



Review of Board, President and CEO, and Employee Expenses 2021

Item 9

July 27, 2022

Building Investment, Finance and Audit Committee

Report: BIFAC:2022-96

To: Building Investment, Finance and Audit Committee (“BIFAC”)

From: Chief Financial Officer

Date: July 20, 2022

PURPOSE:

The purpose of this report is to report on the expenses of the Board of Directors, the President and Chief Executive Officer (“President and CEO”), and certain Toronto Community Housing Corporation (“TCHC”) employees for the 2021 Year.

RECOMMENDATION:

It is recommended that the BIFAC receive this report for information.

REASONS FOR RECOMMENDATION:

At its March 9, 2011 meeting Toronto City Council passed the following motion¹:

City Council request the Toronto Community Housing Corporation (TCHC) to immediately post on the TCHC website, all expense records

¹ Part 6 of an eight part decision approved by Council. The other parts of the decision are not germane to this report.

of all TCHC board members and all TCHC staff members whose salaries exceed \$100,000.

Pursuant to this motion, reference to 'TCHC Employees' and/or 'Employees' in this report and in the public disclosure of employee expenses is defined as those employees whose annual salary exceeds \$100,000 per annum.

All expenses submitted by the President and CEO, and Directors are approved by the Chair of the Board of TCHC to ensure the expenses claimed are incurred in the performance of duties related to TCHC. The Chair's expenses are signed off by the President and CEO as a check and balance at the point of reimbursement.

Employee expenses are reimbursed pursuant to TCHC's *Expense Reimbursement Policy* and *Expense Reimbursement Procedures*. All Board of Directors, the President and CEO, and employee expenses will be posted on the TCHC website.

SUMMARY OF EXPENSES INCURRED IN 2021

As set out in the attachments to this report, the total expenses for 2021 and the comparative summary to 2020 as of December 31, 2021 are summarized as follows:

	Year-Over-Year Comparison (\$)	
	2021	2020
Board of Directors	-	-
President and CEO	109	497
Employees	107,767	102,743
Total	107,876	103,240

IMPLICATIONS AND RISKS:

The reimbursement of expenses for the Board of Directors, President and CEO, and employees in 2021 were included in the 2021 operating budget.

SIGNATURE:

“Rose-Ann Lee”

Rose-Ann Lee
Chief Financial Officer and Treasurer

ATTACHMENTS:

1. Board of Director Expenses
2. President and CEO Expenses
3. Employee Expenses
4. Board of Director Expenses Comparative Analysis
5. President and CEO Expenses Comparative Analysis
6. Employee Expenses Comparative Analysis

STAFF CONTACTS:

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Item 9 – Review of Board, President and CEO, and Employee Expenses 2021
 BIFAC Public Meeting – July 27, 2022
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Attachment 1 - Board of Director Expenses

BOARD OF DIRECTORS EXPENSES 2021 Year Ended December 31, 2021						
Board Member	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy-approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2020 Expense	Notes
Current Board Members						
Timothy Murphy (Chair)	-	-	-	-	-	
Councillor Anna Bailao	-	-	-	-	-	
Councillor Paula Fletcher	-	-	-	-	-	
Brian Smith	-	-	-	-	-	
Debbie Douglas	-	-	-	-	-	
Marcel Charlebois (1)	-	-	-	-	-	1
Naram Mansour (1)	-	-	-	-	-	1
Nick Macrae	-	-	-	-	-	
Ubah Farah	-	-	-	-	-	
John Campbell	-	-	-	-	-	
Adele Imrie	-	-	-	-	-	
Frances Nunziata	-	-	-	-	-	
Subtotal	-	-	-	-	-	
Former Board Members						
Amanda Coombs (2)					-	2
Linda Jackson					-	2
					-	
Subtotal	-	-	-	-	-	
Total	-	-	-	-	-	

¹Board member started on March 10th, 2021

²Board member last day March 9th, 2021

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Attachment 2 - President and CEO Expenses

PRESIDENT AND CEO EXPENSES 2021						
Year Ended December 31, 2021						
President and CEO	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy-approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expense	Notes
Kevin Marshman	109				109	1
Sheila Penny (Interim)					-	2
Jagdeep Sharma					-	3
Total	109	-	-	-	109	

¹ Appointed as interim CEO on April 25, 2017 and as official CEO on April 3, 2019, ceased to be CEO on March 31, 2021

² Acting as interim CEO from April 1, 2021 to August 2, 2021

³ Appointed as President and CEO on August 3, 2021

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Attachment 3 - Employee Expenses

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy- approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
Abells, Alana	Legal Counsel	-	133	-	-	133
Amponsah, Evelyn	Centre Director, Centre for the Advancement of Black People	85	-	77	50	211
Anderson, William G	Senior Director, Community Safety Unit	-	40	-	-	40
Andreiev, Ion	Manager, Maintenance	-	-	-	79	79
Andrews, Maria Luisa	Vice President, Information and Technology Services	-	77	-	-	77
Angkaw, John P.	Senior Director, Business Operations	-	1,469	-	-	1,469
Antigua, Rene	Superintendent	53	-	-	-	53
Batistil, Maria Lourdes	Customer Relationship Lead	-	905	-	-	905
Bautista, Alejandro	Senior Superintendent	19	-	-	-	19
Bernabei, Tony	Director, Networks and Infrastructure	138	250	-	-	388

