43.78 \$	46.19 \$	2.41 Arts Culture Community Service	Exempt	Active	Regular Full Time
30231 HUMAN RESOURCE CONSULTANT I (T)	BD-007	\$	43.94 \$	46.36 \$	2.42 Human Resources	Exempt	Active	Regular Full Time
32673 SENIOR LEGISLATIVE ADVISOR (T)	BD-007	\$	45.64 \$	48.15 \$	2.51 Mayor & City Council	Exempt	Active	Temporary Full Time
12377 ELECTION OUTREACH MANAGER	BD-007	\$	48.35 \$	50.89 \$	2.54 City Clerk's Office	Exempt	Active	Regular Full Time
22621 HUMAN RESOURCE CONSULTANT II	BD-007	\$	46.27 \$	48.81 \$	2.54 Human Resources	Exempt	Active	Regular Full Time
31954 SENIOR POLICY ADVISOR	BD-007	\$	46.40 \$	48.95 \$	2.55 Mayor & City Council	Exempt	Active	Temporary Full Time
8116 HUMAN RESOURCE CONSULTANT II	BD-007	\$	46.84 \$	49.42 \$	2.58 Human Resources	Exempt	Active	Regular Full Time
10599 MANAGER EVENTS AND FILMING	BD-007	\$	46.82 \$	49.40 \$	2.58 Vancouver Public Library Board	Exempt	Active	Regular Full Time
33192 MANAGER SECURITY OPERATIONS	BD-007	\$	47.84 \$	50.47 \$	2.63 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
25137 FOOD & BEVERAGE OPERATIONS TEAM LEAD	BD-007	, \$	47.75 \$	50.38 \$	2.63 Board of Parks & Recreation	Exempt	Active	Regular Full Time
18476 HUMAN RESOURCE CONSULTANT II	BD-007	, \$	48.09 \$	50.73 \$	2.64 Human Resources	Exempt	Active	Regular Full Time
22805 MANAGER BUSINESS OPERATIONS	BD-007	Š	47.95 \$	50.59 \$	2.64 Engineering Services	Exempt	Active	Regular Full Time
24567 BUSINESS PROCESS ANALYST	BD-008	Š	58.65 \$	58.74 \$	0.09 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
16185 MANAGER BUSINESS AND ELECTION SERVICES	BD-008	ė	58.49 \$	58.74 \$	0.25 City Clerk's Office	Exempt	Active	Regular Full Time
25813 SYSTEMS ANALYST II	BD-008	e e	58.40 \$	58.74 \$	0.34 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
11933 HUMAN RESOURCE CONSULTANT III	BD-008	\$	58.17 \$	58.74 \$	0.57 Human Resources			Regular Full Time
25875 HUMAN RESOURCE CONSULTANT III		÷				Exempt	Active	•
	BD-008	\$ \$	58.13 \$	58.74 \$	0.61 Vancouver Public Library Board	Exempt	Active	Regular Full Time
26673 SAP BUSINESS ANALYST	BD-008	\$ \$	57.96 \$	58.74 \$	0.78 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
6885 HUMAN RESOURCE CONSULTANT III	BD-008	\$	57.95 \$	58.74 \$	0.79 Vancouver Public Library Board	Exempt	Active	Regular Full Time
26462 OHS SUPERINTENDENT	BD-008	\$	57.80 \$	58.74 \$	0.94 Engineering Services	Exempt	Active	Regular Full Time
16675 MANAGER INVENTORY & WAREHOUSE OPERATIONS	BD-008	\$	57.73 \$	58.74 \$	1.01 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
33117 CIVIL ENGINEER I	BD-008	\$	52.87 \$	53.93 \$	1.06 Engineering Services	Exempt	Active	Regular Full Time
32018 PROJECT MANAGER II	BD-008	\$	57.22 \$	58.74 \$	1.52 Engineering Services	Exempt	Active	Regular Full Time
5223 SYSTEMS ANALYST II	BD-008	\$	57.16 \$	58.74 \$	1.58 Engineering Services	Exempt	Active	Regular Full Time
27178 HUMAN RESOURCE CONSULTANT III	BD-008	\$	41.59 \$	43.18 \$	1.59 Human Resources	Exempt	Active	Regular Full Time
28898 CIVIL ENGINEER I	BD-008	\$	57.08 \$	58.74 \$	1.66 Engineering Services	Exempt	Active	Regular Full Time
33012 CIVIL ENGINEER I	BD-008	\$	56.95 \$	58.74 \$	1.79 Engineering Services	Exempt	Active	Regular Full Time
32009 PROJECT MANAGER I (T)	BD-008	\$	56.71 \$	58.74 \$	2.03 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
19063 HUMAN RESOURCE CONSULTANT III	BD-008	\$	56.63 \$	58.74 \$	2.11 Human Resources	Exempt	Active	Regular Full Time
26984 MANAGER INVENTORY & WAREHOUSE OPERATIONS	BD-008	\$	56.59 \$	58.74 \$	2.15 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
25485 OHS SUPERINTENDENT	BD-008	\$	56.46 \$	58.74 \$	2.28 Engineering Services	Exempt	Active	Regular Full Time
28314 CIVIL ENGINEER I	BD-008	\$	56.44 \$	58.74 \$	2.30 Engineering Services	Exempt	Active	Regular Full Time
29490 SYSTEMS ANALYST II	BD-008	\$	56.33 \$	58.74 \$	2.41 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
5273 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	46.99 \$	49.57 \$	2.58 Board of Parks & Recreation	Exempt	Active	Regular Full Time
10369 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	46.99 \$	49.57 \$	2.58 Board of Parks & Recreation	Exempt	Active	Regular Full Time
18067 COMMUNITY RECREATION SUPERVISOR	BD-008	Š	46.99 \$	49.57 \$	2.58 Board of Parks & Recreation	Exempt	Active	Regular Full Time
20409 OPERATIONS MANAGER - FASE	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
23742 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	46.99 \$	49.57 \$	2.58 Board of Parks & Recreation	Exempt	Active	Regular Full Time
25. 12 COMMONT RECREATION SOF ENVISOR	55 000	~	پ در.ن٠	45.57 \$	2.55 Sound of Fairs & Necreation	Excilipt	Active	negular i un fillic

23769 BUSINESS ANALYST (T)	BD-008	\$	46.99 \$	49.57 \$	2.58 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
25807 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
26682 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
26724 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
26849 SURVEYOR I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
26921 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
26965 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
29659 PROJECT MANAGER I (T)	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
30328 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
30350 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
32435 CIVIL ENGINEER I	BD-008	\$	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
32574 HUMAN RESOURCE CONSULTANT III	BD-008	\$	47.10 \$	49.69 \$	2.59 Human Resources	Exempt	Active	Regular Full Time
32962 CIVIL ENGINEER I 8295 BUSINESS ANALYST (T)	BD-008 BD-008	\$ ¢	47.02 \$ 47.00 \$	49.61 \$ 49.59 \$	2.59 Engineering Services 2.59 Finance, Risk&Supply Chain Mgt	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
29643 SURVEYOR I	BD-008	ş ¢	47.00 \$	49.59 \$	2.59 Engineering Services	Exempt	Active	Regular Full Time
32601 FINANCIAL ANALYST I	BD-008	¢	47.00 \$	49.59 \$	2.59 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
33338 BUSINESS PROCESS ANALYST (T)	BD-008	Š	47.64 \$	50.26 \$	2.62 Finance, Risk&Supply Chain Mgt	Exempt	Active	Temporary Full Time
32373 FINANCIAL ANALYST I	BD-008	Š	47.55 \$	50.17 \$	2.62 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
27478 CIVIL ENGINEER I (T)	BD-008	Ś	47.90 \$	50.53 \$	2.63 Planning, Urban Des & Sustain	Exempt	Active	Temporary Full Time
27788 CIVIL ENGINEER I	BD-008	Ś	47.87 \$	50.50 \$	2.63 Engineering Services	Exempt	Active	Regular Full Time
30241 SYSTEM ANALYST II	BD-008	\$	47.76 \$	50.39 \$	2.63 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
23319 TEAM LEAD II	BD-008	\$	47.97 \$	50.61 \$	2.64 Engineering Services	Exempt	Active	Regular Full Time
19538 CIVIL ENGINEER I	BD-008	\$	48.22 \$	50.87 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
25610 PROJECT MANAGER I	BD-008	\$	48.26 \$	50.91 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
27515 CONTRACTS MANAGER	BD-008	\$	48.18 \$	50.83 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
30048 SYSTEM ANALYST II	BD-008	\$	48.18 \$	50.83 \$	2.65 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
32482 CIVIL ENGINEER I	BD-008	\$	48.17 \$	50.82 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
32537 CIVIL ENGINEER I	BD-008	\$	48.17 \$	50.82 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
15557 SUPERVISOR REVENUE & VISITOR SVCE	BD-008	\$	48.19 \$	50.84 \$	2.65 Board of Parks & Recreation	Exempt	Active	Regular Full Time
25800 MANAGER DRIVER SAFETY AND COMPLIANCE	BD-008	\$	48.19 \$	50.84 \$	2.65 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
7555 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	48.39 \$	51.05 \$	2.66 Board of Parks & Recreation	Exempt	Active	Regular Full Time
7919 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	48.39 \$	51.05 \$	2.66 Board of Parks & Recreation	Exempt	Active	Regular Full Time
10798 PROJECT MANAGER I	BD-008	\$	48.39 \$	51.05 \$	2.66 Engineering Services	Exempt	Active	Regular Full Time
28502 PROJECT MANAGER I	BD-008	\$	56.07 \$	58.74 \$	2.67 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
30238 CHANGE MANAGEMENT SPECIALIST (T)	BD-008	\$	48.60 \$	51.27 \$	2.67 Finance, Risk&Supply Chain Mgt	Exempt	Active	Temporary Full Time
30530 IT SECURITY ANALYST 32633	BD-008 0 BD-008	\$ ¢	56.07 \$ 48.46 \$	58.74 \$ 51.13 \$	2.67 IT, Digital Strategy & 311 2.67 Finance, Risk&Supply Chain Mgt	Exempt	Active Active	Regular Full Time
32008 FINANCIAL ANALYST I	BD-008	ş ¢	48.96 \$	51.65 \$	2.69 Finance, Risk&Supply Chain Mgt	Exempt Exempt	Active	Temporary Full Time Regular Full Time
32615 CIVIL ENGINEER I	BD-008	\$	48.96 \$	51.65 \$	2.69 Engineering Services	Exempt	Active	Regular Full Time
10538 TEAM LEAD II	BD-008	Š	49.07 \$	51.77 \$	2.70 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
28748 FINANCIAL ANALYST I	BD-008	Ś	49.14 \$	51.84 \$	2.70 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
28217 CIVIL ENGINEER I	BD-008	\$	49.29 \$	52.00 \$	2.71 Engineering Services	Exempt	Active	Regular Full Time
32520 CIVIL ENGINEER I	BD-008	\$	49.30 \$	52.01 \$	2.71 Engineering Services	Exempt	Active	Regular Full Time
28806 BUSINESS ANALYST (T)	BD-008	\$	49.41 \$	52.13 \$	2.72 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
23358 ELECTRICAL ENGINEER I	BD-008	\$	49.60 \$	52.33 \$	2.73 Engineering Services	Exempt	Active	Regular Full Time
27663 HUMAN RESOURCE CONSULTANT III	BD-008	\$	49.60 \$	52.33 \$	2.73 Human Resources	Exempt	Active	Regular Full Time
28553 HUMAN RESOURCE CONSULTANT III	BD-008	\$	49.60 \$	52.33 \$	2.73 Human Resources	Exempt	Active	Regular Full Time
23057 CIVIL ENGINEER I	BD-008	\$	49.72 \$	52.45 \$	2.73 Engineering Services	Exempt	Active	Regular Full Time
32057 FINANCIAL ANALYST I	BD-008	\$	49.72 \$	52.45 \$	2.73 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
150 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	49.84 \$	52.58 \$	2.74 Board of Parks & Recreation	Exempt	Active	Regular Full Time
21146 BUSINESS ANALYST	BD-008	\$	49.84 \$	52.58 \$	2.74 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
30276 SYSTEMS ANALYST II	BD-008	\$	49.85 \$	52.59 \$	2.74 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
22652 PROJECT MANAGER I	BD-008	\$	50.06 \$	52.81 \$	2.75 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
28295 BUSINESS PROCESS ANALYST 32920 FINANCIAL ANALYST I	BD-008 BD-008	\$ ¢	50.06 \$ 49.93 \$	52.81 \$ 52.68 \$	2.75 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time Regular Full Time
28072 CIVIL ENGINEER I	BD-008	÷	50.31 \$	53.08 \$	2.75 Finance, Risk&Supply Chain Mgt 2.77 Engineering Services	Exempt	Active Active	Regular Full Time
20401 TEAM LEAD II	BD-008	ş ¢	50.77 \$	53.56 \$	2.77 Engineering Services 2.79 IT, Digital Strategy & 311	Exempt Exempt	Active	Regular Full Time
20407 TEAM LEAD II	BD-008	¢	50.77 \$	53.56 \$	2.79 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
21383 OHS SUPERINTENDENT	BD-008	Š	50.68 \$	53.47 \$	2.79 Engineering Services	Exempt	Active	Regular Full Time
27964 COMMUNITY RECREATION SUPERVISOR	BD-008	Ś	50.77 \$	53.56 \$	2.79 Board of Parks & Recreation	Exempt	Active	Regular Full Time
28303 FINANCIAL ANALYST I	BD-008	Ś	50.68 \$	53.47 \$	2.79 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
19485 BUSINESS ANALYST	BD-008	\$	50.99 \$	53.79 \$	2.80 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
27890 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	54.81 \$	57.61 \$	2.80 Board of Parks & Recreation	Exempt	Active	Regular Full Time
27952 PROJECT MANAGER I (T)	BD-008	\$	50.99 \$	53.79 \$	2.80 Engineering Services	Exempt	Active	Temporary Full Time
29098 OHS SUPERINTENDENT	BD-008	\$	50.98 \$	53.78 \$	2.80 Engineering Services	Exempt	Active	Regular Full Time
30118 FINANCIAL ANALYST I	BD-008	\$	50.98 \$	53.78 \$	2.80 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
12553 SAP BUSINESS ANALYST	BD-008	\$	51.13 \$	53.94 \$	2.81 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
32199 SYSTEMS ANALYST II	BD-008	\$	51.10 \$	53.91 \$	2.81 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
30066 FINANCIAL ANALYST I	BD-008	\$	51.20 \$	54.02 \$	2.82 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
26613 SAP BUSINESS ANALYST	BD-008	\$	55.91 \$	58.74 \$	2.83 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
33323 PROJECT MANAGER I (T)	BD-008	\$	51.71 \$	54.55 \$	2.84 Engineering Services	Exempt	Active	Temporary Full Time
28316 CIVIL ENGINEER I	BD-008	\$	51.58 \$	54.42 \$	2.84 Engineering Services	Exempt	Active	Regular Full Time
32980 CIVIL ENGINEER I	BD-008	\$	51.69 \$	54.53 \$	2.84 Engineering Services	Exempt	Active	Regular Full Time
26403 SYSTEM ANALYST II	BD-008	\$	52.25 \$	55.12 \$	2.87 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time

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32042 SYSTEMS ANALYST II	BD-008	\$	52.31 \$	55.19 \$	2.88 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
12133 MANAGER SECURITY SERVICES	BD-008	\$	52.88 \$	55.79 \$	2.91 Vancouver Public Library Board	Exempt	Active	Regular Full Time
13420 SYSTEMS ANALYST II	BD-008	\$	52.84 \$	55.75 \$	2.91 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
27791 MANAGER POLICY AND PERFORMANCE	BD-008	\$	52.96 \$	55.87 \$	2.91 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
32975 CIVIL ENGINEER I	BD-008	\$	52.84 \$	55.75 \$	2.91 Engineering Services	Exempt	Active	Regular Full Time
33061 PROJECT MANAGER I	BD-008	\$	52.88 \$	55.79 \$	2.91 Engineering Services	Exempt	Active	Regular Full Time
11538 BUSINESS ANALYST (T)	BD-008	ė	52.87 \$	55.78 \$	2.91 Office of the City Manager	Exempt	Active	Temporary Full Time
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24381 PROJECT MANAGER I	BD-008	\$	52.87 \$	55.78 \$	2.91 Engineering Services	Exempt	Active	Regular Full Time
32508 BUSINESS ANALYST	BD-008	\$	52.87 \$	55.78 \$	2.91 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
32539 BUSINESS ANALYST	BD-008	\$	52.87 \$	55.78 \$	2.91 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
33069 CIVIL ENGINEER I	BD-008	\$	52.87 \$	55.78 \$	2.91 Engineering Services	Exempt	Active	Regular Full Time
33089 TEAM LEAD II (T)	BD-008	\$	52.87 \$	55.78 \$	2.91 Engineering Services	Exempt	Active	Temporary Full Time
33129 CIVIL ENGINEER I	BD-008	ć	52.87 \$	55.78 \$	2.91 Engineering Services	Exempt	Active	Regular Full Time
		ş ,	•	•				•
33204 BUSINESS ANALYST (T)	BD-008	\$	52.87 \$	55.78 \$	2.91 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
33325 TEAM LEAD II (T)	BD-008	\$	52.87 \$	55.78 \$	2.91 Engineering Services	Exempt	Active	Temporary Full Time
5542 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	53.14 \$	56.06 \$	2.92 Board of Parks & Recreation	Exempt	Active	Regular Full Time
26492 BUSINESS PROCESS ANALYST (T)	BD-008	\$	53.14 \$	56.06 \$	2.92 Finance, Risk&Supply Chain Mgt	Exempt	Active	Temporary Full Time
26695 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	53.05 \$	55.97 \$	2.92 Board of Parks & Recreation	Exempt	Active	Regular Full Time
29253 BUSINESS ANALYST	BD-008	ć	53.20 \$	56.13 \$			Active	•
		\$		•	2.93 Dev Svcs, Bldg & Licensing	Exempt		Regular Full Time
15955 OHS SUPERINTENDENT	BD-008	\$	53.46 \$	56.40 \$	2.94 Engineering Services	Exempt	Active	Regular Full Time
30331 ELECTRICAL ENGINEER I (T)	BD-008	\$	53.50 \$	56.44 \$	2.94 Engineering Services	Exempt	Active	Temporary Full Time
26450 PROJECT MANAGER I	BD-008	\$	53.37 \$	56.31 \$	2.94 Engineering Services	Exempt	Active	Regular Full Time
30243 SYSTEMS ANALYST II	BD-008	\$	55.80 \$	58.74 \$	2.94 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
33219 CIVIL ENGINEER I	BD-008	, \$	55.80 \$	58.74 \$	2.94 Engineering Services	Exempt	Active	Regular Full Time
		ć		•	2.95 Board of Parks & Recreation			•
8240 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	53.59 \$	56.54 \$		Exempt	Active	Regular Full Time
30278 BUSINESS ANALYST (T)	BD-008	\$	53.71 \$	56.66 \$	2.95 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
33205 HUMAN RESOURCE CONSULTANT III	BD-008	\$	53.67 \$	56.62 \$	2.95 Human Resources	Exempt	Active	Regular Full Time
18683 SYSTEM ANALYST II	BD-008	\$	53.77 \$	56.73 \$	2.96 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
30192 SYSTEM ANALYST II	BD-008	\$	53.74 \$	56.70 \$	2.96 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
16182 COMMUNITY RECREATION SUPERVISOR	BD-008	ė	54.07 \$	57.04 \$	2.97 Board of Parks & Recreation	Exempt	Active	Regular Full Time
		, ,		•				•
30171 OD CONSULTANT	BD-008	\$	53.98 \$	56.95 \$	2.97 Human Resources	Exempt	Active	Regular Full Time
32031 CIVIL ENGINEER I	BD-008	\$	53.98 \$	56.95 \$	2.97 Engineering Services	Exempt	Active	Regular Full Time
32229 CIVIL ENGINEER I (T)	BD-008	\$	53.98 \$	56.95 \$	2.97 Engineering Services	Exempt	Active	Temporary Full Time
28701 BUSINESS ANALYST	BD-008	\$	54.12 \$	57.10 \$	2.98 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
32714 PROJECT MANAGER I	BD-008	\$	54.22 \$	57.20 \$	2.98 Engineering Services	Exempt	Active	Regular Full Time
29427 CORPORATE COMPLIANCE ANALYST	BD-008	· ·	54.38 \$	57.37 \$	2.99 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
		, ,		•				•
7687 COMMUNITY RECREATION SUPERVISOR	BD-008	\$	54.55 \$	57.55 \$	3.00 Board of Parks & Recreation	Exempt	Active	Regular Full Time
27428 FINANCIAL ANALYST I	BD-008	\$	54.52 \$	57.52 \$	3.00 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
27803 OHS SUPERINTENDENT	BD-008	\$	54.56 \$	57.56 \$	3.00 Engineering Services	Exempt	Active	Regular Full Time
7456 SAP BUSINESS ANALYST	BD-008	\$	54.75 \$	57.76 \$	3.01 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
33144 SAP BUSINESS ANALYST	BD-008	\$	54.75 \$	57.76 \$	3.01 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
30464 PROJECT MANAGER I (T)	BD-008	ć	54.69 \$	57.70 \$	3.01 Engineering Services	Exempt	Active	Temporary Full Time
• •		÷	54.69 \$	•				
30469 CIVIL ENGINEER I	BD-008	\$	•	57.70 \$	3.01 Engineering Services	Exempt	Active	Regular Full Time
30487 CIVIL ENGINEER I	BD-008	\$	54.69 \$	57.70 \$	3.01 Engineering Services	Exempt	Active	Regular Full Time
31908 INVESTIGATIONS & THREAT MGT SPECIALIST	BD-008	\$	54.88 \$	57.90 \$	3.02 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
32341 BUSINESS ANALYST	BD-008	\$	54.98 \$	58.00 \$	3.02 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
20826 SYSTEMS ANALYST II	BD-008	\$	55.12 \$	58.15 \$	3.03 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
26084 SENIOR FIRE DATA ANALYST	BD-008	ć	55.22 \$	58.26 \$	3.04 VFRS & OEM	Exempt	Active	Regular Full Time
		÷	55.27 \$	58.31 \$				•
26402 BUSINESS ANALYST	BD-008	\$		•	3.04 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
33088 SYSTEMS ANALYST II	BD-008	\$	55.31 \$	58.35 \$	3.04 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
30071 HUMAN RESOURCE CONSULTANT III	BD-008	\$	42.22 \$	46.99 \$	4.77 Human Resources	Exempt	Active	Regular Full Time
27603 PROJECT MANAGER II	BD-009	\$	66.05 \$	66.30 \$	0.25 Engineering Services	Exempt	Active	Regular Full Time
23209 MANAGER CONTRACTS & ADMINISTRATION	BD-009	\$	65.97 \$	66.30 \$	0.33 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
27642 CIVIL ENGINEER II	BD-009	\$	65.76 \$	66.30 \$	0.54 Engineering Services	Exempt	Active	Regular Full Time
5605 SUPERINTENDENT I	BD-009	ć	65.60 \$	66.30 \$	0.70 Engineering Services	Exempt	Active	Regular Full Time
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32368 REVIEW OFFICER	BD-009	\$	65.56 \$	66.30 \$	0.74 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
27392 PROJECT MANAGER II	BD-009	\$	65.49 \$	66.30 \$	0.81 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
26927 CIVIL ENGINEER II	BD-009	\$	62.28 \$	63.17 \$	0.89 Planning, Urban Des & Sustain	Exempt	Active	Regular Full Time
23899 MANAGER INFORMATION SERVICES	BD-009	\$	65.37 \$	66.30 \$	0.93 Vancouver Public Library Board	Exempt	Active	Regular Full Time
22404 PROJECT MANAGER II	BD-009	\$	65.32 \$	66.30 \$	0.98 Engineering Services	Exempt	Active	Regular Full Time
32223 CIVIL ENGINEER II	BD-009	\$	56.05 \$	57.17 \$	1.12 Engineering Services	Exempt	Active	Regular Full Time
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31987 PROJECT MANAGER II (T)	BD-009	\$ 1	60.40 \$	61.61 \$	1.21 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
22363 BUILDING CODE ENGINEER	BD-009	\$	60.78 \$	62.00 \$	1.22 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
32170 ELECTRICAL ENGINEER II	BD-009	\$	61.02 \$	62.24 \$	1.22 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
30196 PROJECT MANAGER II	BD-009	\$	62.72 \$	63.97 \$	1.25 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
12887 FINANCIAL ANALYST II	BD-009	\$	65.03 \$	66.30 \$	1.27 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
19501 CIVIL ENGINEER II	BD-009	\$	65.03 \$	66.30 \$	1.27 Engineering Services	Exempt	Active	Regular Full Time
		÷						•
31992 MANAGER WORK CONTROL & PERFORMANCE	BD-009	\$ 1	65.00 \$	66.30 \$	1.30 Real Estate & Facilities Mgmt	Exempt	Active	Temporary Full Time
5404 Systems Analyst III	BD-009	\$	64.96 \$	66.30 \$	1.34 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
13350 SUPERINTENDENT II	BD-009	\$	64.88 \$	66.30 \$	1.42 Engineering Services	Exempt	Active	Regular Full Time
20222 MANAGER HELP CENTRE SERVICES	BD-009	\$	64.78 \$	66.30 \$	1.52 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
26112 CIVIL ENGINEER II	BD-009	\$	64.75 \$	66.30 \$	1.55 Engineering Services	Exempt	Active	Regular Full Time
21436 PROJECT MANAGER II	BD-009	\$	64.68 \$	66.30 \$	1.62 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
29579 LABOUR RELATIONS CONSULTANT	BD-009	\$	64.65 \$	66.30 \$	1.65 Human Resources			Regular Full Time
23373 LADOUR RELATIONS CONSULTANT	DD-003	ş	υ4.03 Ş	υυ.ου \$	1.03 Huilidii NesOulles	Exempt	Active	negulai Full Hille

27523 FINANCIAL ANALYST II	BD-009	\$	64.62 \$	66.30 \$	1.68 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
28017 TEAM LEAD, CON IMPROV PRO	BD-009	\$	64.62 \$	66.30 \$	1.68 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
20836 SYSTEMS ANALYST III	BD-009	\$	64.54 \$	66.30 \$	1.76 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
23729 SYSTEMS ANALYST III	BD-009	\$	64.54 \$	66.30 \$	1.76 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
32174 CIVIL ENGINEER II (T)	BD-009	\$	64.31 \$	66.30 \$	1.99 Engineering Services	Exempt	Active	Temporary Full Time
26244 SENIOR ASSOC STRATEGIC BUSINESS ADVISORY	BD-009	\$	63.89 \$	66.30 \$	2.41 Office of the City Manager	Exempt	Active	Regular Full Time
30390 LABOUR RELATIONS CONSULTANT	BD-009 BD-009	\$ \$	63.87 \$ 63.86 \$	66.30 \$ 66.30 \$	2.43 Human Resources	Exempt	Active	Regular Full Time
23402 PROJECT MANAGER II (T) 30356 PROJECT MANAGER II (T)	BD-009 BD-009	\$ ¢	63.73 \$	66.30 \$	2.44 IT, Digital Strategy & 311 2.57 Engineering Services	Exempt Exempt	Active Active	Temporary Full Time Temporary Full Time
16059 CIVIL ENGINEER II (T)	BD-009	\$	63.67 \$	66.30 \$	2.63 Engineering Services	Exempt	Active	Regular Full Time
7825 ENQUIRY CENTRE MANAGER	BD-009	Ś	63.60 \$	66.30 \$	2.70 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
24156 CIVIL ENGINEER II	BD-009	\$	49.72 \$	52.46 \$	2.74 Engineering Services	Exempt	Active	Regular Full Time
27316 MANAGER PUBLIC ENGAGEMENT (T)	BD-009	\$	63.47 \$	66.30 \$	2.83 Planning, Urban Des & Sustain	Exempt	Active	Regular Full Time
14052 CIVIL ENGINEER II	BD-009	\$	53.15 \$	56.07 \$	2.92 Engineering Services	Exempt	Active	Regular Full Time
27599 CIVIL ENGINEER II	BD-009	\$	53.04 \$	55.96 \$	2.92 Engineering Services	Exempt	Active	Regular Full Time
28847 CIVIL ENGINEER II (T)	BD-009	\$	53.04 \$	55.96 \$	2.92 Engineering Services	Exempt	Active	Regular Full Time
32171 CIVIL ENGINEER II	BD-009	\$	53.04 \$	55.96 \$	2.92 Engineering Services	Exempt	Active	Regular Full Time
33227 COMMUNICATION MANAGER	BD-009	\$	53.04 \$	55.96 \$	2.92 Office of the City Manager	Exempt	Active	Temporary Full Time
24485 CIVIL ENGINEER II	BD-009	\$	54.08 \$	57.05 \$	2.97 Engineering Services	Exempt	Active	Regular Full Time
32220 PROJECT MANAGER II (T)	BD-009	\$	53.92 \$	56.89 \$	2.97 Engineering Services	Exempt	Active	Temporary Full Time
27486 FINANCIAL ANALYST II 28020 COMMUNICATIONS MANAGER	BD-009 BD-009	\$	54.25 \$ 54.16 \$	57.23 \$ 57.14 \$	2.98 Finance, Risk&Supply Chain Mgt 2.98 Office of the City Manager	Exempt	Active	Regular Full Time
29825 FINANCIAL ANALYST II	BD-009 BD-009	\$ ¢	54.16 \$ 54.16 \$	57.14 \$ 57.14 \$	2.98 Finance, Risk&Supply Chain Mgt	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
28051 FINANCIAL ANALYST II	BD-009	\$	54.39 \$	57.38 \$	2.99 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
24293 CIVIL ENGINEER II	BD-009	\$	54.67 \$	57.68 \$	3.01 Engineering Services	Exempt	Active	Regular Full Time
29328 MANAGER BY-LAW ADMINISTRATION	BD-009	Ś	54.78 \$	57.79 \$	3.01 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
29002 FINANCIAL ANALYST II	BD-009	\$	54.76 \$	57.77 \$	3.01 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
32396 FINANCIAL ANALYST II	BD-009	, \$	54.76 \$	57.77 \$	3.01 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
29732 MANAGER HR SYSTEMS & ANALYTICS	BD-009	\$	63.28 \$	66.30 \$	3.02 Human Resources	Exempt	Active	Regular Full Time
10806 PROJECT MANAGER II	BD-009	\$	54.87 \$	57.89 \$	3.02 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
22298 CIVIL ENGINEER II	BD-009	\$	54.87 \$	57.89 \$	3.02 Engineering Services	Exempt	Active	Regular Full Time
28943 PROJECT MANAGER II	BD-009	\$	54.87 \$	57.89 \$	3.02 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
28105 PROJECT MANAGER II (T)	BD-009	\$	55.24 \$	58.28 \$	3.04 Engineering Services	Exempt	Active	Regular Full Time
26002 CIVIL ENGINEER II	BD-009	\$	55.30 \$	58.34 \$	3.04 Engineering Services	Exempt	Active	Temporary Full Time
9217 MANAGER ANIMAL CONTROL	BD-009	\$	55.53 \$	58.58 \$	3.05 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
27609 PROJECT MANAGER II	BD-009	\$	55.52 \$	58.57 \$	3.05 Office of the City Manager	Exempt	Active	Regular Full Time
10191 FLEET SUPERVISOR PARK BOARD 29849 CIVIL ENGINEER II	BD-009 BD-009	\$ \$	55.40 \$ 55.67 \$	58.45 \$ 58.73 \$	3.05 Board of Parks & Recreation 3.06 Engineering Services	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
25958 SENIOR MANAGER, SALES	BD-009 BD-009	\$	55.77 \$	58.84 \$	3.07 Arts Culture Community Service	Exempt	Active	Regular Full Time
29697 CIVIL ENGINEER II	BD-009	\$	55.90 \$	58.97 \$	3.07 Engineering Services	Exempt	Active	Regular Full Time
28029 CIVIL ENGINEER II	BD-009	\$	63.22 \$	66.30 \$	3.08 Engineering Services	Exempt	Active	Regular Full Time
28623 COMMUNICATIONS MANAGER	BD-009	\$	56.01 \$	59.09 \$	3.08 Office of the City Manager	Exempt	Active	Regular Full Time
17562 CIVIL ENGINEER II	BD-009	\$	56.13 \$	59.22 \$	3.09 Engineering Services	Exempt	Active	Regular Full Time
28420 COMMUNICATIONS MANAGER	BD-009	\$	56.26 \$	59.35 \$	3.09 Office of the City Manager	Exempt	Active	Regular Full Time
24506 PROJECT MANAGER II	BD-009	\$	63.19 \$	66.30 \$	3.11 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
32212 PROJECT MANAGER II (T)	BD-009	\$	56.77 \$	59.89 \$	3.12 Engineering Services	Exempt	Active	Temporary Full Time
32303 PROJECT MANAGER II	BD-009	\$	56.77 \$	59.89 \$	3.12 Engineering Services	Exempt	Active	Regular Full Time
27417 FINANCIAL ANALYST II	BD-009	\$	56.92 \$	60.05 \$	3.13 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
12092 MGR REGULATORY COMPL PROGM IMPL & ADMIN	BD-009	\$	62.21 \$	65.34 \$	3.13 Engineering Services	Exempt	Active	Regular Full Time
29437 CIVIL ENGINEER II 25048 FINANCIAL ANALYST II	BD-009 BD-009	\$ \$	56.91 \$ 57.09 \$	60.04 \$ 60.23 \$	3.13 Engineering Services 3.14 Finance, Risk&Supply Chain Mgt	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
15209 MANAGER ENQUIRY CENTRE	BD-009 BD-009	ş \$	57.01 \$	60.15 \$	3.14 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
16914 DEPUTY CITY ELECTRICIAN	BD-009	\$	57.01 \$	60.15 \$	3.14 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
26929 CIVIL ENGINEER II	BD-009	\$	57.06 \$	60.20 \$	3.14 Engineering Services	Exempt	Active	Regular Full Time
28036 CIVIL ENGINEER II	BD-009	\$	57.34 \$	60.49 \$	3.15 Engineering Services	Exempt	Active	Regular Full Time
26172 CIVIL ENGINEER II	BD-009	\$	57.38 \$	60.54 \$	3.16 Engineering Services	Exempt	Active	Regular Full Time
31955 DIRECTOR COMMUNICATIONS AND OUTREACH	BD-009	\$	60.27 \$	63.43 \$	3.16 Mayor & City Council	Exempt	Active	Temporary Full Time
32800 MANAGER POLICY TEAM	BD-009	\$	57.50 \$	60.66 \$	3.16 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
28515 CIVIL ENGINEER II	BD-009	\$	57.47 \$	60.63 \$	3.16 Engineering Services	Exempt	Active	Regular Full Time
22994 CIVIL ENGINEER II	BD-009	\$	57.56 \$	60.73 \$	3.17 Engineering Services	Exempt	Active	Regular Full Time
18506 MANAGER NEIGHBOURHOOD SERVICES	BD-009	\$	57.55 \$	60.72 \$	3.17 Vancouver Public Library Board	Exempt	Active	Regular Full Time
33218 MANAGER DIGITAL SERVICES	BD-009	\$	57.68 \$	60.85 \$	3.17 Vancouver Public Library Board	Exempt	Active	Regular Full Time
11209 MANAGER COLLECTIONS & TECHNICAL SERVICES	BD-009	\$	57.78 \$	60.96 \$	3.18 Vancouver Public Library Board	Exempt	Active	Regular Full Time
28813 CIVIL ENGINEER II 30517 SUPERVISOR RECREATION SERVICES	BD-009 BD-009	÷	57.74 \$ 58.03 \$	60.92 \$ 61.22 \$	3.18 Engineering Services 3.19 Board of Parks & Recreation	Exempt Exempt	Active Active	Regular Full Time Temporary Full Time
13771 FINANCIAL ANALYST II	BD-009 BD-009	ς ,	58.12 \$	61.32 \$	3.20 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
6443 SUPERVISOR AQUATICS TRAINING & DEVELOP	BD-009 BD-009	Ś	58.41 \$	61.62 \$	3.21 Board of Parks & Recreation	Exempt	Active	Regular Full Time
23937 CIVIL ENGINEER II	BD-009	\$	58.28 \$	61.49 \$	3.21 Engineering Services	Exempt	Active	Regular Full Time
27662 CIVIL ENGINEER II	BD-009	\$	58.32 \$	61.53 \$	3.21 Engineering Services	Exempt	Active	Regular Full Time
28356 CIVIL ENGINEER II (T)	BD-009	\$	58.75 \$	61.98 \$	3.23 Engineering Services	Exempt	Active	Regular Full Time
13945 CIVIL ENGINEER II	BD-009	\$	58.73 \$	61.96 \$	3.23 Engineering Services	Exempt	Active	Regular Full Time
25874 CIVIL ENGINEER II (T)	BD-009	\$	59.03 \$	62.28 \$	3.25 Engineering Services	Exempt	Active	Regular Full Time
27350 MANAGER, PUBLIC ENGAGEMENT	BD-009	\$	59.03 \$	62.28 \$	3.25 Office of the City Manager	Exempt	Active	Temporary Full Time
32024 MANAGER MARKETING & COMMUNICATIONS	BD-009	\$	59.14 \$	62.39 \$	3.25 Vancouver Public Library Board	Exempt	Active	Regular Full Time

