

City Of Coquitlam

Pay Transparency Report

City of Coquitlam

The City of Coquitlam has employees working across multiple departments to provide a range of services and programs to residents, businesses and visitors. As an organization, Coquitlam is on a journey to better serve our vibrant and diverse community by incorporating an accessibility and inclusion lens in City business, including our policies and practices, the language we use and how we plan neighbourhoods.

For more information on the City's ongoing commitment, visit coquitlam.ca/edi and coquitlam.ca/accessibility.

About this Report

The City of Coquitlam, like most levels of government, has a well-established and rigorous process to determine salary/wage, which in no way considers gender or any other diversity characteristics. For all unionized and non-unionized roles where employees are performing the same work, employees of all genders receive the same rate of pay.

In preparing this report, the City of Coquitlam provided staff with the opportunity to confidentially and voluntarily update their gender identity in the City's employee database. The response rate from staff was low, with only 22% of staff choosing to update the gender identity field. Accounting for staff who selected "prefer not to say" for their gender identity, and staff who did not report their gender identity, a significant portion (79%) of the workforce's gender data is classified as unknown. The City of Coquitlam hopes to build on this data set in subsequent reporting years.

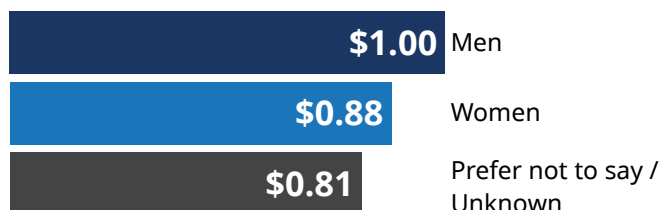
Employer Details

Employer:	City Of Coquitlam
Address:	3000 Guildford Way, Coquitlam, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more

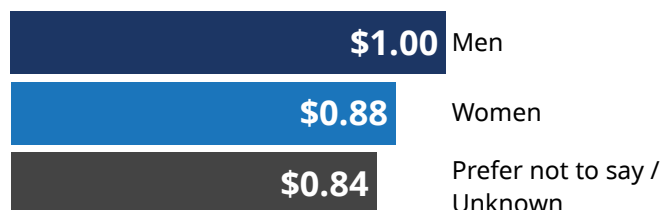


Hourly pay

Mean hourly pay gap¹

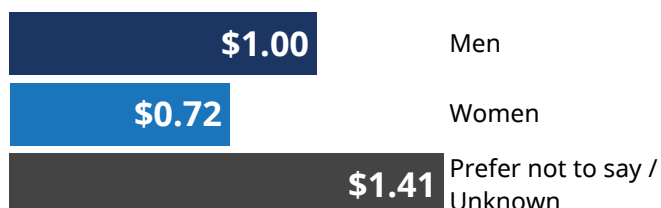


Median hourly pay gap²

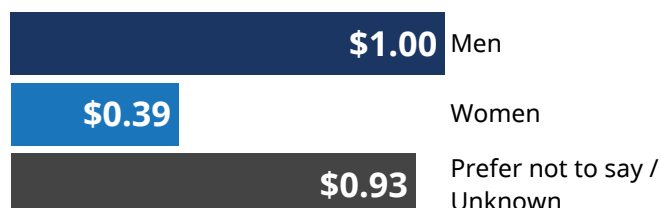


Overtime pay

Mean overtime pay³



Median overtime pay⁴



Mean overtime paid hours⁵

In this organization the average number of overtime hours worked by women was 11 less than by men. The average number of overtime hours worked by staff whose gender is unknown was 31 more than by men.

Median overtime paid hours⁶

In this organization the median number of overtime hours worked by women was 14 less than by men. The median number of overtime hours worked by staff whose gender is unknown was 10 more than by men.

Percentage of employees in each gender category receiving overtime pay



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.
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.

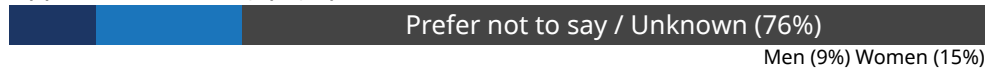


Percentage of each gender in each pay quartile ⁷

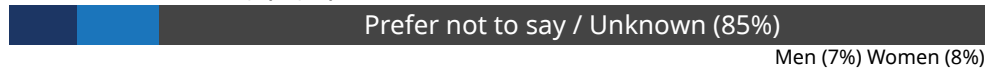
Upper hourly pay quartile (highest paid) †



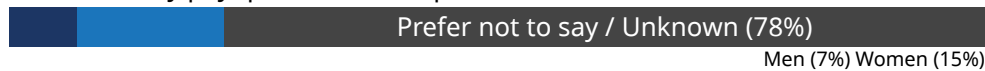
Upper middle hourly pay quartile †



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 15% of the lowest paid jobs. Men occupy 16% of the highest paid jobs and 7% 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.

Pay Transparency Act Compliance:

1. 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.
2. The City of Coquitlam does not offer bonus pay; as such, no data is reported in the bonus pay category.