

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 19, 2019
FROM:	ANNA LISA BARBON MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER
SUBJECT:	2018 STATEMENT OF REMUNERATION AND EXPENSES ELECTED AND APPOINTED OFFICIALS

RECOMMENDATION

That, on the recommendation of the Managing Director, Corporate Services and City Treasurer, Chief Financial Officer, 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.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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Final Report of the Council Compensation Review Task Force, August 21, 2017 meeting of Strategic Priorities and Policy Committee, Scheduled Item # 3

Council Policy – Issuance of Technology Equipment to Council Members, July 17, 2018 meeting of Corporate Services Committee, Consent Item # 2.2

Elected Officials Remuneration – One Third Non Taxable Allowance, October 9, 2018 meeting of Corporate Services Committee, Consent Item # 2.4

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).*

The attached Appendices have been prepared for the year ending December 31, 2018, 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; and
- 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 2018 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:

	2018 Remuneration with one-third tax exempt provision ¹	2018 Estimated Taxable Equivalent ^{2, 3, 4}
Mayor	\$ 106,030	\$ 138,025
Councillor	\$ 34,033	\$ 36,878

¹ Remuneration based on prior term of Council.

² Estimated taxable equivalent based on marginal tax rates per <https://www.taxtips.ca/taxrates/on.htm>

³ The taxable equivalent remuneration listed is a calculation to estimate the gross annual remuneration required to result in the same 2018 annual remuneration, if the one-third tax exemption was removed.

⁴ Excludes vehicle & technology allowance.

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.

Elimination of the One-Third Tax Exemption

In 2017, with the work of the Council Compensation Review Task Force well underway, Federal Budget 2017 contained a legislative change to eliminate the “one-third tax free” allowance for elected officials effective January 1, 2019. This legislation received Royal Assent on June 22, 2017 (Bill C 44). At the August 21, 2017 meeting of the Strategic Priorities and Policy Committee, the Council Compensation Review Task Force presented their Final Report of their review along with recommendations. At its meeting held on August 22, 2017, one of the actions that Municipal Council resolved to be taken with respect to Council compensation was:

- e) notwithstanding that there will be a minor budgetary impact by doing so, the City Clerk BE DIRECTED to bring forward the necessary by-law to eliminate the “1/3 tax free” allowance for Council Members, effective the next Council term.

On October 16, 2018, Municipal Council resolved the following:

That the following actions be taken with respect to Elected Officials Remuneration:

- a) the proposed by-law appended to the staff report dated October 9, 2018 as Appendix “A” BE INTRODUCED at the October 16, 2018 meeting of the Municipal Council to eliminate the “one-third tax free” allowance for Elected Officials; and
- b) the Mayor’s salary at January 1, 2019, BE INCREASED to \$138,025 annually, in order to accommodate for the elimination of the allowance noted in part a), above and maintain the “take home” pay at the current level. (2.4/18/CSC) (2018-C06)

Based on subsection 283 (6) of the *Municipal Act, 2001*, an elected member of council would become fully taxable January 1, 2019, as the one-third tax exemption would be eliminated.

No action was required by Municipal Council at its October 16, 2018 meeting with respect to a Ward Councillors annual remuneration as Council had already set the annual compensation for the upcoming term of Council to the median full time employment for Londoners as identified in the 2016 Census. Based on 2016 Census data, the median employment income in 2015 for full-year full-time workers was \$51,181.

In Appendix "A", attached, the Elected Officials' individual 2018 actual remuneration (stipends), benefits and expenses are listed. Council expenses and remuneration were paid in accordance with Council Policy as set out through the following By-Laws:

- By-law No. CPOL.-372-453: Discussion of Remuneration for Elected Officials and Individuals Appointed by City Council to Serve on its Committees or a Local Agency, Board or Commission Policy
- By-law No. CPOL.-228(a)-427: Council Members' Expense Account Policy
- By-law No. CPOL.-229(a)-428: Mayor's Expenses Policy
- By-law No. CPOL.-227(a)-451: Travel & Business Expenses
- By-law No. CPOL.-68(a)-370: Issuance of Technology Equipment to Council Members Policy

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.

