



Malahat Nation

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Malahat

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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 Exempt Grid – 35+ hours/week			
Band	Starting Range		Maximum
1	\$67,276.95	\$74,004.65	\$95,869.66
2	\$78,882.23	\$86,770.45	\$112,407.17
3	\$92,489.41	\$101,738.35	\$131,797.41
4	\$108,443.83	\$119,288.22	\$154,532.46
5	\$127,150.40	\$139,865.44	\$181,189.32
6	\$149,083.84	\$163,992.22	\$212,444.47

Effective Date: July 1, 2025

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

Malahat Nation				
Non-Exempt Employee Grid – A: 35 Hours/week, B: 30 Hours/week				
Grid		Starting Range		Maximum
0.5	A	\$34,488.90	\$35,523.57	\$39,662.24
	B	\$29,625.00	\$30,513.75	\$34,068.75
1	A	\$42,036.64	\$43,297.74	\$48,342.13
	B	\$36,031.41	\$37,112.35	\$41,436.12
2	A	\$43,108.24	\$44,401.49	\$49,574.48
	B	\$36,949.93	\$38,058.43	\$42,492.42
3	A	\$44,216.13	\$45,542.61	\$50,848.55
	B	\$37,899.54	\$39,036.53	\$43,584.47
4	A	\$45,359.72	\$46,720.51	\$52,163.67
	B	\$38,879.75	\$40,046.14	\$44,711.71
5	A	\$46,541.44	\$47,937.68	\$53,522.65
	B	\$39,892.66	\$41,089.44	\$45,876.56
6	A	\$47,763.42	\$49,196.32	\$54,927.93
	B	\$40,940.10	\$42,168.30	\$47,081.12
7	A	\$49,026.28	\$50,497.07	\$56,380.22
	B	\$42,022.52	\$43,283.19	\$48,325.89
8	A	\$50,331.23	\$51,841.16	\$57,880.91
	B	\$43,141.06	\$44,435.29	\$49,612.21
9	A	\$51,678.26	\$53,228.61	\$59,430.00
	B	\$44,295.64	\$45,624.51	\$50,939.99
10	A	\$53,072.88	\$54,665.07	\$61,033.81
	B	\$45,491.04	\$46,855.77	\$52,314.70
11	A	\$54,512.06	\$56,147.42	\$62,688.87
	B	\$46,724.61	\$48,126.35	\$53,733.30
12	A	\$56,000.33	\$57,680.34	\$64,400.38
	B	\$48,000.29	\$49,440.30	\$55,200.33
13	A	\$57,537.72	\$59,263.85	\$66,168.37
	B	\$49,318.05	\$50,797.59	\$56,715.76
14	A	\$59,126.35	\$60,900.14	\$67,995.30
	B	\$50,679.73	\$52,200.12	\$58,281.69
15	A	\$60,767.46	\$62,590.48	\$69,882.57
	B	\$52,086.39	\$53,648.98	\$59,899.35
16	A	\$62,463.75	\$64,337.67	\$71,833.32
	B	\$53,540.38	\$55,146.59	\$61,571.44
17	A	\$64,218.04	\$66,144.58	\$73,850.74
	B	\$55,044.02	\$56,695.34	\$63,300.63
18	A	\$66,028.73	\$68,009.59	\$75,933.04
	B	\$56,596.06	\$58,293.94	\$65,085.47
19	A	\$67,901.65	\$69,938.70	\$78,086.90
	B	\$58,201.43	\$59,947.47	\$66,931.64
20	A	\$69,835.91	\$71,930.98	\$80,311.29
	B	\$59,859.35	\$61,655.13	\$68,838.25
21	A	\$71,835.10	\$73,990.16	\$82,610.37
	B	\$61,878.73	\$63,735.10	\$71,160.54
22	A	\$73,906.31	\$76,123.50	\$84,992.26
	B	\$63,348.27	\$65,248.71	\$72,850.50
23	A	\$76,084.89	\$78,367.44	\$87,497.63
	B	\$65,215.62	\$67,172.09	\$74,997.97
24	A	\$78,334.85	\$80,684.89	\$90,085.07
	B	\$67,144.14	\$69,158.47	\$77,215.77
25	A	\$80,660.15	\$83,079.96	\$92,759.18
	B	\$69,137.28	\$71,211.40	\$79,507.87
26	A	\$83,062.92	\$85,554.81	\$95,522.36
	B	\$71,196.79	\$73,332.70	\$81,876.31
27	A	\$85,545.63	\$88,112.00	\$98,377.47
	B	\$73,324.82	\$75,524.57	\$84,323.55
28	A	\$88,111.61	\$90,754.96	\$101,328.35
	B	\$75,524.21	\$77,789.94	\$86,852.85
29	A	\$90,763.28	\$93,486.18	\$104,377.77
	B	\$77,797.37	\$80,131.29	\$89,466.98
30	A	\$93,502.50	\$96,307.58	\$107,527.88
	B	\$80,145.01	\$82,549.36	\$92,166.76
31	A	\$96,332.96	\$99,222.95	\$110,782.91
	B	\$82,571.11	\$85,048.25	\$94,956.78
32	A	\$99,259.17	\$102,236.95	\$114,148.05
	B	\$85,079.29	\$87,631.67	\$97,841.18
33	A	\$102,351.65	\$105,422.20	\$117,704.39
	B	\$87,729.98	\$90,361.88	\$100,889.48

