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**TO: Board of Directors**

**FROM: Finance Department**

**SUBJECT: 2025 Statement of Financial Information**

<b>File No:</b> 1830.2025
<b>Date:</b> June 17, 2026

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**RECOMMENDATION:**

That the 2025 Statement of Financial Information be approved.

**SUMMARY:**

The Financial Information Act (FIA) is provincial legislation that requires corporations, including local governments, to annually prepare the following statements and schedules of financial information:

1. a statement of assets and liabilities;
2. an operational statement;
3. a schedule of debts;
4. a schedule of guarantee and indemnity agreements;
5. a schedule showing the total remuneration paid to and the total expenses paid on behalf of each member of the Board;
6. a schedule showing the total remuneration paid to and the total expenses paid on behalf of each employee that exceeds \$75,000; and
7. a schedule showing the payments for each supplier of goods or services that exceeds \$25,000.

The requirements of the Financial Information Act filing are addressed in two stages. The first three requirements are met by the annual financial statements. The remaining requirements are covered by the schedules attached to this report.

The 2025 Financial Statements were approved by both the Audit Committee and the Board of Directors at their April 15, 2026 respective meetings.

The Financial Information Act, together with Section 168 of the Community Charter, stipulates that at least once a year a report is prepared showing the total remuneration and expenses for each Board member, as well as any contracts with Board members or former Board members, including a general description of their nature.

The deadline for the Statement of Financial Information is June 30<sup>th</sup> each year.

**DISCUSSION:**

The remuneration amounts disclosed in the Statement of Financial Information (SOFI) report for employees (Schedule 4) include salaries and wages, overtime pay, statutory holiday pay, payouts of vacation and sick time, as well as taxable benefits.

The following table is a year-over-year comparison of the changes in overall employee remuneration. This table does not include elected officials.

<b>Number of Employees</b>			
	<b>2025</b>	<b>2024</b>	<b>Increase/ (Decrease)</b>
Employees >75,000	62	48	14
Employees <75,000	64	87	(23)
Volunteer Firefighters	96	85	11
	<b>222</b>	<b>220</b>	<b>2</b>

<b>Total Remuneration</b>			
	<b>2025</b>	<b>2024</b>	<b>Increase/ (Decrease)</b>
Employees >75,000	6,788,589	5,317,471	1,471,118
Employees <75,000	2,630,515	3,196,761	(566,246)
Volunteer Firefighters	746,962	689,189	57,773
	<b>\$10,166,066</b>	<b>\$9,203,421</b>	<b>\$962,645</b>

The overall number of employees increased from 220 to 222 (or 0.9%) in 2025. These figures do not represent the full-time-equivalent number of staff. The employee count includes all full-time, part-time, casual and seasonal staff, as well as both current and former staff that received pay and a T4 income tax slip from the Regional District for the applicable year. The total number of employees is also impacted by staff turnover.

Remuneration for staff, excluding paid-on-call, volunteer firefighters, increased by \$904,872 (or 10.6%) This was driven by wage increases for staff effective January 1, 2025 and July 1, 2025, an increase in FTEs, and increases related to employees working through their respective wage bands over time. The increase in total remuneration for paid-on-call, volunteer firefighters was primarily due to higher number of wildfire responses in 2025 compared to 2024.

The Financial Information Act specifically states that expenses include travel, memberships, tuition, relocation, and registration fees paid directly to an employee or to a third party on behalf of the employee. These expenses are shown separately on the attached schedules for the Board of Directors and employees and are not included as remuneration. Expenses are not limited to expenses that are generally perceived as prerequisites or bestowing personal benefits. Expenses also include expenditures required for employees to perform their job functions, such as mileage reimbursements, and exclude benefits of a general nature applicable to all employees, such as dental, extended health care, life insurance and similar plans.

**LEGAL/STATUTORY PROCEDURAL REQUIREMENTS:**

The Financial Information Act requires various financial information to be prepared annually in addition to the annual financial statements. The Statement of Financial Information must be approved by both the Board of Directors and the Financial Officer.