Issuance of Technology Equipment to Council Members Policy

In 2018, Council adopted a new policy related to the technology equipment issued to council members for the 2018-2022 Council term. Council members have the option of:

- receiving the corporate standard issuance, or
- being reimbursed for self-purchased equipment, or
- receiving an allowance

The full details of the policy can be accessed through the following link:

<http://www.london.ca/city-hall/city-council/AZ%20Documents/Issuance%20of%20Technology%20Equipment%20to%20Council%20Members%20Policy.pdf>

In a year where expenses or allowances are incurred under this policy, the Annual Statement of Remuneration and Expenses report will include these expenses/allowances as well. 2018 will be the first year of reporting under this policy.

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.

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 2018 expenses and a brief description provided by the Mayor's Office are below. The travel expenses are included in Appendix "A", attached.

	Matt Brown (Jan 1-Nov 30)	Edwin Holder (Dec 1-31)	Total
Hosting/Entertainment			
Used for hosting dignitaries and guests and special events requiring ticket purchase.	\$506.62	\$305.28	\$811.90
Gifts & Souvenirs			
Purchases include City of London pins and swag for citizen requests, visitors and dignitaries.	\$471.50	\$533.99	\$1,005.49
Purchased Services			
Includes various services related to the State of the City Address for Mayor Brown; includes Christmas parade supplies and services related to the State of the City Address for Mayor Holder.	\$8,480.30	\$11,648.63	\$20,128.93
Professional Fees Consultant			
Consultant for the State of the City Address for Mayor Brown; Communications consulting for the State of the City Address for Mayor Holder	\$4,550.00	\$2,835.22	\$7,385.22
Total	\$14,008.42	\$15,323.12	\$29,331.54

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/Mayor-Expenses-Q4.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, 2018, in accordance with the Travel & Business Expenses Policy 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.

PREPARED BY:	
SHARON SWANCE MANAGER, ACCOUNTING	JULIE KOVACS MANAGER, EMPLOYEE SYSTEMS
CONCURRED BY:	
IAN COLLINS DIRECTOR, FINANCIAL SERVICES	BILL COXHEAD MANAGING DIRECTOR, CORPORATE SERVICES AND CHIEF HUMAN RESOURCES OFFICER
RECOMMENDED BY:	
ANNA LISA BARBON MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER	

Attach.

