

Section III – Items for the Information of the Board

TO: Chair and Members of the Executive Committee
Friday, April 5, 2024 Meeting

FROM: Natalie Blake, Chief Human Resources Officer

RE: **2024 UPDATE ON BOARD OF DIRECTORS REMUNERATION AND MILEAGE EXPENSE RATES**

KEY ISSUE

Report providing an update on Toronto and Region Conservation Authority's (TRCA) Board of Directors remuneration.

RECOMMENDATION:

IT IS RECOMMENDED THAT the 2024 Update on Board of Directors Remuneration and Mileage Expense Rates be received for information.

BACKGROUND

At the Board of Directors meeting on March 24, 2023, and at the Executive Committee meeting held on January 12, 2024, Board Members inquired about how the remuneration rates for TRCA's Board of Directors compared to remuneration rates for Board Members of other Conservation Authorities. Staff committed to reporting back after conducting a comprehensive review of remuneration, per diems, and mileage rates paid to Board Members of other Conservation Authorities.

RATIONALE

A scan of remuneration, per diems and mileage rates of other Conservation Authorities was completed in March 2024 to determine whether TRCA rates align with other Conservation Authorities.

Attachment 1 provides information on the per diem rates, broken down by Conservation Authority as well as mileage rates. Following this review, TRCA staff can confirm that per diem and mileage rates are aligned with other Conservation Authority remunerations rates. However, our research has also identified that there are some variable approaches to remuneration for the Chair and Vice Chair positions including both lump sum and per diem rates in certain jurisdictions.

Relationship to TRCA's 2023-2034 Strategic Plan

This report supports the following Pillar and Outcome set forth in TRCA's 2023-2034 Strategic Plan:

Pillar 4 Service Excellence:

4.4 Transparent decision making and accountable results

Item 10.3

FINANCIAL DETAILS

There are no financial implications associated with this report.

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Attachments: 1

Attachment 1: Conservation Authorities Per Diem and Mileage Rates – 2024