

Employment Equity

Annual Report 2005–06



Office of the Auditor General of Canada

**Employment Equity
in the
Office of the Auditor General
of Canada**

Annual Report 2005–06

**To the President of the Public
Service Human Resources
Management Agency of Canada**

31 March 2006

Pursuant to section 21 of the *Employment Equity Act*, I am pleased to submit to Parliament, through your office, the Annual Report on Employment Equity in the Office of the Auditor General of Canada for 2005–06.

Sincerely,

Sheila Fraser, FCA
Auditor General of Canada

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Introduction

This Annual Report on Employment Equity in the Office of the Auditor General of Canada highlights employment equity activities during the period 1 April 2005 to 31 March 2006.

It also presents information on the representation of designated groups as of 31 March 2006.

Employment Equity Environment

Enabling legislation

The Auditor General Act, the Financial Administration Act, and a variety of other acts and orders-in-council set out the duties of the Auditor General as they relate to legislative auditing and monitoring of federal departments and agencies, Crown corporations, and other national and internal organizations.

Independence from government

We differ from government departments and agencies through our independence from the government of the day and our reporting relationship to Parliament. Our independence is assured by a broad legislative mandate, freedom from certain controls over our budget and staff, and a ten-year term for the Auditor General.

Application of the *Employment Equity Act* to the Office of the Auditor General of Canada

The Office of the Auditor General of Canada falls under the *Employment Equity Act*, section 4(1)(c) as a portion of the Public Service of Canada—set out in Part II of Schedule I to the *Public Service Labour Relations Act*—employing 100 or more employees.

Our work

The principal activity of the Office is legislative auditing—providing reliable, relevant, and timely assurance and other information on financial and program performance to help legislators hold government accountable.

Our organization

The Office is organized into three branches—Audit Practices, Audit Services and the Executive—along with the Office of the Commissioner of the Environment and Sustainable Development. Most of the staff work from the head office in Ottawa. Regional offices

are located in Vancouver, Edmonton, Montréal, and Halifax.

Our Vision

An independent audit office serving Parliament, widely respected for the quality and impact of our work.

We promote

- accountable government;
- an ethical and effective federal public service;
- good governance;
- sustainable development; and
- the protection of Canada's legacy and heritage.

We do this by

- conducting independent audits and studies that provide objective information, advice, and assurance to Parliament, government, and Canadians;
- working collaboratively with legislative auditors, federal and territorial governments, and professional organizations; and
- providing a respectful workplace in which our diverse workforce can strive for excellence and realize their full career potential.

We have a specialized workforce, with about 75 percent (461 of our 604) of our employees at the middle management and audit professional levels.

Our values

We have six values that define how we conduct our work and ourselves. These values are articulated in our Strategic Plan. They include:

- Serving the public interest
- Independence and objectivity
- Commitment to excellence
- Trust and integrity
- Leading by example
- Respectful workplace

Employment equity is considered an integral part of a **respectful workplace**.

We are committed to providing a working environment in which all are treated with dignity and respect, and all are supported as they work toward their full career potential. We encourage open and honest communication to create a climate of trust and teamwork. We value each other's talent and diversity and support learning and quality-of-life endeavours.

The Office staff members are expected to demonstrate personal integrity and ethics and to adhere to Office values, standards, and codes of conduct. People management competencies and behaviours are evaluated during recruitment and annual performance appraisals.

Our structure

Our first employment equity plan was introduced in 1998 to identify under-represented groups and

take action to meet Office goals. This plan was incorporated into our Human Resources Corporate Plan. That year, we also created the Human Resources Committee—to monitor the implementation of both our Human Resources Corporate Plan and our Employment Equity Plan.

In addition, an Employment Equity Committee was formed with sub-committees that represent the four designated groups, to promote awareness and understanding of employment equity and diversity issues in the workplace.

The Chair of the Employment Equity Committee is a member of the Human Resources Committee. The Chair provides input on all policies and issues that may have implications on employment equity.

