

CITY OF SURREY

Pay Transparency Report

Reporting Year: 2024

Time Period: January 1, 2023 – December 31, 2023

NAICS Code: 91 – Public administration

Number of Employees: 1000 or more



About City of Surrey's Workforce

The City of Surrey is the municipal government looking after the current and future economic, social and environmental wellbeing of Surrey, the largest city by land area and second most populated in Metro Vancouver. It's also one of the fastest growing, culturally diverse cities in Canada.

We are a forward-thinking, globally recognized leader in building vibrant, sustainable communities through technology and innovation. Our workforce of over 4500 employees is vital to our success and we are committed to being an equal opportunity employer. Men and women that work at the City receive equal pay for equal work. With that said, we recognize that women are underrepresented in many of our higher paying occupations, such as senior leadership, engineering, skilled trades and firefighting. The City is committed to ensuring that our human resources practices recognize this reality as we work towards closing the pay gap.

Terminology and Data

The City views this Pay Transparency Report as an important tool to promote transparency and drive action. We are fortunate to have a complete and reliable dataset on our employees, including data on the sex breakdown of our workforce.

For this report, we have used sex data as a proxy due to its completeness. It is important to note that sex and gender are distinct aspects of identity. While this report uses available sex data, we recognize that collecting gender-specific data in the future will provide more accurate and valuable insights.

Throughout the report, you may notice terms like "female" and "male" are used interchangeably with "woman" and "man." This reflects the limitations of the available data and the standard format of the Pay Transparency Report. The City acknowledges the differences between these terms and aims to provide the most accurate analysis possible with the current data available.

Demographics by Employment Group and Gender

At the City of Surrey, we employ both regular and temporary staff to meet the diverse needs of our growing city. This variety in employment types allows the City to balance operational needs while managing our budget responsibly by offering flexible hours of work aligned to operational requirements.

The table below shows how our workforce is distributed across different employment types, broken down by gender. This information helps provide context for the results in the Pay Transparency Report.

CITY OF SURREY – EMPLOYMENT TYPE AND GENDER

Employment Group	Female	Male	Total %
Regular Full-Time	817 (17.8%)	1256 (27.4%)	45.2%
Regular Part-Time	90 (2.0%)	22 (0.5%)	2.5%
Term/Project	80 (1.7%)	69 (1.5%)	3.2%
Auxiliary	1444 (31.5%)	807 (17.6%)	49.1%
Grand Total	2431 (53.7%)	2154 (46.3%)	

Currently, the Auxiliary group is our largest employment category, making up 49.1% of our workforce. Women hold the majority of these positions, representing 31.5%. Auxiliary roles typically offer more flexibility with fewer hours, which directly impacts annual total pay as this is dependent on hours worked. Auxiliary employment is desirable for those members of our workforce that are seeking to achieve a better balance between work and other obligations such as family. These positions rarely receive overtime pay as they typically work fewer hours than what is required for overtime eligibility.

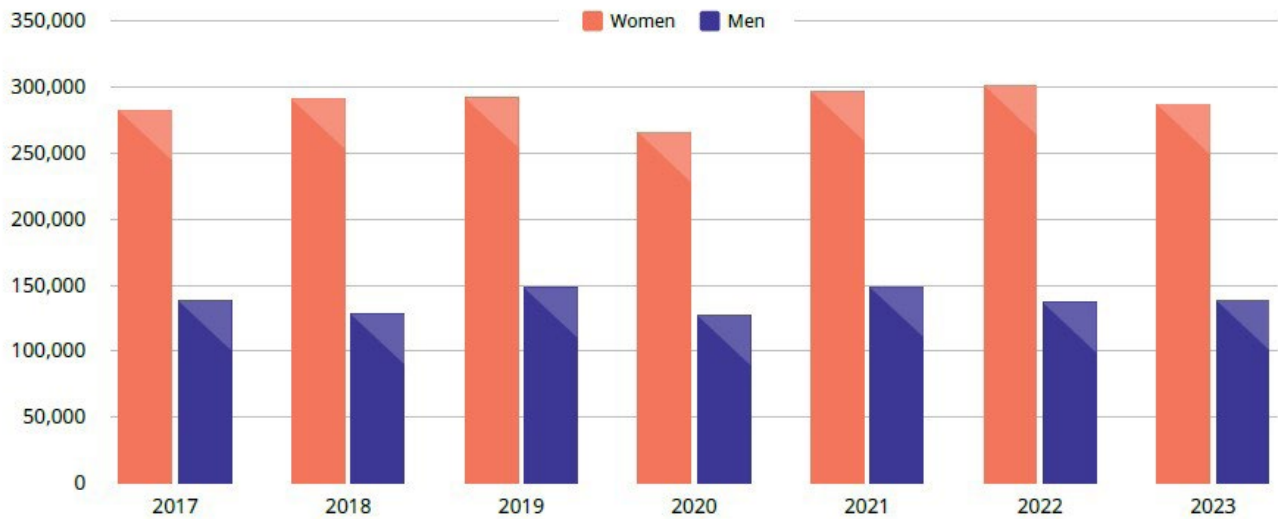
The second-largest group is Regular Full-Time (RFT), which makes up 45.2% of the workforce, with men making up the majority at 27.4% of our total workforce. These positions generally require consistent, full-time hours and offer less flexibility. Employees in RFT roles are most likely to receive overtime due to workload demands and emergency situations which increases overall pay.

