



THE CORPORATION OF THE CITY OF PENTICTON

MANAGEMENT REPORT

The Financial Statements contained in this Statement of Financial Information under the *Financial Information Act* have been prepared by management in accordance with Canadian public sector accounting standards or stated accounting principles, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all the statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Mayor and Council is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control.

The external auditors, BDO Canada LLP, conduct an independent examination, in accordance with Canadian public sector accounting standards, and express their opinion on the financial statements. Their examination does not relate to the other schedules and statements required in the Act. Their examination includes a review and evaluation of the organization's system of internal control and appropriate tests and procedures to provide reasonable assurance that the financial statements are presented fairly and free from material misstatement.

On behalf of the Corporation of the City of Penticton

Angela Campbell, ACIA, CPA, CGA, H.BComm
Chief Financial Officer/General Manager of Corporate Services

June 9, 2026

Date



City of Penticton
Statement of Financial Information Approval
For the year ended December 31, 2025

Statement of Financial Information Approval

The undersigned, as authorized by the Financial Information Regulation, Schedule 1, subsection 9(2), approves all the statements and schedules included in this Statement of Financial Information, produced under the *Financial Information Act*.

Angela Campbell, ACIA, CPA, CGA, H.BComm
Chief Financial Officer/General Manager of Corporate Services
City of Penticton

June 9, 2026

Date



City of Penticton
Schedule of Guarantee and Indemnity Agreements
For the year ended December 31, 2025

Schedule of Guarantee and Indemnity Agreements

There were no guarantees or indemnities under the Guarantees and Indemnity Regulation for the year ending December 31, 2025.

Angela Campbell, ACIA, CPA, CGA, H.BComm
Chief Financial Officer/General Manager of Corporate Services
City of Penticton

June 9, 2026

Date

**City of Penticton
Council Remuneration
for the year ended December 31, 2025**



Name	Position	Remuneration	Expenses	Total
Bloomfield, Julius	Mayor	88,345.48	17,072.00	105,417.48
Gilbert, Isaac	Councillor	29,251.36	5,696.67	34,948.03
Graham, Ryan	Councillor	29,251.36	10,739.20	39,990.56
Konanz, Helena	Councillor	8,638.80	455.00	9,093.80
Miller, James	Councillor	29,251.36	(206.00)	29,045.36
Watt, Campbell	Councillor	29,251.36	6,279.00	35,530.36
Stewart, Shannon	Councillor	7,568.67	3,639.84	11,208.51
Reynen, Jason	Councillor	19,485.32	11,109.58	30,594.90
		\$ 241,043.71	\$ 54,785.29	\$ 295,829.00



City of Penticton
 Schedule of Employee Remuneration and Expense Over \$75,000
 for the year ended December 31, 2025

