

2026 Pay Transparency Report

Prepared October 26, 2026 | Statutory reporting deadline: November 1, 2026

1. Employer information

Employer	Town of Princeton
Mailing address	PO Box 670, Princeton, BC V0X 1W0
NAICS code	913910 — Municipal public administration (confirm before publication)
Reporting year	2026
Reporting period	January 1–December 31, 2025
Employee count at January 1, 2026	84
Regulatory employee range	50-299
Reference gender category	57 MALE, 27 FEMALE

2. Employer statement

The Town of Princeton is committed to transparent, equitable and consistent compensation practices across municipal services. The Town recognizes that differences in reported compensation may reflect occupational distribution, hours worked, overtime eligibility, employment type, and other factors. This report presents the pay measures required under British Columbia's Pay Transparency Act and Pay Transparency Regulation.

3. Gender-based pay measures

The following pay based measures are calculated based on the gender information reported in 2025 and the salary information from any employee paid by the Town of Princeton in 2025.

Required measure	Comparison / category	Result
Mean hourly pay gap	\$26.32 WOMEN \$24.20 MEN	For the Town of Princeton, men's average wages are 6% less than women's. For every dollar women earn, men earn 92 cents in average hourly wages.
Median hourly pay gap	\$29.91 WOMEN \$24.53 MEN	For the Town of Princeton, men's median wages are 18% less than women's. For every dollar women earn, men earn 82 cents in median hourly wages.

Mean overtime pay gap	\$2,779.36 MEN \$1,460.16 WOMEN	For the Town of Princeton, women's average overtime wages are 47% less than men's. For every dollar men earn, women earn 53 cents in average hourly overtime wages.
Median overtime pay gap	\$1,056.71 MEN \$932.06 WOMEN	For the Town of Princeton, women's median overtime wages are 12% less than men's. For every dollar men earn, women earn 88 cents in median hourly overtime wages.
Mean overtime hours gap	117 MEN 77 WOMEN	For the Town of Princeton, women who worked overtime hours worked on average 40 hours less per year of overtime than men.
Median overtime hours gap	31 MEN 22 WOMEN	For the Town of Princeton, the median woman worker worked 8 hours less overtime hours per year than the median man worker.
Percentage receiving overtime pay	73.7% MEN 66.7% WOMEN	For the Town of Princeton, 73.7% of man workers and 66.7% of women workers made at least some overtime pay for the year.
Mean bonus pay gap	N/A	For the Town of Princeton, no employee made bonus pay according to the definition in the Pay Transparency Report Regulation.
Median bonus pay gap	N/A	For the Town of Princeton, no employee made bonus pay according to the definition in the Pay Transparency Report Regulation.
Percentage receiving bonus pay	N/A	For the Town of Princeton, no employee made bonus pay according to the definition in the Pay Transparency Report Regulation.
Upper hourly pay quartile (highest paid)	71.4% MALE 28.6% FEMALE	For the Town of Princeton, women occupy 28.6% of the highest paid jobs, while men occupy 71.4% of the highest paid jobs.
Upper middle hourly pay quartile	52.4% MALE 47.6% FEMALE	

Lower middle hourly pay quartile	71.4% MALE 28.6% FEMALE	
Lowest hourly pay quartile (lowest paid)	76.2% MALE 23.8% FEMALE	For the Town of Princeton, women occupy 23.8% of the lowest paid jobs, while men occupy 76.2% of the lowest paid jobs.