



# Review of Board, President and CEO, and Employee Expenses Q1 2016

Item 7

July 21, 2016

Building Investment, Finance and Audit Committee

<b>Report:</b>	BIFAC:2016-84
<b>To:</b>	Building Investment, Finance and Audit Committee (BIFAC)
<b>From:</b>	Chief Internal Auditor
<b>Date:</b>	June 15, 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 first quarter of 2016.

## 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.

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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 had been posted, by month, on the TCHC website. These expenses will again be posted to the TCHC website when the upgrades to the website are completed.

## Expenses Incurred Q1 2016

As set out in the attachments to this report, the total expenses for Q1 2016 are summarized as follows:

	Q1 2016
Board of Directors (Attachment 1)	\$13.00
President and CEO (Attachment 2)	\$0.00
Employees (Attachment 3)	<u>\$13,927.06</u>
Total	<u>\$13,940.06</u>

## Comparative Summary of Expenses

The following table shows the 2016 and 2015 comparative amounts of these expenses for the first quarter and year to date ending March 31, 2016:

	Quarter Comparison (\$)		Year to Date Comparison (\$)	
	Q1 2016	Q1 2015	2016	2015
Board of Directors (Attachment 4)	13.00	38.00	13.00	38.00
President and CEO (Attachment 5)	0.00	0.00	0.00	0.00
Employees (Attachment 6)	<u>13,927.06</u>	<u>13,882.29</u>	<u>13,927.06</u>	<u>13,882.29</u>
Total	<u>13,940.06</u>	<u>13,920.29</u>	<u>13,940.06</u>	<u>13,920.29</u>

## IMPLICATIONS AND RISKS:

The reimbursement of expenses for the Board of Directors, President and CEO, and Employees in Q1 2016 were included in the 2016 operating budget.

# Review of Board, President and CEO, and Employee Expenses Q1 2016

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*“Michael Vear”*

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

- Attachment:**
- 1: Board of Director Expenses Q1 2016
  - 2: President and CEO Expenses Q1 2016
  - 3: Employee Expenses Q1 2016
  - 4: Board of Director Expenses 2016 Comparative Analysis Q1 2015
  - 5: President and CEO Expenses 2016 Comparative Analysis Q1 2015
  - 6: Employee Expenses 2016 Comparative Analysis Q1 2015

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Review of Board, President and CEO, and Employee Expenses Q1 2016

BOARD OF DIRECTORS EXPENSES Q1 2016																		
January 1, 2016 - March 31, 2016																		
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 Q116 Expenses	Cumulative 2016 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	13.00																13.00	13.00
Councillor Raymond Cho																	0.00	0.00
Councillor Joe Cressy																	0.00	0.00
Councillor Frank Di Giorgio																	0.00	0.00
Vincent Gasparro																	0.00	0.00
Linda Jackson																	0.00	0.00
Joseph Kennedy																	0.00	0.00
Colin Lynch																	0.00	0.00
Kevin Marshman																	0.00	0.00
Pamela Taylor																	0.00	0.00
Catherine Wilkinson																	0.00	0.00
<b>Total</b>	<b>13.00</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>13.00</b>	<b>13.00</b>



PRESIDENT AND CEO (Interim) EXPENSES Q1 2016																		
January 1, 2016 - March 31, 2016																		
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 Q116 Expenses	Cumulative 2016 Expenses
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Greg Spearn																	0.00	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>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>