These two groups—Auxiliary (primarily women) and RFT (primarily men)—make up a significant portion of our workforce (94.3%). Their differences in work schedules and pay structure are key factors in understanding the overall trends in our pay transparency data.

By way of comparison, this correlation between gender and employment types is also reflected in BC's [Pay Transparency Report – June 2024](#). This report provides a high level snapshot of the gender pay gap in B.C. primarily based on data from Statistics Canada.

BC Pay Transparency Report – Part-Time Employment by Gender in B.C.

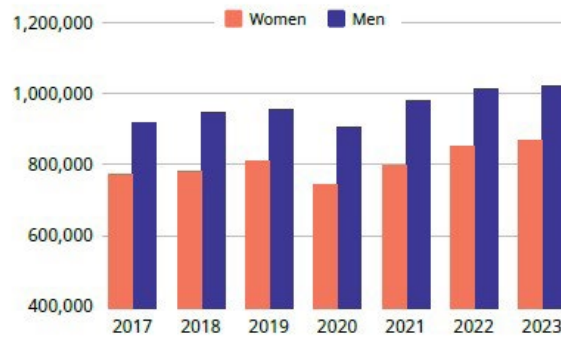
Fig 2: Part-Time Employment by Gender in B.C.



The B.C. [Pay Transparency Report – June 2024](#). (p. 6) shows that nearly twice as many women are employed in part-time work, in comparison to men. This trend is reflected in the City of Surrey’s data results.

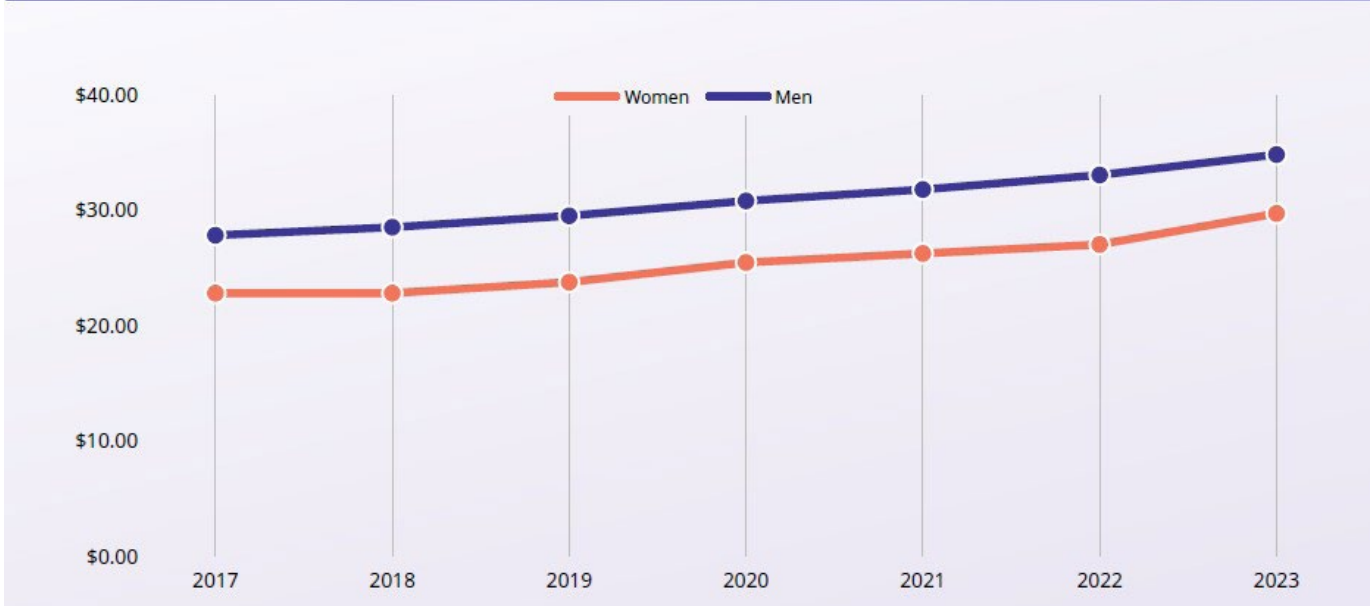
BC Pay Transparency Report – Full-Time Employment by Gender in B.C.