The Auditor General and two members of senior management serve as employment equity champions to increase the profile of employment equity and diversity issues in the Office.

Employment Equity Implementation

Implementation of the legislation

Our first step in implementing the requirements of the legislation was to organize and complete a self-identification survey. We then did a workforce analysis to determine the degree of under-representation of members of designated groups in each occupational group.

This analysis is updated annually, and the results at 31 March 2006 are presented in this report.

Employment equity records

We have implemented procedures for the maintenance of orderly and accurate employment equity records. We have also developed information vehicles and practices to keep our employees up-to-date on employment equity matters. For example, our intranet provides all employees with easy access to current employment equity information.

All new employees are asked to complete a self-identification questionnaire before their first day at the Office, and notices are sent periodically to remind all employees of their right to self-identify at any time.

Recruitment strategy

Our challenge is to enlist and retain audit professionals who are in high demand within government.

The Human Resources Group has developed a recruitment strategy to meet the immediate and future staffing needs of the Office. For example, our student recruitment program includes outreach directed at specific university campuses across Canada. Over time, it is expected that the closer relationships established with associations representing designated groups on campuses will allow the Office to recruit and develop audit professionals from the groups currently under-represented within the organization.

Activities and events

The Office participates in several activities throughout the year to promote a corporate

environment that supports employment equity values and ideals, including

- Aboriginal Awareness Week
- International Day for Persons With Disabilities
- International Day for the Elimination of Racial Discrimination
- International Women's Day
- Interdepartmental Forum for Persons With Disabilities
- Women's History Month

In addition, the Office continues to actively support awareness and fundraising campaigns for causes that affect populations within designated groups.

- Breast Cancer Research—Denim Day
- Canadian National Institute for the Blind—Crocus sale
- National Day of Remembrance and Action on Violence Against Women
- Terry Fox Run

Finally, the Office promotes the principles of workplace respect and understanding, during staff orientation and through ongoing in-house training programs.

The following courses are offered to all managers and staff:

- Working in a Diverse Workforce
- Creating a Respectful Environment
- Understanding Difference
- Elements of Supervision
- Public Service Values and Ethics

Succession planning

In September 1999, the Office began succession planning in anticipation of the number of senior-level retirements expected between 2003 and 2008.

The number of forecasted retirements has decreased since then. However, the Office

continues to ensure that it gives due consideration to all designated group members who are involved in annual rotation and promotion processes.

Over time, these sustained efforts should result in opportunities for higher numbers of designated group members to be promoted.

Employment Equity Plan

Historically, the Office developed an employment equity plan that outlined activities and initiatives intended to increase awareness of equity and diversity issues and to improve opportunities in the workplace for all employees.

Since 1997, the Employment Equity Committee has formalized the Office's activities and initiatives that are meant to increase awareness of equity and diversity issues and enhance employment and promotion opportunities for all groups.

In 1997, in response to specific requirements in section 10 of the Employment Equity Act, the Office developed its first employment equity plan. The Office's subsequent plans have covered three-year periods and have included specific goals for improved representation.

In 2003, the Canadian Human Rights Commission audited our employment equity practices and performance and, in 2004, announced that our Office fully complied with the Act. Since this time, corporate Employment Equity and Workplace Accommodation policies have come into force and a mandatory diversity training program has come into effect.

The Office's employment equity plan will continue to lead efforts to ensure that all groups are appropriately represented within the Office. The plan gives us practical steps that we can follow to achieve measurable results.

Communication and consultation

Ongoing communication is a critical factor in the success of our employment equity initiative. The Office undertakes a number of communication activities in support of the equity and diversity programs.

- A range of equity and diversity courses are offered to staff annually.
- Equity and diversity related communication materials are posted in staff gathering areas within the Office.
- Information on the Employment Equity Act and related organizational plans and policies is available on the Office's intranet site.
- We keep employees informed of the Office's progress with regard to the achievement of representation objectives.
- We engage staff, management and our local union representatives in meaningful dialogue to help us overcome remaining recruitment and retention challenges.
- We are reaching out to and partnering with educational institutions and professional associations to assist us in achieving our goals.

