



# Review of Board, President and CEO, and Employee Expenses Q1 2015

**Item 5**  
**July 9, 2015**  
**Building Investment, Finance and Audit Committee**

**To:** Building Investment, Finance and Audit Committee      **Report:** BIFAC:2015-71  
**From:** Chief Internal Auditor  
**Date:** June 22, 2015      Page 1 of 3  
**Strategic Plan Priority:**      **Service Excellence:**

- Demonstrate Value for Money and Public Accountability

## PURPOSE:

To report on the expenses of the Board of Directors, the interim President and Chief Executive Officer, and certain TCHC employees for the first quarter of 2015.

## RECOMMENDATIONS:

It is recommended that the Building Investment, Finance and Audit Committee (“the Committee”) receive this report for information.

## REASONS FOR RECOMMENDATIONS:

At its March 9, 2011 meeting Toronto City Council the following motion<sup>1</sup>:

*City Council request the Toronto Community Housing Corporation (TCHC) to immediately post on the TCHC website, all expense records 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 interim President and Chief Executive Officer (“President and CEO”) are approved by the Chair of the Board of TCHC. The Chair’s expenses are signed off by the President and CEO as a check and balance at the point of reimbursement.

Expenses of the Directors are approved by the Chair to ensure the expenses claimed are incurred in the performance of duties related to TCHC.

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<sup>1</sup> This was actually Part 6 or an eight part decision approved by Council. The other parts of the decision are not germane to this report.

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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 are posted, by month, on the TCHC website ([www.torontohousing.ca/expenses](http://www.torontohousing.ca/expenses)).

## Expenses Incurred Q1 2015

As set out in the attachments to this report, the total expenses for Q1 2015 are as follows:

	Q1 2015
Board of Directors (Attachment 1)	\$38.00
President and CEO (Attachment 2)	\$0.00
Employees (Attachment 3)	<u>\$13,882.29</u>
Total	<u>\$13,920.29</u>

## Comparative Summary of Expenses

Effective with the Q4 2014 reporting of these expenses, reporting of same includes reporting comparative amounts for the same period in the previous year.

The following table shows the comparative amounts of these expenses for the first quarter and year to date ending March 31, 2015.

	Quarter Comparison		Year to Date Comparison	
	Q1 2015	Q1 2014	2015	2014
Board of Directors (Attachment 4)	\$38.00	\$55.00	\$38.00	\$55.00
President and CEOs <sup>2</sup> (Attachment 5)	\$0.00	\$498.75	\$0.00	\$498.75
Employees (Attachment 6)	<u>\$13,882.29</u>	<u>\$17,571.00</u>	<u>\$13,882.29</u>	<u>\$17,571.00</u>
Total	<u>\$13,920.29</u>	<u>\$18,124.75</u>	<u>\$13,920.29</u>	<u>\$18,124.75</u>

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<sup>2</sup> The current President and CEO (interim) has not incurred any disclosable expenses since his appointment in April 2014. The expenses noted were incurred by the previous President and CEO.

**IMPLICATIONS AND RISKS:**

The reimbursement of expenses for the Board of Directors, President and CEO, and Employees in Q1 2015 were included in the 2015 operating budget.

*“Michael Vear”*

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Michael Vear, CPA, CA, CPA (Illinois)  
Chief Internal Auditor

- Attachments:**
- 1: Board of Director Expenses Q1 2015
  - 2: President and CEO Expenses Q1 2015
  - 3: Employee Expenses Q1 2015
  - 4: Board of Director Expenses 2015 Comparative Analysis Q1 2015
  - 5: President and CEO Expenses 2015 Comparative Analysis Q1 2015
  - 6: Employee Expenses 2015 Comparative Analysis Q1 2015

