



**NJLA Personnel Administration Subcommittee**  
**2018 Minimum Starting Salary Recommendations\***  
 Professional Positions

Library Structure A (population below 7,500)	Annual Salary 2018	Hourly Rate 2018
Director	\$78,030	\$42.87
<b>Library Structure B (Population 7,500-14,000)</b>		
Librarian	\$52,819	\$29.03
Senior Librarian	\$60,759	\$33.38
Director	\$82,608	\$45.39
<b>Library Structure C (Population 15,000-49,999)</b>		
Librarian	\$52,819	\$29.03
Senior Librarian	\$60,759	\$32.73
Assistant Director	\$82,608	\$45.39
Director	\$94,901	\$52.14
<b>Library Structure D (Population 50,000-99,999)</b>		
Librarian	\$52,819	\$29.03
Senior Librarian	\$60,759	\$32.73
Principal Librarian	\$68,666	\$37.73
Supervising Librarian	\$79,070	\$43.45
Assistant Director	\$94,901	\$52.14
Director	\$118,606	\$65.17
<b>Library Structure E (Population 100,000 + multi branch)</b>		
Librarian	\$52,819	\$29.03
Senior Librarian	\$60,759	\$32.73
Principal Librarian	\$68,666	\$37.73
Supervising Librarian	\$79,070	\$43.45
Assistant Director	\$118,606	\$65.17
Director	\$148,257	\$81.47
<b>Library Support Positions</b>		
Library Assistant	\$28,810	\$15.82
Senior Library Assistant	\$33,567	\$18.44
Principal Library Assistant	\$39,171	\$21.52
Library Associate	\$40,813	\$22.42
Supervising Library Assistant	\$46,523	\$25.56
<b>Additional Support Staff</b>		
Administrative Secretary	\$48,014	\$26.39
Library Clerk Driver	\$34,771	\$19.19
Bookkeeper	\$43,216	\$23.75
Library Guard		\$15.10
Custodian		\$17.89
Page		\$8.60

\*NJLA recommends staff receive annual increases of at least 2% for 2018  
 Recommended by NJLA PAC, Approved by the NJLA Executive Board