

City of Burnaby *Pay Transparency Report*

Employer Details

Employer:	City of Burnaby
Address:	4949 Canada Way, Burnaby, BC
Reporting Year:	2025
Time Period:	January 1, 2024- December 31, 2024
North American Industry Classification System (NAICS) Code:	91 - Public administration
Number of Employees:	1000 or more

For the second year, this report has been prepared by the City of Burnaby in accordance with the requirements set out in British Columbia’s Pay Transparency Act. As part of the province’s broader effort to ensure fairness and transparency, all organizations are now required to report annually on wage and overtime differences across gender groups, including men, women, and non-binary individuals.

Building on last year’s strong foundation, the City continues to demonstrate leadership in advancing pay equity.

British Columbia has one of the highest gender pay gaps in Canada, with women earning about 13% less than men on average. The City’s results are stronger. In 2024, our mean pay gap was 9% and the median pay gap was 6%, both well below the provincial averages.

Our analysis found no evidence of unequal pay for equal work. The remaining differences primarily reflect occupational and market patterns that continue to shape the broader labour landscape.

About the City of Burnaby

Burnaby is located on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), səliłwətał (Tsleil-Waututh), and kʷikwəḷəm (Kwikwetlem) peoples. We respectfully acknowledge that each Nation has its own unique histories and traditional territories that fully or partially encompass the city and are grateful for the opportunity to be on this territory.

At the City, we are dedicated to fostering a workforce that truly reflects the rich diversity of our community. We warmly welcome people of all genders, ages, ethnicities, cultures, abilities, and backgrounds.

Transparency remains a cornerstone of our efforts to create an inclusive workplace. This second-year report builds on that commitment by continuing to promote trust and ensuring our workforce mirrors the vibrant diversity of the community we serve.

Our dedicated staff play a vital role in delivering essential services and maintaining facilities that support a safe, connected, inclusive, and healthy environment for all residents. The City oversees critical functions such as parks and recreation, roads, sewer systems, libraries, public safety, transportation, and water management, all with the goal of enhancing the well-being and quality of life in Burnaby.

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At the City of Burnaby, our people are at the heart of everything we do. This report is about more than numbers, it is about our commitment to fairness, respect and equity in how we value the work of our employees. Whether we are delivering services, shaping community or supporting one another behind the scenes, our promise is to lead with integrity, innovation, passion and a deep sense of community. This report is also a way to recognize and celebrate the people who make Burnaby better every day: our staff, our residents and the community we are so proud to serve.

—Anita Bhandari, CHRO, City of Burnaby

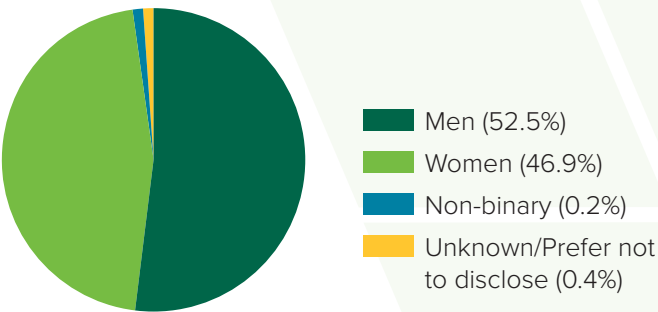
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Data Used in This Report

The City prepared this report using employee data covering the period from January 1, 2024, to December 31, 2024. The data is primarily drawn from our payroll system and complemented by findings from an external Equity, Diversity, and Inclusion (EDI) audit. Our payroll system collects key employee information, including gender identity, which is voluntarily disclosed during onboarding and through periodic surveys.

To improve data accuracy, we launched a reconfirmation process in July 2024, inviting employees to verify their gender identity. Based on the information collected, the employee population consists of 46.9% women, 52.5% men, and 0.2% non-binary individuals, very similar to last year. Additionally, a small percentage (0.4%) of employees either chose not to disclose their gender or their gender remains unknown.

