

Village of Pemberton: Draft Operating Budget 2023 Including Reserve and Tax Implications

April 18, 2023





- Looking for Council feedback around:
 - Any changes to the proposed 2023 Operating Budget or 5 Year Operating Plan
 - Review reserves and recommendations
 - Direction for the proposed tax increase





- Service
 - Setting measurable targets (and identifying resources needed to achieve)
- Cost Efficiency
 - Managing cost saving opportunities and pressures while meeting objectives
- Accountability
 - Budget ownership and transparency









VIllage of PEMBERTON Pressures to Budget

- Significant increase in price of goods and services
 - Particular pressure on consumables and contract labour
- Increasing expenses to support aging infrastructure
 - Two recent major unplanned failures, and major maintenance ahead
- Unsustainable recruitment and turnover related expenses relating to the 25-35% turnover experienced in both 2021 and 2022
 - Increased focus on staff retention including through a compensation review and proposed update
- **Deteriorating road conditions** requiring attention
- Historical underfunding of road maintenance budget
- Historical underfunding of reserves
- Material drop in year over year Development revenue
 - Decrease of \$299,418 year over year in fees and permits in 2022 vs 2021, with a \$160,820 shortfall compared with 2022 Budgeted Revenue
- Limited alternative revenue streams
- Increasing contract legal pressure
 - Including as a result of supporting Airport leaseholders
- Decreasing reserve balance in one time Covid-19 Grant funding
 - Has delayed the requirement to fund some one time capital and operational pressures through tax increases



 Non Market Change Report (NMC) for 2023 Net General Taxable Values shows an average change in assessment value of 24.85% (Appendix A 2023 Revised Roll Report) (NMC 7.22%, Market 17.63%)



Printed Date: 27/Mar/2023

Non-Market Change Roll Comparison Summary by Jurisdiction As of Revised Roll run on 2023-03-17 2023 Net General Taxable Values

Area - 08 North Shore-Squamish Valley

Jurisdiction - 560 Village of Pemberton

Property Class	2022 Cycle 13	2023 Revised	NMC Land	NMC Impr	NMC Total	% Chg Due to NMC	% Chg Due to Market	% Chg
Res Vacant	\$77,684,200	\$89,409,700	\$5,447,000		\$5,447,000	7.01%	8.08%	15.09%
Res Single Family	\$576,028,500	\$690,942,000	\$16,035,000	\$19,530,400	\$35,565,400	6.17%	13.78%	19.95%
Res ALR	\$11,428,000	\$12,948,000	\$777,000		\$777,000	6.80%	6.50%	13.30%
Res Farm	\$23,000	\$27,000					17.39%	17.39%
Res Strata	\$401,953,300	\$489,363,100	\$14,140,000	\$4,704,000	\$18,844,000	4.69%	17.06%	21.75%
Res Other	\$36,168,700	\$46,971,000	-\$2,195,700	\$7,416,600	\$5,220,900	14.43%	15.43%	29.87%
01 - Residential Total	\$1,103,285,700	\$1,329,660,800	\$34,203,300	\$31,651,000	\$65,854,300	5.97%	14.55%	20.52%
02 - Utilities	\$16,196,305	\$16,780,795					3.61%	3.61%
03 - Supportive Housing								
04 - Major Industry								
05 - Light Industry	\$10,531,200	\$44,664,400	\$6,761,000	\$13,572,000	\$20,333,000	193.07%	131.04%	324.12%
06 - Business And Other	\$158,614,001	\$218,051,801	-\$766,200	\$7,101,400	\$6,335,200	3.99%	33.48%	37.47%
07 - Managed Forest Land								
08 - Rec/Non Profit	\$3,845,700	\$4,848,200	\$994,000		\$994,000	25.85%	0.22%	26.07%
09 - Farm	\$353,226	\$328,142	-\$25,091		-\$25,091	-7.10%		-7.10%
S.644LGA/398VC	\$828,500	\$818,500		-\$48,000	-\$48,000	-5.79%	4.59%	-1.21%
Total All Classes	\$1,293,654,632	\$1,615,152,638	\$41,167,009	\$52,276,400	\$93,443,409	7.22%	17.63%	24.85%









