

# Joint CALL/ACBD and TALL 2018 Salary Survey Report

In 2018 the Toronto Association of Law Libraries (TALL) and the Canadian Association of Law Libraries / L'Association canadienne des bibliothèques de droit (CALL / ACBD) conducted a joint Salary Survey.

The purpose of the survey is to determine benchmark employment remuneration received by members of TALL and CALL / ACBD.

The last salary surveys were conducted in 2016 (TALL) and in 2013 (CALL/ACBD). This present survey was carried out in the autumn of 2018 and the data collected in November 2018.

A subset of the data was used to produce a report for TALL which has been published separately.

The analysis is based on 537 invitees, of whom 222 responded, with an invitee response rate of 41.34%.

The analysis looked at many data points. Examples include salary crossed with variables such as region, gender, library type, patron size, experience, and job title.

Data was not reported where the privacy of respondents would not be assured. Generally, this occurred where there were ten or fewer respondents for a particular question or data point.

The average respondent to the survey is a woman who has worked in the profession for 16.5 years, at a firm with a patron population of between 101-200 and earns \$78,894 /yr.

Some overall observations show that salaries have gone up from 2013 with academic and government librarians continuing to show the highest salaries. The gap between male and female salaries has approximately doubled over the past six years. Generally, having a second post-secondary degree, in addition to a MLS, continues to suggest a higher salary.

The CALL / ACBD & TALL Salary Survey Committee

Erica Friesen

Katie Thomas

Mark Lewis

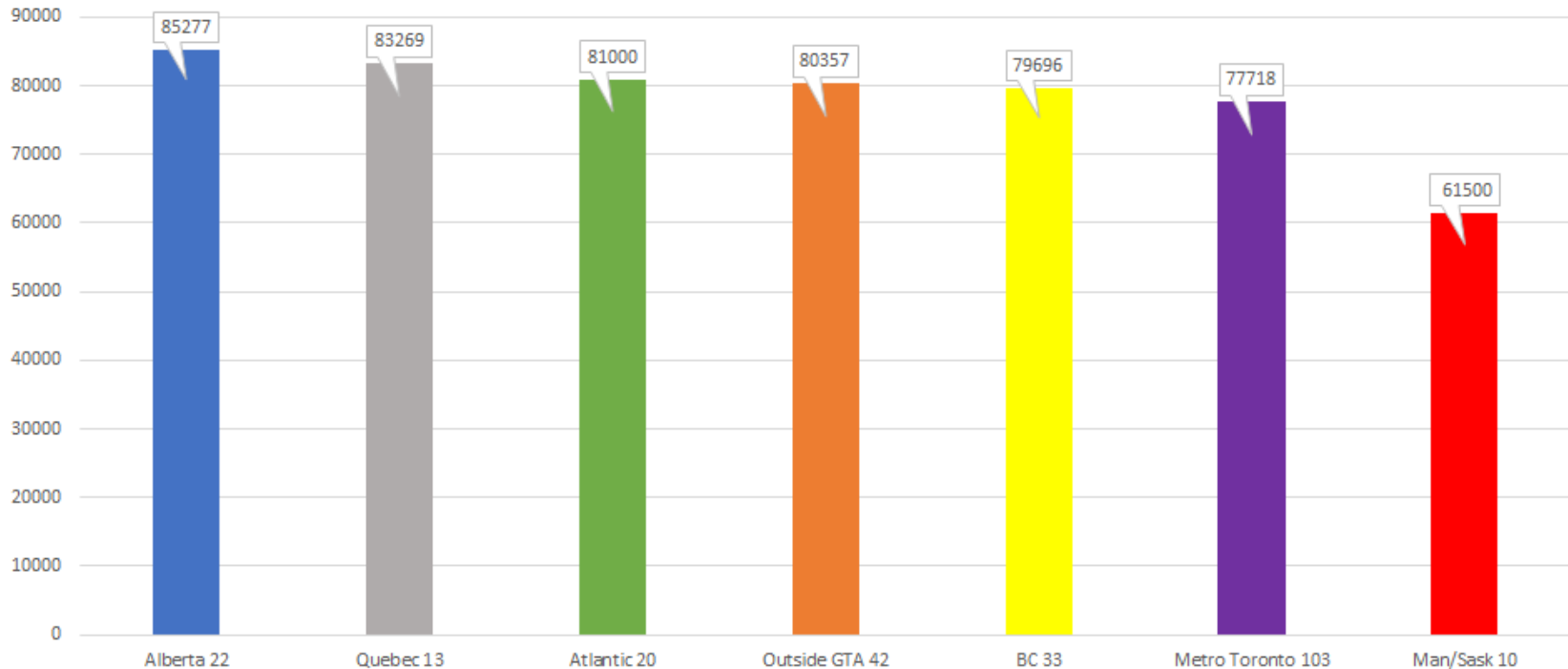
Sara Klein

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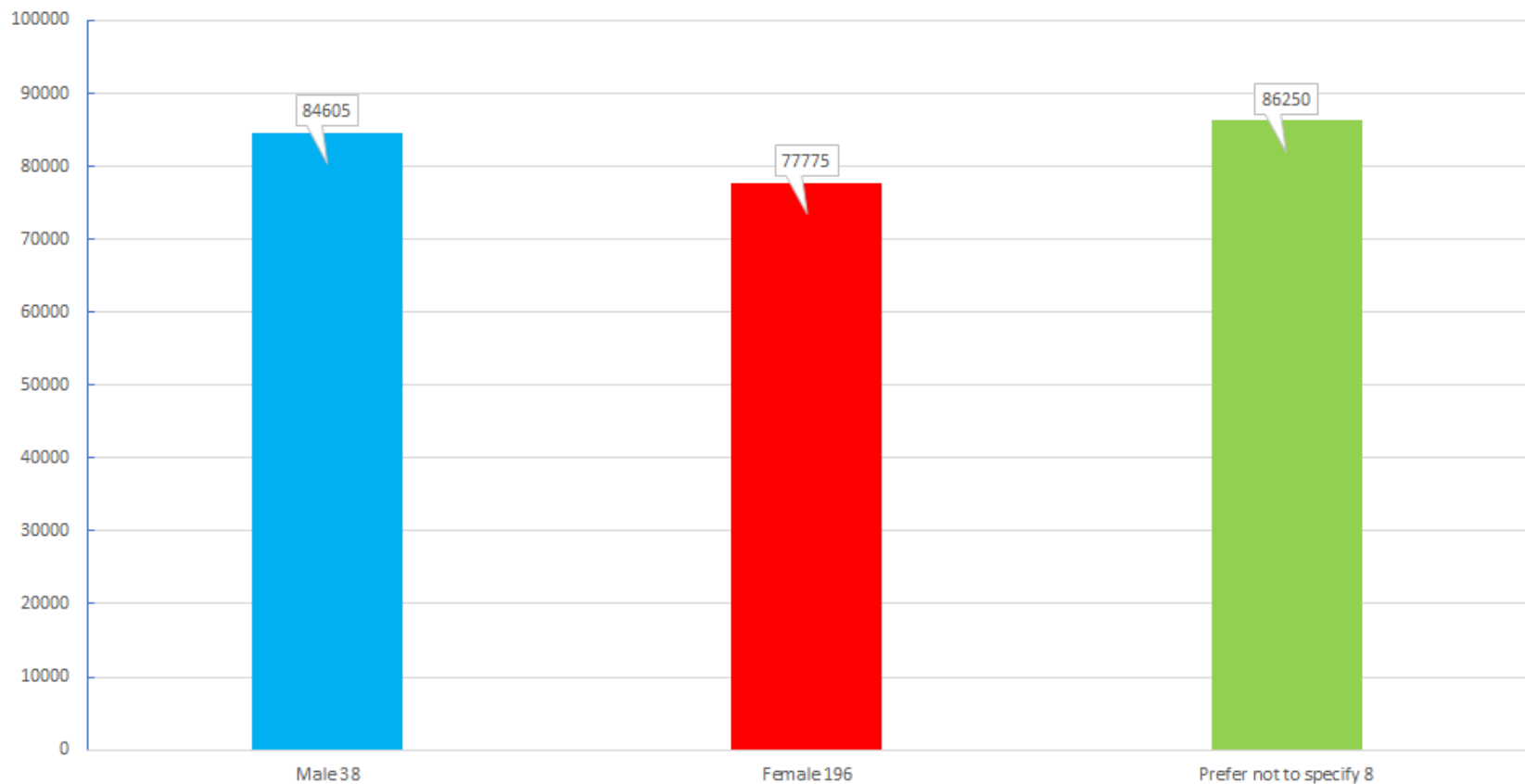
Louise Hamel



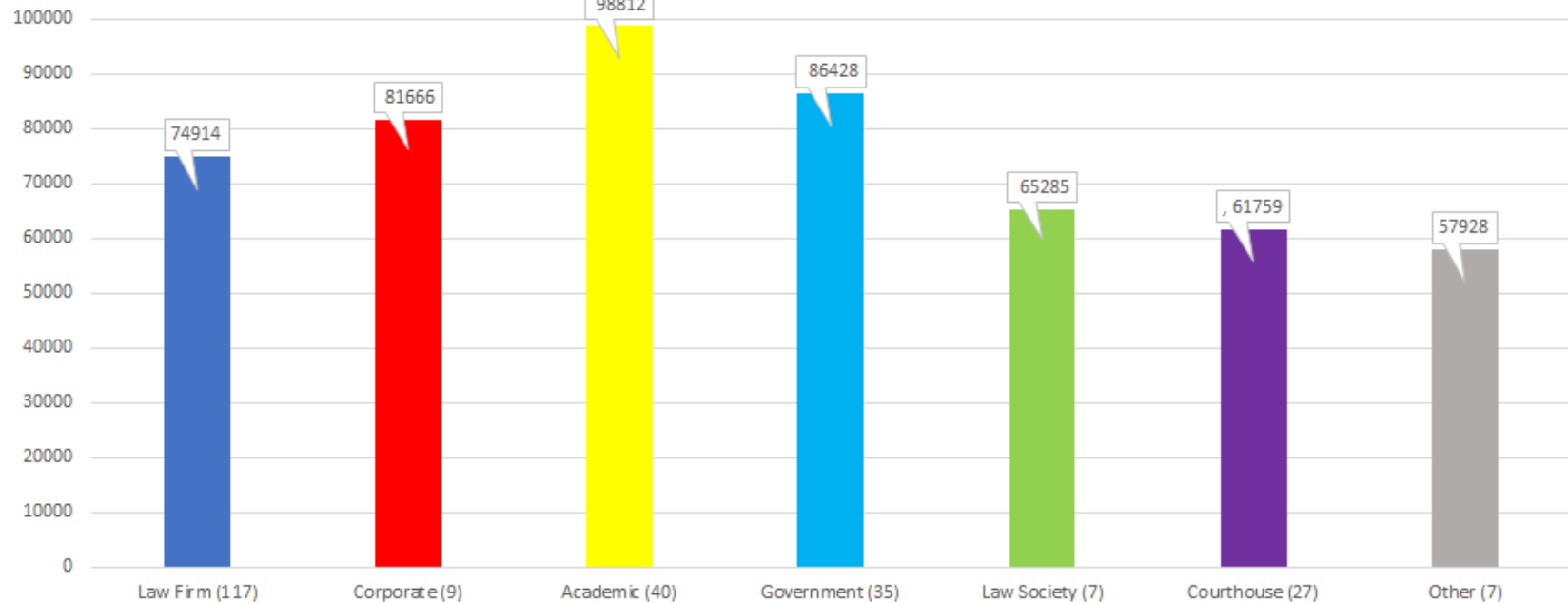
## Average Salaries by Region



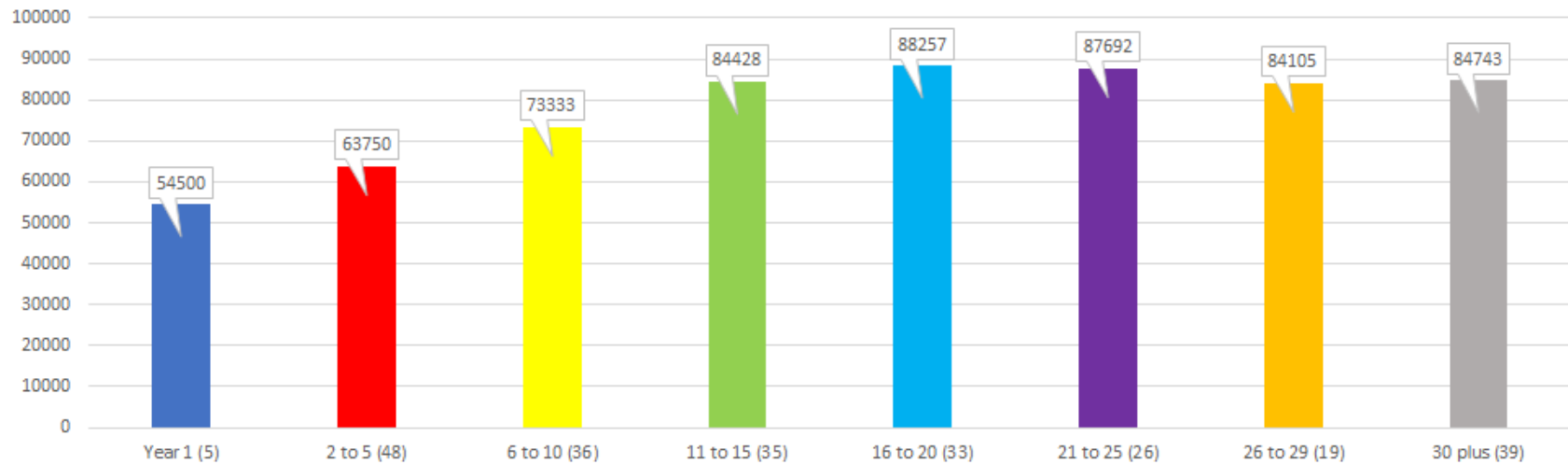
### Average Salary by Gender



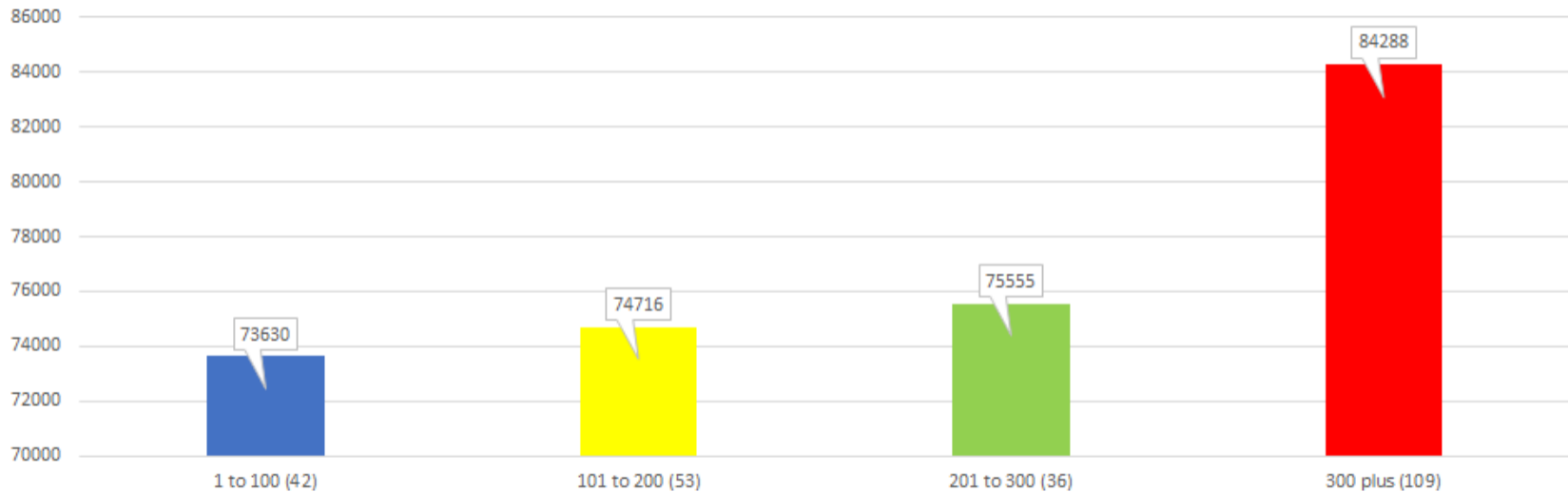
### Average Salary by Library Type



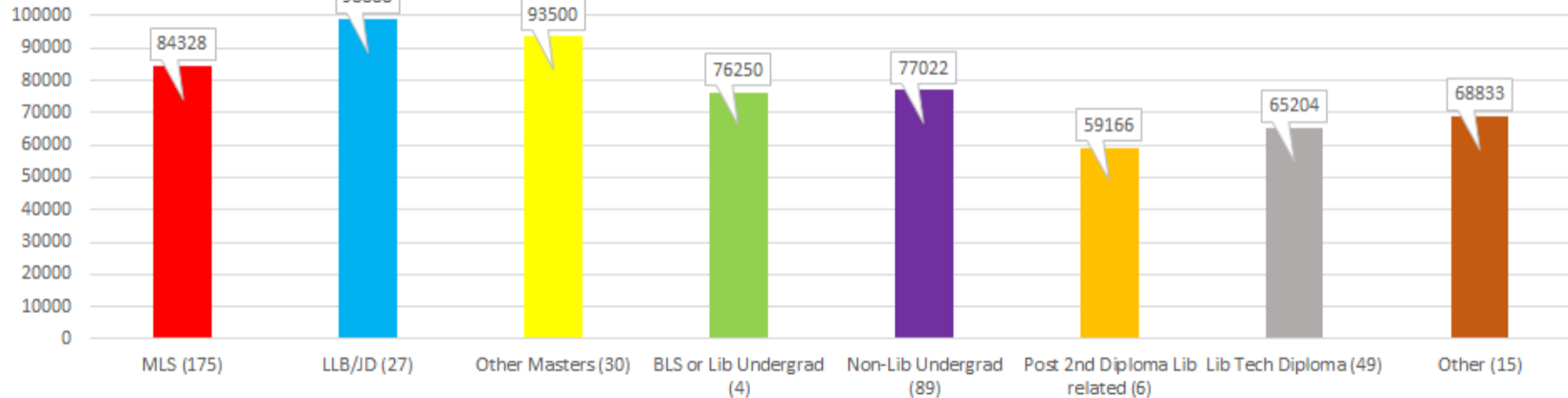
### Average Salary by Years in the Profession