**Staff** Michael Vear .....416-981-4065  
**Contacts:** Chief Internal Auditor Michael.Vear@torontohousing.ca

L. Diptee.....416-981-4052  
Employee Expense Control Clerk Leela.Diptee@torontohousing.ca

Review of Board, President and CEO, and Employee Expenses Q1 2015

BOARD OF DIRECTORS EXPENSES Q1 2015																		
January 1, 2015 - March 31, 2015																		
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 Q115 Expenses	Cumulative 2015 Expenses
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Norman(Bud) Purves																	0.00	0.00
Munira Abukar																	0.00	0.00
Councillor Ana Bailão																	0.00	0.00
Zahir Bhaidani																	0.00	0.00
Christian Buhagiar																	0.00	0.00
Councillor Raymond Cho																	0.00	0.00
Councillor Joe Cressy																	0.00	0.00
Councillor Frank Di Giorgio																	0.00	0.00
Brian Kwan																	0.00	0.00
Karen Newman																	0.00	0.00
Catherine Wilkinson																	0.00	0.00
Jennifer Wood																	0.00	0.00
Audrey Wubbenhorst	38.00																38.00	38.00
<b>Total</b>	<b>38.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>38.00</b>	<b>38.00</b>

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**Toronto Community Housing  
 President and CEO Expenses Q1 2015  
 Greg Spearn  
 (interim)  
 January 1, 2015 - March 31, 2015**

**Business Travel**

*(Mileage, Parking, Taxi, and other travel costs when not travelling to a conference)*

Dates	Purpose, Description and Location	Total Expense
<b>Total</b>		<b>0.00</b>

**Conferences and Training**

*(Costs associated with attending a conference or seminar or training (registration fees, travel costs, meals, etc))*

Dates	Purpose, Description and Location	Total Expense
<b>Total</b>		<b>0.00</b>

**Hospitality and Protocol**

*(Any policy-approved business meal when not attending a conference or seminar)*

Dates	Purpose, Description and Location	Total Expense
<b>Total</b>		<b>0.00</b>

**Other Expenses**

*(Any expense not included in the other categories)*

Dates	Purpose, Description and Location	Total Expense
<b>Total</b>		<b>0.00</b>

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EMPLOYEE EXPENSES Q1 2015																			
January 1, 2015 to March 31, 2015																			
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 Q115 Expenses	Total 2015 Expenses
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Anckle, Daniel	Director, Resident Access and Support Services																	0.00	0.00
Arpadzic, Arej	Manager Client support & Network Services																	0.00	0.00
Araujo, Tony	Director, Payroll and Benefits																	0.00	0.00
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary					96.05												96.05	96.05
Atungo, Simone	Director, Resident Engagement and Community Development																	0.00	0.00
Babcock, Glenys	Senior Manager, Planning & Business Support																	0.00	0.00
Barei, George	Operating Unit Manager	415.00																415.00	415.00
Barker, Catherine	Vice President, Human Resources																	0.00	0.00
Bond, Jennifer	Director, Labour Relations and Legal Counsel					237.30												237.30	237.30
Bradburn, Lenna	Vice President Resident Services	41.20																41.20	41.20
Cassim, Saira	Legal Counsel, Legal Services Division					113.00												113.00	113.00
Chisholm, Paul	General Manager, Housing Connections	29.25																29.25	29.25
D'Souza, Cheryl	Senior Legal Counsel					474.60												474.60	474.60
DeVito, John	Manager, IT Business Systems Services																	0.00	0.00
Dyer, Boyd	Manager, Special Projects					339.00												339.00	339.00
Fox, Nancy	Operating Unit Manager	254.91																254.91	254.91
Garrett, Kimberley	Operating Unit Manager	94.63																94.63	94.63
Gash, Leslie	Development Director	719.14				339.00												1,058.14	1,058.14
Gorel, Jason	Chief Financial Officer and Treasurer					1,257.13												1,257.13	1,257.13
Grey-Wolf, Heather	Development Director																	0.00	0.00
Harb, Fadi	Manager, Elevator Services	324.53																324.53	324.53
Henderin, Christina	Legal Counsel, Legal Services Division																	0.00	0.00
Hoppe, Daniel	Director Capital Planning																	0.00	0.00
Howard, Leslie	Director, Program Management and Systems Integration	161.00																161.00	161.00
Ibrahim, Ismail	Director, Compliance and Legal Counsel																	0.00	0.00
Jacques, Stephen	Director, Revitalization & Renewal Communities	99.81																99.81	99.81
Keddy, Jason	Director, Community Safety Unit																	0.00	0.00
Koke, Albert	Project Change Manager, Procurement					339.00												339.00	339.00
Kraljevic, John	Operating Unit Manager																	0.00	0.00
Lawson, William	Director, Strategic Planning & Stakeholder Relations					1,081.40												1,081.40	1,081.40
Leah, Graham	Vice President, Asset Management																	0.00	0.00
Lee, Rose-Ann	Senior Director, Finance																	0.00	0.00
Maharaj, Anand	Vice President, Human Resources																	0.00	0.00
Malloch, Bruce	Director, Strategic Communications																	0.00	0.00
McKenzie, Andrew	Director, Client Care, Dispatch & Vendor Management																	0.00	0.00
Mohamed, Kamrool	District Manager, Community Safety Unit																	0.00	0.00
Moledina, Rahim	Director, Learning & Organization Development																	0.00	0.00
Murray, James Allen	Director, Operations Delivery	230.50																230.50	230.50
Musgrave, Michelle	Director, Community Housing																	0.00	0.00
Nacua, Danilo	Director, Treasury (Interim)																	0.00	0.00
Narine, Patricia	Director, Resident Engagement & Community Development																	0.00	0.00
Pannunizo, Flora	Facilities Manager	143.15				339.00												482.15	482.15
Payne, Laurie	Development Director	95.40																95.40	95.40
Penny, Sheila	Vice President, Facilities Management																	0.00	0.00
Raubfogel, Orna	Legal Counsel, Legal Services Division	42.35																42.35	42.35
Reid, Liz	Vice President, Information Technology	26.00																26.00	26.00
Rhynold, Maria	Manager, Business Systems and Services	115.75																115.75	115.75
Roknic, Mary	Interim Director, Program Services	27.48																27.48	27.48

