



Niagara Escarpment Commission
An agency of the Government of Ontario

ANNUAL REPORT

2024- 2025

This report describes the activities of the Niagara Escarpment Commission from April 1, 2024, to March 1, 2025.

Table of Contents

Table of Contents	1
1.0 Agency Overview	3
1.1 Chair’s Message	3
1.2 Mandate.....	4
1.3 Context for this Report.....	4
2.0 Contribution to Government and Agency Priorities.....	5
2.1 Organizational Leadership	6
2.1.1 Attraction, Retention and Employee Engagement.....	6
2.1.2 Health and Safety.....	7
2.1.3 Organizational Enhancements	7
2.2 Service Delivery Excellence and Modernization	7
2.2.1 Commission Support.....	7
2.2.2 Enhance Customer Service.....	8
2.2.3 IT Modernization	8
2.2.4 Business Process Improvements	8
2.3 Natural Resources Management and Economic Development	9
2.3.1 Marketing and Outreach Strategy	9
2.3.2 Monitoring the Niagara Escarpment.....	10
2.3.3 Renewed Compliance Strategy.....	10
2.3.4 Enhance Indigenous Engagement	12
2.3.5 Effective Operational Guidance.....	12
2.3.6 Modernized and Streamlined Legislation, Regulations, Plan	13
3. Yearly Activities	13
3.1 Financial Summary	13
3.2 Appointments and Recruitment.....	14
Commissioner Appointments	14
Employee Recruitment.....	15
3.3 Development Permit Activity	15

3.4 Active Niagara Escarpment Plan Amendment Applications.....	20
3.5 Compliance.....	21
3.6 Niagara Escarpment Parks and Open Space System	22
4.0 Performance Measures	24
4.1 Organizational Leadership and Governance	24
4.1.1 Performance Measure #1:.....	24
4.1.2. Performance Measure #2:.....	25
4.1.3 Performance Measure #3:.....	26
4.1.4 Performance Measure #4:.....	28
4.2 Effective Implementation of NEC Policies.....	29
4.2.1 Performance Measure #5:.....	29
4.2.2 Performance Measure #6:.....	30
4.2.3 Performance Measure #7:.....	31
4.2.4 Performance Measure #8:.....	31
4.3 Service Delivery Excellence and Modernization	32
4.3.1 Performance Measure #9:.....	32
4.3.2 Performance Measure #10:.....	34
4.3.3 Performance Measure #11:.....	35
4.3.4 Performance Measure #12:.....	36
Appendix 1: Niagara Escarpment Commission Order in Council Appointments	38
Appendix 2: Per Diems of NEC Commissioners	39

1.0 Agency Overview

1.1 Chair's Message

Dear Minister Harris,

I am honoured to serve as Chair of the Niagara Escarpment Commission (NEC). It is a privilege to lead the Commission during this pivotal time, building upon our legacy of maintaining and enhancing the Niagara Escarpment's unique environmental and cultural heritage.

Building on previous initiatives, the NEC achieved new milestones in 2024-25, with a focus on enhancing client service and modernizing approaches to delivering business. Two key achievements include the development of internal meeting procedure guidance and publication of an NEC Public Participation Guideline. In alignment with the Agencies and Appointments Directive (AAD) and the Ministry of Natural Resources' broader priorities, the NEC continues to evolve. Our initiatives are integrated with key governmental objectives, ensuring that our actions maintain the Escarpment's natural and cultural heritage and contribute to the ministry's strategic goals.

A central focus of the last year was initiating preparation for the 10-year review of the Niagara Escarpment Plan (NEP). This review presents a timely opportunity to address challenges in implementation and to strengthen our planning framework for the future. With that in mind, our dedicated staff began data collection and analysis on several key topics to provide insight to the Commission, so that we may offer strategic advice directly to the Minister.

We also introduced a revised Compliance Framework that reflects our commitment to accountability and excellence. This updated framework will help us maintain the highest standards in both our operational practices and our regulatory responsibilities, ensuring that the NEC continues to act in the best interests of Ontario and its residents.

I look forward to working collaboratively with the Commission and our exceptional staff as we advance these initiatives and continue to safeguard the legacy of the Niagara Escarpment.

Respectfully submitted,

Rocco Vacca
Chair, Niagara Escarpment Commission

1.2 Mandate

The purpose of the *Niagara Escarpment Planning and Development Act* (NEPDA) and the Niagara Escarpment Plan (NEP, or the Plan) is:

“To provide for the maintenance of the Niagara Escarpment and land in its vicinity substantially as a continuous natural environment, and to ensure only such development occurs as is compatible with that natural environment.”

The Niagara Escarpment Commission (NEC) is responsible for administering the NEP and its system of Development Control. Since the approval of the NEP in 1985, the Commission's ongoing responsibility has been implementation of the Plan, the processing of Development Permit applications and providing recommendations on NEP amendments, as well as Park Management Plans for the Niagara Escarpment Parks and Open Space System (NEPOSS) of publicly owned land in the NEP area.

1.3 Context for this Report

The [Niagara Escarpment Commission](#) (NEC) is a non-board-governed agency of the Ontario Government that is administered under the [Ministry of Natural Resources](#) (MNR). Like other provincial agencies and boards, it functions under the [Agencies and Appointments Directive](#) (AAD, or the Directive), which sets out reporting relationships, business processes, and accountability requirements. The Directive requires that an annual report be prepared and submitted within 90 days of the agency's fiscal year end, from the Commission's Chair to the responsible minister, currently the Minister of Natural Resources.

The following are the updated requirements for annual reports, as outlined in the Agencies and Appointments Directive and supporting guidance materials:

- a high-level description of key programs, activities and highlights from the associated reporting year that fulfilled the agency's mandate and government priorities.
- Outcome-based key performance indicators that align with agency mandate and key operational areas.
- Notable accomplishments

- Appointees, including meeting attendance and total annual remuneration of each individual appointee, not including expenses.
- Financial information, including audited financial statements, and
- Any other legislatively required content.

2.0 Contribution to Government and Agency Priorities

In the spring of 2024, the Niagara Escarpment Commission (NEC) conducted a strategic review resulting in a 3-year work plan including priority actions and tasks that are reflected in the 2025-2028 Annual Business Plan. This strategic review now brings alignment of NEC priorities with those broadly identified by the Ministry of Natural Resources (MNR) and the Ontario Public Service (OPS). These key priority areas are outlined in more detail below.

Government Priority Theme	NEC Initiative(s)	Report Reference
Competitiveness, Sustainability & Expenditure Management	- Lean review of Development Permit process - Revised Regulation 828 for low-risk exemptions - Budget management and Treasury Board Order tracking	Sections 2.2.4, 2.3.6, 3.1
Transparency & Accountability	- Public posting of reports and financials - Commissioner Portal for governance transparency - Updated Public Participation Guidelines	Sections 2.2.1, 2.2.2, 4.1.1
Risk Management	- Revised Compliance Framework - Risk-based compliance procedures - Monitoring of ecological and land use changes	Sections 2.3.2, 2.3.3
Workforce / Labour Management	- Recruitment of 22 positions - New onboarding hub and internal SharePoint	Sections 2.1.1, 2.1.3, 3.2

Government Priority Theme	NEC Initiative(s)	Report Reference
	- Performance and learning plans for all staff	
Diversity & Inclusion	- Indigenous engagement in planning and permitting - Cultural sensitivity in archaeological assessments	Section 2.3.4
Data Collection, Sharing & Use	- Satellite and ecological connectivity analysis - Use of NEC Information System for permit tracking	Sections 2.3.2, 4.2.1
Digital Delivery & Customer Service	- NEC Information System for online applications - Commissioner Portal and website enhancements - OPS service standard compliance	Sections 2.2.1, 2.2.3, 4.3.1

2.1 Organizational Leadership

2.1.1 Attraction, Retention and Employee Engagement

Over the last year, the NEC undertook several actions to support the attraction and retention of new employees and promote a positive workplace culture. Most notable examples include:

- Creation of a new [NEC Careers webpage](#), to increase awareness of job postings and career opportunities with the NEC,
- Creation of an internal, online onboarding hub to provide easy access to foundational learning, processes, and position-specific information.
- Performance and learning plans were completed by all NEC staff, and included clear performance goals related to the priorities identified in the 2025-2028 Business Plan

2.1.2 Health and Safety

A key priority in 2024-25 focused efforts on improving overall awareness of health and safety in the workplace, including a revised Joint Health and Safety Committee and creation of a dedicated and action-oriented annual Health and Safety Workplan.

2.1.3 Organizational Enhancements

A major area of focus for the 2024-25 fiscal year was on enhancements via a modernized information management system. A SharePoint Online intranet for NEC staff was launched in January 2025. SharePoint Online is a cloud-based service that is fully integrated with Office 365 and enables accessible design at source. The site supports onboarding and orientation, simplifies internal communications and workflow, and promotes opportunities for collaborative work within NEC as well as with other ministries across the OPS.

