



PUBLIC LANDS APPEAL BOARD

IF YOU HAVE ANY QUESTIONS,
PLEASE CONTACT
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Website: www.alberta.ca/public-lands-appeal-board

Public Sector Body Compensation and Severance Disclosure June 2026

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

- employees who earn over \$159,676 in 2025; and
- all Board Members regardless of the amount earned.

The names and compensation paid to employees and Board Members is detailed in the tables attached to this document. Compensation is posted for the period of 2020 to 2025. Compensation for 2026 will be posted by June 30, 2027.

Public sector bodies are also required to post online the names and severance paid to:

- employees who receive over \$159,676 in 2025; and
- all Board Members regardless of the amount.

The names and severance paid to employees and Board Members is detailed in the tables attached to this document. Severance is posted for the period of 2020 to June 2026. **The public sector bodies, the Environmental Appeals Board (EAB) and the Public Lands Appeal Board (PLAB) have not paid any severance of any kind during the period of January 1, 2025 to June 30, 2026.**

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.

Updated postings are required annually by June 30 for compensation providing the information for the previous calendar year. Updated postings are required annually by December 31 for severance providing the information for the current calendar year. The honourarium amounts include work done for the Public Lands Appeal Board, as Board Members are cross appointed to both the Environmental Appeals Board and 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.

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 and Public Lands Appeal Board employees earning over \$135,317 in 2020 are listed in the table on page 17, employees earning over \$136,805 in 2021 are listed in the table on page 18, employees earning over \$141,183 in 2022 are listed on page 19, employees earning more than \$150,219 in 2023 are listed on page 20, employees earning more than \$155,176 in 2024 are listed on page 21, and employees earning more than \$159,676 are listed on page 22. 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, Public Lands Appeal 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 Public Lands Appeal Board can be found at <https://www.alberta.ca/public-lands-appeal-board>.

Data for the 2015-2019 disclosure has been removed. If you require data for 2015-2019, please contact the Board.

Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium and Severance - 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 & Acting Chair ⁽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	

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.
 5. Alex MacWilliam's appointment as Chair of the EAB expired on April 20, 2020.
 6. Margaret Barker was appointed Acting Chair of the EAB effective April 21, 2020.
- * Honourarium amounts for Board Members include work done for the Public Lands Appeal Board, as the Board Members are cross appointed to both boards.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium and Severance - January-December 2021

Public Sector Body	Name	Position	Year	Compensation ¹	Other ²	Severance ³	Attachments ⁴
Environmental Appeals Board	MacWilliam, Alex	Board Member & Chair retired ⁽⁵⁾	2021	\$2,750.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Averill, Kurtis	Board Member	2021	\$11,590.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Ballachey, Brenda	Board Member	2021	\$13,069.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Barker, Margaret	Board Member & Acting Chair ⁽⁶⁾	2021	\$72,998.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bews, Tamara	Board Member	2021	\$27,768.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Johnston, Barbara	Board Member	2021	\$22,231.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Lacasse, Line	Board Member	2021	\$6,978.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McGee, Dave	Board Member	2021	\$16,932.00	\$0.00	\$0.00	

Environmental Appeals Board/ Public Lands Appeal Board	Mullick, Anjum	Board Member	2021	\$26,721.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Powter, Chris	Board Member	2021	\$13,114.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Thompson, Chidinma	Board Member & Chair ⁽⁷⁾	2021	\$7,948.27	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Tywoniuk, Nick	Board Member	2021	\$16,897.00	\$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.
 5. Alex MacWilliam's appointment as Chair of the EAB expired on April 20, 2020. However, he was still seized with a number of appeals.
 6. Margaret Barker appointed Acting Chair of the EAB April 21, 2020-December 14, 2021.
 7. Chidinma Thompson appointed Chair of the EAB December 15, 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.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium and Severance - January-December 2022