EMPLOYEE <sup>1</sup> EXPENSES Q1 2016																			
January 1, 2016 to March 31, 2016																			
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 Q116 Expenses	Total 2016 YTD Expenses
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Abbas, Aymen	Senior Construction Manager	11.02																11.02	11.02
Abells, Alana	Legal Counsel																	0.00	0.00
Adey, Virginia	Director, Services Integration & Delivery (interim)																	0.00	0.00
Anckle, Daniel	Director, Resident Access and Support Services							150.00										150.00	150.00
Araujo, Tony	Director, Payroll and Benefits	59.00																59.00	59.00
Arellano-Chua, Joy	Director, Treasury																	0.00	0.00
Arpadzic, Arej	Senior Director, Information Technology & Services (interim)	291.10																291.10	291.10
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary							77.70										77.70	77.70
Atungo, Simone	Vice President, Resident and Community Services (interim)							2,858.97										2,858.97	2,858.97
Audi, Saji	Design Manager, Structural																	0.00	0.00
Barei, George	Operating Unit Manager	346.80																346.80	346.80
Barker, Catherine	Vice President, Human Resources																	0.00	0.00
Bond, Jennifer	Director, Labour Relations and Legal Counsel																	0.00	0.00
Cassim, Saira	Legal Counsel, Legal Services Division																	0.00	0.00
Chen, Jason	Director, Development	72.23																72.23	72.23
Coito, Ilidio	Senior Construction Manager																	0.00	0.00
D'Souza, Cheryl	Senior Legal Counsel							819.25										819.25	819.25
DeVito, John	Manager, IT Business Systems Services																	0.00	0.00
Dyer, Boyd	Director of Smart Buildings & Energy Management	39.15																39.15	39.15
Fox, Nancy	Director, Community Housing	52.10																52.10	52.10
Garrett, Kimberley	Operating Unit Manager																	0.00	0.00
Gash, Leslie	Vice President Development (interim)	259.54						1,740.03										1,999.57	1,999.57
Goldvine, Sara	Manager, Media Relations & Issues Management																	0.00	0.00
Gorel, Jason	Chief Financial Officer and Treasurer	20.00						73.45										93.45	93.45
Grey-Wolf, Heather	Development Director																	0.00	0.00
Harb, Fadi	Manager, Elevator Services	381.52																381.52	381.52
Henderin, Christina	Legal Counsel, Legal Services Division							709.64										709.64	709.64
Howard, Leslie	Director, Program Management and Systems Integration	201.11																201.11	201.11
Ibrahim, Ismail	General Counsel and Corporate Secretary (interim)																	0.00	0.00
Jacques, Stephen	Director, Revitalization & Renewal Communities	147.46						370.92										518.38	518.38
Jeffers, Marva	Operating Unit Manager																	0.00	0.00
Johnson, Gail	Director, Resident Engagement & Community Services (interim)																	0.00	0.00
Keddy, Jason	Director, Community Safety Unit																	0.00	0.00
Kobal, Sylvia	Senior Director, Procurement	268.37																268.37	268.37
Koke, Albert	Project Change Manager, Procurement																	0.00	0.00
Kraljevic, John	Operating Unit Manager	72.00																72.00	72.00
Lam, Linda	Project Manager, Structural and Parking Garages																	0.00	0.00
Lawson, William	Director, Strategic Planning & Stakeholder Relations																	0.00	0.00
Leah, Graham	Vice President, Asset Management																	0.00	0.00
Lee, Rose-Ann	Senior Director, Finance							762.75										762.75	762.75
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																	0.00	0.00
Moledina, Rahim	Director, Learning & Organization Development																	0.00	0.00
Mosieh-Zahraei, Hamid	Design Manager, Structural	32.24																32.24	32.24
Murray, James Allen	Director, Operations Delivery	123.08																123.08	123.08
Narine, Patricia	Director, Program Services - Operational Initiatives (interim)																	0.00	0.00
Nicolaou, Mara	Senior Construction Manager	91.53						152.55										244.08	244.08
Pannunzio, Flora	Facilities Manager	172.48																172.48	172.48
Penny, Sheila	Vice President, Facilities Management																	0.00	0.00
Raubfogel, Orna	Senior Legal Counsel, Litigation (interim)																	0.00	0.00
Rhynold, Maria	Manager, Technology and Business Support	276.41																276.41	276.41



