

2003 SALARY AND BENEFITS

Edited by Lindy Stephens

The 2003 CALL/ACBD Salary and Benefits survey was tabulated and analyzed by the Dalhousie University Statistical Consulting Service. As was done with the last survey, this survey was emailed to our members. In total, 325 surveys were sent and 160 or 49% of the surveys were returned. I had anticipated that the rate of return would be better than in 2000 (45%) as more people are using email, etc., so the number of returned surveys is disappointing.

The one surprising result of this survey is that average salaries have increased quite substantially since 2000. Salaries increased an average of almost \$10,000 by geographic area and an average of over \$11,000 by type of library. In 2000, 12% of the respondents made over \$70,000 while, in 2003, this percentage jumped to 33% and, in 2000, only 2% of the respondents made over \$90,000 while, in 2003, 9% were in this category.

Otherwise, survey results were consistent with previous surveys. Gender, type of library, job position, education, and experience were statistically significant factors affecting salaries.

Males still do make more on average (\$71,000) than females (\$60,800). Those in academic libraries continue to make more money than those working in other library settings. The academics average \$81,000 while those in courthouse/law society libraries average \$55,900. Those in government libraries average \$62,200 and those in the private/corporate setting average \$60,300. A librarian who supervises professionals averages \$78,200 while a librarian who has no administrative responsibilities averages \$60,300. A librarian with a MLS/BLS and a law degree averages more (\$79,500) than a librarian with a MLS/BLS (\$66,200). As the number of years of experience in law libraries increases, so does the average salary (\$52,500 for 1 - 5 years, \$59,300 for 11 -15 years and \$68,900 for 21 - 25 years).

Geographic region again proved to be less of a statistically significant factor. That said, the lowest average salary is in Sask./Man. (\$55,800) and the highest average salary is in B.C./Yukon (\$66,000).

As in the last survey, more respondents did receive a salary increase this past year, 92% as compared to 86% in 2000. Those receiving an increase of 1%-5% made up 80% of the respondents while 12% received salary increases of 6% or more.

Factors Affecting Salaries

The following tables tabulate the average salary by factors influencing salaries. Where relevant, some tables include the average salaries in the lower 10% and the upper 90% of respondents. SE (Standard Error) indicates a possibility of the "average" being wrong by plus or minus the amount. Note that where the SE is large it may be an indication that there were very few respondents in that category.

SALARY BY GENDER

| Gender | Number | Average Salary |
|---------------|---------------|-----------------------|
| Female | 135 | \$60,800 |
| Male | 23 | \$71,000 |

SALARY BY TYPE OF LIBRARY

| Library | 10% | Average | 90% | SE |
|------------------------|------------|----------------|------------|-----------|
| Academic | \$57,500 | \$81,000 | \$97,500 | 3,210 |
| Courthouse/Law Society | \$27,500 | \$55,900 | \$87,500 | 3,140 |
| Government | \$52,500 | \$62,200 | \$72,500 | 2,480 |
| Private/Corporate | \$37,500 | \$60,300 | \$77,500 | 1,780 |

SALARY BY GEOGRAPHIC REGION

| Region | Average | SE |
|----------------|----------------|-----------|
| B.C./Yukon | \$66,000 | 2,500 |
| Alberta/N.W.T. | \$56,600 | 3,300 |
| Sask./Man. | \$55,800 | 7,070 |
| Ontario | \$63,200 | 2,530 |
| Quebec | \$64,600 | 3,040 |
| Atlantic | \$61,600 | 4,010 |

SALARY BY JOB POSITION*

| Position | 10% | Average | 90% | SE |
|--------------------------------------|------------|----------------|------------|-----------|
| Manager (supervise professionals) | \$57,500 | \$78,200 | \$97,500 | 1,970 |

| | | | | |
|--|----------|----------|----------|-------|
| Manager (do not supervise professionals) | \$37,500 | \$56,200 | \$72,500 | 2,470 |
| Assistant Librarian | \$47,500 | \$63,000 | \$82,500 | 3,050 |
| Librarian | \$42,500 | \$60,300 | \$97,500 | 5,340 |
| Librarian in a one or two person library | \$32,500 | \$49,700 | \$62,500 | 2,100 |