Name	Position *	Remuneration **	Expenses	Total
Achsen, Jarrett	Fire Fighter	144,258.21	851.31	145,109.52
Alexander, Christopher	Engineering Technologist II	87,146.25	257.77	87,404.02
Almrud, Ken	Utility Technician	97,496.96	9,008.35	106,505.31
Alvarez, Edy	Cement Finisher	76,329.23	3,687.74	80,016.97
Anderson, Hayley	Legislative Assistant	77,477.28	4,295.46	81,772.74
Atwal, Jaspreet Singh	Electrical Utility Technologist	111,819.85	2,911.66	114,731.51
Auger, Danielle	Gardener II	91,824.32	433.57	92,257.89
Bazley, Ryan	Fire Captain	180,209.61	-	180,209.61
Bazylewski, Carrie	Procurement Clerk	80,512.74	1,283.60	81,796.34
Bentley, Jane	Lifeguard Supervisor	84,873.95	789.86	85,663.81
Berikoff, Crystal	Facilities Maintenance I - certified	77,030.17	58.00	77,088.17
Best, David	Utilities Manager	146,053.17	4,059.12	150,112.29
Bird, Andrew	Training Officer	156,225.01	5,676.26	161,901.27
Biro, Joseph	Facilities Maintenance I - certified	79,244.96	142.86	79,387.82
Bosscher, Blair	Fire Fighter	138,028.77	815.02	138,843.79
Boyd, Graham	Fire Fighter	127,018.01	-	127,018.01
Boyko, Scott	Public Works Manager	146,264.45	2,410.69	148,675.14
Brazzale, Jocelyn	RCMP GIS Coordinator	84,366.95	33.97	84,400.92
Burleigh, Frances	Bylaw Services Manager	130,831.24	1,785.85	132,617.09
Butcher, Martin	System Integrator	105,296.93	3,032.03	108,328.96
Buzzell, Heather	Chief Librarian	127,224.49	3,246.04	130,470.53
Byers, Bradley	Utilities Supervisor	122,619.89	3,005.16	125,625.05
Calibaba, Darren	Bylaw Services Supervisor	94,525.57	210.00	94,735.57
Campbell, Angela	General Manager of Corporate Services	198,870.03	6,495.81	205,365.84
Cansdale, Trevor	Concrete Lead Hand	97,932.24	1,675.87	99,608.11
Card, Timothy	Firefighter	116,382.00	1,362.54	117,744.54
Castley, Colin	Manager, Human Resources and Occupational Health & Safety	146,997.18	194.23	147,191.41
Cepeda, Mauricio	Senior Parks Amenities Serviceperson	86,627.96	747.01	87,374.97
Chu, Jonathan	City Engineer	176,674.20	3,284.30	179,958.50
Clausen, Joshua	Senior Arborist	77,317.92	1,389.10	78,707.02
Coates, Amber	Budget & Finance Analyst	111,348.80	4,122.54	115,471.34
Cobble, Jaime	Confidential Administrative Assistant	92,478.22	11,606.24	104,084.46
Collison, Angela	Corporate Officer	135,315.61	4,205.41	139,521.02
Collyer, Steven	Housing & Policy Initiatives Manager	108,510.46	2,646.34	111,156.80
Conquergood, Austin	Fire Fighter	125,677.91	485.19	126,163.10
Contreras, Mari Ysabel	Parks Planner	108,774.43	735.94	109,510.37
Cox, Julia	Youth Services Librarian	80,477.46	159.18	80,636.64
Craig, Brendan	Lineman Apprentice	97,441.81	15,669.70	113,111.51
Crickett, Greg	Wastewater Treatment Plant Operator III	89,543.84	3,714.06	93,257.90
Czeck, Iuliana	General Manager of Public Safety & Partnerships	178,594.21	8,498.29	187,092.50
Dacyk, Deirdre	Community Policing/Victim Services Supervisor	85,646.69	2,313.67	87,960.36
Davies, Kevin	Meter and Traffic Technician	102,483.12	713.32	103,196.44
Dearden, Crystal	Financial Services Coordinator	86,683.96	3,740.67	90,424.63
Decker, Kurtis	Trades Heavy Duty Mechanic	97,292.35	1,064.08	98,356.43
Degardin, Gwenael	Senior Parks Irrigation Serviceperson	87,357.14	731.44	88,088.58
Deleeuw, Cameron	Foreman – Wastewater Treatment Plant	112,289.06	5,804.96	118,094.02
Denslow, Meghan	Senior Human Resources Advisor	93,534.17	1,809.81	95,343.98
Dermody, Trevor	Fire Fighter	151,146.89	1,903.94	153,050.83
deRoon, Kaiden	Fire Fighter	112,889.01	433.22	113,322.23
Desrosiers, Sarah	Social Development Specialist	85,111.01	6,105.30	91,216.31
Dhaliwal, Garinder	Foreman – Parks	98,874.72	1,087.53	99,962.25
Dixon, Kristen	General Manager of Infrastructure/Deputy City Manager	227,057.44	3,502.46	230,559.90
Doll, Christopher	Licensing and Property Use Inspector I	93,016.06	1,849.38	94,865.44
Dorner, Jason	Fire Fighter	135,797.68	1,129.54	136,927.22
Dorrell, Krystie	Facilities Supervisor	86,890.84	919.05	87,809.89
Downie, Shawna	Human Resources Advisor	91,410.64	2,211.07	93,621.71
Duncan, Jeffrey	Fleet Supervisor	116,931.00	2,634.59	119,565.59
Dyck, Andrew	Engineering Technologist I - Public Works	96,421.35	1,080.87	97,502.22
Empey, Clifford	Meter and Traffic Technician	106,087.38	4,837.14	110,924.52
Erdmann, Cody	Fire Fighter	138,180.63	810.09	138,990.72
Esson, Darren	Senior Cement Finisher	81,043.79	835.48	81,879.27
Farnholz, Nathan	Senior Arborist	79,673.86	871.97	80,545.83
Fenske, Shane	Development Technologist	90,264.52	488.12	90,752.64
Figgitt, Tyler	Infrastructure Services Manager	139,924.33	4,720.56	144,644.89
Finlayson, Matthew	Water Treatment Plant Operator III	107,479.91	1,263.64	108,743.55
Fordyce, Glen	Fire Inspector II	133,379.38	2,603.99	135,983.37
Forrest, Jeffrey	Building Official I	76,396.24	1,845.24	78,241.48
Fotovaty, Navid	Business Analyst 2	92,682.00	314.80	92,996.80
Frempong, Kevin	Fire Fighter	119,923.11	653.25	120,576.36
Gaidica, Douglas	Building Manager	122,210.54	4,596.05	126,806.59
Galos, Ronald	IT Lead - GIS Analyst II	98,725.52	409.54	99,135.06
Gammon, Tony	IT Lead/Business Analyst	101,418.18	1,580.79	102,998.97
Garrett, Steve	Fire Captain	160,227.73	659.91	160,887.64
Gerk, Alex	Fire Fighter	146,470.33	1,493.42	147,963.75
Gerk, Dustin	Sewer Equipment Operator	86,470.98	2,993.05	89,464.03
Gibbons, Curtis	Fire Fighter	144,430.47	200.00	144,630.47
Gillies, Colton	Fire Fighter	139,060.77	624.54	139,685.31
Giraud-Telme, Lucie	Sustainability Coordinator	89,487.13	6,880.36	96,367.49
Glousher, Hogan	Fire Fighter	133,899.35	233.18	134,132.53
Godfrey, Darcey	Recreation Business Supervisor	96,138.58	2,383.70	98,522.28

