

Library Director Overtime Pay / Comp. Time Policy:

Regarding the change in law under the Federal Exemption for Executive, Administrative, Professional, Computer & Outside Sales Employees Under the Fair Labor Standards Act (FLSA), specifically Section 13(a)(1) of the FLSA as defined by Regulations, 29 C.F.R. Part 541, the Princeton Library Board has approved overtime pay for the Princeton Library Director if and when the Director earns less than \$58,656 per year.

Overtime pay will be paid at the rate of time and a half the director's hourly rate\*, **or** the director will be compensated by comp time (paid vacation time) at a rate of 1.5 hours for every overtime hour worked. Any overtime hours over and above 40 hours per year must be approved by the board.

\*Regardless of whether the Director is paid at an hourly or salaried rate, as specified by the law.

Passed by the Library Board Monday, August 5, 2024