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy- approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
Boblai, Azim	Manager, IT Security and Controls	-	10,354	-	-	10,354
Bottoni, Mona	Senior Manager Operations	-	451	-	-	451
Boyd, Robert	Senior Manager, Construction	85	220	-	-	305
Camarda, Agostino	Senior Superintendent	90	-	-	-	90
Campoli, Vincenzo	Electrician (Foreman)	114	-	-	-	114
Chao, Bao	Custodial Maintenance Person 1	259	-	-	-	259
Cheddesingh, Alexis	Community Service Coordinator	827	-	-	1,174	2,000
Cochrane, Chris	Supervisor Field Security	-	-	-	305	305
Collins, Raymond	Program Manager	-	787	-	-	787
Corrado, Aimee	Manager, Building Services	488	-	-	100	588
Daley, Tim	Manager, Safety Systems	-	532	-	-	532
Davis, Michelle	Manager, Seniors Housing	-	1,500	-	-	1,500
De Verteuil, Annie	Legal Counsel	-	57	-	-	57

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy- approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
Dinavahi, Lakshmi	Corporate Controller	-	1,102	-	-	1,102
Do, Kien	Senior Superintendent	561	-	-	-	561
Elmi, Abdulle	HoMES Operations Business Lead	-	1,320	-	-	1,320
Ennis, Kemaureen	Superintendent	1,062	-	-	-	1,062
Erochko, Andrew	Manager, Health and Safety	-	85	-	-	85
Ferreira, Frank J.	Manager, IT Network and Infrastructure	351	-	90	-	441
Giansante, Tony	Electrician (Foreman)	1,824	-	-	-	1,824
Gibson, John	Program Manager	-	532	-	-	532
Golding, Stacy	Community Service Coordinator	64	-	-	-	64
Grotsch, Richard	Tenant Resolution Officer	-	900	1,940	-	2,840
Hamidi, Reza	Manager, Facilities	15	504	-	-	519
Ho, Joyce	Senior Manager, Development	-	2,254	-	-	2,254
Hoover, Katherine	Community Service Coordinator	443	-	-	-	443

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy- approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
Hosein, Maureen	Manager, Corporate and Internal Communications	-	3,239	-	-	3,239
Jani, Samantha	Manager, Complex Tenancies	202	-	-	-	202
Jessani, Karim	Manager, Internal Audit	-	672	-	-	672
Kazmierska, Anna	Design Manager	386	-	-	-	386
Khalil, Tarek	Systems Integrator	46	-	-	-	46
Koke, Albert	Senior Director, Procurement	-	-	-	147	147
Kolakowska, Joanna	Senior Manager, Construction	-	170	-	-	170
Kraljevic, John	General Manager	12	-	-	8,102	8,114
Ku, Lisa	Manager, Performance and Quality	-	-	-	114	114
Kurzemnieks, Kalvis	Design Manager, Architectural and Building	126	-	-	-	126
Lam, Linda	Design Manager	426	-	-	-	426
Lam, Michael	Senior Manager, Construction	-	170	-	310	479
Latendresse, Christopher	Manager, Business Operations	-	2,501	-	-	2,501

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy- approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
Lee, Marilyn G.	Senior Legal Counsel	-	480	-	115	596
Letto, Douglas	Legal Counsel	-	607	-	743	1,350
Macdonald, Donald	Assistant General Manager	350	-	-	-	350
Macdonnell, Brian	Manager Community CSU	-	1,824	-	124	1,949
Malloch, Bruce	Director, Strategic Communications	-	-	-	719	719
Martino, Angelo	Electrician (Foreman)	57	-	-	-	57
Mcmanus, Kenneth	Senior Superintendent	68	-	-	-	68
McNutt, Robert	Legal Counsel	-	-	-	819	819
Miclat, Rosauro	Senior Superintendent	212	-	-	-	212
Mizbani, Shahab (dino)	Specialist, Network Support	375	-	-	-	375
Morales, David	Community Service Coordinator	1,067	-	-	90	1,157
Mordarski, Joshua	Special Constable	-	-	28	-	28
Murray, James	Vice President, Facilities Management	10	-	-	-	10

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy- approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
O'Connor, Daniel	Manager, Maintenance	1,496	-	-	-	1,496
Oluwole-Aina, Christine	Business Planner	-	1,198	-	-	1,198
Patel, Aslam	Agent, Field Service	-	3,242	-	-	3,242
Perucho, Darrel	Specialist, Network Support	153	-	-	-	153
Pires, Catarina	Design Manager, Architectural and Building	450	-	-	-	450
Raubfogel, Orna	Senior Legal Counsel	-	1,031	-	74	1,105
Rehel, Ryan	Senior Superintendent	624	-	-	-	624
Reis, Sheldon	Manager, End User Computing and Infrastructure	-	88	-	-	88
Robson, Heather	Legal Counsel	-	429	-	-	429
Seaton (Godwin), Zainab	Community Service Coordinator	233	-	260	-	493
Serrano, Arnold	Senior Superintendent	45	-	-	-	45
Singh, Rajesh	Manager, Sourcing	-	395	-	-	395
Slater, Noah	Senior Director Planning and Design Strategy	-	-	580	-	580

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy- approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
Slyne, Brendan	Design Manager, Mechanical and Electrical	-	170	-	-	170
Stinson, Casey	IHMS Business Function Lead	-	1,320	-	-	1,320
Sweedland, Adam	General Manager	-	-	1,133	22,809	23,942
Tong, Vincent	Chief Development Officer	-	3,000	-	-	3,000
Tracey, Shane	Building Maintenance Coordinator	466	-	-	-	466
Tsang-Sit, Anita	Director, Insurance & Risk Management	-	1,011	-	-	1,011
Vani, Fabio	Electrician (Foreman)	57	-	-	-	57
Varone, Michele	Senior Superintendent	64	-	-	-	64
Vijh, Parvin	Manager, Commercial Accounting	-	1,014	-	-	1,014
Wan, Benny	Special Constable	-	-	48	-	48
Wieczorek, Edmund	Facilities Manager	-	504	-	-	504
Wilson, Dennis	Manager, Cleaning	-	-	-	100	100
Yarcia, Ritchie	Senior Superintendent	30	-	-	-	30