2.2 Service Delivery Excellence and Modernization

2.2.1 Commission Support

To meet goals and objectives related to enhancing communication between NEC staff and Commissioners, and to modernize business processes, the following actions or initiatives were completed:

- An online Commissioner Portal dedicated to information sharing and communication with Commissioners was launched in August 2024. The portal provides Commissioners with efficient access to onboarding and training materials, meeting agendas, reports, and delegate materials on any device from any location.
- Onboarding and orientation resources for Commissioners were updated and, where required, created. The information focuses on roles and responsibilities, the appointment process, onboarding and identifies training gaps (public-at-large/municipally appointed/chair), provision of training opportunities during commission meetings, general training on policies of the Niagara Escarpment Plan (NEP), etc.).
- The Commission report template was updated to improve consistency, efficiency, and accessibility and enhance clarity on decision-making discretion, available options, and key considerations as they relate to implementation of the NEP.

- To provide greater clarity on Commission meeting procedures, new reference materials were developed for Commissioners and posted to the Commissioners' online portal, to support ease of access.

Efforts to enhance communication and relationships between NEC staff and Commissioners are ongoing. This will include opportunities such as working groups, policy discussions and joint meetings, which help create a shared understanding and enhance collaboration for implementing the NEP.

2.2.2 Enhance Customer Service

NEC delivered on its goal to develop a new guidance document to support public participation in advance of and during Commission meetings. The [Public Participation Guideline](#), available on the NEC website, provides information on the processes for delegations and public participation at Commission meetings, and includes details related to meeting attendance, timelines, how to be a delegate and instructions for submitting documents.

2.2.3 IT Modernization

To support modernization of information management and the use of technology in business processes, the ongoing use, and implementation of the NEC Information System, which supports online applications for Development Permits issued under the NEPDA, was prioritized. Several software updates were completed to repair, improve, or enhance the functionality of the system and ensure continuous improvement and client service. The [NEC Information System](#) can be accessed from the NEC website as well as from the [MNR Natural Resources Information Portal](#).

2.2.4 Business Process Improvements

NEC completed or commenced several planned projects and initiatives aimed at improving internal processes. The results promote consistency and greater efficiency but also enhance client services. A report template for Director decisions on Development Permit applications was created to improve consistency, efficiency, and accessibility. In addition, NEC staff initiated a lean review of the entire Development Permit process, to identify opportunities for improvements and efficiencies.

In June 2025, NEC initiated a revised approach to implementing Regulation 828 to streamline existing business processes. Regulation 828 exempts certain, low-risk development activities from the requirement for a permit, subject to certain conditions. The new approach is a shift to a landowner-led process and phases out the previous practice of NEC providing letters to confirm landowners are meeting the exemptions in the regulations. This shift to a self-assessment, enables landowners to commence their project if the requirements are met, rather than seek confirmation or correspondence from NEC staff. The [Common Exemptions webpage](#) on the NEC website was updated to make it easier for landowners to access this information. NEC staff continue to provide clarification and information as required.

2.3 Natural Resources Management and Economic Development

2.3.1 Marketing and Outreach Strategy

The NEC identified three main goals for communication and marketing in its 2025-2028 Business Plan, which are:

1. Raise awareness about the NEC and keep members of the public informed about Commission activities.
2. Foster collaboration and engagement with ministries, municipalities, agencies, stakeholders, Indigenous communities, and other groups.
3. Provide easy access to information related to the Niagara Escarpment Planning and Development Act (NEPDA), the Niagara Escarpment Plan (NEP), and all associated policies, procedures, and processes.

The NEC successfully met its key goals of raising public awareness of Commission activities and ensuring that members of the public were informed about its activities via regular website updates related to Commission meetings and decisions, enhanced website content related to events and job opportunities. Partner agencies (e.g., municipalities) were engaged on new initiatives via scoped outreach sessions.

Over the last year, key updates to the NEC website have been completed, to provide more comprehensive content and introduced new webpages that offer greater clarity on land designations under the NEP and activities exempt from requiring a Development Permit, as well as to clearly outline the process, stages, and timelines associated with Development Permit Applications.

The website is regularly updated, ensuring that the information remains current and dynamic, with continuous releases that reflect the NEC's ongoing commitment to transparency and public engagement.

2.3.2 Monitoring the Niagara Escarpment

NEC staff collaborated with staff from the Ministry of Natural Resources, Science, Information and Research Branch (SIRB) to develop monitoring approaches that assess the effectiveness of the NEP to protect natural habitats, preserve agricultural lands, and minimize development outside of urban and settlement areas. The approach utilizes existing monitoring programs with a focused analysis on the Niagara Escarpment. NEC staff are finalizing the assessment of two different analyses, with the results expected to be posted on the NEC website in the first quarter of 2025-2026 (i.e., before June 30, 2025).

The first analysis uses satellite imagery, collected every five years starting in the year 2000, to look at changes in land use over time and compares changes of lands within the Niagara Escarpment to lands outside. The analysis illustrates and calculates changes (loss) in the total area of wetlands and forest and allows evaluation of whether lands within the Niagara Escarpment are losing important features at a slower rate than lands outside of the Escarpment, demonstrating that the Niagara Escarpment Plan (NEP) policies are effective in protecting these features. The analysis also looks at the loss of agricultural land. NEC staff will work with SIRB to update and re-evaluate this analysis on a five-year cycle.

The second analysis uses existing provincial data to evaluate whether the Plan policies are maintaining ecological connectivity and whether lands on the Escarpment have better ecological connectivity than lands outside the Escarpment. In this regard, connectivity refers to how easily wildlife can move across the landscape. Development, including roads, subdivisions, etc., decreases connectivity – especially for small wildlife species that cannot easily cross these areas. Forests, wetlands, and other natural areas have high connectivity because all species can transition between these areas easily.

These analyses provide a high-level assessment of how effective the policies of the NEP are towards achieving the targets (objectives) identified within the Plan.

2.3.3 Renewed Compliance Strategy

Three key strategic compliance-related projects were identified as priorities for 2024-25 as part of NEC's annual compliance program planning:

1. Develop procedures and protocols to better address occurrences of non-compliance, support the onboarding and learning and development of NEC Compliance officers and ensure delivery of the compliance program is consistent and effective.
2. Document how NEC assesses risk and identifies compliance approaches and actions based on the level of risk.
3. Continue to develop and enhance strategies that effectively triage reports of non-compliance and inquiries.

NEC was successful in completing procedures for the following priority topics:

- Training and Accreditation for NEC Compliance Staff
- Compliance Notebooks and Notetaking
- Planning and Conducting Compliance Site Inspections
- Referral of Compliance Matters to the MNR Enforcement Branch
- Accessing Private Property

NEC staff will continue to plan for and develop additional procedures as part of future work program planning initiatives.

The Commission also endorsed a new guidance document, titled "*Risk Assessment and Decision-making for Compliance*", which sets out how NEC compliance staff use a risk-based approach to assess and resolve situations of non-compliance. The purpose of this document is to guide NEC compliance staff in exercising the authorities set out under the *Niagara Escarpment Planning and Development Act* (NEPDA). It is a risk assessment and decision-making tool, and, along with other directives, procedures, and guidance material, it is a key component of the overall NEC compliance framework. The guideline was endorsed by the Commission in March 2025. NEC staff will implement the guideline and monitor its effectiveness over the next fiscal year.

NEC staff completed a review and analysis of ongoing and outstanding compliance files. This action is intended to assist NEC compliance staff in taking a risk-based approach to prioritizing and actioning occurrences, improving client service, and managing workload. To date, NEC staff have completed a review of current compliance files and identified a plan to address outstanding files while ensuring capacity to continue to address new and ongoing compliance matters.

NEC compliance staff have continued to work collaboratively with both internal and external stakeholders to provide broader education on the NEPDA, regulatory requirements, and encourage voluntary compliance. NEC staff regularly engage with partners in municipalities and other agencies to share information, collaborate on compliance matters and continue to develop positive relationships with these groups. For example, NEC compliance staff participate in Regulatory Compliance Ontario (RCO) Hubs to share knowledge and enhance their learning. In addition, NEC staff meet regularly with Enforcement Branch staff in the Ministry of Natural Resources to ensure effective collaboration, regular communication, and to enhance ongoing procedures and processes related to compliance and enforcement.

2.3.4 Enhance Indigenous Engagement

Engagement with Indigenous communities is a vital part of NEC's work to ensure that development proposals are respectful and aligned with Indigenous cultural and heritage values. This process requires meaningful consultation to understand their perspectives and incorporate their knowledge into the planning process and decision-making of Development Permit Applications or Plan amendments.

