



# Review of Board, President and CEO, and Employee Expenses Q4 2015

Item 8

April 15, 2016

Building Investment, Finance and Audit Committee

<b>Report:</b>	BIFAC:2016-59
<b>To:</b>	Building Investment, Finance and Audit Committee (BIFAC)
<b>From:</b>	Chief Internal Auditor
<b>Date:</b>	March 30, 2016
<b>Strategic Plan Priority:</b>	Service Excellence <ul style="list-style-type: none"><li>• Demonstrate Value for Money and Public Accountability</li></ul>

## 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 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 passed 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.

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<sup>1</sup> 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.

# Review of Board, President and CEO, and Employee Expenses Q4 2015

Report: BIFAC:2016-59

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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](http://www.torontohousing.ca/expenses)).

## Expenses Incurred Q4 2015

As set out in the attachments to this report, the total expenses for Q4 2015 are summarized as follows:

	<b>Q4 2015</b>
Board of Directors (Attachment 1)	\$(205.35)
President and CEO (Attachment 2)	\$0.00
Employees (Attachment 3)	<u>\$36,100.68</u>
Total	<u>\$35,895.33</u>

## Comparative Summary of Expenses

The following table shows the 2015 and 2014 comparative amounts of these expenses for the fourth quarter and year to date ending December 31, 2015:

	<b>Quarter Comparison (\$)</b>		<b>Year to Date Comparison (\$)</b>	
	<b>Q4 2015</b>	<b>Q4 2014</b>	<b>2015</b>	<b>2014</b>
Board of Directors (Attachment 4)	(205.35)	3,103.60	968.83	3,442.77
President and CEOs <sup>2</sup> (Attachment 5)	0.00	0.00	0.00	1,226.62
Employees (Attachment 6)	<u>36,100.68</u>	<u>19,770.88</u>	<u>83,063.60</u>	<u>75,416.39</u>
Total	<u>35,895.33</u>	<u>22,874.48</u>	<u>84,032.43</u>	<u>80,085.78</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 Q4 2015 were included in the 2015 operating budget.

*“Michael Vear”*

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

- Attachment:**
- 1: Board of Director Expenses Q4 2015
  - 2: President and CEO Expenses Q4 2015
  - 3: Employee Expenses Q4 2015
  - 4: Board of Director Expenses 2015 Comparative Analysis Q4 2015
  - 5: President and CEO Expenses 2015 Comparative Analysis Q4 2015
  - 6: Employee Expenses 2015 Comparative Analysis Q4 2015

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Employee Expense Control Clerk Leela.Diptee@torontohousing.ca

Review of Board, President and CEO, and Employee Expenses Q4 2015

BOARD OF DIRECTORS EXPENSES Q4 2015																		
October 1, 2015 - December 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 Q415 Expenses	Cumulative 2015 Expenses
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
<b>Current Board Members</b>																		
Norman (Bud) Purves																	0.00	0.00
Councillor Ana Bailão																	0.00	0.00
Robert Carlo <sup>1</sup>			13.00	26.30			644.10	-231.65									-205.35	451.75
Councillor Raymond Cho																	0.00	0.00
Councillor Joe Cressy																	0.00	0.00
Councillor Frank Di Giorgio																	0.00	0.00
Vincent Gasparro <sup>2</sup>																	0.00	0.00
Linda Jackson <sup>2</sup>																	0.00	0.00
Joseph Kennedy <sup>2</sup>																	0.00	0.00
Colin Lynch <sup>2</sup>																	0.00	0.00
Kevin Marshman <sup>2</sup>																	0.00	0.00
Pamela Taylor <sup>2</sup>																	0.00	0.00
Catherine Wilkinson							412.45										0.00	412.45
																	0.00	0.00
<b>Former Board Members</b>																		
Munira Abukar <sup>3</sup>																	0.00	0.00
Christian Buhagiar <sup>4</sup>																	0.00	0.00
Zahir Bhaidani <sup>5</sup>		37.13															0.00	37.13
Brian Kwan <sup>6</sup>																	0.00	0.00
Karen Newman <sup>6</sup>																	0.00	0.00
Jennifer Wood <sup>7</sup>																	0.00	0.00
Audrey Wubbenhorst <sup>4</sup>	38.00		29.50														0.00	67.50
<b>Total</b>	<b>38.00</b>	<b>37.13</b>	<b>42.50</b>	<b>26.30</b>	<b>0.00</b>	<b>0.00</b>	<b>1,056.55</b>	<b>-231.65</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>-205.35</b>	<b>968.83</b>

