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Independent Auditor's Report

To the Board of Directors of City of Portage la Prairie

Opinion

We have audited the Schedule of Compensation (the "Schedule") of City of Portage la Prairie (the "Entity") for the year ended December 31, 2023 and a summary of significant accounting policies.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act (the Act).

Basis for Opinion

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Entity to meet the reporting requirements of the Act referred to above. As a result, the Schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the Act, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Schedule

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

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

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material



misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

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

BDO Canada LLP

Chartered Professional Accountants

Brandon, Manitoba

June 27, 2024

City of Portage la Prairie
Public Sector Compensation Disclosure Act
2023 Compensation of \$85,000 or More

The following employees of the City of Portage la Prairie received compensation in excess of \$85,000:

<u>Name</u>	<u>Position</u>	<u>Amount</u>
Nathan Peto	City Manager	\$ 234,338.48
Karly Friesen	Director of Utility	\$ 138,043.70
Jocelyn Lequier-jobin	Director of Operations	\$ 137,731.31
Brad Bailey	Fire Chief	\$ 129,954.72
Bryan Cairns	Facility Maintenance Supervisor	\$ 121,670.41
Brian Taylor	Superintendent of Public Works	\$ 120,855.94
Jared Bergen	Fire Fighter	\$ 116,842.98
Corey Jowett	Fire Fighter	\$ 116,733.56
Norman Vuignier	Deputy Fire Chief	\$ 115,159.13
Stephen Moffit	Fire Fighter	\$ 115,036.32
Todd McKinnon	Fire Fighter	\$ 115,014.28
Jared Smith	WTP Manager	\$ 111,633.87
Ben Olson	Water Treatment Operator	\$ 107,764.49
Matthew Phillips	Manager of Engineering	\$ 107,211.79
Louis-Phillip Nadeau	Fire Fighter	\$ 106,020.21
John Altenburg	WPCF Operator Supervisor	\$ 104,559.33
Jennifer Sandney	Director of Corporate Services	\$ 104,176.04
Jeff Tessier	Fire Fighter	\$ 103,570.17
Curtis Rance	Fire Fighter	\$ 101,987.79
Ryan Draycott	Fire Fighter	\$ 101,795.27
Gerard Pawloski	Fire Fighter	\$ 100,907.13
Don Robertson	Fire Fighter	\$ 100,839.93
Landeyn Aymont	Fire Fighter	\$ 100,749.28
Chris Perry	Fire Fighter	\$ 100,019.52
Daren Van Den Bussche	Fire Fighter	\$ 98,503.96
Seth Scarrett	Fire Fighter	\$ 94,103.49
Wyatt McEachnie	WPCF Operator	\$ 93,899.39
Keith Barron	Waterworks Foreman	\$ 92,202.72
Brittany Denommee	WPCF Operator	\$ 91,672.91
Travis Ross	Facility Maintenance	\$ 91,386.92
Adam Bell	Facility Maintenance	\$ 90,484.40
Soyan Ibrahim	Water Treatment Operator	\$ 90,243.25
Joel Aberdeen	Facility Maintenance	\$ 89,786.51
Liam Grossman	Fire Fighter	\$ 89,771.53
Craig Braun	Fire Fighter	\$ 89,345.21

Note 1 - Basis of Accounting

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the Entity shall disclose to the public in accordance with the Act the amount of compensation that it pays or provides in the year directly or indirectly. Compensation means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites. The amounts meeting the requirement for disclosure are listed below.

- a) Chairperson of the Board of Directors (over \$85,000)
- b) Aggregate compensation of all Board Members
- c) Compensation of Officers and Employees over \$85,000