

Toronto Community Housing



## Review of Board, President and CEO, and Employee Expenses 2023

Item 7

May 28, 2024

Building Investment, Finance and Audit Committee

**Report:** BIFAC:2024-58

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

**From:** Chief Financial Officer

**Date:** May 10, 2024

### PURPOSE:

This report details the expenses of members of the Board of Directors, the President and Chief Executive Officer ("President and CEO"), and certain Toronto Community Housing Corporation ("TCHC") employees for the 2023 Year.

### RECOMMENDATIONS:

It is recommended that the BIFAC receive this report for information.

### REASONS FOR RECOMMENDATIONS:

At its March 9, 2011 meeting, 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.

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

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 members of the Board of Directors, the President and CEO, and employee expenses will be posted on the TCHC website.

### Summary of Expenses Incurred in 2023

As set out in the attachments to this report, the total expenses for 2023 and the comparative summary to 2022 are summarized as follows:

	Year-Over-Year Comparison (\$)		Change (\$)	Change (%)
	2023	2022		
Board of Directors	1,013	-	1,013	-
President and CEO	79	1,155	(1,076)	(93.2%)
Employees	167,312	85,161	82,151	96.5%
<b>Total</b>	<b>168,404</b>	<b>86,316</b>	<b>82,088</b>	<b>95.1%</b>

### IMPLICATIONS AND RISKS:

The reimbursement of expenses for the Board of Directors, President and CEO, and employees in 2023 were below the approved the 2023 operating budget. A review of the expense categories and increases are a result of 2 factors:

1. Post pandemic impact on business interactions related to travel and conferences and training.
2. Increase in the number of individuals earning over \$100k that results from the Equity adjustments required to ensure TCHC is attracting and retaining talent and remains competitive within the market.

The expenditures are all reported within our approved process.

**SIGNATURE:**

*"Lily Chen"*

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Lily Chen  
Chief Financial Officer

**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:**

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Item 7 – Review of Board, President and CEO, and Employee Expenses 2023  
 Public BIFAC Meeting – May 28, 2024  
 Report #: BIFAC:2024-45  
 Attachment 1

Item 7 - BIFAC:2024-45 - Attachment 1

BOARD OF DIRECTORS EXPENSES 2023 Year Ended December 31, 2023						
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 2023 Expense	Notes
<b>Current Board Members</b>						
Adele Imrie (Chair)	-	-	-	-	-	
Councillor Paula Fletcher	-	-	-	-	-	
Councillor Anthony Perruzza	-	-	-	-	-	1
Councillor Parthi Kandavel	-	-	-	-	-	2
Brian F.C. Smith	-	-	-	-	-	
Debbie Douglas	-	-	-	-	-	
Marcel Charlebois	-	1,013	-	-	1,013	
Naram Mansour	-	-	-	-	-	
Nick Macrae	-	-	-	-	-	
Ubah Farah	-	-	-	-	-	
John Campbell	-	-	-	-	-	
Joe Cressy	-	-	-	-	-	3
Lakeisha Ziva Ferriera	-	-	-	-	-	3
	-	-	-	-	-	
<b>Subtotal</b>	-	<b>1,013</b>	-	-	<b>1,013</b>	
<b>Former Board Members</b>						
Timothy Murphy (Chair)	-	-	-	-	-	4
Mohammed Mominul Haque	-	-	-	-	-	5
Councillor Lily Cheng	-	-	-	-	-	6
Councillor Vincent Crisanti	-	-	-	-	-	6
Councillor Jamaal Myers	-	-	-	-	-	7
	-	-	-	-	-	
<b>Subtotal</b>	-	-	-	-	-	
<b>Total</b>	-	<b>1,013</b>	-	-	<b>1,013</b>	

<sup>1</sup>Board member started on August 10, 2023

<sup>2</sup>Board member started on December 13, 2023

<sup>3</sup>Board member started on June 15, 2023

<sup>4</sup>Board member departed on June 15, 2023

<sup>5</sup>Board member started on April 6, 2022 and departed on June 15, 2023

<sup>6</sup>Board member started on November 23, 2022 and departed on August 10, 2023

<sup>7</sup>Board member started on August 10, 2023 and departed on December 13, 2023

Item 7 – Review of Board, President and CEO, and Employee Expenses 2023  
 Public BIFAC Meeting – May 28, 2024  
 Report #: BIFAC:2024-45  
 Attachment 2

PRESIDENT AND CEO EXPENSES 2023 Year Ended December 31, 2023						
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 2023 Expense	Notes
Jagdeep Sharma	79				79	1
Tom Hunter (Interim)	-	-	-	-	-	2
<b>Total</b>	<b>79</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>79</b>	

<sup>1</sup> Appointed as President and CEO on August 3, 2021 and departed on August 11, 2023

<sup>2</sup> Acting as interim CEO from August 14, 2023 and departed on April 5, 2024

Item 7 – Review of Board, President and CEO, and Employee Expenses 2023

Public BIFAC Meeting – May 28, 2024

Report #: BIFAC:2024-45

Attachment 3

Item 7 - BIFAC:2024-45 - Attachment 3

EMPLOYEE EXPENSES 2023 Year Ended December 31, 2023						
Employee Name <sup>1</sup>	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 2023 Expenses
Abells, Alana	Legal Counsel		1,598			1,598
Afshinmanesh, Kourosh	Program Manager		424			424
Ageh, Olajide	Supervisor, Community Housing Unit	174				174
Ahmad, Najeeb	Project Manager		323			323
Aidoo, Emmanuel	Specialist, Network Support	220				220
Ali, Ahmed	Supervisor, Maintenance		628			628
Allajbeu, Geron	Program, Supervisor	1,744				1,744
Allen, Tanishia	Manager, Tenancy Management	238				238
Amatova, Cholponai	Specialist, Sourcing		1,103			1,103
Anao, Pedro	Program Manager	741				741
Anderson, Derek	Supervisor Field Security	116				116
Antabli, Ihab	Manager, Structural & Parking Garage	182	348			530
Antic, Momcilo	Program, Supervisor	4,447				4,447
Asef, Mahir	Advisor, Information Technology Security and Risk Management		2,016			2,016
Asgari, Ali	Program, Supervisor	1,389				1,389
Balducci, Daniele	Electrician (Foreman)	2,641				2,641
Barratt, Wen-Hua (linda)	Director, Enterprise Architecture			215		215
Barreiro, Darcy	Manager, Facilities	761				761
Batistil, Maria Lourdes	Customer Relationship Lead		2,097			2,097
Beaubien, Richard	Special Constable	12				12
Bharat, Shariza	Program Supervisor	1,356	833			2,190
Bottoni, Mona	Manager Community Safety Programs	719	2,376			3,096
Bourne James, Joanne	Manager, Sourcing		745			745
Boyd, Robert	Senior Manager, Construction	14	875			888
Briones, Gemma	Senior Manager, Vendor Compliance Office		672			672
Brown, Anita	Senior Consultant, Corporate Communications		1,368			1,368
Brown, Wendell	Project Manager		1,910			1,910
Campoli, Vincenzo	Electrician (Foreman)	355				355
Capati, Cezar	Manager, Cleaning	30				30
Carrie - Mattimoe, Holly	Associate Development Manager		79			79
Carter, Neil	Manager, Stakeholder Relations		995			995
Castro, Renante	Program Manager	1,124				1,124
Chen, Yan	Manager, Rent Geared to Income Audits		674			674
Cheung, Noel	Manager, Financial Planning and Analysis		618			618
Choi, Denise	Senior Advisor, Communications	391				391
Collins, Raymond	Program Manager	158				158

