

# Pay Transparency Report

**Employer:** Metro Vancouver Regional District

**Reporting Year:** 2024

**NAICS Code:** 91 – Public administration

**Address:** 4515 Central Blvd., Burnaby, BC

**Time Period:** January 1, 2023 – December 31, 2023

**Number of Employees:** 1000 or more

Metro Vancouver is a diverse organization that plans for and delivers regional utility services, including water, sewers and wastewater treatment, and solid waste management. It also regulates air quality, plans for urban growth, manages a regional parks system, provides affordable housing, and serves as a regional federation. Metro Vancouver's workforce consists of approximately 2,000 employees spanning a wide range of disciplines including a large number of highly professional, technical, and skilled trades roles to safely provide residents with regional services.

For the purposes of this report, gender information was collected on a voluntary basis and those who chose not to provide gender information are included in the "prefer not to say / unknown" gender category. Additionally, because of privacy thresholds, the "prefer not to say / unknown" gender category also includes individuals that identified their gender as non-binary. Over 1,100 employees are reported in the "prefer not to say / unknown" gender category and over 500 employees are reported in the "women" gender category. Every one of our employees are vital to our success. All employees, regardless of gender, are paid equally in the same position classifications when they reach the top of their salary band. However, women are currently underrepresented in higher-paying professional, technical, and skilled trade positions, resulting in an overall average pay difference between men and women.

Metro Vancouver is a workplace that fosters trust and safety where individuals have a sense of belonging and are encouraged to be their authentic selves. Metro Vancouver strives to integrate these concepts into our day-to-day work, and works to ensure they are integrated into our recruitment initiatives and processes, professional development opportunities, and organization culture. Examples of our diversity, equity, and inclusion initiatives include:

- An employer partnership with the Canadian Centre for Diversity and Inclusion.
- Employee Development opportunities, including Diversity, Equity, and Inclusion training and education offerings available to all employees.
- A commitment to dedicating inclusive spaces, including multi-faith rooms for prayer and observance of faith, a parent room for nursing parents, and quiet rooms for noise-free activities.
- A cross-departmental champions network of employees that plan diversity, equity, and inclusion initiatives.
- Employee resources groups for supporting women in science, technology, trades, engineering, and math, and emerging professionals.
- Employment programs that encourage talent diversification through collaboration with Metro Vancouver, post-secondary institutions and employment organizations.



# Hourly Pay

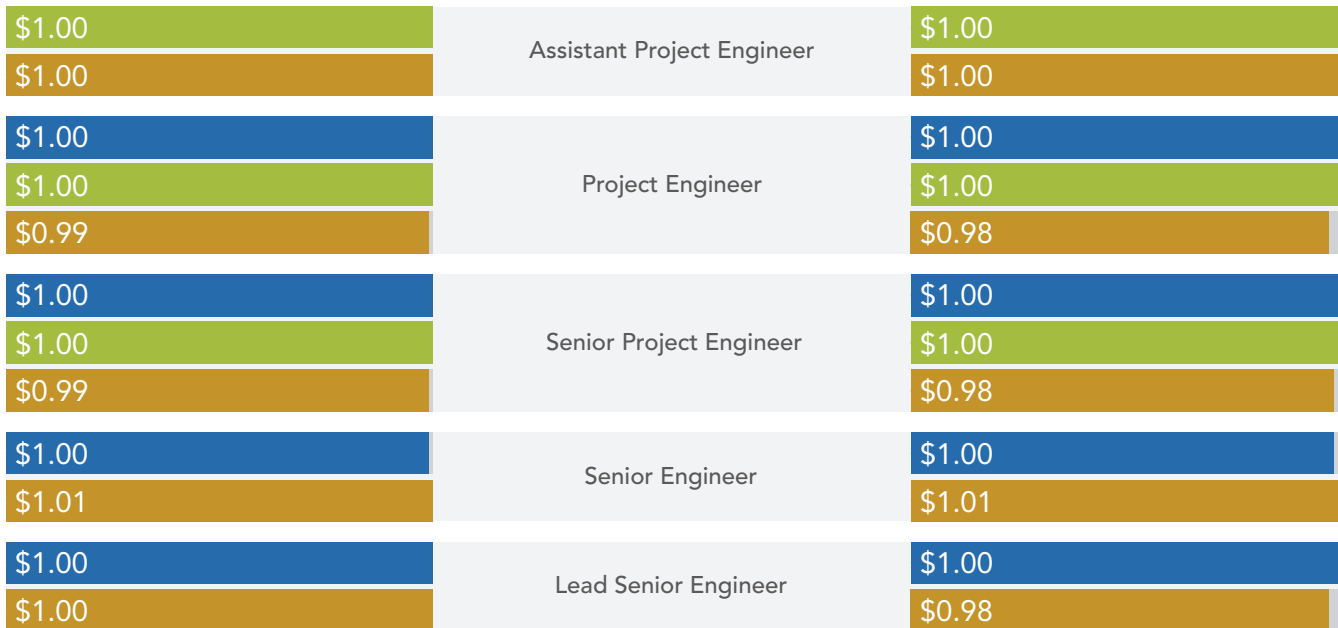
## Select Positions

Exempt and unionized employees at Metro Vancouver are paid in accordance to salary grids that outline ranges or rates of pay for each position type regardless of gender. Metro Vancouver has wide range of positions with unique pay ranges or rates, however there is not necessarily a balanced gender representation of employees in each position.