EMPLOYEE EXPENSES 2021						
Year Ended December 31, 2021						
Employee Name¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)	Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)	Hospitality and Protocol (policy-approved business meals when not attending a conference)	Other Expenses (any expense not included in the other categories)	Total 2021 Expenses
Youness, Ferass	Structural Engineer	2,257	-	-	-	2,257
Young, Stephen	Manager, Building Services	2,452	-	-	-	2,452
Yousuf, Fahad	Community Service Coordinator	319	-	-	-	319
Zebeski, David	Senior Manager Operations	28	-	222	5,331	5,581
	Total	18,490	43,596	4,378	41,304	107,767

¹ Pursuant to a Toronto City Council motion approved on March 9, 2011, 'Employees' are defined to be those TCHC employees whose annual salary exceeds \$100,000. Employees who were not reimbursed during 2021 for expense claims have not been included in the list. Expenses for the President and CEO are set out on a separate attachment.

² Shaded areas identify employees who are no longer with TCHC

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Attachment 4 - Board of Director Expenses Comparative Analysis

BOARD OF DIRECTORS EXPENSES 2021 COMPARATIVE SUMMARY																
Board Member	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Hospitality and Protocol (policy-approved business meals when not attending a conference)			Other Expenses (any expense not included in the other categories)			Total All Categories			Notes
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
Current Board Members																
Timothy Murphy (Chair)	0.00			0.00			0.00			0.00			0.00	0.00	0.00	1
John Campbell	0.00			0.00			0.00			0.00			0.00	0.00	0.00	1
Adele Imrie	0.00			0.00			0.00			0.00			0.00	0.00	0.00	1
Frances Nunziata	0.00			0.00			0.00			0.00			0.00	0.00	0.00	2
Councillor Ana Bailao	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Councillor Paula Fletcher	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Marcel Charlebois	0.00			0.00			0.00			0.00			0.00	0.00	0.00	3
Naram Mansour	0.00			0.00			0.00			0.00			0.00	0.00	0.00	3
Brian Smith	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Debbie Douglas	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Nick Macrae	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Ubah Farah	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

BOARD OF DIRECTORS EXPENSES 2021 COMPARATIVE SUMMARY																
Board Member	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Hospitality and Protocol (policy-approved business meals when not attending a conference)			Other Expenses (any expense not included in the other categories)			Total All Categories			Notes
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
Former Board Members																
Amanda Coombs	0.00			0.00			0.00			0.00			0.00			4
Linda Jackson	0.00			0.00			0.00			0.00			0.00			4
Kevin Marshman (Chair)	0.00			0.00			0.00			0.00		709.35	0.00	0.00	709.35	5
Councillor Michael Ford	0.00			0.00			0.00			0.00			0.00	0.00	0.00	6
Colin Lynch	0.00			0.00			0.00			0.00			0.00	0.00	0.00	7
Wendy Kelly	0.00			0.00			0.00			0.00			0.00	0.00	0.00	8
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	709.35	0.00	0.00	709.35	
Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	709.35	0.00	0.00	709.35	

¹Board member started on May 15, 2019

²Board member started in June 2020

³Board member started on March 10, 2021

⁴Board member last day March 9, 2021

⁵Board member last day April 3, 2019. The expense is for roaming phone charges

⁶Board member last day December 13, 2019

⁷Board member last day April 12, 2019

⁸Board member last day April 16, 2019

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Attachment 5 - President and CEO Expenses Comparative Analysis

PRESIDENT AND CEO EXPENSES 2021 COMPARATIVE SUMMARY																
President and CEO	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Hospitality and Protocol (policy-approved business meals when not attending a conference)			Other Expenses (any expense not included in the other categories)			Total All Categories			Notes
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
Kevin Marshman	109	456	889	-	-	-	-	-	87	-	41	-	109	497	976	1
Sheila Penny (Interim)	-	-	17	-	-	417	-	-	-	-	-	-	-	-	434	2
Jagdeep Sharma	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Total	109	456	906	-	-	417	-	-	87	-	41	-	109	497	1,410	

¹ Appointed as interim CEO on April 25, 2017 and as official CEO on April 3, 2019, ceased to be CEO on March 31, 2021

