Phase 1 Normalized StepsEffective November 1, 2013
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	N	D ' ' 004
Phase 2 Point ScaleEffective at	Novt Roylou	Raginning 201/
I Hase 2 I OHIL Scale-Lifective at	INCAL INCVION	DC2
		-0 0 -

95.596

98.177

100.828

103,551

106.346

109,218

112,167

115,195

116,220

7.966.33

8,181.42

8,402,33

8,629.25

8.862.17

9,101.50

9.347.25

9,599.58

9,685.00

	Years at Current		Phase One*		,	Assistant		Associate		Librarian		
Step	Step	Annual	Monthly	Annual	Monthly	Annua	<u>Monthly</u>	<u>Annual</u>	Monthly	<u>Annual</u>	Monthly	
1	2	47 544	3 062 00	47 722	2 076 92							
1		•		•		49,010	4,084.17					
		•	•			•	50,334	4,194.50	53,116	4,426.33		
111 2 49,464 4,122.00 53,116	53,116	16 4,426.33	51,69	4,307.75	54,550	4,545.83						
	2	40 464	4 122 00	F0 440	4 400 00	53,088	3 4,424.00	56,023	4,668.58			
1						54,52°	4,543.42	57,536	4,794.67			
	2		-		*	55,99	3 4,666.08	59,089	4,924.08			
	2	-										
	2		•		•				· · · · · · · · · · · · · · · · · · ·			
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			•		•			•	•			
VII	3	70,956	5,913.00	73,238	6,103.17			•	·	73 238	6,103.17	
1	3	70 956	5 913 00	73 238	6 103 17			· ·	•		6,267.92	
ii					•				·		6,437.17	
		-	•	•	•			•	•	·	6,611.00	
			•	-	•						6,789.50	
			•								6,972.83	
									,		7,161.08	
			•	•	•				,		7,161.60	
V		110,020	0,777.00	110,220	0,000.00				·		7,553.00	
								00,040	0,002.17		7,756.92	
	Step	2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 3 3	Step Step Annual I 2 47,544 II 2 48,504 III 2 49,464 I 2 49,464 II 2 50,892 III 2 54,444 IV 2 58,188 V 2 62,220 VI 2 66,492 VII 3 70,956 II 3 77,976 III 3 84,996 IV 3 91,140 V 98,244 VI 105,612	Step Annual Monthly I 2 47,544 3,962.00 II 2 48,504 4,042.00 III 2 49,464 4,122.00 II 2 49,464 4,122.00 III 2 50,892 4,241.00 III 2 54,444 4,537.00 IV 2 58,188 4,849.00 V 2 62,220 5,185.00 VI 2 66,492 5,541.00 VII 3 70,956 5,913.00 II 3 77,976 6,498.00 III 3 84,996 7,083.00 IV 3 91,140 7,595.00 V 98,244 8,187.00 VI 105,612 8,801.00	Step Annual Monthly Annual I 2 47,544 3,962.00 47,722 II 2 48,504 4,042.00 50,347 III 2 49,464 4,122.00 53,116 II 2 49,464 4,122.00 53,116 II 2 50,892 4,241.00 56,037 III 2 54,444 4,537.00 59,119 IV 2 58,188 4,849.00 62,371 V 2 62,220 5,185.00 65,801 VI 2 66,492 5,541.00 69,420 VII 3 70,956 5,913.00 73,238 II 3 70,956 5,913.00 73,238 II 3 77,976 6,498.00 79,097 III 3 84,996 7,083.00 85,425 IV 3 91,140 7,595.00 92,259 V 98,244	Step Annual Monthly Annual Monthly 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 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 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 <tr< td=""><td>Step Step Annual Monthly Annual Monthly I 2 47,544 3,962.00 47,722 3,976.83 49,010 II 2 48,504 4,042.00 50,347 4,195.58 50,334 III 2 49,464 4,122.00 53,116 4,426.33 51,693 II 2 49,464 4,122.00 53,116 4,426.33 53,088 III 2 50,892 4,241.00 56,037 4,669.75 55,993 IV 2 58,188 4,849.00 62,371 5,197.58 