



Review of Board, President and CEO, and Employee Expenses Q4 2014

Item 6
April 16, 2015
Building, Investment, Finance and Audit Committee

To: Building, Investment, Finance and Audit Committee (BIFAC) **Report:** BIFAC:2015-21

From: Chief Internal Auditor

Date: April 7, 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 fourth quarter of 2014.

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 motion¹:

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.

¹ 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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Expenses of the Directors are approved by the Chair to ensure the expenses claimed are incurred in the performance of duties related to TCHC.

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).

Expenses Incurred Q4 2014

As set out in the attachments to this report, the total expenses for Q4 2014 are as follows:

	Q4 2014
Board of Directors (Attachment 1)	\$3,103.60
President and CEO (Attachment 2)	\$0.00
Employees (Attachment 3)	<u>\$19,770.88</u>
Total	<u>\$22,874.48</u>

Comparative Summary of Expenses

At the Committee's November 27, 2014 meeting the Chair requested that in future reporting of Board, CEO, and Employee expenses comparative amounts for the same period in the previous year should also be provided.

The following table shows the comparative amounts of these expenses for the quarter and the year ending December 31, 2014.

	Quarter Comparison		Total Year Comparison	
	Q4 2013	Q4 2014	2013 Total Yr	2014 Total Yr
Board of Directors (Attachment 4)	\$625.80	\$3,103.60	\$3,203.05	\$3,442.77
President and CEOs ² (Attachment 5)	\$6,154.61	\$0.00	\$11,282.45	\$1,952.27
Employees (Attachment 6)	<u>\$26,338.43</u>	<u>\$19,770.88</u>	<u>\$54,530.66</u>	<u>\$74,189.77</u>
Total	<u>\$33,118.84</u>	<u>\$22,874.48</u>	<u>\$69,016.16</u>	<u>\$79,584.81</u>

² 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 Q4 2014 were included in the 2014 operating budget.

“Michael Vear”

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

- Attachments:**
- 1: Board of Director Expenses Q4 2014
 - 2: President and CEO Expenses Q4 2014
 - 3: Employee Expenses Q4 2014
 - 4: Board of Director Expenses 2014 Comparative Analysis
 - 5: President and CEO Expenses 2014 Comparative Analysis
 - 6: Employee Expenses 2014 Comparative Analysis

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Employee Expense Control Clerk Leela.Diptee@torontohousing.ca

Review of Board, President and CEO, and Senior Management Expenses Q4 2014

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BOARD OF DIRECTORS EXPENSES Q4 2014																			
October 1, 2014 - December 31, 2014																			
Employee Name	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 Q414 Expenses	Cumulative 2014 Expenses	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
Current Board Members																			
Norman(Bud) Purves																	0.00	0.00	
Munira Abukar																	0.00	0.00	
Councillor Ana Bailão																	0.00	0.00	
Zahir Bhaidani			16.25	17.05				1,843.57									1,860.62	1,876.87	
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	55.00																0.00	55.00	
Catherine Wilkinson				28.00			207.92	1,214.98									1,242.98	1,450.90	
Jennifer Wood																	0.00	0.00	
Audrey Wubbenhorst		36.00	24.00														0.00	60.00	
Former Board Members																			
Councillor Maria Augimeri **																	0.00	0.00	
Councillor Frances Nunziata **																	0.00	0.00	
Councillor Cesar Palacio **																	0.00	0.00	
Total	55.00	36.00	40.25	45.05	0.00	0.00	207.92	3,058.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,103.60	3,442.77
* Board member's term began December 3, 2014 ** Board member's term ended November 30, 2014																			

**Toronto Community Housing
 President and CEO Expenses Q4 2014
 Greg Spearn
 (interim)
 October 1, 2014 - December 31, 2014**

Report: BIFAC:2015-21

Business Travel

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

Dates	Purpose, Description and Location	Total Expense
Total		0.00

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
Total		0.00

Hospitality and Protocol

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

Dates	Purpose, Description and Location	Total Expense
Total		0.00

Other Expenses

(Any expense not included in the other categories)

Dates	Purpose, Description and Location	Total Expense
Total		0.00

Review of Board, President and CEO, and Employee Expenses Q4 2014
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EMPLOYEE EXPENSES Q4 2014 [1]
October 1, 2014 to December 31, 2014

