

**AGENDA**  
**MIDDLESEX-LONDON BOARD OF HEALTH**  
**Finance & Facilities Committee**

Microsoft Teams  
Thursday, March 4, 2021 at 9:00 a.m.

**1. DISCLOSURE OF CONFLICTS OF INTEREST**

**2. APPROVAL OF AGENDA** – March 4, 2021

**3. APPROVAL OF MINUTES** – February 11, 2021

**4. NEW BUSINESS**

4.1. 2020 Public Sector Salary Disclosure (Report No. 06-21FFC)

4.2. Vendor/VISA Payments (Report No. 07-21FFC)

4.3. 2020 Board of Health Remuneration (Report No. 08-21FFC)

**5. OTHER BUSINESS**

5.1. Next meeting: Thursday, April 1, 2021 at 9:00 a.m.

**6. ADJOURNMENT**



**PUBLIC MINUTES  
FINANCE & FACILITIES COMMITTEE**

Microsoft Teams  
Thursday, February 11, 2021 9:00 a.m.

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**MEMBERS PRESENT:** Mr. Matt Reid (Chair)  
Ms. Aina DeViet  
Mr. Aaron O'Donnell  
Ms. Maureen Cassidy

**REGRETS:** Ms. Tino Kasi

**OTHERS PRESENT:** Dr. Christopher Mackie, Secretary-Treasurer/Medical Officer of Health  
Dr. Alexander Summers, Associate Medical Officer of Health  
Ms. Stephanie Egelton, Executive Assistant to the Board of Health and Communications Coordinator (Recorder)  
Ms. Arielle Kayabaga, Board Member  
Ms. Kelly Elliott, Board Member  
Ms. Emily Williams, Director, Healthy Organization  
Mr. Mirek Pawelec, Manager, Finance  
Mr. Joe Belancic, Manager, Procurement and Operations  
Dr. Michael Clarke, Interim CEO  
Ms. Heather Lokko, Director, Healthy Start & Chief Nursing Officer  
Ms. Maureen MacCormick, Director, Healthy Living  
Ms. Tammy Beaudry, Accounting and Budget Analyst  
Mr. Alex Tysl, Online Communications Coordinator  
Ms. Jen Bieman, London Free Press  
Mr. Daryl Newcombe, CTV London

Chair Matt Reid called the meeting to order at **9:01 a.m.**

**DISCLOSURES OF CONFLICT OF INTEREST**

Chair Reid inquired if there were any disclosures of conflict of interest. None were declared.

**APPROVAL OF AGENDA**

It was moved by **Ms. Aina DeViet, seconded by Ms. Maureen Cassidy**, that the **AGENDA** for the February 11, 2021 Finance & Facilities Committee meeting be approved.

Carried

**APPROVAL OF MINUTES**

It was moved by **Ms. Cassidy, seconded by Mr. Aaron O'Donnell** that the **MINUTES** of the February 4, 2021 Finance & Facilities Committee meeting be approved.

Carried

## NEW BUSINESS

### 2021 Proposed Budget (Report No. 04-21FFC)

Dr. Chris Mackie, Medical Officer of Health, Dr. Michael Clarke, Interim CEO, and Ms. Emily Williams, Director, Healthy Organization presented the 2021 Proposed Budget. Mr. Mirek Pawelec, Manager, Finance was also in attendance to answer questions.

Dr. Mackie noted that the proposed budget is a direct reflection of the conversations around program budgeting and marginal analysis (PMBA) and the budget amounts that were approved at the November 5, 2020 Finance and Facilities meeting and the November 26, 2020 Board of Health meeting.

Dr. Clarke noted that this budget report is not what has been done in previous years due to the extraordinary times in presenting the annual service plan (ASP). It was further noted that the province has not sent the template for the ASP at this time and will be sending a truncated version. This report presented shows the financial component of the ASP.

