



**Ontario Land Tribunal
2023-24 Annual Report**

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Ce document est également disponible en Français.

June 30, 2024

The Honourable Doug Downey
Attorney General of Ontario
Ministry of the Attorney General
720 Bay Street, 11th Floor
Toronto, Ontario
M7A 2S9

Dear Attorney General Downey:

Re: Ontario Land Tribunal 2023-24 Annual Report

We are pleased to submit to you the 2023-24 Annual Report for the Ontario Land Tribunal.

This report reflects the activities of the Ontario Land Tribunal (OLT) for the fiscal year ending March 31, 2024.

Since its creation in 2021, the integrated Tribunal has taken important steps to streamline its adjudication and mediation processes and eliminate unnecessary overlap between cases.

Last year, additional investments in people and technology were made to improve the timeliness and usability of the Tribunal's services. The OLT was successful in filling critical staff and OIC positions and delivering on key modernization initiatives.

With new tools and resources now in place, the OLT is positioned for success and has an increased capacity to provide more efficient dispute resolution services to Ontarians each year.

We look forward to continuing working with your ministry in the upcoming year.

Yours sincerely,

Michael Kraljevic
Chair
Ontario Land Tribunal

Joe Whitehead
Executive Director
Ontario Land Tribunal

Chair's Message

I am pleased to report on our recent successes within this Annual Report.

This past year has been a period of significant progress for the Ontario Land Tribunal (OLT). Building on the \$14.7 million investment over three years announced in 2022, we have successfully increased the number of Order in Council (OIC) members. This, along with the addition of case processing staff and expanded use of expert land use planning mediators, has strengthened our ability to resolve matters faster.

The OLT also continues to benefit from additional resources resulting from the \$11.8 million investment over three years starting in April 2023, as well as the one-time \$2.5 million investment in Fall 2022, following the introduction of the More Homes Built Faster Act, 2022. These additional resources have been instrumental in creating efficiencies and managing our overall caseload.

One of our most notable achievements is the launch of our E-file service, which allows the public to submit and pay for appeals online. This service represents a major step forward in our efforts to streamline processes and make our services more accessible.

Our commitment to enhancing the Tribunal's capacity through digital technology investments has made our services more user-friendly and efficient. These advancements will significantly reduce the time between the filing of appeals and the scheduling of hearing events, ensuring quicker resolutions for all parties involved.

We are proud to continue building upon the success of our mediation program. The use of expert mediators and the expansion of the OLT's Mediation program have proven highly effective, offering parties valuable opportunities to resolve their issues through facilitated discussions and negotiations. This approach helps settle disputes earlier and narrows issues for faster adjudication.

Additionally, the OLT has demonstrated its ability to quickly respond to government initiatives and legislative changes, ensuring we remain adaptive and responsive to the evolving needs of Ontarians.

I am grateful to all our members and staff for their dedication and hard work in delivering timely, fair, and principled resolutions for the matters that come before us.

Together, we continue to serve the people of Ontario with excellence and integrity.

Sincerely,

Michael Kraljevic
Chair

Executive Director's Message

Within this annual report, I am pleased to share the accomplishments of our staff and members during this past operating year for the Ontario Land Tribunal.

This year, our organization has made significant advancements in digital services, employee engagement, and public communication, all aimed at enhancing our efficiency and improving the experience of those we serve.

We made several enhancements to our website, including the launch of our first instructional video on “How to Request Party or Participant Status”. This video is part of our ongoing commitment to providing clear, user-friendly guidance to the public.

Another exciting development is the launch of the OLT newsroom, which includes a blog section. This platform not only provides users with the opportunity to subscribe to OLT news and announcements but also facilitates better communication. Through the newsroom, we can promote resources, clarify processes, and ensure that the public stays informed about important updates and initiatives.

Recognizing the importance of feedback, we have initiated a public satisfaction survey to gather input on how we can further improve our services. This survey is a critical tool for understanding the needs and concerns of those we serve, and we are eager to use this feedback to make meaningful enhancements.

