

CANADIAN ASSOCIATION OF RESEARCH LIBRARIES
 ASSOCIATION DES BIBLIOTHEQUES DE RECHERCHE DU CANADA
 1992-1993 SALARY SURVEY (page 1 of 6)
 Table I Salary Data

INSTITUTION	NUMBER PROFESS. STAFF	AVERAGE YEARS OF PROF. EXP.	AVE. YRS OF EXP. IN REP. LIB.	BEGINNING PROFESS. SALARY	MEDIAN PROFESS. SALARY	AVERAGE PROFESS. SALARY	INCLUDES LAW (Y/N)	INCLUDES MEDICAL (Y/N)
British Columbia	106.00	18.00	0.00	34046.00	57946.50	57820.22	Y	Y
Simon Fraser	38.00	19.00	13.00	34845.00	56148.50	52520.63	N	N
Victoria	36.00	14.00	21.00	35141.00	54086.00	53351.08	Y	N
S/T (avg): PROV.	60.00	17.00		34577.33	56050.33	53563.96		
Alberta	78.00	10.00	0.00	33692.00	55519.50	55684.28	Y	Y
Calgary	39.00	15.00	10.00	32323.00	51761.00	53952.31	Y	Y
Manitoba	54.00	16.00	12.00	27101.00	54576.00	54649.17	Y	Y
Regina	23.00	15.00	13.00	32219.00	54350.00	50928.26	N	N
Saskatchewan	39.00	16.00	12.00	28936.00	53848.00	52712.67	Y	Y
S/T (avg): REG.	46.60	14.40		30854.20	54010.90	53585.34		
Carleton	36.00	17.00	13.00	33170.00	69074.00	66689.81	N	N
Guelph	27.00	13.00	11.00	32270.00	62391.00	63259.81	N	N
McMaster	40.00	17.00	14.00	32766.00	53972.00	55260.43	N	Y
Ottawa	50.00	16.00	12.00	30664.00	59200.50	57073.36	Y	Y
Queen's	43.00	16.00	0.00	30495.00	47860.00	50785.70	Y	Y
Toronto	164.00	17.00	0.00	33100.00	64657.50	61241.90	Y	Y
Waterloo	45.00	15.00	12.00	31900.00	53356.00	54289.42	N	N
Western Ontario	46.00	16.00	15.00	37260.00	53457.50	54154.48	Y	Y
Windsor	28.00	20.00	17.00	28774.00	66668.50	62701.50	Y	N
York	N/A	N/A	N/A	N/A	N/A	N/A	Y	N
S/T (avg): PROV.	53.22	16.33		32266.56	58956.67	56384.05		
Concordia	44.00	18.00	12.00	27986.00	53176.50	50346.77	N	N
Laval	71.00	19.00	18.00	32530.00	56744.00	57141.27	Y	Y
McGill	81.00	15.00	12.00	31744.00	51837.00	54599.84	Y	Y
Montréal	85.00	19.00	17.00	33816.00	53950.00	54402.89	Y	Y
Québec	44.00	17.00	14.00	29540.00	52393.00	54611.73	Y	N
Sherbrooke	16.00	0.00	17.00	29688.00	57504.00	58295.75	Y	Y
S/T (avg): PROV.	56.83	14.67		30684.00	54267.42	54899.71		
Dalhousie	32.00	15.00	12.00	26719.00	45335.00	47599.13	Y	Y
Memorial	42.00	14.00	11.00	27560.00	48096.00	47271.14	N	Y
New Brunswick	28.00	17.00	13.00	28547.00	57791.50	55742.00	N	N
S/T (avg): REG.	34.00	15.33		27606.67	50407.50	50204.09		
TOTAL (avg): CAN.	53.57	15.52		31244.61	54794.02	54429.37		

* Salary information is not published when fewer than four individuals are involved.

