



January 5, 2012

Attention: Band Administrators/Executive Directors

Re: 2012 BC First Nations Salary Survey Report

To ensure that our First Nations Salary Survey Report is up to date on an annual basis, the Aboriginal Financial Officers Association of BC (AFOA BC) board of directors has approved the development of a 2012 edition of the BC First Nations Salary Report. Don Sabo, a First Nations HR consultant, will undertake execution of the salary survey and development of the 2012 edition of this report.

Please complete the attached appropriate questionnaire for your organization (either a First Nations/Tribal Council or Aboriginal Social and Health Services organization). We are aware of the time this takes to complete but please keep in mind the more survey participants, the more accurate the survey results. **If you completed the 2010 survey, and there are no changes to salary data, please let us know if we can use this information for the 2012 survey (you will not have to complete the 2012 survey form).**

As with previous annual salary surveys, please be assured that in completing and submitting the attached questionnaire, all Chief and Council or Board of Directors authorized salary information released and disclosed in the questionnaire will be treated as confidential. The information will be managed in such a manner as to prevent tracing to its source.

We thank you in advance for your cooperation and contribution towards this valuable endeavor. The benefits of having salary ranges is to have a scale and base to refer to and a comparison for other non-Aboriginal government and union workers. A salary survey is a tool for First Nation organizations to use for salary levels and includes job descriptions and funding levels. This year's survey will examine up over 40 job positions.

The AFOA BC board of directors has agreed that to provide every First Nation in BC a free copy of the Salary Survey. This will include any First Nation/Aboriginal organization that completes the survey. Upon completion of the survey your organization's name will be put into a draw for \$500 award that can be used for any AFOA event or product. Please note the survey must be sent via fax or email to Don Sabo by **February 6, 2012**. If you have any questions about the 2010 BC First Nations Salary Survey please contact our office at 604.925.6370 or Mr. Sabo at 1.250.596.5007.

Sincerely,

Michael Mearns, General Manager