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**NJLA Personnel Administration Subcommittee  
2025 Minimum Starting Salary Recommendations (2.6075% increase from 2024)  
Approved by the NJLA Executive Board on November 19, 2024**

NJLA recommends staff receive annual increases of at least **2.6075%**, or the minimum starting recommendation for the position, whichever is greater. Employees 18 or older must be paid the [state minimum wage](#) of \$15.49 per hour in 2025. There may be exceptions to the minimum wage for small employers. The rates in the chart (below) are calculated based on a 35-hour work week.

The cost of living and library revenue from dedicated taxes and other government sources vary greatly within New Jersey. This document is a guide for library workers, boards, and administrations in determining salaries that their organization can support.

The job titles in this guide are based on the [New Jersey Civil Service](#) system ([job description and title code search](#)). NJLA does not have descriptions for the positions covered in this chart, e.g., we cannot explain differences between the job titles of Library Assistant, Community Library Assistant, and Technical Library Assistant (the latter two are not explicitly covered by this guide).

**Methodology and Notes**

For 2024 the recommended percentage change of **2.6075%** is derived by averaging the most recently available annual or 12-month salary and economic indicators as follows:

1. The average “teacher contract settlements” for the academic year 2024-25, as reported by the [New Jersey School Boards Association](#) (last updated Sept. 11, 2024).
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. 12, 2024, the most recent month available is Sept. 2024.
3. U.S. Bureau of Economic Analysis, [Personal Consumption Expenditures, including food and energy](#) (PCE, also known as consumer spending), cumulative for the 12 months ending Sept. 2024, updated Nov. 12, 2024.
4. The U.S. Social Security Administration’s [cost-of-living adjustment](#) (SSA COLA) for 2025, released [Oct. 10, 2024](#).

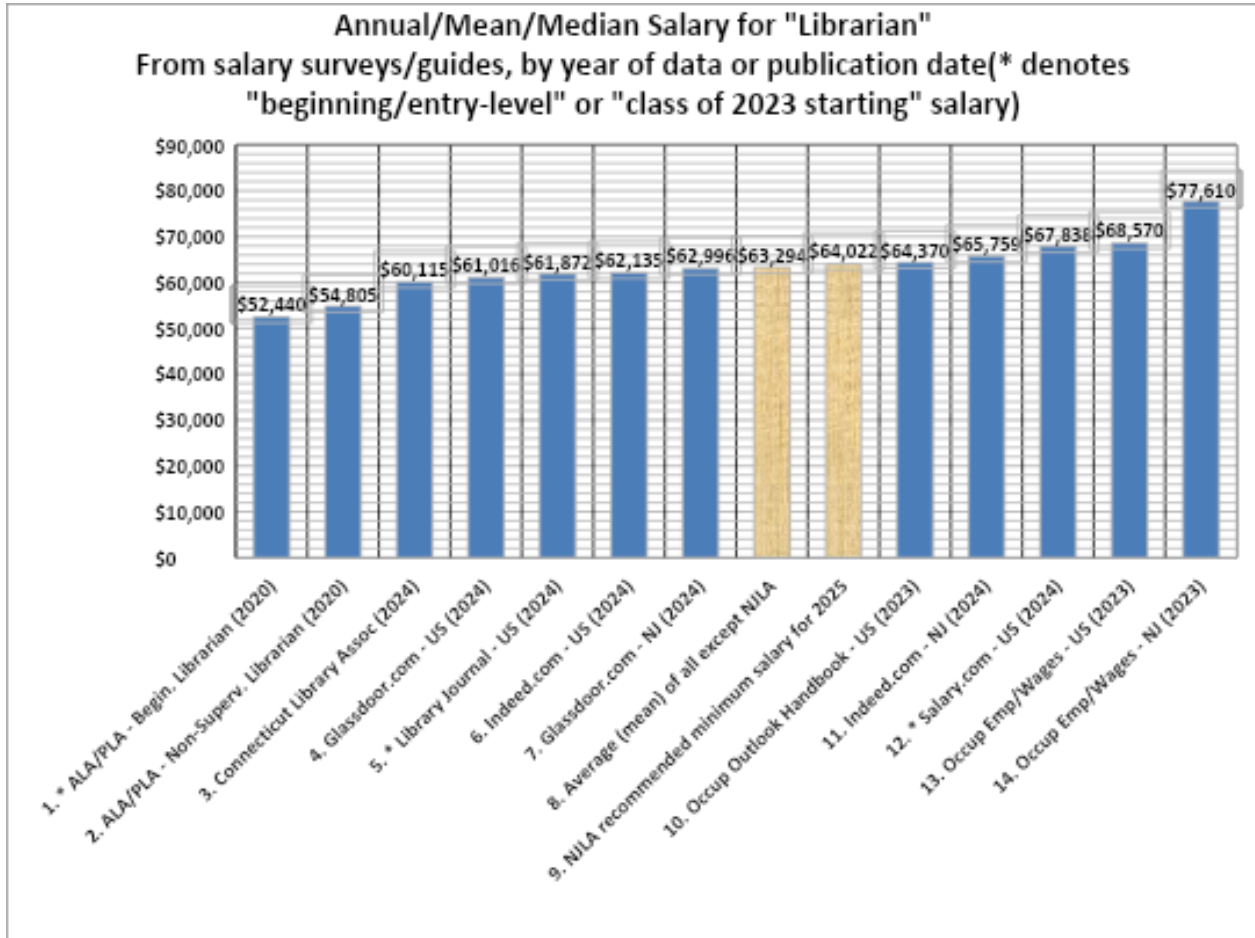
Compiled by the [NJLA Personnel Administration Subcommittee](#) ([email](#)).

