

**Malahat Nation**

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*Based on the procedures described in the HR Policy, each authorized position shall be assessed for alignment with the following salary grids.*

*Positions identified as overtime exempt shall be aligned with the Exempt Grid; all other positions shall be aligned with the Non-Exempt Employee Grid.*

| Malahat Nation<br>Exempt Grid – 35+ hours/week |                |              |              |
|------------------------------------------------|----------------|--------------|--------------|
| Band                                           | Starting Range |              | Maximum      |
| 1                                              | \$69,295.26    | \$76,224.78  | \$98,745.74  |
| 2                                              | \$81,248.69    | \$89,373.56  | \$115,779.38 |
| 3                                              | \$95,264.09    | \$104,790.50 | \$135,751.33 |
| 4                                              | \$111,697.15   | \$122,866.86 | \$159,168.43 |
| 5                                              | \$130,964.90   | \$144,061.39 | \$186,624.99 |
| 6                                              | \$153,556.35   | \$168,911.98 | \$218,817.80 |

*Effective Date: July 1, 2026**Page 1 of 5*

Employees and Officers assigned to the Exempt Salary Grid are overtime exempt in accordance with the Human Resources (HR) Policy.

| Malahat Nation<br>Non-Exempt Employee Grid –<br>A: 35 Hours/week, B: 30 Hours/week |   |                |              |              |
|------------------------------------------------------------------------------------|---|----------------|--------------|--------------|
| Grid                                                                               |   | Starting Range |              | Maximum      |
| 0.5                                                                                | A | \$35,523.57    | \$36,589.28  | \$40,852.10  |
|                                                                                    | B | \$30,513.75    | \$31,429.17  | \$35,090.82  |
| 1                                                                                  | A | \$43,297.74    | \$44,596.67  | \$49,792.40  |
|                                                                                    | B | \$37,112.35    | \$38,225.72  | \$42,679.20  |
| 2                                                                                  | A | \$44,401.49    | \$45,733.53  | \$51,061.71  |
|                                                                                    | B | \$38,058.43    | \$39,200.18  | \$43,767.19  |
| 3                                                                                  | A | \$45,542.61    | \$46,908.89  | \$52,374.00  |
|                                                                                    | B | \$39,036.53    | \$40,207.62  | \$44,892.01  |
| 4                                                                                  | A | \$46,720.51    | \$48,122.12  | \$53,728.58  |
|                                                                                    | B | \$40,046.14    | \$41,247.53  | \$46,053.06  |
| 5                                                                                  | A | \$47,937.68    | \$49,375.81  | \$55,128.33  |
|                                                                                    | B | \$41,089.44    | \$42,322.13  | \$47,252.86  |
| 6                                                                                  | A | \$49,196.32    | \$50,672.21  | \$56,575.77  |
|                                                                                    | B | \$42,168.30    | \$43,433.35  | \$48,493.55  |
| 7                                                                                  | A | \$50,497.07    | \$52,011.98  | \$58,071.63  |
|                                                                                    | B | \$43,283.19    | \$44,581.69  | \$49,775.67  |
| 8                                                                                  | A | \$51,841.16    | \$53,396.40  | \$59,617.34  |
|                                                                                    | B | \$44,435.29    | \$45,768.35  | \$51,100.58  |
| 9                                                                                  | A | \$53,228.61    | \$54,825.47  | \$61,212.90  |
|                                                                                    | B | \$45,624.51    | \$46,993.25  | \$52,468.19  |
| 10                                                                                 | A | \$54,665.07    | \$56,305.02  | \$62,864.83  |
|                                                                                    | B | \$46,855.77    | \$48,261.45  | \$53,884.14  |
| 11                                                                                 | A | \$56,147.42    | \$57,831.84  | \$64,569.53  |
|                                                                                    | B | \$48,126.35    | \$49,570.14  | \$55,345.30  |
| 12                                                                                 | A | \$57,680.34    | \$59,410.75  | \$66,332.39  |
|                                                                                    | B | \$49,440.30    | \$50,923.50  | \$56,856.34  |
| 13                                                                                 | A | \$59,263.85    | \$61,041.76  | \$68,153.42  |
|                                                                                    | B | \$50,797.59    | \$52,321.52  | \$58,417.23  |
| 14                                                                                 | A | \$60,900.14    | \$62,727.14  | \$70,035.16  |
