

	Chief Lib'n	Assoc. Asst. Lib'ns	Heads of Major Branches	Heads of Major Divisions	Head, Other Br./Div.	Other Lib'ns	Total Lib'ns	Prof. Staff	Total Prof. Staff
BRITISH COLUMBIA	1	6	4	13	15	62	101		101
SIMON FRASER	1	1		6	11	9	28	5	33
VICTORIA	1		1	6		28	36	1	37
ALBERTA	1	3	5	7	8	51	75	3	78
CALGARY	1		8		12	18	39		39
REGINA	1	2	1	1	1	14	20		20
SASKATCHEWAN	1	2	4	8		17	32	4	36
MANITOBA	1	3	11	8		37	60		60
CARLETON	1	3		5	9	14	32	3	35
GUELPH	1	3		9	3	16	32	4	36
McMASTER	1	3		5	7	12	28		28
OTTAWA	1	2	2	3	11	39	58	3	61
QUEEN'S	1	4	3	6	5	22	41	1	42
TORONTO (Central Libraries only)	1	8		9	5	80	103	6	109
WATERLOO	1	4		9		26	40	2	42
WESTERN ONTARIO	1	3	3	2	12	35	56	4	60
WINDSOR	a	3			7	20	30	2	32
YORK	1	2	4	3	6	17	33	9	42
CONCORDIA	1	2		8	4	26	41	1	42
LAVAL	1	3	3	5	9	58	79	1	80
McGILL	1	5	2	3	35	33	79	4	83
MONTREAL	a	1	6	6	18	56	87	1	88
SHERBROOKE	1	1	4	2		9	17		17
NEW BRUNSWICK (*)	1	1	3	6		13	24		24
DALHOUSIE	3	3		1	11	18	36	1	37
MEMORIAL	1	1	3	4	1	18	28		28

(*) Salaries under negotiation

(a) Asst. Librarian acting as Chief

Prepared June 1980/ap

1979/80 SALARY SCALES (MINIMA)

C.A.R.L.

1979/80 SALARY SCALES (MAXIMA)

82

	Assoc. Asst. Lib'ns	Heads of Major Branches	Heads of Major Divisions	Heads of Other Branches/ Divisions	Other Lib'ns	Other Prof. Staff	Assoc./ Asst. Lib'ns	Heads of Major Branches	Heads of Major Divisions	Heads of Other Branches/ Divisions	Other Lib'ns	Other Prof. Staff
BRITISH COLUMBIA	c	c	c	c	c	c	c	c	c	c	c	c
SIMON FRASER	27,364	a	25,776	22,791	19,065	17,813	35,611	a	32,523	28,594	23,872	30,480
VICTORIA	c	c	c	c	c	c	c	c	c	c	c	c
ALBERTA	29,572	22,216	22,216	19,696	14,698	16,766	42,580	37,132	37,132	28,096	28,096	28,386
CALGARY	a	15,255	a	15,255	15,255	a	a	34,047	a	34,047	34,047	a
REGINA	25,180	20,373	20,373	20,373	15,352	a	30,232	25,924	25,924	25,924	21,055	a
SASKATCHEWAN	25,396	21,924	21,924	a	15,394	14,426	b	27,124	27,124	a	27,174	25,000
MANITOBA	c	c	c	c	c	c	c	c	c	c	c	c
CARLETON	c	a	22,980	19,450	15,520	c	c	a	c	c	c	c
GUELPH	27,277	a	22,543	a	13,749	13,749	40,918	a	33,815	a	30,741	30,741
McMASTER	21,446	a	18,895	14,663	12,978	a	c	a	c	c	c	a
OTTAWA	24,505	20,430	20,540	16,974	14,030	12,690	36,755	30,650	30,769	27,996	27,996	30,650
QUEEN'S	b	b	b	b	12,775	b	b	b	b	b	b	b
TORONTO(*)	20,600	a	20,600	17,900	14,200	c	33,700	a	33,700	28,500	28,500	c
WATERLOO	21,474	a	16,092	a	13,894	14,994	39,045	a	29,257	a	24,138	29,257
WESTERN ONT.	c	20,010	20,010	14,180	13,400	13,150	c	30,010	30,010	30,010	24,610	25,480
WINDSOR	20,633	a	a	17,529	13,733	15,000	c	a	a	27,503	27,503	26,000
YORK	c	c	c	c	c	c	c	c	c	c	c	c
CONCORDIA	27,255	a	23,933	19,217	16,594	23,933	c	a	c	c	c	c
LAVAL	31,235	27,931	29,357	16,301	15,868	14,436	47,444	39,196	34,866	34,866	34,866	31,995
McGILL	31,935	31,935	28,880	21,950	16,900	c	c	c	c	c	c	c
MONTREAL	c	c	30,395	25,834	15,724	30,395	c	c	39,366	34,110	34,094	39,366
SHERBROOKE	29,764	29,764	29,764	a	16,362	a	35,224	35,224	35,224	a	29,959	a
NEW BRUNSWICK(**)	25,000	15,597	15,597	a	11,312	a	32,500	30,570	30,570	a	30,570	a
DALHOUSIE	21,924	a	21,924	17,388	13,167	c	29,106	a	29,106	23,814	23,815	c
MEMORIAL	c	c	c	c	c	c	c	c	c	c	c	c

