



Pay Transparency Report

Prepared in compliance with the provisions of
British Columbia's Pay Transparency Act.

Employer Details

Employer	Township of Langley
Address	20338 – 65 Avenue, Langley, BC
Reporting Year	2024
Time Period	January 1, 2023 to December 31, 2023
MAICS Code	91 – Public Administration
Number of Employees	1,000 or more

The British Columbia Pay Transparency Act became law on May 11, 2023 and BC employers, including the Township of Langley, must strive to help close the gender pay gap and address systemic discrimination.

Accordingly, this report has been prepared in compliance with the provisions of British Columbia's Pay Transparency Act.

About the Township

The Township of Langley acknowledges that we are on the traditional territories of the ḱíçəy' (Katzie), ḱwɑ:ḱłəḱ (Kwantlen), Máthxwi (Matsqui) and Se'mya'me' (Semiahmoo) First Nations.

The Township of Langley was incorporated in Fort Langley in 1873 and is known as the "Birthplace of BC." A municipality unlike any other, it is a place where the rich heritage of the past is combined with a vibrant vision for the future.

The Township of Langley is home to nearly 150,000 residents (2024) in six urban centres, all with distinct characteristics, abundant amenities and surrounded by natural beauty and rural areas that complement an energetic urban atmosphere.

It is one of the fastest growing municipalities in Metro Vancouver with a unique mix of rural and urban lifestyles and landscapes, a strong local economy, diverse housing options and numerous community services, great pride is taken to honour the past while creating a modern, thriving, sustainable region for those who call it home today and for future generations to come.

The Township of Langley is the place where you can live, work, play, learn, and do business. An enjoyable and progressive place to work, the Township offers competitive salaries and excellent benefit packages, where a team environment and focus on health and well-being are integral to our culture.

Our priority is to provide residents with the best possible quality of life. We are committed to providing progressive business, housing and recreational opportunities for residents while balancing a unique mix of urban growth and rural beauty. The Township is dedicated to delivering excellent customer service and municipal services, programs and amenities that continue to make this community a great place to live, work, play, learn, and do business.

On BCBusiness Magazine's list of Best Cities for Work in BC, the Township of Langley ranked #3 out of 46 municipalities in BC, and #1 in the Lower Mainland, and the Township ranked #15 of Canada's most livable cities, and #5 in BC, in the Globe and Mail's 2023 top 100 list of most livable cities.

About the Township of Langley's Workforce

Between January 1 and December 31, 2023, and for the purposes of this report, the Township of Langley employed 1,557 regular full time, regular part time and auxiliary employees. Currently there are 20 Divisions at the Township and employees work in various capacities within each of the Divisions. The workforce is comprised of employees represented by the Canadian Union of Public Employees (CUPE) Local 403, the International Association of Fire Fighters (Local 4550) and exempt employees.

Men and women performing the same job receive equal hourly wages in accordance with their union collective agreements. Similarly, exempt employees in comparable roles are compensated based on an exempt pay schedule, which include specific criteria for step placement.

The Township workforce consists of a diverse range of positions with varying pay rates and pay schedules. Currently, women are underrepresented in higher-paying roles, particularly in engineering, facilities, fire services and public works. On the other hand, they are overrepresented in lower-paying positions, such as administrative roles, customer service functions and recreation, arts and culture services. This disparity contributes to a modest overall average hourly gender pay gap. The Township is committed to providing a fair and transparent workplace that supports all employees and will continue to support individuals seeking advancement into higher-paying roles.

When required, overtime work is primarily undertaken by exempt employees with specialized skills and professional qualifications and by unionized tradespeople and skilled labour employees, working across various sectors in engineering, facilities and public works including: construction, facilities maintenance, parks, transportation, utilities and wastewater management. This encompasses roles such as Building Service Workers, Labourers, Equipment Operators, Firefighters, Operations Maintenance Workers, Trades Workers, Truck Drivers, Utility Maintenance Workers, Water Operators and Engineers. Many of these employees are required to respond to outages, emergencies, and other critical tasks and projects outside of regular working hours, thereby ensuring the delivery of safe and reliable services for the community, 24 hours a day, seven days a week.

In all instances, both male and female employees receive equal overtime pay in accordance with their respective collective agreement and the BC Employment Standards Act for exempt employees.

However, as women remain underrepresented in engineering, facilities, fire service and public works roles they consequently work fewer overtime hours compared to their male counterparts. Furthermore, men are more frequently employed in positions that involve longer shifts, resulting in a higher accumulation of overtime hours at double the standard rate. This disparity contributes to the differences observed in average overtime pay between male and female employees.



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$1.07	Women
\$3.01	Prefer not to say / Unknown

In this organization women's average hourly wages are 7% more than men's. For every dollar men earn in average hourly wages, women earn \$1.07 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.92	Women
\$0.92	Prefer not to say / Unknown

In this organization women's median hourly wages are 8% less than men's. For every dollar men earn in median hourly wages, women earn 92 cents in median hourly wages. *

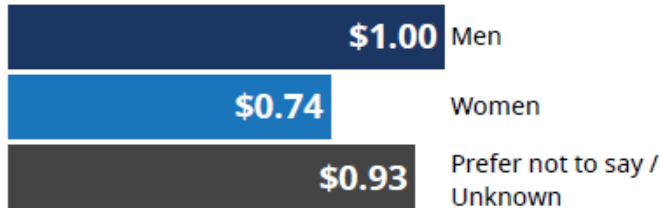
Explanatory notes

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.



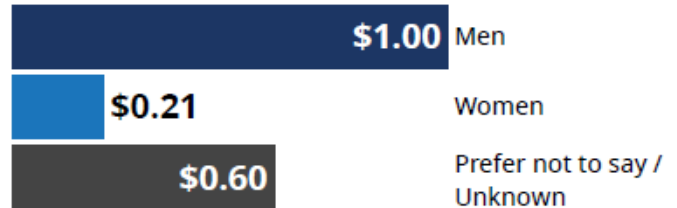
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 26% less than men's. For every dollar men earn in average overtime pay, women earn 74 cents in average overtime pay. *

Median overtime pay⁴



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

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-20
Prefer not to say / Unknown	-7

In this organization the average number of overtime hours worked by women was 20 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-22
Prefer not to say / Unknown	-9

In this organization the median number of overtime hours worked by women was 22 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 ⁷

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

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

Upper hourly pay quartile (highest paid) †



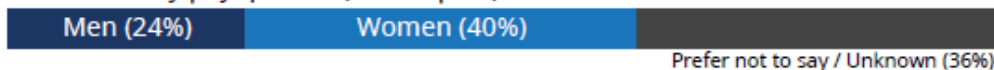
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 23% of the highest paid jobs and 40% 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.

