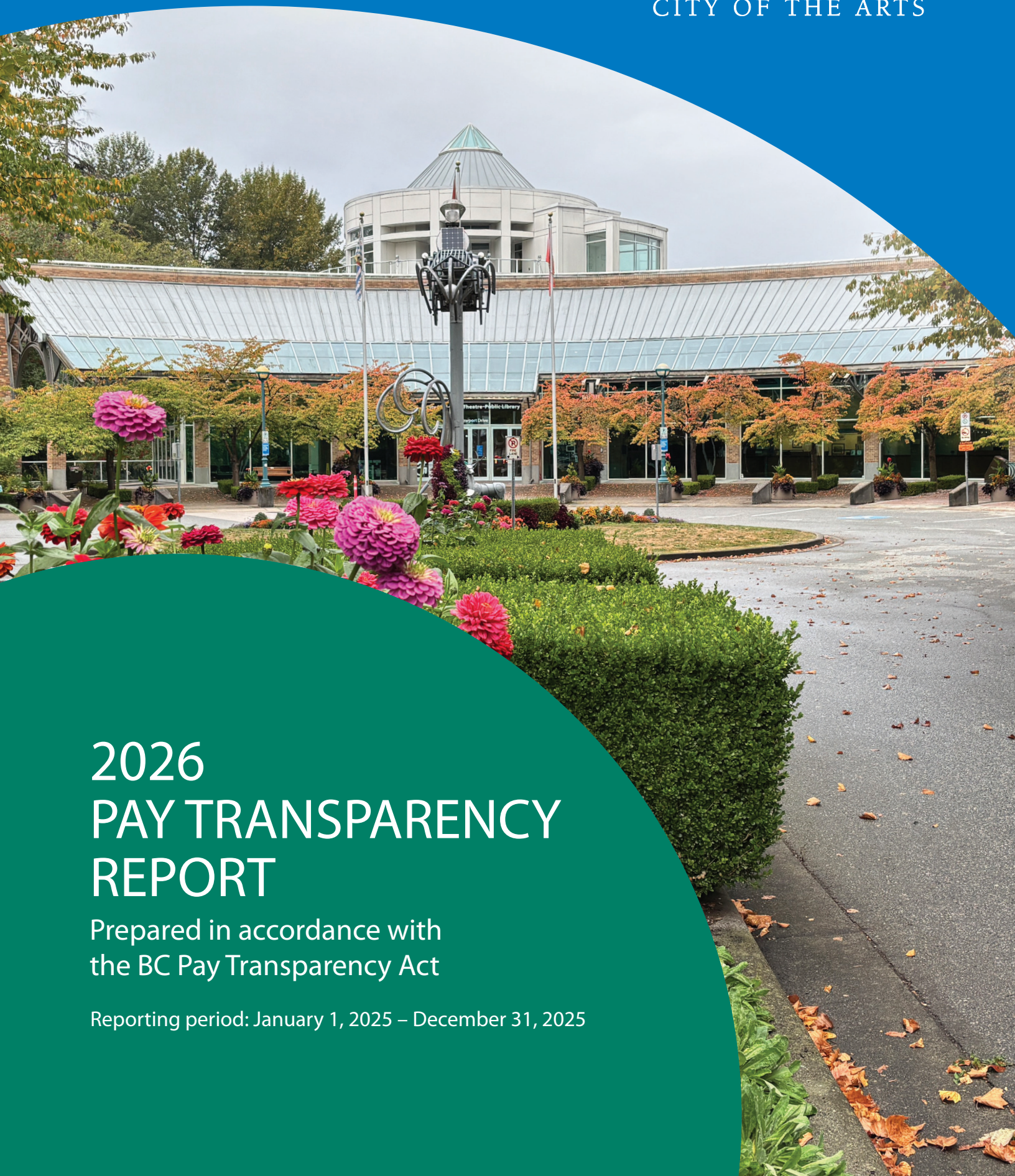
PORT MOODY
CITY OF THE ARTS



2026 PAY TRANSPARENCY REPORT

Prepared in accordance with the BC Pay Transparency Act

Reporting period: January 1, 2025 – December 31, 2025



About the City of Port Moody

The City of Port Moody carries out our business on the ancestral and unceded homelands of the kʷikʷəƛ̓əm (Kwikwetlem), səlilwətaɬ (Tsleil-Waututh), xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), qʔc̓əy̓ (Katzie), q̓ʷaːnʼƛ̓ʼənʼ (Kwantlen), qiqéyt (Qayqayt), and Stóːlō (Stoːlo) Peoples, and extend appreciation for the opportunity to work on this territory.

