



North Vancouver Recreation and Culture Commission: Pay Transparency Report

The North Vancouver Recreation & Culture (NVRC) Commission provides recreation, sport, and arts and cultural programming, activities and events on behalf of the City of North Vancouver and District of North Vancouver. We operate 10 community recreation centres, the North Vancouver Tennis Centre and Centennial Theatre, the North Shore's largest performing arts theatre.

NVRC aims to be a leader in providing workplaces where everyone feels welcome and safe, and diversity is celebrated in all forms.

Employer details

Employer:	North Vancouver Recreation and Culture Commission
Address:	851 West Queens Rd, North Vancouver, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	71 – Arts, entertainment and recreation
Number of Employees	300-999

Introduction

NVRC compiled this report using employee data for the period from January 1, 2024 to December 31, 2024. The data was sourced from our payroll system and was supplemented by inviting employees to voluntarily verify and/or update their gender identity.

According to the collected data, NVRC's employee population comprises 61% women, 39% men, and 0.3% non-binary individuals. In accordance with the *Pay Transparency Act*, gender categories with fewer than ten (10) employees are not represented in this report to protect individual privacy.



Hourly pay

Mean hourly pay gap¹



Women's average hourly wages are 0.55% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01 dollars in average hourly wages.

Median hourly pay gap²



Women's median hourly wages are 0.13% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 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.



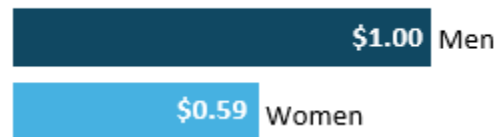
Overtime pay

Mean overtime pay³



Women's average overtime pay is 24% more than men's average overtime pay. For every dollar men earn in average overtime pay, women earn \$1.24 in average overtime pay.

Median overtime pay⁴



Women's median overtime pay is 41% less than men's median overtime pay. For every dollar men earn in median overtime pay, women earn \$0.59 in average overtime pay.

Mean overtime paid hours⁵

Men	7.964
Women	7.776

The average number of overtime hours worked by women was 0.19 hours less than by men.

Median overtime paid hours⁶

Men	2.5
Women	1.5

The median number of overtime hours worked by women was 1 less than by men.

Explanatory notes:

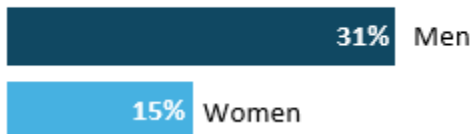
3. “Mean overtime pay” refers to overtime pay when averaged for each group.

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.

Percentage of employees in each gender category receiving overtime pay



Percentage of each gender in each pay quartile⁷

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



■ Men
■ Women

Women occupy 65% of the highest paid jobs while men occupy 35% of the highest paid jobs. Women occupy 64% of the lowest paid jobs while men occupy 36% of the lowest paid jobs.

Explanatory notes:

7. “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay