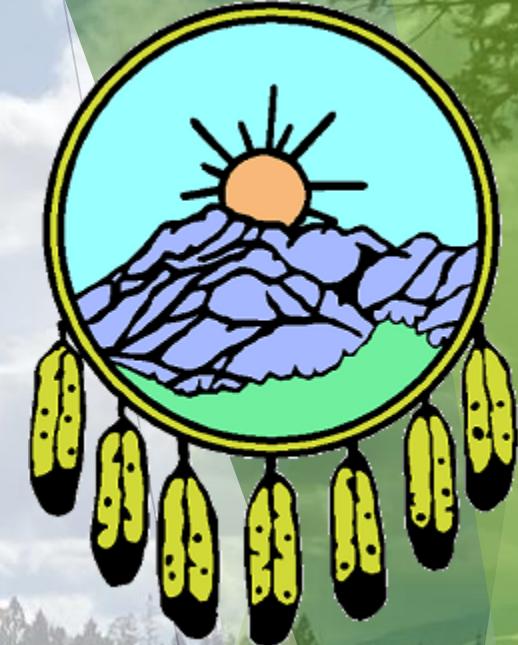


# PAKISQNUK

**Council Remuneration  
Information  
2025**



# Custom Election Regulations 2024

## 6) BAND CHIEF COUNCIL POSITIONS

- a) Band Council positions shall be fulltime, elected official paid positions for the duration of their respective terms of office. The roles and responsibilities of Band Council shall be in accordance with Appendix A – Roles and Responsibilities of Band Council
- b) When an Election is being held to vote for a Chief Councillor, the candidate with the highest number of votes in that Election will hold the office of Chief Councillor.
- c) If the person with the most votes does not wish to hold the position of Chief, the candidate with the next highest number of votes shall serve as Chief Councillor.



# Background on Remuneration

Chief and Council have received honoraria since the first elected council. Over the years these amounts were minimal and could not sustain their families. While traditional governance structures existed prior to the Indian Act, the modern system of elected Chief and Council, along with the associated per diem payments, was formalized and imposed through this legislation.

Since 2014 discussions of developing a strong governance structure was understood that it would require further dedication and commitment. In this changing world Governance has become demanding and fast paced for all Indigenous groups across Canada. We needed to generate ideas and a process to help navigate through the impacts of Western Society.



# Brief review of last session:

- ▶ Highlighted work done by 3<sup>rd</sup> party consultant in regard to compensation philosophy, guiding principles, compensation components, general reporting/accountability standards and a recommended salary as well as rational to support it.
- ▶ Chief and Council Duties and responsibilities (profiles)
- ▶ Chief and Council portfolios
- ▶ Membership questions and comments



# This presentation includes:

- ▶ Questions and answers from members from last meeting
- ▶ Questions to membership to help shape Council remuneration
- ▶ Next steps forward
- ▶ Attached: Council remuneration work and supporting documentation by Mini Takhar at MINCOHR.



# Questions from Last session Continued:

When was this process of setting Chief and Council remuneration first initiated? And who made the decision to begin it?

- ▶ 2018: Stan Chung recommended that council be remunerated as full-time. Council made a resolution in this regard but it was never actioned.
- ▶ SAO 2022-2023: Initiated remuneration policy.
- ▶ 2024: Custom election Regulation Meeting: members approved full time remuneration positions.
- ▶ 2024-2025 MINCO In coordination with AFN Governance Directors worked on council profiles (roles and responsibilities) as well as a remuneration recommendation accompanied by supporting documents. Our lawyers are in the final stages of updating the Governance Policy.



# Questions from Last session Continued:

Why was there limited communication to members before the process was already underway?

- ▶ This process was not expected to take long and it made sense that a 3<sup>rd</sup> party professional would start the work then we would bring it to membership for engagement.



# Questions from Last session Continued:

Will the remuneration policy include transparency and accountability measures, such as annual public reporting?

- ▶ Yes, Council will continue to provide reports verbally, bi-weekly at Chief and Council meetings, as well as written monthly, quarterly, and annually. Monthly reports will continue to be posted on our web site in the governance section.
- ▶ There will be additional requests for input from membership in regard to accountability and transparency later in this presentation.



# Questions from Last session

## Continued:

What is the definition of engagement?

