



E-002

Richmond Heights Memorial Library SALARY PLAN

The objective of the Salary Plan is to provide equal pay for equal work, and to allow the Library to compete in the job market with other public employers.

- A. In order to justly administer the Salary Plan, all employees hired on or before Dec 31st of the previous year shall be evaluated in May of each year. Each evaluation shall be done in writing and must be reviewed and signed by the Director.
- B. The Director may place newly-hired personnel at beginning salary appropriate to qualifications.
- C. On July 1st of each year, merit raises will be given on a percentage basis.

*Adopted by the RHML Library Board of Trustees April 17, 2000
Reviewed and adopted by Board of Trustees, January 2003.*