Ms. Williams shared a brief presentation on the cost sharing and base funding portion of the budget. It was noted that in 2019, the funding ratio model for public health was changed from 75:25 (75% provincial funding, 25% municipal funding) to 70:30 (70% provincial funding, 30% municipal funding) but was put on hold in 2020 with mitigation funding. The 2020 Budget represented the 70:30 ratio, and the province's one time mitigation reversed the ratio to 75:25, causing city and county funding increases being reversed per the health unit's direction. This results in the values in the 2020 Budget not reflecting actuals, and impacts the budget line for 2021.

Mr. Pawelec noted that to prepare the budget, funding information was provided by the Ministry of Health (flat funded is assumed for 2021), which included COVID-19 funding. The 2021 Budget includes adjustments for PBMA investments and disinvestments, inflationary to salaries and benefits, and inflationary increases for being now located at Citi Plaza.

Discussion from the committee on this item included:

- The overall budget is going up \$7.35 million but noting that \$7.3 million is related to COVID-19 expenses
- The COVID-19 budgeted amount is for current work (salary, contact tracing etc) but does not include vaccine rollout
- Funding for COVID-19 work is coming from the province
- The City of London is decreasing their funding to the health unit, as they are expecting the mitigation funding to come again
- Leasing costs were going to rise, regardless of what location the health unit was at, and long-term costs were more favourable at Citi Plaza than the Health Unit's previous London locations
- Health equity is taken into consideration (especially in disinvestments) to have the least negative health impacts (noting that there would be impacts to work in pre-conception health to support budget requirements)
- Prior to 2020, it had been over 14 years that the health unit has requested increases from municipal funders
- Social media and video-based programs have been used to assist in work with the health unit
- Noting that the provincial government has given verbal commitment to COVID-19 funding for 2021

It was moved by **Ms. Cassidy, seconded by Ms. DeViet**, that the Finance & Facilities Committee make a recommendation to the Board of Health to:

- 1) Approve the 2021 Proposed Budget in the gross amount of \$42,657,163 as appended to Report No. 04-21FFC re: "2021 Proposed Budget";
- 2) Forward Report No. 04-21FFC to the City of London and the County of Middlesex for information; and
- 3) Direct staff to submit the 2021 Proposed Budget in the various formats required by the different funding agencies.

Carried

### **2021 Financial Situation (Report No. 05-21FFC)**

Ms. Williams provided a summary to the 2021 Financial Situation. It was noted to support the COVID-19 response of the second wave, staffing needed to be increased and payroll was increased double. This extended cash flow beyond its positive margin, and the health needed to use the line of credit to make payroll. The province has provided COVID-19 funding, which put the health unit back into a positive operating margin but does not include vaccine costs (but province will be covering vaccine cost). There is still the opportunity in Q4 to submit COVID-19 related costs for reimbursement, and other health units are experiencing the same financial overextension. The province is looking at a changed 2021 reimbursement process, and the health unit is waiting for information.

Discussion from the committee on this item included:

- Reimbursement submissions are being completed on February 12
- Interest rates from using line of credit are very low, and will look to see if these costs can be recouped
- Recognizing that provincial funding often comes after the money is needed, hence the need to sometimes borrow to meet needs of the organization

It was moved by **Ms. Cassidy, seconded by Mr. O'Donnell** that the Finance & Facilities Committee make a recommendation to the Board of Health to:

- 1) Receive Report 05-21FFC, the 2021 Financial Situation Report; and
- 2) Direct staff to enter into negotiations to extend the Health Unit's rotating credit facility.

Carried

### **OTHER BUSINESS**

The next meeting is March 4, 2021.

### **CONFIDENTIAL**

At **9:35 a.m.**, it was moved by **Ms. Cassidy, seconded by Ms. DeViet**, that the Finance and Facilities Committee will move in camera to consider matters regarding a proposed or pending acquisition or disposition of land by the municipality or local board, and a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the municipality or local board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization.

