

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