Comparison of Tax Rates

• Village of Pemberton <u>5th lowest rate of 161 BC municipalities</u>

	Rate 2022	2022 Taxes	*Preliminary Proposed or Approved General Municipal Property Tax Increases in 2023
Pemberton	1.3282	\$ 1,685.01	
Whistler	1.3195	\$ 1,673.94	8.4%
Squamish	2.2928	\$ 2,908.74	5.9%
Lillooet	3.0484	\$ 3,867.32	5.7%
Vancouver	1.5313	\$1,942.67	10.7%
Surrey	1.50005	\$1,903.03	12.5%



- Continuing to maintain low or unchanged tax rate increase as experienced over prior years is unsustainable
 - Village of Pemberton 5th lowest rate of 161 BC municipalities
- Deferring increases in the long run results in:
 - Depletion of reserves
 - Limited contingencies
 - Requirement to significantly increase future taxes
 - Reduced service levels
 - Cuts to amenities and services
- Proposals outlined will simply allow for continuation of services, operations and maintenance at existing service levels



VIllage of PEMBERTON Financial Planning- 5 Year Plan

- 5 year plan highlights shift to long term (from mid/short) perspective to keep assets healthy, service levels stable
- Future pressure resulting from:
 - New Infrastructure: Maintenance and operations (including daycare addition), public works and parks
 - Aging Infrastructure with increasing maintenance requirements
 - Reserve requirements (recommendation to increase contributions to achieve targeted levels)
 - Capital Plan and Priorities
 - Future Borrowing
 - Decreasing balances in Gas Tax Reserve
 - Decreasing balance in Covid 19 Reserve (one time grant)
- Capital pressure is only partially offset from Growing Communities Fund
- Proposals outlined will simply maintain services levels while accounting for some growth pressures





Financial Planning- 5 Year Plan

Village of Pemberton Five Year Financial Plan 2023-2027 Consolidated as at April 14, 2023

	2022	2023	2024	2025	2026	2027
	Budget	Budget	Budget	Budget	Budget	Budget
evenues:						
Taxation	2,538,877	3,483,510	4,006,036	4,286,459	4,715,105	4,950,860
Water and sewer user rates	2,109,544	2,289,840	2,751,439	2,889,011	3,033,461	3,185,134
User charges	2,918,031	2,961,672	3,050,522	3,355,574	3,691,132	4,060,245
Penalties and Interest Income	32,500	23,500	24,205	24,689	25,183	25,687
Government transfers:						
Provincial	5,510,982	6,698,019	10,719,000	1,389,000	4,444,000	1,039,000
Federal	119,331	115,900	150,000	200,000	2,650,000	
Other local governments	1,729,388	2,182,885	2,248,371	2,293,339	2,839,205	2,895,990
Investment Income	27,860	52,201	53,767	54,842	55,939	57,058
Other revenues	418,749	903,511	948,686	967,660	987,013	1,006,753
Collections for other governments	3,582,772	3,611,922	3,720,280	3,794,686	3,870,579	3,947,99
	18,988,035	22,322,959	27,672,306	19,255,259	26,311,617	21,168,71
	15,405,263	18,711,036				
penditures:						
General government	3,203,458	3,249,777	3,463,993	3,602,898	3,711,286	3,824,61
Fire protection services	896,856	985,691	1,034,975	1,076,374	1,108,665	1,141,92
Development and planning services	815,722	812,237	852,849	886,963	913,572	940,97
Public works and parks	1,337,626	1,458,424	1,681,346	1,748,599	1,801,057	1,855,08
Recreation	1,181,982	1,410,886	1,481,431	1,590,688	1,638,408	1,687,56
Water utility	1,036,670	1,016,468	1,067,291	1,109,983	1,143,283	1,177,581
Sewer utility	1,002,418	1,036,523	1,088,349	1,131,883	1,165,839	1,200,81
Airport services	76,521	89,773	94,261	98,032	100,973	104,00
Transfers to other governments	3,582,772	3,611,922	3,720,280	3,869,091	3,985,164	4,104,719
Amortization Expense	1,234,067	1,234,068	1,662,953	1,766,388	2,408,280	2,483,38
	14,368,092	14,905,770	16,147,729	16,880,899	17,976,527	18,520,67
nual Surplus/(Deficit)	4,619,943	7,417,189	11.524.578	2.374.360	8.335.090	2,648.04

