

LOWER THAMES VALLEY CONSERVATION AUTHORITY



EXECUTIVE COMMITTEE

MINUTES

WEDNESDAY, SEPTEMBER 3, 2025

A meeting of the Conservation Authority's Executive Committee was held on Wednesday, September 3, 2025 at the Authority's Administration Building at 100 Thames Street, Chatham, Ontario at the hour of 2:00 PM. A roll call was held with the following committee members present: P. Tiessen, S. Emons, H. Aerts and R. Leatham. T. Thompson sent their regrets.

Also present were the following staff members: M. Peacock, T. Casier and K. Casier.

1. Call to Order

Chair, Paul Tiessen called the meeting of the Executive Committee to order at 2:00 PM.

2. First Nations Acknowledgement

Mark Peacock provided the reading of the First Nations Acknowledgement.

3. Adoption of the Agenda

E-2025-01 R. Leatham – H. Aerts

Moved that the Agenda be adopted as presented.

CARRIED

4. Disclosure of Conflicts of Interest

None declared.

5. Approval of Previous Meeting Minutes – September 30, 2022

E-2025-02 S. Emons – R. Leatham

Moved that the Executive Committee meeting minutes of September 30, 2022 be approved.

CARRIED

6. Business Arising from the Minutes

None noted.

7. New Business

Nicole Roberts from Pesce Consulting provided the Executive Committee with information on the staff salary review that was undertaken on behalf of the LTVCA, using data from 10 other CA's, based on similar staff size and vicinity.

Motion to move 'in camera'.

E-2025-03 H. Aerts – R. Leatham

Moved that the Executive Committee move into an 'in camera' session.

CARRIED

E-2025-04 S. Emons – R. Leatham

Moved that the Executive Committee move out of the 'in camera' session.

CARRIED

E-2025-05 R. Leatham – S. Emons

Moved that the Executive Committee recommend to the full Board of Directors that the Salary Review Plan be fully implemented; and
That this will result in a 12.6% levy increase in the 2026 fiscal year.

CARRIED

8. Other Business

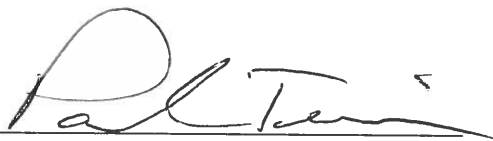
None Noted.

9. Adjournment

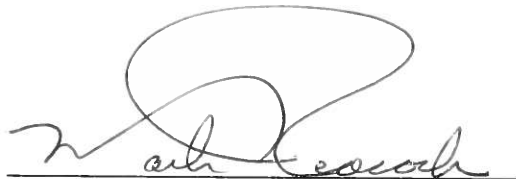
E-2025-04 H. Aerts – S. Emons

Moved that the meeting be adjourned.

CARRIED



Paul Tiessen
Chair



Mark Peacock, P. Eng.
CAO/Secretary-Treasurer