

2024 PAY TRANSPARENCY REPORT



November 2025



CITY OF
CHILLIWACK

Employer Statement

The City of Chilliwack has generated a pay transparency report as a requirement of the Province's *Pay Transparency Act*. The parameters and intent for the Pay Transparency Report can be found on the Province's website

(<https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/23018#section2>).

All employers with 300+ employees must complete and submit a report in 2025 and post the report on their website. This is the first year the City of Chilliwack has collected this data and reported on these results.

In summary, the Pay Transparency Report measures four areas of compensation and gender classification: hourly pay, overtime pay, bonus pay (which is not applicable for the City) and the percentage of gender in each pay quartile.

In a reasonable effort to attempt to collect this information, the City distributed a one question survey electronically as well as in a paper format. This approach was taken to ensure as many employees as possible had the option to participate. It should be noted that for the purposes of this report, the survey was not distributed to Mayor and Council nor the Paid-On-Call Firefighters as their classification does not fall within the scope of the Pay Transparency Report parameters.

Overall, 241 employees participated in this optional disclosure survey which represents 46% of City of Chilliwack employees. Of the respondents, 45% reported as women, 53% as men, 0% as non-binary and 2% as unknown/prefer not to say. Using these survey results, the Pay Transparency Report links respondents' disclosed genders to their relative pay compensation. Employees who chose not to participate in the optional survey were categorized as 'Prefer not to say / Unknown' as per the Province's direction.

The Pay Transparency Report is an ongoing initiative by the Province which requires annual reporting from the City. In order to collect and report on these results, the City of Chilliwack has implemented an optional election to participate by allowing employees to disclose their gender when they are hired. Additionally, it will be communicated to all employees that they can change their disclosure results at any time of the year. Annually, the City will post a Pay Transparency Report on the City's website, and will submit it to the Province.

This report follows the Provinces' suggested format.

City of Chilliwack

Pay Transparency Report

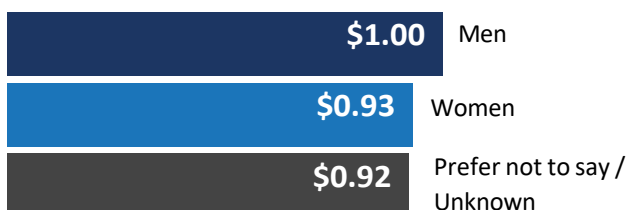
Employer details

Employer:	City of Chilliwack
Address:	8550 Young Road, Chilliwack, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	91 - Public administration
Number of Employees:	300-999



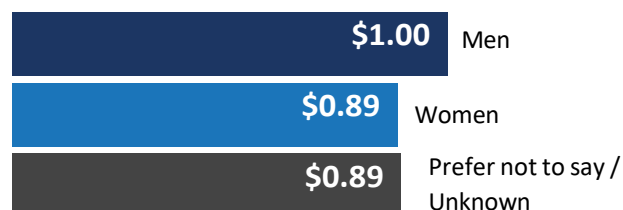
Hourly Pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 7% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 cents in median hourly wages. *

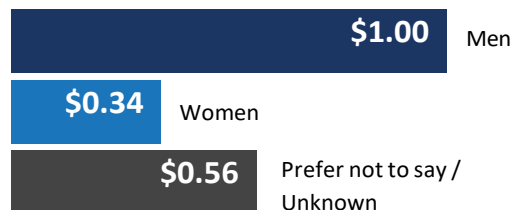
Explanatory notes

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

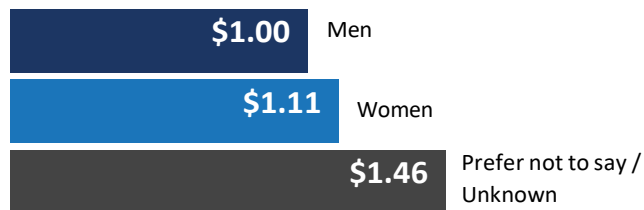
Mean overtime pay³



In this organization women's average overtime pay is 66% less than men's. For every dollar men earn in average overtime pay, women earn 34 cents in average overtime pay.

*

Median overtime pay⁴



In this organization women's median overtime pay is 11% more than men's. For every dollar men earn in median overtime pay, women earn \$1.11 in median overtime pay.

*

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-29
Prefer not to say / Unknown	-17

In this organization the average number of overtime hours worked by women was 29 less than by men.

*

Median overtime paid hours⁶

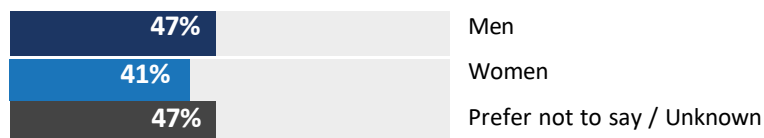
Difference as compared to reference group (Men)

Women	1
Prefer not to say / Unknown	5

In this organization the median number of overtime hours worked by women was 1 more 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.



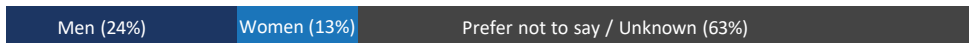
Bonus Pay

Bonus pay is not applicable at the City of Chilliwack.

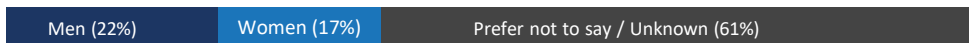


Percentage of each gender in each pay quartile ⁷

Upper hourly pay quartile (highest paid) †



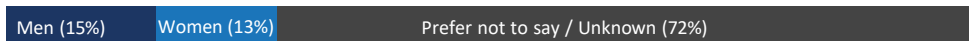
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 13% of the highest paid jobs and 13% of the lowest paid jobs.

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

Explanatory notes

7. "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, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.