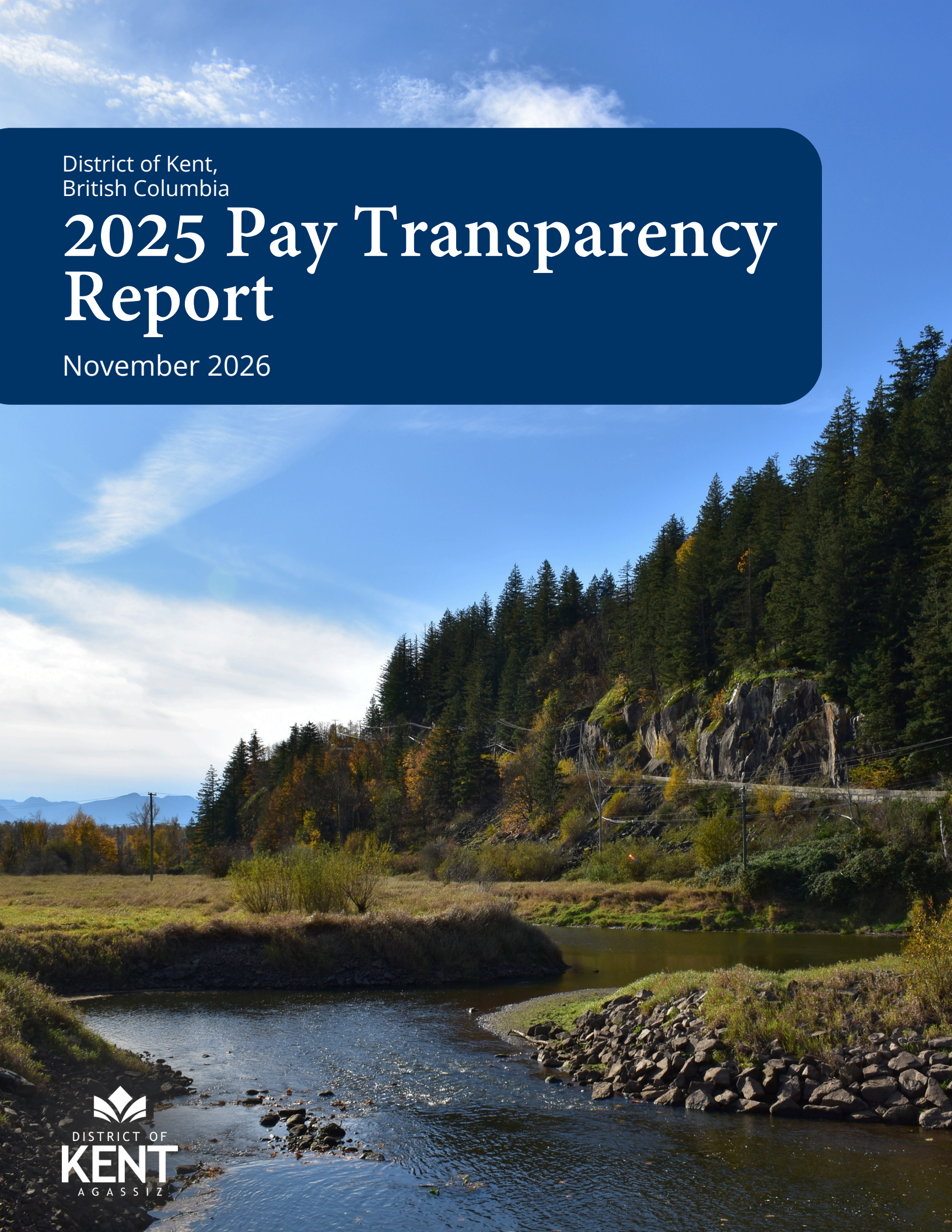
District of Kent,
British Columbia

2025 Pay Transparency Report

November 2026



DISTRICT OF
KENT
AGASSIZ

Employer Statement

The District of Kent has generated a pay transparency report as a requirement of the Province's Pay Transparency Act. The parameters and intent for the Pay Transparency Report can be found on the Province's website: (http://www.bclaws.gov.bc.ca/civix/document/id/complete/stratreg/23018).
All employers with 50+ employees must complete and submit a report in 2026 and post the report on their website. This is the first year the District of Kent has collected this data and reported on these results.