(*) Central Libraries only (a) No staff member in this category (b) not reported (c) no scales
 (**) Salaries under negotiation

Prepared June 1980/ap

	Assoc./ Asst. Lib'ns	Heads of Major Branches	Heads of Major Divisions	Heads of Other Branches Divisions	Other Lib'ns	Other Prof. Staff	All Prof. On Staff	Assoc./ Asst. Lib'ns	Heads of Major Branches	Heads of Major Divisions	Heads of Other Branches/ Divisions	Other Lib'ns	Ot. Prof. Staff	All Prof. On Staff Exc. Chief
BRITISH COLUMBIA	36,000	31,426	29,053	25,510	18,500	a	18,500	48,000	38,478	32,531	29,332	31,279	a	48,000
SIMON FRASER	35,560	a	26,773	25,584	19,065	19,065	19,065	35,560	a	32,523	29,785	23,871	27,225	35,560
VICTORIA	a	37,187	28,850	a	20,500	33,000	20,500	a	37,187	32,675	a	29,575	33,000	37,187
ALBERTA	b	25,576	25,576	19,522	14,698	20,122	14,698	b	37,132	37,132	28,096	25,576	23,656	b
CALGARY	a	24,736	a	17,794	15,255	a	15,255	a	36,655	a	34,047	32,668	a	36,655
REGINA	28,732	25,924	25,924	25,924	15,352	a	15,352	b	25,924	25,924	25,924	24,201	a	b
SASKATCHEWAN	25,396	21,924	21,924	a	16,954	17,400	17,400	33,839	27,124	27,124	a	27,124	25,000	33,839
MANITOBA	32,731	22,666	23,292	a	13,986	a	13,986	40,266	38,011	28,800	a	27,739	a	40,266
CARLETON	32,063	a	25,488	21,645	16,982	16,750	16,750	32,063	a	33,822	24,432	21,952	23,950	33,822
GUELPH	34,797	a	21,376	24,239	13,988	16,000	13,988	41,663	a	33,579	26,425	25,808	26,028	41,663
McMASTER	26,661	a	19,289	16,000	12,978	a	12,978	35,683	a	26,827	21,125	22,452	a	35,683
OTTAWA	27,355	26,811	24,910	20,271	15,907	19,030	15,907	28,229	28,533	26,546	24,963	26,561	28,075	28,533
QUEEN'S	b	b	20,700	14,500	13,000	b	13,000	b	b	24,500	39,300	23,500	b	39,300
TORONTO (*)	33,550	a	26,356	21,238	14,800	14,500	14,500	47,470	a	32,504	28,955	28,600	24,000	47,470
WATERLOO	27,775	a	16,301	a	13,894	20,412	13,894	35,544	a	25,775	a	22,728	21,927	35,544
WESTERN ONT.	30,665	25,445	26,611	15,391	14,029	14,305	14,029	41,643	25,782	27,863	24,678	23,066	21,049	41,643
WINDSOR	27,773	a	a	17,529	15,865	20,000	15,865	32,271	a	a	23,946	28,299	26,000	32,271
YORK	30,239	29,938	21,338	22,856	15,600	17,641	15,600	32,279	44,406	30,835	28,865	28,677	26,214	44,406
CONCORDIA	36,878	a	25,051	21,080	16,594	26,556	16,594	44,194	a	33,386	26,921	28,056	26,556	44,194
LAVAL	37,452	31,114	29,357	16,301	18,057	23,229	16,301	42,928	35,086	34,866	34,866	34,866	23,229	43,839
McGILL	35,000	35,179	31,118	22,110	16,900	19,959	16,900	50,705	35,217	35,803	36,697	27,345	32,811	50,705
MONTREAL	46,769	38,324	30,855	26,766	18,370	b	b	46,769	43,196	39,366	34,110	31,386	b	46,769
SHERBROOKE	35,224	35,224	31,833	a	27,559	a	27,559	35,224	35,224	35,224	a	29,959	a	35,224
NEW BRUNSWICK(**)	29,000	16,654	18,858	a	11,312	a	11,312	29,000	20,276	24,601	a	20,276	a	36,856
DALHOUSIE	22,680	a	26,460	17,388	13,167	18,000	13,167	26,460	a	26,460	23,436	23,436	18,000	26,460
MEMORIAL	35,800	24,500	22,050	15,350	13,900	a	13,900	35,800	26,500	25,900	15,350	21,950	a	40,500

