CITY OF VANCOUVER
Pay transparency report

The City of Vancouver has over 9240 employees working across a number of different departments who provide a wide range of services and programs to residents, businesses and visitors.

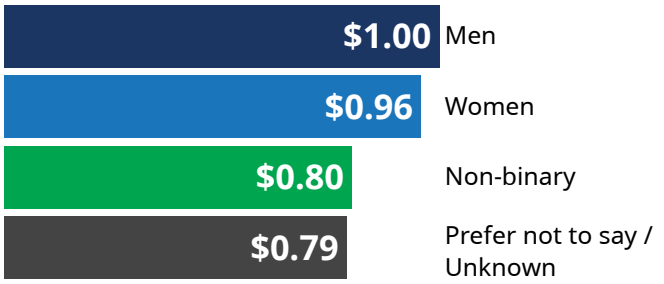
The City of Vancouver is committed to advancing reconciliation, equity, and anti-racism for all people in Vancouver. The City's Equity Framework along with a number of other strategies and actions focus on upholding the rights and dignity of all people, addressing historic, current systemic injustice,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

Employer details

Employer:	CITY OF VANCOUVER
Address:	453 W 12th Ave, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more

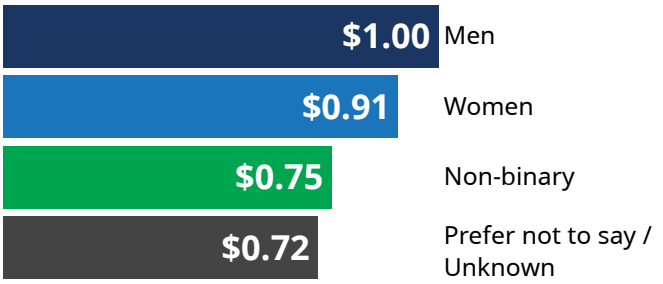
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 4% less than men's and non-binary people's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents and non-binary people earn 80 cents in average hourly wages.

Median hourly pay gap[2]



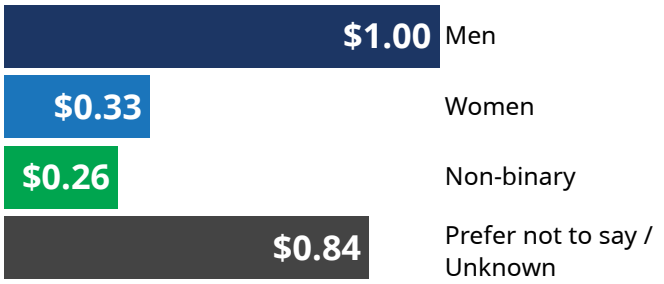
In this organization women's median hourly wages are 9% less than men's and non-binary people's median hourly wages are 25% less than men's. For every dollar men earn in median hourly wages, women earn 91 cents and non-binary people earn 75 cents in median hourly wages.

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.

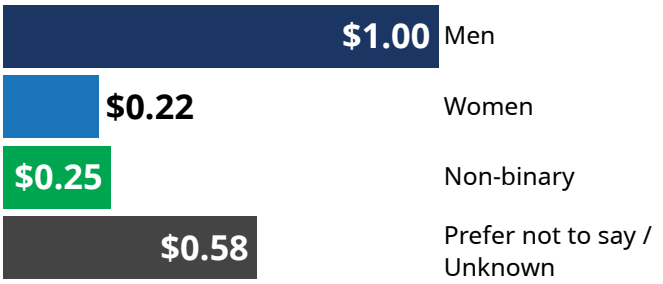
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 67% less than men's and non-binary people's average overtime pay is 74% less than men's. For every dollar men earn in average overtime pay, women earn 33 cents and non-binary people earn 26 cents in average overtime pay.

Median overtime pay [4]



In this organization women's median overtime pay is 78% less than men's and non-binary people's median overtime pay is 75% less than men's. For every dollar men earn in median overtime pay, women earn 22 cents and non-binary people earn 25 cents in median overtime pay.

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-63
Non-binary	-70
Prefer not to say / Unknown	-10

In this organization the average number of overtime hours worked by women was 63 less than by men and the average number of overtime hours worked by non-binary people was 70 less than by men.

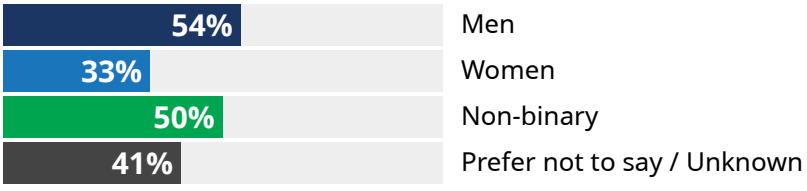
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-31
Non-binary	-30
Prefer not to say / Unknown	-14

In this organization the median number of overtime hours worked by women was 31 less than by men and the median number of overtime hours worked by non-binary people was 30 less than by men.

Percentage of employees in each gender category receiving overtime pay



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.

Bonus pay

Mean bonus pay [7]

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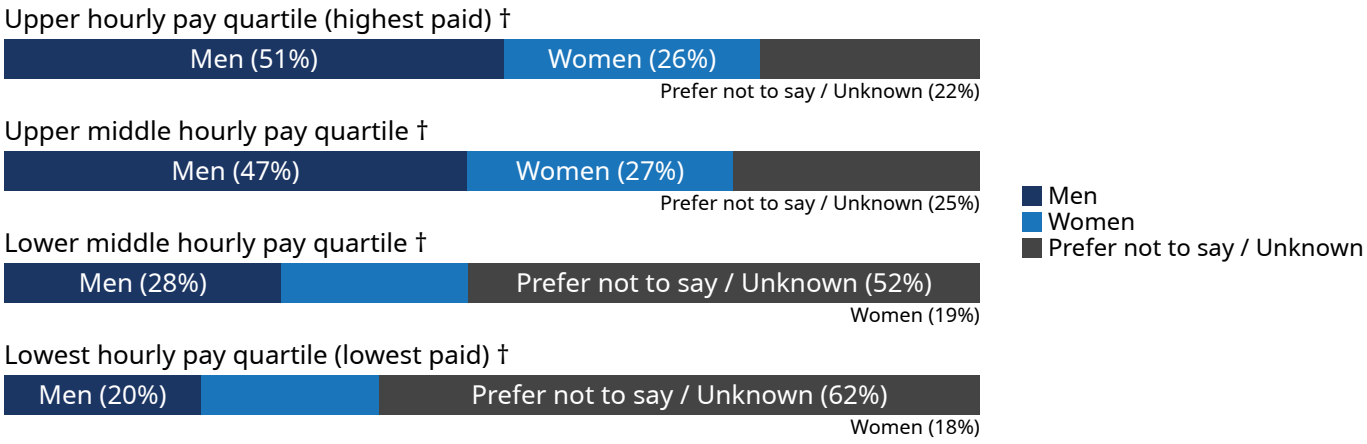
Median bonus pay [8]

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.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 26% of the highest paid jobs and 18% of the lowest paid jobs.

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

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

Data constraints

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.

Gender information is included only for employees who accepted the City of Vancouver's privacy consent statement (60% of this data set); all other employees are categorized as "Prefer not say / Unknown". The consent rate from some employee groups was disproportionately low likely due in large part to the fact that some front line/operational employee groups do not frequently login to the HRIS where consent for gender reporting is provided. For example, only 51% of outside operational staff accessed the privacy consent statement for collecting gender information compared to 89% of office staff. This discrepancy likely further skewed some of the results within this report.