



**NJLA Personnel Administration Subcommittee**  
**2017 Minimum Starting Salary Recommendations\***  
Professional Positions

<b>LIBRARY STRUCTURE A (population below 7,500)</b>	<b>Annual Salary 2017</b>	<b>Hourly Rate 2017</b>
Director	\$76,500	\$42.03
<b>LIBRARY STRUCTURE B (population 7,500 – 14,999)</b>		
Librarian	\$51,783	\$28.46
Senior Librarian	\$59,568	\$32.73
Director	\$80,988	\$44.50
<b>LIBRARY STRUCTURE C (population 15,000 – 49,999)</b>		
Librarian	\$51,783	\$28.46
Senior Librarian	\$59,568	\$32.73
Assistant Director	\$80,988	\$44.50
Director	\$93,040	\$51.12
<b>LIBRARY STRUCTURE D (population 50,000 – 99,999)</b>		
Librarian	\$51,783	\$28.46
Senior Librarian	\$59,568	\$32.73
Principal Librarian	\$67,320	\$36.99
Supervising Librarian	\$77,520	\$42.60
Assistant Director	\$93,024	\$51.12
Director	\$116,280	\$63.89
<b>LIBRARY STRUCTURE E (population 100,000 + Multi Branch)</b>		
Librarian	\$51,783	\$28.46
Senior Librarian	\$59,568	\$32.73
Principal Librarian	\$67,320	\$36.99
Supervising Librarian	\$77,520	\$42.60
Assistant Director	\$116,280	\$63.89
Director	\$145,350	\$79.87
<b>LIBRARY SUPPORT POSITIONS</b>		
Library Assistant	\$28,245	\$15.51
Senior Library Assistant	\$32,909	\$18.08
Principal Library Assistant	\$38,403	\$21.10
Library Associate	\$40,013	\$21.98
Supervising Library Assistant	\$45,611	\$25.06
<b>ADDITIONAL SUPPORT STAFF</b>		
Administrative Secretary	\$47,073	\$25.87
Library Clerk Driver	\$34,089	\$18.73
Bookkeeper	\$42,369	\$23.28
Library Guard		\$14.80
Custodian		\$17.54
Page		\$8.44

\*NJLA recommends staff receive annual increases of at least 2% for 2017

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