- ▶ Community engagement is the collaborative process of involving people and groups (stakeholders) in decisions and actions that affect their lives, aiming to build relationships, share knowledge, and achieve shared goals for mutual benefit, leading to stronger, more sustainable communities (google search)



# Questions from Last session Continued:

Will an independent body or consultant provide recommendations, or will it all be decided internally? And Is there a conflict of interest in Chief and Council deciding their own pay levels?

- ▶ Council hired a 3<sup>rd</sup> party consultant (MINCO) to conduct research, in consideration of other First Nations of similar size and circumstances, and to provide a recommendation. this recommendation is now being brought to membership for input.
- ▶ With consideration of the work done on Council profiles by the 3<sup>rd</sup> party consultant, including her recommendation on remuneration, and the input from membership during this engagement. We will put together the Remuneration Policy.
- ▶ Council has also contracted MLTA Akins Law Firm to update the governance policy to accommodate the shift in remuneration.
- ▶ The remuneration policy will be presented at another membership engagement session.
- ▶ Council is exploring the possibility of adding the Remuneration Policy as a referendum in the upcoming election. If the policy is ready and the body conducting the election is able to incorporate it into the voting process.



# Questions from Last session

## Continued:

### How are performance, attendance and accountability tied to pay?

- ▶ With the current model, performance, attendance and accountability are not directly tied to pay. Chief and Council are expected to hold each other accountable using the Council Profiles and Governance policy. It is also up to membership to elect competent trustworthy leaders and to pay attention to how they fulfill their duties. Councillors success should be reflected when they are up for re election.



# Questions from Last session Continued:

What role do members play in approving or rejecting the final remuneration framework?

- ▶ Council is exploring the possibility of adding the Remuneration Policy as a referendum in the upcoming election. If the policy is ready and the body conducting the election is able to incorporate it into the voting process.



# Questions from Last session Continued:

How does AKISQNUK's remuneration compare to other Nations of similar size and circumstances?

- ▶ Please refer to Council Remuneration Models Document: page 2, Model 2
- ▶ And Council Member Remuneration Supporting Documents page 4



## Reference from Council Remuneration Models page 2

Position	Cheslatta Carrier Nation	Shuswap Band	Doig River First Nation	West Moberly First Nation	Akisqnuks First Nation
	Reg. Pop: 383	Reg. Pop: 288	Reg. Pop: 322	Reg. Pop: 367	Reg. Pop: 328
	Year 2020	Year 2021	Year 2021	Year 2021	Proposed
Chief	Salary: \$129,723.18	Salary: \$95,103.00	Salary: \$167,166.00	Salary: \$104,977.00	
	Expenses: \$39,872.48	Expenses: \$5,092.00	Expenses: \$1,000.00	Expenses: \$4,873.00	
Councillor	Salary: \$96,008.96	Salary: \$83,116.00	Salary: \$53,056 (4 months)	Salary: \$94,838.00	Salary: \$95,000.00
	Expenses: \$16,287.35	Expenses: \$5,105.00	Expenses: 0.00	Expenses: \$1,688.00	
Councillor	Salary: \$95,878.37	Salary: \$83,241.00	Salary: \$149,444.00	Salary: \$94,580.00	Salary: \$95,000.00
	Expenses: \$24,021.44	Expenses: \$6,083.00	Expenses: \$357.00	Expenses: \$3,581.00	
Councillor			Salary: \$98,080.00 (8 months)	Salary: \$94,190.00	Salary: \$95,000.00
			Expenses: 0.00	Expenses: \$2,578.00	
Councillor			Salary: \$156,455.00	Salary: \$91,277.00	Salary: \$95,000.00
			Expenses: 0.00	Expenses: \$1,410.00	



