

<b>TO:</b>	<b>CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 7, 2017</b>
<b>FROM:</b>	<b>MARTIN HAYWARD MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER &amp; ACTING CITY MANAGER</b>
<b>SUBJECT:</b>	<b>2016 STATEMENT OF REMUNERATION AND EXPENSES ELECTED AND APPOINTED OFFICIALS</b>

<b>RECOMMENDATION</b>
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That, on the recommendation of the Managing Director, Corporate Services and City Treasurer, Chief Financial Officer & Acting City Manager, 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 **BE RECEIVED** for information,
- b) **THAT**, in accordance with City Council resolution of October 2015, the Council compensation and estimated taxable equivalent be included in future reports and as such **BE RECEIVED** for information,
- c) **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
- d) **THAT**, in accordance with City Council Travel and Business Expenses Policy, the Statement of Travel Expenses for Senior Administration Staff **BE RECEIVED** for information.

<b>PREVIOUS REPORTS PERTINENT TO THIS MATTER</b>
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None.

<b>BACKGROUND</b>
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Section 284 of the *Municipal Act, 2001* requires the Treasurer of every municipality, on or before the 31<sup>st</sup> 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).*

The attached Appendices have been prepared for the year ending December 31, 2016, in conjunction with this requirement of the *Municipal Act, 2001*, as follows:

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

### Council Compensation and Estimated Taxable Equivalent

On October 28, 2015, Council resolved that, in all future reports and/or publication information related to Council compensation, the equivalent adjusted compensation required to maintain the same net income without the one-third tax exemption, be included in the report.

The 2016 annual remuneration for Elected Officials is listed in the table below, including the estimated taxable equivalent, calculated using the marginal tax rate, based upon the remuneration amount, in accordance with Provincial legislation:

Position	2016 Remuneration with one-third tax exempt provision	Estimated Taxable Equivalent <sup>1,2</sup>
Mayor	\$ 104,258	\$ 130,916
Councillor	\$ 33,465	\$ 36,262
Committee Chair	\$ 34,714	\$ 37,615

<sup>1</sup> Estimated taxable equivalent based on marginal tax rates per <http://www.taxtips.ca/priortaxrates/tax-rates-2015-2016/on.htm>

<sup>2</sup> The taxable equivalent remuneration listed is a calculation to estimate the gross annual remuneration required to result in the same 2016 annual remuneration, if the one-third tax exemption was removed.

Staff have provided the estimated taxable equivalent based on a simplified method, using the marginal tax rate, for information purposes only, as has been historically communicated.

In Appendix “A”, attached, the Elected Officials’ individual 2016 actual remuneration (stipends), benefits and expenses are listed. Council expenses were paid in accordance with Council Policy 28(2) and remuneration was paid in accordance with Council Policy 5(32). Stipends and taxable employer-paid benefits are subject to the one-third exemption. The calculation to determine the taxable equivalent would not affect the amount reported under the Expenses column.

### 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 expenditures. The 2016 expenses and a brief description provided by the Mayor’s Office are below. The travel expenses are included in Appendix “A”, attached.

	Total
<b>Hosting/Entertainment</b> Used for hosting dignitaries and guests and special events requiring ticket purchase.	\$725.45
<b>Gifts &amp; Souvenirs</b> Purchases include City of London pins and other items - usually from City of London Stores for citizen requests, visitors and dignitaries.	\$1,138.37
<b>Purchased Services</b> Includes services for items such as State of the City Address, voice conferencing, translation services and other services.	\$5,728.49
<b>Professional Fees Consultant</b> Consultant to the Mayor for the State of the City Address.	\$1,625.00

The details for the above Mayor’s Office expenses can be accessed through the following link: <http://www.london.ca/city-hall/mayors-office/Documents/MAYORExpensesFinal2016.pdf>.

**Statements of Travel Expenses for Senior Administration**

The Council 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, 2016, in conjunction with this requirement of the Council Policy 28(1), as follows:

- Appendix “C” - Statement of Out-of-Town Travel and Expenses as submitted and reviewed by Senior Administrative Officials of:
  - London Transit Commission
  - London Police Services Board
  - London Convention Centre
  - London Public Library
  
- Appendix “D” - Statement of Out-of-Town Travel and Expenses as submitted and reviewed by Senior Administrative Officials of the City of London.

**Acknowledgements**

This report was prepared with the assistance of Employee Systems and Financial Services staff.