57,506 IV 2 58,188 4,849.00 62,371 5,197.58 57,506 V 2 62,220 5,185.00 65,801 5,483.42 59,057 VI 2 66,492 5,541.00 69,420 5,785.00 59,057 VI 3 70,956 5,913.00 73,238 6,103.17 13 77,976 6,498.00 79,097</td><td>Step Annual Monthly Annual Monthly Annual Monthly 1 2 47,544 3,962.00 47,722 3,976.83 49,010 4,084.17 II 2 48,504 4,042.00 50,347 4,195.58 50,334 4,194.50 III 2 49,464 4,122.00 53,116 4,426.33 51,693 4,307.75 I 2 49,464 4,122.00 53,116 4,426.33 53,088 4,424.00 III 2 50,892 4,241.00 56,037 4,669.75 55,983 54,521 4,543.42 IIII 2 54,444 4,537.00 59,119 4,926.58 55,993 4,666.08 IV 2 58,188 4,849.00 62,371 5,197.58 57,505 4,792.08 V 2 62,220 5,185.00 65,801 5,483.42 59,057 4,921.42 VI 2 66,492 5,541.00 69,420 5,785.00 4,926.3</td><td>Step Step Annual Monthly Annual Annual Monthly Annual Annual Monthly Annual I 2 47,544 3,962.00 47,722 3,976.83 49,010 4,084.17 50.80 4,084.17 50.334 4,194.50 53,116 53,316 4,426.33 51,693 4,307.75 54,550 54,550 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,543.42 57,536 51,933.42 57,536 51,933.42 57,536 51,933.42 57,536 51,933.42 57,505 4,921.42 <t< td=""><td> Step Step Annual Monthly Annual Annua</td><td> Step Step Annual Monthly Annual Monthly Annual Monthly Annual Monthly Annual Monthly Annual Annual </td></t<></td></tr<>	Step Step Annual Monthly Annual Monthly I 2 47,544 3,962.00 47,722 3,976.83 49,010 II 2 48,504 4,042.00 50,347 4,195.58 50,334 III 2 49,464 4,122.00 53,116 4,426.33 51,693 II 2 49,464 4,122.00 53,116 4,426.33 53,088 III 2 50,892 4,241.00 56,037 4,669.75 55,993 IV 2 58,188 4,849.00 62,371 5,197.58 57,506 IV 2 58,188 4,849.00 62,371 5,197.58 57,506 V 2 62,220 5,185.00 65,801 5,483.42 59,057 VI 2 66,492 5,541.00 69,420 5,785.00 59,057 VI 3 70,956 5,913.00 73,238 6,103.17 13 77,976 6,498.00 79,097	Step Annual Monthly Annual Monthly Annual Monthly 1 2 47,544 3,962.00 47,722 3,976.83 49,010 4,084.17 II 2 48,504 4,042.00 50,347 4,195.58 50,334 4,194.50 III 2 49,464 4,122.00 53,116 4,426.33 51,693 4,307.75 I 2 49,464 4,122.00 53,116 4,426.33 53,088 4,424.00 III 2 50,892 4,241.00 56,037 4,669.75 55,983 54,521 4,543.42 IIII 2 54,444 4,537.00 59,119 4,926.58 55,993 4,666.08 IV 2 58,188 4,849.00 62,371 5,197.58 57,505 4,792.08 V 2 62,220 5,185.00 65,801 5,483.42 59,057 4,921.42 VI 2 66,492 5,541.00 69,420 5,785.00 4,926.3	Step Step Annual Monthly Annual Annual Monthly Annual Annual Monthly Annual I 2 47,544 3,962.00 47,722 3,976.83 49,010 4,084.17 50.80 4,084.17 50.334 4,194.50 53,116 53,316 4,426.33 51,693 4,307.75 54,550 54,550 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,307.75 54,550 56,023 51,693 4,543.42 57,536 51,933.42 57,536 51,933.42 57,536 51,933.42 57,536 51,933.42 57,505 4,921.42 <t< td=""><td> Step Step Annual Monthly Annual Annua</td><td> Step Step Annual Monthly Annual Monthly Annual Monthly Annual Monthly Annual Monthly Annual Annual 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- 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.