



**NJLA Personnel Administration Subcommittee
2023 Minimum Starting Salary Recommendations (4% increase from 2022)**

Library Support Positions	Annual Salary 2023	Hourly Rate 2023
Library Assistant	\$32,724	\$17.98
Senior Library Assistant	\$38,127	\$20.95
Principal Library Assistant	\$44,492	\$24.45
Library Associate	\$46,358	\$25.47
Supervising Library Assistant	\$52,843	\$29.03
Library Clerk Driver	\$39,494	\$21.70
Bookkeeper	\$49,087	\$26.97
Library Guard	\$30,940	\$17.00
Custodian	\$36,400	\$20.00
Page (8.692% increase to meet 2023 minimum wage)	\$25,717	\$14.13
Professional Librarian Positions		
Librarian	\$59,995	\$32.96
Senior Librarian	\$69,013	\$37.92
Principal Librarian	\$77,995	\$42.85
Supervising Librarian	\$89,812	\$49.35
Administrative Positions		
Administrative Secretary	\$54,536	\$29.96
Assistant Director (Population up to 49,999)	\$93,831	\$51.56
Assistant Director (Population 50,000-99,999)	\$107,794	\$59.23
Assistant Director (Population 100,000 and above)	\$134,622	\$73.97
Director (Population below 7,500)	\$88,632	\$48.70
Director (Population 7,500-14,000)	\$93,831	\$51.56
Director (Population 15,000-49,999)	\$107,794	\$59.23
Director (Population 50,000-99,999)	\$134,720	\$74.02
Director (Population 100,000 and above)	\$168,399	\$92.53

NJLA recommends staff receive annual increases of at least 4%, or the minimum starting recommendation for the position, whichever is greater. All employees ages 18 or older must be paid the state minimum wage of \$14.13 per hour in 2023. The NJ minimum wage will be at least \$15 per hour in 2024. There may be exceptions to the minimum wage for small employers. [NJ minimum wage standards.](#)

With the 2023 guide, we are listing for the first time, recommended annual salaries for Library Guard, Custodian, and Page, by multiplying the hourly rate by 1,820 (35 hours a week and 52 weeks a year). Conversely, for all other positions, the hourly rate has been determined by dividing the recommended annual salary by 1,820 (35 times 52).

In previous years, the tables included population bands, which applied only to the assistant director and director positions: Structure A (population below 7,500), Structure B (population 7,500-14,000), Structure C (population 15,000-49,999), Structure D (population 50,000-99,999), and Structure E (population 100,000 and above). Though the table has been reorganized, these distinctions have been retained. The 2022 historical salary guide is available [here.](#)

Methodology and Notes

The titles in this guide are based on historical titles used in the [New Jersey Civil Service](#) system. They do not and cannot cover every position in public, academic, school, or special libraries. The cost of living and library revenue (from dedicated taxes and other government sources) vary greatly within New Jersey. This document is prepared as a guide for library workers, and for library boards and administration in determining salary standards that can be supported by their individual organizations.

For 2023 the recommended percentage change is derived from the three-year average of the most recently available annual or 12-month salary and economic indicators as follows, then adjusted to a minimum of 2% and a maximum of 4%:

1. The average “teacher contract settlements” for academic year 2022-2023, as reported by the [New Jersey School Boards Association](#) (most recent update: Oct. 21, 2022).
2. U.S. Bureau of Labor Statistics, [Consumer Price Index for All Urban Consumers \(CPI-U\), U.S. city average, all items index \(unchained\)](#): The most recent “unadjusted 12-month percentage change.” As of Nov. 10, 2022, the most recent month available is October 2022.
3. U.S. Bureau of Economic Analysis, [Personal Consumption Expenditures, including food and energy](#) (PCE, also known as consumer spending), cumulative for the most recent 12 months, updated Dec. 1, 2022.
4. The U.S. Social Security Administration’s [cost-of-living adjustment](#) (SSA COLA) for 2023, released Oct. 13, 2022.

