

# City of Burnaby *Pay Transparency Report*

## *Employer* Details

<b>Employer:</b>	City of Burnaby
<b>Address:</b>	4949 Canada Way, Burnaby, BC
<b>Reporting Year:</b>	2024
<b>Time Period:</b>	January 1, 2023- December 31, 2023
<b>North American Industry Classification System (NAICS) Code:</b>	91 - Public administration
<b>Number of Employees:</b>	1000 or more

This report has been prepared by the City of Burnaby (Burnaby) in compliance with the provisions outlined in British Columbia's Pay Transparency Act. Recognizing that British Columbia has one of the highest gender pay gaps in Canada, with women earning 17% less than men in 2023, the City is committed to addressing this issue. To promote fairness and transparency, the provincial government has mandated that municipalities, along with other public sector employers, major Crown corporations, and certain private sector employers, report annually on disparities in hourly wages and overtime among men, women, and non-binary individuals. The data in this report highlights Burnaby's commitment to equitable pay. Compensation variations are mainly influenced by factors like tenure and the composition of some work areas which have higher male representation.

## *About* the City of Burnaby

Burnaby is located on the ancestral and unceded territories of the hə́n̓d̓əmiḥ̓n̓ and Sk̓w̓x̓w̓ú7mesh Sníchim-speaking peoples. We are grateful for the opportunity to be on this territory.

Burnaby employs dedicated staff members who provide essential services and facilities that promote a safe, connected, inclusive, and healthy community. The City manages vital functions, including parks and recreation, roads, sewers, libraries, public safety, transportation, and water systems, all aimed at ensuring the well-being of its residents.

Our commitment to our people and community drives our efforts to cultivate a workforce that reflects the vibrant population we serve. We actively embrace

individuals of all genders, ages, ethnicities, cultures, abilities, sexual orientations, and life experiences, fostering a more equitable and thriving future.

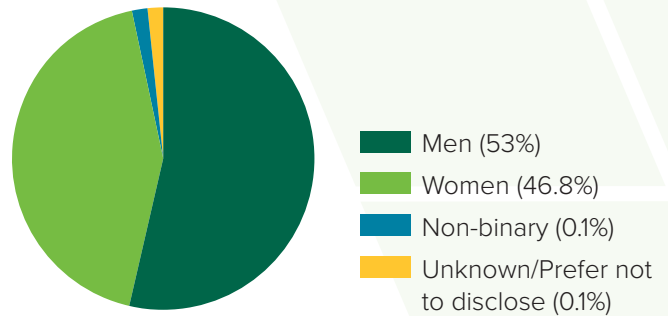
Transparency is essential in our journey toward creating an inclusive workplace. Through this inaugural Pay Transparency Report, Burnaby reaffirms its dedication to equity and accountability in alignment with the Province's Pay Transparency Act. This report represents a significant step toward enhancing trust and ensuring that our workforce mirrors the diversity of the community we serve.

# Data Used in This Report

Burnaby compiled this report using employee data for the period from January 1, 2023, to December 31, 2023. The data is sourced from our payroll system and supplemented by an external Equity, Diversity, and Inclusion (EDI) audit. The payroll system captures essential employee information, including gender identity, which is voluntarily disclosed during the onboarding process and through periodic surveys.

To enhance data accuracy, we initiated a reconfirmation process in July 2024, inviting employees to verify their gender identity. According to the collected data, the employee population comprises 46.8% women, 53% men, and 0.1% non-binary individuals. Additionally, a small portion of employees (0.1%) preferred not to disclose their gender, or their gender remains unknown.

## Employee Gender Representation



In accordance with the Pay Transparency Act, gender categories with fewer than ten (10) employees, such as non-binary and unspecified identities, are not represented in this report to protect individual privacy. By utilizing both internal and external sources, we aim to provide a comprehensive overview of our employee demographics while maintaining the confidentiality of individual responses.

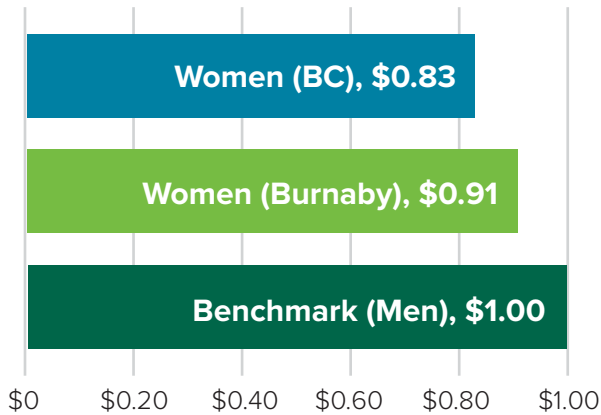


## Hourly Pay

At Burnaby, men and women performing the same job receive equal hourly wages in accordance with their union collective agreements. Similarly, exempt employees in comparable roles are compensated consistently based on our internal pay scales, which include specific criteria for step placement. Progression to the next step is tied to an employee's tenure, ensuring fairness and alignment with our compensation structure.