In summary, the Pay Transparency Report measures four areas of compensation and gender classification: hourly pay, overtime pay, bonus pay (which is not applicable for the District) and the percentage of gender in each pay quartile.

In a reasonable effort to attempt to collect this information, the District distributed a one question survey electronically as well as in a paper format. This approach was taken to ensure as many employees as possible had the option to participate. It should be noted that for the purposes of this report, the survey was not distributed to Mayor and Council nor the Paid-On-Call Firefighters as their classification does not fall within the scope of the Pay Transparency Report parameters.

The Pay Transparency Report is an ongoing initiative by the Province which requires annual reporting from the District. In order to collect and report on these results, the District of Kent has implemented an optional election to participate by allowing employees to disclose their gender when they are hired. Additionally, it will be communicated to all employees that they can change their disclosure results at any time of the year. Annually the City will post a Pay Transparency Report on the District's website and will submit to the Province.

This report follows the Provinces' suggested format.

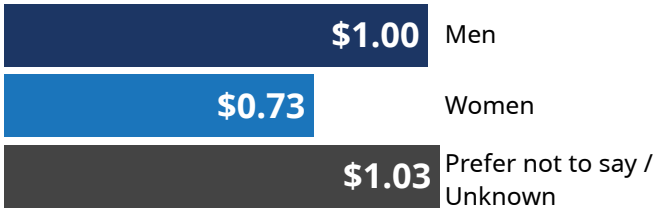
The Corporation of the District of Kent
Pay transparency report

Employer details

Employer:	The Corporation of the District of Kent
Address:	Box 70, Agassiz, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

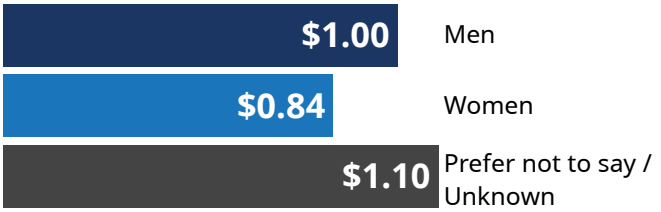
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 27% less than men's. For every dollar men earn in average hourly wages, women earn 73 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 16% less than men's. For every dollar men earn in median hourly wages, women earn 84 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 [3]



In this organization women's average overtime pay is 84% less than men's. For every dollar men earn in average overtime pay, women earn 16 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 50% less than men's. For every dollar men earn in median overtime pay, women earn 50 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-38

In this organization the average number of overtime hours worked by women was 38 less than by men. *

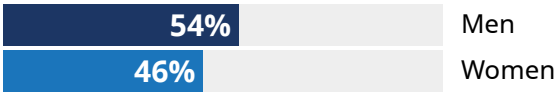
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-4

In this organization the median number of overtime hours worked by women was 4 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]

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

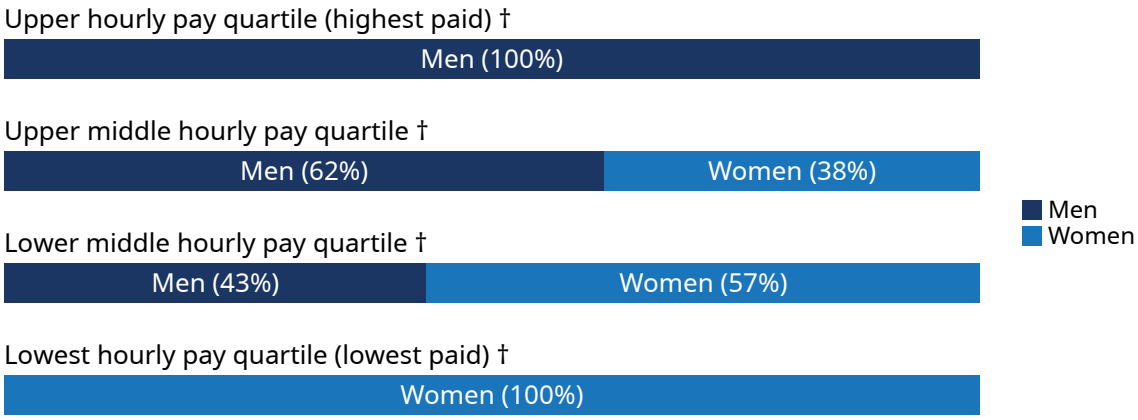
Median bonus pay [8]

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]



In this organization, women occupy 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. "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.