Name	Position *	Renumeration **	Expenses	Total
Grady, Randi	Crime Reviewer	117,464.59	4,678.34	122,142.93
Graham, Scott	Instrumentation/Electrical Technician	103,577.49	1,265.00	104,842.49
Grantham, Ben	Fire Fighter	140,568.30	200.00	140,768.30
Greer, Deanna	Building Official II	94,532.66	753.12	95,285.78
Greer, Patrick	Senior Pipelayer - Utilities	86,034.94	4,405.80	90,440.74
Guthrie, Evan	Fire Fighter	140,367.22	108.63	140,475.85
Guy, Tyler	Fire Fighter	132,141.93	716.22	132,858.15
Haddad, Anthony	City Manager	277,372.52	19,745.44	297,117.96
Hall, Curtis	Equipment Operator III	83,271.70	192.70	83,464.40
Hall, Shelley	Crime Reviewer	76,726.91	1,716.30	78,443.21
Hardisty, Cheryl	Manager of Intergovernmental Relations	134,098.06	16,316.65	150,414.71
Harling, Hilary	Lifeguard Supervisor	84,496.58	1,059.09	85,555.67
Harris, Edmund	Electric Utility Supervisor	130,521.21	1,767.54	132,288.75
Hawkes, Justin	Journeyman Lineman	134,250.76	1,067.51	135,318.27
Hayne, Sara	Watch Clerk - RCMP	87,103.04	119.98	87,223.02
Heighton, Calvin	Bylaw Enforcement Officer II	92,395.68	1,080.15	93,475.83
Henderson, Stuart	Water Treatment Plant Supervisor	113,779.14	1,685.02	115,464.16
Hildebrandt, Todd	Works Maintenance III (Equipment Operator II)	83,586.37	901.61	84,487.98
Hodder, Nicole	Records Supervisor - RCMP	101,575.32	420.02	101,995.34
Hodge, Chantelle	Fire Fighter	145,080.91	200.00	145,280.91
Hodges, Michael	Development Infrastructure Manager	143,287.44	3,410.05	146,697.49
Hoff, Dustan	Wastewater Treatment Plant Operator II	83,186.46	2,920.04	86,106.50
Holmes, Jared	Fire Captain	175,435.13	258.18	175,693.31
Hook, Jeffrey	Service Desk Analyst	82,092.03	95.59	82,187.62
Horsley, Trenton	GIS Technician	79,934.52	3,690.57	83,625.09
Hvidston, Ryan	Fire Fighter	157,769.96	409.91	158,179.87
Irwin, Katya	Communications Advisor	99,506.06	3,510.86	103,016.92
Jankowski, Dany	Sweeper Equipment Operator	76,630.58	514.50	77,145.08
Johnson, Jayson	Fire Fighter	163,851.66	882.54	164,734.20
Johnson, Kelsey	General Manager of Community Services	186,256.50	2,293.82	188,550.32
Johnson, Michael	Works Maintenance III (Equipment Operator II)	82,762.56	707.09	83,469.65
Johnson, Philip	Service Desk Analyst	81,497.09	135.07	81,632.16
Jonas, Jessica	Lifeguard Supervisor	82,364.26	2,798.74	85,163.00
Jones, Courtney	Manager of Financial Planning	126,757.38	2,390.22	129,147.60
Jorgensen, Erik	Fire Captain	173,366.61	87.95	173,454.56
Kanchwala, Aliasgar	Network Systems Analyst	88,595.04	95.60	88,690.64
Kassian, David	Sustainability Supervisor	104,853.78	7,811.94	112,665.72
Kenney, Rod	Fire Captain	161,681.72	824.54	162,506.26
Kenny, Thao	Engineering Technologist I	84,473.60	465.63	84,939.23
Kent, Yvonne	Planning Technologist II	87,339.19	2,218.63	89,557.82
Kilby, Devon	Senior Pipelayer - Utilities	84,513.59	1,496.50	86,010.09
Kooistra, Kevin	Facilities Maintenance I - certified	77,679.75	-	77,679.75
Koshman, Justin	Senior Cement Finisher	80,396.31	285.47	80,681.78
Lantz, Patrick	Garage Lead	80,231.32	1,586.69	81,818.01
Larsson, Michael	Director of Fire Services and Emergency Management	201,643.17	2,693.40	204,336.57
Laven, Blake	General Manager of Development Services	189,056.23	5,233.61	194,289.84
Leigh, Robert	Fire Fighter	134,330.70	433.18	134,763.88
Lerch, Daniel	Systems Librarian	90,451.39	1,620.19	92,071.58
Lewis, Jennifer	Bylaw Enforcement Officer I	92,124.87	3,265.62	95,390.49
Lewis, Jesse	Plumbing Official/Cross Connection Coordinator II	104,648.03	5,167.65	109,815.68
Li, Zhao	GIS Analyst II	90,584.61	1,475.86	92,060.47
Lindquist, Slade	Foreman - Roads & Drainage	103,824.62	3,922.59	107,747.21
Linklater, Rachel	Senior Crime Analyst	93,495.73	229.26	93,724.99
Looy, Jules	Roads & Drainage Supervisor	125,516.32	6,071.76	131,588.08
Love, John	Building Operator	76,538.59	139.99	76,678.58
Lovig, Reagan	Recreation Coordinator	77,051.54	2,277.30	79,328.84
Lyver, Krista	Watchclerk Lead	82,976.24	301.70	83,277.94
Maas, Catherine	RCMP Custodial Guard	78,289.93	-	78,289.93
MacDonald, Heather	Land Administration Coordinator	80,175.84	1,200.92	81,376.76
MacIntyre, Gordon	Trades Technician	106,220.93	58.00	106,278.93
MacKay, Clifford	Business Analyst 2	86,702.83	499.95	87,202.78
Martineau, Jamie	Bylaw Enforcement Officer II	98,270.92	1,206.92	99,477.84
McCaughy, Derek	Treatment Plant Millwright	102,663.69	857.50	103,521.19
McClean, Claire	Executive Coordinator	82,674.85	6,667.27	89,342.12
McDonald, Heather	Planning Clerk	76,593.06	2,701.44	79,294.50
McKeown, Miyoko	Fire Fighter	136,366.54	200.00	136,566.54
McKinnon, Paula	Deputy Corporate Officer	92,900.44	1,702.24	94,602.68
Melnick, Anna	Manager of Communications and Engagement	130,718.87	22,001.34	152,720.21
Mervin, Kristina	Watch Clerk - RCMP	89,059.44	95.10	89,154.54
Moncrieff, Chandra	Design Supervisor	132,442.34	448.24	132,890.58
Mongeau, Jennifer	Payroll & Benefits Advisor	88,707.64	864.91	89,572.55
Moore, Gentry	Parks Amenities Serviceperson	85,982.47	1,451.98	87,434.45
Moroshkin, Shane	Administrative Lead Bylaw Services Officer	101,853.52	3,831.72	105,685.24
Mortimer, Donald	Foreman - Water Treatment Plant	98,222.92	400.77	98,623.69
Munro, Bryce	Fire Fighter	108,445.92	262.34	108,708.26
Nagy, Jessica	Procurement & Inventory Services Manager	103,577.13	1,031.96	104,609.09
Nelson, Elisha	Local Area Network Administrator/Digital Forensic Technician	94,623.94	2,143.61	96,767.55
Newell, Amanda	Emergency Program Manager	105,667.04	2,043.54	107,710.58
Oomen, Dennis	Museum Manager	84,852.94	11.70	84,864.64
Overstall, Liam	Building Official II	82,152.61	2,451.63	84,604.24
Painchaud, Lyle	Wastewater Treatment Plant Operator II	93,193.24	221.77	93,415.01
Peck, Jason	Equipment Operator III	85,205.80	2,784.56	87,990.36
Phillip, Russell	IT Supervisor, Security & Operations	108,057.94	2,721.79	110,779.73
Phillips, Derek	Foreman - Meters, Dams & Irrigation	97,004.99	1,288.77	98,293.76
Place, Courtney	Electronic File Disclosure & Administrative Coordinator-RCMP	78,863.04	57.93	78,920.97
Plant, Jeffrey	Manager of Recreation, Arts and Culture	108,452.95	1,744.14	110,197.09
Plotzki, Lori	Bylaw Intake Administrator	79,215.48	1,493.66	80,709.14
Policicchio, Anthony	Facilities Manager	161,514.79	7,115.40	168,630.19