Fig 4: Full-Time Employment by Gender in B.C.



The B.C. [Pay Transparency Report – June 2024](#) (p. 7) also provides data on full-time employment, finding that there are nearly 20% more men than women working in full-time positions. This trend of men representing a higher portion of full-time employment is also reflected in the City of Surrey’s data results.

Fig 5: Full-Time Median Wages Per Hour by Gender in B.C.



The B.C. [Pay Transparency Report - June 2024](#) (p. 7) highlights that women working full-time are often overrepresented in lower-paying sectors like healthcare and social assistance, while men are more frequently employed in higher-paying sectors such as construction, professional, scientific, and technical services.

The City of Surrey provides a wide range of municipal services through employees that work in hundreds of different job classifications. Most of these employees work within Engineering, Fire Services, Planning and Development, Corporate Services, Finance, Parks, Recreation and Culture.

As a result of this service and occupational diversity, our Pay Transparency Report reflects some variations in median wages by gender across these different sectors. This transparency helps both internal employees and external applicants understand how gender representation impacts wage distribution within the City’s workforce.

Hourly Pay Gap

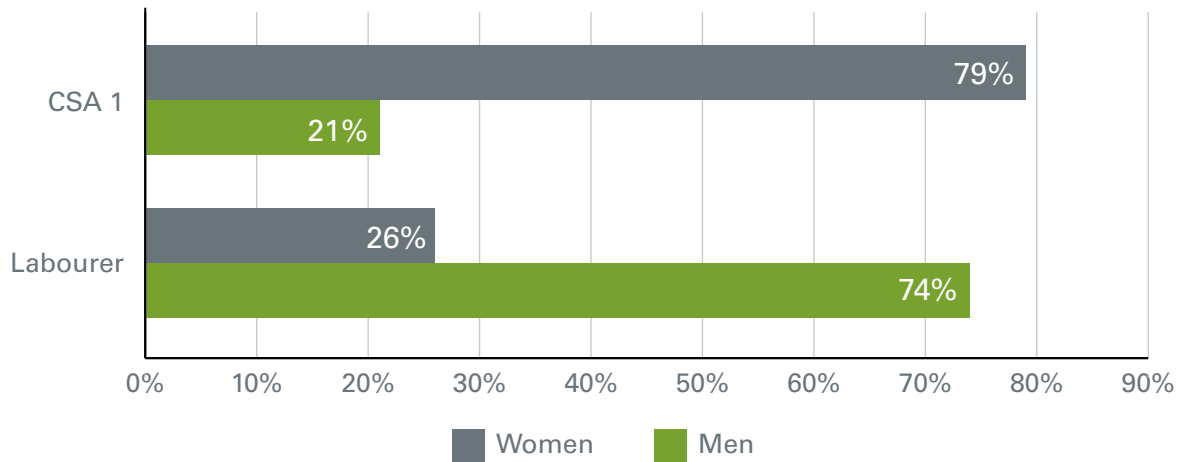
Why is there a pay difference?

At the City of Surrey, men and women earn the same rate of pay for doing the same jobs. For example, men and women Planners are paid the same hourly wage rate in accordance with their union collective agreement, however, the City has a wide range of jobs with different pay rates. The fact is that women are underrepresented in certain occupations which results in an overall average hourly pay difference. To illustrate this, the following graphs show the average hourly pay difference between two of our most common jobs (Labourer and Community Services Assistant (CSA) 1) and the gender representation in each. For every one dollar of hourly pay a Labourer makes on average, a CSA 1 makes 74 cents. Only 26% of Labourers are women, whereas 79% of CSA 1s are women.

