

2023 TALL & CALL/ACBD Salary Survey

This is a joint salary survey report from the Toronto Association of Law Libraries (TALL) and the Canadian Association of Law Libraries / L'Association canadienne des bibliothèques de droit (CALL/ACBD). The purpose is to determine benchmark employment remuneration received by members.

This survey reports data collected in February/March 2023. The previous survey was conducted in 2018. This analysis is based on 204 survey responses. Respondents were able to skip questions, which results in different “totals” for individual questions throughout this report.

Many thanks to Kim Clarke for conducting the data analysis for this report.

Notes on the Questionnaire

The committee has added two new questions to the survey this year:

- Question 27: How many days per week are you permitted to work from home?
- Question 29: In a typical work week, how many hours do you work in excess of the basic number of hours stated on your employment contract?

These questions were added to capture data on overwork and remote work policies. Both topics are especially relevant following the COVID-19 lockdowns and remain of interest to individuals seeking employment in this field.

Notes on the Report

This report contains two parts. **Part I** displays the average salaries of members based on respondents' answers to specific questions. **Part II** includes member responses for each individual question.

Where zero respondents selected an option, it is not included in the corresponding graph. Please consult the table below each chart for a full list of response options. Data was not reported if the privacy of respondents would not be assured due to the low number of responses. This means that some average salaries could not be reported. For example, we did not conduct any cross-tabulation analysis on average hourly wages due to the small number of respondents who reported earning an hourly wage.

Salary data was collected in ranges (e.g. \$70,001-\$75,000) and averages were determined using the mid-point of these ranges (e.g. \$72,500). This presented a problem for the uppermost salary range (\$125,001+). \$130,000 was used for this option in cross-tabulation (which is consistent with previous survey reports); please note that, as a result, this report may underestimate salaries. The committee recommends that the next iteration of the survey include a higher salary ceiling to allow for the calculation of more precise averages.

Contact Us

If you have questions about the survey, contact committee chair Erica Friesen (erica.friesen@queensu.ca).

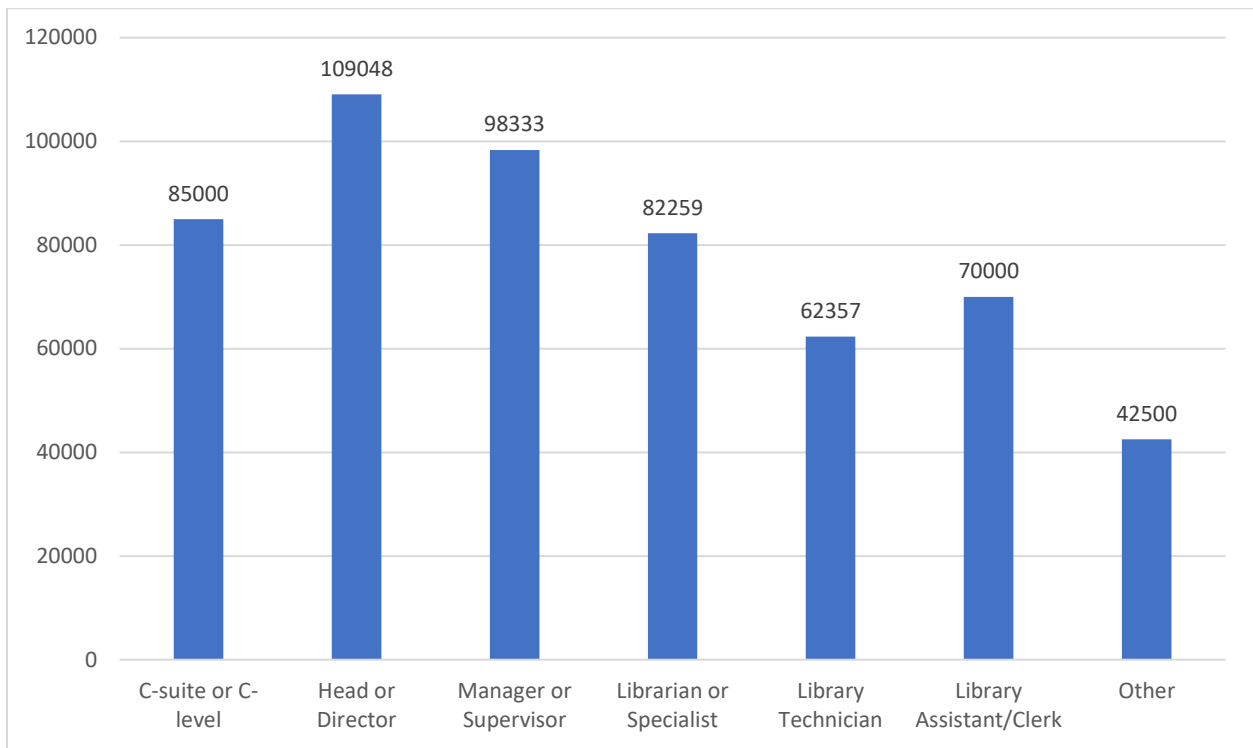
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Part I: Average Salary Cross-Tabulations

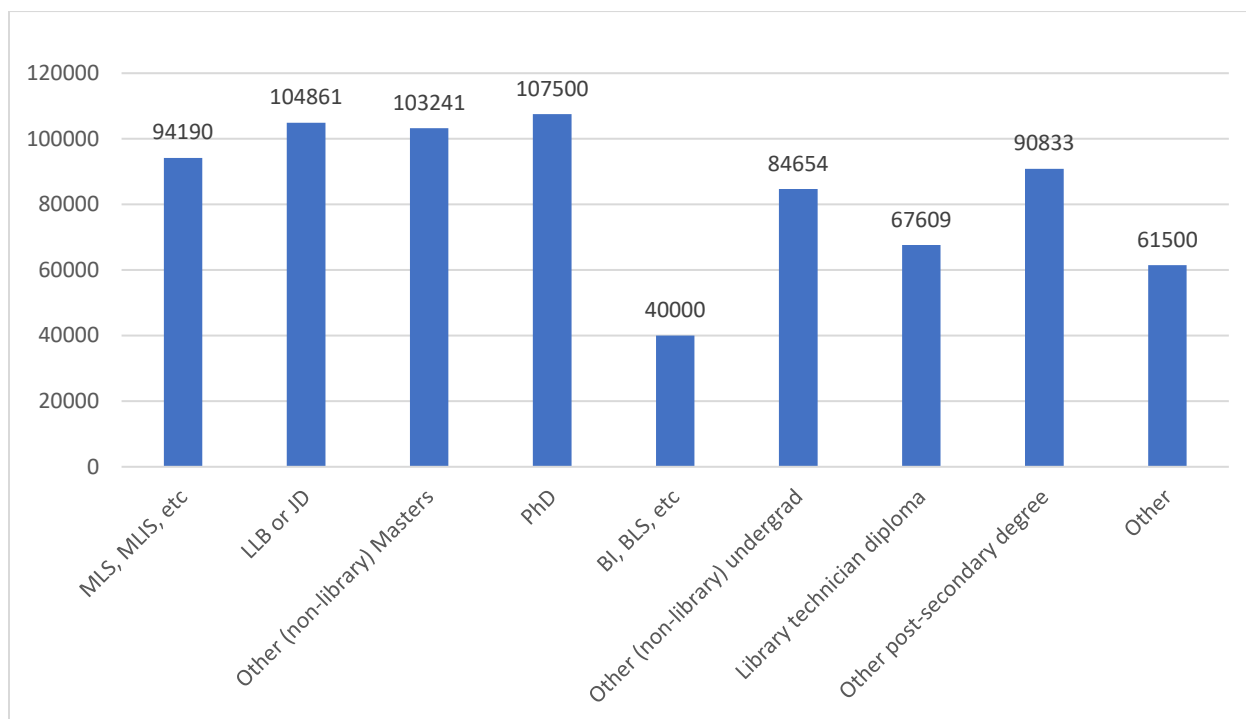
Average Salary by Job Title



Job Title	Average Salary
C-suite or C-level	85000
Head or Director	109048
Manager or Supervisor	98333
Librarian or Specialist	82259
Library Technician	62357
Library Assistant/Clerk	70000
Other	42500

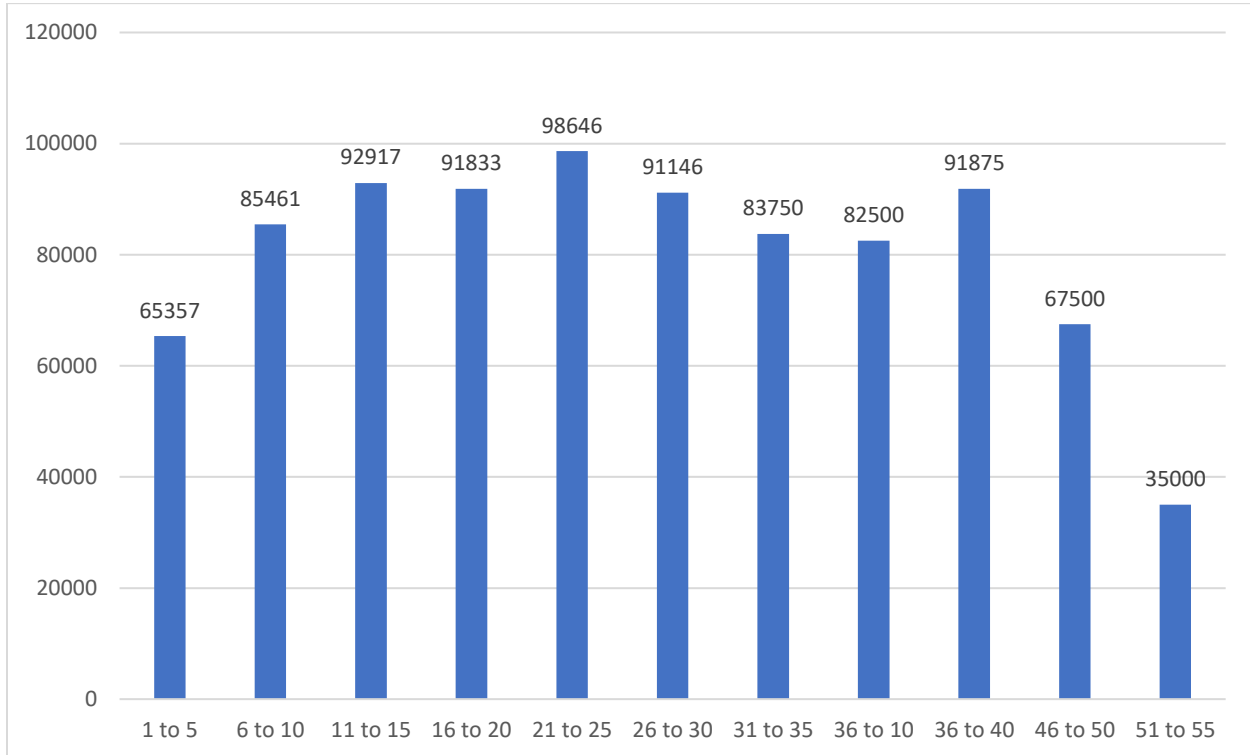
Average Salary by Education Level

Note: This question allowed respondents to select multiple answers, which means that some respondents' salaries are counted multiple times in these averages. For instance, someone with a JD *and* MLIS would have their salary counted in *both* categories.



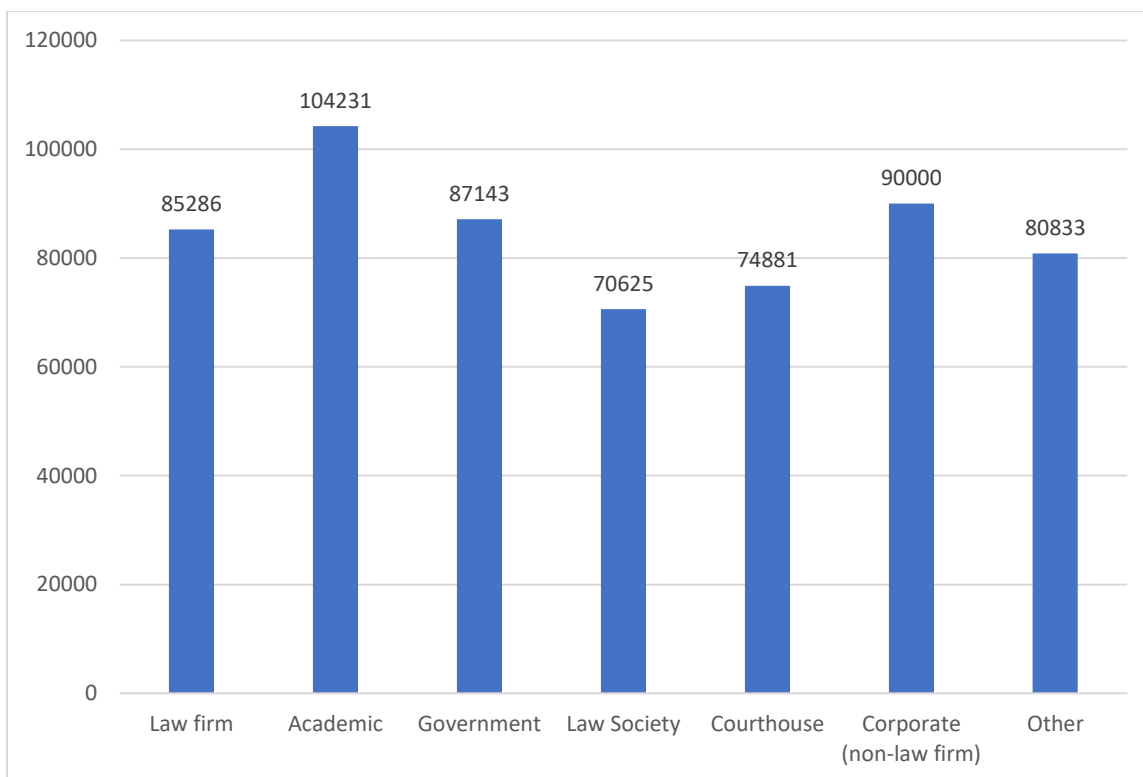
Education Level	Average Salary
MLS, MLIS, MI or other library-related Masters degree	94190
LLB or JD	104861
Other (non-library) Masters degree	103241
PhD	107500
BI, BLS or other library-related undergraduate degree	40000
Other (non-library) undergraduate degree	84654
Library technician diploma	67609
Other post-secondary degree/diploma in library-related field	90833
Other	61500

