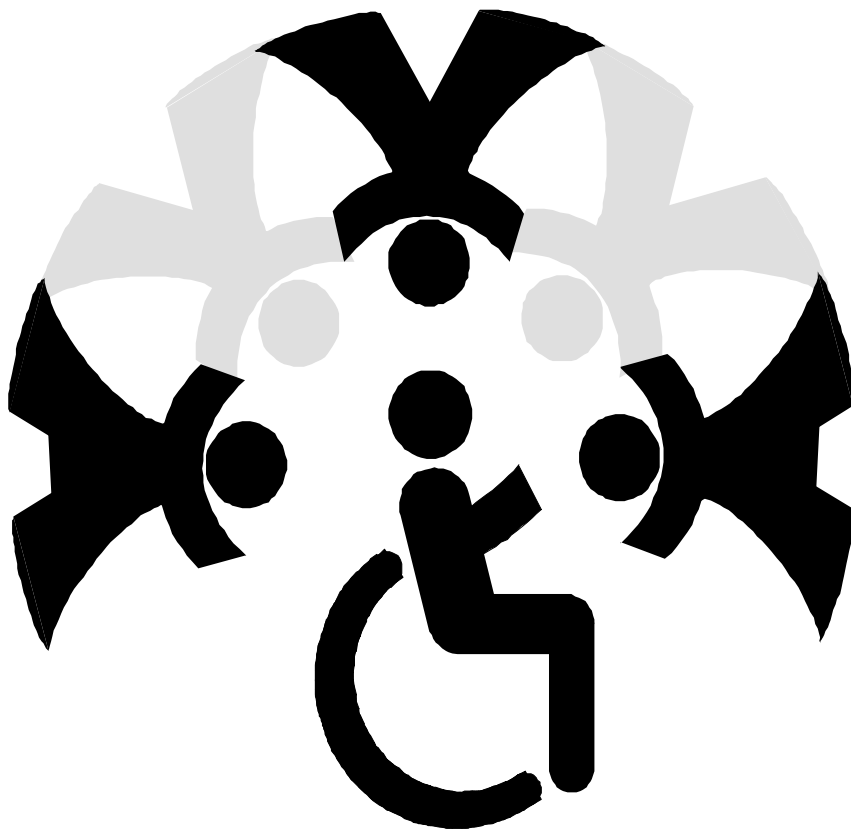


Employment Equity in the
Office of the Auditor General of Canada



Annual Report 1999-2000



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

Annual Report 1999-2000

President of the Treasury Board

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 1999-2000.

Sincerely,

L. Denis Desautels, FCA
Auditor General of Canada

September 2000

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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 1999 to 31 March 2000.

It also presents information on the representation of designated groups as at 31 March 2000.

The Office of the Auditor General of Canada

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 international organizations.

Independence from Government

We are different from 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. The first independent Auditor General was appointed in 1878.

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 Staff Relations Act* — employing 100 or more employees.

Our Vision and Mission

Our vision and mission statements guide the work of the Office.

Our Vision

We are committed to making a difference for the Canadian people by promoting, in all our work for Parliament, answerable, honest and productive government that reflects a commitment to sustainable development.

Our Mission

The Office of the Auditor General of Canada conducts independent audits and examinations that provide objective information, advice and assurance to Parliament. We promote accountability and best practices in government operations.

Our Work

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

Our Organization

The Office is organized into three branches — Audit Operations, Corporate Services and 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, Winnipeg, Montreal and Halifax.

We have a specialized workforce, with roughly two thirds of our 538 employees at the middle manager and auditor levels.



Our Employment Equity Environment

Our Values

Employment equity is an underlying value of the Office of the Auditor General. Our Strategic Framework includes five principles that guide us in achieving our mission. One of these principles — *Caring about people* — includes the following statement:

We value the talent and diversity each individual brings to the Office.