<sup>1</sup> Board member's term began June 15, 2015 <sup>2</sup>Board member's term began December 10, 2015 <sup>3</sup>Board member's term ended June 2015 <sup>4</sup>Board member resigned November 2015 <sup>5</sup> Board member resigned June 2015 <sup>6</sup> Board member's term ended December 9, 2015 <sup>7</sup> Board member resigned March 2015

**Toronto Community Housing**  
**President and CEO Expenses Q4 2015**  
**Greg Spearn**  
**(interim)**  
**October 1, 2015 - December 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>

EMPLOYEE <sup>1</sup> EXPENSES Q4 2015																				
October 1, 2015 to December 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 Q415 Expenses	Total 2015 YTD Expenses	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
Abbas, Aymen	Senior Construction Manager				209.61														209.61	209.61
Abells, Alana	Legal Counsel																		237.30	237.30
Adey, Virginia	Director, Services Integration & Delivery (interim)																		3,902.10	3,902.10
Anckle, Daniel	Director, Resident Access and Support Services																		355.95	1,608.52
Araujo, Tony	Director, Payroll and Benefits																			0.00
Arellano-Chua, Joy	Director, Treasury																			1,457.00
Arpadzic, Arej	Senior Director, Information Technology & Services (interim)																			0.00
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary									96.05										0.00
Atungo, Simone	Vice President, Resident and Community Services (acting)										555.00									0.00
Babcock, Glenys	Senior Manager, Planning & Business Support																			0.00
Barei, George	Operating Unit Manager	415.00	467.47	477.52	437.12															437.12
Barker, Catherine	Vice President, Human Resources																			0.00
Bond, Jennifer	Director, Labour Relations and Legal Counsel									237.30										785.35
Bradburn, Lenna	Vice President, Resident and Community Services	41.20	19.31																	0.00
Cassim, Saira	Legal Counsel, Legal Services Division									113.00										0.00
Chisholm, Paul	General Manager, Housing Connections	29.25		28.32																0.00
Coito, Ildio	Senior Construction Manager				13.70															13.70
D'Souza, Cheryl	Senior Legal Counsel									474.60										0.00
DeVito, John	Manager, IT Business Systems Services																			2,135.70
Dyer, Boyd	Director of Smart Buildings & Energy Management (interim)				185.95					339.00										185.95
Fox, Nancy	Director, Community Housing	254.91	489.39	388.77	54.72															54.72
Garrett, Kimberley	Operating Unit Manager	94.63	117.40	165.44	144.35															144.35
Gash, Leslie	Director, Development	719.14	523.47	298.47	152.79					339.00	1,590.87									152.79
Goldvine, Sara	Manager, Media Relations & Issues Management																			0.00
Gorel, Jason	Chief Financial Officer and Treasurer									1,257.13	898.35	1,572.50	12,317.00							12,317.00
Grey-Wolf, Heather	Development Director				15.00															15.00
Harb, Fadi	Manager, Elevator Services	324.53	294.49	533.28	260.48															548.05
Henderin, Christina	Legal Counsel, Legal Services Division																			237.30
Hoppe, Daniel	Director, Capital Planning																			0.00
Howard, Leslie	Director, Program Management and Systems Integration	161.00	122.00	113.00	80.00															80.00
Ibrahim, Ismail	General Counsel and Corporate Secretary (interim)																			141.25
Jacques, Stephen	Director, Revitalization & Renewal Communities	99.81	176.28		374.99						1,955.89									565.00
Jeffers, Marva	Operating Unit Manager			69.42	93.10															93.10
Johnson, Gail	Director, Resident Engagement & Community Services (interim)																			644.10
Keddy, Jason	Director, Community Safety Unit																			0.00
Kobal, Sylvia	Senior Director, Procurement				42.55															42.55
Koke, Albert	Project Change Manager, Procurement		19.08	49.00	15.00					339.00										15.00
Kraljevic, John	Operating Unit Manager		114.50	76.00	65.00															65.00
Lam, Linda	Project Manager, Structural and Parking Garages				25.00															25.00
Lawson, William	Director, Strategic Planning & Stakeholder Relations									1,081.40										412.45
Leah, Graham	Vice President, Asset Management										212.99									0.00
Lee, Rose-Ann	Senior Director, Finance																			0.00
Liu, Wei	Manager, Property Accounting																			0.00
Maharaj, Anand	Vice President, Human Resources																			0.00
Malloch, Bruce	Director, Strategic Communications																			0.00
McKenzie, Andrew	Director, Client Care, Dispatch & Vendor Management																			0.00
Millward, Ted	Legal Counsel																			197.75
Moledina, Rahim	Director, Learning & Organization Development																			56.50
Murray, James Allen	Director, Operations Delivery	230.50	204.40	142.50	159.36															0.00
Musgrave, Michelle	Director, Community Housing																			159.36
Nacua, Danilo	Director, Treasury (Interim)																			0.00
Narine, Patricia	Director, Program Services (Operational Initiatives) (Acting)																			0.00
Nicolaou, Mara	Senior Construction Manager				15.00															15.00