In addition to our public-facing initiatives, we achieved an impressive 88% response rate to the employee experience survey. The feedback from our employees is invaluable in helping us identify areas for improvement and build a positive workplace culture. We will continue working together to make the OLT an even better place to work.

I would like to thank our staff and members for their dedication and hard work over the past year. Your efforts have been instrumental in driving our progress and improving our services for the public.

Together, we will continue to support the important work of the Tribunal and serve the people of Ontario.

Sincerely,

Joe Whitehead
Executive Director

About the Ontario Land Tribunal

The OLT was established on June 1, 2021, under the authority of [section 2 of the Ontario Land Tribunal Act, 2021](#). The Act amalgamated and continues the Board of Negotiation under the *Expropriations Act*, the Conservation Review Board (CRB), the Environmental Review Tribunal (ERT), the Local Planning Appeal Tribunal (LPAT) and the Mining and Lands Tribunal (MLT), as the OLT.

The OLT adjudicates and mediates matters related to land use planning, environmental and natural features and heritage protection, expropriated land valuation, land compensation, mining, municipal finance, and other related matters. It focuses on land-related dispute resolution to help increase the housing supply in the province, while balancing the needs of environmental protection and conservation.

The OLT holds proceedings on matters from across the province and promotes the early resolution of a multitude of matters using a variety of dispute resolution methods. It processes files from intake to closure, which may include issuance of decisions, orders and recommendations arising from pre-hearings (Case Management Conferences) and mediations, settlement conferences and, if required, a formal hearing.

The OLT and all who work within it are committed to providing access to justice and to high quality, independent, timely, fair, and principled resolution of the matters brought before them.

Organizational Structure

The OLT is led by the Chair, who is accountable to the Minister (Attorney General) for the performance of the OLT in fulfilling its mandate.

OLT decisions are made by appointed adjudicators who report to the Chair. Appointments are made by the Lieutenant Governor in Council, and only those candidates who have been recommended by the Chair may be appointed.

The organization is also led by the Executive Director, who is responsible for supporting the Chair in the implementation of the OLT's policies and operational decisions. The Executive Director is accountable to the Deputy Attorney General for the management of OLT's operations. Staff are Ontario Public Servants and report to the Executive Director.

In 2023-2024, the OLT had a total of 106 allocated staff positions as outlined below and a complement of 45 full-time Order in Council appointee positions (see Appendix for a full list of appointees).

Ontario Land Tribunal Staff

Area within the OLT	Number of Allocated Staff
Executive Office	3
Business Planning & Corporate Services	29
Business Solutions	9
Legal Services	8
Operations	57

Operational Highlights

Website Enhancements

The OLT website is a comprehensive resource for the Tribunal's information and services. The platform is updated regularly to optimize user experience and improve access to information on OLT's cases and processes.

Over the fiscal year 2023-24, we saw significant engagement with the website, including 17,000 returning users, 61,000 new users, 289,000 total pageviews, and 143,000 total sessions. These analytics demonstrate the growing reliance on our online resources and underscore the importance of our continued efforts to improve digital services.

This year, we have made several significant enhancements to our website:

First Instructional Video: We launched our first instructional video to guide users on how to Request Party or Participant Status, providing clear, step-by-step instructions to simplify the process.

Customizable Carousel: We added a dynamic, interactive carousel feature on the homepage. This allows us to highlight important information for the public, such as

promoting our mediation services, making it easier for visitors to find and engage with key updates.

Updated Mediation Section: We have revamped our Mediation section to provide more comprehensive information, reflecting our ongoing commitment to mediation as a valuable dispute resolution method.

Newsroom and Blog Section: We launched the OLT newsroom, including a blog section. This new platform allows users to subscribe to OLT news and announcements, facilitating better communication and awareness. It also enables us to promote resources and clarify processes, ensuring the public stays informed about important updates and initiatives.

Public Satisfaction Survey: Recognizing the importance of feedback, we initiated an online public satisfaction survey to gather input on how we can further improve our services.

Content Design: We have improved content design throughout the website to make it easier for users to find the OLT-related information and resources they need.

OLT is committed to providing a website that is fully accessible, interactive, easy to navigate, and meets the information and resource needs of its users. User feedback will be collected, evaluated and used to inform future website updates.