# Reference from Council Member

## Remuneration Supporting Documents page 4

Name	Position/Title	Months	Honoraria	Salary & Benefits	Other	Remuneration	Expenses	Total
?Aqam								
	Nasukin	12	31,068.00	0.00		24,664.00	306.00	56,038.00
	Councilor Average	12	23,618.00	0.00		16,357.75	2,318.00	41,134.75
Lower Kootenay Indian Band								
	Chief	12	0.00	0.00		51,413.00	0.00	51,413.00
	Councilor Average	12	0.00	0.00		12,506.00	0.00	12,506.00
Yaqit ?a·knuqli'iit First Nation								
	Chief	12	0.00	0.00		110,924.00	14,054.00	124,978.00
	Councilor Average	12	0.00	0.00		30,102.75	3,832.25	33,935.00
Gwa'Sala-Nakwaxda'xw (PORT HARDY)								
	Chief	12	0.00	0.00		39,800.00	7,227.00	47,027.00
	Councilor Average	12	0.00	0.00		31,163.37	5,667.62	36,830.99
K'Omoks FN								
	Chief	12	0.00	0.00	39000 (Treaty Duties)	49,510.00	4,097.00	92,607.00
	Councilor Average	12	0.00	0.00	39010 (Treaty Duties)	28,593.33	6,543.00	74,149.00
Okanagan Indian Band								
	Chief	12	49,056.00	8,982.00		0.00	6,073.00	64,111.00
	Councilor Average	12	35,829.00	5,186.00		0.00	4,119.00	45,134.00
Shuswap Band								
	Chief	12	0.00	0.00		106,658.00	12,446.00	119,104.00
	Councilor Average	12	0.00	0.00		100,588.00	18,444.00	119,032.00



# Questions from Last session Continued:

What is the total current cost of Chief and Council remuneration, including salary, honoraria, per diems, benefits, and travel?

- ▶ Please refer to The First Nations Transparency Act website by following these steps:
- ▶ <https://fnp-ppn.aadnc-aandc.gc.ca/fnp/Main/Search/SearchFF.aspx?lang=eng>
- ▶ Either enter the link above or google First Nations Transparency act and select the First link
- ▶ Select British Columbia
- ▶ Select ?Akisq'nuk First Nation ( we are the first on the list)
- ▶ Select FNFTA
- ▶ Read the notice and select Ok
- ▶ Select Schedule of Remuneration and Expenses 2024- 2025 or other desired year
- ▶ You can use this site to look at remuneration of leadership of different First Nations from across Canada



# Screen shot from First Nation Transparency Act

**akisq'nuk First Nation**  
**Schedule of Remuneration and Expenses**  
**Nasukin and Council**  
*For the year ended March 31, 2025*  
*(Unaudited)*

	Position	Number of Months	Salary and Other Remuneration (Note 1 & Note 2)	Expenses (Note 1)	Total
Donald Sam	Nasukin	12	136,919	6,233	143,152
Allan Nicholas	Councilor	12	51,371	5,854	57,225
Darcy Fisher	Councilor	12	43,709	5,172	48,881
Janice Alpine	Councilor	12	57,259	6,833	64,092
Faro Burgoyne	Councilor	10	42,515	2,699	45,214
			331,773	26,791	358,564

Approved on behalf of the Nasukin and Council

Donald Sam  
Allan Nicholas

Nasukin (Chief)

Councilor

J

Councilor



# KNCS Director Stipend

- ?AKISQNUK leadership are automatically assigned as directors of the of the Ktunaxa Nation Council Society. There we join the Nasukins and Councillors from the other 3 Ktunaxa First Nations for the “21 leadership table” as it is commonly referred to. The 21 leadership table meets at the end of each month usually lasting 2-3 days, to discuss matters that effect the entire Nation including out U.S. Ktunaxa tribes and give direction to KNC staff to conduct work that is in the interest of the collective. As KNCS directors we receive a stipend at the amount of about \$34,000 per year. It is important to note that this amount is subject to change. It has changes already once in the past year with no heads up or explanation.
- It is also important to know that the existence of these positions are not guaranteed. It has only been during the last few years that all 20 KFN leadership have been at the this table and there is ongoing discussion on weather or not to change the governance structure of the KNCS
- Please also note that a stipend and honoraria different things. The stipend is not tied to attendance of meetings. It is paid out bi- weekly through out the year.



# Questions for membership input:

How will future changes to remuneration be handled — will they require member approval, Council decision, or an automatic adjustment process (e.g., cost of living)?

- ▶ Should there be a set term for evaluation and adjustments?
- ▶ Who should approve?
- ▶ Once its approved C&C will develop a policy that will include implementation and amendments clauses



# Questions for membership input:

## Vacation time?

- ▶ Council used to take the month of August off. With the shift to full time and the growing demand for our attention to on going matters, Council has worked through August 2024 and 2025
- ▶ Should our full-time Council positions have a vacation policy equivalent to AFN staff?

Yes

No

other

and should they be staggered?



# Questions for membership input:

## Should Councillors calendars be accessible to membership?

- ▶ How can we ensure that they available to only members?
- ▶ Should Calendars be shared in reports to avoid real time security concerns? ie. Councillors may be taking a risk announcing when they will be away from home.



# Questions for membership input:

Should monthly written reports be in a standard format?