Employee Name	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 Q414 Expenses	Cumulative 2014 Expenses
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Anckle, Daniel																	0.00	0.00
Arpadzic, Arej																	0.00	0.00
Araujo, Tony																	0.00	0.00
Asturi, Marta																	0.00	0.00
Atungo, Simone																	0.00	0.00
Babcock, Glenys																	0.00	0.00
Barei, George	638.62	582.07	459.88	444.77													444.77	2,125.34
Bond, Jennifer								786.48	632.80								632.80	1,419.28
Bradburn, Lenna	68.69	52.65	72.25	122.58			2,300.12										122.58	2,616.29
Brenner, Maurice							1,190.00										0.00	1,190.00
Brioux, Tom																	0.00	0.00
Cassim, Saira								734.50	470.22								470.22	1,204.72
Chisholm, Paul				27.50				1,356.00	75.00								102.50	1,458.50
Claeys, Jessica		17.10															0.00	17.10
Davies, Lisa																	0.00	0.00
D'Souza, Cheryl								379.68									0.00	379.68
Dyer, Boyd																	0.00	0.00
Ellis, Sharon	9.25																0.00	9.25
Fox, Nancy		317.26	477.31	289.20													289.20	1,083.77
Garrett, Kimberley	137.52	76.03	150.33	86.48													86.48	450.36
Gash, Leslie	686.36	635.90	531.48	284.15				108.85	2,932.35					517.03			3,216.50	5,696.12
Gorel, Jason				119.86	2,056.60			960.50	847.62								967.48	3,984.58
Grey-Wolf, Heather																	0.00	0.00
Harb, Fadi	608.99	193.67	461.72	508.69					519.80								1,028.49	2,292.87
Henderin, Christina		27.50						439.69									0.00	467.19
Hoppe, Daniel			745.36	21.56													21.56	766.92
Howard, Leslie	129.32	47.70	319.00	147.00													147.00	643.02
Ibrahim, Ismail								2,597.87									0.00	2,597.87
Keddy, Jason																	0.00	0.00
Koke, Albert		70.88	54.34	27.82													27.82	153.04
Kraljevic, John	85.50	30.00	45.00	16.00													16.00	176.50
Lawson, William				6.00	1,487.48												6.00	1,493.48
Leah, Graham																	0.00	0.00
Lin, Janie																	0.00	0.00
Llewellyn-Thomas, Kathleen																	0.00	0.00
Maharaj, Anand										75.00				150.00			0.00	225.00
Malloch, Bruce									374.44								374.44	374.44
Melito, Matteo																	0.00	0.00
Mohamed, Kamrool																	0.00	0.00
Moledina, Rahim								1,356.00									0.00	1,356.00
Murray, James Allen	95.24	217.21	177.00	194.78													194.78	684.23
Nacua, Danilo																	0.00	0.00

EMPLOYEE EXPENSES Q4 2014 [1]
October 1, 2014 to December 31, 2014

Employee Name	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 Q414 Expenses	Cumulative 2014 Expenses
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Narine, Patricia																	0.00	0.00
Overholt, Lisa-Joan					5,112.20	-1,501.85	678.00										0.00	4,288.35
Pannunizo, Flora				200.02													200.02	200.02
Payne, Laurie		28.50		152.91		1,342.12	1,263.54	1,009.62									1,162.53	3,796.69
Penny, Sheila						670.00											0.00	670.00
Raubfogel, Orna			40.80	86.34			406.80										86.34	533.94
Reid, Liz	84.00	90.00															0.00	174.00
Roknic, Mary	122.18	62.67	27.75	110.30													110.30	322.90
Salter, Kate	15.96	17.05		29.50	4,401.35		4,514.35										29.50	8,978.21
Scott, Ken	225.24	236.12		131.91		3,895.00		525.01									656.92	5,013.28
Sharp, Jeffery																	0.00	0.00
Sheps, David				43.58													43.58	43.58
Shewchuk, Andy																	0.00	0.00
Smith, Martha																	0.00	0.00
Spearn, Greg																	0.00	0.00
Spencer, Pamela	21.50	64.00	63.50	120.36			1,045.25	1,685.75									1,806.11	3,000.36
Steidl, Lori																	0.00	0.00
Summers, Cynthia	58.50	308.05	62.06	172.48		247.30	395.50	2,064.13									2,236.61	3,308.02
Tramontozzi, Anna				25.00													25.00	25.00
Turner, Roy			697.51	964.20													964.20	1,661.71
Vear, Michael	55.75	216.98		265.40		1,303.66		736.37									1,001.77	2,578.16
Warsame, Abdul	366.21	236.06	128.67	678.25													678.25	1,409.19
Williamson, Kenneth																	0.00	0.00
Wong, Daisy	424.81	547.81	363.47	194.58				2,426.55									2,621.13	3,957.22
Wong, Jessica			7.59														0.00	7.59
Wong, Michelle																	0.00	0.00
Yip, Raymond																	0.00	0.00
Yorke, Gary							1,356.00										0.00	1,356.00
Yung, Cindy																	0.00	0.00
Zekavica, Bora																	0.00	0.00
Total	3,833.64	4,075.21	4,885.02	5,471.22	13,057.63	9,446.35	18,379.01	14,299.66	0.00	75.00	0.00	0.00	0.00	667.03	0.00	0.00	19,770.88	74,189.77

[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 2014.