In recent years, the NEC has consulted with Indigenous communities to understand their preference in being circulated development applications as well as when they require additional archaeological study. Engagement with specific communities has refined NEC's circulation process and raised awareness for addressing their archaeological priorities. Such initiatives not only strengthen relationships but also set a precedent for inclusive and respectful development practices.

During the 2024-25 fiscal year, NEC staff worked collaboratively with MNR on aggregate proposals where Indigenous communities expressed interest in being engaged and consulted on matters important to their communities.

2.3.5 Effective Operational Guidance

As part of its 2025-2028 Business Plan, the NEC identified specific subject matter areas where new or revised technical guidance would be developed, to further the implementation of NEC's core business as well as provide clear and consistent direction to clients and the public. A new policy interpretation related to Short Term Accommodations (e.g., Airbnb) was endorsed by the Commission in June 2024 and aligned with NEC's position on rentals of single dwellings.

Review of existing guidance materials and development of new materials will occur as part of the 2025-26 or 2026-27 fiscal years to further meet this 2025-2028 Business Plan commitment.

2.3.6 Modernized and Streamlined Legislation, Regulations, Plan

In May 2024, the Ministry of Natural Resources (MNR) initiated consultation on amendments to Regulation 828 through a posting on the Environmental Registry. The regulation provides for an exemption from the requirement to obtain a Development Permit for low-risk and routine activities that would have little to no environmental impacts. NEC staff worked closely with MNR staff, providing advice and context for potential new and expanded exemptions which would reduce regulatory burden on landowners while ensuring that Escarpment values are protected.

NEC staff also completed two office consolidations of the Niagara Escarpment Plan (NEP) in 2024 to add newly approved Plan Amendments and to address minor errors or changes.

3. Yearly Activities

3.1 Financial Summary

The NEC is a non-board-governed agency, which is administratively part of the MNR, and not audited as a separate entity unless specifically required. The following table provides a summary of the 2024-2025 operating budget and expenses.

	2024-25 Printed Estimates (\$'000)	Printed Estimates including Treasury Board Order* (\$'000)	Forecasted Expenditures (\$'000)	Actual Expenditures (\$'000)	Variance
Salaries & Wages	2,254.0	2,447.8	2,483.4	2,447.8	35.6
Benefits	325.2	421.1	388.1	421.2	-33.1

	2024-25 Printed Estimates (\$'000)	Printed Estimates including Treasury Board Order* (\$'000)	Forecasted Expenditures (\$'000)	Actual Expenditures (\$'000)	Variance
Permitting System Maintenance & Fees	-		410.0	414.8	-4.8
Commissioner Per Diems	91.1		131.1	122.4	8.7
Other Direct Operating Expenses (ODOE)	74.0	664.0**	158.6	126.8	31.8
TOTALS	2,744.3	3,533.0	3,571.2	3,533.0	38.2

* Treasury Board Order = \$788.7

** Online Permitting System and Commissioner Per Diems included in ODOE

3.2 Appointments and Recruitment

Commissioner Appointments

The following appointment occurred during the 2024-25 fiscal year:

- New Chair was appointed effective July 1, 2024.
- The following appointments ended during the 2024-25 fiscal year: Former Chair's term ended June 30, 2024.
- Public at-large member's term ended October 30, 2024.

No new public at-large members were appointed during the fiscal year.

A list of current members can be found online: [Niagara Escarpment Commission - Public Appointments Secretariat.](#)

Employee Recruitment

NEC managers undertook recruitment activities for 22 positions between April 1, 2024, and March 31, 2025, including:

- Senior Strategic Advisor (permanent)
- Senior Planners (multiple, temporary, and permanent)
- Planner (temporary)
- Administration Support Coordinator (temporary)
- GIS IMIT Coordinator (permanent)
- Compliance Supervisor (temporary)
- Compliance Specialist (temporary)
- Sr. Communications & Marketing Advisor (temporary)
- Manager, Planning (permanent)
- Intern (contract)
- Summer Experience Opportunity (SEO) positions (contract)

3.3 Development Permit Activity

NEC's permitting program is a legislative requirement and integral to achieving the purpose and objectives of the *Niagara Escarpment Planning and Development Act* (NEPDA). The NEPDA prohibits development in the area of development control unless it is exempt under R.R.O. 1990, Regulation 828 or complies with a Development Permit issued by the NEC. The area of development control is designated under R.R.O 1990, Regulation 826 and can be viewed using [NEC's interactive map](#). A Development Permit is issued with terms and conditions to ensure that development maintains the Niagara Escarpment as a continuous natural environment, and it is compatible with that natural environment.

NEC staff evaluate Development Permit applications to verify proposals conform to the Niagara Escarpment Plan (NEP), other Provincial Plans, and the Provincial Planning Statement, 2024. They also consider municipal official plans, and applicable zoning by-laws that do not conflict with the NEP. Additionally, NEC staff receive input from public agencies, Indigenous communities, and stakeholders during the review process.

The NEC processes a significant number of applications each year. Timing of submissions can result in some applications being carried into other fiscal years (e.g., Development Permits issued this fiscal year may be from applications received in a

previous fiscal year). The length of time to decide on an application depends on the completeness of the application submission, the complexities of the proposed undertaking, and whether additional technical studies or other reports are required. Depending on these factors, the review and final decision on an application may take between a few months to over a year.

All permit activity data in the following sections is sourced from the NEC Information System and reflects records as of March 31, 2025.

Figure 1 shows the Development Permit application activity over five fiscal years. There is a downward trend in application submissions received, decisions made, and permits issued since the 2021-2022 fiscal year. This could be a result of inflation, economic uncertainty, reduced material supply and increased costs of construction materials. Additionally, NEC staff are now encouraging property owners to self-evaluate their projects to determine if it is exempt from requiring a Development Permit under R.R.O. 1990, Regulation 828. This change likely reduced the number of applications submitted to the NEC in the 2024/2025 fiscal year.

During the 2024-2025 fiscal year, 373 Development Permit applications were received, and of these, 138 were closed. Once a Development Permit is issued, the file is closed. Files may also be closed if an applicant withdraws their application or there is inactivity.

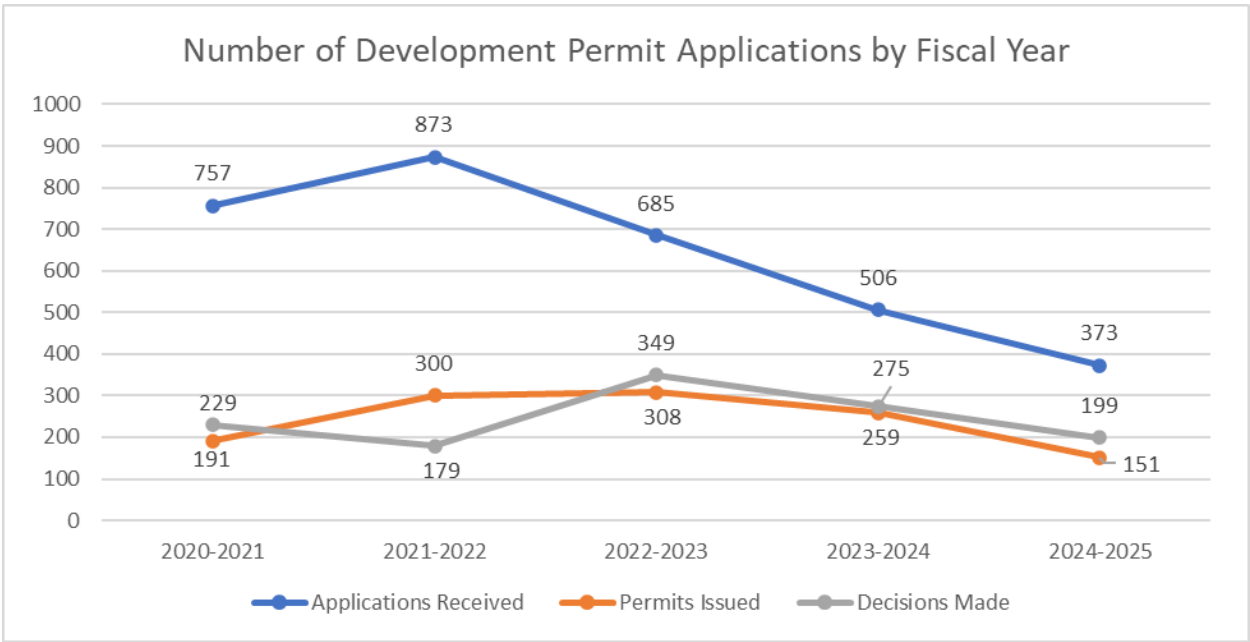


Figure 1: The amount of development Permit applications received, decisions made, and permits issued between 2020-2021 and 2024-2025 fiscal years.

Applications from 2020-2021 through to 2022-2023 include exemptions, which were excluded from the data starting in 2023-2024.