CANADIAN ASSOCIATION OF RESEARCH LIBRARIES
 ASSOCIATION DES BIBLIOTHEQUES DE RECHERCHE DU CANADA
 1992-93 SALARY SURVEY (page 2 of 6)
 Table II Administrative Librarians

INSTITUTION	TOTAL ADMINISTRATIVE LIBRARIANS	AVERAGE YEARS OF PROF. EXPERIENC	AVE. YEARS OF EXP. IN REP. LIBRARY	MEDIAN PROFESSIONAL SALARY	AVERAGE PROFESSIONAL SALARY
British Columbia	27.00	22.00	0.00	70674.00	72163.52
Simon Fraser	7.00	20.00	14.00	59769.00	62037.43
Victoria	17.00	14.00	21.00	56826.00	57554.71
S/T (avge): PROV.	17.00	18.67		62423.00	63918.55
Alberta	29.00	8.00	0.00	62550.00	64223.83
Calgary	8.00	22.00	14.00	65331.00	63791.13
Manitoba	28.00	17.00	13.00	59945.50	62264.07
Regina	7.00	22.00	18.00	64824.00	62210.43
Saskatchewan	16.00	18.00	13.00	56395.50	58341.88
S/T (avge): REG.	17.80	17.40		61809.20	62166.27
Carleton	11.00	22.00	17.00	75076.00	74843.64
Guelph	8.00	12.00	9.00	72075.00	84114.50
McMaster	23.00	20.00	17.00	60292.00	62721.00
Ottawa	18.00	20.00	13.00	64215.00	65694.67
Queen's	19.00	18.00	0.00	54045.00	57416.21
Toronto	39.00	21.00	0.00	68348.00	71082.38
Waterloo	17.00	18.00	12.00	59839.00	61940.65
Western Ontario	15.00	16.00	15.00	59697.00	60134.13
Windsor	9.00	18.00	11.00	65297.00	64548.67
York	N/A	N/A	N/A	N/A	N/A
S/T (avge): PROV.	17.87	18.33		64320.44	66943.96
Concordia	13.00	23.00	17.00	59111.00	56621.08
Laval	15.00	21.00	19.00	63205.00	60170.00
McGill	26.00	20.00	16.00	68459.50	70010.77
Montréal	28.00	20.00	16.00	58500.00	60171.43
Québec	9.00	19.00	15.00	75289.00	72464.44
Sherbrooke	8.00	0.00	22.00	62254.00	64483.88
S/T (avge): PROV.	16.50	17.17		64469.75	63986.93
Dalhousie	20.00	16.00	13.00	48158.00	50539.45
Memorial	13.00	15.00	10.00	50412.00	49922.77
New Brunswick	11.00	20.00	16.00	69872.00	66028.18
S/T (avge): REG.	14.57	17.00		56147.33	55496.60
TOTAL (avge): CAN.	17.35	17.74		61870.26	62339.81

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CANADIAN ASSOCIATION OF RESEARCH LIBRARIES
 ASSOCIATION DES BIBLIOTHEQUES DE RECHERCHE DU CANADA
 1992-93 SALARY SURVEY (page 3 of 6)
 Table III Non-Administrative Librarians

INSTITUTION	TOTAL NONADMINIST. LIBRARIANS	AVERAGE YEARS OF PROF. EXPERIENC	AVE. YRS OF EXP. IN REP. LIBRARY	MEDIAN PROFESSIONAL SALARY	AVERAGE PROFESSIONAL SALARY
British Columbia	70.00	16.00	0.00	56654.00	54443.23
Simon Fraser	24.00	19.00	13.00	56837.00	52233.00
Victoria	16.00	14.00	21.00	47961.00	49727.38
S/T (avg): PROV.	36.67	16.33		53817.33	52134.54
Alberta	40.00	15.00	0.00	49387.00	50114.60
Calgary	30.00	14.00	8.00	48958.50	50732.77
Manitoba	25.00	15.00	12.00	48958.00	46525.48
Regina	14.00	14.00	12.00	50247.50	47238.64
Saskatchewan	23.00	15.00	11.00	51050.00	48796.70
S/T (avg): REG.	26.40	14.60		49720.20	48551.64
Carleton	23.00	16.00	12.00	65407.00	64061.83
Guelph	19.00	14.00	12.00	58445.00	54478.89
McMaster	14.00	11.00	10.00	39997.00	44222.50
Ottawa	31.00	15.00	12.00	49591.00	51920.45
Queen's	24.00	15.00	0.00	45709.50	45536.54
Toronto	110.00	17.00	0.00	63244.50	58821.59
Waterloo	26.00	14.00	12.00	50700.00	49875.81
Western Ontario	30.00	17.00	15.00	52462.00	51350.70
Windsor	18.00	21.00	19.00	67147.00	61989.11
York	N/A	N/A	N/A	N/A	N/A
S/T (avg): PROV.	32.76	15.56		54744.76	53584.16
Concordia	23.00	21.00	12.00	48460.00	45304.30
Laval	53.00	19.00	18.00	56744.00	56820.68
McGill	52.00	13.00	11.00	48589.00	46569.25
Montréal	55.00	19.00	18.00	53950.00	50989.93
Québec	33.00	16.00	14.00	52393.00	50124.91
Sherbrooke	8.00	0.00	12.00	55123.50	52107.63
S/T (avg): PROV.	37.33	14.67		52543.25	50319.45
Dalhousie	12.00	12.00	10.00	41972.00	42698.58
Memorial	29.00	14.00	11.00	45368.00	46082.48
New Brunswick	15.00	15.00	12.00	49579.00	50632.60
S/T (avg): REG.	18.67	13.67		45639.67	46471.22
TOTAL (avg): CAN.	33.09	15.22		51786.33	50462.45

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CANADIAN ASSOCIATION OF RESEARCH LIBRARIES
 ASSOCIATION DES BIBLIOTHEQUES DE RECHERCHE DU CANADA
 1992-93 SALARY SURVEY (page 4 of 6)
 Table IV Other professional staff

INSTITUTION	TOTAL OTHER PROF. STAFF	AVERAGE YEARS OF PROF. EXP.	AVE. YRS OF EXP. IN REP. LIBRARY	MEDIAN PROFESSIONAL SALARY	AVERAGE PROFESSIONAL SALARY
British Columbia	9.00	16.00	12.00	38310.00	41055.78
Simon Fraser	7.00	17.00	12.00	43429.00	43990.00
Victoria	3.00	9.00	17.00	N/A	N/A
S/T (avge) PROV.	6.33	14.00			
Alberta	8.00	0.00	0.00	55062.00	54246.88
Calgary	1.00	0.00	24.00	N/A	N/A
Manitoba	1.00	8.00	3.00	N/A	N/A
Regina	2.00	0.00	5.00	N/A	N/A
Saskatchewan	0.00	0.00	0.00	0.00	0.00
S/T (avge) REG.	1.00	2.67			
Carleton	2.00	0.00	5.00	N/A	N/A
Guelph	0.00	0.00	0.00	0.00	0.00
McMaster	3.00	23.00	15.00	N/A	N/A
Ottawa	1.00	15.00	15.00	N/A	N/A
Queen's	0.00	0.00	0.00	0.00	0.00
Toronto	15.00	11.00	0.00	51646.00	53405.60
Waterloo	2.00	15.00	12.00	N/A	N/A
Western Ontario	1.00	5.00	5.00	N/A	N/A
Windsor	1.00	27.00	27.00	N/A	N/A
York	N/A	N/A	N/A	N/A	N/A
S/T (avge) PROV.	2.78	10.67			
Concordia	2.00	3.00	18.00	N/A	N/A
Laval	3.00	11.00	5.00	N/A	N/A
McGill	3.00	15.00	7.00	N/A	N/A
Montréal	2.00	0.00	20.00	N/A	N/A
Québec	2.00	15.00	15.00	N/A	N/A
Sherbrooke	0.00	0.00	0.00	0.00	0.00
S/T (avge) PROV.	2.00	7.33			
Dalhousie	0.00	0.00	0.00	0.00	0.00
Memorial	0.00	0.00	0.00	0.00	0.00
New Brunswick	2.00	9.00	4.00	N/A	N/A
S/T (avge) REG.	0.67	3.00			
TOTAL (avge): CAN.	2.83	7.65			

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 ASSOCIATION DES BIBLIOTHEQUES DE RECHERCHE DU CANADA
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Table V Salary distribution

