

CALL/ACBD 2013 Salary Survey Report

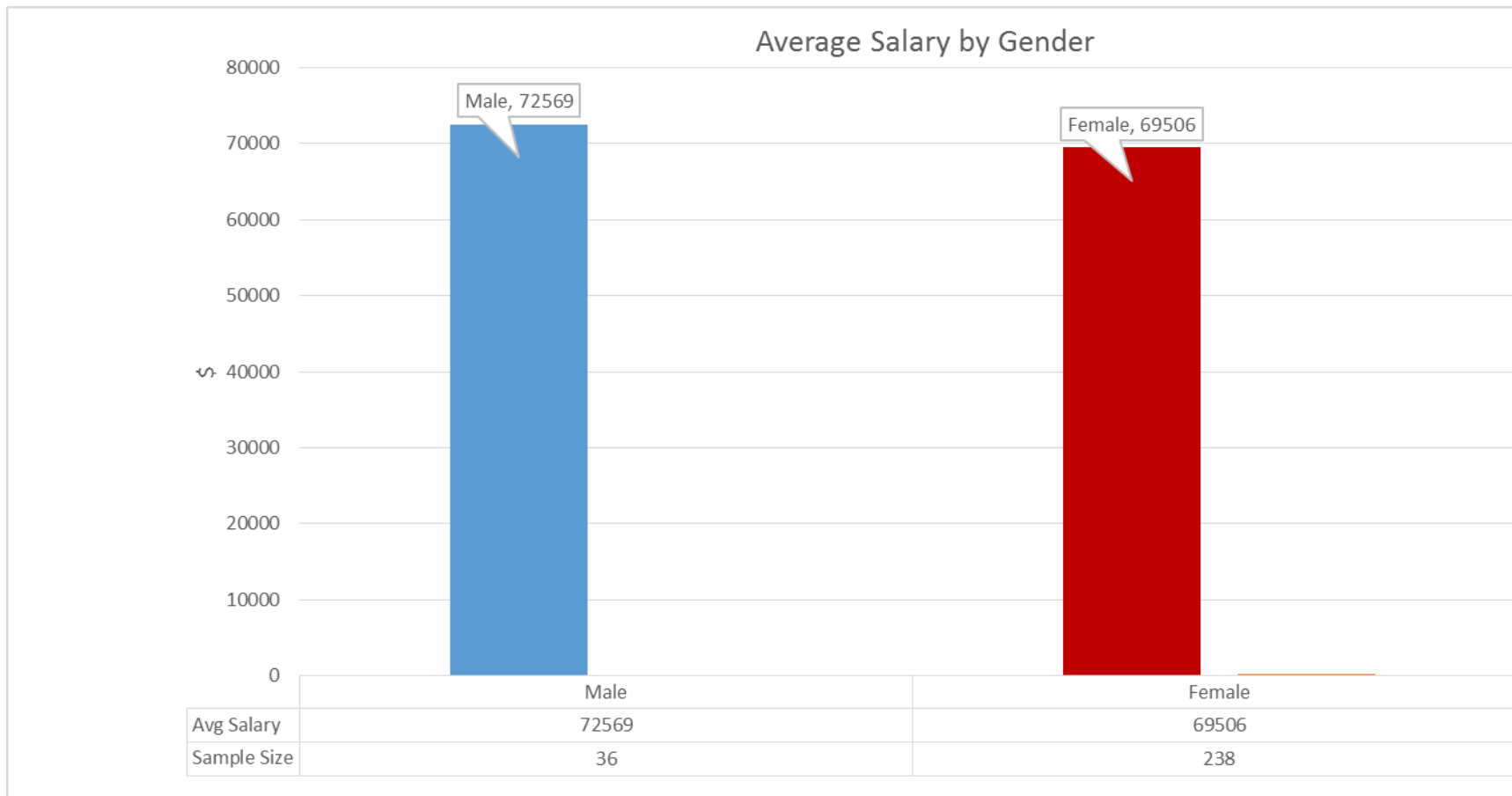
What follows are correlations of the Salary Survey data, average salaries crossed with various other categories such as geography, job title, patron population etc. That data that is presented is the average and the sample size for each category. Results for correlations which had fewer than XX responses were either excluded or had their categories combined in order to preserve the anonymity of respondents or as to not present a false picture based on scant statistical evidence. For selected correlations small sample size number were included when it was considered that the data would be of interest and anonymity was not threatened.

Also, for specific correlations there were outlier numbers that skewed the average, on those occasions calculations were done which included the outlier and took out the outlier, those instances are clearly marked.

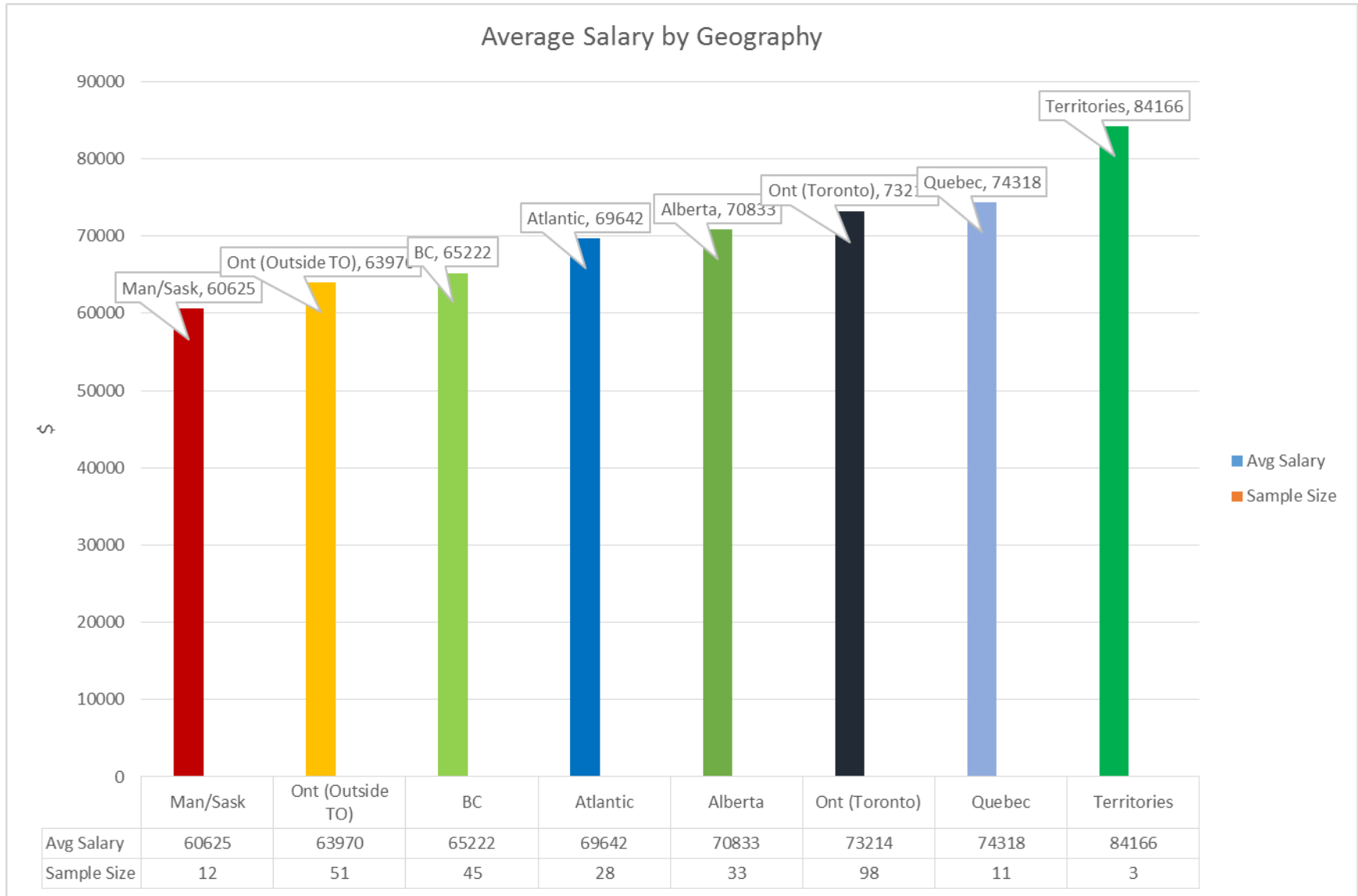
Following the correlations are the data from each question, with selected demographic questions left out in order to preserve anonymity of respondents.

