



Review of Board, President and CEO, and Employee Expenses Q3 2015

Item 8

February 10, 2016

Building Investment, Finance and Audit Committee

Report: BIFAC:2016-15

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

From: Chief Internal Auditor

Date: January 19, 2016

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 third quarter of 2015.

RECOMMENDATION:

It is recommended that the Building Investment, Finance and Audit Committee (“the Committee”) 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 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.

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

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.

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 Q3 2015

As set out in the attachments to this report, the total expenses for Q3 2015 are summarized as follows:

| | Q3 2015 |
|-----------------------------------|--------------------|
| Board of Directors (Attachment 1) | \$1,099.05 |
| President and CEO (Attachment 2) | \$0.00 |
| Employees (Attachment 3) | <u>\$14,802.71</u> |
| Total | <u>\$15,901.76</u> |

Comparative Summary of Expenses

The following table shows the 2015 and 2014 comparative amounts of these expenses for the third quarter and year to date ending September 30, 2015:

| | Quarter Comparison | | Year to Date Comparison | |
|--|---------------------------|--------------------|--------------------------------|--------------------|
| | Q3 2015 | Q3 2014 | 2015 | 2014 |
| Board of Directors (Attachment 4) | \$1,099.05 | \$224.17 | \$1,174.18 | \$315.17 |
| President and CEOs ² (Attachment 5) | \$0.00 | \$0.00 | \$0.00 | \$1,226.62 |
| Employees (Attachment 6) | <u>\$14,802.71</u> | <u>\$23,264.03</u> | <u>\$46,962.92</u> | <u>\$55,645.51</u> |
| Total | <u>\$15,901.76</u> | <u>\$23,488.20</u> | <u>\$48,137.10</u> | <u>\$57,187.30</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 Q3 2015 were included in the 2015 operating budget.

SIGNATURE:

“Michael Vear”

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

- Attachment:**
- 1: Board of Director Expenses Q3 2015
 - 2: President and CEO Expenses Q3 2015
 - 3: Employee Expenses Q3 2015
 - 4: Board of Director Expenses 2015 Comparative Analysis Q3 2015
 - 5: President and CEO Expenses 2015 Comparative Analysis Q3 2015
 - 6: Employee Expenses 2015 Comparative Analysis Q3 2015

Staff Michael Vear416-981-4065
Contacts: Chief Internal Auditor Michael.Vear@torontohousing.ca

L. Diptee416-981-4052
Employee Expense Control Clerk Leela.Diptee@torontohousing.ca

| BOARD OF DIRECTORS EXPENSES Q3 2015 | | | | | | | | | | | | | | | | | | | |
|-------------------------------------|--|--------------|--------------|-------------|--|-------------|-----------------|-------------|--|-------------|-------------|-------------|--|-------------|-------------|-------------|---------------------|--------------------------|-----------------|
| July 1, 2015 - September 30, 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 Q315 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 |
| Councillor Ana Bailão | | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Christian Buhagiar | | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Robert Carlo ¹ | | | 13.00 | | | | 644.10 | | | | | | | | | | | 657.10 | 657.10 |
| 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 |
| Audrey Wubbenhorst | 38.00 | | 29.50 | | | | 412.45 | | | | | | | | | | | 441.95 | 479.95 |
| | | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Former Board Members | | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Munira Abukar ² | | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Zahir Bhaidani ² | | 37.13 | | | | | | | | | | | | | | | | 0.00 | 37.13 |
| Jennifer Wood ³ | | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Total | 38.00 | 37.13 | 42.50 | 0.00 | 0.00 | 0.00 | 1,056.55 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,099.05 | 1,174.18 |

¹ Board member's term began June 15, 2015 ² Board member's term ended June 2015 ³ Board member's term ended March 2015.