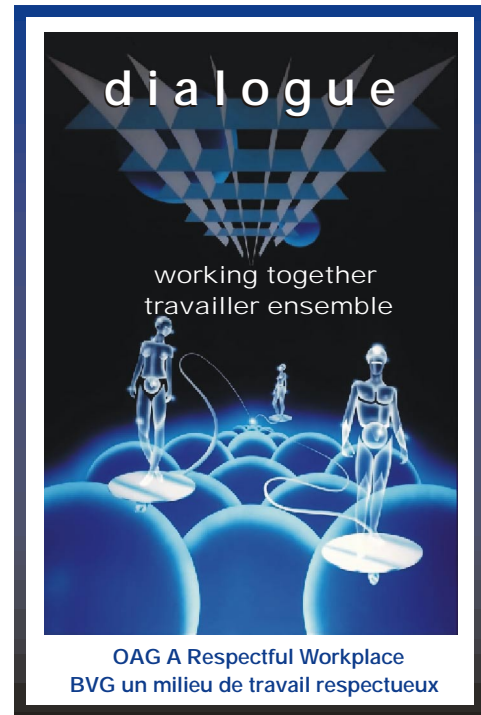
In 1995, a Strategic Framework initiative was launched to identify ways in which staff can work toward day-to-day demonstrations of the people skills that lead to creating a respectful workplace.

Every two years, we identify a corporate goal that we believe supports a respectful workplace in which staff having varied backgrounds and abilities are respected and valued.

In November 1999, the Auditor General announced our newest goal — *Dialogue*. This goal was chosen to encourage our staff to stay connected with each other by listening, understanding and working together. Over the year, a number of workshops were held to support this goal.

Our Structure

In January 1998, we updated our Strategic Framework and added a new employment equity strategy — to identify under-represented groups and take action to meet Office goals. This



strategy has been incorporated into our Human Resources Corporate Plan.

In March 1998, we created a new senior committee — the Human Resources Committee. This committee is responsible for monitoring the implementation of both our Human Resources Corporate Plan and our Employment Equity Plan.

Our Employment Equity Committee is committed to ensuring equal opportunity in the workplace for all employees, including, but not limited to, members of designated groups.

There are sub-committees established for each of the four designated groups. The Employment Equity Committee reports to the Human Resources Committee.

Implementing Employment Equity

Implementation of the Legislation

Our Employment Equity Committee and its sub-committees represent the interests of designated groups in the Office. This committee has existed in our Office for many years. Each year, it has organized events and activities to promote awareness of employment equity and diversity issues in the workplace.

Our first step in implementing the requirements of the legislation was to organize and complete a self-identification survey in April 1997. We then completed a workforce analysis to determine the degree of under-representation of members of designated groups in each occupational group.

This analysis is updated each year. The results at 31 March 2000 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. Periodic notices are sent to remind all employees of their right to self-identify at any time. All new employees are asked to complete a self-identification questionnaire when they arrive.

Activities and Events

In addition to promoting a corporate environment that supports employment equity values and ideals, a number of Office activities took place

that supported designated groups and promoted an equitable work environment (see Figure 1).

Figure 1

Employment Equity Activities

- Participation in the CNIB crocus sale
- Presentations by International Fellows on their countries and cultures
- Training for Office staff on harassment and discrimination
- Sharing information on employment equity with outside organizations
- Support for the Canadian Association for Disabled Skiing Ski-a-Thon
- Increased emphasis on diversity and equity issues in many of our internal training courses
- Attendance at PSC Smartshop sessions dealing with employment equity issues
- Presentations to visitors from the Philippines and Indonesia on our experience with employment equity
- Accessing PSC employment equity databases as we recruit staff
- Participation in the National Aboriginal Career Symposium

Throughout the year, the Office also celebrated a number of events to recognize and heighten awareness of diversity issues. These included seminars and presentations to observe:

- **International Day for the Elimination of Racial Discrimination**
- **International Day of Disabled Persons**
- **International Women's Week**
- **Women's History Month**
- **National Aboriginal Awareness Week**

This past year, we participated in the inaugural conference of the National Council of Visible Minorities (NCVM) and in the Task Force on the Participation of Visible Minorities in the Federal Public Service. We are proud that one of our employees was elected secretary-treasurer of the NCVM.



Retention and Development

In 1999-2000 we implemented additional measures to assist in retaining members of designated groups. We developed and delivered a new training curriculum for all employees and ensured that issues around diversity and equity were well covered. We also began work on a

succession plan for our Office that will help address employment equity goals.

In addition, we have undertaken a review and update of all of our human resources policies. We started this year with our respectful workplace policies.

The Employment Equity Numbers

The data in this report are as at 31 March 2000.

Tables 4 through 7 show comparative numbers as at 31 March 1999. Tables 8 through 10 show the numbers of people hired, promoted and who left during 1999-2000. Table 11 shows the cumulative distribution of salaries for employees in each designated group.

Our employment equity numbers have been prepared on the basis of the National Occupational Classification (NOC) system, developed by Human Resources Development Canada. This system comprises 14 Employment Equity Occupational Groups (EEOGs) — as defined in Schedule II of the *Employment Equity Regulations* — and 522 NOC unit groups.