EMPLOYEE <sup>1</sup> EXPENSES Q4 2015																			
October 1, 2015 to December 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 Q415 Expenses	Total 2015 YTD Expenses
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Pannunzio, Flora	Facilities Manager	143.15	100.71		64.59	339.00												64.59	647.45
Payne, Laurie	Development Director	95.40	60.90		46.75				2,482.69			2,730.75						2,777.50	5,416.49
Penny, Sheila	Vice President, Facilities Management																	0.00	0.00
Petralito, Sam	Senior Director, Procurement (interim)			156.00	175.75													175.75	331.75
Raubfogel, Orna	Senior Legal Counsel, Litigation (acting)	42.35	185.58	191.16	133.37													133.37	552.46
Reid, Elizabeth	Vice President, Information Technology & Services	26.00																0.00	26.00
Rhynold, Maria	Manager, IT Service Delivery & Information	115.75	123.34	174.23	280.21						1,598.95							1,879.16	2,292.48
Robson, Heather	Legal Counsel, Employment and Privacy			39.12	38.27				495.00		141.25							179.52	713.64
Roknic, Mary	Director, Program Services	27.48	44.64	32.37	77.62													77.62	182.11
Salter, Kate	Legal Counsel, Legal Services	48.29			16.50				395.50									16.50	460.29
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, Architectural	107.56	115.09	86.86	66.53													66.53	376.04
Shewchuk, Andy	Manager, Grounds and Waste Management					339.00												0.00	339.00
Spearn, Greg	Interim President and CEO																	0.00	0.00
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	23.61													23.61	70.83
Summers, Cynthia	Commissioner of Housing Equity	359.23	383.58	255.78	167.84	922.83	1,446.33		3,559.50			37.59						3,727.34	7,132.68
Trajanos, Helen	Director, Insurance & Risk Management	47.11	4.11			333.35												0.00	384.57
Tramontozzi, Anna	Corporate Controller							610.20										0.00	610.20
Turner, Roy	Director, Design & Engineering	808.93	788.13	1,018.49	1,009.46													1,009.46	3,625.01
Uzelac, Danny	Manager, Talent Acquisition																	0.00	0.00
Vear, Michael	Chief Internal Auditor	148.77	144.32	31.74	279.68	40.00	3,175.10	200.00	561.86									841.54	4,581.47
Warsame, Abdul	Director, Community Housing		111.93	143.39	283.83	339.00												283.83	878.15
Williamson, Kenneth	Manager, End User Computer Support							734.50	536.55									0.00	1,271.05
Wolbaum, Tracy	Director, HR Talent Acquisition																	0.00	0.00
Wong, Daisy	Facilities Manager	170.18	261.32	370.96	284.18	1,840.77	276.96											284.18	3,204.37
Wong, Jessica	Manager, Financial Reporting																	0.00	0.00
Xiao, Wei	Senior Construction Manager			17.58	165.98													165.98	183.56
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	240.31													240.31	288.93
<b>Quarterly Totals</b>		<b>4,583.74</b>	<b>4,949.24</b>	<b>4,955.24</b>	<b>5,698.20</b>	<b>9,298.55</b>	<b>13,328.68</b>	<b>9,809.88</b>	<b>30,402.48</b>	<b>0.00</b>	<b>0.00</b>	<b>37.59</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>36,100.68</b>	<b>83,063.60</b>

<sup>1</sup> 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.