The Financial Information Regulation sets out the detailed requirements, as well as reporting thresholds for the schedules that accompany the financial statements. For instance, the regulation sets out the \$25,000 reporting threshold for suppliers and the \$75,000 reporting threshold for employees.

Section 377 of the Local Government Act sets out the requirements for Regional Districts to follow certain financial reporting sections of the Community Charter that are applicable to municipalities.

Section 168 of the Community Charter sets out the requirement to report on the Board of Directors remuneration and expenses, as well as any contracts that a Board member may have with the local government.

Approval of the Statement of Financial Information by the Board concludes the legislated requirements.

**SCHEDULES:**

- Schedule 1 – 2025 Statement of Financial Information Approval
- Schedule 2 – 2025 Schedule of Guarantee and Indemnity Agreements
- Schedule 3 – 2025 Schedule of Board of Directors and Alternate Directors Remuneration & Expenses
- Schedule 4 – 2025 Schedule of Employee Remuneration & Expenses
- Schedule 5 – 2025 Schedule of Severance Agreements
- Schedule 6 – 2025 Schedule of Payments Made for the Provision of Goods or Services

Submitted by:



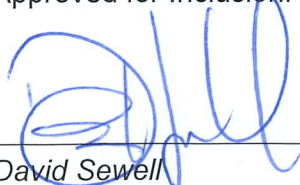
*Julia Tomkins*  
*Financial Services Supervisor*

Reviewed and Endorsed by:



*Stephen Banmen*  
*General Manager, Finance*

Approved for Inclusion:



*David Sewell*  
*Chief Administrative Officer*

**SCHEDULE 1**  
**REGIONAL DISTRICT OF NORTH OKANAGAN**

**2025 Statement of Financial Information Approval**

*(pursuant to BC Regulation 371/93 - Financial Information Regulation, Schedule 1, Section 9)*

The Regional District of North Okanagan Financial Statements for year ended December 31, 2025 includes:

- 1) a statement of assets and liabilities;
- 2) an operational statement;
- 3) a schedule of debts; and
- 4) a management report

The Regional District of North Okanagan Statement of Financial Information for the year ended December 31, 2025 includes the above and the following additional schedules:

- Schedule 1 - Statement of Financial Information Approval;
- Schedule 2 - Schedule of Guarantee and Indemnity Agreements;
- Schedule 3 - Schedule of Board of Directors and Alternate Directors Remuneration and Expenses;
- Schedule 4 - Schedule of Employee Remuneration and Expenses;
- Schedule 5 - Schedule of Severance Agreement; and
- Schedule 6 - Schedule of Payments Made for the Provision of Goods or Services

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



Stephen Banmen, MBA  
General Manager, Finance

June 17/26  
Date



Shirley Fowler  
Board Chair

June 17/26  
Date

**SCHEDULE 2**  
**REGIONAL DISTRICT OF NORTH OKANAGAN**

**2025 Schedule of Guarantee and Indemnity Agreements**

*(pursuant to BC Regulation 371/93 - Financial Information Regulation, Schedule 1, Section 5)*

The Regional District of North Okanagan has not given any guarantees or indemnities under the Guarantees and Indemnities Regulation during the year ended December 31, 2025.

**SCHEDULE 3**  
**REGIONAL DISTRICT OF NORTH OKANAGAN**

**2025 Schedule of Board of Directors and Alternate Directors Remuneration and Expenses**

*(pursuant to Section 377 of the Local Government Act and BC Regulation 371/93 of the Financial Information Act)*