E-File Service

The E-File service went live in March 2024 and is accessible via the OLT public-facing website. The service provides a common environment for appellants to submit their appeals and the approval authorities to manage and remit the appeals directly into OLT's case management system. The portal makes use of smart form technology and offers an efficient and convenient way for users to prepare and manage appeal/cases and submit related documents electronically to the Tribunal. Some of the portal's key benefits include:

- Facilitates real-time and secure payments using CCPay, the Ontario Public Service (OPS) Online Payment Service.
- Improves accuracy and reduces errors by enforcing mandatory fields and adding logic that will assist the user in providing accurate and complete information.
- Saves time and simplifies the submission process by reducing the number of hardcopy submissions and decreasing the need for surface-mail/courier services.
- Integrates with OLT's internal case management system (OLTIS), automatically creating appeal and case records, saving time and reducing data entry errors.

Case Management System

OLT's case management system, OLTIS, was first implemented in 2021 and is used to track and process appeals from the time an appeal is filed until a decision is rendered and the case is closed. The system has undergone several improvement updates and this year some notable updates included:

- Efficiency improvements to e-services on OLT's public-facing website, in particular the online case status service
- Development of business intelligence reports that allow for detailed tracking of activity and results
- Enhancements to scheduling functions in OLTIS, which allow for the Tribunal's calendar to be used, updated and monitored more efficiently, and for the information in the calendar to be more accurate and up to date.

Mediation

The OLT continues to build on the success of its pilot mediation program, which was introduced in 2020.

External part-time mediators from the private sector, boasting extensive experience in land use planning and land compensation expropriation, were engaged to provide OLT mediation services. This initiative aimed to resolve complex land use planning disputes and narrow issues for faster adjudication, leading to a more efficient hearing process and reduced hearing times.

Over the past three years, the program's success has garnered significant attention from stakeholders and received positive reviews from the media and development industry. This heightened interest has led to an increased demand for Tribunal-led mediation to address various aspects of land use instruments.

OLT mediation has further expanded to encompass financial instruments such as development charges, park levies, community benefits, and land compensation expropriation. Additionally, mediation is being applied to intricate cases subject to rehearing and court proceedings.

The Ontario government has responded to the program's success by increasing funding for the expansion of the OLT's mediation program.

Looking ahead, the OLT will continue to broaden and enhance its mediation processes to achieve greater efficiencies in its dispute resolution and appeals processes.

SUCCESSFUL MEDIATIONS by Fiscal Year		
	Successful Mediations	Estimated Hearing Days Saved
FY 2021/22	27	326
FY 2022/23	38	498
FY 2023/24	52	643

Cutting Red Tape to Build More Homes Act, 2024

Bill 185, Cutting Red Tape to Build More Homes Act, was introduced on April 10, 2024, to cut red tape, speed up government processes, and build at least 1.5 million homes by 2031. The Bill included a number of substantial amendments to the *Planning Act* and other pieces of legislation that are relevant to the OLT.

The Bill received Royal Assent on June 6, 2024. Key amendments include:

- Limiting third-party appeals to the OLT;
- Removing planning responsibilities from certain upper-tier municipalities;
- Removing the fee-refund mechanism introduced by Bill 109;
- Introducing a “use it or lose it” process to address stalled development.

Recruitment

The OLT recognizes the critical, independent role it plays in resolving land-use planning disputes. Following the investments in 2023, the OLT filled all new staffing positions made possible by the investment. Additionally, the OLT has made substantial progress in filling OIC vacancies.

The *Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009* requires the selection process for the appointment of new tribunal members to be competitive and merit-based. It also sets out that nobody shall be appointed or reappointed to an adjudicative tribunal unless the chair of the tribunal recommends it. The OLT Chair assesses candidate qualifications and makes recommendations of new members to Ontario’s Attorney General.

A key priority for the OLT is to quickly fill member and case processing staff vacancies to strengthen its capacity to schedule hearing events and issue decisions faster.