² Acting as interim CEO from April 1, 2021 to August 2, 2021

³ Appointed as President and CEO on August 3, 2021

Attachment 6 - Employee Expenses - Comparative Analysis

EMPLOYEE EXPENSES 2021 COMPARATIVE SUMMARY																
Employee Name	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Hospitality and Protocol (policy-approved business meals when not attending a conference)			Other Expenses (any expense not included in the other categories)			Total All Categories		
		2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
Abdulla, Reza	Manager, Interior Buildings	-	56	716	-	-	-	-	-	-	-	-	-	56	716	
Abells, Alana	Legal Counsel	-	-	-	133	1,219	400	-	-	-	-	-	133	1,219	400	
Ahmad, Muhammad	Senior Software Developer	-	6	-	-	1,475	1,000	-	-	-	-	-	-	1,480	1,000	
Ahmed, Tunjib	IHMS Business Function Lead	-	-	-	-	1,212	-	-	-	-	-	-	-	1,212	-	
Amponsah, Evelyn	Centre Director, Centre for the Advancement of Black People	85	-	-	-	-	-	77	-	-	50	-	211	-	-	
Anderson, Derek	Supervisor Field Security	-	373	-	-	554	-	-	-	-	-	-	-	926	-	
Andreiev, Ion	Manager, Maintenance	-	15	-	-	-	-	-	-	79	-	-	79	15	-	
Andrews, Maria Luisa	Vice President, Information and Technology Services	-	-	-	77	-	2,825	-	-	-	-	-	77	-	2,825	
Angkaw, John P.	Senior Director, Business Operations	-	14	195	1,469	442	3,020	-	-	26	-	-	1,469	456	3,240	
Antigua, Rene	Superintendent	53	-	-	-	-	-	-	-	-	-	-	53	-	-	
Arpadzic, Sanja	Manager Operational Initiatives	-	234	809	-	-	-	-	-	-	-	-	-	234	809	
Baker, Tyler	Senior Director, Development	-	-	364	-	-	-	-	-	-	-	-	-	-	364	
Baksh, Rayaz	Technical Support Specialist	-	107	-	-	-	-	-	-	-	-	-	-	107	-	
Barratt, Wen-Hua (linda)	Director, Enterprise Architecture	-	166	891	-	5,672	-	-	-	-	-	-	-	5,837	891	
Batistil, Maria Lourdes	Customer Relationship Lead	-	-	-	905	-	-	-	-	-	-	-	905	-	-	
Bautista, Alejandro	Senior Superintendent	19	-	-	-	-	-	-	-	-	-	-	19	-	-	
Beaubien, Richard	Special Constable	-	-	399	-	-	-	-	-	-	-	-	-	-	399	
Berhane, Arsema	Manager Strategic Service Partnerships	-	136	-	-	-	-	-	-	-	-	-	-	136	-	
Bernabei, Tony	Director, Networks and Infrastructure	138	524	905	250	785	-	-	-	-	-	-	388	1,309	905	
Bezoff, Michael	Manager, Seniors Housing	-	647	-	-	-	-	-	-	-	-	-	-	647	-	
Boblai, Azim	Manager, IT Security and Controls	-	604	-	10,354	548	-	-	-	-	572	-	10,354	1,725	-	
Bottoni, Mona	Senior Manager Operations	-	65	77	451	-	2,117	-	-	-	-	-	451	65	2,195	
Boudreau, Wayne	Plumber (General Foreman)	-	-	1,182	-	-	-	-	-	-	125	-	-	125	1,182	
Bourne James, Joanne	Manager, Sourcing	-	-	79	-	-	-	-	-	-	-	-	-	-	79	
Boyd, Robert	Senior Manager, Construction	85	-	-	220	-	-	-	-	-	1,021	-	305	1,021	-	
Britton, Allan	Senior Director, Community Safety Unit	-	644	-	-	-	-	-	-	22	-	-	-	644	22	
Brosnan, Sean	Community Safety Advisor	-	-	1,073	-	-	708	-	-	336	-	-	-	-	2,117	
Brownstone, Keir	Manager, Energy Management	-	-	-	-	281	-	-	-	-	-	-	-	281	-	
Burningham, Grant	Manager Community CSU	-	105	-	-	-	-	-	-	-	-	-	-	105	-	
Butek, Kairat	Senior Superintendent	-	45	-	-	-	-	-	-	-	-	-	-	45	-	
Cabading, Orlando	Manager, Building Energy Systems	-	24	947	-	-	-	-	-	-	-	-	-	24	947	
Calleja, Sam	Program Manager	-	676	-	-	-	-	-	-	-	-	-	-	676	-	
