



Salary Policy

For Chief and Council

Draft V.1.0

Approved: BCR # 2023-2024-123

Date: August 30th, 2023



Chief and Council Salary

Chief and Council, as elected officials, collectively govern in the best interest of Garden River on a wide range of social, environmental, and economic issues. They are responsible for complex decisions about community rights, funding, policy, and services. As elected officials, Garden River's Chief and Council are not considered employees of Garden River First Nation.

Garden River First Nation recognizes that serving in the Offices of Chief or Councillor require a significant commitment of time and energy. Garden River First Nation also recognizes that without fair remuneration for those who commit their time in public service, many would not be able or willing to participate on Council. Garden River further recognizes the need for transparency in how remuneration is paid to Chief and Council.

As acknowledgment of the significant time and effort committed by Chief and Council, Garden River First Nation will provide each Chief and Councillor with a salary for their service in the following manner:

Compensation for the Office of Chief

1. A Chief (Ogimaa) shall be provided an annual base salary of [\$90,000] to be paid bi-weekly.
2. The base salary paid to the Chief shall be increased based on experience in the Office of Chief or Councillor accordingly:
 - a. For 2-3 years of experience, a 5% salary increase [total salary of \$94,500];
 - b. For 4-7 years of experience, a 10% salary increase [total salary of \$99,000];
 - c. For 8 or more years of experience, a 15% salary increase [total salary of \$103,500].

Compensation for the Office of Councillor

1. A Councillor shall receive a base salary of [\$40,000], to be paid bi-weekly.
2. The base salary of a Councillor shall be increased based on experience in the Office of Chief or Council accordingly:
 - a. For 2-3 years of experience, a 5% increase [total salary of \$42,000];
 - b. For 4-7 years of experience, a 10% salary increase [total salary of \$44,000];
 - c. For 7 or more years of experience, a 15% salary increase [total salary of \$46,000].
3. The salary provided to a Councillor shall be further increased by a single payment of \$1,000 for each duly convened Council meeting attended, to be paid as part of the next salary payment installment.

[approx. 31 Council meetings per year, perfect attendance would increase a Councilor's total salary range to \$71,000 - \$77,000]



4. A Councillor who fails to attend a Council meeting, but has their absence excused in writing following the procedure outlined at Section 1.7 of the January 30th 2018 Chief and Council Guidelines, shall receive their single payment of \$1000 for the missed Council meeting.

Chief and Council Salary Review

1. Any review of the salary structure for Chief and Council must be approved by Band Council Resolution.
2. Once approved, the review of Chief and Council's salary structure must not take place prior to the next election date and must be completed within 4 months of the newly elected Chief and Council taking Office.
3. Any review of Chief and Council salary must be completed by a three-person independent panel which shall be appointed by Garden River First Nation's Auditor.
4. A panel convened to review Garden River First Nation's Chief and Council salary must consist of:
 - a. One Lawyer; and
 - b. One accountant; and
 - c. One former elected member of Chief and Council with at least 3+ years of experience on Council.
5. A panel convened to review Garden River First Nation's Chief and Council salary must consider:
 - a. The time and energy commitment necessary for the Offices of Chief and Council; and
 - b. The complexity of the duties, tasks and responsibilities of the Offices of Chief and Council; and
 - c. The need to attract qualified and diverse candidates for the Offices of Chief and Council; and
 - d. Garden River First Nation's economic circumstances; and
 - e. Chief and Council salaries from comparable First Nations.

