

GEO INDEX 1 - SALARY RECOMMENDATIONS FOR ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MINISTRY															
Minister or Senior Minister	35,500	41,700	47,900	44,300	55,300	66,400	50,600	63,200	75,900	58,600	77,600	96,800	73,100	98,700	124,300
Minister of Religious Ed	32,600	37,500	42,300	37,700	43,300	48,900	43,000	49,500	56,000	49,800	57,300	64,800	62,100	71,500	80,800
Associate Minister	30,800	35,400	40,000	35,400	40,700	46,000	40,500	46,600	52,600	46,900	54,800	61,000	58,500	67,300	76,000
Assistant Minister	29,000	33,400	37,800	30,800	35,500	40,000	32,600	37,500	42,300	35,200	40,400	45,800	43,900	50,500	57,000
Co-Minister	Same as Senior Minister or Minister, pro-rated for part-time														
Interim Minister	Same as Senior Minister, Minister, or Minister of Religious Education being replaced														
Campus Minister	Same as Associate or Assistant Minister as determined by the Congregation														
Youth Minister	"														
Community Minister	"														
Minister of Music	"														

GEO INDEX 1 - SALARY RECOMMENDATIONS FOR NON-ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION															
Credentialed Religious Educator - Masters Level	26,500	31,200	35,700	29,100	33,400	37,800	35,900	39,500	43,100	44,300	48,800	53,200	56,100	61,800	67,300
Credentialed Religious Educator	24,700	29,000	33,400	27,200	31,200	35,300	34,200	37,800	41,100	41,500	45,900	49,800	51,000	56,600	61,200
Credentialed Religious Educator - Associate Level	23,600	27,700	31,800	25,900	29,700	33,600	32,600	35,800	39,100	38,700	42,600	46,500	45,800	50,300	54,900
Religious Educator	22,400	26,400	30,300	24,600	29,000	33,300	28,600	33,600	38,600	33,400	39,300	45,100	40,500	47,700	54,900
Assistant DRE	N/A	N/A	N/A	19,400	24,400	29,300	22,000	27,500	32,900	23,800	29,700	35,700	27,500	34,300	41,200

For more information about the UUA Religious Education Credentialing Program, please visit www.uua.org/programs/ministry/reco/recp.html

Ministerial Intern (Student)	N/A	1200/mo.	1300/mo.	1400/mo.	1500/mo.
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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Music Director	23,600	29,000	35,700	25,900	31,200	37,800	32,600	37,800	43,100	38,700	45,900	53,200	45,800	56,600	67,300
Choir Director	18,800	23,200	28,600	20,700	25,000	30,200	26,000	30,300	34,500	31,000	36,800	42,500	36,600	45,200	53,900
Organist	15,300	18,900	23,200	16,800	20,300	24,600	21,200	24,600	28,100	25,200	29,800	34,600	29,700	36,800	43,700
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

ADMINISTRATIVE & OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator	30,300	36,300	42,300	33,900	40,700	47,400	35,800	43,900	51,900	37,900	47,400	56,800	40,900	51,200	61,400
Congregational Administrator	22,900	26,800	30,900	23,700	27,900	31,900	24,600	28,900	33,200	24,900	29,800	34,800	25,300	30,900	36,600
Office Administrator	17,700	20,800	23,800	18,400	21,600	24,800	19,000	22,400	25,700	19,700	23,100	26,600	20,000	23,900	28,000
Office Assistant	16,300	18,900	22,000	16,500	19,400	22,400	17,200	20,200	23,300	17,700	20,800	23,800	18,200	21,400	24,600
Bookkeeper	21,500	25,300	29,000	22,100	26,000	29,800	22,900	26,800	30,900	23,600	27,700	31,900	24,000	28,800	33,600
Membership or Volunteer Coordinator	19,400	22,900	26,200	20,200	23,700	27,200	20,900	24,600	28,200	21,600	25,300	29,100	22,300	26,100	30,100
Custodian	16,300	17,600	21,200	16,300	18,100	21,200	16,300	18,800	21,200	16,300	19,400	22,000	16,700	19,900	22,600
Hourly Rate	7.80	8.50	10.20	7.80	8.70	10.20	7.80	9.00	10.20	7.80	9.30	10.60	8.00	9.60	10.90

