Regional District of Bulkley-Nechako Pay transparency report

The Regional District of Bulkley-Nechako is committed to supporting pay transparency, fairness, and accountability in accordance with B.C.'s Pay Transparency Act.

This report has been prepared using employee gender information collected through a voluntary employee survey and payroll information for the reporting period of January 1, 2025, to December 31, 2025. The results are presented in summary form only and do not include individual employee names, individual survey responses, or individual pay details.

The report provides summary information on hourly pay, overtime pay, overtime hours, bonus pay and pay quartiles by gender category. Employees who did not provide gender information are included in the "Unknown or Prefer not to answer" category.

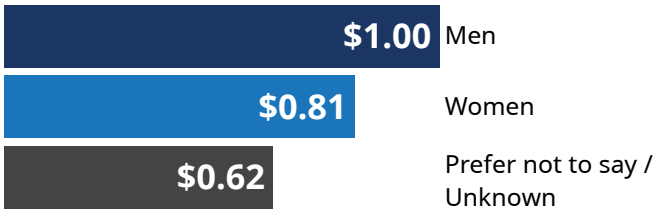
Some results may not be displayed or may be limited where there is insufficient data to meet privacy and disclosure requirements. For this reason, the report should be read as a summary reporting tool and not as a disclosure of individual employee compensation.

Employer details

Employer:	Regional District of Bulkley-Nechako
Address:	37 3rd Avenue PO Box 820, Burns Lake, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

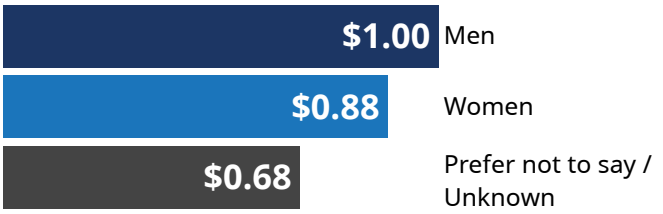
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 19% less than men's. For every dollar men earn in average hourly wages, women earn 81 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 12% less than men's. For every dollar men earn in median hourly wages, women earn 88 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]

Upper hourly pay quartile (highest paid) †

Prefer not to say / Unknown (100%)

Upper middle hourly pay quartile †

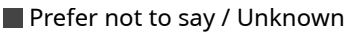
Prefer not to say / Unknown (100%)

Lower middle hourly pay quartile †

Prefer not to say / Unknown (100%)

Lowest hourly pay quartile (lowest paid) †

Prefer not to say / Unknown (100%)



† 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.

Data constraints

The following data constraints should be considered when reviewing this report:

- Gender information was collected through a voluntary employee survey. Some employees may not have provided gender information or may have selected “Unknown or Prefer not to answer.” These responses are included in the applicable reporting category.
- Payroll information is based on available payroll records for the reporting period and has been categorized in accordance with the reporting requirements, including ordinary pay, overtime pay, and overtime hours.
- Overtime information is included where available. However, there is insufficient data in some gender categories to display overtime pay, overtime hours, or the percentage of employees receiving overtime pay while maintaining employee privacy. As a result, some overtime-related measures are suppressed or not displayed.
- The Regional District of Bulkley-Nechako does not have special salary or bonus pay for the reporting period. As a result, these fields are reported as not applicable or zero, in accordance with the reporting format.
- The pay quartile section groups employees into four equal-sized groups based on hourly pay. Where a gender category includes fewer than ten employees, the reporting tool may suppress or reduce the displayed results to protect employee privacy. As a result, the pay quartile section may not display all gender categories and may show only the categories that meet the disclosure threshold.
- The report should be interpreted as a summary-level reporting tool and not as a full breakdown of individual employee compensation.

* 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.