EMPLOYEE EXPENSES 2023 Year Ended December 31, 2023						
Employee Name <sup>1</sup>	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 2023 Expenses
Colvin, Ron	Program, Supervisor	282	226			508
Corrado, Aimee	Manager, Building Services	1,015				1,015
Cosovic, Novka	Program Manager, Design	1,156				1,156
Daley, Tim	Manager, Safety Systems		226			226
De Silva, Rajiv	Program Manager	1,469				1,469
Dilworth, Jonathan	Manager, Energy Management	24				24
Dinavahi, Lakshmi	Corporate Controller		638			638
Doody, Danielle	Coordinator, Business Support and Executive Administration	314				314
Douglas, Kathleen (Katie)	Legal Counsel		531			531
Dushaj, Adela	Business Planner		1,973			1,973
Edwards, Andrea	Business Planner		2,756			2,756
Erochko, Andrew	Manager, Health and Safety		265			265
Gage, Joanna	Senior Consultant, Learning and Organizational Development		2,760			2,760
Ganogiannis, Maria	Senior Advisor, Communications	97	1,517			1,614
Golding, Stacy	Community Service Coordinator	668				668
Gorman, John	Program Manager	976				976
Gouveia, Nadia	Director, Programs and Partnerships		995			995
Halimeh, Ahmad	Supervisor, Maintenance	2,055	3,000			5,055
Hamidi, Reza	Facilities Manager	48				48
Hanrath, Thomas	Project Manager	26	645			670
Herbert, Nicholas	Program, Supervisor	2,703				2,703
Herrada Sanchez, Willians	Supervisor Active Living and Centralized Programs	276				276
Hinds-Adams, Rosaida	Administrative Audit Assistant		450			450
Hirsi, Safia	Policy, Planning and Coaching Consultant	47	1,927			1,974
Hodge, Jamie	Program Manager		1,802			1,802
Horner, Robert	Senior Legal Counsel		672			672
Hosein, Maureen	Manager, Employee Communications		2,730			2,730
Imade, Andrew	Manager Community Safety Programs	82				82
Imineo, Jason	Tenant Service Coordinator	42				42
Ingerman, Erik	Supervisor Field Security		2,971			2,971
Isik, Gokmen	Manager, Project Management Office Information Technology Services	141				141
Ivey, Jaemar	Supervisor, Tenancy Management	415	210			625
Jessani, Karim	Director, Internal Audit		2,535			2,535
Johnson, Gail	Manager, Community Safety and Support	162				162
Josiah, Pritha	Associate Construction Manager		629			629
Kazmierska, Anna	Design Manager	768	910			1,678

EMPLOYEE EXPENSES 2023 Year Ended December 31, 2023						
Employee Name <sup>1</sup>	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 2023 Expenses
Khan, Dominic	Special Constable			14		14
Khederzadeh, Hamidreza	Design Program Manager (Structural)	930	487			1,417
Kileeg, Lisa	Manager, Regional & Tenant Communications		995			995
Kinney, Giovanni	Special Constable	112				112
Kistindeg, Mary Grace	Administrative Audit Assistant	2,417				2,417
Kong, Jean	Business Planner	175				175
Kwon, Yong	Manager, Talent Acquisition		281			281
Ladha, Husein	Supervisor, Tenancy Management	106				106
Laflamme, James	Manager, Building Services	796				796
Lam, Michael	Senior Manager, Construction		281			281
Lambert, Tiffany	Supervisor, Tenancy Management	26				26
Lass, Brian	Supervisor Field Security		2,667			2,667
Lepoeva, Eliza	Program Manager, Design	532				532
Letto, Douglas	Legal Counsel		1,632			1,632
Lumsden, Hans	Manager, Grounds And Waste	281				281
MacDonald, Donald	Assistant General Manager	365				365
Mahankali, Madhuri	Business Planner		769			769
Maqsood, Maryiam	Supervisor, Tenancy Management	191	210			401
Martin, Craig	Manager, Building Security Systems		3,000			3,000
Martin, Melanie	Senior Advisor, Office of the Commissioner of Housing Equity	58	995			1,053
Martino, Angelo	Electrician (Foreman)	318				318
McGory, Thomas	Program Manager	199	3,000			3,199
McNutt, Robert	Legal Counsel		641			641
Meagher, Darragh	General Counsel and Corporate Secretary		399			399
Mehra, Sudesh	Program, Supervisor	2,100				2,100
Millward, Edward (ted)	Legal Counsel		103			103
Mizbani, Shahab (Dino)	Specialist, Network Support	696				696
Morales, David	Community Service Coordinator	1,788				1,788
Morariu, Adriana	Director, Payroll, Pension, Benefits and HR Analytics		509			509
Moretti, Michael	Electrician (Foreman)	120				120
Morgan, Shaquille	Policy, Planning and Coaching Consultant	145	1,443			1,588
Mui, Allan	Special Constable	64				64
Murray, James	Vice President, Facilities Management	88				88
Murray, Scott	Supervisor Field Security	377				377
Neacsu, Monica	Legal Counsel		825			825
Nedialkov, Ivaylo	Program Manager, Design	655				655
Nelson, Racquel	Manager, Community Economic Development and Social Procurement	756				756