Our workforce consists of a diverse range of positions with varying pay rates. Currently, women are underrepresented in higher-paying roles, particularly in Land & Facilities, Engineering, Fire services, and Information Technology (IT). Conversely, they are overrepresented in lower-paying positions, such as administrative roles, customer service, arts, library, and recreation services. This disparity contributes to a modest overall average hourly gender pay gap. We are committed to addressing these disparities and promoting gender equity within our workforce through targeted initiatives and ongoing support for women seeking advancement into higher-paying roles.

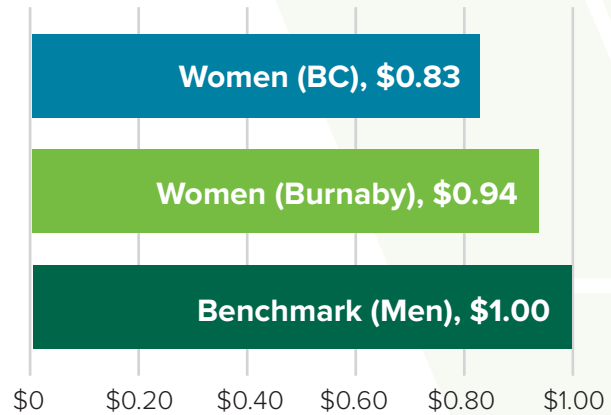
## Mean Hourly Pay Gap<sup>1</sup>



**In British Columbia**, the mean hourly pay for men is approximately \$35.50, while women earn around \$29.53, resulting in a mean pay gap of about 17%. It's important to note that this measure includes all employees and does not factor in overtime pay, which can skew the average.

**In Burnaby**, women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages.

## Median Hourly Pay Gap<sup>2</sup>



**In British Columbia**, the median hourly wage for men is approximately \$31.71, while women earn around \$26.43, resulting in a median pay gap of about 17%. This means that women earn about \$0.83 for every dollar earned by men. It's crucial to highlight that this measure focuses on the median figures, which can provide a clearer picture of pay equity compared to mean averages, as it reduces the influence of extreme values. This analysis does not include overtime pay, which can affect overall compensation levels.

**In Burnaby**, women's median hourly wages are 6% less than men's. For every dollar men earn in median hourly wages, women earn 94 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 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 overtime.

## Are men and women compensated equally for comparable roles?

Yes, at Burnaby, men and women are compensated equally for performing the same jobs, in alignment with their union collective agreements. Exempt employees in comparable positions are also consistently remunerated according to our internal pay scales.

The graph on the next page demonstrates minimal disparity in average hourly pay between men and women across various exempt pay band levels. Placement within the exempt 5-step pay scales is determined by factors such as education, work experience, and competencies, with advancement based solely on tenure in the role. Importantly, gender is not a criterion for determining step placement.

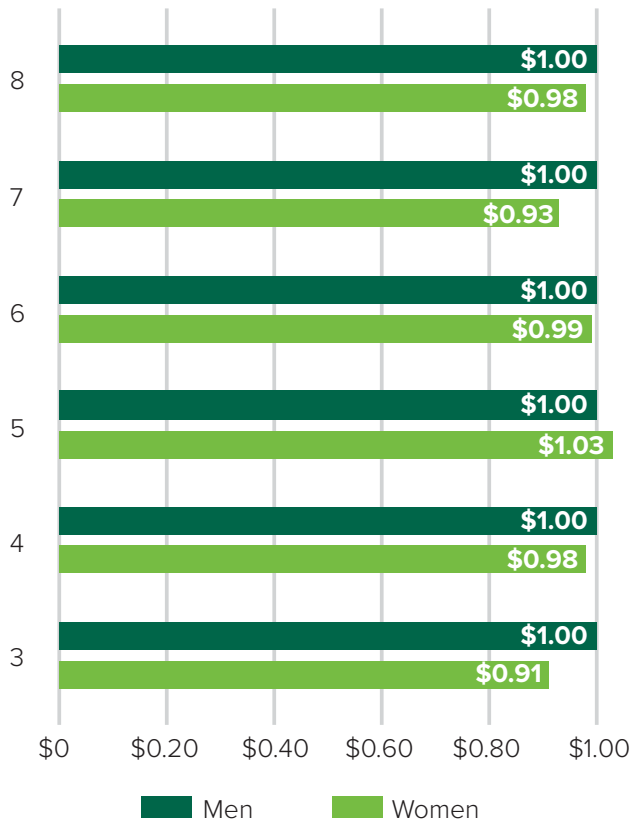
On average, the pay difference across most bands is less than 2 cents per hour, indicating that women earn 2 cents less than men for every dollar earned. However, there are two bands where the difference is more pronounced: in pay band 7 and pay band 3 (General Manager band), where women earn 7 cents

