

Metropolitan Library System  
**Plan for Wage/Salary Increases for FY2017-18**

**DRAFT**

To address the transition to a single common appraisal and annual performance wage/salary increase, the Library's Leadership Team proposes the following:

- Beginning July 1, 2017, we will suspend the formal performance management system for one year.
- All staff with anniversary dates between July 1, 2017, and October 31, 2017, will be awarded a 2% wage/salary increase on their anniversary; on November 1, 2017, they will be awarded an additional X% cash bonus\*.
- All staff with an anniversary date after October 31, 2017, will be awarded a 2% wage/salary increase plus an additional X% cash bonus on November 1, 2017.
- Staff who are redlined or have reached the top of the current pay grade for their position will be awarded their increase as a lump sum bonus, in accordance with SH 110. These bonuses are earned at the rate of three-fourths of the applicable wage/salary increase percentage of annual base pay.
- From July 1, 2017- June 30, 2018, all staff will learn and practice the new performance management system developed by the Singer Group. No formal assessments will be recorded during this time. We will reinstate the formal assessment program during the beginning of FY2018-19 with a single common annual review date for all staff.

\*X = amount determined by Library Administration and approved by the Library Commission during the final budget process in August/September 2017. The amount determined will be based on available funds.