Employee Experience Results

The OLT achieved an impressive response rate of 88% for the 2024 Employee Experience Survey. We are pleased to have maintained the high scores achieved in the previous survey across all three indices: Employee Engagement, Inclusion, and Leadership. This consistency reflects our ongoing commitment to fostering a positive workplace culture.

In the Leadership index, staff continue to express a strong belief that leaders at the OLT align their actions with their words. Employees reported positive relationships with their managers, felt empowered to make decisions, and had a clear understanding of their job expectations. They reported that their supervisors keep them informed and support their professional growth. Additionally, staff feel equipped with the necessary technology and tools to excel in their roles. These responses underscore a workplace environment characterized by respect, support for learning, and a commitment to excellence.

Building on these encouraging findings, the OLT will leverage the results to guide decision-making in areas such as Diversity and Inclusion, Employee Wellness, Professional Development, and Anti-Racism initiatives. By continuing to analyze the survey outcomes, we aim to create an even more inclusive, supportive, and fulfilling work environment for our employees.

We are committed to using these insights to enhance our workplace, support staff well-being, and foster professional growth. We look forward to sharing the survey results and working together to make the OLT an even better place to work.

Staff Professional Development

Guided by the employee experience survey results, this year the OLT implemented a Professional Development strategy which focused on five key areas:

- Anti-Racism
- Continuous Learning
- Diversity and Inclusion
- Health and Wellness
- Leadership Development

Additionally, the OLT maintains a digital learning library, which consists of resources such as guides, toolkits and self-directed learning modules to further support the

creation of learning pathways for staff development.

The OLT remains committed to taking action to support employee health and well-being, creating a more inclusive workplace that celebrates diversity, building anti-racism competencies and providing career planning support to help our employees reach their full potential.

Member Professional Development

Professional development is an integral part of the organization. The OLT puts considerable effort into supporting the professional development of its OIC members and ensuring that they have the support, administrative justice tools, and legislative knowledge they need to meet legislatively mandated timelines, to administer a fair, consistent and efficient dispute resolution process, and to deliver decisions that are clear, concise and well-reasoned.

OLT has developed a robust onboarding process to educate and orient new members. OLT units work collaboratively to deliver remote onboarding training sessions to new members. These sessions are facilitated by OLT's Chair, Vice Chairs, Members, Registrar and Legal Counsel, involve external guest presenters and include online modules, self-directed study, and job shadowing components. The onboarding and training plan ensures that OICs are properly onboarded and trained to fulfill their roles as public servants.

Member training needs are regularly assessed, and various training sessions are planned and delivered throughout the year based on those assessments and input from OLT's Professional Development Committee.

Members also receive guidance and support, on an as-needed basis, from OLT's legal services branch, the Chair and from more seasoned members on OLT's roster.

Additionally, the OLT maintains a comprehensive electronic library, which supports professional development across the OLT. New content is developed on an ongoing basis to assist adjudicators in their work and to address legislative and policy changes.

Diversity, Inclusion and Accessibility

The OLT is committed to building a diverse, inclusive, and accessible workplace that is free from harassment and discrimination, reflects the public we serve and responds to the needs of diverse stakeholder groups. OLT will foster a culture of respect, openness, and accountability by implementing policies, processes and systems that promote

diversity and collaboration in the workplace and enable unencumbered access to OLT's services.

Mandatory Staff Training

To promote a better understanding of diversity, inclusion and accessibility considerations in the workplace and in the services we provide to the public, all OLT staff are required to complete the following courses:

- *San'yas Indigenous Cultural Safety Training Program*: An eight-week training program designed to increase knowledge, enhance self-awareness and strengthen the skills of those who work directly and indirectly with Indigenous people. This training is an important part of the OPS commitment to reconciliation.
- Accessibility training modules required to increase knowledge on the requirements under the Accessibility for Ontarians with Disabilities Act (AODA) and the integrated Accessibility Standards Regulation (IASR).
- Respectful Workplace Policy and Workplace Discrimination and Harassment Prevention Program: Digital Awareness Module
- Anti-Racism Competency and Capacity (ARCC) Module 1: Exploring the Roots of Racism training.
- French Language Services (FLS) training as part of OLT's onboarding.
- Lean White Belt training to ensure staff and managers apply LEAN methodologies to identify and create efficiencies in their work.

