

OPTIONS COMMUNITY SERVICES SOCIETY

Pay transparency report

Employer details

Employer:	OPTIONS COMMUNITY SERVICES SOCIETY
Address:	5 15243 91 AVE, SURREY, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.99	Women
\$0.96	Prefer not to say / Unknown

In this organization women's average hourly wages are 1% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.02	Women
\$0.99	Prefer not to say / Unknown

In this organization women's median hourly wages are 2% more than men's. For every dollar men earn in median hourly wages, women earn \$1.02 in median hourly wages. *

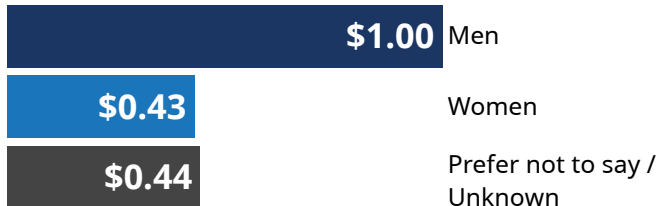
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include other pay 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 other pay and overtime.



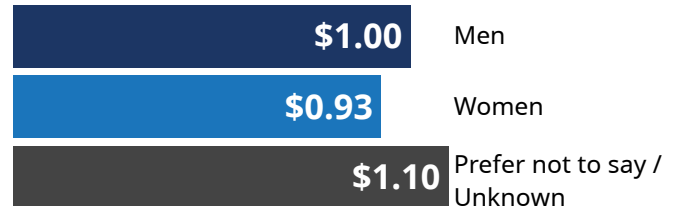
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 57% less than men's. For every dollar men earn in average overtime pay, women earn 43 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 7% less than men's. For every dollar men earn in median overtime pay, women earn 93 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-24
Prefer not to say / Unknown	-23

In this organization the average number of overtime hours worked by women was 24 less than by men. *

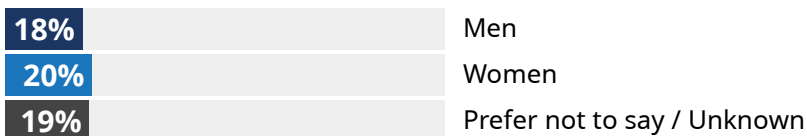
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-2
Prefer not to say / Unknown	1

In this organization the median number of overtime hours worked by women was 2 less than by men. *

Percentage of employees in each gender category receiving overtime pay



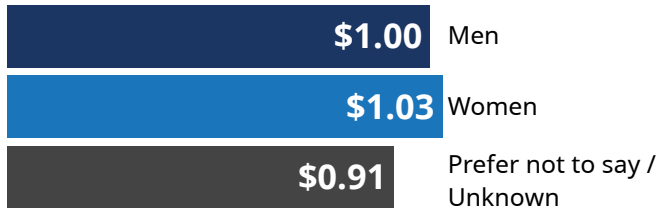
Explanatory notes

- "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.



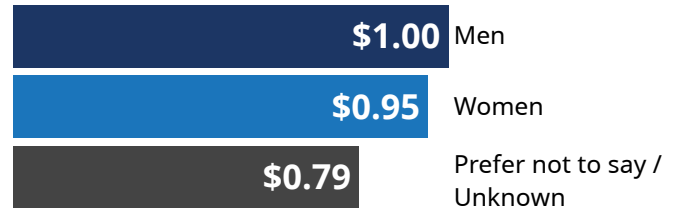
Other pay

Mean other pay ⁷



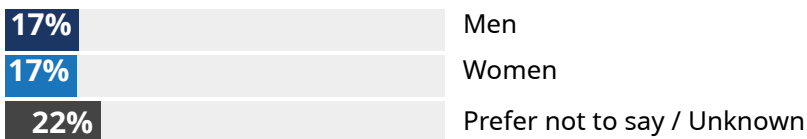
In this organization women's average other pay is 3% more than men's. For every dollar men earn in average other pay, women earn \$1.03 in average other pay. *

Median other pay ⁸



In this organization women's median other pay is 5% less than men's. For every dollar men earn in median other pay, women earn 95 cents in median other pay. *

Percentage of employees in each gender category receiving other pay



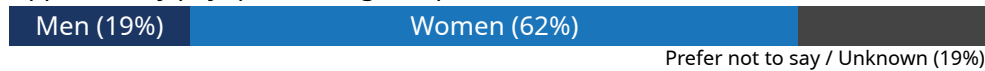
Explanatory notes

7. "Mean other pay" refers to other pay when averaged for each group.
8. "Median other pay" refers to the middle point of other pay for each group.

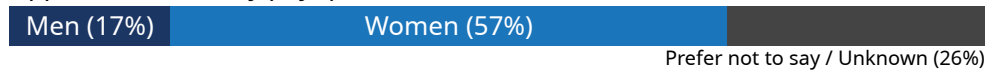


Percentage of each gender in each pay quartile ⁹

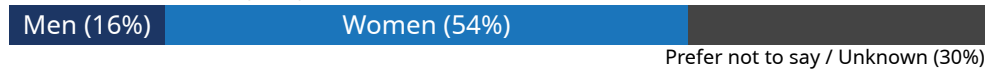
Upper hourly pay quartile (highest paid) †



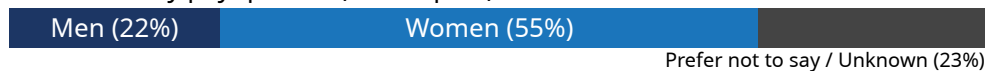
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 62% of the highest paid jobs and 55% 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.