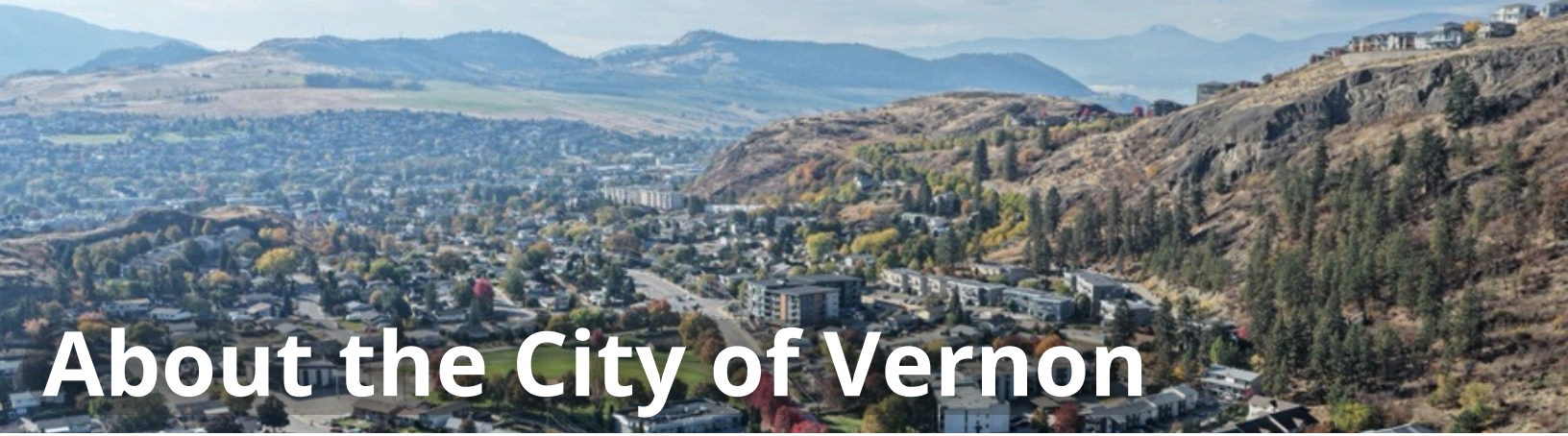




# 2026 Pay Transparency Report

Prepared in accordance with  
the BC Pay Transparency Act

Reporting period: January 1, 2025 –  
December 31, 2025



# About the City of Vernon

The City of Vernon, located in the heart of British Columbia's North Okanagan, is known for its stunning natural landscapes, welcoming community, and vibrant four-season lifestyle. Surrounded by three beautiful lakes and rolling hills, Vernon offers a blend of outdoor recreation, arts and culture, and a growing, diverse economy. As one of the oldest cities in the Okanagan, it pairs rich history with modern amenities, making it a dynamic place to live, work, and visit.

The City of Vernon is a high performing local government organization committed to serving the community with integrity, professionalism, and transparency. We foster an accessible, inclusive, equitable, and respectful workplace where all employees feel valued. Guided by principles of fairness and accountability, the City maintains clear and consistent processes for determining compensation across all positions, including unionized roles. We are committed to equal pay for equal work — employees of all gender identities receive the established rate of pay for their position.

## About this report

The City of Vernon has completed its first Pay Transparency Report as required under B.C.'s Pay Transparency Act for employers with 300–999 employees. The report covers the period January 1 to December 31, 2025.

The report measures four areas of compensation and gender classification:

- hourly pay
- overtime pay
- bonus pay (N/A for the City)
- the percentage of gender reported in each pay quartile

Employee gender disclosure is voluntary, and in alignment with the Act, results are suppressed where fewer than ten employees identify with a given category to protect privacy. While the legislation promotes equity and transparency, this report establishes a starting point that can guide how the City refines its data, practices, and areas of focus moving forward. In the meantime, the City has taken steps toward transparency, including posting salary ranges on job postings and maintaining consistent compensation practices.

# The Corporation of the City of Vernon

## Pay transparency report

### Employer details

|                      |                                       |
|----------------------|---------------------------------------|
| Employer:            | The Corporation of the City of Vernon |
| Address:             | 3400 - 30th Street, Vernon, BC        |
| Reporting Year:      | 2026                                  |
| Time Period:         | January 1, 2025 - December 31, 2025   |
| NAICS Code:          | 91 - Public administration            |
| Number of Employees: | 300-999                               |



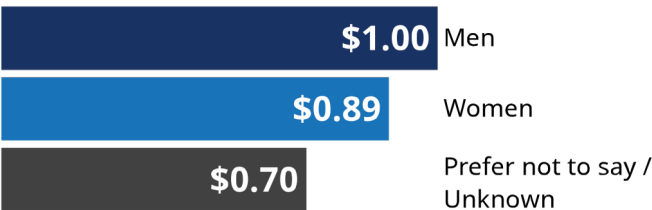
### Hourly pay

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



In this organization 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 this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 cents in median hourly wages. \*

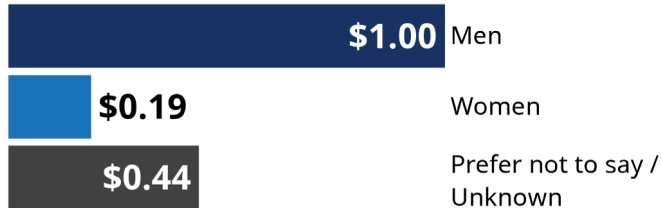
#### Explanatory notes

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.



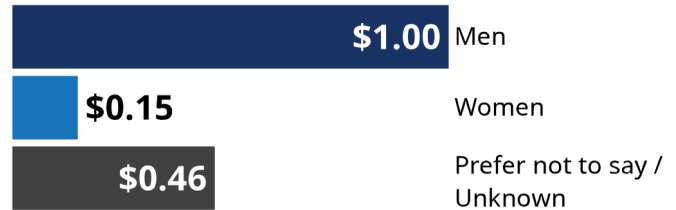
## Overtime pay

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



In this organization women's average overtime pay is 81% less than men's. For every dollar men earn in average overtime pay, women earn 19 cents in average overtime pay. \*

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



In this organization women's median overtime pay is 85% less than men's. For every dollar men earn in median overtime pay, women earn 15 cents in median overtime pay. \*

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

Difference as compared to reference group (Men)

|                             |     |
|-----------------------------|-----|
| Women                       | -26 |
| Prefer not to say / Unknown | -15 |

In this organization the average number of overtime hours worked by women was 26 less than by men. \*

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

Difference as compared to reference group (Men)

|                             |    |
|-----------------------------|----|
| Women                       | -9 |
| Prefer not to say / Unknown | -7 |

In this organization the median number of overtime hours worked by women was 9 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 <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) †



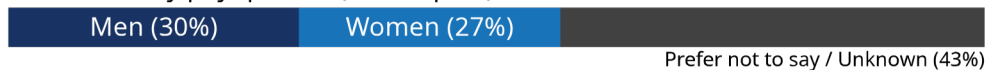
### Upper middle hourly pay quartile †



### Lower middle hourly pay quartile †



### Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women  
■ Prefer not to say / Unknown

In this organization, women occupy 31% of the highest paid jobs and 27% 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.

\* 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.