22050 PROJECT MANAGER II (T)	DD 000		50.44	52.20 Å	2.25 17 0: 11 16: 1 0.244		A .:	
32860 PROJECT MANAGER II (T)	BD-009	\$	59.14 \$	62.39 \$	3.25 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
33031 MANAGER PARTNER AGREEMENTS	BD-009	\$	59.14 \$	62.39 \$	3.25 Arts Culture Community Service	Exempt	Active	Regular Full Time
27790 MANAGER COMMUNICATIONS	BD-009	\$	59.23 \$	62.49 \$	3.26 Office of the City Manager	Exempt	Active	Regular Full Time
28745 PROJECT MANAGER II (T)	BD-009	\$	59.52 \$	62.79 \$	3.27 Engineering Services	Exempt	Active	Regular Full Time
29640 MANAGER SUSTAINABLE & ETHICAL PROCUREMNT	BD-009	\$	59.48 \$	62.75 \$	3.27 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
31930 FINANCIAL ANALYST II	BD-009	\$	59.57 \$	62.85 \$	3.28 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
32675 PROJECT MANAGER II	BD-009	\$	59.67 \$	62.95 \$	3.28 Engineering Services	Exempt	Active	Regular Full Time
32917 MANAGER ACCOUNTING AND FINANCE	BD-009	\$	59.67 \$	62.95 \$	3.28 Vancouver Public Library Board	Exempt	Active	Regular Full Time
33026 CIVIL ENGINEER II	BD-009	\$	59.67 \$	62.95 \$	3.28 Engineering Services	Exempt	Active	Regular Full Time
33332 PROJECT MANAGER II	BD-009	\$	59.67 \$	62.95 \$	3.28 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
6354 MANAGER. HOUSING REVIEW BRANCH	BD-009	ξ.	59.83 \$	63.12 \$	3.29 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
28811 CIVIL ENGINEER II (T)	BD-009	ė	59.75 \$	63.04 \$	3.29 Engineering Services	Exempt	Active	Regular Full Time
• •	BD-009	÷	59.93 \$		• •			•
5856 MANAGER RENOVATION CENTRE		\$ ¢		63.23 \$	3.30 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
28894 MANAGER BUSINESS SERVICES	BD-009	\$	59.95 \$	63.25 \$	3.30 Board of Parks & Recreation	Exempt	Active	Regular Full Time
25201 PROJECT MANAGER II	BD-009	\$	59.98 \$	63.28 \$	3.30 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
28419 CIVIL ENGINEER II	BD-009	\$	60.05 \$	63.35 \$	3.30 Engineering Services	Exempt	Active	Regular Full Time
29600 MANAGER FACILITIES & PURCHASING	BD-009	\$	59.97 \$	63.27 \$	3.30 Vancouver Public Library Board	Exempt	Active	Regular Full Time
29650 BUILDING CODE ENGINEER	BD-009	\$	60.08 \$	63.38 \$	3.30 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
27917 PROJECT MANAGER II	BD-009	\$	60.24 \$	63.55 \$	3.31 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
27957 PROJECT MANAGER II	BD-009	\$	60.24 \$	63.55 \$	3.31 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
32678 CIVIL ENGINEER II (T)	BD-009	\$	62.99 \$	66.30 \$	3.31 Engineering Services	Exempt	Active	Temporary Full Time
33151 Project Manager II	BD-009	\$	60.24 \$	63.55 \$	3.31 Board of Parks & Recreation	Exempt	Active	Regular Full Time
33157 MANAGER PAYROLL	BD-009	\$	60.23 \$	63.54 \$	3.31 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
14992 PROJECT MANAGER II (T)	BD-009	\$	60.34 \$	63.66 \$	3.32 Engineering Services	Exempt	Active	Temporary Full Time
31993 PROJECT MANAGER II (T)	BD-009	ė	60.40 \$	63.72 \$	3.32 IT, Digital Strategy & 311	Exempt	Active	Temporary Full Time
. ,	BD-009	÷	62.97 \$	66.30 \$				
32931 MANAGER AFFORDABLE HOUSING		\$ *		•	3.33 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
24565 PROJECT MANAGER II	BD-009	\$	60.75 \$	64.09 \$	3.34 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
27883 CIVIL ENGINEER II	BD-009	\$	60.75 \$	64.09 \$	3.34 Engineering Services	Exempt	Active	Regular Full Time
29734 SENIOR BRANCH HEAD ENGINEERING	BD-009	\$	60.66 \$	64.00 \$	3.34 Engineering Services	Exempt	Active	Regular Full Time
33190 BUILDING CODE ENGINEER	BD-009	\$	60.78 \$	64.12 \$	3.34 Dev Svcs, Bldg & Licensing	Exempt	Active	Temporary Full Time
25328 MANAGER INVESTIGATIONS & THREAT MGT	BD-009	\$	60.87 \$	64.22 \$	3.35 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
31969 MANAGER PROACTIVE ENFORCEMENT	BD-009	\$	60.98 \$	64.33 \$	3.35 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
14322 MANAGER COMMUNICATIONS	BD-009	\$	60.83 \$	64.18 \$	3.35 Office of the City Manager	Exempt	Active	Regular Full Time
21737 MANAGER PROGRAMMING & LEARNING	BD-009	\$	60.91 \$	64.26 \$	3.35 Vancouver Public Library Board	Exempt	Active	Regular Full Time
23056 CIVIL ENGINEER II	BD-009	\$	60.91 \$	64.26 \$	3.35 Engineering Services	Exempt	Active	Regular Full Time
30072 MANAGER IT ACCOUNT SERVICES	BD-009	\$	60.91 \$	64.26 \$	3.35 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
26926 PROJECT MANAGER II	BD-009	¢	61.18 \$	64.54 \$	3.36 Engineering Services	Exempt	Active	Regular Full Time
30389 SENIOR ASSOC STRATEGIC BUSINESS ADVISORY	BD-009	ė	61.04 \$	64.40 \$	3.36 Office of the City Manager	Exempt	Active	Regular Full Time
	BD-009	÷	61.04 \$	64.40 \$, -			•
30391 INDIGENOUS RELATIONS MANAGER		\$ *		•	3.36 Office of the City Manager	Exempt	Active	Regular Full Time
9442 SUPERVISOR RECREATION SERVICES	BD-009	\$	61.32 \$	64.69 \$	3.37 Board of Parks & Recreation	Exempt	Active	Regular Full Time
25998 PROJECT MANAGER II	BD-009	\$	61.32 \$	64.69 \$	3.37 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
26393 CIVIL ENGINEER II	BD-009	\$	61.24 \$	64.61 \$	3.37 Engineering Services	Exempt	Active	Regular Full Time
27851 CIVIL ENGINEER II	BD-009	\$	61.24 \$	64.61 \$	3.37 Board of Parks & Recreation	Exempt	Active	Regular Full Time
29996 CIVIL ENGINEER II	BD-009	\$	61.29 \$	64.66 \$	3.37 Engineering Services	Exempt	Active	Regular Full Time
30275 SENIOR ASSOC STRATEGIC BUSINESS ADVISORY	BD-009	\$	61.31 \$	64.68 \$	3.37 Office of the City Manager	Exempt	Active	Regular Full Time
22456 CIVIL ENGINEER II	BD-009	\$	61.42 \$	64.80 \$	3.38 Engineering Services	Exempt	Active	Regular Full Time
27104 CIVIL ENGINEER II	BD-009	\$	61.45 \$	64.83 \$	3.38 Engineering Services	Exempt	Active	Regular Full Time
31977 PROJECT MANAGER II	BD-009	\$	61.45 \$	64.83 \$	3.38 Engineering Services	Exempt	Active	Regular Full Time
24800 COORDINATOR RAY-CAM CENTRE	BD-009	\$	61.60 \$	64.99 \$	3.39 Board of Parks & Recreation	Exempt	Active	Regular Full Time
19773 INTERGOVERNMENTAL RELATIONS MANAGER	BD-009	\$	61.70 \$	65.09 \$	3.39 Office of the City Manager	Exempt	Active	Regular Full Time
25902 SENIOR ASSOC STRATEGIC BUSINESS ADVISORY	BD-009	\$	61.72 \$	65.11 \$	3.39 Office of the City Manager	Exempt	Active	Regular Full Time
31937 MECHANICAL ENGINEER II	BD-009	\$	61.55 \$	64.94 \$	3.39 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
33074 CIVIL ENGINEER II	BD-009	ė	61.66 \$	65.05 \$	3.39 Engineering Services	Exempt	Active	Regular Full Time
33120 PROJECT MANAGER II	BD-009	÷	61.66 \$	65.05 \$	0 0			•
27979 MANAGER VACANCY TAXATION		÷	61.88 \$		3.39 Engineering Services	Exempt	Active	Regular Full Time
	BD-009	\$ *		65.28 \$	3.40 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
27113 CIVIL ENGINEER II	BD-009	\$	62.09 \$	65.50 \$	3.41 Engineering Services	Exempt	Active	Regular Full Time
29183 MANAGER INFORMATION SERVICES	BD-009	\$	61.91 \$	65.32 \$	3.41 Vancouver Public Library Board	Exempt	Active	Regular Full Time
25463 SENIOR MANAGER PRODUCTION	BD-009	\$	62.17 \$	65.59 \$	3.42 Arts Culture Community Service	Exempt	Active	Regular Full Time
29088 MANAGER BUSINESS PROCESS & TECHNOLOGY	BD-009	\$	62.33 \$	65.76 \$	3.43 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
28239 PROJECT MANAGER II	BD-009	\$	62.61 \$	66.05 \$	3.44 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
27919 CIVIL ENGINEER II	BD-009	\$	62.68 \$	66.13 \$	3.45 Planning, Urban Des & Sustain	Exempt	Active	Regular Full Time
30381 MANAGER SECURITY SYSTEMS INFRA & DESIGN	BD-009	\$	62.74 \$	66.19 \$	3.45 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
26152 PROJECT MANAGER II	BD-009	\$	62.64 \$	66.09 \$	3.45 Engineering Services	Exempt	Active	Regular Full Time
16004 ASSISTANT MANAGER ENVIRONMENTAL SERVICES	BD-009	\$	53.04 \$	58.48 \$	5.44 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
28019 TECHNICAL PRODUCT MANAGER	BD-010	\$	70.78 \$	70.97 \$	0.19 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
27472 MANAGER BUSINESS UNIT ACCOUNTING	BD-010	\$	70.77 \$	70.97 \$	0.20 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
25363 MANAGER EMERGENCY MANAGEMENT	BD-010	ξ.	70.55 \$	70.97 \$	0.42 VFRS & OEM	Exempt	Active	Regular Full Time
25471 PROGRAM MANAGER	BD-010	ć	70.39 \$	70.97 \$		Exempt	Active	-
		ş ė			0.58 IT, Digital Strategy & 311			Regular Full Time
24487 TEAM LEAD IV	BD-010	\$ *	70.23 \$	70.97 \$	0.74 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
26761 A/DIRECTOR COMMUNICATIONS	BD-010	\$ *	70.04 \$	70.97 \$	0.93 Office of the City Manager	Exempt	Active	Regular Full Time
32411 SUPERINTENDENT II	BD-010	\$	62.60 \$	63.85 \$	1.25 Engineering Services	Exempt	Active	Regular Full Time
27906 HOUSING STRAT & FINANCIAL PLANNING MGR	BD-010	\$	69.04 \$	70.97 \$	1.93 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
24495 MANAGER BUDGET & FINANCIAL STRATEGY	BD-010	\$	71.59 \$	73.99 \$	2.40 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
25898 CIVIL ENGINEER III	BD-010	\$	68.51 \$	70.97 \$	2.46 Engineering Services	Exempt	Active	Regular Full Time

