

**TABLE 26 - A
NON-REPRESENTED LIBRARIAN SERIES
FISCAL YEAR**

Rank	Step	Years at Step	Minimum Scale 7/1/13		Adjusted Scale** 7/1/13		Phase One* Transition Scale 7/1/14		Phase Two*** Salary-point-based scale 7/1/14									
			Annual	Monthly	Annual	Monthly	Assistant Librarian	Associate Librarian	Librarian									
			Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly		
Assistant Librarian	I	2	47,088	3,924	48,492	4,041	47,722	3,976.83	47,722	3,976.83								
	II	2	48,024	4,002	49,476	4,123	50,347	4,195.58	49,010	4,084.17								
	III	2	48,984	4,082	50,448	4,204	53,116	4,426.33	50,334	4,194.50								
Associate Librarian	I	2	48,984	4,082	50,448	4,204	53,116	4,426.33	53,088	4,424.00	53,116	4,426.33						
	II	2	50,388	4,199	51,912	4,326	56,037	4,669.75	54,521	4,543.42	54,550	4,545.83						
	III	2	53,916	4,493	55,536	4,628	59,119	4,926.58	55,993	4,666.08	56,023	4,668.58						
	IV	2	57,624	4,802	59,352	4,946	62,371	5,197.58	57,505	4,792.08	57,536	4,794.67						
	V	2	61,620	5,135	63,468	5,289	65,801	5,483.42	59,057	4,921.42	59,089	4,924.08						
	VI	2	65,856	5,488	67,824	5,652	69,420	5,785.00			60,684	5,057.00						
	VII	3	70,272	5,856	72,372	6,031	73,238	6,103.17			62,323	5,193.58						
Librarian	I	3	70,272	5,856	72,372	6,031	73,238	6,103.17			64,006	5,333.83						
	II	3	77,220	6,435	79,536	6,628	79,097	6,591.42			65,734	5,477.83	73,238	6,103.17				
	III	3	84,180	7,015	86,700	7,225	85,425	7,118.75			67,509	5,625.75	75,215	6,267.92				
	IV	3	90,252	7,521	92,964	7,747	92,259	7,688.25			69,331	5,777.58	77,246	6,437.17				
	V	---	97,296	8,108	100,212	8,351	99,640	8,303.33			71,203	5,933.58	79,332	6,611.00				
	VI	---	104,592	8,716	107,724	8,977	107,611	8,967.58			73,126	6,093.83	81,474	6,789.50				
	VII	---	112,224	9,352	115,596	9,633	116,220	9,685.00			75,100	6,258.33	83,674	6,972.83				
										77,128	6,427.33	85,933	7,161.08					
										79,211	6,600.92	88,253	7,354.42					
										81,349	6,779.08	90,636	7,553.00					
										83,546	6,962.17	93,083	7,756.92					
												95,596	7,966.33					
												98,177	8,181.42					
												100,828	8,402.33					
												103,551	8,629.25					
												106,346	8,862.17					
												109,218	9,101.50					
												112,167	9,347.25					
												115,195	9,599.58					
												116,220	9,685.00					

Comp Group A74

After consultation with campus academic leaders, a new salary structure for non-represented librarians was approved to match the salary structure approved for represented librarians. As part of this salary structure, non-represented librarians' salary is being adjusted according to this table. These adjustments will be processed in lieu of the 3% adjustment for other non-represented personnel in 2014-15.

*Phase One Transition Scale: Effective 7/1/14, non-represented librarians not up for review will transition to Phase One, with the exception of those librarians whose salaries would be negatively impacted by the transition. In Phase One, the librarian scale is recalibrated to reflect uniform percentages between increments.

**Transition details and continued use of July 1, 2013 scales: For those librarians whose salaries would be negatively impacted by the Phase One Transitions Scales, salaries will remain at their current level on the July 1, 2013 non-represented librarian salary scales until librarians come up for review and transition to Phase Two.

***Phase Two: Effective 7/1/14, non-represented librarians undergoing peer review in Academic Year 2013-14 will be eligible to transition to Phase Two of the new scale, and by-pass Phase One. The salary-point-based scale contains salary points within each librarian rank.

**TABLE 26 - B
REPRESENTED LIBRARIAN SERIES*
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Phase One**</u>		<u>Phase Two: Salary-Point-Based Scale***</u>					
			<u>Scale 11/1/13</u>		<u>Assistant Librarian 7/1/14</u>		<u>Associate Librarian 7/1/14</u>		<u>Librarian 7/1/14</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Librarian	I	2	47,722	3,976.83	47,722	3,976.83				
	II	2	50,347	4,195.58	49,010	4,084.17				
	III	2	53,116	4,426.33	50,334	4,194.50				
					51,693	4,307.75				
Associate Librarian	I	2	53,116	4,426.33	53,088	4,424.00	53,116	4,426.33		
	II	2	56,037	4,669.75	54,521	4,543.42	54,550	4,545.83		
	III	2	59,119	4,926.58	55,993	4,666.08	56,023	4,668.58		
	IV	2	62,371	5,197.58	57,505	4,792.08	57,536	4,794.67		
	V	2	65,801	5,483.42	59,057	4,921.42	59,089	4,924.08		
	VI	2	69,420	5,785.00			60,684	5,057.00		
	VII	3	73,238	6,103.17			62,323	5,193.58		
							64,006	5,333.83		
Librarian	I	3	73,238	6,103.17			65,734	5,477.83	73,238	6,103.17
	II	3	79,097	6,591.42			67,509	5,625.75	75,215	6,267.92
	III	3	85,425	7,118.75			69,331	5,777.58	77,246	6,437.17
	IV	3	92,259	7,688.25			71,203	5,933.58	79,332	6,611.00
	V	---	99,640	8,303.33			73,126	6,093.83	81,474	6,789.50
	VI	---	107,611	8,967.58			75,100	6,258.33	83,674	6,972.83
	VII	---	116,220	9,685.00			77,128	6,427.33	85,933	7,161.08
							79,211	6,600.92	88,253	7,354.42
							81,349	6,779.08	90,636	7,553.00
							83,546	6,962.17	93,083	7,756.92
									95,596	7,966.33
									98,177	8,181.42
									100,828	8,402.33
									103,551	8,629.25
									106,346	8,862.17
									109,218	9,101.50
									112,167	9,347.25
									115,195	9,599.58
									116,220	9,685.00