|                                                                                    | B | \$52,200.12    | \$53,766.12  | \$60,030.14  |
| 15                                                                                 | A | \$62,590.48    | \$64,468.19  | \$71,979.05  |
|                                                                                    | B | \$53,648.98    | \$55,258.45  | \$61,696.33  |
| 16                                                                                 | A | \$64,337.67    | \$66,267.80  | \$73,988.31  |
|                                                                                    | B | \$55,146.59    | \$56,800.99  | \$63,418.58  |
| 17                                                                                 | A | \$66,144.58    | \$68,128.92  | \$76,066.27  |
|                                                                                    | B | \$56,695.34    | \$58,396.21  | \$65,199.65  |
| 18                                                                                 | A | \$68,009.59    | \$70,049.88  | \$78,211.03  |
|                                                                                    | B | \$58,293.94    | \$60,042.76  | \$67,038.03  |
| 19                                                                                 | A | \$69,938.70    | \$72,036.86  | \$80,429.50  |
|                                                                                    | B | \$59,947.47    | \$61,745.89  | \$68,939.59  |
| 20                                                                                 | A | \$71,930.98    | \$74,088.91  | \$82,720.63  |
|                                                                                    | B | \$61,655.13    | \$63,504.78  | \$70,903.40  |
| 21                                                                                 | A | \$73,990.16    | \$76,209.86  | \$85,088.68  |
|                                                                                    | B | \$63,735.10    | \$65,647.15  | \$73,295.36  |
| 22                                                                                 | A | \$76,123.50    | \$78,407.21  | \$87,542.03  |
|                                                                                    | B | \$65,248.71    | \$67,206.17  | \$75,036.02  |
| 23                                                                                 | A | \$78,367.44    | \$80,718.46  | \$90,122.56  |
|                                                                                    | B | \$67,172.09    | \$69,187.26  | \$77,247.91  |
| 24                                                                                 | A | \$80,684.89    | \$83,105.44  | \$92,787.63  |
|                                                                                    | B | \$69,158.47    | \$71,233.22  | \$79,532.24  |
| 25                                                                                 | A | \$83,079.96    | \$85,572.36  | \$95,541.95  |
|                                                                                    | B | \$71,211.40    | \$73,347.74  | \$81,893.10  |
| 26                                                                                 | A | \$85,554.81    | \$88,121.45  | \$98,388.03  |
|                                                                                    | B | \$73,332.70    | \$75,532.68  | \$84,332.60  |
| 27                                                                                 | A | \$88,112.00    | \$90,755.36  | \$101,328.80 |
|                                                                                    | B | \$75,524.57    | \$77,790.31  | \$86,853.25  |
| 28                                                                                 | A | \$90,754.96    | \$93,477.60  | \$104,368.20 |
|                                                                                    | B | \$77,789.94    | \$80,123.64  | \$89,458.43  |
| 29                                                                                 | A | \$93,486.18    | \$96,290.76  | \$107,509.11 |
|                                                                                    | B | \$80,131.29    | \$82,535.23  | \$92,150.99  |
| 30                                                                                 | A | \$96,307.58    | \$99,196.81  | \$110,753.72 |
|                                                                                    | B | \$82,549.36    | \$85,025.84  | \$94,931.77  |
| 31                                                                                 | A | \$99,222.95    | \$102,199.64 | \$114,106.40 |
|                                                                                    | B | \$85,048.25    | \$87,599.69  | \$97,805.48  |
| 32                                                                                 | A | \$102,236.95   | \$105,304.06 | \$117,572.49 |
|                                                                                    | B | \$87,631.67    | \$90,260.62  | \$100,776.42 |
| 33                                                                                 | A | \$105,422.20   | \$108,584.86 | \$121,235.52 |
|                                                                                    | B | \$90,361.88    | \$93,072.74  | \$103,916.16 |

Effective Date: July 1, 2026

Page 2 of 5

Part-time and/or hourly employees shall be paid at an hourly rate consistent with the salary structure set out in the Non-Exempt Employee Grid

Grid line 0.5 is only to be used in circumstances where employment is of limited duration and/or for training purposes (e.g. summer students, interns, trainees, etc.)