## Average Salary by Patron Population

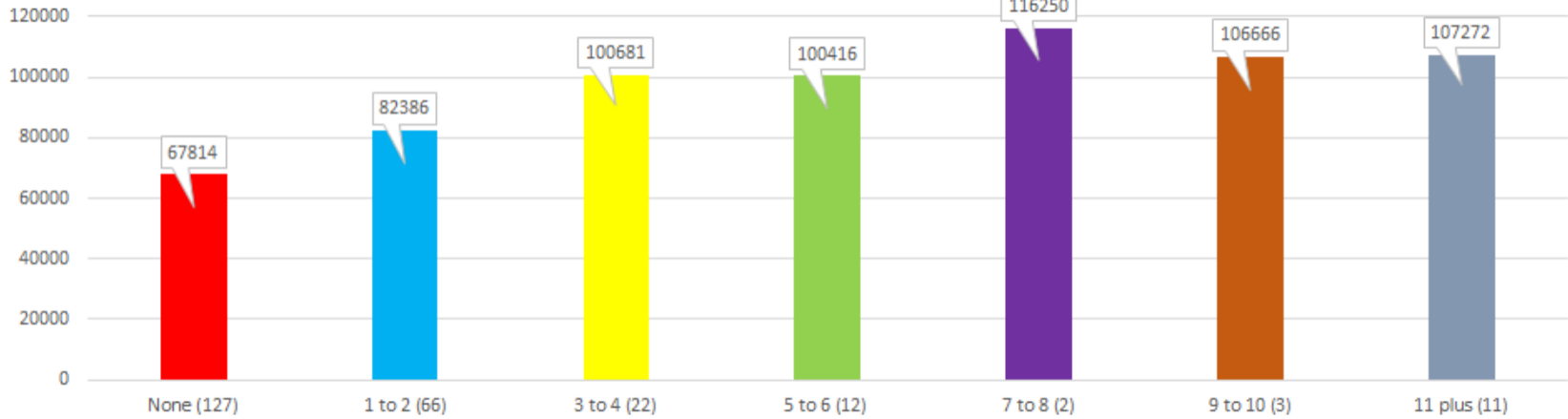


## Average Salary by Degree

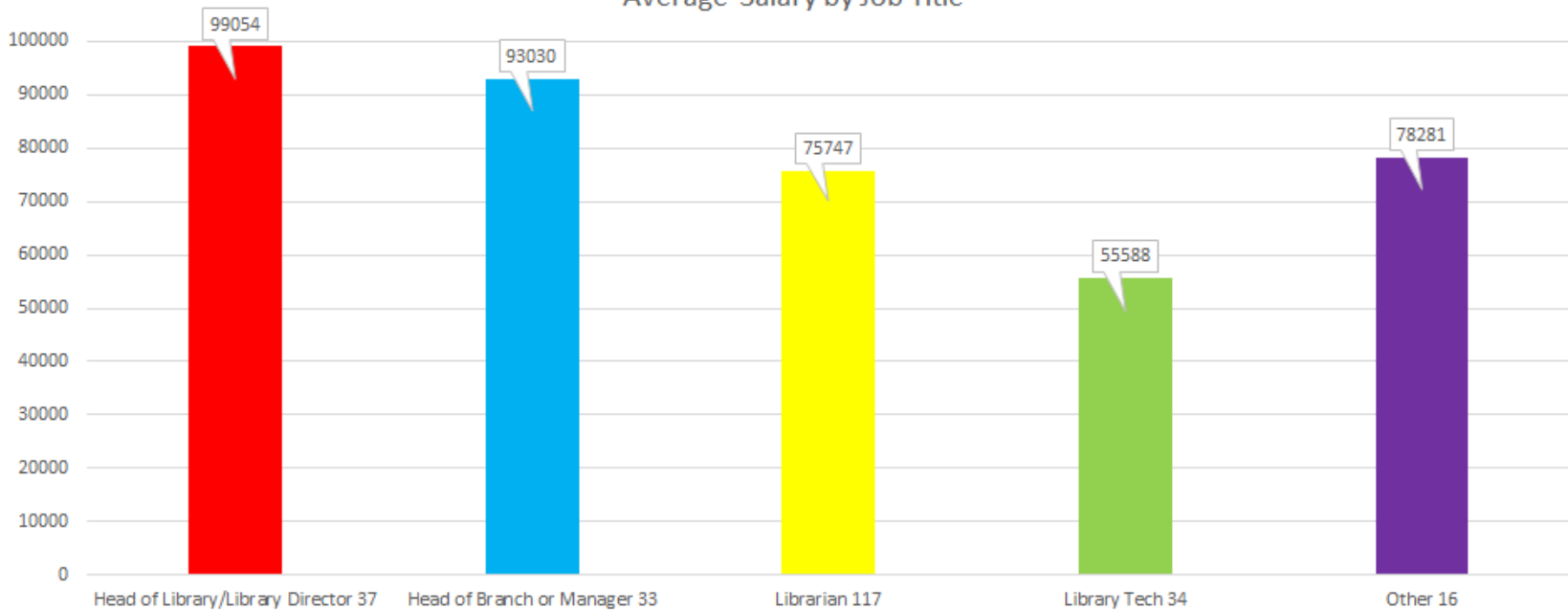




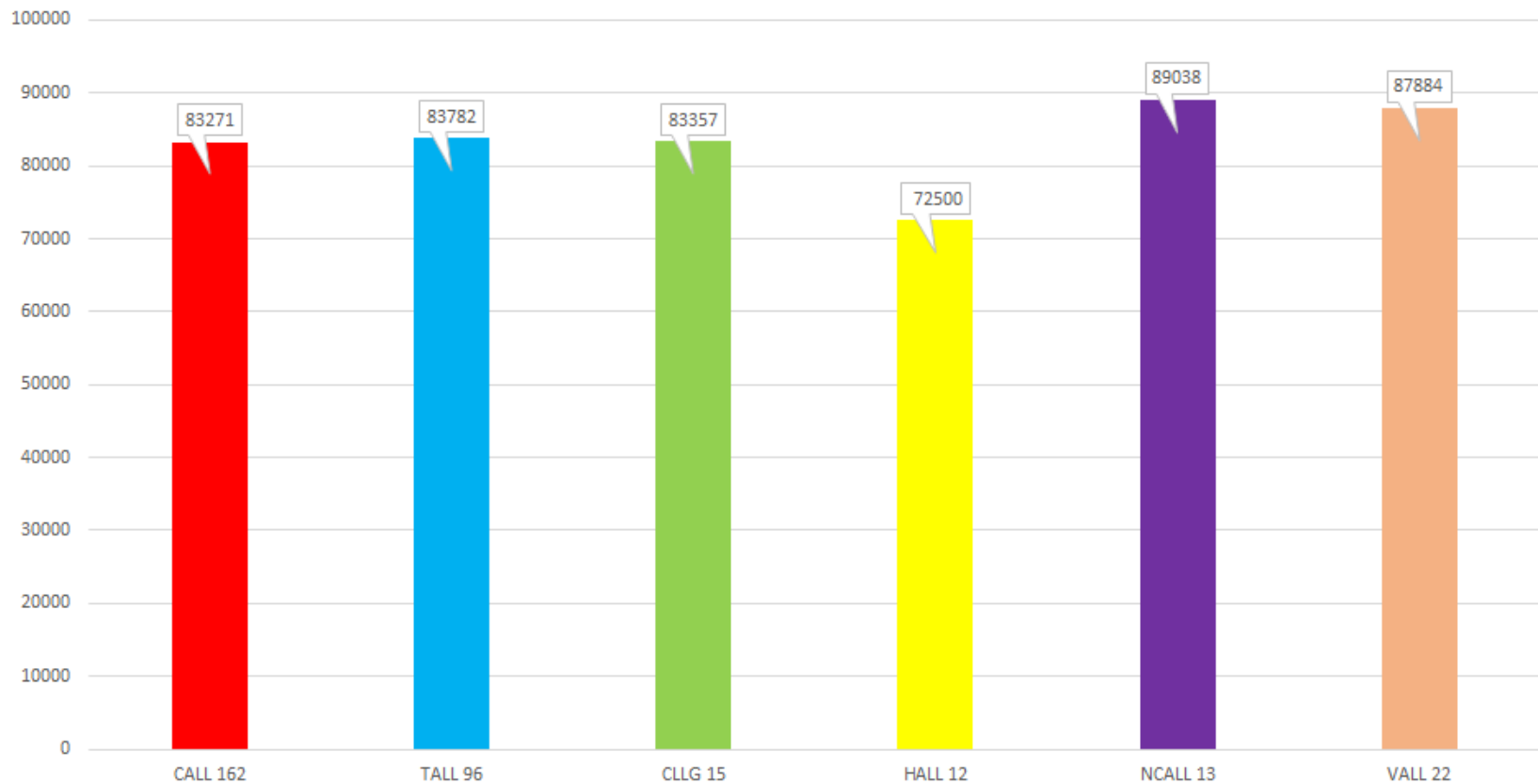
### Average Salary by Number of People Supervised



Average Salary by Job Title



## Average Salary by Association



# Cross Tabs

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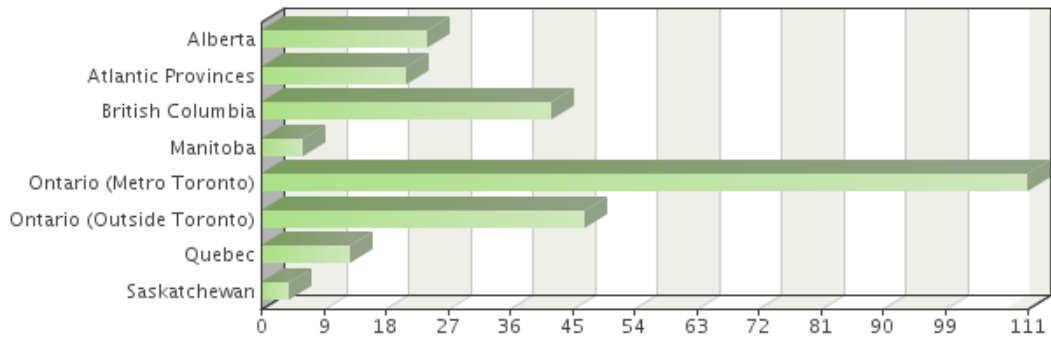
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## Report info

<b>Report date:</b>	Wednesday, May 22, 2019 11:30:21 AM ADT
<b>Start date:</b>	Tuesday, July 3, 2018 11:27:00 AM ADT
<b>Stop date:</b>	Thursday, November 15, 2018 12:59:00 AM AST
<b>Number of completed responses:</b>	268
<b>Number of invitees:</b>	537
<b>Invitees that responded:</b>	222
<b>Invitee response rate:</b>	41.34%

# Question 1

What province, region or territory do you primarily work in?

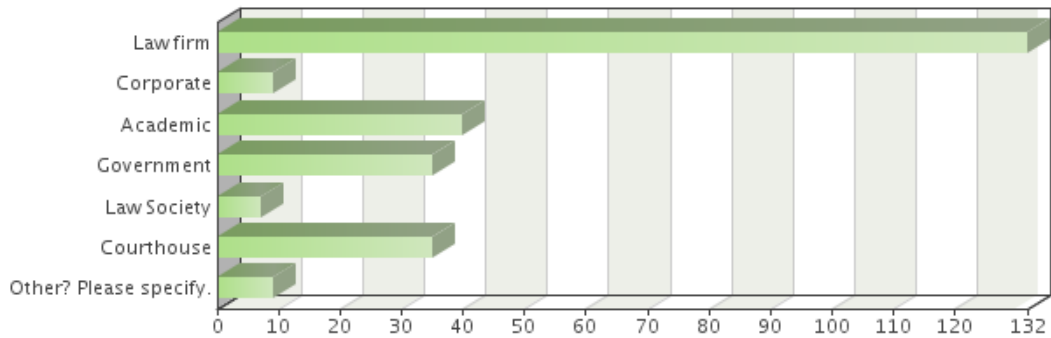


Frequency table

Choices	Absolute frequency	Relative frequency
Alberta	24	8.96%
Atlantic Provinces	21	7.84%
British Columbia	42	15.67%
Manitoba	6	2.24%
Ontario (Metro Toronto)	111	41.42%
Ontario (Outside Toronto)	47	17.54%
Quebec	13	4.85%
Saskatchewan	4	1.49%
Sum:	268	100%
Not answered:	0	0%

## Question 2

In which type of library do you work?



Frequency table

Choices	Absolute frequency	Relative frequency
Law firm	132	49.25%
Corporate	9	3.36%
Academic	40	14.93%
Government	35	13.06%
Law Society	7	2.61%
Courthouse	35	13.06%
Other? Please specify.	9	3.36%
Sum:	267	99.63%
Not answered:	1	0.37%

Last choice text input

Association

Police

independent

independent

Secondary School

Non-profit organization

Accounting firm

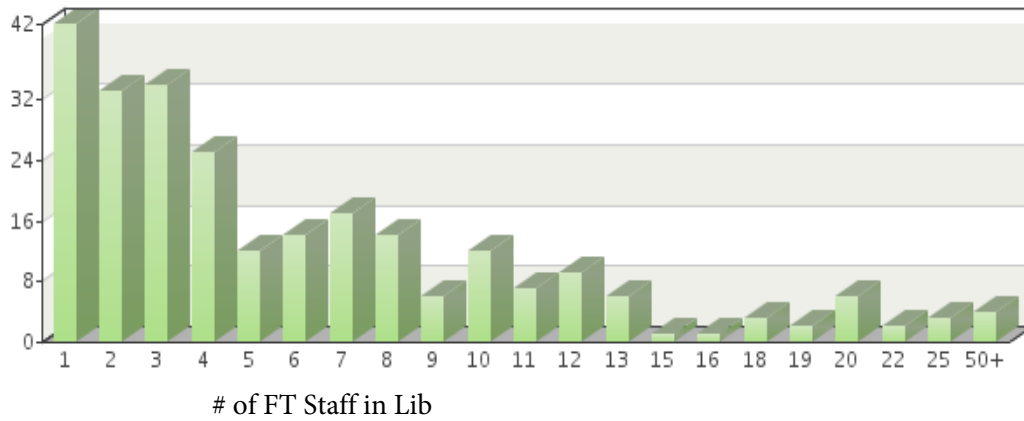
Client Services

Consulting Firm



### Question 3

Including yourself, please indicate the total number of Full Time staff in your library or department.

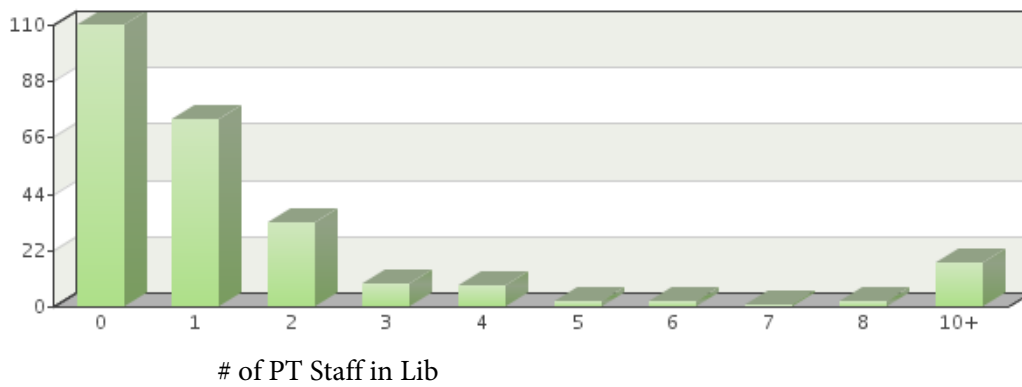


Frequency table

Items	Absolute frequency	Relative frequency
1	42	15.67%
2	33	12.31%
3	34	12.69%
4	25	9.33%
5	12	4.48%
6	14	5.22%
7	17	6.34%
8	14	5.22%
9	6	2.24%
10	12	4.48%
11	7	2.61%
12	9	3.36%
13	6	2.24%
15	1	0.37%
16	1	0.37%
18	3	1.12%
19	2	0.75%
20	6	2.24%
22	2	0.75%
25	3	1.12%
50+	4	1.49%
Sum:	253	94.4%
Not answered:	15	5.6%

## Question 4

Please indicate the total number of part-time staff in your library or department.

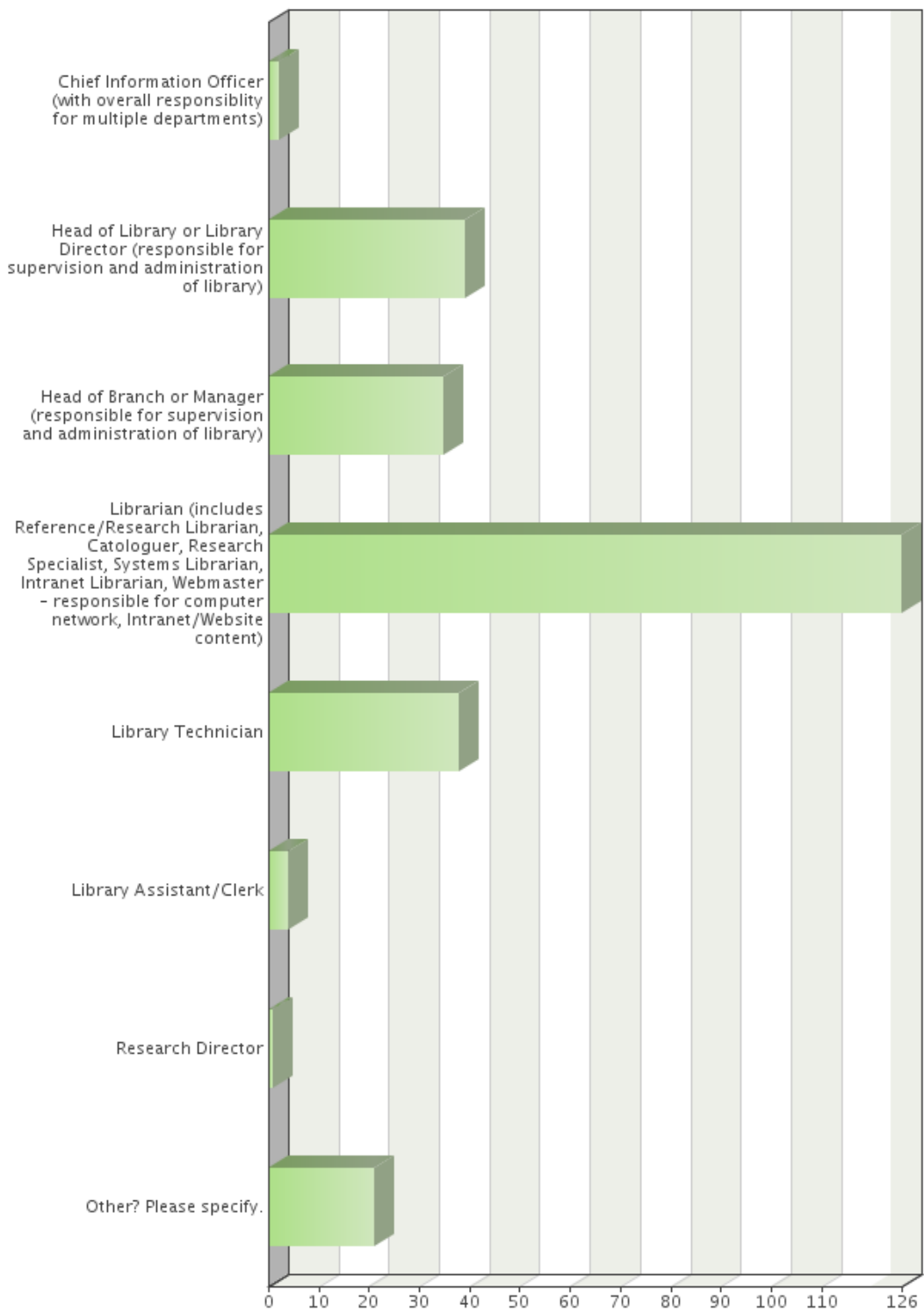


Frequency table

Items	Absolute frequency	Relative frequency
0	110	41.04%
1	73	27.24%
2	33	12.31%
3	9	3.36%
4	8	2.99%
5	2	0.75%
6	2	0.75%
7	1	0.37%
8	2	0.75%
10+	17	6.34%
Sum:	257	95.9%
Not answered:	11	4.1%

## Question 5

Which one of the following job titles most closely matches your role?



