

Policy #2024-001: PCMNO Governance Compensation Framework

1. Effective Date

This Métis Nation of Ontario (“MNO”) Policy #2024-001: Provisional Council of the Métis Nation of Ontario (“PCMNO”) Governance Compensation Framework (the “Policy”) comes into effect following the MNO Chief Electoral Officer certifying the results of the 2024 PCMNO election and replaces all previous PCMNO compensation frameworks.

2. Purpose

The Purpose of this Policy is to provide for a fair, transparent, and accountable compensation framework for the PCMNO, that is comparable to other Indigenous (e.g., Métis, First Nation) and non-Indigenous governments performing similar functions and with similar elected leadership roles and responsibilities.

3. Application

This Policy applies to the PCMNO. For greater certainty, the PCMNO includes the following positions: President;¹ Chair; Vice-Chair; Secretary-Treasurer; Executive Senator; PCMNO Senators; Regional Councilors; Youth Representative; and Post-Secondary Representative.

4. Background, Context, and Need for this Policy

The MNO was established as a unique, province-wide Métis government for its citizens and the communities comprised of those citizens based on the inherent right to self-determination and self-government held by all Indigenous peoples.

The MNO has governance structures at the provincial (e.g., PCMNO), regional (e.g., Regional Councilors and Regional Consultation Committees), and local levels (e.g., MNO Chartered Community Councils) to represent MNO citizens wherever they live in Ontario. These governance structures work together to collectively represent the Métis citizens and communities and consist of democratically elected Métis leadership.

As a part of its ongoing journey to fully implement Métis self-government, the MNO has signed two self-government agreements that contemplate the MNO developing its own constitution and laws that will provide further clarity on the jurisdiction and mandates of its governance structures. These agreements also contemplate the MNO negotiating a modern day self-government treaty with Canada as well as a

¹ Pursuant to section 41 of the MNO Bylaws, the MNO President also serves as the Chief Executive Officer (or “CEO”) of the Métis Nation of Ontario Secretariat (“MNOS”). As part of the MNO’s ongoing self-government journey, it is anticipated that the President and CEO will be split into separate roles in the future, to reflect the division between elected leadership and operational responsibilities for the MNOS. The MNO President role will be benchmarked and included in this Policy once it is split from the CEO role, and in the interim, the MNO President/CEO compensation will continue to be governed by the MNO’s applicable compensation policy for the President/CEO rather than this Policy.

long-term fiscal financing agreement to support the MNO’s core self-government functions.

As the MNO continues on its self-government journey, there is a need to put in place clear, transparent, and prudent compensation policies for the PCMNO that align with the roles and functions MNO elected leadership undertake.

In 2018, the MNO worked with independent third-party consultants to develop a new compensation framework for MNO staff members, senior executives (i.e., President & CEO, Chief Operating Officer, Chief Strategy Officer), and PCMNO. The goal of this work was to develop fair, accountable, and transparent compensation frameworks that would bring the MNO into alignment with compensation practices of other similarly situated Indigenous and non-Indigenous governments.

In 2020, following an extensive review of the existing compensation system of the PCMNO and an analysis of similar positions in comparable governments, a Governance Compensation Framework was approved and came into effect on June 1, 2020. Since 2020, the MNO has received feedback on this compensation framework and engaged with independent third-party consultants to update the framework, as set out in this Policy.

5. PCMNO Compensation Framework (Effective May 2024)

This Policy builds upon the 2020 PCMNO Compensation Framework and does the following in order to address feedback received on the previous framework:

- i) sets out a simpler model that aligns with the current stage of MNO’s self-government journey;
- ii) addresses the different roles and responsibilities amongst members of the PCMNO and provides clarity with respect to part-time and full-time roles;
- iii) updates the comparable compensation data from 2020 to 2024; and
- ii) includes a framework for the establishment of Provincial Secretary positions (i.e., portfolios or “Ministries”) as contemplated in the MNO Bylaws.

PCMNO Compensation

This Policy provides for two “levels” of classification for PCMNO elected leadership: (1) a “full-time” commitment (e.g., 30+ hours/week); and (2) a “part-time” commitment (e.g., less than 30 hours/week).

PCMNO Position	Level of Commitment	Compensation
President	Full-time	TBD ²
Chair	Full-time	\$138,000
Vice-Chair	Part-time (25-30 hrs / week)	\$85,000
Secretary-Treasurer	Full-time	\$120,000
Executive Senator ³	Part-time (20-30 hrs / week)	\$45,000
Senator	Part-time (10-20 hrs / week)	\$22,500
Regional Councilor	Full-time	\$85,000
Post-Secondary Representative	Part-time (10-15 hrs / week)	\$25,000
Youth Representative	Part-time (15-20 hrs / week)	\$35,000

² See footnote 1 explaining the timing of the President/CEO compensation benchmarking.

³ The Executive Senator receives additional compensation over the other Senators for his/her/their required participation and attendance at PCMNO meetings.

