

Ministers

Notes for setting ministerial salaries:

- All recommendations are for Salary + Housing.
- **Second minister salaries** should be determined primarily by level of responsibility, authority, and impact relative to lead minister, regardless of title. May blend Associate/Assistant salary lines.
- **Program ministers** (e.g., Minister of Pastoral Care, Minister of Music, Minister of Religious Education) are generally treated as second ministers - Associate, Assistant, or blend.
- **Interim minister salaries** should be at midpoint or above.

Refer to *Guide to Salary Recommendations* for appropriate use of charts, including guidance on:

- How UUA Salary Recommendations are developed.
- Prorating for part-time and converting annual to hourly.
- Adding in the cost of benefits and payroll taxes (which are not included here).
- Consideration of local wage laws/norms. (UUA Recommendations are based on national wages.)
- Adjustment of range minimums to at least 85% of midpoint.

https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf

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| TITLE <i>See capsule job descriptions</i> | Small | | | Midsize I | | | Midsize II | | | Midsize III | | | Large I | | | Large II | | |
|--|--------------|--------|--------|-------------------|---------|---------|-------------------|---------|---------|-------------------|---------|---------|-------------------|---------|---------|--------------|---------|---------|
| | <150 members | | | 150 - 249 members | | | 250 - 349 members | | | 350 - 499 members | | | 500 - 749 members | | | 750+ members | | |
| | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX |
| Lead Minister: Solo, Senior, or Co-lead | 69,100 | 81,400 | 97,700 | 88,000 | 103,500 | 125,700 | 100,500 | 118,300 | 145,300 | 110,400 | 129,900 | 161,300 | 120,700 | 142,000 | 177,300 | 153,800 | 180,900 | 227,500 |
| Second Minister: Associate function | 59,600 | 70,100 | 81,400 | 73,200 | 86,100 | 104,900 | 83,700 | 98,500 | 121,200 | 92,300 | 108,600 | 134,400 | 102,000 | 118,800 | 147,800 | 133,000 | 156,500 | 196,800 |
| Second Minister: Assistant function | 57,200 | 67,300 | 77,800 | 61,400 | 72,300 | 87,600 | 69,900 | 82,100 | 101,400 | 75,700 | 89,100 | 112,400 | 81,900 | 96,300 | 123,500 | 104,100 | 122,500 | 158,600 |

Religious Education Staff

Notes for setting religious education staff salaries:

- Use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- "Credentialed" refers to those who have completed UUA RE Credentialing Program at one of three levels.
- Religious Education program size may impact placement within the range, if it is especially large or small relative to membership.
- Religious Education staff primarily responsible for providing clerical/administrative support should be classified as Administrative staff.

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- How UUA Salary Recommendations are developed.
- Prorating for part-time and converting annual to hourly.
- Adding in the cost of benefits and payroll taxes (which are not included here).
- Consideration of local wage laws/norms. (UUA Recommendations are based on national wages.)
- Adjustment of range minimums to at least 85% of midpoint.

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| TITLE <i>See capsule job descriptions</i> | Small | | | Midsize I | | | Midsize II | | | Midsize III | | | Large I | | | Large II | | |
|--|--------------|--------|--------|-------------------|--------|--------|-------------------|--------|--------|-------------------|--------|--------|-------------------|--------|---------|--------------|---------|---------|
| | <150 members | | | 150 - 249 members | | | 250 - 349 members | | | 350 - 499 members | | | 500 - 749 members | | | 750+ members | | |
| | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX |
| Credentialed, Master Level | 53,000 | 62,200 | 71,400 | 58,200 | 66,800 | 75,500 | 70,400 | 77,700 | 84,600 | 79,400 | 87,600 | 95,400 | 88,600 | 97,500 | 106,400 | 112,500 | 123,600 | 134,900 |
| Credentialed, Credentialed Level | 49,900 | 58,800 | 67,400 | 54,900 | 63,000 | 71,100 | 66,400 | 73,200 | 79,700 | 75,000 | 82,500 | 90,000 | 83,400 | 91,800 | 100,300 | 105,900 | 116,500 | 127,000 |
| Credentialed, Associate Level | 47,000 | 55,300 | 63,300 | 52,200 | 61,400 | 69,900 | 63,700 | 70,000 | 78,900 | 70,500 | 77,500 | 88,000 | 77,300 | 85,100 | 96,800 | 91,300 | 100,500 | 118,500 |
| Religious Educator | 46,000 | 53,100 | 62,300 | 50,700 | 59,600 | 68,600 | 58,000 | 68,200 | 78,200 | 63,500 | 74,700 | 85,800 | 69,000 | 81,100 | 93,200 | 81,700 | 96,200 | 110,200 |
| Religious Education Coordinator | 35,100 | 40,600 | 46,600 | 38,700 | 45,600 | 52,500 | 44,300 | 52,000 | 59,800 | 48,400 | 57,000 | 65,600 | 52,700 | 62,100 | 71,100 | 62,300 | 73,300 | 84,300 |