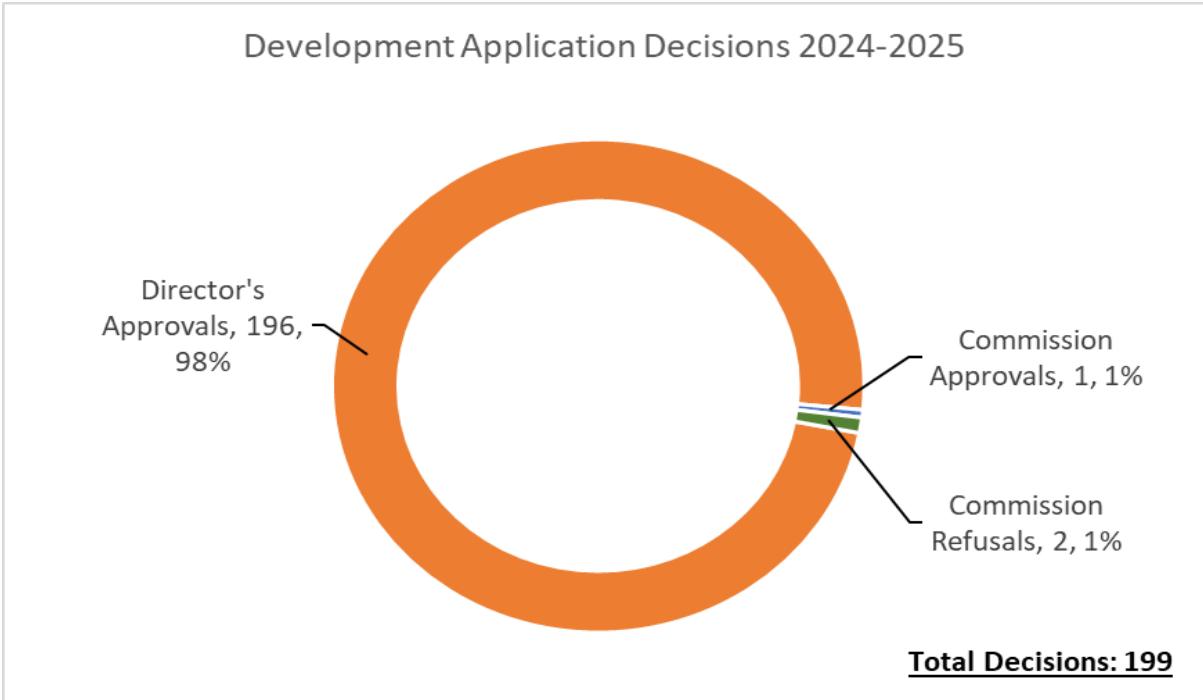


Figure 2: Number and type of Development Permit decisions made in 2024-25.

The NEC made 199 decisions on applications in the 2024-2025 fiscal year, which is 60 decisions fewer than were made during the 2023-2024 fiscal year (254 Director decisions, 13 Commission approvals, and 8 Commission refusals in 2023-2024). Figure 2 shows the distribution of decisions made on applications. Most decisions were made by the Director under the Delegation of Authority to issue Development Permits. If a proposal requires interpretation of policy, objections from public agencies or bodies are received, it conflicts with Niagara Escarpment Plan (NEP) policies or is a recommended refusal, it is directed to the Commission for decision. NEC staff work with applicants to identify policy concerns early in the application process and review modified proposals. This proactive approach leads to fewer applications being presented to the Commission for refusal. Achieving development that is compatible with the NEP may take multiple redesign submissions.

In 2024–2025-fiscal year, 151 Development Permits were issued. In some cases, the NEC issues ‘conditional approvals’ which require the applicant to fulfil certain conditions within a set timeline (e.g., submit a final site plan and any associated drawings within 18 months) before a permit will be issued. Some applicants may not fulfill the requirements

within the given timeline resulting in approval lapsing and closure of the application. This explains the lower number of permits issued compared to approvals made. Figure 3 illustrates the number of Development Permits issued in 2024-2025 within each upper-tier municipality. Halton Region and Niagara Region make up 50% of issued permits, with Grey County and Hamilton adding 27%. This distribution tends to remain consistent year-over-year.

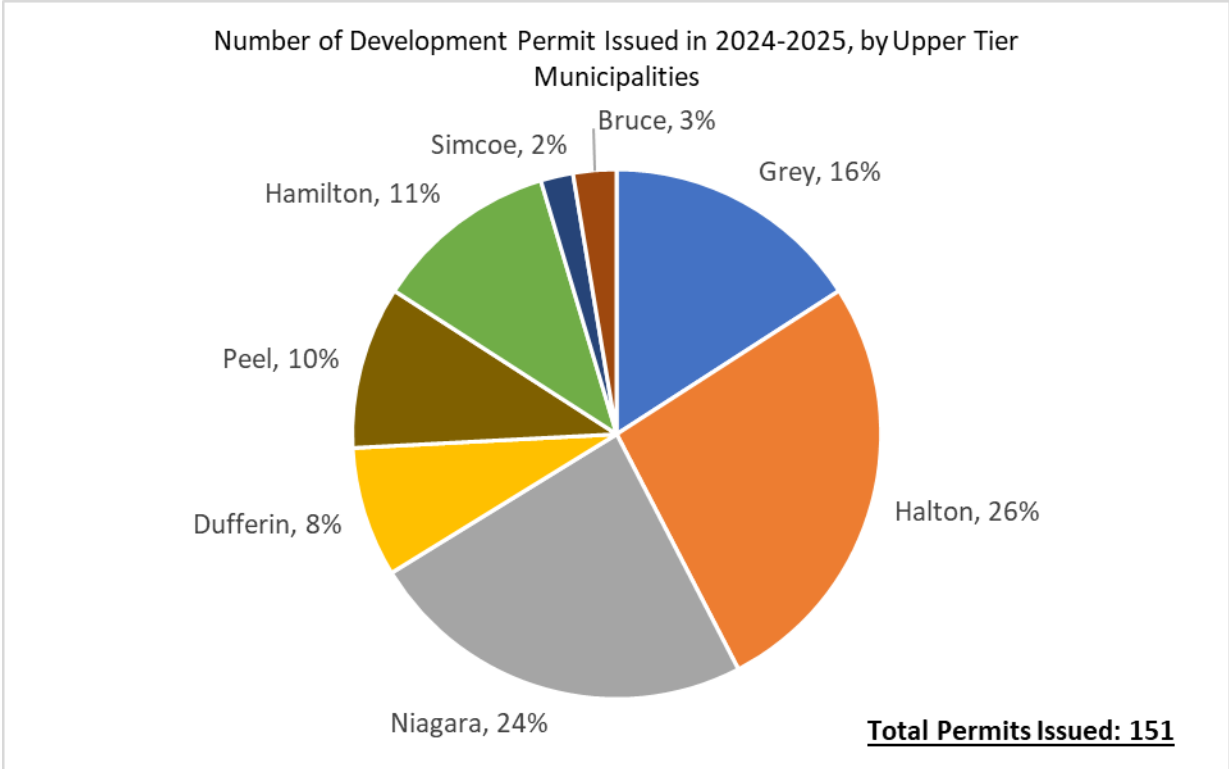


Figure 3: Number of Development Permits issued in 2024-2025 by Upper Tier Municipalities

Most of the Development Permits issued were for residential applications such as new lot creation, home construction, reconstruction, or expansions, contributing to 40%-50% of all applications received and 66% - 70% of files requiring permits. In recent years, the reduction in permits has mainly been due to a decrease in residential-related applications. Figure 4 illustrates the number of permits issued by type of development. Residential applications relate to any activity for residential use or accessory to residential use, such as sheds, decks, and driveways.

