



# NJLA

**NJLA Personnel Administration Subcommittee**  
 2011 Minimum Starting Salary Recommendations  
**PROFESSIONAL POSITIONS**

<b>LIBRARY STRUCTURE A (Population Below 7,500)</b>	<b>Annual Salary 2011</b>	<b>Hourly Rate 2011</b>
Director	\$75,000.00	\$41.20
<b>LIBRARY STRUCTURE B (Population 7,500 0 14,999)</b>		
Librarian	\$50,765.00	\$27.90
Senior Librarian	\$58,400.00	\$32.09
Director	\$79,400.00	\$43.63
<b>LIBRARY STRUCTURE C (Population 15,000 - 49,999)</b>		
Librarian	\$50,765.00	\$27.90
Senior Librarian	\$58,400.00	\$32.09
Assistant Director	\$79,400.00	\$43.63
Director	\$91,216.00	\$50.12
<b>LIBRARY STRUCTURE D (Population 50,000 - 99,999)</b>		
Librarian	\$50,765.00	\$27.90
Senior Librarian	\$58,400.00	\$32.09
Principal Librarian	\$66,000.00	\$36.26
Supervising Librarian	\$76,000.00	\$41.76
Assistant Director	\$91,200.00	\$50.12
Director	\$114,000.00	\$62.64
<b>LIBRARY STRUCTURE E (Population 100,000 + Multi Branch)</b>		
Librarian	\$50,765.00	\$27.90
Senior Librarian	\$58,400.00	\$32.09
Principal Librarian	\$66,000.00	\$36.26
Supervising Librarian	\$76,000.00	\$41.76
Assistant Director	\$114,000.00	\$62.64
Director	\$142,500.00	\$78.30
<b>LIBRARY SUPPORT POSITIONS</b>		
Library Assistant	\$27,691.00	\$15.21
Senior Library Assistant	\$32,264.00	\$17.73
Principal Library Assistant	\$37,650.00	\$20.69
Library Associate	\$39,228.00	\$21.55
Supervising Library Assistant	\$44,717.00	\$24.57
<b>ADDITIONAL SUPPORT STAFF</b>		
Administrative Secretary	\$46,150.00	\$25.36
Library Clerk Driver	\$33,421.00	\$18.36
Bookkeeper	\$41,538.00	\$22.82
Library Guard		\$14.51
Custodian		\$17.20
Page		\$7.46

*Recommended by NJLA PAC  
 Approved by the NJLA Executive Board at its meeting of January 22, 2010*