LAKE COUNTRY
Life. The Okanagan Way.

JANUARY 1 – DECEMBER 31, 2025

2025 PAY TRANSPARENCY REPORT

Prepared in accordance with the BC Pay Transparency Act





About This Report

The District of Lake Country has completed its first Pay Transparency Report as required under British Columbia's Pay Transparency Act for employers with 50 or more employees. The report covers the period January 1, 2025 to December 31, 2025 and is published in accordance with the Province's reporting requirements.

The report measures four areas of compensation and gender classification:

- Hourly pay
- Overtime pay
- Bonus pay (where applicable)
- The percentage of employees represented in each pay quartile by gender

Employee gender disclosure is voluntary. To support the preparation of this report, the District invited employees to confidentially self-identify their gender through a secure survey.

Employees who chose not to disclose their gender remain included in the compensation analysis and are reported as "unknown" in accordance with the Province's Gender and Sex Data Standard.

To protect employee privacy and confidentiality, the Pay Transparency Act requires the suppression of results where fewer than ten employees identify within a particular gender category. As a result, some information may not be displayed within this report, such as the overtime and bonus pay compensation categories.

The Pay Transparency Act promotes transparency and provides employers and employees with a better understanding of workforce composition and compensation trends. As the District's first Pay Transparency Report, it establishes a baseline that will help inform future reporting and support ongoing review of workforce representation and compensation practices.

The District of Lake Country is committed to fair and equitable employment practices. Compensation is determined through established collective agreements and compensation frameworks designed to provide consistent pay for employees performing the same work. In addition, the District supports transparency through practices such as posting salary ranges in job advertisements and maintaining equitable recruitment, compensation, and employment practices.

This report represents one component of the District's broader commitment to fostering an inclusive, respectful, and equitable workplace where all employees have the opportunity to contribute and succeed.

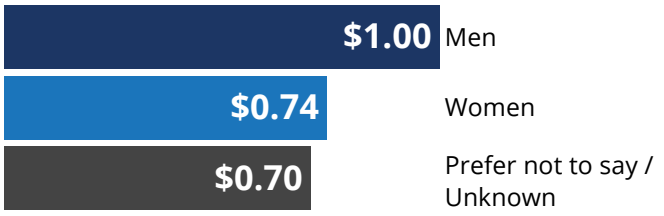
District Of Lake Country Pay Transparency Report

Employer details

Employer:	District Of Lake Country
Address:	10150 Bottom Wood Lake Road, Lake Country, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

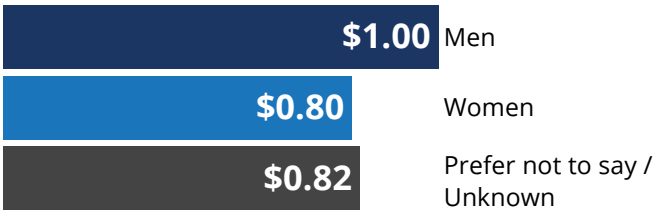
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 26% less than men's. For every dollar men earn in average hourly wages, women earn 74 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 20% less than men's. For every dollar men earn in median hourly wages, women earn 80 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]
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.

Bonus pay

Mean bonus pay [7]
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

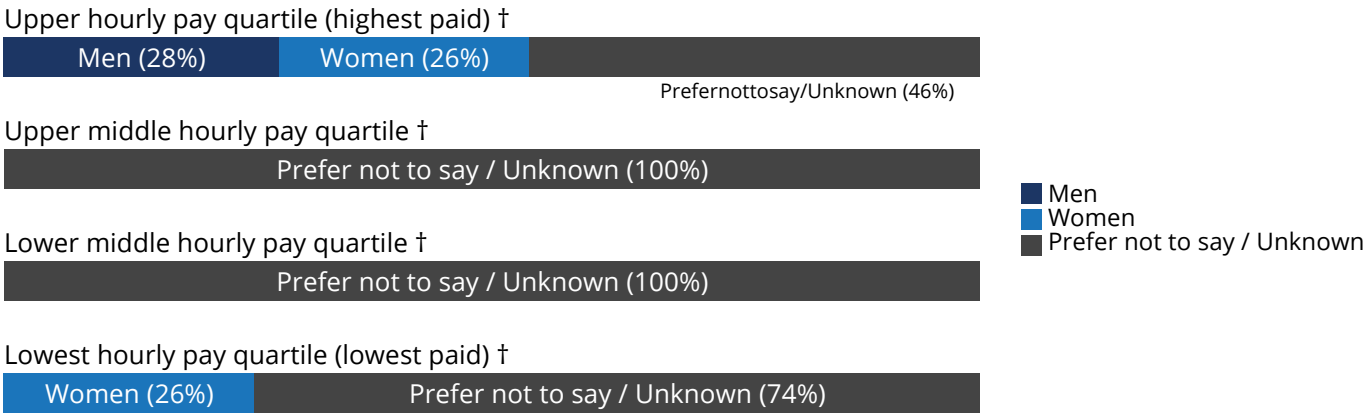
Median bonus pay [8]
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

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.
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.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 26% of the highest paid jobs and 26% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

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.