

Report to Infrastructure and Corporate Services Committee

To: Chair and Members
Infrastructure and Corporate Services Committee

From: Anna Lisa Barbon, Deputy City Manager, Finance Supports

Subject: 2025 Statement of Remuneration and Expenses for Elected and Appointed Officials

Date: March 23, 2026

Recommendation

That, on the recommendation of the Deputy City Manager, Finance Supports the following actions **BE TAKEN**:

- a) **THAT**, in accordance with Section 284 of the *Municipal Act, 2001*, the Statements of Remuneration and Expenses for Elected and Appointed Officials, attached as Appendix “A”, Appendix “B” and Appendix “C”, **BE RECEIVED** for information,
- b) **THAT**, in accordance with City Council resolution of March 2012, the annual report on the Mayor’s Office’s expenditures **BE RECEIVED** for information, and
- c) **THAT**, in accordance with the Travel and Business Expenses Policy, the Statement of Travel Expenses for Senior Administration Officials, attached as Appendix “D” and “E,” **BE RECEIVED** for information.

Linkage to Corporate Strategic Plan

The following report supports the 2023 – 2027 Strategic Plan through the strategic area of focus of a Well-Run City by ensuring that the City of London is trusted, open, and accountable in service of the community.

Analysis

1.0 Background Information

1.1 Background

Section 284 of the *Municipal Act, 2001* requires the Treasurer of every municipality, on or before the 31st of March in each year, to submit to the City Council for the preceding year, an itemized statement of remuneration and expenses paid to each member of Council and Council-appointed members of Committees and Sub-committees and local bodies.

Section 284(1) reads as:

The treasurer of a municipality shall in each year on or before March 31 provide to the council of the municipality an itemized statement on remuneration and expenses paid in the previous year to,

- (a) *each member of council in respect of his or her services as a member of the council or any other body, including a local board, to which the member has been appointed by council or on which the member holds office by virtue of being a member of council;*
- (b) *each member of council in respect of his or her services as an officer or employee of the municipality or other body described in clause (a); and*
- (c) *each person, other than a member of council, appointed by the municipality to serve as a member of any body, including a local board, in respect of his or her services as a member of the body. 2001, c. 25, s. 284 (1).*

1.2 Previous Reports Related to this Matter

Infrastructure and Corporate Services Committee, March 3, 2025, Consent Item # 2.1, 2024 Statement of Remuneration and Expenses for Elected and Appointed Officials <https://pub-london.escribemeetings.com/filestream.ashx?DocumentId=114339>

Infrastructure and Corporate Services Committee, March 24, 2025, Consent Item # 2.11, Elected Officials and Appointed Citizen Members 2025 Remuneration <https://pub-london.escribemeetings.com/filestream.ashx?DocumentId=114827>

2.0 Discussion and Considerations

2.1 Council Remuneration and Expenses

The attached Appendices have been prepared for the year ending December 31, 2025, in conjunction with this requirement of the *Municipal Act, 2001*, as follows:

- Appendix “A” - Statement of Remuneration paid to or on behalf of Elected Officials; and,
- Appendix “B” - Statement of Expenses paid to or on behalf of Elected Officials; and,
- Appendix “C” - Statement of Remuneration and Expenses paid to or on behalf of Appointed Officials.

In Appendix “A,” attached, the Elected Officials’ individual 2025 actual remuneration (stipends) and taxable benefits are listed.

In Appendix “B,” attached, the Elected Officials’ individual 2025 actual expenses are listed.

Council expenses and remuneration were paid in accordance with Council Policy as set out through the following By-laws:

By-law	Policy Title
By-law No. CPOL.-228-480	Council Members’ Expense Account Policy
By-law No. CPOL.-372-453	Discussion of Remuneration for Elected Officials and Individuals Appointed by City Council to Serve on its Committee or a Local Agency, Board or Commission Policy
By-law No. CPOL.-68-300	Issuance of Technology Equipment to Council Members Policy
By-law No. CPOL.-156-408	Mayor – Contracted Staff Policy
By-law No. CPOL.-229-481	Mayor’s Expenses Policy
By-law No. CPOL.-70-302	Remuneration for Elected Officials and Appointed Citizen Members Policy
By-law No. CPOL.-227-479	Travel & Business Expenses

Further, on March 4, 2025, Council resolved the following:

“i) the Civic Administration BE DIRECTED to change the format of all future reports to show remuneration, benefits, and expense amounts separately (without totaling these distinct items) and that the Civic Administration report benefits using the definition of taxable benefits according to Canada Revenue Agency guidelines;”

Stipends and taxable employer-paid benefits are found in Appendix “A.” The expenses reported under the Expenses column, found in Appendix “B,” are not subject to income tax.

