



OCLA 2020 SALARY SURVEY

SUMMARY OF RESULTS

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This Ontario Courthouse Libraries Association 2020 salary survey was circulated to OCLA members in July 2020. The survey, consisting of approximately 29 questions, encouraged Respondents to answer questions based on “normal” working conditions prior to COVID-19 and the temporary library closures. The collection of specific respondent information, such as names and email addresses, was omitted in order to protect the privacy of all participants. The total number of responses received was 47 out of a possible 70 OCLA members at the time of the survey.

SUMMARY & OBSERVATIONS

Education and Experience

The members of OCLA possess strong educational backgrounds in the field of library studies and postsecondary education. Almost (62 %) of the respondents have undertaken formal courses of study to assist with legal reference work outside product or database training. For example, courses of study have included recognized legal research courses from Durham and Mohawk Colleges, Toronto and Western Universities as well as the New Law Librarians’ Institute (NLLI).

Approximately (31.91 %) of library personnel have been employed at their current law library/practice resource centre between 1 to 5 years and (21.28 %) with 11 to 15 years and (8.51 %) with 31 years or more their current law association. **Overall, (25.53 %) of OCLA members have worked within the library profession for more than 31 years.**

Salary | Full-time and Part-time

The majority of respondents (63.83 %) work full-time – roughly a 2 to 1 split. The greatest number of respondents (19.35 %) fell within the salary range of \$35,001 - \$40,000 per year, followed by (12.90 %) \$60,001 to \$65,000 and (12.90 %) \$65,001 to \$70,000.

The greatest number of responses (35.29 %) under the category of part-time employment made an average hourly wage between \$31.00 to \$34.00, followed by (29.41 %) at a rate of \$23.00 to \$26.00 and (23.53 %) at a rate of \$19.00 to \$22.00.

Approximately (78.72 %) were awarded a salary increase in 2020 with (89.19 %) receiving an increase of 2 percent. *Note: 7 out of 47 respondents did not receive an increase of any kind and over the last twelve months (59.57 %) did not receive a bonus in any form.*

Contributions made to salaries by Associations (beyond the Library monies) is a close split with (57.45 % do not contribute | 42.55 % do contribute).

Less than half of the respondents listed employment benefits beyond the LIRN package. Most popular amongst the responses listed was RSP and additional personal days.

Responses show (61.70 %) are compensated for overtime with (25.53 %) not receiving compensation and (12.77 %) not working overtime. Most often, compensation for overtime came in the form of time off in lieu of hours at (80.00 %).

Continuing education is supported by (63.83 %) of responses and is unsupported by (25.53 %). Participation in conferences such as CALL/ACBD is supported within the yearly budget by (76.60 %) with the remaining responses unsupported within the yearly budget requiring an alternative method of attending.

Most paid vacation days (excluding statutory holidays) fall within the range of 11 to 15 days (31.91 %). Responses show (61.70 %) are paid bi-weekly and (74.47 %) by cheque. For those paid through direct deposit, the majority use the Ceridian payroll system.

A copy of the survey responses, including the comment sections, will be posted on the OCLA website following the 2020 AGM.