Review of Board, President and CEO, and Employee Expenses 2021

Item 9 July 27, 2022

Building Investment, Finance and Audit Committee

Report:	BIFAC:2022-96
To:	Building Investment, Finance and Audit Committee ("BIFAC")
From:	Chief Financial Officer
Date:	July 20, 2022

PURPOSE:

The purpose of this report is to report on the expenses of the Board of Directors, the President and Chief Executive Officer ("President and CEO"), and certain Toronto Community Housing Corporation ("TCHC") employees for the 2021 Year.

RECOMMENDATION:

It is recommended that the BIFAC 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

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

of all TCHC board members and all TCHC staff members whose salaries exceed \$100.000.

Pursuant to this motion, reference to 'TCHC Employees' and/or 'Employees' in this report and in the public disclosure of employee expenses is defined as those employees whose annual salary exceeds \$100,000 per annum.

All expenses submitted by the President and CEO, and Directors are approved by the Chair of the Board of TCHC to ensure the expenses claimed are incurred in the performance of duties related to TCHC. The Chair's expenses are signed off by the President and CEO as a check and balance at the point of reimbursement.

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 will be posted on the TCHC website.

SUMMARY OF EXPENSES INCURRED IN 2021

As set out in the attachments to this report, the total expenses for 2021 and the comparative summary to 2020 as of December 31, 2021 are summarized as follows:

	Year-Over-Year Comparison (\$)			
	2021 202			
Board of Directors	-	-		
President and CEO	109	497		
Employees	107,767	102,743		
Total	107,876	103,240		

IMPLICATIONS AND RISKS:

The reimbursement of expenses for the Board of Directors, President and CEO, and employees in 2021 were included in the 2021 operating budget.

SIGNATURE:

"Rose-Ann Lee"

Rose-Ann Lee Chief Financial Officer and Treasurer

ATTACHMENTS:

- 1. Board of Director Expenses
- 2. President and CEO Expenses
- 3. Employee Expenses
- 4. Board of Director Expenses Comparative Analysis
- 5. President and CEO Expenses Comparative Analysis
- 6. Employee Expenses Comparative Analysis

STAFF CONTACTS:

Rose-Ann Lee, Chief Financial Officer and Treasurer 416-981-4316 Rose-Ann.Lee@torontohousing.ca

Raymond Yip, Director, FP&A, Expenditure and Controls 416-981-4332

Raymond.Yip@torontohousing.ca

Attachment 1 - Board of Director Expenses

BOARD OF DIRECTORS EXPENSES 2021 Year Ended December 31, 2021								
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 2020 Expense	Notes		
Current Board Members								
Timothy Murphy (Chair)	-	-	-	-	-			
Councillor Anna Bailao	-	-	-	-	-			
Councillor Paula Fletcher	-	-	-	-	-			
Brian Smith	-	-	-	-	_			
Debbie Douglas	-	-	-	-	-			
Marcel Charlebois (1)	-	-	-	-	-	1		
Naram Mansour (1)	-	-	-	-	-	1		
Nick Macrae	-	-	-	-	-			
Ubah Farah	-	-	-	-	-			
John Campbell	-	-	-	-	-			
Adele Imrie					-			
Frances Nunziata					-			
Subtotal	-	-	-	-	-			
Former Board Members								
Amanda Coombs (2)					-	2		
Linda Jackson		-			-	2		
Subtotal	-	-	-	_				
	•		•					
Total	_	-	-	-				

¹Board member started on March 10th, 2021

²Board member last day March 9th, 2021

Attachment 2 - President and CEO Expenses

			ID CEO EXPENSES 2021 December 31, 2021			
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 2021 Expense	Notes
Kevin Marshman	109				109	1
Sheila Penny (Interim)					-	2
Jagdeep Sharma					-	3
Total	109	-	-	-	109	

¹ Appointed as interim CEO on April 25, 2017 and as official CEO on April 3, 2019, ceased to be CEO on March 31, 2021

² Acting as interim CEO from April 1, 2021 to August 2, 2021

³ Appointed as President and CEO on August 3, 2021

Attachment 3 - Employee Expenses

EMPLOYEE EXPENSES 2021									
Year Ended December 31, 2021									
Employee Name ¹	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 2021 Expenses			
Abells, Alana	Legal Counsel	_	133	-	-	133			
Amponsah, Evelyn	Centre Director, Centre for the Advancement of Black People	85	-	77	50	211			
Anderson, William G	Senior Director, Community Safety Unit	-	40	-	-	40			
Andreiev, Ion	Manager, Maintenance	-	-	-	79	79			
Andrews, Maria Luisa	Vice President, Information and Technology Services	-	77	-	-	77			
Angkaw, John P.	Senior Director, Business Operations	-	- 1,469	-	-	- 1,469			
Antigua, Rene	Superintendent	53	-	-	-	53			
Batistil, Maria Lourdes	Customer Relationship Lead	-	905	-	-	905			
Bautista, Alejandro	Senior Superintendent	19	-	-	-	19			
Bernabei, Tony	Director, Networks and Infrastructure	138	250	-	-	388			