Name	Position *	Remuneration **	Expenses	Total
Polman-Tuin, Jayce	Fire Fighter	118,801.47	175.18	118,976.65
Polvere, David	Manager of IT and Digital Transformation	150,520.94	5,697.04	156,217.98
Portwood, Jade	Fire Fighter	131,788.37	3,956.80	135,745.17
Power, Draydan	Manager of Energy & Environment	174,345.22	9,707.86	184,053.08
Pringle, Benjamin	Occupational Health and Safety Advisor	87,398.90	741.07	88,139.97
Raposo, Sheri	Land Manager	117,410.48	2,263.41	119,673.89
Raymond, Neal	Treatment Plant Millwright	102,904.88	323.12	103,228.00
Reichelt, Murray	Equipment Operator V	89,308.61	2,734.46	92,043.07
Reimer, Natasha	Engineer in Training	91,710.54	4,155.38	95,865.92
Rendall, Andrea	Communication and Engagement Specialist	86,898.70	1,682.51	88,581.21
Repchuk, Jesse	Water Treatment Plant Operator III	103,561.62	2,222.03	105,783.65
Rheaume, Matthew	Works Maintenance III (Equipment Operator II)	85,789.38	4,593.19	90,382.57
Riley, Steven	Parks Amenities Serviceperson	79,011.39	142.86	79,154.25
Roberts, Stephen	Recreation Coordinator	76,581.38	2,472.03	79,053.41
Rodger, Bradley	Meter and Traffic Technician	103,355.93	710.32	104,066.25
Rodger, Kenneth	Manager of Police Support Services	128,292.28	2,118.81	130,411.09
Ross, Robert	Sign Maintenance	75,263.42	49.84	75,313.26
Rothenburger, Nicholas	Fire Fighter	132,083.35	200.00	132,283.35
Ruppenthal, Jo Anne	Community Policing Coordinator	83,048.38	1,437.08	84,485.46
Ryan, Eric	Journeyman Lineman	136,846.53	525.24	137,371.77
Ryan, Sean	Traffic Control Coordinator	78,831.81	1,520.01	80,351.82
Ryll, Brent	Fire Captain	167,507.18	571.18	168,078.36
Sawri, Jenna Leigh	Wastewater Treatment Plant Supervisor	125,805.06	3,629.39	129,434.45
Scandrett, Duncan	Licensing and Property Use Inspector II	103,377.91	983.44	104,361.35
Schulze, Thomas	Utilities Serviceperson	86,957.34	2,206.94	89,164.28
Simpson, Derek	Meter and Traffic Technician	106,233.69	28,265.34	134,499.03
Simpson, Justin	Bylaw Enforcement Officer I	95,979.72	732.75	96,712.47
Sinnott, Steven	Fleet Service Coordinator	80,740.58	1,547.21	82,287.79
Smid, Ryan	Building Official III	98,650.01	2,755.96	101,405.97
Smith, Glenn	Bylaw Enforcement Officer I	85,630.74	1,240.08	86,870.82
Sopow, Trent	Construction Inspector	99,206.70	356.56	99,563.26
Spanier, Abbigail	Utilities Serviceperson	75,282.91	1,433.17	76,716.08
Spencer, Alexander	Project & Operations Delivery Supervisor	108,902.93	2,440.35	111,343.28
Spencer, Alicia	Local Area Network Administrator/Digital Forensic Technician	85,546.55	2,052.06	87,598.61
Stadnyk, Michael	Equipment Operator V	83,757.21	591.88	84,349.09
Stevens, Cynthia	FOIPPA and Records Management Specialist	86,248.70	3,146.95	89,395.65
Stevens, Jason	Foreman Powerline Technician	134,389.60	610.06	134,999.66
Stewart, Jacob	Assistant Land Administrator	76,300.55	-	76,300.55
Stickland, Craig	Project Engineer	113,184.20	1,460.38	114,644.58
Stoppler, Karri	Manager of Finance	147,555.87	4,308.72	151,864.59
Stringer, Jonathan	Works Maintenance III (Equipment Operator II)	75,071.54	1,569.68	76,641.22
Stull, Darren	Trades Heavy Duty Mechanic	97,142.70	3,356.96	100,499.66
Sutcliffe, Ryan	Fire Fighter	129,244.51	467.91	129,712.42
Sutherland, Michael	Fire Fighter	166,046.86	824.54	166,871.40
Swaren, Wesley	Assistant Fire Chief - Prevention	191,146.20	10,237.10	201,383.30
Tache, Craig	Building Official II	84,782.98	3,159.73	87,942.71
Tamminga, Gabriel	Planning Technologist II	87,846.02	8,448.99	96,295.01
Tanguay, Audrey	Planning & Licensing Manager	129,204.69	3,122.08	132,326.77
Tayal, Ashish	Operational Lead Bylaw Services Officer	105,895.10	4,904.50	110,799.60
Taylor, Chad	Fire Captain	142,532.95	(1,091.79)	141,441.16
Tenveen, Jonathan	Foreman - Utilities	111,425.03	2,259.27	113,684.30
Tew, Mark	Parks Amenities Serviceperson	80,067.31	1,787.11	81,854.42
Tougas, Trevor	Fire Fighter	135,181.92	2,500.80	137,682.72
Traicheff, Gavin	Maintenance Electrician FSR B	104,244.62	629.43	104,874.05
Trim, Grant	Trades Technician	105,948.03	400.86	106,348.89
Trousdell, Robert	Deputy Fire Chief	182,431.50	3,099.46	185,530.96
Trupp, Robert	Assistant Chief - Training	169,909.41	4,251.27	174,160.68
Vand'Erkamps, Cameron	Bylaw Enforcement Officer I	84,527.18	1,454.18	85,981.36
Veasey, Cole	Facilities Maintenance I - certified	76,963.95	101.76	77,065.71
Venables, Isabeau	Fire Fighter	128,130.57	485.22	128,615.79
Vernon-Wood, Shawn	Instrumentation/Electrical Technician	103,826.01	554.26	104,380.27
Vikner, Elias	Fire Fighter	142,675.57	75.00	142,750.57
Wade, Michael	Fire Captain	168,510.24	-	168,510.24
Wagner, Kerry	Recreation Operations Supervisor	101,501.80	635.57	102,137.37
Wagner, Willard S	Building Operator	77,212.48	-	77,212.48
Wardlaw, Alistair	Water Treatment Consultant	108,278.46	4,250.67	112,529.13
Warren, Jaret	Journeyman Lineman	124,621.92	2,670.22	127,292.14
Weir, Frederick	Foreman Powerline Technician	143,180.99	210.06	143,391.05
Weisser, Colin	Sub-Foreman Powerline Technician	139,729.44	1,196.43	140,925.87
Wewetzer, Randy	Water Treatment Plant Operator II	99,968.38	2,944.94	102,913.32
Whelan, Bradley	Accounting Clerk III	75,450.71	46.05	75,496.76
Whyte, Todd	Parks Supervisor	129,749.68	1,638.23	131,387.91
Wiens, Kelsey	Mechanic	97,110.34	221.79	97,332.13
Wikene, Adrian	Bylaw Enforcement Officer II	90,124.96	1,262.30	91,387.26
Wilkins, Peter	Fire Fighter	140,848.29	2,229.88	143,078.17
Williamson, Sonny	Compost Operator	100,855.22	130.89	100,986.11
Wilson, Brett	Wastewater Treatment Plant Operator II	88,982.67	2,576.27	91,558.94
Wingrove, Trevor	Water Treatment Plant Operator I	82,657.35	3,948.49	86,605.84
Wood, Sean	Business Services Supervisor	111,381.46	7,028.38	118,409.84
Young, Tory	Parks Technician	93,468.36	1,033.21	94,501.57
Zimmerman, Justin	Equipment Operator V	88,640.80	3,419.04	92,059.84
Zucchelli, Anke	Accountant	83,363.83	1,454.04	84,817.87
Total for employees with remuneration over \$75,000		27,539,267.16	590,257.69	28,129,524.85
Total for employees with remuneration, \$75,000 and under		10,404,107.34	151,969.32	10,556,076.66
Total		\$ 37,943,374.50	\$ 742,227.01	\$ 38,685,601.51

