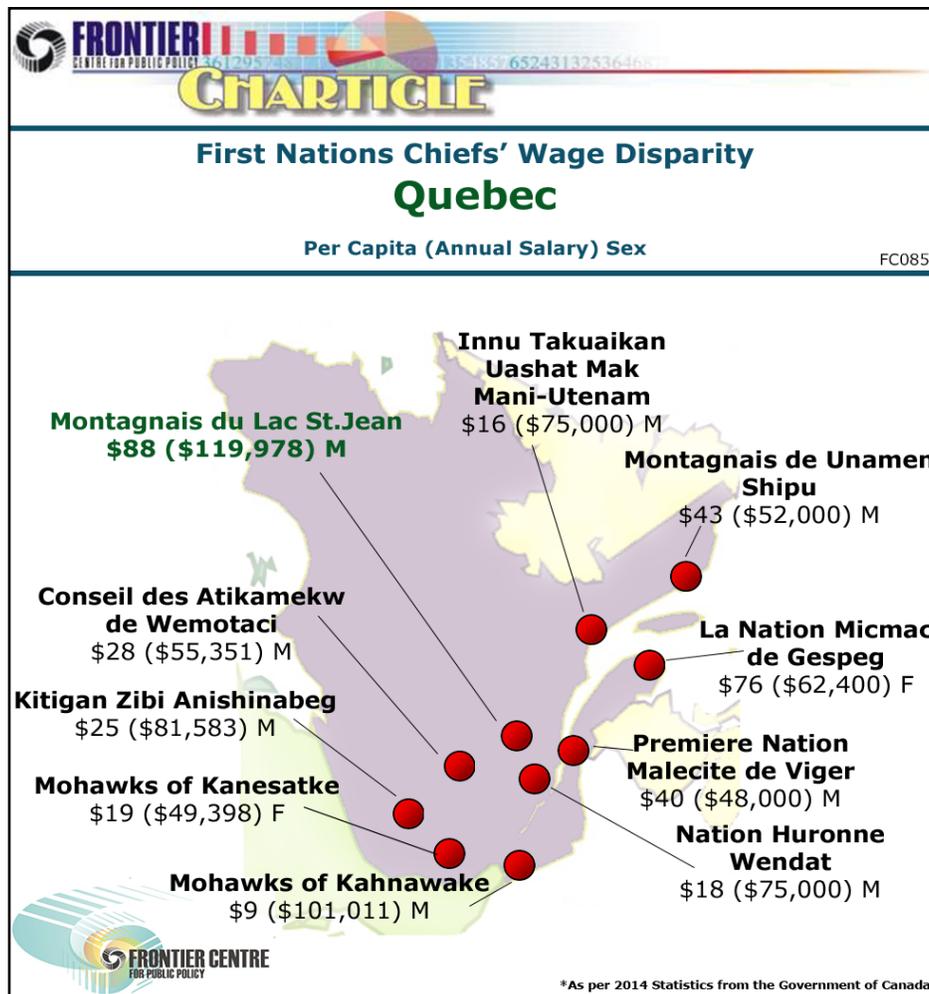


## Ever Wonder Why ... Quebec Indigenous Chiefs' per capita salaries are so different?

In the age of transparency, fairness, and equity this infographic demonstrates how spectacularly different the Quebec Chiefs' total compensation per registered member across 10 reserves in Quebec. The highest paid per capita Chief of Montagnais du Lac St. Jean makes \$88 per capita while the lowest paid Chief of Mohawks of Kahnawake only makes \$9 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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