Shaded area identifies employees who left TCHC's employ between January 1, 2015 and December 31, 2015.

BOARD OF DIRECTORS EXPENSES 2015																				
COMPARATIVE ANALYSIS																				
Q415 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			
	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD
<b>Current Board Members</b>																				
Norman (Bud) Purves																	0.00	0.00	0.00	0.00
Councillor Ana Bailão																	0.00	0.00	0.00	0.00
Robert Carlo <sup>1</sup>		26.30		39.30		-231.65		412.45									0.00	-205.35	0.00	451.75
Councillor Raymond Cho <sup>2</sup>																	0.00	0.00	0.00	0.00
Councillor Joe Cressy <sup>2</sup>																	0.00	0.00	0.00	0.00
Councillor Frank Di Giorgio <sup>2</sup>																	0.00	0.00	0.00	0.00
Vincent Gasparro <sup>3</sup>																	0.00	0.00	0.00	0.00
Linda Jackson <sup>3</sup>																	0.00	0.00	0.00	0.00
Joseph Kennedy <sup>3</sup>																	0.00	0.00	0.00	0.00
Colin Lynch <sup>3</sup>																	0.00	0.00	0.00	0.00
Kevin Marshman <sup>3</sup>																	0.00	0.00	0.00	0.00
Pamela Taylor <sup>3</sup>																	0.00	0.00	0.00	0.00
Catherine Wilkinson	28.00		28.00		1,214.98		1,422.90	412.45									1,242.98	0.00	1,450.90	412.45
<b>Former Board Members</b>																				
Munira Abukar <sup>4</sup>																	0.00	0.00	0.00	0.00
Councillor Maria Augimeri <sup>5</sup>																	0.00	0.00	0.00	0.00
Zahir Bhaidani <sup>6</sup>	17.05		33.30	37.13	1,843.57		1,843.57										1,860.62	0.00	1,876.87	37.13
Christian Buhagiar <sup>7</sup>																	0.00	0.00	0.00	0.00
Brian Kwan <sup>8</sup>																	0.00	0.00	0.00	0.00
Karen Newman <sup>8</sup>			55.00														0.00	0.00	55.00	0.00
Councillor Frances Nunziata <sup>5</sup>																	0.00	0.00	0.00	0.00
Councillor Cesar Palacio <sup>5</sup>																	0.00	0.00	0.00	0.00
Jennifer Wood <sup>9</sup>																	0.00	0.00	0.00	0.00
Audrey Wubbenhorst <sup>7</sup>			60.00	67.50													0.00	0.00	60.00	67.50
<b>Total</b>	<b>45.05</b>	<b>26.30</b>	<b>176.30</b>	<b>143.93</b>	<b>3,058.55</b>	<b>-231.65</b>	<b>3,266.47</b>	<b>824.90</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>3,103.60</b>	<b>-205.35</b>	<b>3,442.77</b>	<b>968.83</b>

<sup>1</sup> Board member's term began June 15, 2015 <sup>2</sup> Board member's term began December 3, 2014 <sup>3</sup> Board member's term began December 10, 2015 <sup>4</sup> Board member's term ended June 14, 2015 <sup>5</sup> Board member's term ended November 30, 2014 <sup>6</sup> Board member resigned June 2015 <sup>7</sup> Board member resigned November 2015 <sup>8</sup> Board member's term ended December 10, 2015 <sup>9</sup> Board member resigned March 2015