Approximately fifteen percent of our employees occupy Engineering positions that are classified as Assistant Project Engineers, Project Engineers, Senior Project Engineers, Senior Engineers, or Lead Senior Engineers. This group of positions is reported on below to showcase how employees hourly pay by classification are relatively equal.

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

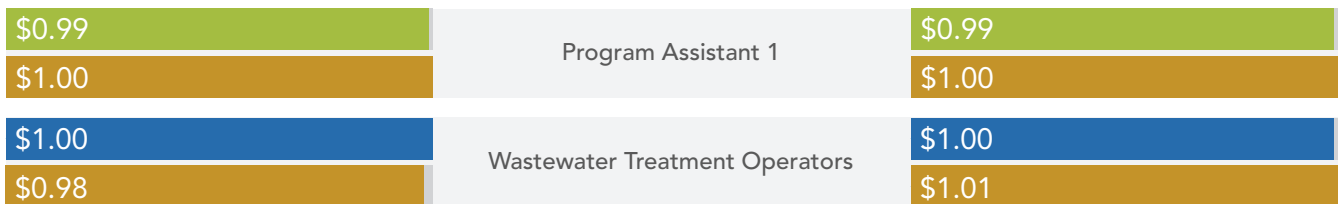
### Median hourly pay gap<sup>2</sup>



Gender representation in certain roles have more women employees and other roles have more men employees. For example, Program Assistant 1 positions that are primarily administratively focused are occupied by 57% women and Wastewater Treatment Operators are occupied by less than 1% women.

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

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

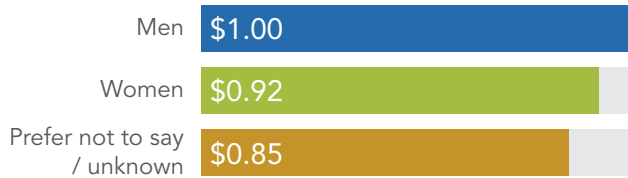


■ Men   
 ■ Women   
 ■ Prefer not to say / Unknown

# All Employees

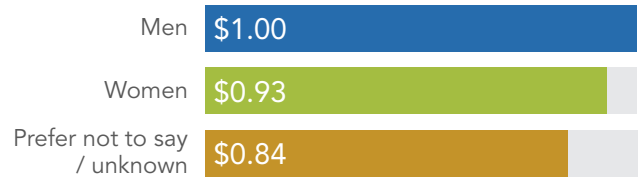
The below graphs look at at hourly pay of all employees at all levels of positions regardless of the pay classification of the position type.

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



Women's average hourly wages are **8%** less than men's. For every dollar men earn in average hourly wages, women earn **92 cents** in average hourly wages.\*

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



Women's average hourly wages are **7%** less than men's. For every dollar men earn in median hourly wages, women earn **93 cents** in median hourly wages.\*

The above hourly pay gap graphs are a holistic view of all employees within the organization regardless of their position's classification level. Metro Vancouver has pay ranges or rates for each position classification level to ensure fair pay practices regardless of gender. The above reported hourly pay gaps are attributed to the lack of balance gender representation across various levels of positions. Women have historically been underrepresented in positions that have higher pay ranges, such as engineering. The percentage of women in these roles at Metro Vancouver has been steadily increasing over time.

**Explanatory notes**

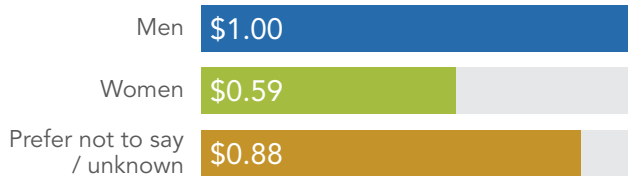
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



# Overtime Pay

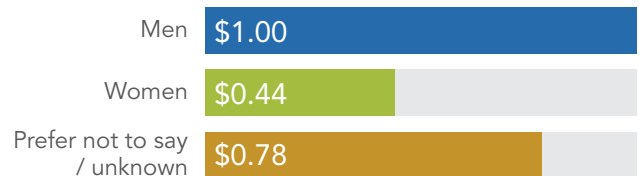
Overtime pay is defined as money paid to an employee for hours worked in excess to of their regular scheduled hours of work. Overtime at Metro Vancouver predominantly occurs for unionized operator and trades roles in operational departments, due to the nature of the services and operational requirements. The positions that are often required to work overtime are predominantly occupied by employees within the "men" and "prefer not to say / unknown" gender categories.

