## Canadian ARL University Libraries

Tables 40-46

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Table 40: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 20132014

|  | Filled <br> Positions <br> FY 2014 | Average Salaries |  | Median SAlaries | Beginning Salaries | Average <br> Yrs. Exp. |  |  |
| :--- | :---: | ---: | ---: | ---: | ---: | ---: | ---: | :---: |
| Institution | 72 | 98,638 | FY 2014 | FY 2013 | FY 2014 | FY 2013 | FY 2014 | FY 2014 |$|$

Salaries are expressed in Canadian dollars.
Excludes Canadian medical and law libraries. See Tables 47 and 57 for comparable figures for Canadian medical and law library salaries expressed in US dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics. \# See Footnotes.

Table 41: Average Salaries of Canadian ARL University Librarians by Position and Years of Experience, FY 2013-2014, Part 1: 0 to 19 Years of Experience

|  | 0-3 years |  | 4-7 years |  | 8-11 years |  | 12-15 years |  | 16-19 years |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director |  | . |  | . |  | . | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Associate Director |  | . |  | . | $\ddagger$ | 3 | 117,753 | 5 | 118,304 | 6 |
| Assistant Director | $\ddagger$ | 1 | $\ddagger$ | 1 |  | . | $\ddagger$ | 1 | 122,329 | 4 |
| Head, Branch | $\ddagger$ | 1 | \# | 3 | 96,123 | 9 | 119,891 | 9 | 113,373 | 5 |
| Administrative Specialist | 54,716 | 4 | 66,143 | 14 | 78,473 | 7 | 80,549 | 11 | 103,604 | 4 |
| Digital Specialist | 74,696 | 18 | 76,718 | 29 | 77,473 | 14 | 84,150 | 18 | 85,234 | 10 |
| Functional Specialist | 64,020 | 6 | 74,192 | 18 | 82,750 | 7 | 82,139 | 9 | 89,096 | 6 |
| Subject Specialist | 64,778 | 23 | 68,229 | 35 | 80,425 | 38 | 90,639 | 28 | 98,857 | 17 |
| Dept. Head, Acquisitions | $\ddagger$ | 2 |  | . |  | . | 111,598 | 5 | $\ddagger$ | 1 |
| Dept. Head, Research/ Reference/Information or Learning Commons |  |  | $\ddagger$ | 1 | 89,800 | 6 |  |  |  |  |
| Dept. Head, Cataloging |  | . |  |  | $\ddagger$ | 1 |  |  | \# | 1 |
| Dept. Head, Circulation | $\ddagger$ | 1 | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 1 |  |  |
| Dept. Head, Rare Books/ Manuscripts/Special Collections |  |  | $\ddagger$ | 1 | $\ddagger$ | 3 |  |  | $\ddagger$ | 1 |
| Dept. Head, Library Technology |  |  |  | . |  |  | $\ddagger$ | 1 | 98,215 | 4 |
| Dept. Head, Other | $\ddagger$ | 1 | 93,505 | 6 | 100,536 | 12 | 96,170 | 15 | 90,117 | 5 |
| Public Services | 71,125 | 13 | 78,481 | 10 | 89,080 | 5 | 91,456 | 6 | $\ddagger$ | 1 |
| Technical Services | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 |  |  |
| Research/Reference/ Instruction | 63,507 | 23 | 80,134 | 34 | 87,980 | 20 | 87,364 | 20 | 96,062 | 11 |
| Cataloger/Metadata Analysts | 65,895 | 10 | 85,785 | 5 | 87,806 | 9 | 83,501 | 10 | $\ddagger$ | 3 |
| All Positions: | 68,075 | 105 | 76,517 | 161 | 86,534 | 137 | 91,931 | 143 | 99,061 | 80 |

Years of experience reflect total professional experience.
Salaries are expressed in Canadian dollars.
Excludes Canadian medical and law libraries. See Tables 51 and 61 for comparable figures for Canadian medical and law library salaries expressed in US dollars.
$\ddagger$ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.
. No positions reported in this category.

