CITY OF DELTA
Pay transparency report

The City of Delta is a vibrant and diverse municipality that provides a range of services and programs to residents, businesses and visitors. Rooted in strong values, we are committed to excellence in all we do. These values are integral to our mission, shaping our culture and guiding our core principles. We are committed to recruiting and retaining a diverse workforce where our individual differences are recognized, valued and celebrated.

Pay Transparency Act and Reporting
On May 11, 2023, the B.C. government passed the Pay Transparency Act which mandates new requirements for BC employers to help close the gender pay gap and address systemic discrimination. One of the requirements is for the City of Delta to complete a Pay Transparency Report which includes gender, mean and median hourly rates, hours worked, overtime pay, and overtime hours worked. The Act specifies that participation in the survey is voluntary, allowing staff the option to opt out of the gender identity collection. The City reached out to all staff to provide them with the opportunity to participate in the survey.

Important Considerations and Data Constraints
- Overall, the City received a 46.7% response rate to the voluntary survey, resulting in a notable non-participation rate that limits the report's accuracy.
- Limited survey participation restricts the City's ability to provide accurate information since access to overtime availability and occurrences vary by job roles.
- The distinct compensation structures for different roles can complicate data comparisons across unrelated positions.
- Exempt employees are not eligible for overtime pay. Their compensation is determined based on pay band levels, where gender is not a criterion for determining pay.
- Despite the report showing differences in overtime pay, the imbalance in gender representation among survey participants distorts the findings.
- The data collection represents both full-time and part-time employees, including those who have not worked the entire reporting year, limiting the accuracy of the report.
- Most positions within the City are unionized, with compensation established through collective agreements that determine pay based on position and/or seniority, irrespective of gender.

Employer details

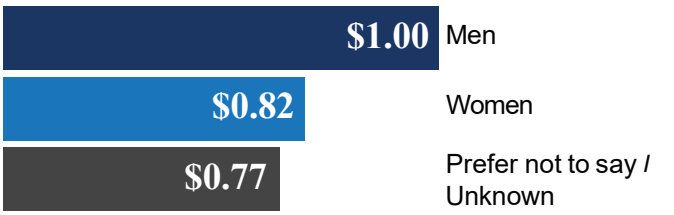
Employer:	CITY OF DELTA
Address:	4500 CLARENCE TAYLOR CRESCENT, DELTA, BC
Reporting Year:	2025
Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	91 - Public admin
Number of Employees:	1000 or more

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 14% less than men's. For every dollar men earn in average hourly wages, women earn 86 cents in average hourly wages.*

Median hourly pay gap[2]



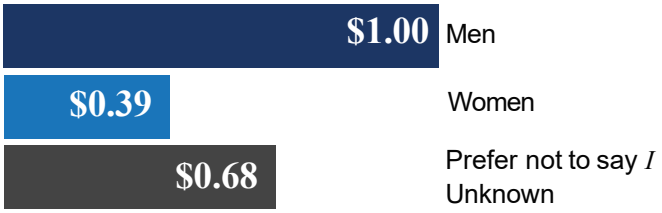
In this organization women's median hourly wages are 18% less than men's. For every dollar men earn in median hourly wages, women earn 82 cents in median hourly wages.*

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.

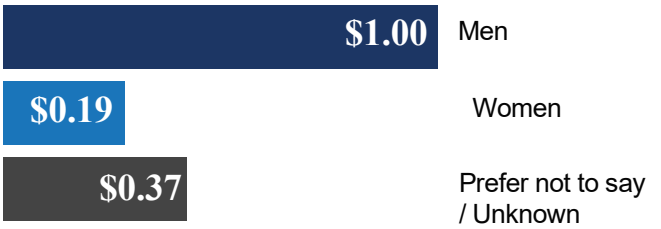
Overtime pay

Mean overtime pay [3]



In this organization the women's average overtime pay is 61% less than men's. For every dollar men earn in average overtime pay, women earn 39 cents in overtime pay. *

Median overtime pay [4]



In this organization the women's median overtime pay is 81% less than men's. For every dollar men earn in average overtime pay, women earn 19 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-38
Prefer not to say/ Unknown	-17

In this organization the average number of overtime hours worked hours worked by women was 38 less than by men. *

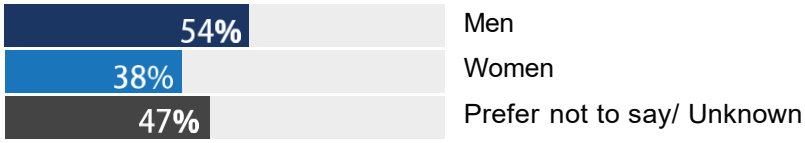
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-28
Prefer not to say/ Unknown	-20

In this organization the median number of overtime hours worked hours worked by women was 28 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

Mean bonus pay [7]

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

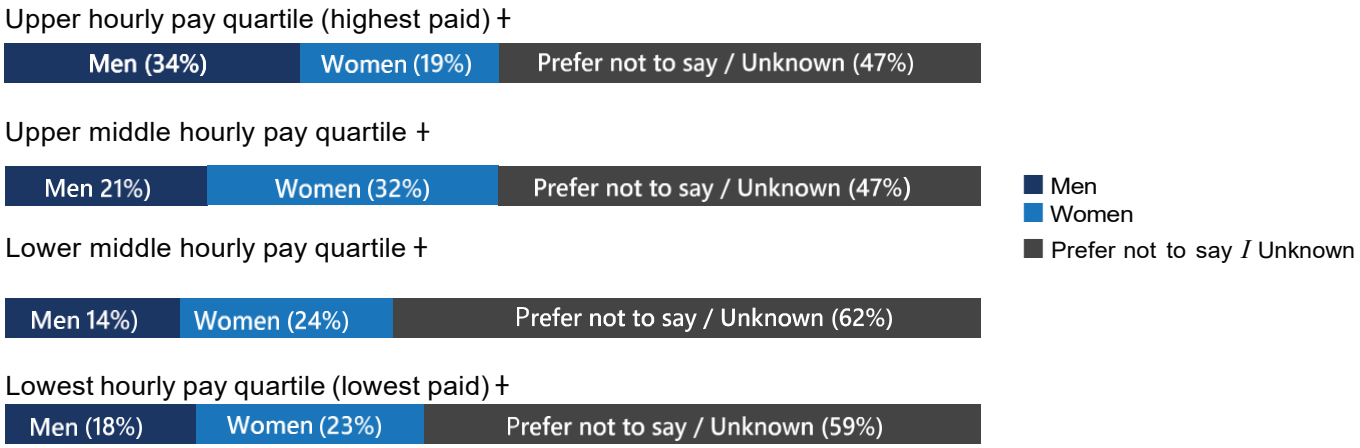
Median bonus pay [8]

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 [9]



In this organization, women occupy 19% of the highest paid jobs and 23% 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 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.

* 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.