(a) no staff member in this category

(b) not reported

(*) Central Libraries only

(**) Salaries under negotiation

Prepared June 1980/ap

MEDIAN SALARY (by category)

C.A.R.L. 1979/80

AVERAGE SALARY (by category)

	Assoc./ Asst. Lib'ns	Heads of Major Branches	Heads of Major Divisions	Heads of Other Branches/ Divisions	Other Lib'ns	Other Prof. Staff	All Prof. On Staff	Assoc./ Asst. Lib'ns	Heads of Major Branches	Heads of Major Divisions	Heads of Other Branches/ Divisions	Other Lib'ns	Other Prof. Staff	All Prof. On Staff
BRITISH COLUMBIA	42,500	33,729	31,442	27,473	22,416	a	26,266	41,787	34,340	31,235	27,913	22,862	a	26,865
SIMON FRASER	35,560	a	31,022	27,365	20,269	22,384	29,785	35,560	a	29,778	27,399	21,469	22,986	30,902
VICTORIA	a	37,187	30,700	a	23,412	33,000	24,250	a	37,187	30,742	a	23,864	33,000	26,320
ALBERTA	b	33,136	33,136	26,084	20,720	21,531	24,406	38,071	31,846	32,326	25,277	21,150	21,770	24,513
CALGARY	a	33,684	a	24,282	19,255	a	b	a	30,314	a	25,115	20,162	a	b
REGINA	b	25,924	25,924	25,924	18,518	a	b	b	25,924	25,924	25,924	19,709	a	b
SASKATCHEWAN		27,124	22,799	a	21,655	17,937	b	29,617	25,824	24,328	a	20,926	20,001	b
MANITOBA	35,295	25,254	26,512	a	20,224	a	23,346	36,097	26,638	26,165	a	20,038	a	22,916
CARLETON	32,063	a	26,096	22,373	21,222	18,680	21,952	32,063	a	27,672	22,533	20,036	18,680	23,460
GUELPH	37,377	a	28,791	25,355	21,769	17,880	24,706	37,946	a	28,521	25,339	21,241	19,447	25,394
McMASTER	28,107	a	21,948	18,225	19,537	a	20,260	30,150	a	22,550	18,608	18,408	a	20,944
OTTAWA			26,214	22,164	19,488	23,290	20,706	27,792	27,672	25,890	22,523	19,970	23,465	21,747
QUEEN'S	b	b	22,663	21,575	17,288	b	19,400	30,006	35,275	22,642	23,400	17,272	b	20,943
TORONTO (*)	36,400	a	27,140	23,585	21,616	20,158	22,174	38,866	a	28,600	24,281	21,797	19,831	23,643
WATERLOO	31,188	a	22,146	a	18,473	21,170	19,763	31,424	a	21,739	a	18,454	21,170	21,181
WESTERN ONT.	34,721	25,697	27,237	19,225	17,049	16,374	18,304	35,676	25,641	27,237	19,458	17,627	17,025	19,609
WINDSOR	30,039	a	a	21,400	21,384	23,000	21,943	30,028	a	a	21,267	20,864	23,000	21,515
YORK	30,239	26,745	25,242	25,756	23,573	17,641	23,756	31,359	30,459	25,805	25,678	23,254	19,827	24,530
