

# Capital Regional District

## Pay transparency report

The Capital Regional District (CRD) is the regional government for 13 municipalities and three electoral areas on southern Vancouver Island and the Gulf Islands, serving more than 464,000 people. The capital region spans the Territory of 19 First Nations.

The CRD plays a key role in providing services that can be delivered efficiently and effectively through regionwide or shared service delivery models. These include the regional water supply, solid waste, wastewater treatment, regional parks, housing, 911 call answer and recreation facilities.

The CRD has more than 200 services, infrastructure and financing agreements with municipalities and electoral areas to deliver services in the following categories:

- regional, where all municipalities and electoral areas are served
- sub-regional, where two or more jurisdictions are served
- local, in the electoral areas where the CRD is the local government

The CRD works collaboratively with First Nations and other orders of government and has direct relationships with individuals, businesses, organizations, institutions and communities that access regional utilities and services.

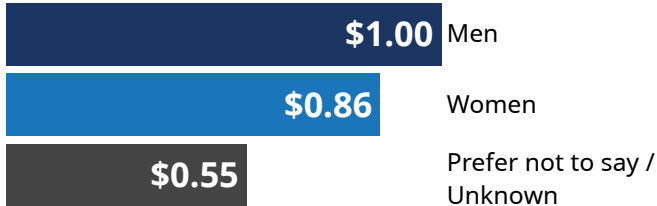
### Employer details

<b>Employer:</b>	Capital Regional District
<b>Address:</b>	625 Fisgard Street, Victoria, BC
<b>Reporting Year:</b>	2026
<b>Time Period:</b>	January 1, 2025 - December 31, 2025
<b>NAICS Code:</b>	91 - Public administration
<b>Number of Employees:</b>	1000 or more



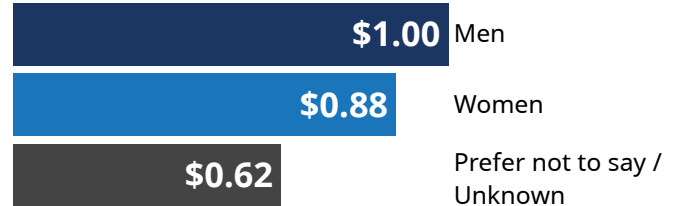
## Hourly pay

### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 14% less than men's. For every dollar men earn in average hourly wages, women earn 86 cents in average hourly wages. \*

### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 12% less than men's. For every dollar men earn in median hourly wages, women earn 88 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<sup>3</sup>



In this organization women's average overtime pay is 79% less than men's. For every dollar men earn in average overtime pay, women earn 21 cents in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 78% less than men's. For every dollar men earn in median overtime pay, women earn 22 cents in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-84
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In this organization the average number of overtime hours worked by women was 84 less than by men. \*

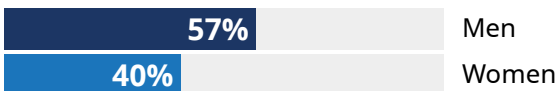
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-18
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In this organization the median number of overtime hours worked by women was 18 less than by men. \*

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



## Bonus pay

### Mean bonus pay<sup>7</sup>

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

### Median bonus pay<sup>8</sup>

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<sup>9</sup>

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women

In this organization, women occupy 34% of the highest paid jobs and 56% 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.