

ABBOTSFORD POLICE DEPARTMENT

Pay transparency report

In partnership with our community, the Abbotsford Police Department (AbbyPD) is committed to ensuring safety and security by enforcing the law, preventing crime, and responding to community needs. The AbbyPD strives for equity, diversity, accessibility, and inclusion in all aspects of its operations and practices.

The AbbyPD employs approximately 300 staff, of which 73% are sworn members and 27% are administrative and professional civilians. The organization's workforce comprises two unions – the Abbotsford Police Association, representing sworn members, and Teamsters, representing civilian staff – as well as a group of exempt employees. Among sworn members, approximately 80% identify as male and 20% as female. Among total civilian staff, 14% identify as male and 86% as female.

The organization's compensation structure is based upon the duties and responsibilities, and in the case of unionization, job classification, of each position. The AbbyPD maintains a compensation philosophy that emphasizes transparency and fairness to attract and retain talented individuals and teams to its exempt positions. Regular job evaluations and market reviews ensure that AbbyPD is competitive considering comparable municipalities and policing agencies. For unionized positions, the unions and AbbyPD collaborate through collective bargaining to develop competitive salary structures with wage bands aligned with position-specific duties and responsibilities and, for sworn members, rank. Sworn positions generally have higher base salaries due to their increased responsibility for public safety, specialized training requirements, and higher physical and risk-related demands.

These distinct frameworks, though equitable within each group, result in differing average salaries across the organization. Reported as an organizational whole, pay gaps are inclusive of differences in job content of the full scope of sworn and civilian positions, responsibility levels and workforce composition as opposed to gender-based pay gap or union affiliation. In this circumstance, the structural difference in role distribution results in an overall average pay gap between genders, despite pay within each role being equitable.

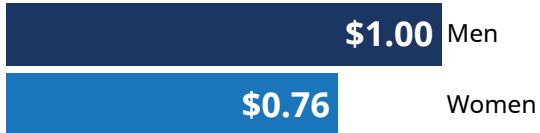
Employer details

Employer:	ABBOTSFORD POLICE DEPARTMENT
Address:	2838 Justice Way, Abbotsford, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	91 - Public administration
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 24% less than men's. For every dollar men earn in average hourly wages, women earn 76 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 31% less than men's. For every dollar men earn in median hourly wages, women earn 69 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 pay³



In this organization women's average overtime pay is 56% less than men's. For every dollar men earn in average overtime pay, women earn 44 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 63% less than men's. For every dollar men earn in median overtime pay, women earn 37 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-57
-------	-----

In this organization the average number of overtime hours worked by women was 57 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-43
-------	-----

In this organization the median number of overtime hours worked by women was 43 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay⁷

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

Median bonus pay⁸

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 quartile⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 19% of the highest paid jobs and 76% of the lowest paid jobs.

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

Data constraints

All reported differences in pay between gender groups are inclusive of all job classifications. Wages are gender equal within job classifications.

Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.
- "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.