<b>PREPARED BY:</b>	
<b>SHARON SWANCE MANAGER, ACCOUNTING</b>	<b>JULIE KOVACS MANAGER, EMPLOYEE SYSTEMS</b>
<b>CONCURRED BY:</b>	
<b>ANNA LISA BARBON DIRECTOR, FINANCIAL SERVICES</b>	<b>VERONICA MCALEA MAJOR MANAGING DIRECTOR, CORPORATE SERVICES AND CHIEF HUMAN RESOURCES OFFICER</b>
<b>RECOMMENDED BY:</b>	
<b>MARTIN HAYWARD MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER &amp; ACTING CITY MANAGER</b>	

Attach.

2016

**STATEMENT OF REMUNERATION AND EXPENSES  
FOR ELECTED OFFICIALS**

Appointment(s)	Stipends	Benefits	Expenses <sup>3</sup>	Total \$
Mayor - <b>Matt Brown</b>	101,461.58	27,790.43	20,731.55 <sup>1</sup>	<u>149,983.56</u>
Councillor Ward 1 - <b>Michael van Holst</b>	33,336.94	10,271.68	12,048.02	55,656.64
London Hydro - City Council Representative			820.20	820.20
Civic Works Committee Chair	81.40			81.40
Professional Engineers Ontario - London Chapter Luncheon <sup>2</sup>			35.00	35.00
				<u>56,593.24</u>
Councillor Ward 2 - <b>Bill Armstrong</b>	33,336.94	10,274.99	11,870.34	<u>55,482.27</u>
Councillor Ward 3 - <b>Mo Salih</b>	33,336.94	7,395.78	9,049.52	49,782.24
Community & Protective Services Committee Chair	81.40			81.40
Town and Gown Association of Ontario Membership			25.00	25.00
				<u>49,888.64</u>
Councillor Ward 4 - <b>Jesse Helmer</b>	33,336.94	10,488.84	5,015.53	48,841.31
Middlesex-London Board of Health - Chair	3,805.85		298.50	4,104.35
Civic Works Committee Chair	1,163.48			1,163.48
London Transit Commission CUTA Conference			1,728.91	1,728.91
				<u>55,838.05</u>
Councillor Ward 5 - <b>Maureen Cassidy</b>	27,230.30	8,505.02	2,716.98	38,452.30
Corporate Services Committee Chair	536.26			536.26
Federation of Canadian Municipalities Board of Director			3,832.55	3,832.55
Town and Gown Association of Ontario Membership			25.00	25.00
				<u>42,846.11</u>
Councillor Ward 6 - <b>Phil Squire</b>	33,336.94	10,291.44	2,247.50	45,875.88
Planning & Environment Committee Chair	1,163.48			1,163.48
Town and Gown Association of Ontario Membership			25.00	25.00
				<u>47,064.36</u>
Councillor Ward 7 - <b>Josh Morgan</b>	33,336.94	10,267.75	7,073.85	50,678.54
Corporate Services Committee Chair (Acting Jun-Nov)	675.10			675.10
				<u>51,353.64</u>
Councillor Ward 8 - <b>Paul Hubert</b>	33,336.94	10,077.84	2,649.01	46,063.79
Corporate Services Committee Chair	33.52			33.52
				<u>46,097.31</u>
Councillor Ward 9 - <b>Anna Hopkins</b>	33,336.94	10,072.31	8,778.82	52,188.07
London & Middlesex Housing Corporation			74.58	74.58
				<u>52,262.65</u>
Councillor Ward 10 - <b>Virginia Ridley</b>	33,336.94	10,334.80	11,383.11	55,054.85
Community & Protective Services Committee Chair	1,163.48			1,163.48
Ontario Good Roads Association Board of Directors			484.89	484.89
Association of Municipalities of Ontario Taskforce Member			322.36	322.36
				<u>57,025.58</u>
Councillor Ward 11 - <b>Stephen Turner</b>	33,336.94	9,871.65	4,053.93	47,262.52
Councillor Ward 12 - <b>Harold Usher</b>	33,336.94	6,857.69	12,931.18	53,125.81
Professional Engineers Ontario - London Chapter Luncheon <sup>2</sup>			35.00	35.00
Federation of Canadian Municipalities Board of Directors			7,911.79	7,911.79
				<u>61,072.60</u>
Councillor Ward 13 - <b>Tanya Park</b>	33,336.94	10,161.64	9,692.05	53,190.63
Planning & Environment Committee Chair	81.40			81.40
Town and Gown Association of Ontario Membership			25.00	25.00
				<u>53,297.03</u>
Councillor Ward 14 - <b>Jared Zafman</b>	22,822.98	4,989.89	1,650.50	29,463.37
Federation of Canadian Municipalities Board of Directors			4,601.07	4,601.07
Kettle Creek Conservation Authority	258.27		50.76	309.03
Town and Gown Association of Ontario Membership			25.00	25.00
				<u>34,398.47</u>