and 9 cents less than men, respectively, for every dollar earned. This disparity may be partly attributed to step placement, background and competencies.

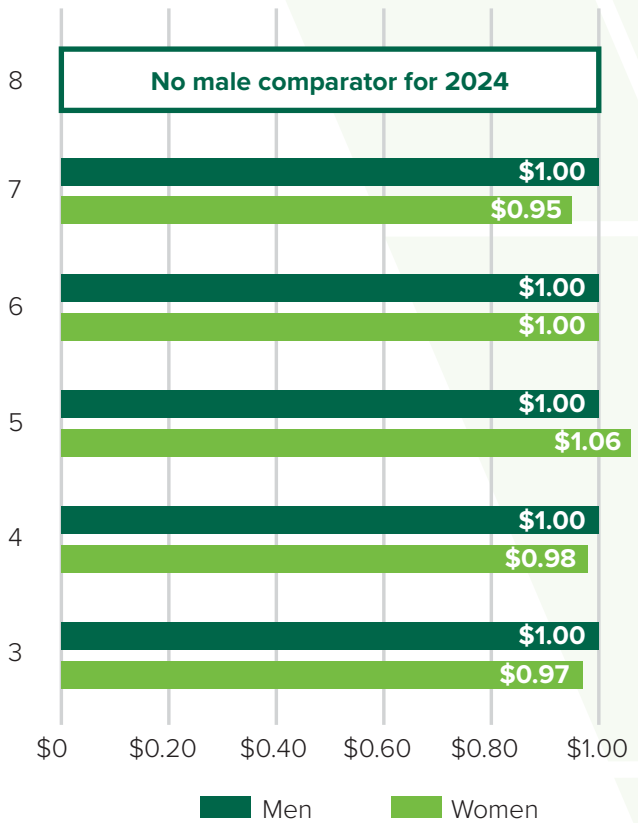
Approximately three years ago, Burnaby had a 40% female to 60% male ratio at the executive level, with 3 females out of 8 General Managers. Today, this ratio has shifted to approximately 60% female and 40% male, reflecting significant progress in gender representation.

Since 2023, Burnaby has made notable strides in closing the gender pay gap. As of October 2024, our standing has improved across all pay bands, with the exception of one band that has remained unchanged. The most significant advancement is observed in pay band 3 (General Manager level), where the pay difference has improved by 6 cents (from 91 cents to 97 cents for every dollar earned by men), attributed to the addition of two women in top executive roles.

## Mean hourly pay differences by non-unionized salary grades (2023)



## Mean hourly pay differences by non-unionized salary grades (Oct 2024)



### Explanatory notes

1. Burnaby employs an eight-level salary structure (Pay Bands 1 to 8) for exempt positions. Each pay band consists of three distinct layers: a development layer, an intermediate layer, and a senior layer. This structure is designed to accommodate various levels of experience and responsibility within each band:
2. Pay Band 8: HR Support Assistants (\*No male comparator for 2024)
3. Pay Band 7: Administrative Assistants, HR Coordinators & Advisors, Safety & Security Advisors, Office Managers, Business Process Leads, Claims and Risk Specialists and Emergency Management Coordinators
4. Pay Band 6: Business Managers, Program Managers and Project Managers
5. Pay Band 5: Managers & Sr. Managers
6. Pay Band 4: Directors, Chief Building Inspectors, Deputy Fire and Deputy General Managers
7. Pay Band 3: General Managers, Deputy General Managers and Fire Chief
8. Pay Band 1 & 2: These pay bands are not reported on as they include a single incumbent at Executive level.

