District Of North Cowichan
Pay transparency report

North Cowichan is a district municipality on the east coast of Vancouver Island, within the Cowichan Valley Regional District. It’s situated between Victoria to the south and Nanaimo to the north, with Vancouver across the Salish Sea to the east. Covering 195 km^2, it's the largest district municipality by area on the island. It includes several communities—Crofton, Chemainus, Maple Bay, Quamichan, Bell McKinnon, Berkey's Corner, and South End Centre/University Village—each with distinct histories, values, and environments.

As a local government, North Cowichan provides a wide range of municipal services including land use planning, infrastructure maintenance, environmental stewardship, parks and recreation, fire protection, and community development. The municipality also manages public assets, supports economic growth, and engages with residents to shape policies and services that reflect community priorities.

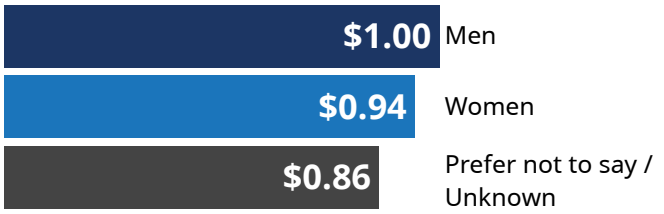
With a population of around 32,000, North Cowichan offers a relaxed, rural lifestyle with urban amenities, making it a highly desirable place to live. Its natural setting supports recreation, sports, and eco-tourism, and the municipality plays an active role in promoting sustainable development and enhancing quality of life for its residents.

Employer details

Employer:	District Of North Cowichan
Address:	7030 Trans Canada Highway, North Cowichan, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	300-999

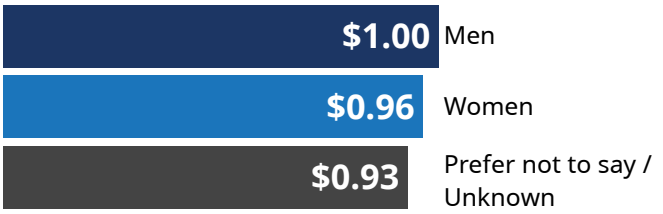
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap[2]



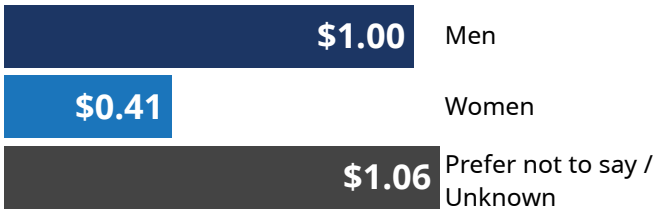
In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *

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.

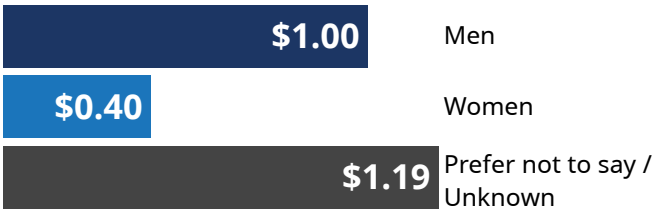
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 59% less than men's. For every dollar men earn in average overtime pay, women earn 41 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 60% less than men's. For every dollar men earn in median overtime pay, women earn 40 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-40
Prefer not to say / Unknown	1

In this organization the average number of overtime hours worked by women was 40 less than by men. *

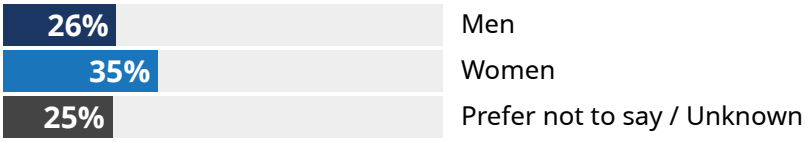
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-5
Prefer not to say / Unknown	6

In this organization the median number of overtime hours worked by women was 5 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]

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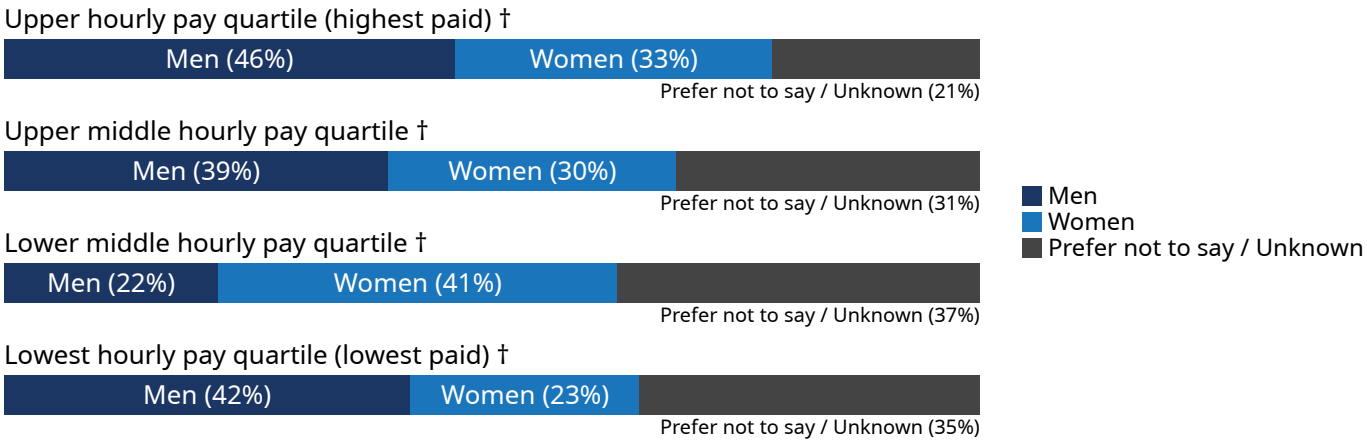
Median bonus pay [8]

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 33% of the highest paid jobs and 23% of the lowest paid jobs.

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

Data constraints

District of North Cowichan does not provide bonus pay.

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.