*one category was omitted because there were too few respondents

SALARY BY EDUCATION*

| Education | Average | SE |
|------------------------|----------------|-----------|
| MLS/BLS | \$66,200 | 1,490 |
| MLS/BLS and Law Degree | \$79,500 | 4,570 |
| Lib. Tech. Diploma | \$44,000 | 3,550 |
| LTD/University Degree | \$45,600 | 3,980 |
| University Degree | \$41,700 | 4,170 |
| Other** | \$59,400 | 6,880 |

*three categories were omitted because there were too few respondents

**law degree, incomplete MIST, MMns and BFA; post-grad certificate; legal secretary diploma; MIST and MA; MLS and graduate degree; MLS and MA; college diploma, not library specific plus MA; MPA, MLIS and MA

SALARY BY YEARS OF EXPERIENCE (LAW LIBRARIES)*

| Experience | Average | SE |
|-------------------|----------------|-----------|
| 1 - 5 years | \$52,500 | 3,140 |
| 6 - 10 years | \$58,100 | 2,620 |
| 11 - 15 years | \$59,300 | 2,980 |

| | | |
|---------------|----------|-------|
| 16 - 20 years | \$65,200 | 3,510 |
| 21 - 25 years | \$68,900 | 3,710 |
| 26 or more | \$72,800 | 4,520 |

*one category was omitted because there were too few respondents

SALARY BY YEARS OF EXPERIENCE (ALL LIBRARIES)*

| Experience | Average | SE |
|-------------------|----------------|-----------|
| 1 - 5 years | \$50,400 | 8,990 |
| 6 - 10 years | \$53,800 | 1,750 |
| 11 - 15 years | \$61,600 | 2,700 |
| 16 - 20 years | \$62,000 | 4,060 |
| 21 - 25 years | \$62,800 | 3,630 |
| 26 or more years | \$68,800 | 2,680 |

*one category was omitted because there were too few respondents

The next five tables list average salary by geographic region and type of library, by level of education and type of library, by level of education and geographic region (new), by job position and level of education, and by job position and type of library (new). Where the number of respondents in any SIG category, any level of education category, or any job position category was too few (fewer than 6) to ensure confidentiality, the information was not included. However, where possible, the "average" is given for all types of libraries, for all levels of education, and for all job positions.

SALARY BY GEOGRAPHIC REGION AND TYPE OF LIBRARY

| Region | Library | Average | SE |
|---------------|----------------|----------------|-----------|
| B.C./Yukon | Private (18) | \$64,700 | 2,530 |
| | All (27) | \$66,000 | 2,500 |

| | | | |
|----------------|-----------------|----------|-------|
| Alberta/N.W.T. | Courthouse (6) | \$55,800 | 5,430 |
| | Private (11) | \$51,100 | 4,630 |
| | All (22) | \$56,600 | 3,300 |
| Sask./Man. | All (9) | \$55,800 | 7,070 |
| Ontario | Academic (9) | \$79,700 | 6,930 |
| | Courthouse (24) | \$55,800 | 5,350 |
| | Government (8) | \$66,300 | 3,750 |
| | Private (32) | \$63,300 | 3,120 |
| | All (73) | \$63,200 | 2,530 |
| Quebec | Private (6) | \$60,800 | 3,570 |
| | All (12) | \$64,600 | 3,040 |
| Atlantic | All (16) | \$61,600 | 4,010 |

SALARY BY EDUCATION AND TYPE OF LIBRARY

| Education | Library | Average | SE |
|---------------------------|-----------------|----------------|-----------|
| MLS/BLS | Academic (16) | \$76,300 | 3,780 |
| | Courthouse (25) | \$60,100 | 3,600 |
| | Government (12) | \$64,600 | 2,850 |
| | Private (49) | \$66,500 | 1,840 |
| | All (102) | \$66,200 | 1,490 |
| MLS/BLS and Law Degree | Academic (7) | \$91,800 | 3,850 |
| | All (15) | \$79,500 | 4,570 |
| Lib. Tech. Diploma | Courthouse (6) | \$38,300 | 5,070 |

| | | | |
|-----------------------|-------------|----------|-------|
| | Private (7) | \$48,900 | 4,460 |
| | All (13) | \$44,000 | 3,550 |
| LTD/University Degree | Private (8) | \$41,900 | 4,670 |
| | All (13) | \$45,600 | 3,980 |
| University Degree | All (6) | \$41,700 | 4,170 |
| Other | All (8) | \$59,400 | 6,880 |

