

## The Power of Trustees! How to Champion Your Library to Select Boards and Beyond

Gary Deziel, UVM Extension  
Saint Albans, VT [gdeziel@uvm.edu](mailto:gdeziel@uvm.edu)

Extension assistant professor  
& public library trustee



**Objective: to provide a little HR / wage, and benefit context to compliment other panelists' inspirational thoughts.**

1

## Run of show

1. The Great Resignation
2. Vermont League of Cities and Towns wages and benefits data
3. Workers' rights to benefits [under certain circumstances]
4. Livable wage stats
5. Budgeting for your strategic goals

2

## Transition Tsunami

- “Over 40 percent of U.S. workers are actively searching for a new job right now, or plan to soon, according to a [new survey report](#) from the Society for Human Resource Management (SHRM).”



3



“A survey of 2,000 people in the U.K. found that the average person says, "I'm fine" an average of 14 times per week, but only meant it 19 percent of the time. ... right now, people aren't fine.”

[OCT 7, 2021 - Viewpoint: How to Combat the 'Resignation Tsunami' \(shrm.org\)](#)

4



## Why jumping ship? “COVID clarity”



**Better compensation** (cited by **53 percent** of respondents) and **better benefits** (36 percent).



**Better work/life balance** (**42 percent**).



**Career advancement** opportunities (33 percent).



Desire to make a **career change** (33 percent).

5

### Belonging:

Exercise empathetic curiosity

Trust is built over time

Active listening



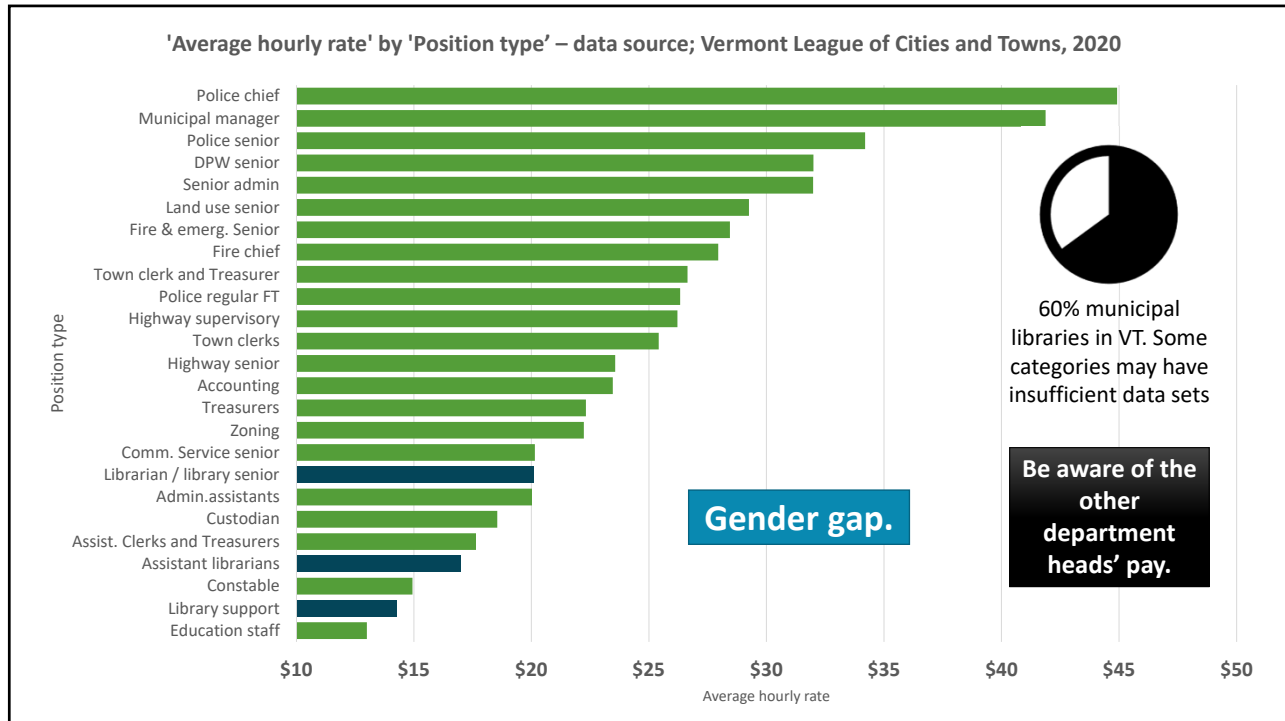
“In her research, Twaronite found that 39 percent of respondents feel the **greatest sense of belonging** when their **colleagues check in with them**, both personally and professionally.