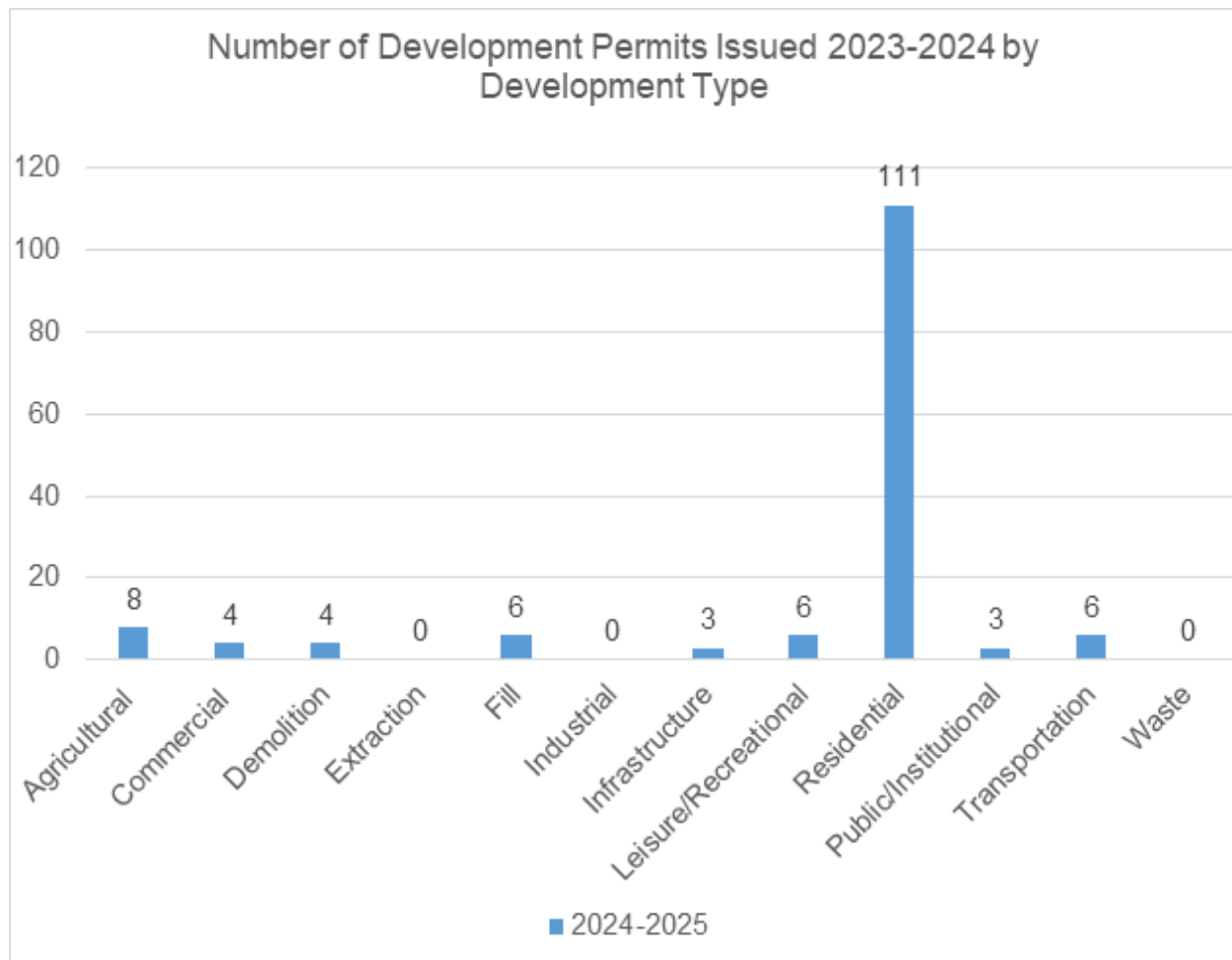


Figure 4: Number of Development Permits issued in 2023-2024 by development type.

A small number of development application decisions are appealed to the Ontario Land Tribunal. Figure 5 shows the number of NEC decisions appealed in the 2024-2025 fiscal year. The number of files appealed is nearly equal to the number of resolved appeals. Withdrawn applications and decisions made by the Minister or Hearing Officer does not align with the number of files appealed, as they often pertain to appeals from the previous fiscal year.

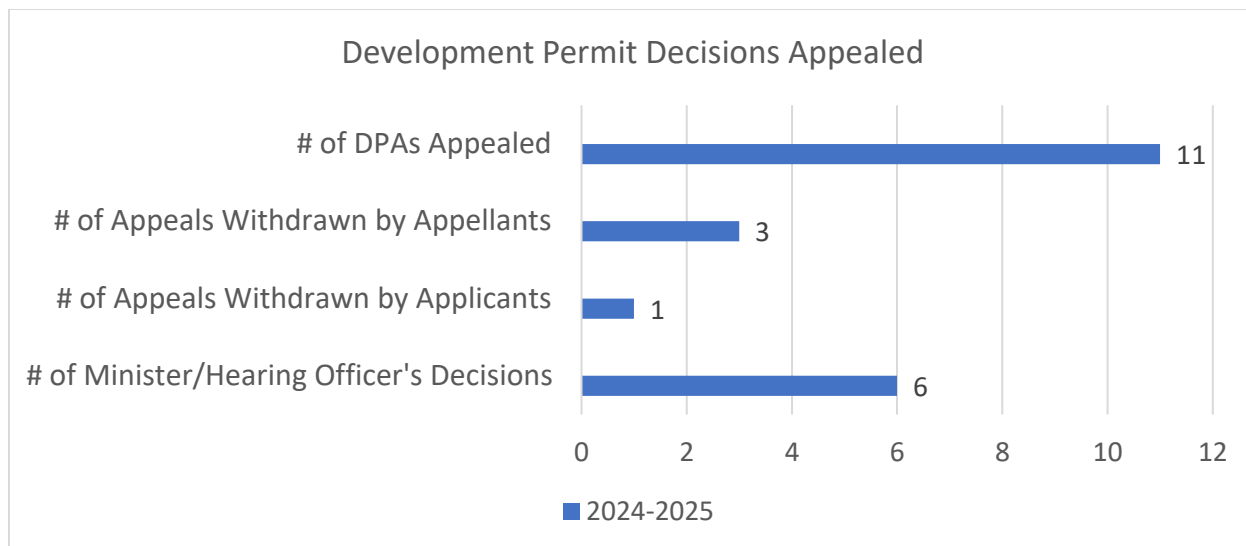


Figure 5: Development Permit appeals in 2024-2025.

3.4 Active Niagara Escarpment Plan Amendment Applications

Applications to amend the Niagara Escarpment Plan (NEP) are a core part of NEC's function. These amendments are necessary when changes are requested in policy or land use designation within the Niagara Escarpment area. An amendment may be initiated by the Minister, Commission, public body, or any member of public. The process is outlined in the *Niagara Escarpment Planning and Development Act* (NEPDA) and involves applying to the NEC. There is no fee to review an application.

Aggregate resource extraction amendments are the primary amendments that the NEC processes. These amendments typically involve redesignating land to allow for new or expanding aggregate resource extraction activities, such as pits and quarries. The NEC processes these requests to ensure that they align with the policies of the NEP and address the interests of indigenous communities and the public. Between April 1, 2024, and March 31, 2025, a total of four (4) plan amendments received Minister approval. These amendments involved the redesignation of land use either to facilitate the completion of aggregate resource extraction or to allow new aggregate resource extraction activities.

In addition to amendments that were approved, the NEC continues to process eight (8) active amendments of which one is a Commission-led amendment for a Plan-wide change to agricultural policies, five are site-specific amendments for aggregate resource extraction and two are site-specific amendments for institutional uses.

[Information and status updates on active amendments](#) are available on the NEC website.

3.5 Compliance

Over the 2024-25 fiscal year, the Niagara Escarpment Commission (NEC) received 179 reports of alleged non-compliance with the *Niagara Escarpment Planning and Development Act* (NEPDA) via in-person conversations, phone reporting or the complaint form on the NEC website. Based on the new reports, 112 new compliance cases were opened, and approximately 11% (n=12) were determined to be high-risk (i.e., posing a high risk to the escarpment environment).

NEC staff undertook a wide array of compliance responses and actions throughout the year. This approach was aimed at thoroughly reviewing and assessing incoming reports of non-compliance and effectively addressing situations of confirmed non-compliance. A detailed breakdown of these actions has been provided below.

Promotion / Education: Four (4) reports of non-compliance were confirmed and addressed via education on the requirements of the NEPDA and NEP.

Voluntary Compliance: Seventeen (17) reports of non-compliance were confirmed, and NEC staff worked closely with the affected parties. This joint effort led to the successful resolution of the situation through voluntary actions, thereby restoring compliance.

Inspection: 64 site inspections were completed in 2024-25 to assess reports of alleged non-compliance and address situations of confirmed non-compliance. No proactive compliance action was undertaken in 2024-25. Proactive compliance activities include planned audits to evaluate the implementation of activities authorized through permitting or authorization under the NEPDA.

Investigation: NEC staff issued 45 Notices of Violation (Warning Letters), zero (0) Order to Stop Work and two (2) Orders to Demolish/Restore.

Enforcement: NEC staff worked collaboratively with MNR Enforcement Branch staff to implement compliance actions falling under this category of the compliance continuum. In the fiscal year 2024-25, NEC staff issued zero (0) Part 1: Provincial Offence Notices (Tickets) and referred one (1) occurrence to the MNR Enforcement Branch for Part 3: Charges. It's important to note that prosecution of this file had not occurred at the time

this report was written, underscoring the seriousness and thoroughness of the enforcement process.

In addition to the above, one (1) situation was referred to NEC planning staff for direction on pursuing an "as-built" Development Permit. Twenty-seven (27) reports of non-compliance were deemed compliant, exempt, or out of scope, including:

- Eight (8) activities outside the scope of Ontario Regulation 826/90
- Eleven (11) activities deemed exempt under Ontario Regulation 828/90
- Three (3) activities confirmed to be compliant with an existing permit
- Five (5) reports with no evidence found or determined to be false

Figure 3.5.1 summarizes these actions in a visual format, illustrating the relative distribution of compliance efforts throughout the year.