PRESIDENT AND CEO EXPENSES 2015 COMPARATIVE ANALYSIS Q415 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			
	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD
<b>Current President and CEO (interim)</b>																				
Greg Spearn (effective April 25, 2014) <sup>1</sup>	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	0.00	0.00	0.00	0.00	0.00
<b>Previous President and CEO</b>																				
Eugene E. Jones January 1 - April 24, 2014 <sup>2</sup>	0.00	0.00	0.00	0.00	0.00	0.00	1,226.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,226.62	0.00
<b>Total</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>1,226.62</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>1,226.62</b>	<b>0.00</b>

<sup>1</sup> Prior to April 25, 2014 Mr. Spearn was the Chief Development Officer of TCHC. His expenses in that role are set out in the Employee list of expenses. The expenses disclosed in this table were incurred in his role of President and CEO (interim) from April 24, 2014 onwards.

<sup>2</sup> Mr. Jones' expenses up to his resignation on April 24, 2014 were \$1,952.27. However, credit refunds were received on his behalf for the amount \$725.65 subsequent to that date.

EMPLOYEE EXPENSES 2015 <sup>1</sup> COMPARATIVE ANALYSIS Q415 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			
		Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD
<b>2015 Employees</b>																					
Abbas, Aymen*	Senior Construction Manager		209.61		209.61													0.00	209.61	0.00	209.61
Abells, Alana*	Legal Counsel					237.30			237.30									0.00	237.30	0.00	237.30
Adey, Virginia*	Director, Service Integration & Delivery (interim)					3,902.10			3,902.10									0.00	3,902.10	0.00	3,902.10
Anckle, Daniel*	Director, Resident Access & Support Services					1,608.52			1,964.47									0.00	1,608.52	0.00	1,964.47
Araujo, Tony	Director, Payroll & Benefits																	0.00	0.00	0.00	0.00
Arellano-Chua, Joy*	Director, Treasury					1,457.00			1,457.00									0.00	1,457.00	0.00	1,457.00
Arpadzic, Arej	Sr. Director Information Tech & Services (interim)																	0.00	0.00	0.00	0.00
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary								96.05									0.00	0.00	0.00	96.05
Atungo, Simone	Vice President, Resident and Community Services (acting)								555.00									0.00	0.00	0.00	555.00
Babcock, Glenys	Sr. Manager, Planning and Business Support																	0.00	0.00	0.00	0.00
Barej, George	Operating Unit Manager	444.77	437.12	2,125.34	1,797.11												444.77	437.12	2,125.34	1,797.11	
Barker, Catherine*	Vice President, Human Resources																	0.00	0.00	0.00	0.00
Bond, Jennifer	Director, Labour Relations and Legal Counsel					632.80	785.35	1,419.28	1,022.65									632.80	785.35	1,419.28	1,022.65
Bradburn, Lenna	Vice President, Resident and Community Services	122.58		316.17	60.51			2,300.12										122.58	0.00	2,616.29	60.51
Cassim, Saira	Legal Counsel, Legal Services Division					470.22		1,204.72	113.00									470.22	0.00	1,204.72	113.00
Chisholm, Paul	General Manager, Housing Connections	27.50		27.50	57.57	75.00		1,431.00										102.50	0.00	1,458.50	57.57
Coito, Ilidio*	Senior Construction Manager		13.70		13.70													0.00	13.70	0.00	13.70
D'Souza, Cheryl	Senior Legal Counsel							379.68	1,074.63									0.00	0.00	379.68	1,074.63
DeVito, John*	Manager, IT Business Systems Services								2,135.70									0.00	0.00	0.00	2,135.70
Dyer, Boyd	Director of Smart Buildings & Energy Management (interim)		185.95		185.95				339.00									0.00	185.95	0.00	524.95
Fox, Nancy	Director, Community Housing	289.20	54.72	1,083.77	1,187.79													289.20	54.72	1,083.77	1,187.79
Garrett, Kimberley	Operating Unit Manager	86.48	144.35	450.36	521.82													86.48	144.35	450.36	521.82