SALARY BY EDUCATION AND GEOGRAPHIC REGION (NEW)

| Education | Region | Average | SE |
|------------------------|---------------------|----------------|-----------|
| MLS/BLS | B.C./Yukon (19) | \$67,000 | 2,090 |
| | Alberta/N.W.T. (11) | \$63,000 | 4,390 |
| | Ontario (49) | \$67,500 | 2,470 |
| | Quebec (6) | \$65,000 | 2,810 |
| | Atlantic (12) | \$65,800 | 4,580 |
| | All (102) | \$66,200 | 1,490 |
| MLS/BLS and Law Degree | All (15) | \$79,500 | 4,570 |
| Lib. Tech. Diploma | All (13) | \$44,000 | 3,550 |
| LTD/University Degree | All (13) | \$45,600 | 3,980 |
| University Degree | All (6) | \$41,700 | 4,170 |
| Other | Ontario (6) | \$62,500 | 8,370 |
| | All (8) | \$59,400 | 6,880 |

SALARY BY JOB POSITION AND EDUCATION

| Job Position | Education | Average | SE |
|--|----------------------------|----------------|-----------|
| Manager (supervise professionals) | MLS/BLS (40) | \$77,400 | 2,180 |
| | MLS/BLS and Law Degree (7) | \$86,800 | 6,310 |
| | All (52) | \$78,200 | 1,970 |
| Manager (do not supervise professionals) | MLS/BLS (13) | \$63,300 | 2,180 |
| | All (30) | \$56,200 | 2,470 |
| Assistant Librarian | MLS/BLS (19) | \$63,300 | 2,540 |
| | All (22) | \$63,000 | 3,050 |
| Librarian | MLS/BLS (6) | \$52,500 | 2,240 |
| | All (9) | \$60,300 | 5,340 |
| Librarian in a one or two person library | MLS/BLS (23) | \$55,300 | 2,350 |
| | Library Technician (6) | \$40,800 | 5,110 |
| | All (41) | \$49,700 | 2,100 |

SALARY BY JOB POSITION AND TYPE OF LIBRARY (NEW)

| Job Position | Type of Library | Average | SE |
|--|------------------------|----------------|-----------|
| Manager (supervise professionals) | Academic (10) | \$93,000 | 2,170 |
| | Courthouse (10) | \$79,500 | 5,880 |
| | Government (6) | \$66,700 | 5,390 |
| | Private (26) | \$74,600 | 1,960 |
| | All (52) | \$78,200 | 1,970 |
| Manager (do not supervise professionals) | Courthouse (7) | \$54,600 | 6,350 |

| | | | |
|---|-----------------|----------|-------|
| supervise professionals) | Government (6) | \$61,700 | 3,270 |
| | Private (17) | \$54,900 | 3,350 |
| | All (30) | \$56,200 | 2,470 |
| Assistant Librarian | Academic (10) | \$70,500 | 3,890 |
| | Courthouse (8) | \$57,500 | 5,590 |
| | All (22) | \$63,000 | 3,050 |
| Librarian | All (9) | \$60,300 | 5,340 |
| Librarian in a one or two person library | Courthouse (12) | \$42,500 | 4,560 |
| | Private (26) | \$51,900 | 2,260 |
| | All (41) | \$49,700 | 2,100 |

Responses

Responses to the survey questions follow. "NUMBER" means number of people who responded to a question; "PERCENT" is percent of the response to a question. Not all people answered all questions.

Q.1 Gender

| | Number | Percent |
|--------|--------|---------|
| Female | 136 | 85.5% |
| Male | 23 | 14.5% |
| TOTAL | 159 | 100.0% |

Q.2 Type of Library

| | Number | Percent |
|------------------------|--------|---------|
| Academic | 23 | 14.5% |
| Courthouse/Law Society | 44 | 27.7% |
| Government | 17 | 10.7% |
| Private/Corporate | 75 | 47.2% |
| TOTAL | 159 | 100.0% |

Q.3 Geographic Region

| | Number | Percent |
|----------------|---------------|----------------|
| B.C./Yukon | 27 | 16.9% |
| Alberta/N.W.T. | 22 | 13.8% |
| Sask./Man. | 10 | 6.3% |
| Ontario | 73 | 45.6% |
| Quebec | 12 | 7.5% |
| Atlantic | 16 | 10.0% |
| TOTAL | 160 | 100.0% |

