

**The Corporation of the City of Kitchener  
Statement of Remuneration and Expenses  
For the year ended December 31, 2024**

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**The Corporation of the City of Kitchener  
Summary Statement of Council Remuneration and Expenses  
For the year ended December 31, 2024**

Members of Council	Remuneration	Conferences, Training & Learning	Meeting Expenses	Home Office & Tech	Community Events	Community Engagement	Automobile Expenses	Subtotal	Enova	Total
	Sch 1	Sch 2	Sch 3	Sch 4			Sch 5			
Mayor Berry Vrbanovic	\$ 134,648	\$ 3,200	\$ 9,281	\$ 2,646	\$ 1,715		\$ 3,066	\$ 154,556	\$ 15,230	\$ 169,786
Councillor Scott Davey	71,334	2,178	158	2,255	173		801	76,899	9,158	86,057
Councillor Dave Schnider	72,871			2,073	747			75,691	8,693	84,384
Councillor Jason Deneault	72,671	2,659		2,280	339		727	78,676		78,676
Councillor Christine Michaud	69,753	4,359		2,777	408			77,297	8,228	85,525
Councillor Ayo Owodunni	72,774	7,034		2,822	925	3,681		87,236		87,236
Councillor Paul Singh	71,078	3,219		2,944	387	124		77,752	6,420	84,172
Councillor Bil Ioannidis	67,524			4,527	173		299	72,523	5,530	78,053
Councillor Margaret Johnston	70,017	6,024		1,658	576			78,275	5,995	84,270
Councillor Debbie Chapman	73,568			1,617	479			75,664		75,664
Councillor Stephanie Stretch	67,235	5,819		2,174	935			76,163		76,163
<b>Total</b>	<b>\$ 843,473</b>	<b>\$ 34,492</b>	<b>\$ 9,439</b>	<b>\$ 27,773</b>	<b>\$ 6,857</b>	<b>\$ 3,805</b>	<b>\$ 4,893</b>	<b>\$ 930,732</b>	<b>\$ 59,254</b>	<b>\$ 989,986</b>

**The Corporation of the City of Kitchener  
Statement of Remuneration  
For the year ended December 31, 2024**

<b>Members of Council</b>	<b>Taxable Remuneration</b>	<b>Employment Benefits</b>	<b>Total</b>
Mayor Berry Vrbanovic	\$ 113,067	\$ 21,581	\$ 134,648
Councillor Scott Davey	58,170	13,164	71,334
Councillor Dave Schnider	58,170	14,701	72,871
Councillor Jason Deneault	58,170	14,501	72,671
Councillor Christine Michaud	58,170	11,583	69,753
Councillor Ayo Owodunni	58,170	14,604	72,774
Councillor Paul Singh	58,170	12,908	71,078
Councillor Bil Ioannidis	58,170	9,354	67,524
Councillor Margaret Johnston	58,170	11,847	70,017
Councillor Debbie Chapman	58,170	15,398	73,568
Councillor Stephanie Stretch	53,756	13,479	67,235
Total Remuneration	<u>\$ 690,353</u>	<u>\$ 153,120</u>	<u>\$ 843,473</u>

**Note:**

Employment benefits consist of costs such as Canada Pension Plan (CPP), Employer Health Tax (EHT), Group Life Insurance benefits, Health and Dental benefits, OMERS and RRSP contributions.

**The Corporation of the City of Kitchener  
Conferences, Training and Learning  
For the year ended December 31, 2024**

<b>Mayor Berry Urbanovic</b>	
Federation of Canadian Municipalities Annual Conference and Trade Show Calgary, AB, June 6-9, 2024	\$ 1,520
Association of Municipalities of Ontario, Annual Conference Ottawa, ON, August 18-21, 2024	1,680
	<u>\$ 3,200</u>
<b>Councillor Scott Davey</b>	
ALL IN AI Conference Montreal, QC, September 11-12, 2024	2,178
	<u>\$ 2,178</u>
<b>Councillor Jason Deneault</b>	
Association of Municipalities of Ontario, Annual Conference Ottawa, ON, August 18-21, 2024	2,659
	<u>\$ 2,659</u>
<b>Councillor Christine Michaud</b>	
Federation of Canadian Municipalities Annual Conference and Trade Show Calgary, AB, June 6-9, 2024	4,359
	<u>\$ 4,359</u>
<b>Councillor Ayo Owodunni</b>	
Federation of Canadian Municipalities Annual Conference and Trade Show Calgary, AB, June 6-9, 2024	4,325
Association of Municipalities of Ontario, Annual Conference Ottawa, ON, August 18-21, 2024	2,709
	<u>\$ 7,034</u>
<b>Councillor Paul Singh</b>	
Federation of Canadian Municipalities Annual Conference and Trade Show Calgary, AB, June 6-9, 2024	3,219
	<u>\$ 3,219</u>

**The Corporation of the City of Kitchener  
Conferences, Training and Learning  
For the year ended December 31, 2024**

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**Councillor Margaret Johnston**

Federation of Canadian Municipalities Annual Conference and Trade Show	3,387
Calgary, AB, June 6-9, 2024	

