



STAFF REPORT

To: Electoral Area Services Committee
From: Jaime Van Nes, Chief Election Officer
Lauren Olynick, Deputy Chief Election Officer

Date: 2026-04-09

Subject: Election staff remuneration rates for the 2026 general local elections

Reviewed by: Beth Klein, Controller/Deputy Chief Financial Officer
Jennifer Kinneman, Chief Administrative Officer

RECOMMENDATION

THAT the Fraser Valley Regional District Board establish the following election staff remuneration rates for the purposes of conducting the 2026 general local elections:

Chief Election Officer	5 days off in lieu of overtime or cash equivalent
Deputy Chief Election Officer	3 days off in lieu of overtime or cash equivalent (exempt) Cash equivalent for hours worked (union)
Presiding Election Official	\$660
Alternate Presiding Election Official	\$595
Election Official	\$525
Location premium	\$125
Training session	\$50

BACKGROUND

At the February 26, 2026 meeting, the Board appointed the Chief Election Officer ('CEO'), and three Deputy Chief Election Officers ('deputy CEOs'). The CEO and deputy CEOs are responsible for the conduct of all matters pertaining to the general local elections scheduled for Wednesday, October 7 - Advanced Voting and Saturday, October 17, 2026 - General Voting. The CEO is also responsible for conducting election services for rural school trustees within the FVRD's Electoral Areas under agreement with the respective School Districts. Cost sharing agreements with the School Districts will recover the costs of election day services, including a portion of election staff costs.

The CEO is responsible for appointing and training election staff required for administering and conducting the election process at the various voting places. On the assumption that there are no acclamations (being elected by virtue of being the only candidate), the following elections will be conducted:

- Eight (8) elections for Electoral Area Director (Electoral Areas A through H)
- Three (3) elections for School District trustee for School District 78 (Fraser-Cascade)
- One (1) election for School District trustee for School District 75 (Mission)

Elections for School District trustee for School District 33 (Chilliwack) are administered directly by City of Chilliwack staff.

Historically, there have been between three and four voting places established for Advanced Voting and between 10 and 11 voting places for General Voting. These voting places are located throughout **the FVRD's Electoral Areas.**

Based on the anticipated voter turnout and the number of ballots being conducted at each voting place, the CEO will work to place one Presiding Election Official, one Alternate Presiding Election Official and between one and two Election Officials, for a total of between three and four staff per voting place. It should be noted that the minimum number per voting place allowed under the *Local Government Act* is two.

The *Local Government Act* does not establish rates to be paid to election staff. Rather, it is left up to each jurisdiction to determine and set its own rates.

DISCUSSION

The recommended rates for the CEO and deputy CEOs are intended to recognize some of the significant increases in their workloads during the months leading up to elections and the months following general voting day. This increased workload must be managed on top of existing workloads, and the proposed rates reflect those increased responsibilities.

In order to competitively attract experienced election staff for the voting locations, the following rates (less deduction of income taxes) are being recommended:

Presiding Election Official	\$660
Alternate Presiding Election Official	\$595
Election Official	\$525

Election staff play a critical role in ensuring voting is delivered accurately and consistently across the various voting places of the FVRD. The proposed rates acknowledge the extensive time commitment involved on election day, which can be up to 15 and 18 hours, as well as the challenging nature of this work. Election staff are required to travel to remote community facilities and are required to bring and

prepare their own meals. The recommended rates reflect requirements under the *Employment Standards Act*, and the value of this work while supporting continued recruitment and retention.

The location premium of \$125 is applied for voting locations which require extended travel time to **locations as far as 110 kilometers from the FVRD's Chilliwack office (for example: Boston Bar in Electoral Area A, or Yale/Sunshine Valley in Electoral Area B).**

Training Session Attendance

Comprehensive training for election staff is provided by the CEO and deputy CEOs. All election staff are required to attend an approximate two-hour mandatory training session in order to work as election staff on either voting day. Election staff are also required to read and study a comprehensive training manual on their own time. In recognition of this additional training time, staff recommend a rate of \$50 for the mandatory one-time attendance at an election training session.

Upcoming Information about Elections

Staff will be working over the coming months to engage with the public and candidates on information about upcoming general local elections through the FVRD website, social media, and the *Have Your Say FVRD* page. Staff will also be organizing information sessions for candidates focusing on the role of Electoral Area Director, as well as information sessions on conduct during election days and what to expect on election night.

In the meantime, it is important to note the following dates:

Election period begins:	January 1, 2026
Expense limits published:	May 31, 2026
Pre-campaign period begins:	July 20, 2026
Nomination period begins:	September 1, 2026
Close of nominations:	September 11, 2026
Campaign period begins:	September 19, 2026
Advanced Voting Opportunity:	October 7, 2026
General Voting Opportunity:	October 17, 2026
Elections BC disclosure statement deadline:	January 15, 2027
Elections BC late filing deadline:	February 16, 2027

COST

The costs of election staff will be allocated from Budget 102 (Electoral Area Administration) and is included in the 2026-2030 Financial Plan. Where there are School District elections held in Electoral Areas, the cost of election staff is shared with the associated school district which helps offset the election costs charged to the Electoral Area Administration budget.

CONCLUSION

The 2026 general local elections are scheduled to take place on Wednesday, October 7 and Saturday, October 17, 2026. The *Local Government Act* requires that the FVRD appoint a Chief Election Officer **to be responsible for the conduct of all matters with respect to the elections in FVRD's eight Electoral Areas. In addition, the FVRD's CEO is responsible for the conduct of rural school trustee elections within FVRD's Electoral Areas.**

The CEO is responsible for appointing and training election staff for administering and conducting the election process at various voting places.

Election staff play a critical role in ensuring voting is delivered accurately and consistently across the various voting places of the FVRD. The proposed rates acknowledge the extensive time commitment involved on election day, which can be up to 15 and 18 hours, as well as the challenging nature of this work. Election staff are required to travel to remote community facilities and are required to bring and prepare their own meals. The recommended rates reflect requirements under the *Employment Standards Act*, and the value of this work while supporting continued recruitment and retention.