EMPLOYEE EXPENSES 2023 Year Ended December 31, 2023						
Employee Name <sup>1</sup>	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 2023 Expenses
Nicoll, Craig	Special Constable				150	150
Nolan, Dara	Carpenter (General Foreman)	1				1
Nouri, Zabihullah	Supervisor, Tenancy Management	153				153
Nudel, Summer	Senior Advisor, Office of the Commissioner of Housing Equity	396				396
O'Connor, Daniel	Manager, Maintenance	1,300				1,300
O'Neil, Christopher R.	Program Manager		3,000			3,000
Ouimette, Brenda	Supervisor, Cleaning	151				151
Pannunzio, Flora	Facilities Manager	117				117
Patel, Anisah	Administrative Audit Assistant		500			500
Patel, Kishan	Program Manager, Design	148				148
Paz, Philip	Design Program Manager- Mechanical	233				233
Pelissero, Adam	Design Manager, Architectural and Building	1,874				1,874
Perucho, Darrel	Specialist, Network Support	34			26	60
Pineu, Jorge	Program, Supervisor	3,295				3,295
Pires, Catarina	Senior Director Planning and Design Strategy	652				652
Pontipiedra, Paul	Manager, Risk Operations & Business Continuity	104				104
Purohit, Yagnesh	Program, Supervisor	2,769				2,769
Quamina, Olu	Manager Revitalization and Renewal Communities	92				92
Quartarone, Patricia	Manager, Tenancy Management Centralized Services	457				457
Ramcharitar, Darin	Consultant, Return to Work and Rehabilitation			764		764
Ramirez, Cesar	Supervisor, Cleaning	545				545
Ravichandran (Valentine), Anitha	Business Planner			995		995
Raviele, Cristina	Senior Manager, Construction	39				39
Rivenbark, Melanie	Supervisor Field Security	188				188
Robb, Nathaniel	Supervisor Field Security			973		973
Rosen, Gyllian	Investigator	1,778		564		2,342
Salerno, Christina	Supervisor, Tenancy Management	1,068				1,068
Sanford, Forrest	Program, Supervisor	66		226		292
Seaton (Godwin), Zainab	Supervisor, Tenancy Management	1,070				1,070
Selvakularajah, Sharmilaa	Supervisor, Cleaning	261				261
Serjeant, Katherine (Kate)	Business Planner			995	47	1,042
Shaal Hoeber, Zaira	Manager, Digital, Brand and Design			2,950		2,950

EMPLOYEE EXPENSES 2023 Year Ended December 31, 2023						
Employee Name <sup>1</sup>	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 2023 Expenses
Shiva Rao, Vinotha Rao	Project Manager		698			698
Shulman, Barbara	Chief People and Culture Officer				922	922
Siddiqui, Iqbal	Senior Internal Audit Analyst		1,543			1,543
Singh, Rajesh	Manager, Sourcing		1,331			1,331
Skulic, Vuk	Program Manager, Design		226			226
Slyne, Brendan	Design Manager, Mechanical and Electrical				181	181
Smith, Robin	Director, Strategic Communications		730			730
Stojanovic, Natasha	Manager, Labour Relations and Human Resources		2,007			2,007
Subramanian, Priya	Legal Counsel		641			641
Sumsion, Jacqueline	Coordinator, Accessibility	1,429				1,429
Sutton, Sean	Manager, Information Technology Service Delivery	8				8
Taylor, Charlett	Supervisor, Tenancy Management		210			210
Thomas, Barry	Assistant General Manager	160				160
Trstenjak, Dubravka	Relationship Manager	578				578
Tsang-Sit, Anita	Director, Insurance & Risk Management		2,425			2,425
Uhle, Brian	Program Manager		226			226
Vani, Fabio	Electrician (Foreman)	20				20
Vergara, Tatum	Investigator	155				155
Vijh, Parvin	Manager, Commercial Accounting		1,139			1,139
Vrazinovski, Aleksandar	Program, Supervisor	1,301				1,301
Wahed, Iqbal	Program, Supervisor	1,091	1,550			2,641
Walker, Christopher	Program Manager	5,383				5,383
Ward, Vanessa	Manager Community Safety Programs	41	100			141
Williams, Toshania	Supervisor, Program Supports and Implementation	117				117
Wilson, Dennis	Manager, Cleaning	86				86
Yip, Raymond	Director, Capital Expenditures & Financial Controller		556			556
Youness, Ferass	Structural Engineer	2,383				2,383
Zaganjori, Xhavit	Project Manager, Technical and Renewable Energy	230				230
Zimmerman, Peter	Senior Director, Development			473		473
						-
	<b>Total</b>	<b>72,649</b>	<b>92,636</b>	<b>775</b>	<b>1,253</b>	<b>167,312</b>

EMPLOYEE EXPENSES 2023 Year Ended December 31, 2023						
Employee Name <sup>1</sup>	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 2023 Expenses
<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. Employees who were not reimbursed during 2023 for expense claims have not been included in the list. Expenses for the President and CEO are set out on a separate attachment.						
<sup>2</sup> Shaded areas identify employees who are no longer with TCHC						

Item 7 – Review of Board, President and CEO, and Employee Expenses 2023  
 Public BIFAC Meeting – May 28, 2024  
 Report #: BIFAC:2024-45  
 Attachment 4

BOARD OF DIRECTORS EXPENSES 2023 COMPARATIVE SUMMARY																
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			Notes
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	
<b>Current Board Members</b>																
Adele Imrie (Chair)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Councillor Paula Fletcher	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Councillor Anthony Perruzza	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Councillor Parthi Kandavel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Brian F.C. Smith	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Debbie Douglas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Marcel Charlebois	-	-	-	1,013	-	-	-	-	-	-	-	-	1,013	-	-	
Naram Mansour	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nick Macrae	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ubah Farah	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
John Campbell	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Joe Cressy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Lakeisha Ziva Ferriera	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
<b>Subtotal</b>	-	-	-	<b>1,013</b>	-	-	-	-	-	-	-	-	<b>1,013</b>	-	-	
<b>Former Board Members</b>																
Timothy Murphy (Chair)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
Mohammed Mominul Haque	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
Councillor Lily Cheng	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
Councillor Vincent Crisanti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
Councillor Jamaal Myers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
<b>Subtotal</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total</b>	-	-	-	<b>1,013</b>	-	-	-	-	-	-	-	-	<b>1,013</b>	-	-	

<sup>1</sup>Board member started on August 10, 2023

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Item 7 - BIFAC:2024-58 - Attachment 5

PRESIDENT AND CEO EXPENSES 2023 COMPARATIVE SUMMARY																
President and CEO	Business Travel (mileage, taxi, parking, other non-conference travel)			Conferences and Training (all costs to attend conferences including travel, registration, meals,			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			Notes
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	
Kevin Marshman	-	-	109	-	-	-	-	-	-	-	-	-	-	-	109	1
Jagdeep Sharma	79	6	-	-	1,148	-	-	-	-	-	-	-	79	1,155	-	2
Tom Hunter (Interim)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
<b>Total</b>	<b>79</b>	<b>6</b>	<b>109</b>	<b>-</b>	<b>1,148</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>79</b>	<b>1,155</b>	<b>109</b>	

<sup>1</sup> Appointed as interim CEO on April 25, 2017; as official CEO on April 3, 2019 and departed on March 31, 2021

<sup>2</sup> Appointed as President and CEO on August 3, 2021 and departed on August 11, 2023

<sup>3</sup> Acting as interim CEO from August 14, 2023 and departed on April 5, 2024

