



2026 Pay Transparency Report

About the Fraser Valley Regional District

The FVRD is the third most populous regional district in British Columbia and one of twenty-seven throughout the province. The FVRD delivers over 100 services to approximately 340,000 residents across a land base of 13,361 square kilometers. The FVRD's eight electoral areas include all of the unincorporated communities on the north and south sides of the Fraser River, reaching up beyond the Nahatlatch River in the north and extending down to the U.S. border in the south. The FVRD is responsible for governance, administration and services for the eight electoral areas, each named separately by letters of the alphabet (A-H). Learn more about the FVRD at fvr.ca.

The Fraser Valley Regional District values teamwork and respect and is committed to diversity, equity, inclusion, and being representative of the region we serve. The Fraser Valley Regional District is dedicated to the ongoing process of building relationships and examining its work to ensure that the principles of inclusion, collaboration, and reconciliation are included.

About the Fraser Valley Regional District's workforce

The Province of British Columbia introduced the Pay Transparency Act in 2023 to help identify and address gender-based pay differences in workplaces across British Columbia. The legislation requires provincially regulated employers to prepare and publish annual pay transparency reports in accordance with a phased implementation schedule. The Fraser Valley Regional District (FVRD) is required to prepare and publish its first Pay Transparency Report in 2026.

Pay transparency reporting is an annual provincial requirement. To support this report, the FVRD invited employees to self-identify their gender voluntarily and confidentially. Gender information is used only for pay transparency reporting purposes. Employees who did not provide gender information are included in the "Unknown/Prefer not to say" category, in accordance with the reporting requirements.

During the reporting period, the FVRD employed full-time, part-time, and casual employees. The unionized workforce is represented by CUPE Local 458. Compensation for unionized positions is established through applicable collective

agreements. Compensation for exempt positions is supported by a structured pay framework, including defined salary ranges and criteria for step placement.

This report does not include the Fraser Valley Regional District Chair, Board Directors, or firefighters, as these roles are not included in the FVRD’s reporting population for the purposes of this report.

The FVRD invited employees to participate in the voluntary gender self-identification process and received responses from 58% of those invited. To protect employee privacy, results for gender categories or pay distribution segments with fewer than ten employees have been suppressed in accordance with the Pay Transparency Regulation.

Fraser Valley Regional District - Pay Transparency Report

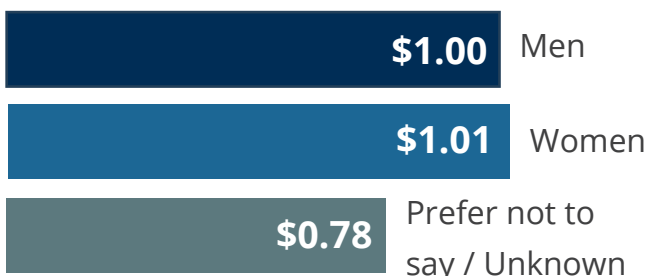
Employer details

Employer:	Fraser Valley Regional District
Address:	1-45950 Cheam Avenue, Chilliwack, BC
Reporting Year:	2026
Time Period:	January 1, 2025 – December 31, 2025
NAICS Code:	91 – Public administration
Number of Employees:	50 to 299



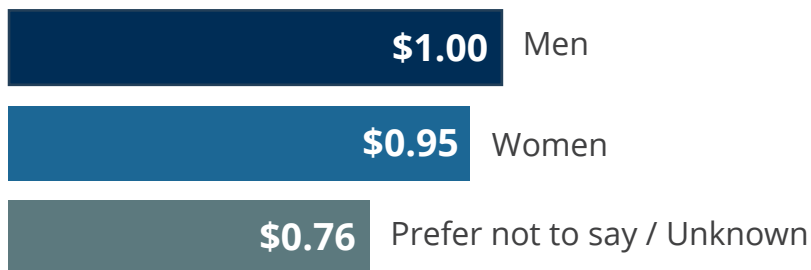
Hourly Pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 cents in median hourly wages. *