<b>Board Members</b>	<b>Position</b>	<b>Area</b>	<b>Remuneration</b>	<b>Expenses</b>
ACTON, Kevin	Director	Village of Lumby	\$ 17,532	\$ -
COCHRANE, Patrick	Alt. Director	District of Coldstream	240	-
COUCH, Todd	Alt. Director	Electoral Area "F"	1,920	-
CUMMING, Victor	Director	City of Vernon	24,348	-
DURNING, Teresa	Alt. Director	City of Vernon	7,296	-
FAIRBAIRN, Patrick	Director	Electoral Area "D"	39,780	11,073
FEHR, Kelly	Alt. Director	City of Vernon	15,487	-
FLEMING, Robert	Director	Electoral Area "B"	52,692	5,490
FOWLER, Shirley	Director/Chair	City of Armstrong	43,488	3,652
FRASER, Christine	Director	Township of Spallumcheen	17,532	641
GALBRAITH, Ellis	Alt. Director	City of Enderby	240	-
GARES, Kari	Director	City of Vernon	18,996	-
GARLICK, James	Alt. Director	District of Coldstream	7,776	-
GUY, Brian	Director	City of Vernon	8,861	-
HACKETT, Dwayne	Alt. Director	Electoral Area "D"	240	-
HOPKINS, Allysa	Director/Vice-Chair	Electoral Area "F"	42,384	10,874
HOYTE, Ruth	Director	District of Coldstream	24,348	-
JOHNSON, James	Director	Electoral Area "E"	38,316	523
LEMAIRE, Christine	Alt. Director	Township of Spallumcheen	1,200	-
MUND, Akbal	Alt. Director	City of Vernon	15,487	-
OSTAFICHUK, Randal	Alt. Director	Village of Lumby	3,096	-
QUIRING, Brian	Director	City of Vernon	2,045	-
RUNYAN, Simone	Alt. Director	District of Coldstream	240	-
SCHREINER, Brian	Director	City of Enderby	17,532	95
SHATZKO, Amanda	Director	Electoral Area "C"	43,236	9,020
<b>Total</b>			<b>\$ 444,312</b>	<b>\$ 41,368</b>

**SCHEDULE 4**  
**REGIONAL DISTRICT OF NORTH OKANAGAN**

**2025 Schedule of Employee Remuneration & Expenses**

*(pursuant to BC Regulation 371/93 - Financial Information Regulation, Schedule 1, Section 6)*

<b>Employee</b>	<b>Position</b>	<b>Remuneration</b>	<b>Expenses</b>
AFFLECK, Andy	Manager, Parks & Recreation	\$ 119,718	\$ 4,696
BANMEN, Stephen	General Manager, Finance	191,753	2,652
BECKETT, Jemma	Water Supply & Treatment Operator II	99,736	871
BERNDT, Kimberley	Engineering Technician, Utilities	77,620	127
BETZ, Nathan	FireSmart Coordinator	81,877	2,953
BEVAN, Ashley	Deputy Corporate Officer	101,199	5,599
BRETT, Tricia	Manager, Water Quality	121,855	1,645
CANNON, Christopher	Water Quality Technician	77,404	440
CIMON, Caroline	Water Supply & Treatment Operator II	77,904	879
CRICK, Alastair	Manager, Emergency Planning	113,784	3,145
DANALLANKO, Dale	Manager, Environmental Services	134,442	1,477
EDWARDS, Alexander	Project Manager	122,250	756
FERRIS, Jamie	Water Quality Technician	77,620	164
FRANK, Laura	Planning Manager	121,040	4,462
GANZ, Skyler	Infrastructure Analyst	93,428	700
HAMMER, Jay	Project Coordinator, Facilities and Parks	85,169	111
HARTWIG, Corey	Electrical Instrumentation Technician	116,967	246
HEIDT, Dustin	Project Manager	132,326	737
HEWITT, Connie	Water Quality Technologist	77,608	662
HORSLEY, Michaela	Accounting Assistant, Payables	76,734	129
HUNDSETH, Grant	Fire Training Officer	93,428	3,933
HUNSBERGER, Andrew	Manager, Rural Services	138,717	1,765
JOHNSTONE, Rebecca	Accounting Assistant, Receivables	77,597	150
KEATING, Kane	Solid Waste Operations Manager	117,108	1,380
KIMBERLEY, Danica	Executive Assistant, Planning and Building	77,620	117
LENARCIC, Tom	GIS Technician	82,048	129
LIZOGUBOFF, Victor	Systems Analyst	106,627	1,710
LOCKWOOD, Ryan	Water Supply & Treatment Operator III	120,189	1,921
LORD, John	Manager, Water Distribution	145,746	1,228
MARCOLIN, Zee	General Manager, Utilities	185,000	4,189
MAZZOTTA, Christopher	Manager, Information Technology	144,460	59
MCCLURE, Rose	Manager, Financial Services	121,196	5,822
MCLAUGHLIN, Jamie	Bylaw Enforcement Officer	97,531	1,768
MCLUSKIE, Jonathan	Utilities Quality Assurance Inspector	102,561	972
MILES, Jennifer	Planner II	102,561	846
MINCHENKO, Ryan	Building Inspector III	103,263	1,383
MURRAY, Darren	Environmental Coordinator	85,132	1,033