* Position as at December 31, 2025 or final position held

** Remuneration includes base pay, acting pay, overtime, standby pay and taxable benefits



**City of Penticton
Statement of Severance Agreements
For the year ended December 31, 2025**

Statement of Severance Agreements

There were 4 severance agreements under which payment commenced between the City of Penticton and its non-unionized employees during fiscal year 2025.

These agreements represent 27 combined months of compensation. *

*Compensation is based on salary.

Angela Campbell, ACIA, CPA, CGA, H.BComm
Chief Financial Officer/General Manager of Corporate Services
City of Penticton

June 9, 2026

Date

City of Penticton
Schedule of Suppliers of Goods and Services
for the year ended December 31, 2025



Suppliers who received aggregate payments exceeding \$25,000	Total
1006202 BC LTD.	287,372.85
1118388 BC LTD. PENTICTON NISSAN	55,000.00
1759528 ALBERTA INC.	62,275.50
2112 SURFACING & SPORT	171,465.00
687503 BC INC DBA NEHRING CONTAINERS	402,126.56
AARDVARK PAVEMENT MARKING SERVICES	286,960.37
AC MOTOR ELECTRIC LTD	71,533.53
ACCESS MECHANICAL PLG & HTG LTD.	27,194.65
ACCESSSMT HOLDINGS LTD	34,331.36
ACCURATE FIRE PROTECTION SERVICES LTD	29,091.30
ACE COURIER SERVICES	31,912.78
ACERA INSURANCE SERVICES LTD	106,428.00
ACKLANDS-GRAINGER INC.	160,984.08
ADVANCED UTILITY SYSTEMS	313,720.17
ADVANTAGEONE TECHNOLOGY INC.	59,858.23
AECOM CANADA ULC	320,205.90
AGILYX SOLUTIONS LIMITED	27,090.00
AIM ROADS INC.	43,012.20
ALUMICHEM CANADA INC.	264,209.26
ANDREW SHERET LTD	773,912.18
ANIXTER POWER SOLUTIONS CANADA INC.	30,174.35
APEX EHS SERVICES INC	45,099.60
APPLE CANADA INC.	164,734.66
ASCENT EMPLOYMENT LAW CORPORATION	112,288.40
ASSOCIATED FIRE SAFETY GROUP INC.	47,764.22
ATLAS POWER SWEEPING LTD.	105,738.94
AZURA MANGEMENT (KELOWNA) CORP	27,055.59
B & L MACHINE SHOP	223,311.30
BANNISTER CHEVROLET PENTICTON LTD	175,142.93
BANNISTER FORD PENTICTON	175,567.20
BARRY BEECROFT FUEL DISTRIBUTORS	531,174.26
BARTLETT TREE EXPERTS	27,273.76
BC ASSESSMENT AUTHORITY	591,406.15
BC ECONOMIC DEVELOPMENT ASSOCIATION	26,943.00
BC FASTENERS & TOOLS LTD.	52,277.75
BC LIBRARIES COOPERATIVE	40,858.98
BC TRANSIT	2,084,193.98
BDO CANADA LLP	75,736.92
BELZONA MOLECULAR (BC) LTD.	107,452.80
BENCH SITE DESIGN INC.	116,380.40
BERRY ARCHITECTURE & ASSOCIATES LTD.	113,622.17
BETTS ELECTRIC LTD	1,936,146.84
BIGG E'S ANIMAL CONTROL SERVICES LTD.	212,189.88
BILL'S HEAVY DUTY ENTERPRISES (2004) LTD.	181,014.67
BIS SAFETY SOFTWARE INC	47,067.95
BLACK PRESS GROUP LTD	51,286.09
BOB'S DOOR SERVICE INC	111,493.47
BRIGHTLY SOFTWARE CANADA INC.	174,318.63
BTN EXCAVATING	33,285.00
BUNZL CLEANING & HYGIENE	99,520.04
BUNZL INDUSTRIAL	26,031.22
BURNCO ROCK PRODUCTS LTD	59,584.45
CANADA POST CORPORATION-OTTAWA	185,430.68
CARO ANALYTICAL SERVICES	70,733.20
CAROLLO ENGINEERS CANADA LTD.	86,456.29
CDW CANADA INC.	180,573.12
CENTAUR PRODUCTS INC	95,492.25
CENTRAL INTERIOR TRAFFIC CONTROL LTD.	116,958.27
CENTRALSQUARE CANADA SOFTWARE INC.	78,103.06
CENTRIX CONTROL SOLUTIONS LP	103,816.16
CHANCES BULK UNLOADING LTD.	117,416.82
CHARTER TELECOM INC	51,574.52
CHRISTIE LITES SALES LTD.	696,001.66
CIMA CANADA INC.	388,096.69
CIMCO REFRIGERATION	261,713.13
CITY ELECTRIC SUPPLY	42,633.26
CLEAR TECH INDUSTRIES INC	284,153.72