CONCORDIA		a	27,894	23,749	18,674	26,556	21,741	40,536	a	28,185	23,875	19,720	26,556	23,558
LAVAL	37,452	32,407	32,548	25,991	25,991	23,229	30,384	39,277	32,869	32,404	25,299	27,022	23,229	28,006
McGILL	40,165		b	28,067	21,099	26,918	24,843	41,640	35,198	34,241	27,959	20,944	26,210	26,291
MONTREAL	46,769	43,196	37,673	32,466	27,783	b	b	46,769	42,113	36,764	31,338	26,122	b	b
SHERBROOKE	35,224	35,224		a	29,959	a	29,959	35,224	35,224	33,529	a	29,419	a	32,661
NEW BRUNSWICK (**)	29,000	19,893	21,446	a	15,597	a	17,968	29,000	18,941	21,664	a	15,390	a	18,864
DALHOUSIE	24,988	a	26,460	20,412	17,766	18,000	23,436	24,696	a	26,460	19,278	15,750	18,000	18,490
MEMORIAL	35,800	26,500	24,900	15,350	18,725	a	19,975	35,800	27,300	24,438	15,350	18,222	a	21,404

(*) Central Libraries only
 (**) Salaries under negotiation

(a) no staff member in this category

(b) not reported

SALARY DISTRIBUTION: ALL FULL-TIME PROFESSIONALS ON STAFF, 1979-80 BUDGET YEAR

C.A.R.L.

85

	40,000 and over	45,000	42,500	40,000	37,500	35,000	32,500	30,000	27,500	25,000	22,500	20,000	19,000	18,000	17,000	16,000	15,000	14,000	13,000	12,999 and under
UBC	1	1	2	1	2	2	3	12	12	20	12	22	6	5						
SIMON FRASER		1				1	1	2	5	10	5	4	4							
VICTORIA	1					1	2	4	2	6	19	2								
ALBERTA	1		1		3	1	6		4	17	10	10	8	5	5	4	1	2		
CALGARY				1		3	5	2	1	4	3	5	4	2	3	5				
REGINA (*)										3	3	3		3	4	1				
SASK				1			1			9	7	6	3	4	3	2				
MANITOBA (*)				1	1	1	1		6	10	12	9	2		6	3	2	3	2	
CARLETON			1				1	3		4	4	15	1	3	1	2				
GUELPH	1			1		1	2	1	6	6	5	4		5	2	1				1
McMASTER (*)						1			1	2	1	9	3	3	2	3				1
OTTAWA				1					6	5	9	17	10	4	7	1	1			
QUEEN'S				2	1	1	1	1	3		9	3	1	7	3	1	4	3	3	
TORONTO (a)		3			2	2	3	2	4	13	25	33	9	4	4	1	1	3		
WATERLOO		1				1	1		2	1	3	11	5	4	7	3	1	1	1	
WESTERN (*)				1			1	1		5	2	10	9	2	7	8	6	6	1	
WINDSOR (*)								2	2	2	4	11	7		2	1	1			
YORK			1	1				3	4	8	10	8			6		1			
CONCORDIA		1	1			1	1	1	3	9	3	5	3	2	7	5				
LAVAL			2			3	11	11	9	17	18	6		2		1				
McGILL (*)	1	1		1		7	1	12	9	13	11	9	5	4	7	1				
MONTREAL (*)		1	4	1	5	1	9	8	39	4	10	5		1						
SHERBROOKE		1				6		1	9											
NEW BRUNSWICK (**)						1			1		2	5	2	1	1	4	1		4	2
DALHOUSIE							1	2		2	4	3	2	6	4		5	1	7	
MEMORIAL				1		1		1		3	2	6	3	3			6	1	1	

