

**Phase Two: Conceptual Illustration and Examples**

For illustrations purposes only. Refer to official published scales for payroll processing purposes

		10/1/2011 scale		Phase One Scale (Effective 11/1/13)		Phase Two: Salary Point Based Scale (Effective upon completion of next review. Effective date is 7/1/2014 for the <u>first</u> group to transition)			
Rank	Step	2011 Scale Rate	% diff. btwn steps	Phase One Scale Rate	% diff. btwn steps	Initial Placement at Closest Salary Point before Merit or Promotion (implementation of Phase 2 includes an approximate average 3% salary increase)	Assistant Lib	Assoc Lib	Librarian
Assistant	1	\$47,544		\$47,722		\$49,010	\$47,722 \$49,010 \$50,334		
	2	\$48,504	2.0%	\$50,347	5.5%	\$51,693	\$51,693		
	3	\$49,464	2.0%	\$53,116	5.5%	\$54,521	\$53,088 \$54,521		
							\$55,993 \$57,505 \$59,057		
Associate	1	\$49,464		\$53,116		\$54,550		\$53,116 \$54,550	
	2	\$50,892	2.9%	\$56,037	5.5%	\$57,536		\$56,023 \$57,536 \$59,089	"Standard" No Action
	3	\$54,444	7.0%	\$59,119	5.5%	\$60,684		\$60,684	"Standard" Merit
	4	\$58,188	6.9%	\$62,371	5.5%	\$64,006		\$62,323 \$64,006 \$65,734	
	5	\$62,220	6.9%	\$65,801	5.5%	\$67,509		\$67,509 \$69,331 \$71,203	
	6	\$66,492	6.9%	\$69,420	5.5%	\$71,203		\$71,203 \$73,126	
	7	\$70,956	6.7%	\$73,238	5.5%	\$75,100		\$75,100 \$77,128 \$79,211 \$81,349 \$83,546	"Standard" No Action "Standard" Merit
Librarian	1	\$70,956		\$73,238		\$75,215			\$73,238 \$75,215 \$77,246 \$79,332
	2	\$77,976	9.9%	\$79,097	8.0%	\$81,474			\$81,474
	3	\$84,996	9.0%	\$85,425	8.0%	\$88,253			\$83,674 \$85,933 \$88,253 \$90,636 \$93,083
	4	\$91,140	7.2%	\$92,259	8.0%	\$95,596			\$95,596
	5	\$98,244	7.8%	\$99,640	8.0%	\$103,551			\$98,177 \$100,828 \$103,551 \$106,346 \$109,218
	6	\$105,612	7.5%	\$107,611	8.0%	\$112,167			\$112,167 \$115,195
	7	\$113,328	7.3%	\$116,220	8.0%	\$116,220			\$116,220

**Annotation to Appendix B**

<b>Non-Represented Librarians</b>		<b>Adjusted Scale 7/1/13</b>	<b>Phase One Transition Scale 7/1/14</b>	<b>Phase Two: Salary Point Based Scale Effective upon completion of next review.</b>							
<b>Rank</b>	<b>Step</b>			<b>Initial Placement at Closest Salary Point before Merit or Promotion</b>	<b>Assistant Librarian</b>		<b>Associate Librarian</b>		<b>Librarian</b>		
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**

<b>Represented Librarians</b>		<b>Phase One Scale (Effective 11/1/13)</b>	<b>Phase Two: Salary Point Based Scale Effective upon completion of next review.</b>				
<b>Rank</b>	<b>Step</b>	<b>Phase One Scale Rate</b>	<b>Initial Placement at Closest Salary Point before Merit or Promotion</b>	<b>Assistant Librarian</b>	<b>Associate Librarian</b>	<b>Librarian</b>	
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	
					8	\$64,006	
	4	\$62,371	\$64,006		9	\$65,734	
					10	\$67,509	
	5	\$65,801	\$67,509		11	\$69,331	
					12	\$71,203	
	6	\$69,420	\$71,203		13	\$73,126	
					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
						14	\$103,551
	5	\$99,640	\$103,551			15	\$106,346
						16	\$109,218
						17	\$112,167
	6	\$107,611	\$112,167			18	\$115,195
						19	\$116,220
7	\$116,220	\$116,220					