2018

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

Appointment(s)	Stipends	Benefits	Expenses	Total \$
Mayor - Matt Brown	99,496.08	19,169.93	16,811.73 ¹	135,477.74
Vehicle allowance ²		7,700.00		7,700.00
	<u>99,496.08</u>	<u>26,869.93</u>	<u>16,811.73</u>	<u>143,177.74</u>
Mayor - Edwin Holder	6,093.68	1,452.54	658.87 ¹	8,205.09
Vehicle allowance ²		700.00		700.00
Technology allowance/reimbursement/standard issuance ³			3,126.04	3,126.04
	<u>6,093.68</u>	<u>2,152.54</u>	<u>3,784.91</u>	<u>12,031.13</u>
Councillor Ward 1 - Michael van Holst	34,877.61	11,397.12	13,200.00	59,474.73
Vehicle allowance/reimbursement ²		1,800.00		1,800.00
Technology allowance/reimbursement/standard issuance ³			3,528.58	3,528.58
Home office internet			151.74	151.74
London Hydro Board member			601.16	601.16
	<u>34,877.61</u>	<u>13,197.12</u>	<u>17,481.48</u>	<u>65,556.21</u>
Councillor Ward 2 - Bill Armstrong	31,936.14	9,357.27	2,315.55	43,608.96
Vehicle allowance/reimbursement ²		1,650.00		1,650.00
	<u>31,936.14</u>	<u>11,007.27</u>	<u>2,315.55</u>	<u>45,258.96</u>
Councillor Ward 2 - Shawn Lewis	2,941.47	738.43	1,083.76	4,763.66
Vehicle allowance/reimbursement ²		150.00		150.00
Technology allowance/reimbursement/standard issuance ³		333.19	3,074.82	3,408.01
	<u>2,941.47</u>	<u>1,221.62</u>	<u>4,158.58</u>	<u>8,321.67</u>
Councillor Ward 3 - Mo Salih	34,877.61	7,400.80	14,276.80	56,555.21
London Police Service Board			1,621.00	1,621.00
Vehicle allowance/reimbursement ²		400.00		400.00
Technology allowance/reimbursement/standard issuance ³		2,521.50	916.65	3,438.15
Home office internet			341.86	341.86
Town and Gown Association of Ontario Membership			62.50	62.50
	<u>34,877.61</u>	<u>10,322.30</u>	<u>17,218.81</u>	<u>62,418.72</u>
Councillor Ward 4 - Jesse Helmer	34,877.61	11,192.48	6,322.27	52,392.36
Corporate Service Committee Chair	1,191.54			1,191.54
London Police Service Board			207.12	207.12
Technology allowance/reimbursement/standard issuance ³		543.51	2,537.61	3,081.12
LTC - CUTA Mobility Symposium			1,448.95	1,448.95
Middlesex-London Board of Health - Meetings			151.49	151.49
	<u>36,069.15</u>	<u>11,735.99</u>	<u>10,667.44</u>	<u>58,472.58</u>
Councillor Ward 5 - Maureen Cassidy	34,877.61	10,795.47	2,616.04	48,289.12
Community and Protective Committee Chair	1,191.54			1,191.54
Vehicle allowance/reimbursement ²		900.00		900.00
Technology allowance/reimbursement/standard issuance ³			3,126.04	3,126.04
Home office internet			244.24	244.24
	<u>36,069.15</u>	<u>11,695.47</u>	<u>5,986.32</u>	<u>53,750.94</u>
Councillor Ward 6 - Phil Squire	34,877.61	10,023.46	3,436.10	48,337.17
Technology allowance/reimbursement/standard issuance ³			3,126.04	3,126.04
Town and Gown Association of Ontario Membership			62.50	62.50
	<u>34,877.61</u>	<u>10,023.46</u>	<u>6,624.64</u>	<u>51,525.71</u>
Councillor Ward 7 - Josh Morgan	34,877.61	10,475.91	6,450.06	51,803.58
Federation of Canadian Municipalities Board Meetings			4,166.02	4,166.02
Vehicle allowance/reimbursement ²		450.00		450.00
Technology allowance/reimbursement/standard issuance ³		360.21	3,037.19	3,397.40
	<u>34,877.61</u>	<u>11,286.12</u>	<u>13,653.27</u>	<u>59,817.00</u>
Councillor Ward 8 - Paul Hubert	31,936.14	9,464.65	3,390.95	44,791.74
Vehicle allowance/reimbursement ²		1,650.00		1,650.00
	<u>31,936.14</u>	<u>11,114.65</u>	<u>3,390.95</u>	<u>46,441.74</u>
Councillor Ward 8 - Steve Lehman	2,941.47	951.69	326.85	4,220.01
Technology allowance/reimbursement/standard issuance ³			2,626.56	2,626.56
	<u>2,941.47</u>	<u>951.69</u>	<u>2,953.41</u>	<u>6,846.57</u>
Councillor Ward 9 - Anna Hopkins	34,877.61	10,237.41	6,070.26	51,185.28
Association of Municipalities Ontario - Meetings			921.92	921.92
Vehicle allowance/reimbursement ²		900.00		900.00
Technology allowance/reimbursement/standard issuance ³			3,126.04	3,126.04
Home office internet			182.98	182.98
	<u>34,877.61</u>	<u>11,137.41</u>	<u>10,301.20</u>	<u>56,316.22</u>