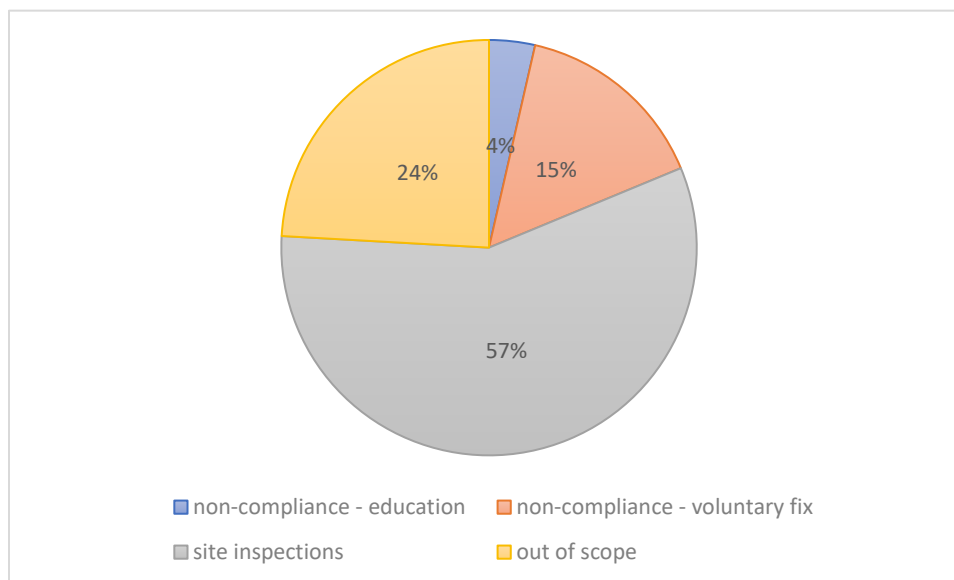


Figure 3.5.1 - Breakdown of Compliance Actions in 2024–25

3.6 Niagara Escarpment Parks and Open Space System

The Niagara Escarpment Parks and Open Spaces System (NEPOSS) consists of more than 160 parks and open spaces, with the Bruce Trail as the standard linkage connecting NEPOSS lands. The NEPOSS seeks to achieve the objectives under Part 3 of the Niagara Escarpment Plan (NEP), of providing opportunities for outdoor recreation and appropriate public access to the Niagara Escarpment. Part 3 of the NEP contains

policies that guide activities and development within the NEPOSS. In the 2024-2025 fiscal year, NEPOSS expanded with the addition of 42.5 Hectares (105 Acres) of land previously an aggregate extraction pit, which will now be managed by the Credit Valley Conservation Authority.

The Ministry of Natural Resources (MNR) coordinates the development and administration of the NEPOSS, including approval of master/management plans. The NEC works collaboratively with the MNR to ensure that recreational activities and development within the NEPOSS are consistent with the objectives and policies of the NEP.

NEPOSS lands are owned by public agencies and conservation organizations that comprise of the NEPOSS Council. Council representatives work collaboratively to further NEPOSS objectives, such as promoting land acquisition and public access. The Council is coordinated and administered by the MNR in partnership with the NEC and meets two times a year to discuss parks and open spaces management.

NEPOSS Council members undertook significant efforts to contribute to the objectives of NEPOSS in 2024-2025, including a continued effort to encourage a coordinated and strategic approach to member agencies' land securement efforts. Some highlights include:

- The Hamilton Conservation Authority continued to work on a new management plan for Devil's Punchbowl Conservation Area.
- The Hamilton Conservation Authority initiated the management planning process for Mount Albion Conservation Area and Felker's Falls Conservation Area.
- The Hamilton Conservation Authority completed a new 10-year Management Plan for Winona and Vinemont Conservation Areas.
- The Hamilton Conservation Authority created new visitor maps and wayfinding signage for Christie Lake Conservation Area and Spencer Gorge Conservation Area, which will be installed in 2025.
- In the Fall of 2024, the Grey Sauble Conservation Authority worked in partnership with the Flesherton-Markdale Legion, Grey Highlands Climate Action Group, Ontario Flora, Grey Highlands Peace Committee, and the community of Eugenia to restore the Eugenia Falls Conservation Area cenotaph garden. Invasive spotted knapweed and non-native perennials like hostas and day lilies were removed and replaced with native species like cardinal flower, which was chosen as a native alternative to represent the poppy. Armor stone benches invite contemplation and appreciation of the cenotaph and garden.

- Royal Botanical Gardens acquired four undevelopable lots in the Pleasant View area of Hamilton, with financial assistance from the National Ecological Corridors Program, complimenting the existing conservation lands of the area.
- The creation of the BTC's Sunrise Shores Nature Reserve protected over 600 metres of shoreline along beautiful Georgian Bay and completed a 560-acre conservation corridor.
- BTC staff and volunteers from nine Bruce Trail Clubs planted 4,749 trees across the Bruce Trail system, including more than 1,000 American Chestnut trees in an effort to bring this endangered species back from the brink.
- BTC ecologists recorded 91 species of conservation concern within the Bruce Trail conservation corridor.
- BTC staff and volunteers expanded their seed orchard program with the creation of two new gardens in the Niagara and Caledon Hills sections, providing sustainable access to native seeds.
- The Toronto Region Conservation Authority initiated management planning process for Glen Haffy Conservation Area and the Glen Haffy Extension.
- Conservation Halton completed Final Background Reports for Clappison Woods and Waterdown Woods Management Plans, as well as ongoing work to draft management plans and concept plans for those properties.

4.0 Performance Measures

4.1 Organizational Leadership and Governance

4.1.1 Performance Measure #1:

- Compliance with Agencies and Appointments Directive (AAD) reporting requirements for non-board-governed agencies.

Performance Targets:

- Business Plans and Annual Reports will be developed and submitted by the identified timeline 100% of the time.
- Minister-approved Business Plans and Annual Plans will be posted on the NEC website within 30 days of approval 100% of the time.
- NEC will post its quarterly financial reporting on the NEC website 100% of the time.

Activities and Outputs:

- The 2023-24 Annual Report was prepared and submitted within the 30-day period from the start of the new fiscal year and was posted to the NEC website on confirmation of approval by the Minister.
- The 2025-28 Business Plan was developed and submitted according to the AAD.
- Quarterly financial reports of appointee expenses were prepared and posted to the NEC website.

Outcomes:

- The Niagara Escarpment Commission met, reporting timelines identified within the AAD and posted ministry-approved reporting to its website.
- Quarterly reports with detailed appointee travel expenses were posted to the NEC website on the first business day following the end of the quarter.
- The NEC is accountable to the people of Ontario. Ontarians can easily access information related to NEC's mandate, annual goals and priorities, notable achievements, and activities.

4.1.2. Performance Measure #2:

- The Commission will meet on a regular basis throughout the year to ensure decisions related to development permits are consistent with the policies of the NEP.

Performance Targets:

- The Commission requires a quorum (nine members plus the Chair) to make decisions.
- If the Commission does not have enough members to make a quorum, it will not be able to make decisions, which may result in backlogs due to deferral.

Activities and Outputs:

- Commission staff ensured quorum at least one week in advance of the meeting with cooperation from the Commission members.
- The NEC had a full complement of Commission members for most of the fiscal year, with only one vacancy towards the end of the fiscal year.
- The Commission met for nine (9) scheduled meetings between April 1, 2024, and March 31, 2025. Two additional meetings (April and July 2024) were cancelled,

and the Commission does not meet during the month of December in any year. The April 2024 meeting was cancelled due to deferral requests for agenda items, and the July 2024 meeting was cancelled to provide training for the new Chair.

Outcomes:

- Quorum was met for all meetings held in 2024-25, and the Commission was able to make decisions on both applications and compliance matters.

4.1.3 Performance Measure #3:

- The Commission will make decisions independent of government. Decisions will be in accordance with the Niagara Escarpment Plan (NEP).

Performance Targets:

- The Commission will strive to ensure that all decisions related to applications and compliance-related issues are aligned with the policies of the NEP.

Activities and Outputs:

- The Commission met to discuss policy items, applications and compliance-related issues and made decisions based on information provided by staff and the delegates present at each of the meetings.