Average Salary by Years in the Profession



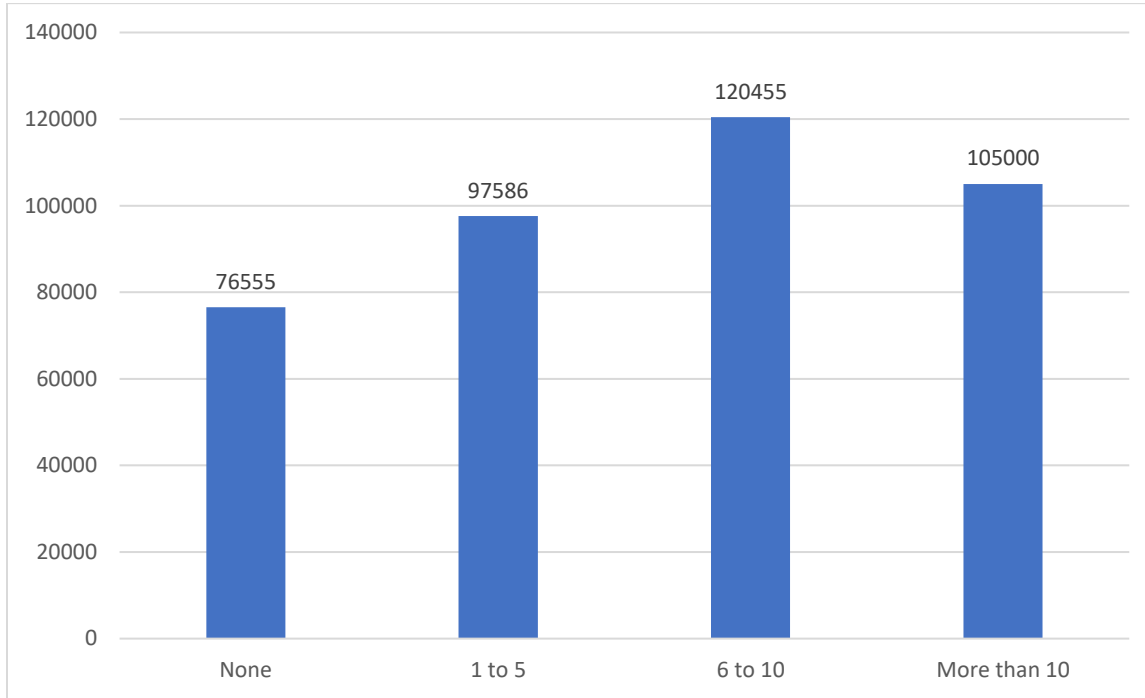
Years in Profession	Average Salary
1 to 5	65357
6 to 10	85461
11 to 15	92917
16 to 20	91833
21 to 25	98646
26 to 30	91146
31 to 35	83750
36 to 10	82500
36 to 40	91875
46 to 50	67500
51 to 55	35000

Average Salary by Library Type



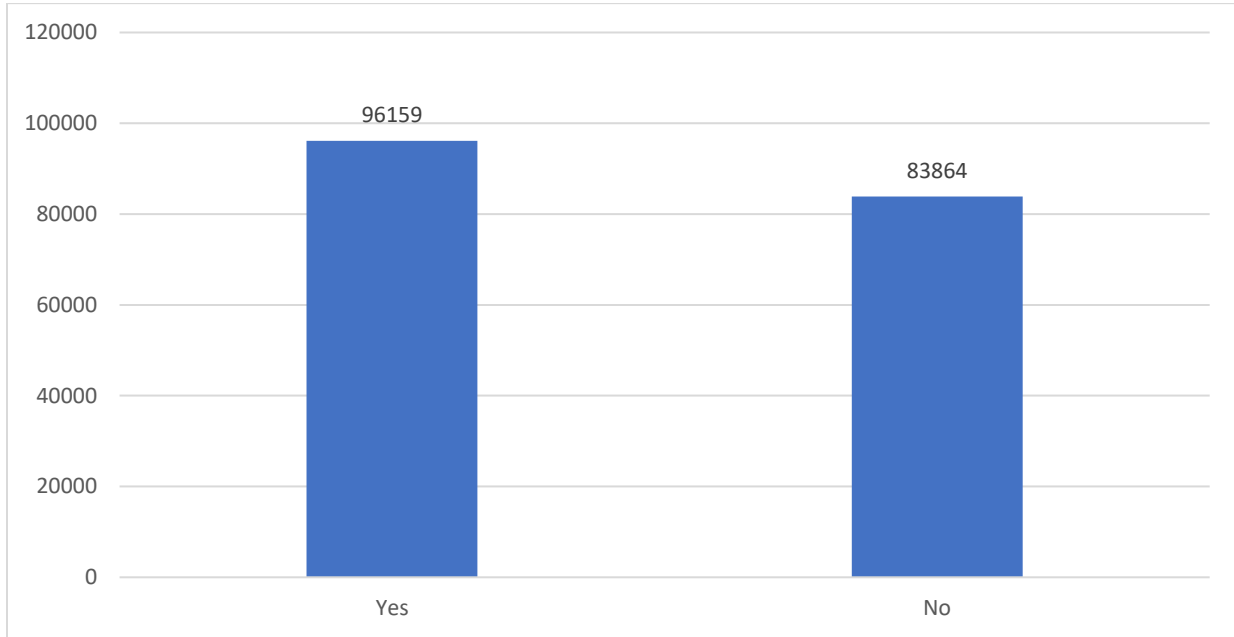
Type of Library	Average Salary
Law firm	85286
Academic	104231
Government	87143
Law Society	70625
Courthouse	74881
Corporate (non-law firm)	90000
Other	80833

Average Salary by Number of Employees Supervised



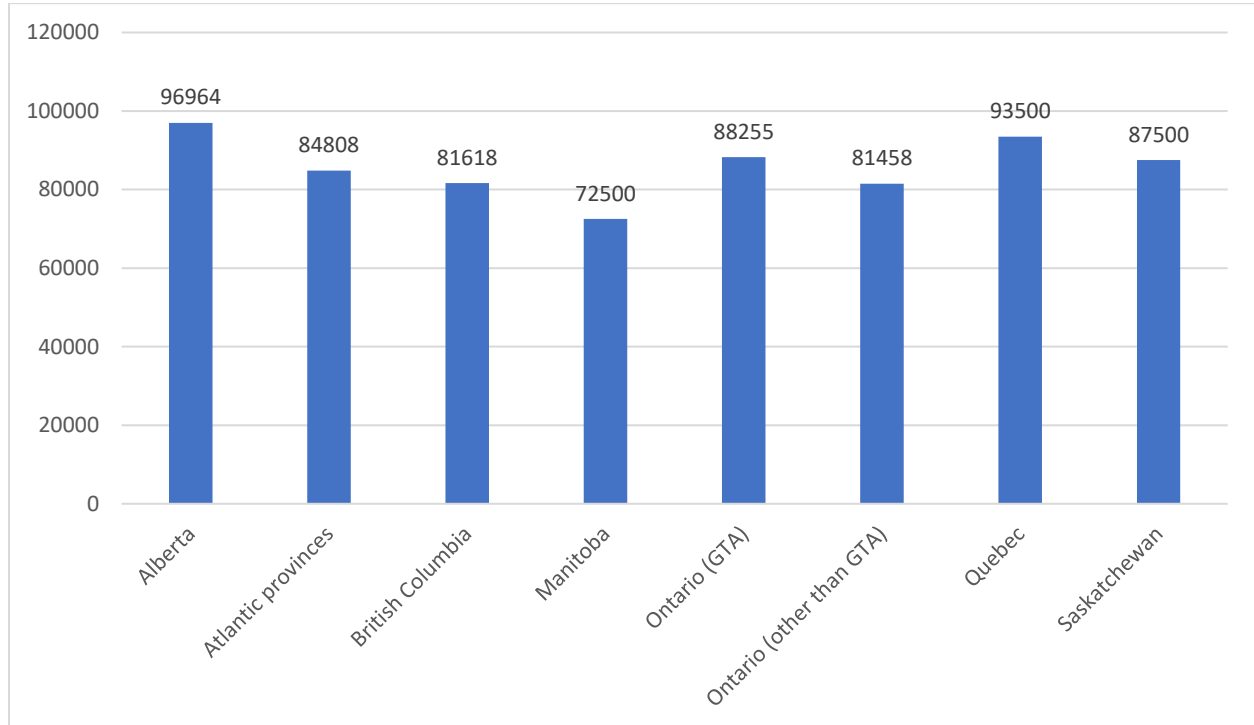
Number of Employees	Average Salary
None	76555
1 to 5	97586
6 to 10	120455
More than 10	105000

Average Salary by Union Membership



Do You Belong to a Union?	Average Salary
Yes	96159
No	83864

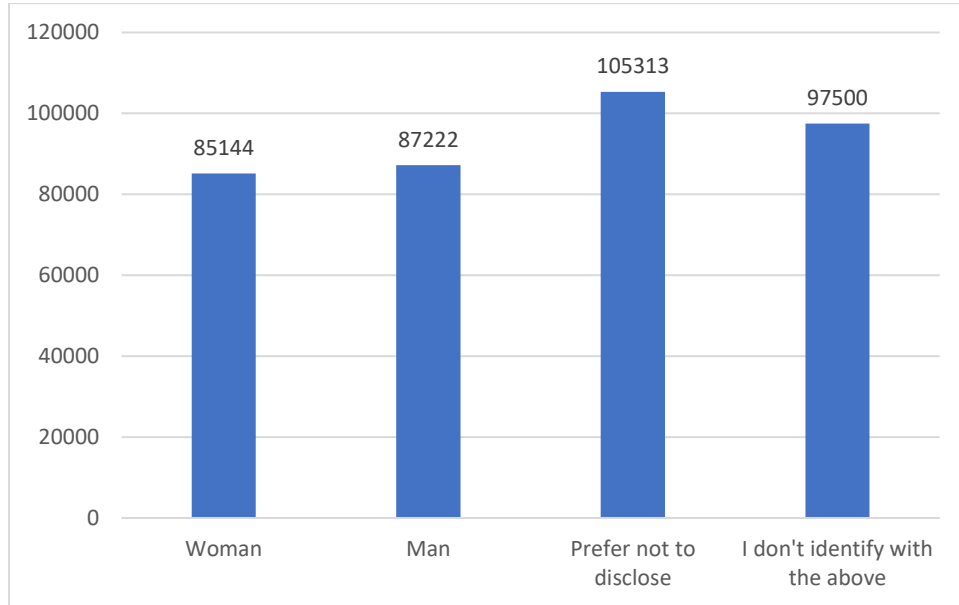
Average Salary by Jurisdiction



Jurisdiction	Average Salary
Alberta	96964
Atlantic provinces	84808
British Columbia	81618
Manitoba	72500
Ontario (GTA)	88255
Ontario (other than GTA)	81458
Quebec	93500
Saskatchewan	87500

Note: No respondents selected Northwest Territories/Yukon/Nunavut for this question. Too few selected Outside Canada to report this average in this chart.

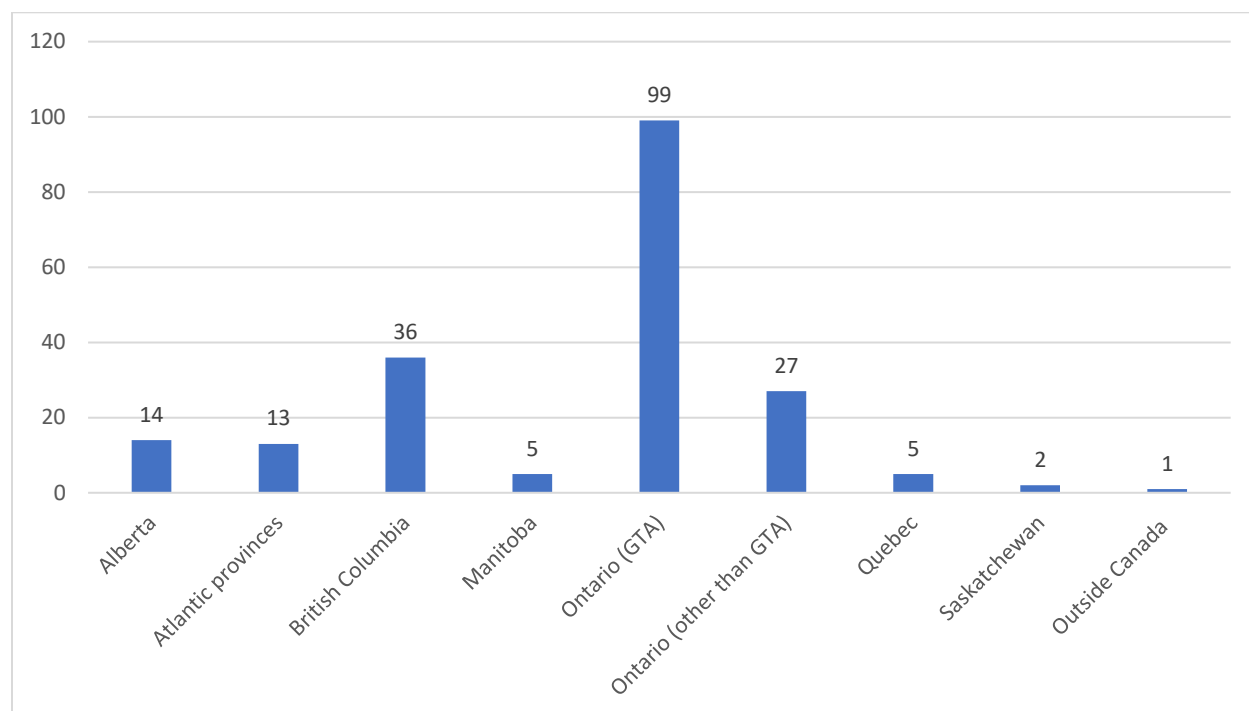
Average Salary by Gender



Gender	Average Salary
Woman	85144
Man	87222
Prefer not to disclose	105313
I don't identify with the above	97500

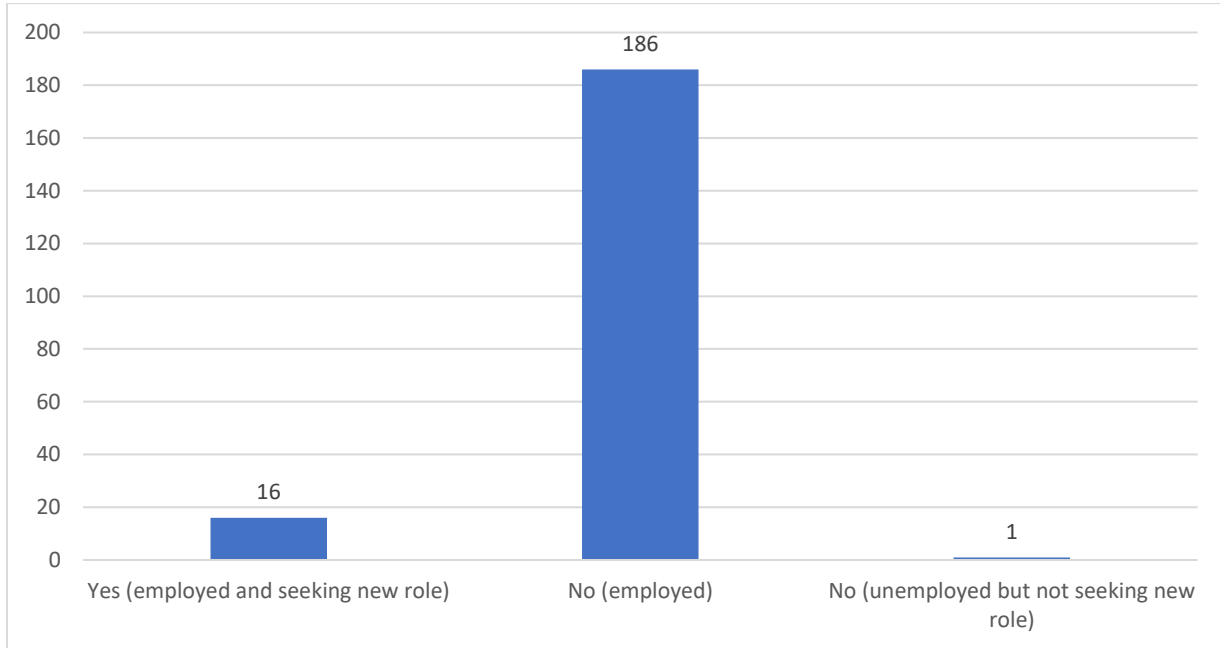
Part II: Individual Questions

Q1: What province or territory do you primarily work in?



