

About Us

The City of Richmond (“The City”) is a municipal government organization that provides services to the residents and businesses of Richmond through the following specialized divisions: City Administration, Engineering & Public Works, Finance & Corporate Services, Parks, Recreation and Culture Services, Planning & Development and Law & Community Safety.

The City is a highly diverse, high-performing organization grounded in strong values. Our values are at the heart of everything we do; they shape our culture and guide our fundamental principles. We are dedicated to fostering diversity, equity, and inclusion, creating a workplace that welcomes and respects all identities. The vast majority of positions within the City are unionized and have compensation set by collective agreements, under which pay is determined by position and seniority, regardless of gender.

Pay Transparency Report

Starting in 2024, the City is required to submit a Pay Transparency Report to the Province of BC, comparing the salaries of men, women, and gender-diverse individuals. Participation in this survey is optional, allowing staff the choice to opt out.

All City staff were invited to participate in the survey to self-identify and provide their consent. Multiple methods were made available to ensure accessibility, including paper forms. As seen in the attached report, the participation rate was low (24%) which significantly affects the relevance and accuracy of the data.

Data Constraints and Key Considerations

- For 2025, the survey results are unchanged, as the same group of participants completed it with no new input. As a result, the data does not provide additional insight.
- Only 24% of staff participated in the survey, leading to a 76% non-participation rate, which limits the report's accuracy.
- Different roles may have varying compensation structures, making data comparisons difficult, especially across unrelated positions.
- Although the report indicates a variance in overtime pay, the lack of balanced gender representation among survey participants obscures the results.
- Low survey participation limits our ability to provide accurate information because overtime availability and frequency varies significantly by job role.
- The inclusion of both part-time and full-time staff, as well as employees who may not have worked the entire reporting year produces inaccurate findings.
 - For example, employees who were hired later in the year, and did not work the full year, will produce misrepresented findings for the purposes of this survey.
- Most participants in this survey as it relates to overtime earnings were completed by men, reflective of the overall 24% participation rate.
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Hourly Pay Gap

Men	\$1.00
Women	\$0.90
Unknown	\$0.75

Median Hourly Pay Gap

Men	\$1.00
Women	\$0.96
Unknown	\$0.77

Overtime Pay

Men	\$1.00
Women	\$0.81
Unknown	\$0.31

Median Overtime Pay

Men	\$1.00
Women	\$0.37
Unknown	\$0.09

Percentages of each gender, in each hourly pay quartile:

Upper quartile

Men	20%
Women	19%
Unknown	61%

Upper-middle quartile

Men	12%
Women	12%
Unknown	76%

Lower-middle quartile

Men	10%
Women	10%
Unknown	80%

Lowest hourly pay quartile

Men	4%
Women	7%
Unknown	89%

Employer Details

Address: 6911 No.3 Road, Richmond BC
Reporting Year: 2024 (Time Period: January 1 2024 to December 31 2024)
NAICS Code: 91 - Public Administration
Number of Employees: 1000 or more

