

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.

Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.*

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	61,800	77,350	92,850	77,200	98,500	119,600	86,450	112,500	138,450	94,400	123,800	153,550	102,250	135,200	168,800	127,550	172,250	216,700
Second Minister: Associate function	56,100	66,800	77,500	64,250	82,000	99,750	72,250	93,750	115,300	78,650	103,400	127,950	85,150	113,000	140,600	110,350	148,850	187,350
Second Minister: Assistant function	54,250	64,150	74,050	56,400	68,800	83,350	59,650	78,150	96,450	62,750	84,800	107,000	65,700	91,600	117,600	82,000	116,600	151,000

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Religious Education Staff

Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.*

Notes for setting religious education staff salaries:

- Be sure to 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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	<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	49,950	58,600	67,300	54,850	63,000	71,100	66,250	73,100	79,550	74,900	82,500	89,900	83,350	91,750	100,200	105,800	116,400	127,000
Credentialed, Credentialed Level	47,150	55,350	63,500	51,750	59,400	67,050	62,550	68,950	75,150	70,600	77,900	84,800	78,650	86,600	94,500	99,800	109,800	119,700
Credentialed, Associate Level	44,300	52,050	59,700	48,750	55,850	63,200	60,000	65,950	72,200	66,400	73,050	79,650	72,800	80,150	87,400	86,050	94,800	103,250
Religious Educator	42,200	48,600	57,100	46,400	54,650	62,750	53,150	62,400	71,550	58,050	68,350	78,500	63,100	74,250	85,300	73,000	87,900	100,850
Religious Education Coordinator	33,450	38,600	44,400	36,900	43,450	50,050	42,200	49,550	56,900	46,000	54,250	62,350	50,200	59,000	67,750	58,000	69,800	80,300

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Music Staff

Notes for setting music staff salaries:

- Be sure to 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.

Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.*

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	46,900	55,200	66,100	52,700	62,000	71,300	60,150	70,750	81,350	65,300	76,900	88,500	77,300	91,000	104,650	91,550	107,700	128,200
Music Director	42,800	52,750	64,850	45,800	56,700	68,650	58,000	67,300	76,600	64,050	75,400	86,550	70,200	83,300	96,450	83,050	102,500	122,100
UUA Certified Choir Director	35,750	44,250	54,400	40,600	48,850	59,200	49,100	57,100	65,750	54,800	64,650	74,050	60,750	72,200	83,550	71,850	91,850	105,550
Choir Director	34,150	42,250	51,900	39,150	47,050	56,950	47,400	54,850	62,400	52,350	61,150	70,650	57,350	68,000	78,650	67,650	83,750	99,650
Instrumentalist	28,100	34,600	42,500	30,800	37,150	44,950	38,200	44,200	50,250	42,150	49,400	56,850	46,200	54,750	63,350	54,500	67,450	80,250

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Membership Staff

Notes for setting membership staff salaries:

- Be sure to 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.

Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.*

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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	47,150	55,300	63,400	51,700	59,400	67,100	62,450	68,900	75,050	70,600	77,850	84,750	78,600	86,550	94,450	99,800	109,800	119,700
Membership Manager	40,000	46,050	54,150	44,000	51,800	59,550	53,750	59,100	64,650	54,850	64,700	74,250	59,700	70,300	80,800	69,050	83,200	95,450
Membership Coordinator	33,450	38,600	44,400	36,900	43,450	50,050	42,200	49,550	56,800	46,000	54,250	62,350	50,200	59,000	67,750	58,000	69,800	80,300

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Administrative and Operations Staff

Important Notes

- Recommendations assume full-time exempt or 40 hours/week nonexempt. Divide by 2080 for hourly rate.
- Cost of benefits and payroll taxes not included.
- Some recommendations may not comply with state and local minimum wage laws.
- Refer to **Guide to Salary Recommendations** for appropriate use of charts.*

Notes for setting administrative and operations staff salaries:

- Be sure to 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	-	-	-	-	-	-	-	-	-	72,200	89,450	106,500	75,150	93,800	112,300	80,950	101,300	121,600
Business Administrator	-	-	-	-	-	-	63,000	77,300	91,500	65,650	81,300	96,800	68,300	85,250	102,100	73,600	92,100	110,550
Congregational Administrator	47,600	55,900	64,250	48,600	57,150	65,600	49,400	58,050	66,700	50,150	59,550	69,100	51,050	61,250	71,600	51,650	63,200	75,050
Office Administrator	37,350	43,750	50,300	38,750	45,500	52,500	39,150	46,300	53,100	40,300	47,550	54,450	41,550	48,750	55,950	42,100	50,400	59,100
Office Assistant	31,600	36,800	42,800	32,000	37,600	43,500	33,050	38,500	44,550	33,550	39,450	45,550	34,400	40,550	46,400	35,400	41,500	47,800
Bookkeeper	41,250	48,600	55,700	42,050	49,450	56,800	42,700	50,050	57,600	43,700	51,300	59,050	44,850	52,750	60,450	45,500	54,650	63,850
Childcare Worker	30,900	35,150	40,400	31,550	35,550	41,250	31,550	35,900	41,250	32,200	36,650	42,000	33,100	37,550	43,100	33,900	38,550	44,200
Childcare Worker, Hourly rate	14.86	16.90	19.43	15.18	17.08	19.83	15.18	17.26	19.83	15.50	17.61	20.18	15.90	18.07	20.72	16.28	18.53	21.25
Custodian	32,950	37,450	44,050	33,600	38,300	45,000	34,350	39,100	45,900	35,100	39,850	46,850	35,950	40,850	48,000	37,000	42,050	49,350
Custodian, Hourly rate	15.83	18.02	21.17	16.16	18.40	21.63	16.52	18.78	22.06	16.88	19.16	22.52	17.28	19.65	23.08	17.79	20.21	23.75

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