Employee Name ¹	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 2021 Expenses
Boblai, Azim	Manager, IT Security and Controls	-	10,354	-	-	10,354
Bottoni, Mona	Senior Manager Operations	-	451	-	-	451
Boyd, Robert	Senior Manager, Construction	85	220	-	-	305
Camarda, Agostino	Senior Superintendent	90	-	-	-	90
Campoli, Vincenzo	Electrician (Foreman)	114	-	-	-	114
Chao, Bao	Custodial Maintenance Person 1	259	-	-	-	259
Cheddesingh, Alexis	Community Service Coordinator	827	-	-	1,174	2,000
Cochrane, Chris	Supervisor Field Security	-	-	-	305	305
Collins, Raymond	Program Manager	-	787	-	-	787
Corrado, Aimee	Manager, Building Services	488	-	-	100	588
Daley, Tim	Manager, Safety Systems	-	532	-	-	532
Davis, Michelle	Manager, Seniors Housing	-	1,500	-	-	1,500
De Verteuil, Annie	Legal Counsel	-	57		-	57

Employee Name ¹	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 2021 Expenses
Dinavahi, Lakshmi	Corporate Controller	-	1,102	-	-	1,102
Do, Kien	Senior Superintendent	561	-	-	-	561
Elmi, Abdulle	HoMES Operations Business Lead	-	1,320	_	-	1,320
Ennis, Kemaureen	Superintendent	1,062	-	-	-	1,062
Erochko, Andrew	Manager, Health and Safety	-	85	-	-	85
Ferreira, Frank J.	Manager, IT Network and Infrastructure	351	-	90	-	441
Giansante, Tony	Electrician (Foreman)	1,824	-	-	-	1,824
Gibson, John	Program Manager	-	532	-	-	532
Golding, Stacy	Community Service Coordinator	64	-	-	-	64
Grotsch, Richard	Tenant Resolution Officer	-	900	1,940	-	2,840
Hamidi, Reza	Manager, Facilities	15	504	-	-	519
Ho, Joyce	Senior Manager, Development	-	2,254	-	-	2,254
Hoover, Katherine	Community Service Coordinator	443		-	-	443

	10	ear Ended Decembe	1 31, 2021			
Employee Name ¹	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 2021 Expenses
Hosein, Maureen	Manager, Corporate and Internal Communications	-	3,239	-	-	3,239
Jani, Samantha	Manager, Complex Tenancies	202	-	-	-	202
Jessani, Karim	Manager, Internal Audit	_	672	-	-	672
Kazmierska, Anna	Design Manager	386	-	-	-	386
Khalil, Tarek	Systems Integrator	46	-	-	-	46
Koke, Albert	Senior Director, Procurement	-	-	-	147	147
Kolakowska, Joanna	Senior Manager, Construction	-	170	-	-	170
Kraljevic, John	General Manager	12	-	-	8,102	8,114
Ku, Lisa	Manager, Performance and Quality	-	-	-	114	114
Kurzemnieks, Kalvis	Design Manager, Architectural and Building	126	-	-	-	126
Lam, Linda	Design Manager	426	-	-	-	426
Lam, Michael	Senior Manager, Construction	-	170	-	310	479
Latendresse, Christopher	Manager, Business Operations	-	2,501	_	-	2,501

Employee Name ¹	Current Position	Business Travel (mileage, taxi, parking, other non-conference	Conferences and Training (all costs to attend conferences	Hospitality and Protocol (policy- approved business meals	Other Expenses (any expense not included in the other	Total 2021 Expenses
		travel)	including travel, registration, meals, etc.)	when not attending a conference)	categories)	
Lee, Marilyn G.	Senior Legal Counsel	-	480	-	115	596
Letto, Douglas	Legal Counsel	-	607	-	743	1,350
Macdonald, Donald	Assistant General Manager	350	-	-	-	350
Macdonnell, Brian	Manager Community CSU	-	1,824	-	124	1,949
Malloch, Bruce	Director, Strategic Communications	-	-	-	719	719
Martino, Angelo	Electrician (Foreman)	57	-	-	-	57
Mcmanus, Kenneth	Senior Superintendent	68	-	-	-	68
Mcnutt, Robert	Legal Counsel	-	-	-	819	819
Miclat, Rosauro	Senior Superintendent	212	-	-	-	212
Mizbani, Shahab (dino)	Specialist, Network Support	375	-	-	-	375
Morales, David	Community Service Coordinator	1,067	-	-	90	1,157
Mordarski, Joshua	Special Constable	-	-	28	-	28
Murray, James	Vice President, Facilities Management	10	-	-	-	10

real Efficie December 51, 2021							
Employee Name ¹	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 2021 Expenses	
O`Connor, Daniel	Manager, Maintenance	1,496	-	-	-	1,496	
Oluwole-Aina, Christine	Business Planner	-	1,198	-	-	1,198	
Patel, Aslam	Agent, Field Service	-	3,242	-	-	3,242	
Perucho, Darrel	Specialist, Network Support	153	-	-	-	153	
Pires, Catarina	Design Manager, Architectural and Building	450	-	-	-	450	
Raubfogel, Orna	Senior Legal Counsel	-	1,031	-	74	1,105	
Rehel, Ryan	Senior Superintendent	624	-	-	-	624	
Reis, Sheldon	Manager, End User Computing and Infrastructure	-	88	-	-	88	
Robson, Heather	Legal Counsel	-	429	-	-	429	
Seaton (Godwin), Zainab	Community Service Coordinator	233	-	260	_	493	
Serrano, Arnold	Senior Superintendent	45	-	-	-	45	
Singh, Rajesh	Manager, Sourcing	-	395	-	-	395	
Slater, Noah	Senior Director Planning and Design Strategy			580	-	580	