Public Sector Body	Name	Position	Year	Compensation ¹	Other ²	Severance ³	Attachments ⁴
Environmental Appeals Board	MacWilliam, Alex	Board Member (retired) ⁽⁵⁾	2022	\$328.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Averill, Kurtis	Board Member	2022	\$10,315.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Ballachey, Brenda	Board Member	2022	\$9,560.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Barker, Margaret	Board Member ⁽⁶⁾	2022	\$19,479.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bews, Tamara	Board Member	2022	\$21,484.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Johnston, Barbara	Board Member	2022	\$19,764.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Lacasse, Line	Board Member	2022	\$12,239.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McGee, Dave	Board Member	2022	\$15,712.00	\$0.00	\$0.00	

Environmental Appeals Board/ Public Lands Appeal Board	Mullick, Anjum	Board Member	2022	\$21,313.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Powter, Chris	Board Member	2022	\$18,058.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Thompson, Chidinma	Board Member & Chair	2022	\$109,560.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Tywoniuk, Nick	Board Member ⁽⁷⁾	2022	\$9,493.00	\$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 Board Member and Chair of the EAB expired on April 20, 2020, however he was seized with an appeal.
 6. Margaret Barker appointed Acting Chair of the EAB from April 21, 2020-December 14, 2021, and as a Board member December 15, 2021, until her resignation July 24, 2022.
 7. Nick Tywoniuk's appointment expired on September 29, 2022, however, he was seized with a number of appeals.
- * Honourarium amounts for Board Members include work done for the Public Lands Appeal Board, as the Board Members are cross appointed to both boards.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium and Severance - January-December 2023

Public Sector Body	Name	Position	Year	Compensation ¹	Other ²	Severance ³	Attachments ⁴
Environmental Appeals Board/ Public Lands Appeal Board	Aalbers, Angela	Board Member	2023	\$18,539.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Armstrong, James	Board Member	2023	\$12,963.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Averill, Kurtis	Board Member	2023	\$9,153.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Ballachey, Brenda	Board Member ⁽⁸⁾	2023	\$12,379.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bews, Tamara	Board Member ⁽⁹⁾	2023	\$36,905.95	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Boutilier, Guy	Board Member	2023	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Johnston, Barbara	Board Member & Chair ⁽⁵⁾	2023	\$38,042.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Lacasse, Line	Board Member	2023	\$12,848.00	\$0.00	\$0.00	

Environmental Appeals Board/ Public Lands Appeal Board	McGee, Dave	Board Member ⁽⁹⁾	2023	\$6,910.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McLauchlin, Paul	Board Member	2023	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Mullick, Anjum	Board Member ⁽⁸⁾	2023	\$14,668.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Powter, Chris	Board Member	2023	\$32,313.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Quarshie, Elizabeth	Board Member	2023	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Rippin Armstrong, Allison	Board Member	2023	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Thompson, Chidinma	Board Member & Chair (retired) ⁽⁶⁾	2023	\$100,024.63	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Tywniuk, Nick	Board Member ⁽⁷⁾	2023	\$1,602.00	\$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. Barbara Johnston was the Acting Chair of the EAB from October 27, 2023 to November 21, 2023, and appointed Chair of the EAB on November 22, 2023.
6. Chidinma Thompson was appointed to the Court of King's Bench in October 2023 and resigned from the Board on October 26, 2023.
7. Nick Tywoniuk's appointment expired on September 29, 2022, however, he was seized with a number of appeals.
8. Brenda Ballachey's and Anjum Mullick's appointments expired on October 20, 2023, however, they were seized with a number of appeals.
9. Tamara Bews' and Dave McGee's appointments expired on February 24, 2023, however, they were seized with a number of appeals.
- * Honourarium amounts for Board Members include work done for the Public Lands Appeal Board, as the Board Members are cross appointed to both boards.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium and Severance - January-December 2024.