Review of Board, President and CEO, and Senior Management Expenses Q4 2014

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BOARD OF DIRECTORS EXPENSES 2014

COMPARATIVE ANALYSIS

Q414 and 2014 Total Year

Employee Name	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			
	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr
Current Board Members																				
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	15.60	17.05	78.60	33.30		1,843.57		1,843.57									15.60	1,860.62	78.60	1,876.87
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													0.00	0.00	0.00	55.00
Catherine Wilkinson		28.00	23.00	28.00	610.20	1,214.98	1,118.70	1,422.90									610.20	1,242.98	1,141.70	1,450.90
Jennifer Wood																	0.00	0.00	0.00	0.00
Audrey Wubbenhorst			119.75	60.00			1,695.00								168.00		0.00	0.00	1,982.75	60.00
Former Board Members																				
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
Total	15.60	45.05	221.35	176.30	610.20	3,058.55	2,813.70	3,266.47	0.00	0.00	0.00	0.00	0.00	0.00	168.00	0.00	625.80	3,103.60	3,203.05	3,442.77

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

Review of Board, President and CEO, and Senior Management Expenses Q4 2014

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PRESIDENT AND CEO EXPENSES 2014																				
COMPARATIVE ANALYSIS																				
Q414 and 2014 Total Year																				
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			
	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr
Current President and CEO (interim)																				
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
Previous President and CEO																				
Eugene E. Jones (Jan 1/13 to Apr 25/14)	41.50	0.00	974.62	0.00	6,113.11	0.00	9,774.40	1,952.27	0.00	0.00	533.43	0.00	0.00	0.00	0.00	0.00	6,154.61	0.00	11,282.45	1,952.27
Total	41.50	0.00	974.62	0.00	6,113.11	0.00	9,774.40	1,952.27	0.00	0.00	533.43	0.00	0.00	0.00	0.00	0.00	6,154.61	0.00	11,282.45	1,952.27

(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.

Review of Board, President and CEO, and Employee Expenses Q4 2014
 April 16, 2015 BIFAC Meeting - Report: BIFAC:2015-21

EMPLOYEE EXPENSES 2014 [1]

COMPARATIVE ANALYSIS

Q414 and 2014 Total Year

Employee Name	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)				Q413
	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	
2014 Employees																	
Anckle, Daniel*																	
Arpadzic, Arej																0.00	
Araujo, Tony*																	
Asturi, Marta							237.30									0.00	
Atungo, Simone*																	
Babcock, Glenys*																	
Barei, George	719.18	444.77	2,593.26	2,125.34												719.18	
Bond, Jennifer					898.35	632.80	898.35	1,419.28								898.35	
Bradburn, Lenna*		122.58		316.17				2,300.12									
Brenner, Maurice*								1,190.00									
Brioux, Tom*																	
Cassim, Saira*							470.22	1,204.72									
Chisholm, Paul	28.00	27.50	119.75	27.50	841.85	75.00	1,417.76	1,431.00								869.85	
Claeys, Jessica*				17.10													
Davies, Lisa							248.60									0.00	
D'Souza, Cheryl*								379.68									
Dyer, Boyd																0.00	
Ellis, Sharon*				9.25													
Fox, Nancy*		289.20		1,083.77													
Garrett, Kimberley	93.03	86.48	624.11	450.36												93.03	
Gash, Leslie	633.96	284.15	2,086.99	2,137.89		2,932.35	133.59	3,041.20							517.03	633.96	
Gorel, Jason		119.86		119.86	125.00	847.62	1,876.50	3,864.72						4,145.19		125.00	
Grey-Wolf, Heather							2,317.91							500.00		0.00	
Harb, Fadi		508.69	1,930.00	1,773.07	983.10	519.80	983.10	519.80					75.00	75.00		1,058.10	
Henderin, Christina*				27.50				439.69									
Hoppe, Daniel*		21.56		766.92													
Howard, Leslie*		147.00		643.02													
Ibrahim, Ismail								2,597.87								0.00	
Keddy, Jason*																	
Koke, Albert		27.82	16.60	153.04												0.00	
Kraljevic, John	30.00	16.00	358.34	176.50												30.00	
Lawson, William		6.00		6.00	728.47		1,559.30	1,487.48					4,294.00	4,294.00		5,022.47	
Leah, Graham																0.00	
Lin, Janie			397.01										40.00	40.00		40.00	
Llewellyn-Thomas, Kathleen					2,187.53		2,187.53									2,187.53	
Maharaj, Anand							710.09				75.00				150.00	0.00	
Malloch, Bruce					559.35	374.44	559.35	374.44								559.35	
Melito, Matteo*																	
Mohamed, Kamrool*																	
Moledina, Rahim*								1,356.00									