Salary by Gender

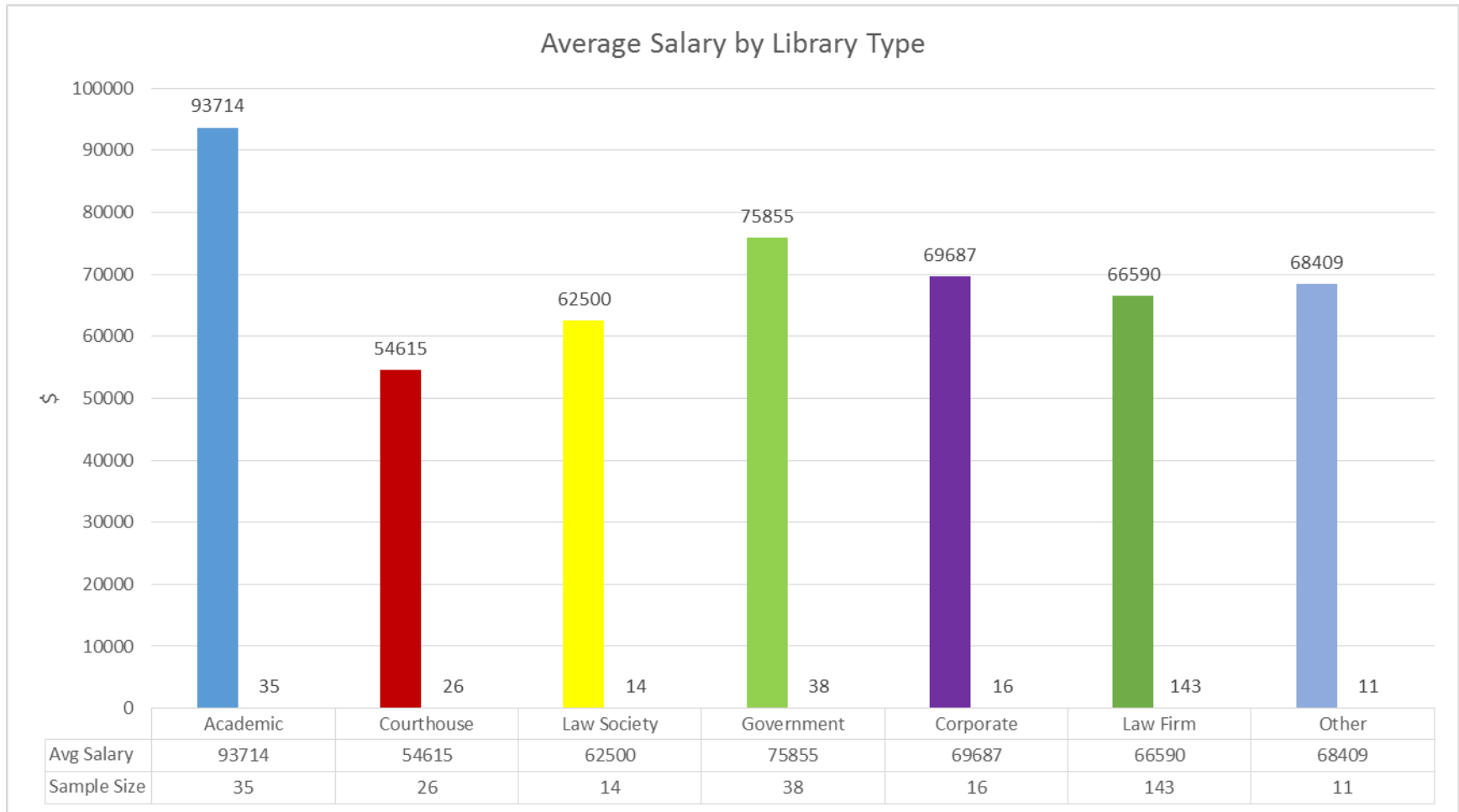
Average Salary Differential: \$3063



Average Salary by Region

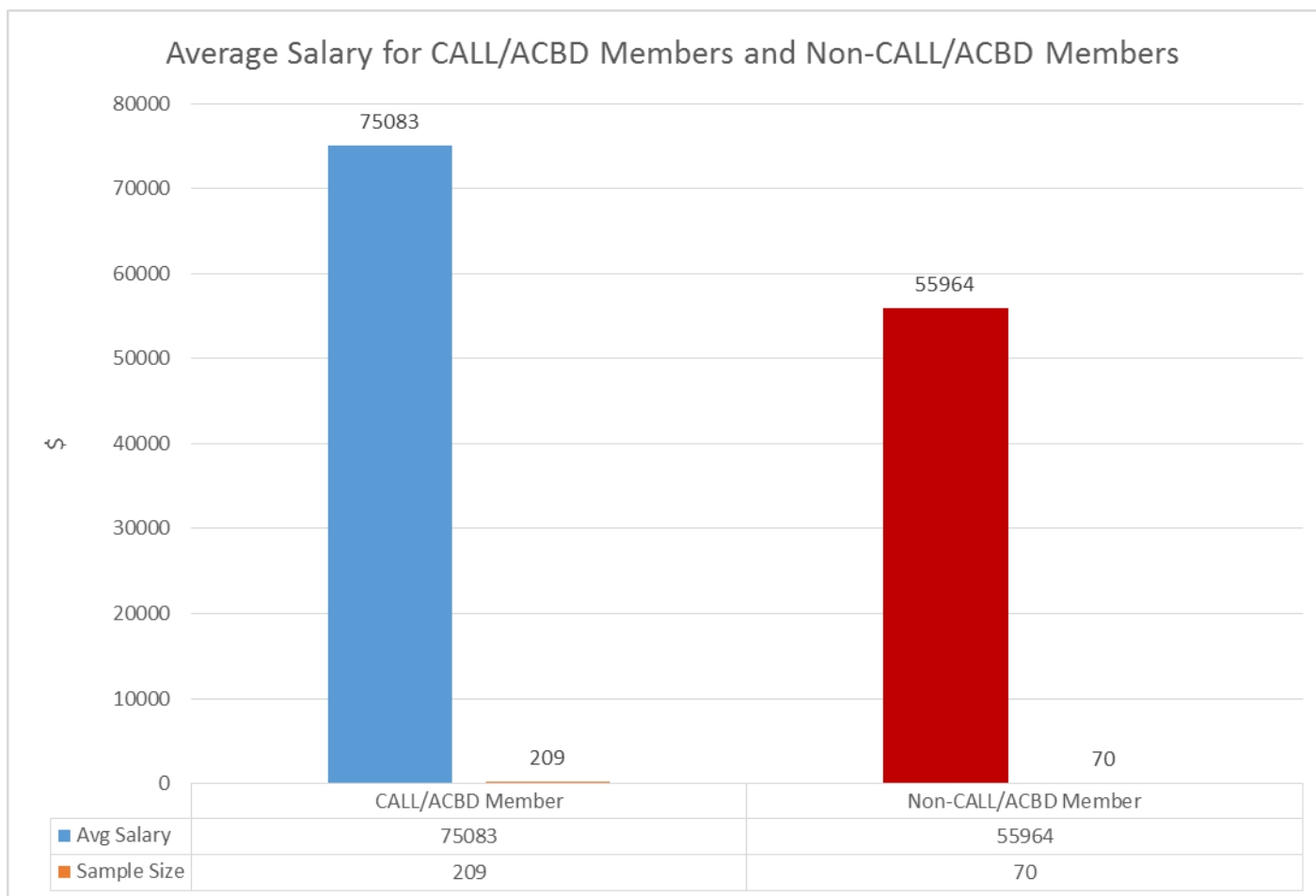


Average Salary by Library Type

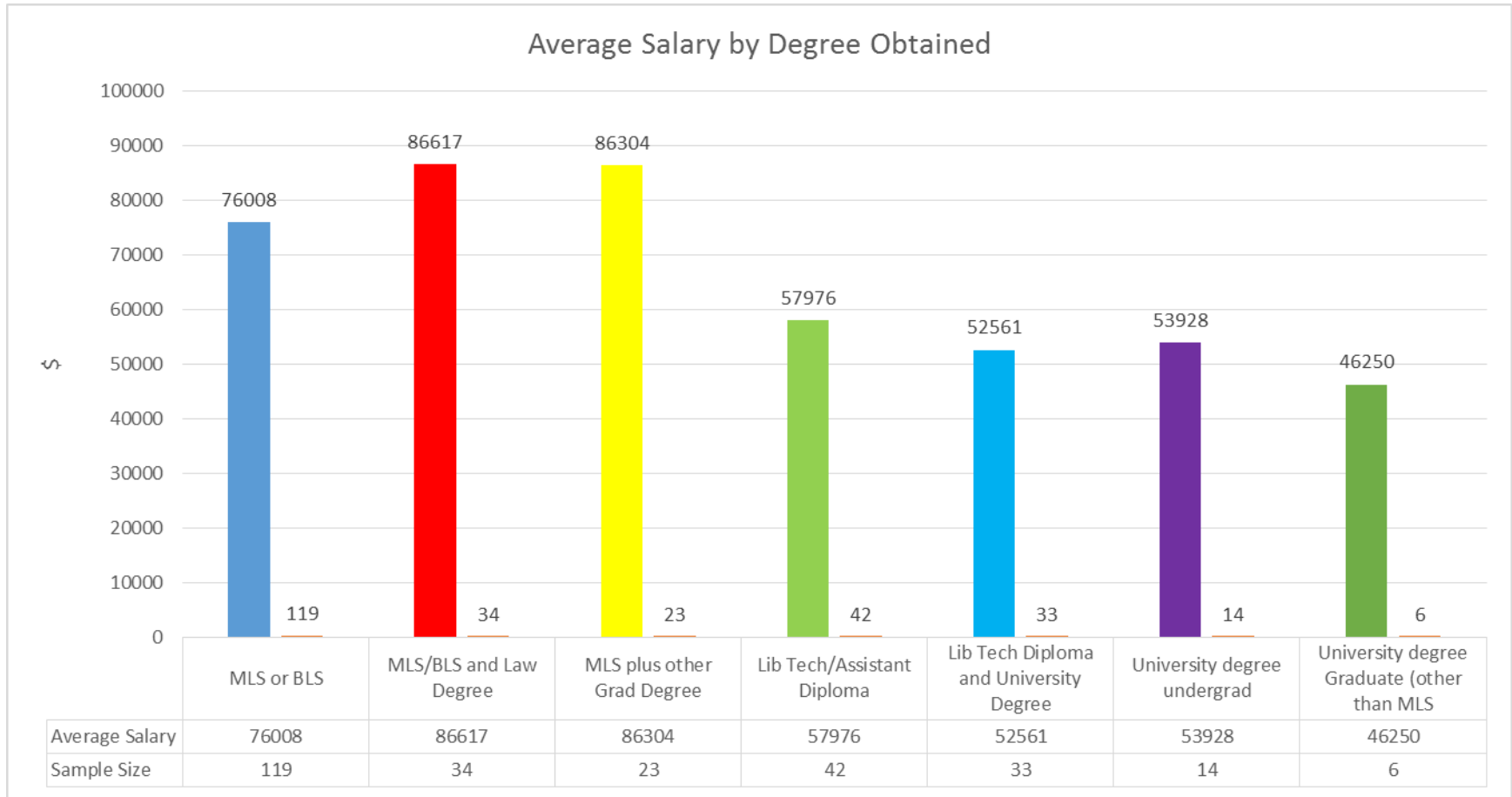


Average Salary for CALL/ACBD Member – Non-CALL/ACBD Member

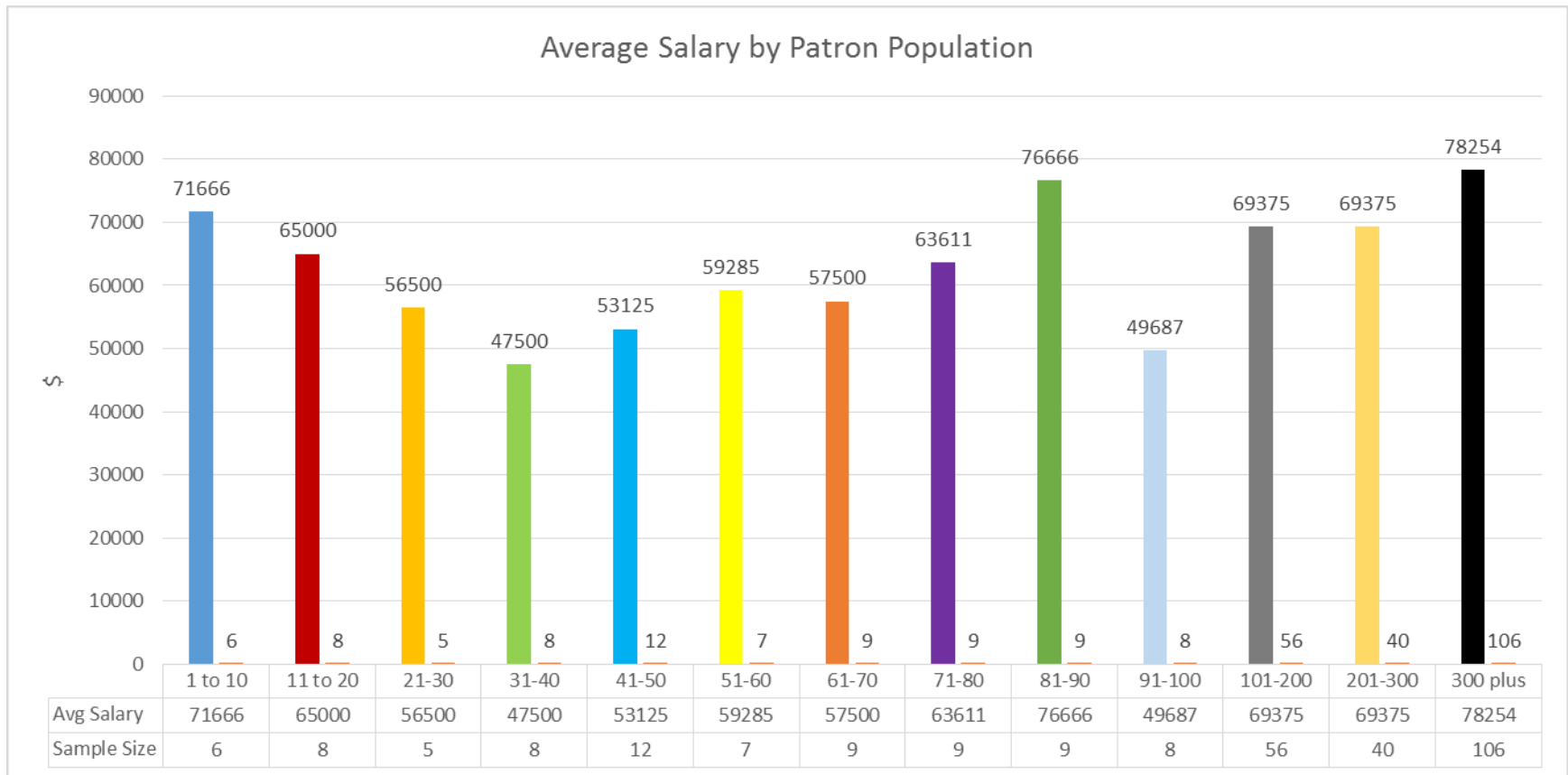
Notes: Salary Differential: \$19,119



Average Salary by Education

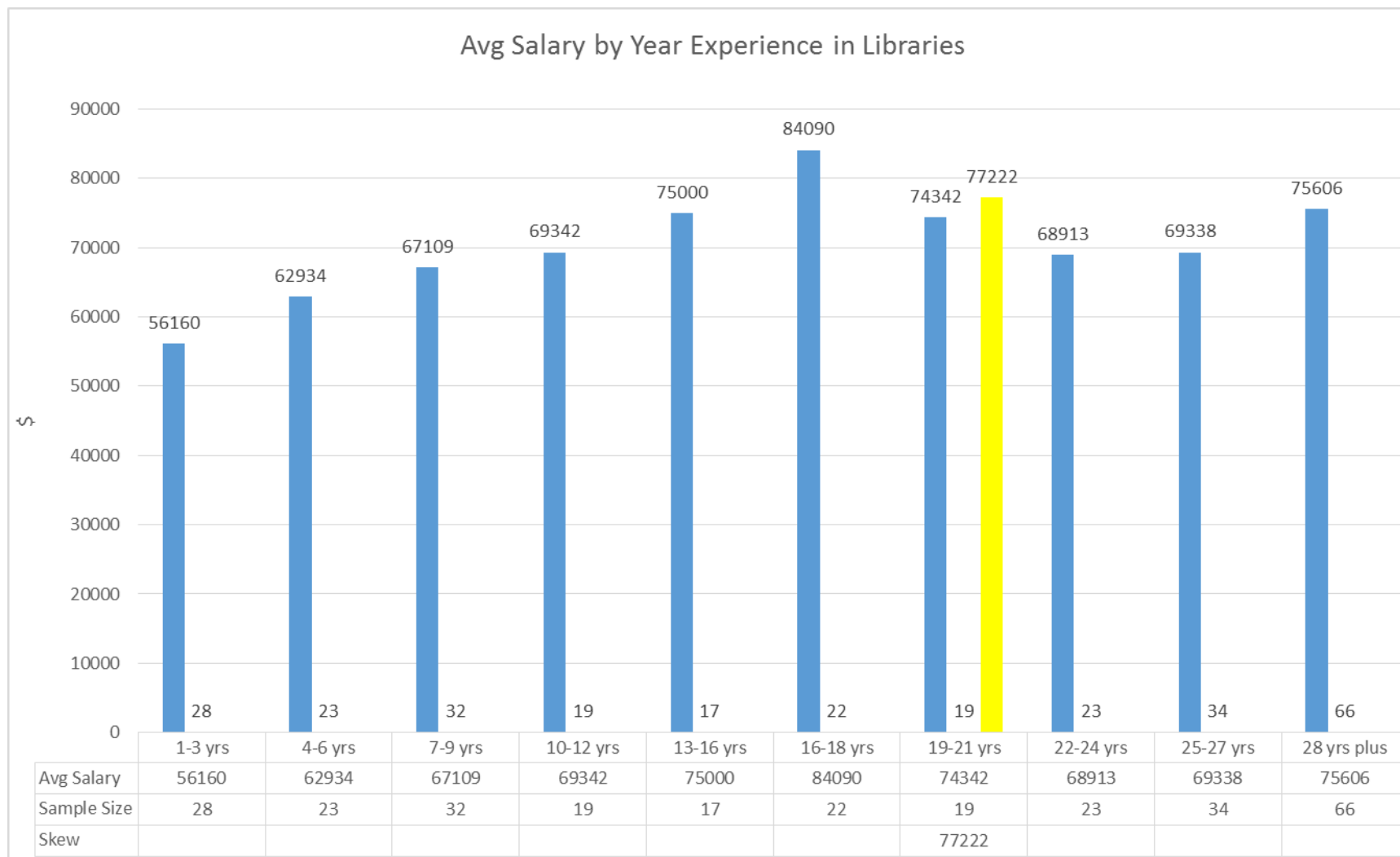


Average Salary by Patron Population



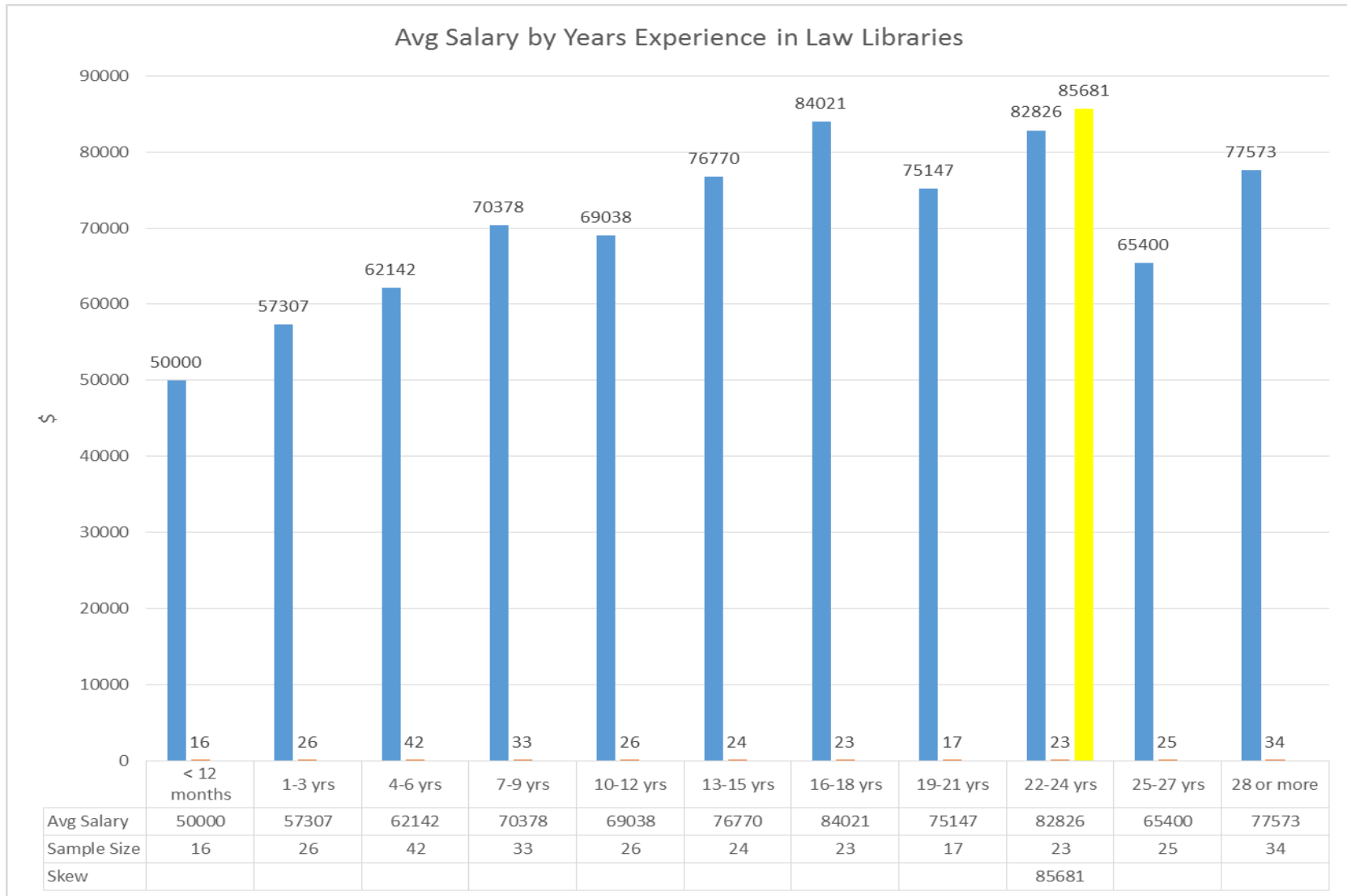
Average Salary by Years' Experience in Libraries

Note: The yellow line in the 19-21 Yrs Experience Category represents the Avg Salary when a single low outlier was removed.



