City Of Nanaimo
Pay transparency report

At the City of Nanaimo, we are committed to fairness, equity and transparency in how we compensate our employees. Much of our workforce is long-serving, which means changes to our overall demographic composition may take time to appear in our data. A large portion of City positions are evaluated using a gender-neutral joint job evaluation plan that sets rates of pay based on ten criteria, ensuring that men and women performing the same work are paid the same rate. The City also continues to hire staff into roles that may be considered “non-traditional” for their gender, helping to broaden representation across departments.

Some occupations naturally attract a higher proportion of men or women, and certain operational roles tend to generate more overtime due to urgent, service-critical work such as responding to water main breaks. These factors influence the overall median hourly pay gap. At the most senior management levels, representation is evenly split between men and women.

While our median figures reflect the current makeup of our workforce, the City remains committed to supporting equitable access to opportunities and fostering a workplace where all employees can build meaningful, long-term careers.

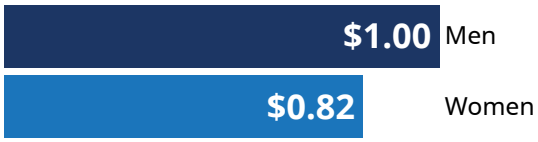
Please see the Data Constraints section below for more information.

Employer details

Employer:	City Of Nanaimo
Address:	455 Wallace Street, Nanaimo, 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 gap[1]



In this organization women's average hourly wages are 18% less than men's. For every dollar men earn in average hourly wages, women earn 82 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 9% less than men's. For every dollar men earn in median hourly wages, women earn 91 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 [3]



In this organization women's average overtime pay is 65% less than men's. For every dollar men earn in average overtime pay, women earn 35 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 47% less than men's. For every dollar men earn in median overtime pay, women earn 53 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-42

In this organization the average number of overtime hours worked by women was 42 less than by men. *

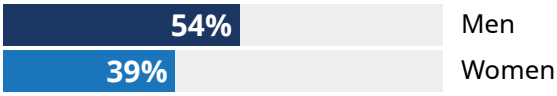
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-10

In this organization the median number of overtime hours worked by women was 10 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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.

Bonus pay

Mean bonus pay [7]

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

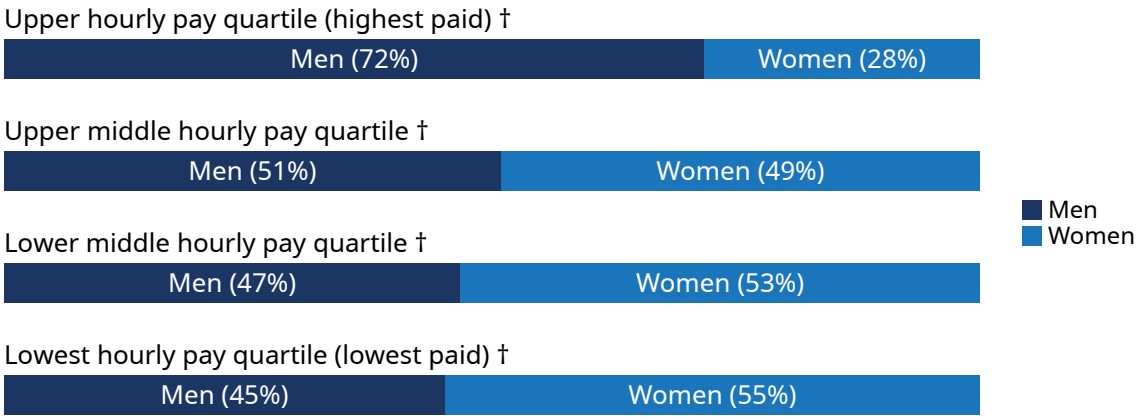
Median bonus pay [8]

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 [9]



In this organization, women occupy 28% of the highest paid jobs and 55% 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

The reporting format limits how organizations can present their pay transparency data. In our case, this may unintentionally create the impression that men and women are paid differently for performing the same work. This is not reflected in the aggregated result provided. The comparison is not “apples to apples” because the data groups all employees together, regardless of job classification, occupation, responsibilities or overtime requirements.

Our workforce includes roles that tend to attract more men or women, and some of these positions generate significantly more overtime due to the nature of the work. Because our employee base is long-tenured, shifts in workforce demographics occur gradually, further influencing median values.

If the question is whether men and women performing the same job at the City are paid the same rate, the answer is unequivocally yes. The gender-neutral job evaluation system that determines pay rates for our largest group of employees ensures consistency and equity across roles.

For 2024 there were no special payments or bonuses to report.

* 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.