(*) Excludes Chief Librarian
 (**) Salaries under negotiation

(a) Central Libraries only

Prepared June 1980/ap

SALARY DISTRIBUTION: a) Chief Librarians

C.A.R.L. 1979/80

b) Assistant and Associate Librarians

	40,000 and over	45,000	42,500	40,000	37,500	35,000	32,500	32,499 and under	45,000 and over	42,500	40,000	37,500	35,000	32,500	30,000	27,500	27,499 and under
UBC	1								1	2	1	1	1				
SIMON FRASER		1												1			
VICTORIA	1								a								
ALBERTA	1									1							
CALGARY				1					c								
REGINA	a								a								
SASK				1										1			1
MANITOBA	a										1		1	1			
CARLETON			1												3		
GUELPH	1										1		1	1			
McMASTER	a												1			1	1
OTTAWA				1													2
QUEEN'S				1									1				3
TORONTO (*)		1							2			2	2	2			
WATERLOO		1											1	1			2
WESTERN	a										1			1	1		
WINDSOR	b															2	1
YORK				1													2
CONCORDIA		1								1				1			
LAVAL			1							1				2			
McGILL	a								2		1			2			
MONTREAL	b								1								
SHERBROOKE		1												1			
NEW BRUNSWICK (**)					1												1
DALHOUSIE						1	2										3
MEMORIAL				1										1			

(*) Central Libraries only
 (**) Salaries under negotiation

(a) not reported

(b) Asst. Librarian acting as Chief

(c) no staff member in this category

	30,000 and over	37,500	35,000	32,500	30,000	27,500	25,000	22,500	22,499 and under	35,000 and over	32,500	30,000	27,500	25,000	22,500	20,000	19,000 under
UBC		1	1		2						3	8	2				
SIMON FRASER	a										1	2	1	2			
VICTORIA			1								1	4	1				
ALBERTA		2		1			2			1	4		1	1			
CALGARY			3	2			2	1		a							
REGINA							1							1			
SASK							3		1					3	1	2	2
MANITOBA		1				2	5	3					4	1	3		
CARLETON	a										1				4		
GUELPH	a										1	1	6			1	
McMASTER	a													1	1	2	1
OTTAWA						1	1							3			
QUEEN'S	1			1	1										5	1	
TORONTO (*)	a										1	2	1	5			
WATERLOO	a													1	2	4	2
WESTERN							3							2			
WINDSOR	a									a							
YORK	1					1	1	1					1	1		1	
CONCORDIA	a										1	1	2	4			
LAVAL			1		2						3	1	1				
McGILL			2							2		1					
MONTREAL	5	1								5		1					
SHERBROOKE			4								1	1					
NEW BRUNSWICK (**)									3						2	3	1
DALHOUSIE	a													1			
MEMORIAL					1		1	1						2	1	1	

Prepared June 1980/ap

(*) Central Libraries only (a) no staff member in this category
 (**) Salaries under negotiation