EMPLOYEE EXPENSES Q1 2015 January 1, 2015 to March 31, 2015																			
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 Q115 Expenses	Total 2015 Expenses
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Salter, Kate	Legal Counsel, Legal Services	48.29																48.29	48.29
Scott, Ken	Senior Director, Procurement	53.57																53.57	53.57
Sharp, Jeffery	Director, Property Accounting																	0.00	0.00
Sheps, David	Facilities Manager	107.56																107.56	107.56
Shewchuk, Andy	Manager, Landscape and Waste Management					339.00												339.00	339.00
Spearn, Greg	Interim President and CEO																	0.00	0.00
Spencer, Pamela	General Counsel and Corporate Secretary	20.00				868.12												888.12	888.12
Steidl, Lori	Manager, Payroll, Benefits & Compensation																	0.00	0.00
Summers, Cynthia	Commissioner of Housing Equity	359.23				922.83												1,282.06	1,282.06
Trajanos, Helen	Director, Insurance & Risk Management	47.11				333.35												380.46	380.46
Tramontozzi, Anna	Corporate Controller																	0.00	0.00
Turner, Roy	Director, Design & Engineering	808.93																808.93	808.93
Vear, Michael	Chief Internal Auditor	148.77				40.00												188.77	188.77
Warsame, Abdul	Director, Community Housing					339.00												339.00	339.00
Williamson, Kenneth	Manager End User Computer Support																	0.00	0.00
Wong, Daisy	Facilities Manager	170.18				1,840.77												2,010.95	2,010.95
Wong, Jessica	Manager, Financial Reporting																	0.00	0.00
Yip, Raymond	Director, Expenditures & Financial Controller																	0.00	0.00
Yung, Cindy	Director, Financial Planning and Analysis																	0.00	0.00
<b>Total</b>	<b>Quarterly Totals</b>	<b>4,583.74</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>9,298.55</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>13,882.29</b>	<b>13,882.29</b>

[1] Pursuant to a Toronto City Council motion approved on March 9, 2011, 'Employees' are defined to be those TCHC employees whose salary exceeds \$100,000.