Anti-Racism Action Plan

To support the advancement of anti-racism work across government and in alignment with the Ontario Public Service Anti-Racism Policy, the OLT has developed an Anti-Racism Action Plan, which will be updated every fiscal year.

The plan currently focuses on six key initiatives:

1. **Anti-racism competency and capacity training for all OLT managers:** Executive and senior management team to complete anti-racism competency training.
2. **Review of hiring practices:** Executive management to review hiring practices for alignment with OPS diversity initiatives.

3. **Review of onboarding materials:** Ensure that new staff take anti-racism competency training as part of onboarding.
4. **Review of succession planning:** Senior management to review succession planning for opportunities to reflect OPS diversity initiatives.
5. **Model expectations and behaviours through Performance Management commitments for all levels of the organization:** Review performance management templates to ensure they include commitments to behaviours that reflect anti-racism initiatives.
6. **Management to consult with staff on further development of the Anti-Racism Plan for OLT:** Management to consult with staff on further developing the OLT Anti-Racism Action Plan

The OLT is ensuring accountability by outlining specific accountability metrics, timelines for results, and monitoring accomplishments throughout the year. An anti-racism committee, led by staff, holds the organization accountable and supports the further development of OLT's Anti-Racism Action Plan.

Employee Wellness and Supports

Supporting the health and wellness of employees continues to be a top priority for the OLT. Staff are provided with information on employee supports during the onboarding process. The list of supports includes information on employee networks, diversity mentorship programs, OPS Health and Safety Services, Employee and Family Assistance Program, OPS Culturally Responsive Counselling Services and resources from the Centre for Employee Health, Safety and Wellness.

The OLT also encourages staff to access the AbilitiCBT program, which is an internet-based cognitive behavioural therapy program available to support the mental health and well-being of all OPS employees.

All OLT staff must complete a mandatory e-module training program that focuses on vicarious trauma. This training is designed to:

- Educate and raise awareness about vicarious trauma.
- Support managers to effectively address vicarious trauma in the workplace.
- Provide workplace assistance to employees to cope with vicarious trauma.

Tribunal Highlights

Legacy Tribunal Caseload Statistics

Legacy cases are those that were filed with the predecessor tribunals, including the former Ontario Municipal Board (OMB), prior to the establishment of the OLT.

Tribunal	# of Cases on April 1, 2023	# of Cases Resolved	# of Cases on March 31, 2024
CRB	8	5	3
ERT	2	1	1
LPAT (including OMB)	496	223	273
MLT	4	3	1

The above table summarizes the active legacy caseload at the beginning of the fiscal year, the number of cases resolved, and the active caseload at the end of the fiscal year.

OLT Caseload Statistics for the period of April 1, 2022 to March 31, 2023

Please note that upon review of previously published statistics, the OLT has identified errors and is therefore restating the figures for April 1, 2022 to March 31, 2023.

Case Type	Opening Caseload	Opening Active Appeals	Received Cases	Received Appeals	Resolved Cases	Resolved Appeals	Active Cases	Active Appeals
Aggregates	5	5	7	7	4	4	8	8
By-law Approval	1	1	0	0	1	1	0	0
Consent	77	80	94	96	112	115	59	61
Demolition Permit	1	1	0	0	1	1	0	0
Development Charges	14	19	24	37	4	4	34	52
Environmental-EBR	2	2	6	7	7	7	1	2
Environmental-OMAFRA	0	0	1	1	0	0	1	1
Environmental-MECP	5	7	6	10	5	6	6	11
Niagara Escarpment Hearing Office Appeals	22	39	21	40	26	52	17	27
Expropriation/Land Compensation	70	81	101	102	46	56	125	127

Expropriation/Hearing of Necessity	9	19	33	41	22	28	20	32
Heritage & Archaeology licensing	14	17	36	52	13	15	37	54
Mining & Lands	8	8	6	6	6	6	8	8
Minor Variance	127	144	189	193	215	232	101	105
Municipal and Miscellaneous	40	38	92	286	31	29	101	295
Official Plan Amendment	95	151	223	390	56	78	262	463
Plan of Subdivision/ Condominium	33	33	55	55	6	6	82	82
Site Plan	43	43	50	50	23	23	70	70
Site Plan Approval	0	0	12	12	1	1	11	11
Zoning By-law Amendment	240	439	398	494	159	181	479	752
Total	806	1127	1354	1879	738	845	1422	2161

