



**NJLA Personnel Administration Subcommittee**  
**2020 Minimum Starting Salary Recommendations\***  
 Professional Positions

Library Structure A (population below 7,500)	Annual Salary 2020	Hourly Rate 2018
Director	\$81,183	\$44.60
<b>Library Structure B (Population 7,500-14,000)</b>		
Librarian	\$54,953	\$30.19
Senior Librarian	\$63,213	\$34.73
Director	\$85,945	\$47.22
<b>Library Structure C (Population 15,000-49,999)</b>		
Librarian	\$54,953	\$30.19
Senior Librarian	\$63,213	\$34.73
Assistant Director	\$85,945	\$47.22
Director	\$98,735	\$54.25
<b>Library Structure D (Population 50,000-99,999)</b>		
Librarian	\$54,953	\$30.19
Senior Librarian	\$63,213	\$34.73
Principal Librarian	\$71,440	\$39.25
Supervising Librarian	\$82,264	\$45.20
Assistant Director	\$98,735	\$54.25
Director	\$123,398	\$67.80
<b>Library Structure E (Population 100,000 + multi branch)</b>		
Librarian	\$54,953	\$30.19
Senior Librarian	\$63,213	\$34.73
Principal Librarian	\$71,740	\$39.25
Supervising Librarian	\$82,264	\$43.45
Assistant Director	\$123,308	\$67.80
Director	\$154,246	\$84.75
<b>Library Support Positions</b>		
Library Assistant	\$29,974	\$16.47
Senior Library Assistant	\$34,923	\$19.19
Principal Library Assistant	\$40,753	\$22.39
Library Associate	\$42,462	\$23.33
Supervising Library Assistant	\$48,402	\$26.60
<b>Additional Support Staff</b>		
Administrative Secretary	\$49,953	\$27.46
Library Clerk Driver	\$36,175	\$19.88
Bookkeeper	\$44,962	\$24.70
Library Guard		\$15.71
Custodian		\$18.61
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\*NJLA recommends staff receive annual increases of at least 2% for 2020.

All employees over 18 must be paid the state minimum wage of \$11 per hour. Exceptions for small employers.