Gash, Leslie	Development Director	284.15	152.79	2,137.89	1,693.87	2,932.35		3,041.20	1,929.87									517.03	3,216.50	152.79	5,696.12
Goldvine, Sara*	Manager, Media Relations & Issues Management																		0.00	0.00	0.00
Gorel, Jason	Chief Financial Officer and Treasurer	119.86		119.86		847.62	12,317.00	3,864.72	16,044.98									967.48	12,317.00	3,984.58	16,044.98
Grey-Wolf, Heather	Development Director		15.00		15.00				1,608.95									0.00	15.00	0.00	1,623.95
Harb, Fadi	Manager, Elevator Services	508.69	260.48	1,773.07	1,412.78	519.80		519.80	548.05									1,028.49	260.48	2,292.87	1,960.83
Henderin, Christina	Legal Counsel, Legal Services Division			27.50				237.30	439.69	237.30								0.00	237.30	467.19	237.30
Hoppe, Daniel	Director Capital Planning	21.56		766.92														21.56	0.00	766.92	0.00
Howard, Leslie	Director, Program Management and Systems Integration	147.00	80.00	643.02	476.00													147.00	80.00	643.02	476.00
Ibrahim, Ismail	General Counsel and Corporate Secretary (interim)							2,597.87	141.25									0.00	0.00	2,597.87	141.25
Jacques, Stephen*	Director, Revitalization & Renewal Communities		374.99		651.08			565.00										0.00	939.99	0.00	3,171.97
Jeffers, Marva*	Operating Unit Manager		93.10		162.52													0.00	93.10	0.00	162.52
Johnson, Gail*	Director, Resident Engagement & Community Services (interim)							644.10										0.00	644.10	0.00	644.10
Keddy, Jason	Director, Community Safety Unit																	0.00	0.00	0.00	0.00
Kobal, Sylvia*	Senior Director, Procurement		42.55		42.55														42.55	0.00	42.55
Koke, Albert	Project Change Manager, Procurement	27.82	15.00	153.04	83.08													27.82	15.00	153.04	422.08
Kraljevic, John	Operating Unit Manager	16.00	65.00	176.50	255.50				339.00									16.00	65.00	176.50	255.50
Lam, Linda*	Project Manager, Structural & Parking Garages		25.00		25.00													0.00	25.00	0.00	25.00
Lawson, William	Director, Strategic Planning & Stakeholder Relations	6.00		6.00				1,487.48	1,493.85									6.00	0.00	1,493.48	1,493.85
Leah, Graham	Vice President, 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	Vice President, Human Resources													75.00				0.00	0.00	225.00	0.00
Malloch, Bruce	Director, Strategic Communications					374.44		374.44										374.44	0.00	374.44	0.00
McKenzie, Andrew*	Director, Client Care, Dispatch & Vendor Management																	0.00	0.00	0.00	0.00
Millward, Ted*	Legal Counsel								56.50									0.00	56.50	0.00	254.25
Moledina, Rahim	Director, Learning & Organization Development							1,356.00										0.00	0.00	1,356.00	0.00
Murray, James Allen	Director, Operations Delivery	194.78	159.36	684.23	736.76													194.78	159.36	684.23	736.76
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, Program Services (Operational Initiatives) (Acting)																	0.00	0.00	0.00	0.00
Nicolaou, Mara*	Senior Construction Manager		15.00		15.00													0.00	15.00	0.00	15.00
Pannunzio, Flora	Facilities Manager	200.02	64.59	200.02	308.45				339.00									200.02	64.59	200.02	647.45
Payne, Laurie	Development Director	152.91	46.75	181.41	203.05	1,009.62	2,730.75	3,615.28	5,213.44									1,162.53	2,777.50	3,796.69	5,416.49
Penny, Sheila	Vice President, Facilities Management								670.00									0.00	0.00	670.00	0.00
Petralito, Sam*	Senior Director, Procurement (interim)		175.75		331.75													0.00	175.75	0.00	331.75
Raubfogel, Orna	Senior Legal Counsel, Litigation (acting)	86.34	133.37	127.14	552.46			406.80										86.34	133.37	533.94	552.46
Reid, Elizabeth	Vice President, Information Technology & Services			174.00	26.00													0.00	0.00	174.00	26.00
Rhynold, Maria*	Manager, IT Service Delivery		280.21		693.53			1,598.95										0.00	1,879.16	0.00	2,292.48