Toronto Community Housing
President and CEO Expenses Q3 2015
Greg Spearn
(interim)
July 1, 2015 - September 30, 2015

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 |

| EMPLOYEE EXPENSES Q3 2015 | | | | | | | | | | | | | | | | | | | |
|------------------------------------|---|--|--------|--------|----|--|----------|----------|----|--|----|--------|----|--|----|----|----|---------------------|---------------------|
| July 1, 2015 to September 30, 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 Q315 Expenses | Total 2015 Expenses |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | | |
| Adey Virginia | Director Services Integration & Delivery (interim) | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Anckle, Daniel | Director, Resident Access and Support Services | | | | | | | 355.95 | | | | | | | | | | 355.95 | 355.95 |
| Araujo, Tony | Director, Payroll and Benefits | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Arellano-Chua, Joy | Director, Treasury | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Arpadzic, Arej | Manager Client support & Network Services | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Asturi, Marta | Legal Counsel and Assistant Corporate Secretary | | | | | 96.05 | | | | | | | | | | | | 0.00 | 96.05 |
| Atungo, Simone | Director, Resident Engagement and Community Development | | | | | | 555.00 | | | | | | | | | | | 0.00 | 555.00 |
| Babcock, Glenys | Senior Manager, Planning & Business Support | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Barei, George | Operating Unit Manager | 415.00 | 467.47 | 477.52 | | | | | | | | | | | | | | 477.52 | 1,359.99 |
| Barker, Catherine | Vice President, Human Resources | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Bond, Jennifer | Director, Labour Relations and Legal Counsel | | | | | 237.30 | | | | | | | | | | | | 0.00 | 237.30 |
| Bradburn, Lenna | Vice President Resident Services | 41.20 | 19.31 | | | | | | | | | | | | | | | 0.00 | 60.51 |
| Cassim, Saira | Legal Counsel, Legal Services Division | | | | | 113.00 | | | | | | | | | | | | 0.00 | 113.00 |
| Chisholm, Paul | General Manager, Housing Connections | 29.25 | | 28.32 | | | | | | | | | | | | | | 28.32 | 57.57 |
| Coito, Ilidio | Senior Construction Manager | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| D'Souza, Cheryl | Senior Legal Counsel | | | | | 474.60 | | 600.03 | | | | | | | | | | 600.03 | 1,074.63 |
| DeVito, John | Manager, IT Business Systems Services | | | | | | | 2,135.70 | | | | | | | | | | 2,135.70 | 2,135.70 |
| Dyer, Boyd | Manager, Special Projects | | | | | 339.00 | | | | | | | | | | | | 0.00 | 339.00 |
| Fox, Nancy | Operating Unit Manager | 254.91 | 489.39 | 388.77 | | | | | | | | | | | | | | 388.77 | 1,133.07 |
| Garrett, Kimberley | Operating Unit Manager | 94.63 | 117.40 | 165.44 | | | | | | | | | | | | | | 165.44 | 377.47 |
| Gash, Leslie | Development Director | 719.14 | 523.47 | 298.47 | | 339.00 | 1,590.87 | | | | | | | | | | | 298.47 | 3,470.95 |
| Goldvine, Sara | Manager, Media Relations & Issues Management | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Gorel, Jason | Chief Financial Officer and Treasurer | | | | | 1,257.13 | 898.35 | 1,290.00 | | | | 282.50 | | | | | | 1,572.50 | 3,727.98 |
| Grey-Wolf, Heather | Development Director | | | | | | | 1,608.95 | | | | | | | | | | 1,608.95 | 1,608.95 |
| Harb, Fadi | Manager, Elevator Services | 324.53 | 294.49 | 533.28 | | | | 548.05 | | | | | | | | | | 1,081.33 | 1,700.35 |
