

Director Compensation Policy

This policy on the process for determining compensation outside of the standard budget cycle (reference budget policy) as it applies to the Director of the Livonia Public Library (“the Library”).

This process is in accordance with NYS Civil Service rules and regulations.

1. Review and approval by the Board of Trustees.

The Personnel Committee will consult with the Finance Committee when considering salary increases. The Director’s compensation is reviewed and approved by the Board of Trustees, provided that persons with conflicts of interest with respect to the compensation arrangement at issue are not involved in this review and approval. Once the Board has approved, it will be sent to the Town of Livonia for review and approval.

2. Use of data as to comparable compensation.

Prior to approval, the Director’s compensation is reviewed and compared to the compensation for similarly qualified persons in functionally comparable positions at similar organizations.