



Director Compensation Policy

This policy on the process for determining compensation applies to the Executive Director of the Geneva 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 Executive 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. The Personnel Committee will consult with the Finance Committee when considering salary increases.
2. **Use of data as to comparable compensation.** Prior to approval, the Executive Director's compensation is reviewed and compared to the compensation for similarly qualified persons in functionally comparable positions at similar organizations.

Adopted by the Board of Trustees: March 30, 2016

Amended by the Board of Trustees: 4/28/2021, 4/27/2022, 4/24/2024, 4/30/2025

Reviewed by the Policy Review Committee: 4/10/2025