ADJUSTMENTS REQUIRED TO BALANCE FINANCIAL PLAN TO CONFORM WITH LEGISLATIVE REQUIREMENTS

Non-cash Items Included in Annual (Surplus)/Defic Amortization on tangible capital assets	lt (1,234,067)	(1,234,068)	(1,662,953)	(1,766,388)	(2,408,280)	(2,483,383)
Cash Items NOT included in Annual (Surplus)/Defic	at					
Capital expenditures	7,268,709	9,117,267	12,866,560	3,103,040	19,256,754	2,253,088
Loan Proceeds	(345,000)	(345,000)	(500,000)	(500,000)	(9,000,000)	(20,000)
Long term debt payments	229,848	258,101	316,572	326,572	526,572	560,000
Capital lease payments	210,466	190,690	220,690	291,038	391,038	391,038
Transfer to Statutory Reserves	-	1	373,949	523,948	373,946	523,948
Transfers from Statutory Reserves	(539,540)	(532,540)	(500,000)	(200,000)	(550,000)	(100,000)
Transfers to Non-Statutory Reserves	1,110,949	1,234,336	909,760	946,150	983,996	1,523,356
Transfers from Non-Statutory Reserves	(1,203,552)	(888,607)	(500,000)	(350,000)	(1,238,937)	
Transfers to Unappropriated Surplus	39,198	121,517				
Transfers from Unappropriated Surplus	(917,069)	(504,502)				
Financial Plan Balance	(0)	0	(0)	(0)	0	(0)



- Continuing to fund reserves is imperative to the Village of Pemberton's Asset Management, especially with the demands of aging infrastructure
- Our growing asset base will require increased future funding (operations, maintenance) so planning for the future today is critical
- Asset Replacement Financial Strategy recommendation from YourCity consultants to reconsider perspective of:

"let's keep taxes low"

to

"let's keep assets healthy (while considering affordability)"





Reserve Balances- under-funded reserve example







Reserve Balances- Recommendation

- Targeted recommendation to grow reserves, with a gradual phase in of increased investment
 - Recommendation from YourCity to grow General Capital Fund and Sewer Capital Fund each year for 15 years at to meet targeted risk and level of service (excludes growth assumptions as for asset replacement only, ie not new or Operations & Maintenance)





Reserve Balances

Village of Pemberton Reserve Balances	1	
as at April 14, 2023		
Preliminary and Unaudited	-	
reaminary and onducted		
	Ending	
Fund Type	Balance 2022	Total 2022
Restricted Funds		
DCCs:		
Village Core:		
Roads	\$ 310,469	
Parks	0	
Water	149,182	
Sewer	811,744	
Total DCC's		\$ 1,271,395
Derking in Lique		
Parking in Lieu: Ending Balance	60.000	
Ending balance	60,000	60,000
	_	00,000
Unexpended Funds:		
Community Works Gas Tax Funds	986,536	
COVID-19 Restart Funds	446,096	
		1,432,632
Total Restricted		\$ 2,764,027
Reserves for Capital Purposes - Bylaw #595, 2007		
Centennial Building	7,161	
		7,161
General Reserves	520,844	
Oneital Bassaura	007.470	520,844
Capital Reserves	837,170	837,170
Fire Department Reserves	441,581	037,170
The Department Neserves	441,001	441,581
Water General	1,634,939	1,301
rate control	1,004,000	1,634,939
Sewer General	477,403	1,001,000
	,	477,403
Total Capital		3,919,098
-		
Combined Balance at March 8, 2022		\$ 6,683,125



Utilities Funds and Reserve Recommendation

- Support safe and effective delivery of water and sewer service and are funded separately
- Significant gap in funding for sewer identified, with recommendation to grow reserve contribution to support building over time
- Contributions are allocated on an annual basis, contributing to the reserve balance (Appendix B)
 - Water: \$324,000
 - Sewer: \$200,000 (with a recommended increase of \$40,000 to \$240,000)





Reserve Recommendation: Capital and Operations

- Targeted recommendation to grow reserves, with a gradual phase in of increased investment
 - *Recommendation to increase Capital Reserve which includes:*
 - Drainage
 - Roads
 - Equipment
 - Recommendation to increase Operational Reserve which includes future operating liabilities, future maintenance & operations, other
- Recommendation to increase from \$61,740 to \$102,900 each





With a one percentage tax increase equal to \$20,580 in 2023, the following scenarios are recommended for consideration to support an operations and capital reserve increase (2023 proposed tax increase):