| <b>Malahat Nation<br/>Non-Exempt Employee Grid – 35 Hours/week</b> |                       |              |                |
|--------------------------------------------------------------------|-----------------------|--------------|----------------|
| <b>Grid</b>                                                        | <b>Starting Range</b> |              | <b>Maximum</b> |
| 0.5                                                                | \$35,523.57           | \$36,589.28  | \$40,852.10    |
| 1                                                                  | \$43,297.74           | \$44,596.67  | \$49,792.40    |
| 2                                                                  | \$44,401.49           | \$45,733.53  | \$51,061.71    |
| 3                                                                  | \$45,542.61           | \$46,908.89  | \$52,374.00    |
| 4                                                                  | \$46,720.51           | \$48,122.12  | \$53,728.58    |
| 5                                                                  | \$47,937.68           | \$49,375.81  | \$55,128.33    |
| 6                                                                  | \$49,196.32           | \$50,672.21  | \$56,575.77    |
| 7                                                                  | \$50,497.07           | \$52,011.98  | \$58,071.63    |
| 8                                                                  | \$51,841.16           | \$53,396.40  | \$59,617.34    |
| 9                                                                  | \$53,228.61           | \$54,825.47  | \$61,212.90    |
| 10                                                                 | \$54,665.07           | \$56,305.02  | \$62,864.83    |
| 11                                                                 | \$56,147.42           | \$57,831.84  | \$64,569.53    |
| 12                                                                 | \$57,680.34           | \$59,410.75  | \$66,332.39    |
| 13                                                                 | \$59,263.85           | \$61,041.76  | \$68,153.42    |
| 14                                                                 | \$60,900.14           | \$62,727.14  | \$70,035.16    |
| 15                                                                 | \$62,590.48           | \$64,468.19  | \$71,979.05    |
| 16                                                                 | \$64,337.67           | \$66,267.80  | \$73,988.31    |
| 17                                                                 | \$66,144.58           | \$68,128.92  | \$76,066.27    |
| 18                                                                 | \$68,009.59           | \$70,049.88  | \$78,211.03    |
| 19                                                                 | \$69,938.70           | \$72,036.86  | \$80,429.50    |
| 20                                                                 | \$71,930.98           | \$74,088.91  | \$82,720.63    |
| 21                                                                 | \$73,990.16           | \$76,209.86  | \$85,088.68    |
| 22                                                                 | \$76,123.50           | \$78,407.21  | \$87,542.03    |
| 23                                                                 | \$78,367.44           | \$80,718.46  | \$90,122.56    |
| 24                                                                 | \$80,684.89           | \$83,105.44  | \$92,787.63    |
| 25                                                                 | \$83,079.96           | \$85,572.36  | \$95,541.95    |
| 26                                                                 | \$85,554.81           | \$88,121.45  | \$98,388.03    |
| 27                                                                 | \$88,112.00           | \$90,755.36  | \$101,328.80   |
| 28                                                                 | \$90,754.96           | \$93,477.60  | \$104,368.20   |
| 29                                                                 | \$93,486.18           | \$96,290.76  | \$107,509.11   |
| 30                                                                 | \$96,307.58           | \$99,196.81  | \$110,753.72   |
| 31                                                                 | \$99,222.95           | \$102,199.64 | \$114,106.40   |
| 32                                                                 | \$102,236.95          | \$105,304.06 | \$117,572.49   |
| 33                                                                 | \$105,422.20          | \$108,584.86 | \$121,235.52   |

*Effective Date: July 1, 2026*

| <b>Malahat Nation<br/>Non-Exempt Employee Grid – 30 Hours/week</b> |                       |             |                |
|--------------------------------------------------------------------|-----------------------|-------------|----------------|
| <b>Grid</b>                                                        | <b>Starting Range</b> |             | <b>Maximum</b> |
| 0.5                                                                | \$30,513.75           | \$31,429.17 | \$35,090.82    |
| 1                                                                  | \$37,112.35           | \$38,225.72 | \$42,679.20    |
| 2                                                                  | \$38,058.43           | \$39,200.18 | \$43,767.19    |
| 3                                                                  | \$39,036.53           | \$40,207.62 | \$44,892.01    |
| 4                                                                  | \$40,046.14           | \$41,247.53 | \$46,053.06    |
| 5                                                                  | \$41,089.44           | \$42,322.13 | \$47,252.86    |
| 6                                                                  | \$42,168.30           | \$43,433.35 | \$48,493.55    |
| 7                                                                  | \$43,283.19           | \$44,581.69 | \$49,775.67    |
| 8                                                                  | \$44,435.29           | \$45,768.35 | \$51,100.58    |
| 9                                                                  | \$45,624.51           | \$46,993.25 | \$52,468.19    |
| 10                                                                 | \$46,855.77           | \$48,261.45 | \$53,884.14    |
| 11                                                                 | \$48,126.35           | \$49,570.14 | \$55,345.30    |
| 12                                                                 | \$49,440.30           | \$50,923.50 | \$56,856.34    |
| 13                                                                 | \$50,797.59           | \$52,321.52 | \$58,417.23    |
| 14                                                                 | \$52,200.12           | \$53,766.12 | \$60,030.14    |
| 15                                                                 | \$53,648.98           | \$55,258.45 | \$61,696.33    |
| 16                                                                 | \$55,146.59           | \$56,800.99 | \$63,418.58    |
| 17                                                                 | \$56,695.34           | \$58,396.21 | \$65,199.65    |
| 18                                                                 | \$58,293.94           | \$60,042.76 | \$67,038.03    |
| 19                                                                 | \$59,947.47           | \$61,745.89 | \$68,939.59    |
| 20                                                                 | \$61,655.13           | \$63,504.78 | \$70,903.40    |
| 21                                                                 | \$63,735.10           | \$65,647.15 | \$73,295.36    |
| 22                                                                 | \$65,248.71           | \$67,206.17 | \$75,036.02    |
| 23                                                                 | \$67,172.09           | \$69,187.26 | \$77,247.91    |
| 24                                                                 | \$69,158.47           | \$71,233.22 | \$79,532.24    |
| 25                                                                 | \$71,211.40           | \$73,347.74 | \$81,893.10    |
| 26                                                                 | \$73,332.70           | \$75,532.68 | \$84,332.60    |
| 27                                                                 | \$75,524.57           | \$77,790.31 | \$86,853.25    |
| 28                                                                 | \$77,789.94           | \$80,123.64 | \$89,458.43    |
| 29                                                                 | \$80,131.29           | \$82,535.23 | \$92,150.99    |
| 30                                                                 | \$82,549.36           | \$85,025.84 | \$94,931.77    |
| 31                                                                 | \$85,048.25           | \$87,599.69 | \$97,805.48    |
| 32                                                                 | \$87,631.67           | \$90,260.62 | \$100,776.42   |
| 33                                                                 | \$90,361.88           | \$93,072.74 | \$103,916.16   |

