

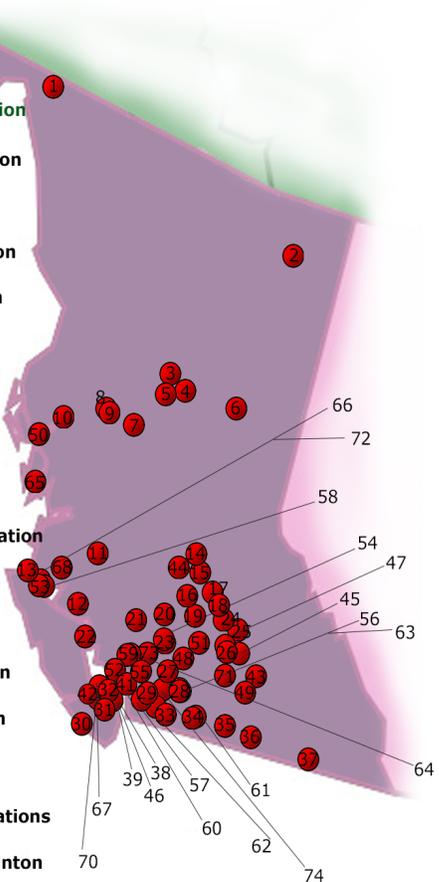


## First Nations Chiefs' Wage Disparity British Columbia

Per Capita (Annual Salary) Sex\*

- 1. Taku River Tlingit  
\$174 (\$72,800) F
- 2. Prophet River First Nation  
\$326 (\$91,000) F
- 3. Lake Babine Nation  
\$35 (\$89,193) M
- 4. Nak'azdi Whut'en  
\$40 (\$79,199) F
- 5. Nadleh Whuten  
\$111 (\$62,426) M
- 6. Kwadacha  
\$192 (\$107,922) M
- 7. Stelat'en First Nation  
\$111 (\$60,984) M
- 8. Cheslatta Carrier Nation  
\$340 (\$123,033) F
- 9. Nee-Tahi-Buhn  
\$459 (\$69,365) M
- 10. Haisla Nation  
\$39 (\$75,000) M
- 11. Alexis Creek  
\$99 (\$69,478) M
- 12. Kalhoose First Nation  
\$135 (\$55,546) M
- 13. Tlatlasikwala  
\$98 (\$65,835) F
- 14. Soda Creek  
\$124 (\$55,000) M
- 15. Williams Lake  
\$86 (\$71,426) F
- 16. Stswecem'c Xgat'tem First Nation  
\$78 (\$59,155) M
- 17. Canim Lake  
\$99 (\$60,952) M
- 18. Simpcw First Nation  
\$80 (\$58,069) F
- 19. Ashcroft  
\$236 (\$66,500) M
- 20. Xaxli'p  
\$57 (\$59,942) M
- 21. Lil'wat  
\$38 (\$83,545) M
- 22. Homalco  
\$177 (\$84,000) M
- 23. Lytton  
\$34 (\$66,231) F
- 24. Neskonlith  
\$105 (\$69,160) M

- 25. Adams Lake  
\$99 (\$79,579) M
- 26. Tk'emlups te Secwepemc  
\$68 (\$92,352) M
- 27. Kanaka Bar  
\$490 (\$117,000) M
- 28. Sts'ailes  
\$72 (\$78,640) M
- 29. Kwikwetlem First Nation  
**\$8,236 (\$914,219) M**
- 30. Pacheedaht First Nation  
\$287 (\$81,000) M
- 31. Lyackson  
\$319 (\$68,296) M
- 32. Stz'uminus First Nation  
\$65 (\$87,650) M
- 33. Kwantlen First Nation  
\$358 (\$106,011) F
- 34. Tzeachten  
\$115 (\$62,312) M
- 35. Lower Similkameen  
\$109 (\$56,241) M
- 36. Osoyoos  
\$269 (\$146,369) M
- 37. Lower Kootenay  
\$247 (\$60,000) M
- 38. Snuneymuxw First Nation  
\$67 (\$122,421) M
- 39. Nanoose First Nation  
\$194 (\$50,134) M
- 40. Soowahlie  
\$142 (\$54,266) F
- 41. Tsleil-Waututh Nation  
\$90 (\$53,860) F
- 42. Qualicum First Nation  
\$419 (\$53,200) M
- 43. Splotsin  
\$58 (\$52,668) M
- 44. Xeni Gwet'in First Nations  
\$110 (\$48,265) F
- 45. Whispering Pines/Clinton  
\$280 (\$48,230) M
- 46. Penelakut Tribe  
\$47 (\$45,888) F
- 47. Skeetchestn  
\$85 (\$45,572) M
- 48. N'Quatqua  
\$123 (\$45,146) F
- 49. Okanagan  
\$22 (\$44,034) M