	7%	8%	9%	10%
	/ /0	070	970	10%
Capital (Drainage, Road, Equipment)	\$ 82,320	\$ 82,320	\$ 102,900	\$ 102,900
Operational	\$ 61,740	\$ 82,320	\$ 61,740	\$ 102,900
Total Tax Increase	\$ 144,060	\$ 164,640	\$ 164,640	\$ 205,800





VIIIage of PEMBERTON Tax Scenarios: Illustrative Examples

Village of Pemberton	Tax Rate Change S	cenar	rios							
Preliminary, unaudited	and subject to chang	ye		% Tax Increase Scenarios						
Residential	Area	As	Completed sessment xamples	7%		8%		9%		10%
Increase (\$CAD)				\$ 144,060	\$	164,640	\$	185,220	\$	205,800
House	Poplar (H)	\$	1,212,000	\$ 85.75	\$	98.00	\$	110.26	\$	122.51
House	Laurel Street (H)	\$	1,257,000	\$ 88.94	\$	101.64	\$	114.35	\$	127.05
House	Hemlock	\$	1,408,000	\$ 99.62	\$	113.85	\$	128.09	\$	142.32
House	Pinewood (H)	\$	1,675,000	\$ 118.51	\$	135.44	\$	152.37	\$	169.30
House	Greenwood (H)	\$	1,511,000	\$ 106.91	\$	122.18	\$	137.45	\$	152.73
House	Elmwood	\$	1,318,000	\$ 93.25	\$	106.58	\$	119.90	\$	133.22
Duplex	Laburnum	\$	1,128,000	\$ 79.81	\$	91.21	\$	102.61	\$	114.02
Townhouse	Flint Street (TH)	\$	643,000	\$ 45.49	\$	51.99	\$	58.49	\$	64.99
Townhouse	Park Street (TH)	\$	840,700	\$ 59.48	\$	67.98	\$	76.48	\$	84.98
Townhouse	Laurel Street (TH)	\$	788,000	\$ 55.75	\$	63.72	\$	71.68	\$	79.65
Townhouse	Vine (TH)	\$	917,000	\$ 64.88	\$	74.15	\$	83.42	\$	92.69
			-	\$ -	\$	-	\$	-	\$	-
Light Industry				\$ -	\$	-	\$	-	\$	-
Business	Venture Place	\$	1,028,000	\$ 247.30	\$	282.63	\$	317.96	\$	353.29
				\$ -	\$	-	\$	-	\$	-
Commercial				\$ -	\$	-	\$	-	\$	-
Business	Downtown	\$	3,783,000	\$ 602.24	\$	688.28	\$	774.31	\$	860.34
Business	Downtown	\$	2,337,000	\$ 372.04	\$	425.19	\$	478.34	\$	531.49
Business	Industrial Park	\$	3,528,000	\$ 561.65	\$	641.88	\$	722.12	\$	802.35
Business	Industrial Park	\$	845,050	\$ 134.53	\$	153.75	\$	172.97	\$	192.18
				\$ -	\$	-	\$	-	\$	-
Rec./Non-Profit				\$ -	\$	-	\$	-	\$	-
Rec./Non-Profit	Downtown	\$	139,900	\$ 9.90	\$	11.31	\$	12.73	\$	14.14
Rec./Non-Profit	Airport	\$	955,000	\$ 67.57	\$	77.22	\$	86.88	\$	96.53
			*	\$ -	\$	-	\$	-	\$	-
Farm				\$ -	\$	-	\$	-	\$	-
Farm	Meadows	\$	20,791	\$ 1.47	\$	1.68	\$	1.89	\$	2.10
Farm	Downtown	\$	25,091	\$ 1.78	\$	2.03	\$	2.28	\$	2.54







Village of PEMBERTON Where are revenues taxes/collections directed?

