

**Carcross/Tagish First Nation**  
**Version 3 - New Wage Scale 2018 based on 2017 + \$2/hr across the board increase**

|   | Annual Wages  |               |               |               |               |               |               | Pay Level | Hourly Rate   |               |               |               |               |               |               |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|   | 1st Increment | 2nd Increment | 3rd Increment | 4th Increment | 5th Increment | 6th Increment | 7th Increment |           | 1st Increment | 2nd Increment | 3rd Increment | 4th Increment | 5th Increment | 6th Increment | 7th Increment |
| Second Term   | 116 267.48    | 121 848.32    | 127 697.04    | 133 826.50    | -             | -             | -             | 19        | 63.88         | 66.95         | 70.16         | 73.53         | -             | -             | -             |
| First Term  | 107 480.95    | 112 640.04    | 114 789.65    | 119 088.89    | -             | -             | -             | 18        | 59.06         | 61.89         | 63.07         | 65.43         | -             | -             | -             |
| Senior Management   | 104 169.83    | 109 169.98    | 111 253.38    | 114 378.47    | 115 420.17    | 118 882.78    | 122 449.26    | 17        | 57.24         | 59.98         | 61.13         | 62.85         | 63.42         | 65.32         | 67.28         |
|   | 97 330.42     | 102 002.28    | 103 948.89    | 106 868.80    | 107 842.11    | 111 077.37    | 114 409.69    | 16        | 53.48         | 56.05         | 57.11         | 58.72         | 59.25         | 61.03         | 62.86         |
|   | 90 956.34     | 95 322.24     | 97 141.37     | 99 870.06     | 103 053.53    | 106 145.14    | 109 329.49    | 15        | 49.98         | 52.37         | 53.37         | 54.87         | 56.62         | 58.32         | 60.07         |
| Managers level 2  | 85 007.88     | 89 088.26     | 90 788.42     | 93 338.65     | 96 313.93     | 99 203.35     | 102 179.45    | 14        | 46.71         | 48.95         | 49.88         | 51.28         | 52.92         | 54.51         | 56.14         |
|   | 79 471.91     | 83 286.56     | 84 876.00     | 87 260.16     | 90 041.67     | 92 742.92     | 95 525.21     | 13        | 43.67         | 45.76         | 46.64         | 47.95         | 49.47         | 50.96         | 52.49         |
|   | 74 305.00     | 77 871.64     | 79 357.74     | 81 586.89     | 84 187.57     | 86 713.19     | 89 314.59     | 12        | 40.83         | 42.79         | 43.60         | 44.83         | 46.26         | 47.64         | 49.07         |
| Managers level 1  | 69 507.17     | 72 843.51     | 74 233.66     | 76 318.87     | 78 751.62     | 81 114.17     | 83 547.60     | 11        | 38.19         | 40.02         | 40.79         | 41.93         | 43.27         | 44.57         | 45.91         |
|   | 65 034.98     | 68 156.66     | 69 457.36     | 71 408.41     | 73 684.63     | 75 895.17     | 78 172.03     | 10        | 35.73         | 37.45         | 38.16         | 39.24         | 40.49         | 41.70         | 42.95         |
| Coordinators, Supervisors, Assistant Managers, Tradespeople | 60 866.72     | 63 788.32     | 65 005.66     | 66 831.66     | 68 961.99     | 71 030.85     | 73 161.78     | 9         | 33.44         | 35.05         | 35.72         | 36.72         | 37.89         | 39.03         | 40.20         |
|   | 56 980.69     | 59 715.76     | 60 855.38     | 62 564.80     | 64 559.12     | 66 495.90     | 68 490.77     | 8         | 31.31         | 32.81         | 33.44         | 34.38         | 35.47         | 36.54         | 37.63         |
|   | 53 355.16     | 55 916.21     | 56 983.31     | 58 583.97     | 60 451.40     | 62 264.94     | 64 132.89     | 7         | 29.32         | 30.72         | 31.31         | 32.19         | 33.22         | 34.21         | 35.24         |
|   | 49 968.47     | 52 366.96     | 53 366.33     | 54 865.38     | 56 614.28     | 58 312.70     | 60 062.09     | 6         | 27.46         | 28.77         | 29.32         | 30.15         | 31.11         | 32.04         | 33.00         |
|   | 46 820.56     | 49 067.95     | 50 004.36     | 51 408.97     | 53 047.69     | 54 639.13     | 56 278.30     | 5         | 25.73         | 26.96         | 27.47         | 28.25         | 29.15         | 30.02         | 30.92         |
| Labourers, Assistants, Trainees                             | 43 889.76     | 45 996.47     | 46 874.26     | 48 190.96     | 49 727.10     | 51 218.91     | 52 755.48     | 4         | 24.12         | 25.27         | 25.76         | 26.48         | 27.32         | 28.14         | 28.99         |
|   | 41 154.33     | 43 129.74     | 43 952.82     | 45 187.45     | 46 627.86     | 48 026.69     | 49 467.49     | 3         | 22.61         | 23.70         | 24.15         | 24.83         | 25.62         | 26.39         | 27.18         |
|   | 38 592.58     | 40 445.02     | 41 216.88     | 42 374.65     | 43 725.39     | 45 037.15     | 46 388.27     | 2         | 21.20         | 22.22         | 22.65         | 23.28         | 24.02         | 24.75         | 25.49         |
|   | 36 204.52     | 37 942.34     | 38 666.43     | 39 752.56     | 41 019.72     | 42 250.31     | 43 517.82     | 1         | 19.89         | 20.85         | 21.25         | 21.84         | 22.54         | 23.21         | 23.91         |
| Summer Students   | 28 844.70     |               |               |               |               |               |               |           |               |               |               |               |               |               |               |
| Transitional Employment                                     |               |               |               |               |               |               |               | A         | 15.85         | 16.61         | 16.93         | 17.40         | 17.96         | 18.50         | 19.05         |

\* Employees' job level and increment level must be corrected accordingly next fiscal year with budget proposal.  
 Approved Input date April 30, 2017