



NJLA Personnel Administration Subcommittee
2024 Minimum Starting Salary Recommendations (4% increase from 2023)
Approved by the NJLA Executive Board on November 21, 2023

Library Support Positions	Annual Salary 2024	Hourly Rate 2024
Library Assistant	\$34,033	\$18.70
Senior Library Assistant	\$39,652	\$21.79
Principal Library Assistant	\$46,272	\$25.42
Library Associate	\$48,212	\$26.49
Supervising Library Assistant	\$54,957	\$30.20
Library Clerk Driver	\$41,074	\$22.57
Bookkeeper	\$51,050	\$28.05
Library Guard	\$32,178	\$17.68
Custodian	\$37,856	\$20.80
Page (7.077% increase to meet 2024 minimum wage)	\$27,537	\$15.13
Professional Librarian Positions		
Librarian	\$62,395	\$34.28
Senior Librarian	\$71,774	\$39.44
Principal Librarian	\$81,115	\$44.57
Supervising Librarian	\$93,404	\$51.32
Administrative Positions		
Administrative Secretary	\$56,717	\$31.16
Assistant Director (Population up to 49,999)	\$97,584	\$53.62
Assistant Director (Population 50,000-99,999)	\$112,106	\$61.60
Assistant Director (Population 100,000 and above)	\$140,007	\$76.93
Director (Population below 7,500)	\$92,177	\$50.65
Director (Population 7,500-14,000)	\$97,584	\$53.62
Director (Population 15,000-49,999)	\$112,106	\$61.60
Director (Population 50,000-99,999)	\$140,109	\$76.98
Director (Population 100,000 and above)	\$175,135	\$96.23

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 \$15.13 per hour in 2024. There may be exceptions to the minimum wage for small employers. The hourly rate is calculated based on a 35-hour work week.

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 administrations in determining salary standards that can be supported by their individual organizations.

The following sources are presented for informational purposes:

- 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 include areas of other states.

The 2023 historical salary guide is available [here](#).

Methodology and Notes

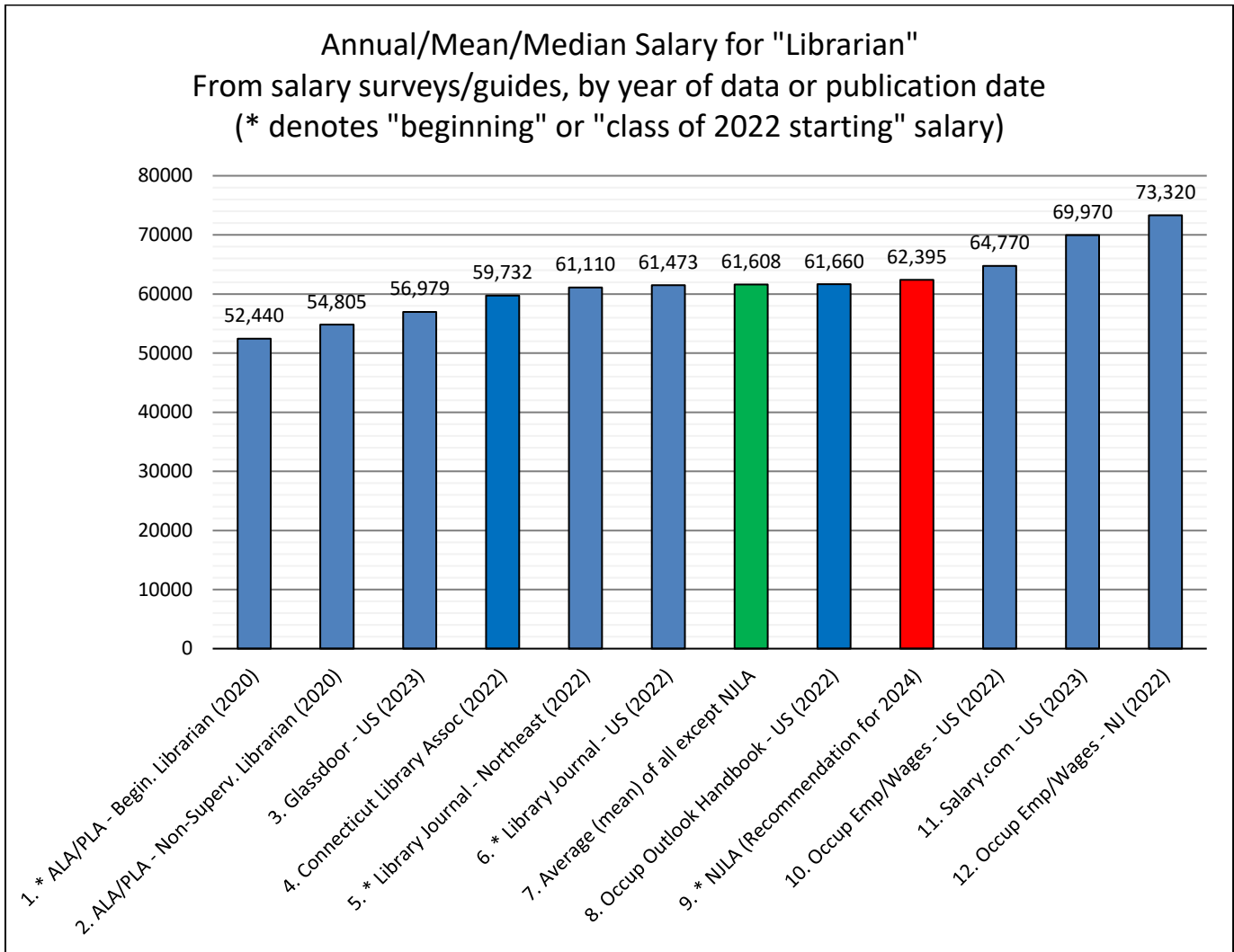
For 2024 the recommended percentage change is derived from the three-year average of the most recently available annual or 12-month salary and economic indicators as follows, then adjusted to a minimum of 2% and a maximum of 4%:

1. The average “teacher contract settlements” for academic year 2022-2023, as reported by the [New Jersey School Boards Association](#) (most recent update: Oct. 19, 2023).
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. 17, 2023, the most recent month available is October 2023.
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 Oct. 27, 2023.
4. The U.S. Social Security Administration’s [cost-of-living adjustment](#) (SSA COLA) for 2024, released Oct. 12, 2023.

Since the three-year average is 4.923%, the maximum rate of 4% has been used in the calculations on the first page. For 2024, 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 7.077% (from \$14.13 in 2023, to the \$15.13 minimum wage in 2024).

This 2024 Salary Guide was compiled by the [NJLA Personnel Administration Subcommittee](#) of the Member Services Committee ([email](#)).

Sources Used in Salary Guide Effective Jan. 1, 2024 – All sources checked on Nov. 17, 2023	2022 percentage change (end of 2021, or 2021-2022 academic year)	2023 percentage change (end of 2022, or 2022-2023 academic year)	2024 percentage change (end of 2023, or 2023-2024 academic year)
New Jersey School Boards Association, Percentage Increases, Teacher Contract Settlements*	3.13%	3.22%	3.32%
U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U), US City Average, All Items (unchained), 12-month periods **	6.2%	7.7%	3.2%
U.S. Bureau of Economic Analysis, Personal Consumption Expenditures including food and energy (PCE, aka consumer spending) ***	5.1%	5.8%	3.6%
U.S. Social Security Administration (SSA), Cost-of-Living Adjustment (COLA)	5.9%	8.7%	3.2%
Average of indicators	5.083%	6.355%	3.33%
* As of Oct. 19, 2023: "Teacher contract settlements that cover the 2023-24 school year are averaging 3.32%."			
** Nov. 2022-Oct. 2023 (as of Nov. 14, 2023)			
*** Cumulative monthly percentage changes, seasonally adjusted at monthly rates, for Oct. 2022-Sept. 2023 (as of Oct. 27, 2023)			
Three-year average			4.923%



1. ALA Public Library Association (ALA/APA) Library Salary Database, 2020 Salary Survey, Beginning Librarian (MLS): Median salary of this position at small libraries (serving populations of 10,000–24,999): \$56,500; Median salary of this position at medium libraries (serving 25,000–99,999): \$52,819. Median salary of this position at very large libraries (serving 500,000 or more): \$48,000. **Average: \$52,440** (No responses from very small libraries [serving less than 10,000] or large libraries [serving 100,000–499,999]).
2. ALA-APA Library Salary Database, 2020 Salary Survey, Librarian Who Does Not Supervise (MLS): Median salary of this position at very small libraries: \$55,000; Median salary of this position at small libraries: \$55,000; Median salary of this position at medium libraries: \$58,809. Median salary of this position at large libraries: \$55,218. Median salary of this position at very large libraries: \$50,000. **Average: \$54,805** (No responses from very small or large libraries).
3. [Glassdoor](#): “Estimated total pay” for librarians: **\$56,979** as of Nov. 15, 2023 (checked Nov. 17, 2023): “The estimated total pay for a Librarian is \$56,979 per year in the United States area, with an average salary of \$53,583 per year.”
4. [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).
5. [Library Journal](#): Placements and Salaries Survey 2023 (published Oct. 16, 2023). Average full-time annual starting salary for the class of 2022: **\$61,110** (Northeast region).
6. [Library Journal](#): Placements and Salaries Survey 2023. Average full-time annual starting salary for the class of 2022: **\$61,473** (all regions) (Note that this is for all types of libraries, ranging from a low of \$49,929 for government libraries, to a high of \$95,857 for private industry. The two types of organizations with the most placements were college/university, at an average starting salary of \$55,670, and public library, at an average of \$52,524.)
7. Average (mean) of all salaries in this chart, except for the NJLA recommendation: **\$61,608**.