Item 7 – Review of Board, President and CEO, and Employee Expenses 2023

Public BIFAC Meeting – May 28, 2024

Report #: BIFAC:2024-45

Attachment 6

EMPLOYEE EXPENSES 2023																
COMPARATIVE SUMMARY																
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		
		2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Abbott, Amanda	Manager, Sourcing	-	-	-	-	141	-	-	-	-	-	-	-	141	-	
Abells, Alana	Legal Counsel	-	-	-	1,598	232	133	-	-	-	-	-	1,598	232	133	
Afshinmanesh, Kourosh	Program Manager	-	-	-	424	-	-	-	-	-	-	-	424	-	-	
Ageh, Olajide	Supervisor, Community Housing Unit	174	-	-	-	-	-	-	-	-	-	-	174	-	-	
Ahmad, Muhammad	Senior Software Developer	-	-	-	-	795	-	-	-	-	-	-	-	795	-	
Ahmad, Najeeb	Project Manager	-	-	-	323	-	-	-	-	-	-	-	323	-	-	
Aidoo, Emmanuel	Specialist, Network Support	220	-	-	-	-	-	-	-	-	-	-	220	-	-	
Ali, Ahmed	Supervisor, Maintenance	-	-	-	628	-	-	-	-	-	-	-	628	-	-	
Allajbeu, Geron	Program, Supervisor	1,744	-	-	-	-	-	-	-	-	-	-	1,744	-	-	
Allen, Tanishia	Manager, Tenancy Management	238	278	-	-	-	-	-	-	-	-	-	238	278	-	
Amatova, Cholponai	Specialist, Sourcing	-	-	-	1,103	-	-	-	-	-	-	-	1,103	-	-	
Anao, Pedro	Program Manager	741	-	-	-	-	-	-	-	-	-	-	741	-	-	
Anderson, Derek	Supervisor Field Security	116	-	-	-	-	-	-	-	-	-	-	116	-	-	
Andreiev, Ion	Manager, Maintenance	-	-	-	-	-	-	-	-	-	79	-	-	-	79	
Andrews, Maria Luisa	Vice President, Information and Technology Services	-	-	-	-	565	77	-	-	-	-	-	-	565	77	
Angkaw, John	Senior Director, Business Operations	-	-	-	-	-	1,469	-	-	-	-	-	-	-	1,469	
Antabli, Ihab	Manager, Structural & Parking Garage	182	-	-	348	2,707	-	-	-	-	-	-	530	2,707	-	
Antic, Momcilo	Program, Supervisor	4,447	-	-	-	-	-	-	-	-	-	-	4,447	-	-	
Asef, Mahir	Advisor, Information Technology Security and Risk Management	-	-	-	2,016	-	-	-	-	-	-	-	2,016	-	-	
Asgari, Ali	Program, Supervisor	1,389	-	-	-	-	-	-	-	-	-	-	1,389	-	-	
Balducci, Daniele	Electrician (Foreman)	2,641	-	-	-	-	-	-	-	-	-	-	2,641	-	-	
Barratt, Wen-Hua (linda)	Director, Enterprise Architecture	-	42	-	-	-	-	215	-	-	-	-	215	42	-	
Barreiro, Darcy	Manager, Facilities	761	831	-	-	-	-	-	-	-	-	-	761	831	-	
Batistil, Maria Lourdes	Customer Relationship Lead	-	-	-	2,097	-	905	-	-	-	-	-	2,097	-	905	
Beaubien, Richard	Special Constable	12	-	-	-	-	-	-	-	-	-	-	12	-	-	
Bernabei, Tony	Director, Networks and Infrastructure	-	227	138	-	-	250	-	-	-	-	-	-	227	388	
Bharat, Shariza	Program Supervisor	1,356	-	-	833	-	-	-	-	-	-	-	2,190	-	-	
Bottoni, Mona	Senior Manager Operations	719	-	-	2,376	-	451	-	-	-	-	-	3,096	-	451	
Boyd, Robert	Senior Manager, Construction	14	33	85	875	147	220	-	-	-	-	-	888	180	305	
Briones, Gemma	Manager, Vendor Compliance	-	-	-	672	612	-	-	-	-	-	-	672	612	-	
Britton, Allan	Senior Director, Community Safety Unit	-	-	-	-	1,366	-	-	-	-	-	-	-	1,366	-	
Brown, Anita	Senior Consultant, Corporate Communications	-	-	-	1,368	-	-	-	-	-	-	-	1,368	-	-	
Brown, Wendell	Project Manager	-	-	-	1,910	-	-	-	-	-	-	-	1,910	-	-	
Cabading, Orlando	Manager, Building Energy Systems	-	21	-	-	-	-	-	-	-	-	-	-	21	-	
Calleja, Sam	Program Manager	-	833	-	-	-	-	-	-	-	-	-	-	833	-	
Campoli, Vincenzo	Electrician (Foreman)	355	-	114	-	-	-	-	-	-	-	-	355	-	114	