Since the three-year average is 4.369%, the maximum rate of 4% has been used in the calculations on the first page.

The following changes in the formula have been instituted from the previous year: (a) “Teacher settlement information” from the New Jersey Education Association has been eliminated since it is no longer publicly available; (b) The PCE and CPI-U track the 12 most recent months available rather than a two-year average, eliminating the guesswork in prediction and also making these figures as current and relevant as possible; (c) We are now using the PCE that includes food and energy; (d) CPI-W has been dropped from the calculations since [the SSI COLA already tracks the CPI-W](#).

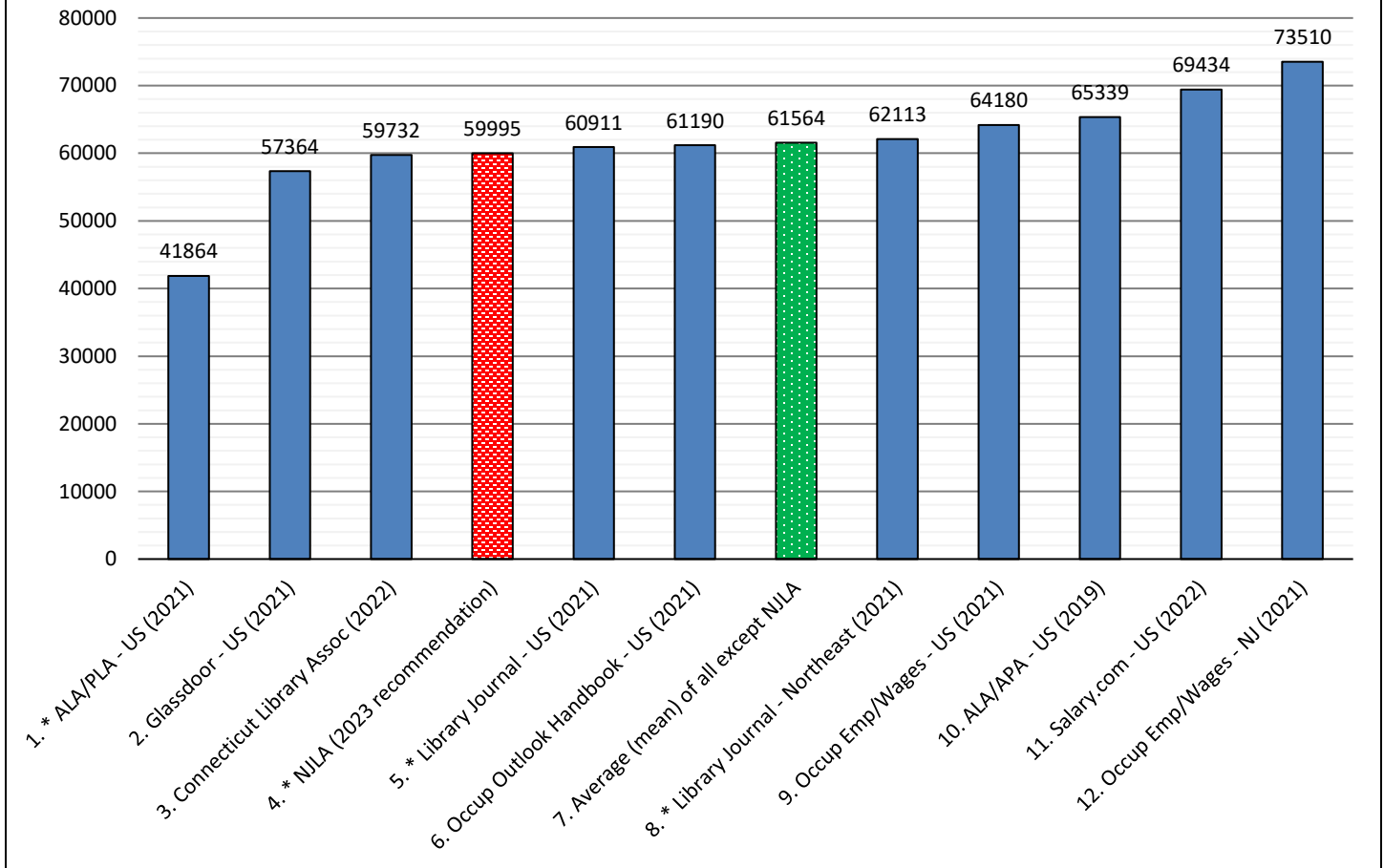
For 2023, the percentage increases are the same across the board for all positions (professional and support/paraprofessional), except for Page. The Page hourly rate reflects an increase of 8.692% (from \$13 in 2022, to the \$14.13 minimum wage in 2023). This 2023 Salary Guide was compiled by the [NJLA Personnel Administration Subcommittee](#) of the Member Services Committee ([email](#)). *It was approved by the NJLA Executive Board on Dec. 13, 2022. Updated Jan. 6, 2023, with corrected minimum wage for 2023.*

