



Review of Board, President and CEO, and Employee Expenses Q2 2016

Item 2E

September 28, 2016

Building Investment, Finance and Audit Committee

Report: BIFAC:2016- 118

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

From: Chief Internal Auditor

Date: September 12, 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 second 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 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.

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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 as the upgrades to the website have been completed.

Expenses Incurred Q2 2016

As set out in the attachments to this report, the total expenses for Q2 2016 are summarized as follows:

	Q2 2016
Board of Directors (Attachment 1)	\$0.00
President and CEO (Attachment 2)	\$0.00
Employees (Attachment 3)	<u>\$22,402.09</u>
Total	<u>\$22,402.09</u>

Comparative Summary of Expenses

The following table shows the 2016 and 2015 comparative amounts of these expenses for the second quarter and year to date ending June 30, 2016:

	Quarter Comparison (\$)		Year to Date Comparison (\$)	
	Q2 2016	Q2 2015	2016	2015
Board of Directors (Attachment 4)	0.00	0.00	13.00	75.13
President and CEO (Attachment 5)	0.00	0.00	0.00	0.00
Employees (Attachment 6)	<u>22,402.09</u>	<u>18,277.92</u>	<u>36,329.15</u>	<u>32,160.21</u>
Total	<u>22,402.09</u>	<u>18,277.05</u>	<u>36,342.15</u>	<u>32,235.34</u>

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IMPLICATIONS AND RISKS:

The reimbursement of expenses for the Board of Directors, President and CEO, and Employees in Q2 2016 were included in the 2016 operating budget.

“Michael Vear”

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

- Attachment:**
- 1: Board of Director Expenses Q2 2016
 - 2: President and CEO (interim) Expenses Q2 2016
 - 3: Employee Expenses Q2 2016
 - 4: Board of Director Expenses 2016 Comparative Analysis Q2 2016
 - 5: President and CEO Expenses 2016 Comparative Analysis Q2 2016
 - 6: Employee Expenses 2016 Comparative Analysis Q2 2016

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Employee Expense Control Clerk Leela.Diptee@torontohousing.ca

BOARD OF DIRECTORS EXPENSES Q2 2016																		
April 1, 2016 - June 30, 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 Q216 Expenses	Cumulative 2016 Expenses
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Current Board Members																		
Norman (Bud) Purves																	0.00	0.00
Councillor Ana Bailão																	0.00	0.00
Robert Carlo ¹	13.00																0.00	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
Total	13.00	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	13.00

¹ Board member was on leave from the Board from May 3, 2016 to June 16, 2016.

PRESIDENT AND CEO (Interim) EXPENSES Q2 2016																			
April 1, 2016 - June 30, 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 Q216 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
Total	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