Table 41：Average Salaries of Canadian ARL University Librarians by Position and Years of Experience，FY 2013－2014，Part 2： 20 to over 30 Years of Experience

|  | 20－23 years |  | 24－27 years |  | 28－31 years |  | 32－35 years |  | over 35 years |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No． | Salary | No． | Salary | No． | Salary | No． | Salary | No． |
| Director | $\ddagger$ | 1 | $\ddagger$ | 1 | 188，240 | 4 | $\ddagger$ | 3 | 219，216 | 5 |
| Associate Director | 113，422 | 6 | 146，002 | 10 | $\ddagger$ | 3 | 143，045 | 6 | $\ddagger$ | 1 |
| Assistant Director | $\ddagger$ | 2 | 99，328 | 4 | $\ddagger$ | 1 | $\ddagger$ | 2 |  |  |
| Head，Branch | 99，964 | 5 | $\ddagger$ | 3 | 121，347 | 8 | 114，046 | 6 | 135，144 | 5 |
| Administrative Specialist | $\ddagger$ | 3 | 83，758 | 5 | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Digital Specialist | 102，382 | 6 | 91，138 | 7 | 104，793 | 7 | $\ddagger$ | 3 | $\ddagger$ | 3 |
| Functional Specialist | 96，364 | 8 | 97，331 | 6 | 87，430 | 7 | 87，929 | 4 | \＃ | 2 |
| Subject Specialist | 97，523 | 16 | 116，282 | 12 | 124，561 | 7 | 101，722 | 10 | 102，552 | 14 |
| Dept．Head，Acquisitions | $\ddagger$ | 1 |  | ． | $\ddagger$ | 2 | $\ddagger$ | 1 | キ | 1 |
| Dept．Head，Research／ Reference／Information or Learning Commons | $\ddagger$ | 1 | $\ddagger$ | 2 | \＃ | 1 | $\ddagger$ | 1 |  |  |
| Dept．Head，Cataloging | 106，596 | 4 | 110，719 | 4 | 110，137 | 4 | キ | 1 | キ | 1 |
| Dept．Head，Circulation | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 2 | $\ddagger$ | 2 | \＃ | 1 |
| Dept．Head，Rare Books／ Manuscripts／Special Collections | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept．Head，Library Technology | $\ddagger$ | 1 | $\ddagger$ | 1 |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept．Head，Other | 107，754 | 9 | 102，851 | 13 | 109，813 | 11 | 105，582 | 5 | 119，195 | 8 |
| Public Services | $\ddagger$ | 1 |  | ． | $\ddagger$ | 1 | $\ddagger$ | 2 |  |  |
| Technical Services | $\ddagger$ | 2 |  |  |  |  |  |  |  |  |
| Research／Reference／ Instruction | 101，908 | 11 | 99，362 | 15 | 125，076 | 4 | 92，669 | 5 | 102，370 | 9 |
| Cataloger／Metadata Analysts | $\ddagger$ | 2 | 67，575 | 4 | 108，920 | 5 | $\ddagger$ | 3 | $\ddagger$ | 1 |
| All Positions： | 102，315 | 81 | 108，006 | 91 | 115，315 | 71 | 115，292 | 57 | 118，834 | 55 |

Years of experience reflect total professional experience．
Salaries are expressed in Canadian dollars．
Excludes Canadian medical and law libraries．See Tables 51 and 61 for comparable figures for Canadian medical and law library salaries expressed in US dollars．
$\ddagger$ Salary data are not published when fewer than four individuals are involved．When this applies to only one position category，a second category is also not published．
．No positions reported in this category．

Table 42: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 189,765 | 10 | 197,056 | 6 | 192,499 | 16 |
| Associate Director | 135,895 | 22 | 129,699 | 18 | 133,107 | 40 |
| Assistant Director | 115,901 | 9 | 101,406 | 7 | 109,560 | 16 |
| Head, Branch | 113,966 | 47 | 119,393 | 7 | 114,670 | 54 |
| Administrative Specialist | 76,742 | 39 | 86,600 | 15 | 79,480 | 54 |
| Digital Specialist | 82,075 | 47 | 84,152 | 68 | 83,303 | 115 |
| Functional Specialist | 80,146 | 47 | 87,897 | 26 | 82,906 | 73 |
| Subject Specialist | 85,345 | 149 | 92,484 | 51 | 87,166 | 200 |
| Dept. Head, Acquisitions | $\ddagger$ | 11 | $\ddagger$ | 2 | 101,971 | 13 |
| Dept. Head, Research / Reference/ <br> Information or Learning <br> Commons | $\ddagger$ | 10 | $\ddagger$ | 2 | 101,731 | 12 |
| Dept. Head, Cataloging | $\ddagger$ | 14 | $\ddagger$ | 2 | 106,140 | 16 |
| Dept. Head, Circulation | $\ddagger$ | 10 | 89,695 | 4 | 93,431 | 14 |
| Dept. Head, Rare Books/ <br> Manuscripts/Special Collections | 119,584 | 5 | 107,175 | 6 | 112,815 | 11 |
| Dept. Head, Library Technology | $\ddagger$ | 3 | \# | 6 | 101,235 | 9 |
| Dept. Head, Other | 104,394 | 59 | 98,925 | 26 | 102,721 | 85 |
| Public Services | 81,399 | 28 | 89,592 | 11 | 83,710 | 39 |
| Technical Services | $\ddagger$ | 7 | $\ddagger$ | 3 | 78,384 | 10 |
| Research/Reference/Instruction | 87,171 | 118 | 87,029 | 34 | 87,139 | 152 |
| Cataloger/Metadata Analysts | 81,671 | 39 | 90,994 | 13 | 84,002 | 52 |
| All Positions: | 92,755 | 674 | 95,398 | 307 | 93,582 | 981 |