- ▶ For quarterly and annual reports?
- ▶ Should there be a strict deadline for monthly reports?



# Questions for membership input:

## What if a Councillor does not perform?

- ▶ What is the measure for high or low performance? Reports?
- ▶ Who holds Council accountable? Council? Nasukin? Governance Policy? Custom Election Regulations?



# Questions for membership input:

How should the final remuneration policy be approved?

- ▶ Should we try and add it as a referendum to the election?
- ▶ What if this is not possible?
- ▶ Other Ideas?



# Questions for membership input:

## Honoraria

### ELIMINATION OF HONORARIA

It is recommended that council pass a resolution to eliminate honoraria's when Nasu?kin and Council members are representing the Nation in an official capacity . With a salaried model, council is no longer receiving honoraria's as a form of payment as a gesture of goodwill or appreciation for their work and attendance at all council meetings, rather a line-item salary and benefits, which need to be in accordance with the Labour Code and CRA regulations. Hence, revisions and edits will need to be made to the Governance Policies following the appropriate actions and procedures. (Elected Council Member Remuneration March 26 2025)

Council receives honoraria for participating on committees and attending events hosted by external entities such as KKCFSS, St Eugene Mission Resort, NUMCO, BCAFN, AFNE, KNC, NGOs and more. These monies are provided from such entities.

Should these external honoraria be paid to the Councillor participating or should it be paid to ?AKISQNUK First Nation? Not sure if we want ask this because we had already discussed that and eliminated KNCS from our final amount, if I'm not mistaken



# Questions for membership input:

## Should we Include the Chief Salary recommendation from MINCO?

Please refer to Council Remuneration 2024. page 2

### RECOMMENDATIONS AND RATIONALE

Based on a thorough review of the information provided by Chief Sam Reports from Helder Ponte 2019, SAO 2022, feedback from council members, and comparative research on elected councilor salaries across BC and similar Nations, Model 2 presents itself as a viable option.

Model 2, which offers a base remuneration, simplifies bi-weekly administration and provides council members with stable income. I recommend a remuneration structure in which council members' remunerations are set at 75% of the Chief's remunerations, maintaining a 25% differential. This approach is financially sustainable and aligns with administrative staff compensation, which is positioned at the 75th percentile.

Due to the lack of published data, calculating Chief and Council remunerations as a percentile compared to other Nations of similar size, complexity, or operating budget is not feasible. Following current AFN practices, full-time status is considered to be 1,820 hours per year. This is not to be interpreted as 9-5 work weeks but accessibility and commitment.

- i. All Council Member roles are similar in nature and responsibilities; hence all remunerations shall be the same, which adopts AFN Administrative Staff's compensation philosophy factors of Internally Equitable and Externally Competitive.
- ii.

Base Salary based upon 1820 hrs./year	Hourly	Yearly
<b>Chief</b>	\$70.33	\$128,000
<b>Council Member</b>	\$42.62	\$77,562



# Questions for membership input:

Should there be different remuneration rates for Councillors based on experience?

- ▶ Example from Elected Council Remuneration March 26 2025 page 2

Council Member Salary Grid

	Year 1	Year 2	Year 3	Year 4
Annual	\$77,562	\$82,285	\$87,296	\$92,613
Hourly	\$42.62	\$45.21	\$47.97	\$50.89

Nas?ukin Salary Grid

	Year 1	Year 2	Year 3	Year 4
Annual	\$128,160.24	\$134,193	\$142,366	\$151,036
Hourly	\$70.44	\$73.73	\$78.22	\$82.99



# Questions for membership input:

## What should the yearly remuneration be set at for Council?

- ▶ \$77,562 This was the yearly remuneration recommended by MINCO
- ▶ \$80,000 This is the Base salary rate for a Manager position at AFN
- ▶ \$85,000 This is the mid range salary rate for a Manager Position at AFN
- ▶ \$95,000 This is the amount identified by MINCO in relations to other First Nations of similar size and circumstance (Council Remuneration Models May 8 page 2)
- ▶ Other



# Questions for membership input:

If selected remuneration is different than the recommended amount from MINCO, Should The Nas?ukin Position be set at 25% higher? as recommended by MINCO (Council Remuneration 2024. page 2)



# Next Steps

- ▶ Put together draft Remuneration Policy
- ▶ Approve updated Governance Policy
- ▶ Bring draft Remuneration Policy for membership feed back
- ▶ Approve Remuneration Policy



# Questions?

