

HUU-AY-AHT FIRST NATIONS



**Report of Executive Council on
Executive Council and Executive
Director Salaries and Benefits**

**For consideration at the session of the
Huu-ay-aht First Nations People's Assembly
on Saturday, June 22, 2013**

Prepared By: Executive Director

Date: June 5, 2013

BACKGROUND:

At the December 8, 2012 People’s Assembly the following two citizen motion was passed:

MOTION #2012-212:

WHEREAS the amount of salaries and benefits being paid to the Executive Council and Executive Director are a serious concern given the post-treaty workload, particularly during a recession;

THEREFORE BE IT RESOLVED to recommend that Executive Council direct the Finance Committee to prepare a report to Executive Council reviewing salary and benefit levels of the Ta'yii Hawilth, Chief Councillor, other Executive Council members, and the Executive Director compared to similar positions in other governments. Such report to be completed by March 31st, 2013, presented to Executive Council for their review and made available to HUU-ay-aht citizens.

INFORMATION / UPDATE

On May 10, 2013 the HUU-ay-aht First Nation Finance Committee met to consider reports on Executive Council and Executive Director Salary and Benefits. After careful consideration of all the informational available, Finance Committee made the following motion:

BE IT RESOLVED that Finance Committee recommends to Executive Council that the current salary and benefits for Executive Council and the Executive Director are set appropriately with the addition of CPP coverage for Executive Council.

Title	Salary	Benefits	Total
Chief Councillor	\$91,000	\$7,383	\$98,383
Executive Councilor	\$65,000	\$5,562	\$70,562
Executive Director*	\$107,500	\$13,845	\$121,345

Table 1, HFN Salaries

**Executive Director Salary is a range \$95,000 - \$120,000 as published in the Human Resource Policy Regulation, the midpoint was used for calculation of benefits.*

Assessing compensation can be challenging as there are few directly comparable Treaty Nations with publicly assessable salary information. In reviewing the salaries for the Chief Councillor and Executive Council the following assumptions were made: that the work of Council represents a full time level of effort and will be the primary source of income for each Councillor, and that there will be no other that may contravene the Code of Conduct and Conflict of Interest Act.

Salary information for Executive Council and Executive Director was considered from the 2010 Aboriginal Finance Officers Association, BC First Nations Salary Survey Report, as well as published salaries and averages for other Nations (treaty and non-treaty) across Canada and other reports as available. The summary of salaries is shown below:

Title	Salary	Source	Notes
Chief Councilor	\$180,000	AMMSA	Enoch Cree, Alberta,
Chief Councilor	\$124,830	CBC	Peguis, Manitoba
Chief Councilor	\$54,543	BC AFOA	BC Average
Chief Councilor	\$60,000	AANDC	Canada Average
BC Premier	\$193,532	BC Legislature	
BC Member of Legislature (base)	\$101,859	BC Legislature	Without cabinet or other portfolio
Mayor	\$30,000	Port Alberni	
Executive Councilor	\$36,845	AFN	Canada Average
Executive Councilor	\$33,880	BC AFOA	BC Average
Executive Councilor	\$31,000	AANDC	Canada Average
City Manager	\$130,077	Parksville	
Executive Director	\$35,651 – \$128,003	HRSDC	Vancouver Island
Executive Director	\$159,376	Glassdoor	Canada Average
City Manager	\$126,661	Port Alberni	

Table 2, Published Average or Actual Salaries

Region	Number of FN elected officials	FN elected officials with pay greater than \$100,000	
		Count	%
BC	960	11	1%
AB	315	50	16%
SK	521	7	3%
MB	348	4	1%
ON	764	12	2%
QC	179	0	0%
ATLANTIC	210	20	10%
TOTAL	3,297	114	3%

Table 3, Percent of First Nations with Salaries over \$100k

Source: AFN The Straight Goods on First Nations Salaries

A number of factors were considered when reviewing the salaries of the Executive Council and the Executive Director. Currently, Executive Council is entitled to the same benefits as HFN Administration employees, except that they have not been receiving CPP. As elected officials in a First Nation organization, CPP is an optional not mandatory coverage, however, HFN Finance Committee felt that CPP enrolment is part of sound financial planning and that coverage should be extended to Executive Council. It was also noted that Executive Council did not include an annual cost of living increase in 2013; further, Council wages have remained the same since May 2006.