**Notes:**

<sup>1</sup> Includes Councillor and staff travel expenses who attended events as guests of or on behalf of the Mayor. Details found on Mayor's 2016 Expense Report, link provided below:

<http://www.london.ca/city-hall/mayors-office/Documents/MAYORExpensesFinal2016.pdf>

<sup>2</sup> Paid for by the Environmental and Engineering Services Division

<sup>3</sup> Councillors can elect to receive a monthly transportation allowance or a per kilometer rate reimbursement for parking and kilometer usage per Council Policy 28(2) (C) (ix). Although allowances are a taxable benefit and reported on Councillors' T4, the amount has been reported under the Expense column on this appendix to be consistent with the quarterly reporting on the City of London website.

2016

**STATEMENT OF REMUNERATION AND EXPENSES  
FOR APPOINTED OFFICIALS**

<b>Appointment(s)</b>	<b>Stipends</b>	<b>Benefits</b>	<b>Expenses</b>	<b>Total \$</b>
Committee of Adjustment - <b>J. Fyfe-Millar</b> Chair	7,029.00 893.04	373.30		7,402.30 893.04 <u>8,295.34</u>
Committee of Adjustment - <b>G. Barber</b>	7,050.00	137.45		<u>7,187.45</u>
Committee of Adjustment - <b>S. Lewis</b>	7,029.00	311.72		<u>7,340.72</u>
Committee of Adjustment - <b>M. Mendes</b>	7,029.00	311.72		<u>7,340.72</u>
Committee of Adjustment - <b>J. Preston</b>	7,029.00	311.72		<u>7,340.72</u>
Court of Revision - <b>W. Pol</b> Chair	75.00 11.00	1.68		76.68 11.00 <u>87.68</u>
Court of Revision - <b>R. Monteith</b>	75.00	1.46		<u>76.46</u>
Court of Revision - <b>C. Edgar</b>	6.00	0.12		<u>6.12</u>
London Transit Commission - <b>S. Rooth</b> Chair	4,812.96 945.88	224.10	2,195.98	7,233.04 945.88 <u>8,178.92</u>
London Transit Commission - <b>R.D. Sheppard</b>	4,812.96	158.86		<u>4,971.82</u>
London Transit Commission - <b>E. Southern</b>	4,761.08	155.26		<u>4,916.34</u>
Lower Thames Valley Conservation Authority - <b>S.Caveney</b>			976.50	<u>976.50</u>
Greater London International Airport Authority - <b>J. Brown</b> Chair (Jan 2016 - July 2016)	4,950.00 11,666.67			4,950.00 11,666.67 <u>16,616.67</u>
Greater London International Airport Authority - <b>B.Graham</b>	14,900.00			<u>14,900.00</u>
Greater London International Airport Authority - <b>K. Kalopsis</b> (Jan 2016 - July 2016)	7,433.33			<u>7,433.33</u>
Greater London International Airport Authority - <b>M. O'Leary-Pickard</b> (Starting September)	4,933.33			<u>4,933.33</u>
Greater London International Airport Authority - <b>G. Kotsiomitis</b> (Starting September)	5,433.33			<u>5,433.33</u>
Kettle Creek Conservation Authority - <b>B. Mackie</b> Chair	2,410.52 1,120.08		807.46	3,217.98 1,120.08 <u>4,338.06</u>
Kettle Creek Conservation Authority - <b>R. Winfield</b>	1,291.35		98.70	<u>1,390.05</u>
London Hydro Inc. - <b>M. Mathur</b> Chair	17,400.00 10,000.00		509.79	17,909.79 10,000.00 <u>27,909.79</u>
London Hydro Inc. - <b>B. Borschke</b>	13,000.00			<u>13,000.00</u>
London Hydro Inc. - <b>P. Johnson</b>	19,800.00			<u>19,800.00</u>

