### Library Structure A (population below 7,500)

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual Salary 2020</th>
<th>Hourly Rate 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>$81,183</td>
<td>$44.60</td>
</tr>
</tbody>
</table>

### Library Structure B (Population 7,500-14,000)

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual Salary 2020</th>
<th>Hourly Rate 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Librarian</td>
<td>$54,953</td>
<td>$30.19</td>
</tr>
<tr>
<td>Senior Librarian</td>
<td>$63,213</td>
<td>$34.73</td>
</tr>
<tr>
<td>Director</td>
<td>$85,945</td>
<td>$47.22</td>
</tr>
</tbody>
</table>

### Library Structure C (Population 15,000-49,999)

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual Salary 2020</th>
<th>Hourly Rate 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Librarian</td>
<td>$54,953</td>
<td>$30.19</td>
</tr>
<tr>
<td>Senior Librarian</td>
<td>$63,213</td>
<td>$34.73</td>
</tr>
<tr>
<td>Assistant Director</td>
<td>$85,945</td>
<td>$47.22</td>
</tr>
<tr>
<td>Director</td>
<td>$98,735</td>
<td>$54.25</td>
</tr>
</tbody>
</table>

### Library Structure D (Population 50,000-99,999)

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual Salary 2020</th>
<th>Hourly Rate 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Librarian</td>
<td>$54,953</td>
<td>$30.19</td>
</tr>
<tr>
<td>Senior Librarian</td>
<td>$63,213</td>
<td>$34.73</td>
</tr>
<tr>
<td>Principal Librarian</td>
<td>$71,440</td>
<td>$39.25</td>
</tr>
<tr>
<td>Supervising Librarian</td>
<td>$82,264</td>
<td>$43.45</td>
</tr>
<tr>
<td>Assistant Director</td>
<td>$98,735</td>
<td>$54.25</td>
</tr>
<tr>
<td>Director</td>
<td>$123,398</td>
<td>$67.80</td>
</tr>
</tbody>
</table>

### Library Structure E (Population 100,000 + multi branch)

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual Salary 2020</th>
<th>Hourly Rate 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Librarian</td>
<td>$54,953</td>
<td>$30.19</td>
</tr>
<tr>
<td>Senior Librarian</td>
<td>$63,213</td>
<td>$34.73</td>
</tr>
<tr>
<td>Principal Librarian</td>
<td>$71,740</td>
<td>$39.25</td>
</tr>
<tr>
<td>Supervising Librarian</td>
<td>$82,264</td>
<td>$43.45</td>
</tr>
<tr>
<td>Assistant Director</td>
<td>$123,308</td>
<td>$67.80</td>
</tr>
<tr>
<td>Director</td>
<td>$154,246</td>
<td>$84.75</td>
</tr>
</tbody>
</table>

### Library Support Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual Salary 2020</th>
<th>Hourly Rate 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Library Assistant</td>
<td>$29,974</td>
<td>$16.47</td>
</tr>
<tr>
<td>Senior Library Assistant</td>
<td>$34,923</td>
<td>$19.19</td>
</tr>
<tr>
<td>Principal Library Assistant</td>
<td>$40,753</td>
<td>$22.39</td>
</tr>
<tr>
<td>Library Associate</td>
<td>$42,462</td>
<td>$23.33</td>
</tr>
<tr>
<td>Supervising Library Assistant</td>
<td>$48,402</td>
<td>$26.60</td>
</tr>
</tbody>
</table>

### Additional Support Staff

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual Salary 2020</th>
<th>Hourly Rate 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Secretary</td>
<td>$49,953</td>
<td>$27.46</td>
</tr>
<tr>
<td>Library Clerk Driver</td>
<td>$36,175</td>
<td>$19.88</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$44,962</td>
<td>$24.70</td>
</tr>
<tr>
<td>Library Guard</td>
<td>$36,175</td>
<td>$19.88</td>
</tr>
<tr>
<td>Custodian</td>
<td>$48,402</td>
<td>$26.60</td>
</tr>
<tr>
<td>Page</td>
<td>$49,953</td>
<td>$27.46</td>
</tr>
</tbody>
</table>

*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.