

**APPENDIX A-2
TRANSITION PLAN FOR NEW LIBRARIAN SALARY SCALE, EFFECTIVE JULY 1, 2000***

Librarians remain at current step (with annual range adjustments) until next scheduled review

Old Scale Step	At next review, if merit granted, move to Current Scale at step:	Special "grandfather" conditions	At next review, if no merit granted:
Assistant I	Assistant I	After transition, 1 year at step at Assistant I level.	Remain at old Assistant I (with annual range adjustments) until merit granted or appointee terminated
Assistant II	Assistant I	After transition, 1 year at step at Assistant I level and 1 year at step at Assistant II level.	Remain at old Assistant II (with annual range adjustments) until merit granted or appointee terminated
Assistant III	Assistant II	After transition, 1 year at step at Assistant II level.	Transfer to Assistant I
Assistant IV	Assistant III or Associate I		Transfer to Assistant II
Assistant V	Assistant III or Associate I	After transition, 1 year at step at Assistant III or Associate I level. See Article 12.A.7.	Transfer to Assistant III
Assistant VI	Associate II		Remain at old Assistant VI (with annual range adjustments) until merit granted or appointee terminated
Associate I	Associate I	After transition, 1 year at step at Associate I level. See Article 12.4.7.	Transfer to Associate I
Associate II	Associate II		Remain at old Associate Step II (with annual range adjustments) until merit granted
Associate III	Associate III		Transfer to Associate II
Associate IV	Associate IV		Transfer to Associate III
Associate V	Associate V	Have option to be considered for promotion to Librarian rank. If promoted, move to Associate V but waive extensive review for promotion to Librarian.	Transfer to Associate IV
Associate VI	Associate VI	Have option to be considered for promotion to Librarian rank. If promoted, move to Associate V but waive extensive review for promotion to Librarian.	Transfer to Associate V
Associate VII	Associate VII or Librarian I		Transfer to Associate VI
Librarian I	Associate VI	Waive extensive review for promotion to Librarian	Transfer to Associate V Waive extensive review for promotion to Librarian.
Librarian II	Librarian I		Transfer to Associate VI Waive extensive review for promotion to Librarian.
Librarian III	Librarian II		Transfer to Librarian I.
Librarian IV	Librarian III	May request consideration for distinguished status. See Article 12.A.4, 5, 7.	Transfer to Librarian II.
Librarian V	Librarian IV	Waive extensive review for crossing the barrier step. See Article 12.A.3.	Remain at old Librarian V step (old scale) (with annual range adjustments) until merit granted

* Note: Pursuant to Article 12.A.6., librarians, for professional purposes, may continue to use the highest rank and step they attained on the old scale as a working title until they reach the same rank and step on the new current scale.