The following sources are presented for informational purposes:

- [NJ Spotlight article](#) (Nov. 3, 2022) reporting on 2023 estimated increased costs to municipalities and counties for workers’ health insurance (more than 20%) and pensions (nearly 10%).
- Cost of living calculators: [Sperling’s Best Places](#); [SmartAsset](#); [CNN Money](#).
- Living wage calculator from Massachusetts Institute of Technology: [New Jersey](#) and [NJ counties and areas](#).
- The U.S. Bureau of Labor Statistics’ [Metropolitan Statistical Areas covering New Jersey](#), some of which include areas of other states.

Sources Used in Salary Guide Effective Jan. 1, 2023	2021 percentage change (end of 2020, or 2020-2021 academic year)	2022 percentage change (end of 2021, or 2021-2022 academic year)	2023 percentage change (end of 2022, or 2022-2023 academic year)
New Jersey School Boards Association, Percentage Increases, Teacher Contract Settlements*	3.08%	3.13%	3.22%
U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U), US City Average, All Items (unchained), 12-month periods **	1.2%	6.2%	7.7%
U.S. Bureau of Economic Analysis, Personal Consumption Expenditures including food and energy (PCE, aka consumer spending) ***	1.1%	5.1%	5.8%
U.S. Social Security Administration (SSA), Cost-of-Living Adjustment (COLA)	1.3%	5.9%	8.7%
Average of indicators	1.67%	5.083%	6.355%
* As of Oct. 21, 2022 (checked Oct. 28, 2022): "Teacher contract settlements that cover the 2022-23 school year" for the most recent figure. The linked webpage lists 3.22% although the historical settlement chart linked from that page lists 3.23%. The historical figures (2020-2021 and 2021-2022) are "percentage increases - teacher contract settlements regardless of settlement date."			
** Nov. 2019-Oct. 2020, Nov. 2020-Oct. 2021, Nov. 2021-Oct. 2022.			
*** Cumulative monthly percentage changes, seasonally adjusted at monthly rates, for Nov. 2019-Oct. 2020, Nov. 2020-Oct. 2021, Nov. 2021-Oct. 2022.			
Three-year average	4.369%		

Annual/Mean/Median Salary for "Librarian"
 From salary surveys/guides, by year of data or publication date
 (* denotes "beginning" or "class of 2021 starting" salary)