Capati, Cezar	Manager, Cleaning	30	-	-	-	-	-	-	-	-	-	-	30	-	-	
Carrie - Mattimoe, Holly	Associate Development Manager	-	-	-	79	-	-	-	-	-	-	-	79	-	-	
Carter, Neil	Manager, Stakeholder Relations	-	-	-	995	-	-	-	-	-	-	-	995	-	-	
Castro, Renante	Program Manager	1,124	-	-	-	-	-	-	-	-	-	-	1,124	-	-	
Cheddesingh, Alexis	Community Service Coordinator	-	952	827	-	-	-	-	-	-	1,174	-	-	952	2,000	
Chen, Edward	Manager, Risk Management and Insurance	-	-	-	-	870	-	-	-	-	-	-	-	870	-	
Chen, Yan	Manager, Rent Geared to Income Audits	-	-	-	674	-	-	-	-	-	-	-	674	-	-	
Chen, Yan (cindy)	Manager, Financial Reporting	-	-	-	-	168	-	-	-	-	-	-	-	168	-	
Choi, Denise	Senior Advisor, Communications	391	-	-	-	-	-	-	-	-	-	-	391	-	-	
Clementi, Mario	Community Service Coordinator	-	3,646	-	-	-	-	-	-	-	-	-	-	3,646	-	
Cochrane, Chris	Supervisor Field Security	-	-	-	-	-	-	-	-	-	305	-	-	-	305	
Collins, Raymond	Program Manager	158	43	-	-	277	787	-	-	-	-	-	158	320	787	
Colvin, Ron	Program, Supervisor	282	-	-	226	-	-	-	-	-	-	-	508	-	-	
Corrado, Aimee	Manager, Building Services	1,015	1,299	488	-	-	-	-	-	-	-	100	1,015	1,299	588	
Cosovic, Novka	Program Manager, Design	1,156	32	-	-	-	-	-	-	-	-	-	1,156	32	-	
Daley, Tim	Manager, Safety Systems	-	-	-	226	277	532	-	-	-	-	-	226	277	532	
De Silva, Rajiv	Program Manager	1,469	-	-	-	-	-	-	-	-	-	-	1,469	-	-	
Dhillon, Parampal	Manager, Procurement Systems	-	-	-	-	593	-	-	-	-	-	-	-	593	-	
Dilworth, Jonathan	Manager, Energy Management	24	123	-	-	1,500	-	-	-	-	-	-	24	1,623	-	
Dinavahi, Lakshmi	Corporate Controller	-	-	-	638	283	1,102	-	-	-	-	-	638	283	1,102	
Doody, Danielle	Coordinator, Business Support and Executive Administration	314	-	-	-	-	-	-	-	-	-	-	314	-	-	
Douglas, Kathleen (katie)	Legal Counsel	-	-	-	531	598	-	-	-	-	-	-	531	598	-	
Dushaj, Adela	Business Planner	-	-	-	1,973	-	-	-	-	-	-	-	1,973	-	-	
Edwards, Andrea	Business Planner	-	-	-	2,756	-	-	-	-	-	-	-	2,756	-	-	
Ennis, Kemaureen	Superintendent	-	-	1,062	-	-	-	-	-	-	-	-	-	-	1,062	
Erochko, Andrew	Manager, Health and Safety	-	-	-	265	-	85	-	-	-	-	-	265	-	85	
Ferreira, Frank J.	Manager, IT Network and Infrastructure	-	587	351	-	-	-	-	-	90	-	-	-	587	441	
Floroiu, Cosmin	Manager, Maintenance	-	25	-	-	-	-	-	-	-	-	-	-	25	-	
Fontaine, Ashley	Manager, Community Resolution	-	595	-	-	305	-	-	-	-	-	-	-	900	-	
Fujino, Maria	Director, IT Service Excellence and Project Delivery	-	57	-	-	-	-	-	-	-	-	-	-	57	-	
Gage, Joanna	Senior Consultant, Learning and Organizational Development	-	-	-	2,760	-	-	-	-	-	-	-	2,760	-	-	
Ganogiannis, Maria	Senior Advisor, Communications	97	-	-	1,517	-	-	-	-	-	-	-	1,614	-	-	
Giansante, Tony	Electrician (Foreman)	-	-	1,824	-	-	-	-	-	-	-	-	-	-	1,824	
Golding, Stacy	Community Service Coordinator	668	311	64	-	-	-	-	-	-	-	-	668	311	64	
Gorman, John	Program Manager	976	-	-	-	-	-	-	-	-	-	-	976	-	-	
Gouveia, Nadia	Director, Programs and Partnerships	-	-	-	995	-	-	-	282	-	-	-	995	282	-	
Grinbergs, Julie	Program Manager	-	19	-	-	-	-	-	-	-	-	-	-	19	-	
Halimeh, Ahmad	Supervisor, Maintenance	2,055	-	-	3,000	-	-	-	-	-	-	-	5,055	-	-	
Hamidi, Reza	Manager, Facilities	48	-	15	-	3,000	504	-	-	-	-	-	48	3,000	519	
Hanrath, Thomas	Project Control Officer	26	-	-	645	2,827	-	-	-	-	-	-	670	2,827	-	