<b>Employee</b>	<b>Position</b>	<b>Remuneration</b>	<b>Expenses</b>
NELSON, Tannis	Manager, Culture & Community Services	121,855	401
PARKER, Keiko	Manager, Small Utilities	111,349	682
PEDE, Gary	Systems Analyst (SCADA)	105,163	1,851
PHILLIPS, Michael	Engineering Technologist	87,845	535
RADU, David	Water Supply & Treatment Operator II	98,420	2,139
RAFTUS, Stacey	Communications Officer	81,130	595
RIEMER, Lance	Building Inspector II	93,428	1,966
ROUTLEY, Gregory	Planning Manager	122,458	1,175
SARIC, Jozo	Water Supply & Treatment Operator II	92,023	2,206
SCHEPERS, Aaron	Electrical Instrumentation Technician	106,783	62
SCHRAUWEN, Lisa	Executive Assistant, Utilities	80,009	2,313
SCHULZ, Nicolas	Assistant Manager, Environmental Services	92,218	7,180
SCHWARTZ, Johnathan	Water Supply & Treatment Operator	76,577	223
SEWELL, David	Chief Administrative Officer	264,649	7,594
SHANNON, Heather	Planner	85,122	124
SKUBLEN, Dwayne	Chief Building Inspector	121,855	856
SMAILES, Robert	General Manager, Planning & Building	184,543	4,357
STOLTZ, Tanis	Manager, Human Resources	133,694	4,649
STOWARDS, Courtney	Payroll Coordinator	85,132	391
SUMMERFELT, Amanda	Water Efficiency Coordinator	80,825	1,390
TOMKINS, Julia	Financial Analyst	90,967	4,384
TUCKER, Chris	Lead Water Supply & Treatment Operator	123,483	2,435
WEDEEN, Shanna	GIS Technician	77,773	201
WILSON, Ian	General Manager, Strategic & Community Services	184,938	1,358
ZOORKAN, Warren	GIS Technologist	85,132	34
	<b>SUBTOTAL</b>	<b>\$ 6,788,589</b>	<b>\$ 109,957</b>
Employees Under \$75,000		3,377,477	74,624
	<b>TOTAL</b>	<b>\$ 10,166,066</b>	<b>\$ 184,581</b>

Any differences between this schedule and the financial statements are attributable to payroll overhead, benefits and timing. Remuneration is reported based on the year it is paid pursuant to Canada Revenue Agency regulations, whereas it is accounted for in the financial statements based on the year it is earned.

**SCHEDULE 5**  
**REGIONAL DISTRICT OF NORTH OKANAGAN**

**2025 Schedule of Severance Agreements**

*(pursuant to BC Regulation 371/93 - Financial Information Regulation, Schedule 1, Section 6)*

There was one severance agreement made between the Regional District of North Okanagan and its non-unionized group of employees during fiscal year 2025.

This agreement represents 3 months of equivalent compensation.