EMPLOYEE ¹ EXPENSES Q2 2016																			
April 1, 2016 to June 30, 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 Q216 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	4.42															4.42	15.44
Abells, Alana	Legal Counsel						101.70											101.70	101.70
Adey, Virginia	Director, Services Integration & Delivery (interim)																	0.00	0.00
Anckle, Daniel	Director, Resident Access and Support Services		39.00			150.00												39.00	189.00
Araujo, Tony	Director, Payroll and Benefits	59.00																0.00	59.00
Arellano-Chua, Joy	Director, Treasury						140.00											140.00	140.00
Arpadzic, Arej	Senior Director, Information Technology & Services (interim)	291.10	426.39															426.39	717.49
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary					77.70												0.00	77.70
Atungo, Simone	Vice President, Resident and Community Services (interim)		46.25			2,858.97												46.25	2,905.22
Audi, Saji	Design Manager, Structural																	0.00	0.00
Barei, George	Operating Unit Manager	346.80	686.07															686.07	1,032.87
Barker, Catherine	Vice President, Human Resources																	0.00	0.00
Bond, Jennifer	Director, Labour Relations and Legal Counsel						28.25											28.25	28.25
Cassim, Saira	Legal Counsel, Legal Services Division						918.41											918.41	918.41
Chen, Jason	Director, Development	72.23	17.89															17.89	90.12
Coito, Ilidio	Senior Construction Manager																	0.00	0.00
D'Souza, Cheryl	Senior Legal Counsel					819.25	418.10											418.10	1,237.35
DeVito, John	Manager, IT Business Systems Services																	0.00	0.00
Dyer, Boyd	Director of Smart Buildings & Energy Management	39.15	218.63				1,447.30											1,665.93	1,705.08
Fox, Nancy	Director, Community Housing	52.10	296.46															296.46	348.56
Garrett, Kimberley	Operating Unit Manager		34.74															34.74	34.74
Gash, Leslie	Vice President Development (interim)	259.54	100.58			1,740.03	1,184.24											1,284.82	3,284.39
Goldvine, Sara	Manager, Media Relations & Issues Management																	0.00	0.00
Gorel, Jason	Chief Financial Officer and Treasurer	20.00				73.45												0.00	93.45
Grey-Wolf, Heather	Development Director																	0.00	0.00
Harb, Fadi	Manager, Elevator Services	381.52	292.19															292.19	673.71
Henderin, Christina	Legal Counsel, Legal Services Division		66.75			709.64	101.70											168.45	878.09
Howard, Leslie	Director, Program Management and Systems Integration	201.11	179.15															179.15	380.26
Ibrahim, Ismail	General Counsel and Corporate Secretary (interim)						638.45											638.45	638.45
Jacques, Stephen	Director, Revitalization & Renewal Communities	147.46	204.21			370.92												204.21	722.59
Jeffers, Marva	Operating Unit Manager																	0.00	0.00
Johnson, Gail	Director, Resident Engagement & Community Services (interim)		37.44															37.44	37.44
Johnson, Mark	General Counsel and Corporate Secretary																	0.00	0.00
Keddy, Jason	Director, Community Safety Unit																	0.00	0.00
Kobal, Sylvia	Senior Director, Procurement	268.37	304.15				4,853.35											5,157.50	5,425.87
Koke, Albert	Project Change Manager, Procurement																	0.00	0.00
Kraljevic, John	Operating Unit Manager	72.00	54.00															54.00	126.00
Kurzemnieks, Kalvis	Design Manager, Architectural & Building		582.02															582.02	582.02
Lam, Linda	Manager, Structural and Parking Garages		15.00				158.00											173.00	173.00
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	949.20											949.20	1,711.95
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	685.88															685.88	718.12
Murray, James Allen	Director, Operations Delivery	123.08	113.50															113.50	236.58
Narine, Patricia	Director, Program Services - Operational Initiatives																	0.00	0.00
Nicolaou, Mara	Senior Construction Manager	91.53				152.55												0.00	244.08
Pannunzio, Flora	Facilities Manager	172.48	286.16															286.16	458.64
Penny, Sheila	Vice President, Facilities Management		408.26				1,672.12											2,080.38	2,080.38

EMPLOYEE ¹ EXPENSES Q2 2016																			
April 1, 2016 to June 30, 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 Q216 Expenses	Total 2016 YTD Expenses
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Raubfogel, Orna	Senior Legal Counsel, Litigation (interim)																	0.00	0.00
Rhynold, Maria	Manager, Technology and Business Support	276.41	197.75															197.75	474.16
Robson, Heather	Legal Counsel, Employment and Privacy																	0.00	0.00
Roknic, Mary	Director, Program Services	245.19	84.30															84.30	329.49
Salter, Kate	Legal Counsel, Legal Services	53.80				401.15	692.41											692.41	1,147.36
Sharp, Jeffery	Director, Property Accounting																	0.00	0.00
Sheps, David	Facilities Manager, Architectural	117.04	140.11															140.11	257.15
Shewchuk, Andy	Manager, Grounds and Waste Management		215.74															215.74	215.74
Spearn, Greg	Interim President and CEO																	0.00	0.00
Strohmeier, Debbie	Senior Business Systems Manager	63.96	9.54															9.54	73.50
Summers, Cynthia	Commissioner of Housing Equity	294.14	529.41															529.41	823.55
Tong, Vincent	Director, Development (interim)	70.24	90.15															90.15	160.39
Trajanos, Helen	Director, Insurance & Risk Management																	0.00	0.00
Tramontozzi, Anna	Corporate Controller						949.20											949.20	949.20
Tuck, Wayne	Chief Operating Officer		256.18															256.18	256.18
Turner, Roy	Director, Design & Engineering	78.69																0.00	78.69
Uzelac, Danny	Manager, Talent Acquisition																	0.00	0.00
Vear, Michael	Chief Internal Auditor	166.08	155.95			50.00												155.95	372.03
Warsame, Abdul	Director, Community Housing	295.21	178.62															178.62	473.83
Williamson, Kenneth	Manager, End User Computer Support		172.74															172.74	172.74
Wolbaum, Tracy	Director, HR Talent Acquisition																	0.00	0.00
Wong, Daisy	Facilities Manager	343.41	286.88															286.88	630.29
Wong, Jessica	Manager, Financial Reporting		80.00															80.00	80.00
Xiao, Wei	Senior Construction Manager	129.21	172.48			745.00	62.15											234.63	1,108.84
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	418.52															418.52	660.06
Quarterly Totals		5,015.65	8,087.51	0.00	0.00	8,911.41	14,314.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,402.09	36,329.15

¹ 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 June 30, 2016.

