



**STAFF REPORT**  
**Finance**

Title: Annual Statement of Remuneration and Expenses for Elected Officials  
Report Number: CORP2024-009  
Author: Hanan Shafique  
Council Date: March 25, 2024  
File: NA  
Attachments: NA  
Ward No.: City Wide

**Recommendations:**

That Council receive report CORP2024-009 as information.

**A. Executive Summary**

Section 284(1) of the Municipal Act, R.S.O. 2001, requires the Treasurer of every municipality to prepare and submit to Council by March 31<sup>st</sup>, each year, an itemized statement of the remuneration and expenses paid to each member of Council in respect of their services as a member of Council in the preceding year.

In compliance with this Legislation, the attached is the statement of remuneration and expenses for 2023. Remuneration amounts are based on the Employee Income of the Mayor and each Councillor as defined by Canada Customs and Revenue Agency (T4's). Expenses include all travel related expenses incurred by members of Council.

As the report is prepared based on when payments are made, expenses can include items prepaid for 2024 and settlements for items that occurred in 2023. The settlements in 2023 could be related to items/events that occurred in 2022.

**B. Financial Implications**

Council remuneration and expenses are part of the Legislative Services operating budget. Any Elected Officials budget adjustments are considered as part of the city-wide budget process

**C.**

**Technology Implications**

N/A

**D. Link to Strategic Plan**

(Strategic Priorities: Reconciliation, Equity, Accessibility, Diversity and Inclusion; Environmental Sustainability and Climate Action; Complete Community; Infrastructure and Transportation Systems; Innovation and Future-Ready)

(Guiding Principles: Equity and Inclusion; Sustainability; Integrity; Workplace Wellbeing; Community-centred; Operational Excellence)

Operational Excellence - We provide fiscally responsible, exceptional service that meets the needs of residents, partners and equity-deserving groups, employees and volunteers of the city.

**E. Previous Reports on this Topic**

CORP2023-012      Annual Statement of Remuneration

CORP 2022-047      Council Remuneration - Security System Reimbursement

CORP 2022-006      Annual Statement of Remuneration



**Annual Statement of Remuneration and Expenses for Elected Officials**  
**CORP2024-009**

**ANALYSIS AND COMMENTS**

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**Schedule A****STATEMENT OF REMUNERATION & EXPENSES FOR ELECTED OFFICIALS**  
**January 1, 2023 - December 31, 2023**

<b>REMUNERATION EXPENSES</b>			
<b>Mayor Dorothy McCabe</b>	Regular Earnings	112,474.66	
	Benefits	7,971.34	
	Car Allowance	7,999.92	
			<b>\$ 128,445.92</b>
<b>Councillor Royce Bodaly</b>	Regular Earnings	42,607.04	
	Benefits	7,551.99	
			<b>\$ 50,159.03</b>
<b>Councillor Diane Freeman</b>	Regular Earnings	42,607.04	
	Benefits	7,551.99	
			<b>\$ 50,159.03</b>
<b>Councillor Sandra Hamner</b>	Regular Earnings	42,607.04	
	Benefits	7,551.99	
			<b>\$ 50,159.03</b>
<b>Councillor Hans Roach</b>	Regular Earnings	42,607.04	
	Benefits	7,551.99	
			<b>\$ 50,159.03</b>
<b>Councillor Mary Lou Roe</b>	Regular Earnings	42,607.04	
	Benefits	7,551.99	
			<b>\$ 50,159.03</b>
<b>Councillor Jennifer Vasic</b>	Regular Earnings	42,607.04	
	Benefits	7,551.99	
			<b>\$ 50,159.03</b>
<b>Councillor Julie Wright</b>	Regular Earnings	42,607.04	
	Benefits	7,551.99	
			<b>\$ 50,159.03</b>
<b>Total Remuneration</b>			<b>\$ 479,559.13</b>

Conferences	Expenses	
<b>Mayor Dorothy McCabe</b>		
FCM conference - May 25- 28 - Toronto	\$ 2,888.92	
AMO Annual Conference - August 20-23, 2023 - London, Ontario	\$ 1,534.06	
Land Use Planning Training May 2, 2023 Virtual	\$ 13.50	
Livable Cities Forum September 25, 2023 Mississauga	\$ 5.40	
Waterloo EDC Conference November 11-19	\$ 1,278.67	
AMO Training, Ending Homelessness, May 3- 4 2023 - Toronto, Ontario	\$ 1,063.84	
		\$ 6,784.39
<b>Councillor Diane Freeman</b>		
FCM conference - May 25- 28 - Toronto	\$ 2,632.99	
AMO Annual Conference - August 20-23, 2023 - London, Ontario	\$ 1,441.84	
Joy Summit July 27, 2023 Cambridge	\$ 108.11	\$ 4,182.94
<b>Councillor Sandra Hanmer</b>		
AMO Annual Conference - August 20-23, 2023 - London, Ontario	\$ 1,241.47	\$ 1,241.47
<b>Councillor Mary Lou Roe</b>		
AMO Annual Conference - August 20-23, 2023 - London, Ontario	\$ 1,595.96	
Human Rights and Equity: The Role and Obligations of Municipal Leaders Training May 16, 2023 Virtual	\$ 407.04	
Foundations in Planning for Elected Officials- Virtual- October 24, 2023	\$ 254.40	\$ 2,257.40
<b>Councillor Jennifer Vasic</b>		
ONAP Spring Conference April 28, 2023 Waterloo	\$ 101.76	
Creative City Summit September 30 - October 7, 2023 St. Johns, Newfoundland	\$ 2,411.66	\$ 2,513.42
<b>Councillor Julie Wright</b>		
Human Rights and Equity: The Role and Obligations of Municipal Leaders Training May 16, 2023 Virtual	\$ 407.04	\$ 407.04
<b>Total Conferences</b>		\$ 17,386.66