EMPLOYEE EXPENSES 2015 <sup>1</sup> COMPARATIVE ANALYSIS Q415 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			
		Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD	Q414	Q415	2014 YTD	2015 YTD
Robson, Heather*	Legal Counsel, Employment and Privacy		38.27		77.39		141.25		636.25									0.00	179.52	0.00	713.64
Roknic, Mary	Director, Program Services	110.30	77.62	322.90	182.11													110.30	77.62	322.90	182.11
Salter, Kate	Legal Counsel, Legal Services	29.50	16.50	62.51	64.79			8,915.70	395.50									29.50	16.50	8,978.21	460.29
Scott, Ken	Senior Director, Procurement	131.91		593.27	95.27	525.01		4,420.01										656.92	0.00	5,013.28	95.27
Sharp, Jeffery	Director, Property Accounting																	0.00	0.00	0.00	0.00
Sheps, David	Facilities Manager, Architectural	43.58	66.53	43.58	376.04													43.58	66.53	43.58	376.04
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	120.36		269.36	56.10	1,685.75		2,731.00	868.12									1,806.11	0.00	3,000.36	924.22
Steidl, Lori	Manager, Payroll, Benefits & Compensation																	0.00	0.00	0.00	0.00
Strohmeier, Debbie*	Senior Business Systems Manager		23.61		70.83													0.00	23.61	0.00	70.83
Summers, Cynthia	Commissioner of Housing Equity	172.48	167.84	601.09	1,166.43	2,064.13	3,559.50	2,706.93	5,928.66				37.59					2,236.61	3,727.34	3,308.02	7,132.68
Trajanos, Helen*	Director, Insurance & Risk Management				51.22				333.35									0.00	0.00	0.00	384.57
Tramontozzi, Anna	Corporate Controller	25.00		25.00					610.20									25.00	0.00	25.00	610.20
Turner, Roy	Director, Design & Engineering	964.20	1,009.46	1,661.71	3,625.01													964.20	1,009.46	1,661.71	3,625.01
Uzelac, Danny*	Manager, Talent Acquisition																		0.00	0.00	0.00
Vear, Michael	Chief Internal Auditor	265.40	279.68	538.13	604.51	736.37	561.86	2,040.03	3,976.96									1,001.77	841.54	2,578.16	4,581.47
Warsame, Abdul	Director, Community Housing	678.25	283.83	1,409.19	539.15				339.00									678.25	283.83	1,409.19	878.15
Williamson, Kenneth	Manager, End User Computer Support								1,271.05									0.00	0.00	0.00	1,271.05
Wolbaum, Tracy*	Director, HR Talent Acquisition																	0.00	0.00	0.00	0.00
Wong, Daisy	Facilities Manager	194.58	284.18	1,530.67	1,086.64	2,426.55		2,426.55	2,117.73									2,621.13	284.18	3,957.22	3,204.37
Wong, Jessica	Manager, Financial Reporting			7.59														0.00	0.00	7.59	0.00
Xiao, Wei*	Senior Construction Manager		165.98		183.56													0.00	165.98	0.00	183.56
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		240.31		288.93													0.00	240.31	0.00	288.93

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
Clays, 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							4,288.35										0.00	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										0.00	0.00	1,356.00	0.00
Zekavica, Bora	Senior Director, Finance																	0.00	0.00	0.00	0.00

<b>Quarterly Totals</b>		<b>5,471.22</b>	<b>5,698.20</b>	<b>18,265.09</b>	<b>20,186.42</b>	<b>14,299.66</b>	<b>30,402.48</b>	<b>56,409.27</b>	<b>62,839.59</b>	<b>0.00</b>	<b>0.00</b>	<b>75.00</b>	<b>37.59</b>	<b>0.00</b>	<b>0.00</b>	<b>667.03</b>	<b>0.00</b>	<b>19,770.88</b>	<b>36,100.68</b>	<b>75,416.39</b>	<b>83,063.60</b>
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<sup>1</sup> 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. Shaded area identifies employees who left TCHC's employ between January 1, 2015 and December 31, 2015.  
\* Employee was not on the list in 2014.