Employee gender representation



In 2024, all reported gender identity categories met the minimum disclosure thresholds required under the Pay Transparency Act. This enables us to present a detailed breakdown of our employee gender representation. By leveraging sources, we strive to provide a comprehensive overview of our workforce demographics while ensuring the confidentiality of individual responses.

Unless otherwise noted, pay gap calculations in this report reflect all employees (regular full-time, regular part-time, and auxiliary). Specific sections that reference exempt staff are labeled accordingly.



Hourly Pay

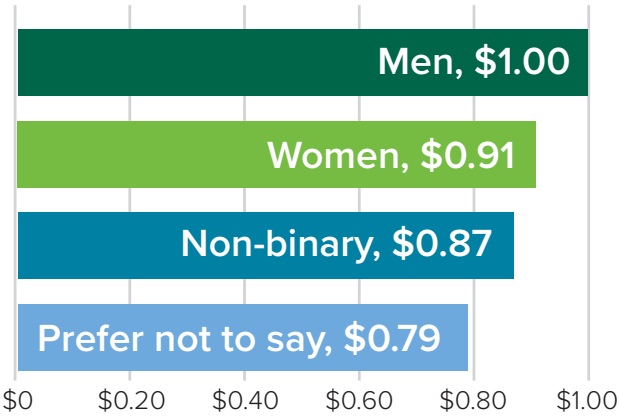
The City remains committed to pay equity across all employee groups (men, women and non-binary). Unionized employees performing the same roles receive equal hourly wages as outlined in their collective agreements. For exempt staff, compensation is applied consistently using structured pay bands, with placement and progression determined by defined criteria such as experience and length of service. This approach helps ensure equitable and transparent compensation practices across the organization.

While occupational patterns influence overall averages, with women and non-binary employees more present in administrative and service-oriented fields, the City is proud to report continued progress. This year, women continue to earn 91 cents per dollar earned by men, similar to last year, and this year also marks the first time non-binary employees are represented, reflecting our growing inclusivity.

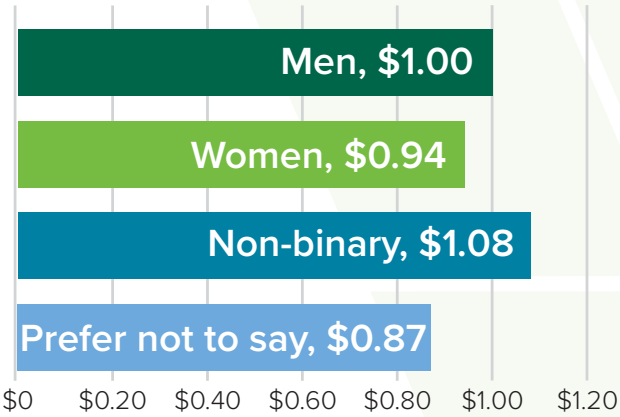
It's important to note that the non-binary employee group is relatively small (0.2% of employees), which means their average and median pay can be more influenced by individual roles or years of service. For instance, the employees who have identified as non-binary have a higher median pay than men because their pay distribution is narrower, with fewer individuals in the lowest or highest-paid roles, while men's pay varies more widely across a broader range of positions

Through targeted initiatives and ongoing support, we aim to foster advancement opportunities for all employees, including women, non-binary individuals and those whose gender is undisclosed, into higher-paying roles, ensuring a fair and equitable workplace.

Mean hourly pay gap¹



Median hourly pay gap²



Unionized employees are compensated according to collective agreements, which ensure equal pay for equal work. Exempt pay bands are reviewed externally every three years to align with the 65th percentile of comparator municipalities as set as the benchmark by Council. This process reinforces our commitment to equity and demonstrates that observed differences are due to tenure or occupational patterns, not inequitable practices.

In British Columbia, the mean hourly pay for men is approximately \$36.20, while women earn around \$31.60, resulting in a mean pay gap of about 12.7%. It's important to note that this measure includes all employees and does not factor in overtime pay, which can skew the average.

