

2025 PAY TRANSPARENCY REPORT

Prepared in accordance with
the BC Pay Transparency Act

Reporting period: January 1, 2024 – December 31, 2024



About the City of Port Moody

The City of Port Moody carries out our business on the ancestral and unceded homelands of the kʷikʷəłəm (Kwikwetlem), səliłwətał (Tsleil-Waututh), xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), q̓ic̓əy̓ (Katzie), q̓ʷa:n̓'əl̓ən̓ (Kwantlen), qiqéyt (Qayqayt), and Stó:lō (Sto:lo) 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 are working in the same position receive the rate of pay for that position.

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 inaugural 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. Thirty-four percent (34%) of employees chose to update their gender identity in the HRIS database. Sixty-six percent (66%) of employees chose "prefer not to say" for their gender identity or did not report their gender identity. Therefore, a significant portion, sixty-six percent (66%), of the workforce's gender data is classified as unknown in the 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 in future years.

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

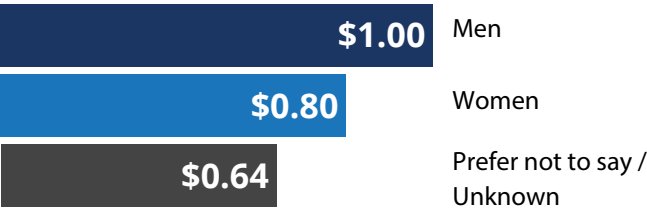
Employer	City of Port Moody
Address	100 Newport Drive, Port Moody, BC
Reporting Year	2025
Time Period	January 1, 2024 – December 31, 2024
North American Industry Classification System (NAICS) Code:	91 – Public Administration
Number of Employees	300 – 999

Hourly pay

At the City, employees of all gender identities who are working in the same position receive the rate of pay for that position. This is the case for both non-unionized employees and unionized employees who are paid in accordance with the applicable collective agreement.

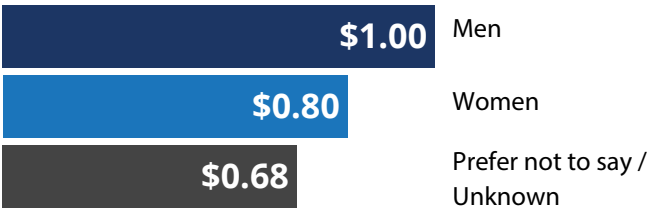
Our current data shows that employees who identify as women, and those whose gender identity is unknown are underrepresented in some higher paying positions and overrepresented in some lower paying positions with the City. We are committed to understanding these results and addressing any disparities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

Mean hourly pay gap¹



In this organization women's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 80 cents in average hourly wages.

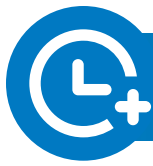
Median hourly pay gap²



In this organization women's median hourly wages are 20% less than men's. For every dollar men earn in median hourly wages, women earn 80 cents in median hourly wages.

Explanatory notes

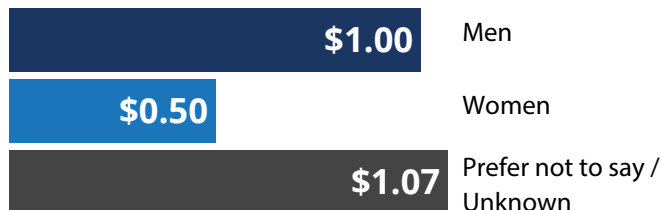
- 1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
- 2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly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



Overtime pay

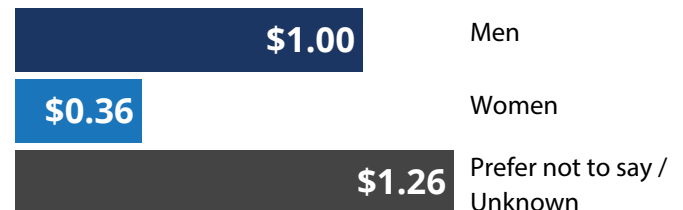
Overtime pay is impacted by the composition of some work areas where there is a higher amount of overtime based on operational requirements. These operational requirements apply to several work areas which are responsible for critical tasks, maintenance, and emergency response that are necessary outside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

Mean overtime pay³



In this organization women's average overtime pay is 50% less than men's. For every dollar men earn in average overtime pay, women earn 50 cents in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 64% less than men's. For every dollar men earn in median overtime pay, women earn 36 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-34
Prefer not to say / Unknown	8

In this organization the average number of overtime hours worked by women was 34 less than by men.

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-18
Prefer not to say / Unknown	5

In this organization the median number of overtime hours worked by women was 18 less 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.



Bonus pay

The City of Port Moody does not offer bonus pay, as such there is no data to report in the bonus pay section of this report.

Mean bonus pay⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay⁸

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.



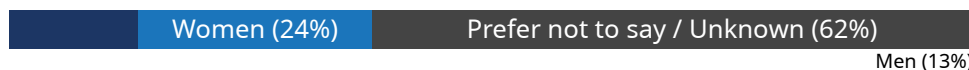
Percentage of each gender in each pay quartile

Our current data shows that employees who identify as men and women are close in percentage for the upper hourly pay quartile⁹ (highest paid) employees. There is a higher percentage of women in the upper middle hourly pay quartile than men. The City of Port Moody hopes to build on this data in future years.

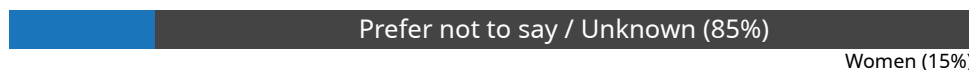
Upper hourly pay quartile (highest paid) †



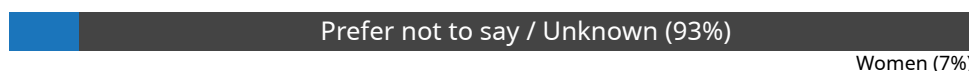
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 24% of the highest paid jobs and 7% 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 the 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.

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.