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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.)

Malahat Nation Non-Exempt Employee Grid – 35 Hours/week			
Grid	Starting Range		Maximum
0.5	\$34,488.90	\$35,523.57	\$39,662.24
1	\$42,036.64	\$43,297.74	\$48,342.13
2	\$43,108.24	\$44,401.49	\$49,574.48
3	\$44,216.13	\$45,542.61	\$50,848.55
4	\$45,359.72	\$46,720.51	\$52,163.67
5	\$46,541.44	\$47,937.68	\$53,522.65
6	\$47,763.42	\$49,196.32	\$54,927.93
7	\$49,026.28	\$50,497.07	\$56,380.22
8	\$50,331.23	\$51,841.16	\$57,880.91
9	\$51,678.26	\$53,228.61	\$59,430.00
10	\$53,072.88	\$54,665.07	\$61,033.81
11	\$54,512.06	\$56,147.42	\$62,688.87
12	\$56,000.33	\$57,680.34	\$64,400.38
13	\$57,537.72	\$59,263.85	\$66,168.37
14	\$59,126.35	\$60,900.14	\$67,995.30
15	\$60,767.46	\$62,590.48	\$69,882.57
16	\$62,463.75	\$64,337.67	\$71,833.32
17	\$64,218.04	\$66,144.58	\$73,850.74
18	\$66,028.73	\$68,009.59	\$75,933.04
19	\$67,901.65	\$69,938.70	\$78,086.90
20	\$69,835.91	\$71,930.98	\$80,311.29
21	\$71,835.10	\$73,990.16	\$82,610.37
22	\$73,906.31	\$76,123.50	\$84,992.26
23	\$76,084.89	\$78,367.44	\$87,497.63
24	\$78,334.85	\$80,684.89	\$90,085.07
25	\$80,660.15	\$83,079.96	\$92,759.18
26	\$83,062.92	\$85,554.81	\$95,522.36
27	\$85,545.63	\$88,112.00	\$98,377.47
28	\$88,111.61	\$90,754.96	\$101,328.35
29	\$90,763.28	\$93,486.18	\$104,377.77
30	\$93,502.50	\$96,307.58	\$107,527.88
31	\$96,332.96	\$99,222.95	\$110,782.91
32	\$99,259.17	\$102,236.95	\$114,148.05
33	\$102,351.65	\$105,422.20	\$117,704.39

