Regional District of Central Okanagan

2026 Pay Transparency Report

Reporting Period: January 1 to December 31, 2025



Regional District of Central Okanagan Pay transparency report

The Regional District of Central Okanagan (RDCO) acknowledges our presence on the traditional, ancestral and unceded tmɨ̓kʷúlaʔxʷ (land) of the syilx / Okanagan people who have resided here since time immemorial. We recognize, honour and respect the syilx / Okanagan lands upon which we live, work and play.

The RDCO serves more than 230,000 residents across the Central Okanagan. The RDCO is one of 27 regional districts in the province and is made up of two unincorporated electoral areas and the four member municipalities of Kelowna, West Kelowna, Peachland and Lake Country, as well as Westbank First Nation and Okanagan Indian Band. Through a range of regional, sub-regional and local services, the RDCO contributes to quality of life and community resiliency across the Central Okanagan.

Guided by its values of transparency, good governance, resiliency, collaboration, relationships and regional perspective, the RDCO delivers services and works with its member municipalities and partners to address shared needs and opportunities.

This Pay Transparency Report is published in accordance with the Province of British Columbia's Pay Transparency Act and reflects the RDCO's commitment to transparency and accountability in its employment practices.

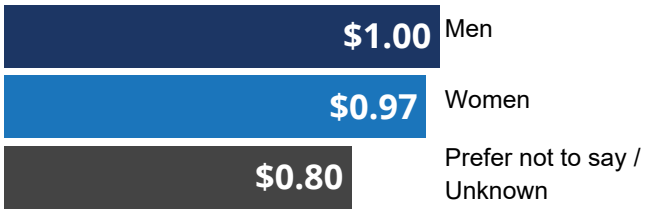
Employee gender disclosure is voluntary, and in alignment with the Act, results are suppressed where fewer than ten employees identify within a given category to protect privacy. While the legislation promotes equity and transparency, this report provides a baseline that can guide how the RDCO refines its data collection and reporting practices and identifies areas of focus moving forward. The RDCO has already taken steps to support pay transparency by including wages and salary ranges on all job postings. It is important to note that all employees in the organization are paid the same for the same work, regardless of gender. This approach is reflected in the RDCO's pay schedule for both unionized employees under collective agreements and non-unionized employees under the pay band structure.

Employer details

Employer:	Regional District of Central Okanagan
Address:	1450 KLO Rd., Kelowna, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

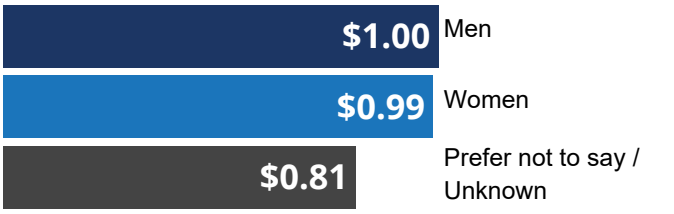
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 1% less than men's. For every dollar men earn in median hourly wages, women earn 99 cents in median hourly wages. *

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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

Percentage of employees in each gender category receiving overtime pay

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

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.
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.

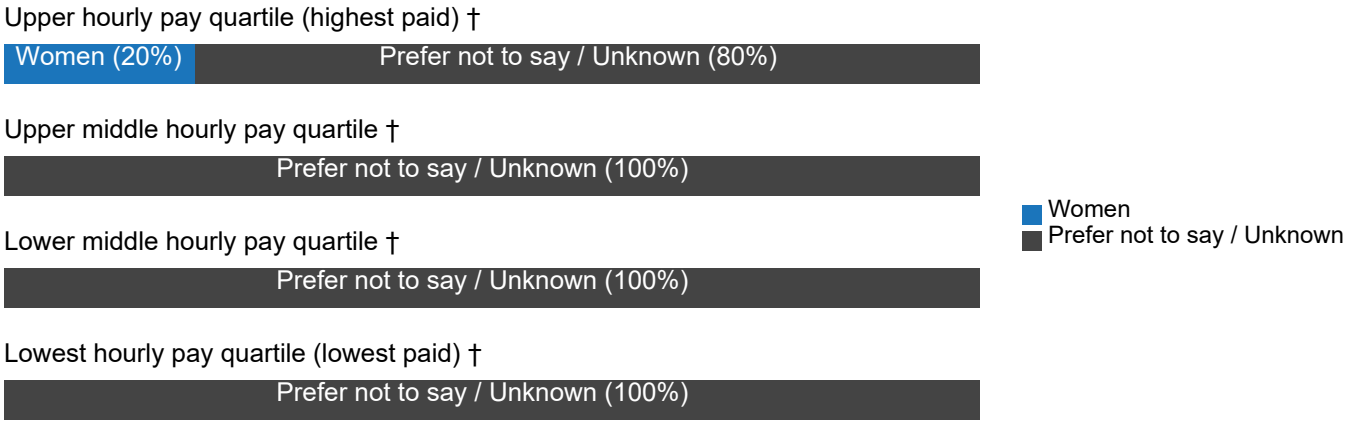
Median bonus pay [8]

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 20% of the highest paid jobs. Prefer not to say / Unknown occupy 80% 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. "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.