After consultation with campus academic leaders, a new salary structure for non-represented librarians was approved to match the salary structure approved for represented librarians. As part of this salary structure, non-represented librarians’ salary is being adjusted according to this table.

These adjustments will be processed in lieu of the 3% adjustment for other non-represented personnel in 2014-15.

*Phase One Transition Scale: Effective 7/1/14, non-represented librarians not up for review will transition to Phase One, with the exception of those librarians whose salaries would be negatively impacted by the transition. In Phase One, the librarian scale is recalibrated to reflect uniform percentages between increments.

**Transition details and continued use of July 1, 2013 scales: For those librarians whose salaries would be negatively impacted by the Phase One Transitions Scales, salaries will remain at their current level on the July 1, 2013 non-represented librarian salary scales until librarians come up for review and transition to Phase Two.

***Phase Two: Effective 7/1/14, non-represented librarians undergoing peer review in Academic Year 2013-14 will be eligible to transition to Phase Two of the new scale, and by-pass Phase One. The salary-point-based scale contains salary points within each librarian rank.