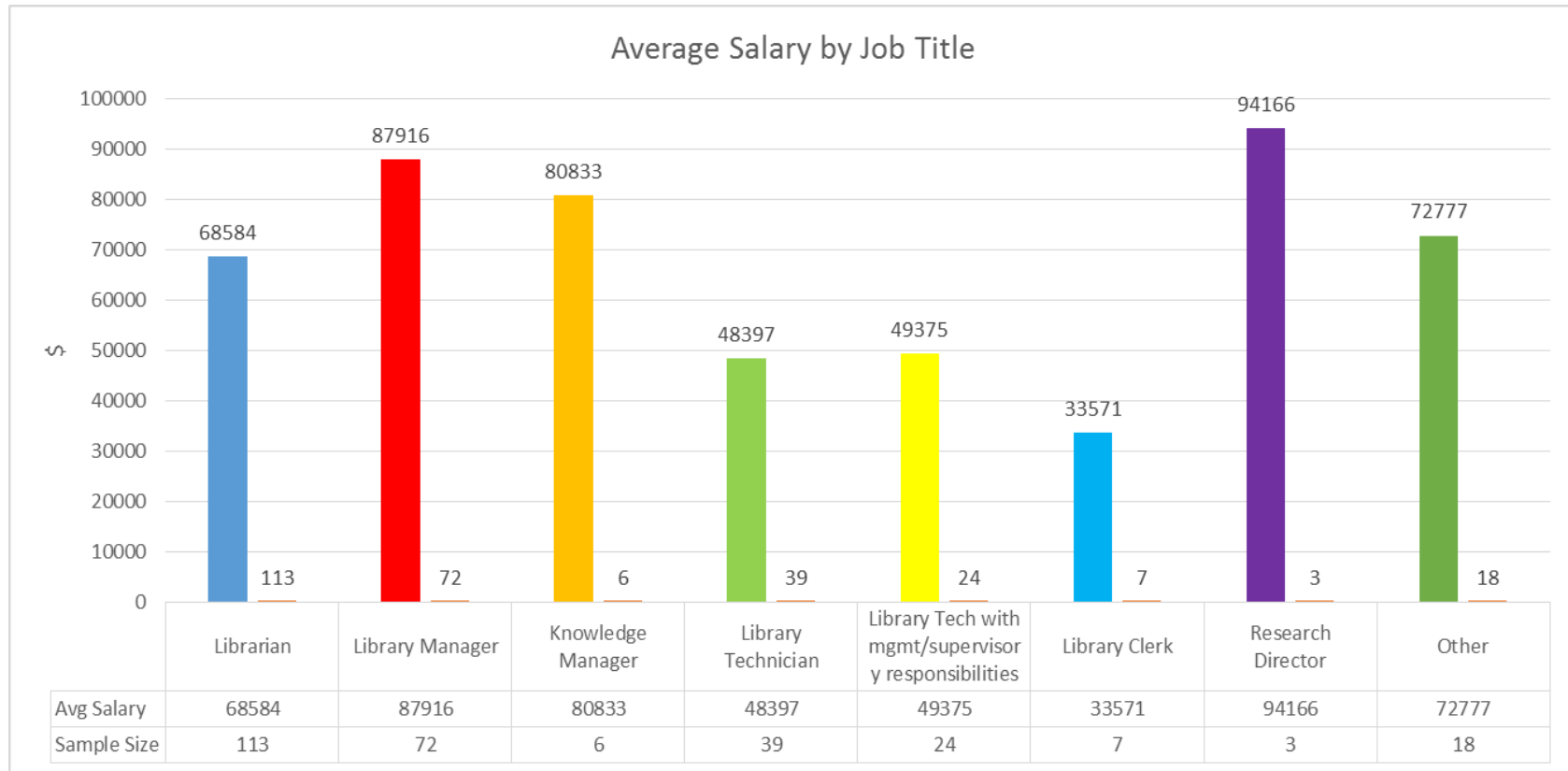
Average Salary by Years Experience in Law Libraries

Note: The yellow line in 22-24 years experience represents the avg salary when a single low outlier is removed

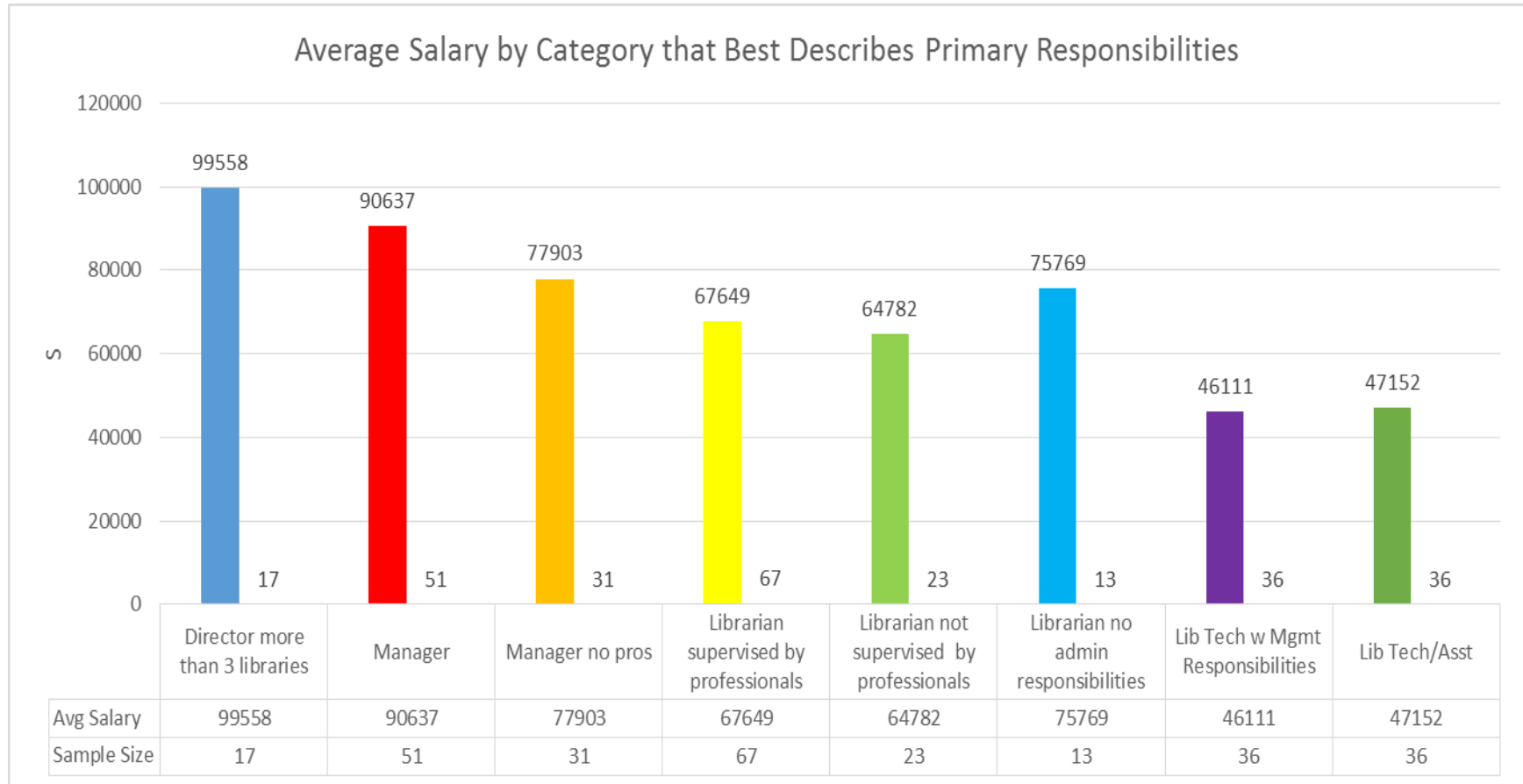


Average Salary by Job Title

Please note see the text answers to question 3 below to see the titles given for those who selected “other”.



Average Salary by Category that Best Describes Primary Responsibilities



Comment report

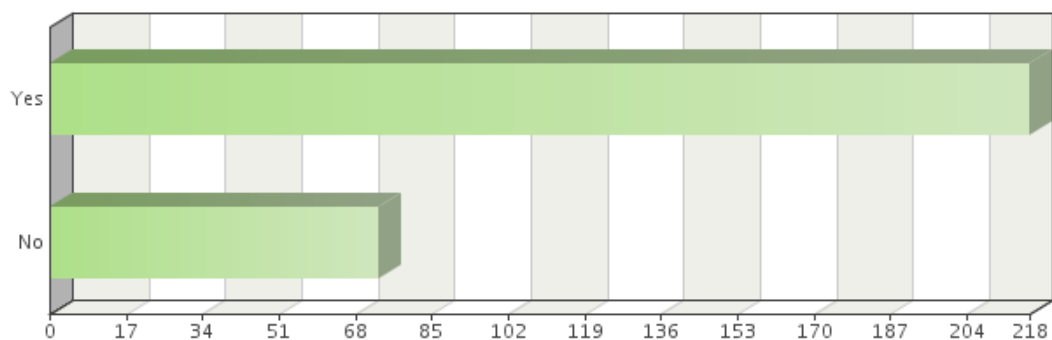
Lists all the questions in the survey and displays all the comments made to these questions, if applicable.

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Question 1

Are you a member of CALL/ACBD?

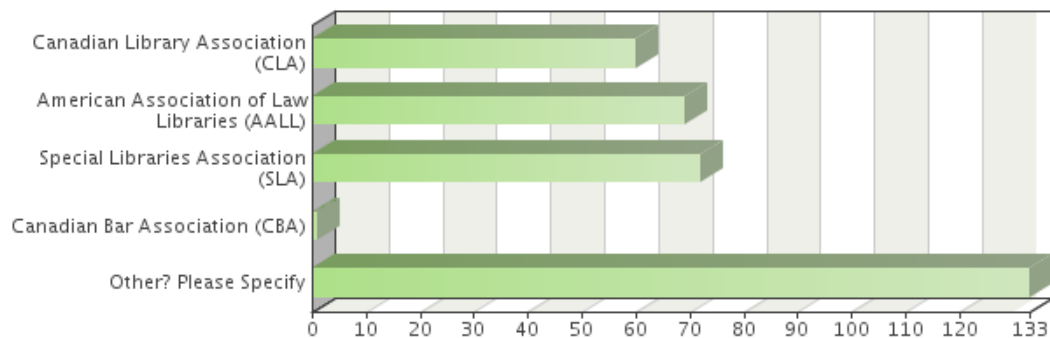


Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Yes	218	61.06%	74.91%
No	73	20.45%	25.09%
Sum:	291	81.51%	100%
Not answered:	66	18.49%	-
Total answered: 291			

Question 2

Please select any of the following associations you belong to.



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency	Adjusted relative frequency
Canadian Library Association (CLA)	60	17.91%	16.81%	27.65%
American Association of Law Libraries (AALL)	69	20.6%	19.33%	31.8%
Special Libraries Association (SLA)	72	21.49%	20.17%	33.18%
Canadian Bar Association (CBA)	1	0.3%	0.28%	0.46%
Other? Please Specify	133	39.7%	37.25%	61.29%
Sum:	335	100%	-	-
Not answered:	140	-	39.22%	-

Total answered: 217

Text input

ACBD

TALL, CHLA, THLA

TALL

tla

cllg

VALL

ELLA

TALL

Edmonton Law Libraries Association

L'Associations des Juristes d'expression francaise de L'Alberta

Association des bibliothèques fédérales

TALL; ACLA

Ontario Association of Library Technicians

NCALL

VALL

ELLA

Association des bibliothèques de droit de Montréal

Montreal Association of Law Libraries (ABDM/MALL)

Vancouver Association of Law Libraries

local law library association

OALT/ABO

TALL

provincial library association

VALL
My local city Library Association
TALL
VALL
TALL
Vancouver Association of Law Libraries
VALL
Toronto Association of Law Libraries
ABPNB
Toronto Association of Law Libraries TALL
OALT/ABO ; ARMA ; OCLA
Ontario Library Association, Toronto Association of Law Libraries
OCLA
American Bar Association
IALL
OALT
VALL
VALL
VALL
TALL
New brunswick Professional Librarian Association
CLLG
Calgary Law Library Group
ALA, ACRL
VALL
Calgary Law Library Group
TALL
OLA
VALL
CLLG
Toronto Association of Law Libraries
TALL
Toronto Association of Law Libraries
Toronto ALL
Vancouver Association of Law Libraries
TALL
BCLA, VALL
IFLA, IALL
NCALL
Atlantic provinces Library Association et l'Association des bibliothécaires professionnel(s) du N-B
NS Association of Library Technicians
VALL
ILTA
NLLA
Edmonton Law Libraries Association, Calgary Law Libraries Grou, Alberta Association of Library Technicians
Edmonton Law Libraries Association (ELLA), Greater Edmonton Library Association (GELA)
NSLA
APLA, CAIS, AAR
Toronto Association of Law Libraries

TALL
ELLA, AALT
OLA
Vancouver Assn of Law Librarians
CBPQ,ABDM
TALL
TALL
BIALL
TALL
tall
American Library Association, Association of College & Research Libraries
Calgary Law Library Group
Ontario Court House Librarians Assoc
TALL
Montreal Association of Law Libraries (MALL)
OALT/ABO ; ARMA ; OCLA
VALL
ABDM-MALL
TALL
none
OCLA
Toronto Association of Law Libraries
ILTA
TALL
TALL
TALL
TALL
TALL
TALL
TALL
TALL
CLLG
Toronto Association of Law Libraries
Toronto association of Law Libraries
Toronto ALL
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American Bar Association