EMPLOYEE <sup>1</sup> EXPENSES Q1 2016																			
January 1, 2016 to March 31, 2016																			
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 Q116 Expenses	Total 2016 YTD Expenses
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Robson, Heather	Legal Counsel, Employment and Privacy																	0.00	0.00
Roknic, Mary	Director, Program Services	245.19																245.19	245.19
Salter, Kate	Legal Counsel, Legal Services	53.80				401.15												454.95	454.95
Sharp, Jeffery	Director, Property Accounting																	0.00	0.00
Sheps, David	Facilities Manager, Architectural	117.04																117.04	117.04
Shewchuk, Andy	Manager, Grounds and Waste Management																	0.00	0.00
Spearn, Greg	Interim President and CEO																	0.00	0.00
Strohmeier, Debbie	Senior Business Systems Manager	63.96																63.96	63.96
Summers, Cynthia	Commissioner of Housing Equity	294.14																294.14	294.14
Tong, Vincent	Director, Development	70.24																70.24	70.24
Trajanos, Helen	Director, Insurance & Risk Management																	0.00	0.00
Tramontozzi, Anna	Corporate Controller																	0.00	0.00
Tuck, Wayne	Chief Operating Officer																		
Turner, Roy	Director, Design & Engineering	78.69																78.69	78.69
Uzelac, Danny	Manager, Talent Acquisition																	0.00	0.00
Vear, Michael	Chief Internal Auditor	166.08				50.00												216.08	216.08
Warsame, Abdul	Director, Community Housing	295.21																295.21	295.21
Williamson, Kenneth	Manager, End User Computer Support																	0.00	0.00
Wolbaum, Tracy	Director, HR Talent Acquisition																	0.00	0.00
Wong, Daisy	Facilities Manager	343.41																343.41	343.41
Wong, Jessica	Manager, Financial Reporting																	0.00	0.00
Xiao, Wei	Senior Construction Manager	129.21				745.00												874.21	874.21
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	241.54																241.54	241.54
<b>Quarterly Totals</b>		<b>5,015.65</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>8,911.41</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>13,927.06</b>	<b>13,927.06</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, 2016 and March 31, 2016.



BOARD OF DIRECTORS EXPENSES 2016																				
COMPARATIVE ANALYSIS																				
Q116 and 2016 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			
	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 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>		13.00		13.00													0.00	13.00	0.00	13.00
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
Vincent Gasparro <sup>2</sup>																	0.00	0.00	0.00	0.00
Linda Jackson <sup>2</sup>																	0.00	0.00	0.00	0.00
Joseph Kennedy <sup>2</sup>																	0.00	0.00	0.00	0.00
Colin Lynch <sup>2</sup>																	0.00	0.00	0.00	0.00
Kevin Marshman <sup>2</sup>																	0.00	0.00	0.00	0.00
Pamela Taylor <sup>2</sup>																	0.00	0.00	0.00	0.00
Catherine Wilkinson																	0.00	0.00	0.00	0.00
<b>Former Board Members</b>																				
Munira Abukar <sup>3</sup>																	0.00	0.00	0.00	0.00
Zahir Bhaidani <sup>4</sup>																	0.00	0.00	0.00	0.00
Christian Buhagiar <sup>5</sup>																	0.00	0.00	0.00	0.00
Brian Kwan <sup>6</sup>																	0.00	0.00	0.00	0.00
Karen Newman <sup>6</sup>																	0.00	0.00	0.00	0.00
Jennifer Wood <sup>7</sup>																	0.00	0.00	0.00	0.00
Audrey Wubbenhorst <sup>5</sup>	38.00		38.00														38.00	0.00	38.00	0.00
<b>Total</b>	<b>38.00</b>	<b>13.00</b>	<b>38.00</b>	<b>13.00</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>13.00</b>	<b>38.00</b>	<b>13.00</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 14, 2015 <sup>4</sup> Board member resigned June 2015 <sup>5</sup> Board member resigned November 2015 <sup>6</sup> Board member's term ended December 10, 2015 <sup>7</sup> Board member resigned March 2015



PRESIDENT AND CEO EXPENSES 2016 COMPARATIVE ANALYSIS Q116 and 2016 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			
	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD
<b>Current President and CEO (interim)</b>																				
Greg Spearn	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>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>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>