Outcomes:

- There was one conflict of interest declared for fiscal 2024-25.
- The Commission made the following decisions, reviewed, and accepted the following items for fiscal 2024-25.
 - Development Permit Applications
 - Deferred five (5) Development Permit applications for more information, which later returned for a decision and one (1) Order to Demolish/Restore
 - Approved one (1) Development Permit application
 - Refused two (2) Development Permit applications which were not in keeping with the Niagara Escarpment Plan
 - Plan Amendments
 - Recommended a plan amendment for circulation
 - Recommended a plan amendment for approval by the Minister
 - Compliance
 - Issued two (2) Orders to Demolish or Restore
 - Reviewed new Compliance Program procedures
 - Mandatory Reporting
 - Accepted the 2023-24 Annual Report
 - Received the 2024 Annual Compliance Report
 - Accepted the 2025-28 Business Plan
 - Policy Interpretation
 - Endorsed new interpretation for Short Term Accommodations.
 - NEPOSS
 - Accepted the Winona and Vinemont Conservation Area's Park Management Plan
 - Commissioner Training

- Received presentations from NEC staff on information items such as Scenic Resources and Visual Impact Assessments, NEC's new online permitting system and the new Commissioner Portal
- General Meeting Procedures
 - Approved new Public Participation Guidelines
 - Confirmed new Guidelines for Procedure at Meetings in keeping with Robert's Rules of Order and the new Public Participation Guidelines

4.1.4 Performance Measure #4:

- Compliance with requirements of the *Occupational Health & Safety Act* (OHSA).

Performance Targets:

- The NEC will meet OHSA requirements **100%** of the time.

Activities and Outputs:

- Regular Joint Health and Safety Committee meetings were scheduled.
- Improve the meeting/wellness room to allow for a quiet area for staff that are not feeling well, space for prayer and meeting space for several staff and/or Commission members.
- Staff conducted monthly office and vehicle inspections.
- New Joint Health and Safety Committee members required.

Outcomes:

- Joint Health and Safety Committee meetings were held.
- Health and Safety was discussed as a recurring topic during monthly all-staff meetings.
- The meeting/wellness room was updated.
- Items addressed in the monthly inspections were addressed in the prescribed timeframes.
- A new Joint Health and Safety Committee was formed with the required members as per the *Occupational Health and Safety Act*.

4.2 Effective Implementation of NEC Policies

4.2.1 Performance Measure #5:

Development Permit Applications: A majority of the NEC's business is conducted through processing Development Permit applications. Effective operation is critical to the implementation of the NEP. Processing times vary for various reasons, including application complexity, delays in obtaining agency comments, and additional information requirements. Performance measures aim to optimize efficiency of the aspect of the process that are within NEC's control.

Performance Targets:

- New applications are recorded and opened within 3 business days of receipt.

Activities and Outputs:

- NEC encourages landowners to submit development permit applications via NEC's Information System to increase efficiency and processing times.
- NEC remains committed to serving people in the way they want to be served and continues to accept applications via in-person, mail, and email. In these cases, staff manually enter applications received in the Information System, which can increase processing time by a few days.

Outcomes:

- This data was extracted from the NEC Information System as of March 31, 2025, and reflects a continued shift toward digital service delivery, aligning with government priorities for modernization and client service excellence.
- 84% (314) development permit applications were received via NEC's online Information System, and 16% (59) were received via in-person, mail, and email in 2024-2025.
- Applications received via NEC's online permitting system are automatically recorded, whereas NEC staff manually process applications received via in-person, mail, and email results. It can take 1 – 3 days for NEC staff to manually process applications received via in-person, mail, and email.
- It generally takes 1- 2 days from the time an application is recorded for staff to prepare administrative documents and assign it to a Senior Planner or Planner for review.

4.2.2 Performance Measure #6:

Niagara Escarpment Plan Amendments: NEP Amendments are more substantive and follow a more complex process than Development Permits. Processing times vary depending on the complexity of the application, whether enough information is provided, whether a hearing is required and timelines for Minister's decision. Performance measures aim to optimize efficiency for process aspects that NEC can control.

Performance Targets:

- NEC staff follow *Niagara Escarpment Planning and Development Act* (NEPDA) requirements for processing Plan amendments.
- Applicants and the Commission provided with information regarding the status of the Amendment application.
- Information on active amendments, including current status, is available on the NEC's website.

Activities and Outputs:

- NEC staff ensured full adherence to NEPDA requirements throughout the amendment review process.
- Applicants were promptly informed of the status of their applications at key stages, with clear communication and timely updates.
- All active and completed amendments were posted and consistently updated on the NEC website to reflect their current status.

Outcomes:

- Through updates to the NEPDA circulation process, achieved a streamlined and responsive amendment process, with a notable reduction in administrative turnaround times.
- Status updates for active amendments were provided at every Commission meeting.
- Maintained a high standard of transparency and accessibility for stakeholders through regular and accurate website updates.
- Strengthened stakeholder confidence in the amendment process by providing timely, clear, and consistent communication.

4.2.3 Performance Measure #7:

Review of applications under the *Planning Act*: Decisions by municipalities under the *Planning Act* are required to conform to the NEP. The NEC is circulated a range of proposals and applications (e.g., official plans and amendments; zoning bylaws; consent applications; minor variances).

Performance Targets:

- NEC plays important role in ensuring alignment with the NEP, and to support municipalities in their planning functions.
- NEC comments provided to municipalities within due date (usually 30-60 days).

Activities and Outputs:

- NEC staff provided comments to municipalities on the following types of *Planning Act* applications within the NEP area: Consent applications, plan of subdivision/ draft plan of subdivision, plan of condominium, official plan amendment, zoning by-law amendments, and minor variances.
- Providing comments on *Planning Act* applications support municipalities in making decisions that conform, or do not conflict with the NEP.

Outcomes:

- NEC provided over 135 comments on *Planning Act* applications to twenty municipalities.
- Approximately 90% of the comments were provided on or before requested due dates.
- When comments were not provided within the requested due dates, NEC advised municipalities that comments would be late and generally provided comments within 1 day to 3 weeks after the due date.
- The reasons for not meeting the deadlines were typically due to the complexity of the application, and the NEC staff capacity and onboarding.

4.2.4 Performance Measure #8:

Management of Compliance Issues: Compliance-related inquiries and reports of non-compliance will be responded to as per OPS client service standards (e.g., 1 business day for voicemails, 2 business days for emails).

The Compliance Program uses a risk evaluation approach to triage and prioritize compliance activities through completion of an occurrence report for each situation.

Performance Targets:

- The NEC Compliance Program will respond within the OPS Service Standards for 95% of compliance-related inquiries and complaints.
- 100% of “High Risk” occurrences will be assigned a file lead, and action will be initiated within five (5) business days.
- 95% of “Medium Risk” occurrences will be assigned a file lead within five (5) business days, and action will be initiated within 15 business days.

Activities and Outputs:

- NEC staff received training on the OPS Service Standards in February 2024.

Outcomes:

- 90% of compliance-related inquiries and reports of non-compliance were responded to within two (2) business days.
- 95% of individuals who submitted a compliance inquiry or report of non-compliance using the NEC Information System received an email acknowledgement of submission in less than one (1) business day.
- 100% of “High Risk” occurrences were assigned a file lead, and action was initiated within five (5) business days.
- 100% of “Medium Risk” occurrences were assigned a file lead, and action was initiated within fifteen (15) business days.

4.3 Service Delivery Excellence and Modernization

4.3.1 Performance Measure #9:

- Compliance with OPS Client Service Standards.

Performance Targets:

- NEC will respond within the OPS Service Standards for 95% of all inquiries.
 - In-person service is available Monday to Friday (excluding holidays), between 9:00 a.m. - 5:00 p.m.
 - Telephone calls are responded to within one (1) business day.

- Emails and written correspondence are acknowledged within two (2) business days, and a response is provided within five (5) to 15 business days.

Activities and Outputs:

- All new NEC staff receive information on the OPS service standards as part of NEC's enhanced staff orientation and onboarding training program.
- All NEC staff had performance goals related to client service commitments in their 2024-25 performance plan.
- All NEC staff received communications training, which included information on the OPS Service Standards, in February 2025.
- NEC has leveraged existing IT tools, such as automatic responses:
 - Applicants are automatically sent an email acknowledgement when they submit a Development Permit application via the new online system.
 - Webform submissions related to inquiries, requests for in-person meetings, compliance, communications, and media requests are automatically directed to NEC's email inbox (nec@ontario.ca), which sends an automatic acknowledgement of receipt and provides a timeline for response.

Outcomes:

- 100% of individuals who submitted a Development Permit application using the NEC Information System received an email acknowledgement of submission in less than one (1) business day.
- The majority of individuals who sent an email directly to nec@ontario.ca received an automatic acknowledgement in less than one (1) business day.
 - NEC did not meet the service standard for acknowledging receipt of email inquiries within two (2) business days due to an IT failure in March 2025. For a period of time in mid- to late March 2025, the nec@ontario.ca email account experienced reduced functionality. The auto reply was sent in response to an email from a new contact, however, it failed to send automatic responses to anyone who had emailed the account previously.
- Based on data from the NEC Information System, there were 1,709 documented inquiries received via phone or email between April 1, 2024, and March 31, 2025.
 - 90% (1534) of responses were provided within 5-15 business days, with 62% (1057) receiving a complete response in less than 5 business days.
 - 10% (173) of responses took 16 or greater days.