In the City, women's average hourly wages are 9% lower than men's, which is 3.7 percent better than the provincial average in BC. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages.

Additionally, non-binary employees earn about 87 cents for every dollar earned by men, while those who prefer not to say or whose gender is unknown earn 79 cents for every dollar earned by men.

In British Columbia³, the median hourly wage for men is approximately \$36, while women earn around \$31.25, resulting in a median gap of about 13%. This means that women earn about \$0.87 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 the City, women's median hourly wages are 6% less than men's, which is 7 percent better than the provincial average in BC. For every dollar men earn in median hourly wages, women earn 94 cents in median hourly wages. Non-binary employees earn about \$1.08 for every dollar earned by men, while those who prefer not to say or whose gender is unknown earn 87 cents for every dollar earned by men.

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.
3. Data source: [Pay-transparency-annual-report-2025](#), Government of British Columbia

Are men and women compensated equally for comparable roles?

At the City, men and women performing the same roles continue to receive equal compensation in line with their union collective agreements.

For exempt employees, pay is structured according to established internal scales that consider objective factors such as education, experience, and competencies. Progression within these scales is tenure-based, with gender playing no role in step placement decisions.

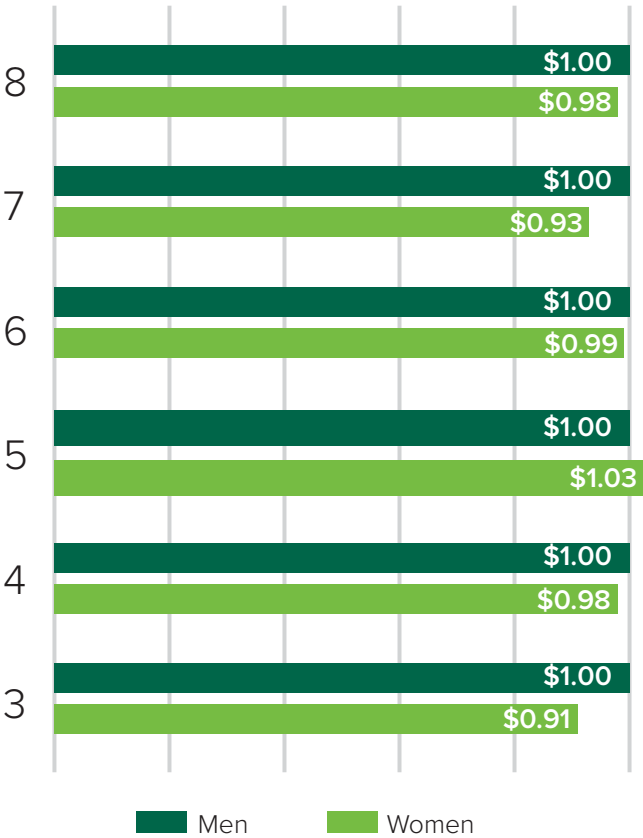
Positive progress continues, with the overall gender pay gap narrowing from 2% in 2023 to 1% in 2024. Across all exempt pay bands, the data highlights a positive outcome with women earning at least 96 cents for every dollar earned by men, showcasing the City's strong pay equity structure. Notably, women earn equal to or more than men in two of five pay bands, a sign of sustained progress.

With the exception of one pay band which remains unchanged, all others showed improvement by the end of 2024.