	Annual Salary 2025	Hourly Rate 2025
Library Support Positions		
Library Assistant	\$34,920	\$19.19
Senior Library Assistant	\$40,686	\$22.35
Principal Library Assistant	\$47,479	\$26.09
Library Associate	\$49,469	\$27.18
Supervising Library Assistant	\$56,390	\$30.98
Library Clerk Driver	\$42,145	\$23.16
Bookkeeper	\$52,381	\$28.78
Library Guard	\$33,017	\$18.14
Custodian	\$38,843	\$21.34
Page	\$28,255	\$15.52
Professional Librarian Positions		
Librarian	\$64,022	\$35.18
Senior Librarian	\$73,646	\$40.46
Principal Librarian	\$83,230	\$45.73
Supervising Librarian	\$95,840	\$52.66
Administrative Positions		
Administrative Secretary	\$58,196	\$31.98
Assistant Director (Population up to 49,999)	\$100,129	\$55.02
Assistant Director (Population 50,000-99,999)	\$115,029	\$63.20
Assistant Director (Population 100,000 and up)	\$143,658	\$78.93
Director (Population below 7,500)	\$94,581	\$51.97
Director (Population 7,500-14,000)	\$100,129	\$55.02
Director (Population 15,000-49,999)	\$115,029	\$63.20
Director (Population 50,000-99,999)	\$143,762	\$78.99
Director (Population 100,000 and up)	\$179,702	\$98.74

Sources Used in Salary Guide Effective Jan. 1, 2025	2023 percentage change (end of 2022, or 2022-2023 academic year)	2024 percentage change (end of 2023, or 2023-2024 academic year)	2025 percentage change (end of 2024, or 2024-2025 academic year)
<a href="#">New Jersey School Boards Association, Percentage Increases, Teacher Contract Settlements</a>	3.22%	3.32%	3.43%
<a href="#">U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U), US City Average, All Items (unchained), 12-month periods</a>	7.70%	3.20%	2.40%
<a href="#">U.S. Bureau of Economic Analysis, Personal Consumption Expenditures including food and energy (PCE, aka consumer spending)</a>	5.80%	3.60%	2.10%
<a href="#">U.S. Social Security Administration (SSA), Cost-of-Living Adjustment (COLA)</a>	8.70%	3.20%	2.50%
Average of indicators	6.355%	3.33%	2.6075%
Three-year average of the average of indicators (year in question plus two previous years.) <a href="#">Previous salary guides</a> used slightly different indicators.	4.369%	4.923%	4.0975%
Recommended across-the-board percentage salary increase (except for Page in 2023 and 2024, where a larger increase was required by minimum-wage law)	4%	4%	2.6075%

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.