10334 SUPERINTENDENT II	BD-010	\$	52.51 \$	55.40 \$	2.89 Engineering Services	Exempt	Active	Regular Full Time
19774 SUPERINTENDENT II	BD-010	\$	56.78 \$	59.90 \$	3.12 Engineering Services	Exempt	Active	Regular Full Time
20434 DIRECTOR CARNEGIE & COMM CENTRE PROGRAMS	BD-010	\$	56.78 \$	59.90 \$	3.12 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
23958 MANAGER PORTFOLIO OPERATIONS 28681 MANAGER DEVELOPMENT	BD-010	\$ \$	56.78 \$	59.90 \$	3.12 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
30382 SENIOR MANAGER SECURITY OPERATIONS	BD-010 BD-010	\$ \$	56.78 \$ 67.82 \$	59.90 \$ 70.97 \$	3.12 Office of the City Manager 3.15 Real Estate & Facilities Mgmt	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
30388 PROJECT MANAGER III	BD-010	\$	67.82 \$	70.97 \$	3.15 Office of the City Manager	Exempt	Active	Regular Full Time
6271 SUPERINTENDENT II	BD-010	\$	67.77 \$	70.97 \$	3.20 Engineering Services	Exempt	Active	Regular Full Time
17031 SUPERINTENDENT II	BD-010	\$	59.04 \$	62.29 \$	3.25 Engineering Services	Exempt	Active	Regular Full Time
22112 City Arborist Supervisor Urban Forestry	BD-010	\$	59.50 \$	62.77 \$	3.27 Board of Parks & Recreation	Exempt	Active	Regular Full Time
29862 MANAGER GATHERING PLACE	BD-010	\$	59.57 \$	62.85 \$	3.28 Arts Culture Community Service	Exempt	Active	Regular Full Time
26192 BUILDING POLICY ENGINEER (ENERGY) 33037 MANAGER BUILDING MAINTENANCE	BD-010 BD-010	\$ ¢	60.24 \$ 60.24 \$	63.55 \$ 63.55 \$	3.31 Dev Svcs, Bldg & Licensing 3.31 Real Estate & Facilities Mgmt	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
26032 EQUIPMENT MANAGER	BD-010	\$	61.67 \$	65.06 \$	3.39 Engineering Services	Exempt	Active	Regular Full Time
13085 SUPERINTENDENT II	BD-010	, \$	67.56 \$	70.97 \$	3.41 Engineering Services	Exempt	Active	Regular Full Time
16133 A/DIR NEIGHBOURHOOD & YOUTH SERVICES	BD-010	\$	62.63 \$	66.07 \$	3.44 Vancouver Public Library Board	Exempt	Active	Regular Full Time
27389 MANAGER PROPERTY MANAGEMENT	BD-010	\$	62.52 \$	65.96 \$	3.44 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
19512 MANAGER BUSINESS CONTINUITY	BD-010	\$	63.28 \$	66.76 \$	3.48 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
33146 PROJECT MANAGER III 18342 CIVIL ENGINEER III	BD-010 BD-010	\$ ¢	63.52 \$ 63.92 \$	67.01 \$ 67.44 \$	3.49 Office of the City Manager 3.52 Engineering Services	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
31944 CHIEF OF STAFF TO MAYOR	BD-010	\$	67.43 \$	70.97 \$	3.54 Mayor & City Council	Exempt	Active	Temporary Full Time
31952 CHIEF OF STAFF TO THE MAYOR	BD-010	\$	67.43 \$	70.97 \$	3.54 Mayor & City Council	Exempt	Active	Temporary Full Time
8063 SUPERVISOR OF NEIGHBOURHOOD PARKS	BD-010	\$	65.38 \$	68.94 \$	3.56 Board of Parks & Recreation	Exempt	Active	Regular Full Time
23185 SUPERINTENDENT II	BD-010	\$	64.93 \$	68.50 \$	3.57 Engineering Services	Exempt	Active	Regular Full Time
26431 MANAGER RECRUITMENT	BD-010	\$	65.03 \$	68.61 \$	3.58 Human Resources	Exempt	Active	Regular Full Time
24048 MANAGER BUILDING INSPECTION BRANCH 29374 PROGRAM MANAGER	BD-010	\$	65.32 \$ 67.38 \$	68.91 \$ 70.97 \$	3.59 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
32697 MGR FINANCIAL PLAN/ANALYSIS PROJECTS (T)	BD-010 BD-010	\$ \$	65.71 \$	69.32 \$	3.59 IT, Digital Strategy & 311 3.61 Finance, Risk&Supply Chain Mgt	Exempt Exempt	Active Active	Regular Full Time Temporary Full Time
33056 MANAGER COMMUNICATIONS	BD-010	\$	65.71 \$	69.32 \$	3.61 Board of Parks & Recreation	Exempt	Active	Regular Full Time
33071 MANAGER SAP LOGISTICS & FINANCE	BD-010	\$	65.71 \$	69.32 \$	3.61 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
28107 MANAGER FINANCE & PERF MEASUREMENT (T)	BD-010	\$	67.35 \$	70.97 \$	3.62 Finance, Risk&Supply Chain Mgt	Exempt	Active	Regular Full Time
29738 MANAGER APPLICATION SERVICES TEAM	BD-010	\$	66.07 \$	69.70 \$	3.63 IT, Digital Strategy & 311	Exempt	Active	Regular Full Time
23663 MANAGER PLUMBING AND GAS	BD-010	\$	66.34 \$	69.99 \$	3.65 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
18329 PROGRAM MANAGER 15891 MANAGER SAP HR & PAYROLL SUPPORT	BD-010 BD-010	\$ \$	66.71 \$ 66.84 \$	70.38 \$ 70.52 \$	3.67 IT, Digital Strategy & 311 3.68 IT, Digital Strategy & 311	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
28682 MANAGER PROPRTY ACQ LEASING & STRAT PROJ	BD-010	\$	63.68 \$	70.97 \$	7.29 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
21270 A/DIRECTOR CULTURAL AWARDS	BD-011	, \$	76.48 \$	76.59 \$	0.11 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
25012 DIRECTOR IGR & STRATEGIC PARTNERSHIPS	BD-011	\$	76.47 \$	76.59 \$	0.12 Office of the City Manager	Senior Exempt	Active	Regular Full Time
30052 SENIOR MANAGER DEVELOPMENT	BD-011	\$	76.29 \$	76.59 \$	0.30 Office of the City Manager	Senior Exempt	Active	Regular Full Time
7482 SUPERINTENDENT III	BD-011	\$	76.23 \$	76.59 \$	0.36 Engineering Services	Senior Exempt	Active	Regular Full Time
6220 REGULATORY FRAMEWORK PROJECT MANAGER (T) 32203 DIRECTOR LEGISLATIVE OPERATIONS	BD-011 BD-011	\$ ¢	76.17 \$ 68.49 \$	76.59 \$ 69.86 \$	0.42 Planning, Urban Des & Sustain 1.37 City Clerk's Office	Senior Exempt Senior Exempt	Active Active	Regular Full Time Regular Full Time
23669 MANAGER HR BUSINESS PARTNERSHIPS	BD-011	\$	74.99 \$	76.59 \$	1.60 Human Resources	Senior Exempt	Active	Regular Full Time
15764 CITY ARCHIVIST	BD-011	, \$	74.69 \$	76.59 \$	1.90 City Clerk's Office	Senior Exempt	Active	Regular Full Time
29924 MANAGER COMPENSATION & BENEFITS	BD-011	\$	74.45 \$	76.59 \$	2.14 Human Resources	Senior Exempt	Active	Regular Full Time
33058 MANAGER ORGANIZATIONAL HEALTH & SAFETY	BD-011	\$	53.62 \$	56.57 \$	2.95 Human Resources	Senior Exempt	Active	Regular Full Time
30539 DIRECTOR NON MARKET HOUSING	BD-011	\$	73.38 \$	76.59 \$	3.21 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
23783 MANAGER SUSTAINABILITY 30486 MANAGER STRATEGIC BUSINESS ADVISORY	BD-011 BD-011	\$	67.69 \$ 68.17 \$	71.41 \$ 71.92 \$	3.72 Planning, Urban Des & Sustain 3.75 Office of the City Manager	Senior Exempt Senior Exempt	Active Active	Regular Full Time Regular Full Time
32314 MANAGER BUSINESS PLANNING & OPERATIONS	BD-011	\$	68.12 \$	71.87 \$	3.75 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
30138 ISSUES MANAGER	BD-011	, \$	68.93 \$	72.72 \$	3.79 Dev Svcs, Bldg & Licensing	Senior Exempt	Active	Regular Full Time
33155 MANAGER STRATEGIC BUSINESS ADVISORY	BD-011	\$	68.93 \$	72.72 \$	3.79 Office of the City Manager	Senior Exempt	Active	Regular Full Time
28630 MANAGER ENVIRONMENTAL SERVICES	BD-011	\$	72.77 \$	76.59 \$	3.82 Real Estate & Facilities Mgmt	Senior Exempt	Active	Regular Full Time
29602 DIRECTOR, IGR AND STRATEGIC PARTNERSHIPS	BD-011	\$	70.19 \$	74.05 \$	3.86 Office of the City Manager	Senior Exempt	Active	Regular Full Time
11730 MANAGER CITY-WIDE PLAN 22586 MANAGER HR BUSINESS PARTNERSHIPS	BD-011 BD-011	\$ ¢	70.42 \$ 71.39 \$	74.29 \$ 75.32 \$	3.87 Planning, Urban Des & Sustain 3.93 Human Resources	Senior Exempt Senior Exempt	Active Active	Regular Full Time Regular Full Time
29622 A/CHIEF MANAGER COMMUNICATIONS	BD-011	\$	76.15 \$	80.33 \$	4.18 VFRS & OEM	Senior Exempt	Active	Regular Full Time
19291 A/CHIEF/MANAGER FLEET & EQUIPMENT SVCS	BD-011	, \$	76.75 \$	80.97 \$	4.22 VFRS & OEM	Senior Exempt	Active	Regular Full Time
32001 A/CHIEF STRATEGY AND POLICY	BD-011	\$	77.05 \$	81.29 \$	4.24 VFRS & OEM	Senior Exempt	Active	Regular Full Time
18939 A/CHIEF ANALYTICS & DECISION SUPPORT	BD-011	\$	78.13 \$	82.43 \$	4.30 VFRS & OEM	Senior Exempt	Active	Regular Full Time
29413 A/Director Accounting Operations	BD-012	\$	80.98 \$	82.92 \$	1.94 Finance, Risk&Supply Chain Mgt	Senior Exempt	Active	Regular Full Time
837 DIRECTOR LIBRARY EXPERIENCE 7186 SUPERINTENDENT IV	BD-012 BD-013	\$ ¢	80.89 \$ 80.71 \$	82.92 \$ 82.92 \$	2.03 Vancouver Public Library Board	Senior Exempt	Active	Regular Full Time Regular Full Time
27675 A/DIR STRATEGIC BUSINESS ADVISORY SERV	BD-012 BD-012	\$	79.95 \$	82.37 \$	2.21 Engineering Services 2.42 Office of the City Manager	Senior Exempt Senior Exempt	Active Active	Regular Full Time
32218 A/DIR COMMUNITY STDS & LICENSE INSPECTOR	BD-012	\$	80.06 \$	82.92 \$	2.86 Dev Svcs, Bldg & Licensing	Exempt	Active	Regular Full Time
32117 SENIOR BRANCH HEAD ENGINEERING	BD-012	\$	79.83 \$	82.92 \$	3.09 Engineering Services	Senior Exempt	Active	Regular Full Time
7064 ASSOCIATE DIRECTOR MAINTENANCE & OPS	BD-012	\$	79.74 \$	82.92 \$	3.18 Real Estate & Facilities Mgmt	Senior Exempt	Active	Regular Full Time
23997 SENIOR MANAGER MUNICIPAL APPS SUPPORT	BD-012	\$	79.45 \$	82.92 \$	3.47 IT, Digital Strategy & 311	Senior Exempt	Active	Regular Full Time
23247 BRANCH HEAD ENGINEERING 26294 SENIOR BRANCH HEAD ENGINEERING	BD-012 BD-012	\$ e	65.61 \$ 66.34 \$	69.22 \$ 69.99 \$	3.61 Engineering Services 3.65 Engineering Services	Senior Exempt Senior Exempt	Active Active	Regular Full Time Regular Full Time
29292 MANAGER PARK DEVELOPMENT, PB	BD-012 BD-012	\$	66.34 \$	69.99 \$	3.65 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
24867 SENIOR BRANCH HEAD ENGINEERING	BD-012	\$	67.42 \$	71.13 \$	3.71 Engineering Services	Senior Exempt	Active	Regular Full Time
27524 BRANCH MANAGER PROJECT DELIVERY	BD-012	\$	67.42 \$	71.13 \$	3.71 Engineering Services	Senior Exempt	Active	Regular Full Time
24138 SENIOR BRANCH HEAD ENGINEERING	BD-012	\$	68.32 \$	72.08 \$	3.76 Engineering Services	Senior Exempt	Active	Regular Full Time

7526 MANAGER RECREATION SERVICES	BD-012	\$	69.02 \$	72.82 \$	3.80 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
28706 BRANCH MANAGER PROJECT MANAGEMENT OFFICE	BD-012	\$	69.01 \$	72.81 \$	3.80 Engineering Services	Senior Exempt	Active	Regular Full Time
25225 BRANCH MANAGER PROJECT MANAGEMENT OFFICE	BD-012	\$	70.51 \$	74.39 \$	3.88 Engineering Services	Senior Exempt	Active	Regular Full Time
1553 MANAGER RECREATION SERVICES	BD-012	\$	71.31 \$	75.23 \$	3.92 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
7298 MANAGER RECREATION SERVICES	BD-012	ć	74.33 \$	78.25 \$	3.92 Board of Parks & Recreation	Senior Exempt		•
		ş	·			'	Active	Regular Full Time
24845 ASSISTANT DIRECTOR BUILDING INSPECTIONS	BD-012	\$	71.33 \$	75.25 \$	3.92 Dev Svcs, Bldg & Licensing	Senior Exempt	Active	Regular Full Time
18580 SENIOR BRANCH HEAD ENGINEERING	BD-012	\$	71.50 \$	75.43 \$	3.93 Engineering Services	Senior Exempt	Active	Regular Full Time
16027 DIRECTOR COLLECTIONS & TECHNOLOGY	BD-012	\$	71.78 \$	75.73 \$	3.95 Vancouver Public Library Board	Senior Exempt	Active	Regular Full Time
16851 A/DIRECTOR CUSTOMER SERVICE INITIATIVES	BD-012	\$	72.36 \$	76.34 \$	3.98 Dev Svcs, Bldg & Licensing	Senior Exempt	Active	Regular Full Time
19248 SENIOR BRANCH HEAD ENGINEERING	BD-012	ė	72.44 \$	76.42 \$	3.98 Engineering Services	Senior Exempt	Active	Regular Full Time
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18943 SURVEYOR III	BD-012	\$	72.94 \$	76.95 \$	4.01 Engineering Services	Senior Exempt	Active	Regular Full Time
27680 MANAGER PLANNING POLICY & ENVIRONMENT	BD-012	\$	72.96 \$	76.97 \$	4.01 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
28431 SENIOR BRANCH HEAD ENGINEERING	BD-012	\$	73.84 \$	77.90 \$	4.06 Engineering Services	Senior Exempt	Active	Regular Full Time
28812 ASSOCIATE DIRECTOR	BD-012	\$	73.75 \$	77.81 \$	4.06 Office of the City Manager	Senior Exempt	Active	Regular Full Time
21475 ASSOCIATE DIRECTOR REAL ESTATE	BD-012	\$	74.13 \$	78.21 \$	4.08 Real Estate & Facilities Mgmt	Senior Exempt	Active	Regular Full Time
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22118 SENIOR BRANCH HEAD ENGINEERING	BD-012	\$	74.16 \$	78.24 \$	4.08 Engineering Services	Senior Exempt	Active	Regular Full Time
33107 A/DIR STRATEGIC BUSINESS ADVISORY SERV	BD-012	\$	74.13 \$	78.21 \$	4.08 Office of the City Manager	Senior Exempt	Active	Regular Full Time
26882 SUPERINTENDENT IV	BD-012	\$	75.08 \$	79.21 \$	4.13 Engineering Services	Senior Exempt	Active	Regular Full Time
18361 SUPERINTENDENT IV	BD-012	\$	77.18 \$	81.42 \$	4.24 Engineering Services	Senior Exempt	Active	Regular Full Time
28933 MANAGER RECREATION SERVICES - CITYWIDE	BD-012	\$	77.18 \$	81.42 \$	4.24 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
17151 SENIOR BRANCH HEAD ENGINEERING	BD-012	ć	77.68 \$	81.95 \$	4.27 Engineering Services	Senior Exempt	Active	Regular Full Time
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5184 DIRECTOR COMMTY ENGAGE & PARTNERSHIPS	BD-012	Ş	77.88 \$	82.16 \$	4.28 Vancouver Public Library Board	Senior Exempt	Active	Regular Full Time
26895 A/DIRECTOR CITY PROTECTIVE SVS	BD-012	\$	77.84 \$	82.12 \$	4.28 Real Estate & Facilities Mgmt	Senior Exempt	Active	Regular Full Time
28926 DIRECTOR HUMAN RESOURCES - LIBRARY	BD-012	\$	77.74 \$	82.02 \$	4.28 Vancouver Public Library Board	Senior Exempt	Active	Regular Full Time
9330 SENIOR BRANCH HEAD ENGINEERING	BD-012	\$	78.49 \$	82.81 \$	4.32 Engineering Services	Senior Exempt	Active	Regular Full Time
21733 DIRECTOR STRATEGIC PLANNING & PROG MGT	BD-013	ė	95.36 \$	95.49 \$	0.13 Real Estate & Facilities Mgmt	Senior Exempt	Active	Regular Full Time
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26503 PROJECT DIRECTOR AND CEO VAHA	BD-013	\$	88.52 \$	89.14 \$	0.62 Office of the City Manager	Senior Exempt	Active	Regular Full Time
23070 CHIEF LICENSE INSPECTOR	BD-013	\$	93.95 \$	95.49 \$	1.54 Dev Svcs, Bldg & Licensing	Senior Exempt	Active	Regular Full Time
32309 A/DIRECTOR PLANNING	BD-013	\$	93.67 \$	95.49 \$	1.82 Planning, Urban Des & Sustain	Senior Exempt	Active	Regular Full Time
7366 DEPUTY FIRE CHIEF	BD-013	\$	93.42 \$	95.49 \$	2.07 VFRS & OEM	Senior Exempt	Active	Regular Full Time
32720 DIRECTOR CIVIC THEATRES	BD-013	\$	93.09 \$	95.49 \$	2.40 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
23565 DIRECTOR ORGL HEALTH & SAFETY	BD-013	ć	92.70 \$	95.49 \$	2.79 Human Resources	·		•
		3	·			Senior Exempt	Active	Regular Full Time
5992 DIRECTOR RECREATION	BD-013	Ş	86.09 \$	89.18 \$	3.09 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
27308 DIR INTEGRATED STRATEGY & UTILITIES PLAN	BD-013	\$	92.20 \$	95.49 \$	3.29 Engineering Services	Senior Exempt	Active	Regular Full Time
28106 MANAGING DIRECTOR OF CULTURAL SERVICES	BD-013	\$	91.43 \$	95.49 \$	4.06 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
13845 MANAGING DIRECTOR HOME SVS & AH PROG	BD-013	Ś	80.14 \$	84.28 \$	4.14 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
27510 DIRECTOR CWP STRUCTURED DECISION MAKING	BD-013	Ġ	91.22 \$	95.49 \$	4.27 Planning, Urban Des & Sustain	Senior Exempt	Active	Regular Full Time
	BD-013	ć	79.03 \$	•	<u>-</u>	'		-
26745 A/DIRECTOR PLANNING		\$	•	83.38 \$	4.35 Planning, Urban Des & Sustain	Senior Exempt	Active	Regular Full Time
20339 DIRECTOR PARK PLANNING & DEVELOPMENT (T)	BD-013	Ş	91.04 \$	95.49 \$	4.45 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
7318 DIRECTOR PARKS	BD-013	\$	82.81 \$	87.36 \$	4.55 Board of Parks & Recreation	Senior Exempt	Active	Regular Full Time
5689 DIRECTOR DEVELOPMENT SERVICES	BD-013	\$	83.24 \$	87.82 \$	4.58 Dev Svcs, Bldg & Licensing	Senior Exempt	Active	Regular Full Time
26399 DIR SUPPLY CHAIN MANAGEMENT	BD-013	\$	83.99 \$	88.61 \$	4.62 Finance, Risk&Supply Chain Mgt	Senior Exempt	Active	Regular Full Time
22250 DIRECTOR ORG DEV & STRATEGIC INITIATIVES	BD-013	ć	86.01 \$	90.74 \$	4.73 Human Resources	Senior Exempt	Active	Regular Full Time
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18105 A/DIRECTOR HOUSING POLICY	BD-013	\$	86.84 \$	91.62 \$	4.78 Planning, Urban Des & Sustain	Senior Exempt	Active	Regular Full Time
26782 CITY CLERK	BD-013	\$	87.98 \$	92.82 \$	4.84 City Clerk's Office	Senior Exempt	Active	Regular Full Time
7051 DIR ENG PROJECTS & DEVELOPMENT SERVICES	BD-013	\$	88.82 \$	93.71 \$	4.89 Engineering Services	Senior Exempt	Active	Regular Full Time
23059 MANAGING DIRECTOR OF SOCIAL DEVELOPMENT	BD-013	Ś	88.02 \$	95.49 \$	7.47 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
10364 A/DIRECTOR PLANNING	BD-013	\$	85.94 \$	95.49 \$	9.55 Planning, Urban Des & Sustain	Senior Exempt	Active	Regular Full Time
27333 DEPUTY GM ENGINEERING	BD-014	ć	101.43 \$	102.70 \$	1.27 Engineering Services	Senior Exempt	Active	Regular Full Time
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17581 CHIEF LIBRARIAN	BD-015	Ş	107.30 \$	113.20 \$	5.90 Vancouver Public Library Board	Senior Exempt	Active	Regular Full Time
7474 FIRE CHIEF - FIRE & RESCUE SERVICES	BD-016	\$	120.76 \$	123.44 \$	2.68 VFRS & OEM	Senior Exempt	Active	Regular Full Time
15372 GENERAL MANAGER COMMUNITY SERVICES	BD-016	\$	140.53 \$	148.26 \$	7.73 Arts Culture Community Service	Senior Exempt	Active	Regular Full Time
24539 GENERAL MANAGER DBL	BD-016	\$	131.23 \$	141.89 \$	10.66 Dev Svcs, Bldg & Licensing	Senior Exempt	Active	Regular Full Time
322 DEPUTY CITY MANAGER	BD-016	\$	122.65 \$	141.89 \$	19.24 Office of the City Manager	Senior Exempt	Active	Regular Full Time
21250 GENERAL MANAGER REAL ESTATE & FACILITIES	BD-016	\$	125.44 \$	144.91 \$	19.47 Real Estate & Facilities Mgmt	Senior Exempt	Active	Regular Full Time
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6483 GENERAL MANAGER - ENGINEERING SERVICES	BD-016	>	120.76 \$	141.89 \$	21.13 Engineering Services	Senior Exempt	Active	Regular Full Time
20408 SUPERINTENDENT II	BD-110	\$	60.68 \$	62.08 \$	1.40 Engineering Services	Exempt	Active	Regular Full Time
25456 SUPERVISOR GOLF COURSE OPERATIONS	BD-110	\$	55.66 \$	57.18 \$	1.52 Board of Parks & Recreation	Exempt	Active	Regular Full Time
4352 SUPERINTENDENT II	BD-110	\$	60.16 \$	62.08 \$	1.92 Engineering Services	Exempt	Active	Regular Full Time
16056 SUPERINTENDENT II	BD-110	\$	58.23 \$	61.43 \$	3.20 Engineering Services	Exempt	Active	Regular Full Time
26263 DIRECTOR VANDUSEN GARDENS	BD-110	ć	61.27 \$	64.64 \$	3.37 Board of Parks & Recreation	•		-
		÷				Exempt	Active	Regular Full Time
28909 SOLICITOR III	BD-213	>	89.04 \$	89.14 \$	0.10 Law Department	Senior Exempt	Active	Regular Full Time
30112 SOLICITOR III	BD-213	\$	88.20 \$	89.14 \$	0.94 Law Department	Senior Exempt	Active	Regular Full Time
24267 SOLICITOR III	BD-213	\$	87.79 \$	89.14 \$	1.35 Law Department	Senior Exempt	Active	Regular Full Time
25710 SOLICITOR III	BD-213	\$	87.78 \$	89.14 \$	1.36 Law Department	Senior Exempt	Active	Regular Full Time
25829 SOLICITOR III	BD-213	Š	87.78 \$	89.14 \$	1.36 Law Department	Senior Exempt	Active	Regular Full Time
26299 SOLICITOR III	BD-213	ė	87.02 \$	89.14 \$		·		Regular Full Time
		,			2.12 Law Department	Senior Exempt	Active	•
28438 SOLICITOR III	BD-213	Ş	78.95 \$	83.29 \$	4.34 Law Department	Senior Exempt	Active	Temporary Full Time
28929 SOLICITOR III	BD-213	\$	83.11 \$	87.68 \$	4.57 Law Department	Senior Exempt	Active	Regular Full Time
29526 SOLICITOR III	BD-213	\$	84.42 \$	89.06 \$	4.64 Law Department	Senior Exempt	Active	Regular Full Time
29664 SOLICITOR III	BD-213	\$	84.40 \$	89.04 \$	4.64 Law Department	Senior Exempt	Active	Regular Full Time
30461 SOLICITOR III	BD-213	Š	84.39 \$	89.03 \$	4.64 Law Department	Senior Exempt	Active	Regular Full Time
10148 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	43.40 \$	0.85 Engineering Services	·	Active	Regular Full Time
		•				Exempt		•
5850 SUPERINTENDENT REFM	BD-SUPT	\$	52.07 \$	53.19 \$	1.12 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time