	fear Efficie December 31, 2021								
Employee Name ¹	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 2021 Expenses			
Slyne, Brendan	Design Manager, Mechanical and Electrical	-	170	-	-	170			
Stinson, Casey	IHMS Business Function Lead	-	1,320	-	-	1,320			
Sweedland, Adam	General Manager	-	-	1,133	22,809	23,942			
Tong, Vincent	Chief Development Officer	-	3,000	-	-	3,000			
Tracey, Shane	Building Maintenance Coordinator	466	-	-	-	466			
Tsang-Sit, Anita	Director, Insurance & Risk Management	-	1,011	-	-	1,011			
Vani, Fabio	Electrician (Foreman)	57	-	-	-	57			
Varone, Michele	Senior Superintendent	64	-	-	-	64			
Vijh, Parvin	Manager, Commercial Accounting	-	1,014	-	-	1,014			
Wan, Benny	Special Constable	-	-	48	-	48			
Wieczorek, Edmund	Facilities Manager	-	504	-	-	504			
Wilson, Dennis	Manager, Cleaning	-	-	-	100	100			
Yarcia, Ritchie	Senior Superintendent	30	-	-	-	30			

	EMPLOYEE EXPENSES 2021								
	Year Ended December 31, 2021								
Employee Name ¹	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 2021 Expenses			
Youness, Ferass	Structural Engineer	2,257	-	-	-	2,257			
Young, Stephen	Manager, Building Services	2,452	-	-	-	2,452			
Yousuf, Fahad	Community Service Coordinator	319	-	-	-	319			
Zebeski, David	Senior Manager Operations	28	-	222	5,331	5,581			
	Total	18,490	43,596	4,378	41,304	107,767			

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. Employees who were not reimbursed during 2021 for expense claims have not been included in the list. Expenses for the President and CEO are set out on a separate attachment.

² Shaded areas identify employees who are no longer with TCHC

Attachment 4 - Board of Director Expenses Comparative Analysis

					OF DIRE			5 2021								
Board Member	(mileage other no	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals, etc.)			Protocol icy-approess meals attendin	oved when ng a	(any includ	ner Exper expense ed in the ategorie	e not e other	Total	Notes		
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
Current Board Members																
Timothy Murphy (Chair)	0.00			0.00			0.00			0.00			0.00	0.00	0.00	1
John Campbell	0.00			0.00			0.00			0.00			0.00	0.00	0.00	1
Adele Imrie	0.00			0.00			0.00			0.00			0.00	0.00	0.00	1
Frances Nunziata	0.00			0.00			0.00			0.00			0.00	0.00	0.00	2
Councillor Ana Bailao	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Councillor Paula Fletcher	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Marcel Charlebois	0.00			0.00			0.00			0.00			0.00	0.00	0.00	3
Naram Mansour	0.00			0.00			0.00			0.00			0.00	0.00	0.00	3
Brian Smith	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Debbie Douglas	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Nick Macrae	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Ubah Farah	0.00			0.00			0.00			0.00			0.00	0.00	0.00	
Subtotal	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	

					OF DIRE			2021								
Board Member	(mileage other no	ness Trav e, taxi, pa on-confe travel)	rking, rence	(all confer confer trave	ferences Training osts to at ences inc I, registra neals, etc	ctend cluding ation, .)	not attending a conference)			(any includ c	ner Exper expense led in the categorie	e not e other s)	Total	Notes		
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
ormer Board Members																
Amanda Coombs	0.00			0.00			0.00			0.00			0.00			4
Linda Jackson	0.00			0.00			0.00			0.00			0.00			4
Kevin Marshman (Chair)	0.00			0.00			0.00			0.00		709.35	0.00	0.00	709.35	5
Councillor Michael Ford	0.00			0.00			0.00			0.00			0.00	0.00	0.00	6
Colin Lynch	0.00			0.00			0.00			0.00			0.00	0.00	0.00	7
Wendy Kelly	0.00			0.00			0.00			0.00			0.00	0.00	0.00	8
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	709.35	0.00	0.00	709.35	
																7
Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	709.35	0.00	0.00	709.35	

¹Board member started on May 15, 2019

²Board member started in June 2020

³Board member started on March 10, 2021

⁴Board member last day March 9, 2021

⁵Board member last day April 3, 2019. The expense is for roaming phone charges

⁶Board member last day December 13, 2019

⁷Board member last day April 12, 2019

⁸Board member last day April 16, 3019

Attachment 5 - President and CEO Expenses Comparative Analysis

				PRES	SIDENT /	AND CEC			1							
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.)			(poli busine not	pitality Protoco cy-appross meals attendio	oved when ng a	(any includ	er Experexpense expense ed in the ategorie	e not e other	Total	Notes		
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
Kevin Marshman	109	456	889	_	-	-	-	-	87	-	41	-	109	497	976	1
Sheila Penny (Interim)	1	-	17	_	-	417	-	-	-	-	-	-	_	_	434	2
Jagdeep Sharma	-	-	-	_	-	-	-	-	-	-	-	-	_	-	_	3
Total	109	456	906	_	-	417	-	-	87	-	41	-	109	497	1,410	

¹ Appointed as interim CEO on April 25, 2017 and as official CEO on April 3, 2019, ceased to be CEO on March 31, 2021