BOARD OF DIRECTORS EXPENSES 2016																				
COMPARATIVE ANALYSIS																				
Q216 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			
	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD
Current Board Members																				
Norman (Bud) Purves																	0.00	0.00	0.00	0.00
Councillor Ana Bailão																	0.00	0.00	0.00	0.00
Robert Carlo ¹			13.00														0.00	0.00	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 ²																	0.00	0.00	0.00	0.00
Linda Jackson ²																	0.00	0.00	0.00	0.00
Joseph Kennedy ²																	0.00	0.00	0.00	0.00
Colin Lynch ²																	0.00	0.00	0.00	0.00
Kevin Marshman ²																	0.00	0.00	0.00	0.00
Pamela Taylor ²																	0.00	0.00	0.00	0.00
Catherine Wilkinson																	0.00	0.00	0.00	0.00
Former Board Members																				
Munira Abukar ³																	0.00	0.00	0.00	0.00
Zahir Bhaidani ⁴			37.13														0.00	0.00	37.13	0.00
Christian Buhagiar ⁵																	0.00	0.00	0.00	0.00
Brian Kwan ⁶																	0.00	0.00	0.00	0.00
Karen Newman ⁶																	0.00	0.00	0.00	0.00
Jennifer Wood ⁷																	0.00	0.00	0.00	0.00
Audrey Wubbenhorst ⁵			38.00														0.00	0.00	38.00	0.00
Total	0.00	0.00	75.13	13.00	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	75.13	13.00

¹ Board member's term began June 15, 2015, Board member was on leave from the Board from May 3, 2016 to June 16, 2016 ² Board member's term began December 10, 2015 ³ Board member's term ended June 14, 2015 ⁴ Board member resigned June 2015 ⁵ Board member resigned November 2015 ⁶ Board member's term ended December 10, 2015 ⁷ Board member resigned March 2015

PRESIDENT AND CEO EXPENSES 2016 COMPARATIVE ANALYSIS Q216 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			
	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD
Current President and CEO (interim)																				
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
Total	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