Shaded area identifies employees who left TCHC's employ in 2015

BOARD OF DIRECTORS EXPENSES 2015																				
COMPARATIVE ANALYSIS																				
Q115 and 2015 Year to Date																				
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			
	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD
<b>Current Board Members</b>																				
Norman(Bud) Purves																	0.00	0.00	0.00	0.00
Munira Abukar																	0.00	0.00	0.00	0.00
Councillor Ana Bailão																	0.00	0.00	0.00	0.00
Zahir Bhaidani																	0.00	0.00	0.00	0.00
Christian Buhagiar																	0.00	0.00	0.00	0.00
Councillor Raymond Cho *																	0.00	0.00	0.00	0.00
Councillor Joe Cressy *																	0.00	0.00	0.00	0.00
Councillor Frank Di Giorgio *																	0.00	0.00	0.00	0.00
Brian Kwan																	0.00	0.00	0.00	0.00
Karen Newman	55.00		55.00														55.00	0.00	55.00	0.00
Catherine Wilkinson																	0.00	0.00	0.00	0.00
Jennifer Wood																	0.00	0.00	0.00	0.00
Audrey Wubbenhorst		38.00		38.00													0.00	38.00	0.00	38.00
<b>Former Board Members</b>																				
Councillor Maria Augimeri **																	0.00	0.00	0.00	0.00
Councillor Frances Nunziata **																	0.00	0.00	0.00	0.00
Councillor Cesar Palacio **																	0.00	0.00	0.00	0.00
<b>Total</b>	<b>55.00</b>	<b>38.00</b>	<b>55.00</b>	<b>38.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>55.00</b>	<b>38.00</b>	<b>55.00</b>	<b>38.00</b>

\* Board member's term began December 3, 2014      \*\* Board member's term ended November 30, 2014

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PRESIDENT AND CEO EXPENSES 2015																				
COMPARATIVE ANALYSIS																				
Q115 and 2015 Year to Date																				
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			
	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD
<b>Current President and CEO (interim)</b>																				
Greg Spearn (eff Apr 25/14) (1)		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
<b>Previous President and CEO</b>																				
Eugene E. Jones (Jan 1/13 to Apr 25/14)	0.00	0.00	0.00	0.00	498.75	0.00	498.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	498.75	0.00	498.75	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>498.75</b>	<b>0.00</b>	<b>498.75</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>498.75</b>	<b>0.00</b>	<b>498.75</b>	<b>0.00</b>

(1) Prior to April 25, 2014 Greg Spearn was the Chief Development Officer of TCHC. His expenses in that role are set out in the Senior Management list of expenses. The expenses disclosed in this table were incurred in his role of President and CEO (interim) from April 25, 2014 onwards.

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EMPLOYEE EXPENSES 2015 [1]

