

## Director's Compensation Policy/Procedures

- Each year the Library Board will conduct an annual evaluation of the Director based upon agreed upon objectives and priorities.
- The Library Director position is placed in GRADE K of the current Oshkosh Public Library pay plan. When the Library Board approves a percentage adjustment to the entire pay plan, the GRADE K control point, minimum salary, maximum salary, and the current Library Director's salary will be adjusted by that percentage.
- Each year, the Library Board will determine an "annual merit adjustment" to the Director's salary based upon the recommendation of the Director's Compensation Committee. The range for that adjustment will be up to 50% above or below the annual adjustment provided to non-represented employees.

**(For example:** In 2014, the Library approved a 2.5% annual adjustment to the employee pay plan matrix. The Committee and the Library Board are, therefore, able to consider an adjustment of between 1.25% and 3.75%, depending upon their assessment of the Library Director's performance).

- A 0% adjustment option will be available as an option when the Board feels performance has been unsatisfactory but not poor enough to warrant disciplinary action.
- Adjustments to the entire pay plan or to GRADE K of the plan will usually be retroactive to the first pay period of the year unless otherwise designated by the Library Board.

Approved by: Library Board  
 Date: May 27, 1998  
 Revised: 5/26/2000, 01/30/2004, 03/27/2014