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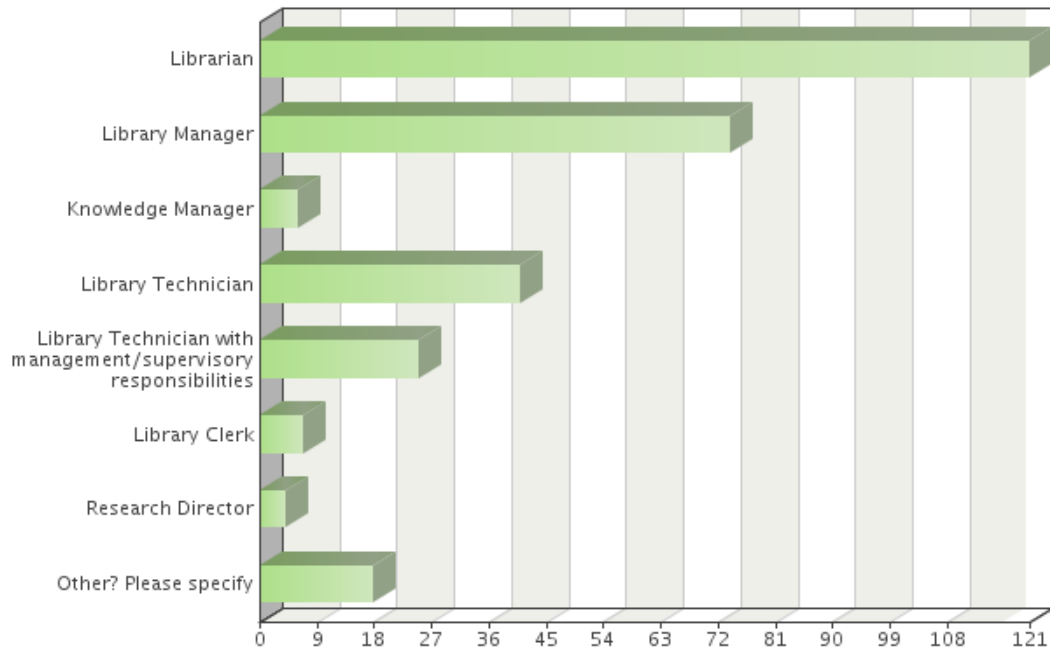
TALL

CAPAL

CAIS

Question 3

Please select the title which most closely reflects your job title.



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Librarian	121	33.89%	40.88%
Library Manager	74	20.73%	25%
Knowledge Manager	6	1.68%	2.03%
Library Technician	41	11.48%	13.85%
Library Technician with management/supervisory responsibilities	25	7%	8.45%
Library Clerk	7	1.96%	2.36%
Research Director	4	1.12%	1.35%
Other? Please specify	18	5.04%	6.08%
Sum:	296	82.91%	100%
Not answered:	61	17.09%	-

Total answered: 296

Text input

Director, Library and Information Management

Knowledge Management Specialist

Research Specialist

Manager outside a library

Manager of Legal Research Services

Intranet Manager

Head Librarian and Knowledge Manager

Librarian/Copyright Officer

librarian/KM lawyer

Database Analyst

Director of KM and Libraries

OWNER

Snr Manager

Library Tech/Copyright Officer

Consultant

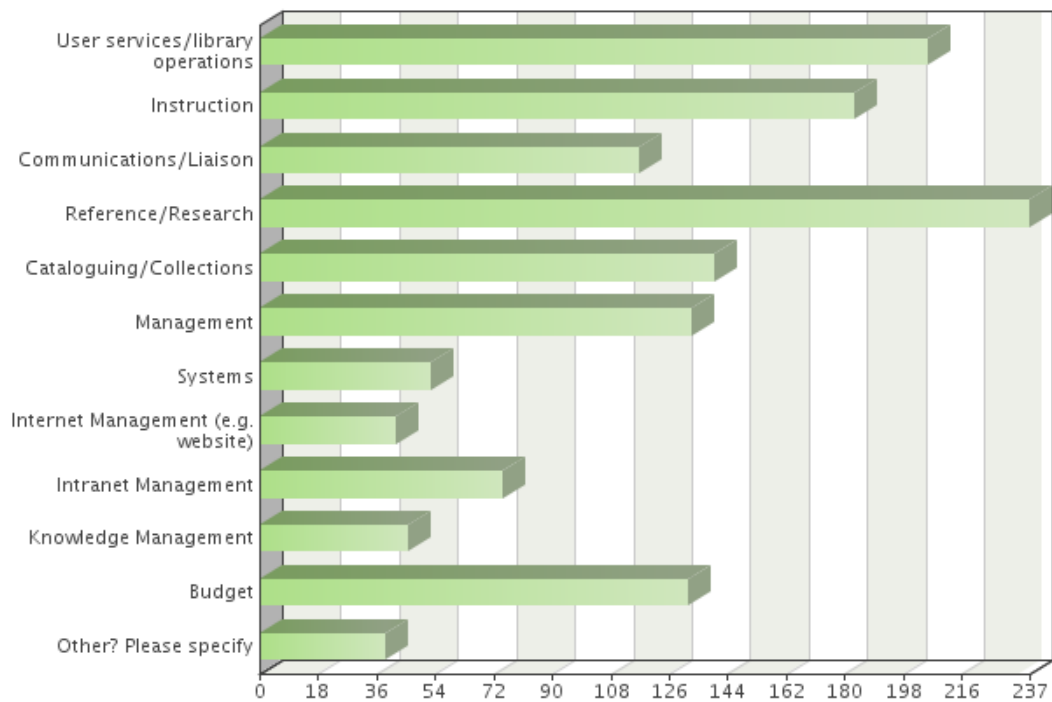
librarian/KM lawyer

Director

KM Specialist

Question 4

What are your major job responsibilities? (Check all that apply)



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency	Adjusted relative frequency
User services/library operations	206	14.68%	57.7%	69.59%
Instruction	183	13.04%	51.26%	61.82%
Communications/Liaison	117	8.34%	32.77%	39.53%
Reference/Research	237	16.89%	66.39%	80.07%
Cataloguing/Collections	140	9.98%	39.22%	47.3%
Management	133	9.48%	37.25%	44.93%
Systems	53	3.78%	14.85%	17.91%
Internet Management (e.g. website)	42	2.99%	11.76%	14.19%
Intranet Management	75	5.35%	21.01%	25.34%
Knowledge Management	46	3.28%	12.89%	15.54%
Budget	132	9.41%	36.97%	44.59%
Other? Please specify	39	2.78%	10.92%	13.18%
Sum:	1403	100%	-	-
Not answered:	61	-	17.09%	-

Total answered: 296

Text input

Competitive Intelligence

Support of Business Development

Marketing

Acquisitions

HR

strategic planning, information management policy and systems development, document management

business process analysis for e-document management

Information management

Membership related tasks

Solo

one person library

ILL

I also do law firm marketing and manage IT operations

Content creation

collection development

Marketing

Firm Memberships

Competitive Intelligence

Copyright Requests

Business Development

Records Management

Financials, organizing continuing legal education and social events

Interlibrary loans

Competitive Intelligence

Acquisitions

LOOSE-LEAF FILER

information management

Library reports to me

Copyright Licensing

Book selection

Staff management

facilitate continuing education programmes

facilitate continuing legal education programmes, process books with cards, pockets and spine labels, file looseleaf services

CI

Competitive Intelligence

serials management

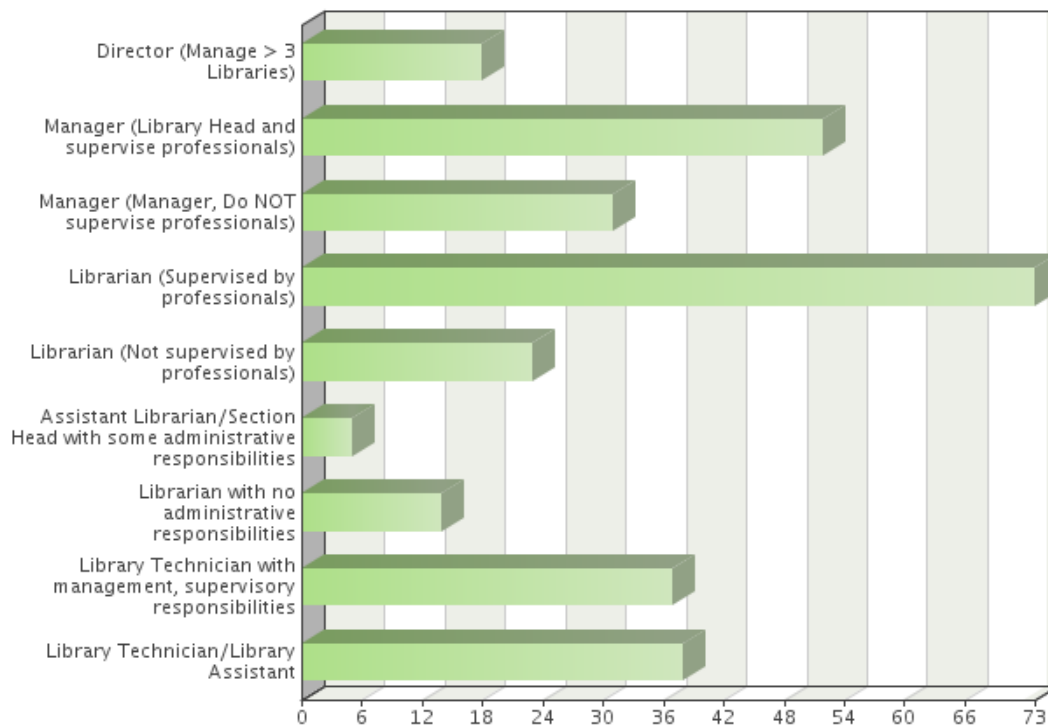
Faculty Services

Collection Development

Business analysis for e-document management

Question 5

Please select the category that best describes your primary responsibilities.



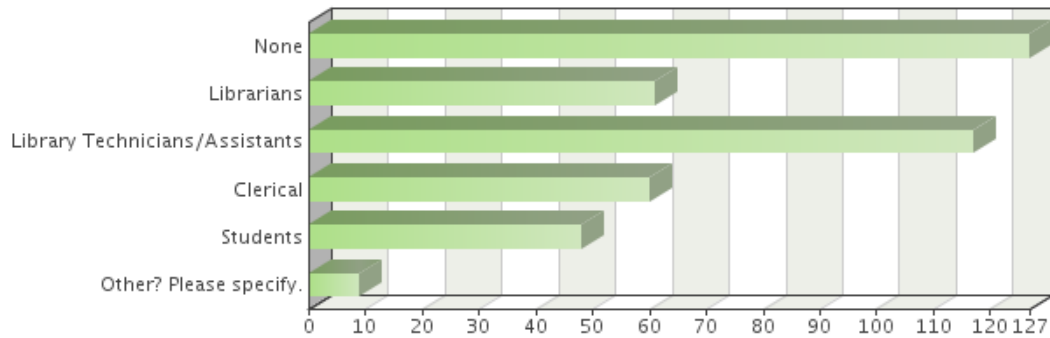
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Director (Manage > 3 Libraries)	18	5.04%	6.19%
Manager (Library Head and supervise professionals)	52	14.57%	17.87%
Manager (Manager, Do NOT supervise professionals)	31	8.68%	10.65%
Librarian (Supervised by professionals)	73	20.45%	25.09%
Librarian (Not supervised by professionals)	23	6.44%	7.9%
Assistant Librarian/Section Head with some administrative responsibilities	5	1.4%	1.72%
Librarian with no administrative responsibilities	14	3.92%	4.81%
Library Technician with management, supervisory responsibilities	37	10.36%	12.71%
Library Technician/Library Assistant	38	10.64%	13.06%
Sum:	291	81.51%	100%
Not answered:	66	18.49%	-

Total answered: 291

Question 6

Which library staff positions do you supervise? (Select all that apply)



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency	Adjusted relative frequency
None	127	30.09%	35.57%	44.1%
Librarians	61	14.45%	17.09%	21.18%
Library Technicians/Assistants	117	27.73%	32.77%	40.62%
Clerical	60	14.22%	16.81%	20.83%
Students	48	11.37%	13.45%	16.67%
Other? Please specify.	9	2.13%	2.52%	3.12%
Sum:	422	100%	-	-
Not answered:	69	-	19.33%	-

Total answered: 288

Text input

System Administrators

INMATE CLERKS

IT professionals

administrative assistant, senior records manager

IT staff

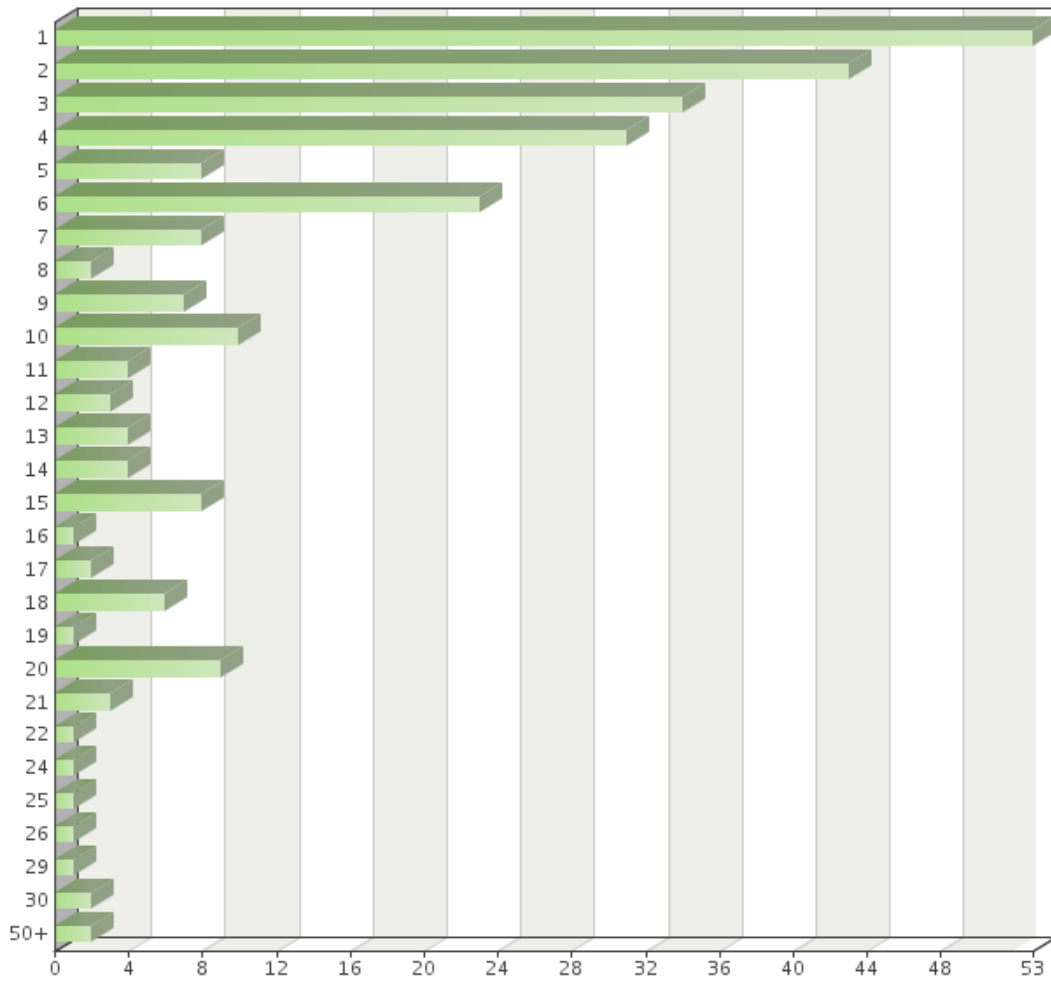
part time library clerk

Library students

SELF EMPLOYED

Question 7

What is the total number of full time equivalent law library staff in your organization? (Count two .5 staff as 1FTE)



