

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 9, 2020
FROM:	ANNA LISA BARBON MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER
SUBJECT:	2019 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, attached as Appendix "A" and Appendix "B", **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 City Council Travel and Business Expenses Policy, the Statement of Travel Expenses for Senior Administration Officials, attached as Appendix "C" and "D", **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

2018 Statement of Remuneration and Expenses Elected and Appointed Officials, March 19, 2019, meeting of Corporate Services Committee, Consent Item #2.8

Elected Officials and Appointed Citizen Members 2019 Remuneration, April 16, 2019, 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, 2019, 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 Elimination of the One-Third Tax Exemption

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.

Since 2015, a table has been included in this report to present the annual remuneration with the one-third tax exempt provision as well as the estimated taxable equivalent.

On October 16, 2018, Municipal Council resolved to eliminate the “one-third tax free” allowance for Elected Officials. 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.

The 2019 annual remuneration for Elected Officials is listed in the table below, noting the table for 2019 and future reports will no longer include a reference to the remuneration with the one-third tax exempt provision and will only state the taxable remuneration, as follows:

	2019 Remuneration^{1, 2, 3}
Mayor	\$ 141,200
Councillor	\$ 52,358

¹ 2019 Remuneration based on staff report recommendation of April 16, 2019.

² Excludes vehicle & technology allowance.

³ 2019 remuneration based on accrual accounting, whereas stipends identified on Appendix “A” reflect T4 reporting, cash basis.

In Appendix “A”, attached, the Elected Officials’ individual 2019 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

Beginning in 2019, stipends and taxable employer-paid benefits are fully taxable. The expenses reported under the Expenses column are not subject to income tax.

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 2019 expenses and a brief description provided by the Mayor’s Office are below. The travel expenses are included in Appendix “A”, attached.

	Total
Hosting/Entertainment	
Used for hosting dignitaries and guests, and special events requiring ticket purchase.	\$ 3,066.65
Gifts & Souvenirs	
Purchases include City of London pins and promotional material for citizen requests, visitors and dignitaries.	\$ 550.43
Purchased Services	
Includes expenses for services such as translators, braille services and services related to the State of the City Address.	\$ 7,676.94
London Jobs Now Initiative	
Includes expenses relating to local job initiatives.	\$ 2,347.47
Total	\$13,641.49

The details for the above Mayor’s Office expenses can be accessed via the [Mayor’s Office](#) page located on London.ca.

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, 2019, 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 Police Services Board
 - London Public Library
 - London Transit Commission
 - RBC Place London (formerly known as London Convention Centre)

- 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.

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CONCURRED BY:	RECOMMENDED BY:
IAN COLLINS, CPA, CMA DIRECTOR, FINANCIAL SERVICES	ANNA LISA BARBON, CPA, CGA MANAGING DIRECTOR, CORPORATE SERVICES AND CITY TREASURER, CHIEF FINANCIAL OFFICER