INSTITUTION	>80,000	75,000 to 79,999	70,000 to 74,999	65,000 to 69,999	60,000 to 64,999	57,500 to 59,999	55,000 to 57,499	52,500 to 54,999	50,000 to 52,499	47,500 to 49,999	45,000 to 47,499	42,500 to 44,999	40,000 to 42,499	35,000 to 39,999	30,000 to 34,999	< 29,999
British Columbia	4	4	8	6	10	25	19	7	5	1	2	0	6	6	2	1
Simon Fraser	0	0	1	1	1	14	4	2	1	1	1	2	4	4	1	0
Victoria	0	0	0	5	2	2	6	4	4	4	4	2	2	0	0	0
Alberta	2	3	3	6	6	3	17	6	8	5	8	4	5	2	0	0
Calgary	0	0	2	6	3	4	2	1	4	5	3	3	5	1	0	0
Manitoba	3	0	2	4	7	6	4	8	2	3	2	2	1	5	5	0
Regina	0	0	3	0	1	5	2	2	0	0	2	0	0	5	3	0
Saskatchewan	0	0	1	3	3	0	9	6	8	0	2	0	2	4	1	0
Carleton	6	5	6	8	2	1	0	2	1	2	0	0	0	0	3	0
Guelph	0	3	3	3	5	2	0	3	1	0	0	1	0	1	4	0
McMaster	2	2	3	4	2	2	4	3	4	3	0	1	3	7	0	0
Ottawa	0	1	5	4	7	11	0	2	1	9	5	1	1	1	1	0
Queen's	3	2	2	0	2	7	4	10	7	2	2	0	0	11	1	9
Toronto	11	1	9	57	26	7	5	7	9	6	9	7	2	7	1	0
Waterloo	2	0	0	4	6	6	2	3	10	1	2	3	3	2	1	0
Western Ontario	1	0	0	2	4	2	13	5	6	6	4	1	1	1	0	0
Windsor	0	3	4	9	5	2	0	0	1	0	1	0	1	0	0	2
York	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Concordia	1	0	0	1	10	7	2	2	2	3	3	2	1	1	5	4
Laval	1	0	2	2	3	20	30	0	4	3	3	1	1	0	1	0
McGill	7	4	2	5	6	5	5	5	8	7	9	1	4	0	13	0
Montréal	0	0	0	6	0	15	0	40	0	5	5	0	4	3	1	0
Québec	1	4	1	2	0	1	1	2	20	3	2	5	2	0	0	0
Sherbrooke	1	0	0	0	4	3	4	1	0	0	3	0	0	0	0	0
Dalhousie	0	0	0	1	2	4	3	0	1	1	4	7	1	5	2	1
Memorial	0	0	1	1	2	4	3	1	7	4	3	2	2	8	3	1
New Brunswick	0	0	5	7	1	2	0	2	0	2	1	3	0	1	4	0

Salary Survey 1992-1993

FOOTNOTES & COMMENTS

(Note: Numbers such as 7.4.25 refer to sections of the 1992-1993 Salary Survey Questionnaire)

BRITISH COLUMBIA

The salary year is from 07/01/92 to 06/30/93

Footnotes:

For general librarians basic salary depends on years of experience as a librarian. For administrative librarians basic salary depends on size or complexity of unit, plus years in the grade.

Other comments:

Years of experience at this institution is not relevant to our salary scale and this information is therefore not immediately available. Can be supplied later if needed.

SIMON FRASER

The salary year varies depending on contract negotiations.

7.4.25 Steps with minimum and maximum

Footnotes:

6. Salary year varies depending on contract negotiations

VICTORIA

The salary year is from 07/01/92 to 06/30/93

7.3.16 Management \ non-certified association committee

ALBERTA

The salary year is from 07/01/91 to 06/30/92

MANITOBA

The salary year is from 04/01/92 to 03/30/93

7.5.29 By contract

Footnotes:

7.1 Administration group - all librarians are in a unionized group (UMFA) with the exception of two (2) associate directors and the director.

7.4 Administrative stipends are paid to section heads, coordinators and unit and department heads.

7.6 Salary increases - "on change to rank" - salary will change only if current salary level is below the floor of the new rank when promoted.

REGINA

The salary year is from 07/01/91 to 06/30/92

7.2.7 Out of scope, but effected by the union negotiations

Criteria used for salary adjustments on increase to classification:

Promotion through the librarian ranks is based on merit and not on position with the possible exceptions of the associate librarians and the head of acquisitions (non-librarian, apt 5). If a staff member to an appropriate incremental step so that no salary would be lost because of the promotion.

