



KATONAH VILLAGE LIBRARY

We are community.

OUR MISSION The Katonah Village Library fosters a vibrant gathering space for all to explore ideas, engage with culture, and discover new possibilities through access to information, dynamic staff support, and enriching experiences.

Benefits Overview for the Director (2026)

The Director role includes a comprehensive benefits package designed to support health, financial planning, work-life balance, and professional development. This summary outlines key benefits available to full-time employees, including the Library Director. The Director position is an exempt, full-time role requiring schedule flexibility, including occasional evenings and weekends.

Health & Insurance Benefits

Medical Insurance — Oxford Freedom EPO

The Library provides 100% employer-paid individual coverage (approximately \$16,550 annually).

Plan Highlights	Details
Employer-paid individual coverage	\$16,550/yr (100%)
Primary care visit copay	\$25
Specialist copay (incl. chiropractic)	\$40
Radiology deductible	\$1,750 indiv. / \$3,500 family + 20% coinsurance
Out-of-pocket maximum	\$6,500 individual / \$13,000 family
Out-of-network benefits	Not included
Family coverage (employee pays full premium)	Available — \$2,338/month

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Dental Insurance — Guardian PPO

The Library provides 100% employer-paid individual coverage (approximately \$780 annually).

Plan Highlights	Details
Employer-paid individual coverage	\$780/yr (100%)
Annual maximum	\$2,500
Preventive services	100% covered
Basic care / Major care / Orthodontia	100% / 50% / 50%

Vision Insurance

A separate vision insurance plan is not currently offered.

Additional Insurance Coverage

- Workers' Compensation Insurance (ADP)
- Short-term and long-term Disability Insurance (ADP)
- New York State Paid Family Leave (PFL)

Life insurance and accidental death & dismemberment (AD&D) insurance are not currently offered.

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Leave & Paid Time Off

Leave Type	Entitlement
Vacation (available after 90 days of employment)	140 hours (17.5 days/yr)
Sick Leave (accrues 1 hr per 30 hrs worked; usable after 90 days)	Up to 12 days/yr
Personal Days	3 days/yr
Paid Holidays	12 days/yr
Total Paid Days Off	~44.5 days/yr

Paid Holidays Observed

New Year's Eve (half day), New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Eve (early closing), Thanksgiving Day, Christmas Eve, and Christmas Day.

Additional Leave

Full-time employees are eligible for paid or unpaid leave related to:

- Bereavement
- Military service
- Jury duty
- Voting
- Domestic violence
- Bone marrow and blood donation
- Lactation accommodation
- Professional conferences and approved meetings

Sick leave accrual is fully compliant with Westchester Earned Sick Leave and NYS Paid Family Leave laws.

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Retirement Benefits

The Director is eligible to enroll in the New York State Employees' Retirement System (NYSERS) — a defined-benefit pension program in which both the Library and the employee contribute. NYSERS provides guaranteed monthly income in retirement based on years of service and final average salary.

Example shows Tier 6 Enrollment

Pension Detail	Value
Plan type	Defined-benefit pension (NYSERS)
Employer contribution rate (2026) <i>Example at Tier 6</i>	12.6% of salary
Employer annual contribution (est. at \$135,000 salary)	At least \$17,010/yr
Employee contribution — <i>Tier 6 (enrolled after April 1, 2012)</i>	6% of eligible earnings
Prior NYS public service credit	May be transferable per NYSERS rules

More information: <https://www.osc.ny.gov/retirement/members/new-members>

Professional Development

The Library supports the Director's professional development by providing paid leave and flexible funding — as the Library's budget allows — for conferences, trainings, and professional meetings that advance the role and align with the Library's strategic goals. A minimum of \$1,500 annually is budgeted for this purpose.

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About This Summary

Estimated Annual Value of Benefits: The Director’s benefits package represents an estimated value of approximately \$34,840+ per year, in addition to salary.

Component	Estimated Value
Medical Insurance (Oxford Freedom EPO — employer-paid)	\$16,550/yr
Dental Insurance (Guardian PPO — employer-paid)	\$780/yr
NYSERS Pension (employer contribution @ 12.6%)	At least \$17,010/yr
Professional Development Allowance	\$1,500+ /yr
Total Estimated Annual Compensation Value	≈ \$35,840+

Additional value not reflected above includes ~44.5 paid days off per year (vacation, sick, personal & holidays), workers' compensation, disability insurance, and NY State Paid Family Leave.

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