## Frequency table

Choices	Absolute frequency	Relative frequency
Chief Information Officer (with overall responsibility for multiple departments)	2	0.75%
Head of Library or Library Director (responsible for supervision and administration of library)	39	14.55%
Head of Branch or Manager (responsible for supervision and administration of library)	35	13.06%
Librarian (includes Reference/Research Librarian, Cataloguer, Research Specialist, Systems Librarian, Intranet Librarian, Webmaster - responsible for computer network, Intranet/Website content)	126	47.01%
Library Technician	38	14.18%
Library Assistant/Clerk	4	1.49%
Research Director	1	0.37%
Other? Please specify.	21	7.84%
<b>Sum:</b>	<b>266</b>	<b>99.25%</b>
Not answered:	2	0.75%

### Answers to Other:

Spécialiste, Recherche juridique | Research Specialist, Legal

L.I.T. sole staff - overall responsibility for library

Library Resources and Systems Administrator (glorified library tech)

Non-librarian role

KM Director

Projects Manager

Knowledge Management Specialist

Research Specialist

Coordinator

Library Director responsible who oversees 6 offices in Canada

Currently, my responsibilities make me half Manager and half Librarian.

Loose-Leaf Filer

Library Resources and Systems Administrator (somewhere between a librarian and a library tech)

Knowledge Management Specialist

consultant / owner and principal

solo library staff

Manager, Records

Researcher / Writer

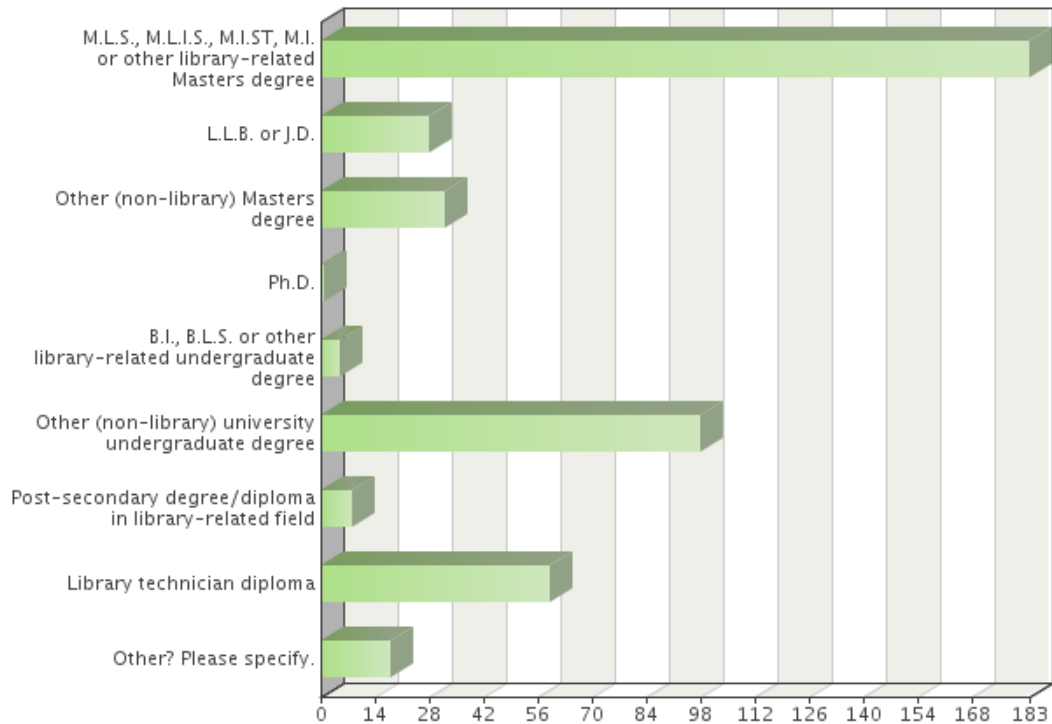
Senior Client Relationship Manager

competitive intelligence manager

Researcher

## Question 6

Please indicate your level of education. Check all that apply.



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
M.L.S., M.L.I.S., M.I.ST, M.I. or other library-related Masters degree	183	42.36%	68.28%
L.L.B. or J.D.	28	6.48%	10.45%
Other (non-library) Masters degree	32	7.41%	11.94%
Ph.D.	1	0.23%	0.37%
B.I., B.L.S. or other library-related undergraduate degree	5	1.16%	1.87%
Other (non-library) university undergraduate degree	98	22.69%	36.57%
Post-secondary degree/diploma in library-related field	8	1.85%	2.99%
Library technician diploma	59	13.66%	22.01%
Other? Please specify.	18	4.17%	6.72%
Sum:	432	100%	-
Not answered:	0	-	0%

Answers to Other:

Barreau du Québec

partial completion of library technician program

Professional Certifications

Post secondary diploma in non-library field

Post Secondary diploma non library related

college diploma in Television Broadcasting and Executive Office Administration

PM and Marketing Certificates

Post-secondary education in Accounting including library related classes

PMP

Masters of Science

Paralegal

IT diploma

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MSL

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B.A and B.Ed

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BCL

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Legal Studies Paralegal Diploma

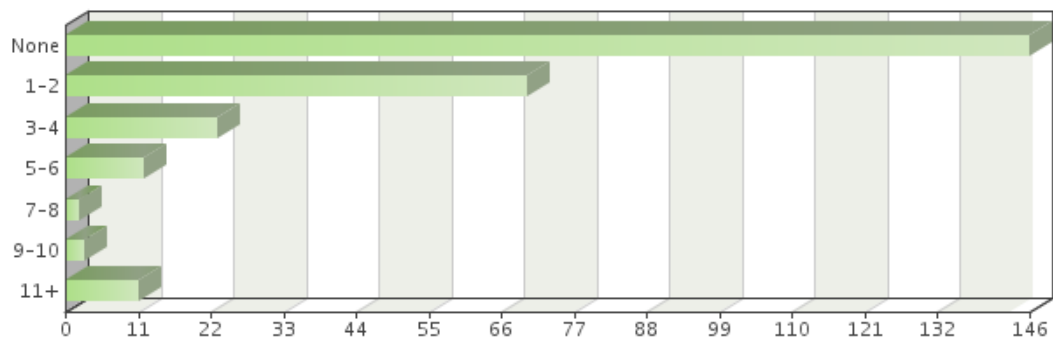
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MBA

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## Question 7

Please indicate the number of employees you supervise or manage (full and/or part-time).

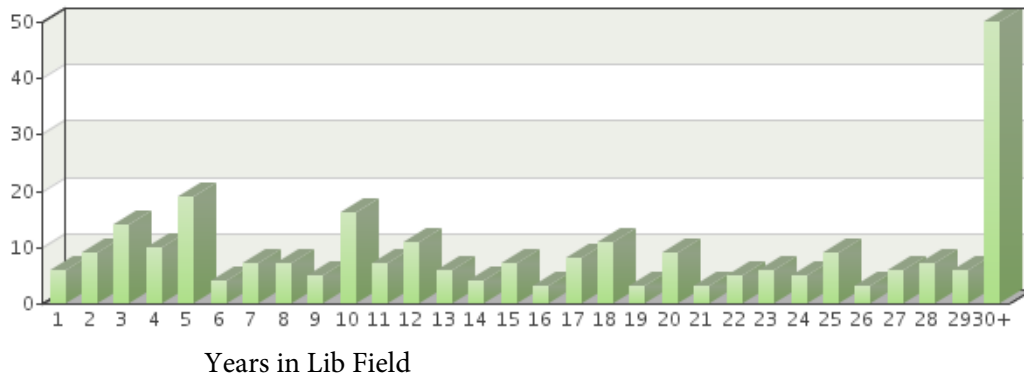


Frequency table

Choices	Absolute frequency	Relative frequency
None	146	54.48%
1-2	70	26.12%
3-4	23	8.58%
5-6	12	4.48%
7-8	2	0.75%
9-10	3	1.12%
11+	11	4.1%
Sum:	267	99.63%
Not answered:	1	0.37%

## Question 8

How many years have you worked in the library and information science field , including law libraries?





Question 8

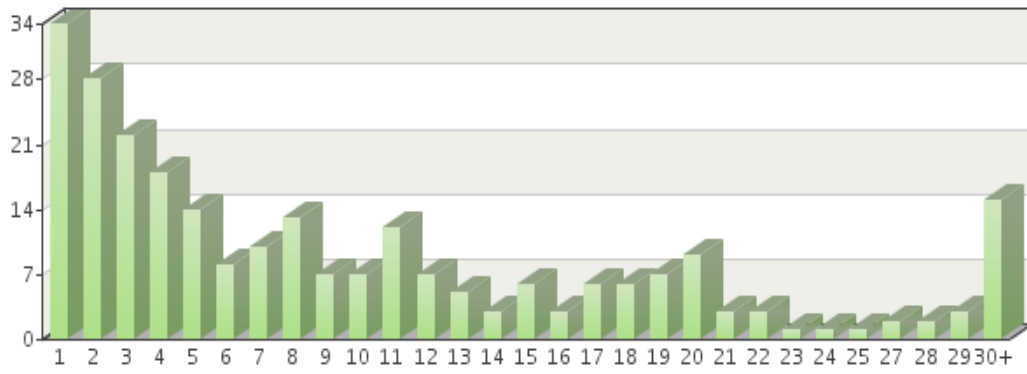
How many years have you worked in the library and information science field , including law libraries?

Frequency table

Items	Absolute frequency	Relative frequency
1	6	2.24%
2	9	3.36%
3	14	5.22%
4	10	3.73%
5	19	7.09%
6	4	1.49%
7	7	2.61%
8	7	2.61%
9	5	1.87%
10	16	5.97%
11	7	2.61%
12	11	4.1%
13	6	2.24%
14	4	1.49%
15	7	2.61%
16	3	1.12%
17	8	2.99%
18	11	4.1%
19	3	1.12%
20	9	3.36%
21	3	1.12%
22	5	1.87%
23	6	2.24%
24	5	1.87%
25	9	3.36%
26	3	1.12%
27	6	2.24%
28	7	2.61%
29	6	2.24%
30+	50	18.66%
<b>Sum:</b>	<b>266</b>	<b>99.25%</b>
Not answered:	2	0.75%

## Question 9

How many years have you worked for your current employer?



Years worked for current employer

Question 9

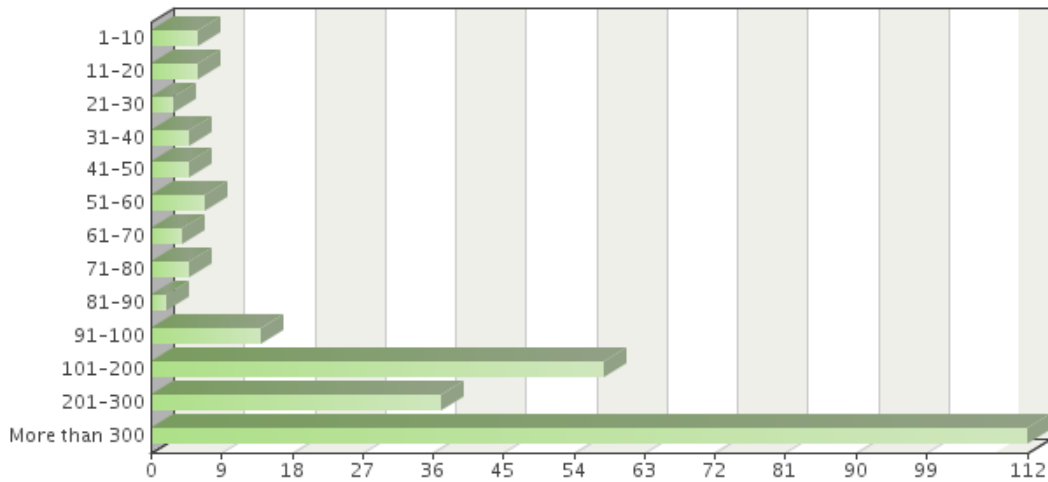
How many years have you worked for your current employer?

Frequency table

Items	Absolute frequency	Relative frequency
1	34	12.69%
2	28	10.45%
3	22	8.21%
4	18	6.72%
5	14	5.22%
6	8	2.99%
7	10	3.73%
8	13	4.85%
9	7	2.61%
10	7	2.61%
11	12	4.48%
12	7	2.61%
13	5	1.87%
14	3	1.12%
15	6	2.24%
16	3	1.12%
17	6	2.24%
18	6	2.24%
19	7	2.61%
20	9	3.36%
21	3	1.12%
22	3	1.12%
23	1	0.37%
24	1	0.37%
25	1	0.37%
27	2	0.75%
28	2	0.75%
29	3	1.12%
30+	15	5.6%
<b>Sum:</b>	<b>256</b>	<b>95.52%</b>
<b>Not answered:</b>	<b>12</b>	<b>4.48%</b>

## Question 10

Approximately how many legal professionals and students are served by your library?

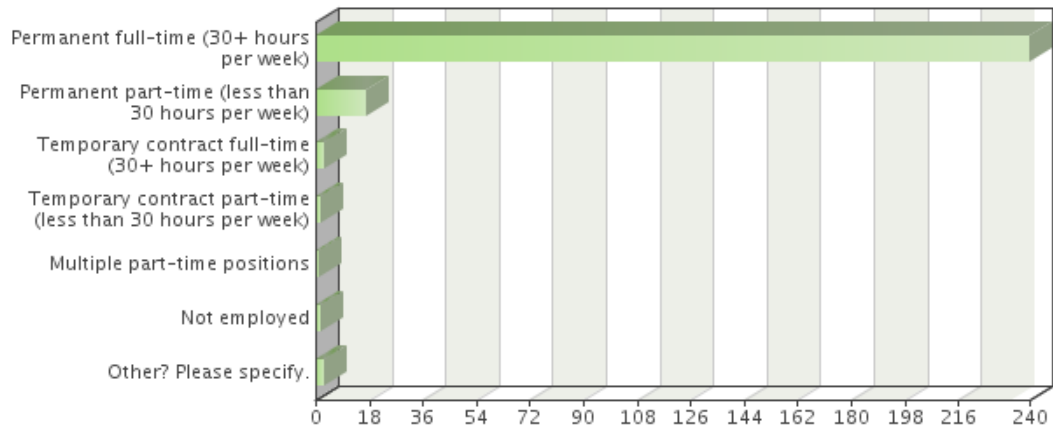


Frequency table

Choices	Absolute frequency	Relative frequency
1-10	6	2.24%
11-20	6	2.24%
21-30	3	1.12%
31-40	5	1.87%
41-50	5	1.87%
51-60	7	2.61%
61-70	4	1.49%
71-80	5	1.87%
81-90	2	0.75%
91-100	14	5.22%
101-200	58	21.64%
201-300	37	13.81%
More than 300	112	41.79%
<b>Sum:</b>	<b>264</b>	<b>98.51%</b>
<b>Not answered:</b>	<b>4</b>	<b>1.49%</b>

# Question 11

What is your current work status?