Salaries are expressed in Canadian dollars.
Excludes Canadian medical and law libraries. See Tables 52 and 62 for comparable figures for Canadian medical and law library salaries expressed in US dollars.
$\ddagger$ Salary data are not published when fewer than four individuals are involved in either category.

Table 43: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 189,765 | 10 | 197,056 | 6 | 192,499 | 16 |
| Associate Director | 135,895 | 22 | 129,699 | 18 | 133,107 | 40 |
| Assistant Director | 115,901 | 9 | 101,406 | 7 | 109,560 | 16 |
| Head, Branch | 113,966 | 47 | 119,393 | 7 | 114,670 | 54 |
| Dept. Head, Acquisitions | $\ddagger$ | 11 | $\ddagger$ | 2 | 101,971 | 13 |
| Dept. Head, Cataloging | $\ddagger$ | 14 | $\ddagger$ | 2 | 106,140 | 16 |
| Dept. Head, Circulation | 94,926 | 10 | 89,695 | 4 | 93,431 | 14 |
| Dept. Head, Library Technology | $\ddagger$ | 3 | $\ddagger$ | 6 | 101,235 | 9 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 119,584 | 5 | 107,175 | 6 | 112,815 | 11 |
| Dept. Head, Research/Reference/Info or Learning Commons | $\ddagger$ | 10 | $\ddagger$ | 2 | 101,731 | 12 |
| Dept. Head, Other | 104,394 | 59 | 98,925 | 26 | 102,721 | 85 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 74,977 | 15 |  |  | 74,977 | 15 |
| Business Manager | 79,150 | 14 | 88,217 | 12 | 83,335 | 26 |
| Human Resources | $\ddagger$ | 8 | $\ddagger$ | 2 | 79,198 | 10 |
| Development/Advancement | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 97,410 | 5 | 89,262 | 4 | 93,789 | 9 |
| IT, Systems | 84,286 | 15 | 77,850 | 22 | 80,459 | 37 |
| IT, Web Developer | $\ddagger$ | 3 | $\ddagger$ | 11 | 81,589 | 14 |
| IT, Programer | 70,860 | 7 | 87,253 | 18 | 82,663 | 25 |
| Scholarly Communications | $\ddagger$ | 6 | $\ddagger$ | 1 | 89,098 | 7 |
| Digital Acquisitions | 79,938 | 4 | 106,778 | 4 | 93,358 | 8 |
| Digital Collections Curation | 71,968 | 7 | 84,451 | 8 | 78,626 | 15 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 72,209 | 16 | 80,116 | 10 | 75,250 | 26 |
| Archivists | 83,377 | 19 | 91,709 | 10 | 86,250 | 29 |
| Assessment, Management Info Systems, Planning | $\ddagger$ | 6 | $\ddagger$ | 1 | 88,965 | 7 |
| Media Specialists | $\ddagger$ | 4 | $\ddagger$ | 2 | 83,207 | 6 |
| Preservation, including digital collections | $\ddagger$ | 2 | $\ddagger$ | 3 | 94,485 | 5 |
| Subject Specialist (no subgroup) | 82,044 | 94 | 91,036 | 32 | 84,328 | 126 |
| Subject Specialist in Humanities/Fine Arts | 105,383 | 18 | 113,465 | 6 | 107,404 | 24 |
| Subject Specialist in Sciences \& Technology | 79,892 | 14 | 79,232 | 6 | 79,694 | 20 |
| Subject Specialist in Social/Behavior Science | 83,772 | 15 | 92,477 | 7 | 86,542 | 22 |
| Subject Specialist in Area Studies | 91,543 | 8 |  |  | 91,543 | 8 |

Table 43: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
|  |  |  | Salary | No. | Salary | No. |
| Position | 81,671 | 39 | 90,994 | 13 | 84,002 | 52 |
| Catalogers/Metadata analysts | 87,171 | 118 | 87,029 | 34 | 87,139 | 152 |
| Research/Reference/Instruction | 81,399 | 28 | 89,592 | 11 | 83,710 | 39 |
| Public Services | $\neq$ | 7 | $\neq$ | 3 | 78,384 | 10 |
| Technical Services | $\mathbf{9 2 , 7 5 5}$ | $\mathbf{6 7 4}$ | $\mathbf{9 5 , 3 9 8}$ | $\mathbf{3 0 7}$ | $\mathbf{9 3 , 5 8 2}$ | $\mathbf{9 8 1}$ |
| All Positions: |  |  |  |  |  |  |

Salaries are expressed in Canadian dollars.
Excludes Canadian medical and law libraries. See Tables 53 and 63 for comparable figures for Canadian medical and law library salaries expressed in US dollars.
$\ddagger$ Salary data are not published when fewer than four individuals are involved in either category.
. No positions reported in this category.

Table 44: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 29.9 | 10 | 32.2 | 6 | 30.8 | 16 |
| Associate Director | 24.0 | 22 | 21.9 | 18 | 23.1 | 40 |
| Assistant Director | 21.2 | 9 | 21.7 | 7 | 21.4 | 16 |
| Head, Branch | 21.1 | 47 | 20.7 | 7 | 21.0 | 54 |
| Administrative Specialist | 14.2 | 39 | 13.6 | 15 | 14.0 | 54 |
| Digital Specialist | 11.8 | 47 | 13.3 | 68 | 12.7 | 115 |
| Functional Specialist | 14.5 | 47 | 17.7 | 26 | 15.6 | 73 |
| Subject Specialist | 14.4 | 149 | 16.5 | 51 | 14.9 | 200 |
| Dept. Head, Acquisitions | 20.2 | 11 | 12.0 | 2 | 18.9 | 13 |
| Dept. Head, Research/Reference/ | 13.6 | 10 | 31.0 | 2 | 16.5 | 12 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 25.0 | 14 | 28.5 | 2 | 25.4 | 16 |
| Dept. Head, Cataloging | 23.7 | 10 | 9.8 | 4 | 19.7 | 14 |
| Dept. Head, Circulation | 18.0 | 5 | 21.8 | 6 | 20.1 | 11 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 23.3 | 3 | 21.5 | 6 | 22.1 | 9 |
| Dept. Head, Library Technology | 21.9 | 59 | 17.5 | 26 | 20.5 | 85 |
| Dept. Head, Other | 7.0 | 28 | 14.1 | 11 | 9.0 | 39 |
| Public Services | 9.7 | 7 | 14.0 | 3 | 11.0 | 10 |
| Technical Services | 14.1 | 118 | 13.2 | 34 | 13.9 | 152 |
| Research/Reference/Instruction | 13.3 | 39 | 17.9 | 13 | 14.4 | 52 |
| Cataloger/Metadata Analysts | $\mathbf{1 6 . 0}$ | $\mathbf{6 7 4}$ | $\mathbf{1 6 . 5}$ | $\mathbf{3 0 7}$ | $\mathbf{1 6 . 2}$ | $\mathbf{9 8 1}$ |
| All Positions: |  |  |  |  |  |  |

Excludes Canadian medical and law libraries. See Tables 54 and 64 for comparable figures for medical and law libraries.

