



## RESOLUTION ON SUPPORTING COMPETITIVE COMPENSATION FOR LIBRARY DIRECTORS

WHEREAS, the Library Director serves as the Chief Executive Officer of the library, responsible for overseeing operations, managing personnel, and setting strategic direction in line with community needs;

WHEREAS, the New York State Library Minimum Standards, as outlined in Commissioner's Regulations Section 90.2, require libraries to employ a paid director, and Commissioner's Regulations Section 90.8 mandates that the director meet specific qualifications and responsibilities. Therefore, it is essential that the library provide compensation that reflects these qualifications and responsibilities;

WHEREAS, the director's duties are critical to the library's success, including planning, implementing, and evaluating services, managing resources, and ensuring high-quality public service to residents;

WHEREAS, a library director's role is similar to that of other executive leadership positions and warrants a comparable salary and benefits package, including a minimum of health insurance, retirement, and paid leave;

WHEREAS, library directors should be compensated competitively to attract and retain qualified candidates, ideally at or above the New York State Exempt Salary level, or the equivalent for part-time directors;

WHEREAS, the OWWL Library System Board of Trustees recognizes the need for competitive compensation to maintain a strong staff. While the New York State Exempt Salary threshold serves as a useful benchmark, the Board understands that smaller libraries with limited resources may face challenges in meeting this level. In such cases, the Board encourages member libraries to offer a salary commensurate with the director's qualifications, responsibilities, and the library's financial capacity. The Board also stresses the importance of securing sustainable funding to support competitive salaries and the long-term success of libraries;

NOW, THEREFORE, BE IT RESOLVED, that the OWWL Library System Board of Trustees endorses compensation for Library Directors at or above the New York State Exempt Salary level, or the equivalent for part-time directors, to reflect their professional responsibilities, education, and experience;

BE IT FURTHER RESOLVED, that Library Directors employed by member libraries should be offered benefits consistent with the significance of their roles, including health insurance, sick leave, paid vacation, retirement benefits, and other appropriate supplemental benefits;

BE IT FURTHER RESOLVED, that the OWWL Library System Board strongly encourages member libraries to evaluate their compensation packages for Library Directors to ensure they meet the needs of the position and support the long-term leadership and success of the library.

*Adopted: March 12, 2025*