Music Staff

Notes for setting music staff salaries:

- Use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- "UUA Certified" refers to those who have completed the UUA Music Leadership Certification Program.
- When hiring contract musicians (rather than staff musicians), we suggest consulting your local musicians' union to determine appropriate rates.

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- Consideration of local wage laws/norms. (UUA Recommendations are based on national wages.)
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| TITLE <i>See capsule job descriptions</i> | Small | | | Midsize I | | | Midsize II | | | Midsize III | | | Large I | | | Large II | | |
|--|--------------|---------------|--------|-------------------|---------------|--------|-------------------|---------------|--------|-------------------|---------------|--------|-------------------|---------------|---------|--------------|----------------|---------|
| | <150 members | | | 150 - 249 members | | | 250 - 349 members | | | 350 - 499 members | | | 500 - 749 members | | | 750+ members | | |
| | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX |
| UUA Certified Music Director | 49,800 | 58,500 | 70,100 | 55,400 | 65,100 | 74,800 | 63,200 | 74,300 | 85,400 | 68,700 | 80,800 | 93,000 | 81,200 | 95,500 | 110,000 | 96,200 | 113,200 | 134,700 |
| Music Director | 47,500 | 55,900 | 69,000 | 50,700 | 59,600 | 72,300 | 60,900 | 70,600 | 80,500 | 67,300 | 79,200 | 90,900 | 74,300 | 87,500 | 101,400 | 91,600 | 107,700 | 128,400 |
| UUA Certified Choir Director | 40,000 | 47,000 | 57,900 | 44,100 | 51,900 | 62,800 | 52,100 | 60,500 | 69,700 | 58,200 | 68,500 | 78,500 | 65,000 | 76,500 | 88,500 | 80,000 | 94,000 | 111,900 |
| Choir Director | 38,100 | 44,800 | 55,200 | 42,400 | 49,800 | 60,400 | 50,300 | 58,200 | 66,200 | 55,400 | 65,000 | 75,000 | 61,200 | 72,000 | 83,400 | 75,600 | 88,900 | 105,800 |
| Instrumentalist | 30,900 | 36,400 | 44,600 | 33,200 | 39,100 | 47,100 | 40,100 | 46,500 | 52,700 | 44,300 | 51,900 | 59,800 | 48,900 | 57,600 | 66,700 | 60,300 | 70,900 | 84,300 |

Membership Staff

Notes for setting membership staff salaries:

- Use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- Membership staff primarily responsible for clerical/administrative support should be classified as Administrative staff.