Camarda, Agostino	Senior Superintendent	90	381	-	-	-	-	-	-	-	-	-	90	381	-	
Campoli, Vincenzo	Electrician (Foreman)	114	-	-	-	-	-	-	-	-	-	-	114	-	-	
Capati, Cezar	Manager, Cleaning	-	50	-	-	-	-	-	-	-	-	-	-	50	-	
Chamberlain, Jaye	Electrician (Foreman)	-	1,440	2,205	-	-	-	-	-	-	-	-	-	1,440	2,205	
Chao, Bao	Custodial Maintenance Person 1	259	-	-	-	-	-	-	-	-	-	-	259	-	-	
Charles, Suzzana	Community Service Coordinator	-	53	1,940	-	-	-	-	-	-	-	-	-	53	1,940	
Cheddesingh, Alexis	Community Service Coordinator	827	-	-	-	-	-	-	-	1,174	-	-	2,000	-	-	
Chen, Yan (cindy)	Manager, Financial Reporting	-	-	-	-	429	-	-	-	-	-	-	-	429	-	
Cochrane, Chris	Supervisor Field Security	-	398	-	-	-	-	-	-	305	-	-	305	398	-	
Collins, Raymond	Program Manager	-	452	-	787	548	-	-	-	-	-	-	787	1,000	-	
Corrado, Aimee	Manager, Building Services	488	1,590	-	-	-	-	-	-	100	-	-	588	1,590	-	
Culcearu, Mihai	Senior Superintendent	-	157	-	-	-	-	-	-	-	-	-	-	157	-	
Daley, Tim	Manager, Safety Systems	-	261	914	532	322	290	-	-	-	-	-	532	583	1,205	
Davidson, Jay	Manager Community CSU	-	153	-	-	-	-	-	-	-	-	-	-	153	-	
Davis, Michelle	Manager, Seniors Housing	-	-	-	1,500	1,500	-	-	-	-	80	-	1,500	1,580	-	
De Verteuil, Annie	Legal Counsel	-	12	121	57	1,033	1,880	-	-	-	-	-	57	1,046	2,001	
Dinavahi, Lakshmi	Corporate Contoller	-	-	-	1,102	-	1,102	-	-	-	-	-	1,102	-	1,102	
Do, Kien	Senior Superintendent	561	-	-	-	-	-	-	-	-	-	-	561	-	-	
Douglas, Kathleen (katie)	Legal Counsel	-	-	111	-	113	863	-	-	-	-	-	-	113	975	
Dyer, Boyd	Director, Smart Building and Energy Management	-	114	1,131	-	-	4,141	-	-	-	-	-	-	114	5,272	
Elmi, Abdulle	HoMES Operations Business Lead	-	-	-	1,320	-	-	-	-	-	-	-	1,320	-	-	
Ennis, Kemaureen	Superintendent	1,062	1,551	-	-	-	-	-	-	-	-	-	1,062	1,551	-	
Erochko, Andrew	Manager, Health and Safety	-	-	-	85	68	-	-	-	-	-	-	85	68	-	
Ferreira, Frank J.	Manager, IT Network and Infrastructure	351	499	652	-	-	-	90	-	-	-	-	441	499	652	
Filho, Josemarino	Senior Superintendent	-	296	-	-	-	-	-	-	-	-	-	-	296	-	
Floroiu, Cosmin	Manager, Maintenance	-	130	-	-	-	-	-	-	-	-	-	-	130	-	
Fogah, Phillip	Special Constable	-	121	197	-	-	-	-	-	-	-	-	-	121	197	
Fontaine, Ashley	Manager, Community Resolution	-	117	-	-	-	-	-	-	-	-	-	-	117	-	
Fujino, Maria	Director, IT Service Excellence and Project Delivery	-	326	939	-	-	-	-	-	285	-	-	-	326	1,223	
Giansante, Tony	Electrician (Foreman)	1,824	-	-	-	-	-	-	-	-	-	-	1,824	-	-	
Gibson, John	Program Manager	-	164	-	532	322	290	-	-	-	-	-	532	486	290	
Glover, Wayne	Plumber (Foreman)	-	-	-	-	-	-	-	-	-	125	-	-	125	-	
Golding, Stacy	Community Service Coordinator	64	-	-	-	-	-	-	-	-	-	-	64	-	-	
Grinbergs, Julie	Program Manager	-	172	-	-	-	-	-	-	-	-	-	-	172	-	
Grotsch, Richard	Tenant Resolution Officer	-	-	2,060	900	-	674	1,940	-	-	-	-	2,840	-	2,733	
Hack, Brian	Senior Superintendent	-	1,166	-	-	-	-	-	-	-	-	-	-	1,166	-	
Hamidi, Reza	Manager, Facilities	15	733	2,092	504	-	535	-	-	-	-	-	519	733	2,627	
Hanrath, Thomas	Project Control Officer	-	236	355	-	-	-	-	-	-	-	-	-	236	355	
Harb, Fadi Toufic	Manager, Elevator Services	-	141	1,104	-	-	555	-	-	-	-	-	-	141	1,659	
Hawes, Jessica	Senior Director, Development	-	-	-	-	-	-	-	-	-	1,021	-	-	1,021	-	

