

# UPPER MORELAND FREE PUBLIC LIBRARY

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|--------------|--------------------------|
| Revised:     | 07/14/2021               |
| Next Review: | 3 <sup>rd</sup> Qtr 2024 |
| Reviewed:    | 07/08/2021               |
| 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 based on merit increases and in accordance with the UMFPL Wage Scale Guidelines.
  - 1. The compensation will be aligned with the library's budget and UMFPL Wage Scale Guidelines.
  - 2. The UMFPL Wage Scale Guidelines will be reviewed annually for determination of whether an overall adjustment is indicated based on standards in the field and cost of living.
  - 3. During the annual budget process, the full board approves the total budget including the payroll expenditure recommendation of the finance committee.

### II. DEFINITION: N/A

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