Frequency table

Choices	Absolute frequency	Relative frequency
Permanent full-time (30+ hours per week)	240	89.55%
Permanent part-time (less than 30 hours per week)	17	6.34%
Temporary contract full-time (30+ hours per week)	3	1.12%
Temporary contract part-time (less than 30 hours per week)	2	0.75%
Multiple part-time positions	1	0.37%
Not employed	2	0.75%
Other? Please specify.	3	1.12%
<b>Sum:</b>	<b>268</b>	<b>100%</b>
Not answered:	0	0%

Answers to Other:

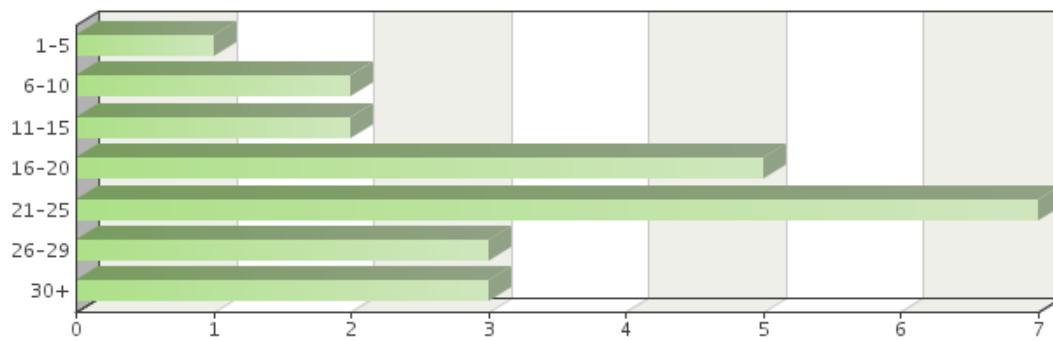
Contract

Self-employed

self-employed

## Question 12

Please indicate the average number of hours you work per week.  
(for those who indicated Part-time status)



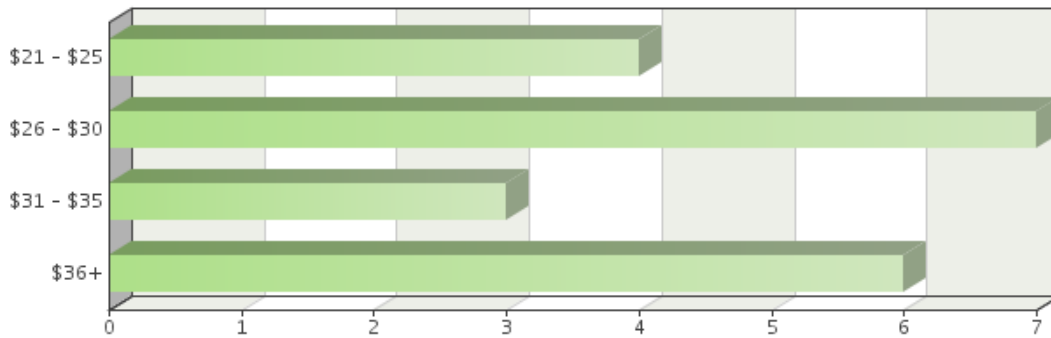
Frequency table

Choices	Absolute frequency	Relative frequency
1-5	1	0.37%
6-10	2	0.75%
11-15	2	0.75%
16-20	5	1.87%
21-25	7	2.61%
26-29	3	1.12%
30+	3	1.12%
Sum:	23	8.58%
Not answered:	245	91.42%

### Question 13

If you work part-time, please indicate your current hourly wage range.

(If you work multiple part-time positions select more than one pay range).

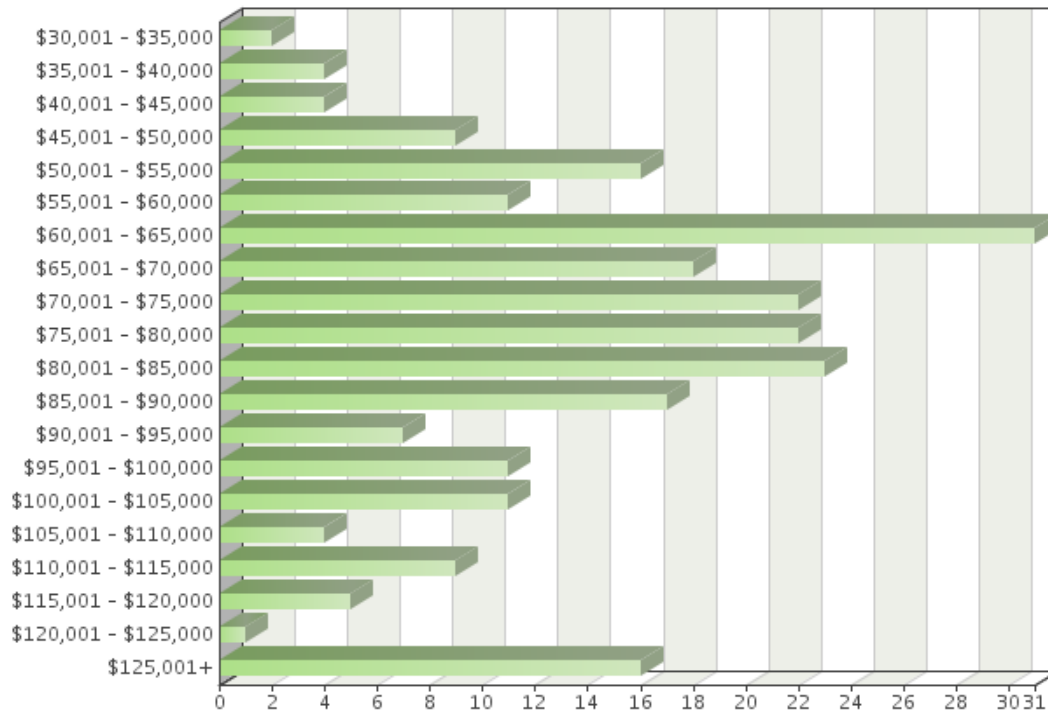


Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
\$21 - \$25	4	20%	1.49%
\$26 - \$30	7	35%	2.61%
\$31 - \$35	3	15%	1.12%
\$36+	6	30%	2.24%
Sum:	20	100%	-
Not answered:	248	-	92.54%

## Question 14

Please select your current gross salary range (excluding bonuses).



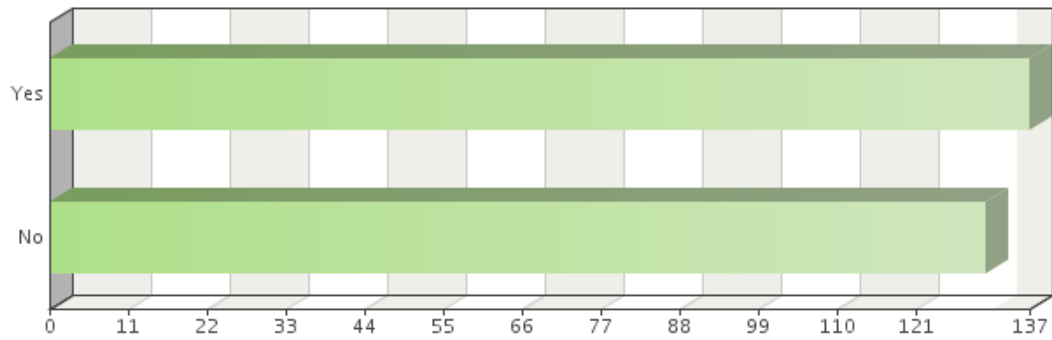
Frequency table

Choices	Absolute frequency	Relative frequency
\$30,001 - \$35,000	2	0.75%
\$35,001 - \$40,000	4	1.49%
\$40,001 - \$45,000	4	1.49%
\$45,001 - \$50,000	9	3.36%
\$50,001 - \$55,000	16	5.97%
\$55,001 - \$60,000	11	4.1%
\$60,001 - \$65,000	31	11.57%
\$65,001 - \$70,000	18	6.72%
\$70,001 - \$75,000	22	8.21%
\$75,001 - \$80,000	22	8.21%
\$80,001 - \$85,000	23	8.58%
\$85,001 - \$90,000	17	6.34%
\$90,001 - \$95,000	7	2.61%
\$95,001 - \$100,000	11	4.1%
\$100,001 - \$105,000	11	4.1%
\$105,001 - \$110,000	4	1.49%
\$110,001 - \$115,000	9	3.36%
\$115,001 - \$120,000	5	1.87%
\$120,001 - \$125,000	1	0.37%
\$125,001+	16	5.97%
<b>Sum:</b>	<b>243</b>	<b>90.67%</b>
<b>Not answered:</b>	<b>25</b>	<b>9.33%</b>



## Question 15

Did you receive a bonus in the past 12 months?

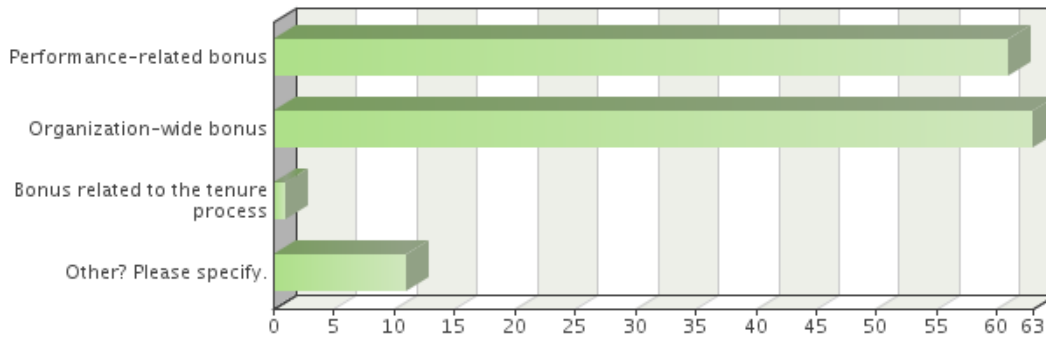


Frequency table

Choices	Absolute frequency	Relative frequency
Yes	137	51.12%
No	131	48.88%
Sum:	268	100%
Not answered:	0	0%

## Question 16

What is the nature of your employer's bonus program?



Frequency table

Choices	Absolute frequency	Relative frequency
Performance-related bonus	61	22.76%
Organization-wide bonus	63	23.51%
Bonus related to the tenure process	1	0.37%
Other? Please specify.	11	4.1%
Sum:	136	50.75%
Not answered:	132	49.25%

Answers to Other:

1% organization-wide, additional based on performance

christmas

don't know

Organization-wide bonus is annual plus performance-related bonus issued on occasion

Christmas

combination of personal and organization's performance

Christmas

horaire de soir

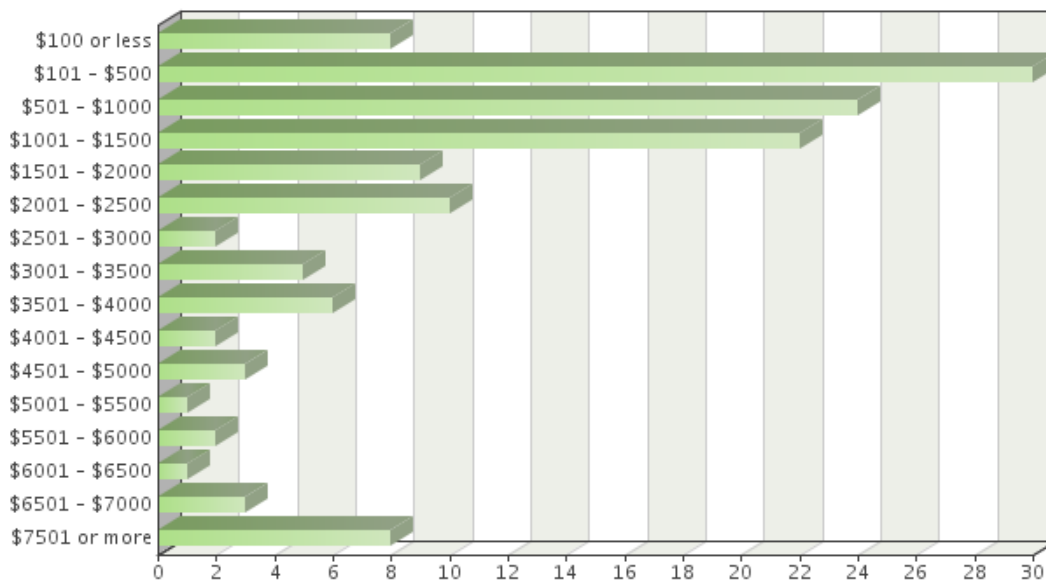
No idea.

Annual bonus that was given to my predecessor (it's habit)

year end/ "christmas bonus"

## Question 17

What was the size of bonus/pay for performance you received in the past 12 months?

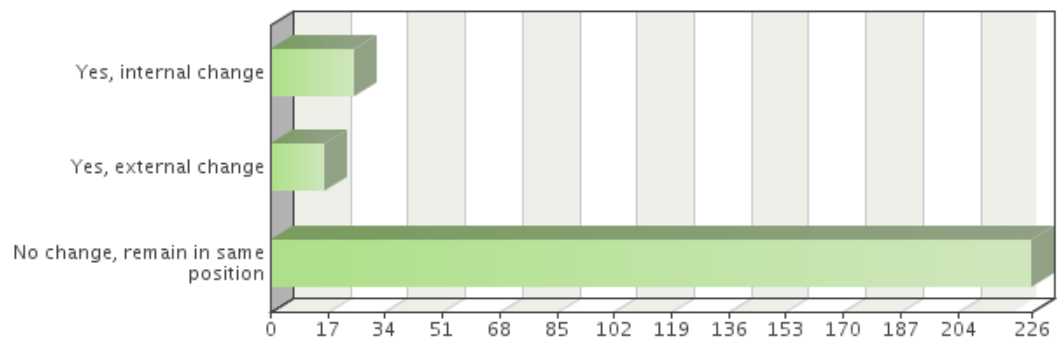


Frequency table

Choices	Absolute frequency	Relative frequency
\$100 or less	8	2.99%
\$101 - \$500	30	11.19%
\$501 - \$1000	24	8.96%
\$1001 - \$1500	22	8.21%
\$1501 - \$2000	9	3.36%
\$2001 - \$2500	10	3.73%
\$2501 - \$3000	2	0.75%
\$3001 - \$3500	5	1.87%
\$3501 - \$4000	6	2.24%
\$4001 - \$4500	2	0.75%
\$4501 - \$5000	3	1.12%
\$5001 - \$5500	1	0.37%
\$5501 - \$6000	2	0.75%
\$6001 - \$6500	1	0.37%
\$6501 - \$7000	3	1.12%
\$7501 or more	8	2.99%
Sum:	136	50.75%
Not answered:	132	49.25%

## Question 18

Have you changed positions in the past year?

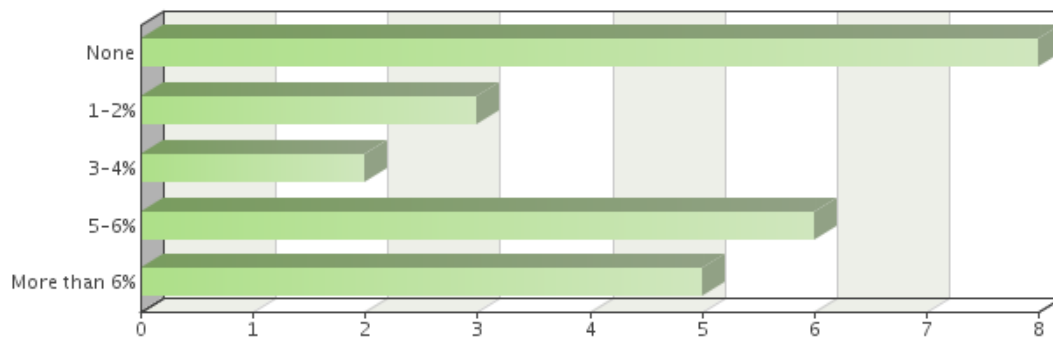


Frequency table

Choices	Absolute frequency	Relative frequency
Yes, internal change	25	9.33%
Yes, external change	16	5.97%
No change, remain in same position	226	84.33%
Sum:	267	99.63%
Not answered:	1	0.37%

## Question 19

Internal Change. Please indicate any percentage pay increase received.

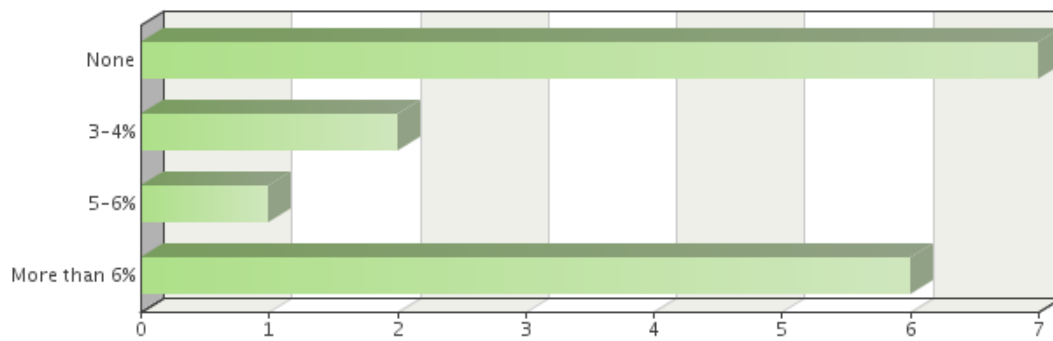


Frequency table

Choices	Absolute frequency	Relative frequency
None	8	2.99%
1-2%	3	1.12%
3-4%	2	0.75%
5-6%	6	2.24%
More than 6%	5	1.87%
Sum:	24	8.96%
Not answered:	244	91.04%

## Question 20

External Change Please indicate any percentage pay increase received.

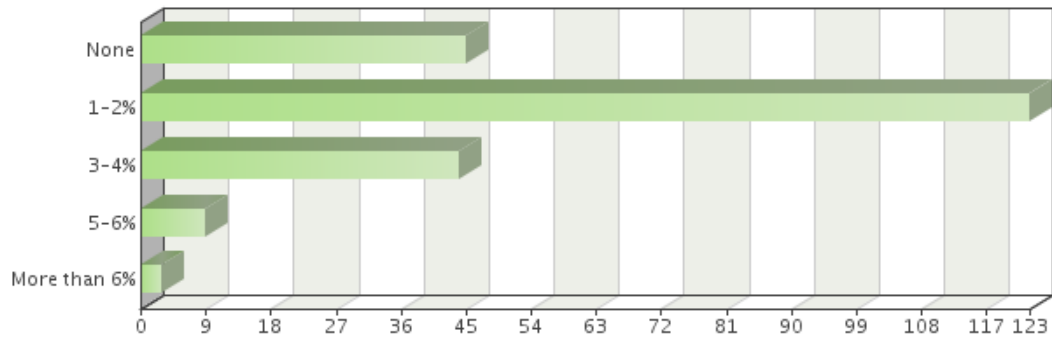


Frequency table

Choices	Absolute frequency	Relative frequency
None	7	2.61%
3-4%	2	0.75%
5-6%	1	0.37%
More than 6%	6	2.24%
Sum:	16	5.97%
Not answered:	252	94.03%

## Question 21

No change, in the same position Please indicate any percentage pay increase received.



