



2025 Pay Transparency Report

Prepared in accordance with
the BC Pay Transparency Act

Reporting Period January 2025 - December 2025



Introduction

In May of 2023, the BC Government introduced the Pay Transparency Act, aiming to close the gender pay gap and promote fairness in BC workplaces. The legislation brings into effect annual reporting requirements for employers of more than 50 staff, effective November 1st, 2026. This report reflects not only the fulfillment of that requirement, but also the City's commitment to promoting a fair and equitable workplace. This collection of data is a starting point to better understand our existing structure of compensation and employee make-up, as well as potential areas of focus moving forward.

What's inside

Data required includes:

- Hourly pay gaps
- Overtime pay information
- Bonus pay
- A gender breakdown of pay by 'pay quartile' (ie. highest vs. lowest paid employees)

Readers notes

- Responses to the City's survey on employee gender are voluntary, and in alignment with the Pay Transparency Act, results are suppressed where fewer than ten employees identify with a provided category for privacy.
- The employee gender dataset includes a number of employees who selected 'prefer not to say' or for whom gender information is unavailable. As a result, the reported gender data does not represent all City employees. As gender data collection becomes more fully integrated into our employment processes, the completeness of the dataset is expected to improve over time.
- Overtime pay is not available in all City positions. Overtime earnings reported in this document reflect only employees in positions that are eligible for overtime pay. At the time of reporting, employees in overtime-eligible departments are predominantly male. This workforce composition is reflected in the overtime pay data presented in this report.

City Of Prince Rupert

Pay transparency report

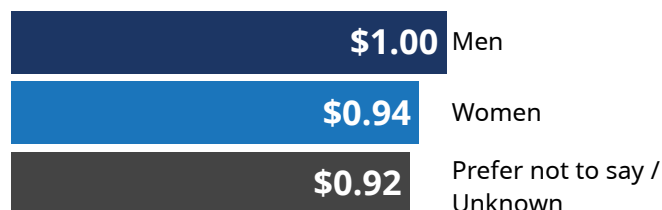
Employer details

Employer:	City Of Prince Rupert
Address:	424-3rd Avenue West, Prince Rupert, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299



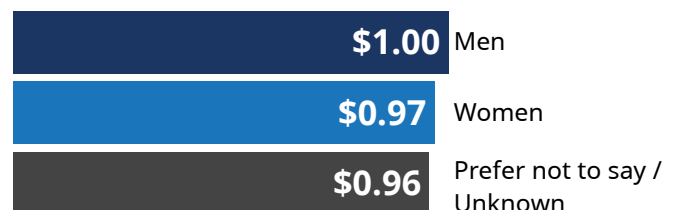
Hourly pay

Mean hourly pay gap¹



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

Median hourly pay gap²



In this organization women's median hourly wages are 3% less than men's. For every dollar men earn in median hourly wages, women earn 97 cents in median hourly wages. *

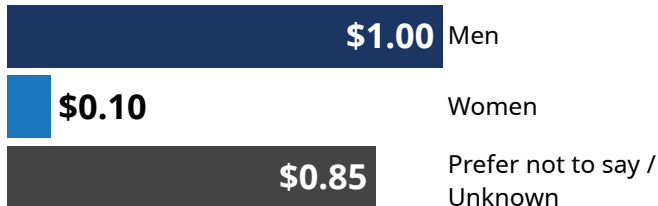
Explanatory notes

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.



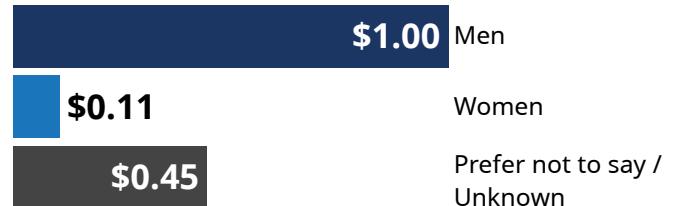
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 90% less than men's. For every dollar men earn in average overtime pay, women earn 10 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 89% less than men's. For every dollar men earn in median overtime pay, women earn 11 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-92
Prefer not to say / Unknown	-18

In this organization the average number of overtime hours worked by women was 92 less than by men. *

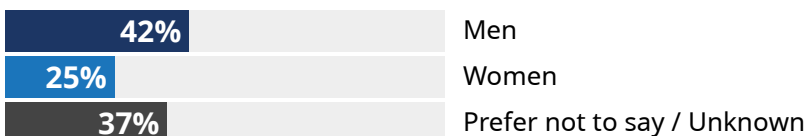
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-67
Prefer not to say / Unknown	-38

In this organization the median number of overtime hours worked by women was 67 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 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

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, Prefer not to say / Unknown occupy 71% of the highest paid jobs and 82% 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.