² Acting as interim CEO from April 1, 2021 to August 2, 2021

³ Appointed as President and CEO on August 3, 2021

Attachment 6 - Employee Expenses - Comparative Analysis

					PARATIVE SU												
Employee Name	Current Position	(mileage, taxi	Business Trave i, parking, other r travel)		(all costs to atte	ferences and Trai end conferences i istration, meals, e	ncluding travel,	(policy-appro	pitality and Proto oved business meaning a conferen	als when not	(any expe	Other Expenses nse not included i categories)		Total All Categories			
		2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
Abdulla, Reza	Manager, Interior Buildings	_	56	716		-	-		-			-	-		56	716	
Abells, Alana	Legal Counsel	-	-	- 716	133	1,219	400	-	-	-	-	-	-	133	1,219	400	
Ahmad, Muhammad	Senior Software Developer	-	6	-	-	1,475	1,000	-	-	-	-	-	-	-	1,480	1,000	
Ahmed, Tunjib	IHMS Business Function Lead	-	-		-	1,212			-		-	-		-	1,212	-	
Amponsah, Evelyn Anderson, Derek	Centre Director, Centre for the Advancement of Black People Supervisor Field Security	85	373		-	554		77	_		50	_		211	926	-	
Andreiev, Ion	Manager, Maintenance	-	15			- 554			-		79			79	15	-	
Andrews, Maria Luisa	Vice President, Information and Technology Services	-	-	-	77	-	2,825	-	-	-	-	-	-	77	-	2,825	
Angkaw, John P.	Senior Director, Business Operations	-	14	195	- 1,469	442	3,020	-	-	26	-	-	-	- 1,469	456	3,240	
Antigua, Rene	Superintendent	53	224	200	-			-			-			53	-	-	
Arpadzic, Sanja Baker, Tyler	Manager Operational Initiatives Senior Director, Development	-	234	809 364		-			-	-	-	-	-	-	234	809 364	
Baksh, Rayaz	Technical Support Specialist	-	107	-		-	-		-	-	-	-	-	-	107	- 304	
Barratt, Wen-Hua (linda)	Director, Enterprise Architecture	-	166	891	-	5,672	-	-	-	-	-	-	-	-	5,837	891	
Batistil, Maria Lourdes	Customer Relationship Lead	-			905			-			-			905	-	-	
Bautista, Alejandro	Senior Superintendent	19		20-	-						-			19	-	-	
Beaubien, Richard Berhane, Arsema	Special Constable Manager Strategic Service Partnerships	-	136	399		-	-		-	-		-	-	-	- 136	399	
Bernabei, Tony	Director, Networks and Infrastructure	138	524	905	250	785	-		-	_	-	-	-	388	1,309	905	
Bezoff, Michael	Manager, Seniors Housing	-	647	303	-	-		-	-		-	-		-	647	-	
Boblai, Azim	Manager, IT Security and Controls	-	604		10,354	548		-	-		-	572		10,354	1,725	-	
Bottoni, Mona	Senior Manager Operations	-	65	77	451	-	2,117	-	-	-	-	-	-	451	65	2,195	
Boudreau, Wayne	Plumber (General Foreman) Manager, Sourcing	-	-	1,182 79	-	-	-	-	-	-	-	125	-	-	125	1,182 79	
Bourne James, Joanne Boyd, Robert	Senior Manager, Construction	- 85	-	- 79	220	-		<u> </u>	-	-	-	1,021	-	305	- 1,021	- 79	
Britton, Allan	Senior Director, Community Safety Unit	-	644	-	-	-	-	-	-	22	-	-	-	-	644	22	
Brosnan, Sean	Community Safety Advisor	-	-	1,073	-	-	708	-	-	336	-	-	-	-	-	2,117	
Brownstone, Keir	Manager, Energy Management	-	-	-	-	281	-	-	-	-	-	-	-	-	281	-	
Burningham, Grant	Manager Community CSU	-	105 45		-	-		-	-		-	-		-	105 45	-	
Butek, Kairat Cabading, Orlando	Senior Superintendent Manager, Building Energy Systems	-	24	947		-			-		-	-	_	-	24	947	
Calleja, Sam	Program Manager	-	676	347	-	-		-	-		-	-		-	676	-	