MEAN HOURLY PAY DIFFERENCE



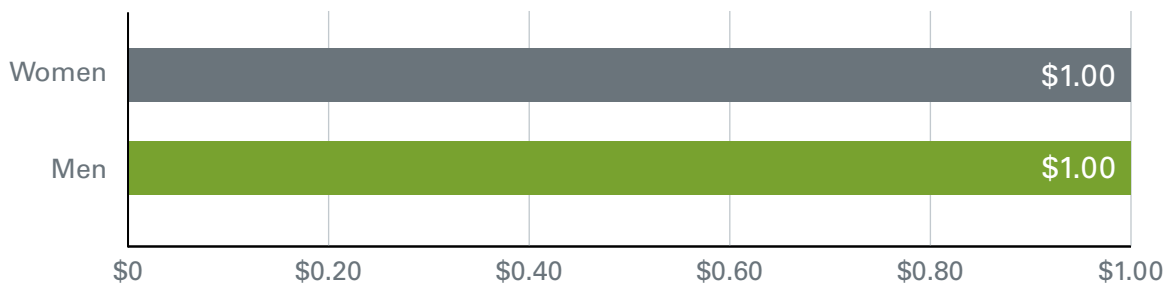
SEX OF EMPLOYEES



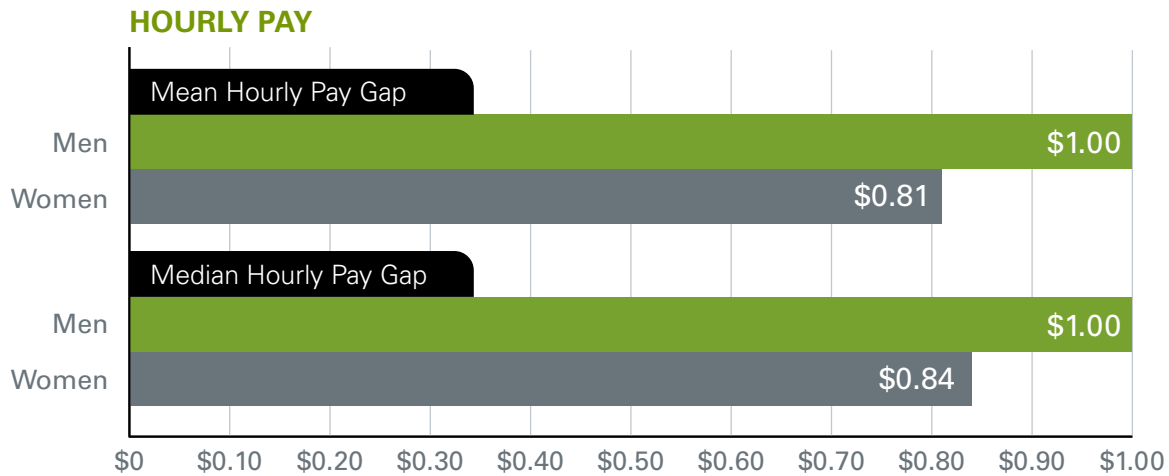
As a result of fewer women in our senior leadership, trades, public safety and technical roles, and more women in administrative and clerical roles, there is an overall average gender pay difference. Surrey is not unusual in this respect as this follows general pay patterns throughout the Province.

It is important to understand that men and women are paid equally for the work that they perform. For example, there is no difference in pay between men and women senior Engineering Assistants, which is another common occupation at City of Surrey.