Numerical goals

We are committed to the employment equity ideals and work diligently to ensure that these principles are reflected in our workforce and our workplace.

The Office's Human Resources and Executive committees establish short and long-term goals to improve representation for each occupational group that is identified as being under-represented. The success of our efforts is monitored by the Human Resources Committee and reported to Parliament annually.

Employment Equity Numbers

Our employment equity numbers are prepared according to the National Occupational Classification (NOC) system, which was developed by Human Resources Development Canada (now Human Resources and Social Development Canada). This system comprises 14 Employment Equity Occupational Groups (EEOGs)—as defined in Schedule II of the Employment Equity Regulations—and 520 NOC unit groups.

Classifying our employees under this system shows that we have a very specialized workforce:

- The 604 employees in our Office fall into 7 of the 14 EEOGs.
- Most of our employees, (76.3 percent) are concentrated in 2 NOC unit groups—Middle Managers and Auditors.

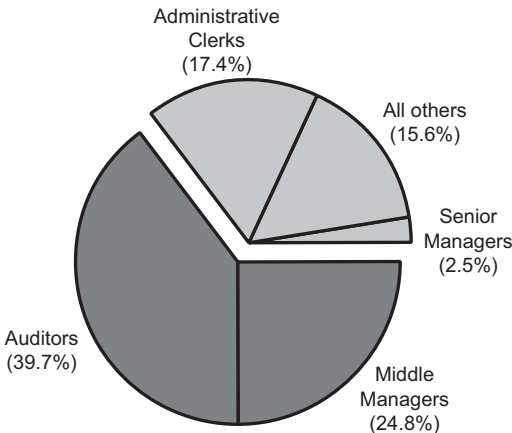
Exhibit 1

Classification of Office employees under the National Occupational Classification

Employment Equity Occupational Group (EEOG)	Major National Occupation Classification (NOC) unit group
1 – Senior Managers	0012 – Senior Managers
2 – Middle and Other Managers	0414 – Middle Managers
3 – Professionals	1111 – Auditors
4 – Semi-professional and Technicians	1221 – Administrative Officers
5 – Supervisors	1441 – Administrative Clerks
7 – Administrative and Senior Clerical Personnel	
10 – Clerical Personnel	

Exhibit 2

Distribution of employees by major NOC unit groups



Designated Groups Representation—Highlights

We have compared our representation in each designated group to the most recent workforce availability figures provided by Human Resources and Social Development Canada—the Employment Equity Data Report. We have used national figures for this comparison in most areas, with the exception of Administrative and Senior clerical personnel and Clerical personnel for whom we used data for the national capital area.

Women

As of 31 March 2006, women represent 56 percent of the Office's workforce, which surpasses the workforce availability of 52 percent. We have surpassed workforce availability in four out of the seven occupational categories.

In the past year, the number of women in senior manager and middle manager categories has also increased. We are very close to achieving our goal with the middle manager group where the representation of women as a percent of the workforce availability is nearly 91 percent. We have also made important progress in the senior manager group (see Table 4 in the Appendix).

Aboriginal peoples

The number of Aboriginal employees is higher than last year. We are up to nearly 90 percent representation as a percentage of workforce availability from 73.7 percent in the 2004–05 period. We have met or surpassed workforce

availability for the clerical personnel, professional, semi-professional, and technician groups (see Table 5 in the Appendix).

Persons with disabilities

The number of people with disabilities and Aboriginal people within the Office is small, therefore trends are more difficult to monitor and report.

Overall representation of persons with disabilities within the Office has fallen in the past year from 3.9 to 3.3 percent, which is slightly below workforce availability. However, we continue to surpass workforce availability for the clerical personnel, semi-professional, technician, and manager groups (see Table 6 in the Appendix).