Carried

At **10:03 a.m.**, it was moved by **Ms. Cassidy, seconded by Mr. O'Donnell**, *that the Finance and Facilities Committee rise and return to public session.*

Carried

**ADJOURNMENT**

At **10:04 a.m.**, it was moved by **Ms. Cassidy, seconded by Ms. DeViet** *that the meeting be adjourned.*

Carried

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**MATTHEW REID**  
Chair

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**CHRISTOPHER MACKIE**  
Secretary-Treasurer

DRAFT



TO: Chair and Members of the Finance & Facilities Committee

FROM: Christopher Mackie, Medical Officer of Health  
Michael Clarke, Interim CEO

DATE: 2021 March 4

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**PUBLIC SECTOR SALARY DISCLOSURE ACT - 2020 RECORD OF EMPLOYEE'S SALARIES AND BENEFITS**

**Recommendation**

*It is recommended that the Finance & Facilities Committee make a recommendation to the Board of Health to receive Report No. 06-21FFC "Public Sector Salary Disclosure Act – 2020 Record of Employee's Salaries and Benefits" for information.*

**Key Points**

- The Public Sector Salary Disclosure Act, 1996, requires the Health Unit to disclose names, positions, salaries and taxable benefits of employees who were paid \$100,000 or more in 2020.
- Attached as [Appendix A](#) is the information that is required to be submitted to the Minister of Finance on or before the 5<sup>th</sup> business day in March 2021.

**Background**

The Public Sector Salary Disclosure Act, 1996 (the Act) makes Ontario's public sector more open and accountable to taxpayers. The act requires organizations that receive public funding from the Province of Ontario to disclose annually the names, positions, salaries and total taxable benefits of employees paid \$100,000 or more in a calendar year.

The Act applies to organizations such as the Government of Ontario, Crown Agencies, Municipalities, Hospitals, Boards of Public Health, School Boards, Universities, Colleges, Hydro One, Ontario Power Generation, and other public sector employers who receive a significant level of funding from the provincial government.

**Compliance**

The main requirement for organizations covered by the act is to make their disclosure or if applicable to make their statement of no employee salaries to disclose available to the public by March 31<sup>st</sup> each year. Organizations covered by the act are also required to send their disclosure or statement to their funding ministry or ministries by the fifth business day of March.

Attached as [Appendix A](#) is the record of employee's 2020 salaries and benefits for the Middlesex-London Health Unit which will be forwarded to the Minister of Finance prior to March 6<sup>th</sup>, 2021.

This report was prepared by the Finance Team, Healthy Organization Division.

Christopher Mackie, MD, MHSc, CCFP, FRCPC  
Medical Officer of Health

Michael Clarke, PhD  
Chief Executive Officer (Interim)