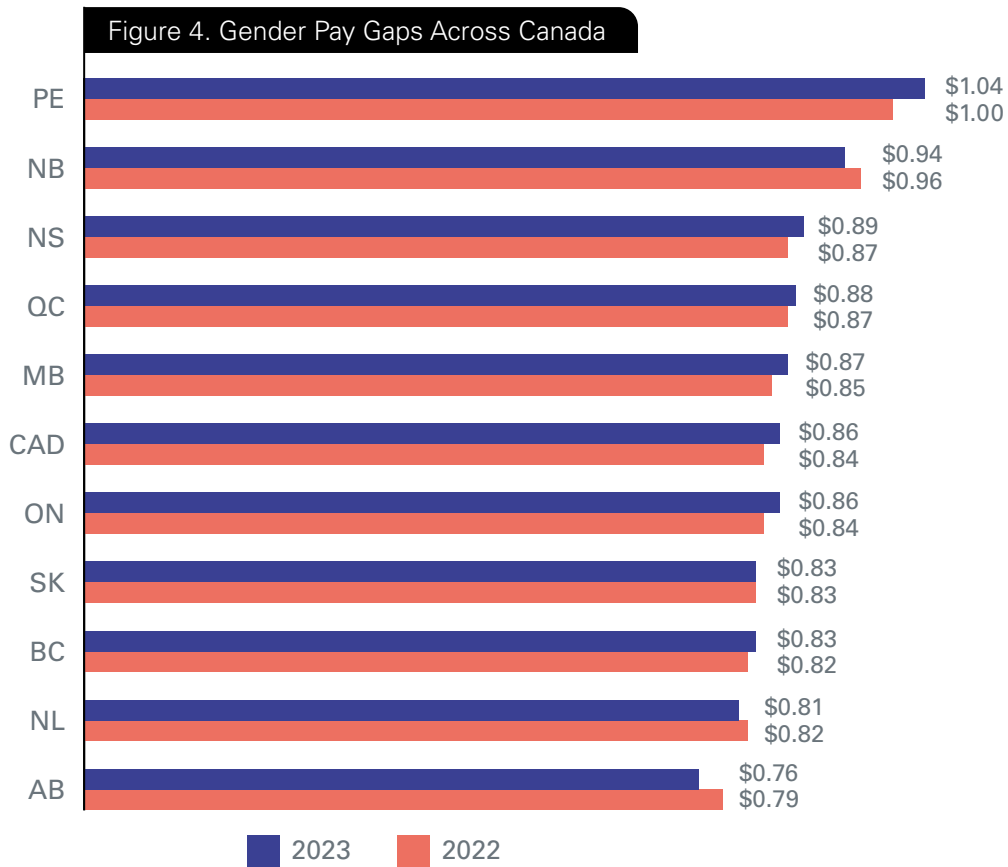
ENGINEERING ASSISTANT 4 PAY



The City of Surrey's Pay Transparency Report shows that there is an hourly pay gap between men and women.



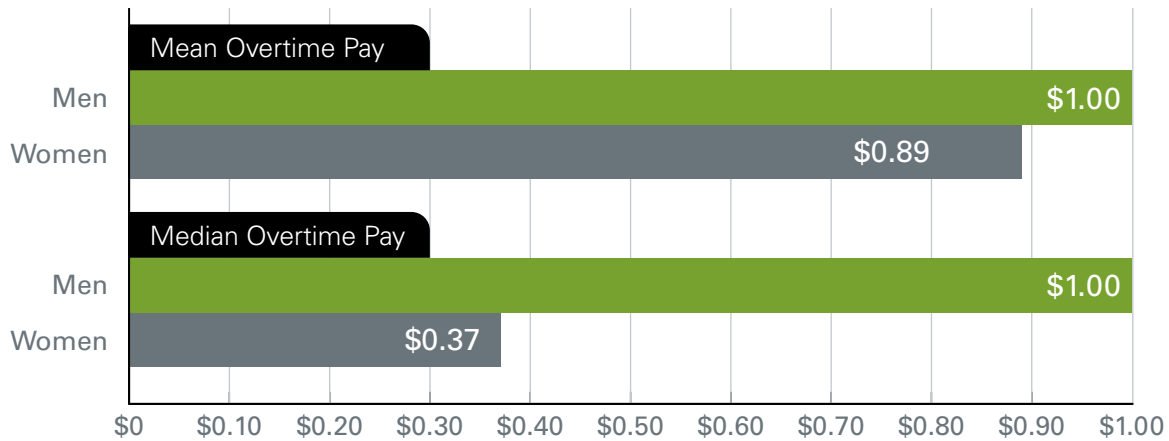
The [B.C. Pay Transparency Report - June 2024](#) (p. 5) offers valuable insights into the broader pay landscape in the province. In 2023, women in B.C. earned a median hourly wage of 83 cents for every dollar earned by men. This provincial data aligns with trends that are also seen in the City of Surrey's pay data.



At the City of Surrey, 87.8% of our workforce is unionized. The City collaborates closely with its unions to ensure that pay is fair and transparent across all unionized positions, regardless of gender.