GEO INDEX 2 - SALARY RECOMMENDATIONS FOR ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MINISTRY															
Minister or Senior Minister	37,900	44,600	51,100	47,300	59,000	70,900	54,100	67,500	81,000	62,600	82,900	103,400	78,100	105,500	132,700
Minister of Religious Ed	34,800	40,000	45,200	40,200	46,200	52,300	46,000	52,800	59,800	53,200	61,200	69,200	66,400	76,300	86,300
Associate Minister	32,900	37,800	42,800	37,800	43,500	49,200	43,200	49,700	56,200	50,100	58,600	65,100	62,500	71,900	81,200
Assistant Minister	31,000	35,700	40,300	32,900	37,900	42,800	34,800	40,000	45,200	37,600	43,100	48,900	46,900	54,000	60,900
Co-Minister	Same as Senior Minister or Minister, pro-rated for part-time														
Interim Minister	Same as Senior Minister, Minister, or Minister of Religious Education being replaced														
Campus Minister	Same as Associate or Assistant Minister as determined by the Congregation														
Youth Minister	"														
Community Minister	"														
Minister of Music	"														

GEO INDEX 2 - SALARY RECOMMENDATIONS FOR NON-ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION															
Credentialed Religious Educator - Masters Level	28,300	33,300	38,200	31,100	35,700	40,300	38,400	42,200	46,100	47,300	52,100	56,800	60,000	66,000	71,900
Credentialed Religious Educator	26,400	31,000	35,600	29,000	33,400	37,700	36,600	40,400	43,900	44,400	49,100	53,200	54,400	60,400	65,300
Credentialed Religious Educator - Associate Level	25,200	29,600	33,900	27,600	31,800	35,900	34,800	38,300	41,700	41,400	45,500	49,600	48,900	53,800	58,700
Religious Educator	24,000	28,200	32,300	26,300	30,900	35,500	30,600	35,900	41,300	35,700	42,000	48,200	43,200	50,900	58,700
Assistant DRE				20,800	26,000	31,300	23,500	29,300	35,200	25,500	31,800	38,200	29,300	36,700	44,000

For more information about the UUA Religious Education Credentialing Program, please visit www.uua.org/programs/ministry/reco/recp.html

Ministerial Intern (Student)	N/A	1200/mo.	1300/mo.	1400/mo.	1500/mo.
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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Music Director	25,200	31,000	38,200	27,600	33,400	40,300	34,800	40,400	46,100	41,400	49,100	56,800	48,900	60,400	71,900
Choir Director	20,100	24,800	30,600	22,100	26,700	32,200	27,800	32,300	36,800	33,100	39,300	45,400	39,100	48,300	57,500
Organist	16,400	20,200	24,800	18,000	21,700	26,200	22,700	26,300	30,000	26,900	31,900	36,900	31,800	39,300	46,700
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

ADMINISTRATIVE & OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator	32,300	38,800	45,200	36,200	43,400	50,700	38,300	46,900	55,500	40,500	50,700	60,700	43,700	54,700	65,600
Congregational Administrator	24,400	28,700	33,000	25,300	29,800	34,100	26,200	30,800	35,400	26,600	31,900	37,200	27,000	33,000	39,100
Office Administrator	18,900	22,200	25,500	19,600	23,100	26,500	20,300	23,900	27,400	21,100	24,700	28,400	21,300	25,600	29,900
Office Assistant	17,400	20,200	23,500	17,700	20,800	23,900	18,400	21,600	24,900	18,900	22,200	25,500	19,500	22,800	26,200
Bookkeeper	22,900	27,000	30,900	23,600	27,700	31,900	24,400	28,700	33,000	25,200	29,600	34,000	25,700	30,700	35,900
Membership or Volunteer Coordinator	20,800	24,400	28,000	21,500	25,300	29,000	22,300	26,200	30,100	23,000	27,100	31,100	23,800	27,900	32,100
Custodian	17,400	18,800	22,700	17,400	19,400	22,700	17,400	20,100	22,700	17,400	20,700	23,500	17,900	21,200	24,200
<i>Hourly Rate</i>	<i>8.40</i>	<i>9.00</i>	<i>10.90</i>	<i>8.40</i>	<i>9.30</i>	<i>10.90</i>	<i>8.40</i>	<i>9.70</i>	<i>10.90</i>	<i>8.40</i>	<i>10.00</i>	<i>11.30</i>	<i>8.60</i>	<i>10.20</i>	<i>11.60</i>