- 50. Gitgalat First Nation  
\$56 (\$42,200) M
- 51. Tsal'alh  
\$58 (\$41,769) F
- 52. Tla'amin Nation  
\$35 (\$39,000) M
- 53. Quatsino  
\$66 (\$37,350) M
- 54. Siska  
\$116 (\$37,059) M
- 55. Spuzzum  
\$122 (\$36,800) M
- 56. Seabird Island  
\$34 (\$34,951) M
- 57. Katzie  
\$58 (\$33,930) F
- 58. Gwaawenuk Tribe  
\$810 (\$33,225) M
- 59. Yunesit'in Government  
\$68 (\$32,664) F
- 60. Musqueam  
\$22 (\$31,212) M
- 61. Skwah  
\$46 (\$29,781) M
- 62. Sumas First Nation  
\$79 (\$27,023) M
- 63. Shawahlook First Nation  
\$286 (\$26,000) F
- 64. Kwikwasut'inuxw Haxwa'mis  
\$84 (\$25,962) M
- 65. Kitasso  
\$46 (\$23,217) M
- 66. Gwa'Sala-Nakwaxda'xw  
\$22 (\$22,400) M
- 67. Tsartlip  
\$21 (\$21,450) M
- 68. Dzawada'enuxw First Nation  
\$39 (\$20,819) M
- 69. Old Massett Village Council  
\$6 (\$19,966) F
- 70. Pauquachin  
\$38 (\$15,600) F
- 71. Shackan  
\$96 (\$13,000) M
- 72. Kwakiutl  
\$12 (\$9,808) F
- 73. Samahquam  
\$12 (\$4,400)
- 74. Shxw'ow'hamel  
(N/A) F



\*2014 Statistics from the Government of Canada

### Ever Wonder Why ... British Columbia First Nations Chiefs' per capita salaries are so different?

In the age of transparency, fairness, and equity this infographic demonstrates how spectacularly different the British Columbia Chiefs' total compensation per registered member across 74 reserves in British Columbia. The highest paid per capita Chief of Kwikwetlem First Nation makes \$8,236 per capita while the lowest paid Chief of Old Massett Village Council only makes \$6 per capita.<sup>1</sup>

"The Chief has high-level administrative responsibilities that are unique as a member of Council. These responsibilities are carried out in full cooperation with staff through the Band Manager. Specific duties will be changed throughout the fiscal year depending on the organization's needs. Responsibilities will include aspects of communications, government relations, finance, human resources, program delivery and evaluation.

**Decision Making:** Chief will ensure that the Band Council works on a consensus building model in which all issues are discussed and all opinions are heard. By-laws exist to define a quorum and majority rules on votes. In addition, the Chief will make sure the Band Council sets policy and strategic direction and is also directly involved in major decisions that significantly affect the direction of the Band's programs and services, financial well-being and good standing.

**Responsibilities:** Overseeing the integrity and interests of the Band are protected, and to act on behalf of the Council as a whole between regular Council meetings."<sup>2</sup>

Total compensation is salary plus expenses compared to the total registered population. Per capita income measures the average income earned per individual in a given area (city, region, or reserve) in a stated year. It is calculated by dividing the area's total income by its total population. This data is based on 2014 salary data since the First Nations Financial Transparency Act (FNFTA) was lifted by the current federal government.

## ... imagine what the salary disparity is today?

<sup>1</sup> <http://fnp-ppn.aandc-aadnc.gc.ca/fnp/Main/Index.aspx?lasng=eng>

<sup>2</sup> <http://qalipu.ca/site/wp-content/uploads/2012/09/QMFN-Chief-Roles.pdf>



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