



Environmental Appeals Board

#306, 10011-109 Street
Edmonton, AB, T5J 3S8
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Public Sector Body Compensation Disclosure June 2021

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

- employees who earn over \$135,317; 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 pages 4 and 5, for 2017 are listed on pages 6, 7 and 8, for 2018 are listed on pages 9 and 10, for 2019 are listed on pages 11 and 12, and for 2020 are listed on pages 13 and 14. The honourarium amounts for 2016-2020 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 was 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). From April 21, 2017 until April 20, 2020, the Chair was paid in accordance with [Order in Council 164/2017](#) at a rate of \$8,450 per month (\$101,400 per annum). Effective April 21, 2020, the Board has operated with an Acting Chair and is paid a rate in accordance with [Order in Council 466/2007](#), at Appendix 3, Schedule 1, Part 1, item 2.

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

Employees of the Environmental Appeals Board who earn over \$125,500 in 2015 are listed in the table on page 15. Starting in 2016, employees of the Environmental Appeals Board and the Public Lands Appeal Board, who earn over \$126,375 are listed in the table on page 16 of this document. Employees earning over \$127,765 in 2017 are listed in the table on page 17, employees earning over \$129,809 in 2018 are listed in the table on page

18, employees earning over \$132,924 in 2019 are listed in the table on pages 19 and 20, and employees earning over \$135,317 in 2020 are listed in the table on page 21. 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 Treasury Board and Finance at: [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	Tywniuk, 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	

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	McAvery, 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	Tywoniuk, Nick	Board Member	2017	\$15,464.00	\$0.00	\$0.00	

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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	

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Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium claimed January-December 2019

Public Sector Body	Name	Position	Year	Compensation ¹	Other ²	Severance ³	Attachments ⁴
Environmental Appeals Board	MacWilliam, Alex	Board Member & Chair	2019	\$101,400.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Ballachey, Brenda	Board Member	2019	\$10,674.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Barker, Margaret	Board Member	2019	\$27,610.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bews, Tamara	Board Member	2019	\$15,526.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Goos, Tim	Board Member	2019	\$11,270.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Lacasse, Line	Board Member	2019	\$6,048.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McGee, Dave	Board Member	2019	\$12,775.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Mullick, Anjum	Board Member	2019	\$20,792.00	\$0.00	\$0.00	

Environmental Appeals Board/ Public Lands Appeal Board	Palmer, Sarah	Board Member	2019	\$6,605.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Powter, Chris	Board Member	2019	\$11,891.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Tywoniuk, Nick	Board Member	2019	\$9,889.00	\$0.00	\$0.00	

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Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium claimed January-December 2020

Public Sector Body	Name	Position	Year	Compensation ¹	Other ²	Severance ³	Attachments ⁴
Environmental Appeals Board	MacWilliam, Alex	Board Member & Chair ⁽⁵⁾	2020	\$33,964.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Averill, Kurtis	Board Member	2020	\$7,825.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Ballachey, Brenda	Board Member	2020	\$11,872.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Barker, Margaret	Board Member ⁽⁶⁾	2020	\$15,317.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bews, Tamara	Board Member	2020	\$15,317.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Goos, Tim	Board Member	2020	\$2,876.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Johnston, Barbara	Board Member	2020	\$15,546.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Lacasse, Line	Board Member	2020	\$10,243.00	\$0.00	\$0.00	

Environmental Appeals Board/ Public Lands Appeal Board	McGee, Dave	Board Member	2020	\$11,662.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Mullick, Anjum	Board Member	2020	\$17,743.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Powter, Chris	Board Member	2020	\$13,131.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Thompson, Chidinma	Board Member	2020	\$13,584.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Tywoniuk, Nick	Board Member	2020	\$11,915.00	\$0.00	\$0.00	

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 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.
 5. Alex MacWilliam's appointment as Chair expired on April 20, 2020.
 6. Margaret Barker was appointed Acting Chair effective April 21, 2021.
- * 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
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.
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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.
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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	

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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.
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Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$132,924
January-December 2019

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)	2019	\$181,228.06	\$8,196.13	\$38,536.97	\$0.00	
Environmental Appeals Board Public Lands Appeal Board	Fluker, Marian	EAB Associate Counsel & PLAB Acting Chair and Appeals Coordinator ⁶	Legal Counsel 3 (non Justice)	2019	\$95,323.90	\$66,007.10	\$22,373.85	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bachelder, Andrew	Board Counsel	Legal Counsel 3 (non Justice)	2019	\$162,070.74	\$0.00	\$35,360.04	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McClure, Gordon	PLAB Chair and Appeals Coordinator ⁷	Senior Manager 2	2019	\$121,512.75	\$0.00	\$36,190.72	\$0.00	

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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.
6. Marian Fluker concluded Acting PLAB Chair on April 30, 2019 and she resigned on July 31, 2019.
7. Gordon McClure returned to the position of PLAB Chair and Appeals Coordinator on May 1, 2019.

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Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$135,317
January-December 2020

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)	2020	\$187,094.03	\$0.00	\$38,536.97	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bachelder, Andrew	Board Counsel	Legal Counsel 3 (non Justice)	2020	\$162,070.74	\$0.00	\$29,215.18	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Gordon, Aurelia	Board Counsel	Legal Counsel 3 (non Justice)	2020	\$143,924.30	\$0.00	\$26,350.24	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McClure, Gordon	PLAB Chair and Appeals Coordinator	Senior Manager 2	2020	\$146,846.15	\$5,138.93	\$24,544.89	\$0.00	

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