8. [U.S. Occupational Outlook Handbook](#): 2022 median pay for librarians and library media specialists: **\$61,660**.
9. NJLA 2024 recommendation: **\$62,395**.
10. U.S. Occupational Employment and Wages, May 2022, 25-4022 Librarians and Media Collections Specialists. Mean annual wage: [U.S.](#), **\$64,770** (based on 40 hours a week).
11. [Salary.com](#): Average salary for librarians: **\$69,970** as of Oct. 25, 2023 (also available for specific locations in N.J.).
12. U.S. Occupational Employment and Wages, May 2022, 25-4022 Librarians and Media Collections Specialists. Mean annual wage: [N.J.](#), **\$73,320**.

NJLA Salary Recommendations for 2017 to 2023

	2017	2018	2019	2020	2021	2022	2023
Library Support Positions							
Library Assistant	\$28,245	\$28,810	\$29,386	\$29,974	\$30,543	\$31,606	\$32,724
Senior Library Assistant	\$32,909	\$33,567	\$34,238	\$34,923	\$35,586	\$36,824	\$38,127
Principal Library Assistant	\$38,403	\$39,171	\$39,954	\$40,753	\$41,526	\$42,972	\$44,492
Library Associate	\$40,013	\$40,813	\$41,629	\$42,462	\$43,268	\$44,774	\$46,358
Supervising Library Assistant	\$45,611	\$46,523	\$47,453	\$48,402	\$49,321	\$51,037	\$52,843
Library Clerk Driver	\$34,089	\$34,771	\$35,466	\$36,175	\$36,862	\$38,144	\$39,494
Bookkeeper	\$42,369	\$43,216	\$44,080	\$44,962	\$45,815	\$47,410	\$49,087
Library Guard (hourly)	\$14.80	\$15.10	\$15.40	\$15.71	\$16.01	\$16.57	\$17.00
Custodian (hourly)	\$17.54	\$17.89	\$18.25	\$18.61	\$18.96	\$19.62	\$20.00
Page (hourly)	\$8.44	\$8.60	\$10.00	\$11.00	\$12.00	\$13.00	\$14.13
Professional Librarian Positions							
Librarian	\$51,783	\$52,819	\$53,875	\$54,953	\$55,996	\$57,945	\$59,995
Senior Librarian	\$59,568	\$60,759	\$61,974	\$63,213	\$64,413	\$66,654	\$69,013
Principal Librarian	\$67,320	\$68,666	\$70,039	\$71,440	\$72,796	\$75,329	\$77,995
Supervising Librarian	\$77,520	\$79,070	\$80,651	\$82,264	\$83,825	\$86,742	\$89,812
Administrative Positions							
Administrative Secretary	\$47,073	\$48,014	\$48,974	\$49,953	\$50,901	\$52,672	\$54,536
Assistant Director (Population up to 49,999)	\$80,988	\$82,608	\$84,260	\$85,945	\$87,576	\$90,624	\$93,831
Assistant Director (Population 50,000-99,999)	\$93,040	\$94,901	\$96,799	\$98,735	\$100,609	\$104,110	\$107,794
Assistant Director (Population 100,000 and above)	\$116,280	\$118,606	\$120,978	\$123,308	\$125,648	\$130,021	\$134,622
Director (Population below 7,500)	\$76,500	\$78,030	\$79,591	\$81,183	\$82,724	\$85,603	\$88,632
Director (Population 7,500-14,000)	\$80,988	\$82,608	\$84,260	\$85,945	\$87,576	\$90,624	\$93,831
Director (Population 15,000-49,999)	\$93,040	\$94,901	\$96,799	\$98,735	\$100,609	\$104,110	\$107,794
Director (Population 50,000-99,999)	\$116,280	\$118,606	\$120,978	\$123,398	\$125,740	\$130,116	\$134,720
Director (Population 100,000 and above)	\$145,350	\$148,257	\$151,222	\$154,246	\$157,174	\$162,643	\$168,399