District of Metchosin
Pay transparency report

Employer details

Employer:	District of Metchosin
Address:	4450 Happy Valley Road, Victoria, BC, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 55% more than men's. For every dollar men earn in average hourly wages, women earn $1.55 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 99% more than men's. For every dollar men earn in median hourly wages, women earn $1.99 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]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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

Percentage of employees in each gender category receiving overtime pay

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

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.

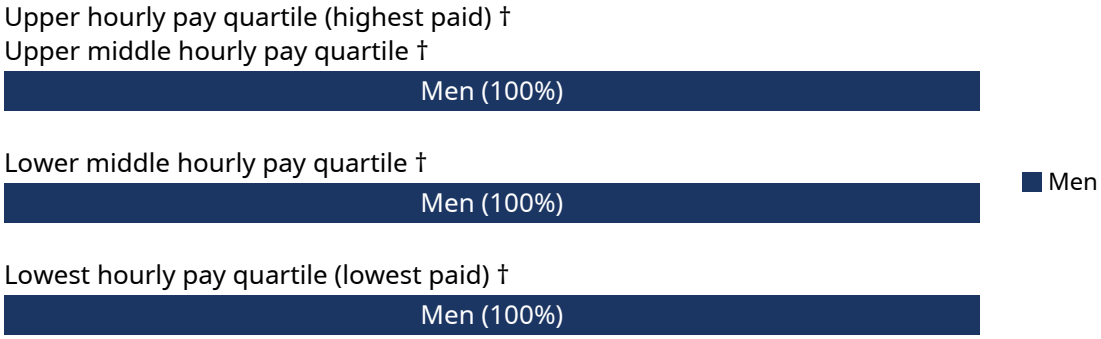
Percentage of employees in each gender category receiving bonus pay

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

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.
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.

Percentage of each gender in each pay quartile [9]



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

Data constraints

*Overtime Hours and Overtime Pay includes Double time Hours and Double time Pay.

*Per Dec 23 Letter of Agreement to CA (collective agreement), #2. Auxiliary employees will receive the same over time rates as a regular full-time members, regardless of how many hours they have worked for the Employer in a given day or week.

- Auxiliary had to enter 1 hr and 1.00 for Ordinary Hrs and Ordinary pay, in order for Pay Transparency Tool to accept file.

*Bonus pay is an annual Service Pay per S.20.05 of the collective agreement:
All regular employees who have completed five (5) years' continuous service with the Employer shall receive service pay at the rate of seven dollars and fifty cents ($7.50) per calendar month for each five (5) years of continuous service. This
benefit will be prorated for regular part-time employees based on hours worked in each month

Explanatory notes

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.