Overtime Pay

The City of Surrey’s Pay Transparency Report shows that there is a difference in mean and median overtime pay between men and women.



The City of Surrey has clear policies and collective agreements that define how overtime pay is administered. The Pay Transparency Report highlights that, on average, women earn 11% less in overtime pay than men. Additionally, the median overtime pay for women is 63% less than men. To better understand the reasons behind this gap, the following table shows the breakdown of employment groups by gender:

CITY OF SURREY – EMPLOYMENT TYPE AND GENDER

Employment Group	Female	Male	Total %
Regular Full-Time	817 (17.8%)	1256 (27.4%)	45.2%
Regular Part-Time	90 (2.0%)	22 (0.5%)	2.5%
Term/Project	80 (1.7%)	69 (1.5%)	3.2%
Auxiliary	1444 (31.5%)	807 (17.6%)	49.1%
Grand Total	2431 (53.7%)	2154 (46.3%)	

Overtime is paid when employees work more than the maximum number of hours defined for their role. These maximum hours vary depending on the job. For many employees, particularly in Auxiliary roles (49.1% of the workforce), overtime is rare as they do not work the required number of hours per week to trigger overtime payments.

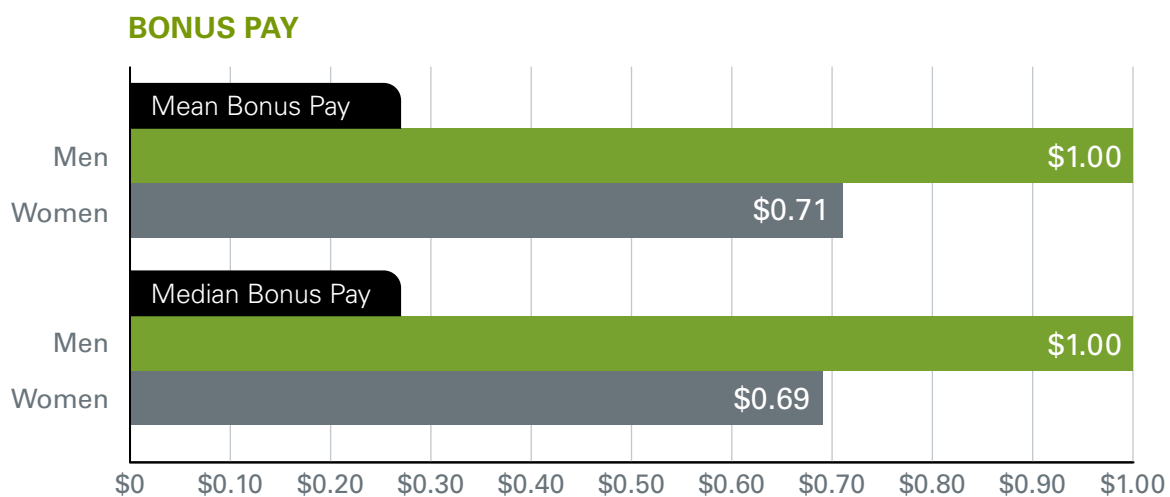
The employment group most likely to earn overtime is Regular Full-Time (RFT), which makes up 45.2% of the City’s workforce. Of this group, 17.8% are women and 27.4% are men. This difference in the number of men and women in full-time roles impacts the amount of overtime worked and paid.

Variable Performance Based Pay (Bonus Pay)

Bonus pay is not a significant element of the City of Surrey's total rewards offer, accounting for less than 1% of total payroll. Exempt staff have the opportunity to earn additional compensation provided that the City meets its financial goals and individuals meet their annual objectives and deliver on their core job accountabilities. Variable pay typically ranges between 2-4% of annual pay for most exempt staff.

CUPE 402 staff have the ability to earn an additional 0.5% of their annual pay if the City achieves its financial and customer service goals that are set each year.

The City of Surrey's Pay Transparency Report shows that there is a difference in mean and median bonus pay between men and women.

