City Of Trail
Pay transparency report

The City is committed to maintaining a workplace that is equitable, respectful, and inclusive for all employees. Pay transparency is an important part of that commitment, promoting accountability, strengthening public trust, and supporting fair and consistent compensation practices. The Province of British Columbia's pay transparency framework was established to help identify and address systemic barriers that may contribute to pay disparities and to encourage greater openness regarding compensation.

As a local government, we recognize that fair compensation practices are essential to attracting and retaining a talented workforce that delivers high-quality services to our community. This report provides an opportunity to better understand compensation outcomes across the organization, review our practices through an equity lens, and identify opportunities for continuous improvement.

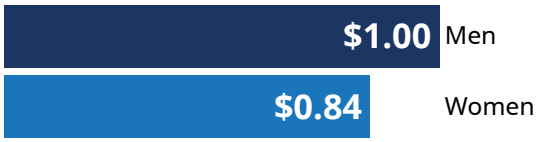
While compensation differences may arise from factors such as job responsibilities, qualifications, collective agreement provisions, or experience, we are committed to ensuring that compensation decisions are based on objective and equitable considerations. This report reflects our ongoing commitment to transparency, accountability, and fostering a workplace where all employees have the opportunity to succeed.

Employer details

Employer:	City Of Trail
Address:	1394 Pine Avenue, Trail, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

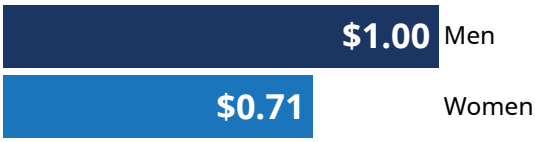
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 29% less than men's. For every dollar men earn in median hourly wages, women earn 71 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 90% less than men's. For every dollar men earn in average overtime pay, women earn 10 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 87% less than men's. For every dollar men earn in median overtime pay, women earn 13 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-56

In this organization the average number of overtime hours worked by women was 56 less than by men. *

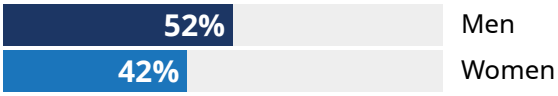
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-24

In this organization the median number of overtime hours worked by women was 24 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]

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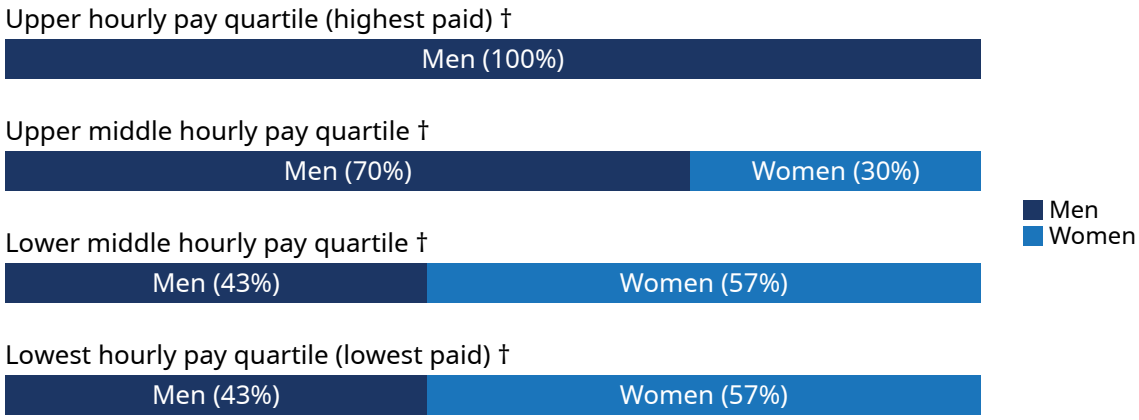
Median bonus pay [8]

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 57% 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.