Figure 2

Classification of OAG Employees under the National Occupational Classification System

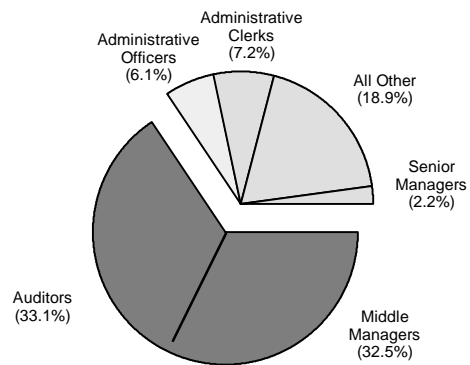
Employment Equity Occupational Group (EEOG)	Major National Occupation Classification (NOC) unit group
1- Senior Managers	0012 - Senior Managers
2- Middle and Other Managers	0414 - Middle Managers
3- Professionals	1111 - Auditors
4- Semi-professional & Technicians	N/A
7- Administrative & Senior Clerical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

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

- The 538 employees in our Office fall into 6 of the 14 Employment Equity Occupational Groups (EEOGs).
- Within these EEOGs, 437 employees (81.2 percent) fall into 5 of the 522 National Occupational Classification (NOC) unit groups (see Figures 2 and 3).
- Most of our employees (65.6 percent) are concentrated in 2 NOC unit groups — Middle Managers (NOC unit 0414) and Auditors (NOC unit 1111).

Figure 3

Distribution of Employees by Major NOC Unit Groups



The following comments highlight the data in the Appendix.



Designated Groups Representation

We have compared our representation in each designated group to the most recent workforce availability figures provided by Human Resources Development Canada — the 1996 Employment Equity Data Report. We have used national figures for this comparison.

Women - Table 4

Women represented 48.5 percent of our workforce at 31 March 2000. We are now representative in all occupational groups but one.

Under-representation for women persists in the large middle manager group where they are at 75 percent of the workforce availability.

Aboriginal Peoples - Table 5

We have made steady progress in increasing representation overall, increasing from 81 percent to 91 percent of the workforce availability. And, we exceed workforce availability in two occupational groups.

Under-representation in the four other groups remains a pressing challenge.

Persons with Disabilities - Table 6

We exceed workforce availability in two occupational groups, including the large middle and other manager group.

Under-representation still exists in the four other groups although we continued to make improvements in representation in one of these groups.

Persons in a Visible Minority Group - Table 7

In 1999-2000, there was little change in our representation of persons in a visible minority across all occupational groups.

Under-representation is most pronounced in the semi-professional group and the two clerical groups. Recruiting clerical staff in a visible minority group continues to be our greatest challenge.

Representation in Hirings, Promotions, Separations and Salary Distribution

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.

Hirings - Table 8

Fifty-two people were hired during the year.

The percentage of women hired exceeded the workforce availability. For the other three designated groups, the percentage hired was below the workforce availability.

Promotions - Table 9

In 1999-2000, 36 people — 6.8 percent of all employees — were promoted.

The rate of promotion for women (7.3 percent) and for persons in a visible minority group (9.7 percent) slightly exceeded the Office-wide figure. No one was promoted in the other two designated groups.

Separations - Table 10

Last year, our rate of separation for three designated groups was lower than the Office-wide attrition rate of 8.4 percent.

Overall, women left at a somewhat higher rate (10.3 percent). In the large professional group, however, women left at almost double the Office-wide rate.

Distribution of Salaries - Table 11

Relative to their proportion of the Office population, the salary situation of persons with disabilities is favourable; that is, they represent a larger percentage of persons in the three higher salary bands (from \$50,000 to \$75,000, \$75,000 to \$100,000 and over \$100,000). Persons in a visible minority represent a larger percentage in two of the three highest salary bands.

There are proportionately more women and Aboriginal peoples in the bottom salary band (up to \$50,000) and fewer in the three higher bands.



Our Employment Equity Plan

In the past, our Employment Equity Committee 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.

Developing the Plan

In 1997-98, a new Employment Equity Plan was prepared to meet the specific requirements of the *Employment Equity Act*, section 10. Our Plan covers an initial three-year period, 1998-99 to 2000-01. It includes short-term numerical goals to reduce under-representation of the designated groups over that period. The Office's Executive Committee has endorsed these short-term numerical goals.