Port Moody is a growing community that's currently home to over 34,000 residents. This modern, vibrant, and liveable community is located at the eastern end of the Burrard Inlet in the Metro Vancouver region. We provide services to the residents and businesses of Port Moody as well as our visitors.

The City of Port Moody is a high performing organization with strong values and we are passionate about making a difference in our community. One of our core values is that we strive to be an accessible, diverse, equitable, and inclusive organization. The City of Port Moody is committed to fairness and being a workplace that respects all identities. The City has an established and rigorous process to determine pay for our wide range of positions including those employees covered by the City's three Collective Agreements. We are committed to equal pay for equal work across genders. Employees of all gender identities, who perform the same work, receive the same rate of pay.

About this report

As a larger employer, the City of Port Moody must analyze and report this pay data to help identify and fix any wage gaps based on gender.

We will ensure compliance with the *Pay Transparency Act* which includes providing this pay transparency report to the Province of British Columbia and to publish the annual pay transparency report. The *Pay Transparency Act* came into force on March 1, 2023.

Employers must provide data without any personally identifiable information, such as names, in the report, which can assist in identifying gender-based wage gaps. Specifically, the data that is reported includes pay data (i.e. hourly, overtime and bonus or incentive pay) and is compared with data on gender identities (i.e. male, female, non-binary and unknown). The information is from the City's Human Resources Information System (HRIS) database and provides the required pay and gender data, in an aggregated and anonymous format.

In preparing this report, the City of Port Moody provided employees with the opportunity to confidentially and voluntarily update their gender identity on their personal employee profile within the City's HRIS database. Forty-nine percent (49%) of employees chose to update their gender identity in the HRIS database. Fifty-one percent (51%) of employees chose "prefer not to say" for their gender identity or did not report their gender identity. Therefore, a significant portion, fifty-one percent (51%), of the workforce's gender data is classified as unknown in this report. The City of Port Moody hopes to have more employees update their gender identity in our HRIS database so that we can build on this data.

Compensation variations in this report are influenced by factors such as the composition of employees within some work areas, where there is a higher representation of male employees, as well as the composition of some work areas where there is a higher amount of overtime based on operational requirements.

Employer details

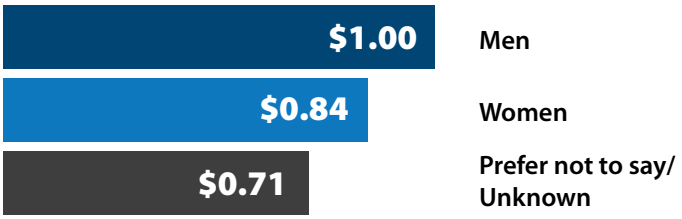
Employer	City of Port Moody
Address	100 Newport Drive, Port Moody, BC
Reporting Year	2026
Time Period	January 1, 2025 – December 31, 2025
North American Industry Classification System (NAICS) Code:	91 – Public Administration
Number of Employees	300 – 999

Hourly pay

At the City, employees of all gender identities, who perform the same work, receive the same rate of pay. This applies to both non-unionized and unionized employees who are paid in accordance with the applicable collective agreement.

Our data shows that employees who identify as women, and those whose gender identity is unknown are underrepresented in some higher paying positions and overrepresented in some lower paying positions with the City. We are committed to understanding these results and addressing any disparities within our workforce.