Attachments

2019

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

Appointment(s)	Stipends	Benefits	Expenses	Total \$
Mayor Edwin Holder	139,850.20	34,413.43	12,841.44 ¹	187,105.07
Vehicle allowance ²		8,400.00		8,400.00
	<u>139,850.20</u>	<u>42,813.43</u>	<u>12,841.44</u>	<u>195,505.07</u>
Councillor Ward 1 Michael van Holst	45,510.51	13,258.77	3,340.22	62,109.50
Vehicle allowance/reimbursement ²		1,550.00		1,550.00
Home office internet			101.76	101.76
	<u>45,510.51</u>	<u>14,808.77</u>	<u>3,441.98</u>	<u>63,761.26</u>
Councillor Ward 2 Shawn Lewis	52,130.51	12,031.34	9,858.82	74,020.67
Vehicle allowance/reimbursement ²		1,440.00		1,440.00
	<u>52,130.51</u>	<u>13,471.34</u>	<u>9,858.82</u>	<u>75,460.67</u>
Councillor Ward 3 Mohamed Salih	52,130.51	14,577.72	10,037.99	76,746.22
London Police Service Board			1,299.02	1,299.02
Vehicle allowance/reimbursement ²		1,800.00		1,800.00
Home office internet			438.89	438.89
	<u>52,130.51</u>	<u>16,377.72</u>	<u>11,775.90</u>	<u>80,284.13</u>
Councillor Ward 4 Jesse Helmer	<u>52,130.51</u>	<u>14,657.91</u>	<u>949.63</u>	<u>67,738.05</u>
Councillor Ward 5 Maureen Cassidy	52,130.51	14,661.69	6,705.15	73,497.35
Vehicle allowance/reimbursement ²		900.00		900.00
Middlesex-London Health Unit, Chair	113.61		530.16	643.77
Home office internet			610.60	610.60
	<u>52,244.12</u>	<u>15,561.69</u>	<u>7,845.91</u>	<u>75,651.72</u>
Councillor Ward 6 Phil Squire	<u>52,130.51</u>	<u>14,197.23</u>	<u>3,265.64</u>	<u>69,593.38</u>
Councillor Ward 7 Josh Morgan	52,130.51	14,767.96	3,878.48	70,776.95
Federation of Canadian Municipalities Board Meetings			8,196.02	8,196.02
Vehicle allowance/reimbursement ²		1,080.00		1,080.00
	<u>52,130.51</u>	<u>15,847.96</u>	<u>12,074.50</u>	<u>80,052.97</u>
Councillor Ward 8 Steve Lehman	<u>52,130.51</u>	<u>14,556.00</u>	<u>6,610.14</u>	<u>73,296.65</u>
Councillor Ward 9 Anna Hopkins	52,130.51	11,803.90	4,644.18	68,578.59
Association of Municipalities Ontario - Meetings			4,828.84	4,828.84
Vehicle allowance/reimbursement ²		900.00		900.00
Home office internet			708.88	708.88
	<u>52,130.51</u>	<u>12,703.90</u>	<u>10,181.90</u>	<u>75,016.31</u>
Councillor Ward 10 Paul Van Meerbergen	<u>52,130.51</u>	<u>14,376.64</u>	<u>1,713.68</u>	<u>68,220.83</u>
Councillor Ward 11 Stephen Turner	<u>52,130.51</u>	<u>14,531.30</u>	<u>6,771.09</u>	<u>73,432.90</u>
Councillor Ward 12 Elizabeth Pelosa	52,130.51	14,960.93	8,765.17	75,856.61
Vehicle allowance/reimbursement ²		1,800.00		1,800.00
	<u>52,130.51</u>	<u>16,760.93</u>	<u>8,765.17</u>	<u>77,656.61</u>
Councillor Ward 13 Arielle Kayabaga	52,130.51	14,792.55	9,011.88	75,934.94
Vehicle allowance/reimbursement ²		1,080.00		1,080.00
	<u>52,130.51</u>	<u>15,872.55</u>	<u>9,011.88</u>	<u>77,014.94</u>
Councillor Ward 14 Steve Hillier	52,130.51	14,728.87	3,813.46	70,672.84
Vehicle allowance/reimbursement ²		1,800.00		1,800.00
	<u>52,130.51</u>	<u>16,528.87</u>	<u>3,813.46</u>	<u>72,472.84</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 2019 Expense Report. A link is provided below:

<http://www.london.ca/city-hall/city-council/Documents/2019-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.

2019

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

Appointment(s)	Stipends	Benefits	Expenses	Total \$
Committee of Adjustment - J. Fyfe-Millar Chair	7,277.04 1,023.04	406.64		7,683.68 1,023.04 <u>8,706.72</u>
Committee of Adjustment - D. Schmidt	7,277.04	334.57		<u>7,611.61</u>
Committee of Adjustment - D. Brown	7,869.79	376.36		<u>8,246.15</u>
Committee of Adjustment - C. Miller	7,869.79	153.50		<u>8,023.29</u>
Committee of Adjustment - S. Polhill	7,869.79	376.36		<u>8,246.15</u>
Community Diversity and Inclusion Strategy - G.A. Gutierrez Sanin	800.00	26.64		<u>826.64</u>
Community Diversity and Inclusion Strategy - B. Hill	800.00	26.64		<u>826.64</u>
Community Diversity and Inclusion Strategy - R. Morris	800.00	26.64		<u>826.64</u>
Community Diversity and Inclusion Strategy - S. Sharma	800.00	26.64		<u>826.64</u>
Court of Revision - T. Khan	152.00	2.96		<u>154.96</u>
Court of Revision - K. May	164.00	3.20	32.50	<u>199.70</u>
Court of Revision - A. Stratton	76.00	1.48		<u>77.48</u>
Election Audit Committee - C. Scrimgeour	500.00	20.37		<u>520.37</u>
Election Audit Committee - A. Wright	500.00	9.75		<u>509.75</u>
Greater London International Airport Authority - B. Graham	17,650.00			<u>17,650.00</u>
Greater London International Airport Authority - M. O'Leary-Pickard	21,150.00			<u>21,150.00</u>
Greater London International Airport Authority - G. Kotsiomitis	20,650.00			<u>20,650.00</u>
Housing Development Corporation, London - D. Brouwer			222.48	<u>222.48</u>
Housing Development Corporation, London - D. Ross			31.82	<u>31.82</u>
Housing Development Corporation, London - V. Iron			31.82	<u>31.82</u>
Housing Development Corporation, London - L. Stevens			31.82	<u>31.82</u>
Housing Development Corporation, London - L. Hazel			31.82	<u>31.82</u>
Kettle Creek Conservation Authority - B. Mackie	774.81		172.02	<u>946.83</u>
London Hydro Inc. - M. Mathur Chair	15,768.02 1,760.00			15,768.02 1,760.00 <u>17,528.02</u>
London Hydro Inc. - G. Holburn	17,136.00			<u>17,136.00</u>
London Hydro Inc. - A. Hrymak	6,312.00			<u>6,312.00</u>
London Hydro Inc. - C. Graham	19,536.00			<u>19,536.00</u>
London Hydro Inc. - M. Sinclair	21,936.00			<u>21,936.00</u>
London Hydro Inc. - G. Valente Chair	15,456.10 8,800.00			15,456.10 8,800.00 <u>24,256.10</u>
London Hydro Inc. - J. Smit	21,936.00			<u>21,936.00</u>
London & Middlesex Community Housing Inc. - J. Morgan			37.25	<u>37.25</u>
London & Middlesex Community Housing Inc. - L. Ducharme			15.00	<u>15.00</u>
London Police Services Board - S. Toth	7,899.30			<u>7,899.30</u>
London Public Library - M. Boyce			270.00	<u>270.00</u>

