



Environmental Appeals Board

#306, 10011-109 Street
Edmonton, AB, T5J 3S8
Phone: 780-427-6207, Fax: 780-427-4693
Website: www.eab.gov.ab.ca

Public Sector Body Compensation Disclosure June 2019

Public sector bodies are now required to post online the names and compensation paid to:

- employees who earn over \$129,809; and
- all board members regardless of the amount earned.

This is a requirement under the *Public Sector Compensation Transparency Act*, which applies to:

- agencies, boards and commissions governed by the *Alberta Public Agencies Governance Act*;
- independent offices of the Legislature;
- employees of Covenant Health; and
- other entities identified in the regulations.

The first posting was required by June 30, 2016, and updated postings are required annually by June 30 providing the information for the previous calendar year. Honourarium claimed in 2015 by Board Members of the Environmental Appeals Board are listed in the table on page 3, for 2016 are listed on page 4, 2017 are listed on pages 6 and 7, and 2018 are listed on pages 8 and 9. The honourarium amounts for 2016-2018 include work done for the Public Lands Appeal Board, as Board Members are cross-appointed to both boards. Further, the Chair of the Environmental Appeals Board is responsible to the Minister of Environment and Parks for the operation of the Public Lands Appeal Board.

Board Members are paid in accordance with [Order in Council 466/2007](#) issued October 10, 2007, being the Committee Remuneration Order, at Appendix 3, Schedule 1, Part 1, item 1.

The Chair of the Board is paid in accordance with [Order in Council 258/2016](#) from October 8, 2016 to April 7, 2017 at a rate of \$6,000 per month (\$72,000 per annum). Effective April 21, 2017 until April 20, 2020, the Chair is paid in accordance with [Order in Council 164/2017](#) at a rate of \$8,450 per month (\$101,400 per annum).

Expenses disclosed for Board Members of the Environmental Appeal Board can be found at the Government of Alberta's [Travel and Expense Disclosure website](#).

Employees of the Environmental Appeals Board and, starting in 2016, the Public Lands Appeal Board, who earn over \$126,375 are listed in the table on page 8 and 9 of this document. Employees earning over \$127,765 in 2017 are listed in the table on page 10, and employees earning over \$129,809 in 2018 are listed in the table on page 13. These employees are also listed on the Government of Alberta's [Salary and Severance Disclosure website](#).

You can access the Government of Alberta's Consolidated Public Sector Body Compensation Database at: [Consolidated Public Sector Body Compensation Database](#).

Information on Public Sector Compensation Transparency can be found on the website for Justice and Solicitor General at: [Justice and Solicitor General – Public Sector Compensation Transparency](#).

Questions regarding compensation and disclosure are to be directed to Gilbert Van Nes, General Counsel and Settlement Officer, Environmental Appeals Board, phone 780-427-6207, fax 780-427-4693, email gilbert.vannes@gov.ab.ca, #306, 10011-109 Street, Edmonton, Alberta, T5J 3S8.

Information about the Environmental Appeals Board can be found at www.eab.gov.ab.ca.

**Environmental Appeals Board
Board Member Disclosure
Honourarium claimed January-December 2015**

| Public Sector Body | Name | Position | Year | Compensation ¹ | Other ² | Severance ³ | Attachments ⁴ |
|-----------------------------|------------------|---|------|---------------------------|--------------------|------------------------|--------------------------|
| Environmental Appeals Board | MacWilliam, Alex | Board Member & Chair effective Oct 16, 2015 | 2015 | \$56,288.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Barlshen, Jim | Board Member | 2015 | \$14,271.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Evans, David | Board Member | 2015 | \$19,742.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Fox, AJ | Board Member | 2015 | \$14,911.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Kennedy, Alan | Board Member | 2015 | \$5,964.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | McAavity, Eric | Board Member | 2015 | \$16,162.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Tywoniuk, Nick | Board Member | 2015 | \$10,289.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Perras, Delmar | Chair January-April 15, 2015 | 2015 | \$21,000.00 | \$0.00 | \$0.00 | |

1. Compensation: Income plus taxable benefits paid to member or employee. Excludes severance.
2. Other (non-monetary benefits): Non-taxable benefits, includes public sector body's share of pension and other contributions.
3. Severance: Includes payments when employment or member's appointment ends or retiring allowance.
4. Attachments: An employment contract or severance agreement for certain designated employees or members. If neither document is applicable, no attachment is posted.