2018

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

Appointment(s)	Stipends	Benefits	Expenses	Total \$
Councillor Ward 10 - Virginia Ridley	31,936.14	9,595.73	11,051.53	52,583.40
Civic Works Committee Chair	1,191.54			1,191.54
Ontario Good Roads Association - Meetings			99.06	99.06
Federation of Canadian Municipalities - Meetings			2,056.67	2,056.67
Vehicle allowance/reimbursement ²		1,125.00		1,125.00
Home office internet			402.78	402.78
	<u>33,127.68</u>	<u>10,720.73</u>	<u>13,610.04</u>	<u>57,458.45</u>
Councillor Ward 10 - Paul Van Meerbergen	2,941.47	951.69	-	3,893.16
Technology allowance/reimbursement/standard issuance ³			3,126.04	3,126.04
	<u>2,941.47</u>	<u>951.69</u>	<u>3,126.04</u>	<u>7,019.20</u>
Councillor Ward 11 - Stephen Turner	34,877.61	10,529.20	5,913.27	51,320.08
Planning and Environment Committee Chair	1,191.54			1,191.54
Technology allowance/reimbursement/standard issuance ³			3,468.99	3,468.99
	<u>36,069.15</u>	<u>10,529.20</u>	<u>9,382.26</u>	<u>55,980.61</u>
Councillor Ward 12 - Harold Usher	31,936.14	6,082.28	7,406.26	45,424.68
Federation of Canadian Municipalities - Meetings			6,142.68	6,142.68
Professional Engineers of Ontario - London Chapter Luncheon ⁴			35.00	35.00
Vehicle allowance/reimbursement ²		1,650.00		1,650.00
Home office internet			296.91	296.91
	<u>31,936.14</u>	<u>7,732.28</u>	<u>13,880.85</u>	<u>53,549.27</u>
Councillor Ward 12 - Elizabeth Pelozo	2,941.47	961.23	354.16	4,256.86
Vehicle allowance/reimbursement ²		90.00		90.00
Technology allowance/reimbursement/standard issuance ³			3,126.04	3,126.04
	<u>2,941.47</u>	<u>1,051.23</u>	<u>3,480.20</u>	<u>7,472.90</u>
Councillor Ward 13 - Tanya Park	31,936.14	9,396.02	950.62	42,282.78
Federation of Canadian Municipalities - Meetings			4,812.67	4,812.67
Vehicle allowance/reimbursement ²		1,045.00		1,045.00
	<u>31,936.14</u>	<u>10,441.02</u>	<u>5,763.29</u>	<u>48,140.45</u>
Councillor Ward 13 - Arielle Kayabaga	2,941.47	961.23	149.03	4,051.73
Vehicle allowance/reimbursement ²		90.00		90.00
Technology allowance/reimbursement/standard issuance ³			3,126.04	3,126.04
	<u>2,941.47</u>	<u>1,051.23</u>	<u>3,275.07</u>	<u>7,267.77</u>
Councillor Ward 14 - Jared Zaifman	31,936.14	9,586.69	4,259.34	45,782.17
Vehicle allowance/reimbursement ²		1,100.00		1,100.00
	<u>31,936.14</u>	<u>10,686.69</u>	<u>4,259.34</u>	<u>46,882.17</u>
Councillor Ward 14 - Steve Hillier	2,941.47	967.59	328.63	4,237.69
Vehicle allowance/reimbursement ²		150.00		150.00
Technology allowance/reimbursement/standard issuance ³			2,626.56	2,626.56
	<u>2,941.47</u>	<u>1,117.59</u>	<u>2,955.19</u>	<u>7,014.25</u>

Notes:¹ Mayor's expenses

The Mayor's expenses may include Councillor and staff travel expenses who attended events as guests of or on behalf of the Mayor. Details can be found on the Mayor's 2018 Expense Report. A link is provided below:

<http://www.london.ca/city-hall/city-council/Documents/2018-Councillors-Expenses.pdf>

² Vehicle allowance/reimbursement

Councillors can elect to receive a monthly transportation allowance or a per kilometer rate reimbursement for parking and kilometer usage per By-law No. CPOL.-228(a)-427: Council Members' Expense Account 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.

³ 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(a)-370: 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.

⁴ Professional Engineers of Ontario - London Chapter Luncheon

This expense was paid for by the Environmental and Engineering Services Division.