Note the following with regards to stipend reporting for the year 2025:

- Stipends identified on Appendix “A” reflect T4 reporting, which is recorded on a cash basis.
- There were 26 pay periods in 2025.
- A stipend increase of 3.505% for Councillors was made in accordance with the 2021 Council Compensation Task Force recommendations and a 2.39% increase for appointed officials for 2025 was made in accordance with By-Law No. CPOL. -70-302: Remuneration for Elected Officials and Appointed Citizen Members Policy.

2.2 Issuance of Technology Equipment to Council Members Policy

In a year where expenses or allowances are incurred under this policy, the Annual Statement of Remuneration and Expenses report will include these expenses or allowances as well.

If a council member selects the corporate standard or reimbursement option, the amounts are reported as an expense in the appendix. If a council member selects the allowance option, the amounts are reported as a benefit in the appendix. The allowance option is considered a taxable benefit and is reported as such on the T4.

2.3 Mayor’s Office

On March 20 and 21, 2012, Council resolved that the Mayor be requested to provide annual reports detailing the Mayor’s Office’s expenses, beyond the normal office expenses. The 2025 expenses and a brief description provided by the Mayor’s Office are below. The Mayor’s travel and business expenses are included in Appendix “B,” attached.

Expenses with Description	Total
Hosting and/or Entertainment Expenses relating to hosting invited dignitaries and guests, team building events and special events requiring ticket purchase.	\$7,147.29
Gifts and Souvenirs Purchases include presentation plaques.	\$452.62
Purchased Services Includes expenses for services such as virtual conferencing, Mayor’s insert for Property Tax brochure, services related to the State of the City address and advertising.	\$3,920.49
Professional Fees Includes expenses for website and communications consulting.	\$1,516.70
Total	\$13,037.10

The details for the above Mayor’s Office expenses can be accessed via the Mayor’s page located on <https://london.ca/mayor>.

2.4 Statements of Travel Expenses for Senior Administration

The Travel and Business Expenses Policy requires the City Treasurer to submit a list of expenses incurred during the previous calendar year for the Senior Administration of certain local Boards and Commissions as well as Senior Administration of the City of London.

The attached Appendices have been prepared for the year ending December 31, 2025, in accordance with the Travel & Business Expenses Policy as follows:

- Appendix “D” - Statement of Travel and Business Expenses as submitted and reviewed by Senior Administrative Officials of:
 - London Police Services Board
 - London Public Library

- London Transit Commission
- RBC Place London (formerly known as London Convention Centre)
- Appendix “E” - Statement of Travel and Business Expenses as submitted and reviewed by Senior Administrative Officials of the City of London.

Conclusion

In accordance with Municipal Council's policies regarding Council Members' Expense Account Policy and the Mayor's Expenses Policy, which are consistent with *Municipal Act, 2001* section 284(1), this report provides a breakdown of remuneration and expenses for elected officials. Further, consistent with other Council policies, this report provides statements of travel and business expenses for senior administrative officials of the City of London. These statements are to be received for information.

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Manager, Accounting Services

Julie Kovacs, CPA, CGA,
Manager, Employee Systems

Submitted by: Ian Collins, CPA, CMA,
Director, Financial Services

Recommended by: Anna Lisa Barbon, CPA, CGA,
Deputy City Manager, Finance Supports

Appendix "A"
2025
Statement of Remuneration for Elected Officials

Remuneration		Stipends \$ ¹	Taxable Benefits \$ ²
Appointment(s)			
Mayor	Josh Morgan	163,145.96	1,586.40
		<u>163,145.96</u>	<u>1,586.40</u>
Councillor Ward 1	Hadleigh McAlister	67,402.52	1,244.51
Vehicle allowance ³			2,124.00
		<u>67,402.52</u>	<u>3,368.51</u>
Councillor Ward 2	Shawn Lewis	67,402.52	1,604.14
Deputy Mayor		8,424.40	60.24
Vehicle allowance ³			2,124.00
		<u>75,826.92</u>	<u>3,788.38</u>
Councillor Ward 3	Peter Cuddy	67,402.52	619.97
Vehicle allowance ³			2,124.00
		<u>67,402.52</u>	<u>2,743.97</u>
Councillor Ward 4	Susan Stevenson	61,715.30	479.16
Vehicle allowance ³			2,124.00
		<u>61,715.30</u>	<u>2,603.16</u>
Councillor Ward 5	Jerry Pribil	61,308.78	1,399.20
Vehicle allowance ³			1,518.70
		<u>61,308.78</u>	<u>2,917.90</u>
Councillor Ward 6	Samuel Trosow	67,402.52	1,350.27
		<u>67,402.52</u>	<u>1,350.27</u>
Councillor Ward 7	Corrine Rahman	67,402.52	864.43
Vehicle allowance ³			1,800.00
		<u>67,402.52</u>	<u>2,664.43</u>
Councillor Ward 8	Steve Lehman	67,402.52	1,146.55
Vehicle allowance ³			2,124.00
		<u>67,402.52</u>	<u>3,270.55</u>
Councillor Ward 9	Anna Hopkins	67,402.52	739.81
Vehicle allowance ³			2,124.00
		<u>67,402.52</u>	<u>2,863.81</u>
Councillor Ward 10	Paul Van Meerbergen	67,402.52	479.16
Vehicle allowance ³			1,140.00
		<u>67,402.52</u>	<u>1,619.16</u>