EMPLOYEE EXPENSES 2016 ¹ COMPARATIVE ANALYSIS Q216 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			
		Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD
2016 Employees																					
Abbas, Aymen*	Senior Construction Manager		4.42		15.44													0.00	4.42	0.00	15.44
Abells, Alana*	Legal Counsel						101.70											0.00	101.70	0.00	101.70
Adey, Virginia*	Director, Service Integration & Delivery (interim)																	0.00	0.00	0.00	0.00
Anckle, Daniel	Director, Resident Access & Support Services		39.00		39.00													0.00	39.00	0.00	189.00
Araujo, Tony	Director, Payroll & Benefits				59.00													0.00	0.00	0.00	59.00
Arellano-Chua, Joy	Director, Treasury						140.00											0.00	140.00	0.00	140.00
Arpadzic, Arej*	Sr. Director Information Tech & Services (Interim)		426.39		717.49													0.00	426.39	0.00	717.49
Asturi, Marta	Legal Counsel and Assistant Corporate Secretary								96.05		77.70							0.00	0.00	96.05	77.70
Atungo, Simone	Vice President, Resident and Community Services (interim)		46.25		46.25	555.00			555.00		2,858.97							555.00	46.25	555.00	2,905.22
Audi, Saji*	Design Manager, Structural																	0.00	0.00	0.00	0.00
Barei, George	Operating Unit Manager	467.47	686.07	882.47	1,032.87													467.47	686.07	882.47	1,032.87
Barker, Catherine	Vice President, Human Resources																	0.00	0.00	0.00	0.00
Bond, Jennifer	Director, Labour Relations and Legal Counsel						28.25		237.30		28.25							0.00	28.25	237.30	28.25
Cassim, Saira	Legal Counsel, Legal Services Division						918.41		113.00		918.41							0.00	918.41	113.00	918.41
Chen, Jason*	Director, Development		17.89		90.12													0.00	17.89	0.00	90.12
Coito, Ilidio*	Senior Construction Manager																	0.00	0.00	0.00	0.00
D'Souza, Cheryl	Senior Legal Counsel						418.10		474.60		1,237.35							0.00	418.10	474.60	1,237.35
DeVito, John	Manager, IT Business Systems Services																	0.00	0.00	0.00	0.00
Dyer, Boyd	Director of Smart Buildings & Energy Management		218.63		257.78		1,447.30		339.00		1,447.30							0.00	1,665.93	339.00	1,705.08
Fox, Nancy	Director, Community Housing	489.39	296.46	744.30	348.56													489.39	296.46	744.30	348.56
Garrett, Kimberley	Operating Unit Manager	117.40	34.74	212.03	34.74													117.40	34.74	212.03	34.74
Gash, Leslie	Vice President Development (interim)	523.47	100.58	1,242.61	360.12	1,590.87	1,184.24	1,929.87	2,924.27									2,114.34	1,284.82	3,172.48	3,284.39
Goldvine, Sara*	Manager, Media Relations & Issues Management																	0.00	0.00	0.00	0.00
Gorel, Jason	Chief Financial Officer and Treasurer				20.00	898.35		2,155.48	73.45									898.35	0.00	2,155.48	93.45
Grey-Wolf, Heather	Development Director																	0.00	0.00	0.00	0.00
Harb, Fadi	Manager, Elevator Services	294.49	292.19	619.02	673.71													294.49	292.19	619.02	673.71
Henderin, Christina	Legal Counsel, Legal Services Division		66.75		66.75		101.70		811.34									0.00	168.45	0.00	878.09
Howard, Leslie	Director, Program Management and Systems Integration	122.00	179.15	283.00	380.26													122.00	179.15	283.00	380.26
Ibrahim, Ismail	General Counsel and Corporate Secretary (interim)						638.45		638.45									0.00	638.45	0.00	638.45
Jacques, Stephen	Director, Revitalization & Renewal Communities	176.28	204.21	276.09	351.67	1,955.89		1,955.89	370.92									2,132.17	204.21	2,231.98	722.59
Jeffers, Marva*	Operating Unit Manager																	0.00	0.00	0.00	0.00
Johnson, Gail*	Director, Resident Engagement & Community Services (interim)		37.44		37.44													0.00	37.44	0.00	37.44
Johnson, Mark*	General Counsel and Corporate Secretary																	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		304.15		572.52		4,853.35		4,853.35									0.00	5,157.50	0.00	5,425.87
Koke, Albert	Project Change Manager, Procurement	19.08		19.08					339.00									19.08	0.00	358.08	0.00
Kraljevic, John	Operating Unit Manager	114.50	54.00	114.50	126.00													114.50	54.00	114.50	126.00
Kurzemnieks, Kalvis*	Design Manager, Architectural & Building		582.02		582.02													0.00	582.02	0.00	582.02
Lam, Linda*	Manager, Structural & Parking Garages		15.00		15.00		158.00				158.00							0.00	173.00	0.00	173.00
Lawson, William	Director, Strategic Planning & Stakeholder Relations								1,081.40									0.00	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					212.99	949.20	212.99	1,711.95									212.99	949.20	212.99	1,711.95
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
Mosieh-Zahreal, Hamid*	Design Manager, Structural		685.88		718.12													0.00	685.88	0.00	718.12
Murray, James Allen	Director, Operations Delivery	204.40	113.50	434.90	236.58													204.40	113.50	434.90	236.58
Narine, Patricia	Director, Program Services - Operational Initiatives																	0.00	0.00	0.00	0.00
Nicolaou, Mara*	Senior Construction Manager				91.53				152.55									0.00	0.00	0.00	244.08
Pannunzio, Flora	Facilities Manager	100.71	286.16	243.86	458.64				339.00									100.71	286.16	582.86	458.64
Penny, Sheila	Vice President, Facilities Management		408.26		408.26		1,672.12				1,672.12							0.00	2,080.38	0.00	2,080.38
Raubfogel, Orna	Senior Legal Counsel, Litigation (interim)	185.58		227.93														185.58	0.00	227.93	0.00
Rhynold, Maria	Manager, Technology and Business Support	123.34	197.75	239.09	474.16													123.34	197.75	239.09	474.16
Robson, Heather*	Legal Counsel, Employment and Privacy																	0.00	0.00	0.00	0.00
Roknic, Mary	Director, Program Services	44.64	84.30	72.12	329.49													44.64	84.30	72.12	329.49
Salter, Kate	Legal Counsel, Legal Services			48.29	53.80		692.41				1,093.56							0.00	692.41	48.29	1,147.36
Sharp, Jeffery	Director, Property Accounting																	0.00	0.00	0.00	0.00
Sheps, David	Facilities Manager, Architectural	115.09	140.11	222.65	257.15													115.09	140.11	222.65	257.15
Shewchuk, Andy	Manager, Landscape and Waste Management		215.74		215.74				339.00									0.00	215.74	339.00	215.74
Spearn, Greg	Interim President and CEO																	0.00	0.00	0.00	0.00
Strohmeier, Debbie*	Senior Business Systems Manager		9.54		73.50													0.00	9.54	0.00	73.50
Summers, Cynthia	Commissioner of Housing Equity	383.58	529.41	742.81	823.55	1,446.33			2,369.16									1,829.91	529.41	3,111.97	823.55

