Regional District of Fraser-Fort George
Pay transparency report

In 2023, the Government of British Columbia introduced the Pay Transparency Act to help identify and address gender based pay disparities and promote greater transparency and equity in workplace compensation practices.

Under this legislation, Employers meeting the prescribed employee thresholds are required to publish annual pay transparency reports by November 1st each year.

The Regional District of Fraser-Fort George (RDFFG) is committed to fostering a respectful, inclusive, and equitable workplace. We recognize that fair and transparent compensation practices are an important part of supporting our employees and strengthening public trust.

The RDFFG's 2026 Pay Transparency Report provides an overview of compensation data for the 2025 reporting period, in accordance with provincial reporting requirements. The report presents aggregated information to support the identification of potential pay disparities and inform ongoing efforts to promote equitable compensation practices.

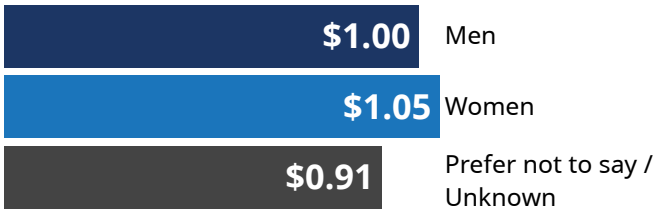
The report does not disclose individual employee compensation information.

Employer details

Employer:	Regional District of Fraser-Fort George
Address:	155 George St, Prince George, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

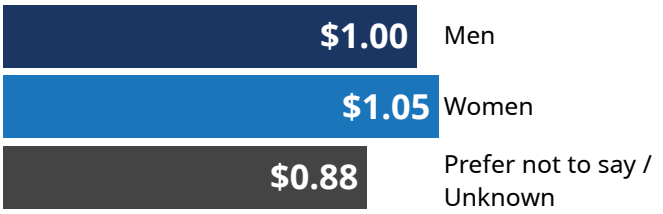
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 5% more than men's. For every dollar men earn in average hourly wages, women earn $1.05 in average hourly wages. *

Median hourly pay gap[2]



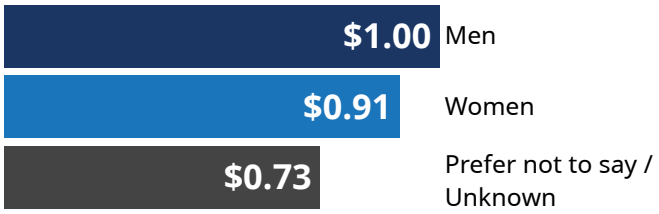
In this organization women's median hourly wages are 5% more than men's. For every dollar men earn in median hourly wages, women earn $1.05 in median hourly wages. *

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.

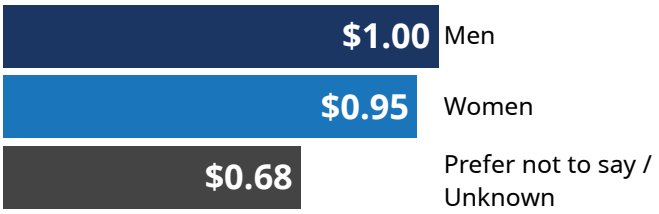
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 9% less than men's. For every dollar men earn in average overtime pay, women earn 91 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 5% less than men's. For every dollar men earn in median overtime pay, women earn 95 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-1
Prefer not to say / Unknown	-4

In this organization the average number of overtime hours worked by women was 1 less than by men. *

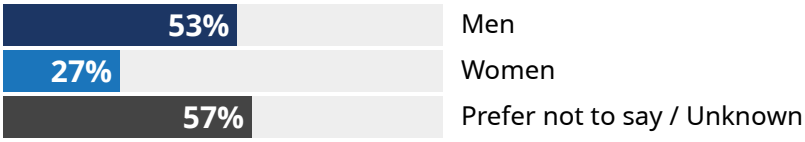
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-2
Prefer not to say / Unknown	-3

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

Mean bonus pay [7]

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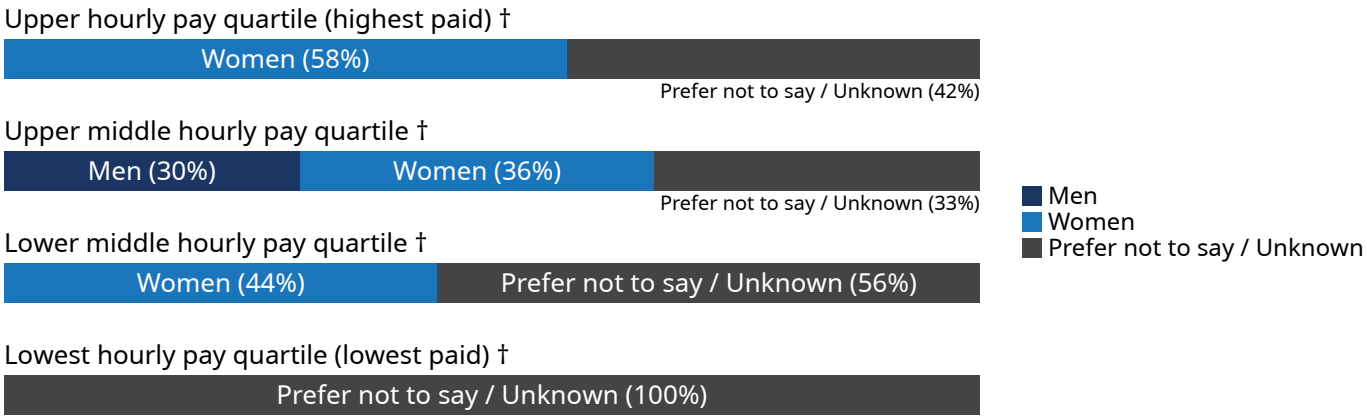
Median bonus pay [8]

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 [9]



In this organization, women occupy 58% of the highest paid jobs. Prefer not to say / Unknown occupy 42% 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.

Data constraints

Approximately 25 former employees who were no longer employed with the RDFFG were not contacted to participate in the survey.

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.