Table 45: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 29.9 | 10 | 32.2 | 6 | 30.8 | 16 |
| Associate Director | 24.0 | 22 | 21.9 | 18 | 23.1 | 40 |
| Assistant Director | 21.2 | 9 | 21.7 | 7 | 21.4 | 16 |
| Head, Branch | 21.1 | 47 | 20.7 | 7 | 21.0 | 54 |
| Dept. Head, Acquisitions | 20.2 | 11 | 12.0 | 2 | 18.9 | 13 |
| Dept. Head, Cataloging | 25.0 | 14 | 28.5 | 2 | 25.4 | 16 |
| Dept. Head, Circulation | 23.7 | 10 | 9.8 | 4 | 19.7 | 14 |
| Dept. Head, Library Technology | 23.3 | 3 | 21.5 | 6 | 22.1 | 9 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 18.0 | 5 | 21.8 | 6 | 20.1 | 11 |
| Dept. Head, Research / Reference/Info or Learning Commons | 13.6 | 10 | 31.0 | 2 | 16.5 | 12 |
| Dept. Head, Other | 21.9 | 59 | 17.5 | 26 | 20.5 | 85 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 10.2 | 15 |  |  | 10.2 | 15 |
| Business Manager | 17.9 | 14 | 13.8 | 12 | 16.0 | 26 |
| Human Resources | 12.5 | 8 | 13.0 | 2 | 12.6 | 10 |
| Development/Advancement | 24.5 | 2 | 12.0 | 1 | 20.3 | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 9.0 | 5 | 8.5 | 4 | 8.8 | 9 |
| IT, Systems | 16.7 | 15 | 15.2 | 22 | 15.8 | 37 |
| IT, Web Developer | 13.3 | 3 | 12.5 | 11 | 12.6 | 14 |
| IT, Programer | 10.1 | 7 | 12.9 | 18 | 12.2 | 25 |
| Scholarly Communications | 10.3 | 6 | 12.0 | 1 | 10.6 | 7 |
| Digital Acquisitions | 11.3 | 4 | 17.3 | 4 | 14.3 | 8 |
| Digital Collections Curation | 5.9 | 7 | 10.4 | 8 | 8.3 | 15 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 11.4 | 16 | 16.7 | 10 | 13.4 | 26 |
| Archivists | 15.3 | 19 | 19.4 | 10 | 16.7 | 29 |
| Assessment, Management Info Systems, Planning | 15.2 | 6 | 4.0 | 1 | 13.6 | 7 |
| Media Specialists | 22.3 | 4 | 21.5 | 2 | 22.0 | 6 |
| Preservation, including digital collections | 13.5 | 2 | 17.7 | 3 | 16.0 | 5 |
| Subject Specialist (no subgroup) | 14.7 | 94 | 17.6 | 32 | 15.4 | 126 |
| Subject Specialist in Humanities / Fine Arts | 17.6 | 18 | 22.0 | 6 | 18.7 | 24 |
| Subject Specialist in Sciences \& Technology | 10.4 | 14 | 10.2 | 6 | 10.4 | 20 |
| Subject Specialist in Social/Behavior Science | 12.6 | 15 | 12.4 | 7 | 12.5 | 22 |
| Subject Specialist in Area Studies | 14.1 | 8 |  |  | 14.1 | 8 |

Table 45: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
|  | Years | No. | Years | No. | Years | No. |
| Position | 13.3 | 39 | 17.9 | 13 | 14.4 | 52 |
| Catalogers/Metadata analysts | 14.1 | 118 | 13.2 | 34 | 13.9 | 152 |
| Research/Reference/Instruction | 7.0 | 28 | 14.1 | 11 | 9.0 | 39 |
| Public Services | 9.7 | 7 | 14.0 | 3 | 11.0 | 10 |
| Technical Services | $\mathbf{1 6 . 0}$ | 674 | $\mathbf{1 6 . 5}$ | $\mathbf{3 0 7}$ | $\mathbf{1 6 . 2}$ | $\mathbf{9 8 1}$ |
| All Positions: |  |  |  |  |  |  |

Excludes Canadian medical and law libraries. See Tables 55 and 65 for comparable figures for Canadian medical and law libraries.
. No positions reported in this category.

Table 46: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2013-2014

| Experience | Women |  | Men |  | Total |  | \% of <br> Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| 0-3 years | 65,854 | 74 | 73,379 | 31 | 68,075 | 105 | 11\% |
| 4-7 years | 76,399 | 120 | 76,861 | 41 | 76,517 | 161 | 16\% |
| 8-11 years | 87,079 | 99 | 85,114 | 38 | 86,534 | 137 | 14\% |
| 12-15 years | 92,557 | 89 | 90,901 | 54 | 91,931 | 143 | 15\% |
| 16-19 years | 99,720 | 52 | 97,838 | 28 | 99,061 | 80 | 8\% |
| 20-23 years | 101,730 | 55 | 103,552 | 26 | 102,315 | 81 | 8\% |
| 24-27 years | 107,015 | 59 | 109,834 | 32 | 108,006 | 91 | 9\% |
| 28-31 years | 116,205 | 44 | 113,865 | 27 | 115,315 | 71 | 7\% |
| 32-35 years | 111,691 | 41 | 124,522 | 16 | 115,292 | 57 | 6\% |
| over 35 years | 117,827 | 41 | 121,785 | 14 | 118,834 | 55 | 6\% |
| All Positions: | 92,755 | 674 | 95,398 | 307 | 93,582 | 981 | 100\% |

Salaries are expressed in Canadian dollars
Excludes Canadian medical and law libraries. See Tables 56 and 66 for comparable figures for Canadian medical and law library salaries expressed in US dollars.