21150 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	43.72 \$	1.17 Engineering Services	Exempt	Active	Regular Full Time
5985 SUPERINTENDENT I	BD-SUPT	\$	51.86 \$	53.19 \$	1.33 Engineering Services	Exempt	Active	Regular Full Time
28390 SUPERINTENDENT PARK BOARD	BD-SUPT	\$	51.01 \$	53.19 \$	2.18 Board of Parks & Recreation	Exempt	Active	Regular Full Time
14176 SUPERINTENDENT REFM	BD-SUPT	\$	50.98 \$	53.19 \$	2.21 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
33019 SUPERINTENDENT I	BD-SUPT	\$	42.56 \$	44.90 \$	2.34 Engineering Services	Exempt	Active	Temporary Full Time
4887 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	44.89 \$	2.34 Engineering Services	Exempt	Active	Regular Full Time
6288 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	44.89 \$	2.34 Engineering Services	Exempt	Active	Regular Full Time
10667 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	44.89 \$	2.34 Engineering Services	Exempt	Active	Regular Full Time
15258 SUPERINTENDENT I (T)	BD-SUPT	\$	42.55 \$	44.89 \$	2.34 Engineering Services	Exempt	Active	Regular Full Time
16174 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	44.89 \$	2.34 Engineering Services	Exempt	Active	Regular Full Time
19438 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	44.89 \$	2.34 Engineering Services	Exempt	Active	Regular Full Time
21862 SUPERINTENDENT I	BD-SUPT	\$	42.55 \$	44.89 \$	2.34 Engineering Services	Exempt	Active	Regular Full Time
26892 SUPERINTENDENT PARK BOARD	BD-SUPT	\$	42.64 \$	44.99 \$	2.35 Board of Parks & Recreation	Exempt	Active	Regular Full Time
9751 SUPERINTENDENT PARK BOARD	BD-SUPT	\$	43.06 \$	45.43 \$	2.37 Board of Parks & Recreation	Exempt	Active	Regular Full Time
4919 SUPERINTENDENT I	BD-SUPT	\$	43.26 \$	45.64 \$	2.38 Engineering Services	Exempt	Active	Regular Full Time
5926 SUPERINTENDENT I	BD-SUPT	\$	43.26 \$	45.64 \$	2.38 Engineering Services	Exempt	Active	Regular Full Time
21043 SUPERINTENDENT PARK BOARD	BD-SUPT	\$	43.47 \$	45.86 \$	2.39 Board of Parks & Recreation	Exempt	Active	Regular Full Time
8342 SUPERINTENDENT I	BD-SUPT	\$	43.83 \$	46.24 \$	2.41 Engineering Services	Exempt	Active	Regular Full Time
14796 SUPERINTENDENT I	BD-SUPT	s S	43.93 \$	46.35 \$	2.42 Engineering Services	Exempt	Active	Regular Full Time
7377 SUPERINTENDENT I	BD-SUPT	Ś	44.44 \$	46.88 \$	2.44 Engineering Services	Exempt	Active	Regular Full Time
6975 SUPERINTENDENT I	BD-SUPT	Ś	44.56 \$	47.01 \$	2.45 Engineering Services	Exempt	Active	Regular Full Time
17653 SUPERINTENDENT I	BD-SUPT	Ś	44.59 \$	47.04 \$	2.45 Engineering Services	Exempt	Active	Regular Full Time
6688 SUPERINTENDENT I	BD-SUPT	Ś	44.57 \$	47.02 \$	2.45 Engineering Services	Exempt	Active	Regular Full Time
20379 SUPERINTENDENT I	BD-SUPT	Ś	44.95 \$	47.42 \$	2.47 Engineering Services	Exempt	Active	Regular Full Time
18160 SUPERINTENDENT PARK BOARD	BD-SUPT	Ś	45.52 \$	48.02 \$	2.50 Board of Parks & Recreation	Exempt	Active	Regular Full Time
6758 SUPERINTENDENT PARK BOARD	BD-SUPT	Ś	45.63 \$	48.14 \$	2.51 Board of Parks & Recreation	Exempt	Active	Regular Full Time
11633 SUPERINTENDENT I	BD-SUPT	Š	50.64 \$	53.19 \$	2.55 Engineering Services	Exempt	Active	Regular Full Time
5555 SUPERINTENDENT I	BD-SUPT	Ś	46.99 \$	49.57 \$	2.58 Engineering Services	Exempt	Active	Regular Full Time
26954 SUPERINTENDENT PARK BOARD	BD-SUPT	Š	46.82 \$	49.40 \$	2.58 Board of Parks & Recreation	Exempt	Active	Regular Full Time
12304 SUPERINTENDENT REFM	BD-SUPT	\$	47.24 \$	49.84 \$	2.60 Real Estate & Facilities Mgmt	Exempt	Active	Regular Full Time
15640 SUPERINTENDENT I	BD-SUPT	\$	47.35 \$	49.95 \$	2.60 Engineering Services	Exempt	Active	Regular Full Time
19781 SUPERINTENDENT I	BD-SUPT	\$	47.40 \$	50.01 \$	2.61 Engineering Services	Exempt	Active	Regular Full Time
25814 SUPERINTENDENT I	BD-SUPT	Ś	47.52 \$	50.13 \$	2.61 Engineering Services	Exempt	Active	Regular Full Time
16005 SUPERINTENDENT PARK BOARD	BD-SUPT	\$	47.64 \$	50.26 \$	2.62 Board of Parks & Recreation	Exempt	Active	Regular Full Time
19466 SUPERINTENDENT I	BD-SUPT	Š	47.88 \$	50.50 \$ 50.51 \$	2.63 Engineering Services	Exempt	Active	Regular Full Time
5396 SUPERINTENDENT PARK BOARD	BD-SUPT	Ś	48.17 \$	50.82 \$	2.65 Board of Parks & Recreation	Exempt	Active	Regular Full Time
15639 SUPERINTENDENT I	BD-SUPT	ė	48.11 \$	50.76 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
17248 SUPERINTENDENT I	BD-SUPT	Š	48.22 \$	50.70 \$ 50.87 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
28588 SUPERINTENDENT I	BD-SUPT	Ś	50.54 \$	53.19 \$	2.65 Engineering Services	Exempt	Active	Regular Full Time
15114 SUPERINTENDENT I	BD-SUPT	Ś	48.31 \$	50.97 \$	2.66 Engineering Services	Exempt	Active	Regular Full Time
7086 SUPERINTENDENT PARK BOARD	BD-SUPT	\$	48.76 \$	51.44 \$	2.68 Board of Parks & Recreation	Exempt	Active	Regular Full Time
20092 SUPERINTENDENT I	BD-SUPT	ė	48.69 \$	51.37 \$	2.68 Engineering Services	Exempt	Active	Regular Full Time
1615 SUPERINTENDENT PARK BOARD	BD-SUPT	\$	48.97 \$	51.66 \$	2.69 Board of Parks & Recreation	Exempt	Active	Regular Full Time
33310 SUPERINTENDENT I	BD-SUPT	÷	48.92 \$	51.61 \$	2.69 Engineering Services	Exempt	Active	Regular Full Time
28437 SUPERINTENDENT I	BD-SUPT	\$ \$	48.90 \$	51.59 \$	2.69 Engineering Services	Exempt	Active	Regular Full Time
27625 SUPERINTENDENT I	BD-SUPT	\$ \$	49.11 \$	51.39 \$ 51.81 \$	2.70 Engineering Services	Exempt	Active	Regular Full Time
8012 SUPERINTENDENT I	BD-SUPT	÷	49.11 \$ 49.22 \$	51.81 \$ 51.93 \$	2.70 Engineering Services 2.71 Board of Parks & Recreation		Active	Regular Full Time Regular Full Time
7403 SUPERINTENDENT I		\$ \$	49.22 \$ 49.61 \$	51.93 \$ 52.34 \$		Exempt	Active	•
13978 SUPERINTENDENT REFM	BD-SUPT BD-SUPT	÷	49.61 \$ 49.82 \$	52.34 \$ 52.56 \$	2.73 Engineering Services	Exempt	Active	Regular Full Time
753 SUPERINTENDENT REFIN	BD-SUPT	\$ \$	49.82 \$ 50.12 \$	52.56 \$ 52.88 \$	2.74 Real Estate & Facilities Mgmt 2.76 Board of Parks & Recreation	Exempt		Regular Full Time Regular Full Time
28895 SUPERINTENDENT PARK BOARD	BD-SUPT	\$ \$	50.12 \$ 55.86 \$	52.88 \$ 58.93 \$	3.07 Board of Parks & Recreation 3.07 Board of Parks & Recreation	Exempt Exempt	Active Active	Regular Full Time Regular Full Time
20033 SUPERIINTEINDEINT PARK BUAKU	ואס-יסם	\$	53.00 Ş	30.33 \$	3.07 DUDI U U PAIKS & RECIEDTION	Exempt	Active	veknigi Lnii Illiie



CPA CANADA PUBLIC SECTOR ACCOUNTING HANDBOOK

ACTUARIAL VALUATION REPORT AS OF DECEMBER 31, 2019

NON-PENSION POST-EMPLOYMENT BENEFITS PLAN

CITY OF VANCOUVER

21 FEBRUARY 2020

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REPORT HIGHLIGHTS

Mercer has prepared this report to assist the City of Vancouver (the "City") to present actuarial estimates of liabilities as of December 31, 2019 for the Non-Pension Post-Employment Benefits Plan¹ to incorporate, as the City deems appropriate, in its financial statements under Chartered Professional Accountants of Canada Public Sector Accounting Handbook (the "PSAB Handbook"), and to provide an actuarial estimate of the expense for the fiscal year ending December 31, 2020.

The City's fiscal year end date is December 31, and the measurement date for the plan obligations as described in this report is December 31.

All figures in this report are expressed in Canadian dollars, unless otherwise stated.

Please see Section 3 of this report for further explanation as to the purposes and limitations of this report.

¹ Benefits included in the valuation are non-vested sick leave, deferred vacation, gratuity pay, early retirement banks, reserved quota banks for exempt and senior exempt employees, supplemental vacation, holiday banks, vacation in the year of retirement, pension buyback, long term disability and the continuation of benefits while on disability.

SUMMARY OF RESULTS

Below are highlights of the results as of December 31, 2019 compared to the corresponding figures as of December 31, 2018.

	FISCAL YEAR ENDING DECEMBER 31, 2019	FISCAL YEAR ENDING DECEMBER 31, 2018
Expense ²	\$10,977,000	\$6,920,000
Accrued benefit obligation	\$96,848,000	\$92,902,000
Accrued benefit liability	\$91,747,000	\$90,577,000
Benefits paid	\$9,807,000	\$9,403,000
Discount rate at year-end	3.36%	3.58%

The expense for the fiscal year ending December 31, 2019 includes no charges/credits due to special events.

The estimated expense related to benefits for the fiscal year ending December 31, 2020 is \$11,982,000.

Please note that the actual expense for the fiscal year ending December 31, 2020 may be substantially different from the estimate and may be revised if liabilities are remeasured during the year due to a significant event and/or cash flows are updated. Moreover, the experience on long-term disability benefits will be directly reflected in the final 2020 expense.

We have not been notified by the City nor are we aware of any events subsequent to December 31, 2019, which in our opinion would have a material impact on the results of the valuation.

² The expenses have been adjusted to reflect the change in obligation for the long term disability benefit during the year.

CHANGES IN PLAN PROVISIONS

There were no changes in plan provisions since the last disclosure as December 31, 2018.

CHANGES IN ACTUARIAL ASSUMPTIONS

There were changes in actuarial assumptions since the last disclosure as of December 31, 2018. Please see the Summary of Assumptions in Appendix D of this report for a description of these changes.

CHANGES IN ACTUARIAL COST METHODS

There were no changes to the actuarial cost methods since the last disclosure as of December 31, 2018.

CHANGES IN ACCOUNTING POLICIES

There were no changes in accounting policies since the last disclosure as of December 31, 2018.

Details of the disclosure information are shown in Appendix A. The estimated expense information is shown in Appendix B.

Valuation results broken down by group and benefit can be found in Appendix C.

Please refer to the remainder of the report for more information about these summary number.

2

BASIS OF VALUATION

PLAN DATA

To prepare this report Mercer has used and relied on financial data submitted as at the measurement date by the trustee without further audit. Customarily, this information would not be verified by a plan's actuary. We have reviewed the information for internal consistency and we have no reason to doubt its substantial accuracy.

Mercer has also used and relied on membership data as supplied by the City. The membership data is summarized in Appendix G.

The City is responsible for ensuring that such participant data provides an accurate description of all persons who are participants under the terms of the plan or otherwise entitled to benefits that is sufficiently comprehensive and accurate for the purposes of this report. If the data supplied are not sufficiently comprehensive and accurate for the purposes of this report, the valuation results may differ significantly from the results that would be obtained with such data; this may require a later revision of this report.

We have applied tests for internal consistency, as well as for consistency with the data used for the previous valuation. These tests were applied to membership reconciliation, basic information (date of birth, date of hire, date of membership, gender, etc.). The results of these tests were satisfactory.

