



FACT SHEET

First Nations Chiefs Salaries

The vast majority of First Nation Chiefs receive salaries that are fair and reasonable

The *First Nation Transparency Act* came into effect on April 1, 2014 and requires 582 First Nations to provide a schedule of remuneration and expenses for their Chiefs and councillors. The outcome has been a misrepresentation of the information by the media and the Government of Canada by focussing on the top four salaries of First Nation Chiefs and reflecting this as the reality for all First Nations across Canada.

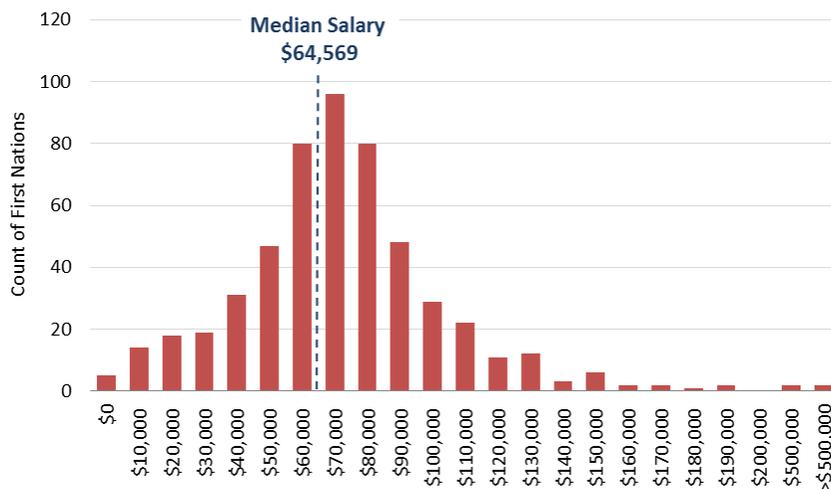
Figure 1 shows that in 2013-14:

- The median salary for First Nation Chiefs across Canada was just under \$65,000.
- Over 88% of First Nation Chiefs had salaries below \$100,000.

Canadians are not hearing about the five Chiefs that are receiving no salary in their elected positions, such as Montagnais de Natashquan, Quebec and Bonaparte First Nation, British Columbia.

Canadians are not hearing about those economically self-sufficient First Nations like Enoch Cree Nation in Alberta whose Chief and Council are paid entirely by their own-source revenues and not using funds from the Government of Canada.

Figure 1: Distribution of Salaries for First Nation Chiefs, 2013-14



Source: Aboriginal Affairs and Northern Development Canada, 2014

The information also shows the average salaries for First Nation Chiefs:

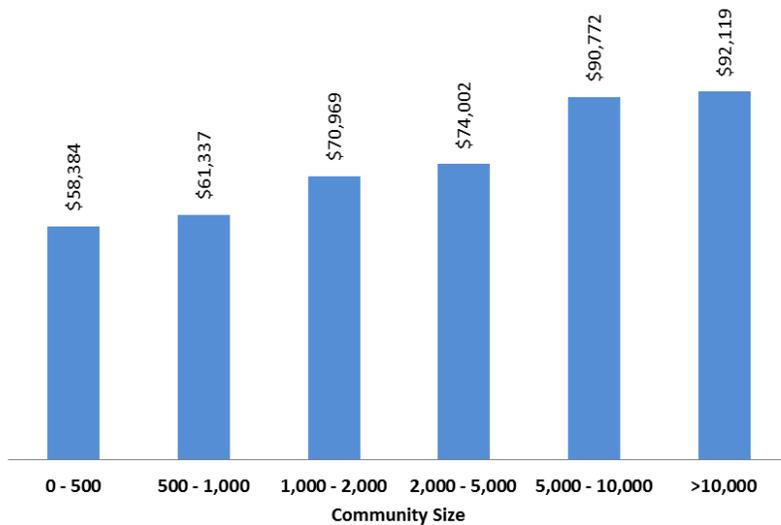
- Increase with the size of the community (Figure 2).
- Vary by the location of the community, where Chiefs responsible for more urban communities make larger salaries (Figure 3). However, there are larger salaries for Chiefs responsible for isolated (fly-in) communities, which is similar to doctors or teachers receiving a higher salary for working in these communities.



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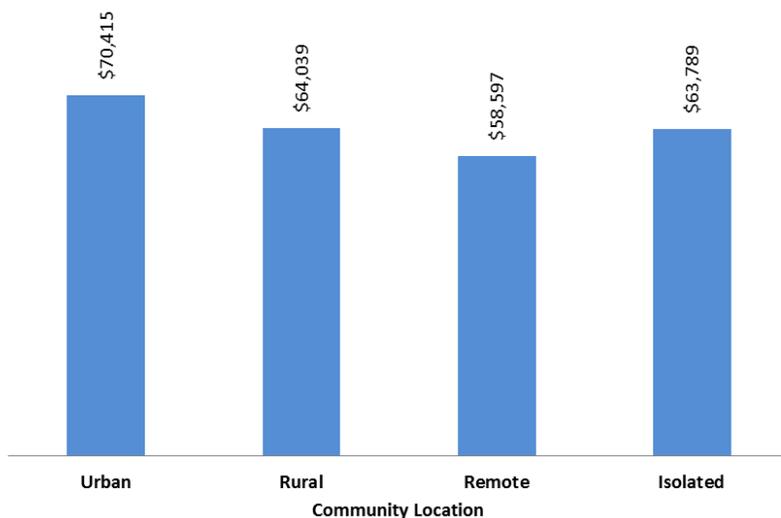
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Figure 2: Average Salaries for First Nation Chiefs, by Community Size, 2013-14



Source: Aboriginal Affairs and Northern Development Canada, 2014
* Excludes the top four outlier salaries above \$200,000.

Figure 3: Average Salaries for First Nation Chiefs, by Community Location, 2013-14



Source: Aboriginal Affairs and Northern Development Canada, 2014
* Excludes the top four outlier salaries above \$200,000.

First Nations support accountability and transparency

Fundamentally, First Nations are accountable first and foremost to their citizens. First Nations are seeking accountability from the Government of Canada and are looking for answers regarding funds intended for First Nations that are spent on federal administration.

Given the chronic under-funding of critical programs and services for First Nations children and families in our communities, we question why this is THE priority for the Government of Canada. It is time to work together on a new approach based on fairness, equity and true accountability.