UNIVERSITY OF CALIFORNIA

OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

November 13, 2013

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

In accordance with the contractual agreement between the University Council - American Federation of Teachers (UC-AFT) and the University of California, the existing Librarian salary scale for represented librarians is restructured and implemented in two phases over the duration of the agreement (2013-2018). Article 14, Salary, of the agreement provides the salary scale restructure plan set forth below.

Phase One – Effective November 1, 2013, the existing represented Librarian scale is recalibrated to reflect uniform percentages between increments. The percentage increment is 5.5% between steps at the ranks of Assistant Librarian, Step 1 up to Librarian rank, Step 1. The percentage increment is 8% between steps at the rank of Librarian, Step 1, through Librarian, Step 7. See enclosed scale.

Phase Two – Beginning July 1, 2014, the represented Librarian scale will be restructured to become a new salary-point-based scale containing salary points within each rank corresponding to a defined table of rates with phase-in to begin July 1, 2014. Currently employed librarians will need to transition to the new salary-point-based scale by the review cycle ending June 30, 2016, with those increases effective July 1, 2016. See enclosed scale.

Some important features of Phase Two and the salary-point-based scale include the following:

- The salary-point-based scale will include scheduled reviews.
- The move to the new scale and to the salary-point-based scale must be equal to or greater than the salary paid following transition to the new scale in Year One.
- A positive merit review or promotion shall result in an increase of at least two salary points on the applicable scale for Assistant and Associate Librarian ranks, and at least three salary points on the applicable scale at the Librarian rank.
- Effective July 1, 2014, any newly appointed librarian will be placed on the salary-point-based scale at an appropriate salary point as determined by the University.
- Effective July 1, 2014, the University will no longer consider Librarian, Step 5, on the existing scale, a plateau step that requires a Librarian to demonstrate extraordinary service in order to move to the next Step.
- The term "Distinguished Librarian" will no longer apply to any salary point on the new scale.
- Librarians may not initiate an off-cycle review during the life of the agreement.
- Beginning October 1, 2014 and of each year of the contract (2013-2018) thereafter, each campus will provide the union with a list of those librarians in the unit who were reviewed during the previous academic year. The list shall include the previous salary, current salary, rank, and number of salary points awarded.

For more information concerning the salary-point-based scale, please refer to Article 14, Salary, of the agreement, at http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/libraria ns_lib/agreement.html.

The Librarian scales will be posted online at http://www.ucop.edu/academic-personnel/compensation/index.html.

If you have any questions, please contact Diversity, Labor, and Employee Relations Director Amy K. Lee at AmyK.Lee@ucop.edu or at (510) 987-9503.

Sincerely,

Susan L. Carlson
Vice Provost
Academic Personnel

Enclosures

cc: Provost Dorr
       Academic Senate Council Chair Jacob
       Vice President Diaz
       Vice President Duckett
       Associate Vice President Obley
       Vice Provosts for Academic Personnel
       Council of University Librarians
       Academic Personnel Directors
       Executive Director Farley
       Executive Director Tanaka
       Director Chester
       Director Lee
       Associate Director Ashcraft
       Manager Lockwood
       Manager Ruiz
       Data Coordinator Xavier
       Policy and Compensation Analyst Agustin