Q.4 Job Position

| | Number | Percent |
|--|---------------|----------------|
| Manager (supervise professionals) | 52 | 32.5% |
| Manager (do not supervise professionals) | 30 | 18.8% |
| Assistant Librarian | 22 | 13.8% |
| Librarian | 10 | 6.3% |
| Librarian in a one or two person library | 41 | 25.6% |
| Library Technician or Assistant | 5 | 3.1% |
| TOTAL | 160 | 100.0% |

Q.5 Work Status

| | Number | Percent |
|-----------|---------------|----------------|
| Full time | 127 | 79.4% |
| Part time | 30 | 18.9% |
| Job share | 3 | 1.9% |
| TOTAL | 160 | 100.0% |

Q.6 Education

| | Number | Percent |
|------------------------|---------------|----------------|
| MLS/BLS | 102 | 63.8% |
| MLS/BLS and Law Degree | 16 | 10.0% |
| Lib. Tech. Diploma | 13 | 8.1% |
| LTD/University Degree | 13 | 8.1% |
| Law Degree | 0 | 0.0% |

| | | |
|------------------------|------------|---------------|
| Ph.D | 0 | 0.0% |
| University Degree | 6 | 3.8% |
| High School Graduation | 2 | 1.3% |
| Other* | 8 | 5.0% |
| TOTAL | 160 | 100.0% |

*law degree, incomplete MIST, MMns and BFA; post-grad certificate; legal secretary diploma; MIST and MA; MLS and graduate degree; MLS and MA; college diploma, not library specific plus MA; MPA, MLIS and MA

Q.7 Law Library Experience

| | Number | Percent |
|------------------|---------------|----------------|
| Less than 1 year | 0 | 0.0% |
| 1 - 5 | 22 | 13.8% |
| 6 - 10 | 26 | 16.3% |
| 11 - 15 | 38 | 23.8% |
| 16 - 20 | 33 | 20.6% |
| 21 - 25 | 22 | 13.8% |
| 26 or more years | 19 | 11.9% |
| TOTAL | 160 | 100.0% |

Q.8 All Library Experience

| | Number | Percent |
|------------------|---------------|----------------|
| Less than 1 year | 0 | 0.0% |
| 1 - 5 | 7 | 4.4% |
| 6 - 10 | 19 | 11.9% |
| 11 - 15 | 33 | 20.6% |
| 16 - 20 | 31 | 19.4% |
| 21 - 25 | 30 | 18.8% |
| 26 or more years | 40 | 25.0% |
| TOTAL | 160 | 100.0% |

Q.9 Category of Staff Supervised

| | Number |
|--------------------|---------------|
| None | 34 |
| Librarians | 50 |
| Lib. Tech./Asst. | 103 |
| Clericals/Students | 68 |
| Other* | 12 |

*lawyer; administrative assistant; web master/research assistants; technical consultant; archivist and record manager; reception/filing; bookkeeper; summer students; secretaries; technical specialists; statistical officer; archivist and record manager

Q.10 Salary

| | Number | Percent |
|--------------------|---------------|----------------|
| \$20,000 or less | 1 | 0.6% |
| \$20,001 - 25,000 | 3 | 1.9% |
| \$25,001 - 30,000 | 2 | 1.3% |
| \$30,001 - 35,000 | 3 | 1.9% |
| \$35,001 - 40,000 | 9 | 5.7% |
| \$40,001 - 45,000 | 7 | 4.4% |
| \$45,001 - 50,000 | 12 | 7.5% |
| \$50,001 - 55,000 | 22 | 13.8% |
| \$55,001 - 60,000 | 16 | 10.1% |
| \$60,001 - 65,000 | 17 | 10.7% |
| \$65,001 - 70,000 | 14 | 8.8% |
| \$70,001 - 75,000 | 21 | 13.2% |
| \$75,001 - 80,000 | 6 | 3.8% |
| \$80,001 - 85,000 | 5 | 3.1% |
| \$85,001 - 90,000 | 7 | 4.4% |
| \$90,001 - 95,000 | 4 | 2.5% |
| \$95,001 - 100,000 | 6 | 3.8% |
| \$100,000 or more | 4 | 2.5% |
| TOTAL | 159 | 100.0% |

