

**The Corporation of the City of Kitchener
Statement of Remuneration and Expenses
For the year ended December 31, 2025**

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The Corporation of the City of Kitchener
Summary Statement of Council Remuneration and Expenses
For the year ended December 31, 2025

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	\$ 138,590	\$ 2,808	\$ 9,306	\$ 2,862	\$ 2,448	\$ -	\$ 2,124	\$ 158,138	\$ 13,350	\$ 171,488
Councillor Scott Davey	71,119			3,469	476			75,064	8,025	83,089
Councillor Dave Schnider	73,713			1,683	918	123		76,437	5,325	81,762
Councillor Jason Deneault	73,416	4,262		2,157	510	3,912	60	84,317		84,317
Councillor Christine Michaud	70,499	2,611		1,631	1,015			75,756		75,756
Councillor Ayo Owodunni	73,508	1,058		2,020	423	81		77,090		77,090
Councillor Paul Singh	70,425			2,812	851	242		74,330	7,550	81,880
Councillor Bil Ioannidis	68,149			3,709			451	72,309	4,850	77,159
Councillor Margaret Johnston	70,605	2,812		2,320	1,037			76,774	5,800	82,574
Councillor Debbie Chapman	73,641	3,783		2,177	288	45		79,934	6,200	86,134
Councillor Stephanie Stretch	73,746	2,945	323	1,920	1,847		18	80,799		80,799
Total	\$ 857,411	\$ 20,279	\$ 9,629	\$ 26,760	\$ 9,813	\$ 4,403	\$ 2,653	\$ 930,948	\$ 51,100	\$ 982,048

**The Corporation of the City of Kitchener
Statement of Remuneration
For the year ended December 31, 2025**

Members of Council	Taxable Remuneration	Employment Benefits	Total
Mayor Berry Vrbanovic	\$ 116,364	\$ 22,226	\$ 138,590
Councillor Scott Davey	59,865	11,254	71,119
Councillor Dave Schnider	59,865	13,848	73,713
Councillor Jason Deneault	59,865	13,551	73,416
Councillor Christine Michaud	59,865	10,634	70,499
Councillor Ayo Owodunni	59,865	13,643	73,508
Councillor Paul Singh	59,865	10,560	70,425
Councillor Bil Ioannidis	59,865	8,284	68,149
Councillor Margaret Johnston	59,865	10,740	70,605
Councillor Debbie Chapman	59,865	13,776	73,641
Councillor Stephanie Stretch	59,865	13,881	73,746
Total Remuneration	<u>\$ 715,014</u>	<u>\$ 142,397</u>	<u>\$ 857,411</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, 2025**

Mayor Berry Urbanovic	
Federation of Canadian Municipalities Annual Conference and Trade Show	\$ 1,781
Ottawa, ON, May 25-June 1, 2025	
Association of Municipalities of Ontario, Annual Conference	1,027
Ottawa, ON, August 17-20, 2025	
	<u>\$ 2,808</u>
Councillor Jason Deneault	
Federation of Canadian Municipalities Annual Conference and Trade Show	4,262
Ottawa, ON, May 25-June 1, 2025	
	<u>\$ 4,262</u>
Councillor Christine Michaud	
Association of Municipalities of Ontario, Annual Conference	2,611
Ottawa, ON, August 17-20, 2025	
	<u>\$ 2,611</u>
Councillor Ayo Owodunni	
Federation of Canadian Municipalities Annual Conference and Trade Show	1,058
Ottawa, ON, May 25-June 1, 2025	
	<u>\$ 1,058</u>
Councillor Margaret Johnston	
Association of Municipalities of Ontario, Annual Conference	2,812
Ottawa, ON, August 17-20, 2025	
	<u>\$ 2,812</u>
Councillor Debbie Chapman	
Association of Municipalities of Ontario, Annual Conference	3,783
Ottawa, ON, August 17-20, 2025	
	<u>\$ 3,783</u>

