

# AiMHi - Prince George Association for Community Living

## Pay transparency report

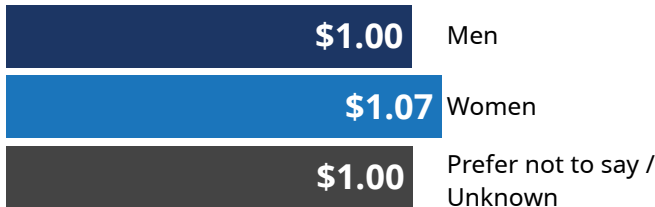
### Employer details

Employer:	AiMHi - Prince George Association for Community Living
Address:	950 Kerry Street, Prince George, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999



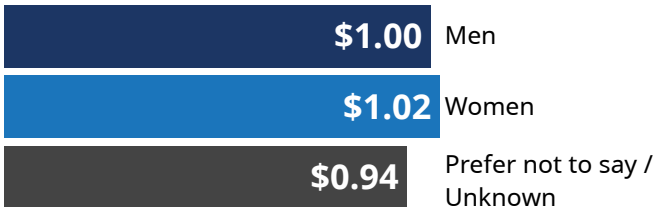
### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 7% more than men's. For every dollar men earn in average hourly wages, women earn \$1.07 in average hourly wages. \*

#### Median hourly pay gap<sup>2</sup>



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. \*

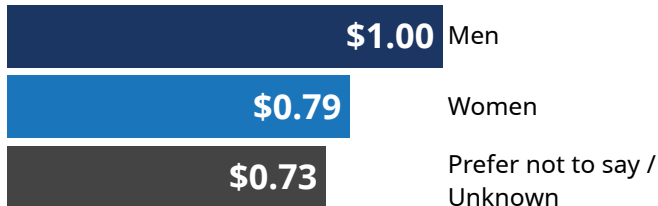
#### Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include 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<sup>3</sup>



In this organization women's average overtime pay is 21% less than men's. For every dollar men earn in average overtime pay, women earn 79 cents in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 31% more than men's. For every dollar men earn in median overtime pay, women earn \$1.31 in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-12
Prefer not to say / Unknown	-15

In this organization the average number of overtime hours worked by women was 12 less than by men. \*

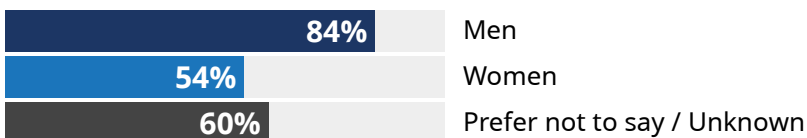
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	10
Prefer not to say / Unknown	1

In this organization the median number of overtime hours worked by women was 10 more 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 pay<sup>7</sup>

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

### Median bonus pay<sup>8</sup>

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

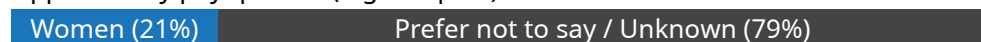
### Percentage of employees in each gender category receiving bonus pay

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



## Percentage of each gender in each pay quartile<sup>9</sup>

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Women  
■ Prefer not to say / Unknown

In this organization, women occupy 21% of the highest paid jobs.

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

### Data constraints

The self-identified gender data that has been collected for this report has been heavily weighted to "Unknown/Prefer not to disclose", due to 85% of the total workforce reported choosing either to not disclose their self-identified gender identity, or by not selecting their choice by the requested deadline.

#### 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.