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Malahat Nation Non-Exempt Employee Grid – 30 Hours/week			
Grid	Starting Range		Maximum
0.5	\$29,625.00	\$30,513.75	\$34,068.75
1	\$36,031.41	\$37,112.35	\$41,436.12
2	\$36,949.93	\$38,058.43	\$42,492.42
3	\$37,899.54	\$39,036.53	\$43,584.47
4	\$38,879.75	\$40,046.14	\$44,711.71
5	\$39,892.66	\$41,089.44	\$45,876.56
6	\$40,940.10	\$42,168.30	\$47,081.12
7	\$42,022.52	\$43,283.19	\$48,325.89
8	\$43,141.06	\$44,435.29	\$49,612.21
9	\$44,295.64	\$45,624.51	\$50,939.99
10	\$45,491.04	\$46,855.77	\$52,314.70
11	\$46,724.61	\$48,126.35	\$53,733.30
12	\$48,000.29	\$49,440.30	\$55,200.33
13	\$49,318.05	\$50,797.59	\$56,715.76
14	\$50,679.73	\$52,200.12	\$58,281.69
15	\$52,086.39	\$53,648.98	\$59,899.35
16	\$53,540.38	\$55,146.59	\$61,571.44
17	\$55,044.02	\$56,695.34	\$63,300.63
18	\$56,596.06	\$58,293.94	\$65,085.47
19	\$58,201.43	\$59,947.47	\$66,931.64
20	\$59,859.35	\$61,655.13	\$68,838.25
21	\$61,878.73	\$63,735.10	\$71,160.54
22	\$63,348.27	\$65,248.71	\$72,850.50
23	\$65,215.62	\$67,172.09	\$74,997.97
24	\$67,144.14	\$69,158.47	\$77,215.77
25	\$69,137.28	\$71,211.40	\$79,507.87
26	\$71,196.79	\$73,332.70	\$81,876.31
27	\$73,324.82	\$75,524.57	\$84,323.55
28	\$75,524.21	\$77,789.94	\$86,852.85
29	\$77,797.37	\$80,131.29	\$89,466.98
30	\$80,145.01	\$82,549.36	\$92,166.76
31	\$82,571.11	\$85,048.25	\$94,956.78
32	\$85,079.29	\$87,631.67	\$97,841.18
33	\$87,729.98	\$90,361.88	\$100,889.48

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Malahat Nation Non-Exempt Employee Grid – Hourly			
Grid	Starting Range		Maximum
0.5	\$18.95	\$19.52	\$21.79
1	\$23.10	\$23.79	\$26.56
2	\$23.69	\$24.40	\$27.24
3	\$24.29	\$25.02	\$27.94
4	\$24.92	\$25.67	\$28.66
5	\$25.57	\$26.34	\$29.41
6	\$26.24	\$27.03	\$30.18
7	\$26.94	\$27.75	\$30.98
8	\$27.65	\$28.48	\$31.80
9	\$28.39	\$29.25	\$32.65
10	\$29.16	\$30.04	\$33.54
11	\$29.95	\$30.85	\$34.44
12	\$30.77	\$31.69	\$35.38
13	\$31.61	\$32.56	\$36.36
14	\$32.49	\$33.46	\$37.36
15	\$33.39	\$34.39	\$38.40
16	\$34.32	\$35.35	\$39.47
17	\$35.28	\$36.34	\$40.58
18	\$36.28	\$37.37	\$41.72
19	\$37.31	\$38.43	\$42.90
20	\$38.37	\$39.52	\$44.13
21	\$39.47	\$40.65	\$45.39
22	\$40.61	\$41.83	\$46.70
23	\$41.80	\$43.06	\$48.08
24	\$43.04	\$44.33	\$49.50
25	\$44.32	\$45.65	\$50.97
26	\$45.64	\$47.01	\$52.48
27	\$47.00	\$48.41	\$54.05
28	\$48.41	\$49.87	\$55.67
29	\$49.87	\$51.37	\$57.35
30	\$51.38	\$52.92	\$59.08
31	\$52.93	\$54.52	\$60.87
32	\$54.54	\$56.17	\$62.72
33	\$56.24	\$57.92	\$64.67

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