- Tax revenues fund various services, programs, reserves, including:
 - Public Works and Parks
 - Fire Services
 - Development Services
 - Governance
 - Administration and Financial Services
 - Airport
 - Water
 - Sewer
 - Transit
 - Projects
 - Reserves







Market Conditions: CPI and Costs

• British Columbia's consumer price index (CPI) in December 2022 was **6.6% higher** (unadjusted) than in December 2021.

https://www2.gov.bc.ca/assets/gov/data/statistics/economy/cpi/cpi_highlights.pdf

- Village of Pemberton experiencing pressures including many double digit % cost increases and additional surcharges (amplified by geography)
 - VoP challenging and rejecting many bids, and awarding some work to new vendors through retendering process, stopping or deferring activity
 - Impact is most pronounced around long-lead capital quotes on a YoY basis
- Aging infrastructure and equipment requiring increased maintenance





- The Village of Pemberton has experienced turnover of 25% in 2022 and 35% in 2021
- Material recruitment expenses removed in 2023 (contractors and consultants) through targeted investment in retention and anticipated reduction in turnover
- Key initiatives in 2023:
- Establishing and refining compensation philosophy to ensure competitive compensation based on independent expert
 - Adjusted annually by market factor (Estimated 4% in 2023)
- Targeted investment in training, development and succession planning
 - Regulatory requirements (Operational, Fire, Rescue, Certifications)
 - Development and growth
 - Cost pressures from return to in person sessions offset by savings from some hybrid or virtual offerings (relative to pre-Covid 19 budgets)



VIllage of PEMBERTON Admin and Fin. Services, Governance

- Admin and Fin. Services
 - Full staffing, merit increase, updated grid •
 - Investment to support training resulting from high turnover
 - Material Savings in recruitment expense (Contract Labour expense)
 - Year over year decrease from Election (\$30k 2022 budget, \$0 2023) •
 - Year over year forecast reduction in IT expense resulting from device reduction ٠ strategy

- Updated fleet using grant funding
- Targeted reduction in support expense
- Increased 'hot desk' capacity
- Governance
 - Year over year reduction in year 1 council IT expenses



- Investing in our VOP Members will improve retention, delivery, safety, culture
 - Primarily noted in Training
- Continuation of FireSmart BC Funding in 2022/2023, Applying for 2023/2024 and awaiting approval

2022 Budget pressure on Honorariums & Wages and Benefits driven by call volume materialized

- Resulted in pressure on 2022 budget, offset by savings from late start of Fire Captain
- FUS certification reviewed, and Apparatus replacement schedule updated





- Increased service area with new growth and assets including Den Duyf Park Soccer Fields and Bike Skills Park (previously approved, now cost shared with Recreation Services)
- Optimizing maintenance through improved equipment tracking and budgeting (note presentation of GL structure changes)
 - Use of Servicing Budget, reduction in Maintenance Budget
 - Bottoms up Parts and Supplies review- forecast activity driven
- Pressure on Road Maintenance including from recent water main breaks
- GIS and SCADA prioritization around the organization
- Increased focus on Water Communications Plan
- Capital: Fleet strategy for end of life equipment)
 - Reflected in increased borrowing (previously strategy was solely for Western Star Replacement)



- Water
 - Focus on Public information
 - Includes Commercial Meters
 - GIS and SCADA prioritization around the organization
 - Routine maintenance and consumables driving highest expense
 - Soda ash/ chlorine
- Sewer
 - Receiving Environment Monitoring Program \$53k
 - Focus on Public Education
 - Outfall Dive Inspections
 - SCADA investment including licenses
 - Routine Flushing x5, Generator for outages
 - PLC Upgrade: Programmable Logic Controllers reaching end of life (\$20k)
 - Supporting aging preventative maintenance and obsolescence



- TRANSIT
 - Continued pressure on Transit Service with restoration of demand post Covid-19
 - Exploring utilization of deadhead route to increase capacity until service expansion alternatives materialize
 - Risk to funding split; potential increased contribution from Village of Pemberton
 - 5.4% increase to Annual Operating Agreement
- AIRPORT
 - Maintaining service levels
 - Continued pressure on Legal Budget driven by user demand





- Decreased revenue forecast in Application Fees and Building Permits
 - Strategy proposed to align expenses with activity (Building Inspector Contract Services) resulting in savings







Departmental Service Objectives

Administrative and Financial Services

Service Level Objectives:

1Vision - Deliver strategic priorities, corporate objectives and employee values

2Organizational Health- Retention and increased organizational stability and development

3Service - Reliable, responsive and building relationships

4Emergency Preparedness

Governance Services

Service Level Objectives:

1To support administration of Elected Officials

2Efficient planning and development of onboarding of Council

Fire Services

Service Level Objectives:

1Preservation of life and property within the Pemberton Area

2To promote fire safety, deliver educational programs, and invest in health, wellbeing and training of firefighters