Review of Board, President and CEO, and Employee Expenses Q4 2014

EMPLOYEE EXPENSES 2014 [1]
COMPARATIVE ANALYSIS
Q414 and 2014 Total Year

Employee Name	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)				Q413
	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	
Murray, James Allen*		194.78		684.23													
Nacua, Danilo*																	
Narine, Patricia							1,082.63									0.00	
Overholt, Lisa-Joan					4,564.86		4,564.86	4,288.35							70.50	4,564.86	
Pannunizo, Flora*		200.02		200.02													
Payne, Laurie	14.04	152.91	134.87	181.41	400.64	1,009.62	400.64	3,615.28								414.68	
Penny, Sheila					2,617.37		2,617.37	670.00								2,617.37	
Raubfogel, Orna*		86.34		127.14				406.80									
Reid, Liz	87.00		357.78	174.00												87.00	
Roknic, Mary	68.56	110.30	376.46	322.90												68.56	
Salter, Kate	16.33	29.50	16.33	62.51				8,915.70								16.33	
Scott, Ken	348.96	131.91	833.36	593.27		525.01		4,420.01								348.96	
Sharp, Jeffery																0.00	
Sheps, David*		43.58		43.58													
Shewchuk, Andy			811.12													0.00	
Smith, Martha			278.46													0.00	
Spearn, Greg			91.75													0.00	
Spencer, Pamela*		120.36		269.36		1,685.75		2,731.00									
Steidl, Lori																0.00	
Summers, Cynthia*		172.48		601.09		2,064.13		2,706.93									
Tramontozzi, Anna		25.00		25.00												0.00	
Turner, Roy*		964.20		1,661.71													
Vear, Michael	153.82	265.40	225.84	538.13	1,407.58	736.37	1,407.58	2,040.03								1,561.40	
Warsame, Abdul	63.93	678.25	823.65	1,409.19												63.93	
Williamson, Kenneth*																	
Wong, Daisy	734.65	194.58	1,748.65	1,530.67		2,426.55		2,426.55								734.65	
Wong, Jessica				7.59												0.00	
Wong, Michelle			1,095.87											724.93		0.00	
Yip, Raymond*																	
Yorke, Gary								1,356.00								0.00	
Yung, Cindy					915.30		915.30									915.30	
Zekavica, Bora													12.45		12.45	12.45	

2013 Employees Not On 2014 List

Booth, Leslie			128.77													0.00
Boushel, Mary	56.16		141.96													56.16
Burr, Thomas																0.00
Canton, Lou	50.75		50.75										57.46		57.46	108.21
Demelo, Jim																0.00
Dowdall, Charles			105.56													0.00
Elwedini, Omar			250.74													0.00

EMPLOYEE EXPENSES 2014 [1]																	
COMPARATIVE ANALYSIS																	
Q414 and 2014 Total Year																	
Employee Name	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)				Q413
	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	Q413	Q414	2013 Total Yr	2014 Total Yr	
Floros, Steve																0.00	
Haney-Kileeg, Michelle					2,033.75		2,033.75									2,033.75	
Jeung, Philip	245.15		1,417.03													245.15	
Mesec, Roman																0.00	
Samater, Ahmed			83.20													0.00	
Sutton, Frank	114.67		114.67													114.67	
Ward, Bill																0.00	
Waterman, Scott																0.00	
Wong, Siew	138.18		1,246.74													138.18	
Total	3,596.37	5,471.22	18,459.62	18,265.09	18,263.15	14,299.66	26,151.51	55,182.65	0.00	0.00	0.00	75.00	4,478.91	0.00	9,919.53	667.03	26,338.43

[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 2014.

* Employee was not on the list in 2013