OLT Caseload Statistics for the period of April 1, 2023 to March 31, 2024

Case Type	Opening Caseload	Opening Active Appeals	Received Cases	Received Appeals	Resolved Cases	Resolved Appeals	Active Cases	Active Appeals
Aggregates	8	8	7	7	2	2	13	13
By-law Approval	0	0	0	0	0	0	0	0
Consent	59	61	95	95	65	66	89	90
Demolition Permit	0	0		0	0	0	0	0
Development Charges	34	52	31	40	23	24	42	68
Environmental-EBR	1	2	3	3	3	3	1	2
Environmental-OMAFRA	1	1	1	1	2	2	0	0
Environmental-MECP	6	11	25	29	9	15	22	25
Expropriation/Land Compensation	125	127	140	140	63	64	202	203
Expropriation/Hearing of Necessity	20	32	23	25	31	39	12	18
Heritage & Archaeology licensing	37	54	36	36	16	32	57	58
Mining & Lands	8	8	8	8	4	4	12	12
Minor Variance	101	105	144	144	119	120	126	129

Municipal and Miscellaneous	101	295	113	115	82	102	132	308
Niagara Escarpment Hearing Office Appeals*	17	27	32	64	30	44	19	47
Official Plan Amendment	262	463	189	342	106	128	345	677
Plan of Subdivision/ Condominium	82	82	59	59	34	34	107	107
Site Plan	70	70	33	33	21	21	82	82
Site Plan Approval	11	11	33	33	3	3	41	41
Zoning By-law Amendment	479	752	354	403	239	253	594	902
Total	1422	2161	1326	1577	852	956	1896	2782

*Formerly reported as Environmental - NEHO in previous annual reports

The Tribunal received a steady stream of cases during the past fiscal year with similar intake numbers as recent years. Consistent with previous years, appeals of Official Plan Amendments (OPAs) and Zoning Bylaw Amendments (ZBAs) made up the largest proportion of case intake totals, followed by Consents and Minor Variance appeals.

Although the overall active caseload increased, the Tribunal was very successful in reducing the legacy caseload volume. The total legacy caseload was reduced by 45%.

Performance Measures and Targets

The OLT developed two public performance measures in 2022-23 and will now report on results of each in the Annual Report.

- **Target 2023-24:** reduce the time to the first hearing event to 120 days for 75% of cases
- **Result 2023-24:** The OLT scheduled 69% of first hearings within 120 days
- During 2023-2024, the OLT has added resources to scheduling and planning departments and undertaken recruitment of additional members. These activities will enable us to continue to improve scheduling performance in 2024-2025.

The second performance measure relates to time from the end of a hearing until the issuance of a decision.

- **Target 2023-24:** 70% of decisions issued within 30 days and 90% within 60 days
- **Result 2023-24:** The OLT issued 50% of decisions within 30 days and 75% within 60 days
- During 2023-2024, the OLT reorganized its Decisions Unit by adding a dedicated manager and two Team Lead positions. As well, recruitment of additional members is underway. These steps will enable us to continue to improve decision issuance processes in 2024-2025

These performance measures are designed to assess the OLT's key objective of delivering timely and efficient dispute resolutions services. The OLT will continue to refine and expand its performance measures and identify additional metrics and benchmarks as necessary. A new performance measure will be introduced for 2024-2025.

- **Target 2024-25:** 85% of acknowledgement letters to be issued within 20 days of receipt of the appeal/application.

Financial Summary

The OLT's financials for the 2023-24 fiscal year are reported below, for the period of April 1, 2023 to March 31, 2024.

The OLT is committed to continuous review and refinement of its business systems and processes, looking for efficiencies and cost-saving opportunities at every stage of the business planning and implementation process, and providing the highest quality of service to Ontarians.