| 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 | 122.00 | 113.00 | | | | | | | | | | | | | | 113.00 | 396.00 |
| Ibrahim, Ismail | Director, Compliance and Legal Counsel | | | | | | | 141.25 | | | | | | | | | | 141.25 | 141.25 |
| Jacques, Stephen | Director, Revitalization & Renewal Communities | 99.81 | 176.28 | | | | 1,955.89 | | | | | | | | | | | 0.00 | 2,231.98 |
| Jeffers, Marva | Operating Unit Manager | | | 69.42 | | | | | | | | | | | | | | 69.42 | 69.42 |
| Johnson, Gail | Director, Resident Engagement & Community Development (interim) | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Keddy, Jason | Director, Community Safety Unit | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Koke, Albert | Project Change Manager, Procurement | | 19.08 | 49.00 | | 339.00 | | | | | | | | | | | | 49.00 | 407.08 |
| Kraljevic, John | Operating Unit Manager | | 114.50 | 76.00 | | | | | | | | | | | | | | 76.00 | 190.50 |
| Lam, Linda | Manager, Structural and Parking Garage | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Lawson, William | Director, Strategic Planning & Stakeholder Relations | | | | | 1,081.40 | | 412.45 | | | | | | | | | | 412.45 | 1,493.85 |
| Leah, Graham | Vice President, Asset Management | | | | | | 212.99 | | | | | | | | | | | 0.00 | 212.99 |
| Lee, Rose-Ann | Senior Director, Finance | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Liu, Wei | Manager, Property Accounting | | | | | | | | | | | | | | | | | 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 |
| Millward, Ted | Legal Counsel | | | | | | | 197.75 | | | | | | | | | | 197.75 | 197.75 |
| 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 | 204.40 | 142.50 | | | | | | | | | | | | | | 142.50 | 577.40 |
| 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 | 100.71 | | | 339.00 | | | | | | | | | | | | 0.00 | 582.86 |
| Payne, Laurie | Development Director | 95.40 | 60.90 | | | | 2,482.69 | | | | | | | | | | | 0.00 | 2,638.99 |
| Penny, Sheila | Vice President, Facilities Management | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Petralito, Sam | Senior Director, Procurement (interim) | | | 156.00 | | | | | | | | | | | | | | 156.00 | 156.00 |
| Raubfogel, Orna | Legal Counsel, Legal Services Division | 42.35 | 185.58 | 191.16 | | | | | | | | | | | | | | 191.16 | 419.09 |
| Reid, Elizabeth | Vice President, Information Technology | 26.00 | | | | | | | | | | | | | | | | 0.00 | 26.00 |
| Rhynold, Maria | Manager, Business Systems and Services | 115.75 | 123.34 | 174.23 | | | | | | | | | | | | | | 174.23 | 413.32 |
| Robson, Heather | Legal Counsel | | | 39.12 | | | | 495.00 | | | | | | | | | | 534.12 | 534.12 |
| Roknic, Mary | Interim Director, Program Services | 27.48 | 44.64 | 32.37 | | | | | | | | | | | | | | 32.37 | 104.49 |
| Salter, Kate | Legal Counsel, Legal Services | 48.29 | | | | | | 395.50 | | | | | | | | | | 395.50 | 443.79 |
| Scott, Ken | Senior Director, Procurement | 53.57 | 41.70 | | | | | | | | | | | | | | | 0.00 | 95.27 |
| Sharp, Jeffery | Director, Property Accounting | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Sheps, David | Facilities Manager | 107.56 | 115.09 | 86.86 | | | | | | | | | | | | | | 86.86 | 309.51 |
| Shewchuk, Andy | Manager, Landscape and Waste Management | | | | | 339.00 | | | | | | | | | | | | 0.00 | 339.00 |
| Spearn, Greg | Interim President and CEO | | | | | | | | | | | | | | | | | 0.00 | 0.00 |

