

APPENDIX A

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

Rank	Step	Years at Step	Minimum Scale 10/1/11		Adjusted Scale 10/1/11		Phase One Scale** 11/1/13	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
Assistant Librarian	I	2	46,164	3,847.00	47,544	3,962.00	47,722	3,976.83
	II	2	47,087	3,923.92	48,504	4,042.00	50,347	4,195.58
	III	2	48,029	4,002.42	49,464	4,122.00	53,116	4,426.33
Associate Librarian	I	2	48,029	4,002.42	49,464	4,122.00	53,116	4,426.33
	II	2	49,404	4,117.00	50,892	4,241.00	56,037	4,669.75
	III	2	52,860	4,405.00	54,444	4,537.00	59,119	4,926.58
	IV	2	56,496	4,708.00	58,188	4,849.00	62,371	5,197.58
	V	2	60,408	5,034.00	62,220	5,185.00	65,801	5,483.42
	VI	2	64,560	5,380.00	66,492	5,541.00	69,420	5,785.00
	VII	3	68,892	5,741.00	70,956	5,913.00	73,238	6,103.17
Librarian	I	3	68,892	5,741.00	70,956	5,913.00	73,238	6,103.17
	II	3	75,708	6,309.00	77,976	6,498.00	79,097	6,591.42
	III	3	82,524	6,877.00	84,996	7,083.00	85,425	7,118.75
	IV	3	88,488	7,374.00	91,140	7,595.00	92,259	7,688.25
	V	---	95,388	7,949.00	98,244	8,187.00	99,640	8,303.33
	VI	---	102,540	8,545.00	105,612	8,801.00	107,611	8,967.58
	VII	---	110,028	9,169.00	113,328	9,444.00	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 only to the extent provided for in the MOU.

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

**TABLE 26 - B
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 Annual</u>	<u>Scale 11/1/13 Monthly</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>
Assistant Librarian	I	2	47,722	3,976.83	47,722	3,976.83	53,116	4,426.33	73,238	6,103.17
	II	2	50,347	4,195.58	49,010	4,084.17	54,550	4,545.83	75,215	6,267.92
	III	2	53,116	4,426.33	50,334	4,194.50	56,023	4,668.58	77,246	6,437.17
Associate Librarian					51,693	4,307.75	57,536	4,794.67	79,332	6,611.00
	I	2	53,116	4,426.33	53,088	4,424.00	59,089	4,924.08	81,474	6,789.50
	II	2	56,037	4,669.75	54,521	4,543.42	60,684	5,057.00	83,674	6,972.83
	III	2	59,119	4,926.58	55,993	4,666.08	62,323	5,193.58	85,933	7,161.08
	IV	2	62,371	5,197.58	57,505	4,792.08	64,006	5,333.83	88,253	7,354.42
	V	2	65,801	5,483.42	59,057	4,921.42	65,734	5,477.83	90,636	7,553.00
	VI	2	69,420	5,785.00			67,509	5,625.75	93,083	7,756.92
VII	3	73,238	6,103.17			69,331	5,777.58	95,596	7,966.33	
Librarian							71,203	5,933.58	98,177	8,181.42
	I	3	73,238	6,103.17			73,126	6,093.83	100,828	8,402.33
	II	3	79,097	6,591.42			75,100	6,258.33	103,551	8,629.25
	III	3	85,425	7,118.75			77,128	6,427.33	106,346	8,862.17
	IV	3	92,259	7,688.25			79,211	6,600.92	109,218	9,101.50
	V	---	99,640	8,303.33			81,349	6,779.08	112,167	9,347.25
	VI	---	107,611	8,967.58			83,546	6,962.17	115,195	9,599.58
VII	---	116,220	9,685.00					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.