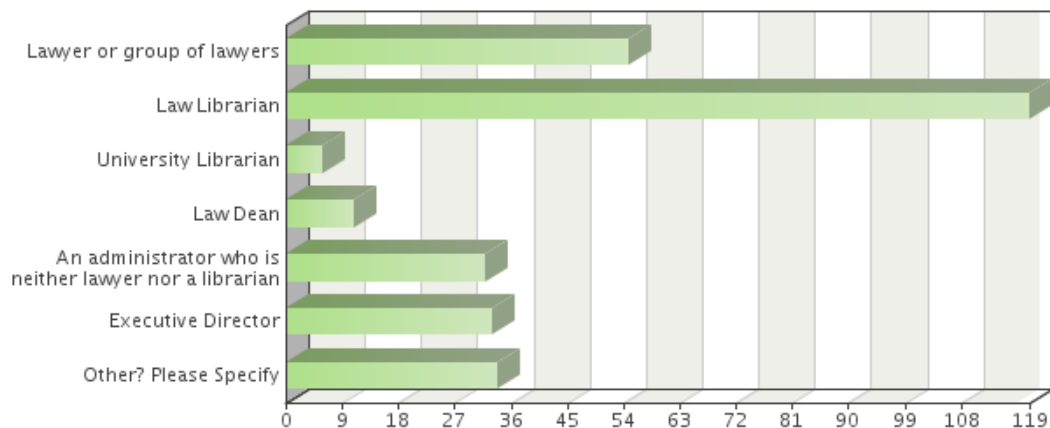
Frequency table

Items	Absolute frequency	Relative frequency	Adjusted relative frequency
1	53	14.85%	19.41%
2	43	12.04%	15.75%
3	34	9.52%	12.45%
4	31	8.68%	11.36%
5	8	2.24%	2.93%
6	23	6.44%	8.42%
7	8	2.24%	2.93%
8	2	0.56%	0.73%
9	7	1.96%	2.56%
10	10	2.8%	3.66%
11	4	1.12%	1.47%
12	3	0.84%	1.1%
13	4	1.12%	1.47%
14	4	1.12%	1.47%
15	8	2.24%	2.93%
16	1	0.28%	0.37%
17	2	0.56%	0.73%
18	6	1.68%	2.2%
19	1	0.28%	0.37%
20	9	2.52%	3.3%
21	3	0.84%	1.1%
22	1	0.28%	0.37%
24	1	0.28%	0.37%
25	1	0.28%	0.37%
26	1	0.28%	0.37%
29	1	0.28%	0.37%
30	2	0.56%	0.73%
50+	2	0.56%	0.73%
Sum:	273	76.47%	100%
Not answered:	84	23.53%	-

Total answered: 273

Question 8

To whom do you report?



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Lawyer or group of lawyers	55	15.41%	18.97%
Law Librarian	119	33.33%	41.03%
University Librarian	6	1.68%	2.07%
Law Dean	11	3.08%	3.79%
An administrator who is neither lawyer nor a librarian	32	8.96%	11.03%
Executive Director	33	9.24%	11.38%
Other? Please Specify	34	9.52%	11.72%
Sum:	290	81.23%	100%
Not answered:	67	18.77%	-

Total answered: 290

Text input

I report to both a lawyer and a non-lawyer administrator.

Director

Manager of Library Services

Business Manager for the firm

General Counsel

Manager for document management services + geospatial review services for utilities. Person DOES have an MLS.

Director of Human Resources & Director of Finance

Systems librarian

Director, Court Services

Librarian - head of library (government agency)

and office manager

Warden/Program Director/Contract Supervisor

Director of Legal Information Management

KM manager, who is both a law librarian and a practicing lawyer.

Chief Operations Officer who is a lawyer

Chief Justice

split between Senior Justice & Director of Court Services

COO

Ref Libn job:Law Librarian KM job: lawyer/group of lawyers

Senior Manager who is also a Librarian.

Report to firm administrator for financial matters, and library partners for policy matters.

Practice Support Director

SELF-EMPLOYED

Law librarian in general academic library, reporting to a librarian who is head of reference services (all subject areas).

Directeur National - Gestion du Savoir

The library reports to me and I am not in a library position

Knowledge Director

Directeur de service

Library Manager

Law Association Executive / Library Board

Board of Directors

National Director, Innovation and Information

Practice Support Director (lawyer)

Acquisitions Librarian

Partner/Lawyer

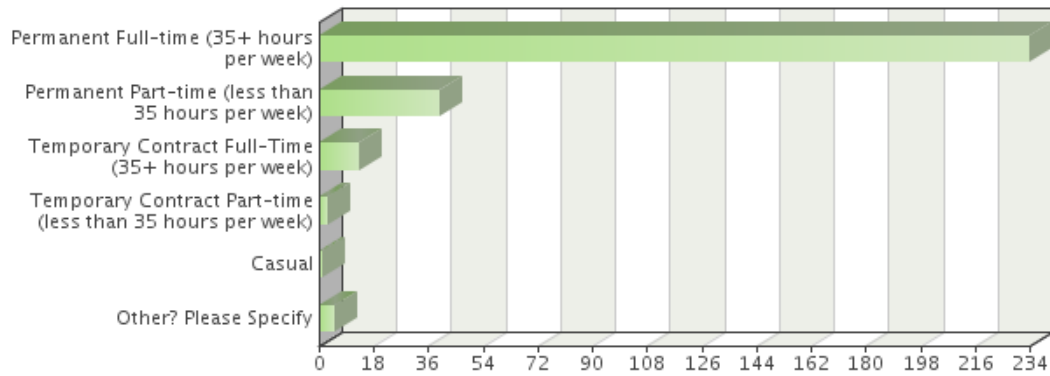
Supervisor

Librarian job: Law Librarian; KM Lawyer job: Director of KM

To a MLS degree manager who has oversight for both document management and some geospatial review of utility lines.

Question 9

What is your work-status?



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Permanent Full-time (35+ hours per week)	234	65.55%	79.05%
Permanent Part-time (less than 35 hours per week)	40	11.2%	13.51%
Temporary Contract Full-Time (35+ hours per week)	13	3.64%	4.39%
Temporary Contract Part-time (less than 35 hours per week)	3	0.84%	1.01%
Casual	1	0.28%	0.34%
Other? Please Specify	5	1.4%	1.69%
Sum:	296	82.91%	100%
Not answered:	61	17.09%	-

Total answered: 296

Text input

Part-time, 14 hours per week

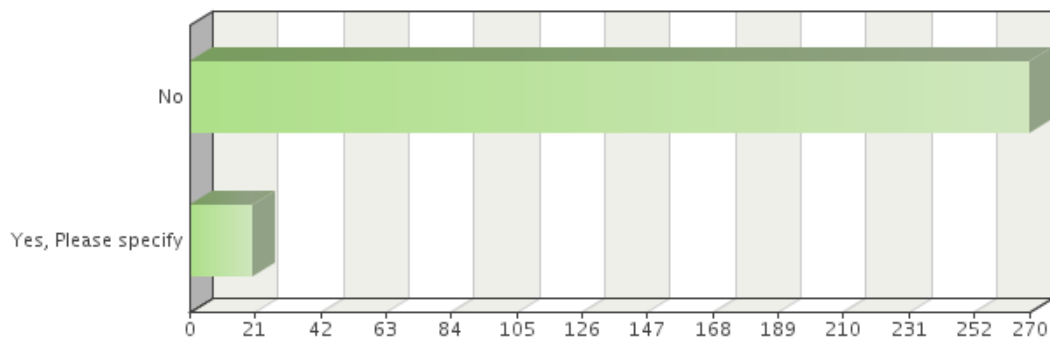
Ref: temp contract PT; KM: Perm PT

CONTRACTOR

Librarian:Temp contract p/t; KM lawyer:perm p/t

Question 10

Have you experienced a change in work status in the past-year? (e.g. from Full-Time to Part-Time or vice-versa)



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
No	270	75.63%	93.1%
Yes, Please specify	20	5.6%	6.9%
Sum:	290	81.23%	100%
Not answered:	67	18.77%	-

Total answered: 290

Text input

Temporary FT

full-time contract to full-time permanent

PT to FT

hours cut back

From Librarian at another firm to Information Services Manager at this one

FT to PT in a different jurisdiction

Student to Full-Time contract

I am currently on secondment to this managerial position.

PT to F-T

part-time to full-time

position terminated

SELF-EMPLOYED

contract to full-time permanent (changed firms)

tenure & promotion

Contract to Perm

Changed jobs

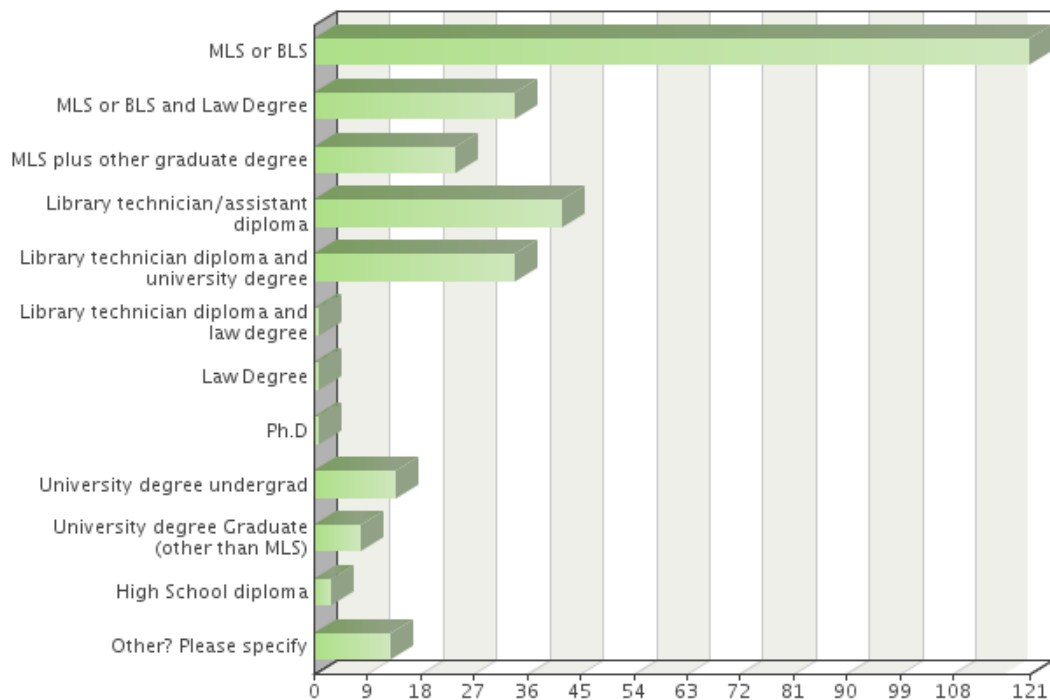
Permanent Status

position terminated

Graduated from School to Contract Full time to another Contract Full time

Question 11

What is the highest level of education you have attained?



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
MLS or BLS	121	33.89%	40.88%
MLS or BLS and Law Degree	34	9.52%	11.49%
MLS plus other graduate degree	24	6.72%	8.11%
Library technician/assistant diploma	42	11.76%	14.19%
Library technician diploma and university degree	34	9.52%	11.49%
Library technician diploma and law degree	1	0.28%	0.34%
Law Degree	1	0.28%	0.34%
Ph.D	1	0.28%	0.34%
University degree undergrad	14	3.92%	4.73%
University degree Graduate (other than MLS)	8	2.24%	2.7%
High School diploma	3	0.84%	1.01%
Other? Please specify	13	3.64%	4.39%
Sum:	296	82.91%	100%
Not answered:	61	17.09%	-

Total answered: 296

Text input

Post-Graduate Diploma in Information Studies and Librarianship

ASSOCIATE DEGREE (GENERAL STUDIES W. CO-OP)

Technical Institute diploma + some Library Technician courses

Law Clerk

Library Technician Diploma and University credits

Post Graduate Diploma in Library and Information Studies

MLS, MA, JD

Library Technician, and some University degree credits

college degree

MLS and LLB

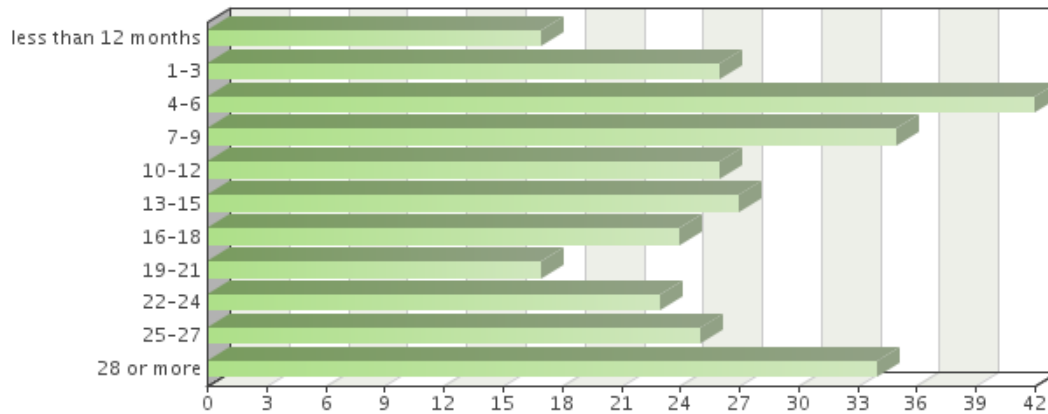
Still taking the library technician diploma

M.I.St.

A Master of Library and Information Science and a Bachelor of Arts Degree

Question 12

Please indicate the TOTAL YEARS have you worked in LAW LIBRARIES?