Camarda, Agostino	Senior Superintendent	90	381		-	-		-	-		-	-		90	381	-	
Campoli, Vincenzo	Electrician (Foreman)	114			-			-			-			114	-	-	
Capati, Cezar Chamberlain, Jaye	Manager, Cleaning Electrician (Foreman)	-	50 1,440	2,205		-			-		-	-		-	50 1,440	2,205	
Chao, Bao	Custodial Maintenance Person 1	259	1,440	2,205		-	-		-	-	-	-	-	259	1,440	2,205	
Charles, Suzzana	Community Service Coordinator	-	53	1,940	-	-	-	-	-	-	-	-	-	-	53	1,940	
Cheddesingh, Alexis	Community Service Coordinator	827			-			-			1,174			2,000	-	-	
Chen, Yan (cindy)	Manager, Financial Reporting	-	-		-	429		-	-		-	-		-	429	-	
Cochrane, Chris Collins, Raymond	Supervisor Field Security Program Manager	-	398 452		- 787	- 548		-	-		305	-		305 787	398 1,000	-	
Corrado, Aimee	Manager, Building Services	488	1,590		- 181	548			-		100	- -		588	1,000	-	
Culcearu, Mihai	Senior Superintendent	-	157		-	-		-	-		-	-		-	157	-	
Daley, Tim	Manager, Safety Systems	-	261	914	532	322	290	-	-	-	-	-	-	532	583	1,205	
Davidson, Jay	Manager Community CSU	-	153		-	-		-	-		-	-		-	153	-	
Davis, Michelle De Verteuil, Annie	Manager, Seniors Housing	-	- 12	121	1,500	1,500 1,033	1,880	-	-		-	80		1,500	1,580	2,001	
Dinavahi, Lakshmi	Legal Counsel Corporate Controller	-	- 12	121	57 1,102	- 1,033	1,102		-	-	-	-	-	57 1,102	1,046 -	1,102	
Do, Kien	Senior Superintendent	561			-		1,102	-			-			561	-	-	
Douglas, Kathleen (katie)	Legal Counsel	-	-	111	-	113	863	-	-	-	-	-	-	-	113	975	
Dyer, Boyd	Director, Smart Building and Energy Management	-	114	1,131	-	-	4,141	-	-	-	-	-	-	-	114	5,272	
Elmi, Abdulle	HoMES Operations Business Lead	- 4.062	4.554		1,320			-			-			1,320	-	-	
Ennis, Kemaureen Erochko, Andrew	Superintendent Manager, Health and Safety	1,062	1,551		- 85	- 68		<u> </u>	-		-	-		1,062 85	1,551 68	-	
Ferreira, Frank J.	Manager, IT Network and Infrastructure	351	499	652	-	-	-	90	-	_	-	-	-	441	499	652	
Filho, Josemario	Senior Superintendent	-	296		-	-		-	-		-	-		-	296	-	
Floroiu, Cosmin	Manager, Maintenance	-	130		-	-		-	-		-	-		-	130	-	
Fogah, Phillip	Special Constable	-	121	197	-	-	-	-	-	-	-	-	-	-	121	197	
Fontaine, Ashley Fujino, Maria	Manager, Community Resolution Director, IT Service Excellence and Project Delivery	-	117 326	939		-	-	<u> </u>	-	285	-	-	-	-	117 326	1,223	
Giansante, Tony	Electrician (Foreman)	1,824	320	339		-	-	-	-	203	-	-	-	1,824	- 320	- 1,225	
Gibson, John	Program Manager	-	164	-	532	322	290	-	-	-	-	-	-	532	486	290	
Glover, Wayne	Plumber (Foreman)	-	-	-	-	-	-	-	-	-	-	125	-	-	125	-	
Golding, Stacy	Community Service Coordinator	64												64	-	-	
Grinbergs, Julie Grotsch, Richard	Program Manager Tenant Resolution Officer	-	172	2,060	900	-	674	1,940	-	_	-	-	-	2,840	172 -	2,733	
Hack, Brian	Senior Superintendent	-	1,166	2,060	- 900	-	0/4	1,940	-	-	-	-	-	-	1,166	- 2,/33	
Hamidi, Reza	Manager, Facilities	15	733	2,092	504	-	535	-	-	-	-	-	-	519	733	2,627	
Hanrath, Thomas	Project Control Officer	-	236	355	-	-	-		-	-	-	-	-	-	236	355	
Harb, Fadi Toufic	Manager, Elevator Services	-	141	1,104	-	-	555	-	-	-	-	- 4 024	-	-	141	1,659	
Hawes, Jessica	Senior Director, Development	-	-		-	-			-		-	1,021		-	1,021	-	