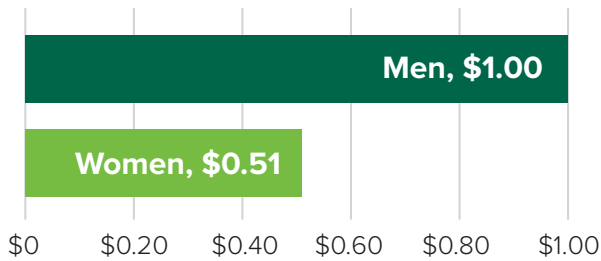


## Overtime Pay

Overtime work is primarily undertaken by exempt specialized technical professionals and by unionized tradespeople and skilled labor employees, working across various sectors, including construction, maintenance, transportation, public services, and engineering. This encompasses roles such as Labourers, Truck Drivers, Building Services Workers, Firefighters, Engineers, and IT & Project Managers. Many of these employees are required to respond to outages, emergencies, and other critical tasks outside of regular working hours, thereby ensuring the delivery of safe and reliable services to residents and businesses in Burnaby, 24 hours a day, seven days a week.

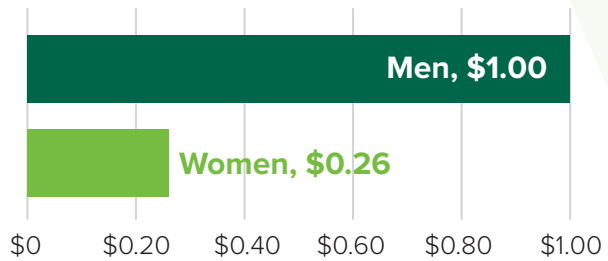
Both male and female employees receive equal overtime pay in accordance with their collective agreements and the B.C. Employment Standards Act for exempt staff. However, women remain underrepresented in these roles and consequently work fewer overtime hours compared to their male counterparts. Additionally, men are more frequently employed in positions that involve longer shifts, resulting in a higher accumulation of overtime hours at double the standard rate. This disparity contributes to the differences observed in average overtime pay between male and female employees.

### Mean Overtime Pay<sup>1</sup>



While overtime pay rates are standardized, the roles that typically involve overtime are predominantly held by men. These roles typically involve longer shifts and emergency response duties, leading to a gender gap in average overtime pay. On average, women earn 49% less in overtime pay than men, meaning that for every dollar men earn in average overtime pay, women earn 51 cents.

### Median Overtime Pay<sup>2</sup>



Although overtime rates are standardized, the jobs that most frequently offer overtime opportunities are primarily filled by men. These roles typically involve longer shifts and emergency response duties, contributing to a notable gap in median overtime pay, with women earning 74% less than men. For every dollar men earn in median overtime pay, women earn 26 cents.

### Mean Overtime Paid Hours<sup>3</sup>

Difference as compared to reference group (Men)

Women	-27h
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The average number of overtime hours worked by women was 27 less than by men.

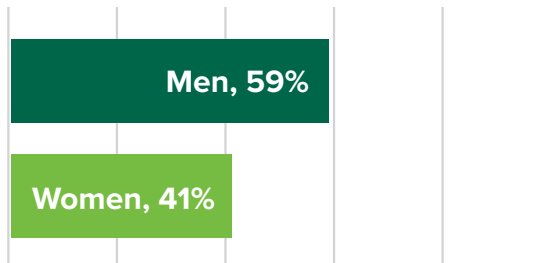
### Median Overtime Paid Hours<sup>4</sup>

Difference as compared to reference group (Men)

Women	-17h
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The median number of overtime hours worked by women was 17 less than by men.

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

1. “Mean overtime pay” refers to overtime pay when averaged for each group.
2. “Median overtime pay” refers to the middle point of overtime pay for each group.
3. “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.
4. “Median overtime paid hours” refers to the middle point of number of overtime hours worked for each group.

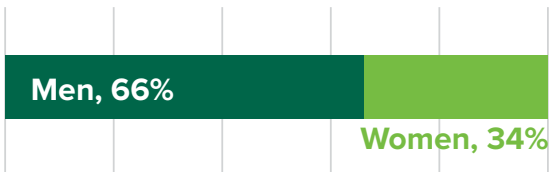


## Percentage of each gender in each pay quartile<sup>1</sup>

The following data illustrates the distribution of women and men across each hourly pay quartile. In the upper hourly pay quartile (the top 25% of earners), women represent 34% and men represent 66%, and in the lower pay quartile (the bottom 25% earners), women represent 59% and men represent 41%.