Q.11 Percent of Last Salary Increase

| | Number | Percent |
|--------------|---------------|----------------|
| 0% | 11 | 7.5% |
| 1% | 6 | 4.1% |
| 2% | 32 | 21.9% |
| 3% | 57 | 39.0% |
| 4% | 17 | 11.6% |
| 5% | 5 | 3.4% |
| 6% | 5 | 3.4% |
| 7% | 3 | 2.1% |
| 8% | 5 | 3.4% |
| 9% | 1 | 0.7% |
| 10% | 1 | 0.7% |
| 11% or more | 3 | 2.1% |
| TOTAL | 146 | 100.0% |

Q.12 Bonus Received June 1, 2002 to May 31, 2003

| | Number | Percent |
|----------------|---------------|----------------|
| None | 59 | 38.6% |
| \$100 or less | 9 | 5.9% |
| \$101 - 500 | 20 | 13.1% |
| \$501 - 1000 | 14 | 9.2% |
| \$1001 - 1500 | 16 | 10.5% |
| \$1501 - 2000 | 9 | 5.9% |
| \$2001 - 2500 | 3 | 2.0% |
| \$2501 - 3000 | 5 | 3.3% |
| \$3001 - 3500 | 3 | 2.0% |
| \$3501 - 4000 | 0 | 0.0% |
| \$4001 - 4500 | 0 | 0.0% |
| \$4501 or more | 15 | 9.8% |
| TOTAL | 153 | 100.0% |

Q.13 Paid Sabbatical or Study/Research Leave

| | Number | Percent |
|--------------|---------------|----------------|
| Yes | 24 | 15.2% |
| No | 134 | 84.8% |
| TOTAL | 158 | 100.0% |

Q.14 Paid for Overtime

| | Number | Percent |
|--------------|---------------|----------------|
| Yes | 20 | 12.6% |
| No | 139 | 87.4% |
| TOTAL | 159 | 100.0% |

Q.15 Time Off in Lieu of Overtime

| | Number | Percent |
|--------------|---------------|----------------|
| Yes | 67 | 42.7% |
| No | 90 | 57.3% |
| TOTAL | 157 | 100.0% |

Q.16 Paid Vacation Days

| | Number | Percent |
|--------------|---------------|----------------|
| 10 or less | 5 | 3.1% |
| 11 - 15 | 28 | 17.5% |
| 16 - 20 | 59 | 36.9% |
| 21 - 25 | 51 | 31.9% |
| 26 or more | 17 | 10.6% |
| TOTAL | 160 | 100.0% |

Q.17 Benefits

| | | Number | Percent |
|------------------------------------|--------------|---------------|----------------|
| Life Insurance | Yes | 150 | 94.9% |
| | No | 8 | 5.1% |
| | TOTAL | 158 | 100.0% |
| Medical Insurance | Yes | 158 | 99.4% |
| | No | 1 | .6% |
| | TOTAL | 159 | 100.0% |
| Disability Insurance | Yes | 154 | 96.3% |
| | No | 6 | 3.7% |
| | TOTAL | 160 | 100.0% |
| Dental Insurance | Yes | 155 | 97.5% |
| | No | 4 | 2.5% |
| | TOTAL | 159 | 100.0% |
| Pension (including RRSP) | Yes | 136 | 86.6% |
| | No | 21 | 13.4% |
| | TOTAL | 157 | 100.0% |
| Paid Maternity/ Paternity Leave | Yes | 99 | 59.7% |
| | No | 50 | 40.3% |
| | TOTAL | 149 | 100.0% |

Q.18 Employer's Contribution to Expenses

| | | Number | Percent |
|-------------------|----------|---------------|----------------|
| Professional Dues | Complete | 132 | 82.5% |
| | Partial | 13 | 8.1% |
| | None | 15 | 9.4% |

| | | | |
|----------------------|----------|-----|--------|
| | TOTAL | 160 | 100.0% |
| Continuing Education | | | |
| | Complete | 108 | 67.9% |
| | Partial | 41 | 25.8% |
| | None | 10 | 6.3% |
| | TOTAL | 159 | 100.0% |
| Conference Expenses | | | |
| | Complete | 133 | 83.1% |
| | Partial | 23 | 14.4% |
| | None | 4 | 2.5% |
| | TOTAL | 160 | 100.0% |
| Miscellaneous | | | |
| | Complete | 91 | 58.0% |
| | Partial | 42 | 26.8% |
| | None | 24 | 15.2% |
| | TOTAL | 157 | 100.0% |