Consistent with the Plan, a detailed employment systems review was conducted in summer 1998. This review built on the results of the general systems review conducted in 1997 and focused on the occupational groups in which under-representation has been found. It examined those policies and practices relating to recruitment, selection, hiring, development, training, promotion, retention, termination and accommodation.

The objective of the detailed systems review was to find explanations for under-representation and to provide a reasonable basis for corrective action. The consultants' report, received in October 1998, concluded that the Office was a highly principled and professional organization that was addressing its human resource management challenges in a thorough and competent manner. The review found that we have given considerable attention to employment equity matters and that there are some areas that require further effort. The report contained a number of recommendations addressing employment systems barriers for members of designated groups.

The Plan was updated in 1999-2000 to provide for short-term measures to eliminate employment barriers identified by the detailed systems review. Policies and practices were developed and implemented to provide increased opportunities to the employment equity designated groups.

There are a number of areas where new and expanded activities could offer greater employment opportunity to the designated groups:

- **Succession planning**
- **Recruitment outreach**
- **Secondment program**
- **Mentoring program**
- **Career management and counselling activities**
- **Training and development**
- **Accommodation provisions**
- **Performance management**
- **Partnering activities**

Consultation and Communication

During 1998-99, year one of our Plan, we began consultation with employee representatives, including bargaining agents, on the assistance that they could provide on communication with employees and the implementation of employment equity.

In year two, 1999-2000, the Human Resources Committee approved Version II of the Plan. This updated Plan was made available to all employees on our INTRANet.

When we update our Plan in 2000-01, we will take into account the action plan proposed by the Task Force on the Participation of Visible Minorities in the Federal Public Service in its March 2000 report "Embracing Change".

We make every effort to ensure that our consultation initiatives are meaningful and appropriate in terms of the *Employment Equity Act*. The Office of the Auditor General of Canada is committed to employment equity ideals. Our challenge is to reflect these ideals in both our workforce and workplace.

We believe that our Employment Equity Plan, as implemented, will constitute reasonable progress toward implementing employment equity as required by the *Act*.

APPENDIX — STATISTICS

Technical Notes

Report Coverage

This report contains information on our indeterminate employees and term employees of three months or more as at 31 March 2000. Employees who were on secondment to other organizations are also included in our numbers.

Employees who were on leave without pay from our Office at 31 March 2000 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 were obtained from other human resources information.

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

Our self-identification process, including the questionnaire completed on a voluntary basis, began in April 1997. Employees who joined the Office since then were provided with the questionnaire when they began working.

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

On tables 3 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 single statistic to show how well we are doing in achieving a representative workforce.

We provide information by Employment Equity Occupational Group (EEOG). On 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

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
	Number	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	
As at 31 March 2000	538	261	48.5	10	1.9	17	3.2	32	5.9	
Workforce Availability			46.4		2.1		6.3		10.3	

Table 2**Distribution of Employees by Designated Group and Region of Work**

As at 31 March 2000

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	466	223	47.9	9	1.9	15	3.2	27	5.8
All Other Regions	72	38	52.8	1	1.4	2	2.8	5	6.9
Total	538	261	48.5	10	1.9	17	3.2	32	5.9



Table 3

Representation of Designated Groups by Employment Equity Occupational Group

As at 31 March 2000

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	538	261	48.5	10	1.9	17	3.2	32	5.9	
Senior Managers	12	3	25.0	0	-	0	-	1	8.3	
Middle and Other Managers	187	47	25.1	0	-	8	4.3	15	8.0	
Professionals	213	115	54.0	2	0.9	6	2.8	15	7.0	
Semi-Professionals & Technicians	18	11	61.1	0	-	1	5.6	0	-	
Administrative & Senior Clerical Personnel	38	33	86.8	4	10.5	1	2.6	0	-	
Clerical Personnel	70	52	74.3	4	5.7	1	1.4	1	1.4	

Table 4

Representation of *Women* by Employment Equity Occupational Group and Two Largest National Occupational Classification Unit Groups