2019

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

Appointment(s)	Stipends	Benefits	Expenses	Total \$
London Transit Commission - S. Rooth Chair	5,387.81 771.66	255.72	2,848.53	8,492.06 771.66 <u>9,263.72</u>
London Transit Commission - T. Park	5,387.87	201.36		<u>5,589.23</u>
London Transit Commission - T. Khan	5,387.87	209.11		<u>5,596.98</u>
Lower Thames Valley Conservation Authority - K. Ainslie	325.00		558.36	<u>883.36</u>
Middlesex-London Health Unit - M. Reid	4,090.23		2,655.41	<u>6,745.64</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 - S. Levin Chair	595.00 3,350.00		199.00	794.00 3,350.00 <u>4,144.00</u>
Upper Thames River Conservation Authority - M. Blackie	269.00		351.70	<u>620.70</u>
Upper Thames River Conservation Authority - M. Blosch	595.00		100.00	<u>695.00</u>
Upper Thames River Conservation Authority - J. Reffle	595.00		134.50	<u>729.50</u>
Advisory Committee on the Environment - D. Szoller			300.00	<u>300.00</u>
Advisory Committee on the Environment - R. Sirois			250.00	<u>250.00</u>
Cycling Advisory Committee - R. Henderson			300.00	<u>300.00</u>
Environmental and Ecological Planning Advisory Committee - R. Trudeau			150.00	<u>150.00</u>
London Advisory Committee on Heritage - M. Whalley			200.00	<u>200.00</u>

2019

**STATEMENT OF OUT-OF-TOWN TRAVEL AND EXPENSES FOR
SENIOR ADMINISTRATIVE OFFICIALS
BOARDS AND COMMISSIONS**

LONDON TRANSIT COMMISSION

	Position	Total \$
K. Paleczny	General Manager	5,990.04

LONDON POLICE SERVICES BOARD

	Position	Total \$
J. Pare	Former Chief of Police	541.50
S. Williams	Chief of Police	6,780.42

LONDON CONVENTION CENTRE CORPORATION OPERATING AS RBC PLACE LONDON

	Position	Total \$
L. Da Silva	General Manager	1,747.25

LONDON PUBLIC LIBRARY

	Position	Total \$
M. Ciccone	CEO	462.00
S. Hubbard Krimmer	Former CEO	-

2019

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

	Position	Total \$
M. Hayward	City Manager	\$3,154.68
L. Livingstone	Deputy City Manager	\$435.86
B. Coxhead	Acting Director of Human Resources	\$1,224.27
B. Card	Managing Director Corporate Services & City Solicitor	\$0.00
A. Barbon	Managing Director Corporate Services & City Treasurer, Chief Financial Officer	\$1,742.26
G. Kotsifas	Managing Director Development & Compliance Services, Chief Building Official	\$5,344.29
K. Scherr	Managing Director Environmental & Engineering Services, City Engineer	\$700.49
S. Datars-Bere	Managing Director Housing, Social Services & Dearness Home	7,296.25
C. Smith	Managing Director Neighbourhood, Children & Fire Services	\$0.00
S. Stafford	Managing Director Parks & Recreation	\$2,776.52
J. Fleming	Managing Director Planning & City Planner	\$4,946.63
L. Hamer	Fire Chief	\$6,713.74
A. Hunt	Deputy Fire Chief	\$3,044.39
R. Hayes	Deputy Fire Chief, Operations	\$1,160.48
M. Hepditch	Deputy Fire Chief, Prevention and Public Education	\$0.00

Note: Based on position title as of December 31, 2019, consistent with Public Sector Salary Disclosure reporting.