EMPLOYEE EXPENSES 2016 <sup>1</sup> COMPARATIVE ANALYSIS Q116 and 2016 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			
		Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD	Q115	Q116	2015 YTD	2016 YTD
<b>2016 Employees</b>																					
Abbas, Aymen*	Senior Construction Manager		11.02		11.02												0.00	11.02	0.00	11.02	
Abells, Alana*	Legal Counsel																0.00	0.00	0.00	0.00	
Adey, Virginia*	Director, Service Integration & Delivery (interim)																0.00	0.00	0.00	0.00	
Anckle, Daniel	Director, Resident Access & Support Services					150.00			150.00								0.00	150.00	0.00	150.00	
Araujo, Tony	Director, Payroll & Benefits		59.00		59.00												0.00	59.00	0.00	59.00	
Arellano-Chua, Joy*	Director, Treasury																0.00	0.00	0.00	0.00	
Arpadzic, Arej	Sr. Director Information Tech & Services (Interim)		291.10		291.10												0.00	291.10	0.00	291.10	
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary					96.05	77.70	96.05	77.70								96.05	77.70	96.05	77.70	
Atungo, Simone	Vice President, Resident and Community Services (interim )					2,858.97		2,858.97									0.00	2,858.97	0.00	2,858.97	
Audi, Sajj*	Design Manager, Structural																0.00	0.00	0.00	0.00	
Barei, George	Operating Unit Manager	415.00	346.80	415.00	346.80												415.00	346.80	415.00	346.80	
Barker, Catherine	Vice President, Human Resources																0.00	0.00	0.00	0.00	
Bond, Jennifer	Director, Labour Relations and Legal Counsel					237.30		237.30									237.30	0.00	237.30	0.00	
Cassim, Saira	Legal Counsel, Legal Services Division					113.00		113.00									113.00	0.00	113.00	0.00	
Chen, Jason*	Director, Development		72.23		72.23												0.00	72.23	0.00	72.23	
Coito, Ilidio*	Senior Construction Manager																0.00	0.00	0.00	0.00	
D'Souza, Cheryl	Senior Legal Counsel					474.60	819.25	474.60	819.25								474.60	819.25	474.60	819.25	
DeVito, John	Manager, IT Business Systems Services																0.00	0.00	0.00	0.00	
Dyer, Boyd	Director of Smart Buildings & Energy Management (interim)		39.15		39.15	339.00		339.00									339.00	39.15	339.00	39.15	
Fox, Nancy	Director, Community Housing	254.91	52.10	254.91	52.10												254.91	52.10	254.91	52.10	
Garrett, Kimberley	Operating Unit Manager	94.63		94.63													94.63	0.00	94.63	0.00	
Gash, Leslie	Vice President Development (interim)	719.14	259.54	719.14	259.54	339.00	1,740.03	339.00	1,740.03								1,058.14	1,999.57	1,058.14	1,999.57	
Goldvine, Sara*	Manager, Media Relations & Issues Management																0.00	0.00	0.00	0.00	
Gorel, Jason	Chief Financial Officer and Treasurer		20.00		20.00	1,257.13	73.45	1,257.13	73.45								1,257.13	93.45	1,257.13	93.45	
Grey-Wolf, Heather	Development Director																0.00	0.00	0.00	0.00	
Harb, Fadi	Manager, Elevator Services	324.53	381.52	324.53	381.52												324.53	381.52	324.53	381.52	
Henderin, Christina	Legal Counsel, Legal Services Division					709.64		709.64									0.00	709.64	0.00	709.64	
Howard, Leslie	Director, Program Management and Systems Integration	161.00	201.11	161.00	201.11												161.00	201.11	161.00	201.11	
Ibrahim, Ismail	General Counsel and Corporate Secretary (interim)																0.00	0.00	0.00	0.00	
Jacques, Stephen	Director, Revitalization & Renewal Communities	99.81	147.46	99.81	147.46	370.92		370.92									99.81	518.38	99.81	518.38	