EMPLOYEE EXPENSES 2021 COMPARATIVE SUMMARY																
Employee Name	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Hospitality and Protocol (policy-approved business meals when not attending a conference)			Other Expenses (any expense not included in the other categories)			Total All Categories		
		2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
		Ho, Joyce	Senior Manager, Development	-	-	58	2,254	-	-	-	-	-	-	-	2,254	-
Hoover, Katherine	Community Service Coordinator	443	-	-	-	-	-	-	-	-	-	-	443	-	-	
Hosein, Maureen	Manager, Corporate and Internal Communications	-	-	159	3,239	1,544	-	-	-	-	-	-	3,239	1,544	159	
Isik, Gokmen	Manager, Project Manager Office ITS	-	266	921	-	1,543	795	-	-	-	-	-	-	1,810	1,716	
Jama, Sulekha	Manager, Tenancy Management	-	-	342	-	-	-	-	-	-	-	-	-	-	342	
Jani, Samantha	Manager, Complex Tenancies	202	302	-	-	-	-	-	-	-	-	-	202	302	-	
Jessani, Karim	Manager, Internal Audit	-	74	-	672	1,358	-	-	-	-	-	-	672	1,433	-	
Johnson, Gail	Manager, Community Safety and Support	-	431	383	-	-	-	-	-	-	-	-	-	431	383	
Johnson, Stalin	Special Constable	-	27	275	-	-	-	-	-	-	-	-	-	27	275	
Kazmierska, Anna	Design Manager	386	555	171	-	281	-	-	-	-	-	-	386	836	-	
Kenley, Winston	Supervisor Field Security	-	199	-	-	-	-	-	-	-	-	-	-	199	171	
Khalil, Tarek	Systems Integrator	46	53	-	-	4,176	-	-	-	-	-	-	46	4,229	-	
Khan, Dominic	Special Constable	-	-	16	-	-	-	-	-	30	-	-	-	-	45	
Kleinert, Rick	Manager, Business Service Systems	-	-	122	-	-	-	-	-	-	-	-	-	-	122	
Koke, Albert	Senior Director, Procurement	-	-	96	-	-	-	-	-	-	147	180	147	180	96	
Kolakowska, Joanna	Senior Manager, Construction	-	-	-	170	-	-	-	-	-	-	-	170	-	-	
Kraljevic, John	General Manager	12	41	1,965	-	-	-	-	-	-	8,102	-	8,114	41	1,965	
Ku, Lisa	Manager, Performance and Quality	-	-	-	-	-	-	-	-	-	114	-	114	-	-	
Kurzemieks, Kalvis	Design Manager, Architectural and Building	126	2,039	3,248	-	-	-	-	-	-	-	-	126	2,039	3,248	
Laita (zuber), Michelle	Manager, Fire Life Safety and Emergency Management	-	-	-	-	1,469	2,767	-	-	-	-	-	-	1,469	2,767	
Lam, Linda	Design Manager	426	1,116	281	-	-	232	-	-	-	-	-	426	1,116	513	
Lam, Michael	Senior Manager, Construction	-	18	149	170	-	-	-	-	-	310	1,021	479	1,038	149	
Lass, Brian	Supervisor Field Security	-	-	-	-	257	-	-	-	-	-	139	-	397	-	
Latendresse, Christopher	Manager, Business Operations	-	-	-	2,501	548	-	-	-	-	-	-	2,501	548	-	
Lebow, Allison	Senior Manager, Development	-	-	-	-	-	-	-	-	-	-	3,673	-	3,673	-	
Lee, Rose-Ann	Chief Financial Officer	-	-	27	-	-	-	-	-	-	-	-	-	-	27	
Lepage, Michael Ovila	Special Constable	-	-	197	-	-	-	-	-	-	-	-	-	-	197	
Letto, Douglas	Legal Counsel	-	-	-	607	-	-	-	-	-	743	-	1,350	-	-	
Macdonald, Donald	Assistant General Manager	350	186	344	-	-	-	-	-	-	-	-	350	186	344	
Maddonell, Brian	Manager Community CSU	-	195	-	1,824	-	-	-	-	-	124	-	1,949	195	-	
Malloch, Bruce	Director, Strategic Communications	-	-	-	-	-	-	-	-	-	719	-	719	-	-	
Martin, Craig	Manager, Building Security Systems	-	610	-	-	-	-	-	-	-	-	-	-	610	-	
Martino, Angelo	Electrician (Foreman)	57	73	-	-	-	-	-	-	-	-	-	57	73	-	
Mcmanus, Kenneth	Senior Superintendent	68	-	-	-	-	-	-	-	-	-	-	68	-	-	
McNutt, Robert	Legal Counsel	-	-	-	-	943	-	-	-	-	819	-	819	943	-	
Meagher, Darragh	General Counsel and Corporate Secretary	-	-	-	-	425	-	-	-	-	-	-	-	425	-	
Melo, Rodney	Senior Superintendent	-	91	-	-	-	-	-	-	-	-	-	-	91	-	
Mendes, William	Director Program Delivery	-	-	80	-	372	-	-	-	-	-	-	-	372	80	
Miclat, Rosauro	Senior Superintendent	212	785	-	-	-	-	-	-	-	-	-	212	785	-	
Mizbani, Shahab (dino)	Specialist, Network Support	375	546	678	-	4,210	-	-	22	-	-	-	375	4,778	678	
Morales, David	Community Service Coordinator	1,067	-	-	-	-	-	-	-	90	-	-	1,157	-	-	
Morariu, Adriana	Manager, Payroll Benefits and Pension	-	-	-	-	-	507	-	-	-	-	-	-	-	507	
Mordarski, Joshua	Special Constable	-	-	-	-	-	-	28	-	-	-	-	28	-	-	
Morgan, Paul	Special Constable	-	-	212	-	-	-	-	-	-	-	-	-	-	212	
Moscato, Greg	Senior Superintendent	-	11	-	-	-	-	-	-	-	-	-	-	11	-	
Moton, Allan	Manager, Envelope and Roofing	-	790	-	-	-	-	-	-	-	-	-	-	790	-	
Murray, James	Vice President, Facilities Management	10	136	300	-	-	-	-	-	-	-	-	10	136	300	
Nascimento De Jesus, Vitor	Senior Superintendent	-	-	-	-	870	-	-	-	-	-	-	-	870	-	
Newberry, Stephen	Special Constable	-	-	1,297	-	-	-	-	-	-	-	-	-	-	1,297	
Noman, Ferdous	Manager, Energy Management	-	518	2,314	-	-	-	-	-	-	-	-	-	518	2,314	
O'Connor, Daniel	Manager, Maintenance	1,496	-	-	-	-	-	-	-	-	-	-	1,496	-	-	
Okeke, Echeta	Manager, Software Development & Integration	-	-	-	-	5,681	-	-	-	-	-	-	-	5,681	-	
Oluwole-Aina, Christine	Business Planner	-	-	-	1,198	-	-	-	-	-	-	-	1,198	-	-	
Pan, Catherine	Senior Manager, Development	-	-	838	-	-	-	-	-	-	-	-	-	-	838	
Pannunzio, Flora	Facilities Manager	-	89	210	-	-	-	-	-	-	-	-	-	89	210	
Patel, Aslam	Agent, Field Service	-	-	-	3,242	-	-	-	-	-	-	-	3,242	-	-	
Pender, Kevin	Supervisor Field Security	-	-	415	-	-	134	-	-	130	-	-	-	-	679	
Perucho, Darrel	Specialist, Network Support	153	77	261	-	-	-	-	-	-	-	-	153	77	261	
Pires, Catarina	Design Manager, Architectural and Building	450	-	-	-	-	-	-	-	-	-	-	450	-	-	
Quigley, David	Manager Community Safety Programs	-	-	85	-	-	346	-	-	-	-	-	-	-	431	
Ramsamujh, Vishnu	Director, Labour Relations	-	140	197	-	-	-	-	-	-	-	-	-	140	197	
Rankin, Alexander	Facilities Manager	-	76	610	-	-	-	-	-	-	-	-	-	76	610	
Raubfogel, Orna	Senior Legal Counsel	-	-	-	1,031	597	-	-	-	-	74	-	1,105	597	-	
Raviele, Cristina	Senior Manager, Construction	-	82	448	-	-	-	-	-	-	-	-	-	82	448	
Rehel, Ryan	Senior Superintendent	624	-	-	-	-	-	-	-	-	-	-	624	-	-	
Reis, Sheldon	Manager, End User Computing and Infrastructure	-	-	108	88	548	-	-	-	-	-	-	88	548	108	
Rigores, Julio	Manager, Engagement Refresh	-	-	655	-	-	-	-	-	-	-	-	-	-	655	
Rivenbark, Melanie	Supervisor Field Security	-	179	-	-	-	-	-	-	-	-	-	-	179	-	
Robson, Heather	Legal Counsel	-	-	-	429	1,280	910	-	-	-	-	-	429	1,280	910	
Roomes, Marlon	Manager, Cleaning	-	140	-	-	-	-	-	-	-	-	-	-	140	-	
Sampson, Ronald	Special Constable	-	-	65	-	-	-	-	-	-	-	-	-	-	65	
Seaton (Godwin), Zainab	Community Service Coordinator	233	-	-	-	-	-	260	-	-	-	-	493	-	-	