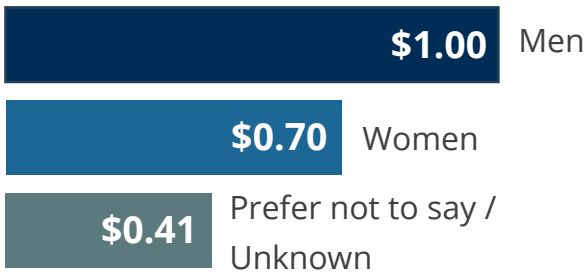
Explanatory notes

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.



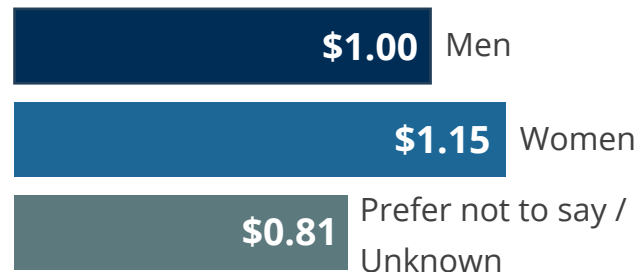
Overtime Pay

Mean overtime pay³



In this organization women's average overtime pay is 30% less than men's. For every dollar men earn in average overtime pay, women earn 70 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 15% more than men's. For every dollar men earn in median overtime pay, women earn \$1.15 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-13
Prefer not to say/Unknown	-40

In this organization the average number of overtime hours worked by women was 13 less than by men. *

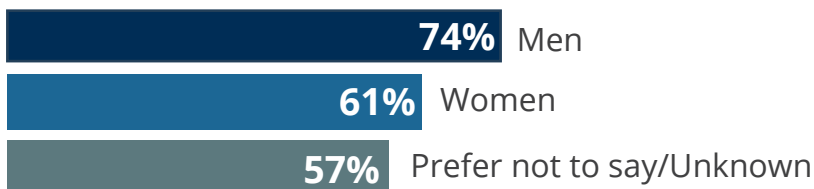
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-2
Prefer not to say/Unknown	2

In this organization the median number of overtime hours worked by women was 2 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.



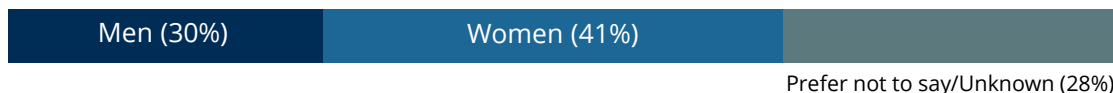
Bonus Pay

Bonus pay is not applicable at the Fraser Valley Regional District.

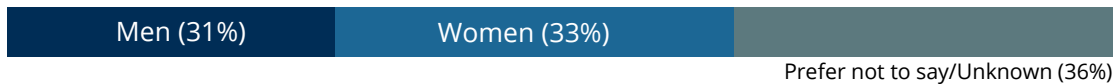


Percentage of each gender in each pay quartile

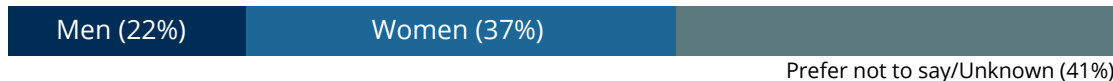
Upper hourly pay quartile (highest paid) **



Upper middle hourly pay quartile **



Lower middle hourly pay quartile **



Lowest hourly pay quartile (lowest paid) **



Women
Men
Prefer not to say /
Unknown

In this organization, women occupy 41% of the highest paid jobs. Prefer not to say / Unknown occupy 28% of the highest paid jobs and 100% of the lowest paid jobs.

** This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

7. "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 of privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements. Bonus pay is not applicable at the Fraser Valley Regional District.



Pay Transparency Report

November 2026