EMPLOYEE EXPENSES 2023																
COMPARATIVE SUMMARY																
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		
		2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Harb, Fadi Toufic	Manager, Elevator Services	-	-	-	-	653	-	-	-	-	-	-	-	653	-	
Herbert, Nicholas	Program, Supervisor	2,703	-	-	-	-	-	-	-	-	-	-	2,703	-	-	
Herrada Sanchez, Willians	Supervisor Active Living and Centralized Programs	276	-	-	-	-	-	-	-	-	-	-	276	-	-	
Hinds-Adams, Rosaída	Administrative Audit Assistant	-	-	-	450	-	-	-	-	-	-	-	450	-	-	
Hirsi, Safia	Policy, Planning and Coaching Consultant	47	-	-	1,927	-	-	-	-	-	-	-	1,974	-	-	
Hodge, Jamie	Program Manager	-	-	-	1,802	-	-	-	-	-	-	-	1,802	-	-	
Hoover, Katherine	Community Service Coordinator	-	-	443	-	-	-	-	-	-	-	-	-	-	443	
Horner, Robert	Senior Legal Counsel	-	-	-	672	-	-	-	-	-	-	-	672	-	-	
Hosein, Maureen	Manager, Corporate and Internal Communications	-	25	-	2,730	508	3,239	-	-	-	-	-	2,730	533	3,239	
Ibrahim, Amina	Community Service Coordinator	-	701	-	-	-	-	-	-	-	-	-	-	701	-	
Imade, Andrew	Supervisor Field Security	82	-	-	-	405	-	-	-	-	-	-	82	405	-	
Imineo, Jason	Tenant Service Coordinator	42	-	-	-	-	-	-	-	-	-	-	42	-	-	
Ingerman, Erik	Supervisor Field Security	-	-	-	2,971	-	-	-	-	-	-	-	2,971	-	-	
Isik, Gokmen	Manager, Project Manager Office ITS	141	-	-	-	672	-	-	-	-	-	-	141	672	-	
Ivey, Jaemar	Supervisor, Tenancy Management	415	-	-	210	-	-	-	-	-	-	-	625	-	-	
Jeffers, Zola	Community Service Coordinator	-	582	-	-	-	-	-	-	-	-	-	-	582	-	
Jessani, Karim	Manager, Internal Audit	-	-	-	2,535	3,574	672	-	-	-	-	-	2,535	3,574	672	
Johnson, Gail	Manager, Community Safety and Support	162	72	-	-	-	-	-	-	-	-	-	162	72	-	
Josiah, Pritha	Associate Construction Manager	-	-	-	629	-	-	-	-	-	-	-	629	-	-	
Kazmierska, Anna	Design Manager	768	618	386	910	-	-	-	-	-	-	-	1,678	618	386	
Khalil, Tarek	Systems Integrator	-	-	46	-	-	-	-	-	-	-	-	-	-	46	
Khan, Dominic	Special Constable	-	-	-	-	-	-	14	-	-	-	-	14	-	-	
Khederzadeh, Hamidreza	Design Program Manager (Structural)	930	-	-	487	-	-	-	-	-	-	-	1,417	-	-	
Kileeg, Lisa	Manager, Regional & Tenant Communications	-	-	-	995	508	-	-	-	-	-	-	995	508	-	
King, Dwayne	Building Maintenance Coordinator	-	1,526	-	-	-	-	-	-	-	-	-	-	1,526	-	
Kinney, Giovanni	Special Constable	112	-	-	-	-	-	-	-	-	-	-	112	-	-	
Kistindeg, Mary Grace	Administrative Audit Assistant	2,417	-	-	-	-	-	-	-	-	-	-	2,417	-	-	
Kolakowska, Joanna	Senior Manager, Construction	-	-	-	-	-	170	-	-	-	-	-	-	-	170	
Kraljevic, John	General Manager	-	-	12	-	-	-	-	-	-	-	8,102	-	-	8,114	
Kurzemnieks, Kalvis	Design Manager, Architectural and Building	-	-	126	-	-	-	-	-	-	-	-	-	-	126	
Kwon, Yong	Manager, Talent Acquisition	-	-	-	281	-	-	-	-	-	-	-	281	-	-	
Ladha, Husein	Supervisor, Tenancy Management	106	-	-	-	-	-	-	-	-	-	-	106	-	-	
Lafiamme, James	Manager, Building Services	796	1,646	-	-	-	-	-	-	-	-	-	796	1,646	-	
Laita (zuber), Michelle	Manager, Fire Life Safety and Emergency Management	-	-	-	-	341	-	-	-	-	-	-	-	341	-	
Lam, Michael	Senior Manager, Construction	-	-	-	281	-	170	-	-	-	-	310	281	-	479	
Lambert, Tiffany	Supervisor, Tenancy Management	26	-	-	-	-	-	-	-	-	-	-	26	-	-	
Lass, Brian	Supervisor Field Security	-	-	-	2,667	3,558	-	-	-	-	-	-	2,667	3,558	-	
Lepoeva, Eliza	Program Manager, Design	532	-	-	-	-	-	-	-	-	-	-	532	-	-	
Liu, Wei (Grace)	Manager, Property Accounting	-	-	-	-	618	-	-	-	-	-	-	-	618	-	
Lumsden, Hans	Manager, Grounds And Waste	281	533	-	-	-	-	-	-	-	-	-	281	533	-	
Macdonald, Donald	Assistant General Manager	365	816	350	-	-	-	-	-	-	-	-	365	816	350	
Mahankali, Madhuri	Business Planner	-	-	-	769	-	-	-	-	-	-	-	769	-	-	
Maqsood, Maryiam	Supervisor, Tenancy Management	191	-	-	210	-	-	-	-	-	-	-	401	-	-	
Martin, Craig	Manager, Building Security Systems	-	-	-	3,000	-	-	-	-	-	-	-	3,000	-	-	
Martin, Melanie	Senior Advisor, Office of the Commissioner of Housing Equity	58	-	-	995	-	-	-	-	-	-	-	1,053	-	-	
Martino, Angelo	Electrician (Foreman)	318	-	57	-	-	-	-	-	-	-	-	318	-	57	
Mcgookin, James	Program Manager	-	-	-	-	650	-	-	-	-	-	-	-	650	-	
McGory, Thomas	Program Manager	199	-	-	3,000	-	-	-	-	-	-	-	3,199	-	-	
McNutt, Robert	Legal Counsel	-	-	-	641	-	-	-	-	-	-	819	641	-	819	
Meagher, Darragh	General Counsel and Corporate Secretary	-	-	-	399	-	-	-	-	-	-	-	399	-	-	
Mehra, Sudesh	Program, Supervisor	2,100	-	-	-	-	-	-	-	-	-	-	2,100	-	-	
Mendes, William	Director Program Delivery	-	-	-	-	5,307	-	-	-	-	-	-	-	5,307	-	
Millward, Edward (ted)	Legal Counsel	-	-	-	103	-	-	-	-	-	-	-	103	-	-	
Mizbani, Shahab (dino)	Specialist, Network Support	696	-	375	-	-	-	-	-	-	-	-	696	-	375	
Morales, David	Community Service Coordinator	1,788	1,324	1,067	-	-	-	-	-	-	-	90	1,788	1,324	1,157	
Morariu, Adriana	Manager, Payroll Benefits and Pension	-	-	-	509	450	-	-	-	-	-	-	509	450	-	
Mordarski, Joshua	Special Constable	-	-	-	-	-	-	-	-	28	-	-	-	-	28	
Moretti, Michael	Electrician (Foreman)	120	-	-	-	-	-	-	-	-	-	-	120	-	-	
Morgan, Granville (Mike)	Community Service Coordinator	-	45	-	-	-	-	-	-	-	-	-	-	45	-	
Morgan, Shaquille	Policy, Planning and Coaching Consultant	145	-	-	1,443	-	-	-	-	-	-	-	1,588	-	-	
Mui, Allan	Special Constable	64	-	-	-	-	-	-	-	-	-	-	64	-	-	
Murray, James	Vice President, Facilities Management	88	-	10	-	-	-	-	-	-	-	-	88	-	10	
Murray, Scott	Supervisor Field Security	377	257	-	-	-	-	-	-	-	-	-	377	257	-	
Neacsu, Monica	Legal Counsel	-	-	-	825	831	-	-	-	-	-	-	825	831	-	
Nedialkov, Ivaylo	Program Manager, Design	655	-	-	-	-	-	-	-	-	-	-	655	-	-	
Nelson, Racquel	Manager, Community Economic Development and Social Procurement	756	758	-	-	1,500	-	-	-	-	-	-	756	2,258	-	
Nicoll, Craig	Special Constable	-	27	-	-	-	-	-	-	-	150	-	150	27	-	
Nolan, Dara	Carpenter (General Foreman)	1	-	-	-	-	-	-	-	-	-	-	1	-	-	
Nouri, Zabihullah	Supervisor, Tenancy Management	153	-	-	-	-	-	-	-	-	-	-	153	-	-	
Nudel, Summer	Senior Advisor, Office of the Commissioner of Housing Equity	396	131	-	-	-	-	-	-	-	-	-	396	131	-	
O'Connor, Daniel	Manager, Maintenance	1,300	2,724	1,496	-	-	-	-	-	-	-	-	1,300	2,724	1,496	
Oluwole-Aina, Christine	Business Planner	-	-	-	-	-	1,198	-	-	-	-	-	-	-	1,198	
O'Neil, Christopher R.	Program Manager	-	-	-	3,000	-	-	-	-	-	-	-	3,000	-	-	
Ouimette, Brenda	Supervisor, Cleaning	151	-	-	-	-	-	-	-	-	-	-	151	-	-	
Pannunzio, Flora	Facilities Manager	117	-	-	-	198	-	-	-	-	-	-	117	198	-	
Patel, Anisah	Administrative Audit Assistant	-	-	-	500	-	-	-	-	-	-	-	500	-	-	

