

File No.: 04-1000-20-2023-592

October 13, 2023

s.22(1)

Dear s.22(1)

Re: **Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the "Act")**

I am responding to your request of September 21, 2023 under the *Freedom of Information and Protection of Privacy Act* for:

Record of statistical data regarding the salary distribution for City staff, including the following details:

1. **Gender;**
2. **Age;**
3. **Race/Ethnicity;**
4. **Indigeneity;**
5. **LGBTQ+;**
6. **Years of experience with the City; and**
7. **Job Title.**

Date range: January 1, 2021 to December 31, 2022.

All responsive records are attached in regards to points two and six. The Human Resources department has confirmed that the City of Vancouver does not track data in relation to points three, four, and five of your request. Additionally, records relating to points one and seven of your request are publicly available on the City's Open Data Portal here: https://opendata.vancouver.ca/explore/dataset/workforce-pay-rates-and-gender/information/?disjunctive.exempt_union&disjunctive.classification&disjunctive.position_title&disjunctive.data_category.

Under section 52 of the Act, and within 30 business days of receipt of this letter, you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your FOI request by writing to: Office of the Information & Privacy Commissioner, info@oipc.bc.ca or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number (#04-1000-20-2023-592); 2) a copy of this letter; 3) a copy of your original request; and 4) detailed reasons why you are seeking the review.

Yours truly,

[Signed by Cobi Falconer]

Cobi Falconer, MAS, MLIS, CIPP/C
Director, Access to Information & Privacy
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453 W. 12th Avenue Vancouver BC V5Y 1V4

If you have any questions, please email us at foi@vancouver.ca and we will respond to you as soon as possible. Alternatively, you can call the FOI Case Manager at 604-871-6584.

Encl. (Response Package)

:dl

2021

Length of Service	Count	Min of Hourly Rate	Max of Hourly Rate	Average of Hourly Rate	StdDev of Hourly Rate
under 2Y	1739	20.85	126.80	33.59	11.16
2-5Y	2416	20.85	140.89	36.39	13.33
6-10Y	1255	20.85	140.89	39.82	14.61
11-20Y	1822	20.85	182.66	41.78	13.21
21-30Y	784	20.85	132.43	45.60	15.84
31Y~	260	21.20	140.89	41.23	14.47

Age Group	Count	Min of Hourly Rate	Max of Hourly Rate	Average of Hourly Rate	StdDev of Hourly Rate
under 20	119	20.85	30.21	25.15	1.98
20-29	1385	20.85	57.07	29.09	6.51
30-39	2088	20.85	91.45	38.56	11.36
40-49	2008	20.85	182.66	42.40	14.87
50-59	1911	21.69	135.25	42.67	15.63
60-69	659	20.85	140.89	37.58	13.97
70 and more	106	23.39	140.89	34.40	13.81

2022

Length of Service	Count	Min of Hourly Rate	Max of Hourly Rate	Average of Hourly Rate	StdDev of Hourly Rate
under 2Y	1578	21.27	133.77	34.37	11.80
2-5Y	2895	21.27	143.71	36.97	13.45
6-10Y	1282	21.27	165.31	40.76	14.53
11-20Y	1729	21.27	143.71	42.80	13.55
21-30Y	826	21.27	139.71	46.50	15.61
31Y~	284	21.20	143.71	42.59	16.26

Age Group	Count	Min of Hourly Rate	Max of Hourly Rate	Average of Hourly Rate	StdDev of Hourly Rate
under 20	109	21.27	30.81	25.81	2.22
20-29	1483	21.27	59.83	29.80	6.79
30-39	2183	21.27	90.90	39.53	11.78
40-49	2067	21.27	143.71	43.05	14.79
50-59	1937	21.27	165.31	43.89	16.29
60-69	701	21.20	143.71	38.27	14.40
70 and more	114	22.98	143.71	34.06	13.40