

# Join Our Team!

Howard County Library System is hiring in a variety of positions! We fulfill our vision of an empowered community where all people reach their potential by employing those who share our mission and values. Our team works with and alongside the community in six branches, two mobile units, and administrative offices. We offer competitive salaries, benefits, and work-life balance in an environment that prioritizes collaboration, teamwork, diversity, equity, inclusion, and belonging.

## Why should you work for Howard County Library System? We provide:



### Paid Leave

- Vacation
  - 15 days (1–3 years of service) annually
  - 20 days (3+ years of service) annually
- Three personal days (*including your birthday!*) annually
- 13 holidays annually
- Two floating holidays annually
- Sick leave accrual with unlimited carryover
  - Medical appointment leave (unlimited)
  - Family sick leave (10 days annually)



### Subsidized health care plans

- Medical, dental and vision with several plan options



### Pension System

- (eligibility based on position) with a seven percent payroll contribution
- State Teacher's Pension



### Supplemental Retirement Plans

- Corebridge Financial
- Nationwide



### Voluntary Discounted Plans

- Supplemental Life
- Short-term Disability
- Accident Insurance
- Critical Illness
- Hospitalization
- Term Life Insurance
- Pet Insurance
- Legal Aid



### Flexible Spending Accounts

- Medical
- Dependent Care



### Employee Assistance Program (EAP)

- Four free counseling sessions per issue
- Personal mental health coaching
- Monthly newsletters
- Webinars



### Educational Assistance

- Degree programs, professional certifications and job-related college level courses
- Pay increase for additional degrees earned (dependent upon on budget)



**HOWARD COUNTY  
LIBRARY SYSTEM**  
Public Education for All