Visible minority groups

In the past year, representation as a percentage of workforce availability among persons in a visible minority group has fallen slightly from 67.9 to 66 percent. On a positive note, we have surpassed workforce availability in the senior manager group and nearly achieved levels in the semi-professional and technician category where representation as a percent of the workforce availability is 96.9 percent. We are continuing to work to enhance our performance in the other occupational categories (see Table 7 in the Appendix).

Representation in Hirings, Promotions, and Separations

This annual report includes an analysis of the numbers of employees hired, promoted, and terminated, and the degree of representation in those numbers of persons who are members of each designated group (see Table 8 in the Appendix).

Hirings as a percentage of workforce availability

Ninety people joined the Office in the past year. The percentage of women, Aboriginal peoples, and visible minorities exceeded workforce availability, while the representation of people with disabilities (91.6 percent) was slightly below the workforce availability.

Promotions

Fifty (8.5 percent) Office employees were promoted in 2005–06. All designated groups were represented and more than half (54 percent) of those promoted were women (see Table 9 in the Appendix).

Separations

In 2005–06, 76 employees left the Office—an attrition rate of 12.9 percent. Separation rates were twice as high among Aboriginal peoples (25 percent), people with disabilities (26.1 percent), and visible minorities (26.2 percent). The Office is investigating these results and will propose ways to improve retention in the next Employment Equity Action Plan (see Table 10 in the Appendix).

Appendix—Statistics

Report coverage

This report contains information on our indeterminate employees and term employees of three months or more as of 31 March 2006. Employees who were on secondment to other organizations are also included in our numbers.

Employees who were on leave without pay from our Office as of 31 March 2006 are not included in the population. Because of the rapid turnover of students and casual employees, no information is reported on them.

Data on people in the designated groups

All data, other than those for women, were obtained through self-identification, the process by which people identify themselves as being from one of the other three designated groups. The data on women was obtained from other human resources information.

The completeness and accuracy of employment equity data depend on employees being willing to self-identify and being given the opportunity to do so.

Our self-identification process began in April 1997. Employees who joined the Office since then have been provided with a questionnaire.

At any time during the year, any employee may complete or revise a self-identification questionnaire, available from our Human Resources Group.

In tables 4 to 7, we show our representation as a percentage of the workforce availability, with comparative figures for the prior year. We believe this is the best measure of how well we are progressing toward our goal of achieving a representative workforce.

We provide information by Employment Equity Occupational Group (EEOG). In tables 4 through 7, we also provide information for the two National Occupational Classification (NOC) unit groups that comprise the majority of our employees—Middle Managers (NOC Unit 0414), which is part of EEOG 2 (Middle and Other Managers) and

Auditors (NOC Unit 1111), included in EEOG 3 (Professionals).

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Table 1

Representation of designated groups in the Office of the Auditor General of Canada

As at 31 March 2006

	All employees	Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
	604	336	55.6	10	1.7	20	3.3	42	7.0
Workforce availability			52.1		1.9		3.6		10.6

Table 2**Distribution of employees by designated group and region of work**

As at 31 March 2006

Region of work	All employees	Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
National Capital Region	547	307	56.1	7	1.3	19	3.5	32	5.9
All other regions	57	29	50.9	3	5.3	1	1.8	10	17.5
Total	604	336	55.6	10	1.7	20	3.3	42	7.0

Table 3

Representation of designated groups by Employment Equity Occupational Group

As at 31 March 2006

Employment Equity Occupational Group	All employees	Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
All occupations	604	336	55.6	10	1.7	20	3.3	42	7.0
Senior Managers	15	4	26.7	0	0.0	0	0.0	2	13.3
Middle and Other Managers	169	64	37.9	2	1.2	5	3.0	7	4.1
Professionals	292	172	59.0	3	1.0	9	3.1	29	9.9
Semi-Professionals and Technicians	21	10	47.6	1	4.8	1	4.8	2	9.5
Supervisors	1	1	100.0	0	0.0	0	0.0	0	0.0
Administrative and Senior Clerical Personnel	11	8	72.7	0	0.0	0	0.0	0	0.0
Clerical Personnel	94	77	82.0	4	4.3	5	5.3	2	2.1