*Effective Date: July 1, 2026*

*Page 4 of 5*

| <b>Malahat Nation<br/>Non-Exempt Employee Grid – Hourly</b> |                       |         |                |
|-------------------------------------------------------------|-----------------------|---------|----------------|
| <b>Grid</b>                                                 | <b>Starting Range</b> |         | <b>Maximum</b> |
| 0.5                                                         | \$19.52               | \$20.10 | \$22.45        |
| 1                                                           | \$23.79               | \$24.50 | \$27.36        |
| 2                                                           | \$24.40               | \$25.13 | \$28.06        |
| 3                                                           | \$25.02               | \$25.77 | \$28.78        |
| 4                                                           | \$25.67               | \$26.44 | \$29.52        |
| 5                                                           | \$26.34               | \$27.13 | \$30.29        |
| 6                                                           | \$27.03               | \$27.84 | \$31.09        |
| 7                                                           | \$27.75               | \$28.58 | \$31.91        |
| 8                                                           | \$28.48               | \$29.34 | \$32.76        |
| 9                                                           | \$29.25               | \$30.12 | \$33.63        |
| 10                                                          | \$30.04               | \$30.94 | \$34.54        |
| 11                                                          | \$30.85               | \$31.78 | \$35.48        |
| 12                                                          | \$31.69               | \$32.64 | \$36.45        |
| 13                                                          | \$32.56               | \$33.54 | \$37.45        |
| 14                                                          | \$33.46               | \$34.47 | \$38.48        |
| 15                                                          | \$34.39               | \$35.42 | \$39.55        |
| 16                                                          | \$35.35               | \$36.41 | \$40.65        |
| 17                                                          | \$36.34               | \$37.43 | \$41.79        |
| 18                                                          | \$37.37               | \$38.49 | \$42.97        |
| 19                                                          | \$38.43               | \$39.58 | \$44.19        |
| 20                                                          | \$39.52               | \$40.71 | \$45.45        |
| 21                                                          | \$40.65               | \$41.87 | \$46.75        |
| 22                                                          | \$41.83               | \$43.08 | \$48.10        |
| 23                                                          | \$43.06               | \$44.35 | \$49.52        |
| 24                                                          | \$44.33               | \$45.66 | \$50.98        |
| 25                                                          | \$45.65               | \$47.02 | \$52.50        |
| 26                                                          | \$47.01               | \$48.42 | \$54.06        |
| 27                                                          | \$48.41               | \$49.87 | \$55.68        |
| 28                                                          | \$49.87               | \$51.36 | \$57.35        |
| 29                                                          | \$51.37               | \$52.91 | \$59.07        |
| 30                                                          | \$52.92               | \$54.50 | \$60.85        |
| 31                                                          | \$54.52               | \$56.15 | \$62.70        |
| 32                                                          | \$56.17               | \$57.86 | \$64.60        |
| 33                                                          | \$57.92               | \$59.66 | \$66.61        |

*Effective Date: July 1, 2026*

*Page 5 of 5*