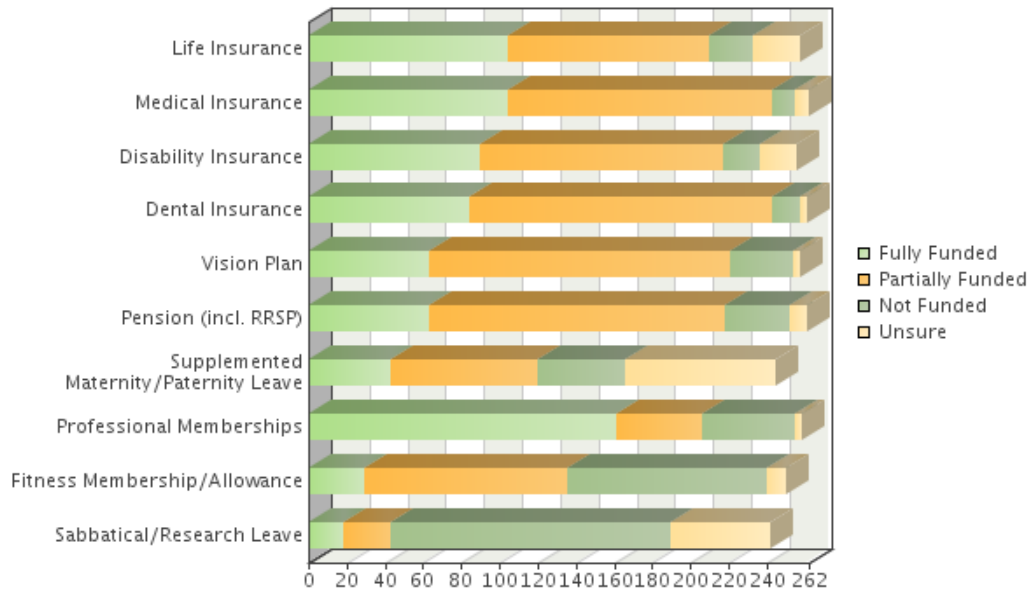
Frequency table

Choices	Absolute frequency	Relative frequency
None	45	16.79%
1-2%	123	45.9%
3-4%	44	16.42%
5-6%	9	3.36%
More than 6%	3	1.12%
Sum:	224	83.58%
Not answered:	44	16.42%

## Question 22

Please indicate all the employment benefits that are available to you.

### Levels



	Fully Funded	Partially Funded	Not Funded	Unsure	Sum
<b>Life Insurance</b>	104	106	23	24	257
<b>Medical Insurance</b>	104	139	12	7	262
<b>Disability Insurance</b>	90	127	19	20	256
<b>Dental Insurance</b>	84	159	14	4	261
<b>Vision Plan</b>	63	158	33	3	257
<b>Pension (incl. RRSP)</b>	63	155	34	9	261
<b>Supplemented Maternity/Paternity Leave</b>	43	77	46	79	245
<b>Professional Memberships</b>	161	45	49	3	258
<b>Fitness Membership/Allowance</b>	29	107	104	10	250
<b>Sabbatical/Research Leave</b>	18	25	147	52	242
<b>Sum</b>	759	1098	481	211	2549

\*Sequence of numbers in a cell

Absolute frequency

Text input

Annual Conference allowance

Employee and family assistance program

Sabbatical leave could be fully funded or partially funded, depending on how long it is and how often one takes them.

As I am 65 many fringe benefits were withdrawn from me



Employee Assistance Program - Fully funded Education Assistance program - Partially Funded Birthday Gift Long-service Awards Provision of legal services

---

I have no idea what funded means. I pay into the benefits and definitely don't get as much back covered as I pay in.

---

Smart phone + data Parking

---

Contract Position

---

Travel medical insurance

---

transit subsidy travel insurance

---

Tuition reimbursement for children; professional expenses reimbursement annual allowance

---

professional development allowance

---

corporate transit pass discount and other discounts

---

I have access to some programs through professional memberships. (Note: there is not Not Apply category in your survey so I am having to answer slightly incorrectly.) I don't have a library, per se - I do contract work, for eg. and use public libraries and on-line sources. Eg. Vacation - unpaid entirely as I am self-employed.

---

Plus a few extra days paid leave during Christmas season outside of the statutory holidays.

---

100% paid parking

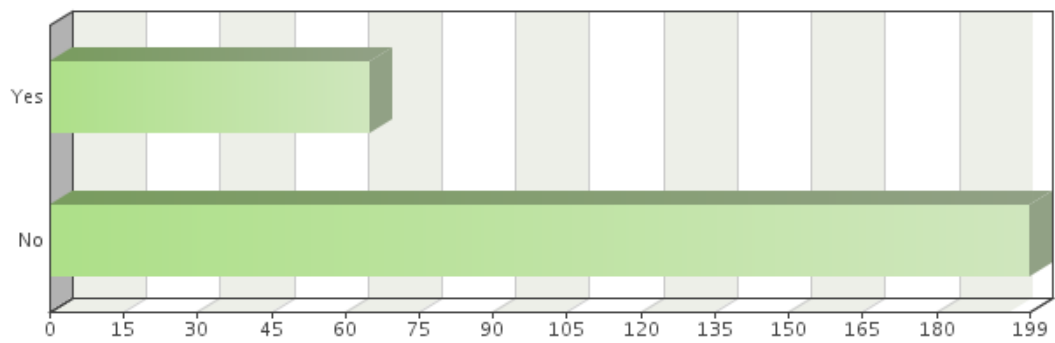
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Union funds medical/dental/life insurance plan (ELHT)

---

## Question 23

Are you able to choose which benefits make up your total benefit package?

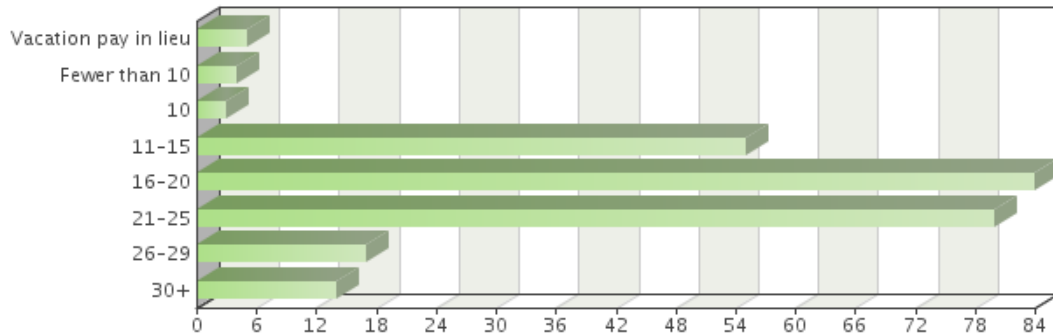


Frequency table

Choices	Absolute frequency	Relative frequency
Yes	65	24.25%
No	199	74.25%
Sum:	264	98.51%
Not answered:	4	1.49%

## Question 24

Please indicate the number of paid vacation days you receive on an annual basis, not including statutory holidays.

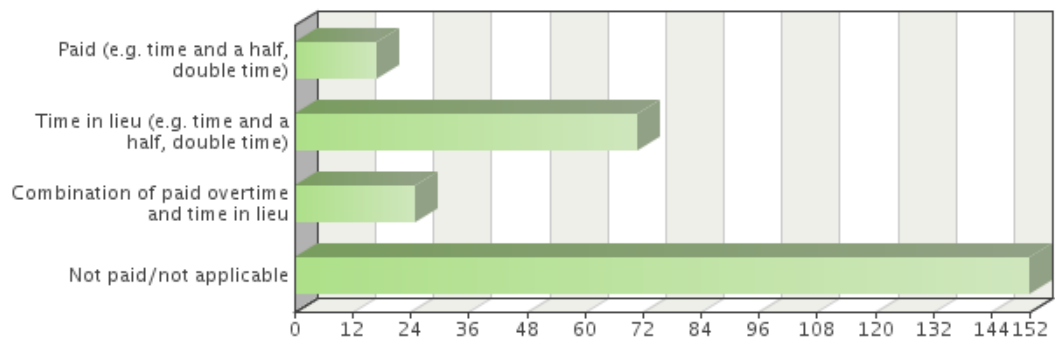


Frequency table

Choices	Absolute frequency	Relative frequency
Vacation pay in lieu	5	1.87%
Fewer than 10	4	1.49%
10	3	1.12%
11-15	55	20.52%
16-20	84	31.34%
21-25	80	29.85%
26-29	17	6.34%
30+	14	5.22%
Sum:	262	97.76%
Not answered:	6	2.24%

## Question 25

Are you compensated for overtime?



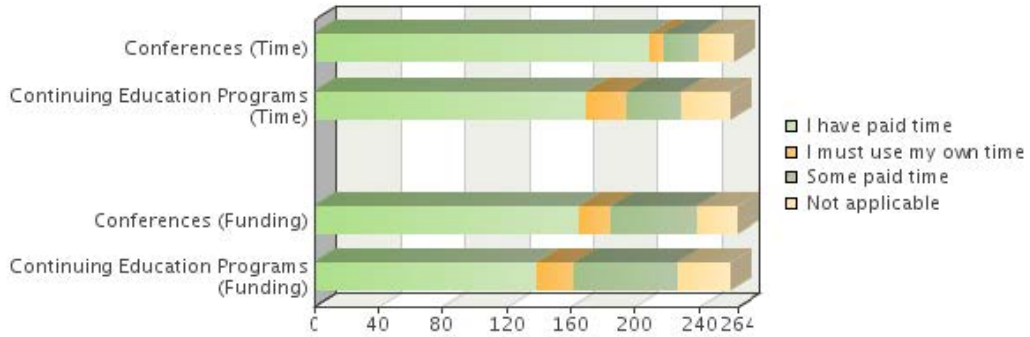
Frequency table

Choices	Absolute frequency	Relative frequency
Paid (e.g. time and a half, double time)	17	6.34%
Time in lieu (e.g. time and a half, double time)	71	26.49%
Combination of paid overtime and time in lieu	25	9.33%
Not paid/not applicable	152	56.72%
Sum:	265	98.88%
Not answered:	3	1.12%

## Question 26

How is continuing education supported by your employer?

### Levels



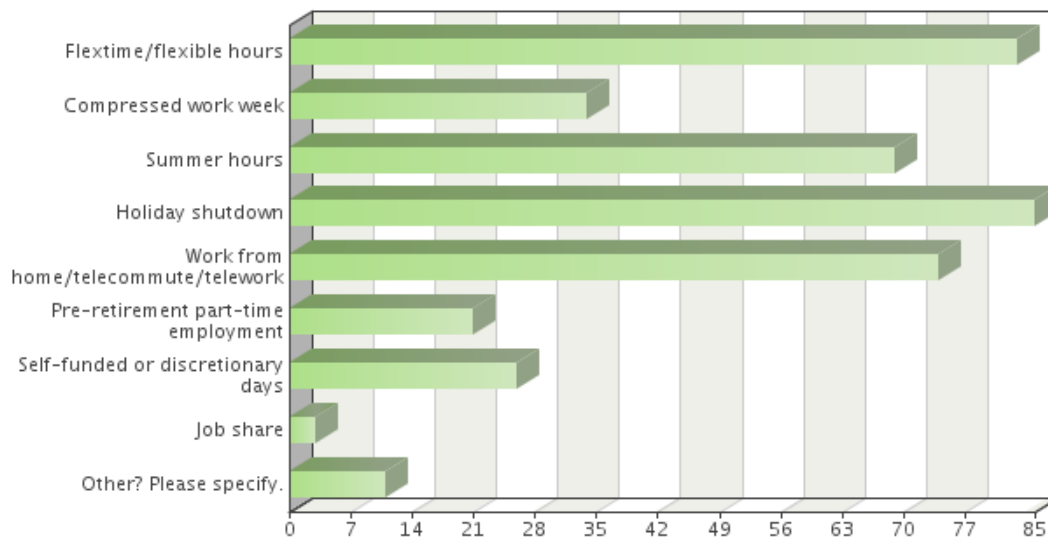
	I have paid time	I must use my own time	Some paid time	Not applicable	Sum
<b>Conferences (Time)</b>	209	9	22	22	262
<b>Continuing Education Programs (Time)</b>	170	25	34	31	260
<b>Conferences (Funding)</b>	166	19	54	25	264
<b>Continuing Education Programs (Funding)</b>	140	22	65	33	260
<b>Sum</b>	685	75	175	111	1046

\*Sequence of numbers in a cell

Absolute frequency

## Question 27

Please indicate any of the following options available to you.



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Flextime/flexible hours	83	20.44%	30.97%
Compressed work week	34	8.37%	12.69%
Summer hours	69	17%	25.75%
Holiday shutdown	85	20.94%	31.72%
Work from home/telecommute/telework	74	18.23%	27.61%
Pre-retirement part-time employment	21	5.17%	7.84%
Self-funded or discretionary days	26	6.4%	9.7%
Job share	3	0.74%	1.12%
Other? Please specify.	11	2.71%	4.1%
Sum:	406	100%	-
Not answered:	69	-	25.75%

Answers to Other:

Compressed work week/flextime is available at my firm but I don't think it's available to me because the library team is small. Work from home is available in emergency situations i.e. mobility issues.

none of the above

Contract

personal paid days for specific reasons (moving, wedding, etc.)

I totally manage my own schedule

1 summer xtra festival day, on a use it or lose it basis

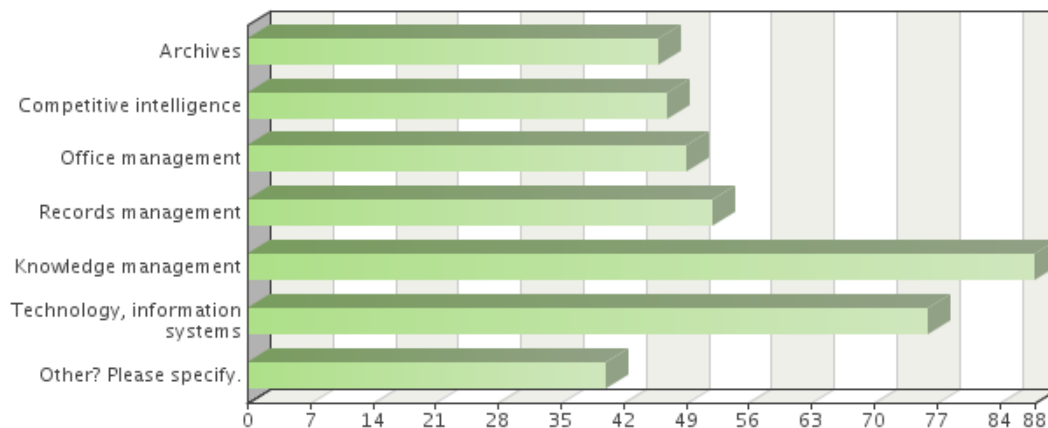
Research Days

none of those

We are allotted personal days which cannot be used in a block like vacation days.

## Question 28

Please indicate any of the following areas for which you are responsible.



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Archives	46	11.56%	17.16%
Competitive intelligence	47	11.81%	17.54%
Office management	49	12.31%	18.28%
Records management	52	13.07%	19.4%
Knowledge management	88	22.11%	32.84%
Technology, information systems	76	19.1%	28.36%
Other? Please specify.	40	10.05%	14.93%
Sum:	398	100%	-
Not answered:	90	-	33.58%

Answers to Other:

Recherche juridique

copyright assignment

Support of Legal Department

web maintenance, social media, teaching

Litigation Support software - in house expert

Financial management: budgeting, financial reports, bookkeeping, etc.

Circulation and technical processing.

Copyright Officer

purchasing

Continuous Improvement

acquisitions

library daily maintenance

None

membership

Training

Technical services/reference

Training and firm LMS

Our team leads CI research and participates in KM projects.

Limited KM

Loose-Leaf

Technical processing (e.g., cataloguing)

---

Library reports to Director of IT, has some responsibilities related to Intranet

---

postings

---

Legal Research

---

process improvement

---

administration

---

Branches and Reference Services

---

collection management

---

research - legal, visual, archival

---

Copyright Licensing, Library Budget, Oversee occasional contracted employees

---

cpd for lawyers

---

Research

---

Information Services

---

creation and curation of recommended lists, training materials, promotional materials, communications strategy and outreach, staff and external training

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Reference

---

reference

---

the library!!

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Collections, Frontline service

---

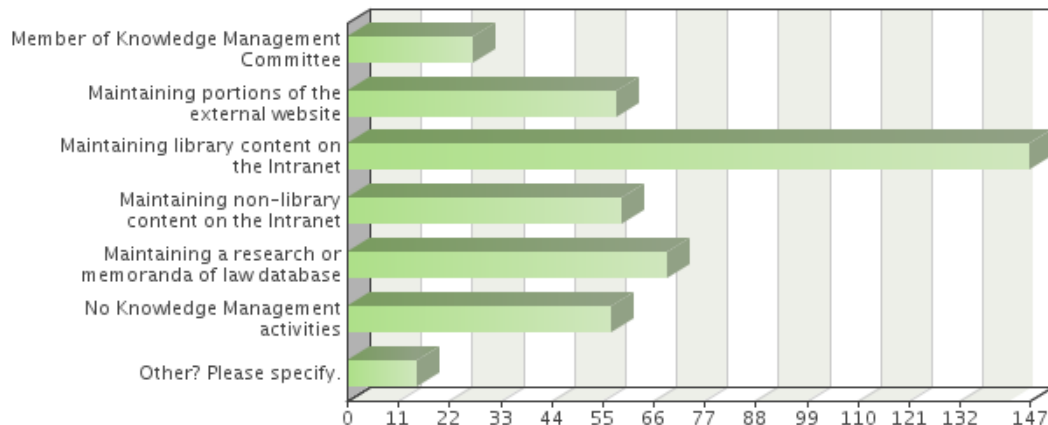
collection management

---



## Question 29

Please indicate any of the following knowledge management-related activities which you are involved in or responsible for.



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Member of Knowledge Management Committee	27	6.25%	10.07%
Maintaining portions of the external website	58	13.43%	21.64%
Maintaining library content on the Intranet	147	34.03%	54.85%
Maintaining non-library content on the Intranet	59	13.66%	22.01%
Maintaining a research or memoranda of law database	69	15.97%	25.75%
No Knowledge Management activities	57	13.19%	21.27%
Other? Please specify.	15	3.47%	5.6%
Sum:	432	100%	-
Not answered:	29	-	10.82%

Answers to Other:

I am tasked with maintaining the organizational memory, and finding, gathering, assessing, organizing, and sharing information (legal and organizational)

Full responsibility for document management system including design

Precedents

Metadata for closing books, indices for legal updates

Manage OneLog, which functions as a kind of intranet. Also maintain various digital collections within Filesite

There is discussion of greater responsibilities in my new role but nothing assigned yet.

