



Date: 05/03/2026

To: Chair and Directors, Policy Committee
And To: Murray Daly, Chief Administrative Officer
From: Alice Johnston, Corporate Officer/Deputy CAO
Date of Meeting: Policy Committee_Mar19_2026
File: 0340-50

Short Summary:

Update to Remuneration of Election Officials Policy

Voting:

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Memorandum:

The attached policy includes tracked revisions to ensure alignment with the current minimum wage requirements in British Columbia. As of June 1, 2025, the provincial minimum wage is \$17.85 per hour and will increase again in June of this year to \$18.25.

Under the Board's existing Election Official Remuneration Policy, Presiding Election Officials receive a flat rate of \$330 per day, and Election Officials receive \$230 per day. Election workers are required to be on-site for the full 12- hour voting period; arrive at least 30 minutes prior to opening and remain at least 30 minutes after closing to complete setup, takedown, and ballot counting. This results in a minimum expected commitment of approximately 13 hours. When the existing flat-rate amounts are averaged over this required timeframe, the remuneration for Election Officials falls below the current provincial minimum wage:

Presiding Election Officials: $\$330 \div 13 \text{ hours} = \$25.38/\text{hour}$

Election Officials: $\$230 \div 13 \text{ hours} = \$17.69/\text{hour}$

To ensure continued compliance with provincial legislation and maintain competitive compensation for election staffing, updated flat rates are proposed:

Presiding Election Officials: \$375/day

Election Officials: \$275/day

These revised rates satisfy current minimum wage requirements when averaged over both a 13- hour and a more accurate 13.5- hour work period:

$\$375 \div 13 \text{ hours} = \$28.85/\text{hour}$

$\$275 \div 13 \text{ hours} = \$21.15/\text{hour}$

$\$375 \div 13.5 \text{ hours} = \$27.78/\text{hour}$

$\$275 \div 13.5 \text{ hours} = \$20.37/\text{hour}$

The proposed adjustments ensure that election officials are compensated at rates consistent with statutory requirements while reflecting the time commitments typically associated with election-day responsibilities.

Attachments:

Existing policy with proposed changes shown.

Financial Implications:

[Click here to enter text.](#)

Policy Implications:

[Click here to enter text.](#)

Alignment with Strategic Plan:

- Infrastructure and Asset Management:** To establish a systematic, predictable approach to managing the regional district's assets and infrastructure that builds on current asset management data and condition assessments.
- Enhanced Communications and Engagement:** To build trust and credibility of the regional district by enhancing our communications and engagement with citizens, stakeholders, and volunteers.
- Effective and Responsive Land Use Planning and Development:** To ensure our land use planning and development is responsive to future growth and housing needs, anticipates risks and hazards associated with climate change and provides efficient and consistent processes for landowners and developers.
- Relationships with First Nations:** To foster a healthy and inclusive region by building and strengthening our relationships with First Nations and embracing the principles of reconciliation.

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Options:

- 1) Endorse recommendation
- 2) Other action

Recommendation:

That Policy #02-04B-5(6) Remuneration for Election Officers/Officials be endorsed as amended to increase the flat rate paid to election officials from \$330/\$230 to \$375/\$275 reflecting current minimum wage requirements in BC.