



The Naples Library Pay Principles Policy

1. It is important for Naples Library Employees to understand the library pay principles and what it means to them.
2. We have a pay for performance/merit philosophy.
3. January - Naples Library will pay employees, at a minimum, the lowest threshold of our pay structure which is determined by the Dept. of Labor/ Civil Service.
4. July (Beginning of Fiscal Year) - Performance Increases are based on the Naples Library budgeting process, our ability to pay and with consideration to increases in NYS minimum wage.
5. Considerations, in addition to minimum threshold and performance are:
 - a. Responsibility
 - b. Key Skills
 - c. Effort/ Impact
 - d. Experience
 - e. Training
 - f. Formal Education
 - g. Tests
 - h. Certifications
 - i. Participation in learning opportunities
6. Our Salary Structure provides a logical, transparent, framework on which to base remuneration decisions with regard to recruitment, performance and retention.

See Naples Library 2024 Salary Structure Charts for Exempt and Nonexempt.

Criteria for Movement in Salary Range - To or Toward

Salary Range:	Incumbents Will Typically:
Maximum	Exceed essential responsibilities over time. Ready for promotion. Highly experienced.
Midpoint	Meet essential responsibilities over time. Fully competent. Experienced. Independent.
Minimum	Need guidance and training to learn essential responsibilities. Entry. Learner. Dependent.

Naples Library 2024 Pay Structure - Salary Ranges

Nonexempt: (2024)

Nonexempt	Minimum	15.00
25% From Minimum to Midpoint	Midpoint	18.75
50% from Minimum to Maximum	Maximum	22.50

(2021 \$12.50, 2022 \$13.20, 2023 \$14.50, 2024 \$15.00)

Exempt: 2024

Exempt	Minimum	1,124 (Weekly, Minimum, Rest of NY)	58,500
10%	Midpoint	1,237.50	64,350
20%	Maximum	1,350	70,200

(2021 \$48,750, 2022 \$51,480, 2023 \$55,341, 2024 \$58,500)

Note: Minimums based on NY State/Dept. Of Labor Requirements. Minimum Wage, Rest of NY.

7. Recommendations for nonexempt are made by the Naples Library Director, reviewed by the Personnel Committee and approved by the Naples Board of Trustees.

Recommendations for the Director are made by the Personnel Committee and approved by the Naples Board of Trustees.

Adopted by the Naples Library Board of Trustees on November 17, 2021. Amended January 18, 2023. Amended October 18, 2023.