## PUBLIC SECTOR SALARY DISCLOSURE ACT - 2020 RECORD OF EMPLOYEE'S SALARIES AND BENEFITS

Last Name	First Name	Position Name	Reported Salary	Taxable Benefits
Adan	Kamila	Public Health Nurse	\$ 104,784.62	\$ 421.20
Aitchison	Aaron	Public Health Nurse	\$ 100,186.98	\$ 912.10
Albanese	Mary Lou	Manager	\$ 158,810.17	\$ 1,661.08
Antone	Joseph	Program Manager	\$ 103,042.43	\$ 729.36
Ashby	Tracey-Ann	Public Health Nurse	\$ 100,872.49	\$ 912.10
Atkin	Marilyn	Manager	\$ 105,824.70	\$ 1,518.71
Baglieri	Jessica	Public Health Inspector	\$ 101,569.79	\$ 421.20
Banninga	Jordan	Program Manager	\$ 122,595.55	\$ 1,631.46
Beaudry	Tammy	Accounting and Budget Analyst	\$ 104,224.89	\$ 1,440.42
Belancic	Joseph	Manager	\$ 116,074.33	\$ 1,581.30
Bos	Cynthia	Manager	\$ 123,297.14	\$ 1,562.23
Brittan	Rhonda	Manager	\$ 136,124.94	\$ 1,497.48
Brubacher	Cassandra	Public Health Nurse	\$ 118,399.33	\$ 656.20
Chang	Hojin	Public Health Inspector	\$ 104,321.49	\$ 421.20
Clarke	Michael	Interim CEO	\$ 208,052.98	\$ -
Cramp	Anita	Program Manager	\$ 128,813.59	\$ 845.34
Dhinsa	Shaya	Program Manager	\$ 117,631.48	\$ 1,325.62
Dow	M Joanne	Public Health Nurse	\$ 115,708.01	\$ 44.55
Dueck	Laura	Public Health Nurse	\$ 101,348.01	\$ 1,075.70
Flaherty	Brendan	Manager	\$ 129,950.21	\$ 1,654.00
Galbraith	Tammy	Public Health Nurse	\$ 110,648.51	\$ 421.20
Gauthier	Nicole	Manager	\$ 132,759.34	\$ 1,497.09
Gordon	Tracey	Supervisor	\$ 102,038.29	\$ -
Green	Judy	Program Manager	\$ 106,619.11	\$ 1,498.89
Haggith	Kelly	Dental Hygienist	\$ 103,482.43	\$ 421.20
Hattie-Butler	Sheila	Public Health Nurse	\$ 108,034.47	\$ 421.20
Hubbell	Elizabeth	Public Health Nurse	\$ 116,652.22	\$ 421.20
Knowler	Melissa	Public Health Nurse	\$ 103,528.62	\$ 912.10
Korpikoski	Anne-Maria	Public Health Inspector	\$ 110,507.21	\$ 421.20
Kosmack	Donna	Program Manager	\$ 134,572.30	\$ 1,420.10
Limburg	Jennifer	Public Health Nurse	\$ 108,472.36	\$ 421.20
Locker	Alison	Epidemiologist	\$ 131,066.51	\$ 1,582.50
Lokko	Heather	Director	\$ 169,643.87	\$ 1,022.10

## PUBLIC SECTOR SALARY DISCLOSURE ACT - 2020 RECORD OF EMPLOYEE'S SALARIES AND BENEFITS

Last Name	First Name	Position Name	Reported Salary	Taxable Benefits
Lonnee	Melissa	Public Health Nurse	\$ 100,087.17	\$ 421.20
Loupos	Kim	Public Health Dietitian	\$ 100,574.05	\$ 421.20
MacCormick	Maureen	Director	\$ 179,467.04	\$ 1,849.33
MacDaniel	Tara	Public Health Nurse	\$ 108,291.33	\$ 1,075.70
Mackie	Christopher	Medical Officer of Health	\$ 414,926.68	\$ 2,046.48
Mai	Duc	Public Health Inspector	\$ 122,427.55	\$ 421.20
Manning	Ronda	Program Manager	\$ 132,041.69	\$ 1,492.76
Marinko	Lilliana	Public Health Nurse	\$ 102,770.40	\$ 656.20
McVittie	Clara	Public Health Nurse	\$ 101,450.18	\$ 421.20
Morris	Kelly	Public Health Nurse	\$ 109,193.29	\$ 421.20
Neil	Sarah	Public Health Nurse	\$ 101,800.98	\$ 1,075.70
Newheart	Susan	Public Health Nurse	\$ 113,263.81	\$ 421.20
Paget	Jody	Program Manager	\$ 101,122.38	\$ 1,369.46
Pavletic	David	Program Manager	\$ 120,165.88	\$ 1,661.08
Pham	Mai	Epidemiologist	\$ 115,932.16	\$ 760.12
Powell	Andrew	Manager	\$ 109,232.51	\$ 522.29
Powell	Leanne	Public Health Nurse	\$ 109,719.19	\$ 421.20
Proulx	Jennifer	Program Manager	\$ 129,491.27	\$ 1,653.68
Rahbari	Saritha	Public Health Nurse	\$ 113,546.14	\$ 421.20
Ramer	Kendra	Manager	\$ 101,059.96	\$ 1,585.84
Resendes	Isabel	Program Manager	\$ 132,647.70	\$ 1,632.58
Shugar	Debbie	Manager	\$ 122,408.46	\$ 162.00
Stirling	Deanna	Public Health Nurse	\$ 107,630.22	\$ 879.35
Stobo	Linda	Manager	\$ 136,094.23	\$ 845.34
Stopar	Kristine	Public Health Nurse	\$ 112,466.82	\$ 421.20
Summers	Alexander	Associate Medical Officer of Health	\$ 338,133.68	\$ 1,716.66
Tomlinson	Jan	Public Health Nurse	\$ 104,974.04	\$ 774.40
Turner	Stephen	Director	\$ 121,081.55	\$ 1,256.27
Twohey	Brooke	Dental Hygienist	\$ 100,554.83	\$ 421.20
Vandervoort	Suzanne	Manager	\$ 130,685.98	\$ 1,659.90