| EMPLOYEE EXPENSES Q3 2015 | | | | | | | | | | | | | | | | | | | |
|------------------------------------|---|--|-----------------|-----------------|-------------|--|------------------|-----------------|-------------|--|-------------|---------------|-------------|--|-------------|-------------|-------------|---------------------|---------------------|
| July 1, 2015 to September 30, 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 Q315 Expenses | Total 2015 Expenses |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | | |
| Spencer, Pamela | General Counsel and Corporate Secretary | 20.00 | 36.10 | | | 868.12 | | | | | | | | | | | | 0.00 | 924.22 |
| Steidl, Lori | Manager, Payroll, Benefits & Compensation | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Strohmeier, Debbie | Senior Business Systems Manager | | | 47.22 | | | | | | | | | | | | | | 47.22 | 47.22 |
| Summers, Cynthia | Commissioner of Housing Equity | 359.23 | 383.58 | 255.78 | | 922.83 | 1,446.33 | | | | | | | | | | | 255.78 | 3,367.75 |
| Trajanos, Helen | Director, Insurance & Risk Management | 47.11 | 4.11 | | | 333.35 | | | | | | | | | | | | 0.00 | 384.57 |
| Tramontozzi, Anna | Corporate Controller | | | | | | | 610.20 | | | | | | | | | | 610.20 | 610.20 |
| Turner, Roy | Director, Design & Engineering | 808.93 | 788.13 | 1,018.49 | | | | | | | | | | | | | | 1,018.49 | 2,615.55 |
| Vear, Michael | Chief Internal Auditor | 148.77 | 144.32 | 31.74 | | 40.00 | 3,175.10 | 200.00 | | | | | | | | | | 231.74 | 3,739.93 |
| Warsame, Abdul | Director, Community Housing | | 111.93 | 143.39 | | 339.00 | | | | | | | | | | | | 143.39 | 594.32 |
| Williamson, Kenneth | Manager End User Computer Support | | | | | | 734.50 | 536.55 | | | | | | | | | | 536.55 | 1,271.05 |
| Wolbaum, Tracy | HR-Director Talent Acquisition | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Wong, Daisy | Facilities Manager | 170.18 | 261.32 | 370.96 | | 1,840.77 | 276.96 | | | | | | | | | | | 370.96 | 2,920.19 |
| Wong, Jessica | Manager, Financial Reporting | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Xiao, Wei | Senior Construction Manager | | | 17.58 | | | | | | | | | | | | | | 17.58 | 17.58 |
| Yip, Raymond | Director, Expenditures & Financial Controller | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Yung, Cindy | Director, Financial Planning and Analysis | | | | | | | | | | | | | | | | | 0.00 | 0.00 |
| Zhang, Fred | Manager, Business Analysis | | | 48.62 | | | | | | | | | | | | | | 48.62 | 48.62 |
| Total | Quarterly Totals | 4,583.74 | 4,949.24 | 4,955.24 | 0.00 | 9,298.55 | 13,328.68 | 9,527.38 | 0.00 | 0.00 | 0.00 | 282.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 14,765.12 | 46,925.33 |

