

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