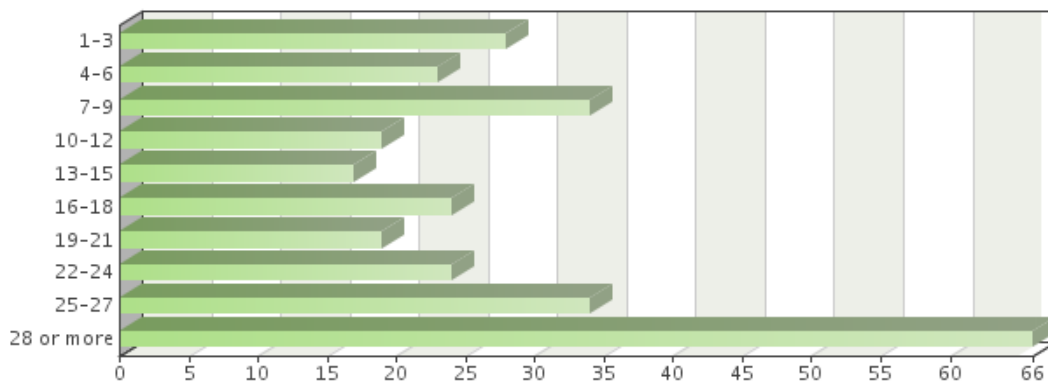


Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
less than 12 months	17	4.76%	5.74%
1-3	26	7.28%	8.78%
4-6	42	11.76%	14.19%
7-9	35	9.8%	11.82%
10-12	26	7.28%	8.78%
13-15	27	7.56%	9.12%
16-18	24	6.72%	8.11%
19-21	17	4.76%	5.74%
22-24	23	6.44%	7.77%
25-27	25	7%	8.45%
28 or more	34	9.52%	11.49%
Sum:	296	82.91%	100%
Not answered:	61	17.09%	-
Total answered: 296			

Question 13

Total years worked in libraries, INCLUDING law libraries (Do not include any part-time work or work held as a student)



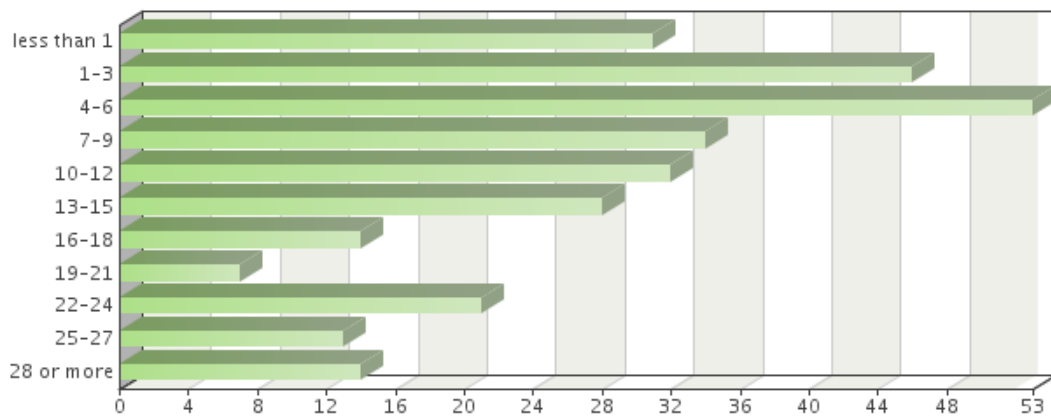
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
1-3	28	7.84%	9.72%
4-6	23	6.44%	7.99%
7-9	34	9.52%	11.81%
10-12	19	5.32%	6.6%
13-15	17	4.76%	5.9%
16-18	24	6.72%	8.33%
19-21	19	5.32%	6.6%
22-24	24	6.72%	8.33%
25-27	34	9.52%	11.81%
28 or more	66	18.49%	22.92%
Sum:	288	80.67%	100%
Not answered:	69	19.33%	-

Total answered: 288

Question 14

How many years have you worked for your current employer?



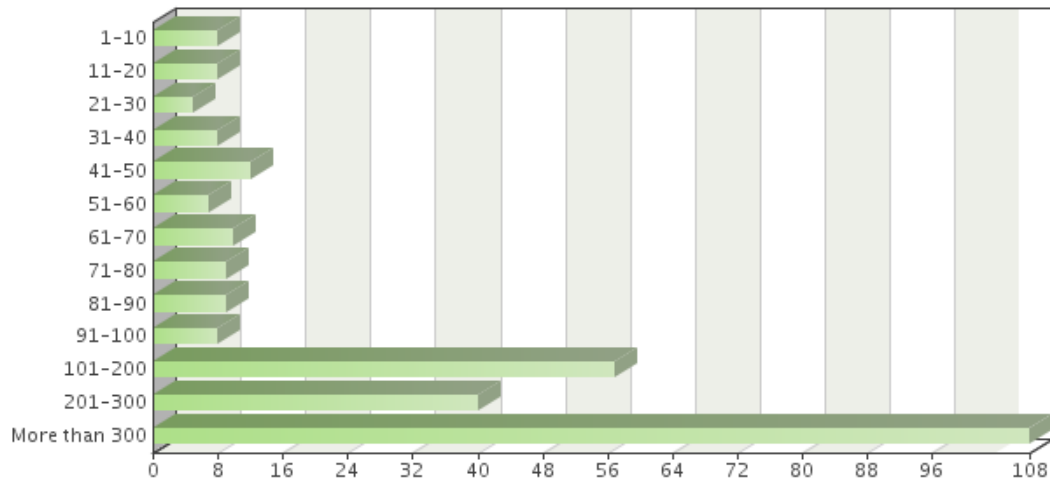
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
less than 1	31	8.68%	10.58%
1-3	46	12.89%	15.7%
4-6	53	14.85%	18.09%
7-9	34	9.52%	11.6%
10-12	32	8.96%	10.92%
13-15	28	7.84%	9.56%
16-18	14	3.92%	4.78%
19-21	7	1.96%	2.39%
22-24	21	5.88%	7.17%
25-27	13	3.64%	4.44%
28 or more	14	3.92%	4.78%
Sum:	293	82.07%	100%
Not answered:	64	17.93%	-

Total answered: 293

Question 15

Please indicate the legal patron population at your place of employment.



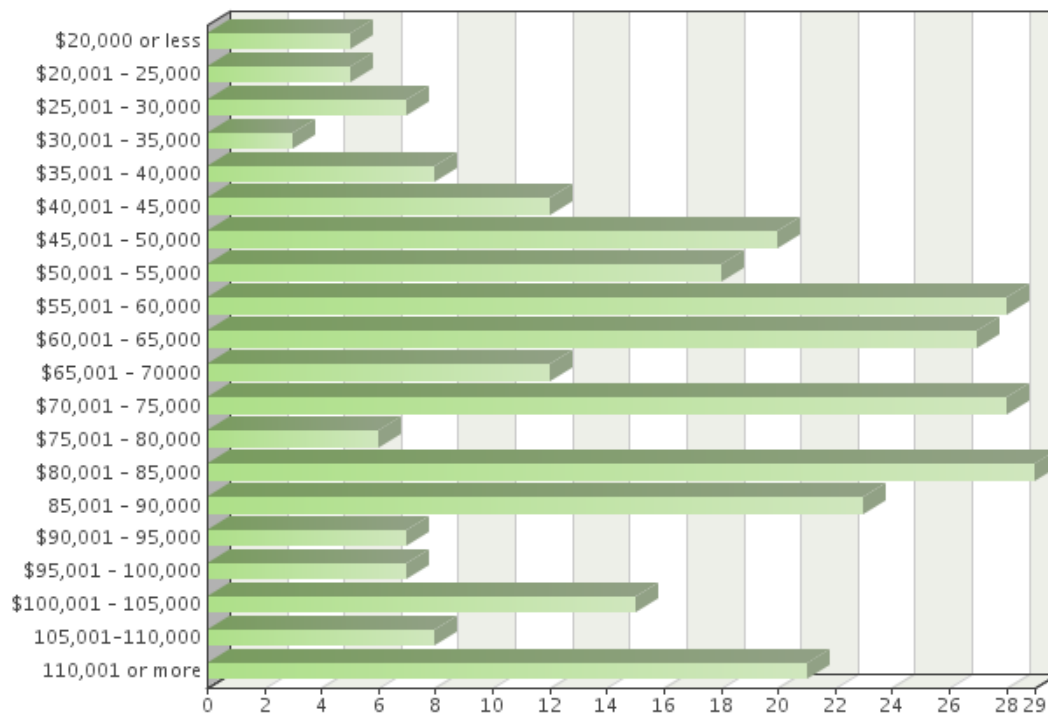
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
1-10	8	2.24%	2.77%
11-20	8	2.24%	2.77%
21-30	5	1.4%	1.73%
31-40	8	2.24%	2.77%
41-50	12	3.36%	4.15%
51-60	7	1.96%	2.42%
61-70	10	2.8%	3.46%
71-80	9	2.52%	3.11%
81-90	9	2.52%	3.11%
91-100	8	2.24%	2.77%
101-200	57	15.97%	19.72%
201-300	40	11.2%	13.84%
More than 300	108	30.25%	37.37%
Sum:	289	80.95%	100%
Not answered:	68	19.05%	-

Total answered: 289

Question 16

Which range does your gross base salary fall within?



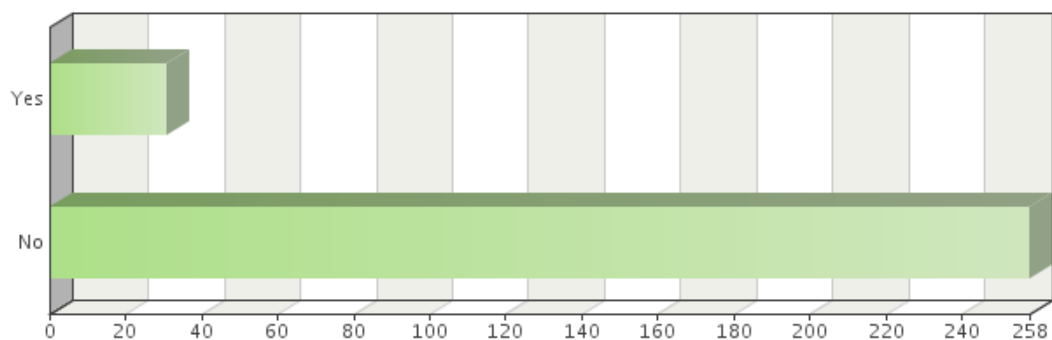
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
\$20,000 or less	5	1.4%	1.73%
\$20,001 - 25,000	5	1.4%	1.73%
\$25,001 - 30,000	7	1.96%	2.42%
\$30,001 - 35,000	3	0.84%	1.04%
\$35,001 - 40,000	8	2.24%	2.77%
\$40,001 - 45,000	12	3.36%	4.15%
\$45,001 - 50,000	20	5.6%	6.92%
\$50,001 - 55,000	18	5.04%	6.23%
\$55,001 - 60,000	28	7.84%	9.69%
\$60,001 - 65,000	27	7.56%	9.34%
\$65,001 - 70,000	12	3.36%	4.15%
\$70,001 - 75,000	28	7.84%	9.69%
\$75,001 - 80,000	6	1.68%	2.08%
\$80,001 - 85,000	29	8.12%	10.03%
\$85,001 - 90,000	23	6.44%	7.96%
\$90,001 - 95,000	7	1.96%	2.42%
\$95,001 - 100,000	7	1.96%	2.42%
\$100,001 - 105,000	15	4.2%	5.19%
\$105,001 - 110,000	8	2.24%	2.77%
\$110,001 or more	21	5.88%	7.27%
Sum:	289	80.95%	100%
Not answered:	68	19.05%	-

Total answered: 289

Question 17

Have you changed positions in the past year?

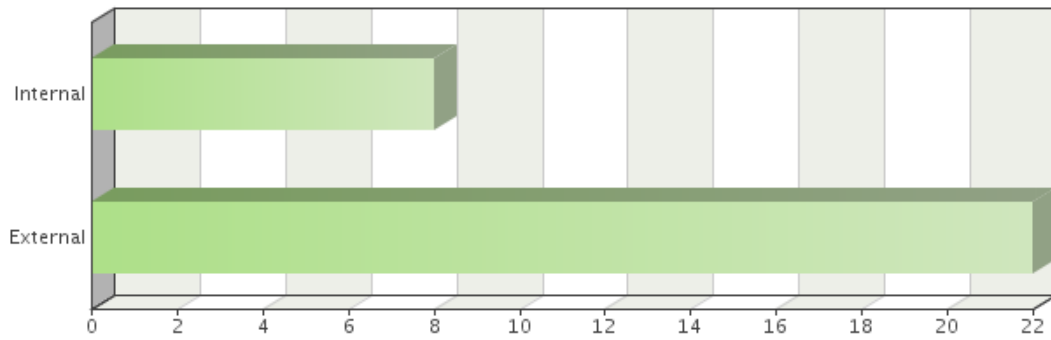


Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Yes	31	8.68%	10.73%
No	258	72.27%	89.27%
Sum:	289	80.95%	100%
Not answered:	68	19.05%	-
Total answered: 289			

Question 18

Was the change internal or external?

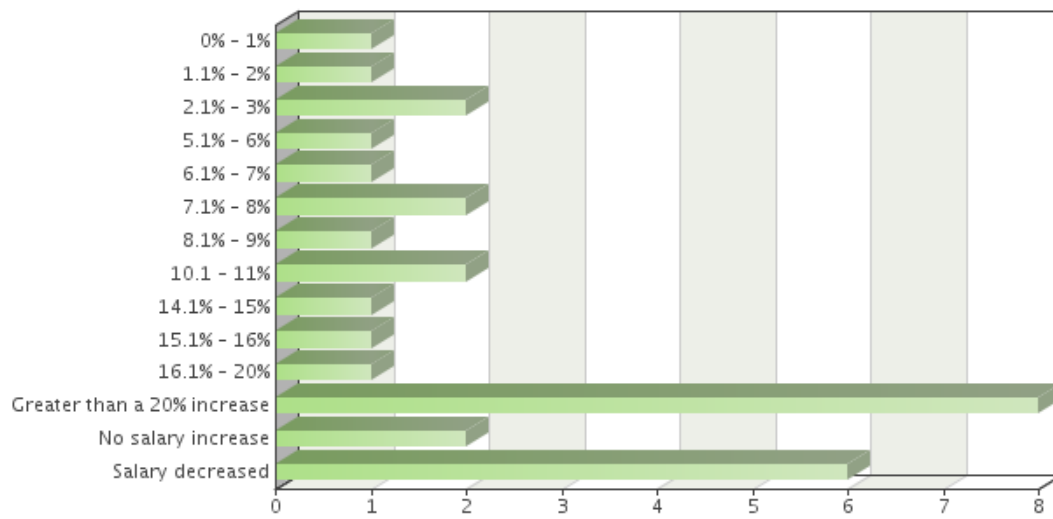


Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Internal	8	2.24%	26.67%
External	22	6.16%	73.33%
Sum:	30	8.4%	100%
Not answered:	327	91.6%	-
Total answered: 30			

Question 19

How much did your salary increase from your old position to your new position?