Appointment(s)		Stipends \$ ¹	Taxable Benefits \$ ²
Councillor Ward 11	Skylar Franke	67,402.52	950.30
Vehicle allowance ³			2,124.00
		<u>67,402.52</u>	<u>3,074.30</u>
Councillor Ward 12	Elizabeth Peloza	67,402.52	930.08
Budget Chair		8,424.40	60.24
Vehicle allowance ³			2,124.00
		<u>75,826.92</u>	<u>3,114.32</u>
Councillor Ward 13	David Ferreira	67,402.52	875.24
Vehicle allowance ³			1,104.00
		<u>67,402.52</u>	<u>1,979.24</u>
Councillor Ward 14	Steve Hillier	67,402.52	493.16
Vehicle allowance ³			2,124.00
		<u>67,402.52</u>	<u>2,617.16</u>

Notes:

¹ Stipends

Stipends identified above reflect T4 reporting, which is recorded on a cash basis, noting that there were 26 periods in 2025.

² Taxable Benefits as defined by Canada Revenue Agency

Taxable Benefits may include Basic Life Insurance, Accidental Death and Dismemberment (ADD), Executive Medical Taxable Benefit, vehicle allowance, and meals and excludes non-taxable benefits such as Canada Pension Plan (CPP), Extended Health Care (EHC), Dental, Long Term Disability (LTD), Employer Health Tax (EHT), and Ontario Municipal Employees Retirement System (OMERS).

³ Vehicle allowance

Councillors can elect to receive a monthly transportation allowance or a per kilometer rate, based upon submission and approval of a "Corporate Car Allowance Statement" claim form, which provides for both parking and kilometer usage per By-law No. CPOL.-228-480: Council Members' Expense Account Policy. Allowances are a taxable benefit and reported on Councillors' T4's and are reported under the Benefit column in Appendix "A". Reimbursements are not a taxable benefit and are reported under the Expense column in Appendix "B".

Appendix "B"
2025
Statement of Expenses for Elected Officials

Appointment(s)	Expenses	Expenses \$
Mayor	Josh Morgan	13,496.75 ¹
Mileage reimbursement ³		2,479.22
Federation of Canadian Municipalities		4,913.15
		<u>20,889.12</u>
Councillor Ward 1	Hadleigh McAlister	9,508.60 ²
Councillors' Office Postage ⁴		3,486.50
AMO, Annual Conference Registration ⁴		915.84
		<u>13,910.94</u>
Councillor Ward 2	Shawn Lewis	10,456.69 ²
Councillors' Office Postage ⁴		2,931.45
		<u>13,388.14</u>
Councillor Ward 3	Peter Cuddy	10,292.93 ²
AMO, Annual Conference Registration ⁴		915.84
		<u>11,208.77</u>
Councillor Ward 4	Susan Stevenson	9,506.83 ²
Councillors' Office Postage ⁴		4,033.34
London Police Services Board, Conferences and Webinars		6,071.08
Western Fair Association		299.72
Middlesex-London Paramedic Services Authority Board		1,134.27
		<u>21,045.24</u>
Councillor Ward 5	Jerry Pribil	10,856.27 ²
Councillors' Office Postage ⁴		4,709.20
AMO, Annual Conference Registration ⁴		915.84
		<u>16,481.31</u>
Councillor Ward 6	Samuel Trosow	7,122.60 ²
Councillors' Office Postage ⁴		4,141.69
AMO, Annual Conference Registration ⁴		915.84
FCM, Annual Conference Registration ⁴		1,216.03
		<u>13,396.16</u>
Councillor Ward 7	Corrine Rahman	8,262.20 ²
Councillors' Office Postage ⁴		4,739.48
AMO, Annual Conference Registration ⁴		915.84
		<u>13,917.52</u>