Link to CSV file for Board Members and Staff: <http://www.eab.gov.ab.ca/dec/BM-CSV-format.csv>

Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium claimed January-December 2016

| Public Sector Body | Name | Position | Year | Compensation ¹ | Other ² | Severance ³ | Attachments ⁴ |
|-----------------------------|-------------------|----------------------|------|---------------------------|--------------------|------------------------|--------------------------|
| Environmental Appeals Board | MacWilliam, Alex | Board Member & Chair | 2016 | \$72,000.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Ballachey, Brenda | Board Member | 2016 | \$2,562.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Barlিশen, Jim | Board Member | 2016 | \$5,679.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Barker, Margaret | Board Member | 2016 | \$2,463.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Evans, David | Board Member | 2016 | \$9,487.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Fox, AJ | Board Member | 2016 | \$13,058.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Kennedy, Alan | Board Member | 2016 | \$13,790.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | McAvity, Eric | Board Member | 2016 | \$17,829.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | McRory, Susan | Board Member | 2016 | \$3,054.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Mullick, Anjum | Board Member | 2016 | \$3,798.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Powter, Chris | Board Member | 2016 | \$3,645.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board | Tywoniuk, Nick | Board Member | 2016 | \$21,305.00 | \$0.00 | \$0.00 | |

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* Honourarium amounts for Board Members include work done for the Public Lands Appeal Board, as the Board Members are cross-appointed to both boards. The Chair of the Environmental Appeals Board is responsible to the Minister of Environment and Parks for the operation of the Public Lands Appeal Board.

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Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium claimed January-December 2017

| Public Sector Body | Name | Position | Year | Compensation ¹ | Other ² | Severance ³ | Attachments ⁴ |
|---|-------------------|----------------------|------|---------------------------|--------------------|------------------------|--------------------------|
| Environmental Appeals Board | MacWilliam, Alex | Board Member & Chair | 2017 | \$92,416.60 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Ballachey, Brenda | Board Member | 2017 | \$15,927.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Barlischen, Jim | Board Member | 2017 | \$7,468.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Barker, Margaret | Board Member | 2017 | \$16,733.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Bews, Tamara | Board Member | 2017 | \$5,068.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Evans, David | Board Member | 2017 | \$7,878.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Fox, AJ | Board Member | 2017 | \$14,487.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Goos, Tim | Board Member | 2017 | \$3,180.00 | \$0.00 | \$0.00 | |

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|---|----------------|--------------|------|-------------|--------|--------|--|
| Environmental Appeals Board/ Public Lands Appeal Board | Kennedy, Alan | Board Member | 2017 | \$6,788.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | McAverty, Eric | Board Member | 2017 | \$21,623.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | McGee, Dave | Board Member | 2017 | \$4,515.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | McRory, Susan | Board Member | 2017 | \$18,622.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Mullick, Anjum | Board Member | 2017 | \$18,938.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Powter, Chris | Board Member | 2017 | \$9,290.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Tywniuk, Nick | Board Member | 2017 | \$15,464.00 | \$0.00 | \$0.00 | |

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 3. Severance: Includes payments when employment or member's appointment ends or retiring allowance.
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- * Honourarium amounts for Board Members include work done for the Public Lands Appeal Board, as the Board Members are cross-appointed to both boards. The Chair of the Environmental Appeals Board is responsible to the Minister of Environment and Parks for the operation of the Public Lands Appeal Board.