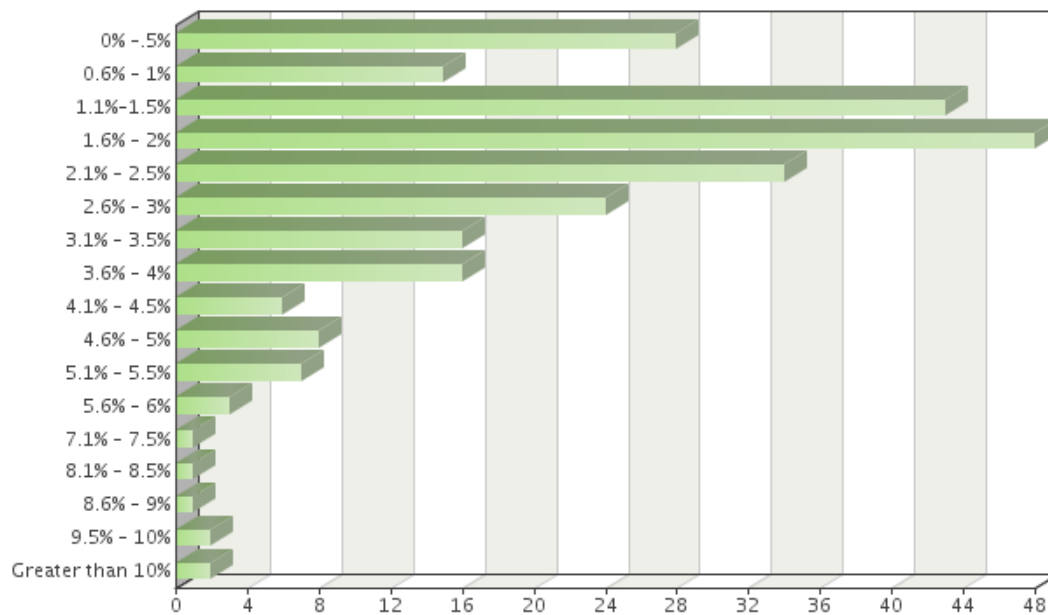
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
0% - 1%	1	0.28%	3.33%
1.1% - 2%	1	0.28%	3.33%
2.1% - 3%	2	0.56%	6.67%
5.1% - 6%	1	0.28%	3.33%
6.1% - 7%	1	0.28%	3.33%
7.1% - 8%	2	0.56%	6.67%
8.1% - 9%	1	0.28%	3.33%
10.1 - 11%	2	0.56%	6.67%
14.1% - 15%	1	0.28%	3.33%
15.1% - 16%	1	0.28%	3.33%
16.1% - 20%	1	0.28%	3.33%
Greater than a 20% increase	8	2.24%	26.67%
No salary increase	2	0.56%	6.67%
Salary decreased	6	1.68%	20%
Sum:	30	8.4%	100%
Not answered:	327	91.6%	-

Total answered: 30

Question 20

What was the percentage of your last salary increase?

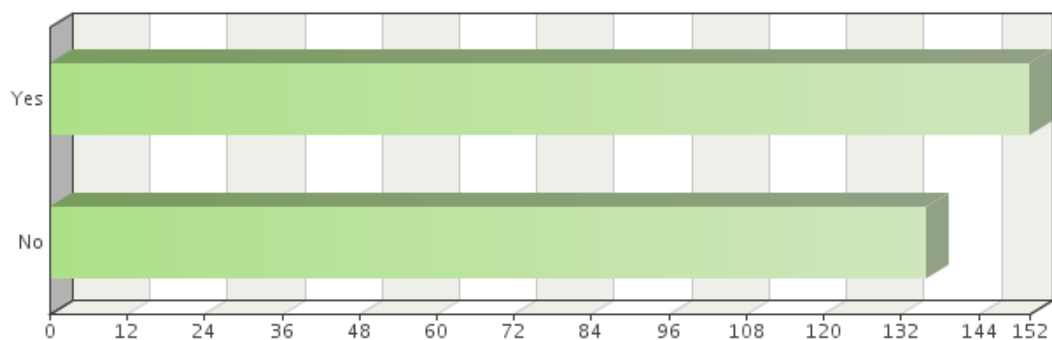


Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
0% - .5%	28	7.84%	10.98%
0.6% - 1%	15	4.2%	5.88%
1.1% - 1.5%	43	12.04%	16.86%
1.6% - 2%	48	13.45%	18.82%
2.1% - 2.5%	34	9.52%	13.33%
2.6% - 3%	24	6.72%	9.41%
3.1% - 3.5%	16	4.48%	6.27%
3.6% - 4%	16	4.48%	6.27%
4.1% - 4.5%	6	1.68%	2.35%
4.6% - 5%	8	2.24%	3.14%
5.1% - 5.5%	7	1.96%	2.75%
5.6% - 6%	3	0.84%	1.18%
7.1% - 7.5%	1	0.28%	0.39%
8.1% - 8.5%	1	0.28%	0.39%
8.6% - 9%	1	0.28%	0.39%
9.5% - 10%	2	0.56%	0.78%
Greater than 10%	2	0.56%	0.78%
Sum:	255	71.43%	100%
Not answered:	102	28.57%	-
Total answered: 255			

Question 21

Did you receive a bonus in the past year (January 1, 2012-December 31st, 2012)?

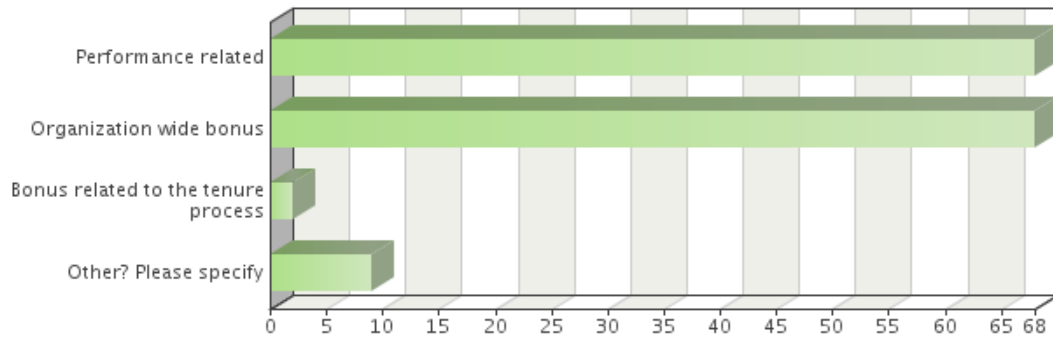


Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Yes	152	42.58%	52.78%
No	136	38.1%	47.22%
Sum:	288	80.67%	100%
Not answered:	69	19.33%	-
Total answered: 288			

Question 22

What is the nature of the bonus program?



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Performance related	68	19.05%	46.26%
Organization wide bonus	68	19.05%	46.26%
Bonus related to the tenure process	2	0.56%	1.36%
Other? Please specify	9	2.52%	6.12%
Sum:	147	41.18%	100%
Not answered:	210	58.82%	-
Total answered: 147			

Text input

not sure

funds available

Christmas bonus

Combination of personal and firm performance

thank you

Bonus worked into the contract

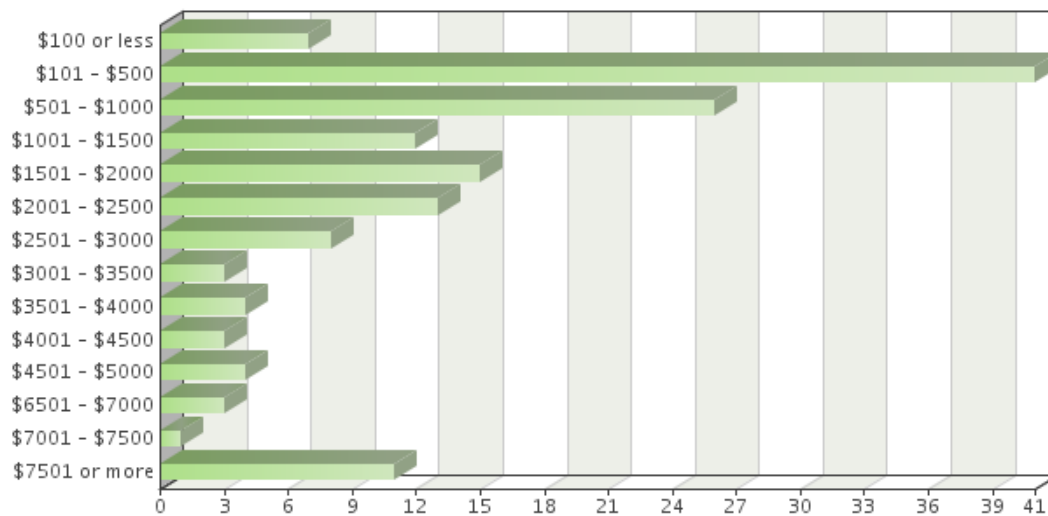
employer discretion

years of service related

bilinguisme

Question 23

Amount/Type of bonus received January 1, 2012 - December 31, 2012.



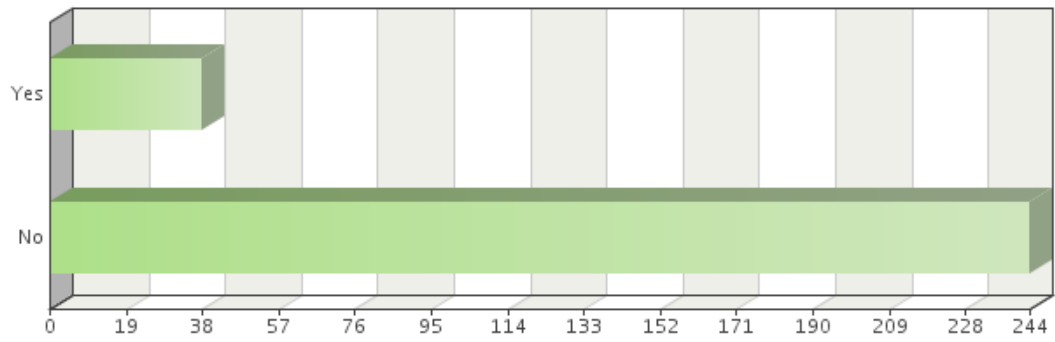
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
\$100 or less	7	1.96%	4.64%
\$101 - \$500	41	11.48%	27.15%
\$501 - \$1000	26	7.28%	17.22%
\$1001 - \$1500	12	3.36%	7.95%
\$1501 - \$2000	15	4.2%	9.93%
\$2001 - \$2500	13	3.64%	8.61%
\$2501 - \$3000	8	2.24%	5.3%
\$3001 - \$3500	3	0.84%	1.99%
\$3501 - \$4000	4	1.12%	2.65%
\$4001 - \$4500	3	0.84%	1.99%
\$4501 - \$5000	4	1.12%	2.65%
\$6501 - \$7000	3	0.84%	1.99%
\$7001 - \$7500	1	0.28%	0.66%
\$7501 or more	11	3.08%	7.28%
Sum:	151	42.3%	100%
Not answered:	206	57.7%	-

Total answered: 151

Question 24

Do you receive paid sabbatical or study/research leave?

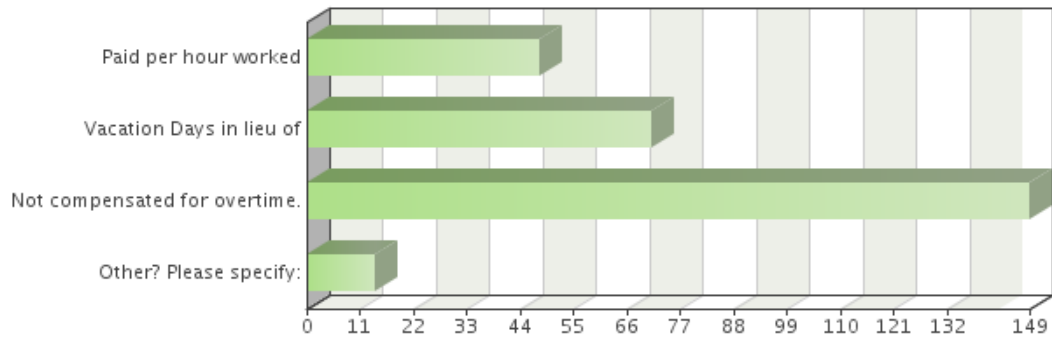


Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Yes	38	10.64%	13.48%
No	244	68.35%	86.52%
Sum:	282	78.99%	100%
Not answered:	75	21.01%	-
Total answered: 282			

Question 25

How are you compensated for overtime?



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Paid per hour worked	48	13.45%	17.02%
Vacation Days in lieu of	71	19.89%	25.18%
Not compensated for overtime.	149	41.74%	52.84%
Other? Please specify:	14	3.92%	4.96%
Sum:	282	78.99%	100%
Not answered:	75	21.01%	-

Total answered: 282

Text input

payé à temps et demi ou transformé en jours de vacances

time off

benefit payment

don't work overtime

N/A

usually vacation days but could claim hours

Time and a half

Have not done any overtime so unsure

time off

compensating time off but not a one to one correlation

Paid/Lieu at time and a half

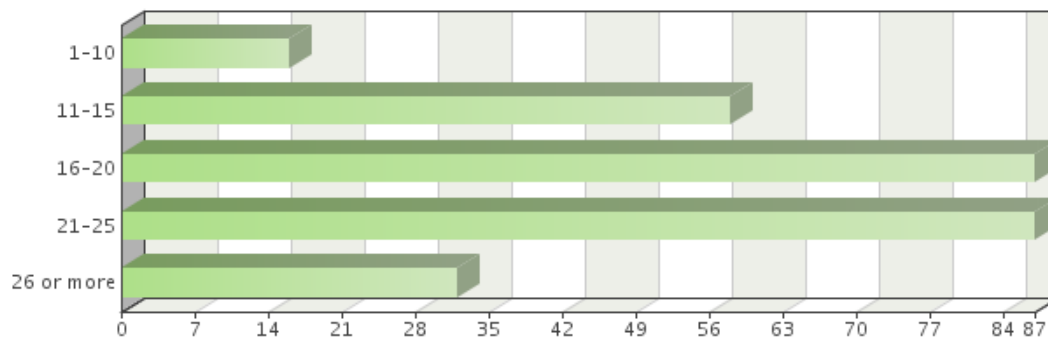
overtime never required

don't do overtime

n/a

Question 26

How many paid vacation days do you get?