Historical Comparisons (1996-2003)

The following tables outline some historical comparisons. Certain factors, such as the fact that the same people may not be responding each year, may affect the way in which the changes and/or trends can be interpreted. Average salaries are compared by geographic region and by type of library for changes between 1996, 1998, 2000 and 2003. Note that, prior to 2000, we used different salary ranges in question 10 so these historical comparisons are based on the old salary ranges. The figures in parentheses for 2000 and 2003 are the average salary results based on the new salary ranges.

| REGION | YEAR | AVERAGE SALARY |
|----------------|------|---------------------|
| B.C./Yukon | 1996 | \$47,700 |
| | 1998 | \$52,500 |
| | 2000 | \$56,500 (\$56,800) |
| | 2003 | \$63,800 (\$66,000) |
| Alberta/N.W.T. | 1996 | \$46,700 |
| | 1998 | \$45,900 |
| | 2000 | \$46,700 (\$46,700) |
| | 2003 | \$55,200 (\$56,600) |
| Sask./Man. | 1996 | \$37,500 |
| | 1998 | \$49,000 |
| | 2000 | \$47,100 (\$48,300) |

| | | |
|------------------------|-------------|-----------------------|
| | 2003 | \$51,900 (\$55,800) |
| Ontario | 1996 | \$49,000 |
| | 1998 | \$50,200 |
| | 2000 | \$51,800 (\$53,500) |
| | 2003 | \$58,300 (\$63,200) |
| Quebec | 1996 | \$53,000 |
| | 1998 | \$53,700 |
| | 2000 | \$53,800 (\$53,800) |
| | 2003 | \$63,800 (\$64,600) |
| Atlantic | 1996 | \$42,800 |
| | 1998 | \$45,600 |
| | 2000 | \$48,100 (\$49,000) |
| | 2003 | \$58,800 (\$61,600) |
| LIBRARY | YEAR | AVERAGE SALARY |
| Academic | 1996 | \$59,500 |
| | 1998 | \$60,800 |
| | 2000 | \$60,800 (\$64,800) |
| | 2003 | \$69,500 (\$81,000) |
| Courthouse/Law Society | 1996 | \$41,000 |
| | 1998 | \$44,600 |
| | 2000 | \$42,300 (\$43,500) |
| | 2003 | \$52,800 (\$55,900) |
| Government | 1996 | \$45,400 |
| | 1998 | \$49,800 |
| | 2000 | \$56,000 (\$56,000) |
| | 2003 | \$61,300 (\$62,200) |
| Private/Corporate | 1996 | \$45,800 |
| | 1998 | \$48,200 |
| | 2000 | \$50,400 (\$50,500) |
| | 2003 | \$58,700 (\$60,300) |

The next table shows the percentage of respondents (rather than numbers of respondents which differ from year to year). Note the percents in parentheses after the \$40,001 to \$45,000 range which indicate the total percentage of people earning \$45,000 or less. These percentages have continued to drop as the number of members earning more than \$45,000 increases.

| SALARY | 1996(%) | 1998(%) | 2000(%) | 2003(%) |
|-------------------|----------------|----------------|----------------|----------------|
| \$20,000 or less | 2.1 | 2.9 | 0.0 | 0.6 |
| \$20,001 - 25,000 | 2.6 | 1.5 | 2.2 | 1.9 |
| \$25,001 - 30,000 | 6.3 | 3.5 | 3.7 | 1.3 |
| \$30,001 - 35,000 | 7.3 | 6.5 | 8.9 | 1.9 |
| \$35,001 - 40,000 | 11.5 | 7.5 | 8.1 | 5.7 |
| \$40,001 - 45,000 | 12.6 | 17.9 | 11.1 | 4.4 |
| | (42.4%) | (39.9%) | (34.0%) | (15.8%) |
| \$45,001 - 50,000 | 17.3 | 10.4 | 13.3 | 7.5 |
| \$50,001 - 55,000 | 14.7 | 15.4 | 11.1 | 13.8 |
| \$55,001 - 60,000 | 6.8 | 9.0 | 13.3 | 10.1 |
| \$60,001 - 65,000 | 5.8 | 8.0 | 10.4 | 10.7 |
| \$65,001 - 70,000 | 5.8 | 6.5 | 5.9 | 8.8 |
| \$70,001 or more | 7.3 | 10.9 | 11.8 | 33.3 |