Table 4

Representation of women by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2006

Employment Equity Occupational Group	All employees	Women		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
All occupations	604	336	55.6	52.1	100+	100+
Senior Managers	15	4	26.7	39.2	68.1	54.6
Middle and Other Managers	169	64	37.9	41.7	90.9	75.3
Professionals	292	172	59.0	52.4	100+	100+
Semi-Professionals and Technicians	21	10	47.6	32.2	100+	100+
Supervisors	1	1	100.0	62.5	100+	100+
Administrative and Senior Clerical Personnel	11	8	72.7	75.5	96.3	100+
Clerical Personnel	94	77	82.0	74.6	100+	100+

National Occupational Classification unit group	All employees	Women		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
Middle Managers (0414)	150	57	38.0	40.9	93.0	75.6
Auditors (1111)	239	134	56.1	52.5	100+	100+

Table 5

Representation of Aboriginal peoples by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2006

Employment Equity Occupational Group	All employees	Aboriginal peoples		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
All occupations	604	10	1.7	1.9	89.5	73.7
Senior Managers	15	0	0.0	5.6	0.0	0.0
Middle and Other Managers	169	2	1.2	2.9	41.4	41.4
Professionnals	292	3	1.0	1.0	100	70.0
Semi-Professionals and Technicians	21	1	4.8	1.0	100+	100+
Supervisors	1	0	0.0	N/A	N/A	N/A
Administrative and Senior Clerical Personnel	11	0	0.0	1.8	0.0	0.0
Clerical Personnel	94	4	4.3	2.3	100+	100+

National Occupational Classification unit group	All employees	Aboriginal peoples		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
Middle Managers (0414)	150	2	1.3	3.1	41.9	41.9
Auditors (1111)	239	3	1.3	0.9	100+	100+

Table 6

Representation of persons with disabilities by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2006

Employment Equity Occupational Group	All employees	Persons with disabilities		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
All occupations	604	20	3.3	3.6	91.7	100+
Senior Managers	15	0	0.0	2.1	0.0	0.0
Middle and Other Managers	169	5	3.0	2.5	100+	100+
Professionals	292	9	3.1	4.1	75.6	78.0
Semi-Professionals and Technicians	21	1	4.8	3.9	100+	100+
Supervisors	1	0	0.0	2.0	0.0	0.0
Administrative and Senior Clerical Personnel	11	0	0.0	4.0	0.0	0.0
Clerical Personnel	94	5	5.3	4.4	100+	100+

National Occupational Classification unit group	All employees	Persons with disabilities		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
Middle Managers (0414)	150	3	2.0	2.5	80.0	100+
Auditors (1111)	239	4	1.7	4.1	41.5	53.7

Table 7

Representation of persons in a visible minority by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2006

Employment Equity Occupational Group	All employees	Persons in a visible minority		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
All occupations	604	42	7.0	10.6	66.0	67.9
Senior Managers	15	2	13.3	4.5	100+	100+
Middle and Other Managers	169	7	4.1	5.7	71.9	93.0
Professionals	292	29	9.9	15.6	63.5	63.5
Semi-Professionals and Technicians	21	2	9.5	9.8	96.9	49.0
Supervisors	1	0	0.0	5.9	0.0	0.0
Administrative and Senior Clerical Personnel	11	0	0.0	5.4	0.0	0.0
Clerical Personnel	94	2	2.1	6.4	32.8	34.4

National Occupational Classification unit group	All employees	Persons in a visible minority		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2006	March 2005
Middle Managers (0414)	150	7	4.7	5.1	92.2	100+
Auditors (1111)	239	27	11.3	16.6	68.1	70.5

Table 8

Hirings by designated group and Employment Equity Occupational Group*

1 April 2005 to 31 March 2006

Employment Equity Occupational Group	All employees	Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
All occupations	90	53	58.9	2	2.2	3	3.3	10	11.1
Senior Managers	1	1	100	0	0.0	0	0.0	0	0.0
Middle and Other Managers	14	10	71.4	0	0.0	0	0.0	0	0.0
Professionals	61	32	52.5	2	3.3	3	4.9	8	13.1
Semi-Professionals and Technicians	2	1	50.0	0	0.0	0	0.0	1	50.0
Supervisors	0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative and Senior Clerical Personnel	1	0	0.0	0	0.0	0	0.0	0	0.0
Clerical Personnel	11	9	81.8	0	0.0	0	0.0	1	9.1

*Includes employees hired into term positions (three months or more) and indeterminate positions.