ACTUARIAL ASSUMPTIONS

To prepare the valuation report, assumptions are used in a forward looking financial and demographic model to present a single scenario from a wide range of possibilities; the results based on that single scenario are included in the valuation. The future is uncertain and the

plan's actual experience will differ from those assumptions; these differences may be significant or material because these results are very sensitive to the assumptions made and, in some cases, to the interaction between the assumptions.

Different assumptions or scenarios within the range of possibilities may also be reasonable and results based on those assumptions would be different. As a result of the uncertainty inherent in a forward looking projection over a very long period of time, no one projection is uniquely "correct" and many alternative projections of the future could also be regarded as reasonable. Two different actuaries could, quite reasonably, arrive at different results based on the same data and different views of the future. A "sensitivity analysis" shows the degree to which results would be different if you substitute alternative assumptions within the range of possibilities for those utilized in this report.

We have not been engaged to perform such a sensitivity analysis and thus the results of such an analysis are not included in this report. At the client's request, Mercer is available to perform sensitivity or scenario analysis.

Assumptions may also be changed from one valuation to the next because of changes in mandated requirements, plan experience, changes in expectations about the future and other factors. A change in assumptions is not an indication that prior assumptions were unreasonable when made.

The actuarial assumptions used in the valuations and determination of net periodic benefit cost are summarized in this report.

ACTUARIAL METHODS

A valuation report is only a snapshot of a plan's estimated financial condition at a particular point in time; it does not predict the plan's future financial condition or its ability to pay benefits in the future and does not provide any guarantee of future financial soundness of the plan. Over time, a plan's total cost will depend on a number of factors, including the amount of benefits the plan pays, the number of people paid benefits, the period of time over which benefits are paid, plan expenses and the amount earned on any assets invested to pay benefits. These amounts and other variables are uncertain and unknowable at the valuation date.

Because modelling all aspects of a situation is not possible or practical, we may use summary information, estimates, or simplifications of estimates to facilitate the modelling of future events in an efficient and cost-effective manner. We may also exclude factors or data that, if

used, in our judgment, would not have significantly affected our results. Use of such simplifying techniques does not, in our judgment, affect the reasonableness of valuation results for the plan.

Valuations do not affect the ultimate cost of the plan, only the timing of when benefit costs are recognized. Cost recognition occurs over time. If the costs recognized over a period of years are lower or higher than necessary, for whatever reason, normal and expected practice is to adjust future expense levels with a view to recognizing the entire cost of the plan over time.

As instructed, Mercer has prepared the accounting disclosures in this report based on the City's accounting policies.

A summary of the actuarial methods, accounting policies and valuation procedures is provided in this report.

PLAN PROVISIONS

Mercer has used and relied on the plan documents, including amendments, and interpretations of plan provisions, supplied by Management as summarized in Appendix F. The City is solely responsible for the validity, accuracy and comprehensiveness of this information. If any plan provisions supplied are not accurate and complete, the valuation results may differ significantly from the results that would be obtained with accurate and complete information. Moreover, plan documents may be subject to different interpretations, each of which could be reasonable, and the results under each of the different interpretations could vary.

The results of the valuations set forth in this report reflect the contractual provisions of the plan as of the dates of the valuations and extrapolations as reported to us by Management.

The plan has not been amended since the last valuation and extrapolation for accounting purposes as at December 31, 2018.

SUBSTANTIVE COMMITMENT

There was no substantive commitment as defined under the PSAB Handbook reported to us by Management.

SUBSEQUENT EVENTS

After checking with representatives of the City, to our knowledge there have been no events subsequent to December 31, 2019 which, in our opinion, would have a material impact on the results of the valuations and extrapolations.

3

NOTICES AND STATEMENT OF OPINION

Mercer has prepared this report exclusively for the City; subject to this limitation, the City may direct that this report be provided to its auditors in connection with the audit of its financial statements. Mercer is not responsible for use of this report by any other party.

The only purposes of this report are to present actuarial estimates of liabilities as of December 31, 2019 for the Non-Pension Post-Employment Benefits Plan for the City to incorporate, as the City deems appropriate, in its financial statements under the PSAB Handbook, and to provide an actuarial estimate of the expense for the fiscal year ending December 31, 2020.

This report may not be used for any other purpose. Mercer is not responsible for the consequences of any unauthorized use. Its content may not be modified, incorporated into or used in other material, sold or otherwise provided, in whole or in part, to any other person or entity, without Mercer's permission.

All parts of this report, including any documents incorporated by reference, are integral to understanding and explaining its contents; no part may be taken out of context, used or relied upon without reference to the report as a whole.

Decisions about benefit changes, granting new benefits, investment policy, funding policy, benefit security and/or benefit-related issues should not be made solely on the basis of this valuation, but only after careful consideration of alternative economic, financial, demographic and societal factors, including financial scenarios that assume future sustained investment losses.

The City is ultimately responsible for selecting the plan's accounting policies, methods and assumptions. This information is referenced or described in section 2 of this report. The City is solely responsible for communicating to Mercer any changes required to those policies, methods and assumptions.

Mercer is providing the valuation report in its capacity as actuary and as such, the report is not a substitute for advice from an accountant or lawyer. Mercer is not a law firm, and the analysis presented in this report is not intended to be a legal opinion. You should consider securing the advice of legal counsel with respect to any legal matters related to this report. The calculations have been made in accordance with our understanding of applicable laws and regulations, and of requirements of the PSAB Handbook, reflecting application of the City's accounting policies described in this report.

The calculations have been made in accordance with our understanding of applicable laws and regulations.

The City should notify Mercer promptly after receipt of this valuation report if the City disagrees with anything contained herein or is aware of any information that would affect the results of this report that has not been communicated to Mercer or incorporated therein. The valuation report will be deemed final and acceptable to the City unless the City promptly provides such notice to Mercer.

STATEMENT OF OPINION

The City has selected the assumptions and methods used in the valuations of the plan obligations and determination of plan costs. The assumptions are Management's best estimate assumptions, selected for accounting purposes, in accordance with PSAB Handbook.

In my opinion, for the purposes of the valuations:

- The membership data on which the valuations are based are sufficient and reliable;
- · The assumptions are appropriate;
- The calculations have been made in accordance with my understanding of the requirements of the PSAB Handbook, reflecting application of the City's accounting policies described in this report.

This report has been prepared, and my opinions given, in accordance with accepted actuarial practice in Canada.

Respectfully submitted.

CLEMENT WU

FELLOW OF THE SOCIETY OF ACTUARIES

FELLOW OF THE CANADIAN INSTITUTE OF ACTUARIES

21 February 2020

DATE

I have reviewed and found acceptable the actuarial assumptions, methods and procedures used in this report.

21 February 2020

Date

CHARTERED PROFESSIONAL ACCOUNTANT, CHARTERED

ACCOUNTANT

APPENDIX A

DISCLOSURE INFORMATION

A summary of principal benefit expense and disclosure information, as required for disclosure purposes pursuant to the PSAB Handbook, from the current fiscal year and the prior fiscal year follows.

R	ECONCILIATIO	N OF ACCRU	ED BENEFIT	COBLICATIO	N was	
	Accrued Benefit Obligation - Beginning	Current Period Benefit Cost	Interest Cost	Benefits Paid	Actuarial Loss / (Gain)	Accrued Benefit Obligation - End
Community and cultural services	1,498,000	(283,000)	56,000	(129,000)	23,000	1,165,000
Engineering	17,264,000	2,869,000	696,000	(2,300,000)	83,000	18,612,000
Fire Protection	10,956,000	750,000	403,000	(1,265,000)	549,000	11,393,000
General Government	11,435,000	773,000	443,000	(1,308,000)	207,000	11,550,000
Library	3,147,000	188,000	117,000	(215,000)	(41,000)	3,196,000
Parks and recreation	7,559,000	1,251,000	287,000	(999,000)	(24,000)	8,074,000
Planning & Development	2,874,000	207,000	105,000	(258,000)	8,000	2,936,000
Police	38,169,000	2,444,000	1,404,000	(3,333,000)	1,238,000	39,922,000
Total	92,902,000	8,199,000	3,511,000	(9,807,000)	2,043,000	96,848,000

RECONCILIATION OF FUNDED STATUS						
	Surplus / (Deficit) at End of Year	Unamortized Actuarial Loss / (Gain)	Accrued Benefit Asset / (Liability)			
Community & Cultural Services	(1,165,000)	(3,065,000)	(4,230,000)			
Engineering	(18,612,000)	(8,417,000)	(27,029,000)			
Fire Protection	(11,393,000)	4,366,000	(7,027,000)			
General Government	(11,550,000)	4,965,000	(6,585,000)			
Library	(3,196,000)	865,000	(2,331,000)			
Parks & Recreation	(8,074,000)	(2,483,000)	(10,557,000)			
Planning & Development	(2,936,000)	1,289,000	(1,647,000)			
Police	(39,922,000)	7,581,000	(32,341,000)			
Total	(96,848,000)	5,101,000	(91,747,000)			

COMPONENTS OF BENEFIT EXPENSE						
	Current Period Benefit Cost	Interest Cost	Amortization of Actuarial Loss / (Gain)	Total Expense		
Community & Cultural Services	(283,000)	56,000	(12,000)	(239,000)		
Engineering	2,869,000	696,000	(136,000)	3,429,000		
Fire Protection	750,000	403,000	(86,000)	1,067,000		
General Government	773,000	443,000	(90,000)	1,126,000		
Library	188,000	117,000	(25,000)	280,000		
Parks & Recreation	1,251,000	287,000	(60,000)	1,478,000		
Planning & Development	207,000	105,000	(23,000)	289,000		
Police -	2,444,000	1,404,000	(301,000)	3,547,000		
Total (and and	8,199,000	3,511,000	(733,000)	10,977,000		

Note: The current period benefit cost in the table above has been adjusted to reflect the change in obligation for the long term disability benefit during 2019 reflecting the experience of the disabled participant group at year end including the number of participants on claim and the length of time they have been on claim, and any changes in assumptions made for the current year end.

APPENDIX B

ESTIMATED EXPENSE INFORMATION

COMPONE	NTS OF ESTIM	ATED BENEFI	T EXPENSE	
	Current Period Benefit Cost	Interest Cost	Amortization of Actuarial Loss / (Gain)	Total Expense
Community & Cultural Services	105,000	41,000	4,000	150,000
Engineering	2,223,000	663,000	68,000	2,954,000
Fire Protection	791,000	394,000	42,000	1,227,000
General Government	1,202,000	406,000	42,000	1,650,000
Library	240,000	111,000	12,000	363,000
Parks & Recreation	691,000	278,000	30,000	999,000
Planning & Development	218,000	101,000	11,000	330,000
Police	2,572,000	1,381,000	146,000	4,099,000
Total	8,042,000	3,375,000	355,000	11,772,000

Note: The current period benefit cost in the table above will be adjusted to reflect the change in obligation for the long term disability benefit during 2020 to reflect the experience of the disabled participant group at year end including the number of participants on claim and the length of time they have been on claim, and any changes in assumptions made at that time.

APPENDIX C

FINANCIAL POSITION

In our presentation of results, we have focused on the key results necessary for accounting purposes, which include the December 31, 2019 accrued benefit obligation, the 2020 service cost, and the expected 2020 benefit payments. These results are broken down by the groups the City uses for financial reporting purposes.

		ACCRU	ED BEI	VEFIT O	BLIGAT	TON AS A	T DEC	EMBER :	31, 201	9		
	Non- Vested Sick Leave	Deferred Vacation	Gratuity	Early Retirement Bank	Reserved Quota	Supplemental Vacation	Holiday Bank (CTO)	Vacation in Year of Retirement	Pension Buyback	Long Term Disability	Benefit Continuation	Total
Community & Cultural Services	259,000	74,000	230,000	32,000	76,000	254,000	53,000	186,000	1,000	0	0	1,165,000
Engineering	993,000	664,000	2,381,000	264,000	1,025,000	2,250,000	376,000	1,936,000	148,000	8,269,000	306,000	18,612,000
Fire Protection	4,951,000	36,000	4,144,000	3,000	123,000	341,000	35,000	1,654,000	106,000	0	0	11,393,000
General Government	1,395,000	319,000	1,251,000	226,000	2,102,000	1,006,000	112,000	679,000	4,000	4,123,000	333,000	11,550,000
Library	595,000	207,000	287,000	0	135,000	707,000	50,000	516,000	0	632,000	67,000	3,196,000
Parks & Recreation	510,000	259,000	920,000	- 70,000	318,000	867,000	439,000	692,000	34,000	3,802,000	163,000	8,074,000
Planning & Development	684,000	197,000	635,000	108,000	252,000	633,000	26,000	401,000	0	0	0	2,936,000
Police	9,708,000	3,370,000	18,907,000	72,000	212,000	3,936,000	0	3,537,000	180,000	0	0	39,922,000
Total	19,095,000	5,126,000	28,755,000	775,000	4,243,000	9,994,000	1,091,000	9,601,000	473,000	16,826,000	869,000	96,848,000

2020 CURRENT PERIOD BENEFIT COST												
	Non-Vested Sick Leave	Deferred Vacation	Gratuity	Early Retirement Bank	Reserved Quota	Supplemental Vacation	Holiday Bank (CTO)	Vacation in Year of Retirement	Pension Buyback	Long Term Disability	Benefit Continuation	Total
Community & Cultural Services	25,000	5,000	17,000	2,000	12,000	21,000	6,000	17,000	0	0	0	105,000
Engineering	70,000	36,000	151,000	15,000	93,000	154,000	26,000	127,000	5,000	1,423,000	123,000	2,223,000
Fire Protection	334,000	2,000	310,000	0	7,000	16,000	2,000	112,000	8,000	0	0	791,000
General Government	126,000	19,000	94,000	13,000	232,000	78,000	12,000	54,000	0	529,000	45,000	1,202,000
Library	45,000	16,000	21,000	0	14,000	51,000	8,000	40,000	0	42,000	3,000	240,000
Parks & Recreation	37,000	15,000	61,000	4,000	28,000	57,000	30,000	47,000	1,000	378,000	33,000	691,000
Planning & Development	54,000	12,000	43,000	6,000	21,000	47,000	3,000	32,000	0	0	0	218,000
Police	613,000	209,000	1,238,000	4,000	18,000	246,000	0	231,000	13,000	0	0	2,572,000
Total	1,304,000	314,000	1,935,000	44,000	425,000	670,000	87,000	660,000	27,000	2,372,000	204,000	8,042,000

2020 EXPECTED BENEFIT PAYMENTS												
	Non-Vested Sick Leave	Deferred Vacation	Gratuity	Early Retirement Bank	Reserved Quota	Supplemental Vacation	Holiday Bank (CTO)	Vacation in Year of Retirement	Pension Buyback	Long Term Disability	Benefit Continuation	Total
Community & Cultural Services	20,000	9,000	22,000	4,000	4,000	25,000	4,000	20,000	0	0	0	108,000
Engineering	91,000	96,000	304,000	66,000	106,000	97,000	43,000	201,000	20,000	1,144,000	46,000	2,214,000
Fire Protection	412,000	7,000	306,000	0	18,000	37,000	5,000	137,000	23,000	0	0	945,000
General Government	119,000	40,000	129,000	57,000	185,000	187,000	8,000	72,000	1,000	518,000	33,000	1,349,000
Library	54,000	22,000	31,000	0	9,000	45,000	3,000	56,000	0	55,000	4,000	279,000
Parks & Recreation	49,000	34,000	112,000	12,000	46,000	58,000	42,000	79,000	5,000	542,000	19,000	998,000
Planning & Development	58,000	25,000	69,000	23,000	13,000	59,000	1,000	37,000	0	0	0	285,000
Police	718,000	351,000	1,256,000	4,000	27,000	148,000	0	260,000	32,000	0	0	2,796,000
Total	1,521,000	584,000	2,229,000	166,000	408,000	656,000	106,000	862,000	81,000	2,259,000	102,000	8,974,000

APPENDIX D

ACTUARIAL ASSUMPTIONS

The following assumptions were used in valuing the accrued benedit obligations under the plan and the employer's net periodic benefit cost at December 31, 2019 are shown in the table below.

Measurement Date	December 31					
Interest (Discount) Rate	3.36% per annum for December 31, 2019 funded status and 2020 estimated expense determination					
	3.58% per annum for December 31, 2018 funded status and 2019 estimated expense determination					
	3.62% per annum for December 31, 2017 funded status and 2018 estimated expense determination					
	In determining the accrued benefit obligation and current period benefit cost, future payments have been discounted by an interest rate selected to reflect the cost of borrowing available to the City of Vancouver as prescribed by PS 3255, as at December 31, 2019. The discount rate was provided by the City.					
Salary Scale	We have assumed that earnings will increase as a function of inflation and productivity (2.50% per year) and seniority according to the following table for all employees other than Firefighters and Police:					

Age	Males	Females
20	4.50%	4.50%
30	4.21%	4.16%
40	3.45%	3.42%
50	2.91%	3.05%
60	2.58%	2.63%

Salary Scale (contd)	For Firefighters and Police we have assumed the following salary scale:							
	20	4.50%	4.50%					
	30	4.38%	4.63%					
	40	3.53%	2.94%					
	50	3.37%	2.59%					
Mortality Rates		ortality Table with improvement scale Mortality Table with improvement sca						
Retirement Age	ill retire in accordance with the following							
	Age	Males	Females					
	For those with at least 10 years of service but not rule-of-80 ³ .							
	55-59	4%	7%					
	For those who have obtained rule-o	f-80 but not rule-of-90°:						
	55-59	9%	11%					
	For those who have obtained rule-o	-f-90 ³ :						
	55-59	53%	48%					

³ An employee satisfies the rule when the sum of their age and years of service is greater than or equal to the given value.