					LOYEE EXPENS											
	1		Business Travel		IPARATIVE SUI			Hos	pitality and Proto	and and						
Employee Name	Current Position	(mileage, tax				erences and Training and conferences including tra	ivel, (ved business me		(any expe	Other Expenses nse not included			Total All Categories	
Employee Name	Current rosition		travel)			stration, meals, etc.)			ending a conferen			categories)				
		2021	2020	2019	2021	2020 2019		2021	2020	2019	2021	2020	2019	2021	2020	2019
Ho, Joyce	Senior Manager, Development	-	-	58	2,254	-	-	-	-	-	-	-	-	2,254	-	58
Hoover, Katherine Hosein, Maureen	Community Service Coordinator Manager, Corporate and Internal Communications	443	-	159	3,239	1,544	-		-	-	-	-	-	3,239	- 1,544	159
Isik, Gokmen	Manager, Project Manager Office ITS	-	266	921	3,239	,	795		-	-	-	-	-	-	1,810	1,716
Jama, Sulekha	Manager, Tenancy Management	-	-	342	-	· ·	-	-	-	-	-	-	-	-	-	342
Jani, Samantha	Manager, Complex Tenancies	202	302		-	- 4.250		-	-		-	-		202	302	-
Jessani, Karim Johnson, Gail	Manager, Internal Audit Manager, Community Safety and Support	-	74 431	383	672	1,358	-		-		-	-	_	672	1,433 431	383
Johnson, Stalin	Special Constable	-	27	275	-		-	-	-	-	-	-	-	-	27	275
Kazmierska, Anna	Design Manager	386	555		-	281		-	-		-	-		386	836	-
Kenley, Winston Khalil, Tarek	Supervisor Field Security Systems Integrator	- 46	199 53	171	-		-	<u> </u>	-	-	-	-	-	46	199 4,229	171
Khan, Dominic	Special Constable	-	-	16	-		-	-	-	30	-	-	-	-	-	45
Kleinert, Rick	Manager, Business Service Systems	-	-	122	-	-	-	-	-	-	-	-	-	-	-	122
Koke, Albert	Senior Director, Procurement	-	-	96	-	-	-	-	-	-	147	180	-	147	180	96
Kolakowska, Joanna Kraljevic, John	Senior Manager, Construction General Manager	- 12	41	1,965	<u>170</u>	-	_		_	_	8,102	_	-	170 8,114	- 41	1,965
Ku, Lisa	Manager, Performance and Quality	-	71	1,505	-			-			114			114	-	-
Kurzemnieks, Kalvis	Design Manager, Architectural and Building	126	2,039	3,248	-		-	-	-	_	-	-	-	126	2,039	3,248
Laita (zuber), Michelle Lam, Linda	Manager, Fire Life Safety and Emergency Management Design Manager	- 426	- 1,116	281	-		767 232	<u>-</u>	-	-	-	-	-	- 426	1,469 1,116	2,767 513
Lam, Michael	Senior Manager, Construction	-	1,110	149	170		-		-		310	1,021	-	479	1,116	149
Lass, Brian	Supervisor Field Security	-	-		-	257		-	-		-	139		-	397	-
Latendresse, Christopher	Manager, Business Operations	-	-		2,501	548		-	-		-	-		2,501	548	-
Lebow, Allison Lee, Rose-Ann	Senior Manager, Development Chief Financial Officer	-	-	27	-	-	_	<u> </u>	-		-	3,673	_	-	3,673	- 27
Lepage, Michael Ovila	Special Constable	-	-	197	-		-	-	-	-	_	-	-	-	-	197
Letto, Douglas	Legal Counsel	-			607			-			743			1,350	-	-
Macdonald, Donald	Assistant General Manager	350	186 195	344	- 1 024		-	-	-	-	- 124	-	-	350 1,949	186	344
Macdonnell, Brian Malloch, Bruce	Manager Community CSU Director, Strategic Communications	-	195		1,824	-		<u> </u>	-		124 719	-		719	195	-
Martin, Craig	Manager, Building Security Systems	-	610		-	-		-	-		-	-		-	610	-
Martino, Angelo	Electrician (Foreman)	57	73		-	-		-	-		-	-		57	73	-
Mcmanus, Kenneth Mcnutt, Robert	Senior Superintendent Legal Counsel	- 68	_		-	943			_		819	_		68 819	943	-
Meagher, Darragh	General Counsel and Corporate Secretary	-	-		-	425		-	-		-	-		-	425	-
Melo, Rodney	Senior Superintendent	-	91		-	-		-	-		-	-		-	91	-
Mendes, William	Director Program Delivery	- 212	- 785	80	-	372	-	-	-	-	-	-	-	212	372 785	80
Miclat, Rosauro Mizbani, Shahab (dino)	Senior Superintendent Specialist, Network Support	375	546	678	-		-		22	_	-	-	-	375	4,778	678
Morales, David	Community Service Coordinator	1,067			-			-			90			1,157	-	-
Morariu, Adriana	Manager, Payroll Benefits and Pension	-	-	=	-	-	507	-	-	-	-	-	-	-	-	507
Mordarski, Joshua Morgan, Paul	Special Constable Special Constable	-	-	212	-	-	_	28	_	_		_	_	28	<u> </u>	212
Moscato, Greg	Senior Superintendent	-	11	212	-	-		-	-		-	-		-	11	-
Moton, Allan	Manager, Envelope and Roofing	-	790		-	-		-	-		-	-		-	790	-
Murray, James Nascimento De Jesus, Vitor	Vice President, Facilities Management Senior Superintendent	10	136	300	-	- 870	-	-	-	-	-	-	-	10	136 870	300
Newberry, Stephen	Special Constable	-	-	1,297	-		_	<u>-</u>	-		-		_	-	- 870	1,297
Noman, Ferdous	Manager, Energy Management	-	518	2,314	-		-	-	-	-	-	-	-	-	518	2,314
O`Connor, Daniel	Manager, Maintenance	1,496			-	5.504		-			-			1,496		-
Okeke, Echeta Oluwole-Aina, Christine	Manager, Software Development & Integration Business Planner	-	-	-	1,198	5,681	-	<u>-</u>	-	-	-	-	-	1,198	5,681	-
Pan, Catherine	Senior Manager, Development	-	-	838	-	-	-	-	-	-	-	-	-	-	-	838
Pannunzio, Flora	Facilities Manager	-	89	210	-	-	-	-	-	-	-	-	-	-	89	210
Patel, Aslam	Agent, Field Service	-	-	415	3,242		13/	<u>-</u>		130	-			3,242	<u>-</u>	- 679
Pender, Kevin Perucho, Darrel	Supervisor Field Security Specialist, Network Support	153	- 77		-		134	-	-	130	-		-	153	- 77	261
Pires, Catarina	Design Manager, Architectural and Building	450			-			-			-			450		-
Quigley, David	Manager Community Safety Programs	-	- 140	85	-		346	-	-	-	-	-	-	-	-	431
Ramsamujh, Vishnu Rankin, Alexander	Director, Labour Relations Facilities Manager	-	140 76	197 610	-		-		-	-	-	-	-	-	140 76	197 610
Raubfogel, Orna	Senior Legal Counsel	-	-	-	1,031		-	-	-	-	74		-	1,105	597	-
Raviele, Cristina	Senior Manager, Construction	-	82	448	-		-	-	-	-	-	-	-	-	82	448
Rehel, Ryan	Senior Superintendent	624			-	540		-			-			624	-	-
Reis, Sheldon Rigores, Julio	Manager, End User Computing and Infrastructure Manager, Engagement Refresh	-	-	108 655	- 88		-	-	-	-	-	-	-	88	<u>548</u>	108 655
Rivenbark, Melanie	Supervisor Field Security	-	179	033	-	-		-	-		-	-		-	179	-
Robson, Heather	Legal Counsel	-	-	-	429	· · · · · · · · · · · · · · · · · · ·	910	-	-	-	-	-	-	429	1,280	910
Roomes, Marlon	Manager, Cleaning Special Constable	-	140	CF	-	-		-	-		-	-		-	140	-
Sampson, Ronald Seaton (Godwin), Zainab	Community Service Coordinator	233		65	-	-	-	260	-	-	-	-	-	493		65
Seaton (Godwin), Zainab	Community Service Coordinator	233			-			260			-		1	493		