Appointment(s)	Expenses \$
Councillor Ward 8 Steve Lehman	8,303.20 ²
Councillors' Office Postage ⁴	2,990.93
AMO, Annual Conference Registration ⁴	915.84
	<u>12,209.97</u>
Councillor Ward 9 Anna Hopkins	8,606.78 ²
Councillors' Office Postage ⁴	3,536.32
AMO, Annual Conference Registration ⁴	915.84
AMO, Board Representation ⁴	4,051.63
	<u>17,110.57</u>
Councillor Ward 10 Paul Van Meerbergen	276.32 ²
	<u>276.32</u>
Councillor Ward 11 Skylar Franke	8,359.95 ²
FCM, Board Representation ⁴	1,498.10
	<u>9,858.05</u>
Councillor Ward 12 Elizabeth Peloza	9,155.17 ²
Councillors' Office Postage ⁴	3,613.58
AMO, Annual Conference Registration ⁴	915.84
	<u>13,684.59</u>
Councillor Ward 13 David Ferreira	11,614.41 ²
Councillors' Office Postage ⁴	5,276.55
	<u>16,890.96</u>
Councillor Ward 14 Steve Hillier	166.81 ²
	<u>166.81</u>

Notes:

¹ Mayor's travel expenses

The Mayor's travel expenses may include Councillor and/or staff travel expenses who attended events as guests of or on behalf of the Mayor. Details can be found on the Mayor's 2025 Expense Report. A link is provided below:

<https://london.ca/sites/default/files/2026-03/2025%20Q4%20Expenses%20-%20Mayor.pdf>

² Council Members' Expense Account

Expenses for individual Council Members to support them in performing their diverse roles and representing their constituents, in accordance with the use of the budget allocation per By-law No. CPOL.-228-480: Council Members' Expense Account Policy.

Details of the Council Members Expense Account are posted quarterly and can be accessed from the following link:

<https://london.ca/sites/default/files/2026-03/Q4%202025%20POSTING%20-%20FINAL-Update>

³ Vehicle allowance/reimbursement

Councillors can elect to receive a monthly transportation allowance or a per kilometer rate, based upon submission and approval of a "Corporate Car Allowance Statement" claim form, which provides for both parking and kilometer usage per By-law No. CPOL.-228-480: Council Members' Expense Account Policy. Allowances are a taxable benefit and reported on Councillors' T4's and are reported under the Benefit column in Appendix "A". Reimbursements are not a taxable benefit and are reported under the Expense column in Appendix "B".

⁴ Councillors' Expenses not counted against \$13,500 annual budget allocation

In accordance with By-Law No. CPOL-228-480: Council Members' Expense Policy, as per section 4.1 the \$13,500 annual budget allocation per Councillor does not apply to registration costs (4.2(a)(xii)) such as Annual Conference Registration(s) for Federation of Canadian Municipalities (FCM) or Association of Municipalities of Ontario (AMO), one annual ward-wide mail out(4.2(a)(xiii)), and other expenses outlined in 4.2(a).

⁵ Technology allowance/reimbursement/standard issuance

Councillors can elect to receive the corporate standard issuance or a reimbursement for self-purchased equipment or receive an allowance per By-law No. CPOL.-68-300, section 4.4: Issuance of Technology Equipment to Council Members Policy.

Allowances are a taxable benefit and reported on Councillors' T4's and are reported under the Benefit column on this appendix. Reimbursements are not a taxable benefit and are reported under the Expense column on this appendix. These allowances and reimbursements are recorded net of refundable HST.

Appendix "C"
2025
Statement of Remuneration and Expenses
for Appointed Officials

Appointment(s)	Stipends	Expenses
Argyle BIA Board of Management - R. Graham		118.63
Argyle BIA Board of Management - C. Wilks		60.00
Committee of Adjustment - S. Polhill Chair	8,234.04 1,070.00	
Committee of Adjustment - J. Fyfe-Millar (Resigned: September 3, 2025)	5,489.36	
Committee of Adjustment - J. Gard (Appointed November 4, 2025)	1,372.34	
Committee of Adjustment - M. Hamou	8,234.04	
Committee of Adjustment - C. Miller	8,234.04	
Committee of Adjustment - D. Schmidt	8,234.04	
Council Resourcing Review Task Force - M. Hamou (Appointed: January 21, 2025)	300.00	
Council Resourcing Review Task Force - D. Ferry (Appointed: January 21, 2025)	700.00	
Council Resourcing Review Task Force - M. Horak (Appointed: January 21, 2025)	700.00	
Council Resourcing Review Task Force - J. Slay (Appointed: January 21, 2025)	700.00	