GEO INDEX 3 - SALARY RECOMMENDATIONS FOR ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Minister or Senior Minister	40,300	47,400	54,400	50,300	62,800	75,400	57,500	71,800	86,200	66,600	88,200	110,000	83,100	112,200	141,200
Minister of Religious Ed	37,000	42,600	48,100	42,800	49,200	55,600	48,900	56,200	63,600	56,600	65,100	73,600	70,600	81,200	91,800
Associate Minister	35,000	40,200	45,500	40,200	46,300	52,300	46,000	52,900	59,800	53,300	62,300	69,300	66,500	76,500	86,400
Assistant Minister	33,000	38,000	42,900	35,000	40,300	45,500	37,000	42,600	48,100	40,000	45,900	52,000	49,900	57,400	64,800
Co-Minister	Same as Senior Minister or Minister, pro-rated for part-time														
Interim Minister	Same as Senior Minister, Minister, or Minister of Religious Education being replaced														
Campus Minister	Same as Associate or Assistant Minister as determined by the Congregation														
Youth Minister	"														
Community Minister	"														
Minister of Music	"														

GEO INDEX 3 - SALARY RECOMMENDATIONS FOR NON-ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed Religious Educator - Masters Level	30,100	35,400	40,600	33,100	38,000	42,900	40,800	44,900	49,000	50,300	55,400	60,400	63,800	70,200	76,500
Credentialed Religious Educator	28,100	33,000	37,900	30,900	35,500	40,100	38,900	43,000	46,700	47,200	52,200	56,600	57,900	64,300	69,500
Credentialed Religious Educator - Associate Level	26,800	31,500	36,100	29,400	33,800	38,200	37,000	40,700	44,400	44,000	48,400	52,800	52,000	57,200	62,400
Religious Educator	25,500	30,000	34,400	28,000	32,900	37,800	32,500	38,200	43,900	38,000	44,700	51,300	46,000	54,200	62,400
Assistant DRE	N/A	N/A	N/A	22,100	27,700	33,300	25,000	31,200	37,400	27,100	33,800	40,600	31,200	39,000	46,800

For more information about the UUA Religious Education Credentialing Program, please visit www.uua.org/programs/ministry/reco/recp.html

Ministerial Intern (Student)	N/A			1200/mo.			1300/mo.			1400/mo.			1500/mo.		
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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Music Director	26,800	33,000	40,600	29,400	35,500	42,900	37,000	43,000	49,000	44,000	52,200	60,400	52,000	64,300	76,500
Choir Director	21,400	26,400	32,500	23,500	28,400	34,300	29,600	34,400	39,200	35,200	41,800	48,300	41,600	51,400	61,200
Organist	17,400	21,500	26,400	19,100	23,100	27,900	24,100	28,000	31,900	28,600	33,900	39,300	33,800	41,800	49,700
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

ADMINISTRATIVE & OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator	34,400	41,300	48,100	38,500	46,200	53,900	40,700	49,900	59,000	43,100	53,900	64,600	46,500	58,200	69,800
Congregational Administrator	26,000	30,500	35,100	26,900	31,700	36,300	27,900	32,800	37,700	28,300	33,900	39,600	28,700	35,100	41,600
Office Administrator	20,100	23,600	27,100	20,900	24,600	28,200	21,600	25,400	29,200	22,400	26,300	30,200	22,700	27,200	31,800
Office Assistant	18,500	21,500	25,000	18,800	22,100	25,400	19,600	23,000	26,500	20,100	23,600	27,100	20,700	24,300	27,900
Bookkeeper	24,400	28,700	32,900	25,100	29,500	33,900	26,000	30,500	35,100	26,800	31,500	36,200	27,300	32,700	38,200
Membership or Volunteer Coordinator	22,100	26,000	29,800	22,900	26,900	30,900	23,700	27,900	32,000	24,500	28,800	33,100	25,300	29,700	34,200
Custodian	18,500	20,000	24,100	18,500	20,600	24,100	18,500	21,400	24,100	18,500	22,000	25,000	19,000	22,600	25,700
Hourly Rate	8.90	9.60	11.60	8.90	9.90	11.60	8.90	10.30	11.60	8.90	10.60	12.00	9.10	10.90	12.40