[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 between January 1, 2015 and September 30, 2015.

| EMPLOYEE EXPENSES 2015 [1] | | | | | | | | | | | | | | | | | | | | | |
|----------------------------|---|--|--------|----------|----------|--|----------|----------|----------|--|------|----------|----------|--|--------|----------|----------|----------------------|----------|----------|----------|
| COMPARATIVE ANALYSIS | | | | | | | | | | | | | | | | | | | | | |
| Q315 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 | | | |
| | | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD |
| 2015 Employees | | | | | | | | | | | | | | | | | | | | | |
| Adey, Virginia* | Director, Service Integration & Delivery (interim) | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Anckle, Daniel* | Director, Resident Access & Support | | | | | | 355.95 | | 355.95 | | | | | | | | 0.00 | 355.95 | 0.00 | 355.95 | |
| Araujo, Tony | Director Payroll & Benefits | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Arpadzic, Arej | Manager Client support & Network Services | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Arellano-Chua,Joy* | Director, Treasury | | | | | | | | 96.05 | | | | | | | | 0.00 | 0.00 | 0.00 | 96.05 | |
| Asturi, Marta | Legal Counsel and Assistant Corporate Secretary | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Atungo, Simone* | Director, Resident Engagement and Community Development | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 555.00 | |
| Babcock, Glenys* | Sr. Manager,Planning and Bus. Support | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Barel, George | Operating Unit Manager | 459.88 | 477.52 | 1,680.57 | 1,359.99 | | | | | | | | | | | 459.88 | 477.52 | 1,680.57 | 1,359.99 | | |
| Barker, Catherine* | Vice President, Human Resources | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Bond, Jennifer | Director, Labour Relations and Legal Counsel | | | | | | 786.48 | | 786.48 | 237.30 | | | | | | | 786.48 | 0.00 | 786.48 | 237.30 | |
| Bradburn, Lenna | Vice President Resident Services | 72.25 | | 193.59 | 60.51 | | | | 2,300.12 | | | | | | | 72.25 | 0.00 | 2,493.71 | 60.51 | | |
| Cassim, Saira | Legal Counsel, Legal Services Division | | | | | | 734.50 | | 734.50 | 113.00 | | | | | | | 734.50 | 0.00 | 734.50 | 113.00 | |
| Chisholm, Paul | General Manager, Housing Connections | | 28.32 | | 57.57 | | 1,356.00 | | 1,356.00 | | | | | | | 1,356.00 | 28.32 | 1,356.00 | 57.57 | | |
| Coito Illidio* | Senior Construction Manager | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| D'Souza, Cheryl | Senior Legal Counsel | | | | | | 379.68 | 600.03 | 379.68 | 1,074.63 | | | | | | | 379.68 | 600.03 | 379.68 | 1,074.63 | |
| DeVito, John* | Manager, IT Business Systems Services | | | | | | | 2,135.70 | | 2,135.70 | | | | | | | 0.00 | 2,135.70 | 0.00 | 2,135.70 | |
| Dyer, Boyd | Manager, Special Projects | | | | | | | | | 339.00 | | | | | | | 0.00 | 0.00 | 0.00 | 339.00 | |
| Fox, Nancy | Operating Unit Manager | 477.31 | 388.77 | 794.57 | 1,133.07 | | | | | | | | | | | 477.31 | 388.77 | 794.57 | 1,133.07 | | |
| Garrett, Kimberley | Interim Director, Seniors, Houses and West (interim) | 150.33 | 165.44 | 363.88 | 377.47 | | | | | | | | | | | 150.33 | 165.44 | 363.88 | 377.47 | | |
| Gash, Leslie | Development Director | 531.48 | 298.47 | 1,853.74 | 1,541.08 | 108.85 | | 108.85 | 1,929.87 | | | | | | | 640.33 | 298.47 | 2,479.62 | 3,470.95 | | |
| Goldvine, Sara* | Manager, Media Relations & Issues Management | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Gorel, Jason | Chief Financial Officer and Treasurer | | | | | | 960.50 | 1,290.00 | 3,017.10 | 3,445.48 | | | 282.50 | | 282.50 | | 960.50 | 1,572.50 | 3,017.10 | 3,727.98 | |
| Grey-Wolf, Heather | Development Director | | | | | | | 1,608.95 | | 1,608.95 | | | | | | | 0.00 | 1,608.95 | 0.00 | 1,608.95 | |
| Harb, Fadi | Manager, Elevator Services | 461.72 | 533.28 | 1,264.38 | 1,152.30 | | | 548.05 | | 548.05 | | | | | | 461.72 | 1,081.33 | 1,264.38 | 1,700.35 | | |