Managing and administration for legal technology projects

Managing internal Continuing Legal Education Program

Maintaining expert witness database

Current awareness

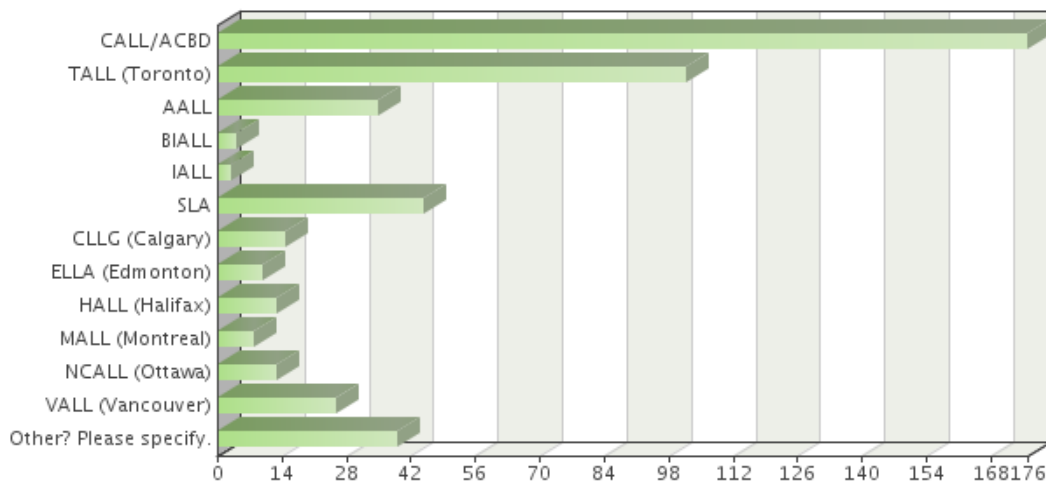
obtaining IP rights

Maintain corporate memory archives

formation

## Question 30

Please select any of the following associations you belong to:



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
CALL/ACBD	176	35.99%	65.67%
TALL (Toronto)	102	20.86%	38.06%
AALL	35	7.16%	13.06%
BIALL	4	0.82%	1.49%
IALL	3	0.61%	1.12%
SLA	45	9.2%	16.79%
CLLG (Calgary)	15	3.07%	5.6%
ELLA (Edmonton)	10	2.04%	3.73%
HALL (Halifax)	13	2.66%	4.85%
MALL (Montreal)	8	1.64%	2.99%
NCALL (Ottawa)	13	2.66%	4.85%
VALL (Vancouver)	26	5.32%	9.7%
Other? Please specify.	39	7.98%	14.55%
Sum:	489	100%	-
Not answered:	13	-	4.85%

Answers to Other:

ARMA, ALORMA

Ontario Government Libraries (CoP)

AIIM

CAPAL, APLA

OCLA

OCLA, OLA

ABA

OLA

SCIP

OLA

OCLA

ALA

AJBD

OCLA

OALT/ABO

OALT & ARMA

OCLA

PMI

ABA

NBPLA, APLA

OALT

Ontario Government Libraries Council (OGLC)

OALT

AIIM, ARMA, AIIP

OCLA

OCLA

OCLA - Ontario Courthouse

ARMA, a11yTO

LSA, Barreau du Quebec

ALA

OLA

OGLC

OLA, ASIST

AIIM

OCLA

OCLA (Ontario Courthouse Libraries Association)

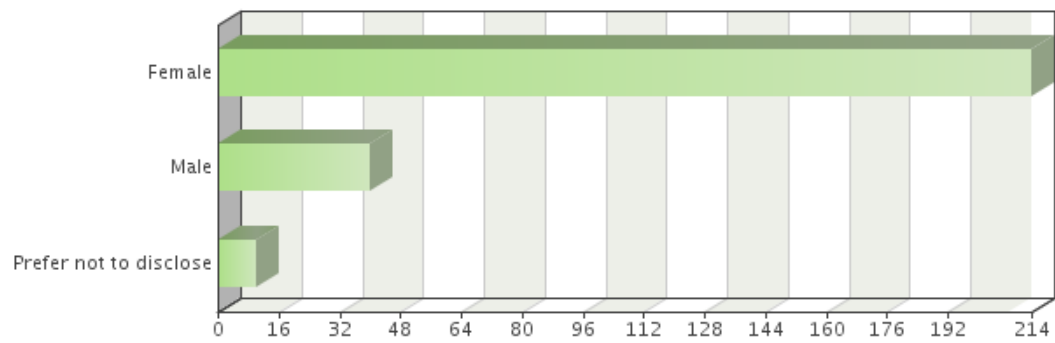
Cercle des professionnels de l'information

only member during year when have attended a conference. Of the above only 1 year of AALL membership in 10 years of employment.

BCLMA

## Question 31

Please indicate your gender identity:

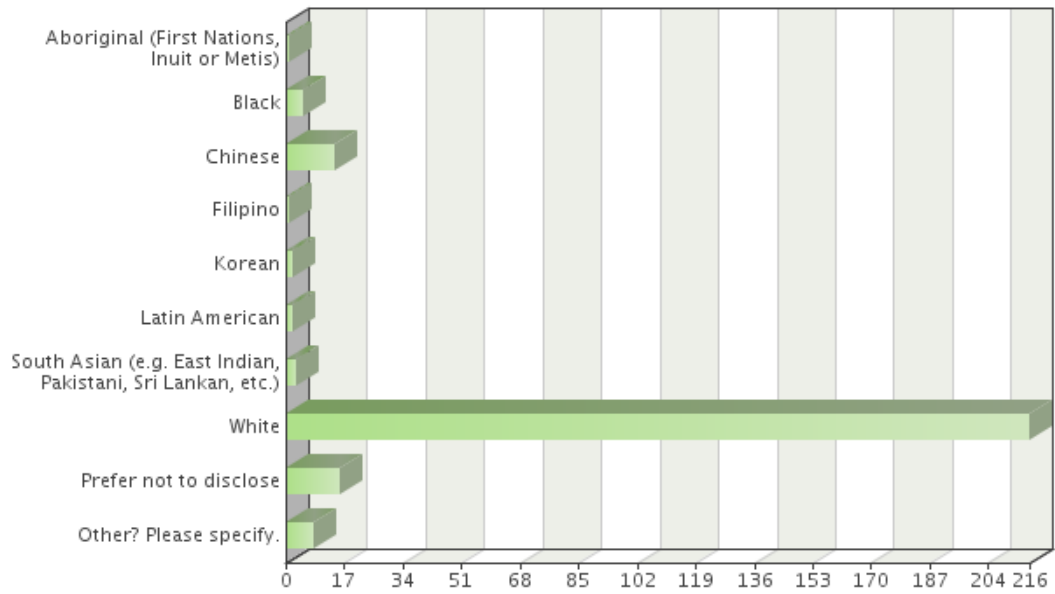


Frequency table

Choices	Absolute frequency	Relative frequency
Female	214	79.85%
Male	40	14.93%
Prefer not to disclose	10	3.73%
Sum:	264	98.51%
Not answered:	4	1.49%

## Question 32

Please indicate your ethnicity.



Frequency table

Choices	Absolute frequency	Relative frequency by choice	Relative frequency
Aboriginal (First Nations, Inuit or Metis)	1	0.37%	0.37%
Black	5	1.87%	1.87%
Chinese	14	5.22%	5.22%
Filipino	1	0.37%	0.37%
Korean	2	0.75%	0.75%
Latin American	2	0.75%	0.75%
South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)	3	1.12%	1.12%
White	216	80.6%	80.6%
Prefer not to disclose	16	5.97%	5.97%
Other? Please specify.	8	2.99%	2.99%
Sum:	268	100%	-
Other? Please Specify:	5	-	1.87%

Last choice text input

Ashkenazi Jewish

Eurasian -Japanese and Canadian mix

Caucasian, rather than white

Japanese

Northern European

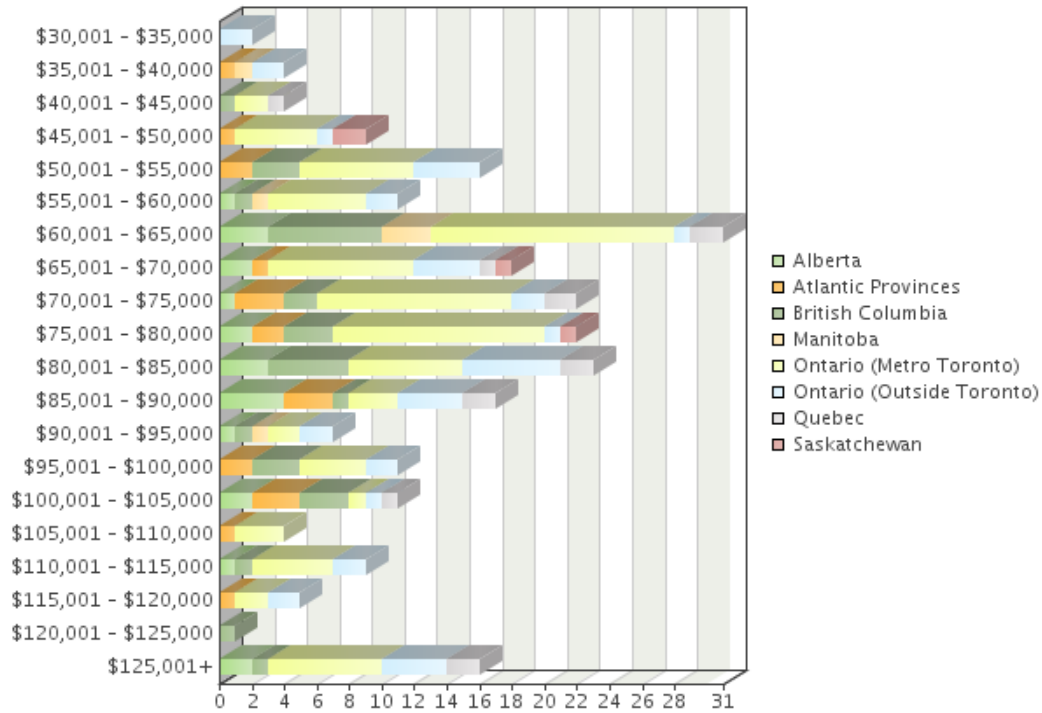
Ashkenazi Jewish

Canadian Euro-origin Caucasian

Born in Canada

## Question 1 / Question 14

What province, region or territory do you primarily work in? / Please select your current gross salary range (excluding bonuses).

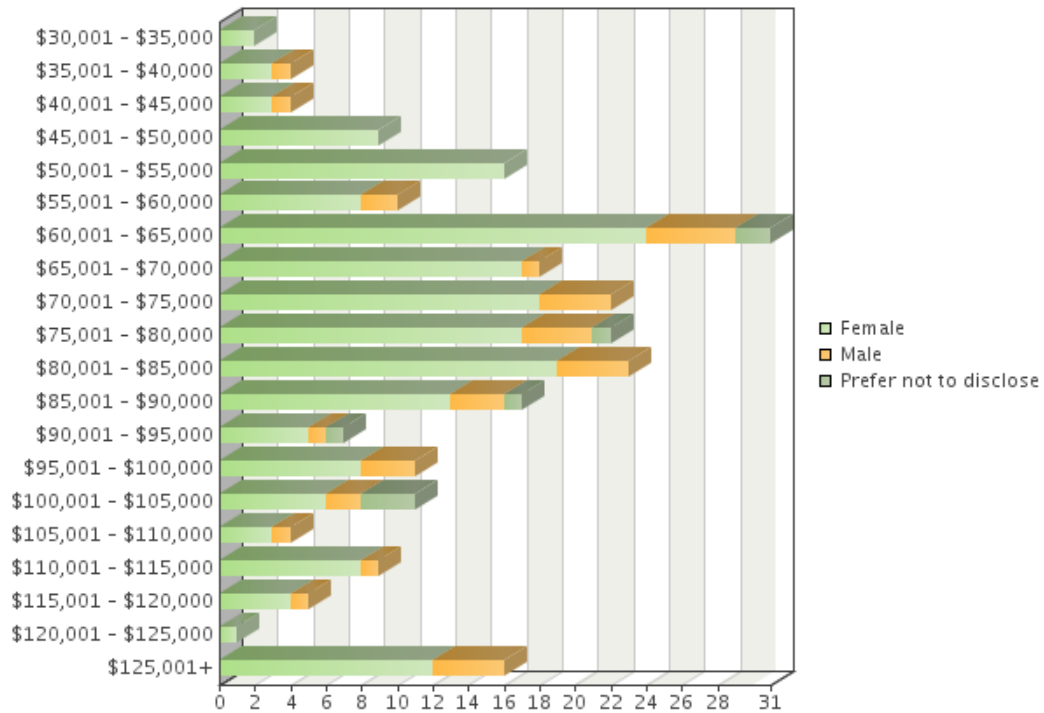


	Alberta	Atlantic Provinces	British Columbia	Manitoba	Ontario (Metro Toronto)	Ontario (Outside Toronto)	Quebec	Saskatchewan	Sum
\$30,001 - \$35,000						2			2
\$35,001 - \$40,000		1		1		2			4
\$40,001 - \$45,000			1		2		1		4
\$45,001 - \$50,000		1			5	1		2	9
\$50,001 - \$55,000		2	3		7	4			16
\$55,001 - \$60,000	1		1	1	6	2			11
\$60,001 - \$65,000	3		7	3	15	1	2		31
\$65,001 - \$70,000	2	1			9	4	1	1	18
\$70,001 - \$75,000	1	3	2		12	2	2		22
\$75,001 - \$80,000	2	2	3		13	1		1	22
\$80,001 - \$85,000	3		5		7	6	2		23
\$85,001 - \$90,000	4	3	1		3	4	2		17
\$90,001 - \$95,000	1		1	1	2	2			7
\$95,001 - \$100,000		2	3		4	2			11
\$100,001 - \$105,000	2	3	3		1	1	1		11
\$105,001 - \$110,000		1			3				4

	Alb	Atl	BC	Man	Tor	Ont outside TO	QC	Sask	SUM
<b>\$110,001 - \$115,000</b>	1		1		5	2			9
<b>\$115,001 - \$120,000</b>		1			2	2			5
<b>\$120,001 - \$125,000</b>			1						1
<b>\$125,001+</b>	2		1		7	4	2		16
<b>Sum</b>	22	20	33	6	103	42	13	4	243

## Question 31 / Question 14

Please indicate your gender identity: / Please select your current gross salary range (excluding bonuses).



	Female	Male	Prefer not to disclose	Sum
\$30,001 - \$35,000	2			2
\$35,001 - \$40,000	3	1		4
\$40,001 - \$45,000	3	1		4
\$45,001 - \$50,000	9			9
\$50,001 - \$55,000	16			16
\$55,001 - \$60,000	8	2		10
\$60,001 - \$65,000	24	5	2	31
\$65,001 - \$70,000	17	1		18
\$70,001 - \$75,000	18	4		22
\$75,001 - \$80,000	17	4	1	22
\$80,001 - \$85,000	19	4		23
\$85,001 - \$90,000	13	3	1	17
\$90,001 - \$95,000	5	1	1	7
\$95,001 - \$100,000	8	3		11
\$100,001 - \$105,000	6	2	3	11
\$105,001 - \$110,000	3	1		4
\$110,001 - \$115,000	8	1		9



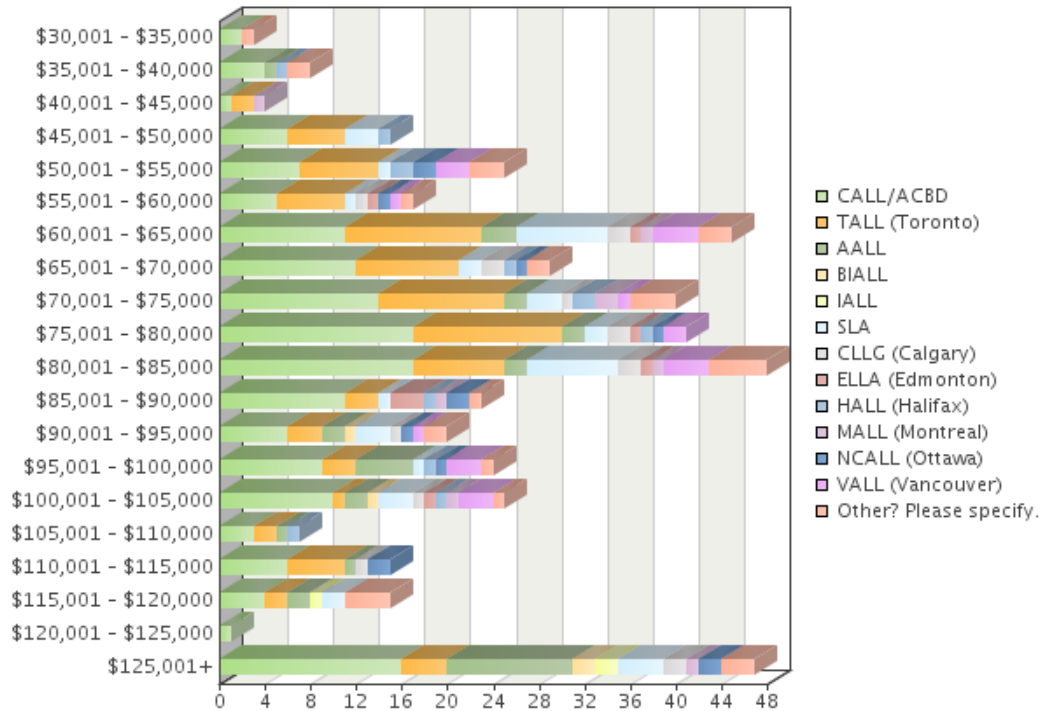
	Female	Male	Not Disclosed	SUM
\$115,001 - \$120,000	4	1		5
\$120,001 - \$125,000	1			1
\$125,001+	12	4		16
<b>Sum</b>	196	38	8	242

**\*Sequence of numbers in a cell**

Absolute frequency

## Question 30 / Question 14

Please select any of the following associations you belong to: / Please select your current gross salary range (excluding bonuses).



