FRASER VALLEY CHILD DEVELOPMENT (1982) SOCIETY
Pay transparency report

The Fraser Valley Child Development Centre (FVCDC) provides vital community-based services for children and youth with diverse abilities across the Fraser Valley. Serving over 4,000 young people and their families each year, our programs focus on early intervention, school-aged support, and specialized care to help children and youth thrive. Since 1982, our highly skilled and passionate professionals have channeled their expertise into providing education and training, direct services, and consulting support to families in Abbotsford, Mission, Chilliwack and the Fraser Cascades. We believe every child and youth should have the opportunity to live their best life in an inclusive, accessible and supportive environment. The FVCDC has 125 staff, with a unionized majority, at locations across the Fraser Valley. We believe in helping kids, youth and communities shine and providing a supportive and inclusive workplace for all. Our data reflects that women earn a higher hourly wage than men at our organization. This outcome is driven by our leadership structure: women occupy most of our senior leadership and long tenured specialized positions. We are committed to fostering a supportive workplace with flexible scheduling and meaningful career opportunities for women and for all employees. FVCDC compiled this pay transparency report (our first) using employee payroll data and gender information for the calendar year 2025. We are pleased to provide it in alignment with the BC Pay Transparency Act. We recognize that workplace equity and inclusion require ongoing attention and we are committed to ongoing monitoring and transparency.

Employer details

Employer:	FRASER VALLEY CHILD DEVELOPMENT (1982) SOCIETY
Address:	102 - 32885 VENTURA AVENUE, ABBOTSFORD, 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

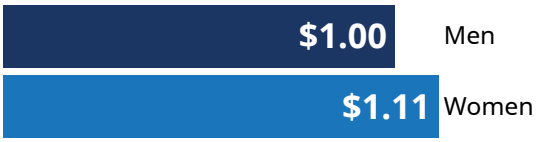
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 5% more than men's. For every dollar men earn in average hourly wages, women earn $1.05 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 11% more than men's. For every dollar men earn in median hourly wages, women earn $1.11 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]

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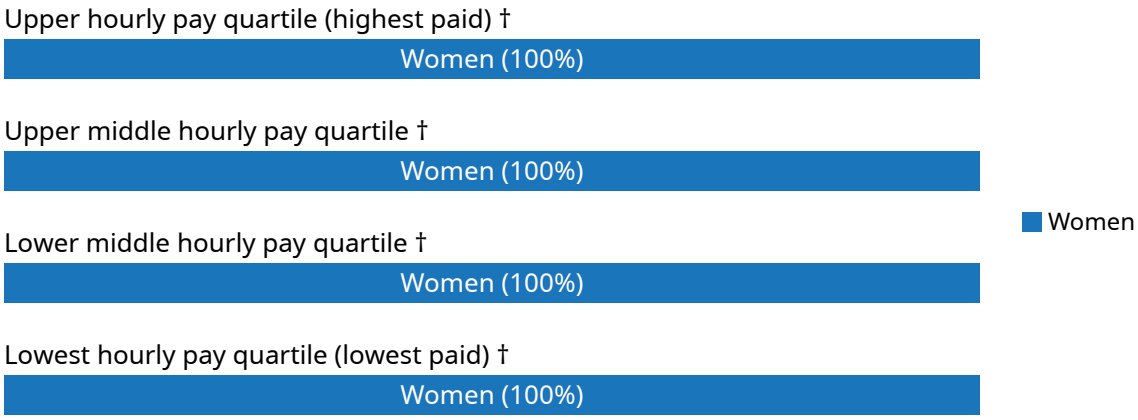
Median bonus pay [8]

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 100% of the highest paid jobs and 100% of the lowest paid jobs.

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

Data constraints

There was no bonus pay.

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.