**SCHEDULE 6**  
**REGIONAL DISTRICT OF NORTH OKANAGAN**

**2025 Schedule of Payments Made for the Provision of Goods or Services**

*(pursuant to BC Regulation 371/93 - Financial Information Regulation, Schedule 1, Section 7)*

<b>Suppliers Exceeding \$25,000</b>	<b>Total</b>
1233972 BC Ltd. DBA Wellman Contracting	111,265
Aberdeen Electric Ltd.	310,617
Acera Insurance Services Ltd.	60,478
Aecom Canada Ltd.	473,566
AFM Utility Services Ltd.	264,084
Alumichem Canada Inc.	517,787
Amazon.com.ca ULC	25,821
Andrew Sheret Ltd.	35,378
Apline Roof Consulting Ltd.	62,139
Archer Separation Inc.	73,654
Arts Council Of North Okanagan	36,789
Associated Engineering (B.C.) Ltd.	25,297
Associated Environmental Consultants Inc.	117,289
Associated Fire Safety Group Inc.	100,351
Avenue Machinery Corp.	91,306
BC Hydro and Power Authority	1,321,124
BC Transit	1,080,258
Black Press Group Ltd.	27,880
Brenntag Canada Inc.	152,583
C.G.L. Contracting Ltd.	427,304
Cabin Operations Ltd.	50,216
Care Systems Services Ltd.	45,233
Caro Analytical Services Ltd.	139,086
Carollo Engineers Canada Ltd.	87,057
CDW Canada Corp.	259,405
Centralsquare Canada Software Inc.	52,319
Centrix Control Solutions LP	308,145
Chapman Industries Ltd.	68,473
Cleartech Industries Inc.	58,136
Coldstream, District Of	3,200,353
Colliers Project Leaders Inc.	248,719
Columbia Shuswap Regional District	311,999
Con-Ex Civil Contractors Ltd.	1,212,277
Connections Planning Associates Ltd.	44,966
Contour Trails	518,668
Cox Taylor Barristers And Solicitor, In Trust	346,000
Custom Air Conditioning Ltd.	70,128
Dan's Bobcat Services	135,443

<b>Suppliers Exceeding \$25,000</b>	<b>Total</b>
Dave's Mowing	32,482
Doug Clark Construction	28,337
Duramen Renovation And Development Ltd.	124,234
E.B. Horsman & Son Ltd.	40,154
E-Comm Emergency Communications	586,698
Ecoscape Environmental Consultants Ltd.	418,637
Ecotecture Design Inc.	62,411
Elevated Building Envelopes Ltd.	139,776
Emerald Green Mechanical Okanagan Ltd.	29,674
Enderby, City Of	1,587,748
Esri Canada Limited	198,929
Forsite Consultants Ltd.	170,100
FortisBC	60,598
Fulton & Company LLP	387,522
GFL Environmental Inc.	2,308,755
Godard Excavator & Bobcat	101,030
Guillevin International Inc.	26,063
Hach Sales & Service Canada Ltd.	46,324
Houle Electric Limited	45,996
Iconix Waterworks LP	33,790
Idexx Laboratories Canada Corp.	56,994
Interior Freight & Bottle Depot Ltd.	226,077
Itron Canada Inc.	45,132
Kerr Wood Leidal Associates Ltd.	91,154
Kimco Controls Ltd.	31,080
KPMG LLP	36,514
Larratt Aquatic Consulting Ltd.	25,939
Lawson Engineering Ltd.	30,520
Leko Precast Ltd.	118,462
LRM Contracting Ltd.	42,000
Lumby, Village Of	1,049,136
Maddocks Construction Ltd.	207,004
McElhanney Ltd.	169,543
Mcewan Contracting Ltd.	57,833
McFarlane Contracting Ltd.	279,205
Metercor Inc.	92,165
Minister Of Finance	366,979
Monaghan Engineering & Consulting Ltd.	474,768
Monashee Land Surveying And Geomatics Ltd.	38,634
Mountain View Electric Ltd.	28,544
MRS Management Ltd.	108,182
Municipal Insurance Association Of B.C.	621,451
Nearmap US Inc.	112,157
Nixon Earthworks Ltd.	1,983,716
OK Excavating	174,220

