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# Executive Committee Meeting

October 8, 2025

KCCA Administration Centre

11 a.m.

### **Audio/Video Recording Notice**

*“Board members, staff, guests and members of the public are reminded that the Full Authority Board/Committee meeting is being recorded, and will be posted to the Authority’s web site along with the official written minutes. As such, comments and opinions expressed may be published and any comments expressed by individual Board members, guests and the general public are their own, and do not, represent the opinions or comments of the Full Authority and/or the KCCA Board of Directors.*

*The recorded video of the Full Authority meeting is not considered the official record of that meeting. The official record of the Full Authority meeting shall consist solely of the Minutes approved by the Full Authority.”*

### **Land Acknowledgement**

*Kettle Creek Conservation Authority wishes to acknowledge the treaty and traditional lands originally occupied by the Indigenous First Nation peoples of the Anishinabek, Attiwonderonk and Haudenosaunee nations. KCCA strives to build meaningful relationships with Indigenous communities and recognizes the importance of respecting these treaties and lands.*

### **Introductions and Declarations of Pecuniary Interest**

#### **Open Session**

- a) Board Per Diem Review (Elizabeth) .....Page 2

**Recommendation:** For discussion.

#### **Closed Session - Confidential**

- a) Personnel Matter – Identifiable Person
- b) Property Matter – Security of Property Matter
- c) Property Matter – Security of Property Matter
- d) Personnel Matter – Identifiable Person

TO: Executive Committee

FROM: Elizabeth VanHooren

Date: October 8, 2025

Subject: Board Per Diems

**Recommendation: For Discussion**



**PURPOSE:**

To present and discuss options for increases to KCCA’s Board per diems.

**SUMMARY:**

- KCCA’s Board has periodically reviewed the per diem rates but always forgone an increase to the per diem and honourarium.
- The mileage rate has always been adjusted to match that provided to staff and now is increased annually to reflect the CRA posted rate as per KCCA’s Personnel Policy.
- Please see the synopsis of rates of compensation compiled in 2024 from neighbouring conservation authorities; a 2025 survey is yet to be completed.
- Of the market comparators listed below KCCA remains just above the average 2024 per diem rate, but roughly \$1,000 under the average Chair honourarium. Any proposed rate changes would be brought back to the Full Authority for ratification as part of the 2026 budget deliberations.

Conservation Authority	Per Diem	KM Rate	Chair Honourarium	Vice Chair Honourarium	Date Last Updated
Ausable Bayfield	\$102.25	.70	\$1,262	N/A	2024
Essex Region	\$60	.58	\$2,000	\$1,000	Under Review
<b>Kettle Creek</b>	<b>\$86.09</b>	<b>.72</b>	<b>\$1,120.09</b>	<b>N/A</b>	<b>Periodic</b>
Kawartha	\$75	.50	N/A	N/A	2023
Long Point	\$115	.64	\$2,866	\$1,146	Annually
Lower Thames	\$65	.54	\$2,000	N/a	2019
Lower Trent	\$50	.52	N/A	N/A	2018
Nottawasaga	\$82.03	.72	\$2,500	\$1,500	2024
Otonabee	\$65	.72	\$2,000	\$1,000	Under Review
Upper Thames	\$59.50	.50	\$3,350	\$1,675	2000
<b>AVERAGE</b>	<b>\$75.99</b>	<b>.62</b>	<b>\$2,137</b>	<b>\$1,264</b>	