



**VUNTUT GWITCHIN GOVERNMENT**  
**Government of Vuntut Gwitchin First Nation**

---

**CHIEF AND COUNCIL**

---

**P.O. Box 94**

**Old Crow, Yukon**

**Y0B 1N0**

**Phone: (867) 966-3261**

**Fax: (867) 966-3116**

**Web: [www.vgfn.ca](http://www.vgfn.ca)**

**VUNTUT GWITCHIN FIRST NATION**

**COUNCIL RESOLUTION 01-20-2023 – #02**

**RE: HUMAN RESOURCES ADJUSTMENTS**

**WHEREAS:**

- A. Vuntut Gwitchin First Nation (“VGFN”) Constitution establishes the Vuntut Gwitchin Government consisting of both the elected and administrative bodies;
- B. The Vuntut Gwitchin Government has undergone a re-organization and re-structuring exercise;
- C. The planned re-organization and re-structuring have been considered by the General Assembly and the Council;
- D. Consideration is given to stabilizing the government, providing programs and services to Citizens, and fiscal responsibility;
- E. Council has the duties and powers prescribed to it under the VGFN Constitution to, among others:
  - (1) Set clear policies and guidelines and ensure good management and reporting in all aspects of the Vuntut Gwitchin Government within the jurisdiction of the Council;
  - (2) Exercise such powers and do such things as may be necessary to fulfill the objects of the Constitution.

**THEREFORE THE COUNCIL OF THE VUNTUT GWITCHIN FIRST NATION RESOLVES THAT:**

1. The VGG will undertake a review of its internal structure with a view to align and rename departments, positions and structures to better serve VGFN Citizens.
2. VGG will flatten the organization, and collapse the Strategic Lead level to Director level.
3. The review will include a 2023-2024 VGG Job Evaluation Plan, that will assess jobs so VGG will be able to compensate employees fairly and manage the government’s fiscal resources responsibly.
4. The Job Evaluation Plan will inform the consideration of new salary bands as proposed in the 2023-24 Salary Table (Proposed).
5. The review will include rationalization adjustments to supplementary compensation including the Northern Community Remoteness Allowance, Christmas bonus, Travel Allowance Benefit, and intern and student rates, as per the following:

- (a) Northern Community Remoteness Allowance: 4% of gross earnings paid out at each pay period with a separate line indicating such payment; paid only to full-time residents of Old Crow; paid out to all classifications (full-time, part-time, term, casual).
- (b) Christmas Bonus will be removed.
- (c) Travel Allowance Benefit: 4% of gross earnings paid out at calendar year end; paid only to full-time residents of Old Crow; paid out to all classifications (full-time, part-time, term, casual); paid out at termination.
- (d) Interns: Will be assigned a full role (job description) in a department; will be paid 80% of the position they are learning; will hold an intern position for a maximum of 2 years and will then move into a position with full responsibilities and full salary.
- (e) Post-secondary education students who have proof of returning to an approved post-secondary institution will be treated similar to an intern.
- (f) Students: High school students will be a set hourly rate (\$25/hr) set outside of the VGG pay band structure; the rate would increase each year with COLA similar to the regular salary table.

**THIS RESOLUTION** being duly approved by a quorum of the Council at a meeting duly convened on January 20, 2023 at Old Crow, Yukon.



Chief Pauline Frost



Deputy Chief Debra-Leigh Reti



Councillor Jeneen Frei Njootli