PORT MOODY
POLICE DEPARTMENT

PAY TRANSPARENCY REPORT

Employer details

The Port Moody Police Department carries out its work on the ancestral and unceded homelands of the kʷikʷəƛ̓əm (Kwikwetlem), səlilwətaɬ (Tsleil-Waututh), xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), q̓iċəy̓ (Katzie), q'ʷa:ńƛ'əń(Kwantlen), qiqéyt (Qayqayt), and Stó:lō (Sto:lo) Peoples, and extends appreciation for the opportunity to serve and work on this territory.

The Port Moody Police Department serves the City of Port Moody, a growing community of more than 34,000 residents located at the eastern end of Burrard Inlet in Metro Vancouver. The Port Moody Police Department provides professional policing services that contribute to the safety and well-being of residents, businesses, and visitors while supporting a strong and vibrant community.

The reporting group included in this report is comprised of sworn police members; exempt and management employees; and CUPE Local 825 represented civilian staff. Together, our employees support the delivery of public safety services through frontline policing, leadership, administration, records management, victim services, community engagement, and operational support functions.

The Port Moody Police Department is committed to fostering a workplace that is respectful, inclusive, and equitable for all employees. Fair and equitable compensation practices support this commitment. The Department determines compensation for its employee groups through established compensation frameworks, including collective agreements for employees represented by CUPE Local 825 and the Port Moody, District 43 Port Moody Police Services Union. Exempt employees are governed by a structured compensation policy and framework. Compensation rates are established based on position, rank, and applicable terms and conditions of employment and are applied consistently to all employees regardless of gender. Employees who occupy the same position or rank receive the same rate of pay in accordance with the applicable collective agreement or compensation policy.

As an employer with under 300 employees, the Port Moody Police Department is required to analyze and report pay data in accordance with British Columbia's Pay Transparency Act. The purpose of this reporting is to help identify and address potential wage gaps while supporting transparency and accountability in compensation practices.

The Pay Transparency Act came into force on March 1, 2023. Employers are required to report aggregated and anonymous pay information, with no personally identifiable employee information included. The reported data includes hourly pay, overtime pay, and bonus or incentive pay and compares this information across gender identities, including male, female, non-binary, and unknown.

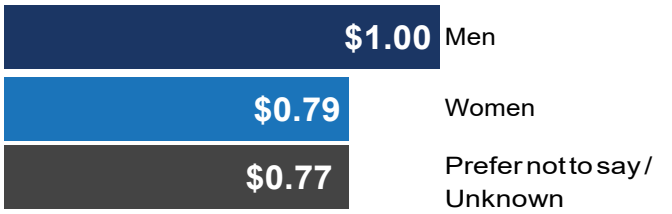
The information contained in this report was generated from employee data maintained within the Human Resources Information System (HRIS) and has been reported in an aggregated format consistent with legislative requirements. Employees were provided with the opportunity to confidentially and voluntarily review and update their gender identity information within the HRIS to help improve the quality and completeness of reporting data over time.

Compensation variations identified within this report may be influenced by several factors, including workforce composition across employee groups, representation within policing and support occupations, employee rank and years of service, and operational requirements that result in varying levels of overtime. The Port Moody Police Department remains committed to reviewing and understanding these results and to supporting equitable compensation practices for all employees.

Employer:	Port Moody Police Board
Address:	3051 St. Johns Street, Port Moody, BC V3H 2C4
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	50-299

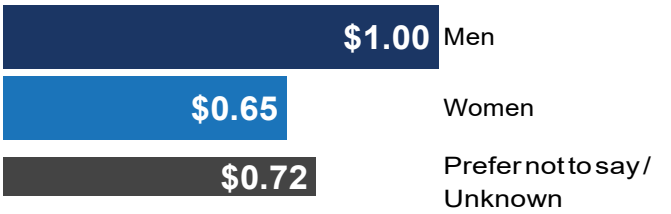
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 21% less than men's. For every dollar men earn in average hourly wages, women earn 79 cents in average hourly wages. *

Median hourly pay gap[2]



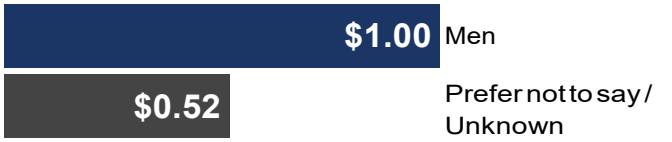
In this organization women's median hourly wages are 35% less than men's. For every dollar men earn in median hourly wages, women earn 65 cents in median hourly wages. *

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.

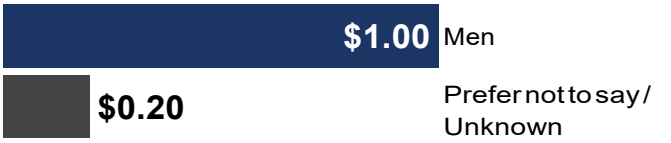
Overtime pay

Mean overtime pay [3]



In this organization prefer not to say / unknown's average overtime pay is 48% less than men's. For every dollar men earn in average overtime pay, prefer not to say / unknown earn 52 cents in average overtime pay. *

Median overtime pay [4]



In this organization prefer not to say / unknown's median overtime pay is 80% less than men's. For every dollar men earn in median overtime pay, prefer not to say / unknown earn 20 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-84

In this organization the average number of overtime hours worked by prefer not to say / unknown was 84 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Prefer not to say / Unknown	-96

In this organization the median number of overtime hours worked by prefer not to say / unknown was 96 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]

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%)

Prefer not to say / Unknown

In this organization, Prefer not to say / Unknown occupy 100% 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.

Data constraints

The Port Moody Police Department is committed to maintaining fair, transparent, and equitable compensation practices. This report provides valuable insight into the composition of our workforce and serves as one tool in supporting our ongoing efforts to foster an inclusive workplace. We remain committed to meeting the requirements of the Pay Transparency Act and to continuing conversations that support equity, diversity, inclusion, and accountability across our organization.

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.