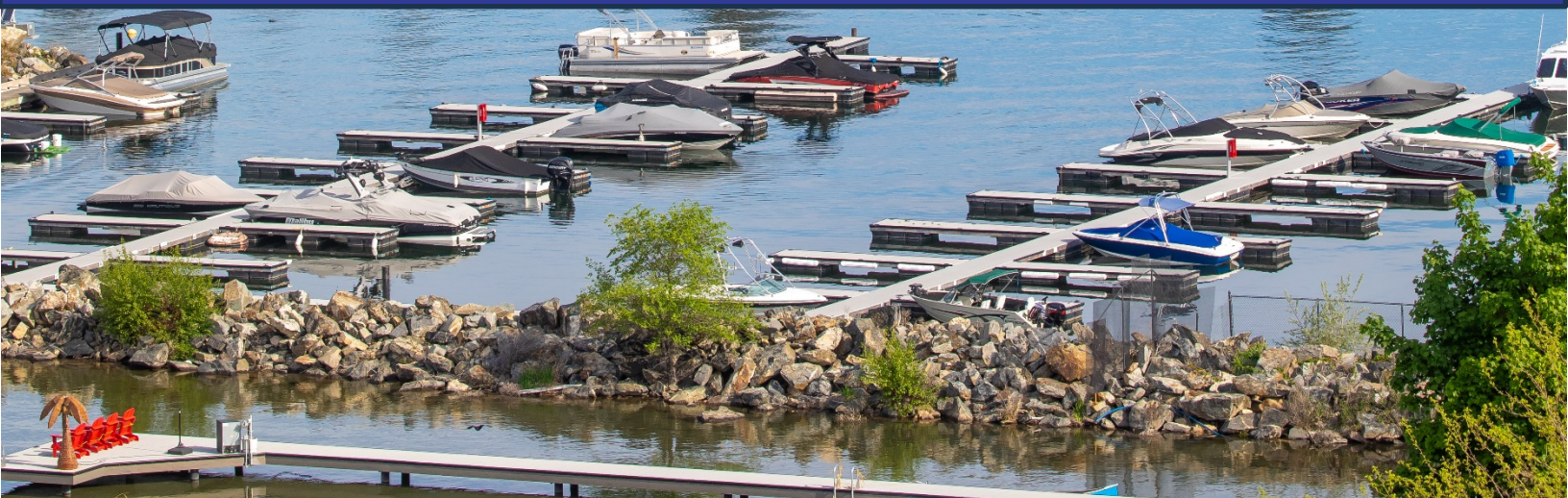
City of Penticton

2025 Pay Transparency Report



About this report

The City of Penticton (the "City") has completed a Pay Transparency Report as a requirement of the Province of B.C.'s Pay Transparency Act for employers with 300-999 employees. This year, 2025, is the first year the City has captured and provided this data, and the report covers the period from January 1, 2024, to December 31, 2024.

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 reported in each pay quartile.

Data used in this report

Employee disclosure of gender classification for the purposes of the Pay Transparency Report is voluntary. Of a total of 544 City employees[1] who were employed in some capacity in 2024, 155 (28.5%) provided their gender. For those that did not provide their gender (either because they chose not to participate or they were no longer employed when the survey was distributed), their pay information was still included and their gender was marked as unknown (in accordance with B.C's Gender and Sex Data standard).

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 2024 gender breakdown as reported by our staff in the voluntary survey (28.5% response rate) is:

Gender Response[2]	Number	Percentage of Respondents
Man	75	48%
Woman	75	48%

Findings

Based on the gender data that was collected from the City's employees, 28.5% of employees provided their gender classification. It is recognized more fulsome data is needed to continue to assess equity within the City's compensation structure.

Due to underreporting of gender classification data, the City is withholding comments on any perceived correlations or observations in an effort to avoid drawing incorrect or inaccurate conclusions. A formal report has been submitted to the Province of B.C. to ensure compliance with the Act and ongoing efforts will be made to continue to collect gender classification data.

There are a variety of factors that contribute to the determination of compensation. Compensation for most City staff is set through the collective bargaining process. Management and Exempt positions are periodically evaluated using external surveys and the services of compensation specialists. A recent re-evaluation of

[1] All employee groups are represented in this figure including full-time, part-time, temporary, relief, and casual employees.
[2] Excludes suppressed data due to classification having less than ten (10) staff reporting.

management/exempt compensation practices and philosophy ensures placement within salary ranges depend on an employee's knowledge, experience, and duties.

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 captured in the City's pay schedule for both unionized (union contract) and non-unionized (Pay Band structure) employees.

Conclusion

We recognize there is opportunity to improve the City's data collection process such that we can begin to make more reliable and accurate observations. In the meantime, we are pleased to have already initiated significant changes including evaluating job postings for gender-stereotyped language and creating and maintaining consistent and structured compensation practices.

