



NJLA Personnel Administration Subcommittee 2022 Minimum Starting Salary Recommendations*

Library Structure A (population below 7,500)	Annual Salary 2022	Hourly Rate 2022
Director	\$85,603	\$47.03
Library Structure B (Population 7,500-14,000)		
Librarian	\$57,945	\$31.84
Senior Librarian	\$66,654	\$36.62
Director	\$90,624	\$49.79
Library Structure C (Population 15,000-49,999)		
Librarian	\$57,945	\$31.84
Senior Librarian	\$66,654	\$36.62
Assistant Director	\$90,624	\$49.79
Director	\$104,110	\$57.20
Library Structure D (Population 50,000-99,999)		
Librarian	\$57,945	\$31.84
Senior Librarian	\$66,654	\$36.62
Principal Librarian	\$75,329	\$41.39
Supervising Librarian	\$86,742	\$47.66
Assistant Director	\$104,110	\$57.20
Director	\$130,116	\$71.49
Library Structure E (Population 100,000 and above)		
Librarian	\$57,945	\$31.84
Senior Librarian	\$66,654	\$36.62
Principal Librarian	\$75,329	\$41.39
Supervising Librarian	\$86,742	\$47.66
Assistant Director	\$130,021	\$71.44
Director	\$162,643	\$89.36
Library Support Positions		
Library Assistant	\$31,606	\$17.37
Senior Library Assistant	\$36,824	\$20.23
Principal Library Assistant	\$42,972	\$23.61
Library Associate	\$44,774	\$24.60
Supervising Library Assistant	\$51,037	\$28.04
Additional Support Staff		
Administrative Secretary	\$52,672	\$28.94
Library Clerk Driver	\$38,144	\$20.96
Bookkeeper	\$47,410	\$26.05
Library Guard		\$16.57
Custodian		\$19.62
Page**		\$13.00

* NJLA recommends staff receive annual increases of at least 2% per year, 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 \$13/hour in 2022. The NJ minimum wage will be \$14 in 2023 and \$15 in 2024. There may be exceptions to the minimum wage for small employers. [NJ minimum wage standards](#). 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 Boards and Administration in determining salary standards that can be supported by their individual organizations. Cost of living calculators: [Sperling's Best Places](#); [SmartAsset](#). Living wage calculator: [Massachusetts Institute of Technology](#). The U.S. Bureau of Labor Statistics' [Metropolitan Statistical Areas covering New Jersey](#), some including areas of other states.

Methodology and Notes

For 2021 and 2022 the recommended percentage change for the yearly salary is derived from a two-year average of the following economic and salary indicators:

1. The average of (1a) the "average teacher settlements" as reported each year by the New Jersey Education Association in the December issue of [NJEA Review](#), and (1b) the average "teacher contract settlements" as reported by the [New Jersey School Boards Association](#).
2. The average of monthly changes in (2a) the Consumer Price Index for All Urban Consumers (CPI-U), US City Average, All Items, unchained; and (2b) the Consumer Price Index for Hourly Wage Earners and Clerical Workers (CPI-W), All Items, both published by the [U.S. Bureau of Labor Statistics](#).
3. Monthly changes in Personal Consumption Expenditures Minus Food and Energy, from the [U.S. Bureau of Economic Analysis](#).
4. The [U.S. Social Security Administration](#)'s annual cost-of-living adjustment (SSA COLA).

The average percentage change is calculated from the end-of-year numbers for two years and one year prior, for example, 2019 and 2020 for the 2021 recommendation. The recommendation for Jan. 1, 2022, is based on the average of previous full year (2020), plus the projected figures for the end of 2021. For the CPI-U, CPI-W, and PCE, the projection is based on the number of available months, averaged, then multiplied by 12. As of Nov. 10, 2021, actual CPI-U and CPI-W data were available through October 2021, and actual PCE data were available through September 2021. The recommended hourly pay rate is calculated by taking the yearly salary then dividing by 52, then dividing by 35. Where no yearly salary is given, the recommended hourly pay rate is based on the same percentages as used for changes in the yearly salary. For both 2021 and 2022, the percentage increases are the same across the board for all positions (professional and support/paraprofessional).

