

The Public Sector Salary Disclosure Act (PSSD), more commonly referred to as the “Sunshine List” makes Ontario’s public sector more open and accountable to taxpayers. Any organization that receives public funding of, or greater than, 10% of gross revenues are required to annually disclose the names, positions, salaries, and total taxable benefits of employees paid \$100,000 or more in a calendar year.

The Niagara Peninsula Conservation Authority (NPCA) received funding in 2022 of \$428,041.17. With 2022 gross revenues of \$13,642,600 the NPCA’s Provincial funding is a total of 3.14%. With 3.14% of Provincial funding, the NPCA is unable to report salaries through the Public Sector Salary Disclosure Act.

As the NPCA is committed to the intent of the PSSD, we are voluntarily publishing all positions that have salary ranges that could provide a staff person with a total salary in excess of \$100,000.

POSITION	2022 SALARY RANGE
CAO / Secretary-Treasurer	\$140,355 - \$175,444
Director, Watershed Management Director, Conservation Areas Director, Corporate Services	\$111,158 - \$138,948
Senior Manager, Environmental Planning & Policy Senior Manager, Integrated Watershed Strategies Senior Manager, Infrastructure Engineering & Asset Management	\$99,111 - \$123,889
Manager, Climate Change & Special Projects Manager, Strategic Business Planning & Public Relations	\$87,063 - \$108,829
Manager, People & Performance	\$82,922 - \$103,652

Why are the NPCA salaries listed as ranges and positions as opposed to exact salaries and specific names as with the Sunshine List?

The PSSD Act is a piece of legislation that organizations must follow - it expressly requires exact salaries, position titles and names to be disclosed. Organizations that do not meet requirements under this Act must still abide by all other related Acts.

The Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) considers a disclosure of an individual’s salary to be a presumed invasion of privacy. Without application of the PSSD Act, the NPCA is required to abide by the privacy legislation.