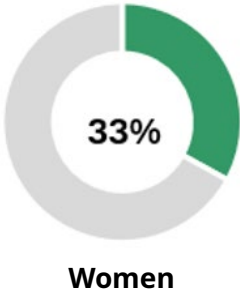
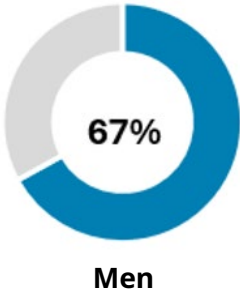


The Corporation of The City of Victoria Pay Transparency Report

Employer details

Employer:	The Corporation of The City of Victoria
Address:	1 Centennial Square, Victoria, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more

Percentage of Employees in Each Gender Category



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 4% more than men's. For every dollar men earn in average hourly wages, women earn \$1.04 in average hourly wages.

Median hourly pay gap²



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.

At the City of Victoria, men and women receive equal pay for performing the same jobs. Our compensation structure is based on a thorough evaluation of job 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 pay³



In this organization women's average overtime pay is 69% less than men's. For every dollar men earn in average overtime pay, women earn 31 cents in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 69% less than men's. For every dollar men earn in median overtime pay, women earn 31 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-42
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In this organization the average number of overtime hours worked by women was 42 less than by men.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-11
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In this organization the median number of overtime hours worked by women was 11 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 2023, 29% were occupied by women. The top 10 job types accounted for 36% of all overtime earned in 2023; 9% of these jobs were occupied by women, and women earned 3% of the total overtime compensation earned in these jobs.

The top 20 job types accounted for 52% of all overtime earned in 2023; 5% of these jobs were occupied by women, and women earned 3% 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

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



In this organization, women occupy 34% of the highest paid jobs and 42% of the lowest paid jobs. Women occupy 52% of management and exempt positions at the City, and 44% 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.

Data Constraints

The 2023 report data is limited to men and women, as the City has not historically recorded gender-based data for employees who are non-binary or provided the option for employees who prefer not to disclose their gender. We are working towards providing employees with the opportunity to self-identify; future reports will include this data, provided employees within these groups meet the reporting thresholds required.