



# First Nations Tax Administrators Association Tax Administrator Salary Survey



We have developed this salary survey as part of our mandate to support the professional development of Tax Administrators. Salary standards should reflect the unique skill set of First Nations Tax Administrators and the importance of the work we do.

Please complete this Salary Survey to help us determine the current range of Tax Administrator Salaries. We will compare rates across Canada with each other and with our off-reserve counterparts.

The following questions will tell us about salaries and the correlating factors of tax department size and composition.

**TO PROTECT YOUR PRIVACY WE ARE NOT COLLECTING YOUR NAME OR THE NAME OF YOUR FIRST NATION**

1. Please provide your 2008 Total Assessed Property Values \$ \_\_\_\_\_

2. Which of the following best describes your Property Tax Department?

- Stand alone Property Tax Department with its own staff
- Property Taxation is part of the Finance Department
- Property Taxation and Lands Management are combined
- Other (please describe) \_\_\_\_\_

3. Please list the staff in your Property Tax Department, along with their gross annual salary, their full or part time status and any other function they perform in addition to taxation duties.

	<b>Yrs of Service or Experience</b>	<b>Education Level</b>	<b>Annual Salary</b>	<b>Part Time or Full Time</b>	<b>Other Function</b>
Tax Clerk	_____	_____	_____	_____	_____
Tax Administrator	_____	_____	_____	_____	_____
Surveyor of Taxes	_____	_____	_____	_____	_____
Other _____	_____	_____	_____	_____	_____
Other _____	_____	_____	_____	_____	_____

**example:**

Tax Administrator	7	highschool + workshops	35,000	full time	finance officer
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4. We ask this question to project how many of Canada's FN Tax Administrators will eventually be Certified. Do you intend to enrol in the TULO Program for Certification as a First Nations Tax Administrator? Yes \_\_\_\_\_ No \_\_\_\_\_ .