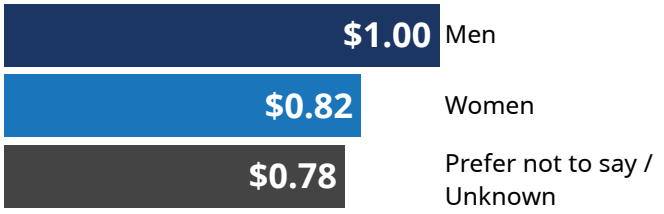
CITY OF PENTICTON
Pay transparency report

Employer details

Employer:	CITY OF PENTICTON
Address:	171 Main Street, Penticton, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	91 - Public administration
Number of Employees:	300-999

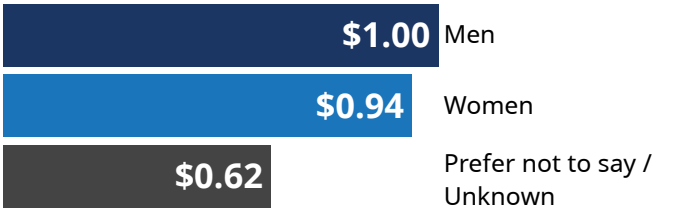
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 18% less than men's. For every dollar men earn in average hourly wages, women earn 82 cents in average hourly wages. *

Median hourly pay gap[2]



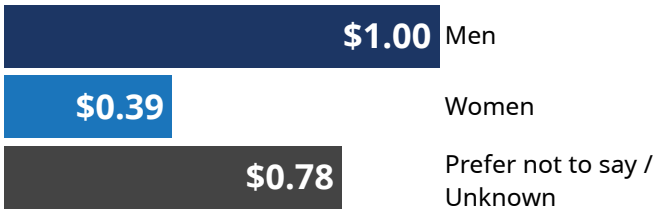
In this organization women's median hourly wages are 6% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents in median hourly wages. *

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.

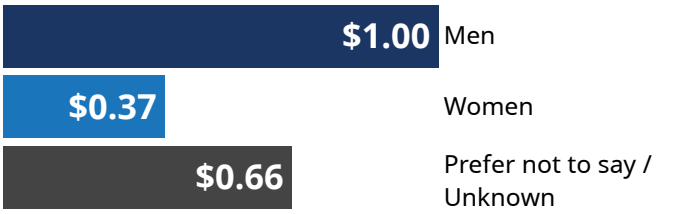
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 61% less than men's. For every dollar men earn in average overtime pay, women earn 39 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 63% less than men's. For every dollar men earn in median overtime pay, women earn 37 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-38
Prefer not to say / Unknown	-12

In this organization the average number of overtime hours worked by women was 38 less than by men. *

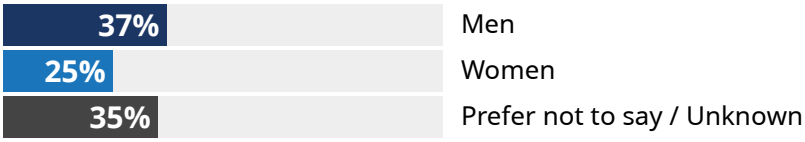
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-43
Prefer not to say / Unknown	-24

In this organization the median number of overtime hours worked by women was 43 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]

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

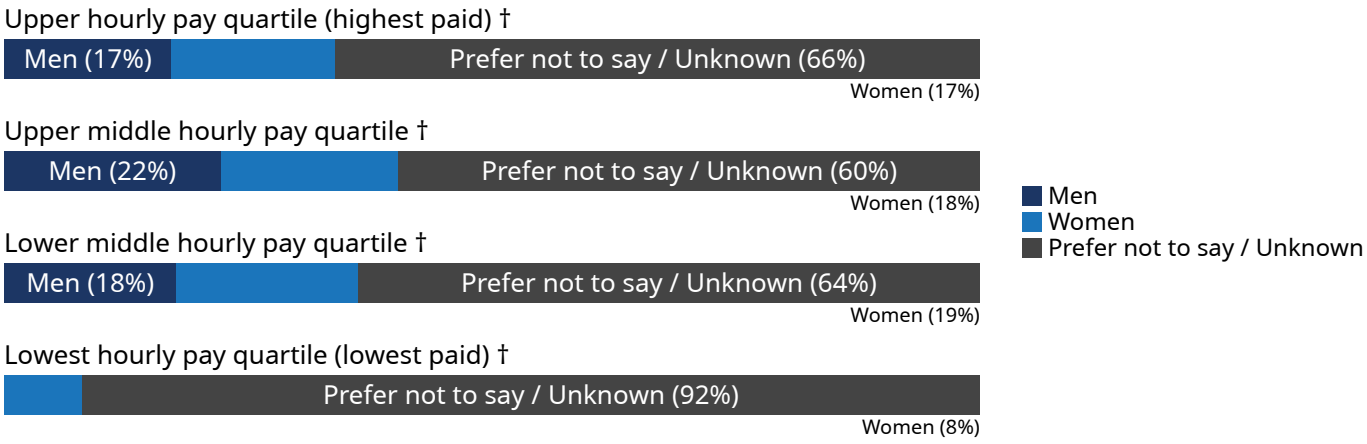
Median bonus pay [8]

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 17% of the highest paid jobs and 8% 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.