	CALL/ACBD	TALL (Toronto)	AALL	BIALL	IALL	SLA	CLLG (Calgary)	ELLA (Edmonton)	HALL (Halifax)
\$30,001 - \$35,000	2								
\$35,001 - \$40,000	4		1						1
\$40,001 - \$45,000	1	2							
\$45,001 - \$50,000	6	5				3			1
\$50,001 - \$55,000	7	7				1			2
\$55,001 - \$60,000	5	6				1	1	1	
\$60,001 - \$65,000	11	12	3			8	2	1	
\$65,001 - \$70,000	12	9				2	2		1
\$70,001 - \$75,000	14	11	2			3	1		2
\$75,001 - \$80,000	17	13	2			2	2	1	1
\$80,001 - \$85,000	17	8	2			8	2	1	
\$85,001 - \$90,000	11	3				1		3	1
\$90,001 - \$95,000	6	3	2	1		3	1		
\$95,001 - \$100,000	9	3	5			1			1
\$100,001 - \$105,000	10	1	2	1		3	1	1	1
\$105,001 - \$110,000	3	2	1						1

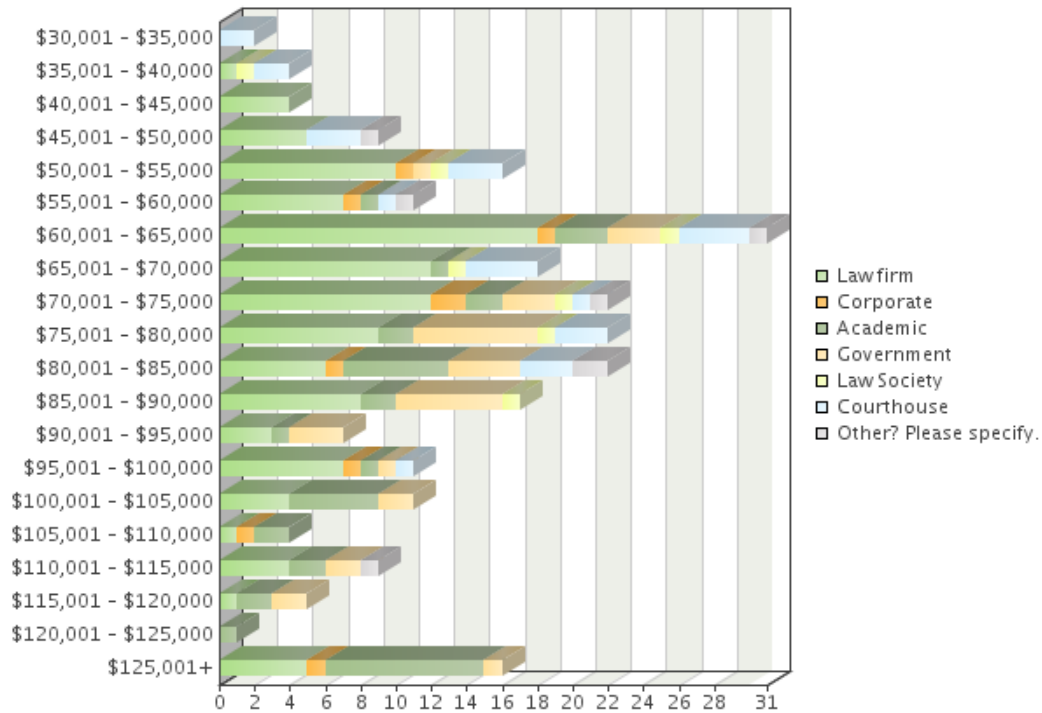
CALL/ ACBD	TALL	AALL	BIALL	IALL	SLA	CLLG	ELLA	HALL
\$110,001 - \$115,000	6	5	1			1		
\$115,001 - \$120,000	4	2	2	1	2			
\$120,001 - \$125,000	1							
\$125,001+	16	4	11	2	2	4	2	
<b>Sum</b>	162	96	34	4	3	42	15	8

	MALL (Montreal)	NCALL (Ottawa)	VALL (Vancouver)	Other? Please specify.	Sum
\$30,001 - \$35,000				1	3
\$35,001 - \$40,000				2	8
\$40,001 - \$45,000	1				4
\$45,001 - \$50,000					15
\$50,001 - \$55,000		2	3	3	25
\$55,001 - \$60,000		1	1	1	17
\$60,001 - \$65,000	1		4	3	45
\$65,001 - \$70,000		1		2	29
\$70,001 - \$75,000	2		1	4	40
\$75,001 - \$80,000		1	2		41
\$80,001 - \$85,000	1		4	5	48
\$85,001 - \$90,000	1	2		1	23
\$90,001 - \$95,000		1	1	2	20
\$95,001 - \$100,000		1	3	1	24
\$100,001 - \$105,000	1		3	1	25
\$105,001 - \$110,000					7
\$110,001 - \$115,000		2			15
\$115,001 - \$120,000				4	15
\$120,001 - \$125,000					1
\$125,001+	1	2		3	47
<b>Sum</b>	8	13	22	33	452

\*Sequence of numbers in a cell  
Absolute frequency

## Question 2 / Question 14

In which type of library do you work? / Please select your current gross salary range (excluding bonuses).



	Law firm	Corporate	Academic	Government	Law Society	Courthouse	Other? Please specify.	Sum
\$30,001 - \$35,000						2		2
\$35,001 - \$40,000	1				1	2		4
\$40,001 - \$45,000	4							4
\$45,001 - \$50,000	5					3	1	9
\$50,001 - \$55,000	10	1		1	1	3		16
\$55,001 - \$60,000	7	1	1			1	1	11
\$60,001 - \$65,000	18	1	3	3	1	4	1	31
\$65,001 - \$70,000	12		1		1	4		18
\$70,001 - \$75,000	12	2	2	3	1	1	1	22
\$75,001 - \$80,000	9		2	7	1	3		22
\$80,001 - \$85,000	6	1	6	4		3	2	22
\$85,001 - \$90,000	8		2	6	1			17
\$90,001 - \$95,000	3		1	3				7
\$95,001 - \$100,000	7	1	1	1		1		11
\$100,001 - \$105,000	4		5	2				11
\$105,001 - \$110,000	1	1	2					4
\$110,001 - \$115,000	4		2	2			1	9

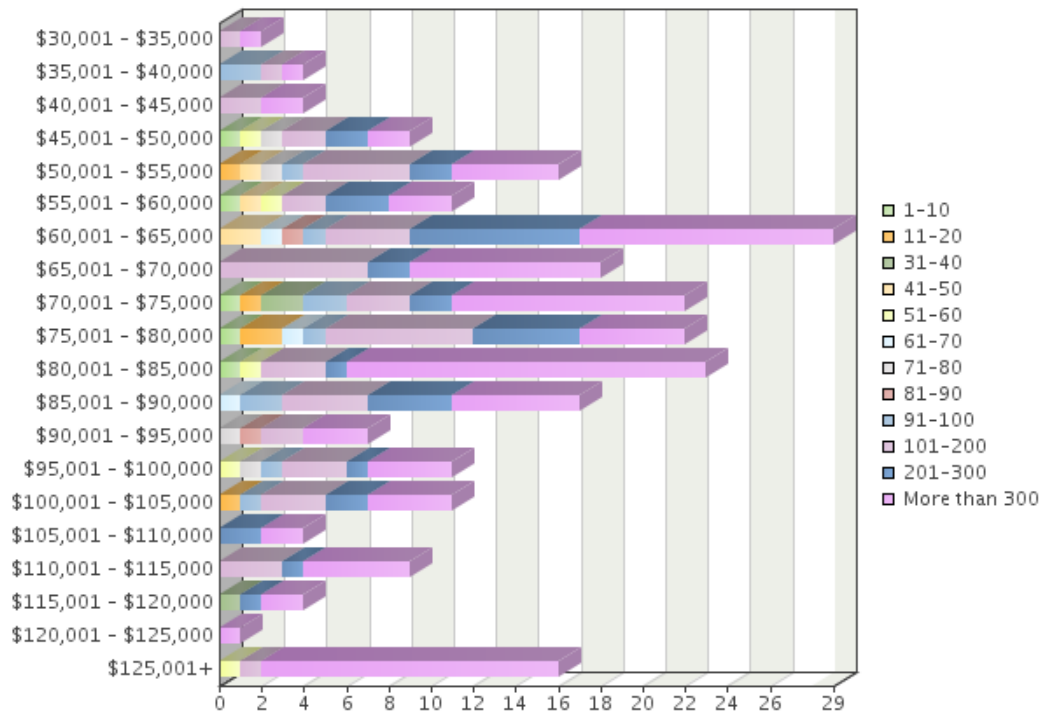
	Firm	Corp	Acad	Gov't	Law Soc.	Crt.House	Other	SUM
\$115,001 - \$120,000	1		2	2				5
\$120,001 - \$125,000			1					1
\$125,001+	5	1	9	1				16
<b>Sum</b>	117	9	40	35	7	27	7	242

\*Sequence of numbers in a cell

Absolute frequency

## Question 10 / Question 14

Approximately how many legal professionals and students are served by your library? / Please select your current gross salary range (excluding bonuses).



	1-10	11-20	31-40	41-50	51-60	61-70	71-80	81-90	91-100
\$30,001 - \$35,000									
\$35,001 - \$40,000									2
\$40,001 - \$45,000									
\$45,001 - \$50,000	1				1		1		
\$50,001 - \$55,000		1		1			1		1
\$55,001 - \$60,000	1			1	1				
\$60,001 - \$65,000				2		1		1	1
\$65,001 - \$70,000									
\$70,001 - \$75,000	1	1	2						2
\$75,001 - \$80,000	1	2				1			1
\$80,001 - \$85,000	1				1				
\$85,001 - \$90,000						1			2
\$90,001 - \$95,000							1	1	
\$95,001 - \$100,000					1		1		1
\$100,001 - \$105,000		1							1
\$105,001 - \$110,000									

1-10      11-20      31-40      41-50      51-60      61-70      71-80      81-90      91-100

\$110,001 - \$115,000									
\$115,001 - \$120,000			1						
\$120,001 - \$125,000									
\$125,001+					1				
<b>Sum</b>	5	5	3	4	5	3	4	2	11

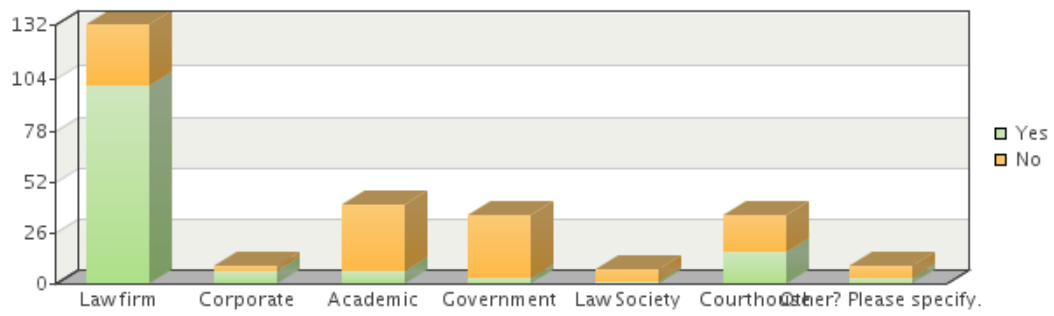
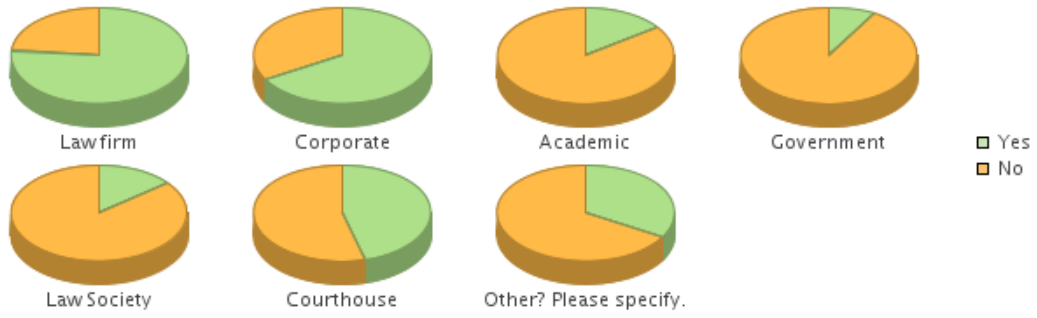
	101-200	201-300	More than 300	Sum
\$30,001 - \$35,000	1		1	2
\$35,001 - \$40,000	1		1	4
\$40,001 - \$45,000	2		2	4
\$45,001 - \$50,000	2	2	2	9
\$50,001 - \$55,000	5	2	5	16
\$55,001 - \$60,000	2	3	3	11
\$60,001 - \$65,000	4	8	12	29
\$65,001 - \$70,000	7	2	9	18
\$70,001 - \$75,000	3	2	11	22
\$75,001 - \$80,000	7	5	5	22
\$80,001 - \$85,000	3	1	17	23
\$85,001 - \$90,000	4	4	6	17
\$90,001 - \$95,000	2		3	7
\$95,001 - \$100,000	3	1	4	11
\$100,001 - \$105,000	3	2	4	11
\$105,001 - \$110,000		2	2	4
\$110,001 - \$115,000	3	1	5	9
\$115,001 - \$120,000		1	2	4
\$120,001 - \$125,000			1	1
\$125,001+	1		14	16
<b>Sum</b>	53	36	109	240

\*Sequence of numbers in a cell

Absolute frequency

## Question 15 / Question 2

Did you receive a bonus in the past 12 months? / In which type of library do you work?



	Yes	No	Sum
<b>Law firm</b>	101	31	132
<b>Corporate</b>	6	3	9
<b>Academic</b>	6	34	40
<b>Government</b>	3	32	35
<b>Law Society</b>	1	6	7
<b>Courthouse</b>	16	19	35
<b>Other? Please specify.</b>	3	6	9
<b>Sum</b>	136	131	267

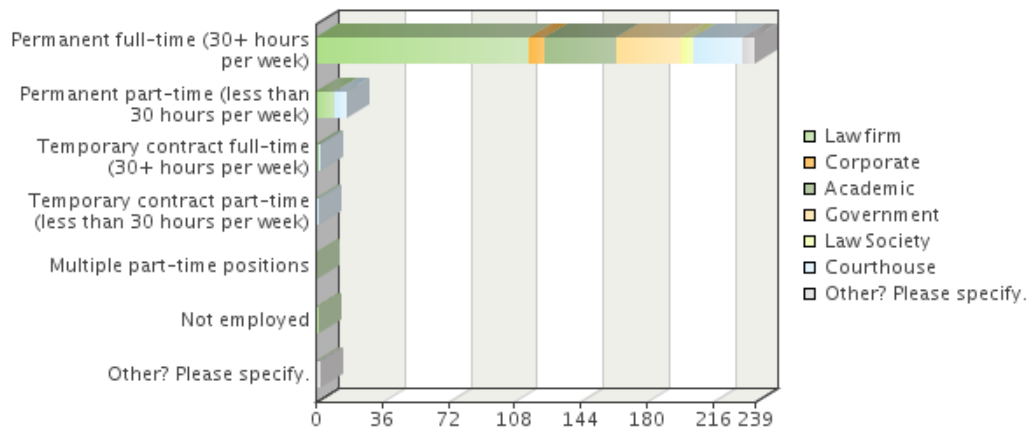
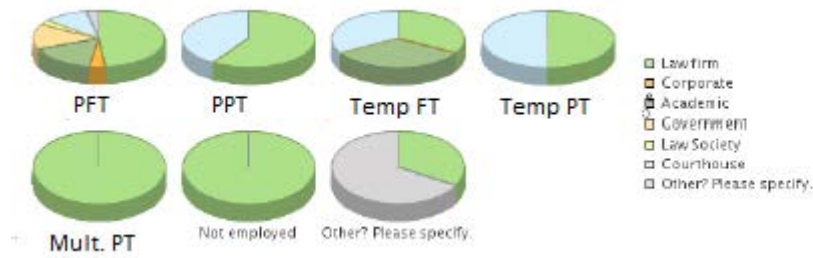
**\*Sequence of numbers in a cell**

Absolute frequency



## Question 2 / Question 11

In which type of library do you work? / What is your current work status?



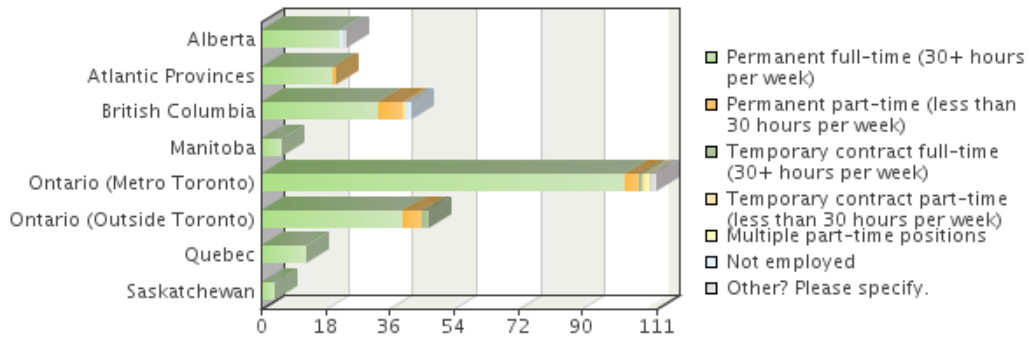
	Law firm	Corporate	Academic	Government	Law Society	Courthouse	Other? Please specify.	Sum
Permanent full-time (30+ hours per week)	116	9	39	35	7	26	7	239
Permanent part-time (less than 30 hours per week)	10					7		17
Temporary contract full-time (30+ hours per week)	1		1			1		3
Temporary contract part-time (less than 30 hours per week)	1					1		2
Multiple part-time positions	1							1
Not employed	2							2
Other? Please specify.	1						2	3
<b>Sum</b>	<b>132</b>	<b>9</b>	<b>40</b>	<b>35</b>	<b>7</b>	<b>35</b>	<b>9</b>	<b>267</b>

\*Sequence of numbers in a cell

Absolute frequency

## Question 11 / Question 1

What is your current work status? / What province, region or territory do you primarily work in?



