PLEA COMMUNITY SERVICES SOCIETY OF BRITISH COLUMBIA
Pay transparency report

PLEA Community Services delivers unique services, tailored to individual strengths and needs to children, youth, adults and families facing significant challenges so that they may live fulfilling lives within their communities. This report is prepared in accordance with the requirements set out in British Columbia's Pay Transparency Act. The data focuses on pay equity in relation to gender. To support pay transparency reporting, employees may update their gender classification at any time through communication with the payroll department.

Employer details

Employer:	PLEA COMMUNITY SERVICES SOCIETY OF BRITISH COLUMBIA
Address:	3894 Commercial Street, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 2% less than men's. For every dollar men earn in average hourly wages, women earn 98 cents in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 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 pay [3]



In this organization women's average overtime pay is 107% more than men's. For every dollar men earn in average overtime pay, women earn $2.07 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 13% less than men's. For every dollar men earn in median overtime pay, women earn 87 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	6

In this organization the average number of overtime hours worked by women was 6 more than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	0

In this organization the median number of overtime hours worked by women was 0 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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.

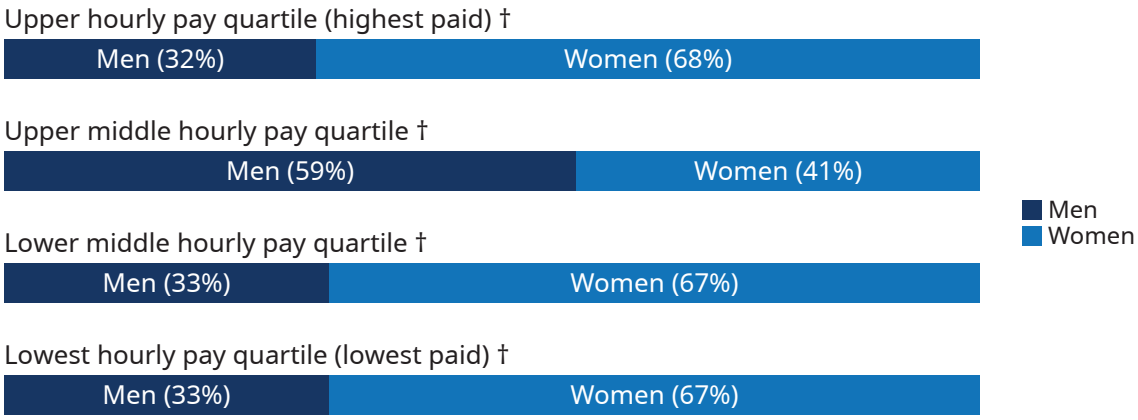
Median bonus pay [8]

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

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, women occupy 68% of the highest paid jobs and 67% of the lowest paid jobs.

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

Data constraints

Bonus Pay refers to Long Service Awards for employees who have completed five, ten, fifteen, twenty, twenty-five, thirty, or thirty-five years of service and range from $100 to $500. During this reporting year, 23 employees were awarded long service awards; nine identified as men and fourteen identified as women. The average award for men was $300 and the average award for women was $229.

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.