EMPLOYEE EXPENSES 2023 COMPARATIVE SUMMARY																
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		
		2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Patel, Aslam	Agent, Field Service	-	-	-	-	-	3,242	-	-	-	-	-	-	-	3,242	
Patel, Kishan	Program Manager, Design	148	-	-	-	-	-	-	-	-	-	-	148	-	-	
Paz, Philip	Design Program Manager- Mechanical	233	-	-	-	-	-	-	-	-	-	233	-	-		
Pelissero, Adam	Design Manager, Architectural and Building	1,874	-	-	-	-	-	-	-	-	-	1,874	-	-		
Perucho, Darrel	Specialist, Network Support	34	46	153	-	-	-	26	-	-	-	60	46	153		
Pinatsis, Alexander	Supervisor Field Security	-	-	-	-	405	-	-	-	-	-	-	405	-		
Pineu, Jorge	Program, Supervisor	3,295	-	-	-	-	-	-	-	-	-	3,295	-	-		
Pires, Catarina	Design Manager, Architectural and Building	652	383	450	-	-	-	-	-	-	-	652	383	450		
Pontipiedra, Paul	Manager, Risk Operations & Business Continuity	104	-	-	-	-	-	-	-	-	-	104	-	-		
Purohit, Yagnesh	Program, Supervisor	2,769	-	-	-	-	-	-	-	-	-	2,769	-	-		
Quamina, Olu	Manager Revitalization and Renewal Communities	92	-	-	-	-	-	-	-	-	-	92	-	-		
Quartarone, Patricia	Manager, Tenancy Management	457	63	-	-	-	-	-	-	-	-	457	63	-		
Ramcharitar, Darin	Consultant, Return to Work and Rehabilitation	-	-	-	764	-	-	-	-	-	-	764	-	-		
Ramirez, Cesar	Supervisor, Cleaning	545	-	-	-	-	-	-	-	-	-	545	-	-		
Raubfogel, Orna	Senior Legal Counsel	-	-	-	-	367	1,031	-	-	-	74	-	367	1,105		
Ravichandran (Valentine), Anitha	Business Planner	-	-	-	995	-	-	-	-	-	-	995	-	-		
Raviele, Cristina	Senior Manager, Construction	39	-	-	-	438	-	-	-	147	-	39	585	-		
Rivenbark, Melanie	Supervisor Field Security	188	-	-	-	-	-	-	-	-	-	188	-	-		
Robb, Nathaniel	Supervisor Field Security	-	1,023	-	973	-	-	-	-	-	-	973	1,023	-		
Roomes, Marlon	Manager, Cleaning	-	215	-	-	-	-	-	-	-	-	-	215	-		
Rosen, Gyllian	Investigator	1,778	-	-	564	-	-	-	-	-	-	2,342	-	-		
Salerno, Christina	Supervisor, Tenancy Management	1,068	-	-	-	-	-	-	-	-	-	1,068	-	-		
Sanford, Forrest	Program, Supervisor	66	-	-	226	-	-	-	-	-	-	292	-	-		
Schulz, Doug	Manager Community CSU	-	332	-	-	1,086	-	-	230	-	-	-	1,648	-		
Seaton (Godwin), Zainab	Community Service Coordinator	1,070	-	233	-	-	-	-	-	260	-	1,070	-	493		
Selvakularajah, Sharmilaa	Supervisor, Cleaning	261	-	-	-	-	-	-	-	-	-	261	-	-		
Serjeant, Katherine (Kate)	Business Planner	-	-	-	995	-	-	47	-	-	-	1,042	-	-		
Serrano, Arnold	Senior Superintendent	-	-	45	-	-	-	-	-	-	-	-	-	45		
Shaal Hoeber, Zaira	Manager, Digital, Brand and Design	-	-	-	2,950	836	-	-	-	-	-	2,950	836	-		
Shiva Rao, Vinotha Rao	Project Manager	-	-	-	698	-	-	-	-	-	-	698	-	-		
Shulman, Barbara	Chief People and Culture Officer	-	-	-	-	-	-	-	-	922	-	922	-	-		
Siddiqui, Iqbal	Senior Internal Audit Analyst	-	-	-	1,543	-	-	-	-	-	-	1,543	-	-		
Singh, Rajesh	Manager, Sourcing	-	-	-	1,331	1,074	395	-	-	-	-	1,331	1,074	395		
Skulic, Vuk	Program Manager, Design	-	-	-	226	-	-	-	-	-	-	226	-	-		
Smith, Robin	Manager, Media and Issues	-	-	-	730	508	-	-	-	-	-	730	508	-		
Sookram, Ricky	Manager, Learning	-	-	-	-	2,137	-	-	-	-	-	-	2,137	-		
Stinson, Casey	IHMS Business Function Lead	-	-	-	-	-	1,320	-	-	-	-	-	-	1,320		
Stojanovic, Natasha	Director, Talent Management	-	-	-	2,007	-	-	-	-	-	-	2,007	-	-		
Subramanian, Priya	Legal Counsel	-	-	-	641	-	-	-	-	-	-	641	-	-		
Sumsion, Jacqueline	Coordinator, Accessibility	1,429	-	-	-	-	-	-	-	-	-	1,429	-	-		
Sutton, Sean	Manager, Information Technology Service Delivery	8	68	-	-	-	-	-	-	-	-	8	68	-		
Swan (Greer), Joseph	Manager, Community Safety and Support	-	45	-	-	-	-	-	-	-	-	-	45	-		
Taylor, Charlett	Supervisor, Tenancy Management	-	-	-	210	-	-	-	-	-	-	210	-	-		
Thomas, Barry	Assistant General Manager	160	-	-	-	-	-	-	-	-	-	160	-	-		
Tracey, Shane	Building Maintenance Coordinator	-	780	466	-	-	-	-	-	-	-	-	780	466		
Trstenjak, Dubravka	Relationship Manager	578	419	-	-	-	-	-	-	-	-	578	419	-		
Tsang-Sit, Anita	Director, Insurance & Risk Management	-	28	-	2,425	2,206	1,011	-	826	-	-	2,425	3,060	1,011		
Uhle, Brian	Program Manager	-	-	-	226	277	-	-	-	-	-	226	277	-		
Vani, Fabio	Electrician (Foreman)	20	-	57	-	-	-	-	-	-	-	20	-	57		
Vergara, Tatum	Investigator	155	-	-	-	-	-	-	-	-	-	155	-	-		
Vijh, Parvin	Manager, Commercial Accounting	-	-	-	1,139	683	1,014	-	-	-	-	1,139	683	1,014		
Vrazinovski, Aleksandar	Program, Supervisor	1,301	-	-	-	-	-	-	-	-	-	1,301	-	-		
Wahed, Iqbal	Program, Supervisor	1,091	-	-	1,550	-	-	-	-	-	-	2,641	-	-		
Walker, Christopher	Program Manager	5,383	-	-	-	-	-	-	-	-	-	5,383	-	-		
Ward, Vanessa	Manager Community CSU	41	344	-	100	1,086	-	220	-	-	-	141	1,650	-		
Wieczorek, Edmund	Facilities Manager	-	-	-	-	-	504	-	-	-	-	-	-	504		
Williams, Toshania	Supervisor, Program Supports and Implementation	117	-	-	-	-	-	-	-	-	-	117	-	-		
Wilson, Dennis	Manager, Cleaning	86	221	-	-	-	-	-	-	100	-	86	221	100		
Wong - Redoblado, Ada	Senior Director, Digital, Content and Brand Strategy	-	-	-	-	836	-	-	-	-	-	-	836	-		
Wong, Siu On	Manager, Investigations	-	178	-	-	-	-	-	-	-	-	-	178	-		
Youness, Ferass	Structural Engineer	2,383	2,303	2,257	-	-	-	-	-	-	-	2,383	2,303	2,257		
Yousuf, Fahad	Community Service Coordinator	-	-	319	-	-	-	-	-	-	-	-	-	319		
Zaganjori, Xhavit	Project Manager, Technical and Renewable Energy	230	73	-	-	-	-	-	-	-	-	230	73	-		
Zimmerman, Peter	Senior Director, Development	-	-	-	-	-	-	473	-	-	-	473	-	-		
	<b>Subtotal</b>	<b>72,474</b>	<b>28,259</b>	<b>13,316</b>	<b>89,085</b>	<b>48,975</b>	<b>17,541</b>	<b>775</b>	<b>1,558</b>	<b>378</b>	<b>1,072</b>	<b>147</b>	<b>11,151</b>	<b>163,405</b>	<b>78,939</b>	<b>42,387</b>
<b>Employees No Longer with TCHC</b>																
Abujbara, Juman	Human Rights and Diversity Specialist	-	-	-	-	-	-	-	140	-	-	-	-	140	-	
Ahmed, Tunjib	IHMS Business Function Lead	-	-	-	-	785	-	-	-	-	-	-	785	-		
Amponsah, Evelyn	Centre Director, Centre for the Advancement of Black People	-	348	85	-	-	-	86	77	-	-	50	-	434	211	
Anderson, William G	Senior Director, Community Safety Unit	-	-	-	-	-	40	-	-	-	-	-	-	-	40	
Ansari, Mustafa	Manager, Risk Operations & Business Continuity	-	-	-	-	283	-	-	-	-	-	-	-	283	-	
Antigua, Rene	Superintendent	-	-	53	-	-	-	-	-	-	-	-	-	-	53	