EMPLOYEE EXPENSES 2021 COMPARATIVE SUMMARY																
Employee Name	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Hospitality and Protocol (policy-approved business meals when not attending a conference)			Other Expenses (any expense not included in the other categories)			Total All Categories		
		2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
		Serrano, Arnold	Senior Superintendent	45	1,497	-	-	-	-	-	-	-	-	-	45	1,497
Shewchuk, Andy	Facilities Manager	-	272	1,128	-	-	-	-	-	-	-	-	-	272	1,128	
Singh, Gurmeet	Supervisor Field Security	-	-	234	-	-	-	-	-	-	-	-	-	-	234	
Singh, Maylene	Program Manager, Integrated Vacant Unit	-	20	12	-	-	-	-	-	-	-	-	-	20	12	
Singh, Rajesh	Manager, Sourcing	-	-	-	395	-	-	-	-	-	-	-	395	-	-	
Skeith, Kelly	Senior Director, Development	-	-	-	-	-	678	-	-	-	-	-	-	-	678	
Slater, Noah	Senior Director Planning and Design Strategy	-	611	1,117	-	281	-	580	-	-	-	-	580	892	1,117	
Slyne, Brendan	Design Manager, Mechanical and Electrical	-	-	349	170	281	235	-	-	-	-	-	170	281	584	
Smith, Shaun	Plumber (Journeyman)	-	-	-	-	-	-	-	-	-	125	-	-	125	-	
Steele, Jamie	Specialist, Network Support	-	-	-	-	4,197	-	-	-	-	-	-	-	4,197	-	
Stinson, Casey	IHMS Business Function Lead	-	47	10	1,320	-	-	-	-	-	-	-	1,320	47	10	
Stojanovic, Natasha	Director, Talent Management	-	-	-	-	1,825	-	-	-	-	-	-	-	1,825	-	
Subramanian, Priya	Legal Counsel	-	-	-	-	3,566	-	-	-	-	-	-	-	3,566	-	
Summers, Cynthia	Commissioner Of Housing Equity	-	92	688	-	-	745	-	-	-	-	-	-	92	1,433	
Sweedland, Adam	General Manager	-	-	-	-	-	-	1,133	-	-	22,809	-	23,942	-	-	
Thomas, Barry	Assistant General Manager	-	-	795	-	-	-	-	-	-	-	-	-	-	795	
Ting, Yi-Mei	Legal Counsel	-	-	-	-	-	367	-	-	-	-	-	-	-	367	
Tracey, Shane	Building Maintenance Coordinator	466	-	-	-	-	-	-	-	-	-	-	466	-	-	
Tsang-Sit, Anita	Director, Insurance & Risk Management	-	-	44	1,011	-	733	-	-	-	-	-	1,011	-	778	
Vani, Fabio	Electrician (Foreman)	57	-	-	-	-	-	-	-	-	-	-	57	-	-	
Varone, Michele	Senior Superintendent	64	131	-	-	-	-	-	-	-	-	-	64	131	-	
Vijh, Parvin	Manager, Commercial Accounting	-	531	-	1,014	1,037	-	-	-	-	-	-	1,014	1,567	-	
Wan, Benny	Special Constable	-	25	623	-	-	-	48	48	23	-	-	48	73	646	
Wieclaw, Slawomir	Plumber (Foreman)	-	-	-	-	-	-	-	-	-	125	-	-	125	-	
Wieczorek, Edmund	Facilities Manager	-	79	-	504	-	452	-	-	-	-	-	504	79	452	
Wilson, Dennis	Manager, Cleaning	-	-	-	-	-	-	-	-	100	-	-	100	-	-	
Wong, Daisy	Senior Director, Operations Delivery	-	227	42	-	-	452	-	-	-	-	-	-	227	494	
Wong, Siu On	Manager, Investigations	-	534	273	-	565	1,659	-	-	-	-	-	-	1,099	1,932	
Yan, Jeffery	Manager, Business Intelligence	-	75	229	-	2,086	-	-	-	-	-	-	-	2,162	229	
Yarcia, Ritchie	Senior Superintendent	30	-	-	-	-	-	-	-	-	-	-	30	-	-	
Youness, Ferass	Structural Engineer	2,257	1,498	-	-	-	-	-	-	-	-	-	2,257	1,498	-	
Young, Stephen	Manager, Building Services	2,452	3,104	-	-	-	-	-	-	-	-	-	2,452	3,104	-	
Yousuf, Fahad	Community Service Coordinator	319	-	-	-	-	-	-	-	-	-	-	319	-	-	
Zaganjori, Xhavit	Project Manager, Technical and Renewable Energy	-	252	1,123	-	-	-	-	-	-	-	-	-	252	1,123	
Zeng, Rui	Senior Superintendent	-	146	-	-	-	-	-	-	-	-	-	-	146	-	
	Subtotal	18,462	34,136	45,649	40,075	56,465	31,413	4,156	70	851	35,858	8,207	-	98,551	98,877	77,914
Employees No Longer with TCHC																
Chan, Ada	Manager, Operating Unit	-	-	452	-	-	-	-	-	-	-	-	-	-	-	452
Pearce, Suzanne	Customer Relationship Lead	-	-	50	-	-	-	-	-	-	-	-	-	-	-	50