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Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium claimed January-December 2018

| Public Sector Body | Name | Position | Year | Compensation ¹ | Other ² | Severance ³ | Attachments ⁴ |
|---|-------------------|----------------------|------|---------------------------|--------------------|------------------------|--------------------------|
| Environmental Appeals Board | MacWilliam, Alex | Board Member & Chair | 2018 | \$101,400.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Ballachey, Brenda | Board Member | 2018 | \$13,575.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Barker, Margaret | Board Member | 2018 | \$34,580.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Bews, Tamara | Board Member | 2018 | \$11,017.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Fox, AJ | Board Member | 2018 | \$9,130.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Goos, Tim | Board Member | 2018 | \$14,181.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Lacasse, Line | Board Member | 2018 | \$1,281.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | McAavity, Eric | Board Member | 2018 | \$14,247.00 | \$0.00 | \$0.00 | |

| | | | | | | | |
|---|----------------|--------------|------|-------------|--------|--------|--|
| Environmental Appeals Board/ Public Lands Appeal Board | McGee, Dave | Board Member | 2018 | \$27,831.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | McRory, Susan | Board Member | 2018 | \$7,657.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Mullick, Anjum | Board Member | 2018 | \$11,679.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Palmer, Sarah | Board Member | 2018 | \$1,571.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Powter, Chris | Board Member | 2018 | \$1,472.00 | \$0.00 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Tywoniuk, Nick | Board Member | 2018 | \$27,878.00 | \$0.00 | \$0.00 | |

1. Compensation: Income plus taxable benefits paid to member or employee. Excludes severance.
 2. Other (non-monetary benefits): Non-taxable benefits, includes public sector body's share of pension and other contributions.
 3. Severance: Includes payments when employment or member's appointment ends or retiring allowance.
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**Environmental Appeals Board
Employees who earn over \$125,000
January-December 2015**

| Public Sector Body | Employee Name | Position | Classification | Year | Salary ¹ | Cash Benefits ² | Non-cash Benefits ³ | Severance ⁴ | Attachments ⁵ |
|-----------------------------|------------------|-------------------|-------------------------------|------|---------------------|----------------------------|--------------------------------|------------------------|--------------------------|
| Environmental Appeals Board | Van Nes, Gilbert | General Counsel | Legal Counsel 4 (non Justice) | 2015 | \$187,094.03 | \$0.00 | \$50,176.97 | \$0.00 | |
| Environmental Appeals Board | Fluker, Marian | Associate Counsel | Legal Counsel 3 (non Justice) | 2015 | \$165,953.74 | \$0.00 | \$42,744.63 | \$0.00 | |

1. Salary: Includes regular salary and earnings such as acting pay.
2. Cash Benefits: Includes earnings such as overtime, vacation payout, northern allowance, vehicle allowance and lump sum payments.
3. Non-Cash Benefits: Includes government's share of employee benefits and contributions, including pension, medical and dental coverage, group life insurance and disability plans.
4. Severance: Includes payments when employment ends.
5. Attachments: An employment contract (C) or termination agreement (T), if applicable to the employee, will be posted for viewing. If either document is applicable no attachment is posted.

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**Environmental Appeals Board and Public Lands Appeal Board
Employees who earn over \$126,375
January-December 2016**

| Public Sector Body | Employee Name | Position | Classification | Year | Salary ¹ | Cash Benefits ² | Non-cash Benefits ³ | Severance ⁴ | Attachments ⁵ |
|-----------------------------|-------------------|-----------------------------------|-------------------------------|------|---------------------|----------------------------|--------------------------------|------------------------|--------------------------|
| Environmental Appeals Board | Van Nes, Gilbert | General Counsel | Legal Counsel 4 (non Justice) | 2016 | \$187,094.03 | \$0.00 | \$50,176.97 | \$0.00 | |
| Environmental Appeals Board | Fluker, Marian | Associate Counsel | Legal Counsel 3 (non Justice) | 2016 | \$165,953.74 | \$0.00 | \$42,744.63 | \$0.00 | |
| Public Lands Appeal Board | Bachelder, Andrew | Board Counsel | Legal Counsel 3 (non Justice) | 2016 | \$162,070.74 | \$0.00 | \$43,126.26 | \$0.00 | |
| Public Lands Appeal Board | McClure, Gordon | Chair & Appeals Coordinator, PLAB | Senior Manager 2 | 2016 | \$133,317.86 | \$0.00 | \$39,509.94 | \$0.00 | |

1. Salary: Includes regular salary and earnings such as acting pay.
2. Cash Benefits: Includes earnings such as overtime, vacation payout, northern allowance, vehicle allowance and lump sum payments.
3. Non-Cash Benefits: Includes government's share of employee benefits and contributions, including pension, medical and dental coverage, group life insurance and disability plans.
4. Severance: Includes payments when employment ends.
5. Attachments: An employment contract (C) or termination agreement (T), if applicable to the employee, will be posted for viewing. If either document is applicable no attachment is posted.

