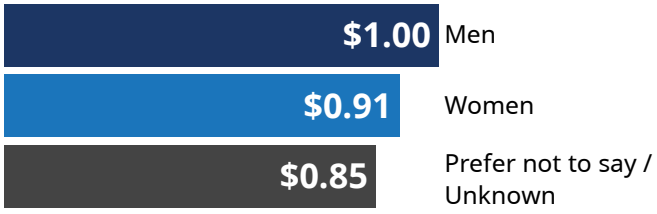
Peace River Regional District
Pay transparency report

Employer details

Employer:	Peace River Regional District
Address:	Box 810, Dawson Creek, BC
Reporting Year:	2026
Time Period:	November 1, 2025 - October 31, 2026
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	50-299

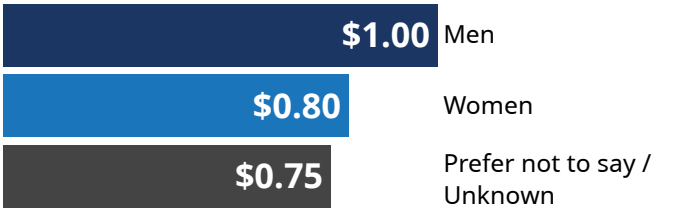
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 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.

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

Not Applicable

Percentage of each gender in each pay quartile

Upper hourly pay quartile (highest paid)

Upper middle hourly pay quartile

Lower middle hourly pay quartile

Lowest hourly pay quartile (lowest paid)

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

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

Explanatory notes

[7] "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.