<b>Suppliers Exceeding \$25,000</b>	<b>Total</b>
Okanagan Basin Water Board	751,795
Okanagan Kootenay Sterile Insect Release Program	516,188
Okanagan Office Systems	26,488
Okanagan Regional Library	924,215
Paul Dick Logging Ltd.	849,097
Pieralisi North America Inc.	37,678
PRSI Clean Green Enviro Solutions	29,360
R 355 Enterprises Ltd.	716,337
Ramtech Enterprises Ltd.	28,231
Receiver General For Canada	582,535
Relate Janitorial Services Inc.	60,991
Revery Architecture Inc.	1,771,467
Rush Ihas Hardwick LLP, In Trust	50,000
Sawchuk Development Co. Ltd.	2,399,271
Sierra Tree Service Ltd.	35,270
Spallumcheen Township Of	296,730
Spectrum Resource Group Inc.	27,676
Speedpro Signs	54,868
Sperling Hansen Associates	37,812
Sun Life Assurance Company Of Canada	469,930
Sun Ridge Contracting Ltd.	259,626
Suncor Energy Products Partnership	55,560
Sunset West Mechanical Ltd.	44,410
TCC The Cleaning Co. Ltd.	46,959
TELUS Communications Inc.	68,442
Tetra Tech Canada Inc.	340,293
The AME Consulting Group Ltd.	40,819
The Grounds Guys Landscape Management	37,264
Thompson Okanagan Tourism Association	26,800
Tristar Environmental Services Ltd.	45,820
United Roofing (BC) Inc.	1,064,810
Univar Solutions Canada Ltd.	118,746
Ursus Heritage Consulting Ltd.	51,841
Vernon & District Association For Community Living	86,801
Vernon & District Performing Arts Centre	361,372
Vernon, City Of	7,965,855
Waste Connections Of Canada	168,606
Waste Management Of Canada Corp.	71,801
Watkin Motors Ltd.	68,847
Wolsey Contracting Ltd.	78,659
WorkSafeBC	216,906
Xylem Canada LP	34,361
Yeti Refrigeration Inc.	425,527
Yucwmenlucwu ("Caretakers Of The Land") 2007 LLP	27,506
ZN Projects Ltd.	221,913

<b>Suppliers Exceeding \$25,000</b>	<b>Total</b>
<b>Total Paid to Suppliers Exceeding \$25,000, Excluding Grants</b>	<b>46,963,743</b>
Total Paid to All Suppliers \$25,000 or Less	3,000,396
<b>Subtotal</b>	<b>49,964,139</b>
<b>Payments for Grants Exceeding \$25,000</b>	
Allan Brooks Nature Centre Society	26,140
Archway Society For Domestic Peace	163,900
Arts Council of North Okanagan	277,290
Bessette Creek Agricultural Sustainability Society	96,750
FoodMesh	25,250
Friends of Okanagan Rail Trail Society	31,062
Greater Vernon Museum & Archives	306,169
Grindrod Recreation Association	33,810
Lumby & District Chamber of Commerce	30,000
Lumby Curling Club	42,355
Mara Musical & Athletic Association	68,690
Monashee Arts Council	34,555
North Okanagan Artists Alternative	30,600
Okanagan Boys & Girls Club	236,230
Okanagan Film Commission	49,900
Okanagan Indian Band	80,625
Okanagan Similkameen Stewardship Society	30,930
Vernon Public Art Gallery	267,340
Vernon Science And Discovery Society	33,150
Vernon Search & Rescue	55,954
White Valley Community Resource Centre Society	28,590
<b>Total of All Grants Exceeding \$25,000</b>	<b>1,949,290</b>
<b>TOTAL OF ALL SUPPLIERS</b>	<b>\$ 51,913,429</b>

Any differences between this schedule and the financials statements are related to the following: First, this schedule is prepared on a cash basis of accounting versus the accrual basis used to prepare the financial statements. Also, the schedule includes the full GST paid to the suppliers, while the financial statements are net of the GST rebate.