

**Camden County Library District  
Policy Manual  
Section 1. Employees  
Subsection 7. Annual Evaluations and Pay Increases.**

**ANNUAL EVALUATIONS/PAY INCREASES**

All permanent employees' work performance shall be evaluated annually by their immediate supervisor and/or the Director.

Salaries of employees shall be reviewed by the Board of Trustees annually.

Pay increases may be awarded, depending upon the following factors:

- Financial status of the library district;
- Cost of living factors;
- Recommendations resulting from annual evaluations by the Director and/or supervisor.

Generally, if an increase is awarded, it will become effective January 1st. [Cost of living increases are calculated based on CPI-U of December of the previous year.]

