



**Date:** 22/09/2022

**To:** Chair and Directors, Cariboo Regional District Board

**And To:** John MacLean, Chief Administrative Officer

**From:** Alice Johnston, Manager of Corporate Services/Deputy CAO

**Date of Meeting:** Cariboo Regional District Board\_Sep23\_2022

**File:** 340-50

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## **Short Summary:**

Amendment to Remuneration for Election Officers Policy

## **Voting:**

Corporate Vote - Unweighted

## **Memorandum:**

It has come to the attention of staff that the CRD's current remuneration policy for election officials is less than minimum wage for those staff that work at advance polls outside of their regular working hours. The amount paid to said staff at advance polls has not changed since the adoption of the policy in 2002.

In order to meet current labour standards, the policy must be amended. Rather than only increase to minimum wage, it is proposed to increase slightly more so that we don't have to amend the policy each time minimum wage is increased. Although the hourly amount paid to Presiding Election Officials is not currently under the required minimum, it must be increased to recognize the extra responsibility and supervisory capacity of this position in relation to the Election Official position.

This item is included at late publishing as we'll conduct an advance poll prior to the Board's next meeting.

## **Attachments:**

Policy with amendments shown.

## **Financial Implications:**

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## **Policy Implications:**

This is a necessary update to existing Policy.

## **Alignment with Strategic Plan:**

- ☐ **Communication:** Facilitate communication strategies throughout the entire Cariboo Regional District that meet the needs of residents, community stakeholders, and other levels of government.
- ☐ **Planning:** Intentionally plan services and activities of the CRD to prepare for future needs of residents and community stakeholders.
- ☐ **Economic Sustainability:** Foster an environment to ensure the economic sustainability of CRD communities and the region.
- ☐ **Governance:** Ensure that CRD governance policy and practices are intentional, transparent, and respectful.

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### **CAO Comments:**

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### **Options:**

- 1) Endorse recommendation;
- 2) Receipt and other action.

### **Recommendation:**

That the agenda item summary from Alice Johnston, Manager of Corporate Services/Deputy CAO, dated September 22, 2022, regarding an amendment to the CRD's Remuneration for Election Officers/Officials Policy (No. 2019-5B-28) be received. Further, that the policy be adopted as amended.