**The Corporation of the City of Kitchener
Conferences, Training and Learning
For the year ended December 31, 2025**

Councillor Stephanie Stretch

Association of Municipalities of Ontario, Annual Conference	\$ 2,792
Ottawa, ON, August 17-20, 2025	

Association of Municipalities of Ontario - Healthy Democracy Forum	153
Toronto, ON, October 18-19, 2025	

	\$ 2,945
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	\$ 20,279
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**The Corporation of the City of Kitchener
Meeting Expenses
For the year ended December 31, 2025**

Boards, Caucuses & Executive Meetings

Mayor Berry Vrbanovic

Federation of Canadian Municipalities Big City Mayors Caucus Meeting Ottawa, ON, February 4-6, 2025	\$ 1,304
Ontario Big City Mayors Spring Meeting Markham, ON, April 10-11, 2025	215
Federation of Canadian Municipalities Annual General Meeting Ottawa, ON, May 29-June 1, 2025	1,107
Association of Municipalities of Ontario, Annual Conference - OBCM Meetings Ottawa, ON, August 17-20, 2025	1,441
Federation of Canadian Municipalities Board Meeting Ottawa, ON, October 27-29, 2025	1,968
	<u>\$ 6,035</u>

Advocacy, Meetings & Speaking Engagements

Mayor Berry Vrbanovic

Federation of Canadian Municipalities Advocacy Meeting Washington, DC, February 11-12, 2025	1,079
The Greate Lakes and St. Lawrence Cities Initiative Advocacy Days Washington, DC, March 5-7, 2025	1,907
Ontario Government - Council of Federation Event Huntsville, ON, July 21-23, 2025	285
	<u>\$ 3,271</u>

Councillor Stephanie Stretch

THEMUSEUM, The Museum Board Retreat Toronto ON, May 23, 2025	\$ 323
	<u>\$ 323</u>
Total Meeting Expenses	<u><u>\$ 9,629</u></u>

**The Corporation of the City of Kitchener
Home Office and Technology Expenses
For the year ended December 31, 2025**

Members of Council	Total
Mayor Berry Vrbanovic	\$ 2,862
Councillor Scott Davey	3,469
Councillor Dave Schnider	1,683
Councillor Jason Deneault	2,157
Councillor Christine Michaud	1,631
Councillor Ayo Owodunni	2,020
Councillor Paul Singh	2,812
Councillor Bil Ioannidis	3,709
Councillor Margaret Johnston	2,320
Councillor Debbie Chapman	2,177
Councillor Stephanie Stretch	1,920
Total Home Office and Technology Expenses	<u>\$ 26,760</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, 2025**

Members of Council	Remuneration	Meeting Expenses	Total
Directors of Enova Power Corp.			
Mayor Berry Vrbanovic	\$ 5,250	\$ 1,425	\$ 6,675
	<u>\$ 5,250</u>	<u>\$ 1,425</u>	<u>\$ 6,675</u>
Directors of Enova Energy Corp.			
Mayor Berry Vrbanovic	\$ 5,250	\$ 1,425	\$ 6,675
Councillor Scott Davey	6,125	1,900	8,025
Councillor Dave Schnider	4,375	950	5,325
Councillor Paul Singh	6,125	1,425	7,550
Councillor Bil Ioannidis	4,375	475	4,850
Councillor Margaret Johnston	4,375	1,425	5,800
Debbie Chapman	5,250	950	6,200
	<u>\$ 35,875</u>	<u>\$ 8,550</u>	<u>\$ 44,425</u>

**The Corporation of the City of Kitchener
Honorariums of Council Appointees
For the year ended December 31, 2025**

Council Appointees	Honorariums
Committee of Adjustment	
Robert McColl	\$ 1,850
Brian Santos	1,750
Maria Melo	1,650
Marco Gambetti	1,650
Amanda Brennan	1,500
	<u>8,400</u>
	<u>\$ 8,400</u>
 Committee of Property Standards	
Michael Pulley	\$ 850
Cyrus Medina	700
Sharlene Mohlman	675
Sean McKelvie	600
	<u>2,825</u>
	<u>\$ 2,825</u>