2016

**STATEMENT OF REMUNERATION AND EXPENSES  
FOR APPOINTED OFFICIALS**

<b>Appointment(s)</b>	<b>Stipends</b>	<b>Benefits</b>	<b>Expenses</b>	<b>Total \$</b>
London Hydro Inc. - <b>C. Graham</b>	18,600.00			<u>18,600.00</u>
London Hydro Inc. - <b>M. Sinclair</b>	19,800.00			<u>19,800.00</u>
London Hydro Inc. - <b>G. Valente</b>	21,000.00			<u>21,000.00</u>
London Hydro Inc. - <b>J. Smit</b>	7,400.00		629.00	<u>8,029.00</u>
London & Middlesex Housing Corporation - <b>D. Chapman</b>			309.41	<u>309.41</u>
London Police Services Board - <b>P. Paolatto</b>	7,118.43			<u>7,118.43</u>
London Public Library - Board Chair - <b>M. Hamou</b>			784.00	<u>784.00</u>
Middlesex London Health Unit - <b>T. Hunter</b>	2,686.50			<u>2,686.50</u>
Plumbers & Drain Layers - <b>M. Salliss</b>	100.00			<u>100.00</u>
Plumbers & Drain Layers - <b>S. Atchison</b>	100.00			<u>100.00</u>
Plumbers & Drain Layers - <b>D. Brouwer</b>	100.00			<u>100.00</u>
Upper Thames River Conservation Authority - <b>M. Blackie</b> & Source Water Protection Committee Chair	3,350.00		1,661.90	<u>3,350.00</u> <u>5,011.90</u>
Upper Thames River Conservation Authority - <b>M. Blosch</b>			725.00	<u>725.00</u>
Upper Thames River Conservation Authority - <b>S. Levin</b>			535.50	<u>535.50</u>
The University of Western Ontario - <b>M. Wilson</b>			2,698.85	<u>2,698.85</u>
Agriculture Committee - <b>L. Johnson</b>			277.85	<u>277.85</u>
Animal Welfare Committee - <b>I. Silver</b>			35.00	<u>35.00</u>
Cycling Committee - <b>D. Szoller</b>			67.54	<u>67.54</u>
Cycling Committee - <b>J. Jordan</b>			67.54	<u>67.54</u>
Environment Committee - <b>D. Szoller</b>			72.00	<u>72.00</u>
Heritage Committee - <b>J. Manness</b>			275.54	<u>275.54</u>
Heritage Committee - <b>K. Waud</b>			365.52	<u>365.52</u>

2016

## STATEMENT OF OUT-OF-TOWN TRAVEL AND EXPENSES FOR

## SENIOR ADMINISTRATIVE OFFICIALS

## BOARDS AND COMMISSIONS

## LONDON TRANSIT COMMISSION

	<b>Position</b>	<b>Total \$</b>
K. Paleczny	General Manager	9,583.68

## LONDON POLICE SERVICES BOARD

	<b>Position</b>	<b>Total \$</b>
J. Pare	Chief of Police	6,072.35

## LONDON CONVENTION CENTRE

	<b>Position</b>	<b>Total \$</b>
L. DaSilva	General Manager	1,101.86

## LONDON PUBLIC LIBRARY

	<b>Position</b>	<b>Total \$</b>
Susanna Hubbard-Krimmer	Chief Executive Officer	1,105.00

2016

**STATEMENT OF OUT-OF-TOWN TRAVEL AND EXPENSES FOR  
SENIOR ADMINISTRATIVE OFFICIALS  
CITY OF LONDON**

	<b>Position</b>	<b>Total \$</b>
A. Zuidema	City Manager	6,536.69
V. McAlea Major	Managing Director Corporate Services & Chief Human Resources Officer	0.00
J. Barber	Managing Director Corporate Services & City Solicitor	0.00
D. Mounteer	Managing Director Corporate Services & City Solicitor (Acting)	0.00
J. Kobarda	Fire Chief	1,619.71
M. Hayward	Managing Director Corporate Services & City Treasurer, Chief Financial Officer	954.79
G. Kotsifas	Managing Director Development & Compliance Services, Chief Building Official	2,179.90
J. Braam	Managing Director Environmental & Engineering Services, City Engineer	5,395.45
K. Scherr	Managing Director Environmental & Engineering Services, City Engineer	0.00
J. Fleming	Managing Director Planning & City Planner	5,206.76
S. Datars-Bere	Managing Director Housing, Social Services & Dearness Home	9,434.54
L. Livingstone	Managing Director Neighbourhood, Children & Fire Services	0.00
B. Coxhead	Managing Director Parks & Recreation	1,829.66