

Library Faculty Market Equity Assessment Report

November 21, 2011

Please refer to the "Faculty Market Equity Plan" presented to the UFLFA meeting on November 21, 2011 (see LINK) for additional information.

Name: Alpha, Cataloger

Current Base Salary (Current Salary, Excluding Stipend (if any)): \$47,000

Job Class Midpoint: \$55,855

Adjustment for Foreign Language Requirement (if any): \$0

Rank: AST UNIV LIBRARIAN

Years of Applicable Experience: 2 Resulting Modifier: 0.79

Total Education Credit: \$5,000

2010 Faculty Merit Increase: \$0

Initial Base Salary Target: \$49,126 % Over Current Base: 4.52%

Base Salary Target after "Needs Improvement" disqualifiers, and Criteria One "Achieves" caps, and/or 18% maximum caps: \$49,126

Disqualified or Capped Amount: \$0

Current Targeted Increase Amount : \$2,126

Final Target TOTAL Salary (including Stipend (if any)): \$49,126

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Name: Beta, SS/Ref/PS -- 10 %

Current Base Salary (Current Salary, Excluding Stipend (if any)): \$45,000

Job Class Midpoint: \$57,489

Adjustment for Foreign Language Requirement (if any): \$0

Rank: AST UNIV LIBRARIAN

Years of Applicable Experience: 7 Resulting Modifier: 0.87

Total Education Credit: \$0

2010 Faculty Merit Increase: \$0

Initial Base Salary Target: \$50,016 % Over Current Base: 11.15%

Base Salary Target after "Needs Improvement" disqualifiers, and Criteria One "Achieves" caps, and/or 18% maximum caps: \$49,050

Disqualified or Capped Amount: \$966

Current Targeted Increase Amount : \$4,050

Final Target TOTAL Salary (including Stipend (if any)): \$49,050

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Name: Delta, SS/Ref/PS -- 20 %

Current Base Salary (Current Salary, Excluding Stipend (if any)): \$67,000

Job Class Midpoint: \$57,489

Adjustment for Foreign Language Requirement (if any): \$5,174

Rank: ASO UNIV LIBRARIAN

Years of Applicable Experience: 25 Resulting Modifier: 1.12

Total Education Credit: \$5,000

2010 Faculty Merit Increase: \$6,096

Initial Base Salary Target: \$81,279 % Over Current Base: 21.31%

Base Salary Target after "Needs Improvement" disqualifiers, and Criteria One "Achieves" caps, and/or 18% maximum caps: \$79,060

Disqualified or Capped Amount: \$2,219

Current Targeted Increase Amount : \$12,060

Final Target TOTAL Salary (including Stipend (if any)): \$79,060

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Name: Epsilon, Technical Services

Current Base Salary (Current Salary, Excluding Stipend (if any)): \$60,000

Job Class Midpoint: \$55,396

Adjustment for Foreign Language Requirement (if any): \$0

Rank: UNIV LIBRARIAN

Years of Applicable Experience: 20 Resulting Modifier: 1.18

Total Education Credit: \$2,000

2010 Faculty Merit Increase: \$3,031

Initial Base Salary Target: \$70,398 % Over Current Base: 17.33%

Base Salary Target after "Needs Improvement" disqualifiers, and Criteria One "Achieves" caps, and/or 18% maximum caps: \$70,398

Disqualified or Capped Amount: \$0

Current Targeted Increase Amount : \$10,398

Final Target TOTAL Salary (including Stipend (if any)): \$82,398

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Name: Gamma, SS/Ref/PS

Current Base Salary (Current Salary, Excluding Stipend (if any)): \$58,000

Job Class Midpoint: \$57,489

Adjustment for Foreign Language Requirement (if any): \$5,174

Rank: ASO UNIV LIBRARIAN

Years of Applicable Experience: 9 Resulting Modifier: 0.96

Total Education Credit: \$0

2010 Faculty Merit Increase: \$4,123

Initial Base Salary Target: \$64,280 % Over Current Base: 10.83%

Base Salary Target after "Needs Improvement" disqualifiers, and Criteria One "Achieves" caps, and/or 18% maximum caps: \$64,280

Disqualified or Capped Amount: \$0

Current Targeted Increase Amount : \$6,279

Final Target TOTAL Salary (including Stipend (if any)): \$64,280