



**STAFF REPORT  
Finance**

Title: Annual Statement of Remuneration and Expenses for Elected Officials  
Report Number: CORP2023-012  
Author: Hanan Shafique  
Meeting Type: Council Meeting  
Council/Committee Date: March 27, 2023  
File: NA  
Attachments: NA  
Ward No.: City Wide

**Recommendation:**

That Council receive report CORP2023-012 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 his or her 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 2022. 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 2023 and settlements for items that occurred in 2022.

**B. Financial Implications**

N/A

**C. Technology Implications**

N/A

**D. Link to Strategic Plan**

(Strategic Objectives: Equity, Inclusion and a Sense of Belonging; Sustainability and the Environment; Safe, Sustainable Transportation; Healthy Community & Resilient Neighbourhoods; Infrastructure Renewal; Economic Growth & Development)

(Guiding Principles: Equity and Inclusion; Sustainability; Fiscal Responsibility; Healthy and Safe Workplace; Effective Engagement; Personal Leadership; Service Excellence)

Fiscal responsibility - entails operating within a framework of policies and processes intended to improve fiscal outcomes and support longer-term financial health, in an environment of transparency and objective measurement.

**E. Previous Reports on this Topic**

CORP 2022-047	Council Remuneration - Security System Reimbursement
CORP 2022-006	Annual Statement of Remuneration
CORP 2021-002	Annual Statement of Remuneration
CORP 2020-006	Annual Statement of Remuneration
CORP 2019-013	Annual Statement of Remuneration
CORP 2017-028	Elected Official Remuneration Recommendation
CORP 2017-070	Council Remuneration – Elimination of 1/3 Tax Free Portion





**Annual Statement of Remuneration and Expenses for Elected Officials**  
**CORP2023-012**

**ANALYSIS AND COMMENTS**

**Index for Schedule 'A'**

	Page
Remuneration	4
Conferences/Seminars	5
Communications	6
Meetings/Events/Other Expenses	7
Waterloo North Hydro Corporation	7
Summary of All Remuneration and Expenses	8

**Schedule A**  
**STATEMENT OF REMUNERATION & EXPENSES FOR ELECTED OFFICIALS**  
**January 1, 2022 - December 31, 2022**

<b>REMUNERATION EXPENSES</b>			
<b>Mayor Dave Jaworsky</b>	Regular Earnings	98,002.13	
	Benefits	6,546.35	
	Car Allowance	6,999.93	
			<b>\$ 111,548.41</b>
<b>Mayor Dorothy McCabe</b>	Regular Earnings	12,315.75	
	Benefits	635.85	
	Car Allowance	999.99	
			<b>\$ 13,951.59</b>
<b>Councillor Royce Bodaly</b>	Regular Earnings	41,789.93	
	Benefits	6,820.07	
			<b>\$ 48,610.00</b>
<b>Councillor Tenille Bonoguore</b>	Regular Earnings	37,124.56	
	Benefits	6,217.25	
			<b>\$ 43,341.81</b>
<b>Councillor Diane Freeman</b>	Regular Earnings	41,789.93	
	Benefits	6,820.07	
			<b>\$ 48,610.00</b>
<b>Councillor Sandra Hanmer</b>	Regular Earnings	41,789.93	
	Benefits	6,820.07	
			<b>\$ 48,610.00</b>
<b>Councillor Jeff Henry</b>	Regular Earnings	37,124.56	
	Benefits	6,217.25	
			<b>\$ 43,341.81</b>
<b>Councillor Hans Roach</b>	Regular Earnings	4,665.38	
	Benefits	602.82	
			<b>\$ 5,268.20</b>
<b>Councillor Mary Lou Roe</b>	Regular Earnings	4,665.38	
	Benefits	602.82	
			<b>\$ 5,268.20</b>
<b>Councillor Jennifer Vasic</b>	Regular Earnings	41,789.93	
	Benefits	6,820.07	
			<b>\$ 48,610.00</b>
<b>Councillor Angela Vieth</b>	Regular Earnings	37,124.65	
	Benefits	6,217.25	
			<b>\$ 43,341.90</b>
<b>Councillor Julie Wright</b>	Regular Earnings	4,665.38	
	Benefits	602.82	
			<b>\$ 5,268.20</b>
<b>Total Remuneration</b>			<b>\$ 465,770.12</b>

