

# Regional District of Alberni-Clayoquot

## Pay transparency report

Our organization is committed to creating a workplace where employees are treated with dignity, respect, and fairness. We support pay transparency as a tool for promoting equity and accountability and will continue to review our policies and practices to ensure compensation decisions are objective, consistent, and free from discrimination.

### Employer details

|                             |                                        |
|-----------------------------|----------------------------------------|
| <b>Employer:</b>            | Regional District of Alberni-Clayoquot |
| <b>Address:</b>             | 3008 Fifth Avenue, Port Alberni, BC    |
| <b>Reporting Year:</b>      | 2026                                   |
| <b>Time Period:</b>         | January 1, 2025 - December 31, 2025    |
| <b>NAICS Code:</b>          | 91 - Public administration             |
| <b>Number of Employees:</b> | 50-299                                 |



### Hourly pay

#### Mean hourly pay gap<sup>1</sup>

|               |                             |
|---------------|-----------------------------|
| <b>\$1.00</b> | Men                         |
| <b>\$1.01</b> | Women                       |
| <b>\$1.01</b> | Prefer not to say / Unknown |

In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01 in average hourly wages. \*

#### Median hourly pay gap<sup>2</sup>

|               |                             |
|---------------|-----------------------------|
| <b>\$1.00</b> | Men                         |
| <b>\$1.00</b> | Women                       |
| <b>\$0.98</b> | Prefer not to say / Unknown |

In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 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.



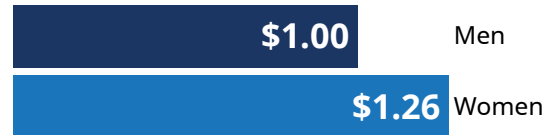
## Overtime pay

### Mean overtime pay<sup>3</sup>



In this organization women's average overtime pay is 8% more than men's. For every dollar men earn in average overtime pay, women earn \$1.08 in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 26% more than men's. For every dollar men earn in median overtime pay, women earn \$1.26 in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

|       |   |
|-------|---|
| Women | 7 |
|-------|---|

In this organization the average number of overtime hours worked by women was 7 more than by men. \*

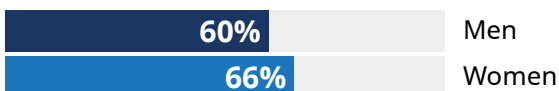
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

|       |    |
|-------|----|
| Women | -1 |
|-------|----|

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

### Mean bonus pay <sup>7</sup>

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

### Median bonus pay <sup>8</sup>

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 <sup>9</sup>

Upper hourly pay quartile (highest paid) †

Women (100%)

Upper middle hourly pay quartile †

Men (100%)

■ Men  
■ Women

Lower middle hourly pay quartile †

Women (100%)

Lowest hourly pay quartile (lowest paid) †

In this organization, women occupy 100% of the highest paid jobs.

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

### Data constraints

As a small organization, some gender categories within the pay quartiles contain fewer than 10 employees. To protect employee privacy and comply with the Pay Transparency Regulation, this data has been suppressed. The suppression of data may affect the representation of employee distribution within certain quartiles and may limit comparisons between gender categories. These reporting limitations should be considered when reviewing the results presented in this report

### 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.