1. ALA Public Library Association (ALA/PLA in chart), [2021 Public Library Staff and Diversity Report](#), median annual salary for a beginning librarian, \$41,864.
2. [Glassdoor](#): Average salary for librarians: \$57,364 as of Dec. 13, 2021.
3. [Connecticut Library Association](#): Compensation benchmarks, June 2022: \$32.82 per hour for MLS Librarian (50th percentile, statewide) (\$59,732 annually at 35 hours per week).
4. NJLA 2023 recommendation: \$59,995.
5. [Library Journal](#): Placements and Salaries Survey 2022 (published Oct. 11, 2022). Average full-time annual starting salary for the class of 2021: \$60,911 U.S. (Note that this is for all types of libraries, ranging from a low of \$48,429 for public libraries, to a high of \$87,549 for private industry.)
6. [U.S. Occupational Outlook Handbook](#): 2021 median pay for librarians and library media specialists: \$61,190.
7. Average (mean) of all salaries in this chart, except for the NJLA recommendation: \$61,564.
8. [Library Journal](#): Average full-time annual starting salary for the class of 2021: \$62,113 Northeast region.
9. U.S. Occupational Employment and Wages, May 2021, 25-4022 Librarians and Media Collections Specialists. Mean annual wage: [U.S.](#), \$64,180 (based on 40 hours a week).
10. ALA Allied Professional Association (ALA/APA in chart): [2019 Salary Survey](#), Average (mean) salary for all public librarian positions in the U.S.: \$65,339.
11. [Salary.com](#): Average salary for librarians: \$69,434 as of Oct. 27, 2022 (also available for specific locations in N.J.).
12. U.S. Occupational Employment and Wages, May 2021, 25-4022 Librarians and Media Collections Specialists. Mean annual wage: [N.J.](#), \$73,510.

NJLA Salary Recommendations for 2017 to 2022

	2017	2018	2019	2020	2021	2022
Library Support Positions						
Library Assistant	\$28,245	\$28,810	\$29,386	\$29,974	\$30,543	\$31,606
Senior Library Assistant	\$32,909	\$33,567	\$34,238	\$34,923	\$35,586	\$36,824
Principal Library Assistant	\$38,403	\$39,171	\$39,954	\$40,753	\$41,526	\$42,972
Library Associate	\$40,013	\$40,813	\$41,629	\$42,462	\$43,268	\$44,774
Supervising Library Assistant	\$45,611	\$46,523	\$47,453	\$48,402	\$49,321	\$51,037
Library Clerk Driver	\$34,089	\$34,771	\$35,466	\$36,175	\$36,862	\$38,144
Bookkeeper	\$42,369	\$43,216	\$44,080	\$44,962	\$45,815	\$47,410
Library Guard (hourly)	\$14.80	\$15.10	\$15.40	\$15.71	\$16.01	\$16.57
Custodian (hourly)	\$17.54	\$17.89	\$18.25	\$18.61	\$18.96	\$19.62
Page (hourly)	\$8.44	\$8.60	\$10.00	\$11.00	\$12.00	\$13.00
Professional Librarian Positions						
Librarian	\$51,783	\$52,819	\$53,875	\$54,953	\$55,996	\$57,945
Senior Librarian	\$59,568	\$60,759	\$61,974	\$63,213	\$64,413	\$66,654
Principal Librarian	\$67,320	\$68,666	\$70,039	\$71,440	\$72,796	\$75,329
Supervising Librarian	\$77,520	\$79,070	\$80,651	\$82,264	\$83,825	\$86,742
Administrative Positions						
Administrative Secretary	\$47,073	\$48,014	\$48,974	\$49,953	\$50,901	\$52,672
Assistant Director (Population up to 49,999)	\$80,988	\$82,608	\$84,260	\$85,945	\$87,576	\$90,624
Assistant Director (Population 50,000-99,999)	\$93,040	\$94,901	\$96,799	\$98,735	\$100,609	\$104,110
Assistant Director (Population 100,000 and above)	\$116,280	\$118,606	\$120,978	\$123,308	\$125,648	\$130,021
Director (Population below 7,500)	\$76,500	\$78,030	\$79,591	\$81,183	\$82,724	\$85,603
Director (Population 7,500-14,000)	\$80,988	\$82,608	\$84,260	\$85,945	\$87,576	\$90,624
Director (Population 15,000-49,999)	\$93,040	\$94,901	\$96,799	\$98,735	\$100,609	\$104,110
Director (Population 50,000-99,999)	\$116,280	\$118,606	\$120,978	\$123,398	\$125,740	\$130,116
Director (Population 100,000 and above)	\$145,350	\$148,257	\$151,222	\$154,246	\$157,174	\$162,643