TO: Chair and Members of the Finance & Facilities Committee

FROM: Christopher Mackie, Medical Officer of Health  
Michael Clarke, Interim CEO

DATE: 2021 March 4

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## 2020 VENDOR / VISA PAYMENTS

### **Recommendation**

*It is recommended that the Finance & Facilities Committee make a recommendation to the Board of Health to receive Report No. 07-21FFC, re: “2020 Vendor / VISA Payments” for information.*

### **Key Points**

- [Appendix A](#) provides a list of vendors that received payments totalling \$100,000 or more from the Middlesex-London Health Unit in 2020.
- [Appendix B](#) provides a summary of purchases made using the corporate purchase (Visa) cards.

### **Vendor Payments**

In accordance with Section 5.17 of the Procurement Policy, the Manager, Finance is to report annually those suppliers who have invoiced a cumulative total value of \$100,000 or more in a calendar year. Attached ([Appendix A](#)) is a list of nineteen vendors who were issued payments in excess of \$100,000 in 2020. The list includes payments associated with construction payments for fit-up of Citi Plaza, employer pension and benefit payments, building lease payments, contracts for technology support and equipment as well as other services in connection of the Citi Plaza fit-up like architectural, furniture and A/V fees and services.

### **Corporate Purchase Card (Visa) Payments**

The Finance & Facilities Committee also receives an annual summary report of purchases made with corporate purchase cards. Attached ([Appendix B](#)) is a summary by category of the purchases made using the corporate credit cards in 2020. The total amount purchased using these cards was \$276,656 which is a decrease of \$67,611 or 19.6% from the prior year. This was based on 1,072 transactions which is a decrease of 894 45.5% transactions. Corporate purchase cards are used frequently to facilitate the efficient payment of goods and services. The top two expense types in 2020 are Materials & Supplies in the amount of \$123,242 accounting for 44.5% of the transactions, and Computer Equipment / Supplies in the amount of \$33,749 accounting for approximately 12% of the transactions.

This report was prepared by the Finance Team, Healthy Organization Division.

A handwritten signature in black ink, appearing to read 'Chris Mackie'.

Christopher Mackie, MD, MHSc, CCFP, FRCPC  
Medical Officer of Health

A handwritten signature in black ink, appearing to read 'Michael Clarke'.

Michael Clarke, PhD  
Chief Executive Officer (Interim)

### 2020 Vendor Payment Summary > \$100,000

Vendor Name	Total Invoiced	Comments
OMERS	\$4,178,123	Pension payments (Includes employee share)
Michael + Clark Contruction	\$2,295,130	Construction payments for fit-up of Citi Plaza
Citi Plaza London Inc.	\$1,700,607	Lease related payments - London office
Great West Life	\$1,512,865	Employer Health Benefits (including LTD paid by employees)
Stronghold Services	\$808,703	IT Service Contract (payment includes \$339,752 for managed IT services, \$273,911 for purchase of computer equipment and \$195,040 for managed software licenses, including O365 and anti-virus protection)
Regional HIV/AIDS Connection	\$610,064	Needle Exchange Program (majority 100% funded by Ministry of Health)
Complete Interior & Design Ltd	\$553,080	Furniture purchases for Citi Plaza location
Best Buy Canada Ltd.	\$299,966	A/V fitup of meeting / board rooms at Citi Plaza
Ceridian Canada Ltd.	\$292,077	Dayforce services (includes \$77,379 that relates to 2019)
Workplace Safety & Insurance	\$235,372	WSIB Premiums
Patterson Canada Inc.	\$207,112	Dental supplies (including \$ 188,450 for dental equipment)
Endri Poletti Architect Inc.	\$205,947	Architect for Citi Plaza fitup
Sheffield Moving and Storage	\$196,813	Moving services
DragonCore	\$180,078	IT Services (including \$ 111,045 of software application development)
McKesson Canada	\$153,563	Distributor for NRT and Contraceptives
Rogers Wireless	\$121,026	Wireless communications provider - includes \$40,250 of payment for purchase of new cell phones
Insight Canada Inc.	\$120,592	Computer supplies (includes \$ 97,500 of new computer equipment)
CANBA Investments Limited	\$117,859	Lease related payments - Strathroy office
Hicks Morley Hamilton Stewart Storie LLP	\$111,398	Legal fees

