Pay Transparency Report

The District of North Saanich

For the year 2025

north saanich

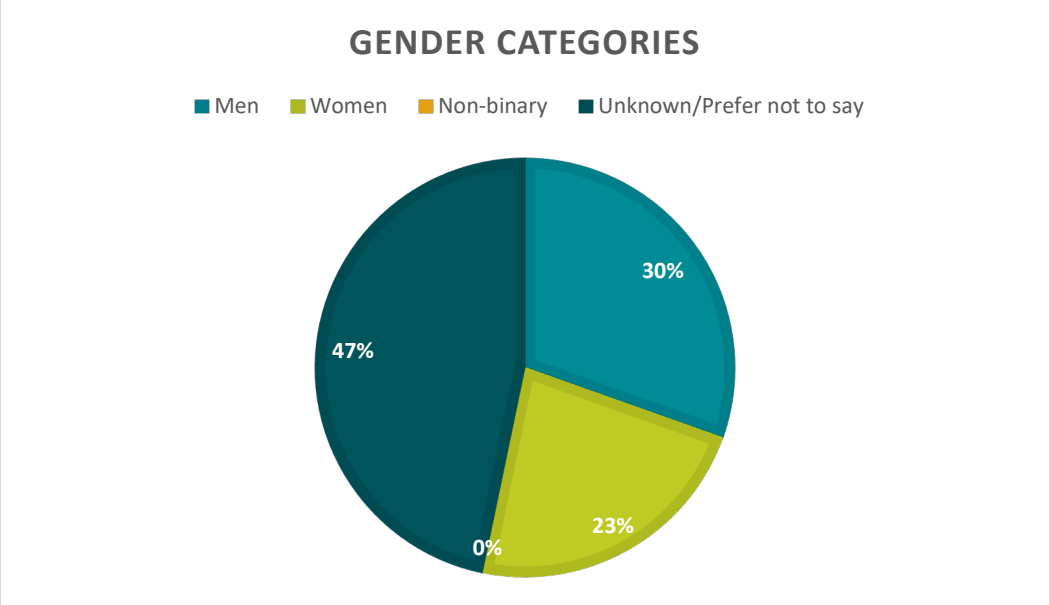
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District of North Saanich
Pay transparency report

Employer details

Employer:	District Of North Saanich
Address:	1620 Mills Road, North Saanich, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	71

Percentage of employees in each gender category

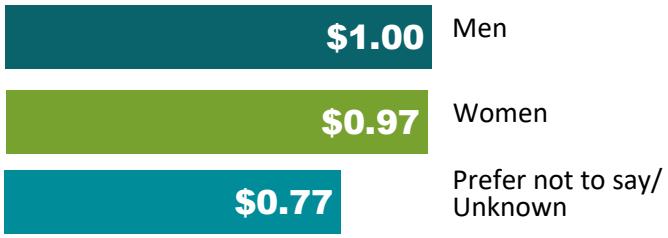


This pay gap is largely impacted by the positions held at the District of North Saanich. Of the 71 employees, 60 are unionized who are paid in accordance with the wage rates and increases in the collective agreement. Of those whose data was unknown, the employees are more frequently on protected paid leave, parental or maternity leave or no longer with the District. This impacted the District's ability to collect all data.

98% of employees at the District are full-time employees, therefore no data can be collected to determine if employees in part-time positions earn more or less than those in full-time roles.

Hourly pay

Mean hourly pay gap[1]



Median hourly pay gap[2]



In this organization women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents in average hourly wages. *

In this organization women's median hourly wages are 16% less than men's. For every dollar men earn in median hourly wages, women earn 84 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.
3. The District pay schedules equate increases to time served, and therefore tenure would impact a median hourly wage.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories have been excluded due to insufficient numbers to meet disclosure requirements.

Overtime pay

Percentage of employees in each gender category receiving overtime pay:

This measure cannot be displayed because there is insufficient data to meet disclosure requirements. If the data indicates that less than 10 people in a gender category are receiving overtime, then the report will not display this information.

Bonus pay

The District does not provide bonus pay to employees.

Percentage of each gender in each pay quartile [9]

Due to the size of the organization, all quartile data was reduced to suppress gender categories consisting of less than 10 employees, therefore, the data does not accurately reflect the District's actual distribution.