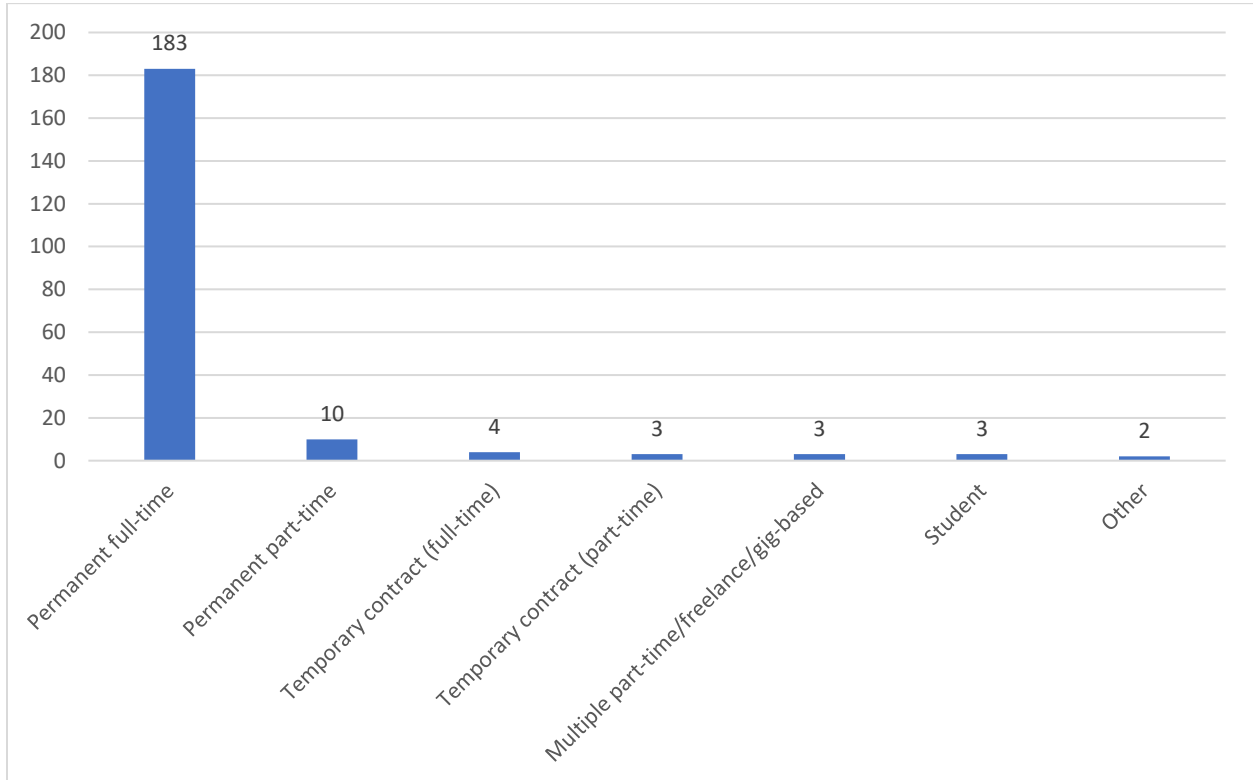
Jurisdiction	Absolute Frequency
Alberta	14
Atlantic provinces	13
British Columbia	36
Manitoba	5
Ontario (GTA)	99
Ontario (other than GTA)	27
Quebec	5
Saskatchewan	2
Northwest Territories/Yukon/Nunavut	0
Outside Canada	1
Total	202

Q2: Are you currently seeking employment?



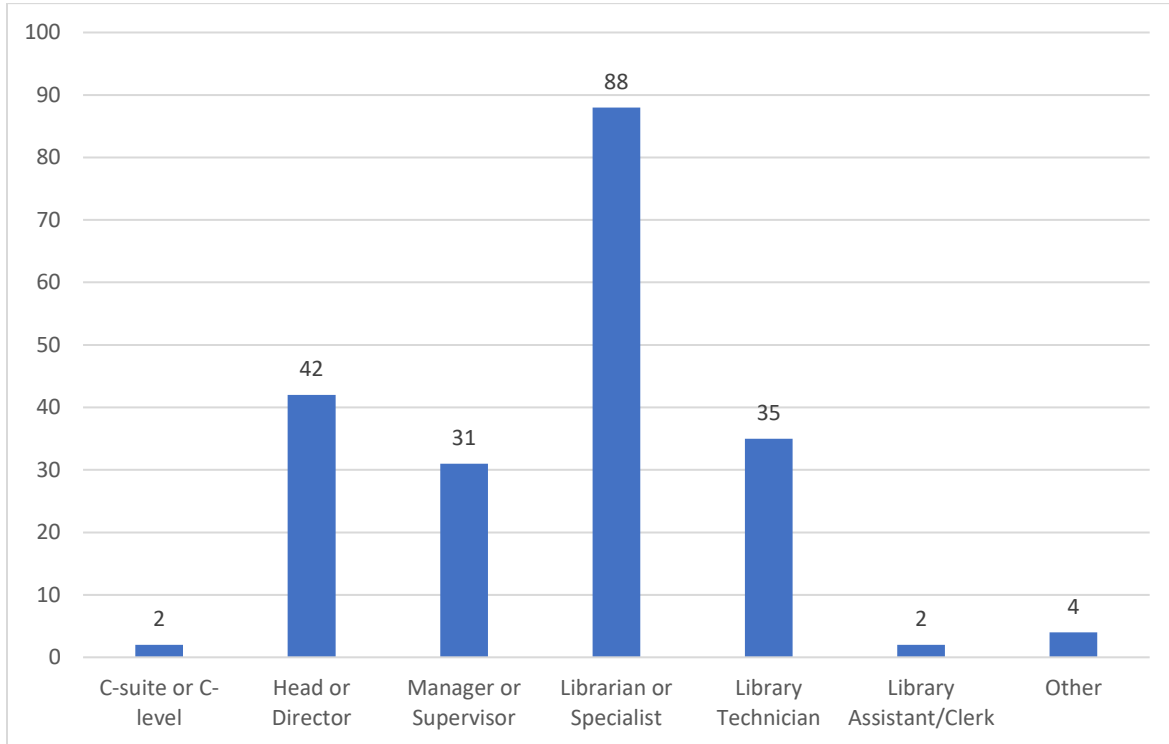
Are you seeking employment?	Absolute Frequency
Yes (employed and seeking new role)	16
No (employed)	186
No (unemployed but not seeking new role)	1
Total	203

Q3: What is your current work status? Select all that apply.



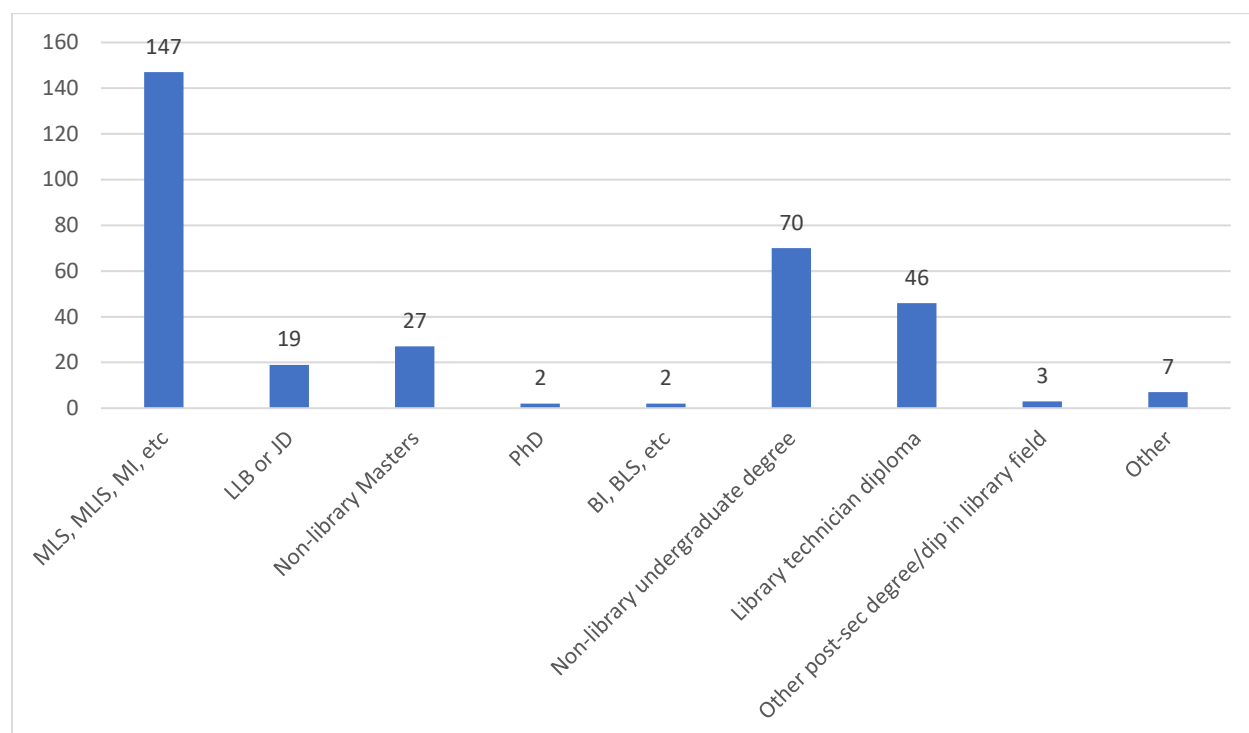
Work Status	Absolute Frequency
Permanent full-time (30+ hours per week)	183
Permanent part-time (less than 30 hours per week)	10
Temporary contract full-time (30+ hours per week)	4
Temporary contract part-time (less than 30 hours per week)	3
Multiple part-time positions/freelance/gig-based	3
Student	3
Not employed or retired	0
Other	2
Total	208

Q4: Which one of the following job titles *most closely matches* your role?



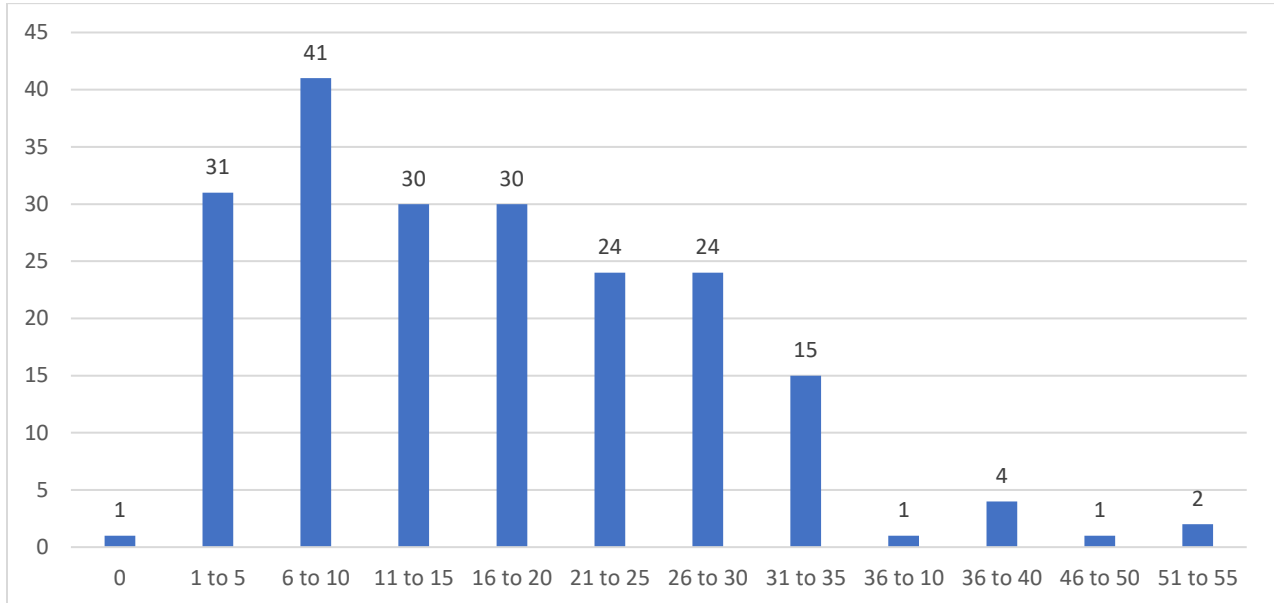
Job Title	Absolute Frequency
C-suite or C-level	2
Head or Director	42
Manager or Supervisor	31
Librarian or Specialist	88
Library Technician	35
Library Assistant/Clerk	2
Other	4
Total	204

Q5: Please indicate your level of education. Select all that apply.