Hirings as a percentage of workforce availability	All employees	Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
All occupations	90	53	58.9	2	2.2	3	3.3	10	11.1
Workforce availability			52.1		1.9		3.6		10.6
Hirings as a percentage of workforce availability			113.1		115.8		91.7		104.7

Table 9

Promotions by designated group and Employment Equity Occupational Category*

1 April 2005 to 31 March 2006

Employment Equity Occupational Group	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
All occupations	50	27	1	1	4
Senior Managers (1)	0	0	0	0	0
Middle and Other Managers (2)	18	10	1	0	1
Professionals (3)	31	16	0	0	3
Semi-Professionals and Technicians (4)	0	0	0	0	0
Supervisor (5)	0	0	0	0	0
Administrative and Senior Clerical Personnel (7)	0	0	0	0	0
Clerical Personnel (10)	1	1	0	0	0

*Includes promotions and reclassifications.

Promotion rate	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
Number	50	27	1	1	4
Promotion rate (percentage)	8.5	8.4	12.5	4.3	9.5

Table 10**Separations by Designated Group and Employment Equity Occupational Group**

1 April 2005 to 31 March 2006

Employment Equity Occupational Group	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
All occupations	76	40	2	6	11
Senior Managers (1)	0	0	0	0	0
Middle and Other Managers (2)	23	7	0	3	3
Professionals (3)	44	26	2	2	8
Semi-Professionals and Technicians (4)	1	0	0	0	0
Supervisors (5)	0	0	0	0	0
Administrative and Senior Clerical Personnel (7)	0	0	0	0	0
Clerical Personnel (10)	8	7	0	1	0

Attrition rate	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
Number	76	40	2	6	11
Attrition rate (percentage)	12.9	12.5	25.0	26.1	26.2

Table 11

Distribution of Employees by designated group and salary band

As at 31 March 2006

Salary band (\$)	All employees		Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Cumulative percentage	Number	Cumulative percentage	Number	Cumulative percentage	Number	Cumulative percentage	Number	Cumulative percentage
35,000 – 39,999	20	3.3	8	2.4	0	0.0	2	10.0	2	5.0
40,000 – 44,999	38	9.6	28	10.7	0	0.0	0	10.0	5	17.5
45,000 – 49,999	46	17.2	32	20.2	4	40.0	1	15.0	3	25.0
50,000 – 54,999	61	27.3	45	33.6	1	50.0	2	25.0	1	27.5
55,000 – 59,999	27	31.8	18	39.0	0	50.0	1	30.0	3	35.0
60,000 – 64,999	56	41.1	36	49.7	0	50.0	2	40.0	5	47.5
65,000 – 69,999	43	48.2	27	57.7	1	60.0	1	45.0	2	52.5
70,000 – 74,999	47	56.0	30	66.7	0	60.0	4	65.0	4	62.5
75,000 – 79,999	24	59.9	16	71.4	0	60.0	1	70.0	1	65.0
80,000 – 89,999	76	72.5	39	83.0	2	80.0	1	75.0	6	80.0
90,000 – 99,999	20	75.8	10	86.0	0	80.0	1	80.0	2	85.0
100,000 – 109,999	19	79.0	12	89.6	0	80.0	1	85.0	0	85.0
110,000 – 119,999	65	89.7	17	94.6	1	90.0	1	90.0	4	95.0
120,000 +	62	100.0	18	100.0	1	100.0	2	100.0	2	100.0
Total	604	100.0	336	100.0	10	100.0	20	100.0	40	100.0