Consistent with the expectation that the full-time PCMNO roles require 30+ hours per week of commitment, PCMNO members in full-time roles are only able to hold external paid or volunteer work commitments in the following circumstances:

- i) the external commitment must be of a part-time or casual nature; and
- ii) the external commitment must not create or involve a conflict of interest between that commitment and the MNO's mandate and/or the PCMNO role held by the individual (as determined pursuant to MNO's Conflict of Interest and Confidentiality policies); and
- iii) the external commitment must not impede or interfere with the expected level of commitment and effort in the PCMNO role held by the individual; and
- iv) the external commitment must be disclosed and pre-approved based on prescribed, standardized criteria.

PCMNO members (both full and part time) are not eligible for honouraria for attending meetings or performing activities that fall within the scope of their elected role, as these are being compensated through this Policy. PCMNO members (both full and part time) are eligible for reimbursement of travel and other expenses, consistent with MNO's policies on such matters (as in force at the time).

Provincial Secretary Compensation

Section 15 of the MNO Bylaws provides for the following:

Provisional secretaries may be appointed from the PCMNO and for each appointment the term of office, responsibilities and removal shall be determined by the president and ratified by the PCMNO. Provincial secretaries shall report to the president. Provincial secretaries shall support the management of the MNO by providing leadership in the area of their portfolio responsibility and shall advocate, advise and represent their respective portfolios to MNO management, MNO citizens and outside agencies.

As part of the MNO's evolving self-government journey, Provincial Secretary positions shall be put into place following the next PCMNO election to be held in May 2024.⁴

In addition, in MNO Regions where land related Métis rights exist, additional work related to the Crown's duty to consult and accommodate must be undertaken by those Regional Councilors. Furthermore, there may be MNO-wide negotiation processes or appointments for the development and oversight of MNO institutions that specific PCMNO members may be assigned.

Consistent with other governments and compensation practices, these additional functions and workloads require compensation commensurate with the additional responsibilities the role entails.⁵

⁴ For the purposes of this Policy, Provincial Secretaries includes any "portfolio" or "Ministry" positions that may be established by the MNO pursuant to section 15 of the MNO Bylaws.

⁵ An independent, third party analysis of other governments from comparable provinces and territories that provide annual premiums for Ministerial roles (e.g., MLA Base Salary + portfolios such as education, finance, health, etc.) determined that the average compensation provided for such a portfolio was approximately 54.8% of the base salary of the position.

Based upon the development and PCMNO approval of Provincial Secretary portfolios with specific, defined roles and responsibilities, this Policy provides for compensation for the following roles and added responsibilities:

Function / Role	Explanation of Function / Role	Compensation
Duty to consult and accommodate related responsibilities	Regional Councilors where there are recognized rights-holding Métis communities have additional responsibilities related to engaging with government, industry, and others as part of consultation and accommodation for impacts on those Métis communities' rights and territories.	\$20,000/annum
Other appointed functions	On a portfolio-by-portfolio basis and with clearly defined responsibilities for each role, a PCMNO member may also be appointed to undertake specific additional functions (i.e., appointment as a Provincial Secretary role such as acting as a negotiator for MNO-wide initiative, appointment to develop or provide oversight of an MNO institution, etc.).	\$5,000 - \$44,000/annum (to be determined based on defined responsibilities for the role) ⁶

For greater certainty, PCMNO members are eligible for compensation for the above-noted functions and roles in addition to their base full or part-time compensation set out above.

PCMNO members may also hold more than one Provincial Secretary position at a time.

6. Authority for the Policy

PCMNO is the democratically-elected and province-wide governing body of the MNO. The MNO Bylaws state that the PCMNO shall manage the property and business of the MNO and that “[a] councilor may be remunerated or paid reasonable expenses incurred by him or her in the performance of his or her duties.”⁷

7. Interpretation

The terms of this Policy shall be given a fair, large, and liberal construction and interpretation as best ensures the attainment of its Purpose. Nothing in this Policy shall be interpreted in a way that would result in a conflict with the MNO Bylaws.

8. Adoption, Implementation and Review

This Policy was adopted by resolution of the PCMNO on March 10, 2024, based on the MNO’s inherent right of self-government as well as the authorities set out in the MNO Bylaws.

The MNO administration may adopt additional policies and procedures for the effective, fair, transparent, and accountable implementation of this Policy, at the MNO’s discretion.

⁶ Consistent with the comparable data for other governments with Ministerial / portfolio responsibilities, the Provincial Secretary compensation range is based on a maximum of \$44,000 (approximately 50-55% of the Regional Councilor base salary) or up to 55% of the applicable base salary, depending on the role and responsibilities.

⁷ MNO Bylaws, sections 14; 28.

The MNO administration shall inform all candidates seeking nomination in an MNO election of this Policy. For greater certainty, this can include by providing a copy of this Policy to all candidates and/or posting this Policy where all candidates would reasonably be expected to have access to it.

The MNO will review this Policy at least once every 3-4 years to ensure the alignment of this Policy with updated compensation data and MNO's evolving self-government journey.