



PAY TRANSPARENCY REPORT

Prepared in compliance with the provisions
of British Columbia's Pay Transparency Act.

October 2026



CITY OF ABBOTSFORD | Pay Transparency Report

As an employer in British Columbia, the City of Abbotsford is committed to addressing systemic issues in compensation practices that contribute to inequities in pay.

This report has been prepared in accordance with the provisions of the *Pay Transparency Act* and reflects our ongoing efforts to promote equity, transparency, and accountability in the workplace.

Employer Details

Employer:	City Of Abbotsford
Address:	32315 South Fraser Way, Abbotsford, BC
Reporting Year:	2025
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more

About the City of Abbotsford

The City of Abbotsford is situated in the central Fraser Valley of British Columbia and covers approximately 370 square kilometers, making it the largest municipality by area in the Lower Mainland. The community is located on the traditional, ancestral, territories of the M̓athxwi First Nation, Semá:th First Nation, and the Leq'á:mel First Nation.

The City of Abbotsford was created in 1995 through the amalgamation of the Districts of Matsqui and Abbotsford and celebrates its 30th year as a city in 2025. Known as the Hub of the Fraser Valley, Abbotsford's vibrant and balanced economy is the engine that drives growth in the Fraser Valley. Major economic sectors include aerospace, agriculture, film, food and beverage processing, manufacturing and transportation. The City is also home to a regional healthcare facility, provincial court services, international airport and world-class university. The rapidly growing, dynamic and vibrant business community, coupled with a natural environment that provides active living opportunities, creates a community with a quality of life that draws skilled and creative people from around the world.

Currently home to close to 165,000 residents, Abbotsford has a fairly young, mainly under 50, demographic. It is a diverse and inclusive community rich in natural, arts and heritage assets and programs. Almost 27% of residents were born outside of Canada and bring with them language skills and lived experience outside of the country.

The City of Abbotsford strives to be an organization recognized for its excellence in civic governance and employee, resident and customer relations. To provide excellence in service delivery, the City fosters a corporate culture that sets the highest standard of integrity, professionalism and ethical behaviour. As an organization, the City of Abbotsford has made a commitment to continually improve the quality of life within the community by delivering key services for current and future generations.

About the City of Abbotsford's workforce

The Government of British Columbia passed the *Pay Transparency Act* in 2023 to help identify and close the gender pay gap in BC. This legislation phased-in requirements for all employers to post annual pay transparency reports by November 1st each year. As of January 2025, the City of Abbotsford became eligible to report under this legislation.

The City of Abbotsford is committed to fostering a fair, inclusive, and transparent workplace. The City strives to provide an environment that is inclusive and maximizes the diverse talents, backgrounds and perspectives of all employees, where every member of our team feels valued, respected and empowered.

Between January 1 and December 31, 2025, the City of Abbotsford employed 1,249 regular full-time, regular part-time, and auxiliary employees. Currently, there are 9 divisions in the City, and employees work in various capacities within each of them. The workforce is comprised of employees represented by the Canadian Union of Public Employees (CUPE) Local 774, the International Association of Fire Fighters (Local 2864), paid on-call firefighters and exempt employees.

Unionized employees performing the same job receive equal hourly wages, as outlined in their respective collective agreements. Likewise, exempt employees in comparable roles are compensated according to a structured pay schedule, which includes defined criteria for step placement.

As part of the City's ongoing efforts to promote equity, we have reviewed compensation data across gender categories for the 2025 reporting period. While men and women receive equal pay for equal work, the data reveals a gender pay gap in average and median hourly wages, overtime earnings, and representation in higher-paying roles.

The City's diverse range of departments include fire services, engineering, airport operations, public works, and administrative support. Roles within fire services, the airport, and other operational departments often require extended hours and emergency response, contributing to higher overtime earnings. These positions are currently male dominated, which impacts the distribution of overtime pay and representation in upper pay quartiles.

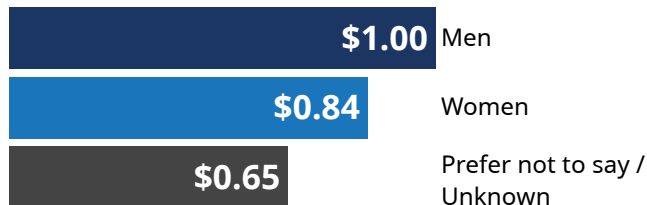
Women currently earn 16% less than men in average hourly wages and 19% less in median hourly wages. They are also underrepresented in the upper pay quartiles and receive less overtime pay, largely due to lower representation in roles requiring extended or emergency hours.

As an organization, we recognize these disparities and remain committed to supporting career development, equitable access to higher-paying opportunities, and inclusive hiring practices. The City's goal is to ensure all employees can thrive and advance within the organization.



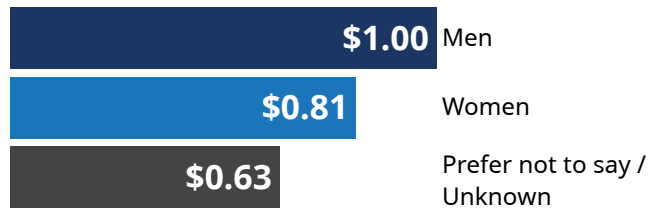
Hourly pay

Mean hourly pay gap¹



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 gap²



In this organization women's median hourly wages are 19% less than men's. For every dollar men earn in median hourly wages, women earn 81 cents in median hourly wages. *

Explanatory notes

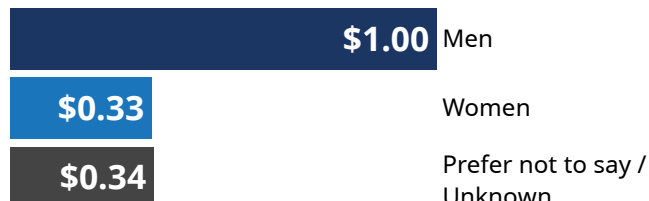
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

* 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.



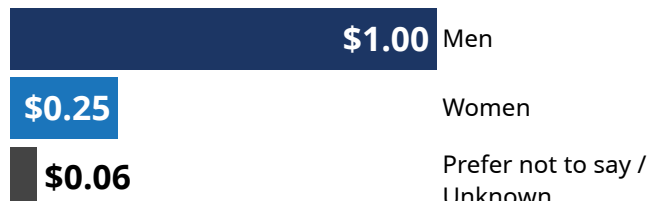
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 67% less than men's. For every dollar men earn in average overtime pay, women earn 33 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 75% less than men's. For every dollar men earn in median overtime pay, women earn 25 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-42
Prefer not to say / Unknown	-40

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

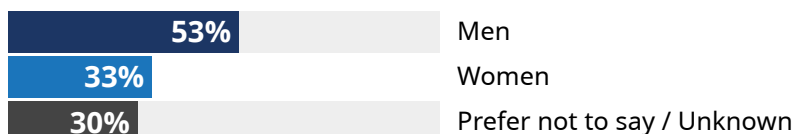
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-30
Prefer not to say / Unknown	-34

In this organization the median number of overtime hours worked by women was 30 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.

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Bonus pay

Mean bonus pay⁷

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

Median bonus pay⁸

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 quartile⁹

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 25% of the highest paid jobs and 46% 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.

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