City of Penticton
Schedule of Suppliers of Goods and Services
for the year ended December 31, 2025



Suppliers who received aggregate payments exceeding \$25,000	Total
CLOUDPERMIT INC.	51,520.00
COLLIERS PROJECT LEADERS INC.	63,000.00
COMBINED MECHANICAL CONTRACTORS (2019) LTD	363,656.28
COMMUNITY ENERGY ASSOCIATION	27,852.25
CONNEXUS INDUSTRIES INC	44,928.86
CONTAINERWEST MANUFACTURING LTD.	61,603.50
COOPER INDUSTRIES (ELECTRICAL) INC.	835,354.80
CORPORATE EXPRESS	37,562.63
CUSTOM AIR CONDITIONING LTD.	84,386.35
CVS MIDWEST TAPE	57,746.98
DARKTRACE HOLDINGS LTD.	78,727.04
DIAMOND HEAD CONSULTING LTD.	75,015.15
DINESEN NURSERIES LTD.	44,118.20
DOWNTOWN PENTICTON ASSOCIATION	435,813.13
DYNAMIC SPECIALTY VEHICLES	161,449.12
E B HORSMAN AND SON	298,230.36
ECKERT ELECTRIC LTD	50,313.25
ECO-COUNTER INC.	38,891.02
ECONOLITE CANADA INC.	33,275.17
ECORA CONSULTANTS LTD.	238,676.54
EECOL ELECTRIC CORP.	170,199.32
EIGHTH ON ELM CAPITAL INC	47,785.82
ELECTION SYSTEMS & SOFTWARE, ULC	42,567.74
ELECTRIC MOTOR & PUMP SERVICE LTD.	40,887.15
EMERGENT MECHANICAL ENGINEERING LTD.	37,556.35
ENDRESS+ HAUSER CANADA LTD.	51,456.44
ENVIROSAFE JANITORIAL INC	229,304.00
ESCRIBE SOFTWARE LTD.	79,483.61
ESRI CANADA	216,939.95
EVERGREEN BUILDING MAINTENANCE INC.	57,661.43
EX-INNO INSTALLATIONS INC.	647,086.65
EXTROPIC ENERGY INC.	210,662.89
EZ DOCK OKANAGAN	45,670.02
FALCON EQUIPMENT LTD	79,103.98
FEHLINGS SHEET METAL LTD	52,508.71
FLETCHER PAINE ASSOCIATES LTD	46,838.17
FLOWSYSTEMS DISTRIBUTION INC.	230,079.21
FORTISBC	42,204,883.96
FORTISBC- NATURAL GAS	290,606.83
FOUNTAIN TIRE (PENTICTON) CO. LTD.	32,473.69
G&W CANADA CORPORATION	672,184.80
G.P.H MECHANICAL LTD.	63,233.28
GEORGE HARRIS COLLABORATIVE INC.	32,390.14
GFL ENVIRONMENTAL INC.	151,489.11
GLACIER HEIGHTS REFRIGERATION INC.	54,556.50
GLOBAL SPECTRUM FACILITY MANAGEMENT	3,014,668.87
GREYBACK CONSTRUCTION LTD.	65,162.40
GRIZZLY EXCAVATING LTD.	2,941,953.99
GUILLEVIN INTERNATIONAL CO.	106,675.35
H & J FLOOR COVERINGS LTD DBA UNITED FLOORS	119,965.02
H & M EXCAVATING LTD	1,620,265.60
HACH SALES & SERVICE CANADA LTD	28,947.93
HANDFORD SMIRLE LLP	36,250.39
HEIDELBERG MATERIALS	35,963.88
HEROLD ENGINEERING	47,067.64
HILLSIDE ENGINEERING SERVICES LTD	32,340.00
HOFF SECURITIES LTD	60,595.20
HOLZ INDUSTRIES INC.	43,598.11
HOULE ELECTRIC LIMITED	77,064.51
I.T. BLUEPRINT SOLUTIONS CONSULTING INC.	378,430.99
IAFF LOCAL 1399	160,549.96
IBEW LOCAL 213	34,133.08
IDRS	39,745.67
INDUSTRIAL SOFTWARE SOLUTIONS	35,655.94
INLAND TRUCK & EQUIPMENT LTD.	33,797.95
INNOV8 DIGITAL SOLUTIONS INC.	61,426.21
INTELLIGENT MARKING USA, INC.DBA TURF TANK	46,974.44