					PLOYEE EXPENS											
Employee Name	Current Position	(mileage, tax	Business Trave i, parking, other r travel)		(all costs to atte	erences and Train and conferences in stration, meals, e	ncluding travel,	(policy-appro	pitality and Protoved business me	eals when not	(any exper	Other Expenses nse not included categories)			Total All Categories	
		2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
Serrano, Arnold	Conier Superintendent	45	1,497					_	-					45	1 407	_
Shewchuk, Andy	Senior Superintendent Facilities Manager	45	272	1,128	-	-	-		-	_	-	-	_	45	1,497 272	1,128
Singh, Gurmeet	Supervisor Field Security	-	-	234	-	-	_	-	-	-	-	-	-	-	-	234
Singh, Maylene	Program Manager, Integrated Vacant Unit	-	20	12	-	-	-	-	-	-	-	-	-	-	20	12
Singh, Rajesh	Manager, Sourcing	-			395			-			-			395	-	-
Skeith, Kelly	Senior Director, Development	-	-	- 4447	-	-	678	-	-	-	-	-	-	-	-	678
Slater, Noah Slyne, Brendan	Senior Director Planning and Design Strategy Design Manager, Mechanical and Electrical	-	611	1,117 349	170	281 281	235	580	-	-	-	-	-	580 170	892 281	1,117 58 ²
Smith, Shaun	Plumber (Journeyman)	-	_	343	-	-	233		-		_	125		-	125	-
Steele, Jamie	Specialist, Network Support	-	-	-	-	4,197	-	-	-	-	-	-	-	-	4,197	-
Stinson, Casey	IHMS Business Function Lead	-	47	10	1,320	-	-	-	1	-	-	-	-	1,320	47	10
Stojanovic, Natasha	Director, Talent Management	-	-		-	1,825		-	-		-	-		-	1,825	-
Subramanian, Priya	Legal Counsel Commissioner Of Housing Equity	-	- 92	688	-	3,566	745	-	-	_	-	-	_	-	3,566 92	1,433
Summers, Cynthia Sweedland, Adam	General Manager	-	32	088	_	_	743	1,133	-	-	22,809	<u>-</u>	_	23,942	-	- 1,433
Thomas, Barry	Assistant General Manager	_	-	795	-	-	-	-	-	-	-	-	-	-	-	795
Ting, Yi-Mei	Legal Counsel	-	-	-	-	-	367	-	-	-	-	-	-	-	-	367
Tracey, Shane	Building Maintenance Coordinator	466			-			-			-			466	<u> </u>	-
Tsang-Sit, Anita	Director, Insurance & Risk Management	- 57	-	44	1,011	-	733	-	-	-	-	-	-	1,011 57		778
Vani, Fabio Varone, Michele	Electrician (Foreman) Senior Superintendent	64	131			_			-		-	_		64	131	-
Vijh, Parvin	Manager, Commercial Accounting	-	531		1,014	1,037		-	-		-	-		1,014	1,567	-
Wan, Benny	Special Constable	-	25	623	-	, -	-	48	48	23	-	-	-	48	73	646
Wieclaw, Slawomir	Plumber (Foreman)	-	-	-	-	-	-	-	-	-	-	125	-	-	125	-
Wieczorek, Edmund	Facilities Manager	-	79	-	504	-	452	-	-	-	-	-	-	504	79	452
Wilson, Dennis	Manager, Cleaning Senior Director, Operations Delivery	-	227	42	-	-	452	-	-	_	100	_	_	100	227	494
Wong, Daisy Wong, Siu On	Manager, Investigations	-	534	273		565	1,659	-	-	-	-	-	-	-	1,099	1,932
Yan, Jeffery	Manager, Business Intelligence	-	75	229		2,086	-	-	-	-	-	-	-	-	2,162	229
Yarcia, Ritchie	Senior Superintendent	30			-			-			-			30	-	-
Youness, Ferass	Structural Engineer	2,257	1,498		-	-		-	-		-	-		2,257	1,498	-
Young, Stephen	Manager, Building Services	2,452	3,104		-	-		-	-		-	-		2,452	3,104	-
Yousuf, Fahad Zaganjori, Xhavit	Community Service Coordinator Project Manager, Technical and Renewable Energy	319	252	1,123		_	-	-	-	_	-	_	_	319	252	1,123
Zeng, Rui	Senior Superintendent	-	146	1,123	-	-		-	-		-	-		-	146	-
														-	-	-
	Subtotal	18,462	34,136	45,649	40,075	56,465	31,413	4,156	70	851	35,858	8,207	-	98,551	98,877	77,914
Employees No Longer with 1	гснс															
Chan, Ada	Manager, Operating Unit	-	-	452	-	-	-	-	-	-	-	-	-	-	-	452
Pearce, Suzanne	Customer Relationship Lead	-	-	50		-	-	-	i	-	-	-	-	-	-	50
Ward, Mary	Director Program Services	-	-	250		-	-	-	-	-	-	-	-	-	-	250
Barei, George	HRD Retirees	-	-	713		-	-	-	-	-	-	-	-	-	-	713
Garrett, Kimberley	Manager Operating Unit	-	-	709	-	-	-	-	1	-	-	-	-	-	-	709