- In the later half of the year, NEC staff demonstrated consistent improvements in response time and tracking, with the compliance rate increasing from 84-87% in November and December 2024 to 93-94% in January and February 2025, and ending in March 2025 with 99% of all inquiries receiving an immediate acknowledgement and complete response within 5-15 business days.

4.3.2 Performance Measure #10:

- Compliance with the Human Rights Code and *Ontarians with Disabilities Act*.

Performance Targets:

- NEC will comply with the Human Rights Code and accessibility requirements **100%** of the time in all services that are provided, including:
 - An active offer of assistance and accommodation is provided with all communication. NEC will consider all requests for accommodation.
 - NEC website meets digital accessibility standards.
 - NEC Info System meets digital accessibility standards.
 - NEC offices meet in-person accessibility standards.

Activities and Outputs:

- All emails from NEC staff include an active offer of assistance and accommodation.
- Both NEC's website and the online permit portal (NEC Information System) have passed testing requirements and meet digital accessibility standards.
- NEC did not receive any requests for accommodation in 2024-25.
- The NEC participated in an accessibility audit by the Ministry for Seniors and Accessibility in March 2025, to assess compliance with requirements under the Human Rights Code and *Ontarians with Disabilities Act*. At the time of writing this report, the ministry has not communicated an outcome from the audit.
- This audit supports the NEC's accountability under the Agencies and Appointments Directive (AAD), which requires agencies to demonstrate compliance with applicable legislation in their annual reporting.

Outcomes:

- The NEC was in compliance with all requirements of the Human Rights Code and *Ontarians with Disabilities Act*.

4.3.3 Performance Measure #11:

- Compliance with the *French Language Services Act*.
- As per the *French Language Services Act* (FLSA), a board, commission or corporation is considered a government agency within scope if the majority of their members or directors are appointed by the Lieutenant Governor in Council.

Performance Targets:

- NEC will provide information and services in French as required by the FLSA 100% of the time.
 - The NEC Georgetown office is considered the central office for the Niagara Escarpment Commission and serves the City of Hamilton, which is a Designated Bilingual Area located within the area of the NEP.
 - NEC is required to ensure that materials distributed to or intended for the public in designated areas (i.e. City of Hamilton) must be simultaneously available in English and French. Materials requiring translation include videos, pamphlets, signs, publications, posters, business cards, reports, as well as materials published on the NEC website.
 - A limited range of government publications are exempted from French translation requirements, including internal documents that are not meant for the public, or highly specialized or technical documents that have received an official exemption from the FLS Coordinator. NEC has no official exemptions in place.

Activities and Outputs:

- 2023-24 French Language Services (FLS) attestation was submitted in November 2024, confirming active offer of services in French, have strategies in place to evaluate quality of services in French, that all staff area aware of and have completed mandatory FLS training (as per OPS mandatory learning), that any outreach or consultation occurring within the City of Hamilton includes strategies and approaches to get input from the Francophone community, communications (publications) are available in French.
- NEC website is available in English and French.
- NEC interactive mapping is available in English and French.
- NEC Info System offers service in English and French.
- Major publications (e.g., Niagara Escarpment Plan) and promotional materials (e.g., brochures, mapping) available in English and French.

- Active offer to provide information or services in French on major publications, like the Annual Report or Business Plan, as well as staff reports or and other Commission meeting information.
- NEC staff work with MNR to ensure services offered in French, when requested.

Outcomes:

- NEC staff have increased awareness and understanding of FLS requirements, having completed mandatory training in 2024-25, and include the active offer of services in French.
- All HTML content on the NEC website is available in English and French. Documents available for download from the NEC website contain the active offer of French language service and are available in French upon request.
- The NEC will continue to work with the MNR and its French Language Services Coordinator to assess and ensure compliance with FLS requirements related to the NEC website and distribution of public materials within a Designated Bilingual Area (i.e. the City of Hamilton).

4.3.4 Performance Measure #12:

- The NEC will continue to add new information and make enhancements to the NEC website that support a client-focused approach to service.

Performance Targets:

For the 2025-26 fiscal year, the NEC will focus on adding and enhancing information related to:

- General information for property owners or potential buyers within the area of the Niagara Escarpment Plan.
- Exempted activities under Regulation 828.
- Development Permit Application process and timelines.

Activities and Outputs:

- NEC staff developed and published new website content containing [general information for property owners or potential buyers](#) as well as [exempted activities under Regulation 828](#).
- A new webpage outlining the Development Permit Application process and timelines is under development and will be published during the 2025-26 fiscal

year. Publication of this information was deferred so that the NEC could complete a review of the Development Permit application process.

Outcomes:

- Clear, accessible information on undertaking development activities within the area of the Niagara Escarpment Plan is easy found on the NEC website. Information can be accessed at any time from any device.

Appendix 1: Niagara Escarpment Commission Order in Council Appointments

The following table contains information about the Niagara Escarpment Commission Members, effective as of March 31, 2025.

Commissioner Name	Municipal/ Public at-large	Region / County / City	Term Expiry
Laurie Golden	Municipal	Bruce County	December 31, 2026
Dane Nielsen	Municipal	Grey County	December 31, 2026
Doug Measures	Municipal	Simcoe County	December 31, 2026
Gail Little	Municipal	Dufferin County	December 31, 2026
Lynn Kiernan	Municipal	Peel Region	December 31, 2026
Gord Krantz	Municipal	Halton Region	December 31, 2026
Matt Francis	Municipal	City of Hamilton	December 31, 2026
Albert Witteveen	Municipal	Niagara Region	December 31, 2026
Rocco (Rocky) Vacca	Public at-large	N/A	June 30, 2025
Johanna Chevalier	Public at-large	N/A	May 10, 2025
Gord Driedger	Public at-large	N/A	April 24, 2025
Ron Gibson	Public at-large	N/A	July 1, 2025
David Hutcheon	Public at-large	N/A	April 24, 2025
Ken Lucyshyn	Public at-large	N/A	April 23, 2025
Duncan McKinlay	Public at-large	N/A	November 30, 2025
Jennifer Vida	Public at-large	N/A	January 13, 2026

Appendix 2: Per Diems of NEC Commissioners

NEC Commissioners receive a per diem of \$472 per Commission meeting. Commission members are paid equivalent to a full day to attend the meeting, and equivalent to a 1/2 day to review the materials.

COMMISSIONER	May 23	Jun 18	Jun 19	Aug 15	Sep 19	Oct 17	Nov 21	Jan 16	Feb 20	Mar 20	TOTALS
<i>Municipal</i>	2024	2024	2024	2024	2024	2024	2024	2025	2025	2025	
Laurie Golden	\$708	\$0	\$708	\$708	\$0	\$472	\$708	\$708	\$708	\$708	\$5,428
Doug Measures	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608
Dane Nielsen	\$708	\$472	\$708	\$0	\$708	\$472	\$708	\$708	\$708	\$708	\$5,900
Gail Little	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$0	\$708	\$708	\$5,900
Lynn Kiernan	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608
Gord Krantz	\$708	\$708	\$0	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,136
Matt Francis	\$708	\$0	\$708	\$0	\$0	\$472	\$708	\$708	\$708	\$708	\$4,720
Albert Witteveen	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608
<i>Public-at-Large</i>											
Johanna Chevalier	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608
Michael Curley*	\$708	\$472	\$708	\$708	\$708	\$0	\$0	\$0	\$0	\$0	\$3,304
Gord Driedger	\$708	\$0	\$0	\$708	\$708	\$472	\$0	\$0	\$0	\$708	\$3,304
Ron Gibson	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608
David Hutcheon	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608
Ken Lucyshyn	\$708	\$472	\$708	\$708	\$0	\$472	\$708	\$708	\$708	\$0	\$5,192
Duncan McKinlay	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608

COMMISSIONER	May 23	Jun 18	Jun 19	Aug 15	Sep 19	Oct 17	Nov 21	Jan 16	Feb 20	Mar 20	TOTALS
Jennifer Vida	\$708	\$472	\$708	\$708	\$708	\$472	\$708	\$708	\$708	\$708	\$6,608
Chair Rocky Vacca	\$0	\$0	\$0	\$1,860	\$1,674	\$1,674	\$1,488	\$1,488	\$4,970	\$2,009	\$15,163
Chair Jim Collard*	\$1,488	\$1,488	\$1,488	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,464
TOTALS	\$12,816	\$7,860	\$11,400	\$11,772	\$10,878	\$8,754	\$11,400	\$10,692	\$14,882	\$11,921	\$112,375

* Term expired

April and July 2024 Meetings were cancelled, and there is no December meeting.