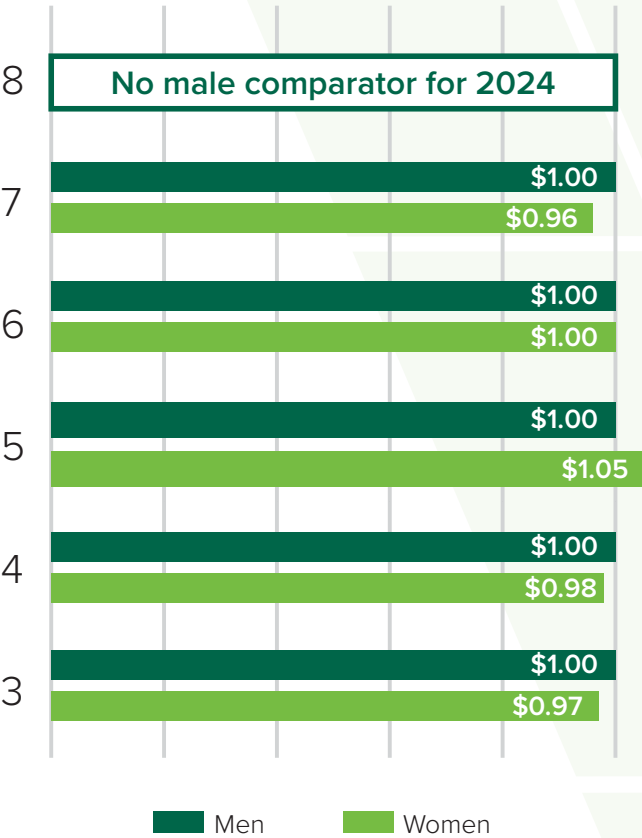
These minor differences mainly result from factors like step placement based on tenure and individual qualifications.

The City has made continued progress in advancing gender equity within its senior leadership team. In 2023, women held 50% of General Manager roles; by 2024, this increased to 60%, marking a stronger female representation at the executive level. This change has contributed to a notable reduction in the gender pay gap within Pay Band 3 (General Managers), where women now earn 97 cents for every dollar earned by men, up from 91 cents the previous year.

Mean hourly pay differences by exempt pay bands (2023)



Mean hourly pay differences by exempt pay bands (2024)



Exempt pay bands are reviewed externally every three years to align with the 65th percentile of comparator municipalities. This process reinforces our commitment to equity and demonstrates that observed differences are due to tenure or occupational patterns, not inequitable practices.

Explanatory notes

1. The City 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 2: Chief Administrative Officer - Single male incumbent.
9. Pay Band 1: Chief Administrative Officer - Single female incumbent.



Overtime Pay

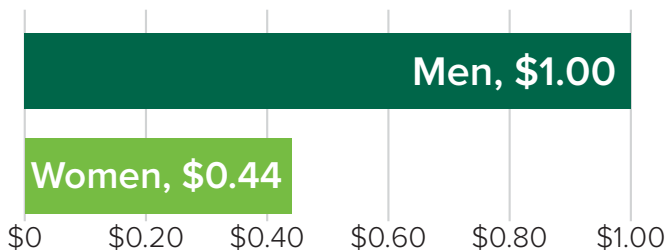
Overtime pay is provided equitably to both male and female employees, in compliance with collective agreements for unionized employees and the B.C. Employment Standards Act for exempt employees. Overtime work at the City is mainly performed by exempt specialized technical professionals and unionized tradespeople and skilled laborers across sectors such as construction, maintenance, transportation, public services, and engineering. Roles include Labourers, Truck Drivers, Building Services Workers, Firefighters, Engineers, IT and Project Managers. Many of these employees respond to outages, emergencies, and other critical tasks outside regular hours, ensuring safe and reliable services to the community 24/7.

Currently, men are overrepresented in roles that involve extended shifts and offer higher overtime earning potential. There is strong potential to increase women's participation in these positions, promoting a more balanced distribution of overtime hours and pay. Expanding access for women to such opportunities supports greater equity and economic empowerment and is part of the City's long-term equity strategy.

The analysis aggregates all employment statuses, which can lead to an understated representation of women's overtime earnings. This is because women are more likely to hold one or multiple auxiliary (AUX) assignments, which have more restrictive overtime eligibility compared to other employee groups based on their collective agreements.

