

# UPPER MORELAND FREE PUBLIC LIBRARY

Revised:	06/14/2018
Next Review:	3 <sup>rd</sup> Qtr 2021
Reviewed:	06/14/2018
Original:	12/09/2009

## COMPENSATION

### I. POLICY

- A. The purpose of this policy is to ensure fair and equitable compensation practices.
- B. The board determines the compensation for the library director annually.
- C. The director annually prepares the staff members' compensation plan based on merit increases.
  - 1. The compensation plan will conform to the library's budget and pay guidelines.
  - 2. The compensation plan as recommended by the finance committee is approved by the full board during the annual budget process.

### II. DEFINITION: N/A

### III. RESPONSIBILITY: The director shall establish necessary procedures to comply with this policy.