Association of Municipalities of Ontario, Annual Conference	2,637
Ottawa, ON, August 18-21, 2024	

	\$ 6,024
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**Councillor Stephanie Stretch**

Federation of Canadian Municipalities Annual Conference and Trade Show	3,596
Calgary, AB, June 6-9, 2024	

Association of Municipalities of Ontario, Annual Conference	2,223
Ottawa, ON, August 18-21, 2024	

	\$ 5,819
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	\$ 34,492
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**The Corporation of the City of Kitchener  
Meeting Expenses  
For the year ended December 31, 2024**

**Boards, Caucuses & Executive Meetings**

**Mayor Berry Vrbanovic**

Federation of Canadian Municipalities Big City Mayors Caucus Meeting Ottawa, ON, February 26, 2024	\$ 755
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Federation of Canadian Municipalities Annual Conference - BCMC Meetings Calgary, AB, June 6-9, 2024	1,521
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Association of Municipalities of Ontario, Annual Conference - OBCM Meetings Ottawa, ON, August 18-21, 2024	1,680
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Ontario Big City Mayors Fall Meeting Markham, ON, October 17-18, 2024	183
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	\$ 4,139
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**Councillor Scott Davey**

Ontario Big City Mayors Meeting Burlington, ON, April 19, 2024	158
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	\$ 158
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**Advocacy, Meetings & Speaking Engagements**

**Mayor Berry Vrbanovic**

THEMUSEUM, The Museum Board Retreat Niagara Falls, ON, April 11-13, 2024	\$ 418
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July 4th Event Ottawa, ON, July 4-5, 2024	422
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Canadian Apartment Investment Conference, Canadian Housing and Policy Meeting Toronto, ON, September 11, 2024	379
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Ottawa Meetings Ottawa, ON, October 29-30, 2024	1,748
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The National League of Cities, Big Idea For Cities Meeting Tampa, FL, November 11-12, 2024	1,825
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**The Corporation of the City of Kitchener**  
**Meeting Expenses**  
**For the year ended December 31, 2024**

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**Mayor Berry Vrbanovic (continued)**

Waterloo Region Advocacy Meeting	350
Toronto, ON, November 18-19, 2024	
	<u>\$ 5,142</u>

Total Meeting Expenses	<u><u>\$ 9,439</u></u>
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**The Corporation of the City of Kitchener  
Home Office and Technology Expenses  
For the year ended December 31, 2024**

<b>Members of Council</b>	<b>Total</b>
Mayor Berry Vrbanovic	\$ 2,646
Councillor Scott Davey	2,255
Councillor Dave Schnider	2,073
Councillor Jason Deneault	2,280
Councillor Christine Michaud	2,777
Councillor Ayo Owodunni	2,822
Councillor Paul Singh	2,944
Councillor Bil Ioannidis	4,527
Councillor Margaret Johnston	1,658
Councillor Debbie Chapman	1,617
Councillor Stephanie Stretch	2,174
Total Home Office and Technology Expenses	<u>\$ 27,773</u>

**Note:**

Home office and technology expenses may include purchases of furniture, laptops, smart phones, printers, computer and office supplies, monthly cell phone charges, home phone, home internet etc.

**The Corporation of the City of Kitchener  
Members of Council - Directors of Enova Power Corp.  
and Enova Energy Corp.  
For the year ended December 31, 2024**

<b>Members of Council</b>	<b>Remuneration</b>	<b>Meeting Expenses</b>	<b>Total</b>
<b>Directors of Enova Power Corp</b>			
Mayor Berry Vrbanovic	\$ 5,077	\$ 2,538	\$ 7,615
	<u>\$ 5,077</u>	<u>\$ 2,538</u>	<u>\$ 7,615</u>
<b>Directors of Enova Energy Corp.</b>			
Mayor Berry Vrbanovic	\$ 5,077	\$ 2,538	\$ 7,615
Councillor Dave Schnider	6,833	2,325	9,158
Councillor Bil Ioannidis	6,833	1,860	8,693
Councillor Margaret Johnston	6,833	1,395	8,228
Councillor Christine Michaud	4,175	2,245	6,420
Councillor Paul Singh	4,175	1,820	5,995
Councillor Scott Davey	4,175	1,355	5,530
	<u>\$ 38,101</u>	<u>\$ 13,538</u>	<u>\$ 51,639</u>

**The Corporation of the City of Kitchener  
Honorariums of Council Appointees  
For the year ended December 31, 2024**

<b>Council Appointees</b>	<b>Honorariums</b>
<b>Committee of Adjustment</b>	
Douglas Pateman	\$ 1,750
Scott Hannah	1,700
Brian Santos	1,650
Robert McColl	1,650
Marco Gambetti	1,650
	<u>8,400</u>
	<u>\$ 8,400</u>
 <b>Committee of Property Standards</b>	
Michael Pulley	\$ 1,000
Sharlene Mohlman	900
Cyrus Medina	800
Sean McKelvie	300
	<u>3,000</u>
	<u>\$ 3,000</u>