One library type label has been changed for 2022. New label: *Library Structure E (Population 100,000 and above)*. Old label: *Library Structure E (Population 100,000 + multi branch)*.

The Salary Guide is compiled by the [NJLA Personnel Administration Subcommittee](#) of the Members Services Committee ([email](#)) and approved by the [NJLA Executive Board](#) on November 23, 2021.

Sources Used in Salary Guide	2019 annual (end of year), or academic 2019-2020	2020 annual (end of year), or academic 2020-2021	Percentage anticipated or actual change for 2022, or academic 2021-22
New Jersey Education Association, Teacher Settlement Information*	2.97	3.09	December 2021 issue not available as of Nov. 17, 2021
New Jersey School Boards Assoc., Percentage Increases, Teacher Contract Settlements (as of Nov. 9, 2021/checked Nov. 17, 2021)	3.02	3.08	3.13
Average of NJEA and NJSBA indicators	2.995	3.085	3.13
U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U), US City Average, All Items (unchained) **	2.2	1.2	7.08
U.S. Bureau of Labor Statistics, Consumer Price Index for Hourly Wage Earners and Clerical Workers (CPI-W), All Items**	2.2	1.2	8.04
Average of CPI-U and CPI-W	2.2	1.2	7.56
U.S. Bureau of Economic Analysis, Personal Consumption Expenditures minus food and energy (aka consumer spending)**	1.4	1.4	4.26666667
U.S. Social Security Administration, Cost-of-Living Adjustment	1.6	1.3	5.9
Average of highlighted indicators	2.04875	1.74625	5.214166667
* NJEA Review, December 2019 (Teacher Settlement Information on page 54)			
* NJEA Review, December 2020 (Teacher Settlement Information on page 40)			
** The 2021 yearly estimates were calculated by multiplying the cumulative indicators for CPI-U and CPI-W by 1.2, and the PCE by 1.333. Cumulative CPI-U for Jan-Oct 2021: 5.9%. Cumulative CPI-W for Jan-Oct 2021: 6.7%. Cumulative PCE for Jan-Sept 2021: 3.2%.			
Across-the-board percentage change for 2021 (based on average changes in indicators for 2019 and 2020)			1.898
Across-the-board percentage change for 2022 (based on average changes in indicators for 2020 and projected for 2021)			3.48
Compounded percentage change between 2020 and 2022			5.378
Previous percentage increases in NJLA Salary Guide recommended hourly wages across all positions (professional and support/paraprofessional)			
	Average	Lowest	Highest
2018	1.990%	Page (1.878%)	Library Clerk Driver (2.426%)
2019 (Excluding Page)	1.982%	Library Clerk Driver (1.961%)	Library Assistant (2.003%)
2020 (Excluding Page)	1.961%	Library Clerk Driver (1.572%)	Library Assistant (2.024%)

Other salary guides and averages (note: no salary guide found from [NY Library Association](#))

- [CT Library Association](#): 2021 compensation benchmarks (replaced minimum salary guidelines): \$31.27 per hour market average for MLS Librarian.
- [PA Library Association](#): 2017 minimum salary for new FT professional librarian: \$40.3K.
- [TX Library Association](#): 2021 minimum salary for MLS librarian with no experience: \$43K.
- [VT Library Association](#): 2012 minimum salary for directors with bachelor's degree and state certification: \$42.5K.
- [U.S. Occupational Outlook Handbook](#): 2020 average salary for librarians and library media specialists: \$60.8K.
- Average salaries for librarians: [Glassdoor](#): \$58.2K / [Salary.com](#): \$67.6K (also available for specific locations in NJ)

NJLA Salary Recommendations for 2017 to 2021 (2021 was previously unpublished)

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

* Note: Principal Librarian, Library Structure E, corrected to \$71,440 for 2020 (to match Library Structure D), instead of \$71,740.