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- How UUA Salary Recommendations are developed.
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| | <150 members | | | 150 - 249 members | | | 250 - 349 members | | | 350 - 499 members | | | 500 - 749 members | | | 750+ members | | |
| | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX |
| Membership Director | 49,600 | 58,100 | 66,700 | 54,400 | 62,500 | 70,500 | 65,600 | 72,400 | 78,800 | 74,100 | 81,700 | 89,000 | 82,500 | 90,900 | 99,200 | 104,900 | 115,300 | 125,800 |
| Membership Manager | 41,900 | 48,300 | 56,800 | 46,200 | 54,400 | 62,500 | 56,500 | 62,100 | 67,800 | 57,700 | 67,900 | 78,000 | 62,800 | 73,900 | 84,900 | 74,300 | 87,500 | 100,300 |
| Membership Coordinator | 35,100 | 40,600 | 46,600 | 38,700 | 45,600 | 52,500 | 44,300 | 52,000 | 59,600 | 48,400 | 57,000 | 65,600 | 52,700 | 62,100 | 71,100 | 62,300 | 73,300 | 84,300 |

Administrative & Operations Staff

Notes for setting administrative and operations staff salaries:

- Use the appropriate position based on our capsule job descriptions, regardless of your congregational position title.
- Check minimum and prevailing wage rates in your location. Adjust our recommendations as appropriate to take into account the minimum wage and local norms.

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| | <150 members | | | 150 - 249 members | | | 250 - 349 members | | | 350 - 499 members | | | 500 - 749 members | | | 750+ members | | |
| | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX |
| Dir. of Finance & Operations | - | - | - | - | - | - | - | - | - | 83,700 | 98,500 | 117,400 | 87,800 | 103,300 | 123,700 | 94,700 | 111,400 | 133,900 |
| Business Administrator | - | - | - | - | - | - | 71,100 | 83,600 | 99,000 | 74,800 | 88,000 | 104,700 | 79,100 | 93,000 | 111,400 | 85,400 | 100,500 | 120,600 |
| Congregational Administrator | 51,100 | 60,000 | 68,900 | 52,100 | 61,300 | 70,300 | 53,400 | 62,800 | 72,200 | 54,700 | 64,400 | 74,800 | 56,700 | 66,800 | 78,100 | 58,500 | 68,900 | 81,800 |
| Office Administrator | 40,100 | 46,900 | 53,900 | 41,500 | 48,900 | 56,200 | 42,200 | 49,600 | 56,900 | 43,500 | 51,100 | 58,400 | 44,600 | 52,400 | 60,100 | 45,900 | 54,000 | 63,400 |
| Office Assistant | 33,800 | 39,300 | 45,800 | 34,300 | 40,400 | 46,700 | 35,300 | 41,100 | 47,700 | 36,000 | 42,300 | 48,900 | 36,900 | 43,500 | 49,800 | 37,900 | 44,500 | 51,300 |
| Bookkeeper | 45,700 | 53,600 | 61,400 | 46,400 | 54,600 | 62,500 | 47,100 | 55,100 | 63,400 | 48,200 | 56,600 | 65,100 | 49,400 | 58,200 | 66,700 | 51,300 | 60,400 | 70,400 |
| Childcare Worker | 33,500 | 38,000 | 43,800 | 33,500 | 38,000 | 43,800 | 33,500 | 38,000 | 43,800 | 34,300 | 38,800 | 44,600 | 35,100 | 40,000 | 45,700 | 36,000 | 41,000 | 46,900 |
| Childcare Worker, Hourly rate | 16.11 | 18.27 | 21.06 | 16.11 | 18.27 | 21.06 | 16.11 | 18.27 | 21.06 | 16.49 | 18.65 | 21.44 | 16.88 | 19.23 | 21.97 | 17.31 | 19.71 | 22.55 |
| Facilities Mgr (new for 20-21) | - | - | - | - | - | - | - | - | - | 48,700 | 55,500 | 65,100 | 49,900 | 56,700 | 66,800 | 51,100 | 58,300 | 68,300 |
| Custodian | 35,200 | 40,200 | 47,200 | 36,000 | 41,000 | 48,100 | 36,800 | 41,800 | 49,100 | 37,500 | 42,700 | 50,200 | 38,400 | 43,700 | 51,500 | 39,300 | 45,000 | 52,700 |
| Custodian, Hourly rate | 16.92 | 19.33 | 22.69 | 17.31 | 19.71 | 23.13 | 17.69 | 20.10 | 23.61 | 18.03 | 20.53 | 24.13 | 18.46 | 21.01 | 24.76 | 18.89 | 21.63 | 25.34 |