Stef, Dumitru Peters. Jhanelle	Manager, Commercial Business IHMS Business Function Lead	-	- 46	619	-	-	575 1,150	-	-	-	-	-	-	-	- 46	575 1,769
Bond, Jennifer	Director, Labour Relations	-	-	- 619	-	-	2,254	-	-	-	-	-	-	-	- 40	2,254
Goodyear, Andrew	Senior Director, Development	-	-	7	-	-	678	-	-	-	-	-	-	-	-	685
Davis, Lorna	Manager, Operating Unit	-	-	56	-	-	-	-	-	-	-	-	-	-	-	56
Barker, Catherine (Cathy)	Vice President, Human Resources	-	-		-	-	-	-	-	-	-	568	-	-	568	-
White, Joan Smith, Samita	General Manager, Seniors Housing Unit Junior Legal Counsel	-	-	1,382	-	-	701	-	-	-	-	-	-	-	-	1,382
Maloney, Kevin	Manager, Risk Operations & Emergency Management	-	-	-		-	100	-	-	-	-	-	-	-		701 100
Neyman, Marina	Manager, Data Governance	-	-	1,345		-	-	-	-	-	-	-	-	-	-	1,345
Campbell, Howard	Special Constable	-	-	71	-	-	-	-	-	-	-	-	-	-	-	71
Sparkes, Leon	Steam Fitter (General Foreman)	-	-	5,358		-	-	-	-	-	-	-	-	-	-	5,358
Wheeler, Kelly	General Manager, East	-	244	1,404		-	-	-	-	-	-	-	-	-	244	1,404
Feitelberg, Paul Pereira, Manuel	Manager, Operating Unit Supervisor, Community Housing Unit	-	393 20	1,477	-	-	-	-	-	-	-	-	-	-	393	1,477
	Senior Director, Community Housing	-	-	297		-	-	-	-	-	-	-	-	-	-	297
Fox, Nancy						_	_	-	-	-	-	-	-	-	-	1,074
	Manager, Operating Unit	-	-	1,074												
Fox, Nancy Frankland, Charles Evans, Wanda	Manager, Operating Unit Manager, Operational Initiatives	-	94	92	-	-	-	-	-	-	-	-	-	-	94	
Fox, Nancy Frankland, Charles Evans, Wanda Sheps, David	Manager, Operating Unit Manager, Operational Initiatives Facilities Manager	-	94 34	92 74	-		124	-	·	-	-	1,021	-	-	1,055	92 198
Fox, Nancy Frankland, Charles Evans, Wanda Sheps, David Martin, Melanie	Manager, Operating Unit Manager, Operational Initiatives Facilities Manager Senior Advisor, Office of the Commissioner of Housing Equity	- - -	94 34 82	92 74 232	-		124	-	-	10	-	1,021	-	-	1,055 82	198 242
Fox, Nancy Frankland, Charles Evans, Wanda Sheps, David Martin, Melanie Marchildon, Karolina	Manager, Operating Unit Manager, Operational Initiatives Facilities Manager Senior Advisor, Office of the Commissioner of Housing Equity Manager Community CSU	-	94 34	92 74 232 669	- - - -		124 - 962	-	·	-	-	1,021	-	-	1,055	198 242 1,632
Fox, Nancy Frankland, Charles Evans, Wanda Sheps, David Martin, Melanie	Manager, Operating Unit Manager, Operational Initiatives Facilities Manager Senior Advisor, Office of the Commissioner of Housing Equity		94 34 82	92 74 232	- - -	- - - -	124	- - -		- 10 -	-	1,021 - -		-	1,055 82	198 242 1,632 698
Fox, Nancy Frankland, Charles Evans, Wanda Sheps, David Martin, Melanie Marchildon, Karolina Tong, Vincent	Manager, Operating Unit Manager, Operational Initiatives Facilities Manager Senior Advisor, Office of the Commissioner of Housing Equity Manager Community CSU Chief Development Officer		94 34 82 -	92 74 232 669 20	- - - - 3,000 - 40		124 - 962 678	- - -	- - -	- 10 -	- - -	1,021 - - - - -	- - -	-	1,055 82	198 242

² Expenses for the President and CEO are set out in a separate attachment.

					PARATIVE SUN												
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 se not included in categories)		Total All Categories			
		2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019	
Sookha, Rajendra	Manager, IT Architecture	_	-	79	_	-	-	-	-	-	_	_	-	_	-		
lavarro, Victor	Senior Superintendent	-	206		-	-		-	-		-	-		-	206		
ebeski, David	Senior Manager Operations	28	66		-	-		222	-		5,331	-		5,581	66		
														-	-		
														-	-		
	Subtotal	28	1,610	17,099	3,520	666	12,799	222	-	10	5,446	1,589	-	9,216	3,866	29,	
	Total	18,490	35,746	62,748	43,596	57,131	44,212	4,378	70	861	41,304	9,796	=	107,767	102,743	107	