GEO INDEX 4 - SALARY RECOMMENDATIONS FOR ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MINISTRY															
Minister or Senior Minister	42,700	50,200	57,700	53,300	66,600	79,900	61,000	76,100	91,400	70,600	93,500	116,600	88,100	118,900	149,700
Minister of Religious Ed	39,200	45,200	51,000	45,400	52,200	58,900	51,800	59,600	67,400	60,000	69,000	78,000	74,800	86,100	97,300
Associate Minister	37,100	42,600	48,200	42,600	49,100	55,400	48,800	56,100	63,400	56,500	66,000	73,500	70,500	81,100	91,600
Assistant Minister	35,000	40,300	45,500	37,100	42,700	48,200	39,200	45,200	51,000	42,400	48,700	55,100	52,900	60,800	68,700
Co-Minister	Same as Senior Minister or Minister, pro-rated for part-time														
Interim Minister	Same as Senior Minister, Minister, or Minister of Religious Education being replaced														
Campus Minister	Same as Associate or Assistant Minister as determined by the Congregation														
Youth Minister	"														
Community Minister	"														
Minister of Music	"														

GEO INDEX 4 - SALARY RECOMMENDATIONS FOR NON-ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION															
Credentialed Religious Educator - Masters Level	31,900	37,500	43,000	35,100	40,300	45,500	43,200	47,600	51,900	53,300	58,700	64,000	67,600	74,400	81,100
Credentialed Religious Educator	29,800	35,000	40,200	32,800	37,600	42,500	41,200	45,600	49,500	50,000	55,300	60,000	61,400	68,200	73,700
Credentialed Religious Educator - Associate Level	28,400	33,400	38,300	31,200	35,800	40,500	39,200	43,100	47,100	46,600	51,300	56,000	55,100	60,600	66,100
Religious Educator	27,000	31,800	36,500	29,700	34,900	40,100	34,500	40,500	46,500	40,300	47,400	54,400	48,800	57,500	66,100
Assistant DRE	N/A	N/A	N/A	23,400	29,400	35,300	26,500	33,100	39,600	28,700	35,800	43,000	33,100	41,300	49,600

For more information about the UUA Religious Education Credentialing Program, please visit www.uua.org/programs/ministry/reco/recp.html

Ministerial Intern (Student)	N/A	1200/mo.	1300/mo.	1400/mo.	1500/mo.
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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Music Director	28,400	35,000	43,000	31,200	37,600	45,500	39,200	45,600	51,900	46,600	55,300	64,000	55,100	68,200	81,100
Choir Director	22,700	28,000	34,500	24,900	30,100	36,400	31,400	36,500	41,600	37,300	44,300	51,200	44,100	54,500	64,900
Organist	18,400	22,800	28,000	20,200	24,500	29,600	25,500	29,700	33,800	30,300	35,900	41,700	35,800	44,300	52,700
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>															

ADMINISTRATIVE & OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator	36,500	43,800	51,000	40,800	49,000	57,100	43,100	52,900	62,500	45,700	57,100	68,500	49,300	61,700	74,000
Congregational Administrator	27,600	32,300	37,200	28,500	33,600	38,500	29,600	34,800	40,000	30,000	35,900	42,000	30,400	37,200	44,100
Office Administrator	21,300	25,000	28,700	22,200	26,100	29,900	22,900	26,900	31,000	23,700	27,900	32,000	24,100	28,800	33,700
Office Assistant	19,600	22,800	26,500	19,900	23,400	26,900	20,800	24,400	28,100	21,300	25,000	28,700	21,900	25,800	29,600
Bookkeeper	25,900	30,400	34,900	26,600	31,300	35,900	27,600	32,300	37,200	28,400	33,400	38,400	28,900	34,700	40,500
Membership or Volunteer Coordinator	23,400	27,600	31,600	24,300	28,500	32,800	25,100	29,600	33,900	26,000	30,500	35,100	26,800	31,500	36,300
Custodian	19,600	21,200	25,500	19,600	21,800	25,500	19,600	22,700	25,500	19,600	23,300	26,500	20,100	24,000	27,200
Hourly Rate	9.40	10.20	12.30	9.40	10.50	12.30	9.40	10.90	12.30	9.40	11.20	12.80	9.70	11.60	13.00