EMPLOYEE EXPENSES 2023 COMPARATIVE SUMMARY																
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		
		2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Bautista, Alejandro	Senior Superintendent	-	-	19	-	-	-	-	-	-	-	-	-	-	19	
Boblai, Azim	Manager, IT Security and Controls	-	-	-	-	-	10,354	-	-	-	-	-	-	-	10,354	
Bourne James, Joanne	Manager, Sourcing	-	-	-	745	904	-	-	-	-	-	-	745	904	-	
Camarda, Agostino	Senior Superintendent	-	-	90	-	-	-	-	-	-	-	-	-	-	90	
Chao, Bao	Custodial Maintenance Person 1	-	-	259	-	-	-	-	-	-	-	-	-	-	259	
Cheung, Noel	Manager, Financial Planning and Analysis	-	-	-	618	1,102	-	-	-	-	-	-	618	1,102	-	
Davis, Michelle	Supervisor, Community Housing Unit	-	-	-	-	-	1,500	-	-	-	-	-	-	-	1,500	
De Verteuil, Annie	Legal Counsel	-	-	-	-	-	57	-	-	-	-	-	-	-	57	
Do, Kien	Senior Superintendent	-	-	561	-	-	-	-	-	-	-	-	-	-	561	
Elmi, Abdulle	HoMES Operations Business Lead	-	-	-	-	-	1,320	-	-	-	-	-	-	-	1,320	
Gibson, John	Program Manager	-	-	-	-	-	532	-	-	-	-	-	-	-	532	
Grotsch, Richard	Tenant Resolution Officer	-	-	-	-	549	900	-	-	1,940	-	-	-	549	2,840	
Ho, Joyce	Senior Manager, Development	-	-	-	-	-	2,254	-	-	-	-	-	-	-	2,254	
Jani, Samantha	Manager, Complex Tenancies	-	-	202	-	-	-	-	-	-	-	-	-	-	202	
Koke, Albert	Senior Director, Procurement	-	-	-	-	-	-	-	-	-	-	147	-	-	147	
Kong, Jean	Business Planner	175	-	-	-	-	-	-	-	-	-	-	175	-	-	
Ku, Lisa	Manager, Performance and Quality	-	-	-	-	-	-	-	-	-	-	114	-	-	114	
Lam, Linda	Design Manager	-	627	426	-	-	-	-	-	-	-	-	-	627	426	
Latendresse, Christopher	Manager, Business Operations	-	-	-	-	-	2,501	-	-	-	-	-	-	-	2,501	
Lee, Marilyn G.	Senior Legal Counsel	-	-	-	-	-	480	-	-	-	-	115	-	-	596	
Letto, Douglas	Legal Counsel	-	-	-	1,632	-	607	-	-	-	-	743	1,632	-	1,350	
Macdonnell, Brian	Manager Community CSU	-	-	-	-	-	1,824	-	-	-	-	124	-	-	1,949	
Malloch, Bruce	Director, Strategic Communications	-	-	-	-	-	-	-	-	-	-	719	-	-	719	
Mcmanus, Kenneth	Senior Superintendent	-	-	68	-	-	-	-	-	-	-	-	-	-	68	
Miclat, Rosauro	Senior Superintendent	-	-	212	-	-	-	-	-	-	-	-	-	-	212	
Rehel, Ryan	Senior Superintendent	-	-	624	-	-	-	-	-	-	-	-	-	-	624	
Reis, Sheldon	Manager, End User Computing and Infrastructure	-	-	-	-	878	88	-	-	-	-	-	-	878	88	
Robson, Heather	Legal Counsel	-	-	-	-	-	429	-	-	-	-	-	-	-	429	
Skeete, Krystle	Centre Manager, Centre for the Advancement of Black People	-	325	-	-	-	-	-	-	-	-	-	-	325	-	
Slater, Noah	Senior Director Planning and Design Strategy	-	-	-	-	-	-	-	-	580	-	-	-	-	580	
Slyne, Brendan	Design Manager, Mechanical and Electrical	-	196	-	-	-	170	-	-	-	181	-	-	181	196	
Sweedland, Adam	General Manager	-	-	-	-	-	-	-	-	1,133	-	-	22,809	-	23,942	
Tong, Vincent	Chief Development Officer	-	-	-	-	-	3,000	-	-	-	-	-	-	-	3,000	
Varone, Michele	Senior Superintendent	-	-	64	-	-	-	-	-	-	-	-	-	-	64	
Wan, Benny	Special Constable	-	-	-	-	-	-	-	-	48	-	-	-	-	48	
Yarcia, Ritchie	Senior Superintendent	-	-	30	-	-	-	-	-	-	-	-	-	-	30	
Yip, Raymond	Director, Capital Expenditures & Financial Controller	-	-	-	-	556	-	-	-	-	-	-	556	-	-	
Young, Stephen	Manager, Building Services	-	-	2,452	-	-	-	-	-	-	-	-	-	-	2,452	
Zebeski, David	Senior Manager Operations	-	-	28	-	-	-	-	-	222	-	-	5,331	-	5,581	
	<b>Subtotal</b>	<b>175</b>	<b>1,496</b>	<b>5,174</b>	<b>3,551</b>	<b>4,501</b>	<b>26,055</b>	<b>-</b>	<b>226</b>	<b>4,000</b>	<b>181</b>	<b>-</b>	<b>30,152</b>	<b>3,907</b>	<b>6,222</b>	<b>65,380</b>
<b>Variance Note below</b>	<b>Total</b>	<b>72,649</b>	<b>29,755</b>	<b>18,490</b>	<b>92,636</b>	<b>53,476</b>	<b>43,596</b>	<b>775</b>	<b>1,783</b>	<b>4,378</b>	<b>1,253</b>	<b>147</b>	<b>41,304</b>	<b>167,312</b>	<b>85,161</b>	<b>107,767</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. Employees who were not reimbursed during 2023 and comparable years have not been included in the list.

<sup>2</sup> Expenses for the President and CEO are set out in a separate attachment.