

Phase 1 Normalized Steps--Effective November 1, 2013

Rank	Step	Years at	Current		Phase One*	
		Step	Annual	Monthly	Annual	Monthly
Assistant Librarian	I	2	47,544	3,962.00	47,722	3,976.83
	II	2	48,504	4,042.00	50,347	4,195.58
	III	2	49,464	4,122.00	53,116	4,426.33
Associate Librarian	I	2	49,464	4,122.00	53,116	4,426.33
	II	2	50,892	4,241.00	56,037	4,669.75
	III	2	54,444	4,537.00	59,119	4,926.58
	IV	2	58,188	4,849.00	62,371	5,197.58
	V	2	62,220	5,185.00	65,801	5,483.42
	VI	2	66,492	5,541.00	69,420	5,785.00
	VII	3	70,956	5,913.00	73,238	6,103.17
Librarian	I	3	70,956	5,913.00	73,238	6,103.17
	II	3	77,976	6,498.00	79,097	6,591.42
	III	3	84,996	7,083.00	85,425	7,118.75
	IV	3	91,140	7,595.00	92,259	7,688.25
	V	---	98,244	8,187.00	99,640	8,303.33
	VI	---	105,612	8,801.00	107,611	8,967.58
	VII	---	113,328	9,444.00	116,220	9,685.00

Phase 2 Point Scale--Effective at Next Review Beginning 2014

Assistant		Associate		Librarian	
Annual	Monthly	Annual	Monthly	Annual	Monthly
47,722	3,976.83				
49,010	4,084.17				
50,334	4,194.50	53,116	4,426.33		
51,693	4,307.75	54,550	4,545.83		
53,088	4,424.00	56,023	4,668.58		
54,521	4,543.42	57,536	4,794.67		
55,993	4,666.08	59,089	4,924.08		
57,505	4,792.08	60,684	5,057.00		
59,057	4,921.42	62,323	5,193.58		
		64,006	5,333.83		
		65,734	5,477.83		
		67,509	5,625.75	73,238	6,103.17
		69,331	5,777.58	75,215	6,267.92
		71,203	5,933.58	77,246	6,437.17
		73,126	6,093.83	79,332	6,611.00
		75,100	6,258.33	81,474	6,789.50
		77,128	6,427.33	83,674	6,972.83
		79,211	6,600.92	85,933	7,161.08
		81,349	6,779.08	88,253	7,354.42
		83,546	6,962.17	90,636	7,553.00
				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

- To find your Phase One salary increase, move to the right from the Current column to the Phase One column.
- In the transition to Phase Two, you will automatically move to a point that is equal to, or greater than your Phase One salary. Each number on the Phase Two scale is a point.
- In order to promote up a rank, your salary must overlap with a point on the next higher scale. Advancement from Assistant Librarian salary point \$53,088 to Associate is allowable only with six years of service. (See article 13.2.g)
- Salary points on Phase Two are aligned and color banded to show the minimum two or three-point promotional increase between ranks.
- Greyed salary points are below the salary level where a librarian would land in a promotional review. A new librarian could be hired in at these points.
- Assistant Step III, with fewer than six years service, and Associate Step VII now have the option of a full career, promotional review, or a within-rank review covering only the period since the last review. Overlapping points between ranks have been added that make this possible.