Salary Survey 1992-1993

FOOTNOTES & COMMENTS

Footnotes:

- 7.5 Salary control point is three steps from the top of each scale
- 7.5.29 PTR\merit allocated by peer group and verified by management

SASKATCHEWAN

The salary year is from 07/01/92 to 06/30/93

Footnotes:

Chief librarian and library personnel and organizational development officer are out-of-scope positions. Department heads are paid at librarian III level regardless of actual rank, assistant directors at librarian IV level.

CARLETON

The salary year is from 05/01/92 to 04/30/93

Footnotes:

- 7.1 (1) One position
- 7.1 (2) 31 Positions (includes vacancies, sabbatical replacements)
- 7.1 (3) Four positions
- 7.4 (21) Salaries governed by the CUASA collective agreement. Salary rationalization tables used in conjunction with the librarian's year of first degree to obtain salary.

GUELPH

The salary year is from 05/01/91 to 04/30/92

Other comments:

Professional non-librarians position are:

- 7.3 Position based on Hay model
- 7.4 Minimum-midpoint-maximum in salary range
- 7.5 Controlled by midpoint salary
- 7.6 Increased in salary by an across-the-board component plus merit

MCMASTER

The salary year is from 06/16/92 to 06/15/93

Criteria used for salary adjustments on increase to classification:

- 1) when position classification points increase by 15% or more.
- 2) When prof. achievement assessment of the personal factor reaches the "c" category.

Footnotes:

Classification system: comprised of two major elements: 1) position classification (75%), and 2) personal factor (25%) which is used to assess two factors, professional achievement and years of experience. The personal factor is assessed each year considering contributions to professional librarianship.

Other comments:

Salary range for each position is based on total classification points position points, plus personal factor points. (There are no defined salary levels).

OTTAWA

The salary year is from 05/01/92 to 04/30/93

Criteria used for salary adjustments on increase to classification:

for every step in the rank = 10% increase

Salary Survey 1992-1993

FOOTNOTES & COMMENTS

QUEEN'S

The salary year is from 07/01/91 to 06/30/92

Criteria used for salary adjustments on increase to classification:

from draft librarians handbook (currently under review) - "from the established salary range, the assistant librarian (personnel) recommends an approximate appropriate position within the range, based

Footnotes:

#1 position is .6 FTE

#4 position is half-time (.5 FTE)

TORONTO

The salary year is from 07/01/92 to 06/30/93

7.3.16 Rank is related to person in the position.

Footnotes:

7.3 Policy dictates the rank based on qualification and years of experience.

7.4.22 Level II only has a maximum salary range

7.6.34 PTR and merit are based only for senior positions

WATERLOO

The salary year is from 05/01/92 to 04/30/93

7.3.16 University personnel dept. In consultation with management

Criteria used for salary adjustments on increase to classification:

At the university of waterloo, "rank" and "classification" are used synonymously for purposes of salary administration. Salary adjustments resulting from re-classification range from 5 to 9 per cent as determined by the University Librarian.

Footnotes:

7.1 All staff, including librarians, are part of the "university staff group" for purposes of salary administration. Of the library's 46 professional staff, 18 are managers; 26 are other librarians; 2 are functional specialists.

WESTERN ONTARIO

The salary year is from 07/01/92 to 06/30/93

Criteria used for salary adjustments on increase to classification:

5% per level. Increase to classification given with increase in responsibility level. Reviewed by hay committee and decided by this committee.

WINDSOR

The salary year is from 07/01/92 to 06/30/93

Footnotes:

There are no classified positions in the library. Administrative positions include stipend paid in addition to personal ranked salary.

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FOOTNOTES & COMMENTS

YORK

The salary year is from 05/31/92 to 04/30/93

7.2.7 See footnote 7.2

Footnotes:

5. The collective agreement which determines this figure is presently under negotiation.

7.2 The University Librarian, Associate University Librarian and Law Librarian are academic but are exempted from the librarian's collective Bargaining Unit.

7.5 PTR is negotiated through collective bargaining. Merit is distributed through peer group.

Part 2 of 2: the effective date for salaries is May 1, to April 30, 1992-93. Collective Bargaining has not been completed for 1992-93 salaries therefore this section is not included.