City of Penticton
Schedule of Suppliers of Goods and Services
for the year ended December 31, 2025



Suppliers who received aggregate payments exceeding \$25,000	Total
INTELLOGIC ENGINEERING INC.	553,412.16
ITRON CANADA INC.	116,146.20
J.J. MACKAY CANADA LIMITED	44,400.64
Jafa SIGNS LTD.	145,396.13
JAYMAC CONSTRUCTION LTD	44,007.42
JCAM PRINT LTD.DBA MINUTEMAN PRESS	51,449.72
JDG CONSTRUCTION MANAGEMENT LTD.	84,375.44
JDP CONTROLS INC	32,849.25
JESSTEC INDUSTRIES INC.	26,173.65
JIM DENT CONSTRUCTION LTD.	11,612,982.89
KAESER COMPRESSORS CANADA INC.	29,671.64
KELOWNA ROOFING (1984) LTD.	63,921.70
KEMIRA WATER SOLUTIONS CANADA, INC.	147,693.37
KIESON FAB AND MACHINE LTD	36,854.70
KIFINTI SOLUTIONS INC	34,659.15
KIMCO CONTROLS LTD	26,468.40
KN FALL PROTECTION SERVICES LTD	57,129.53
KON KAST CONCRETE PRODUCTS INC.	54,951.68
KONE INC	45,680.60
KSB PUMPS INC.	31,326.91
L & J DIAMOND MAINTENANCE	67,562.25
LEAVITT MACHINERY CANADA INC.	97,865.48
LESTER LEZARD	57,000.00
LIDSTONE & COMPANY	25,780.24
LIN HAW INTERNATIONAL CO LTD.	54,100.08
LINEMAN'S TESTING LABORATORIES OF CANADA LIMITED	45,686.72
LINESTAR UTILITY SUPPLY INC	42,073.19
LOCALITY MEDIA LLC DBA FIRST DUE	41,000.00
LORDCO PARTS LTD.	37,311.25
LUCAS DESIGN	49,050.16
MACKINLEY-CLARK PAVING LTD	88,895.28
MAD ARCHITECTURAL DESIGN STUDIO INC	28,176.76
MAINROAD MAINTENANCE PRODUCTS	31,989.66
MANDEVILLE LAND SURVEYING INC	98,967.75
MANULIFE FINANCIAL, GROUP BENEFITS	30,722.45
MARCELLUS MECHANICAL INC	32,675.35
MATRIX VIDEO COMMUNICATIONS CORP.	61,224.80
MEARLS MACHINE WORKS LTD	107,238.51
MERIDIAN ONECAP CREDIT CORPORATION	25,519.01
METERCOR INC	318,449.30
METRO MOTORS LTD.	168,260.41
MICROSOFT CANADA INC.	281,962.30
MINISTER OF FINANCE	12,727,121.60
MONERIS	126,417.64
MOTION INDUSTRIES, (CANADA) INC.	41,301.15
MOULD ENGINEERING	37,181.79
MOUNTAIN HOME SERVICES LTD.	1,774,506.44
MUNICIPAL INSURANCE ASSOC OF BC	1,329,416.47
MUNICIPAL PENSION PLAN	3,191,462.00
N. HARRIS COMPUTER CORPORATION	145,809.21
NAPA AUTO PARTS	43,853.26
NAQSMIST STORYTELLERS INC.	36,750.00
NATIONAL GRATING INC.	34,685.90
NEDCO - DIV OF REXEL CANADA ELECTRICAL INC.	62,299.42
NOR-MAR INDUSTRIES LTD.	215,025.71
NORTHSTAR VIOLENCE PREVENTION CONSULTING INC.	31,862.84
NOVA POLE INTERNATIONAL INC	166,260.64
NUTECH SAFETY LTD.	58,819.87
OK VINYL PRODUCTS - COUGAR MOUNTAIN RESOURCES INC.	81,233.01
OKANAGAN CIVIL CONSTRUCTORS LTD	6,954,059.68
OKANAGAN SIMILKAMEEN REGIONAL HOSPITAL DISTRICT	3,203,941.49
OKGN REFRIGERATION	85,881.26
OMEGA COMMUNICATIONS LTD	43,151.09
ONESKY COMMUNITY RESOURCES	57,185.77
OOKNAKANE FRIENDSHIP CENTRE	160,414.61
ORGANIZED CRIME AGENCY OF BC	32,128.98
PACIFIC RIM EQUIPMENT INC	35,591.91

City of Penticton
Schedule of Suppliers of Goods and Services
for the year ended December 31, 2025