Retirement Age (contd)	For all with at least 10 years of servic	e:				
	60	40%	43%			
	61	20%	23%			
	62	20%	23%			
	63	20%	22%			
	64	23%	24%			
	For all:					
	65	100%	100%			
	We have assumed that Firefighters and Police will retire in accordance with the following table:					
	Age	Males and Females				
	For those with at least 10 years of se	vice but not rule-of-754:				
	50-54		5%			
	For those who have obtained rule-of-	75 but not rule-of-804:				
	50-54		7%			
	For those who have obtained rule-of-	B0 ⁴ :				
	50-54		20%			

⁴ An employee satisfies the rule when the sum of their age and years of service is greater than or equal to the given value.

Retirement Age (contd)	For all with at leas	st 10 years of service:	
		55	24%
		56	23%
		57	30%
		58	33%
		59	55%
	For all:	60	100%

Withdrawal Rates

We have assumed that withdrawals from all sources including termination and disability will act in accordance with the following tables. For all employees other than Firefighters and Police we have assumed no withdrawals occur after age 55. For Firefighters and Police we have assumed no withdrawals occur after age 50.

The following rates apply during the first three years of service:

Age	1st Year	2nd Year	3rd Year
For Males:			
20	15.5%	14.3%	11.9%
30	10.3%	10.6%	9.0%
40	7.4%	6.9%	5.6%
50	6.7%	5.6%	4.1%
For Females:			
20	12.2%	12.8%	11.4%
30	10.2%	11.2%	8.2%
40	5.9%	5.7%	5.0%
50	5.9%	5.7%	3.9%

Withdrawal Rates (contd)	For Firefighters and Police:						
	20	2.6%	2.2%	1.9%			
	30	1.9%	1.4%	1.1%			
	40	0.9%	0.7%	0.6%			

The following rates apply after three years of service:

Age	Males	Females	Firefighters and Police
23	8.6%	11.5%	1.4%
33	4.9%	4.9%	0.8%
43	2.6%	2.9%	0.5%
53	1.6%	1.8%	***

Continuation of Benefits for Employees on LTD The City has provided a listing of members on LTD that receive payment of extended health, dental and Medical Services Plan (MSP) premiums. The current monthly amounts were supplied by the City. Effective January 1, 2020, MSP premiums were eliminated by the province. MSP has been excluded from the calculation of the City's future liability.

In the valuation the extended health benefit premiums for the employee were doubled, reflecting the fact that LTD claimants will utilize the plan to a greater extent than an active employee.

Health Care Trend Rates

Extended Health 8.0%

Dental 5.0%

LTD Recovery Rates

We have assumed that currently disabled employees will recover from disability in accordance with the rates from the Study on Canadian Group Long Term Disability Termination Experience (2009-2015) published by the Canadian Institute of Actuaries in 2019.

LTD Incidence

We have assumed that disability incidence rates will follow the 1987 Group Long Term Disability (GLTD) Incidence Table in order to develop the number of claims expected each year for each employee group as follows (per 1,000 lives):

- CUPE 1004 City 5.5 claims
- CUPE 1004 Parks 1.8 claims
- Exempt 4.4 claims
- Senior Exempt 1.9 claims

Future Plan Changes

We assume that no changes in plan provisions will be made in the future.

UTILIZATION OF SICK LEAVE CREDITS AND BANKS

Employees accumulate sick leave credits in accordance with their collective agreement and use the accumulated sick leave when they are absent from work due to illness. To determine the future value of such usage the current bank balance was projected to retirement. This projection reflected both the rate at which each employee will earn credits, and the rate at which these credits will be used. Based on data provided by the City, we have assumed employees will use sick leave each year as follows:

GROUP	EARNED PER CALENDAR YEAR	USED PER CALENDAR YEAR
CUPE 1004 City	n/a	n/a
CUPE 1004 Parks	n/a	n/a
CUPE 15 City	20 days	8.3 days
CUPE 15 Parks	20 days	8.3 days
CUPE 391 Library	20 days	8.3 days
Firefighters	20 days	12.8 days
IATSE	20 days	5.8 days

GROUP	EARNED PER CALENDAR YEAR	USED PER CALENDAR YEAR
IBEW – EOB	20 days	5.8 days
IBEW – I&T	20 days	5.8 days
VPOA	20 days	9.4 days
VPU	160 hours	9.4 days
Teamsters	n/a	5.8 days
Exempt	20 days	5.8 days
Senior Exempt	20 days	5.8 days

The sick leave plans sponsored by the City do not allow for financial redemption in the event of termination, retirement or death.

However, a common experience with programs of this type involves increased utilization of the sick banks in the later career stages, particularly the year or two preceding retirement. The accounting standard PS 3255 specifically refers to these situations stating that "measurement of the obligation must consider future utilization." The rates shown below are estimates of the percentage reduction in sick leave banks due to utilization in the year or two preceding retirement. The utilization rates reflect the historical retirement data provided by the City.

GROUP	UTILIZATION
CUPE 1004 City	n/a
CUPE 1004 Parks	n/a
CUPE 15 City	7%
CUPE 15 Parks	7%
CUPE 391 Library	7%

GROUP	UTILIZATION
Firefighters	11%
IATSE	7%
IBEW – EOB	7%
IBEW – I&T	7%
VPOA	14%
VPU	14%
Teamsters	7%
Exempt	7%
Senior Exempt	7%

VACATION IN YEAR OF RETIREMENT

For employee groups that receive full annual vacation regardless of month of retirement, we have assumed that employees will retire uniformly throughout the calendar year, and as a result, one half of a year of vacation entitlement is unearned for the year of retirement. For employee groups that receive full annual vacation entitlement only if retirement is after April 1st, we have assumed that employees retire uniformly throughout the year, but that the average unearned vacation is 37.5% of a year of vacation entitlement.

ACCRUAL OF DEFERRED VACATION, GRATUITY PAY, EARLY RETIREMENT BANKS, HOLIDAY (CTO) BANKS AND RESERVED QUOTA BANKS

To determine the future payments, the current bank was projected to retirement. This calculation reflected both the rate at which each employee will earn credits, and the rate at which they will bank these credits.

It was assumed that the rate at which individual employees have banked vacation, gratuity pay, early retirement banks, holiday banks and reserved quota banks will continue. Employees with less than the required years of service to accrue banks were assumed to follow the average of the group they belong to that are able to accumulate banks.

SUPPLEMENTAL VACATION

Employees must utilize supplemental vacation days in the five years subsequent to earning the days. It was assumed that employees will utilize the days 2.5 years after the days are awarded.

PENSION BUYBACK

It was assumed that the following percentages of eligible employees would take advantage of the opportunity to purchase non-contributory pensionable service prior to April 1, 2007. These percentages are based upon retirement experience provided by the City.

GROUP	UTILIZATION
CUPE 1004 City	40%
CUPE 1004 Parks	30%
Firefighters	25%
VPOA	20%
VPU	20%
All Others	0%

APPENDIX E

ACTUARIAL METHODS

ACTUARIAL COST METHOD

Accrued benefit obligations are estimated using the Projected Benefit method prorated on service. The objective of this method is to expense each participant's benefits under the plan as they would accrue, taking into consideration projection of benefit costs. Thus, the estimated total benefit pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

If an employee's service in later years will lead to a materially higher level of benefit than in earlier years, these benefits are attributed on a straight-line basis. A description of the calculation follows:

- An individual's estimated accrued benefit for valuation purposes is the projected benefit at retirement date, or current age if later, multiplied by the ratio of service at the valuation date over service at retirement date. Service for this purpose is measured from date of hire.
- The benefit attributed to an individual's service during a plan year is the excess of the attributed benefit for valuation purposes at the end of the plan year over the attributed benefit for valuation purposes at the beginning of the plan year. Both attributed benefits are estimated from the same projections to the various anticipated separation dates.
- An individual's estimated benefit obligation is the present value of the attributed benefit for valuation purposes at the beginning of the plan year, and the service cost is the present value of the benefit attributed to the year of service in the plan year.

In all cases, the benefit obligation is the total present value of the individuals' attributed benefits for valuation purposes at the measurement date, and the service cost is the total present value of the individuals' benefits attributable to service during the year.

VALUATION PROCEDURES

The following approximations have been made in applying this method:

• Projection of obligations from valuation date to year-end measurement date: The benefit obligations have been rolled-forward from the corresponding valuation for accounting purposes as at October 31, 2016 to the year end measurement date allowing for interest on the liabilities, the accrual of further benefits by active members, the expected benefits payments paid out and an estimate of the effect of any changes in the accurail assumptions. We have assumed that all other experience during the projection, apart from the benefit payments, has been in line with the assumptions made at the start of the year.

ACCOUNTING POLICIES

The accounting policies in cases where the City has a choice of policy are set out below.

There have been no changes to the actuarial methods or accounting policies since the prior valuation

Materiality threshold: The City has not instructed us to make any adjustments to the valuation procedures described in order to satisfy its materiality threshold.

Benefit cost measurement: The benefit cost charged to profit or loss is budgeted for at the start of each reporting period using actuarial assumptions fixed at the start of the period, including assumptions about expected benefit payments that will be made during the period. It is only updated to allow for subsequent experience in the event of material changes or to reflect the experience of the long term disability benefit arising during the reporting period.

Discretionary benefits: No allowance is made in the benefit obligation for discretionary benefits on the grounds that there is no substantive commitment to provide such benefits. Therefore any benefit increases that are awarded on a discretionary basis are accounted for as a prior service cost.

Significant events: No significant events have occurred during the reporting period that require accounting policy decisions.

Amortization method and periods: Actuarial gains and losses are amortized on a linear basis over the expected average remaining service life (EARSL) of active members expected to receive benefits under the plan. At December 31, 2019 EARSL is 11 years. Each fiscal year gives rise to a separate schedule of unamortized gains or losses.

APPENDIX F

PLAN PROVISIONS

This valuation of the benefit obligations and determination of plan costs under the PSAB Handbook reflects the provisions of the plan as at December 31, 2019. The plan has not been amended since the date of the prior valuation and extrapolation for accounting purposes as at December 31, 2018.

Following is a summary of the major plan provisions used to determine the plan's financial position. It should not be used in determining plan benefits.

INFORMATION SOURCES

Information on the Plans was extracted from the following documents which were obtained from the City:

MOA – Memorandum of Agreement, MOS – Memorandum of Settlement

EMPLOYEE GROUP	PLAN INFORMATION
CUPE 1004 City & CUPE 1004 Parks	2016 to 2019 Collective Agreement between the City and the Canadian Union of Public Employees, dated April 19, 2016. Effective January 1, 2016.
CUPE 15 City & CUPE 15 Parks	2016 to 2019 Collective Agreement between the City and the Canadian Union of Public Employees, Local 15 effective January 1, 2016.

EMPLOYEE GROUP	PLAN INFORMATION
CUPE 391 Library	2012 – 2015 Collective Agreement between the Vancouver Public Library Board and Canadian Union of Public Employees, Local 391, dated January 1, 2012. MOS for January 1, 2016 to December 31, 2019 dated June 27, 2017.
Firefighters	April 1, 2010 to December 31, 2011 Collective Agreement between the City and the Vancouver Firefighters' Union, Local 18 Arbitration Award 2012 to 2015. MOS for January 1, 2016 to December 31, 2019 dated February 15, 2017. Effective Jan 1, 2016.
IATSE	2012 to 2015 Collective Agreement between the City and the International Alliance of Theatrical Stage Employees Union, Local 118, dated January 1, 2012. MOS for January 1, 2016 to December 31, 2019 dated February 28, 2017. Effective Jan 1, 2016.
IBEW – EOB	2012 – 2015 Collective Agreement between the City and the International Brotherhood of Electrical Workers, Local 213, dated January 1, 2012. MOS for January 1, 2016 to December 31, 2019 dated August 17, 2017. Effective Jan 1, 2016.
IBEW – I&T	2012 – 2015 Collective Agreement between the City and the International Brotherhood of Electrical Workers (Inspectors and Technicians), Local 213, dated January 1, 2012. MOS for January 1, 2016 to December 31, 2019 dated August 14, 2017. Effective Jan 1, 2016.
VPOA	2011 – 2013 Collective Agreement between the Vancouver Police Board and the Vancouver Police Officers' Association and the MOA for 2014-2016 dated October 29, 2014. Memorandum of Agreement for January 1, 2017 to December 31, 2019 dated July 6, 2017.
VPU	2007 – 2010 Collective Agreement between the Vancouver Police Board and the Vancouver Police Union, dated December 8, 2010. MOA for April 1, 2010 to December 31, 2012 dated February 14, 2011. Arbitration Award for 2013 to 2015 dated July 28, 2014. Arbitration Award for January 1, 2016 to December 31, 2018 dated September 29, 2016.
Teamsters	Collective Agreement January 1, 2016 – December 31, 2019.
Exempt & Senior Exempt	Documents provided by the City titled List of Potential Obligations, Vacation Fact Sheet, Gratuity Fact Sheet, Payment of Banked Time at Retirement Fact Sheet, LTD Plan Document – June 2013
ALL	Actuarial Valuation of Post-Employment Benefits as at December 31, 2012 Actuarial extrapolation of December 31, 2012 valuation to December 31, 2015 Document provided by the City with hand written changes to plan provisions indicated

SICK LEAVE

The following table outlines the provisions of the sick leave plan applicable to each employee group, as they apply to banking of sick leave:

EMPLOYEE GROUP	ACCUMULATION OF SICK LEAVE	RULES RE: BANKING OF SICK LEAVE	MAXIMUM ACCUMULATION	BENEFITS ON RETIREMENT, DEATH. OR TERMINATION
CUPE 1004 City & CUPE 1004 Parks	Not applicable			
CUPE 15 City & CUPE 15 Parks	10 working days credited semi-annually; 1.5 days per month for under 6 months	Unused days are banked	261 days	No payment on termination
CUPE 391 Library	10 working days credited semi-annually: 1.5 days per month for under 6 months	Unused days are banked	261 days	No payment on termination
Firefighters	10 shifts credited semi-annually; 1.5 shifts per month for under 6 months	Unused shifts are banked	261 shifts	No payment on termination
IATSE	10 working days credited semi-annually; 1.5 days per month for under 6 months	Unused days are banked	261 days	No payment on termination
IBEW – EOB	10 working days credited semi-annually; 1.5 days per month for under 6 months	Unused days are banked	261 days	No payment on termination
IBEW – I&T	10 working days credited semi-annually; 1.5 days per month for under 6 months	Unused days are banked	261 days	No payment on termination
VPOA	10 working days credited semi-annually; 1.5 days per month for under 6 months	Unused days are banked	2,088 hours	No payment on termination
VPU	80 hours credited semi-annually; 12 hours per month for under 6 months	Unused days are banked	2,088 hours	No payment on termination

EMPLOYEE GROUP	ACCUMULATION OF SICK LEAVE	RULES RE: BANKING OF SICK LEAVE	MAXIMUM ACCUMULATION	BENEFITS ON RETIREMENT, DEATH, OR I TERMINATION
Teamsters	Sick leave no longer accumulates. Curren Some employees have a grandfathered si	t plan pays 100% of pay for t ck leave bank that can be us	he first 6 days, then 75% ed to top up the 75% ber	of pay for up to 16 weeks. nefits, prior to termination.
Exempt & Senior Exempt			261 days	No payment on termination
	New Plan: Credited with 17 weeks	Unused days are banked	17 weeks (85 days)	No payment on termination

DEFERRED VACATION

The following table outlines the provisions in respect of deferred vacation applicable to each employee group:

NTITLEMENT IN []		BENEFITS ON RETIREMENT, DEATH, OR TERMINATION
days		100% of accumulated vacation paid out based on rate of pay at termination
days	=	100% of accumulated vacation paid out based on rate of pay at termination
I	Regular Employees – 20	100% of accumulated vacation paid out based on rate of pay at termination
	days days	TTITLEMENT IN MAXIMUM ACCUMULATION days 20 days days Librarians – 22 days

EMPLOYEE GROUP	ELIGIBILITY - IF ENTITLED TO ANNUAL VACATION OF:	MAY DEFER ANY PART OF THE ANNUAL ENTITLEMENT IN EXCESS OF	M A X I M U M A C C U M U L A T I O N	BENEFITS ON RETIREMENT, DEATH, OR TERMINATION
Firefighters	Collective agreement is permitted to defer vacati		by the City that employees are	100% of accumulated vacation paid out based on rate of pay at termination
IATSE	25 days or more	20 days	20 days	100% of accumulated vacation paid out based on rate of pay at termination
IBEW – EOB	20 days or more 25 days or more	0 days, to a max of 5 0 days, to a max of 10	20 days 20 days	100% of accumulated vacation paid out based on rate of pay at termination
IBEW – I&T	25 days or more 30 days or more	0 days, to a max of 5 0 days, to a max of 10	20 days 20 days	100% of accumulated vacation paid out based on rate of pay at termination
VPOA	No requirement	0 days, to a max of 10	45 days	100% of accumulated vacation paid out based on rate of pay at termination
VPU	20 days or more	15 days	Amount of annual entitlement	100% of accumulated vacation paid out based on rate of pay at termination
Teamsters	20 days or more	15 days	20 days	100% of accumulated vacation paid out based on rate of pay at termination
Exempt & Senior Exempt		weeks of combined current va were frozen at January 1, 20		100% paid out

GRATUITY PAY

All gratuity pay benefits are paid based on the employee's rate of pay at the time of payment.

