

Library Staff Wage and Salary Increases for Fiscal Year 2026

The City Council of the City of Independence authorized and approved wage and salary increases for fiscal year 2026, beginning with the pay period including July 1, 2025.

They authorized a base 3% increase to the current rate of pay, provided the employee has a satisfactory performance evaluation, excluding longevity pay.

Merit increases, determined based on the performance review rating of the employee, are as follows:

- Ratings between 1.00 and 1.99 will receive no merit increase.
- Ratings between 2.00 and 2.25 will receive an additional 0.25% merit increase, totaling 3.25%.
- Ratings between 2.26 and 2.50 will receive an additional 0.50% merit increase, totaling 3.50%.
- Ratings between 2.51 and 2.75 will receive an additional 0.75% merit increase, totaling 3.75%.
- Ratings between 2.76 and 3.00 will receive an additional 1.00% merit increase, totaling 4.00%.

The Library Board of Trustees sets and determines the amounts for Library Staff.

Library employees will follow the same increases and schedule as outlined above for Fiscal Year 2026 part-time and full-time wage and salary increases with the exception of the Maintenance Technician, whose wage will increase by 5% due to the type of work and ability to find a replacement.