### Summary of 2020 Corporate Purchase Card Purchases

Expense Category	2019		2020	
	Amount	# of Transactions	Amount	# of Transactions
Accommodations / Meals	\$ 37,745	231	\$ 15,916	97
Advertising / Health Promotion	89,799	218	23,612	122
Computer Equipment / Supplies	1,380	4	33,749	83
Materials & Supplies	121,745	854	123,242	514
Medical / Clinic Supplies	4,742	38	10,402	61
Memberships / Agency Fees	17,031	33	18,568	37
Other Expenses	5,713	20	13,114	20
Professional Development	44,688	202	20,277	34
Travel <sup>1</sup>	21,425	366	17,776	104
<b>Total</b>	<b>\$ 344,267</b>	<b>1,966</b>	<b>\$ 276,656</b>	<b>1,072</b>

Notes:

1) Travel includes all modes of travel, including air, train, vehicle rentals, gas and parking costs.



TO: Chair and Members of the Finance & Facilities Committee

FROM: Christopher Mackie, Medical Officer of Health  
Michael Clarke, Interim CEO

DATE: 2021 March 4

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## 2020 BOARD OF HEALTH REMUNERATION

### Recommendation

*It is recommended that the Finance & Facilities Committee make a recommendation to the Board of Health to receive Report No. 08-21FFC, “2020 Board of Health Remuneration” for information.*

### Key Points

- Section 49 of the *Health Protection and Promotion Act* outlines the reimbursement of Board of Health members.
- Under Section 284 (1) of the *Municipal Act*, the City of London and Middlesex County Administration are required to report on the remuneration paid to Council members, including remuneration paid to members of Council by Boards and Commissions.

### Background

[Section 49 of the Health Protection and Promotion Act](#) (HPPA) speaks to the composition, term, and remuneration of Board of Health members. Subsections (4), (5), (6), & (11) below relate specifically to remuneration and expenses.

#### Remuneration

[\(4\)](#) *A board of health shall pay remuneration to each member of the board of health on a daily basis and all members shall be paid at the same rate. R.S.O. 1990, c. H.7, s. 49 (4).*

#### Expenses

[\(5\)](#) *A board of health shall pay the reasonable and actual expenses of each member of the board of health. R.S.O. 1990, c. H.7, s. 49 (5).*

#### Rate of remuneration

[\(6\)](#) *The rate of the remuneration paid by a board of health to a member of the board of health shall not exceed the highest rate of remuneration of a member of a standing committee of a municipality within the health unit served by the board of health, but where no remuneration is paid to members of such standing committees the rate shall not exceed the rate fixed by the Minister and the Minister has power to fix the rate. R.S.O. 1990, c. H.7, s. 49 (6).*

#### Member of municipal council

[\(11\)](#) *Subsections (4) and (5) do not authorize payment of remuneration or expenses to a member of a board of health, other than the chair, who is a member of the council of a municipality and is paid annual remuneration or expenses, as the case requires, by the municipality. R.S.O. 1990, c. H.7, s. 49 (11).*

In relation to Section 49(6), the Board of Health’s meeting rate for 2020 was \$151.49.