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. [Connecticut Library Association](#): Compensation benchmarks, February 2024: \$33.03 per hour for MLS Librarian (50th percentile, statewide) (\$60,115 annually at 35 hours per week). Checked Oct. 19, 2024.
4. [Glassdoor.com \(US\)](#): \$61,016 as of June 6, 2024 (checked Oct. 19, 2024): “The estimated total pay for a Librarian is \$71,734 per year, with an average salary of \$61,015 per year.”
5. [Library Journal: Placements and Salaries Survey 2024](#) (published Oct. 15, 2024). Average full-time annual starting salary for the class of 2023: \$61,872.
6. [Indeed.com \(US\)](#): Average salary for a librarian as of Sept. 21, 2024: \$62,135 (checked Nov. 12, 2024)
7. [Glassdoor.com \(NJ\)](#): \$62,996 as of June 6, 2024 (checked Oct. 19, 2024): “The estimated total pay for a Librarian is \$73,317 per year in the New Jersey area, with an average salary of \$62,996 per year.”
8. Average (mean) of all salaries in this chart, except for the NJLA recommendation: \$63,294.
9. NJLA 2025 minimum starting salary recommendation: \$64,022
10. [U.S. Occupational Outlook Handbook](#): 2023 median pay for librarians and library media specialists: \$64,370 (checked Oct. 19, 2024).
11. [Indeed.com \(NJ\)](#): Average salary for a librarian as of Oct. 30, 2024: \$65,759 (checked Nov. 12, 2024)
12. [Salary.com \(US\)](#): Average salary for entry-level librarians: \$67,838 as of Nov. 1, 2024 (also available for specific locations in New Jersey; checked Nov. 12, 2024).
13. [U.S. Occupational Employment and Wages \(US\)](#), May 2023, 25-4022 Librarians and Media Collections Specialists. Mean annual wage: \$68,570 (based on 40 hours a week, checked Oct. 19, 2024).
14. [U.S. Occupational Employment and Wages \(NJ\)](#), May 2023, 25-4022 Librarians and Media Collections Specialists. Mean annual wage: N.J., \$77,610 (checked Oct. 19, 2024)

**NJLA Minimum Starting Salary Recommendations for 2017 to 2024**

	2017	2018	2019	2020	2021	2022	2023	2024
Library Support Positions								
Library Assistant	\$28,245	\$28,810	\$29,386	\$29,974	\$30,543	\$31,606	\$32,724	\$34,033
Senior Library Assistant	\$32,909	\$33,567	\$34,238	\$34,923	\$35,586	\$36,824	\$38,127	\$39,652
Principal Library Assistant	\$38,403	\$39,171	\$39,954	\$40,753	\$41,526	\$42,972	\$44,492	\$46,272
Library Associate	\$40,013	\$40,813	\$41,629	\$42,462	\$43,268	\$44,774	\$46,358	\$48,212
Supervising Library Assistant	\$45,611	\$46,523	\$47,453	\$48,402	\$49,321	\$51,037	\$52,843	\$54,957
Library Clerk Driver	\$34,089	\$34,771	\$35,466	\$36,175	\$36,862	\$38,144	\$39,494	\$41,074
Bookkeeper	\$42,369	\$43,216	\$44,080	\$44,962	\$45,815	\$47,410	\$49,087	\$51,050
Library Guard	\$26,936	\$27,482	\$28,028	\$28,592	\$29,138	\$30,157	\$30,940	\$32,178
Custodian	\$31,923	\$32,560	\$33,215	\$33,870	\$34,507	\$35,708	\$36,400	\$37,856
Page	\$15,361	\$15,652	\$18,200	\$20,020	\$21,840	\$23,660	\$25,717	\$27,537
Professional Librarian Positions								
Librarian	\$51,783	\$52,819	\$53,875	\$54,953	\$55,996	\$57,945	\$59,995	\$62,395
Senior Librarian	\$59,568	\$60,759	\$61,974	\$63,213	\$64,413	\$66,654	\$69,013	\$71,774
Principal Librarian	\$67,320	\$68,666	\$70,039	\$71,440	\$72,796	\$75,329	\$77,995	\$81,115
Supervising Librarian	\$77,520	\$79,070	\$80,651	\$82,264	\$83,825	\$86,742	\$89,812	\$93,404
Administrative Positions								
Administrative Secretary	\$47,073	\$48,014	\$48,974	\$49,953	\$50,901	\$52,672	\$54,536	\$56,717
Assistant Director (Population up to 49,999)	\$80,988	\$82,608	\$84,260	\$85,945	\$87,576	\$90,624	\$93,831	\$97,584
Assistant Director (Population 50,000-99,999)	\$93,040	\$94,901	\$96,799	\$98,735	\$100,609	\$104,110	\$107,794	\$112,106
Assistant Director (Population 100,000 and up)	\$116,280	\$118,606	\$120,978	\$123,308	\$125,648	\$130,021	\$134,622	\$140,007
Director (Population below 7,500)	\$76,500	\$78,030	\$79,591	\$81,183	\$82,724	\$85,603	\$88,632	\$92,177
Director (Population 7,500-14,000)	\$80,988	\$82,608	\$84,260	\$85,945	\$87,576	\$90,624	\$93,831	\$97,584
Director (Population 15,000-49,999)	\$93,040	\$94,901	\$96,799	\$98,735	\$100,609	\$104,110	\$107,794	\$112,106
Director (Population 50,000-99,999)	\$116,280	\$118,606	\$120,978	\$123,398	\$125,740	\$130,116	\$134,720	\$140,109
Director (Population 100,000 and up)	\$145,350	\$148,257	\$151,222	\$154,246	\$157,174	\$162,643	\$168,399	\$175,135