People managers can solve for this with more **frequent check-ins about non-work-related topics**. It doesn't need to be formal, but it should be consistent. Start by asking these three questions every week:

- How was your week?
- Were there any issues at work or home that caused you stress?
- What can I do as a manager to make next week easier, and what can we do as a team to make next week easier for each other?”

[OCT 7, 2021 - Viewpoint: How to Combat the 'Resignation Tsunami' \(shrm.org\)](https://shrm.org)

6



7

### All organizations compensation national by budget size

|                               | Count  | Average  | 10th Percentile | 25th |
|-------------------------------|--------|----------|-----------------|------|
| <b>\$250 thousand or less</b> |        |          |                 |      |
| CEO/Executive Director        | 14,996 | \$47,147 | \$20,930        |      |
| Top Administrative Position   | 387    | \$34,731 | \$17,764        |      |
| Top Business Position         | 56     | \$52,352 | \$19,894        |      |
| Top Development Position      | 42     | \$38,415 | \$16,403        |      |
| Top Education Position        | 44     | \$49,535 | \$19,764        |      |
| Top Facilities Position       | 21     | \$32,882 |                 |      |
| Top Finance Position          | 796    | \$38,680 |                 |      |

**35%**  
Thirty-five percent of Vermont public libraries are incorporated.

## Nonprofit Compensation Report

21st edition | September 2021

**Nonprofit Explorer**  
Research Tax-Exempt Organizations  
<https://projects.propublica.org/nonprofits/>

8

Full time\*  
employees,  
123 towns  
reporting.



Benefits enhance  
worker well-being  
and equity!

\*What is full time?  
30 hours? 32?

| Benefit          | Percentage<br>of total |
|------------------|------------------------|
| Health Insurance | 99%                    |
| Dental Insurance | 50%                    |
| Life Insurance   | 50%                    |
| Vision Insurance | 44%                    |
| LT Disability    | 38%                    |
| ST Disability    | 50%                    |

9

### Top 6 Benefits Employers Viewed as Most Important

*Percentage of respondents who ranked this benefit area as extremely or very important.*

- Health care – 90 percent.
- Flexible work – 83 percent.
- Leave – 83 percent.
- Family friendly – 76 percent.
- Wellness – 62 percent.
- Retirement – 55 percent.



**SHRM Benefits  
Survey Finds  
Renewed Focus  
on Employee  
Well-Being**

10

## VT WORKPLACE RIGHTS & WAGES

- Wage and Hour Laws and Rules
- Nursing Mothers in the Workplace
- Earned Sick Time Law
- Summary of Vermont Wage & Hour Laws
- Military Leave Rights
- Parental leave
- Short-term family leave
- Family leave



11

### 2020 Basic Needs Budget Wages<sup>4</sup>

| Family Type                                 | Urban   | Rural   |
|---|---------|---------|
| Single Person                               | \$18.49 | \$15.72 |
| Single Person, Shared Housing               | \$14.97 | \$12.89 |
| Single Parent, One Child                    | \$32.58 | \$26.43 |
| Single Parent, Two Children                 | \$41.78 | \$33.75 |
| Two Adults, No Children                     | \$14.02 | \$12.76 |
| Two Adults, Two Children (one wage earner)  | \$34.47 | \$30.12 |
| Two Adults, Two Children (two wage earners) | \$23.81 | \$20.54 |



**Vermont Basic Needs Budgets And Livable Wage**  
 Prepared in accordance with  
 2 V.S.A. § 526  
 JANUARY 15, 2021  
 Prepared by the Vermont  
 Legislative Joint Fiscal Office

Personal financial  
 circumstances vary wildly.

*VLCT - Average librarian salary?*

12

## Budgeting strategically

- When getting from X to Y...
- Know how what you are asking for may impact the budget. For instance, health insurance may be a significant organizational cost...
- Think about your timing and long-term plan...



13



THE UNIVERSITY OF VERMONT  
**EXTENSION**

**PLEASE CONTACT ME:**

**Gary Deziel, UVM Extension**  
Saint Albans, VT [gdeziel@uvm.edu](mailto:gdeziel@uvm.edu)

**Extension assistant professor**  
**& public library trustee**

14