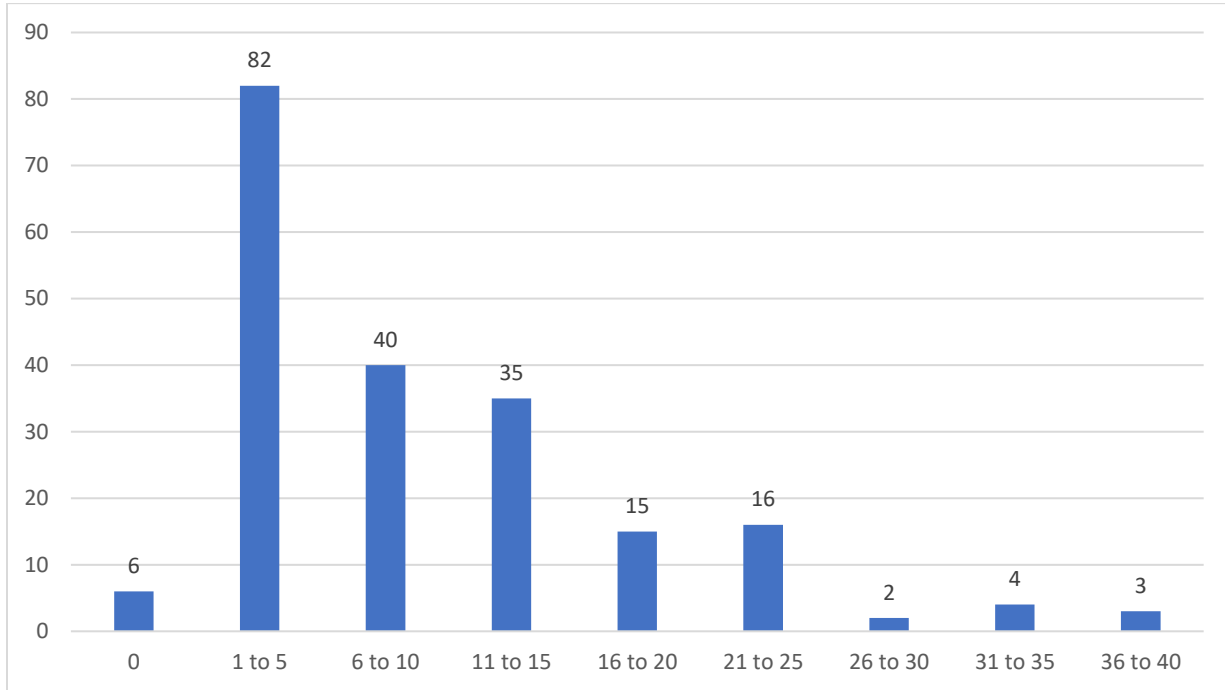
Education Level	Absolute Frequency
MLS, MLIS, MI, etc	147
LLB or JD	19
Other non-library Masters degree	27
PhD	2
BI, BLS, or other library- or information-related undergraduate degree	2
Other (non-library) undergraduate degree	70
Library technician diploma	46
Other post-secondary degree/diploma in library- or information-related field	3
No post-secondary education	0
Other	7
Total	323

Q6: How many years have you worked in the Library and Information Science field?



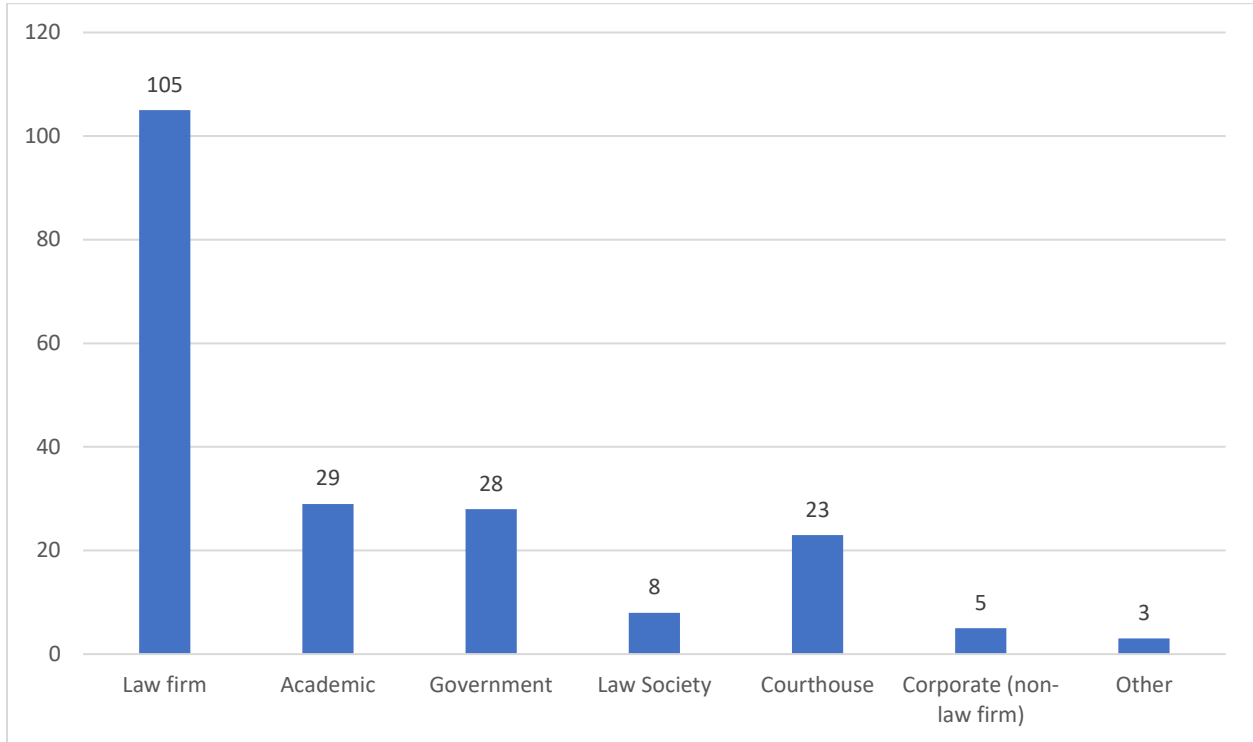
Years	Absolute Frequency
0	1
1 to 5	31
6 to 10	41
11 to 15	30
16 to 20	30
21 to 25	24
26 to 30	24
31 to 35	15
36 to 40	4
46 to 50	1
51 to 55	2
Total	204

Q7: How many years have you worked for your current employer?



Years	Absolute Frequency
0	6
1 to 5	82
6 to 10	40
11 to 15	35
16 to 20	15
21 to 25	16
26 to 30	2
31 to 35	4
36 to 40	3
Total	203

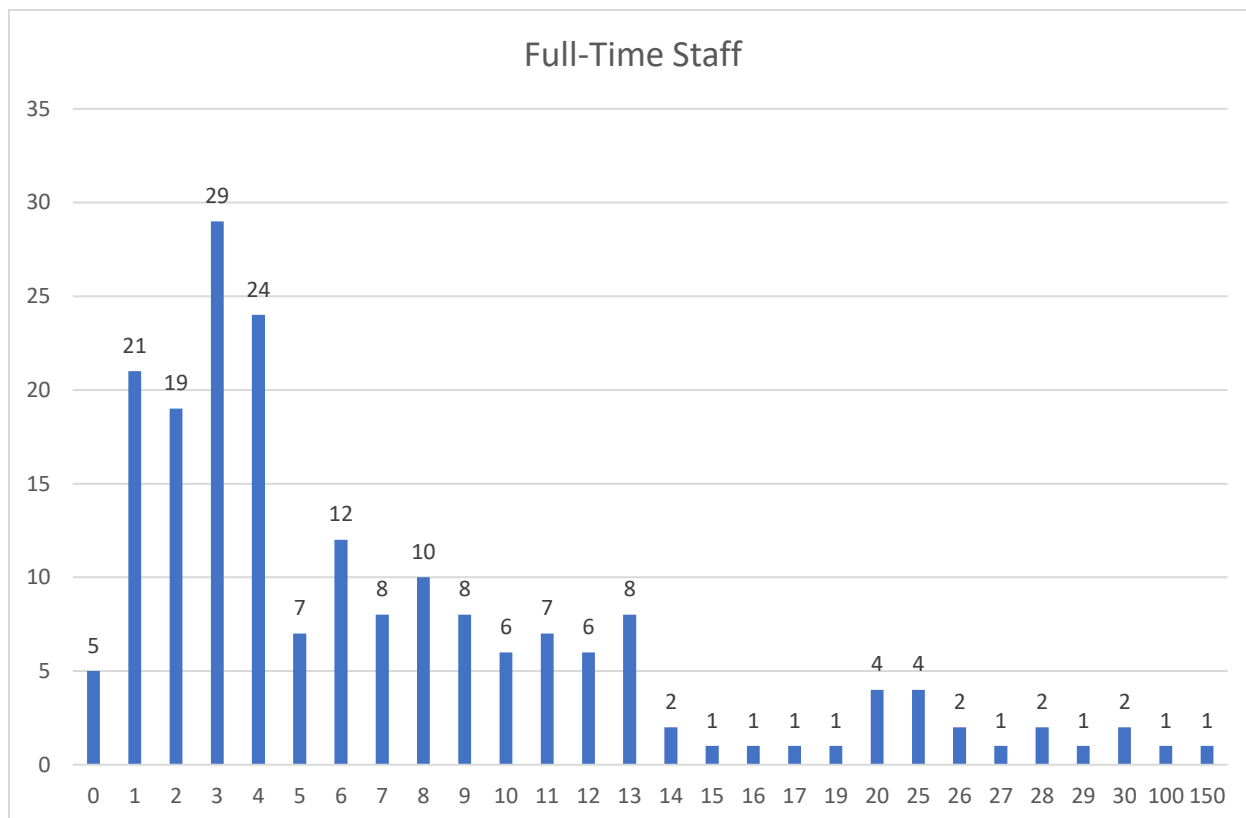
Q8: In which type of library do you work?



Library Type	Absolute Frequency
Law firm	105
Academic	29
Government	28
Law Society	8
Courthouse	23
Corporate (non-law firm)	5
Other	3
Total	201

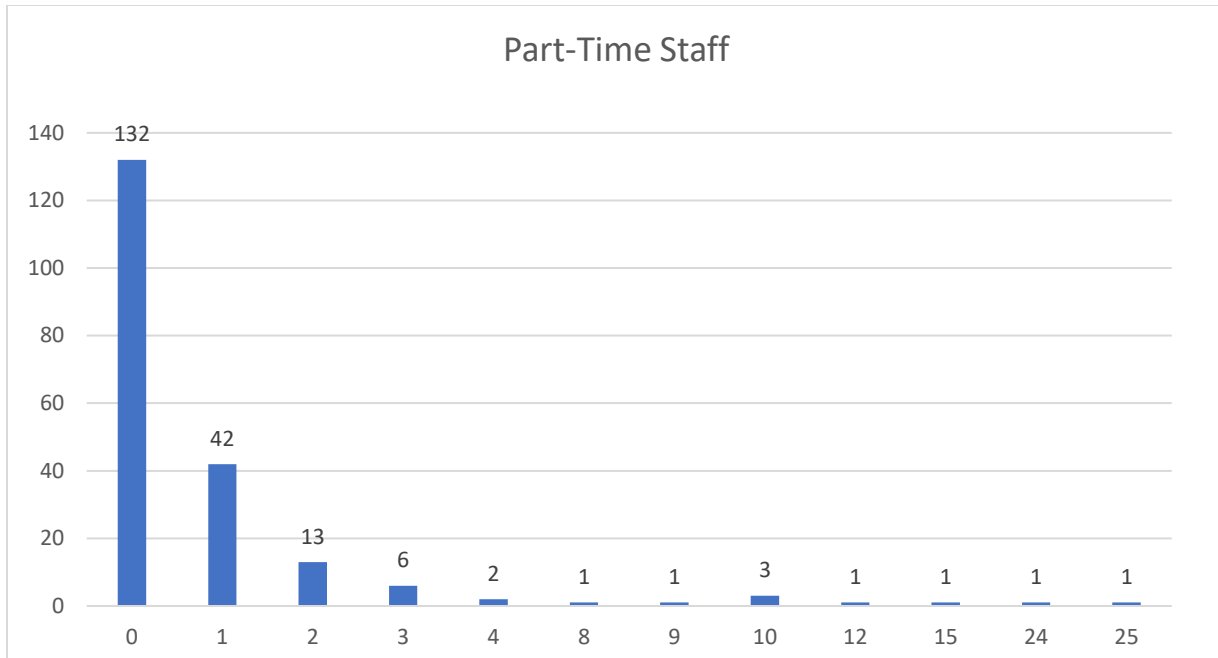
Q9: Including yourself, please indicate the total number of staff in your law library or department (do not include student workers).

Note: there are separate charts below for full- and part-time staff.



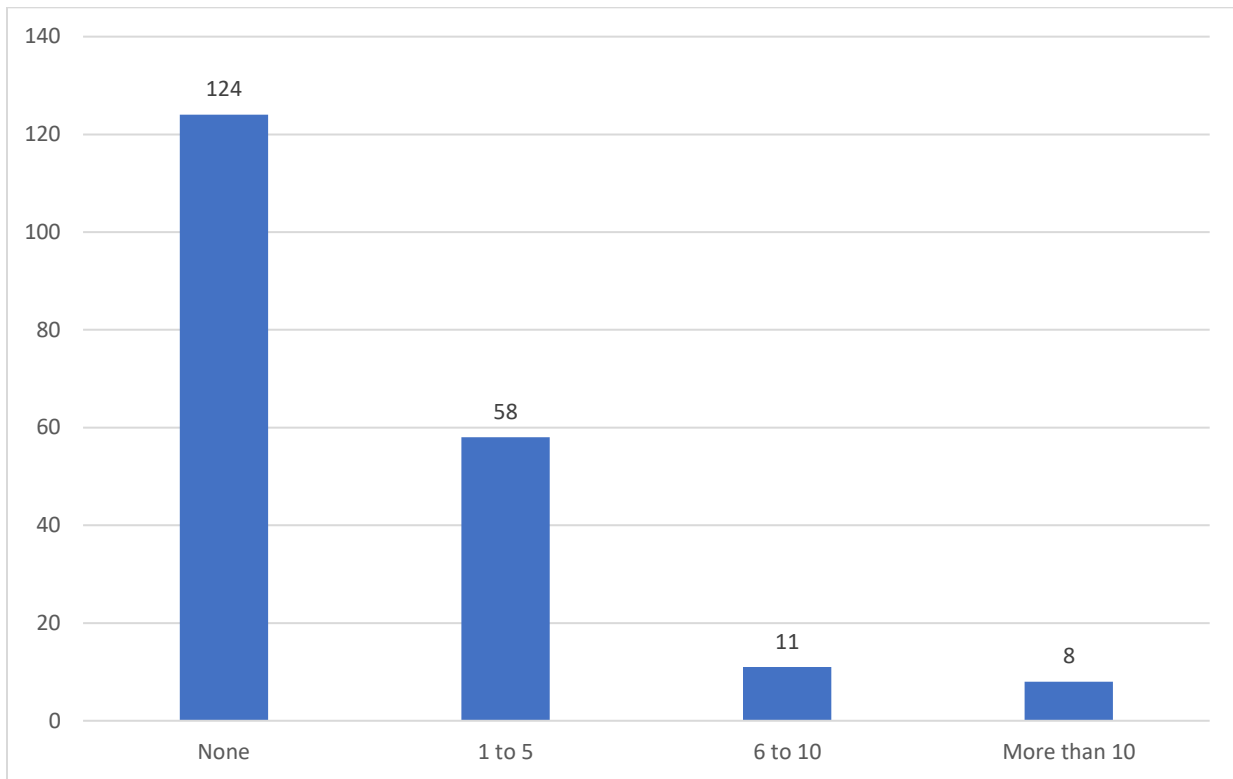
Number of Full-Time Staff	Absolute Frequency
0	5
1	21
2	19
3	29
4	24
5	7
6	12
7	8

8	10
9	8
10	6
11	7
12	6
13	8
14	2
15	1
16	1
17	1
19	1
20	4
25	4
26	2
27	1
28	2
29	1
30	2
100	1
150	1
Total	194



