

Regional District of Okanagan-Similkameen

Pay transparency report

The employees of the Regional District of Okanagan-Similkameen include regular, part-time, and casual employees, as well as the members of 8 Volunteer Fire Departments throughout the Region. Members of Volunteer Fire Departments are excluded from some parts of the BC Employment Standards regulations, which includes the right to paid overtime.

Employer details

Employer:	Regional District of Okanagan Similkameen
Address:	101 Martin Street Penticton BC V2A 5J9
Reporting Year:	2025
Time Period:	Jan 1, 2024 - Dec 31, 2024
NAICS Code:	91 – Public Administration
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.98	Women
\$.79	Prefer not to say / Unknown

Median hourly pay gap^e

\$1.00	Men
\$1.06	Women
\$.75	Prefer not to say / Unknown

In this organization women's average hourly wages are 1.92% less than men's. For every dollar men earn in average hourly wages, women earn 98 cents. Non-binary information is suppressed.

In this organization women's median hourly wages are 5.56% more than men's.

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.



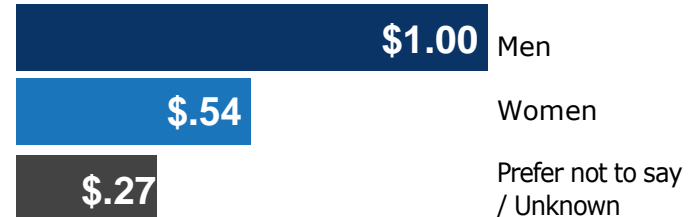
Overtime pay

Mean overtime pay ³



In this organization women's average overtime pay is 37.5% less than men's. For every dollar men earn in average overtime pay, women earn 63 cents in average overtime pay. Non-binary information is suppressed.

Median overtime pay ⁴



In this organization women's median overtime pay is 45.88% less than men's. For every dollar men earn in median overtime pay, women earn 54 in median overtime pay.

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Women	-9.65
Prefer not to say / Unknown	-7.88

In this organization the average number of overtime hours worked by women was 9.65 hours less than by men.

Median overtime paid hours ⁶

Difference as compared to reference group (Men)

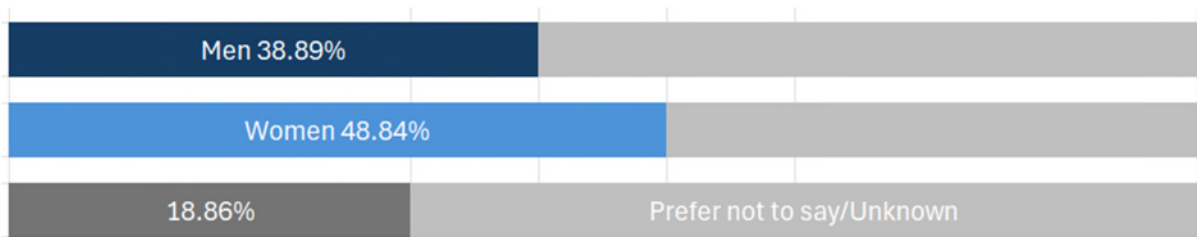
Women	-3.75
Prefer not to say / Unknown	-9.00

In this organization the median number of overtime hours worked by women was 3.75 hours less than by men.

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.

Percentage of employees in each gender category receiving overtime pay





Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid)		
Men 31.63 %	Women 18.37%	Unknown 50%
Second highest hourly pay quartile (second highest paid)		
Men 17.17 %	Women 17.17%	Unknown 65.66%
Second lowest hourly pay quartile (second lowest paid)		
Men suppressed	Women suppressed	Unknown suppressed
Lowest hourly pay quartile (lowest paid)		
Men 15.79%	Women suppressed	Unknown 84.21%
<i>* the results are suppressed when there are fewer than ten employees in a category</i>		

In this organization, women occupy 18.37% of the highest paid jobs. Any category of employee with fewer than ten employees the information is suppressed.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.