Public Sector Body	Name	Position	Year	Compensation ¹	Other ²	Severance ³	Attachments ⁴
Environmental Appeals Board/ Public Lands Appeal Board	Aalbers, Angela	Board Member	2024	\$11,501.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Armstrong, James	Board Member	2024	\$10,418.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Averill, Kurtis	Board Member	2024	\$11,948.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Ballachey, Brenda	Board Member ⁽⁷⁾	2024	\$8,265.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bews, Tamara	Board Member ⁽⁸⁾	2024	\$6,980.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Boutilier, Guy	Board Member ⁽⁹⁾	2024	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Deibert, Lee	Board Member	2024	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Fawcett, Kyle	Board Member	2024	\$0.00	\$0.00	\$0.00	

Environmental Appeals Board/ Public Lands Appeal Board	Johnston, Barbara	Board Member & Chair ⁽⁵⁾	2024	\$91,242.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Lacasse, Line	Board Member	2024	\$18,831.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McGee, Dave	Board Member ⁽⁸⁾	2024	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	McLauchlin, Paul	Board Member	2024	\$3,402.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Mullick, Anjum	Board Member ⁽⁷⁾	2024	\$4,840.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Powter, Chris	Board Member	2024	\$20,899.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Quarshie, Elizabeth	Board Member	2024	\$18,728.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Riddell, Jo-Ann	Board Member	2024	\$0.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Rippin Armstrong, Allison	Board Member	2024	\$7,227.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Tywoniuk, Nick	Board Member ⁽⁶⁾	2024	\$3064.00	\$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. Barbara Johnston was the Acting Chair of the EAB from October 27, 2023 to November 21, 2023, and appointed Chair of the EAB on November 22, 2023.
6. Nick Tywoniuk's appointment expired on September 29, 2022, however, he was seized with an appeal.
7. Brenda Ballachey's and Anjum Mullick's appointments expired on October 20, 2023, however, they were seized with a number of appeals.
8. Tamara Bews' and Dave McGee's appointments expired on February 24, 2023; however, they were seized with a number of appeals.
9. Guy Boutillier appointment ended on June 7, 2024.
- * Honourarium amounts for Board Members include work done for the Public Lands Appeal Board, as the Board Members are cross appointed to both boards.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Board Member Disclosure
Honourarium - January – December 2025
Severance – January 1, 2025 to June 30, 2026

Public Sector Body	Name	Position	Year	Compensation ¹	Other ²	Severance ³	Attachments ⁴
Environmental Appeals Board/ Public Lands Appeal Board	Aalbers, Angela	Board Member	2025	\$16,395.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Armstrong, James	Board Member	2025	\$15,961.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Averill, Kurtis	Board Member	2025	\$13,072.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Deibert, Lee	Board Member	2025	\$9,265.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Fawcett, Kyle	Board Member	2025	\$19,813.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Johnston, Barbara	Board Member & Chair ⁽⁵⁾	2025	\$110,383.62	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Lacasse, Line	Board Member	2025	\$0.00	\$0.00	\$0.00	

Environmental Appeals Board/ Public Lands Appeal Board	McLauchlin, Paul	Board Member	2025	\$8,411.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Powter, Chris	Board Member	2025	\$17,487.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Quarshie, Elizabeth	Board Member	2025	\$53,244.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Riddell, Jo-Ann	Board Member	2025	\$6,279.00	\$0.00	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Rippin Armstrong, Allison	Board Member	2025	\$0.00	\$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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 5. Barbara Johnston was the Acting Chair of the EAB from October 27, 2023 to November 21, 2023, and appointed Chair of the EAB on November 22, 2023.
- * Honourarium amounts for Board Members include work done for the Public Lands Appeal Board, as the Board Members are cross appointed to both boards.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$135,317, including Severance
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	
Public Lands Appeal Board	McClure, Gordon	PLAB Chair and Appeals Co-ordinator	Senior Manager 2	2020	\$146,846.15	\$5,138.93	\$24,544.89	\$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.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$136,805, including Severance
January-December 2021