3Effective Maintenance and Investing in Apparatus and Equipment





Departmental Service Objectives-Continued

Development Services

Service Level Objectives:

1Effective Building Permit and Development Application Processing

2Meet Policy requirements around growth and development

3Enable open access to land use information for all users

<u>Transit</u>

Service Level Objectives:

1Deliver Safe and Reliable Transit Service

2Pursue Supplemental Funding to Increase Service, Accessibility and Support the Environment

3Work with Partners to More Effectively Serve our Communities





Departmental Service Objectives-Continued

Public Works & Parks

Service Level Objectives:

1Safe and Healthy Community- Accessible Roads and Sidewalks

2Safe and Healthy Community- Proving good value for public spaces for our community to enjoy

3Create pride through maintenance of municipal spaces

Water Services

Service Level Objectives:

1Safe and Healthy Community- Safe Drinking Water and reliable capacity for Fire Protection Services

2Security and protection of existing source

3Sustainable supply: Investing into a new source

Sewer Services

Service Level Objectives:

1Safe and Healthy Community-Safe Wastewater Disposal

2Safe and Healthy Community- Safe Treatment and Environmental Disposal

3Reliable and trustworthy system





Departmental Service Objectives-Continued

Airport Services

Service Level Objectives:

1Maintaining a Safe and Secure Airport2Periodic snow clearing and routine maintenance3Legal reduction strategy and timely lease renewals

4Alternate revenue stream review

Recreation

Service Level Objectives:

1Reach pre-pandemic levels of service

2Meet expectations of community on service provision

3Provide a higher level of customer service





- January Direction from Council around service objectives to inform draft
- February- Drafts to Council of operating and capital and project budgets •
- March- Tax Implications to Council
- April- Readings, adoption

2023 Proposed Regular Council Meeting Schedule February 2023 January 2023 March 2023 Date Holiday Tue Wed Thu Tue Wed Thu Tue Wed Thu Fri Sat Sun Jan 1 New Year's Day Sat Sun Mon Jan 2 Bank Holiday Feb 20 Family Day Good Friday Apr 7 Apr 10 Easter Monday May 22 Victoria Day Canada Day Jul 1 Civic Holiday Aug 7 April 2023 May 2023 June 2023 Sep 4 Labour Day Mon Tue Wed Wed Sun Wed Sun Thu Fri Sat Sun Tue Thu Sat Mon Tue Thu Sat Sep 30 Nat'l. Day for Truth & Reconciliation Oct 9 Thanksgiving Remembrance Day Nov 11 Dec 25 Christmas Dec 26 Boxing Day July 2023

		-				
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	- 18	19	20	21	22
23	24	25	26	27	28	29

WinCalend	a.	August 2023										
Sun	Mon	Tue	Wed	Thu	Fri	Sat						
		1	2	3	4	5						
6	7	8	9	10	11	12						
13	14	15	16	17	18	19						
20	21	22	23	24	25	26						
27	28	29	30	31								

WinCalenda	VinCalendar September 2023											
Sun	Mon	Tue	Wed	Thu Fri S								
					1	2						
3	4	5	6	7	8	9						
10	11	12	13	14	15	16						
17	18	19	20	21	22	23						
24	25	26	27	28	29	30						

Courtesy of WinCalendar.com

Red - Regular Council Meeting
Yellow - Stat Holidays/Office Closures
Green - School March/Christmas Break
Orange - LGLA, LMLGA and UBCM
Blue - Budget COW Meetings Save the Date

APPENDIX A



Resources and Contact Information

Finance: Village of Pemberton

https://www.pemberton.ca/departments/finance-administration



■ DEPARTMENTS · FINANCE

DEPARTMENTS

Office of the CAO



FINANCE DEPARTMENT

Finance Services maintains responsibility for the statutory financial administration duties of the Village of Pemberton under the *Community Charter/Local Government Act*. This department is overseen by the Manager of Finance, who is also appointed as the Chief Financial Officer. Responsibilities of this department include; tax and utility billing, accounts payable and receivable, tax certificates and budgeting.

This team is also responsible for $\ensuremath{\mathsf{IT}}$ and purchasing for central supplies/office equipment.

The department consists of the Manager of Finance, Senior Accounting Assistant, Accounts Payable Clerk and Accounts Receivable Clerk.

Please visit the Documents Page for Financial Documents.

Email: budget@pemberton.ca