Appendix "C"
2025
Statement of Remuneration and Expenses
for Appointed Officials

Appointment(s)	Stipends	Expenses
Council Resourcing Review Task Force - J. Zaifman (Appointed: January 21, 2025)	700.00	
Election Compliance Audit Committee - D. Ross	100.00	
Election Compliance Audit Committee - C. Scrimgeour	100.00	
Election Compliance Audit Committee - A. Wright	100.00	
Greater London International Airport Authority - G. Kotsiomitis	27,786.26	
Greater London International Airport Authority - M. O'Leary-Pickard	14,969.11	
Greater London International Airport Authority - L. Weir	17,661.35	
Hearings Officer - D. Bryant	5,600.00	
Hearings Officer - M. Buist	400.00	
Hearings Officer - S. Gibson	3,600.00	
Hearings Officer - K. Hulan	2,800.00	
Hearings Officer - L. Jack	3,600.00	

Appendix "C"
2025
Statement of Remuneration and Expenses
for Appointed Officials

Appointment(s)	Stipends	Expenses
Hearings Officer - G. Macartney	5,200.00	
Kettle Creek Conservation Authority - J. Strybosch	774.81	114.70
London Hydro Inc. - T. Goodine Chair	25,339.25 2,857.75	184.90
London Hydro Inc. - C. Graham (Resigned: March 3, 2025) Chair	13,258.75 2,038.25	
London Hydro Inc. - T. Gustafson	24,141.00	
London Hydro Inc. - G. Holburn	24,141.00	
London Hydro Inc. - A. Hrymak	21,741.00	
London Hydro Inc. - P. Madden	10,884.00	
London Hydro Inc. - T. Watson	23,541.00	1,631.89
London & Middlesex Community Housing - S. Pineros Castano		1,284.00
London & Middlesex Community Housing - K. Savoy		69.85

Appendix "C"
2025
Statement of Remuneration and Expenses
for Appointed Officials

Appointment(s)	Stipends	Expenses
London & Middlesex Community Housing - G. Thompson		1,748.14
London Police Services Board - R. Gauss	8,934.80	13,439.18
London Transit Commission - S. Marentette (Resigned: March 31, 2025) Chair	1,409.76 261.99	
London Transit Commission - S. Collyer (Resigned: March 31, 2025)	1,409.76	
London Transit Commission - D. Little (Resigned: March 31, 2025)	1,409.76	
London Transit Commission - J. Madden (Resigned: March 31, 2025)	1,409.76	
London Transit Commission - S. Rooth (Resigned: March 31, 2025)	1,409.76	
Middlesex-London Health Unit - M. Newton-Reid	2,933.21	135.72
Upper Thames River Conservation Authority - S. Levin	1,888.00	10.00

Appendix "D"

2025

Statement of Travel and Business Expenses for
Senior Administrative Officials
Boards and Commissions

London Transit Commission

	Position	Total \$
K. Paleczny	General Manager	7,658.30

London Police Services Board

	Position	Total \$
T. Truong	Chief of Police	13,915.30

RBC Place London (Formerly known as London Convention Centre)

	Position	Total \$
D. Pollard	General Manager and CEO	2,059.92

London Public Library

	Position	Total \$
M. Ciccone	CEO and Chief Librarian	2,388.00

Appendix "E"
2025
Statement of Travel and Business Expenses for
Senior Administrative Officials
City of London

	Position	Total \$
S. Datars Bere	City Manager	8,681.14
L. Hamer	Fire Chief	3,467.15
T. Pollitt	Deputy City Manager, Legal Services	-
A. Barbon	Deputy City Manager, Finance Supports	1,022.59
S. Mathers	Deputy City Manager, Housing & Community Growth	955.23
J. Paradis	Deputy City Manager, Enterprise Supports	-
K. Scherr	Deputy City Manager, Environment & Infrastructure	2,810.71
K. Dickins	Deputy City Manager, Social & Health Development	-
C. Smith	Deputy City Manager, Neighbourhood & Community-Wide Services	1,149.92
R. Hayes ¹	Deputy Fire Chief, Operations	2,563.84
G. Bridge ²	Deputy Fire Chief, Operations	1,393.81
A. Hunt	Deputy Fire Chief, Communications & Training	1,007.19
M. Hepditch	Deputy Fire Chief, Prevention & Public Education	-

¹ Resigned on May 23, 2025

² Appointed on July 7, 2025