



# 2024 Pay Transparency Report

## January 1 – December 31, 2023

City of Kelowna

November 2024

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# EMPLOYER STATEMENT

B.C. has one of the highest gender pay gaps in Canada, with women earning 17% less than men in 2023. The pay gap also disproportionately impacts women and gender-diverse people who are Indigenous, racialized, newcomers, disabled and/or 2SLGBTQIA+.

The City has generated a pay transparency report as a requirement of the Province’s *Pay Transparency Act* for employers with 1000+ employees. This is the first year the City of Kelowna has provided this data, and the report aligns with our Diversity, Equity and Inclusion pillar of Transparency & Trust.

Reports like this bring important awareness to pay disparities faced by women and non-binary employees. They are a point in time measure and serve as a catalyst for ongoing enhancement and progress in equity initiatives at the City of Kelowna.

The report measures four (4) areas of compensation and gender classification:

- hourly pay,
- overtime pay,
- bonus pay (N/A for the City) and
- the percentage of gender in each pay quartile.

As the gender classification for the purposes of the Pay Transparency Report is voluntary, 694 (49.6%) of 1,399 City staff provided their gender. For those that did not provide their gender, their pay information was still used to prepare the report and their gender was marked as unknown (in accordance with B.C’s Gender and Sex Data standard).

The 2023 gender breakdown as reported by our staff in the voluntary survey (49% response rate) is:

Man	369	28.3%
Woman	278	19.9%
Non-binary	4	0.3%
Prefer not to Say/Unknown	748	53.5%

In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, any gender classification in our report with less than ten (10) staff is suppressed.

The report shows that:

- 49.6% of employees provided their gender classification.
- 48% of employees in the highest paid quartile did not confirm their gender classification, of those who did respond, 13% in this quartile are women, 39% men.
- 70% of employees in the lowest paid quartile did not confirm their gender classification, of those who did respond, 22% in this quartile are women, 9% men. (The 101% discrepancy is due to province’s reporting tool rounding individual percentages to whole numbers).
- Improvement is needed to continue to bring equity into the compensation picture. In 2023, across the organization, women’s average hourly wages are 15% less than men - slightly better than the provincial average (17%).

- However, it is important to note that ALL employees in the organization are paid the same for the same work/job regardless of gender. This is enshrined in our pay schedule for both unionized (union contract) and non-unionized (Pay Band structure) employees.
- Men are currently overrepresented in roles that qualify for overtime. As such, women in our organization work fewer overtime hours. Overtime hours are unpredictable, often for community and public safety reasons, roles such as equipment operators and firefighters often have more access to overtime hours.

There are a variety of factors that attribute to compensation. Compensation for most City staff (82.7%) is set through the collective bargaining process. Management and Exempt positions are evaluated using Korn Ferry job evaluation method, and placement within salary ranges depend on an employee's knowledge, experience, duties and performance.

Compensation is part of the equity picture. As an organization, we are committed to equitable people practices throughout the entire employee experience: from hiring, to onboarding, training, flex and accommodation programs, career development (mentorship & scholarships) and advancement, and in our workplace culture.

We know there is opportunity to improve, and we are pleased to have initiated significant changes in our organization well before this report that are targeted to more equitable hiring practices, policies and procedures that will support women in our organization and reduce the gender-pay.

Over the past several years, the City has made significant strides in enhancing gender diversity within our leadership. Currently, 43% of our Management and Exempt positions are occupied by women (up from 32% six years ago), a testament to our commitment to fostering an inclusive workplace. This shift not only reflects our dedication to equality but also highlights the value we place on diverse perspectives in driving innovation and performance.

The recently established Senior Leadership Team (SLT) Advisory Council is purposely a gender balanced committee set up by the City Manager and SLT.

In the last two years, we have witnessed a remarkable 50% increase in the participation of women in our mentorship and scholarship programs. These initiatives are designed to support professional development and create pathways for career advancement. The growing engagement of women in these programs underscores their eagerness to take on leadership roles and contribute meaningfully to the City's success.

Reports like this help illuminate the challenges faced by women and gender-diverse folks in our organization and across the province. We remain encouraged by our collective commitment to improve diversity, equity and inclusion in our organization: efforts which have seen women take on new positions in traditionally male-dominated fields, access new supports and investment in education, career development and mentorship, and a growing representation in leadership roles at the City.

# CITY OF KELOWNA

## Pay transparency report

### Employer details

Employer:	CITY OF KELOWNA
Address:	1435 WATER ST, Kelowna, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more



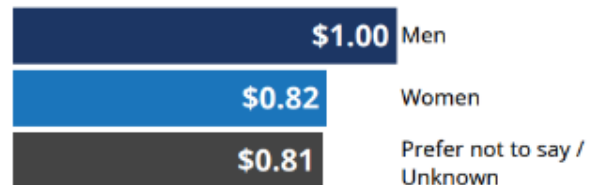
### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 15% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents in average hourly wages. \*

#### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 18% less than men's. For every dollar men earn in median hourly wages, women earn 82 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<sup>3</sup>



In this organization women's average overtime pay is 53% less than men's. For every dollar men earn in average overtime pay, women earn 47 cents in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 55% less than men's. For every dollar men earn in median overtime pay, women earn 45 cents in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-23
Prefer not to say / Unknown	9

In this organization the average number of overtime hours worked by women was 23 less than by men. \*

### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-13
Prefer not to say / Unknown	4

In this organization the median number of overtime hours worked by women was 13 less than by men. \*

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

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



## Bonus pay

### Mean bonus pay <sup>7</sup>

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

### Median bonus pay <sup>8</sup>

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.

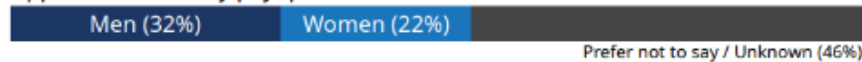


## Percentage of each gender in each pay quartile <sup>9</sup>

### Upper hourly pay quartile (highest paid) †



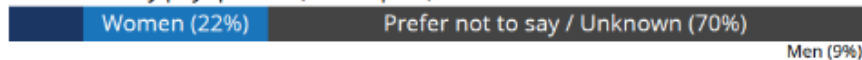
### Upper middle hourly pay quartile †



### Lower middle hourly pay quartile †



### Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women  
■ Prefer not to say / Unknown

In this organization, women occupy 13% of the highest paid jobs and 22% 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.

\* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.