| Henderin, Christina | Legal Counsel, Legal Services Division | | | | 27.50 | | 439.69 | | 439.69 | | | | | | | | 439.69 | 0.00 | 467.19 | 0.00 | |
| Hoppe, Daniel | Director Capital Planning | 745.36 | | 745.36 | | | | | | | | | | | | 745.36 | 0.00 | 745.36 | 0.00 | | |
| Howard, Leslie | Director, Program Management and Systems Integration | 319.00 | 113.00 | 496.02 | 396.00 | | | | | | | | | | | 319.00 | 113.00 | 496.02 | 396.00 | | |
| Ibrahim, Ismail | Director, Compliance and Legal Counsel | | | | | | 2,597.87 | 141.25 | 2,597.87 | 141.25 | | | | | | | 2,597.87 | 141.25 | 2,597.87 | 141.25 | |
| Jacques, Stephen Robert* | Director, Revitalization & Renewal Communities | | | | 276.09 | | | | 1,955.89 | | | | | | | | 0.00 | 0.00 | 0.00 | 2,231.98 | |
| Jeffer, Marva* | Operating Unit Manager | | 69.42 | | 69.42 | | | | | | | | | | | | 0.00 | 69.42 | 0.00 | 69.42 | |
| Keddy, Jason | Director, Community Safety Unit | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Koke, Albert | Project Change Manager, Procurement | 54.34 | 49.00 | 125.22 | 68.08 | | | | 339.00 | | | | | | | 54.34 | 49.00 | 125.22 | 407.08 | | |
| Kraljevic, John | Operating Unit Manager | 45.00 | 76.00 | 160.50 | 190.50 | | | | | | | | | | | 45.00 | 76.00 | 160.50 | 190.50 | | |
| Lam, Linda* | Manager, Structural & Parking Garage | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Lawson, William | Director, Strategic Planning & Stakeholder Relations | | | | | | | 412.45 | 1,487.48 | 1,493.85 | | | | | | | 0.00 | 412.45 | 1,487.48 | 1,493.85 | |
| Leah, Graham | VP, Asset Management | | | | | | | | 212.99 | | | | | | | | 0.00 | 0.00 | 0.00 | 212.99 | |
| Lee, Rose-Ann* | Senior Director, Finance | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Liu, Wei* | Manager, Property Accounting | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Maharaj, Anand | VP, Human Resources | | | | | | | | | | | | 75.00 | | | | 0.00 | 0.00 | 225.00 | 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 | |
| Millward, Ted* | Legal Counsel | | | | | | | 197.75 | | 197.75 | | | | | | | 0.00 | 197.75 | 0.00 | 197.75 | |
| Mohamed, Kamrool | Director Community Safety Unit (interim) | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 | |
| Moledina, Rahim | Director, Learning & Organization Development | | | | | | 1,356.00 | | 1,356.00 | | | | | | | | 1,356.00 | 0.00 | 1,356.00 | 0.00 | |
| Murray, James Allen | Director, Operations Delivery | 177.00 | 142.50 | 489.45 | 577.40 | | | | | | | | | | | 177.00 | 142.50 | 489.45 | 577.40 | | |
| 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 | | | | 243.86 | | | | 339.00 | | | | | | | | 0.00 | 0.00 | 0.00 | 582.86 | |
| Payne, Laurie | Development Director | | | 28.50 | 156.30 | 1,263.54 | | 2,605.66 | 2,482.69 | | | | | | | | 1,263.54 | 0.00 | 2,634.16 | 2,638.99 | |
| Penny, Sheila | VP, Facilities Management | | | | | | | 670.00 | | | | | | | | | 0.00 | 0.00 | 670.00 | 0.00 | |
| Petralito, Sam* | Senior Director, Procurement (interim) | | 156.00 | | 156.00 | | | | | | | | | | | | 0.00 | 156.00 | 0.00 | 156.00 | |
| Raubfogel, Orna | Legal Counsel, Legal Services Division | 40.80 | 191.16 | 40.80 | 419.09 | 406.80 | | 406.80 | | | | | | | | 447.60 | 191.16 | 447.60 | 419.09 | | |
| Reid, Elizabeth | VP, Information Technology | | | | 26.00 | | | | | | | | | | | | 0.00 | 0.00 | 174.00 | 26.00 | |
| Rhynold, Maria* | Manager, Business Systems & Services | | 174.23 | | 413.32 | | | | | | | | | | | | 0.00 | 174.23 | 0.00 | 413.32 | |
| Robson, Heather* | Legal Counsel | | 39.12 | | 39.12 | | | 495.00 | | 495.00 | | | | | | | 0.00 | 534.12 | 0.00 | 534.12 | |
| Roknic, Mary | Interim Director, Program Services | 27.75 | 32.37 | 212.60 | 104.49 | | | | | | | | | | | | 27.75 | 32.37 | 212.60 | 104.49 | |
| Salter, Kate | Legal Counsel, Legal Services | | | | 33.01 | 48.29 | 4,514.35 | 395.50 | 8,915.70 | 395.50 | | | | | | | 4,514.35 | 395.50 | 8,948.71 | 443.79 | |
| Scott, Ken | Senior Director, Procurement | | | | 461.36 | 95.27 | | | 3,895.00 | | | | | | | | 0.00 | 0.00 | 4,356.36 | 95.27 | |