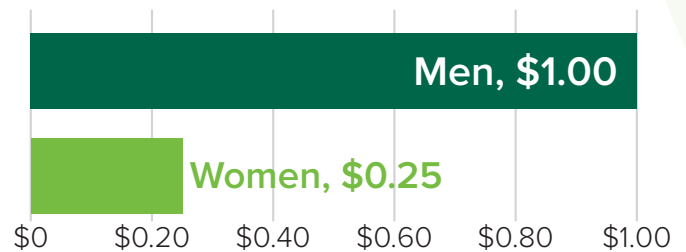
These figures reflect role distribution, not inequitable pay practices. Collective agreements govern overtime rates, ensuring equal treatment for all employees.

Mean overtime pay¹



While overtime pay rates remain equal across genders, differences arise because overtime opportunities are concentrated in roles such as firefighting, trades, and emergency response, which are currently male dominated. As a result, women on average receive 56% less overtime pay than men, not due to unequal pay but because of occupational distribution.

Median overtime pay²



While overtime pay rates remain equal across genders, differences arise because overtime opportunities are concentrated in roles such as firefighting, trades, and emergency response, which are currently male dominated. For every dollar men earn in median overtime pay, women earn 25 cents.

Women earned \$0.44 (mean) and \$0.25 (median) for every \$1 earned by men in overtime, reflecting both participation and availability patterns rather than rate differences. Differences in overtime earnings are largely driven by operational coverage patterns in trades, emergency response, and engineering, where men are over-represented. The City continues to explore cross-training and development pathways to broaden eligibility and participation.

Mean overtime paid hours³

Difference as compared to reference group (Men)

Women	-31h
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The average number of overtime hours worked by women was 31 less than by men.

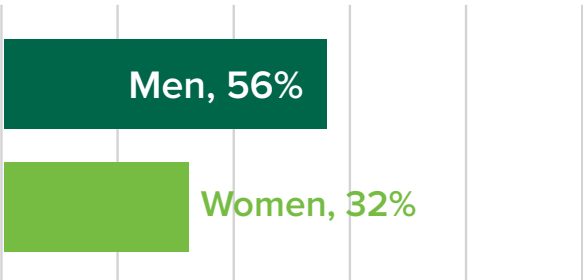
Median overtime paid hours⁴

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

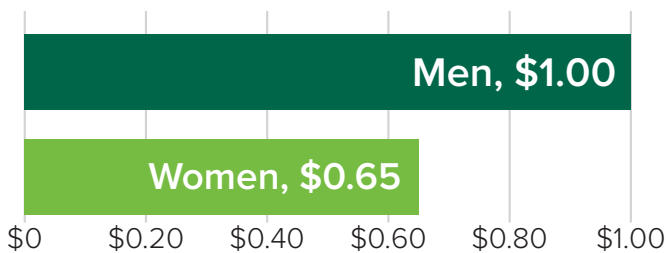
1. “Mean overtime pay” refers to overtime pay when averaged for each group.
2. “Median overtime pay” refers to the middle point of overtime pay for each group.
3. “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.
4. “Median overtime paid hours” refers to the middle point of number of overtime hours worked for each group.
5. Non-binary and unspecified gender identities are excluded from the overtime pay analysis to protect individual privacy, as fewer than ten employees in these categories received overtime pay.



Special Pay

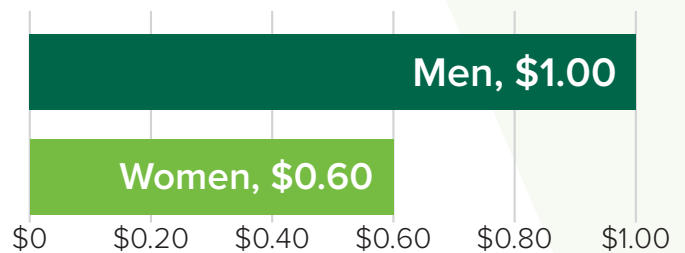
Special pay adjustments are governed by tenure-based eligibility and are reviewed annually to ensure consistency and equity. It includes long service awards and retirement gifts, and represents a small portion of total compensation. These awards are based solely on length of service, ensuring that employees with the same tenure receive equal recognition. The higher overall special pay received by male employees reflects their longer average tenure within the organization, rather than any difference in treatment. This tenure-based approach promotes fairness and consistency among all employees.

