The Corporation of The City of Victoria Pay Transparency Report

Employer details

Employer:	The Corporation of The City of Victoria
Address:	1 Centennial Square, Victoria, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more

Percentage of Employees in Each Gender Category*



* 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.

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 1% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages. *

Median hourly pay gap[2]



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. *

The City of Victoria’s compensation structure is based on a thorough evaluation of responsibilities, skills and qualifications required for each role, ensuring that pay is determined by the demands of the position.

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 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 [4]



In this organization women's median overtime pay is 78% less than men's. For every dollar men earn in median overtime pay, women earn 22 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-31

In this organization the average number of overtime hours worked by women was 31 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-16

In this organization the median number of overtime hours worked by women was 16 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Of the job types in which any employee earned overtime in 2025, 26% were occupied by women. The top 10 job types accounted for 25% of all overtime earned in 2025; 13% of these jobs were occupied by women, and women earned 12% of the total overtime compensation earned in these jobs. The top 20 job types accounted for 34% of all overtime earned in 2025; 6% of these jobs were occupied by women, and women earned 10% of the total overtime compensation earned in these jobs.

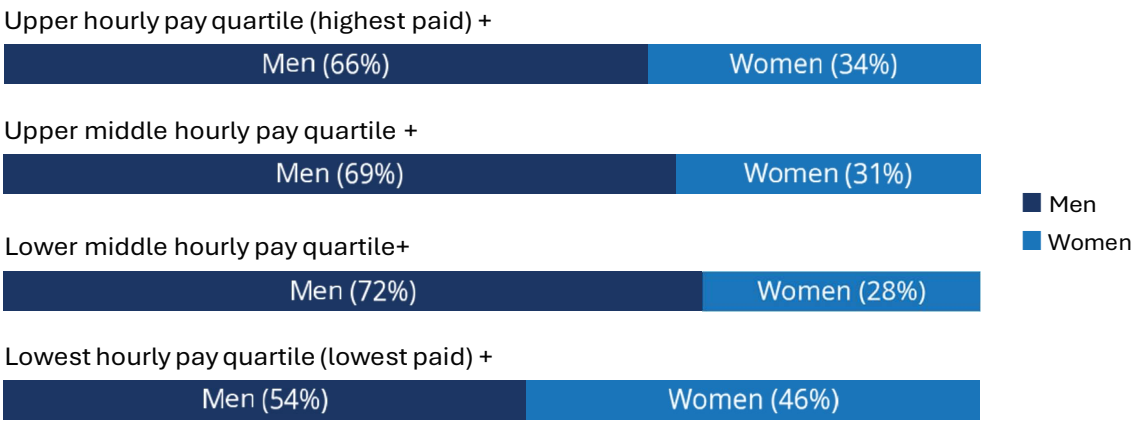
Explanatory notes

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

Bonus pay is not applicable at the City of Victoria.

Percentage of each gender in each pay quartile[7]



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

In 2025, women occupied 34% of the highest paid jobs and 46% of the lowest paid jobs in this organization. In 2025, Women occupied 44% of management positions at the City, and 51% of Senior Leadership positions.

Explanatory notes

7. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.