



**NJLA Personnel Administration Subcommittee**  
**2016 Minimum Starting Salary Recommendations\***  
 Professional Positions

<b>LIBRARY STRUCTURE A (population below 7,500)</b>	<b>Annual Salary 2016</b>	<b>Hourly Rate 2016</b>
Director	\$75,000	\$41.20
<b>LIBRARY STRUCTURE B (population 7,500 – 14,999)</b>		
Librarian	\$50,765	\$27.90
Senior Librarian	\$58,400	\$32.09
Director	\$79,400	\$43.63
<b>LIBRARY STRUCTURE C (population 15,000 – 49,999)</b>		
Librarian	\$50,765	\$27.90
Senior Librarian	\$58,400	\$32.09
Assistant Director	\$79,400	\$43.63
Director	\$91,216	\$50.12
<b>LIBRARY STRUCTURE D (population 50,000 – 99,999)</b>		
Librarian	\$50,765	\$27.90
Senior Librarian	\$58,400	\$32.09
Principal Librarian	\$66,000	\$36.26
Supervising Librarian	\$76,000	\$41.76
Assistant Director	\$91,200	\$50.12
Director	\$114,000	\$62.64
<b>LIBRARY STRUCTURE E (population 100,000 + Multi Branch)</b>		
Librarian	\$50,765	\$27.90
Senior Librarian	\$58,400	\$32.09
Principal Librarian	\$66,000	\$36.26
Supervising Librarian	\$76,000	\$41.76
Assistant Director	\$114,000	\$62.64
Director	\$142,500	\$78.30
<b>LIBRARY SUPPORT POSITIONS</b>		
Library Assistant	\$27,691	\$15.21
Senior Library Assistant	\$32,264	\$17.73
Principal Library Assistant	\$37,650	\$20.69
Library Associate	\$39,228	\$21.55
Supervising Library Assistant	\$44,717	\$24.57
<b>ADDITIONAL SUPPORT STAFF</b>		
Administrative Secretary	\$46,150	\$25.36
Library Clerk Driver	\$33,421	\$18.36
Bookkeeper	\$41,538	\$22.82
Library Guard		\$14.51
Custodian		\$17.20
Page		\$8.38

\*NJLA recommends staff receive annual increases of not less than 2% for 2016

*Recommended by NJLA PAC, Approved by the NJLA Executive Board*