**EMPLOYEE EXPENSES 2016 ¹
COMPARATIVE ANALYSIS
Q216 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			
		Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD	Q215	Q216	2015 YTD	2016 YTD
Tong, Vincent*	Director, Development (interim)		90.15		160.39											0.00	90.15	0.00	160.39		
Trajanos, Helen	Director, Insurance & Risk Management	4.11		51.22				333.35								4.11	0.00	384.57	0.00		
Tramontozzi, Anna	Corporate Controller					949.20			949.20							0.00	949.20	0.00	949.20		
Tuck, Wayne*	Chief Operating Officer		256.18		256.18											0.00	256.18	0.00	256.18		
Turner, Roy	Director, Design & Engineering	788.13		1,597.06	78.69											788.13	0.00	1,597.06	78.69		
Uzelac, Danny*	Manager, Talent Acquisition															0.00	0.00	0.00	0.00		
Vear, Michael	Chief Internal Auditor	144.32	155.95	293.09	322.03	3,175.10		3,215.10	50.00							3,319.42	155.95	3,508.19	372.03		
Warsame, Abdul	Director, Community Housing	111.93	178.62	111.93	473.83			339.00								111.93	178.62	450.93	473.83		
Williamson, Kenneth	Manager, End User Computer Support		172.74		172.74	734.50		734.50								734.50	172.74	734.50	172.74		
Wolbaum, Tracy*	Director, HR Talent Acquisition															0.00	0.00	0.00	0.00		
Wong, Daisy	Facilities Manager	261.32	286.88	431.50	630.29	276.96		2,117.73								538.28	286.88	2,549.23	630.29		
Wong, Jessica	Manager, Financial Reporting		80.00		80.00											0.00	80.00	0.00	80.00		
Xiao, Wei*	Senior Construction Manager		172.48		301.69											0.00	172.48	0.00	301.69		
Yip, Raymond	Director, Expenditures & Financial Controller					62.15			807.15							0.00	62.15	0.00	807.15		
Yung, Cindy	Director, Financial Planning and Analysis															0.00	0.00	0.00	0.00		
Zhang, Fred*	Manager, Business Analysis		418.52		660.06											0.00	418.52	0.00	660.06		

2015 Employees Not On 2016 List

Babcock, Glenys	Sr. Manager, Planning and Business Support															0.00	0.00	0.00	0.00
Bradburn, Lenna	Vice President, Resident and Community Services	19.31		60.51												19.31	0.00	60.51	0.00
Chisholm, Paul	General Manager, Housing Connections			29.25												0.00	0.00	29.25	0.00
Hoppe, Daniel	Director Capital Planning															0.00	0.00	0.00	0.00
Maharaj, Anand	Vice President, Human Resources															0.00	0.00	0.00	0.00
Mohamed, Kamrool	Director, Community Safety Unit (interim)															0.00	0.00	0.00	0.00
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
Payne, Laurie	Development Director	60.90		156.30		2,482.69		2,482.69								2,543.59	0.00	2,638.99	0.00
Petralito, Sam	Senior Director, Procurement (interim)															0.00	0.00	0.00	0.00
Reid, Elizabeth	Vice President, Information Technology & Services			26.00												0.00	0.00	26.00	0.00
Scott, Ken	Senior Director, Strategic Procurement	41.70		95.27												41.70	0.00	95.27	0.00
Spencer, Pamela	General Counsel and Corporate Secretary	36.10		56.10				868.12								36.10	0.00	924.22	0.00
Steidl, Lori	Manager, Payroll, Benefits & Compensation															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
	Quarterly Totals	4,949.24	8,087.51	9,532.98	13,103.16	13,328.68	14,314.58	22,627.23	23,225.99	0.00	0.00	0.00	0.00	0.00	0.00	18,277.92	22,402.09	32,160.21	36,329.15

¹ 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 June 30, 2016. * Employee was not on the list in Q215.