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)	2021	\$181,228.06	\$14,240.62	\$37,402.06	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bachelder, Andrew	Board Counsel	Legal Counsel 3 (Non-Justice)	2021	\$162,407.38	\$0.00	\$30,814.34	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Gordon, Aurelia	Board Counsel	Legal Counsel 3 (Non-Justice)	2021	\$137,082.35	\$0.00	\$28,135.67	\$0.00	
Public Lands Appeal Board	McClure, Gordon	PLAB Chair and Appeals Co-ordinator	Senior Manager 2	2021	\$133,317.87	\$0.00	\$26,750.97	\$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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Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$141,183, including Severance
January-December 2022

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)	2022	\$181,228.02	\$0.00	\$36,973.41	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bachelder, Andrew	Board Counsel	Legal Counsel 3 (Non-Justice)	2022	\$167,823.44	\$150.00	\$31,453.97	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Gordon, Aurelia	Board Counsel	Legal Counsel 3 (Non-Justice)	2022	\$150,452.11	\$0.00	\$29,119.73	\$0.00	
Public Lands Appeal Board	McClure, Gordon	PLAB Chair and Appeals Co-ordinator	Senior Manager 2	2022	\$133,317.85	\$0.00	\$25,929.46	\$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.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$150,219, including Severance
January-December 2023

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)	2023	\$192,980.17	\$0.00	\$49,620.13	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bachelder, Andrew	Board Counsel	Legal Counsel 3 (Non-Justice)	2023	\$176,749.22	\$0.00	\$32,288.72	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Gordon, Aurelia	Board Counsel	Legal Counsel 3 (Non-Justice)	2023	\$4,920.57	\$0.00	\$156,562.65	\$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.

Link to CSV file for Board Members and Staff: [CSV File](#)

Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$155,176, including Severance
January-December 2024

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 and Acting Chair and Appeals Co-ordinator of the PLAB ⁽⁶⁾	Legal Counsel 4 (Non-Justice)	2024	\$228,735.15	\$0.00	\$52,284.84	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bachelder, Andrew	Board Counsel	Legal Counsel 3 (Non-Justice)	2024	\$202,039.25	\$0.00	\$40,785.69	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Gordon, Aurelia	Board Counsel	Legal Counsel 3 (Non-Justice)	2024	\$183,537.74	\$0.00	\$38,025.57	\$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.
6. Gilbert Van Nes became Acting Chair and Appeals Co-ordinator of the PLAB on November 1, 2024. Gordon McClure resigned as Chair and Appeals Co-ordinator of the PLAB on October 31, 2024.

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Environmental Appeals Board and Public Lands Appeal Board*
Employees who earn over \$159,676
Salary – January to December 2025 - Severance – January 1, 2025 -June 30, 2026

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 and Acting Chair and Appeals Co-ordinator of the PLAB ⁽⁶⁾	Legal Counsel 4 (Non-Justice)	2025	\$235,570.81	\$34,104.47	\$54,782.37	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Bachelder, Andrew	Board Counsel	Legal Counsel 3 (Non-Justice)	2025	\$208,077.10	\$0.00	\$43,692.80	\$0.00	
Environmental Appeals Board/ Public Lands Appeal Board	Gordon, Aurelia	Board Counsel	Legal Counsel 3 (Non-Justice)	2025	\$198,894.08	\$0.00	\$40,560.94	\$0.00	
Public Lands Appeal Board	Nickerson, Christina	Appeals Co-ordinator and Chair ⁽⁶⁾	Manager 2	2025	\$77,281.51	\$0.00	\$15,266.67	\$0.00	

1. Salary: Includes regular salary and earnings such as acting pay. Salary and Benefits for Chistine Nickerson is an estimate.
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. To be provided by June 30, 2026.
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. Gilbert Van Nes became Acting Chair and Appeals Co-ordinator of the PLAB on November 1, 2024. Gordon McClure resigned as Chair and Appeals Co-ordinator of the PLAB on October 31, 2024. Christina Nickerson became Chair and Appeals Co-ordinator of the PLAB on August 29, 2025. Chistina Nickerson reports to the Department of Forestry and Parks.

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