Comp Group A75

* For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies to the extent provided for in the MOU.

** Phase One: Effective 11/1/13, the Librarian scale is recalibrated to reflect uniform percentages between increments.

***Phase Two: Effective 7/1/14, the salary-point-based scale will be implemented. The salary-point-based scale contains salary points within each librarian rank with phase-in to begin 7/1/14.

Annotation to Appendix B

Non-Represented Librarians		Adjusted Scale 7/1/13	Phase One Transition Scale 7/1/14	Phase Two: Salary Point Based Scale Effective upon completion of next review.							
Rank	Step			Initial Placement at Closest Salary Point before Merit or Promotion	Assistant Librarian		Associate Librarian		Librarian		
Assistant	1	\$48,492	\$47,722	\$49,010	1	\$47,722					
					2	\$49,010					
					3	\$50,334					
	2	\$49,476	\$50,347	\$51,693	4	\$51,693					
					5	\$53,088					
	3	\$50,448	\$53,116	\$54,521	6	\$54,521					
					7	\$55,993					
					8	\$57,505					
					9	\$59,057					
Associate	1	\$50,448	\$53,116	\$54,550			1	\$53,116			
							2	\$54,550			
							3	\$56,023			
	2	\$51,912	\$56,037	\$57,536			4	\$57,536			
							5	\$59,089			
	3	\$55,536	\$59,119	\$60,684			6	\$60,684			
							7	\$62,323			
	4	\$59,352	\$62,371	\$64,006			8	\$64,006			
							9	\$65,734			
	5	\$63,468	\$65,801	\$67,509			10	\$67,509			
							11	\$69,331			
	6	\$67,824	\$69,420	\$71,203			12	\$71,203			
							13	\$73,126			
	7	\$72,372	\$73,238	\$75,100			14	\$75,100			
							15	\$77,128			
							16	\$79,211			
							17	\$81,349			
							18	\$83,546			
Librarian	1	\$72,372	\$73,238	\$75,215					1	\$73,238	
									2	\$75,215	
									3	\$77,246	
									4	\$79,332	
	2	\$79,536	\$79,097	\$81,474					5	\$81,474	
									6	\$83,674	
									7	\$85,933	
	3	\$86,700	\$85,425	\$88,253					8	\$88,253	
									9	\$90,636	
									10	\$93,083	
	4	\$92,964	\$92,259	\$95,596					11	\$95,596	
									12	\$98,177	
									13	\$100,828	
	5	\$100,212	\$99,640	\$103,551					14	\$103,551	
									15	\$106,346	
									16	\$109,218	
	6	\$107,724	\$107,611	\$112,167					17	\$112,167	
									18	\$115,195	
	7	\$115,596	\$116,220	\$116,220					19	\$116,220	

Annotation to Appendix B

Represented Librarians		Phase One Scale (Effective 11/1/13)	Phase Two: Salary Point Based Scale Effective upon completion of next review.				
Rank	Step	Phase One Scale Rate	Initial Placement at Closest Salary Point before Merit or Promotion	Assistant Librarian	Associate Librarian	Librarian	
Assistant	1	\$47,722	\$49,010	1	\$47,722		
				2	\$49,010		
				3	\$50,334		
	2	\$50,347	\$51,693	4	\$51,693		
				5	\$53,088		
	3	\$53,116	\$54,521	6	\$54,521		
				7	\$55,993		
				8	\$57,505		
				9	\$59,057		
Associate	1	\$53,116	\$54,550		1	\$53,116	
					2	\$54,550	
					3	\$56,023	
	2	\$56,037	\$57,536		4	\$57,536	
					5	\$59,089	
	3	\$59,119	\$60,684		6	\$60,684	
					7	\$62,323	
	4	\$62,371	\$64,006		8	\$64,006	
					9	\$65,734	
	5	\$65,801	\$67,509		10	\$67,509	
					11	\$69,331	
	6	\$69,420	\$71,203		12	\$71,203	
					13	\$73,126	
	7	\$73,238	\$75,100		14	\$75,100	
					15	\$77,128	
					16	\$79,211	
					17	\$81,349	
					18	\$83,546	
Librarian	1	\$73,238	\$75,215			1	\$73,238
						2	\$75,215
						3	\$77,246
						4	\$79,332
	2	\$79,097	\$81,474			5	\$81,474
						6	\$83,674
						7	\$85,933
	3	\$85,425	\$88,253			8	\$88,253
						9	\$90,636
	4	\$92,259	\$95,596			10	\$93,083
						11	\$95,596
						12	\$98,177
						13	\$100,828
	5	\$99,640	\$103,551			14	\$103,551
						15	\$106,346
						16	\$109,218
	6	\$107,611	\$112,167			17	\$112,167
						18	\$115,195
	7	\$116,220	\$116,220			19	\$116,220