

HUU-AY-AHT FIRST NATIONS



**Report of Executive Council on
Salary of Ta'yii Hawilth, Chief
Councilor, Executive Council
Members**

**For consideration at the session of the
Huu-ay-aht First Nations People's Assembly
on November 26, 2011**

Prepared By: Alan Legg

Date: November 8, 2011

BACKGROUND

The following Citizen's Motion will be presented by Molly Clappis for consideration of the Assembly:

“BE IT RESOLVED to recommend that Executive Council direct the Finance Committee to prepare a report to Executive Council reviewing and setting out options for the salary of the Ta'yii Hawilth, Chief Councillor, and other members of Executive Council. Such report to be completed by January 31st, 2012.”

The powers, duties, responsibilities and functions of government members (Ta'yii Hawilth, Chief Councilor, and other Executive Council Members) in the new Huu-ay-aht government differ significantly from those of the previous Huu-ay-aht *Indian Act* government.

Accordingly, Section 23 (4) of the *Government Act* provides for a review of salaries and benefit plans,

- 23 (4) As soon as practicable after Effective Date, Executive Council must
- (a) consider an independent report on salaries and benefit plans for individuals in British Columbia with similar authority and responsibility to Council members, and
 - (b) by resolution set the annual salary and benefit plans for Council members.

DISCUSSION

Prior to April 1, 2011, in an effort to be proactive, James R. Craven and Associates Ltd. was retained to prepare an independent review of Council member remuneration. Unfortunately, after several months of trying to obtain relevant information, the consultant advised that they could not meet their deliverables because other organizations were largely unwilling to share their data.

Following Effective Date, a renewed effort was made to review Councilor remuneration in-house. Survey questionnaires were developed and mailed out to specific First Nations. Unfortunately, the in-house survey encountered the same problems as did James R. Craven and Associates Ltd., no one was willing to share their remuneration information.

In July 2011 Huu-ay-aht First Nations joined the Aboriginal Financial Officers Association (AFOA) of British Columbia, which was just completing a 2010 Salary Survey of 200 First Nations, 27 Tribal Councils and 32 Aboriginal Health/Family Service Organizations located within the geographic boundaries of British Columbia.

Huu-ay-aht First Nations received a copy of the B.C. First Nations Salary Survey Report, 2010 Edition, on September 1, 2011. This report is the 7th edition of the Salary Survey Report produced by the AFOA.

The Executive Council is required by law under Section 23 of the *Government Act* to complete a review, based on an independent report, of Council member remuneration as soon as practicable.

Now that the information is available, I am recommending to Executive Council that the review be completed by January 31st, 2012 and presented at the February 2012 regular Executive Council meeting. This will allow time to make adjustments, if necessary, to the 2012 Budget.

OPTIONS

The Assembly has several options regarding the motion to recommend preparation of recommendations by Finance Committee on remuneration of Government members by January 31st, 2012.

Option 1 - Approve the motion.

Option 2 - Approve the motion with amendments.

Option 3 – Not approve the motion.

IMPLICATIONS

Once prepared, the recommendations on salary and remuneration of Council members will be a public document and will set out implications of any changes in remuneration.