As at 31 March 2000

Employment Equity Occupational Group	All Employees		Women		Workforce Availability (WFA)		Representation as a Percentage of WFA	
	Number	Number	Percentage	Percentage	1999-2000	1998-99		
All Occupations	538	261	48.5	46.4	100+	100+		
Senior Managers	12	3	25.0	20.8	100+	100+		
Middle and Other Managers	187	47	25.1	33.6	74.7	74.4		
Professionals	213	115	54.0	52.7	100+	100+		
Semi-Professionals & Technicians	18	11	61.1	48.3	100+	100+		
Administrative & Senior Clerical Personnel	38	33	86.8	85.3	100+	100+		
Clerical Personnel	70	52	74.3	71.0	100+	100+		
<hr/>								
National Occupational Classification Unit Group	All Employees		Women		Workforce Availability (WFA)		Representation as a Percentage of WFA	
	Number	Number	Percentage	Percentage	1999-2000	1998-99		
<i>Middle Managers</i>	<i>175</i>	<i>43</i>	<i>24.6</i>	<i>36.1</i>	<i>68.1</i>	<i>67.5</i>		
<i>Auditors</i>	<i>178</i>	<i>96</i>	<i>53.9</i>	<i>45.4</i>	<i>100+</i>	<i>100+</i>		



Table 5

Representation of *Aboriginal Peoples* by Employment Equity Occupational Group and Two Largest National Occupational Classification Unit Groups

As at 31 March 2000

Employment Equity Occupational Group	All Employees		Aboriginal Peoples		Workforce Availability (WFA)		Representation as a Percentage of WFA	
	Number	Percentage	Number	Percentage	1999-2000	1998-99		
All Occupations	538		10	1.9	2.1		90.5	80.9
Senior Managers	12		0	-	2.6		0.0	0.0
Middle and Other Managers	187		0	-	1.0		0.0	0.0
Professionals	213		2	0.9	1.3		69.2	69.2
Semi-Professionals & Technicians	18		0	-	2.0		0.0	0.0
Administrative & Senior Clerical Personnel	38		4	10.5	1.6		100+	100+
Clerical Personnel	70		4	5.7	1.6		100+	100+
<hr/>								
National Occupational Classification Unit Group	All Employees		Aboriginal Peoples		Workforce Availability (WFA)		Representation as a Percentage of WFA	
	Number	Percentage	Number	Percentage	1999-2000	1998-99		
<i>Middle Managers</i>	<i>175</i>		<i>0</i>	<i>-</i>	<i>1.2</i>		<i>0.0</i>	<i>0.0</i>
<i>Auditors</i>	<i>178</i>		<i>1</i>	<i>0.6</i>	<i>0.5</i>		<i>100+</i>	<i>80.0</i>

Table 6

Representation of *Persons with Disabilities* by Employment Equity Occupational Group and Two Largest National Occupational Classification Unit Groups

As at 31 March 2000

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Workforce Availability (WFA)		Representation as a Percentage of WFA		
	Number	Percentage	Number	Percentage	1999-2000	1998-99			
All Occupations	538		17	3.2	6.3	50.8	44.4		
Senior Managers	12		0	-	4.1	0.0	0.0		
Middle and Other Managers	187		8	4.3	3.3	100+	100+		
Professionals	213		6	2.8	3.6	77.8	66.7		
Semi-Professionals & Technicians	18		1	5.6	5.3	100+	100+		
Administrative & Senior Clerical Personnel	38		1	2.6	4.2	61.9	61.9		
Clerical Personnel	70		1	1.4	6.0	23.3	45.0		
<hr/>									
National Occupational Classification Unit Group	All Employees		Persons with Disabilities		Workforce Availability (WFA)		Representation as a Percentage of WFA		
	Number	Percentage	Number	Percentage	Percentage	1999-2000	1998-99		
<i>Middle Managers</i>	<i>175</i>		<i>8</i>	<i>4.6</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>		
<i>Auditors</i>	<i>178</i>		<i>4</i>	<i>2.2</i>	<i>3.3</i>	<i>66.7</i>	<i>51.5</i>		



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 2000

Employment Equity Occupational Group	All Employees		Persons in a Visible Minority		Workforce Availability (WFA)		Representation as a Percentage of WFA	
	Number	Percentage	Number	Percentage	1999-2000	1998-99		
All Occupations	538		32	5.9	10.3		57.3	57.2
Senior Managers	12		1	8.3	7.3		100+	97.3
Middle and Other Managers	187		15	8.0	9.4		85.1	86.2
Professionals	213		15	7.0	10.4		67.3	68.3
Semi-Professionals & Technicians	18		0	-	9.1		0.0	0.0
Administrative & Senior Clerical Personnel	38		0	-	7.3		0.0	0.0
Clerical Personnel	70		1	1.4	11.6		12.1	11.2
<hr/>								
National Occupational Classification Unit Group	All Employees		Persons in a Visible Minority		Workforce Availability (WFA)		Representation as a Percentage of WFA	
	Number	Percentage	Number	Percentage	1999-2000	1998-99		
<i>Middle Managers</i>	<i>175</i>		<i>15</i>	<i>8.6</i>	<i>5.2</i>		<i>100+</i>	<i>100+</i>
<i>Auditors</i>	<i>178</i>		<i>14</i>	<i>7.9</i>	<i>14.7</i>		<i>53.7</i>	<i>55.1</i>

