



City of Penticton

2026 Pay Transparency Report





The City of Penticton (the "City") has completed its annual Pay Transparency Report in accordance with British Columbia's Pay Transparency Act, which requires employers with 300 to 999 employees to publicly report compensation and workforce representation data. This marks the second year the City has collected and reported this information. This report covers the period from January 1, 2025, to December 31, 2025.

The report examines four areas related to compensation and gender representation:

- Hourly pay
- Overtime pay
- Bonus pay (not applicable to the City)
- The percentage of employees represented within each pay quartile by gender

Gender disclosure for pay transparency reporting purposes is voluntary. Of the 560 employees who worked for the City in some capacity during 2025, 44% voluntarily provided gender information. Employees who chose not to disclose their gender, or who were no longer employed when the survey was distributed, were included in the compensation data; however, their gender was recorded as "unknown" in accordance with the Province of British Columbia's Gender and Sex Data Standard.

To protect employee privacy and maintain anonymity, the Pay Transparency Act requires that any gender classification group containing fewer than ten employees be suppressed from reporting.

Gender Representation

Based on the voluntary survey responses received (44% participation rate), the gender breakdown of respondents was as follows:

Gender Response ¹	Number	Percentage of Respondents
Man	120	49%
Woman	123	50%

Key Observations

Based on the information collected:

- The voluntary gender disclosure rate increased to 44% in 2025, compared to 29% in 2024.
- Given the relatively low participation rate and the resulting limitations of the dataset, the City is not drawing conclusions regarding compensation trends or gender-based pay outcomes at this time.
- Additional participation and more comprehensive demographic data are needed to support meaningful analysis of equity within the City's compensation framework.

¹ Presented gender responses exclude suppressed data due to classification having less than ten (10) staff reporting.



Compensation Practices

Several factors influence employee compensation within the City. Compensation for the majority of employees is established through collective bargaining agreements. Management and exempt positions are periodically reviewed using external market data and independent compensation specialists to ensure competitiveness and internal equity.

For management and exempt employees, placement within salary ranges is based on objective factors such as job responsibilities, qualifications, experience, knowledge, skills, and market considerations. Gender is not a factor in determining compensation.

It is important to emphasize that employees performing the same work are paid in accordance with the same established compensation structures, regardless of gender. This principle is reflected in both the City's collective agreements for unionized employees and its pay band structure for exempt and management employees.

Looking Ahead

The City recognizes opportunities to strengthen its demographic data collection processes and has already incorporated voluntary gender data collection into its employee onboarding procedures. The City also plans to undertake further initiatives in 2027 to encourage participation and improve the completeness of gender data, supporting more robust reporting and analysis in future years.

CITY OF PENTICTON

Pay transparency report

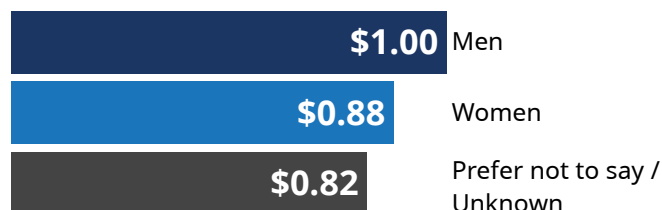
Employer details

Employer:	CITY OF PENTICTON
Address:	171 Main Street, Penticton, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	300-999



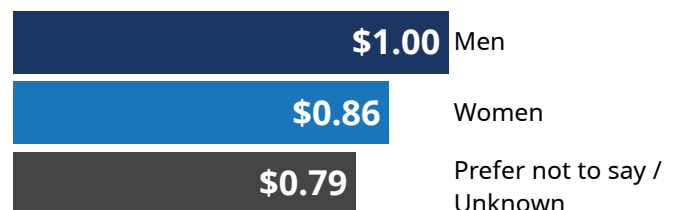
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. *

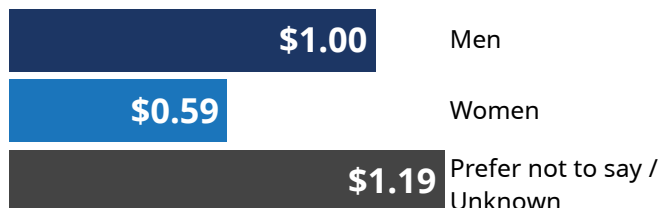
Explanatory notes

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.



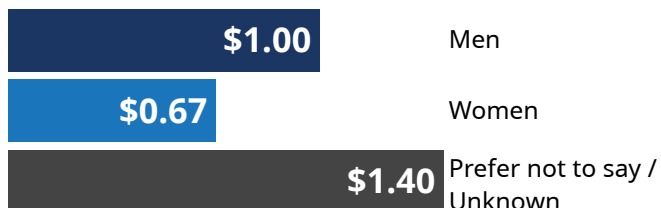
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 41% less than men's. For every dollar men earn in average overtime pay, women earn 59 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 33% less than men's. For every dollar men earn in median overtime pay, women earn 67 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-18
Prefer not to say / Unknown	15

In this organization the average number of overtime hours worked by women was 18 less than by men. *

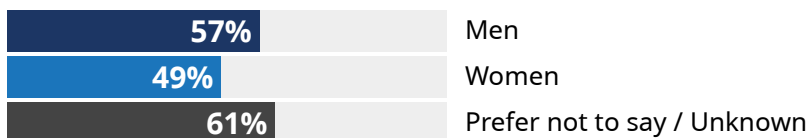
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-8
Prefer not to say / Unknown	16

In this organization the median number of overtime hours worked by women was 8 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 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.



Percentage of each gender in each pay quartile⁹

Upper hourly pay quartile (highest paid) †



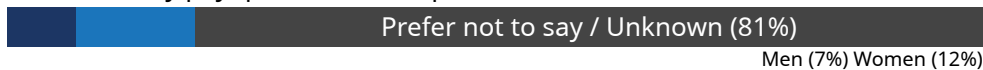
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 19% of the highest paid jobs and 12% of the lowest paid jobs.

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

Data constraints

For further clarity, the City of Penticton has no employees receiving any form of bonus pay.

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.