Conferences	Expenses
<b>Mayor Dave Jaworsky</b>	
AMO Annual Conference - August 14-17, 2022 - Ottawa, Ontario	3,313.67
	3,313.67
<b>Mayor Dorothy McCabe</b>	
AMO Training - New Head of Council	534.24
AMO Training - Advanced Land Use Planning	305.28
	839.52
<b>Councillor Tenille Bonoguore</b>	
Sustainable Commuting Discussion	33.84
	33.84
<b>Councillor Diane Freeman</b>	
AMO Annual Conference - August 14-17, 2022 - Ottawa, Ontario	4,565.06
	4,565.06
<b>Councillor Sandra Hanmer</b>	
AMO Annual Conference - August 14-17, 2022 - Ottawa, Ontario	2,027.90
	2,027.90
<b>Councillor Mary Lou Roe</b>	
AMO New Councillor Training	534.24
	534.24
<b>Councillor Jennifer Vasic</b>	
Creative Cities Conference - October 4-6, 2022 - Waterloo, Ontario	710.76
AMO New Councillor Training	534.24
	1,245.00
<b>Councillor Angela Vieth</b>	
Creative Cities Conference - October 4-6, 2022 - Waterloo, Ontario	569.36
AMO Annual Conference - August 14-17, 2022 - Ottawa, Ontario	2,376.58
	2,945.94
<b>Councillor Julie Wright</b>	
AMO New Councillor Training	534.24
	534.24
<b>Total Conferences</b>	<u>16,039.41</u>

<b>Communications</b>	
<b>Mayor Dave Jaworsky</b>	309.39
<b>Mayor Dorothy McCabe</b>	78.41
<b>Councillor Royce Bodaly</b>	233.02
<b>Councillor Tenille Bonoguore</b>	232.68
<b>Councillor Diane Freeman</b>	488.04
<b>Councillor Sandra Hamner</b>	232.75
<b>Councillor Jeff Henry</b>	204.10
<b>Councillor Hans Roach</b>	21.56
<b>Councillor Mary Lou Roe</b>	21.53
<b>Councillor Jennifer Vasic</b>	237.62
<b>Councillor Angela Vieth</b>	258.09
<b>Councillor Julie Wright</b>	21.71
<b>Total Communications</b>	<b>2,338.90</b>

<b>Meetings/Events/Other Expenses</b>			
<b>Mayor Dave Jaworsky</b>			
Civic Promotion-Rec&Luncheons		\$ 840.42	
Mayor Initiatives		\$ 4,174.15	
Mayor Initiatives- State of the City		\$ 16,661.89	
Meeting Expense		\$ 638.97	
Subscriptions		\$ 60.04	\$ 22,375.47
<b>Mayor Dorothy McCabe</b>			
Civic Promotion-Rec&Luncheons		\$ 258.15	
Office supplies		\$ 182.48	\$ 440.63
<b>Councillor Tenille Bonoguore</b>			
Civic Promotion-Rec&Luncheons		\$ 201.71	\$ 201.71
<b>Councillor Diane Freeman</b>			
Civic Promotion-Rec&Luncheons		\$ 937.47	
Meeting Expense		\$ 274.88	
Office supplies		\$ 70.21	\$ 1,282.56
<b>Councillor Sandra Hanmer</b>			
Civic Promotion-Rec&Luncheons		\$ 319.94	\$ 319.94
<b>Councillor Mary Lou Roe</b>			
Office supplies		\$ 20.00	\$ 20.00
<b>Councillor Jennifer Vasic</b>			
Civic Promotion-Rec&Luncheons		\$ 326.34	\$ 326.34
<b>Councillor Angela Vieth</b>			
Civic Promotion-Rec&Luncheons		\$ 239.66	\$ 239.66
<b>Total Meetings/Events/Other Expenses</b>			<b>\$ 25,206.31</b>

<b>WATERLOO NORTH HYDRO CORPORATION</b>			
<b>Mayor Dave Jaworsky</b>			
Remuneration		\$ 13,272.88	
<b>Councillor Jeff Henry</b>			
Remuneration		\$ 11,572.88	
<b>Total Waterloo North Hydro Corporation</b>			<b>\$ 24,845.76</b>

### Summary of All Remuneration and Expenses

Mayor	Remuneration	Conferences / Seminars	Meetings / Events/Other	Communications	Waterloo North Hydro	Grand Total
Dave Jaworsky	111,548.41	3,313.67	22,375.47	309.39	13,272.88	150,819.82
Dorothy McCabe	13,951.59	839.52	440.63	78.41		15,310.15
<b>Councillors</b>						
Royce Bodaly	48,610.00	-	-	233.02		48,843.02
Tenille Bonoguore	43,341.81	33.84	201.71	232.68		43,810.04
Diane Freeman	48,610.00	4,565.06	1,282.56	488.04		54,945.66
Sandra Hamner	48,610.00	2,027.90	319.94	232.75		51,190.59
Jeff Henry	43,341.81	-	-	204.10	11,572.88	55,118.79
Hans Roach	5,268.20	-	-	21.56		5,289.76
Mary Lou Roe	5,268.20	534.24	20.00	21.53		5,843.97
Jennifer Vasic	48,610.00	1,245.00	326.34	237.62		50,418.96
Angela Vieth	43,341.90	2,945.94	239.66	258.09		46,785.59
Julie Wright	5,268.20	534.24	-	21.71		5,824.15
<b>Totals</b>	<b>465,770.12</b>	<b>16,039.41</b>	<b>25,206.31</b>	<b>2,338.90</b>	<b>24,845.76</b>	<b>534,200.50</b>