## Mean overtime pay<sup>3</sup>



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 pay<sup>4</sup>



Women's median overtime pay is **56%** less than men's. For every dollar men earn in median overtime pay, women earn **44 cents** in median overtime pay.\*

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

Difference as compared to reference group (Men)

GROUP	HOURS
Women	-20
Prefer not to say / Unknown	-2

The average number of overtime hours worked by women was 20 less than by men.\*

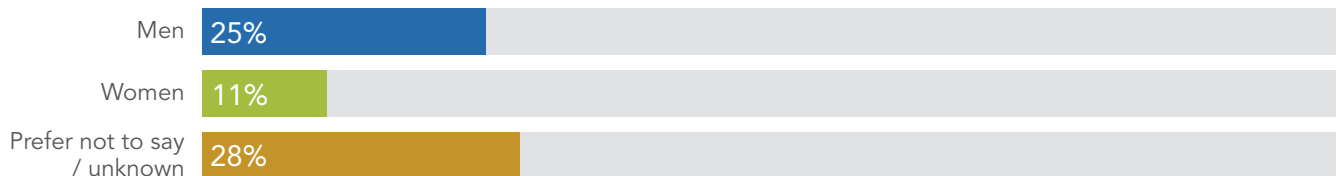
## Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

GROUP	HOURS
Women	-14
Prefer not to say / Unknown	-5

The median number of overtime hours worked by women was 14 less than by men.\*

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



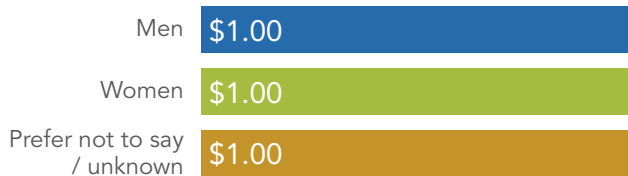
### Explanatory notes

- "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

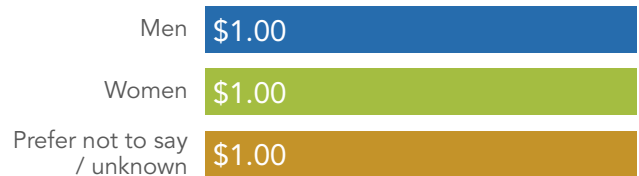
Bonus pay is not a key element of Metro Vancouver's total compensation package, however, in 2023 bonus pay includes one-time lump sum payments to active employees of select employment groups as determined during collective bargaining.

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



Women's average bonus pay is **0%** less than men's. For every dollar men earn in average bonus pay, women earn **\$1.00** in average bonus pay.\*

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



Women's median bonus pay is **0%** less than men's. For every dollar men earn in median bonus pay, women earn **\$1.00** in median bonus pay.\*

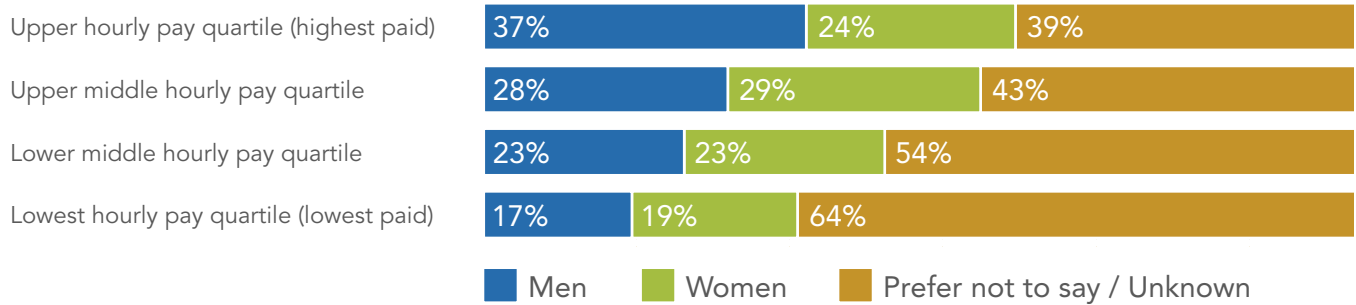
## Percentage of employees in each gender category receiving bonus pay



### 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.

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



Women occupy **24%** of the highest paid jobs and **19%** of the lowest paid jobs.

### Explanatory notes

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, gender categories with fewer than 10 employees are excluded to meet disclosure requirements.