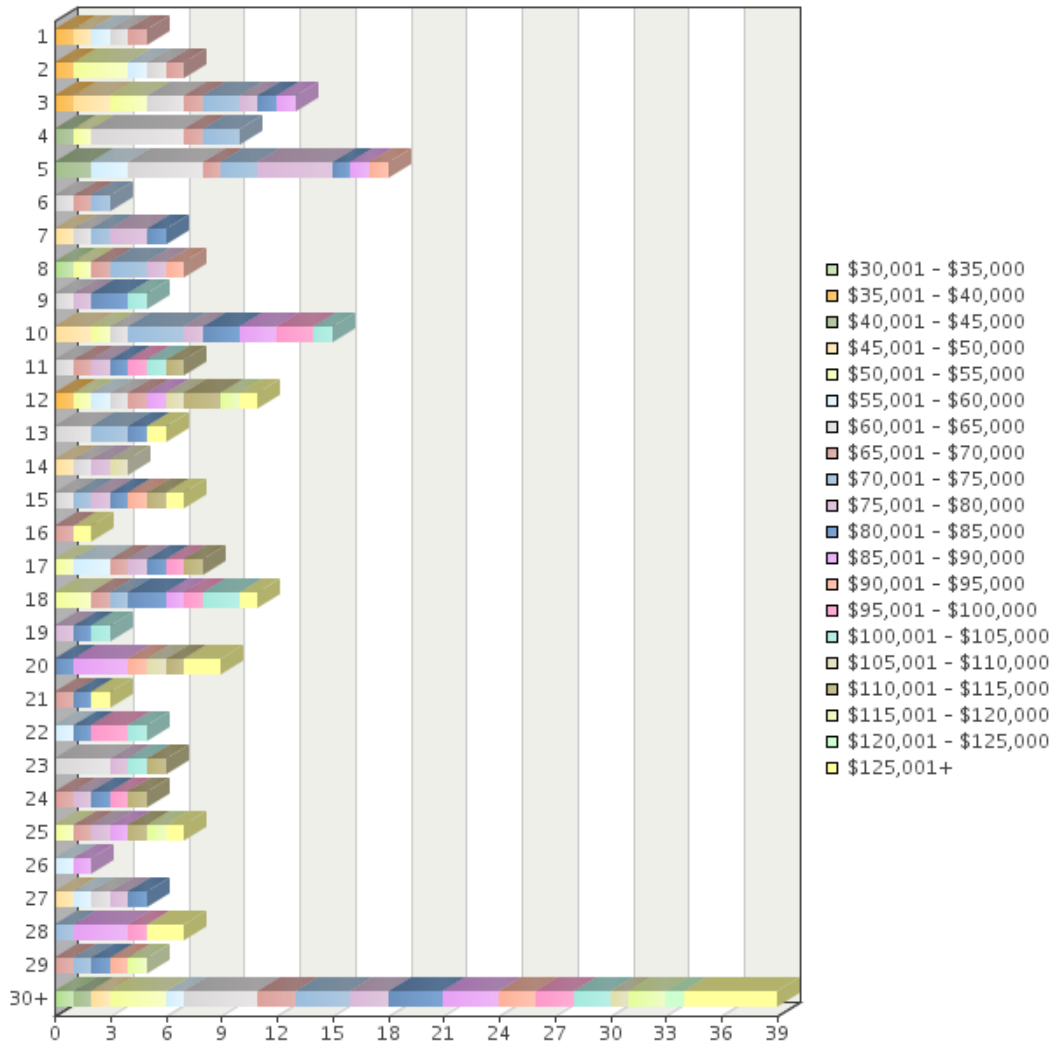
	Permanent full-time (30+ hours per week)	Permanent part-time (less than 30 hours per week)	Temporary contract full-time (30+ hours per week)	Temporary contract part-time (less than 30 hours per week)	Multiple part-time positions	Not employed	Other? Please specify.	Sum
Alberta	22					1	1	24
Atlantic Provinces	20	1						21
British Columbia	33	7		1		1		42
Manitoba	6							6
Ontario (Metro Toronto)	102	4	1	1	1		2	111
Ontario (Outside Toronto)	40	5	2					47
Quebec	13							13
Saskatchewan	4							4
<b>Sum</b>	<b>240</b>	<b>17</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>268</b>

\*Sequence of numbers in a cell

Absolute frequency

### Question 14 / Question 8

Please select your current gross salary range (excluding bonuses). / How many years have you worked in the library and information science field , including law libraries?



	\$30,001 - \$35,000	\$35,001 - \$40,000	\$40,001 - \$45,000	\$45,001 - \$50,000	\$50,001 - \$55,000	\$55,001 - \$60,000	\$60,001 - \$65,000	\$65,001 - \$70,000	\$70,001 - \$75,000
1		1		1		1	1	1	
2		1			3	1	1	1	
3		1		2	2		2	1	2
4			1		1		5	1	2
5			2			2	4	1	2
6							1	1	1
7				1			1		1
8	1				1			1	2
9							1		
10				2	1		1		3
11							1	1	
12		1			1	1	1	1	
13							2		2
14				1			1		
15							1		1
16								1	
17					1	2		1	

	30-35K	35.1-40k	40.1-45k	45.1-50k	51.1-55k	55.1-60k	60.1-65k	65.1-70k	70.1-75k
18					2			1	1
19									
20									
21								1	
22						1			
23							3		
24								1	
25					1			1	
26						1			
27				1		1	1		
28									1
29								1	1
30+	1		1	1	3	1	4	2	3
Sum	2	4	4	9	16	11	31	18	22

	\$75,001 - \$80,000	\$80,001 - \$85,000	\$85,001 - \$90,000	\$90,001 - \$95,000	\$95,001 - \$100,000	\$100,001 - \$105,000	\$105,001 - \$110,000	\$110,001 - \$115,000	\$115,001 - \$120,000
1									
2									
3	1	1	1						
4									
5	4	1	1	1					
6									
7	2	1							
8	1			1					
9	1	2				1			
10	1	2	2		2	1			
11	1	1			1	1		1	
12			1				1	2	1
13		1							
14	1						1		
15	1	1		1				1	
16									
17	1	1			1			1	
18		2	1		1	2			
19	1	1				1			
20		1	3	1			1	1	
21		1							
22		1			2	1			
23	1					1		1	
24	1	1			1			1	
25	1		1					1	1
26			1						
27	1	1							
28			3		1				
29		1		1					1
30+	2	3	3	2	2	2	1		2
Sum	21	23	17	7	11	10	4	9	5

	\$120,001 - \$125,000	\$125,001+	Sum
1			5
2			7
3			13
4			10
5			18

120.1-125k 125.1+k

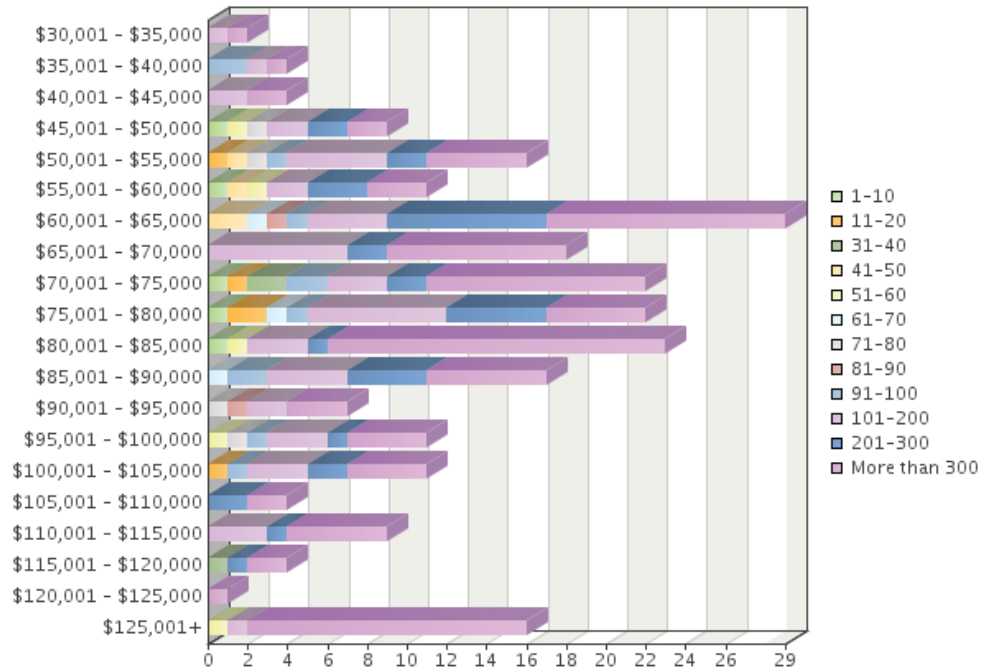
6			3
7			6
8			7
9			5
10			15
11			7
12		1	11
13		1	6
14			4
15		1	7
16		1	2
17			8
18		1	11
19			3
20		2	9
21		1	3
22			5
23			6
24			5
25		1	7
26			2
27			5
28		2	7
29			5
30+	1	5	39
Sum	1	16	241

**\*Sequence of numbers in a cell**

Absolute frequency

### Question 10 / Question 14

Approximately how many legal professionals and students are served by your library? / Please select your current gross salary range (excluding bonuses).

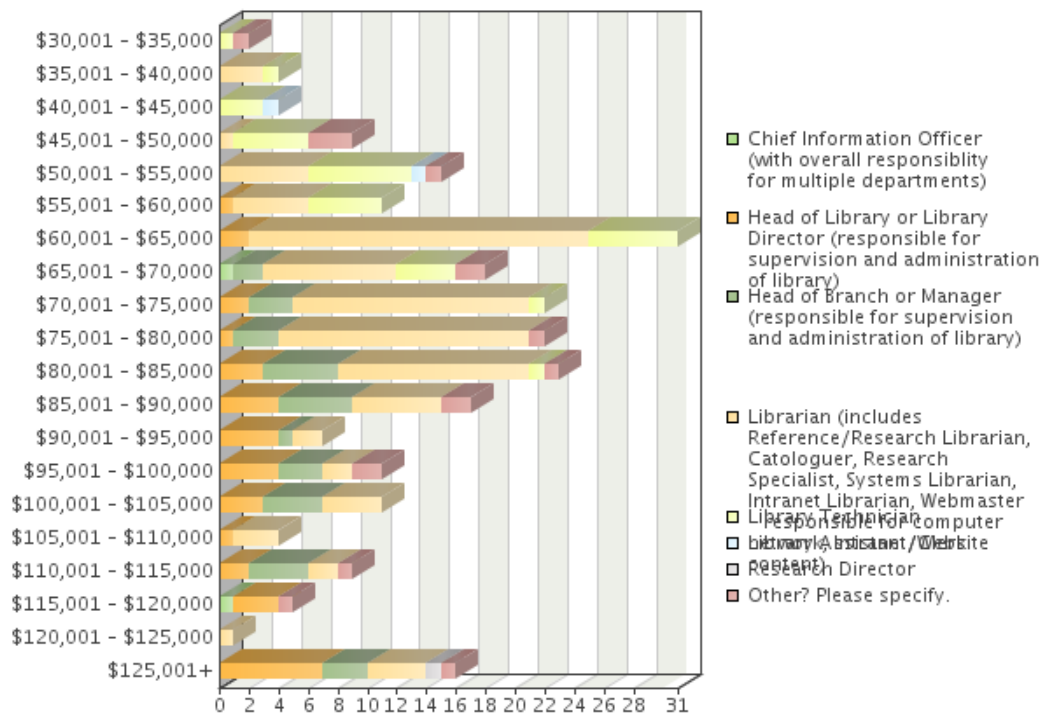


	1-50	51-100	101-200	201-300	300+	SUM
\$30,001 - \$35,000			1		1	2
\$35,001 - \$40,000		2	1		1	4
\$40,001 - \$45,000			2		2	4
\$45,001 - \$50,000	1	2	2	2	2	9
\$50,001 - \$55,000	2	2	5	2	5	16
\$55,001 - \$60,000	2	1	2	3	3	11
\$60,001 - \$65,000	2	3	4	8	12	29
\$65,001 - \$70,000			7	2	9	18
\$70,001 - \$75,000	4	2	3	2	11	22
\$75,001 - \$80,000	3	2	7	5	5	22
\$80,001 - \$85,000	1	1	3	1	17	23
\$85,001 - \$90,000		3	4	4	6	17
\$90,001 - \$95,000		2	2		3	7
\$95,001 - \$100,000		3	3	1	4	11
\$100,001 - \$105,000	1	1	3	2	4	11
\$105,001 - \$110,000				2	2	4

	1-50	51-100	101-200	201-300	300+	SUM
\$110,001 - \$115,000			3	1	5	9
\$115,001 - \$120,000	1			1	2	4
\$120,001 - \$125,000					1	1
\$125,001+		1	1		14	16
Sum	17	25	53	36	109	240

## Question 5 / Question 14

Which one of the following job titles most closely matches your role? / Please select your current gross salary range (excluding bonuses).



	Chief Information Officer (with overall responsibility for multiple departments)	Head of Library or Library Director (responsible for supervision and administration of library)	Head of Branch or Manager (responsible for supervision and administration of library)	Librarian (includes Reference/Research Librarian, Cataloguer, Research Specialist, Systems Librarian, Intranet Librarian, Webmaster - responsible for computer network, Intranet/Website content)	Library Technician	Library Assistant/Clerk	Research Director	Other? Please specify.	Sum
\$30,001 - \$35,000					1			1	2
\$35,001 - \$40,000				3	1				4
\$40,001 - \$45,000					3				4
\$45,001 - \$50,000				1	5			3	9
\$50,001 - \$55,000				6	7			1	15
\$55,001 - \$60,000		1		5	5				11
\$60,001 - \$65,000		2		23	6				31
\$65,001 - \$70,000			2	9	4			2	18
\$70,001 - \$75,000		2	3	16	1				22
\$75,001 - \$80,000		1	3	17				1	22
\$80,001 - \$85,000		3	5	13	1			1	23



	CIO	Hd Lib	Hd Brnch	Lib'rn	Lib Tech	Lib Asst	Rsrch Dir	Other	SUM
\$85,001 - \$90,000		4	5	6				2	17
\$90,001 - \$95,000		4	1	2					7
\$95,001 - \$100,000		4	3	2				2	11
\$100,001 - \$105,000		3	4	4					11
\$105,001 - \$110,000		1		3					4
\$110,001 - \$115,000		2	4	2				1	9
\$115,001 - \$120,000		3						1	5
\$120,001 - \$125,000				1					1
\$125,001+		7	3	4				1	16
<b>Sum</b>	2	37	33	117	34	2	1	16	242

## Question 6 / Question 14

Please indicate your level of education. Check all that apply. / Please select your current gross salary range (excluding bonuses).

	M.L.S., M.L.I.S., M.I.ST, M.I. or other library-related Masters degree	L.L.B. or J.D.	Other (non-library) Masters degree	Ph.D.	B.I., B.L.S. or other library-related undergraduate degree	Other (non-library) university undergraduate degree	Post-secondary degree/diploma in library-related field	Library technician diploma	Other? Please specify.
\$30,001 - \$35,000						1		2	
\$35,001 - \$40,000	2		1			1		2	
\$40,001 - \$45,000						1	3	2	
\$45,001 - \$50,000	4					2		4	1
\$50,001 - \$55,000	7		1		1	9		5	2
\$55,001 - \$60,000	4	1	1		1	8		5	
\$60,001 - \$65,000	22	1				10		8	2
\$65,001 - \$70,000	10	2				5	1	6	2
\$70,001 - \$75,000	18		5			7	1	2	1
\$75,001 - \$80,000	20	2	4			10		2	
\$80,001 - \$85,000	16	3	2			9		5	1
\$85,001 - \$90,000	11	3	1		1	3	1	3	1
\$90,001 - \$95,000	7	1				2			
\$95,001 - \$100,000	11	1	3			6			3
\$100,001 - \$105,000	11	2	2		1	5			1
\$105,001 - \$110,000	4	2	1	1		1		1	
\$110,001 - \$115,000	8	1	1			4		1	
\$115,001 - \$120,000	5	1	2			2			1
\$120,001 - \$125,000	1								
\$125,001+	14	7	6			3		1	
<b>Sum</b>	175	27	30	1	4	89	6	49	15

	Sum
\$30,001 - \$35,000	3
\$35,001 - \$40,000	6
\$40,001 - \$45,000	6
\$45,001 - \$50,000	11
\$50,001 - \$55,000	25
\$55,001 - \$60,000	20
\$60,001 - \$65,000	43

## SUM

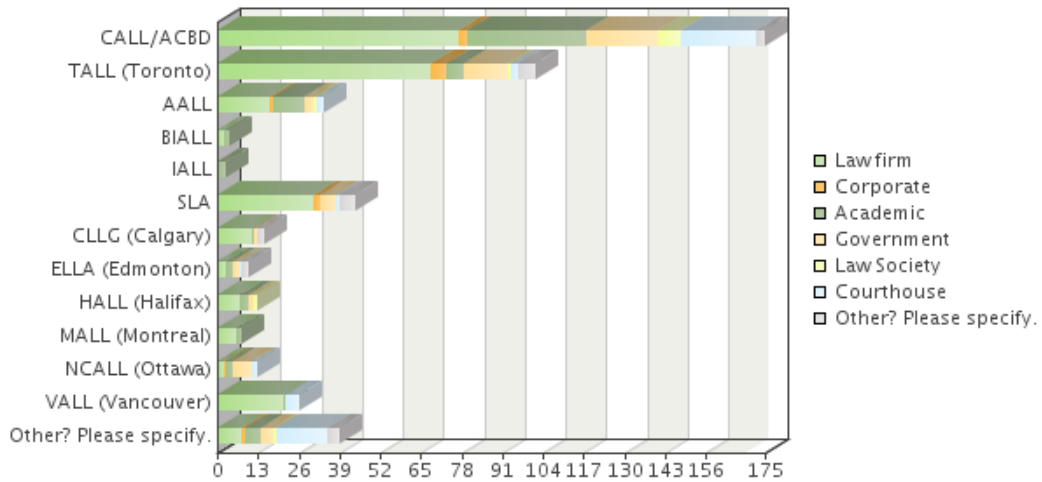
\$65,001 - \$70,000	26
\$70,001 - \$75,000	34
\$75,001 - \$80,000	38
\$80,001 - \$85,000	36
\$85,001 - \$90,000	24
\$90,001 - \$95,000	10
\$95,001 - \$100,000	24
\$100,001 - \$105,000	22
\$105,001 - \$110,000	10
\$110,001 - \$115,000	15
\$115,001 - \$120,000	11
\$120,001 - \$125,000	1
\$125,001+	31
<b>Sum</b>	<b>396</b>

**\*Sequence of numbers in a cell**

Absolute frequency

## Question 2 / Question 30

In which type of library do you work? / Please select any of the following associations you belong to:



	Law firm	Corporate	Academic	Government	Law Society	Courthouse	Other? Please specify.	Sum
CALL/ACBD	77	3	38	23	7	24	3	175
TALL (Toronto)	68	5	6	14	1	2	6	102
AALL	17	1	10	3	1	2		34
BIALL	2		2					4
IALL			3					3
SLA	31	2		5		1	5	44
CLLG (Calgary)	11		1	1			2	15
ELLA (Edmonton)	3		2	2		1	2	10
HALL (Halifax)	7		3	2	1			13
MALL (Montreal)	6		2					8
NCALL (Ottawa)	2	1	2	6		2		13
VALL (Vancouver)	21		1			4		26
Other? Please specify.	8	1	5	4	1	16	4	39
<b>Sum</b>	<b>253</b>	<b>13</b>	<b>75</b>	<b>60</b>	<b>11</b>	<b>52</b>	<b>22</b>	<b>486</b>

\*Sequence of numbers in a cell

Absolute frequency