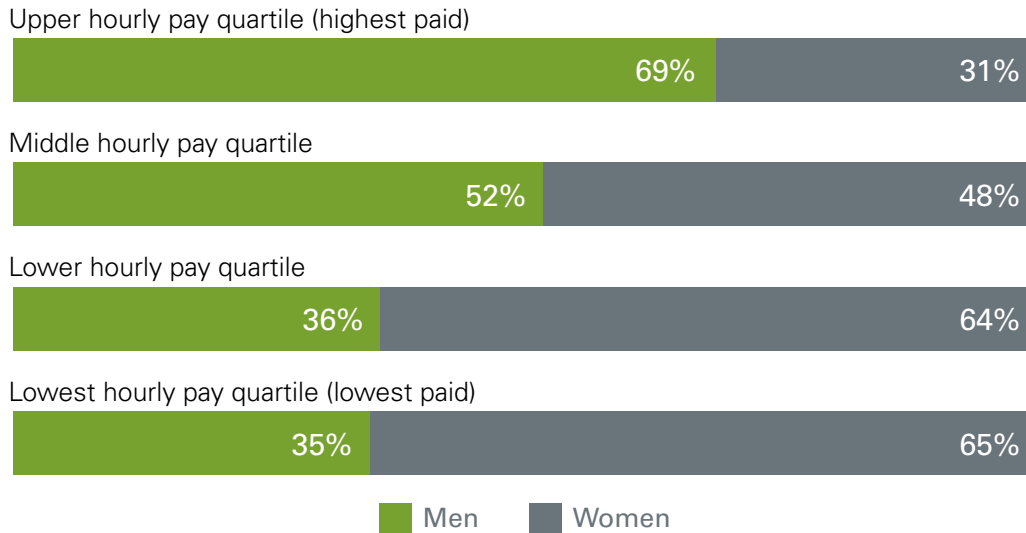


Given the large number of CUPE 402 staff relative to exempt staff, much of this discrepancy can be attributed to the significant number of Auxiliary CUPE staff that work at the City. As shown in previous tables, these staff are predominantly women and work significantly less hours than Regular Full-Time staff, which are predominantly men. Variable pay for CUPE 402 employees is calculated by the number of hours worked annually and as such, impacts the amount of variable pay that his group receives . Further, the higher proportion of men at senior levels of the organization is also a contributing factor for this discrepancy as higher pay band positions are paid more.

Percentage of Each Gender in Each Pay Quartile

The following shows the percentage of women and men in each hourly pay quartile. There were 69% men and 31% women in the upper hourly pay quartile (top 25% of earners). This again, is largely a reflection of the higher proportion of men in Regular Full-Time positions compared to women.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE



Conclusion and Path Forward

The City of Surrey is committed to creating an equitable and transparent work environment that supports all employees, regardless of gender. As highlighted in this report, while certain disparities in pay still exist, we have already taken meaningful steps to address the gender pay gap within our organization.

Our recruitment efforts have focused on increasing the representation of women in traditionally male-dominated fields through initiatives such as the Women in Engineering and Women in Firefighting campaigns. These efforts aim to balance gender representation in critical roles across the City. Additionally, we've implemented a work-from-home trial and flexible scheduling options, including the ability for employees to adjust their start and end times that may assist with personal needs. These changes are designed to provide greater flexibility and support for employees, particularly women, who often face heightened societal pressures to balance work and family responsibilities. In addition, we have launched Unconscious Bias training for our employees, designed to raise awareness of implicit biases that can influence decision-making and interactions in the workplace. We have also broadened our diversity, equity, and inclusion representation in our visual materials to ensure our workforce diversity is reflected in everything from recruitment brochures to internal communications.

Looking ahead, we recognize that further action is needed to close the gender pay gap. We will continue to refine our recruitment strategies, focusing on attracting women into leadership roles and occupations where they are underrepresented. Additionally, we plan to evaluate our current policies, such as performance-based variable pay, to ensure they are equitable and transparent for all employees.

We will also invest in ongoing research to better understand the factors influencing the distribution of men and women across different employment types and levels of pay. By gaining deeper insights into these dynamics, we can further refine our policies to remove barriers and create pathways for women to achieve higher-paying roles within our organization.

Through continued collaboration with unions and a commitment to data-driven policy improvements, we are dedicated to making meaningful progress toward closing the gender pay gap and fostering a more inclusive and equitable workplace for all employees.

Sources

Stats Canada, Pay gap, 1998 to 2021 – [Pay gap, 1998 to 2021 \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/75-001-x/2023001/article/00001-eng.htm)

2024 Annual BC Pay Transparency Report – <https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/services-policies-for-government/gender-equity/annual-report-2024.pdf>