GEO INDEX 5 - SALARY RECOMMENDATIONS FOR ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MINISTRY															
Minister or Senior Minister	45,100	53,100	60,900	56,300	70,300	84,400	64,400	80,400	96,500	74,600	98,800	123,200	93,100	125,700	158,100
Minister of Religious Ed	41,400	47,700	53,900	47,900	55,100	62,300	54,800	62,900	71,200	63,400	72,900	82,400	79,100	90,900	102,800
Associate Minister	39,200	45,000	51,000	45,000	51,900	58,600	51,500	59,200	67,000	59,700	69,800	77,600	74,500	85,700	96,800
Assistant Minister	37,000	42,600	48,000	39,200	45,100	51,000	41,400	47,700	53,900	44,800	51,400	58,200	55,900	64,300	72,600
Co-Minister	Same as Senior Minister or Minister, pro-rated for part-time														
Interim Minister	Same as Senior Minister, Minister, or Minister of Religious Education being replaced														
Campus Minister	Same as Associate or Assistant Minister as determined by the Congregation														
Youth Minister	"														
Community Minister	"														
Minister of Music	"														

GEO INDEX 5 - SALARY RECOMMENDATIONS FOR NON-ORDAINED PERSONNEL

Number of Members	Small (<150)			Mid Sized I (150-249)			Mid Sized II (250-499)			Large I (500-749)			Large II (750+)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION															
Credentialed Religious Educator - Masters Level	33,700	39,600	45,500	37,100	42,600	48,000	45,700	50,300	54,900	56,300	62,000	67,600	71,500	78,600	85,700
Credentialed Religious Educator	31,500	37,000	42,400	34,600	39,800	44,900	43,600	48,200	52,300	52,900	58,500	63,400	64,800	72,000	77,800
Credentialed Religious Educator - Associate Level	30,000	35,300	40,400	32,900	37,900	42,800	41,400	45,600	49,700	49,300	54,200	59,100	58,200	64,100	69,900
Religious Educator	28,600	33,600	38,500	31,400	36,800	42,300	36,400	42,800	49,200	42,600	50,100	57,500	51,500	60,700	69,900
Assistant DRE				24,800	31,000	37,300	28,000	34,900	41,900	30,400	37,900	45,500	34,900	43,700	52,400

For more information about the UUA Religious Education Credentialing Program, please visit www.uua.org/programs/ministry/reco/recp.html

Ministerial Intern (Student)	N/A	1200/mo.	1300/mo.	1400/mo.	1500/mo.
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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Music Director	30,000	37,000	45,500	32,900	39,800	48,000	41,400	48,200	54,900	49,300	58,500	67,600	58,200	72,000	85,700
Choir Director	24,000	29,600	36,400	26,300	31,800	38,400	33,200	38,500	43,900	39,400	46,800	54,100	46,600	57,600	68,500
Organist	19,500	24,100	29,600	21,400	25,900	31,200	27,000	31,400	35,700	32,000	38,000	44,000	37,900	46,800	55,700

Add 20% if the administration of the music program is provided by the Choir Director or Organist

ADMINISTRATIVE & OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator	38,500	46,300	53,900	43,100	51,700	60,400	45,600	55,900	66,100	48,300	60,400	72,400	52,100	65,200	78,200
Congregational Administrator	29,100	34,200	39,300	30,100	35,500	40,700	31,200	36,700	42,200	31,700	38,000	44,400	32,100	39,300	46,600
Office Administrator	22,500	26,400	30,400	23,400	27,600	31,600	24,200	28,400	32,700	25,100	29,500	33,800	25,400	30,500	35,600
Office Assistant	20,700	24,100	28,000	21,100	24,800	28,400	22,000	25,800	29,700	22,500	26,400	30,400	23,200	27,200	31,200
Bookkeeper	27,300	32,100	36,800	28,100	33,000	38,000	29,100	34,200	39,300	30,000	35,300	40,500	30,600	36,600	42,800
Membership or Volunteer Coordinator	24,800	29,100	33,400	25,600	30,100	34,600	26,500	31,200	35,800	27,400	32,300	37,100	28,300	33,300	38,300
Custodian	20,700	22,400	27,000	20,700	23,100	27,000	20,700	24,000	27,000	20,700	24,600	28,000	21,300	25,300	28,800
Hourly Rate	10.00	10.80	13.00	10.00	11.10	13.00	10.00	11.50	13.00	10.00	11.80	13.50	10.20	12.20	13.80