Pay Transparency Report

The Corporation of the District of Saanich

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The District of Saanich is an urban, rural and coastal municipality on Vancouver Island in British Columbia. We are the largest municipality in the Capital Regional District with an area of 103 square kilometers and the most populated with more than 117,000 residents.

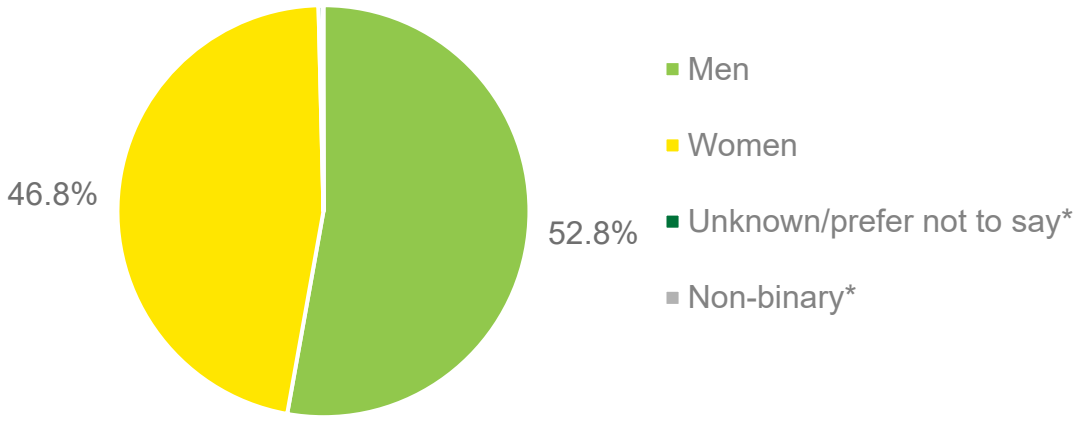
At the District we strive to deliver on Council's strategic priorities of housing, transportation, environment leadership and climate action, community well-being, economic development and organizational excellence.

Saanich is committed to pay equity within our community. Council and leadership share the responsibility for creating an equitable workplace, where all individuals receive equal pay for equal work. This report is an important first step in identifying existing pay equity gaps which may exist.

Employer details

Employer:	THE CORPORATION OF THE DISTRICT OF SAANICH
Address:	770 VERNON AVENUE, VICTORIA, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public Administration
Number of Employees:	1,808

Percentage of employees in each gender category



* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, the 'Unknown/Prefer not to say' and 'Non-binary' gender categories have been excluded due to insufficient numbers to meet disclosure requirements.

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap[2]



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. *

This pay gap is largely impacted by the positions held by each gender at District of Saanich. Of the 1,808 employees at District of Saanich 1,671 (92.4%) are union employees who are paid according to the wage rates and salary scales in their collective agreements. Within these unions, more administrative and casual positions are held by women. This creates a lower average salary within the District of Saanich.

Starting salaries for non-unionized/exempt employees can vary within a pay range based on factors like performance, skills and experience. Within three years of starting an exempt position, performance based increases are set to allow employees to reach the top of the pay range. When reviewing salaries for exempt positions, we found that women were paid on average the equivalent of their male counterparts. While this is true, all corporate support positions are held by women, which are the lowest of the non-unionized pay ranges.

This gender pay difference indicates the need for women in more technical and skilled positions. District of Saanich is taking action to support and increase the number of women in these roles.

Example initiatives include:

- Family leave and maternity and parental leave benefits and salary top up
- Providing diversity training to all managers and supervisors
- Increased outreach strategies (e.g. participation in career fairs)
- Flexible work including, modified work weeks, remote work and flexible start times where possible

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 women's average overtime pay is 38% less than men's. For every dollar men earn in average overtime pay, women earn 62 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 46% less than men's. For every dollar men earn in median overtime pay, women earn 54 cents in median overtime pay. *

Mean overtime paid hours [5]
Difference as compared to reference group (Men)

Women	-17

In this organization the average number of overtime hours worked by women was 17 less than by men. *

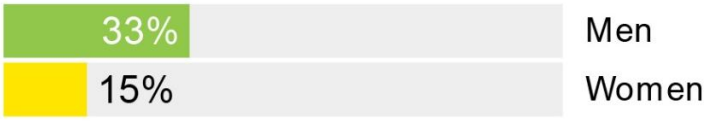
Median overtime paid hours [6]
Difference as compared to reference group (Men)

Women	-12

In this organization the median number of overtime hours worked by women was 12 less than by men. *

The gap in overtime hours received is impacted by the nature of position as well as employment type. Casual employees, the majority of whom are women, are less likely to receive overtime with only 1.8% of employees in this group receiving overtime in 2025, whereas positions frequently called on in an emergency or outside of regular hours, such as firefighters, are predominantly held by men.

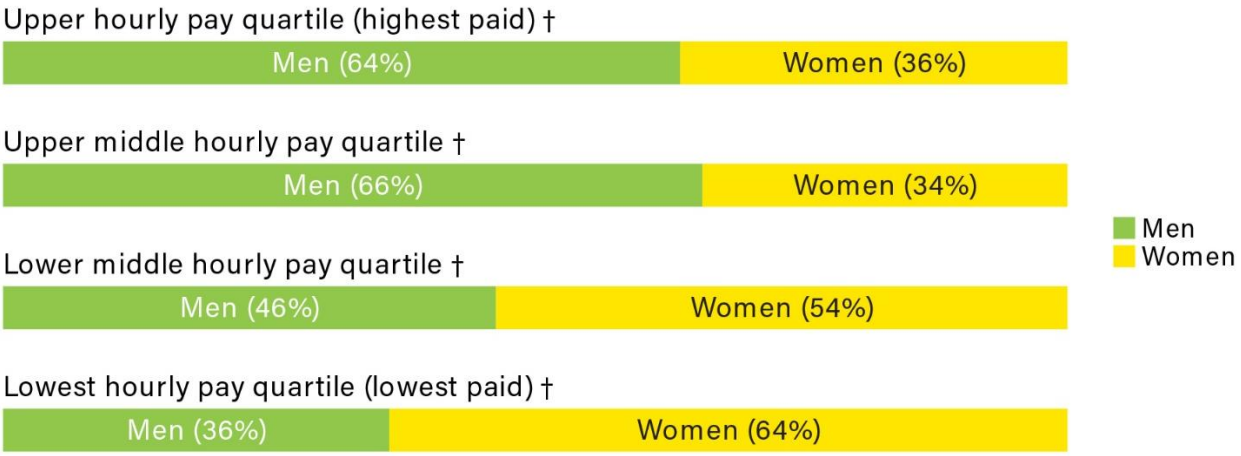
Percentage of employees in each gender category receiving overtime pay



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.

Percentage of each gender in each pay quartile



In this organization, women occupy 36% of the highest paid jobs and 64% 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.

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