Table 1: Ontario Land Tribunal Allocation and Expenditures

Expenditures	2022-23 Actual	2023-24 Actual
Salaries and Wages	\$9,310,140	\$12,397,122 ¹
Employee Benefits	\$1,372,980	\$1,634,907
Transportation and Communications	\$102,457	\$800,290 ²
Services	\$1,562,411	\$3,223,153

Supplies and Equipment	\$121,984	\$148,105
Total³	\$ 12,469,972	\$18,203,577

1. The increase in salaries and wages reflects additional staffing costs and an accrual of \$941,900 of retroactive salary due to Bill 124.
2. The Transportation and Communications actuals include a technology enhancement project, totaling \$601,506.
3. As per 2023-24 Printed Estimates, OLT's total allocation was \$19,456,600.

Table 2: Ontario Land Tribunal Revenue

Application Filing Fees	2022-2023	2023-2024
Ontario Land Tribunal	\$ 1,471,185	\$1,160,985

Table 3: Remuneration of Appointees to Adjudicative Tribunals and Regulatory Agencies

Position	Full-Time Appointees (Annual Remuneration)			Part-Time Appointees (Per Diem Remuneration)			
	First 2 years	Next 3 years	Final 5 years	First 2 years	Next 3 years	Final 5 years	Prof & Labour
Executive Chairs	\$200,780	\$212,564	\$224,349	\$858			N/A
Chairs	\$174,184	\$186,621	\$199,059	\$744			\$788
Associate- Chairs	\$174,184	\$186,621	\$199,059	\$744			\$788
Vice-Chairs	\$136,545	\$146,311	\$156,077	\$583			\$788
Members	\$110,482	\$118,378	\$126,273	\$472			\$788

Table 4: Remuneration Paid to Ontario Land Tribunal's Full-Time and Part-Time Members

	2022-23	2023-24
Full-time OIC Remuneration ¹	\$3,578,538	\$4,357,399
Part-time OIC Remuneration ²	\$410,936	\$476,255

Total	\$3,989,474	\$4,833,654
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Note:

- 1) Full-time OIC remunerations are included in Salaries & Wages actuals in Table 1
- 2) Part-time OIC remunerations are included in Services actuals in Table 1

Appendix: Ontario Land Tribunal Appointees

Members of the OLT have continued to contribute to the ongoing improvement of the organization and the administrative justice system in Ontario.

Name	Position and Classification	First Appointed Date	Appointment End Date
Ackerman, Robert	Full-Time Member	29-Sep-22	28-Sep-24
Allam, Nehad	Full-Time Member	31-Aug-23	30-Aug-25
Andrews, Kurtis	Full-Time Member	25-Mar-21	24-Mar-26
Arnold, Debra	Part-Time Member	22-Dec-21	21-Dec-26
Best, Dan	Full-Time Member	17-Nov-22	16-Nov-24
Bhullar, Jatinder ○	Full-Time Member	10-Oct-19	09-Oct-23
Bishop, Gregory ○	Full-Time Alternate Chair	23-Jul-20	01-Jan-24
	Full-Time Vice Chair	11-Jun-20	01-Jan-24
Bobka, Sarah	Full-Time Member	22-Dec-21	21-Dec-26
Blais, Jean-Pierre	Full-Time Member	03-Nov-22	02-Nov-24
Braun, Shannon	Full-Time Vice Chair	22-Feb-24	21-Feb-26
Brown, David	Full-Time Member	03-Nov-22	02-Nov-24