Jeffers, Marva*	Operating Unit Manager																0.00	0.00	0.00	0.00	
Johnson, Gail*	Director, Resident Engagement & Community Services (interim)																0.00	0.00	0.00	0.00	
Keddy, Jason	Director, Community Safety Unit																0.00	0.00	0.00	0.00	
Kobal, Sylvia*	Senior Director, Procurement		268.37		268.37												0.00	268.37	0.00	268.37	
Koke, Albert	Project Change Manager, Procurement					339.00		339.00									339.00	0.00	339.00	0.00	
Kraljevic, John	Operating Unit Manager		72.00		72.00												0.00	72.00	0.00	72.00	
Lam, Linda*	Project Manager, Structural & Parking Garages																0.00	0.00	0.00	0.00	
Lawson, William	Director, Strategic Planning & Stakeholder Relations					1,081.40		1,081.40									1,081.40	0.00	1,081.40	0.00	
Leah, Graham	Vice President, Asset Management																0.00	0.00	0.00	0.00	
Lee, Rose-Ann	Senior Director, Finance					762.75		762.75									0.00	762.75	0.00	762.75	
Liu, Wei*	Manager, Property Accounting																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, Dispatch & Vendor Management																0.00	0.00	0.00	0.00	
Millward, Ted*	Legal Counsel																0.00	0.00	0.00	0.00	
Moledina, Rahim	Director, Learning & Organization Development																0.00	0.00	0.00	0.00	
Mosleh-Zahreal, Hamid*	Design Manager, Structural		32.24		32.24												0.00	32.24	0.00	32.24	
Murray, James Allen	Director, Operations Delivery	230.50	123.08	230.50	123.08												230.50	123.08	230.50	123.08	
Narine, Patricia	Director, Program Services - Operational Initiatives (interim)																0.00	0.00	0.00	0.00	
Nicolaou, Mara*	Senior Construction Manager		91.53		91.53	152.55		152.55									0.00	244.08	0.00	244.08	
Pannunzio, Flora	Facilities Manager	143.15	172.48	143.15	172.48	339.00		339.00									482.15	172.48	482.15	172.48	
Penny, Sheila	Vice President, Facilities Management																0.00	0.00	0.00	0.00	
Raubfogel, Orna	Senior Legal Counsel, Litigation (interim)	42.35		42.35													42.35	0.00	42.35	0.00	
Rhynold, Maria	Manager, Technology and Business Support	115.75	276.41	115.75	276.41												115.75	276.41	115.75	276.41	
Robson, Heather*	Legal Counsel, Employment and Privacy																0.00	0.00	0.00	0.00	
Roknic, Mary	Director, Program Services	27.48	245.19	27.48	245.19												27.48	245.19	27.48	245.19	
Salter, Kate	Legal Counsel, Legal Services	48.29	53.80	48.29	53.80	401.15		401.15									48.29	454.95	48.29	454.95	
Sharp, Jeffery	Director, Property Accounting																0.00	0.00	0.00	0.00	
Sheps, David	Facilities Manager, Architectural	107.56	117.04	107.56	117.04												107.56	117.04	107.56	117.04	
Shewchuk, Andy	Manager, Landscape and Waste Management					339.00		339.00									339.00	0.00	339.00	0.00	
Spear, Greg	Interim President and CEO																0.00	0.00	0.00	0.00	
Strohmeier, Debbie	Senior Business Systems Manager		63.96		63.96												0.00	63.96	0.00	63.96	
Summers, Cynthia	Commissioner of Housing Equity	359.23	294.14	359.23	294.14	922.83		922.83									1,282.06	294.14	1,282.06	294.14	
Tong, Vincent*	Director, Development		70.24		70.24												0.00	70.24	0.00	70.24	
Trajanos, Helen	Director, Insurance & Risk Management	47.11		47.11		333.35		333.35									380.46	0.00	380.46	0.00	