Currently, women are overrepresented in lower-paying positions such as administrative roles, customer service, arts, library, and recreation services. In contrast, they are underrepresented in higher-paying fields, particularly in Land & Facilities, Engineering, Fire Services, and Information Technology (IT). This imbalance contributes to a modest overall average hourly gender pay gap. Since 2023, Burnaby has made significant progress in narrowing this gap. We recognize these disparities and are dedicated to addressing them through targeted initiatives aimed at enhancing gender representation in higher-paying sectors.

### Upper hourly pay quartile (highest paid)



### Upper middle hourly pay quartile



### Lower middle hourly pay quartile



### Lowest hourly pay quartile (lowest paid)



#### Explanatory notes

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



# The City of Burnaby Commitment to Enhance Transparency and Accountability

Burnaby's inaugural Pay Transparency Report demonstrates that the City is ahead of the industry standard for pay equity in British Columbia. As part of its ongoing commitment to equity, Burnaby is focused on enhancing the representation of underrepresented groups, including women, Indigenous peoples, visible minorities, and persons with disabilities.

In 2023, Burnaby conducted a comprehensive review of its Equity, Diversity, and Inclusion (EDI) practices. The review revealed strong female representation<sup>1</sup> in several departments, including:

» Finance

Men, 38.2%      Women, 61.8%

» Community Safety

Men, 38.7%      Women, 61.3%

» Corporate Services

Men, 27%      Women, 73%

» Library

Men, 23.5%      Women, 76.5%

» Parks, Recreation and Culture (Inside)

Men, 44.7%      Women, 55.3%

» People and Culture

Men, 19%      Women, 81%

» Planning and Development

Men, 39.5%      Women, 60.5%

While the overall workforce consists of 46.8% female and 53% male employees, we recognize that certain higher-paying roles in Fire Services, Engineering, Information Technology, and Lands and Facilities have a higher concentration of male employees. This imbalance affects the overall pay equity data reflected in this report. Notably, six out of ten departments at Burnaby are led by women, demonstrating significant

female leadership at the executive level. In addition, we have made meaningful strides in closing the gender pay gap.

To further our transparency and accountability, Burnaby is implementing several key Equity, Diversity, and Inclusion (EDI) initiatives, including:

- » Conducting an EDI assessment of People and Culture practices to identify areas for improvement and ensure that policies reflect the needs of all employees,
- » Offering unconscious bias training for staff and hiring managers to promote equitable hiring and foster an inclusive culture,
- » Providing EDI training to staff and leaders to integrate equity principles into daily operations,
- » Producing a 2024 People Analytics report to offer data-driven insights on workforce demographics and guide our equity and diversity strategies, and
- » Strengthening community engagement through partnerships with local organizations to improve outreach to underrepresented groups and enhance transparency in recruitment.

Burnaby also maintains a comprehensive Exempt Staff Total Compensation Policy, which is guided by the philosophy of offering competitive, fair, and equitable salaries. Our pay policy positions exempt staff salaries at the 65th percentile based on a select group of comparative municipalities. To ensure ongoing fairness, Burnaby is committed to reviewing exempt compensation every three years, in addition to annual economic wage adjustments. These reviews apply to all exempt employees, regardless of gender.

## Explanatory notes

1. Gender categories with fewer than ten (10) employees, such as non-binary and unspecified identities, are not represented in this report to protect individual privacy.

## *Conclusion:* **Commitment to Equity**

Burnaby's inaugural Pay Transparency Report highlights our commitment to fairness, equitable pay, and accountability. While the data shows a modest gender pay gap in certain areas, these discrepancies are largely attributed to the concentration of men in specific higher-paying, overtime-eligible roles and the overrepresentation of women in lower-paying administrative positions. This, however, does not reflect inequitable pay for the same work, as Burnaby remains committed to equal pay for equal work across genders.

We acknowledge these imbalances and are committed to addressing them through targeted

initiatives aimed at increasing gender representation in higher-paying fields. We will continue fostering an inclusive and equitable work environment where all employees have the opportunity to advance and thrive. Transparency, as shown in this report, is a key step in our ongoing journey toward equity, and we are confident that with continued focus, we will further narrow the gender pay gap and build a workplace that reflects the diversity of our community.

Through these efforts, Burnaby remains dedicated to fostering a workplace where pay equity is achieved for all employees, reflecting our commitment to fairness and inclusion.