Ward, Mary	Director Program Services	-	-	250	-	-	-	-	-	-	-	-	-	-	-	250
Barei, George	HRD Retirees	-	-	713	-	-	-	-	-	-	-	-	-	-	-	713
Garrett, Kimberley	Manager Operating Unit	-	-	709	-	-	-	-	-	-	-	-	-	-	-	709
Stef, Dumitru	Manager, Commercial Business	-	-	-	-	-	575	-	-	-	-	-	-	-	-	575
Peters, Jhanelle	IHMS Business Function Lead	-	46	619	-	-	1,150	-	-	-	-	-	-	46	1,769	
Bond, Jennifer	Director, Labour Relations	-	-	-	-	-	2,254	-	-	-	-	-	-	-	2,254	
Goodyear, Andrew	Senior Director, Development	-	-	7	-	-	678	-	-	-	-	-	-	-	685	
Davis, Lorna	Manager, Operating Unit	-	-	56	-	-	-	-	-	-	-	-	-	-	56	
Barker, Catherine (Cathy)	Vice President, Human Resources	-	-	-	-	-	-	-	-	-	-	568	-	568	-	
White, Joan	General Manager, Seniors Housing Unit	-	-	1,382	-	-	-	-	-	-	-	-	-	-	1,382	
Smith, Samita	Junior Legal Counsel	-	-	-	-	-	701	-	-	-	-	-	-	-	701	
Maloney, Kevin	Manager, Risk Operations & Emergency Management	-	-	-	-	-	100	-	-	-	-	-	-	-	100	
Neyman, Marina	Manager, Data Governance	-	-	1,345	-	-	-	-	-	-	-	-	-	-	1,345	
Campbell, Howard	Special Constable	-	-	71	-	-	-	-	-	-	-	-	-	-	71	
Sparkes, Leon	Steam Fitter (General Foreman)	-	-	5,358	-	-	-	-	-	-	-	-	-	-	5,358	
Wheeler, Kelly	General Manager, East	-	244	1,404	-	-	-	-	-	-	-	-	-	244	1,404	
Feitelberg, Paul	Manager, Operating Unit	-	393	1,477	-	-	-	-	-	-	-	-	-	393	1,477	
Pereira, Manuel	Supervisor, Community Housing Unit	-	20	-	-	-	-	-	-	-	-	-	-	20	-	
Fox, Nancy	Senior Director, Community Housing	-	-	297	-	-	-	-	-	-	-	-	-	-	297	
Frankland, Charles	Manager, Operating Unit	-	-	1,074	-	-	-	-	-	-	-	-	-	-	1,074	
Evans, Wanda	Manager, Operational Initiatives	-	94	92	-	-	-	-	-	-	-	-	-	94	92	
Sheps, David	Facilities Manager	-	34	74	-	-	124	-	-	-	-	1,021	-	1,055	198	
Martin, Melanie	Senior Advisor, Office of the Commissioner of Housing Equity	-	82	232	-	-	-	-	-	10	-	-	-	82	242	
Marchildon, Karolina	Manager Community CSU	-	-	669	-	-	962	-	-	-	-	-	-	-	1,632	
Tong, Vincent	Chief Development Officer	-	-	20	3,000	-	678	-	-	-	-	-	3,000	-	698	
Kohn, Hannah	Legal Counsel	-	-	-	-	-	287	-	-	-	-	-	-	-	287	
Anderson, William G	Senior Director, Community Safety Unit	-	425	640	40	610	4,340	-	-	-	-	-	40	1,035	4,980	
Lee, Marilyn G.	Senior Legal Counsel	-	-	30	480	57	949	-	-	-	115	-	596	57	979	

EMPLOYEE EXPENSES 2021 COMPARATIVE SUMMARY																
Employee Name	Current Position	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Hospitality and Protocol (policy-approved business meals when not attending a conference)			Other Expenses (any expense not included in the other categories)			Total All Categories		
		2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
Sookha, Rajendra	Manager, IT Architecture	-	-	79	-	-	-	-	-	-	-	-	-	-	79	
Navarro, Victor	Senior Superintendent	-	206	-	-	-	-	-	-	-	-	-	-	206	-	
Zebeski, David	Senior Manager Operations	28	66	-	-	-	222	-	-	5,331	-	-	5,581	66	-	
	Subtotal	28	1,610	17,099	3,520	666	12,799	222	-	10	5,446	1,589	-	9,216	3,866	29,907
	Total	18,490	35,746	62,748	43,596	57,131	44,212	4,378	70	861	41,304	9,796	-	107,767	102,743	107,821

¹ Pursuant to a Toronto City Council motion approved on March 9, 2011, 'Employees' are defined to be those TCHC employees whose annual salary exceeds \$100,000. Employees who were not reimbursed during 2021 and comparable years have not been included in the list.

² Expenses for the President and CEO are set out in a separate attachment.