## 2020 Remuneration and Expenses

Under [Section 284 \(1\) of the \*Municipal Act\*](#), the City of London and Middlesex County Administration are required to report on the remuneration paid to Council members, including remuneration paid to members of Council by Boards and Commissions. The remuneration report, attached as [Appendix A](#), includes stipends paid for meetings, reimbursements for travel and related expenses that the Health Unit provided to each Board of Health member in 2020.

In addition to the regular Board of Health meetings, the Board of Health operated three committees in 2020: the Finance & Facilities Committee (which met 8 times), the Governance Committee (which met 5 times), the ad hoc Relocation Advisory Committee (which met 1 time) and the ad hoc CEO Selection Committee (which met 2 times ) in 2020.

The following was the membership of the 2020 Committees:

### Finance & Facilities Committee:

Ms. Kelly Elliott (Chair)	Ms. Tino Kasi
Ms. Aina DeViet	Ms. Maureen Cassidy
Mr. Ian Peer	

### Governance Committee:

Ms. Aina DeViet (Chair)	Ms. Maureen Cassidy
Mr. Bob Parker	Mr. Ian Peer
Ms. Arielle Kayabaga	

### Relocation Advisory Committee (disbanded April 16, 2020):

Mr. Ian Peer (Chair)	Mr. John Brennan
Mr. Matt Reid	Mr. Michael Clarke*
Ms. Trish Fulton	

\*It is noted that Ms. Trish Fulton and Mr. Michael Clarke were on the RAC when the Board moved to strike said committee. Ms. Fulton's appointment expired January 2020, and Mr. Clarke took on a role as VP Modernization for the health unit in March 2020, therefore, neither individual was reimbursed for attendance at RAC in 2020.

### CEO Selection Committee (disbanded January 21, 2021):

Ms. Maureen Cassidy (Chair)	Ms. Aina DeViet
Mr. Bob Parker	Mr. Ian Peer

Consistent with Section 49(11) of the *Health Protection and Promotion Act*, City Councilors Ms. Maureen Cassidy, and Ms. Arielle Kayabaga did not receive remuneration for any Board of Health or Committee meetings unless acting in a Board Chair capacity.

This report was prepared by the Healthy Organization Division.



Christopher Mackie, MD, MHSc, CCFP, FRCPC  
Medical Officer of Health



Michael Clarke, PhD  
Chief Executive Officer (Interim)

**MIDDLESEX-LONDON BOARD OF HEALTH  
2020 REMUNERATION REPORT**

<b>Board Member</b>	<b>Board/Committee Meetings</b>	<b>Board Mtg. Travel</b>	<b>Other Mtgs./ Conferences</b>	<b>Other Travel &amp; Accom.</b>	<b>Total</b>
Mr. John Brennan	\$ 2,878.31	\$ 133.69	\$ 605.96	\$ -	\$ 3,617.96
Ms. Maureen Cassidy <sup>1</sup> (Chair)	5,908.08	8.21	1,817.88	-	7,734.17
Mr. Michael Clarke	302.98	23.77	-	-	326.75
Ms. Aina DeViet	4,393.21	354.01	605.96	-	5,353.18
Ms. Kelly Elliott	3,332.78	349.65	-	-	3,682.43
Ms. Tino Kasi	2,726.82	-	-	-	2,726.82
Mr. Robert Parker	3,332.78	-	302.98	-	3,635.76
Ms. Arielle Kayabaga <sup>1</sup>	-	-	-	-	-
Mr. Ian Peer	4,393.21	-	302.98	-	4,696.19
Mr. Matt Reid	3,029.80	65.86	454.47	445.62	3,995.75
<b>TOTAL</b>	<b>\$ 30,297.97</b>	<b>\$ 935.19</b>	<b>\$ 4,090.23</b>	<b>\$ 445.62</b>	<b>\$ 35,769.01</b>

**Notes:**

1) Remuneration for meetings for City Councillors is included in their annual salary which is paid by the City of London (unless councillor is acting in a Chair capacity)