SALARIES DISTRIBUTION: e) Heads of Other Branch Divisions

C.A.R.L. 1979-80

B8

	35,000 and over	32,500 -	30,000 -	27,500 -	25,000 -	22,500 -	20,000 -	19,000 -	18,000 -	17,000 -	16,000 -	15,000 -	14,999 and under
BRITISH COLUMBIA			1	6	8								
SIMON FRASER				4	7								
VICTORIA	a												
ALBERTA				3	3		1	1					
CALGARY		2	1	1	2	2	1		1	2			
REGINA					1								
SASKATCHEWAN	a												
MANITOBA	a												
CARLETON						3	6						
GUELPH					2	1							
McMASTER							2		3	1	1		1
OTTAWA						5	6						
QUEEN'S	1					1	1		1				
TORONTO (*)				1		3	1						
WATERLOO	a												
WESTERN						1	4	2	2		2	1	
WINDSOR						3	1	2		1			
YORK				2	1	3							
CONCORDIA					2		2						
LAVAL		2	1		1	1	3				1		
McGILL	1		11	9	6	6	2						
MONTREAL		9	3	4	2								
SHERBROOKE	a												
NEW BRUNSWICK (**)	a												
DALHOUSIE						1	2	2	5	1			
MEMORIAL													1

(*) Central Libraries only

(a) no staff member in this category

(**) Salaries under negotiation

Prepared June 1980/ap

SALARY DISTRIBUTION: f) Other Librarians		C.A.R.L. 1979-80													
	32,500 and over	30,000	27,500	25,000	22,500	20,000	19,000	18,000	17,000	16,000	15,000	14,000	13,000	12,000	Under
		32,499	29,999	27,499	24,999	22,499	19,999	18,999	17,999	16,999	15,999	14,999	13,999	12,999	12,000
BRITISH COLUMBIA		1	4	12	12	22	6	5							
SIMON FRASER					4	2	3								
VICTORIA			1	6	19	2									
ALBERTA				11	9	7	7	5	5	4	1	2			
CALGARY	1	1			1	4	4	1	1	5					
REGINA					3	3		3	4		1				
SASKATCHEWAN				1	6	3	2	2	1	2					
MANITOBA				4	6	9	2		6	3	2	3	2		
CARLETON						9	1	2	1	1					
GUELPH				3	4	3		4	1					1	
McMASTER						5	2		1	2				1	1
OTTAWA			2	1	3	11	9	4	7	1	1				
QUEEN'S					2	1	1	6	3	1	4	2	2		
TORONTO (*)			2	8	21	29	9	4	3	1	1	2			
WATERLOO					1	5	5	3	7	2	1	1	1		
WESTERN ONTARIO					1	5	7		6	6	4	5	1		
WINDSOR			1	1	1	9	5		1	1	1				
YORK			1	4	6	5					1				
CONCORDIA			1	2	3	3	3	2	7	5					
LAVAL	6	7	8	16	16	3		2							
McGill				5	5	7	4	4	7	1					
MONTREAL		3	35	2	10	5		1							
SHERBROOKE			9												
NEW BRUNSWICK (**)						1	1		1	3	1		4		2
DALHOUSIE					1	1			3		5	1	7		
MEMORIAL						5	3	3			5	1	1		

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(**) Salaries under negotiation

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	35,000 and over	32,500 -	30,000 -	27,500 -	25,000 -	22,500 -	20,000 -	19,000 -	18,000 -	17,000 -	16,000 -	15,000 -	14,999 and under
		34,999	32,499	29,999	27,499	24,999	22,499	19,999	18,999	17,999	16,999	15,999	
BRITISH COLUMBIA	a												
SIMON FRASER					1	1	2	1					
VICTORIA		1											
ALBERTA						1	2						
CALGARY	a												
REGINA	a												
SASKATCHEWAN					1			1		2			
MANITOBA	a												
CARLETON						1			1			1	
GUELPH					1				1	1		1	
McMASTER	a												
OTTAWA				1		1		1					
QUEEN'S						1							
TORONTO (*)						1	3			1			1
WATERLOO							2						
WESTERN					1					1		1	1
WINDSOR				1		1							
YORK					1		2			6			
CONCORDIA					1								
LAVAL						1							
McGILL		1			2			1					
MONTREAL													
SHERBROOKE	a												
NEW BRUNSWICK (**)	a												
DALHOUSIE									1				
MEMORIAL	a												

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(a) no staff member in this category