| EMPLOYEE EXPENSES 2015 [1] | | | | | | | | | | | | | | | | | | | | | |
|--|---|--|-----------------|------------------|------------------|--|-----------------|------------------|------------------|--|---------------|--------------|---------------|--|-------------|---------------|-------------|----------------------|------------------|------------------|------------------|
| COMPARATIVE ANALYSIS | | | | | | | | | | | | | | | | | | | | | |
| Q315 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 | | | |
| | | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD | Q314 | Q315 | 2014 YTD | 2015 YTD |
| Sharp, Jeffery | Director, Property Accounting | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Sheps, David* | Facilities Manager | | 86.86 | | 309.51 | | | | | | | | | | | | | 0.00 | 86.86 | 0.00 | 309.51 |
| Shewchuk, Andy | Manager, Landscape and Waste Management | | | | | | | | | | | 339.00 | | | | | | 0.00 | 0.00 | 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 | 63.50 | | 149.00 | 56.10 | 1,045.25 | | 1,045.25 | 868.12 | | | | | | | | | 1,108.75 | 0.00 | 1,194.25 | 924.22 |
| Steidl, Lori | Manager, Payroll, Benefits & Compensation | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Strohmeier, Debbie* | Senior Business Systems Manager | | 47.22 | | 47.22 | | | | | | | | | | | | | 0.00 | 47.22 | 0.00 | 0.00 |
| Summers, Cynthia | Commissioner of Housing Equity | 62.06 | 255.78 | 428.61 | 998.59 | 395.50 | | 642.80 | 2,369.16 | | | | | | | | | 457.56 | 255.78 | 1,071.41 | 3,367.75 |
| Trajanos, Helen* | Director, Insurance & Risk Management | | | | 51.22 | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 384.57 |
| Tramontozzi, Anna | Corporate Controller | | | | | | | 610.20 | 610.20 | | | | | | | | | 0.00 | 610.20 | 0.00 | 610.20 |
| Turner, Roy | Director, Design & Engineering | 697.51 | 1,018.49 | 697.51 | 2,615.55 | | | | | | | | | | | | | 697.51 | 1,018.49 | 697.51 | 2,615.55 |
| Vear, Michael | Chief Internal Auditor | | 31.74 | 272.73 | 324.83 | 200.00 | | 1,303.66 | 3,415.10 | | | | | | | | | 0.00 | 231.74 | 1,576.39 | 3,739.93 |
| Warsame, Abdul | Director, Community Housing (interim) | 128.67 | 143.39 | 730.94 | 255.32 | | | | 339.00 | | | | | | | | | 128.67 | 143.39 | 730.94 | 594.32 |
| Williamson, Kenneth | Manager End User Computer Support | | | | | | | 536.55 | 1,271.05 | | | | | | | | | 0.00 | 536.55 | 0.00 | 1,271.05 |
| Wolbaum, Tracy* | HR-Director of Talent | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Wong, Daisy | Facilities Manager | 363.47 | 370.96 | 1,336.09 | 802.46 | | | | 2,117.73 | | | | | | | | | 363.47 | 370.96 | 1,336.09 | 2,920.19 |
| Wong, Jessica | Manager, Financial Reporting | 7.59 | | 7.59 | | | | | | | | | | | | | | 7.59 | 0.00 | 7.59 | 0.00 |
| Xiao, Wei* | Senior Construction Manager | | 17.58 | | 17.58 | | | | | | | | | | | | | 0.00 | 17.58 | 0.00 | 0.00 |
| Yip, Raymond* | Director, Expenditures & Financial Controller | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Yung, Cindy | Director, Financial Planning and Analysis | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Zhang, Fred* | Manager, Business Analysis | | 48.62 | | 48.62 | | | | | | | | | | | | | 0.00 | 48.62 | 0.00 | 48.62 |
| 0 | | | | | | | | | | | | | | | | | | | | | |
| 2014 Employees Not On 2015 List | | | | | | | | | | | | | | | | | | | | | |
| Alli, Lloyd | Director, Construction Services | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Brenner, Maurice | Managing Director, Diversity, Fairness & Human Rights | | | | | | | 1,190.00 | | | | | | | | | | 0.00 | 0.00 | 1,190.00 | 0.00 |
| Brioux, Tom | Manager Contract Compliance & Equity | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Claeys, Jessica | Director Financial Controls (interim) | | | 17.10 | | | | | | | | | | | | | | 0.00 | 0.00 | 17.10 | 0.00 |
| Davies, Lisa | Senior Legal Counsel | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Ellis, Sharon | Assoc. Director Human Resources | | | 9.25 | | | | | | | | | | | | | | 0.00 | 0.00 | 9.25 | 0.00 |
| Jones, Eugene E. | President and CEO | | | | | | | 1,226.62 | | | | | | | | | | 0.00 | 0.00 | 1,226.62 | 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 | | | | | 678.00 | | 4,288.35 | | | | | | | | | | 678.00 | 0.00 | 4,288.35 | 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 | | | | | 1,356.00 | | 1,356.00 | | | | | | | | | | 1,356.00 | 0.00 | 1,356.00 | 0.00 |
| Zekavica, Bora | Senior Director, Finance | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | | 0.00 | 0.00 | 0.00 | 0.00 |
| Total | Quarterly Totals | 4,885.02 | 4,955.24 | 12,793.87 | 14,488.22 | 18,379.01 | 9,527.38 | 42,109.61 | 32,154.61 | 0.00 | 282.50 | 75.00 | 282.50 | 0.00 | 0.00 | 667.03 | 0.00 | 23,264.03 | 14,765.12 | 55,645.51 | 46,925.33 |

[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 between January 1, 2015 and September 30, 2015.

* Employee was not on the list in 2014