# FRESHWATER FISHERIES SOCIETY OF B.C.
# Pay transparency report

The Freshwater Fisheries Society of BC is an independent, non-profit organization governed by a Board of Directors. The Society works to enhance and conserve British Columbia's freshwater fisheries for the benefit of the public. Its programs include fish stocking, conservation, and recreational fishing outreach and education. The Society employs a diverse workforce across multiple locations throughout British Columbia, with employees working in a range of operational, technical, scientific, administrative and professional roles.

The Freshwater Fisheries Society of BC is committed to fair and equitable compensation practices and to complying with the requirements of British Columbia's Pay Transparency Act. This report was prepared based on the time period of April 1, 2025 – March 31, 2026, and measures four (4) areas of compensation and gender classification:

- hourly pay
- overtime pay
- bonus pay (N/A for the Society) and
- the percentage of gender in each pay quartile.

As the gender classification for the purposes of the Pay Transparency Report is voluntary, 62 (51%) of 122 Society employees provided their gender. For those who did not provide their gender, their pay information was still used to prepare the report, and their gender was marked as unknown (in accordance with B.C's Gender and Sex Data standard).

In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, any gender classification in our report with less than ten (10) staff is suppressed.

The majority of employees included in the report are represented by the British Columbia General Employees' Union (BCGEU), and their compensation is established through collective bargaining. This is an important contextual factor when interpreting the pay data, as compensation is influenced by negotiated wage rates and classifications rather than being determined solely by individual employee or employer decisions.

Compensation for Management and Exempt positions are established based on factors including the requirements and responsibilities of each position, qualifications and experience, internal equity, market considerations, and the Society's management compensation framework.

The Society reviews its compensation practices to support fair and equitable pay throughout the organization, and we are committed to equitable practices throughout the entire employee experience. The Society will continue to monitor its pay data and broader compensation review practices to identify and address any potential pay equity concerns.

## Employer details

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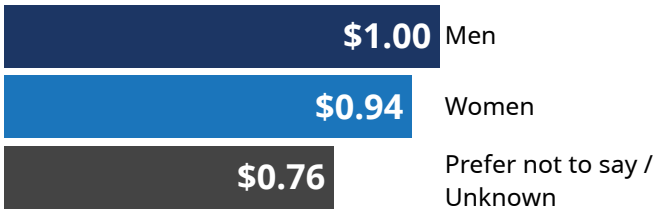
|---|---|
| **Employer:** | FRESHWATER FISHERIES SOCIETY OF B.C. |
| **Address:** | 80 REGATTA LANDNG, VICTORIA, BC |
| **Reporting Year:** | 2026 |
| **Time Period:** | April 1, 2025 - March 31, 2026 |
| **NAICS Code:** | 11 - Agriculture, forestry, fishing and hunting |
| **Number of Employees:** | 50-299 |

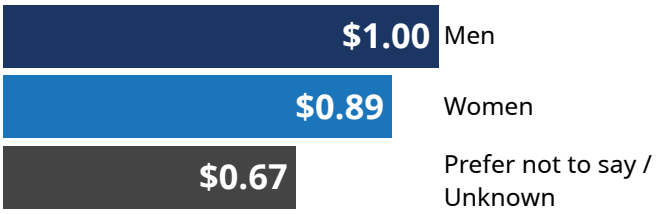
# Hourly pay

### 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 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 cents in median hourly wages. *

# 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**

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.
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.

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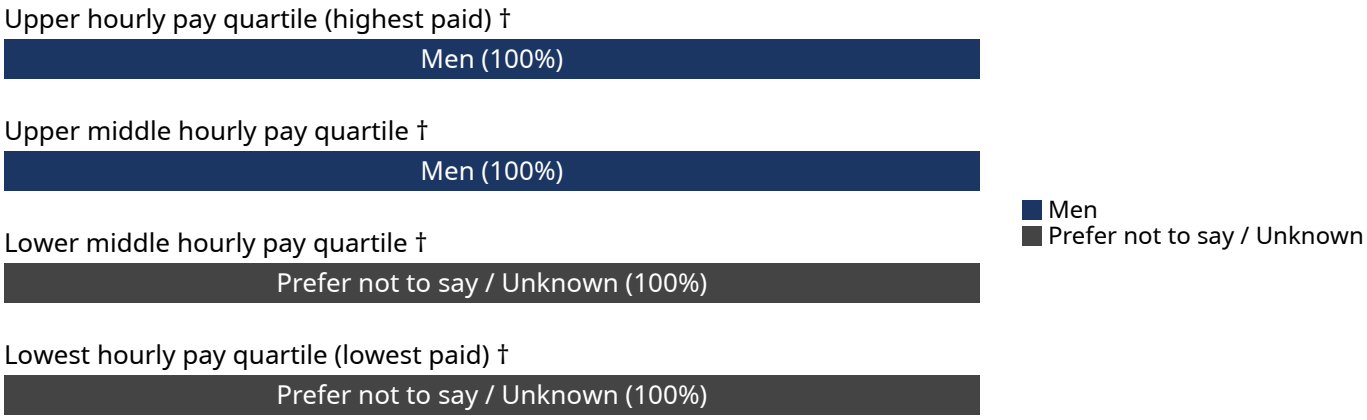
### Percentage of employees in each gender category receiving bonus pay

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, Prefer not to say / Unknown occupy 100% of the lowest paid jobs.

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

**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.

## Data constraints

The Society's pay transparency data in this report should be interpreted with caution, in the context of the following data limitations.

The report is based on 122 employees, of whom 49% did not disclose their gender. This limits the completeness and representativeness of gender-based pay comparisons and the results must be interpreted with this limitation in mind.

The pay transparency report also does not account for factors such as union representation, negotiated wage rates, job classification, tenure or other factors that influence compensation. These factors are important context when interpreting the reported pay data.

In addition, for the pay quartile reporting, the Society's reporting population did not meet the applicable 10-employee threshold for each gender category. As a result, the threshold affected all quartile categories and limited the pay-gap information available for reporting and the ability to make comparisons across gender categories.

As a result of these limitations, the standardized results are not necessarily representative of the Society's overall workforce or compensation practices. They should therefore be considered as a point-in-time view of the reported data and interpreted in the context of the limitations described above, rather than as a standalone measure of pay equity across the Society as pay equity based on this analysis cannot be determined.

* 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.