EMPLOYEE GROUP	GRATUITY PAY GRANTED	M A X I M U M A G C U M U L A T I O N	ADJUSTMENT FOR SICK LEAVE TAKEN:	ELIGIBILITY FOR PAYMENT	MAXIMUM LEAVE PER YEAR	BENEFITS ON RETIREMENT, DEATH, OR TERMINATION
CUPE 1004 City & CUPE 1004 Parks	1 day/4 months service (3 days/year)	120 days	– 3 days/year	3 yrs continuous service	No limit	100% paid out
CUPE 15 City & CUPE 15 Parks	1 day/4 months service (3 days/year)	120 days	- 3 days/year	3 yrs continuous service	May request pay out once per year	100% paid out if 3 years of service
CUPE 391 Library	1 day/4 months service (3 days/year)	No maximum	- 3 days/year	3 yrs continuous service	20 days	100% paid out if 3 years of service
Firefighters	1 shift/4 months service (3 shifts/year)	120 shifts	- 3 shifts/year	3 yrs continuous service	No limit	100% paid out if 10 years of service
IATSE	1 day/4 months service (3 days/year)	120 days	- 3 days/year	3 yrs continuous service	No limit	100% paid out if 3 years of service
IBEW – EOB	1 day/4 months service (3 days/year)	120 days	- 3 days/year	3 yrs continuous service	No limit	100% paid out if 10 years of service
IBEW – I&T	1 day/4 months service (3 days/year)	120 days	- 3 days/year	3 yrs continuous service	No limit	100% paid out if 3 years of service
VPOA	1 day/3 months service (4 days/year)	No maximum	+ 1 day/year	Once every 5 years	Payment up to \$30,000	100% paid out if 3 years of service
VPU	8 hours/3 months service (32 hrs/year)	960 hours	+ 8 hours/year	Once every 5 years	No limit	100% paid out if 3 years of service

EMPLOYEE GROUP	GRATUITY PAY GRANTEL	MAXIMUM D ACCUMULATIO		ELIGIBILITY FOR PAYMENT	MAXIMUM LEAVE PER YEAR	BENEFITS ON RETIREMENT, DEATH, OR TERMINATION
Teamsters	1 day/4 months service (3 days/year	120 days)	- 3 days/year	3 yrs continuous service	No limit	100% paid out if 3 years of service
Exempt & Senior Exempt		of 8 weeks of combined c ary 1, 2012 at December		d, retirement, and gra	atuity banked time	100% paid out

EARLY RETIREMENT BANK (ERB)

The following table outlines the provisions in respect of the early retirement bank (ERB) applicable to each employee group:

EMPLOYEE GROUP	ELIGIBILITY - IF ENTITLED TO ANNUAL VACATION OF:	MAY DEFER VACATION INTO AN ERB UP TO:	MAXIMUM ACCUMULA	BENEFITS ON TION RETIREMENT	BENEFITS ON TERMINATION
CUPE 1004 City & CUPE 1004 Parks	25 days or more 30 days or more	5 days per year 10 days per year	None	Vacation taken only immediately prior to retirement (or employer permission)	100% of ERB paid based on rate of pay at termination
CUPE 15 City & CUPE 15 Parks CUPE 391 Library Firefighters	25 days or more 30 days or more Not applicable Not applicable	5 days per year 10 days per year	None	Same as CUPE 1004	100% of ERB paid based on rate of pay at termination

EMPLOYEE GROUP	ELIGIBILITY - IF ENTITLED TO ANNUAL VACATION OF	MAY DEFER VACATION INT AN	O MAXINUM ACCUMULATIC	BENEFITS ON N RETIREMENT	BENEFITS ON TERMINATION		
IATSE	25 days or more 30 days or more	5 days per year 10 days per year	None	Vacation taken only immediately prior to retirement	100% of ERB paid based on rate of pay at termination		
IBEW – EOB	25 days or more 30 days or more	5 days per year 10 days per year	None	Same as IATSE	100% of ERB paid based on rate of pay at termination		
IBEW – I&T	25 days or more 30 days or more	5 days per year 10 days per year	None	Same as IATSE	100% of ERB paid based on rate of pay at termination		
VPOA		Collective agreement	t is silent; however, admir	nistration practice is to allow ba	inking into an ERB		
VPU		Collective agreement	t is silent; however, admir	nistration practice is to allow ba	nking into an ERB		
Teamsters	25 days or more 30 days or more	5 days per year 10 days per year	None	Same as CUPE 1004	100% of ERB paid based on rate of pay at termination		
Exempt & Senior Exempt		Amounts in excess of 8 weeks of combined current vacation, deferred, retirement, and gratuity banked time were frozen at January 1, 2012 at December 31, 2011 salary rates.					

RESERVED QUOTA BANK (EXEMPT AND SENIOR EXEMPT)

Effective January 1, 2012 a new Reserved Quota Bank was implemented that allows up to a maximum of 8 weeks to be banked and carried forward at current salary rate. Any balance that remains upon termination of employment will be paid out in cash.

SUPPLEMENTARY VACATION

The following table outlines the provisions in respect of the supplementary vacation plan applicable to each employee group:

EMPLOYEE GROUP	SUB- GROUP	ADDITIONAL VACATION GRANT	GRANTED COMMENCING	USAGE REQUIREMENT
CUPE 1004 City & CUPE 1004 Parks		5 days	11 th , 16 th , 21 st , 26 th , 31 st , 36 th , 41 st and 46 th year of service	Must use the supplementary days during the 5 year period following accrual
CUPE 15 City & CUPE 15 Parks		5 days	11 th , 16 th , 21 st , 26 th , 31 st , 36 th , 41 st and 46 th year of service	Must use the supplementary days during the 5 year period following accrual
CUPE 391 Library	Librarians	22 days 11 days	16 th year of service 21 st , 26 th , 31 st , 36 th year or service	Must use the supplementary days during the 5 year period following accrual
	Other	5 days	11 th , 16 th , 21 st , 26 th , 31 st , 36 th , 41 st and 46 th year of service	Must use the supplementary days during the 5 year period following accrual
Firefighters	Group II	28 days	20 th year of service, and each subsequent 5 year period thereafter	Must use the supplementary days during the 5 year period following accrual
IATSE		5 days	11 th , 16 th , 21 st , 26 th , 31 st , 36 th , 41 st and 46 th year of service	Must use the supplementary days during the 5 year period following accrual
IBEW – EOB		None		
IBEW – I&T		40 hours	11 th , 16 th , 21 st , 26 th , 31 st , 36 th , 41 st and 46 th year of service	Must use the supplementary days during the 5 year period following accrual
VPOA		40 hours	16 th , 21 st , 26 th , 31 st , 36 th and 41 st year of service	Must use the supplementary days during the 5 year period following accrual

EMPLOYEE GROUP	SUB- GROUP	ADDITIONAL VACATION GRANT	GRANTED COMMENCING	USAGE REQUIREMENT
VPU		40 hours	16 th , 21 st , 26 th , 31 st , 36 th and 41 st year of service	Must use the supplementary days during the 5 year period following accrual
Teamsters		5 days	11 th , 16 th , 21 st , 26 th , 31 st , 36 th , 41 st and 46 th year of service	Must use the supplementary days during the 5 year period following accrual
Exempt & Senior Exempt		None		

COMPENSATING TIME OFF (CTO), OR HOLIDAY BANK

Employees may elect to receive compensating time off (CTO) for time worked on a public holiday. CTO may be banked. There is no maximum accumulation. Any holiday (CTO) bank remaining at termination of employment is paid out at that time, based on the rate of pay at termination.

The following groups are eligible for CTO:

EMPLOYEE GROUP	CTO ELIGIBILITY
CUPE 1004 City & CUPE 1004 Parks	Not applicable
CUPE 15 City & CUPE 15 Parks	Yes
CUPE 391 Library	Collective agreement is silent; however, administration practice is to provide and allow banking of CTO
Firefighters	Group II employees only
IATSE	Not applicable
IBEW – EOB	Collective agreement is silent; however, administration practice is to provide and allow banking of CTO

EMPLOYEE GROUP	CTO ELIGIBILITY
IBEW – I&T	Yes
VPOA	Not applicable
VPU	Yes
Teamsters	Not applicable
Exempt & Senior Exempt	No ⁵

VACATION IN YEAR OF RETIREMENT

CUPE 391, CUPE 1004, and IBEW – EOB receive a full year of vacation in the year of retirement. Other employees, except for the Exempt and Senior Exempt employees and IATSE, who retire after April 1st receive the same vacation or vacation pay as they would have earned if they had continued in employment to the end of that calendar year.

PENSION BUYBACK

Members of the Municipal Pension Plan had the opportunity to buy back prior non-contributory service to a maximum of 6 months. The City will absorb half the cost of the payments if:

- the service is in respect of a probationary period of service
- · the service was purchased before the earlier of April 1, 2007 and termination of employment with the City

Current employees eligible for this pension buyback were required to cover the entire payment at the time of purchase. The City will reimburse the employee half of the payment they made under the following conditions:

⁵ Senior exempt have a council meeting bank available

- the employee reaches the age at which reimbursement is available and has not terminated employment with the City
- there is no adjustment for interest

The following employee groups have access to this pension buyback benefit:

EMPLOYEE GROUP	ACCESS TO BENEFIT	AGE REIMBURSEMENT AVAILABLE
CUPE 1004 City & CUPE 1004 Parks	Yes	Retirement
CUPE 15 City & CUPE 15 Parks	Yes	Retirement
CUPE 391 Library	No	
Firefighters	Yes	Age 50
IATSE	No	
IBEW – EOB	Yes	Retirement
IBEW – I&T	Yes	Retirement
VPOA	Yes	Age 50
VPU	Yes	Age 50
Teamsters	No	
Exempt & Senior Exempt	Yes	Retirement

LONG TERM DISABILITY AND BENEFIT CONTINUATION

Eligibility

- The Long Term Total Disability Plan covers Exempt, Senior Exempt and CUPE 1004 employees who become totally and permanently disabled.
- Exempt and Senior Exempt employees will receive payments of 67% of regular salary at the time of disability, indexed annually in accordance with negotiated salary increases.
- The benefit commences after 17 weeks of paid sick leave for Exempt and Senior Exempt employees and after 26 weeks of paid sick leave for CUPE 1004 employees.
- CUPE 1004 employees will receive payments of 65% of regular salary at the time of disability, indexed annually effective January 1, 2013 (not retroactively) in accordance with negotiated salary increases in each prior calendar year.

LTD Termination

• The benefit ceases at the earlier of death, recovery, age 65 or when eligible to receive an unreduced early pension in accordance with the provisions of the Municipal Pension Plan with a minimum of 20 years of service.

Extended Health and Dental Coverage/MSP on Leave

- For Exempt and Senior Exempt employees, the City pays 100% of the premium for MSP⁶, extended health and dental coverage while an employee is on long term disability.
- For CUPE 1004, the City pays 100% of the premium for MSP⁵, extended health and dental coverage while an employee is on long term disability for a maximum benefit period of 2 years. Employees who have elected enhanced extended health and dental coverage will be required to maintain this coverage.

⁶ Note that effective January 1, 2020, the province has eliminated the MSP premiums. The city will accordingly, no longer have an obligation with respect to this benefit.

APPENDIX G

PARTICIPANT DATA

The actuarial valuations are based on membership data as at October 31, 2016 provided by the City. For benefits provided to disabled participants, the valuations are based on data as at December 31, 2019. (December 31, 2018 for 2018 reporting period)

Plan membership data are summarized below.

PARTICIPANT MEMBERSHIP DATA

									,	Virage I	
		1.5	reası az	A. A.B.A.G.E.		VERAGE Ferred Av Cation Gr	TRAGE ALGERIE	VIRAGE EARLY AL IREMENT (EANK RI		PPLUMEN TARY AV	E Section
GROUP N			* (C. 1)		2011		CANA CANA		4 (4 (4 (4 (4 (4 (4 (4 (4 (4 (4 (4 (4 (4	多数多数 二十二	3
CUPE 1004 City	899	47.3	16.0	\$30.30	n/a	20.8	67.4	10.5	n/a	12.2	n/a
CUPE 1004 Parks	269	50.1	16.4	\$31.71	n/a	18.6	54.6	3.9	n/a	13.2	n/a
CUPE 15 City	1,549	46.8	12.4	\$35.48	730.7	17.4	51.2	10.7	n/a	10.5	10.7
CUPE 15 Parks	378	47.0	13.4	\$30.43	735.9	18.7	66.4	7.0	n/a	12.2	41.8
CUPE 391 Library	469	47.2	12.5	\$30.13	635.0	17.9	25.5	n/a	n/a	11.1	2.3
Firefighters	764	42,2	13.5	\$43.25	1,889.5	1.5	113.0	n/a	n/a	2.3	39.9
IATSE	11	48.4	7.7	\$38.18	934.5	7.8	58.6	0.0	n/a	9.6	n/a
IBEW – EOB	62	50.2	14.4	\$40.33	1,065.7	24.8	81.3	4.2	n/a	n/a	0.3
IBEW - I&T	23	54.3	13.0	\$45.18	943.5	17.6	113.8	0.4	n/a	8.6	0.0
VPOA	33	52.6	27.6	\$75.20	2,804.0	161.8	493.1	0.0	n/a	15.3	n/a
VPU	1,402	42.0	13.6	\$47.76	1,305.5	47.5	238.3	0.0	n/a	9.2	0.0
Teamsters	265	41.9	11.3	\$33.47	63.2	23.1	34.0	7.5	n/a	8.6	n/a
Exempt	684	45.3	10.0	\$52.47	597.6	n/a	n/a	n/a	79.6	n/a	5.0
Senior Exempt	234	49.8	14.1	\$83.17	769,6	n/a	n/a	n/a	125.1	n/a	2.1
Total	7,042	45.4	13.3	\$40.76	983.6	24.1	105.4	6.5	91.2	9.6	12.2

Comparative data for all employees as at November 30, 2012 (Averages as at December 31, 2012) is summarized as follows:

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CUPE 1004 City	995	46.0	15.4	\$27.85	n/a	27.1	76.5	12.6	n/a	12.7	7.8
CUPE 1004 Parks	299	49.6	16.5	\$28.95	n/a	22.3	53.2	2.9	n/a	17.5	4.1
CUPE 15 City	1,354	47.6	13.6	\$33.69	820.9	24.9	62.0	12.9	n/a	14.4	9.6
CUPE 15 Parks	291	47.9	14.6	\$29.76	971.9	34.1	94.7	13.6	n/a	17.9	57.0
CUPE 391 Library	341	48.8	14.5	\$29.26	850.4	30.4	39.3	n/a	n/a	16.6	2.2
Firefighters	773	42.5	14.2	\$38.57	1,980.1	8.6	133.3	n/a	n/a	3.1	3.4
IATSE	9	54.7	11.8	\$36.29	1,343.3	10.9	120.6	0.0	n/a	13.3	n/a
IBEW – EOB	62	48.9	13.3	\$37.55	986.0	25.7	76.0	3.2	n/a	n/a	0.4
IBEW - I&T	20	54.8	13.8	\$41.64	983.5	28.9	151.7	5.1	n/a	17.6	0.0
VPOA	34	51.6	25.8	\$67.84	3,440.3	188.9	444.4	0.0	n/a	24.2	n/a
VPU	1,424	40.6	12.4	\$42.11	1,348.4	37.6	233.1	0.2	n/a	10.0	0.0
Teamsters	292	41.6	10.4	\$30.58	129.4	14.7	34.2	5.0	n/a	9.2	n/a
Exempt	517	47.9	14.2	\$49.34	635.7	n/a	n/a	n/a	132,8	n/a	7.4
Senior Exempt	201	50.5	14.5	\$76.80	846.3	n/a	n/a	n/a	173.7	n/a	1.6
Total	6,612	45.3	13.9	\$37.22	890.2	24.6	103.8	5.6	15.7	10.4	7.0

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Disabled data as of December 31, 2019 is summarized as follows:

EMPLOYEE GROUP	NUMBER	AVERAGE AGE	AVERAGE LENGTH OF DISABILITY	AVERAGE NET LONG TERM DISABILITY AMOUNT	AVERAGE BENEFIT CONTINUATION AMOUNT
CUPE 1004 City	44	54.1	6.3	\$2,007	\$169
CUPE 1004 Parks	18 .	55.4	6.6	\$2,449	\$151
Exempt	12	51.2	4.1	\$3,446	\$363
Senior Exempt		51.5	4.9	\$7,618	\$376

^{*}Average benefit continuation amounts exclude Medical Service Premiums

Disabled data as of December 31, 2018 is summarized as follows:

EMPLOYEE GROUP NU			_ENGTH OF DIS		AVERAGE BENEFIT ONTINUATION AMOUNT
CUPE 1004 City	41	54.6	5.8	\$1,973	\$152
CUPE 1004 Parks	12	56.5	9.8	\$1,945	\$84
Exempt	9	52.8	4.7	\$5,167	\$285
Senior Exempt	4	52.7	5.4	\$7,659	\$313

APPENDIX H

EMPLOYER CERTIFICATION

With respect to the Actuarial Valuation Report for fiscal year ending December 31, 2019 and estimated benefit cost for December 31, 2020 under Chartered Professional Accountants of Canada Public Sector Accounting Handbook (the "PSAB Handbook") of the City's Non-Pension Post-Employment Benefits Plan, I hereby certify that, to the best of my knowledge and belief:

- The membership data supplied to the actuary provides a complete and accurate description of all persons who are entitled to benefits under the terms of the plan for service up to the date of the valuation,
- Copies of the official plan documents and of all amendments made up to December 31, 2019 have been supplied to the actuary.
- All substantive commitments (as defined under the PSAB Handbook) have been communicated to the actuary.
- Accounting policies as adopted by the City are those described in this report.
- The actuarial methods to be used for the purposes of the valuation are those described in this report.
- The management's best estimate assumptions for purposes of the valuations and the extrapolation of the financial position of the plan as of December 31, 2019 are those described in this report.
- All events subsequent to the valuation that may have an impact on the results of the valuation or of a future valuation have been communicated to the actuary.

February 19, 2020	Michael walia
DATE	SIGNED
	Michael Walia
	NAME
	AD - Accounting Operations
	TITLE

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