Name	Position and Classification	First Appointed Date	Appointment End Date
Burton, Gillian ○	Part-Time Vice Chair	29-Apr-21	22-Jun-23
Campbell, Jennifer	Part-Time Member	22-Dec-21	21-Dec-26
Chipman, Dale	Full-Time Member	17-Oct-19	16-Oct-25
Clos, Astrid	Part-Time Member	17-Nov-22	16-Nov-24
Colbourne, Douglas	Part-Time Vice Chair	29-Apr-21	28-Apr-25
Cooke, Steven	Full-Time Vice Chair	22-Dec-21	21-Dec-26
Cornacchia, Anthony ○	Part-Time Member	31-May-21	31-Aug-23
Croser, Gwen	Full-Time Member	01-Dec-22	30-Nov-24
Crowe, Eric	Full-Time Member	25-Nov-21	24-Nov-26
deBoer, Steve	Full-Time Member	25-Nov-21	24-Nov-26
Denyes, Jackie	Part-Time Member	20-Apr-23	19-Apr-25
Dionne, Sharon	Full-Time Member	20-Apr-23	19-Apr-25
Dixon, Steven	Full-Time Member	20-Oct-22	19-Oct-24
Eisazadeh, Nazanin	Full-Time Member	03-Nov-22	02-Nov-24
Faghani, Yasna	Full-Time Member	08-Dec-23	07-Dec-25
Gold, Jennifer	Part-Time Member	01-Dec-22	30-Nov-24

Name	Position and Classification	First Appointed Date	Appointment End Date
Gopikrishna, Sabnavis	Part-Time Member	27-Apr-23	26-Apr-25
Hardy, Carrie	Full-Time Vice Chair	22-Feb-24	21-Feb-26
Hewitt, Ken	Part-Time Member	08-Dec-23	07-Dec-25
Ingram, Gregory	Part-Time Member	08-Dec-22	07-Dec-24
Innis, Jennifer	Full-Time Member	15-Jun-23	14-Jun-25
Kraljevic, Michael	Full-Time Chair	11-Aug-22	10-Feb-28
Lavoie, Felix	Full-Time Member	01-Jun-23	31-May-25
Lanthier, David ○	Full-Time Vice-Chair	27-Feb-20	31-Oct-23
Mann, Simranjeet ○	Full-Time Member	22-Dec-21	21-Dec-23
Mason, Ashley	Full-Time Member	01-Jun-23	31-May-25
Mastoras, Steven	Full-Time Member	15-Dec-22	14-Dec-24
Menezes, Michael	Part-Time Member	08-Dec-23	07-Dec-25
Middleton, William	Full-Time Vice-Chair	20-Oct-22	19-Oct-24
Molinari, Carolyn	Full-Time Member	29-Sep-22	28-Sep-24
Morris, Warren	Part-Time Member	10-May-17	25-Jul-27

Name	Position and Classification	First Appointed Date	Appointment End Date
Nelson, Daniel	Part-Time Member	22-Oct-14	24-Oct-24
Ng, Tee Fung	Full-Time Member	10-Oct-19	09-Oct-25
Politis, George	Part-Time Member	11-Jan-24	10-Jan-26
Quesnel, Mathieu	Part-Time Member	11-Jan-24	10-Jan-26
Rajae, Bit	Full-Time Member	17-Feb-22	16-Feb-27
Ross, Gail	Part-Time Member	10-Aug-23	09-Aug-25
Sauve, Aaron	Full-Time Member	03-Nov-22	02-Nov-24
Sills, Mary-Ann	Full-Time Vice-Chair	25-Oct-19	25-Oct-25
Smith, Kurtis	Full-Time Member	20-Oct-22	19-Oct-24
Snowdon, Andrew	Full-Time Member	08-Dec-23	07-Dec-25
Steinberg, Robert	Part-Time Vice-Chair	03-Nov-22	02-Nov-24
Taylor, Blair	Part-Time Vice-Chair	03-Nov-22	02-Nov-24
Tomilin, Pavel	Full-Time Member	25-Nov-21	24-Nov-26
Tousaw, Scott	Full-Time Vice-Chair	20-Oct-22	19-Oct-24
Tucci, Carmine	Full-Time Member	17-Jan-20	16-Jan-25
Tuckey, Bryan ○	Part-Time Member	12-Dec-19	31-Dec-23

Name	Position and Classification	First Appointed Date	Appointment End Date
Vincent, Sharyn	Full-Time Vice-Chair	09-Jul-20	08-Jan-25
Wilkins, Hugh	Full-Time Vice-Chair	29-Sept-22	28-Sept-27

○ Symbol indicates:

Appointees who were no longer Appointees of the Ontario Land Tribunal as of March 31, 2024.

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