Table 8

Hirings by Designated Group and Employment Equity Occupational Group

1 April 1999 to 31 March 2000

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	52	30	57.7	0	-	0	-	2	3.8	
Senior Managers	0	0		0		0		0		
Middle and Other Managers	3	2		0		0		0		
Professionals	42	22		0		0		2		
Semi-Professionals & Technicians	0	0		0		0		0		
Administrative & Senior Clerical Personnel	1	1		0		0		0		
Clerical Personnel	6	5		0		0		0		

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	52	30	57.7	0	-	0	-	2	3.8	
Workforce Availability (WFA)			46.4		2.1		6.3		10.3	
Hirings as a Percentage of Workforce Availability			124.4		0.0		0.0		36.9	



Table 9

Promotions by Designated Group and Occupational Category

1 April 1999 to 31 March 2000

Employment Equity Occupational Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority
All Occupations	36	19	0	0	3
Senior Managers	0	0	0	0	0
Middle and Other Managers	14	4	0	0	1
Professionals	20	13	0	0	2
Semi-Professionals & Technicians	1	1	0	0	0
Administrative & Senior Clerical Personnel	1	1	0	0	0
Clerical Personnel	0	0	0	0	0

Includes promotions and reclassifications.

Promotion Rate	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority
Number	36	19	0	0	3
Promotion Rate (Percentage)	6.8	7.3	-	-	9.7

Table 10

Separations by Designated Group and Employment Equity Occupational Group

1 April 1999 to 31 March 2000

Employment Equity Occupational Group	All Employees	Women	Aboriginal People	Persons with Disabilities	Persons in a Visible Minority
All Occupations	44	27	0	0	2
Senior Managers	2	0	0	0	0
Middle and Other Managers	7	2	0	0	1
Professionals	28	18	0	0	1
Semi-Professionals & Technicians	1	1	0	0	0
Administrative & Senior Clerical Personnel	3	3	0	0	0
Clerical Personnel	3	3	0	0	0

Attrition Rate	All Employees	Women	Aboriginal People	Persons with Disabilities	Persons in a Visible Minority
Number	44	27	0	0	2
Attrition Rate (Percentage)	8.4	10.3	0.0	0.0	6.5



Table 11

Distribution of Employees by Designated Group and Salary Band

As at 31 March 2000

Salary Band (\$s)	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
up to 24,999	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
25,000 - 29,999	11	2.0	7	2.7	0	0.0	1	5.9	2	6.3
30,000 - 34,999	38	9.1	23	11.5	2	20.0	0	5.9	1	9.4
35,000 - 39,999	56	19.5	40	26.8	1	30.0	2	17.6	2	15.6
40,000 - 44,999	55	29.7	46	44.4	4	70.0	1	23.5	2	21.9
45,000 - 49,999	40	37.2	30	55.9	1	80.0	0	23.5	1	25.0
50,000 - 54,999	42	45.0	19	63.2	1	90.0	0	23.5	3	34.4
55,000 - 59,999	36	51.7	18	70.1	1	100.0	2	35.3	2	40.6
60,000 - 64,999	58	62.5	29	79.7	0	100.0	4	58.8	4	53.1
65,000 - 69,999	19	66.0	6	82.0	0	100.0	1	64.7	3	62.5
70,000 - 74,999	40	73.4	8	85.1	0	100.0	0	64.7	5	78.1
75,000 - 79,999	15	76.2	5	87.0	0	100.0	0	64.7	1	81.3
80,000 - 84,999	14	78.8	3	88.1	0	100.0	0	64.7	0	81.3
85,000 - 89,999	42	86.6	13	93.1	0	100.0	3	82.4	2	87.5
90,000 - 94,999	8	88.1	5	95.0	0	100.0	0	82.4	1	90.6
95,000 - 99,999	12	90.3	4	96.6	0	100.0	1	88.2	0	90.6
100,000 +	52	100.0	9	100.0	0	100.0	2	100.0	3	100.0
Total	538	100.0	261	100.0	10	100.0	17	100.0	32	100.0