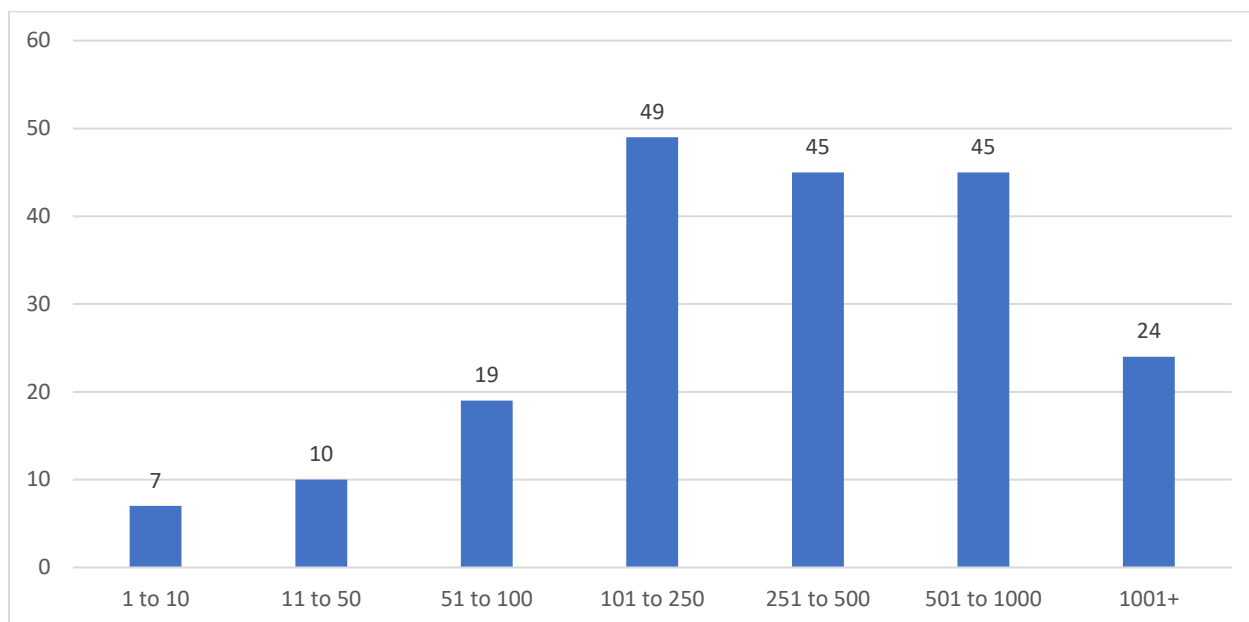
Number of Part-time Staff	Absolute Frequency
0	132
1	42
2	13
3	6
4	2
8	1
9	1
10	3
12	1
15	1
24	1
25	1
Total	204

Q10: Please indicate the number of employees you supervise or manage (both full- and part-time).



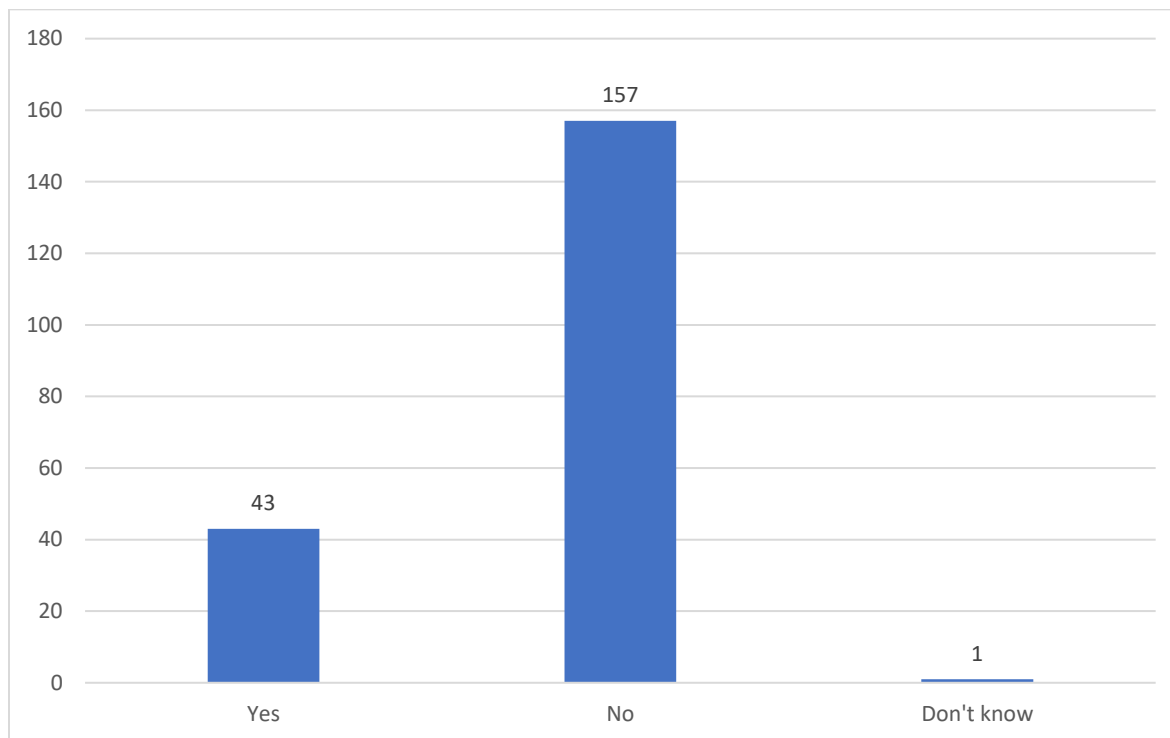
Number of Employees Supervised	Absolute Frequency
None	124
1 to 5	58
6 to 10	11
More than 10	8
Total	201

Q11: Approximately how many legal professionals and law students are directly served by your law library or department?



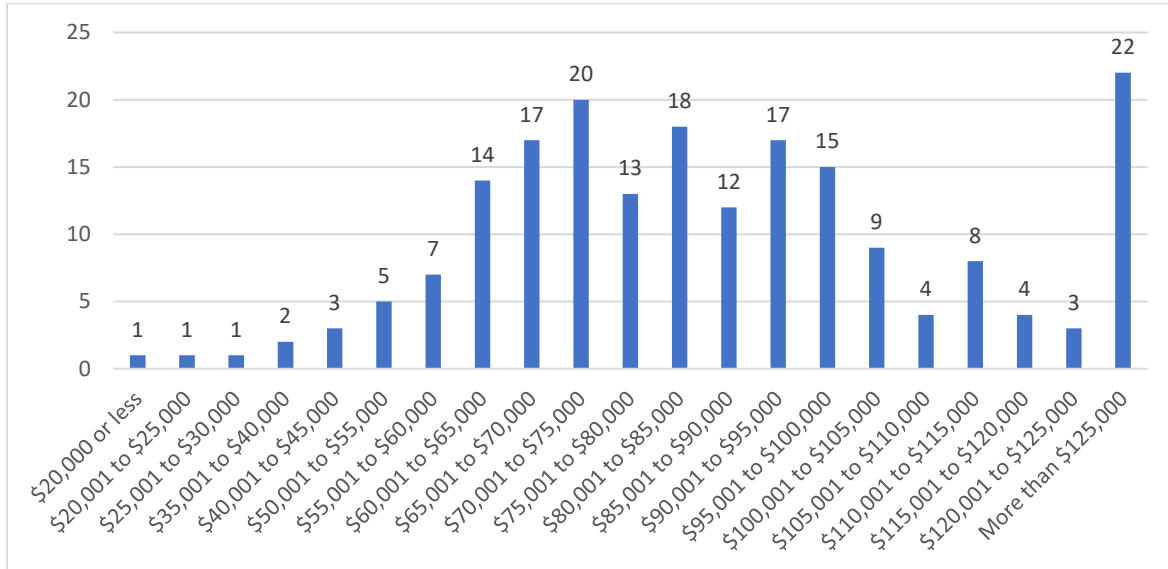
Number of Legal Professionals and Law Students	Absolute Frequency
1 to 10	7
11 to 50	10
51 to 100	19
101 to 250	49
251 to 500	45
501 to 1000	45
1001+	24
Total	199

Q12: Are you part of a union or other entity (such as the University of Toronto Faculty Association) that negotiates salary through collective bargaining?



Union Member?	Absolute Frequency
Yes	43
No	157
Don't know	1
Total	201

Q13: If you are salaried, please select your current gross salary range (excluding bonuses).



Gross Salary Range	Absolute Frequency
\$20,000 or less	1
\$20,001 to \$25,000	1
\$25,001 to \$30,000	1
\$30,001 to \$35,000	0
\$35,001 to \$40,000	2
\$40,001 to \$45,000	3
\$45,001 to \$50,000	0
\$50,001 to \$55,000	5
\$55,001 to \$60,000	7
\$60,001 to \$65,000	14
\$65,001 to \$70,000	17
\$70,001 to \$75,000	20
\$75,001 to \$80,000	13
\$80,001 to \$85,000	18

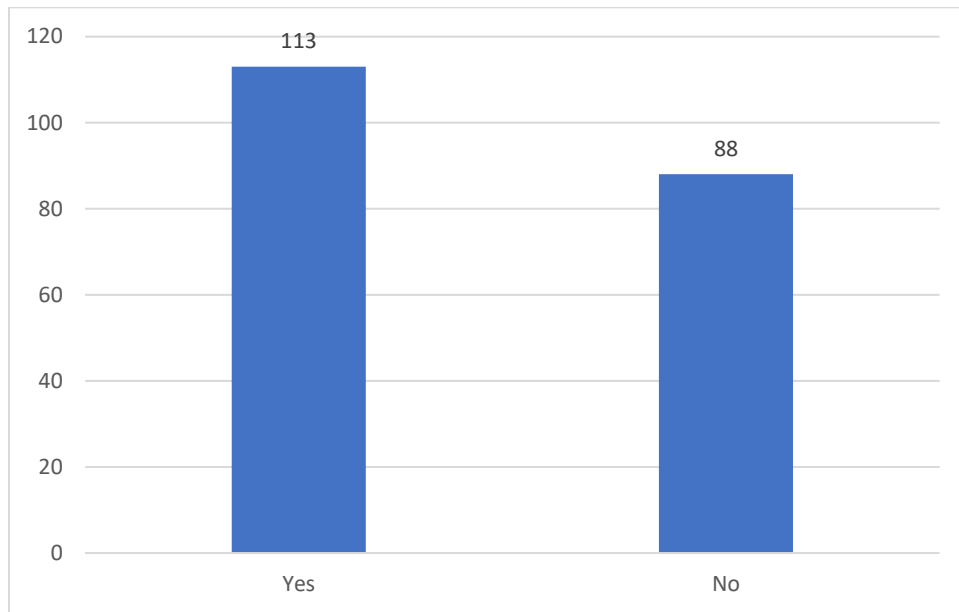
\$85,001 to \$90,000	12
\$90,001 to \$95,000	17
\$95,001 to \$100,000	15
\$100,001 to \$105,000	9
\$105,001 to \$110,000	4
\$110,001 to \$115,000	8
\$115,001 to \$120,000	4
\$120,001 to \$125,000	3
More than \$125,000	22
Total	196

Q14: If you are paid hourly, please indicate your current hourly wage range (rounded to the nearest dollar).



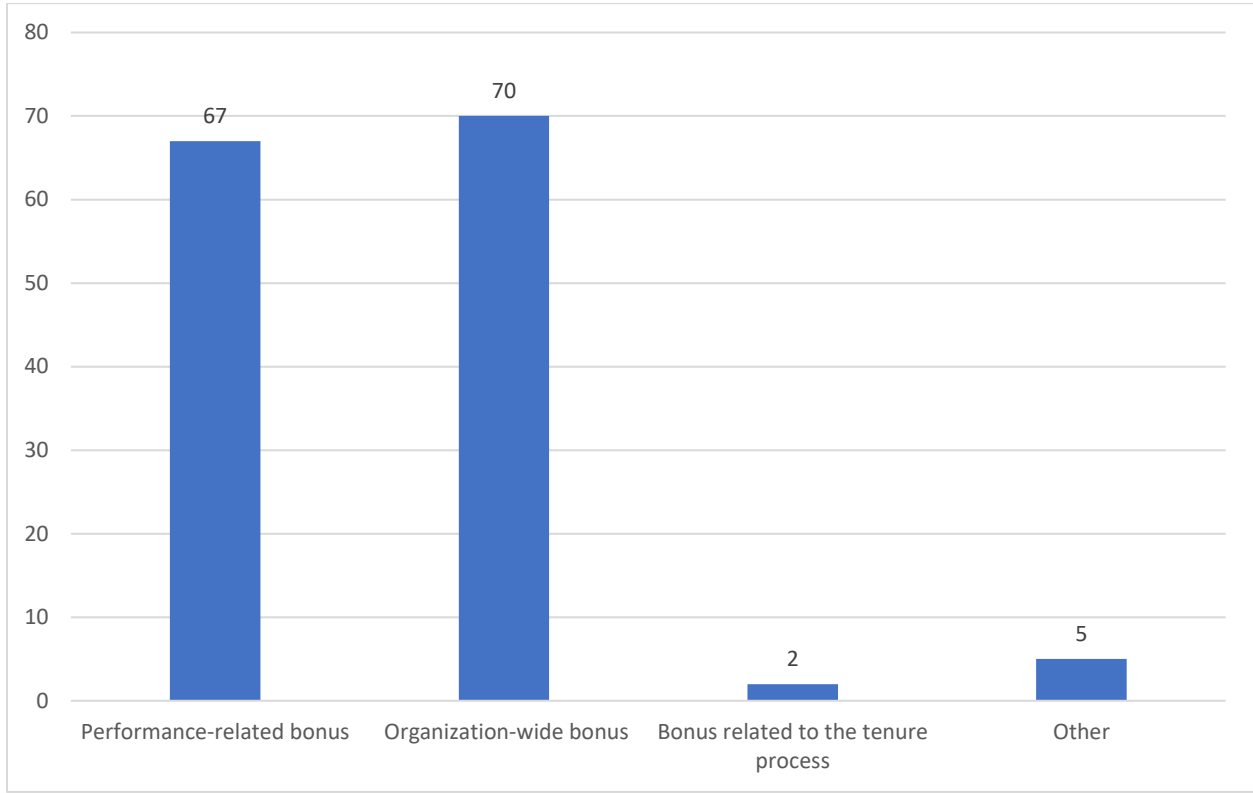
Hourly Pay Rate	Absolute Frequency
\$21 to \$25	2
\$26 to \$30	1
\$31 to \$35	1
More than \$35	1
Total	5

Q15: Did you receive a bonus in the past 12 months? A "bonus" is defined here as a one-time payment that does not get added to your base pay.