Mean special pay¹



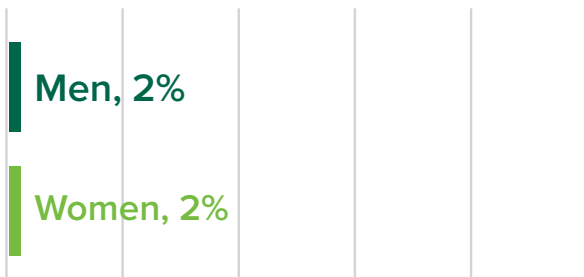
On average, women received 65 cents for every dollar earned by men in Special Pay due to men having longer tenure.

Median special pay²



Women's median Special pay for every dollar earned by men is 60 cents which is 40% less than man.

Percentage of employees in each gender category receiving special pay



Explanatory notes

1. "Mean special pay" refers to special pay when averaged for each group.
2. "Median special pay" refers to the middle point of special pay for each group.
3. Non-binary and unspecified gender identities are excluded from the special pay analysis to protect individual privacy, as fewer than ten employees in these categories received special pay.



Percentage of each gender in each pay quartile¹

The City's overall gender pay gap remains modest. In 2024, women made up 35% of the top 25% of earners (men 65%). This is an improvement over 2023. In the lowest pay quartile, women accounted for 59% and men 41%.

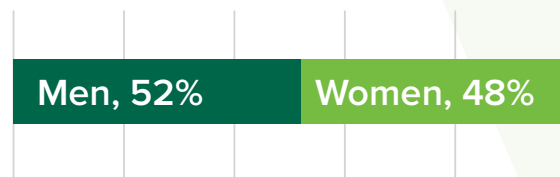
Representation in the upper quartiles improved slightly compared to 2023, showing steady progress. This pay distribution continues to reflect the higher concentration of men in top-paying fields such as Engineering, Land & Facilities, Fire Services, and IT. Expanding pathways for women and non-binary employees into higher-paying fields remains a focus for the coming years.

Upper hourly pay quartile (*highest paid*)



Women's share in the upper quartile increased by 1%, marking incremental progress.

Upper middle hourly pay quartile



Women's share in the upper middle quartile increased by 1%, marking incremental progress.

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.
2. Non-binary and unspecified gender identities are excluded from the pay quartile analysis to protect individual privacy, as fewer than ten employees in these categories fall in each pay quartile.

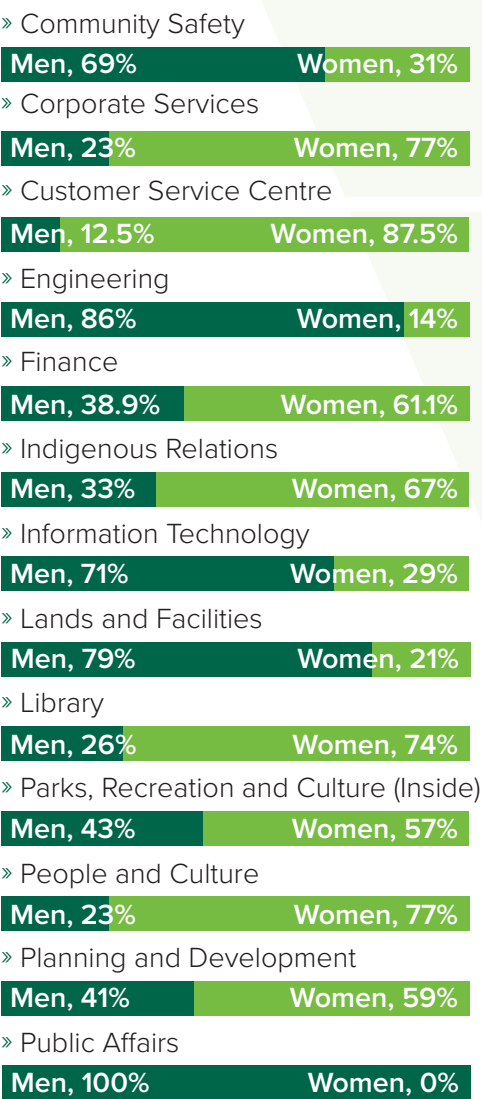
The City of Burnaby Commitment to Enhance Transparency and Accountability

