

CITY OF VANCOUVER

Pay transparency report

City of Vancouver

The City of Vancouver has over 9400 employees working across a number of different departments who provide a wide range of services and programs to residents, businesses and visitors.

The City of Vancouver is committed to advancing reconciliation, equity, and anti-racism for all people in Vancouver. The City's [Equity Framework](#) along with a number of other strategies and actions focus on upholding the rights and dignity of all people, addressing historic, current systemic injustice, and reducing harm. This includes measuring, reporting on and taking actions to improve pay equity across all levels of the organization.

About this Report

The City of Vancouver (CoV) has a predominantly unionized workforce with 85% of employees belonging to a Union. For unionized roles where employees are performing the same work, women and non-binary employees receive the same rate of pay as men. Across the CoV, on average women are paid less than men who are typically over-represented in historically higher paying jobs in IT, engineering, trades and operations and firefighting. Non-binary employees tend to have fewer years of service than other employees, which may contribute to their lower average rate of pay, as progressing through pay ranges takes time.

In preparing this report, the City of Vancouver surveyed staff to both confirm gender identity and obtain consent for the use of this information in this report. The response rate from staff was low, with only 17% providing consent for the use of their gender identity for the purposes of this report. This resulted in a large proportion of the workforce's gender data being classified as Prefer not to say / Unknown. The City of Vancouver hopes to build on this data set in subsequent reporting years.

Not only was the overall gender identity response rate low, but the response rate from some employee groups was disproportionately low likely due in large part to the fact that some front line/operational employee groups have limited network access and communication with these groups is challenging. For example, only 2% of outside operational staff responded to the request for gender identify information. This discrepancy likely further skewed some of the results within this report.

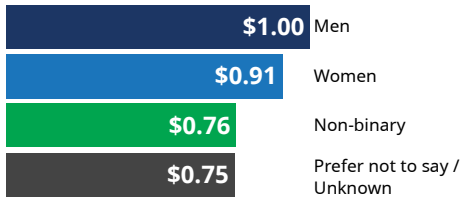
Employer details

Employer:	CITY OF VANCOUVER
Address:	453 W 12th Ave, VANCOUVER, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more



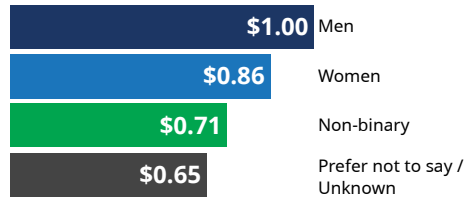
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 9% less than men's and non-binary people's average hourly wages are 24% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents and non-binary people earn 76 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 14% less than men's and non-binary people's median hourly wages are 29% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents and non-binary people earn 71 cents in median hourly wages.

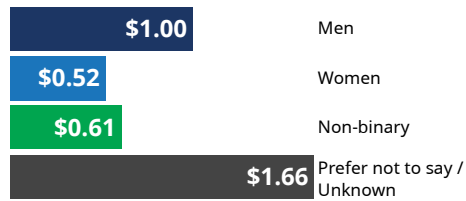
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



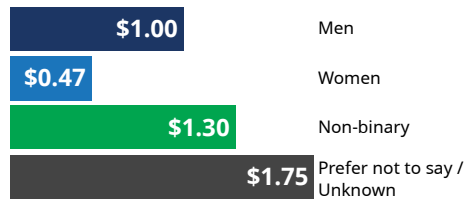
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 48% less than men's and non-binary people's average overtime pay is 39% less than men's. For every dollar men earn in average overtime pay, women earn 52 cents and non-binary people earn 61 cents in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 53% less than men's and non-binary people's median overtime pay is 30% more than men's. For every dollar men earn in median overtime pay, women earn 47 cents and non-binary people earn \$1.30 in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-27
Non-binary	-22
Prefer not to say / Unknown	39

In this organization the average number of overtime hours worked by women was 27 less than by men and the average number of overtime hours worked by non-binary people was 22 less than by men.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

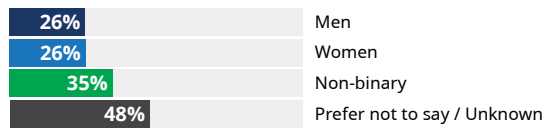
Women	-8
Non-binary	-1
Prefer not to say / Unknown	14

In this organization the median number of overtime hours worked by women was 8 less than by men and the median number of overtime hours worked by non-binary people was 1 less than by men.

Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Percentage of employees in each gender category receiving overtime pay



Bonus pay

Mean bonus pay⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

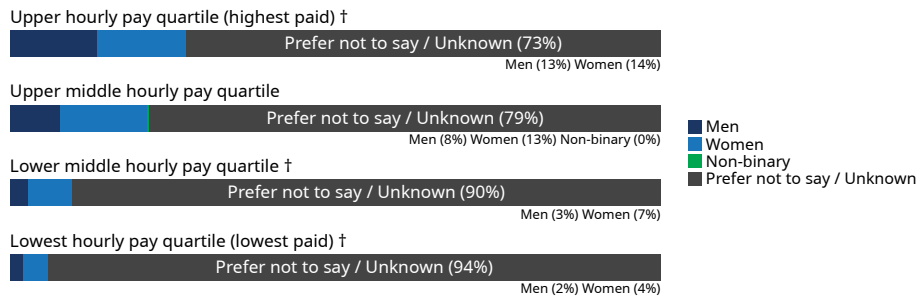
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹



In this organization, women occupy 14% of the highest paid jobs and 4% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

- CoV was not able to use existing gender information and efforts to collect gender identity information resulted in a very low response rate.
- Only 17% of City staff provided consent for the use of their gender identity for the purposes of this report, which included 50% of senior exempt staff, 46% of exempt staff and 12% of unionized staff.
- A large proportion of the workforce is not connected to the CoV network which makes reporting their gender identity more difficult.
- Many employees with pay in the 2023 calendar year had already left the City before employees were asked to declare their gender and provide consent for reporting.
- Auxiliary staff might not have been working during the survey period due to seasonal nature of their work.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.