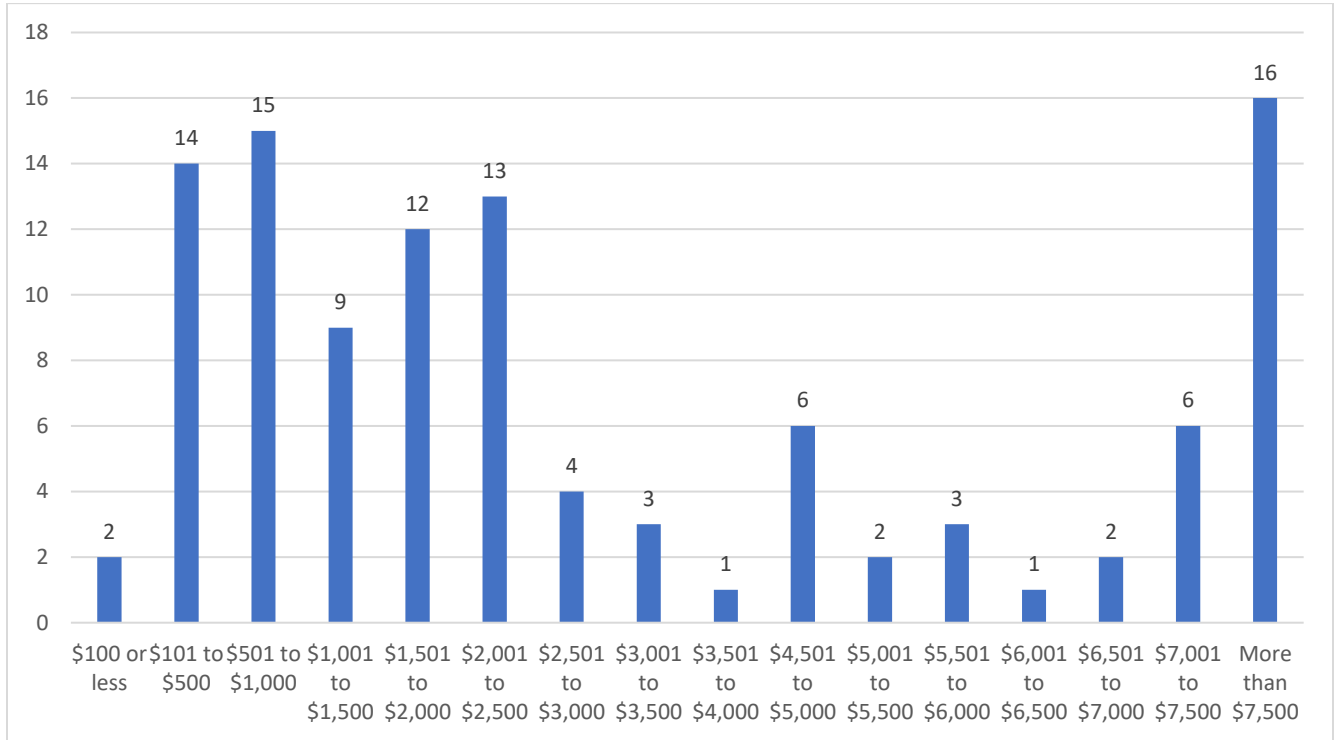
Did you receive a bonus?	Absolute Frequency
Yes	113
No	88
Total	201

Q16: What is the nature of your employer's bonus program? Select all that apply.



Type of Bonus	Absolute Frequency
Performance-related bonus	67
Organization-wide bonus	70
Bonus related to the tenure process	2
Other	5
Total	144

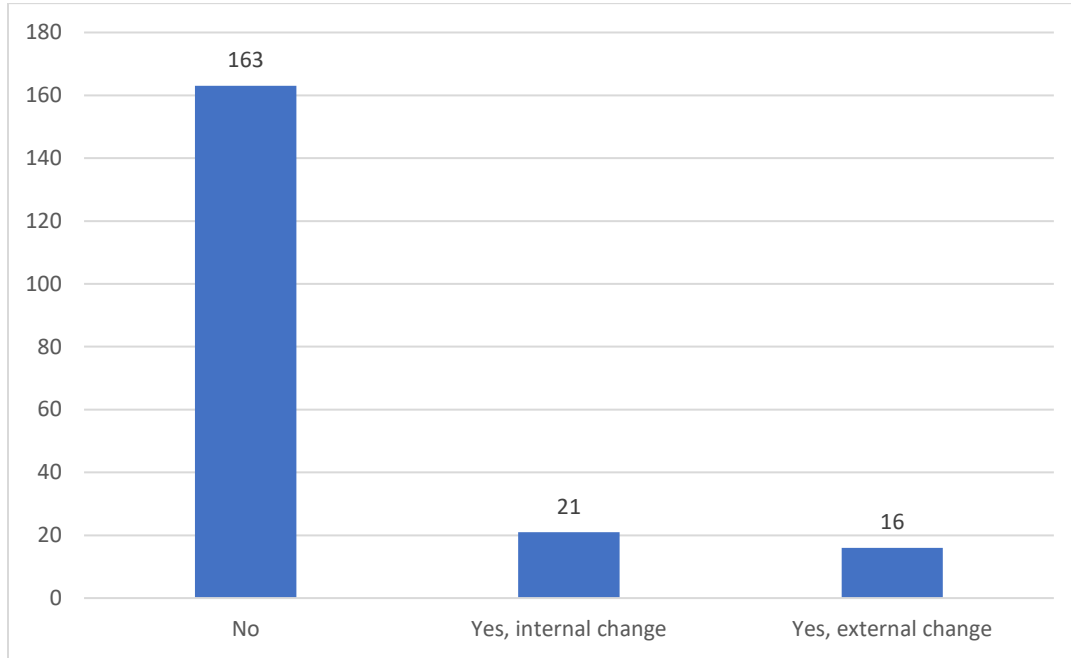
Q17: What was the size of bonus you received in the past 12 months?



Bonus Size	Absolute Frequency
\$100 or less	2
\$101 to \$500	14
\$501 to \$1,000	15
\$1,001 to \$1,500	9
\$1,501 to \$2,000	12
\$2,001 to \$2,500	13
\$2,501 to \$3,000	4
\$3,001 to \$3,500	3
\$3,501 to \$4,000	1
\$4,501 to \$5,000	6
\$5,001 to \$5,500	2

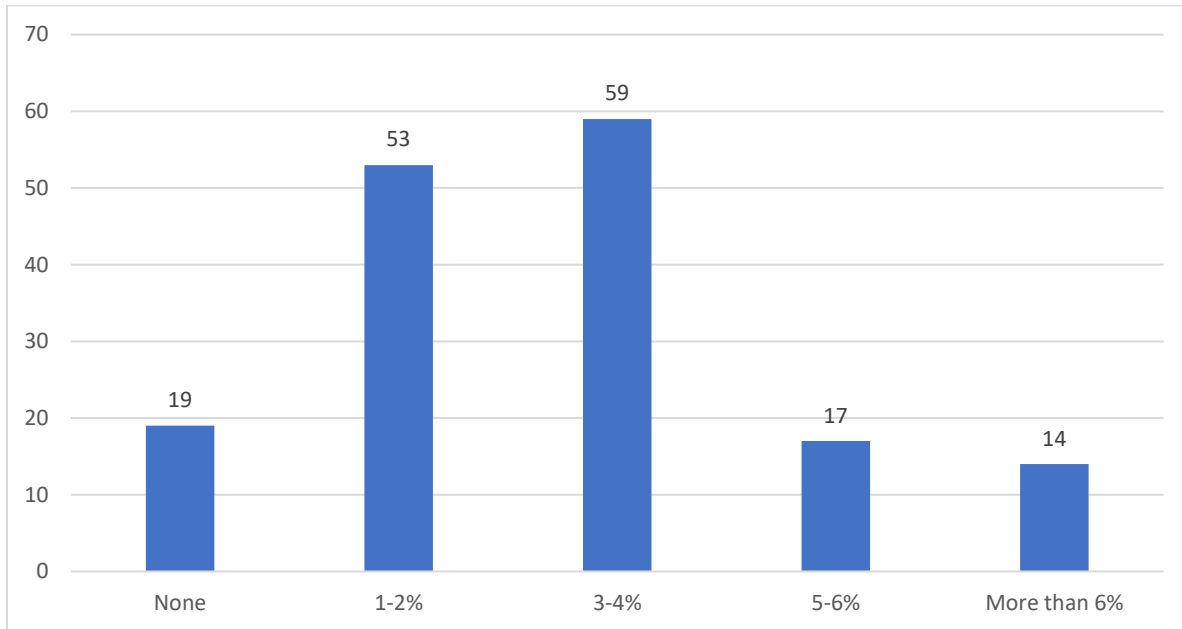
\$5,501 to \$6,000	3
\$6,001 to \$6,500	1
\$6,501 to \$7,000	2
\$7,001 to \$7,500	6
More than \$7,500	16
Total	109

Q18: Have you changed positions in the past year?



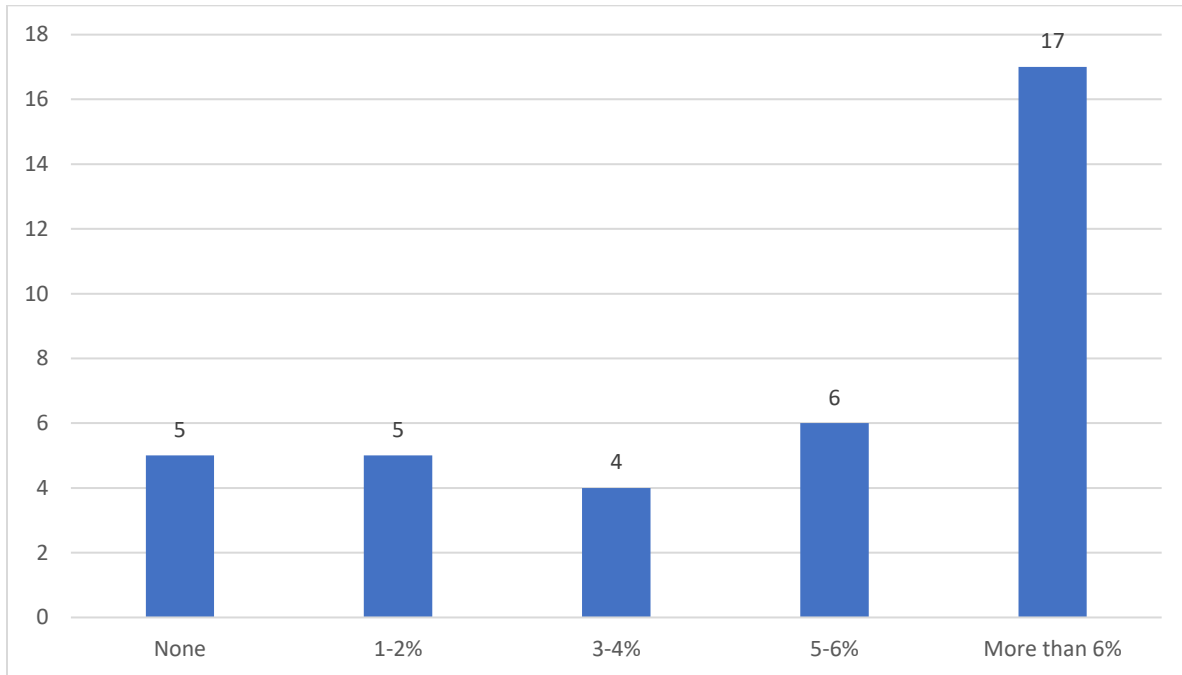
Change in Position?	Absolute Frequency
No	163
Yes, internal change	21
Yes, external change	16
Total	200

Q19: For respondents in the same position: Please indicate any percentage pay increase received in the last year (rounded to the nearest percentage).



Pay Increase	Absolute Frequency
None	19
1-2%	53
3-4%	59
5-6%	17
More than 6%	14
Total	162

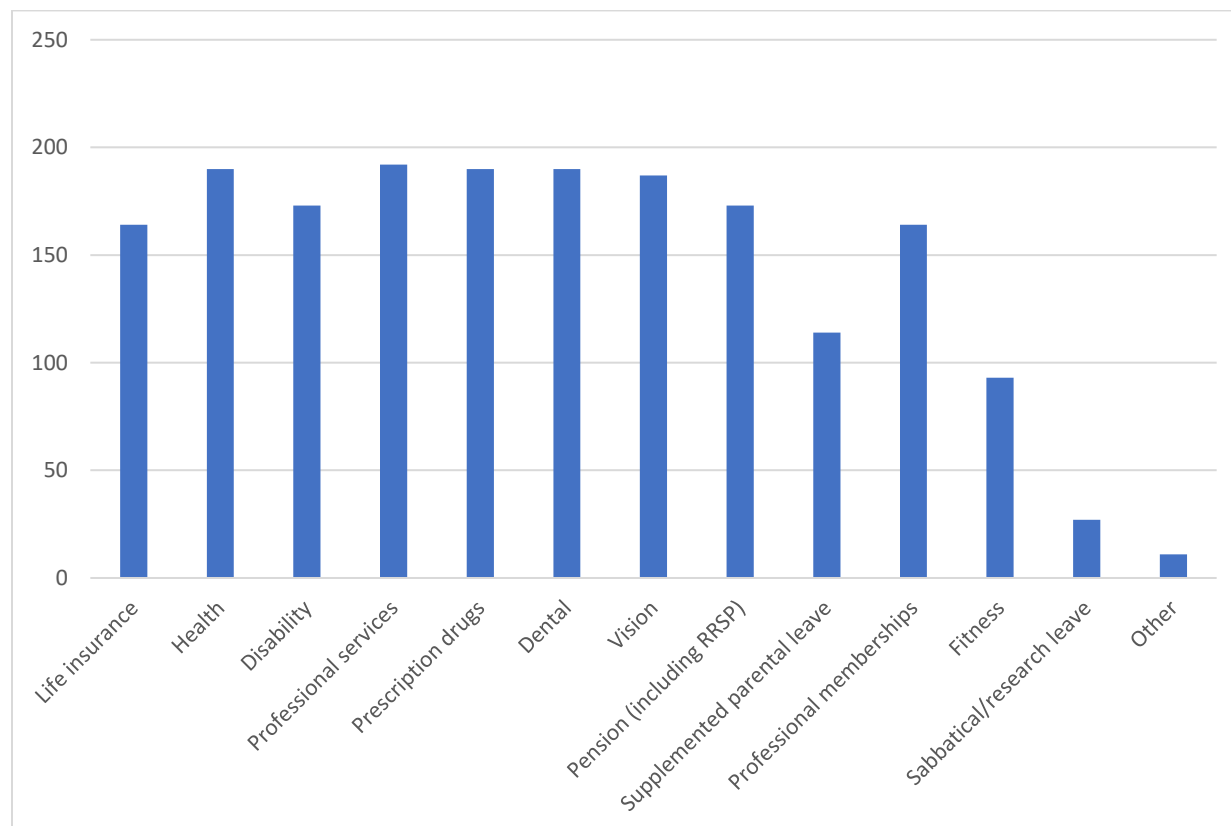
Q20: For respondents in a new position: Please indicate any percentage pay increase received when you changed positions (rounded to the nearest percentage).



Pay Increase	Absolute Frequency
None	5
1-2%	5
3-4%	4
5-6%	6
More than 6%	17
Total	37

Q21: Are the following benefits funded by your employer (either fully or partially)?