Communications	
<b>Mayor Dorothy McCabe</b>	880.26
<b>Councillor Royce Bodaly</b>	233.69
<b>Councillor Diane Freeman</b>	459.11
<b>Councillor Sandra Hanmer</b>	232.84
<b>Councillor Hans Roach</b>	277.18
<b>Councillor Mary Lou Roe</b>	194.87
<b>Councillor Jennifer Vasic</b>	233.38
<b>Councillor Julie Wright</b>	226.37
<b>Total communication</b>	2,737.70

<b>Meetings/Events/Other Expenses</b>			
<b>Mayor Dorothy McCabe</b>			
Civic Promotion-Rec&Luncheons		\$ 2,974.89	
Mayor Initiatives			
State of the City		\$ 11,926.84	
Mayor's Oktoberfest Market			
Meeting Expense		\$ 50.86	
Miscellaneous Expenditures		\$ 233.77	
New Years Day Levee 2023		\$ 3,016.41	
Office Supplies		\$ 119.16	\$ 18,321.93
<b>Mayor Dave Jaworsky</b>			
*Mayor Initiatives		\$ 1,666.75	\$ 1,666.75
<b>Councillor Royce Bodaly</b>			
Civic Promotion-Rec&Luncheons		\$ 342.50	
Meeting Expense		\$ 80.27	\$ 422.77
<b>Councillor Diane Freeman</b>			
Civic Promotion-Rec&Luncheons		\$ 2,535.48	
Council Initiatives		\$ 279.84	\$ 2,815.32
<b>Councillor Sandra Hamner</b>			
Civic Promotion-Rec&Luncheons		\$ 967.76	
Council Initiatives		\$ 500.21	\$ 1,467.97
<b>Councillor Hans Roach</b>			
Civic Promotion-Rec&Luncheons		\$ 252.64	
Miscellaneous Expenditures		\$ 1,200.00	\$ 1,452.64
<b>Councillor Mary Lou Roe</b>			
Civic Promotion-Rec&Luncheons		\$ 1,179.72	\$ 1,179.72
<b>Councillor Jennifer Vasic</b>			
Civic Promotion-Rec&Luncheons		\$ 1,774.95	\$ 1,774.95
<b>Councillor Julie Wright</b>			
Civic Promotion-Rec&Luncheons		\$ 907.83	\$ 907.83
<b>Total Meetings/Events/Other Expenses</b>			<b>\$ 30,009.88</b>
* Mayor's Oktoberfest Market 2022			

<b>ENOVA POWER CORPORATION (Enova)</b>			
<b>Mayor Dorothy McCabe</b>			
Remuneration		\$ 16,479.96	
<b>Councillor Diane Freeman</b>			
Remuneration		\$ 14,314.96	
<b>Total Enova</b>			<b>\$ 30,794.92</b>

<i>Summary of all Remuneration Expenses for 2023</i>		Conferences / Seminars	Meetings / Events/Other	Communications	ENOVA	Grand Total
Mayor	Remuneration					
Dorothy McCabe	128,445.92	6,784.39	18,321.93	880.26	16,479.96	170,912.46
Dave Jaworsky	-	-	1,666.75	-	-	1,666.75
<b>Councillors</b>						
Royce Bodaly	50,159.03	-	422.77	233.69		50,815.49
Diane Freeman	50,159.03	4,182.94	2,815.32	459.11	14,314.96	71,931.36
Sandra Hammer	50,159.03	1,241.47	1,467.97	232.84	-	53,101.31
Hans Roach	50,159.03	-	1,452.64	277.18	-	51,888.85
Mary Lou Roe	50,159.03	2,257.40	1,179.72	194.87	-	53,791.02
Jennifer Vasic	50,159.03	2,513.42	1,774.95	233.38	-	54,680.78
Julie Wright	50,159.03	407.04	907.83	226.37	-	51,700.27
<b>Totals</b>	<b>479,559.13</b>	<b>17,386.66</b>	<b>30,009.88</b>	<b>2,737.70</b>	<b>30,794.92</b>	<b>560,488.29</b>