CONCORDIA

The salary year is from 06/01/92 to 05/31/93

Footnotes:

All increases are driven by the collective agreement which applies both to the faculty and the librarians.

LAVAL

The salary year is from 06/01/92 to 05/31/93

7.1.4 Professionnels

7.3.16 Comité mixte université/association

7.4.25 Echelle; 4 classes; 21 échelons

7.5.29 Voir note à 36

Criteria used for salary adjustments on increase to classification:

La catégorie des bibliothécaires comprend 4 classes: classe 3 (5 échelons), classe 2 (8 échelons), classe 1 (6 échelons) et classe 1a (2 échelons). Chaque année, le professionnel avance d'un échelon (de deux échelons dans la classe 3) après avis du supérieur immédiat sur sa performance. L'accès à la classe 1 est accordé sur présentation de dossier. L'accès à la classe 1a est limité et accordé sur présentation d'un autre dossier et selon les critères d'excellence. En plus, un pourcentage d'augmentation est négocié pour chaque année.

Footnotes:

7.1 Deux cadres supérieurs; cinq cadres intermédiaires; les autres sont membres de l'Association du Personnel Administratif et Professionnel de l'Université Laval (APAPUL)

Salary Survey 1992-1993

FOOTNOTES & COMMENTS

MCGILL

The salary year is from 12/31/91 to 11/30/92

Footnotes:

Merit is awarded on performance of individual, not on PTR. Merit awards are not an automatic annual occurrence. The amount of merit and method of distribution is subject to agreement between the university and the staff association (MAUT).

7.3 Library comm. for promotion to associate librarian and tenure university comm. For promotion to librarian

MONTREAL

The salary year is from 06/01/92 to 05/31/93

7.3.11 Ancienneté

7.3.16 Service du personnel

QUEBEC A MONTREAL

The salary year is from 06/01/92 to 05/01/93

Criteria used for salary adjustments on increase to classification:

- 1) calcul de la différence du taux horaire des deux premiers échelons de la nouvelle catégorie.
- 2) Ajout de cette différence au salaire actuel de l'individu.

Footnotes:

En plus des 37,1 professionnels gérés par une convention collective, et excluant le poste de bibliothécaire en chef, il y a 9 autres postes de cadres (catégorie administration), dont les postes sont classifiés selon le système Hay et dont le système de classification est géré par la direction de l'Université. Il existe un protocole de travail spécifique aux cadres de l'Université, incluant ceux des bibliothèques l'augmentation salariale annuelle comprend une augmentation de base à tous, plus une augmentation au mérite.

SHERBROOKE

The salary year is from 06/01/91 to 05/31/92

7.1.4 Personnel professionnel

7.3.11 Ancienneté

Footnotes:

7.1.3 Gestionnaires; 7.1.4 Non-gestionnaires; 7.2.5 Non-gestionnaires;
7.2.6 Gestionnaires; 7.3.9 Gestionnaires; 7.3.11 Non-gestionnaires;
7.3.13 Gestionnaires; 7.3.15 Non-gestionnaires; 7.3.18 Gestionnaires;
7.4.22 Non-gestionnaires; 7.4.23 Gestionnaires

Salary Survey 1992-1993

FOOTNOTES & COMMENTS

DALHOUSIE

The salary year is from 07/01/92 to 06/30/93

7.3.16 As per the collective agreement

7.5.29 PTR\CDI* allocated according to collective agreement

Criteria used for salary adjustments on increase to classification:

Librarians are paid on scale according to "y value" and rank. Y value is a numerical value assigned to librarians based upon three components; professional experience, other related experience and *CDI = career development increment

Other comments:

* due to the provincial government act respecting compensation restraint in the public sector, only a partial adjustment was implemented effective July 1, 1991 and July 1, 1992. This wage restraint legislation is in effective for the period May 1, 1991 - May, 1993.

* 1992-93 Salary scale for librarians and listing of 1992-93 librarian stipends are attached.

MEMORIAL

The salary year is from 04/01/92 to 03/31/93

Footnotes:

Administrative positions receive \$2,500 but associate university librarians receive \$5,000.

NEW BRUNSWICK

The salary year is from 07/01/92 to 06/30/93