As part of the City’s unwavering commitment to diversity, transparency, and accountability, we continued to strengthen our efforts in 2024 to nurture an even more inclusive, equitable, and welcoming workplace for all employees.

Building on the foundation of our first Pay Transparency Report, we remain dedicated to advancing representation for women, Indigenous peoples, visible minorities, persons with disabilities, and other equity-deserving groups. Through our People-Centered Workplace Strategies, we embed equity into every facet of the employee experience, expanding access to career development, strengthening inclusive practices, and ensuring all colleagues have meaningful opportunities to grow, contribute, and lead. These actions reinforce our ongoing leadership in promoting equity, fairness, and belonging across the City.

In 2024, we conducted a comprehensive workforce representation analysis to gain deeper insights into our EDI landscape. Consistent with 2023, data show strong female representation in multiple departments, with notable improvements in Corporate Services and Parks, Recreation and Culture. This progress reflects a broader commitment to balanced representation across the City.

Burnaby’s Equity Diversity and Inclusion readiness, the measure of how prepared and committed we are to embedding equity, diversity, and inclusion into culture, systems, and daily practices, rose from 46% in 2023 (developing stage) to 64% by the end of 2024 (maturing stage). This upward trajectory demonstrates meaningful progress toward a more inclusive workplace environment, where every employee can thrive.



2024 Initiatives to promote EDI across the organization:

- » Hosted staff cultural celebrations, recognitions and observations to honor diverse identities and foster mutual respect.
- » Launched EDI lunchtime learning engagements and educational opportunities to build awareness and practical skills.
- » Created EDI staff resources and tools to support inclusive decision-making and everyday interactions.
- » Increased ongoing staff communication to ensure transparency and accessible information for all.
- » Implemented New Hire & Exit Feedback Surveys to capture experiences, inform improvements, and amplify voices.

Looking ahead: 2025 and beyond

Building on 2024's progress, the City will continue to strengthen its commitment to equity by:

- » expanding targeted outreach and partnerships with recruitment organizations to increase hiring of equity-deserving groups
- » enhancing retention through expanded leadership sponsorship, formal mentorship programs, and inclusive career pathways
- » ensuring equitable opportunities for advancement by integrating inclusive practices into performance management, succession planning, and professional development
- » fostering a culture of belonging where every employee, contractor, and community partner can contribute their unique perspectives and talents

The City remains dedicated to shaping a just, open, and thriving municipal workplace—one that reflects the diversity of the communities we serve and empowers every individual to contribute, grow, and succeed.

Conclusion: Commitment to Equity

The City's second annual Pay Transparency report reflects our ongoing commitment to fairness, equity, and inclusion.

This year's results point to occupational patterns as the primary driver of gender pay gap, not unequal pay for equal work. We are advancing targeted efforts to support women and underrepresented groups in accessing higher-paying roles, with encouraging gains in upper pay quartile representation.

These efforts are yielding results. The report highlights progress in narrowing gaps, increasing women's representation in leadership, and advancing inclusivity. By continuing to embed equity into hiring, development, and compensation practices, the City reaffirms its focus on building a workplace where every employee can thrive.

This report reaffirms the City of Burnaby's commitment to fairness, equity and transparency in compensation practices. By integrating regular pay gap monitoring into our workforce analytics, we continue to align with Council's direction for an inclusive and accountable public service.