COMPARATIVE ANALYSIS

Q115 and 2015 Year to Date

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			
		Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD
<b>2015 Employees</b>																					
Anckle, Daniel	Director, Resident Access & Support																0.00	0.00	0.00	0.00	
Arpadzic, Arej	Manager Client support & Network Services																0.00	0.00	0.00	0.00	
Araujo, Tony	Director Human Resources																0.00	0.00	0.00	0.00	
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary					96.05		96.05									0.00	96.05	0.00	96.05	
Atungo, Simone	Director, Resident Engagement and Community Development																0.00	0.00	0.00	0.00	
Babcock, Glenys	Sr. Manager, Planning and Bus. Support																0.00	0.00	0.00	0.00	
Barker, Catherine*	Vice President, Human Resources																0.00	0.00	0.00	0.00	
Barei, George	Operating Unit Manager	638.62	415.00	638.62	415.00											638.62	415.00	638.62	415.00		
Bond, Jennifer	Director, Labour Relations and Legal Counsel					237.30		237.30								0.00	237.30	0.00	237.30		
Bradburn, Lenna	Vice President Resident Services	68.69	41.20	68.69	41.20											68.69	41.20	68.69	41.20		
Cassim, Saira	Legal Counsel, Legal Services Division					113.00		113.00								0.00	113.00	0.00	113.00		
Chisholm, Paul	General Manager, Housing Connections		29.25		29.25											0.00	29.25	0.00	29.25		
D'Souza, Cheryl	Senior Legal Counsel					474.60		474.60								0.00	474.60	0.00	474.60		
DeVito, John*	Manager, IT Business Systems Services															0.00	0.00	0.00	0.00		
Dyer, Boyd	Manager, Special Projects					339.00		339.00								0.00	339.00	0.00	339.00		
Fox, Nancy	Operating Unit Manager	474.56	254.91	474.56	254.91											474.56	254.91	474.56	254.91		
Garrett, Kimberley	Interim Director, Seniors, Houses and West (interim)	137.52	94.63	137.52	94.63											137.52	94.63	137.52	94.63		
Gash, Leslie	Development Director	686.36	719.14	686.36	719.14			339.00		339.00						686.36	1,058.14	686.36	1,058.14		
Gorel, Jason	Chief Financial Officer and Treasurer					2,056.60	1,257.13	2,056.60	1,257.13							2,056.60	1,257.13	2,056.60	1,257.13		
Grey-Wolf, Heather	Development Director															0.00	0.00	0.00	0.00		
Harb, Fadi	Manager, Elevator Services	608.99	324.53	608.99	324.53											608.99	324.53	608.99	324.53		
Henderin, Christina	Legal Counsel, Legal Services Division	14.75		14.75												14.75	0.00	14.75	0.00		
Hoppe, Daniel	Director Capital Planning															0.00	0.00	0.00	0.00		
Howard, Leslie	Director, Program Management and Systems Integration	129.32	161.00	129.32	161.00											129.32	161.00	129.32	161.00		
Ibrahim, Ismail	Director, Compliance and Legal Counsel															0.00	0.00	0.00	0.00		
Jacques, Stephen Robert*	Director, Revitalization & Renewal Communities		99.81		99.81											0.00	99.81	0.00	99.81		
Keddy, Jason	Director, Community Safety Unit															0.00	0.00	0.00	0.00		
Koke, Albert	Project Change Manager, Procurement					339.00		339.00								0.00	339.00	0.00	339.00		
Kraljevic, John	Operating Unit Manager	85.50		85.50												85.50	0.00	85.50	0.00		
Lawson, William	Director, Strategic Planning & Stakeholder Relations					1,487.48	1,081.40	1,487.48	1,081.40							1,487.48	1,081.40	1,487.48	1,081.40		
Leah, Graham	VP, Asset Management															0.00	0.00	0.00	0.00		
Lee, Rose-Ann*	Senior Director, Finance															0.00	0.00	0.00	0.00		
Maharaj, Anand	VP, Human Resources															0.00	0.00	0.00	0.00		
Malloch, Bruce	Director, Strategic Communications															0.00	0.00	0.00	0.00		
McKenzie, Andrew*	Director, Client Care,															0.00	0.00	0.00	0.00		
Mohamed, Kamrool	Director Community Safety Unit (interim)															0.00	0.00	0.00	0.00		
Moledina, Rahim	Director, Learning & Organization Development															0.00	0.00	0.00	0.00		
Murray, James Allen	Director, Operations Delivery	95.24	230.50	95.24	230.50											95.24	230.50	95.24	230.50		
Musgrave, Michelle*	Director, Community Housing															0.00	0.00	0.00	0.00		
Nacua, Danilo	Director, Treasury (interim)															0.00	0.00	0.00	0.00		
Narine, Patricia	Director, Resident Engagement & Community Development															0.00	0.00	0.00	0.00		
Pannunizo, Flora	Facilities Manager		143.15		143.15		339.00		339.00							0.00	482.15	0.00	482.15		
Payne, Laurie	Development Director		95.40		95.40											0.00	95.40	0.00	95.40		
Penny, Sheila	VP, Facilities Management															0.00	0.00	0.00	0.00		
Raubfogel, Orna	Legal Counsel, Legal Services Division		42.35		42.35											0.00	42.35	0.00	42.35		
Reid, Liz	VP, Information Technology	84.00	26.00	84.00	26.00											84.00	26.00	84.00	26.00		
Rhynold, Maria*	Manager, Business Systems & Services		115.75		115.75												115.75		115.75		
Roknic, Mary	Interim Director, Program Services	122.18	27.48	122.18	27.48											122.18	27.48	122.18	27.48		
Salter, Kate	Legal Counsel, Legal Services	15.96	48.29	15.96	48.29	4,401.35		4,401.35								4,417.31	48.29	4,417.31	48.29		
Scott, Ken	Senior Director, Procurement	225.24	53.57	225.24	53.57											225.24	53.57	225.24	53.57		
Sharp, Jeffery	Director, Property Accounting															0.00	0.00	0.00	0.00		