2018

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

Appointment(s)	Stipends	Benefits	Expenses	Total \$
Committee of Adjustment - J. Fyfe-Millar Chair	6,520.25 669.83	322.83		6,843.08 669.83 <u>7,512.91</u>
Committee of Adjustment - D. Schmidt	6,520.25	442.62		<u>6,962.87</u>
Committee of Adjustment - S. Lewis Chair	6,520.25 770.80	344.27		6,864.52 770.80 <u>7,635.32</u>
Committee of Adjustment - M. Mendes	6,520.25	291.08		<u>6,811.33</u>
Committee of Adjustment - J. Preston	6,520.25	291.08		<u>6,811.33</u>
Court of Revision - W. Pol	74.00	1.44		<u>75.44</u>
Greater London International Airport Authority - B.Graham				<u>16,100.00</u>
Greater London International Airport Authority - M. O'Leary-Pickard				<u>17,850.00</u>
Greater London International Airport Authority - G. Kotsiomitis				<u>18,100.00</u>
Kettle Creek Conservation Authority - B. Mackie	1,205.26		283.88	<u>1,489.14</u>
Kettle Creek Conservation Authority - R. Winfield	1,033.08		74.26	<u>1,107.34</u>
London Hydro Inc. - M. Mathur Chair	23,011.80 4,141.20			23,011.80 4,141.20 <u>27,153.00</u>
London Hydro Inc. - G. Holburn	15,211.80			<u>15,211.80</u>
London Hydro Inc. - C. Graham	20,011.80			<u>20,011.80</u>
London Hydro Inc. - M. Sinclair	20,011.80			<u>20,011.80</u>
London Hydro Inc. - G. Valente	20,011.80			<u>20,011.80</u>
London Hydro Inc. - J. Smit	21,811.80			<u>21,811.80</u>

2018

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

Appointment(s)	Stipends	Benefits	Expenses	Total \$
London Police Services Board - S. Toth	7,139.18		1,358.04	<u>8,497.22</u>
London Public Library - M. Hamou			1,220.00	<u>1,220.00</u>
London Transit Commission - S. Rooth Chair	4,464.13 829.62	206.42	1,560.90	<u>6,231.45</u> <u>829.62</u> <u>7,061.07</u>
London Transit Commission - R.D. Sheppard	4,464.13	149.19		<u>4,613.32</u>
London Transit Commission - E. Southern	4,464.13	149.19		<u>4,613.32</u>
Lower Thames Valley Conservation Authority - S.Caveney			1,115.00	<u>1,115.00</u>
Middlesex London Health Unit - T. Hunter	2,423.84		302.98	<u>2,726.82</u>
Plumbers & Drain Layers - M. Salliss	100.00			<u>100.00</u>
Plumbers & Drain Layers - S. Atchison	100.00			<u>100.00</u>
Plumbers & Drain Layers - D. Brouwer	100.00			<u>100.00</u>
Upper Thames River Conservation Authority - M. Blackie & Source Water Protection Committee Chair			1,788.90	<u>1,788.90</u>
	3,350.00			<u>3,350.00</u> <u>3,350.00</u>
Upper Thames River Conservation Authority - M. Blosch			860.50	<u>860.50</u>
Upper Thames River Conservation Authority - S. Levin			754.00	<u>754.00</u>

2018

STATEMENT OF OUT-OF-TOWN TRAVEL AND EXPENSES FOR

SENIOR ADMINISTRATIVE OFFICIALS

BOARDS AND COMMISSIONS

LONDON TRANSIT COMMISSION

	Position	Total \$
K. Paleczny	General Manager	5,527.95

LONDON POLICE SERVICES BOARD

	Position	Total \$
J. Pare	Chief of Police	5,381.74

LONDON CONVENTION CENTRE

	Position	Total \$
L. Da Silva	General Manager	4,895.27

LONDON PUBLIC LIBRARY

	Position	Total \$
S. Hubbard-Krimmer	Chief Executive Officer	787.00

2018

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

	Position	Total \$
M. Hayward	City Manager	4,782.64
B. Coxhead	Managing Director Corporate Services & Chief Human Resources Officer	362.27
B. Card	Managing Director Corporate Services & City Solicitor	-
L. Hamer	Fire Chief	9,356.92
J. Kobarda	Fire Chief	1,125.10
A. Barbon	Managing Director Corporate Services & City Treasurer, Chief Financial Officer	2,455.63
G. Kotsifas	Managing Director Development & Compliance Services, Chief Building Official	2,215.46
K. Scherr	Managing Director Environmental & Engineering Services, City Engineer	7,087.91
J. Fleming	Managing Director Planning & City Planner	4,392.32
S. Datars-Bere	Managing Director Housing, Social Services & Deerness Home	5,274.38
L. Livingstone	Managing Director Neighbourhood, Children & Fire Services	919.55
S. Stafford	Managing Director Parks & Recreation	450.95