Suppliers who received aggregate payments exceeding \$25,000	Total
PALADIN TECHNOLOGIES INC.	60,461.84
PARADISE CITY FENCING LTD.	42,582.50
PARADISE CLIMATE CONTROLS INC.	44,273.25
PARAGON STRATEGIC SERVICES LTD.	25,042.12
PARKSON CORPORATION	64,656.58
PARTS FOR TRUCKS- PENTICTON	25,381.97
PASSPORT LABS, INC	28,447.20
PENTICTON & DISTRICT EMERGENCY PROGRAM SOCIETY	80,400.00
PENTICTON & DISTRICT SOCIETY FOR	63,908.10
PENTICTON & WINE COUNTRY CHAMBER OF COMMERCE	117,254.08
PENTICTON HONDA CENTRE	48,727.01
PENTICTON INDIAN BAND	412,420.91
PENTICTON YACHT CLUB	96,620.45
PETERS BROS CONSTRUCTION LTD	907,235.02
PLAYQUEST	127,503.60
POWERTREND ELECTRIC LTD.	285,040.57
PRAIRIE ROBOTICS INC.	39,795.00
PRE LABS INC	31,300.70
PREMIER FENCING INSTALLATIONS INC.	43,305.94
PRO BUILDERS SUPPLY LTD.	105,530.35
PROFIRE EMERGENCY EQUIPMENT INC	45,079.66
PRYSMIAN POWER CABLES AND SYSTEMS CANADA LIMITED	236,963.63
RAMTECH ENVIRONMENTAL PRODUCTS	149,587.11
RE/MAX PENTICTON REALTY IN TRUST	75,410.79
RECEIVER GENERAL FOR CANADA	2,234,137.18
RECEIVER GENERAL FOR CANADA-RCMP	10,743,413.70
REDLINE CONTRACTING LTD.	2,973,169.97
REGIONAL DISTRICT OKANAGAN SIMILKAMEEN	8,176,148.94
REN-CON SUPPLY LTD.	38,131.50
REXEL CANADA ELECTRICAL INC - UTILITY	357,662.02
ROAD DUST SOLUTIONS	158,869.91
ROCK WELDING LTD.	26,561.35
ROCKY MOUNTAIN PHOENIX	30,356.06
ROGERS	64,957.98
ROLLINS MACHINERY LIMITED	52,911.12
RONA INC.	45,164.97
ROOF DOCTOR	28,852.70
ROSWITHA AND ANTONIO SCIALDONE	503,528.39
SCOTTSDALE CONCRETE LTD.	52,699.50
SHAW BUSINESS SOLUTIONS	31,498.88
SHAW'S ENTERPRISES LTD	25,402.13
SHERMCO INDUSTRIES, INC.	26,922.00
S-I IPVF, CANADA INC.	47,658.24
SIERRA PLANNING AND MANAGEMENT	40,244.00
SIMILKAMEEN FRAMING AND FORMING	233,304.33
SITEDOCS SAFETY ULC	37,408.00
SITEONE LANDSCAPE SUPPLY, LTD	25,343.15
SKAHA LOCKSMITH LTD.	48,015.41
SKAHA SOUND	75,416.14
SOFTCHOICE LP	222,223.92
SOLID CADDGROUP INC.	112,229.60
SOURCE OFFICE FURNITURE & SYSTEMS LTD.	101,634.29
SOUTH OKANAGAN CONCRETE PRODUCTS LTD.	41,005.44
SOUTH OKANAGAN SIMILKAMEEN BRAIN INJURY SOCIETY	25,000.00
SPANMASTER STRUCTURES LTD	41,643.63
SPX FLOW US, LLC	115,723.98
SRM CONCRETE LTD	196,723.46
STANTEC CONSULTING LTD.	505,247.89
STAR ILLUMINATIONS	97,683.68
STEWART MCDANNOLD STUART	139,472.71
SUMMERLAND GREENHOUSES LTD	27,072.35
SUMMIT TRAILER LTD	50,667.42
SUMMIT VALVE AND CONTROLS INC.(BC)	201,447.75
SUNBELT RENTALS OF CANADA INC.	26,753.11
SUPERIOR NORTH AMERICA INC	188,896.05
SUPERIOR SEPTIC SERVICES	64,976.55
SWAYBACK HOLDINGS (1983) LTD.	149,667.63

City of Penticton
Schedule of Suppliers of Goods and Services
for the year ended December 31, 2025



Suppliers who received aggregate payments exceeding \$25,000	Total
SYMMETRY LANDSCAPING LTD.	26,943.90
TACEL LTD.	117,869.92
TAMARACK	32,872.61
TEALE'S WATER UTILITY SERVICES LTD.	55,800.71
TELUS COMMUNICATIONS INC.	134,026.59
TELUS HEALTH (CANADA) LTD.	44,661.05
TERRACOM SYSTEMS LTD.	445,031.53
TEXCAN	33,479.94
THE ROC DOC VENTURES LTD.	240,129.45
THE STEEL BUILDING CO.	26,145.00
TOMKO SPORTS SYSTEMS INC.	117,300.36
TOP SHELF SYSTEMS INC.	56,240.91
TOTAL RESTORATION SERVICES INC	65,128.78
TRAVEL PENTICTON SOCIETY	1,676,583.01
TRUE CONSULTING LTD.	98,630.29
UBER BUILDING SOLUTIONS	40,604.99
ULINE CANADA CORPORATION	78,579.60
ULS CORPORATE INC	362,948.62
UNIFIRST CANADA LTD.	28,585.70
UNIT 4 BUSINESS SOFTWARE INC.	162,631.85
UNITED LIBRARY SERVICES	117,978.20
UNITED WAY BRITISH COLUMBIA	162,130.24
UPTIME INDUSTRIAL INC.	57,615.09
URBAN MATTERS CCC LTD.	41,437.88
URBAN SYSTEMS LTD	329,498.48
VALLEY TRAFFIC SYSTEMS	68,177.93
VELOCITI INNOVATIONS	149,889.60
VEOLIA WATER TECHNOLOGIES CANADA INC	41,164.70
VISONA ENTERPRISES LTD.	43,402.70
VLS DEVELOPMENTS INC.	40,978.35
WASTE CONNECTIONS OF CANADA INC.	1,571,976.78
WE CONSULTING AND BENEFITS	392,988.72
WESTECH ENGINEERING, LLC.	65,197.23
WFR WHOLESALE FIRE AND RESCUE LTD	55,079.06
WHITewater WEST INDUSTRIES LTD	71,456.00
WILDSTONE CONSTRUCTION & ENGINEERING LTD.	426,125.28
WORKER'S COMPENSATION BOARD OF BC	996,124.29
WORKFLEETS CANADA	34,758.60
YASTREMSKI ASSOCIATES INC.	241,592.05
YMCA OF SOUTHERN INTERIOR BC ASSOCIATION	154,991.17
YOUNG , ANDERSON BARRISTERS & SOLICITORS	31,267.05
Total aggregate amount paid to suppliers of goods and services over \$25,000	158,173,159.35
Total paid to suppliers who received aggregate payments of \$25,000 or less	5,160,796.83
Total grants exceeding \$25,000	948,021.00
Total contributions exceeding \$25,000	-
Total of grants and contributions exceeding \$25,000	948,021.00
Total	\$ 164,281,977.18