EMPLOYEE EXPENSES 2015 [1]																					
COMPARATIVE ANALYSIS																					
Q115 and 2015 Year to Date																					
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			
		Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD	Q114	Q115	2014 YTD	2015 YTD
Sheps, David	Facilities Manager		107.56		107.56													0.00	107.56	0.00	107.56
Shewchuk, Andy	Manager, Landscape and Waste Management								339.00									0.00	339.00	0.00	339.00
Spearn, Greg	Interim President and CEO																	0.00	0.00	0.00	0.00
Spencer, Pamela	General Counsel and Corporate Secretary	21.50	20.00	21.50	20.00				868.12									21.50	888.12	21.50	888.12
Steidl, Lori	Manager, Payroll, Benefits & Compensation																	0.00	0.00	0.00	0.00
Summers, Cynthia	Commissioner of Housing Equity	58.50	359.23	58.50	359.23				922.83									58.50	1,282.06	58.50	1,282.06
Trajanos, Helen*	Director, Insurance & Risk Management		47.11		47.11				333.35									0.00	380.46	0.00	380.46
Tramontozzi, Anna	Corporate Controller																	0.00	0.00	0.00	0.00
Turner, Roy	Director, Design & Engineering		808.93		808.93													0.00	808.93	0.00	808.93
Year, Michael	Chief Internal Auditor	55.75	148.77	55.75	148.77				40.00									55.75	188.77	55.75	188.77
Warsame, Abdul	Director, Community Housing (interim)	366.21		366.21					339.00									366.21	339.00	366.21	339.00
Williamson, Kenneth	Manager End User Computer Support																	0.00	0.00	0.00	0.00
Wong, Daisy	Facilities Manager	424.81	170.18	424.81	170.18				1,840.77									424.81	2,010.95	424.81	2,010.95
Wong, Jessica	Manager, Financial Reporting																	0.00	0.00	0.00	0.00
Yip, Raymond	Director, Expenditures & Financial Controllor																	0.00	0.00	0.00	0.00
Yung, Cindy	Director, Financial Planning and Analysis																	0.00	0.00	0.00	0.00
<b>2014 Employees Not On 2015 List</b>																					
Alli, Lloyd	Director, Construction Services																	0.00	0.00	0.00	0.00
Brenner, Maurice	Managing Director, Diversity, Fairness & Human Rights																	0.00	0.00	0.00	0.00
Brioux, Tom	Manager Contract Compliance & Equity																	0.00	0.00	0.00	0.00
Claeys, Jessica	Director Financial Controls (interim )	190.42		190.42														190.42	0.00	190.42	0.00
Davies, Lisa	Senior Legal Counsel																	0.00	0.00	0.00	0.00
Ellis, Sharon	Assoc. Director Human Resources	9.25		9.25														9.25	0.00	9.25	0.00
Lin, Janie	Legal Counsel																	0.00	0.00	0.00	0.00
Llewellyn-Thomas, Kathleen	Chief Operating Officer																	0.00	0.00	0.00	0.00
Melito, Matteo	Manager, IT Security and Controls																	0.00	0.00	0.00	0.00
Overholt, Lisa-Joan	Senior Director, Community Safety and Council Liaison								5,112.20									5,112.20	0.00	5,112.20	0.00
Smith, Martha	Director Program Services																	0.00	0.00	0.00	0.00
Wong, Michelle	General Counsel and Corporate Secretary																	0.00	0.00	0.00	0.00
Yorke, Gary	Director, Vendor Management and Dispatch																	0.00	0.00	0.00	0.00
Zekavica, Bora	Senior Director, Finance																	0.00	0.00	0.00	0.00
																		0.00	0.00	0.00	0.00
<b>Total</b>	<b>Quarterly Totals</b>	<b>4,513.37</b>	<b>4,583.74</b>	<b>4,513.37</b>	<b>4,583.74</b>	<b>13,057.63</b>	<b>9,298.55</b>	<b>13,057.63</b>	<b>9,298.55</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>17,571.00</b>	<b>13,882.29</b>	<b>17,571.00</b>	<b>13,882.29</b>

[1] Pursuant to a Toronto City Council motion approved on March 9, 2011, 'Employees' are defined to be those TCHC employees whose salary exceeds \$100,000.

Shaded area identifies employees who left TCHC's employ in 2015.

\* Employee was not on the list in 2014