

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

| Index | Title | Page |
|--------------|---|-------------|
| Summary | Summary Statement of Council Remuneration and Expenses | 2 |
| Schedule 1 | Statement of Remuneration | 3 |
| Schedule 2 | Conferences, Training and Learning | 4 |
| Schedule 3 | Meeting Expenses | 6 |
| Schedule 4 | Home Office and Technology Expenses | 8 |
| Schedule 5 | Members of Council - Directors of Enova Power Corp. and Enova Energy Corp. | 9 |
| Schedule 6 | Honorariums of Council Appointees Committee of Adjustment Committee of Property Standards | 10 |

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 Sch 1 | Conferences, Training & Learning Sch 2 | Meeting Expenses Sch 3 | Home Office & Tech Sch 4 | Community Events | Community Engagement | Automobile Expenses | Subtotal | Enova Sch 5 | Total |
|------------------------------|------------------------------|--|--------------------------------------|--|-----------------------------|---------------------------------|--------------------------------|-------------------|-----------------------|-------------------|
| 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 |
| Total | \$ 843,473 | \$ 34,492 | \$ 9,439 | \$ 27,773 | \$ 6,857 | \$ 3,805 | \$ 4,893 | \$ 930,732 | \$ 59,254 | \$ 989,986 |

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

| Members of Council | Taxable Remuneration | Employment Benefits | Total |
|------------------------------|---------------------------------|--------------------------------|-------------------|
| 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**

Mayor Berry Vrbanovic

Federation of Canadian Municipalities Annual Conference and Trade Show \$ 1,520

Calgary, AB, June 6-9, 2024

Association of Municipalities of Ontario, Annual Conference 1,680

Ottawa, ON, August 18-21, 2024

\$ 3,200

Councillor Scott Davey

ALL IN AI Conference 2,178

Montreal, QC, September 11-12, 2024

\$ 2,178

Councillor Jason Deneault

Association of Municipalities of Ontario, Annual Conference 2,659

Ottawa, ON, August 18-21, 2024

\$ 2,659

Councillor Christine Michaud

Federation of Canadian Municipalities Annual Conference and Trade Show 4,359

Calgary, AB, June 6-9, 2024

\$ 4,359

Councillor Ayo Owodunni

Federation of Canadian Municipalities Annual Conference and Trade Show 4,325

Calgary, AB, June 6-9, 2024

Association of Municipalities of Ontario, Annual Conference 2,709

Ottawa, ON, August 18-21, 2024

\$ 7,034

Councillor Paul Singh

Federation of Canadian Municipalities Annual Conference and Trade Show 3,219

Calgary, AB, June 6-9, 2024

\$ 3,219

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

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 |
|--|----------|

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 |
|--|----------|

| | |
|--|-----------|
| | \$ 34,492 |
|--|-----------|

**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 |
|---|----|-----|

| | | |
|--|--|-------|
| Federation of Canadian Municipalities Annual Conference - BCMC Meetings Calgary, AB, June 6-9, 2024 | | 1,521 |
|--|--|-------|

| | | |
|---|--|-------|
| Association of Municipalities of Ontario, Annual Conference - OBCM Meetings Ottawa, ON, August 18-21, 2024 | | 1,680 |
|---|--|-------|

| | | |
|--|--|-----|
| Ontario Big City Mayors Fall Meeting Markham, ON, October 17-18, 2024 | | 183 |
|--|--|-----|

| | | |
|--|----|-------|
| | \$ | 4,139 |
|--|----|-------|

Councillor Scott Davey

| | | |
|---|--|-----|
| Ontario Big City Mayors Meeting Burlington, ON, April 19, 2024 | | 158 |
|---|--|-----|

| | | |
|--|----|-----|
| | \$ | 158 |
|--|----|-----|

Advocacy, Meetings & Speaking Engagements

Mayor Berry Vrbanovic

| | | |
|---|----|-----|
| THEMUSEUM, The Museum Board Retreat Niagara Falls, ON, April 11-13, 2024 | \$ | 418 |
|---|----|-----|

| | | |
|--|--|-----|
| July 4th Event Ottawa, ON, July 4-5, 2024 | | 422 |
|--|--|-----|

| | | |
|--|--|-----|
| Canadian Apartment Investment Conference, Canadian Housing and Policy Meeting Toronto, ON, September 11, 2024 | | 379 |
|--|--|-----|

| | | |
|--|--|-------|
| Ottawa Meetings Ottawa, ON, October 29-30, 2024 | | 1,748 |
|--|--|-------|

| | | |
|---|--|-------|
| The National League of Cities, Big Idea For Cities Meeting Tampa, FL, November 11-12, 2024 | | 1,825 |
|---|--|-------|

The Corporation of the City of Kitchener
Meeting Expenses
For the year ended December 31, 2024

| | |
|--|-----------------|
| Mayor Berry Vrbanovic (continued) | |
| Waterloo Region Advocacy Meeting | 350 |
| Toronto, ON, November 18-19, 2024 | |
| | <u>\$ 5,142</u> |
| | |
| Total Meeting Expenses | <u>\$ 9,439</u> |

**The Corporation of the City of Kitchener
Home Office and Technology Expenses
For the year ended December 31, 2024**

| Members of Council | | Total |
|---|----|------------------|
| 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

| Members of Council | Remuneration | Meeting Expenses | Total |
|--|---------------------|-------------------------|------------------|
| Directors of Enova Power Corp | | | |
| Mayor Berry Vrbanovic | \$ 5,077 | \$ 2,538 | \$ 7,615 |
| | <u>\$ 5,077</u> | <u>\$ 2,538</u> | <u>\$ 7,615</u> |
| Directors of Enova Energy Corp. | | | |
| 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**

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