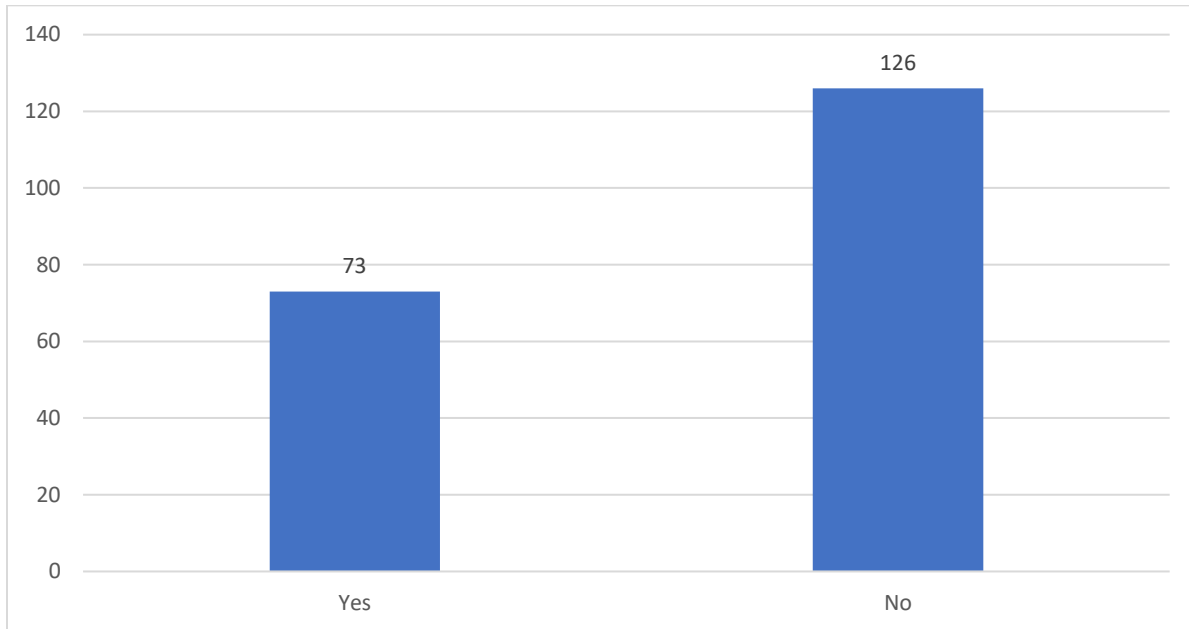
Note: This data reflects the number of respondents who answered “yes” to this question for each category.



Benefits	Absolute Frequency
Life insurance	164
Health	190
Disability	173
Professional services (e.g. mental health services, physiotherapy, massage)	192
Prescription drugs	190
Dental	190
Vision	187
Pension (including RRSP)	173

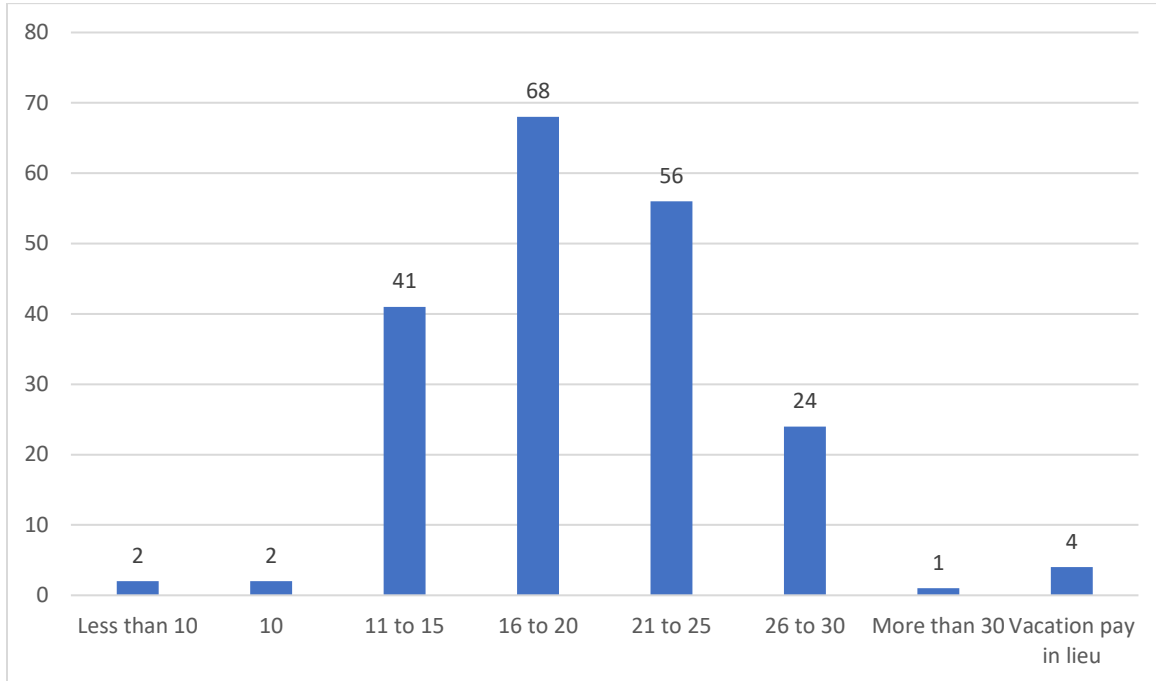
Supplemented parental leave	114
Professional memberships	164
Fitness memberships/allowance	93
Sabbatical/research leave	27
Other	11

Q22: Do you have some degree of control over which benefits make up your total benefit package?



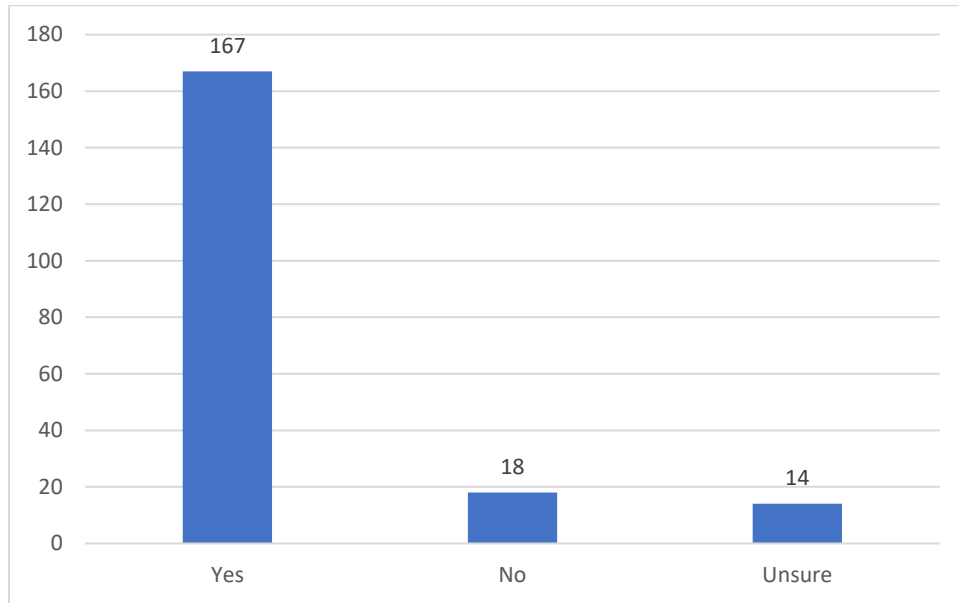
Control Over Benefits?	Absolute Frequency
Yes	73
No	126
Total	199

Q23: Please indicate the number of paid vacation days you receive.



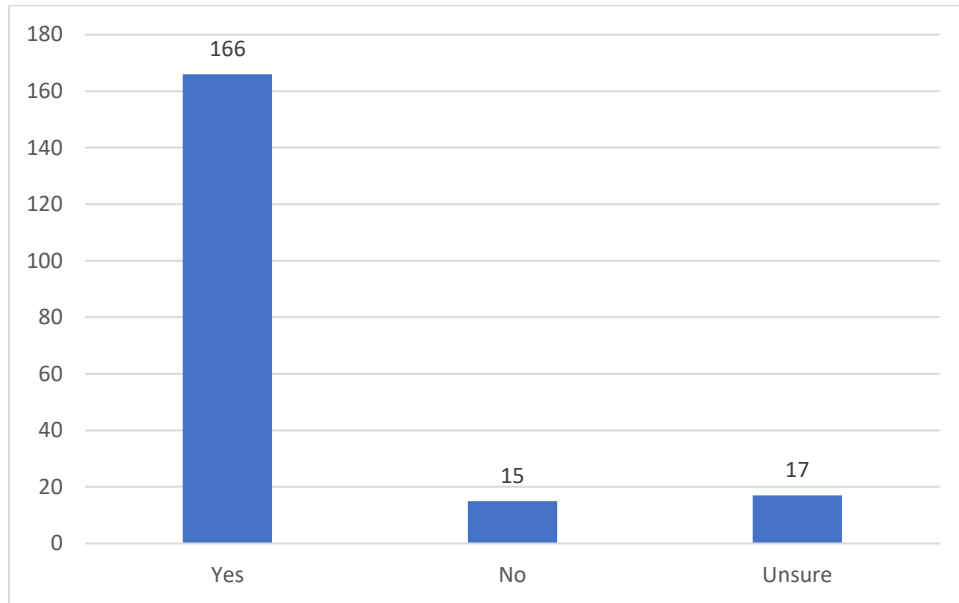
Number of Vacation Days	Absolute Frequency
Less than 10	2
10	2
11 to 15	41
16 to 20	68
21 to 25	56
26 to 30	24
More than 30	1
Vacation pay in lieu	4
Total	198

Q24: Does your employer provide funding for you to attend continuing education programs such as conferences or courses?



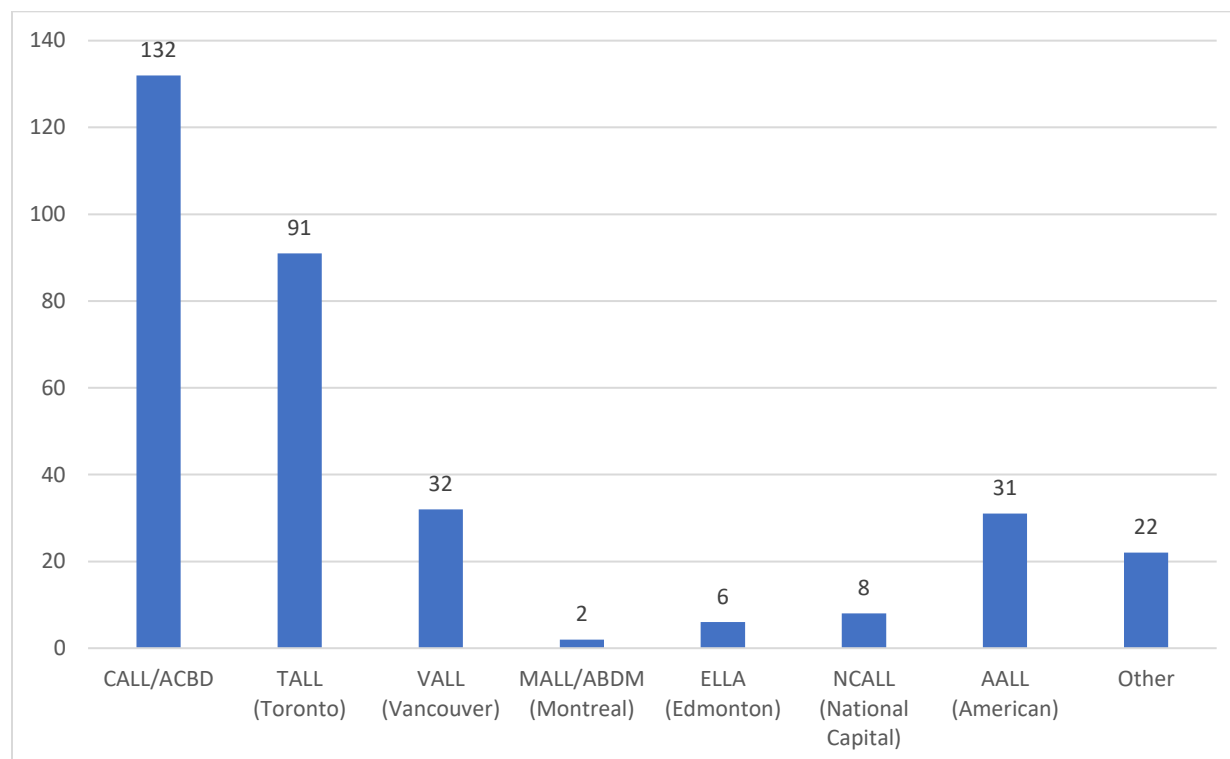
Funding?	Absolute Frequency
Yes	167
No	18
Unsure	14
Total	199

Q25: Does your employer provide paid time for you to attend continuing education programs such as conferences or courses?



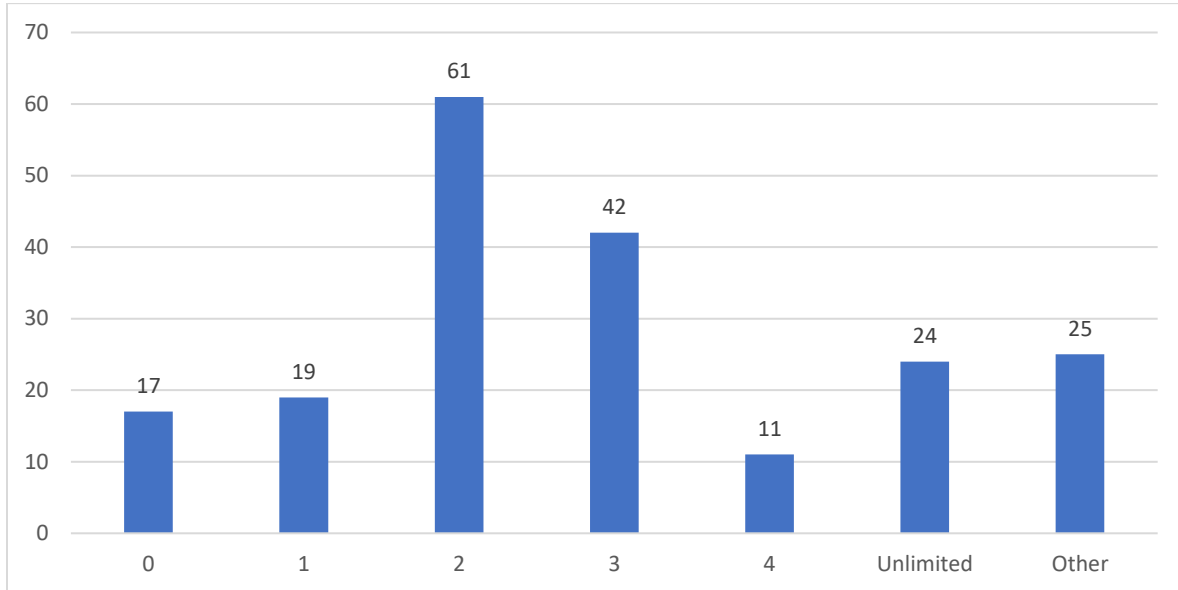
Paid time?	Absolute Frequency
Yes	166
No	15
Unsure	17
Total	198

Q26: Please select any of the following law library associations you belong to. Select all that apply.