Mean hourly pay gap[1]



Median hourly pay gap[2]



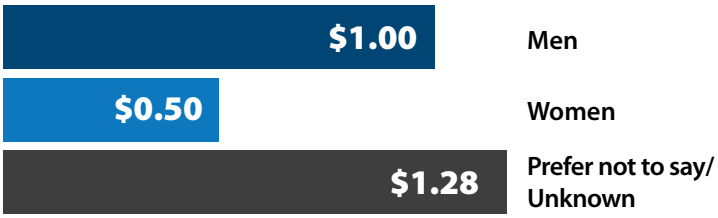
Explanatory notes

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.

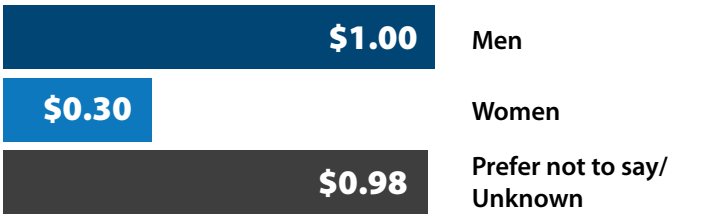
Overtime pay

Overtime pay is impacted by the composition of some work areas where there is a higher amount of overtime based on operational requirements. These operational requirements apply to work areas responsible for critical tasks, maintenance, and emergency response that are necessary outside of regular work hours.

Mean overtime pay[3]



Median overtime pay[4]



Mean overtime paid hours[5]

Difference as compared to reference group (Men).

The average number of overtime hours worked by women was 22 less than by men.

The average number of overtime hours worked by staff whose gender is prefer not to say/unknown is 11 more than by men.

Median overtime paid hours[6]

Difference as compared to reference group (Men).

The median number of overtime hours worked by women was 8 less than by men.

The median number of overtime hours worked by staff whose gender is prefer not to say/unknown is 9 more than by men.

Percentage of employees in each gender category receiving overtime pay



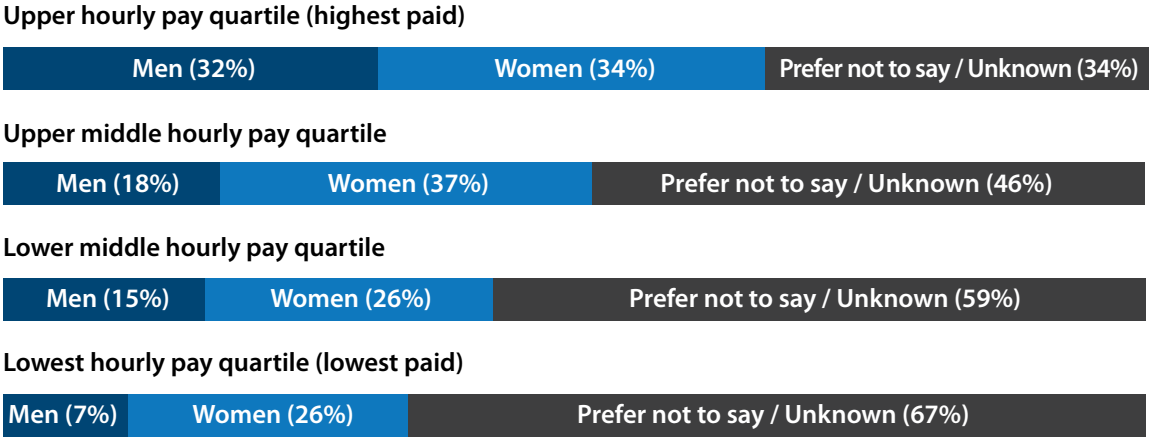
Explanatory notes

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.

Percentage of each gender in each pay quartile

Our data shows that employees who identify as men, women and unknown are close in percentage for the upper hourly pay quartile (highest paid) employees. There are more employees who identify as women and unknown in the upper middle hourly quartile then men. In this organization, women occupy 34% of the highest paid jobs and 26% of the lowest paid jobs.

Pay quartile[7]



Conclusion

One of the City's core values is that we strive to be an accessible, diverse, equitable, and inclusive organization. The City is committed to fairness and being a workplace that respects all identities. We will continue to use our established and rigorous processes to determine pay and ensure equal pay for equal work across genders.

The City of Port Moody will continue to analyze and report this pay data to help identify and fix any wage gaps based on gender.

Data constraints

* 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.

Explanatory notes

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