

# City Of Kamloops

## Pay transparency report

We acknowledge with respect and gratitude that Kamloops is located on Tkemlúps te Secwépemc territory, within the unceded ancestral lands of the Secwépemc Nation.

The City of Kamloops is proud to serve a vibrant and growing community of approximately 100,000 residents. Through a wide range of essential municipal services, including waste collection, public transit, infrastructure development, and community safety, we are committed to enhancing the quality of life for all who live, work, and visit here. We take pride in fostering a safe, inclusive, and sustainable environment where innovation and collaboration thrive. Our team works diligently to maintain public spaces, support economic development, and deliver responsive services that reflect the needs and values of our diverse population. From recreational programs to emergency response, every initiative is guided by our dedication to building a resilient and welcoming city for current and future generations.

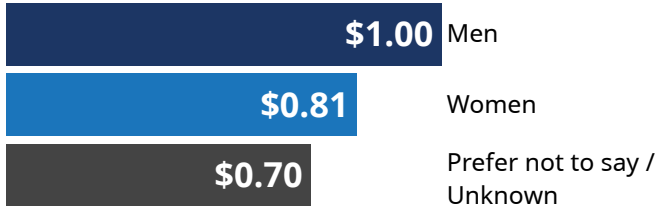
### Employer details

<b>Employer:</b>	City Of Kamloops
<b>Address:</b>	7 Victoria St. W, Kamloops, BC
<b>Reporting Year:</b>	2025
<b>Time Period:</b>	October 1, 2024 - September 30, 2025
<b>NAICS Code:</b>	91 - Public administration
<b>Number of Employees:</b>	1000 or more



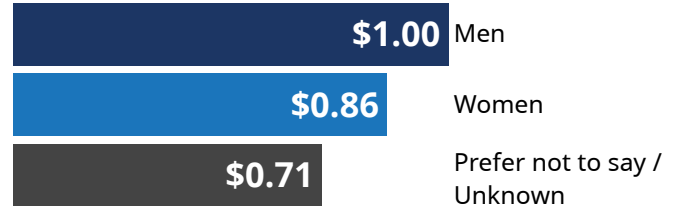
## Hourly pay

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



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. \*

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



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. \*

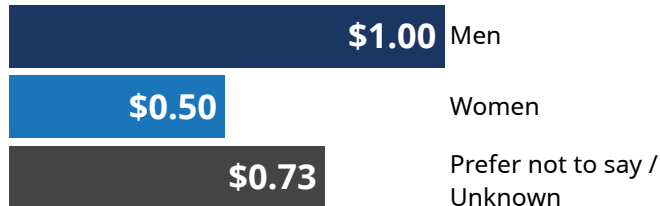
#### Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include 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.



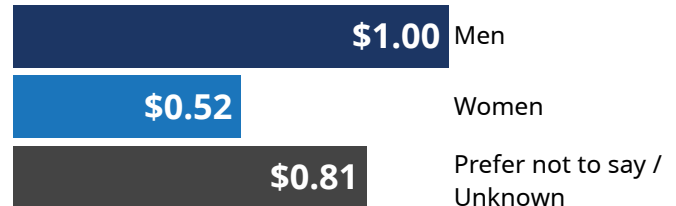
## Overtime pay

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



In this organization women's average overtime pay is 50% less than men's. For every dollar men earn in average overtime pay, women earn 50 cents in average overtime pay. \*

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



In this organization women's median overtime pay is 48% less than men's. For every dollar men earn in median overtime pay, women earn 52 cents in median overtime pay. \*

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

Difference as compared to reference group (Men)

Women	-39
Prefer not to say / Unknown	-21

In this organization the average number of overtime hours worked by women was 39 less than by men. \*

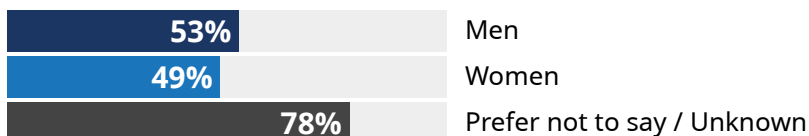
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-7
Prefer not to say / Unknown	3

In this organization the median number of overtime hours worked by women was 7 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.

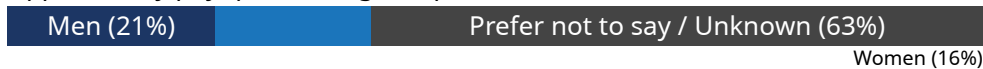
### Percentage of employees in each gender category receiving bonus pay

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

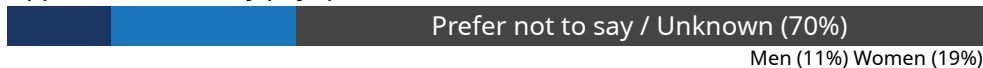


## Percentage of each gender in each pay quartile <sup>9</sup>

Upper hourly pay quartile (highest paid) †



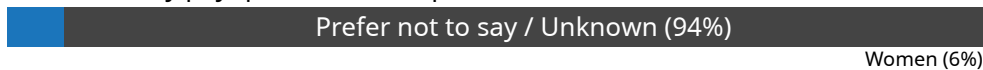
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women  
■ Prefer not to say / Unknown

In this organization, women occupy 16% of the highest paid jobs and 6% of the lowest paid jobs.

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

### 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.

## Data constraints

Employees were invited to participate in a voluntary survey to provide their gender classification. Privacy was protected throughout the process. 22% of employees provided their gender information which is reflected in the report; the remainder did not complete the survey and have been captured under prefer not to say/unknown.

Gender Categories:

Prefer not to say/Unknown: Includes employees who chose not to disclose their gender or did not complete the survey.

To protect privacy, gender categories must include 10 or more employees to meet disclosure requirements; otherwise, the information is suppressed.

Non-binary person and Other categories were suppressed in this report.

Hourly Pay, includes:

Regular pay

Paid leaves (e.g., vacation and other paid leaves at 100% salary)

Premiums (excluding overtime pay or allowances)

Overtime that can be banked and taken as time off

Statutory holiday pay

Excludes:

Benefits (including taxable benefits)

Reimbursement for employment-related expenses

Severance or termination pay

Vacation payouts when not taken as leave

Retroactive payments outside the reporting period

Allowances

Overtime Pay:

Pay for hours worked beyond usual hours at a rate of at least 1.5 times the usual rate.

Includes overtime paid within the 12-month reporting period, rather than when it was worked.

Bonus Pay:

The City of Kamloops does not offer bonus pay; therefore, no data is reported.

- \* 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.