EAB – Environmental Appeals Board; PLAB – Public Lands Appeal Board

* The employees of the Environmental Appeals Board and the Public Lands Appeal Board provide support to both boards.

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**Environmental Appeals Board and Public Lands Appeal Board
Employees who earn over \$127,765
January-December 2017**

| Public Sector Body | Employee Name | Position | Classification | Year | Salary ¹ | Cash Benefits ² | Non-cash Benefits ³ | Severance ⁴ | Attachments ⁵ |
|--|-------------------|---|-------------------------------|------|---------------------|----------------------------|--------------------------------|------------------------|--------------------------|
| Environmental Appeals Board/ Public Lands Appeal Board | Van Nes, Gilbert | General Counsel | Legal Counsel 4 (non Justice) | 2017 | \$181,228.06 | \$0.00 | \$42,511.30 | \$0.00 | |
| Environmental Appeals Board Public Lands Appeal Board | Fluker, Marian | EAB Associate Counsel & PLAB Acting Chair and Appeals Coordinator | Legal Counsel 3 (non Justice) | 2017 | \$161,988.32 | \$0.00 | \$35,161.25 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Bachelder, Andrew | Board Counsel | Legal Counsel 3 (non Justice) | 2017 | \$162,070.74 | \$0.00 | \$36,474.08 | \$0.00 | |

1. Salary: Includes regular salary and earnings such as acting pay.
2. Cash Benefits: Includes earnings such as overtime, vacation payout, northern allowance, vehicle allowance and lump sum payments.
3. Non-Cash Benefits: Includes government's share of employee benefits and contributions, including pension, medical and dental coverage, group life insurance and disability plans.
4. Severance: Includes payments when employment ends.
5. Attachments: An employment contract (C) or termination agreement (T), if applicable to the employee, will be posted for viewing. If either document is applicable no attachment is posted.

EAB – Environmental Appeals Board; PLAB – Public Lands Appeal Board

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**Environmental Appeals Board and Public Lands Appeal Board
Employees who earn over \$129,809
January-December 2018**

| Public Sector Body | Employee Name | Position | Classification | Year | Salary ¹ | Cash Benefits ² | Non-cash Benefits ³ | Severance ⁴ | Attachments ⁵ |
|--|-------------------|---|---|------|---------------------|----------------------------|--------------------------------|------------------------|--------------------------|
| Environmental Appeals Board/ Public Lands Appeal Board | Van Nes, Gilbert | General Counsel | Legal Counsel 4 (non Justice) | 2018 | \$181,228.06 | \$21,857.97 | \$41,610.47 | \$0.00 | |
| Environmental Appeals Board Public Lands Appeal Board | Fluker, Marian | EAB Associate Counsel & PLAB Acting Chair and Appeals Coordinator | Legal Counsel 3 (non Justice) | 2018 | \$161,988.32 | \$0.00 | \$34,287.05 | \$0.00 | |
| Environmental Appeals Board/ Public Lands Appeal Board | Bachelder, Andrew | Board Counsel | Senior Manager Zone 1/ Legal Counsel 3 (non Justice) | 2018 | \$162,070.74 | \$0.00 | \$35,567.42 | \$0.00 | |

1. Salary: Includes regular salary and earnings such as acting pay.
2. Cash Benefits: Includes earnings such as overtime, vacation payout, northern allowance, vehicle allowance and lump sum payments.
3. Non-Cash Benefits: Includes government's share of employee benefits and contributions, including pension, medical and dental coverage, group life insurance and disability plans.
4. Severance: Includes payments when employment ends.
5. Attachments: An employment contract (C) or termination agreement (T), if applicable to the employee, will be posted for viewing. If either document is applicable no attachment is posted.

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