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**To:** Mayor and Council  
**From:** Paul Gipps, CAO  
**Meeting Date:** April 7, 2026  
**Meeting Type:** Regular Council Meeting

**Prepared by:** Reyna Seabrook, Director of Corporate Services  
**Department:** Corporate Services

**Title:** Election Official Remuneration Policy 227, 2026  
**Description:** Consideration of an updated policy

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### **RECOMMENDATION**

THAT Election Official Remuneration Policy 227, 2026 be adopted.

### **EXECUTIVE SUMMARY**

Election Remuneration Policy 137 establishes guidance and pay rates for election officials working at the election. Policy 137 was adopted in 2014 and reviewed prior to the 2022 Election with the hourly rates remaining at \$16.00 for the 2022 Election.

In preparation for the 2026 election, staff conducted a comparison of election official remuneration. Many municipalities are also updating their policies at this time resulting in only a few 2026 rates being available. Using the available information staff recommend increasing the Presiding Election Official rate from \$20 to \$27.50 per hour and the Election Official rate from \$16 to \$22 per hour.

A review of previous year's results in a wide range of pay structures including flat daily rates for 12 to 15 hours, hourly rates, and rates for a variety of positions (door attendee or ballot issuing officer.) Hourly rates for the 2024 provincial election are reported to be between \$21 and \$26 per hour and the Government of Canada rates for the upcoming census roles are approximately \$26 per hour. Wages for similar sized municipalities across BC from 2022 to 2025 range between \$21 and \$26.50 with BC Minimum wage being \$17.85 per hour.

Lake Country elections are structured so the Corporate Officer and Deputy Corporate Officer act as the Chief and Deputy Chief Election Officers with no additional compensation. Election officials are mainly external individuals with some District staff working outside regular working hours. Presiding Election Officials are only appointed if required. Shifts for the election are half day or a full day shifts with mandatory attendance at paid training sessions. Meals are also provided due to election officials being required to remain at the voting station while working.

Fifteen Election Officials were hired for the 2022 election, 21 for the 2018 election and 10 for the 2014 General Election. Depending on acclamations and the final number of candidates at the close of nominations for the 2026 election, staff tentatively plan on hiring a similar number of staff as the 2022 election (15).

The total cost of 15 election officials at the 2022 rate of \$16 per hour was approximately \$5500. The proposed increase to \$22 represents a 37.5% increase which can be accommodated within the existing Election Budget of \$25,000.

Respectfully Submitted.

**Reyna Seabrook, Director of Corporate Services**

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**Report Approval Details**

Document Title:	Election Official Remuneration Policy 227, 2026.docx
Attachments:	- Attachment A-Election Official Remuneration Policy 227, 2026.pdf
Final Approval Date:	Apr 2, 2026

This report and all of its attachments were approved and signed as outlined below:

**Trevor James, CFO, Director of Finance & Administration - Apr 2, 2026 - 8:25 AM**

**Paul Gipps, Chief Administrative Officer - Apr 2, 2026 - 8:42 AM**

**Task assigned to Makayla Ablitt, Manager of Corporate Administration was completed by assistant Shara Glenn, Legislative and FOI Coordinator - Apr 2, 2026 - 8:44 AM**