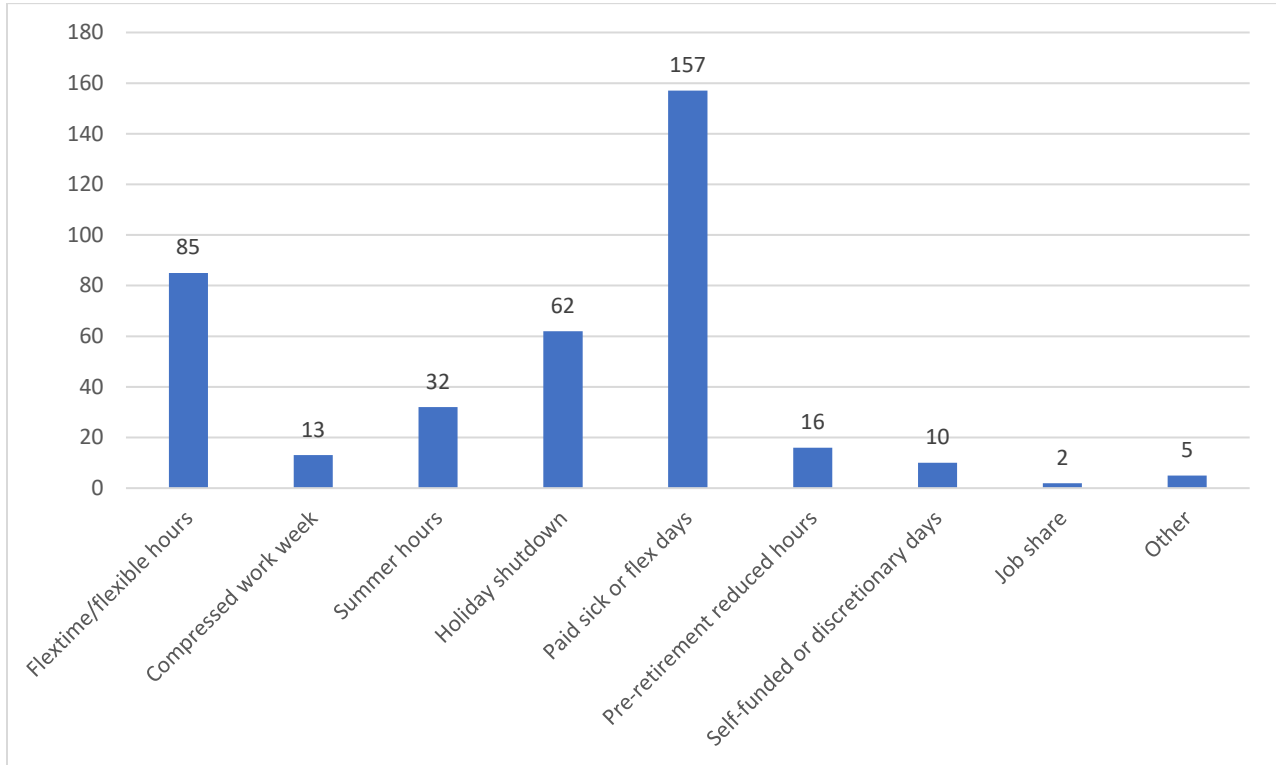
Association Memberships	Absolute Frequency
CALL/ACBD (Canadian Association of Law Libraries / L'Association canadienne des bibliothèques de droit)	132
TALL (Toronto Association of Law Libraries)	91
VALL (Vancouver Association of Law Libraries)	32
MALL/ABDM (Montreal Association of Law Libraries)	2
ELLA (Edmonton Law Library Association)	6
NCALL (National Capital Association of Law Libraries)	8
AALL (American Association of Law Libraries)	31
IALL (International Association of Law Libraries)	0
Other	22

Q27: How many days per week are you permitted to work from home?



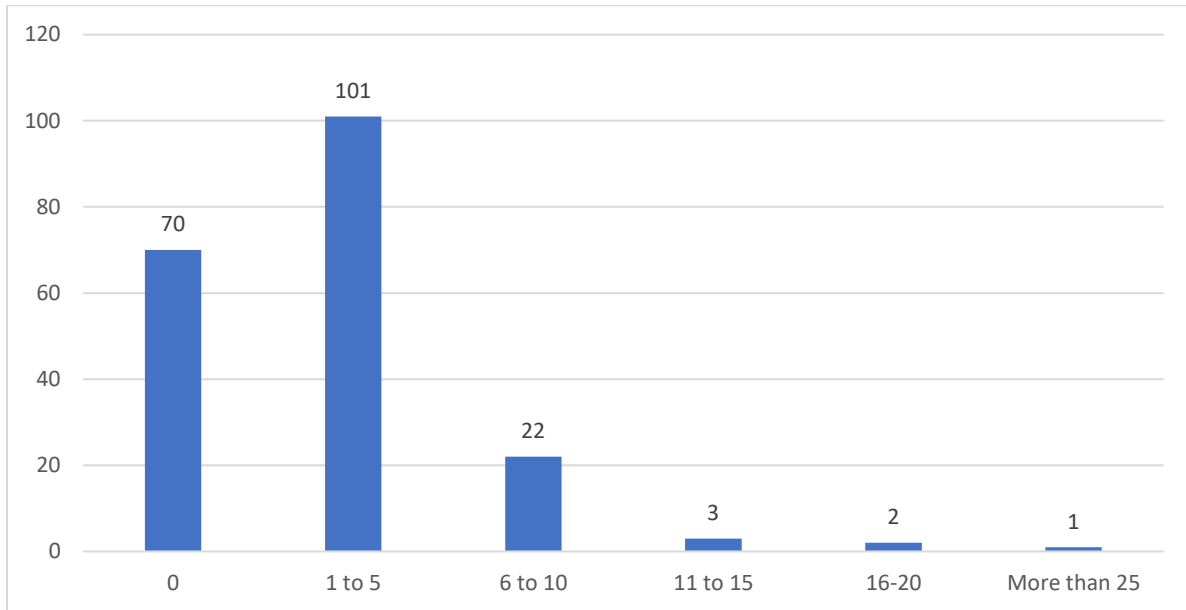
Number of Days	Absolute Frequency
0	17
1	19
2	61
3	42
4	11
Unlimited	24
Other	25
Total	199

Q28: Please indicate any of the following options available to you as of this date.



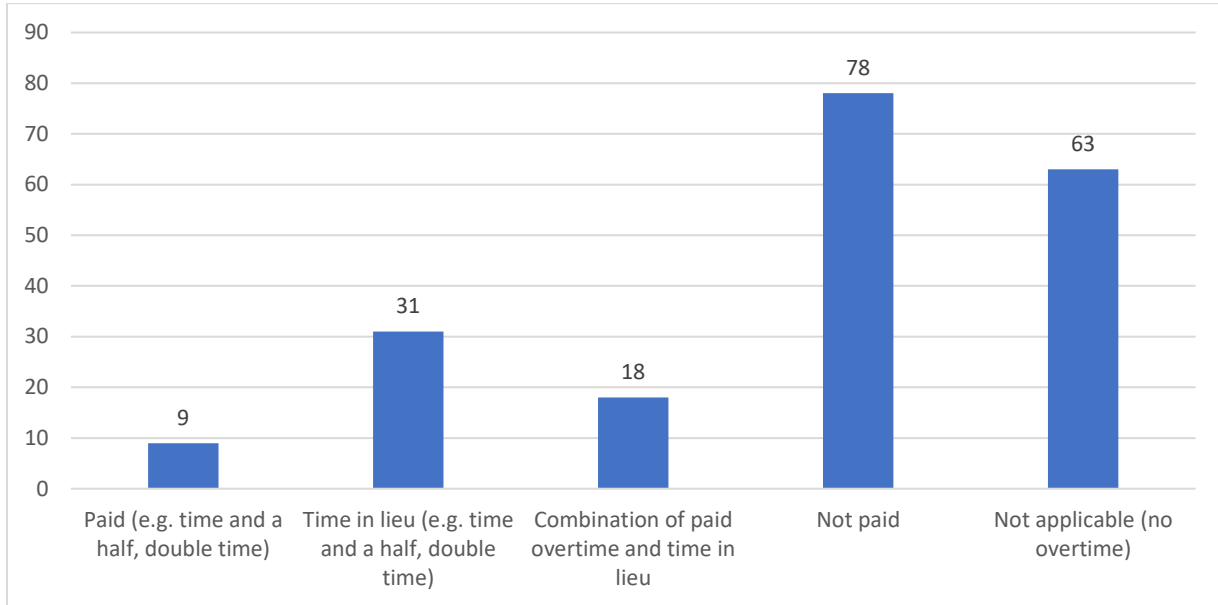
Other Benefits	Absolute Frequency
Flextime/flexible hours	85
Compressed work week	13
Summer hours	32
Holiday shutdown	62
Paid sick or flex days	157
Pre-retirement reduced hours	16
Self-funded or discretionary days	10
Job share	2
Other	5

Q29: In a typical work week, how many hours do you work in excess of the basic number of hours stated on your employment contract?



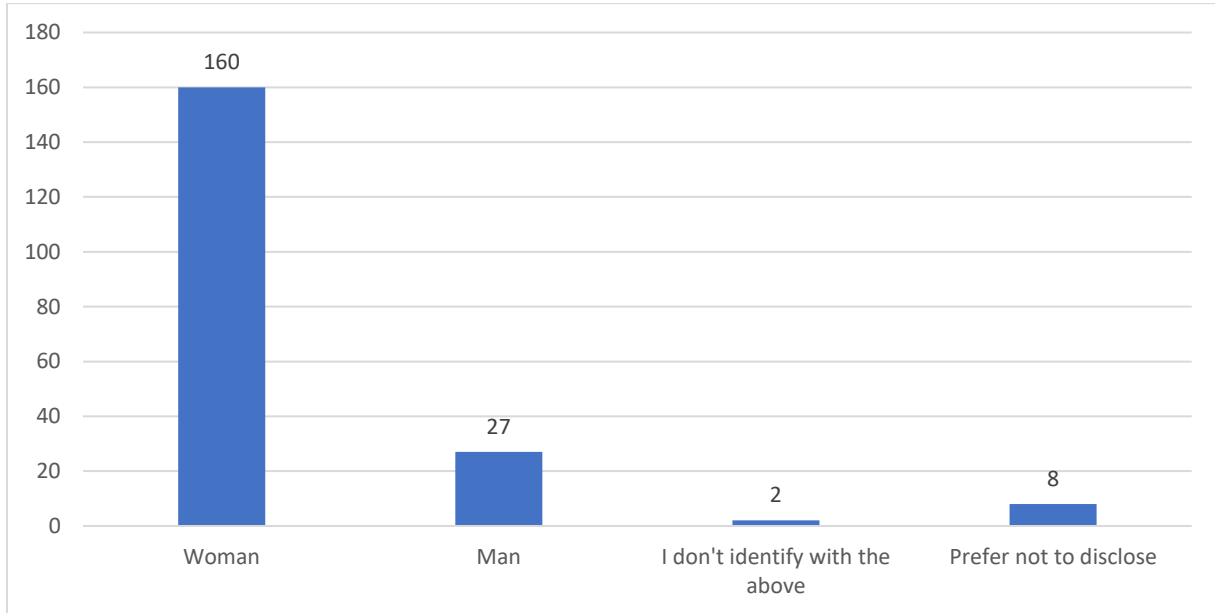
Overtime Hours	Absolute Frequency
0	70
1 to 5	101
6 to 10	22
11 to 15	3
16-20	2
More than 25	1
Total	199

Q30: Are you compensated for overtime?



Overtime Compensation	Absolute Frequency
Paid (e.g. time and a half, double time)	9
Time in lieu (e.g. time and a half, double time)	31
Combination of paid overtime and time in lieu	18
Not paid	78
Not applicable (no overtime)	63
Total	199

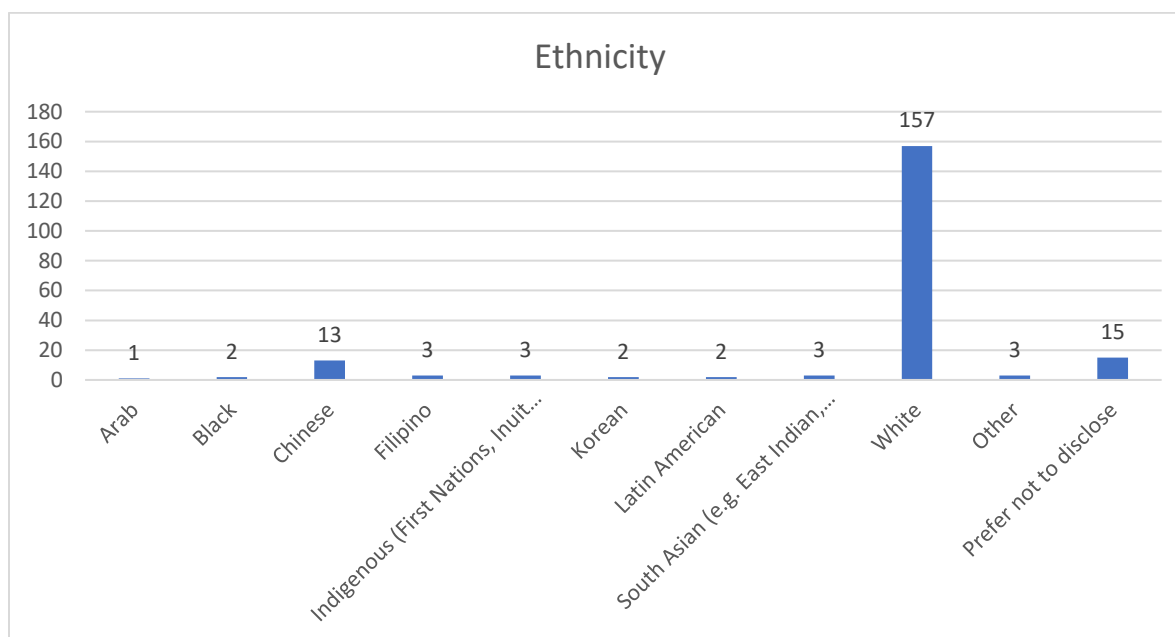
Q31: With which of the following genders do you identify?



Gender Identification	Absolute Frequency
Woman	160
Man	27
I don't identify with the above	2
Prefer not to disclose	8
Total	197

Q32: Please indicate your ethnicity.

Note: Selection options drawn from the 2021 Canadian Census questionnaire.



Ethnicity	Absolute Frequency
Arab	1
Black	2
Chinese	13
Filipino	3
Japanese	0
Korean	2
Latin American	2
South Asian (e.g. East Indian, Pakistani, Sri Lankan)	3
Southeast Asian (e.g. Vietnamese, Cambodian, Laotian, Thai)	0
Indigenous (First Nations, Inuit, or Métis)	3
West Asian (e.g. Iranian, Afghan)	0
White	157

Other	3
Prefer not to disclose	15
Total	204