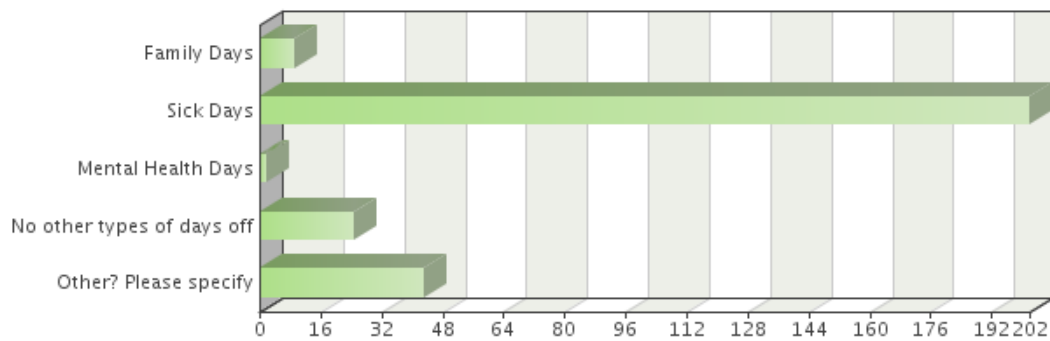
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
1-10	16	4.48%	5.71%
11-15	58	16.25%	20.71%
16-20	87	24.37%	31.07%
21-25	87	24.37%	31.07%
26 or more	32	8.96%	11.43%
Sum:	280	78.43%	100%
Not answered:	77	21.57%	-

Total answered: 280

Question 27

Are you eligible for any other types of days off?



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Family Days	9	2.52%	3.2%
Sick Days	202	56.58%	71.89%
Mental Health Days	2	0.56%	0.71%
No other types of days off	25	7%	8.9%
Other? Please specify	43	12.04%	15.3%
Sum:	281	78.71%	100%
Not answered:	76	21.29%	-

Total answered: 281

Text input

Family AND sick

Family & Sick Time

Family, Sick and Bereavement

Personal Leave Days which includes sick days

Personal time off

5 family days, 1 personal day, sick leave is a benefit not an eligibility and cumulates over career (10 days per year) if not used

11 congés maladie payés et journées de congé pour des motifs familiaux

Personal leave ; Volunteer activities

bereavement

"PEL"

All of the above

All of the above

Sick & family

Sick Days & Personal Days

Research days - 8 per year

professional development days

EDOs every second Friday but are without pay

as needed - not paid

Sick Days and Bereavement Leave

Family, sick and mental health

Programme de conciliation travail - vie personnelle. 5, 10 ou 15 jours de congé à nos frais, mais l'employeur continue de payer sa part d'avantages sociaux pour ces journées (p.ex.: fonds de pension)

Family days, sick days, volunteer day

Volunteer day

personal day

Personal Days

sick days & family/mental health

SELF-EMPLOYED

sick days and personal days

en tant que gestionnaire nous avons accès à toute une gamme tel que les journées de congé pour motifs familiaux, des congés de maladie etc....

10 days without pay

discretionary

Sick Days and Special Leave

Family days, Sick days, Research days, Personal days

All of the above

bereavement

2 Personal Days

Personal days

Family, Sick and mental health

Research Days

Research days (8)

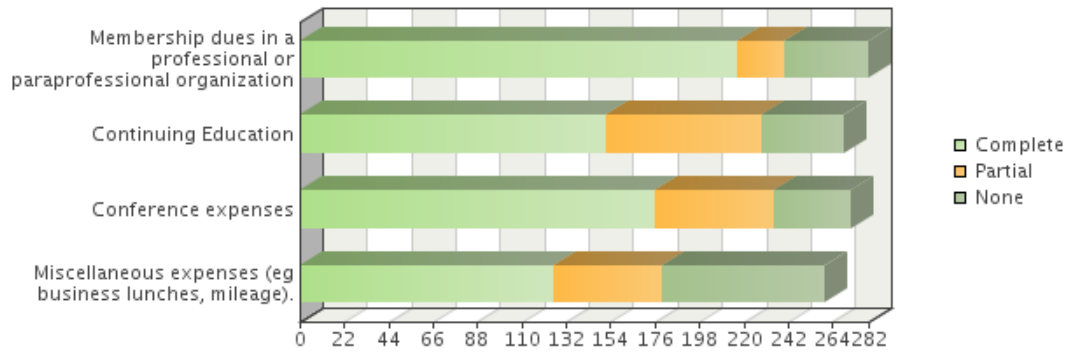
Research days

Sick, family

Question 28

What is your employer's contribution to each item? (Complete, Partial or None)

Levels



	Complete	Partial	None	Sum
Membership dues in a professional or paraprofessional organization	217 76.95% 20%	23 8.16% 2.12%	42 14.89% 3.87%	282 100% 25.99%
Continuing Education	152 56.3% 14.01%	77 28.52% 7.1%	41 15.19% 3.78%	270 100% 24.88%
Conference expenses	176 64.47% 16.22%	59 21.61% 5.44%	38 13.92% 3.5%	273 100% 25.16%
Miscellaneous expenses (eg business lunches, mileage).	126 48.46% 11.61%	54 20.77% 4.98%	80 30.77% 7.37%	260 100% 23.96%
Sum	671 - 61.84%	213 - 19.63%	201 - 18.53%	1085 - 100%

*Sequence of numbers in a cell

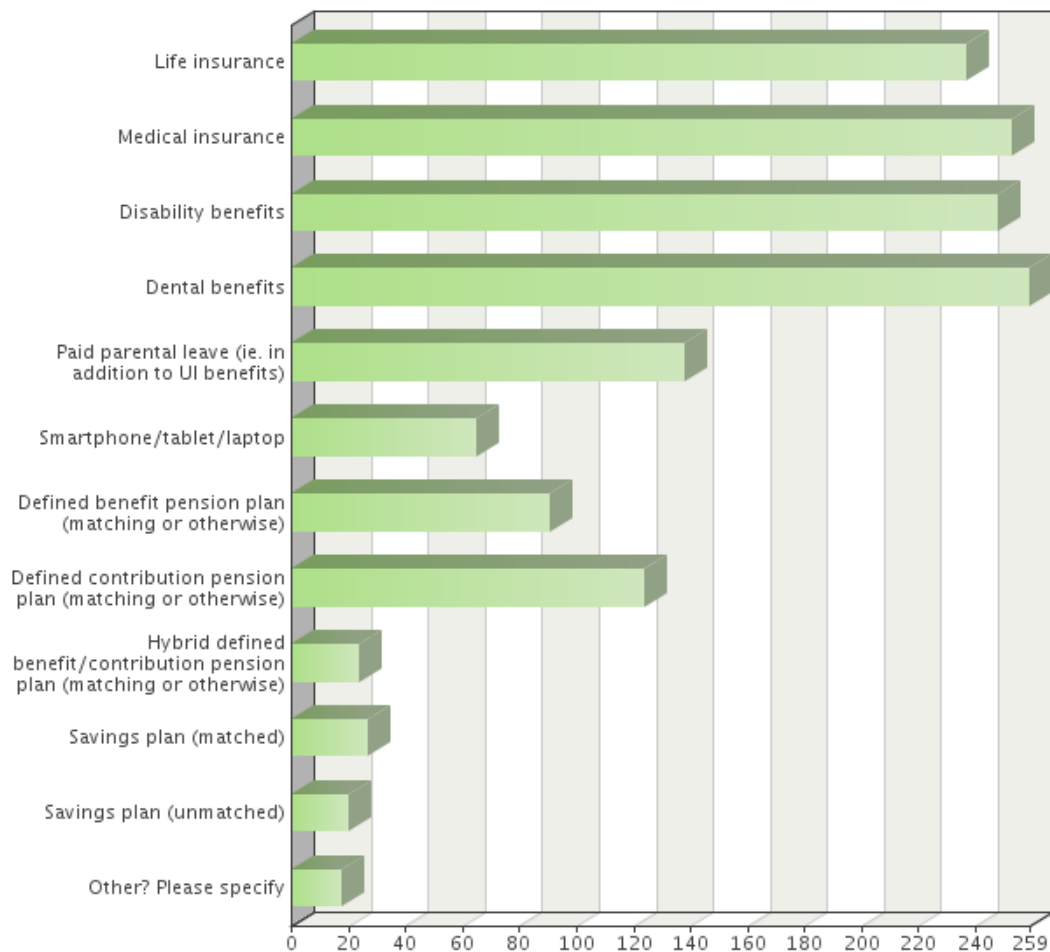
Absolute frequency

Relative frequency row

Relative frequency

Question 29

Which of the following benefits are made available to you by your employer? (Select all that apply).



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency	Adjusted relative frequency
Life insurance	237	15.76%	66.39%	87.45%
Medical insurance	253	16.82%	70.87%	93.36%
Disability benefits	248	16.49%	69.47%	91.51%
Dental benefits	259	17.22%	72.55%	95.57%
Paid parental leave (ie. in addition to UI benefits)	138	9.18%	38.66%	50.92%
Smartphone/tablet/laptop	65	4.32%	18.21%	23.99%
Defined benefit pension plan (matching or otherwise)	91	6.05%	25.49%	33.58%
Defined contribution pension plan (matching or otherwise)	124	8.24%	34.73%	45.76%
Hybrid defined benefit/contribution pension plan (matching or otherwise)	24	1.6%	6.72%	8.86%
Savings plan (matched)	27	1.8%	7.56%	9.96%
Savings plan (unmatched)	20	1.33%	5.6%	7.38%
Other? Please specify	18	1.2%	5.04%	6.64%
Sum:	1504	100%	-	-
Not answered:	86	-	24.09%	-

Total answered: 271

Text input

I get No Benefits.

Employee Assistance Program

Fitness fees up to \$500 per year

Stock plan

I believe many of these are available, but I do not qualify as I only work 14 hrs per week

tuition support; child-care support

Fitness benefit

Vision Care

Fitness memberships

none

SELF-EMPLOYED

home internet service, monthly parking

Do not receive any BENEFITS.

Visioncare benefits

I'm not sure about some of these

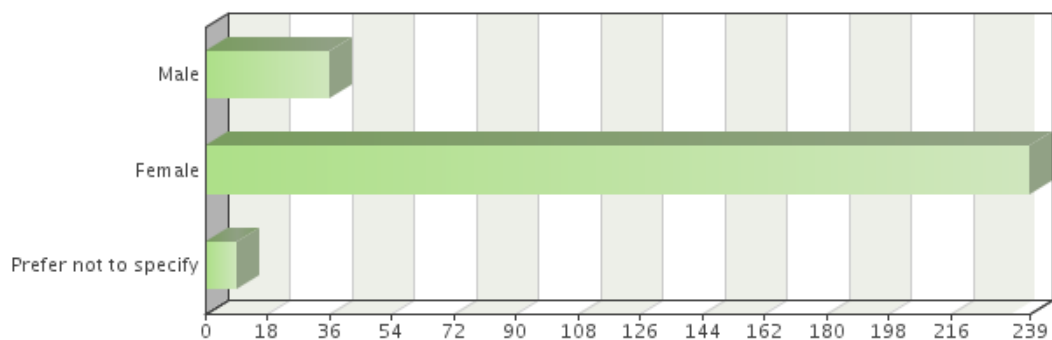
None as I have a pension and benefits from my pre-retirement job

both jobs are p/t with no benefits

parking

Question 30

Please indicate your gender:



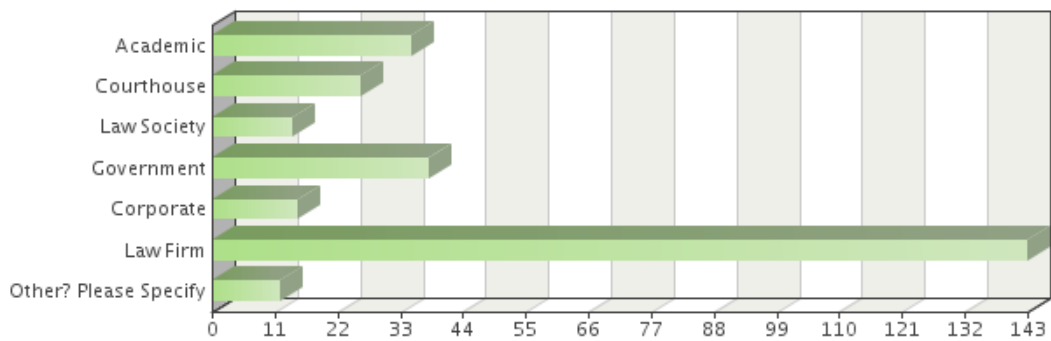
Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Male	36	10.08%	12.68%
Female	239	66.95%	84.15%
Prefer not to specify	9	2.52%	3.17%
Sum:	284	79.55%	100%
Not answered:	73	20.45%	-

Total answered: 284

Question 31

Please indicate the type of library you work in.



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Academic	35	9.8%	12.37%
Courthouse	26	7.28%	9.19%
Law Society	14	3.92%	4.95%
Government	38	10.64%	13.43%
Corporate	15	4.2%	5.3%
Law Firm	143	40.06%	50.53%
Other? Please Specify	12	3.36%	4.24%
Sum:	283	79.27%	100%
Not answered:	74	20.73%	-

Total answered: 283

Text input

Non-profit

PRISON

Police

Publisher

prison

Public

Ref: academic; KM: law firm

Non-profit Corporate Library

Librarian: Academic; KM Lawyer: law firm

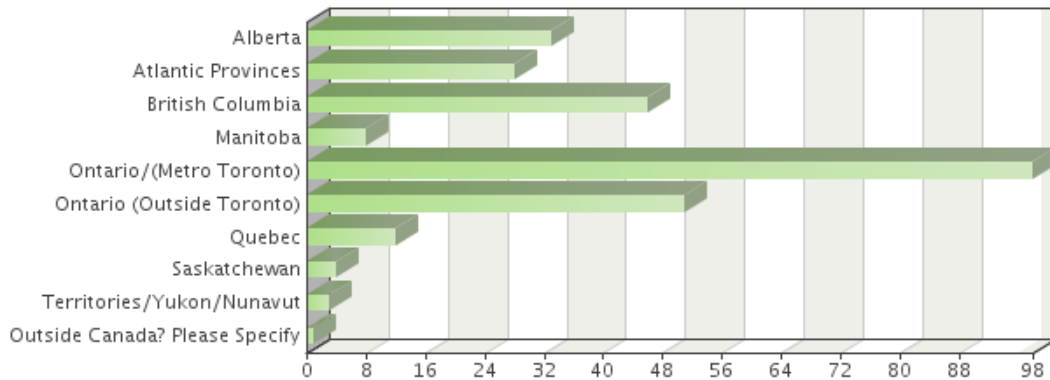
Text input

and government

In government..a document and records management dept.

Question 32

What province or territory do you primarily work in?



Frequency table

Choices	Absolute frequency	Relative frequency	Adjusted relative frequency
Alberta	33	9.24%	11.62%
Atlantic Provinces	28	7.84%	9.86%
British Columbia	46	12.89%	16.2%
Manitoba	8	2.24%	2.82%
Ontario/(Metro Toronto)	98	27.45%	34.51%
Ontario (Outside Toronto)	51	14.29%	17.96%
Quebec	12	3.36%	4.23%
Saskatchewan	4	1.12%	1.41%
Territories/Yukon/Nunavut	3	0.84%	1.06%
Outside Canada? Please Specify	1	0.28%	0.35%
Sum:	284	79.55%	100%
Not answered:	73	20.45%	-
Total answered: 284			

Text input

Bermuda

Question 33

Thank-you for taking the CALL/ACBD Salary Survey; your assistance in collecting this important data, which will enable us to provide useful information to our members is greatly appreciated.