

Ministers

Recommendations assume full-time (40 hours) and do not include the cost of benefits or payroll taxes. Refer to **Guide to Salary Recommendations**.

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.

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	44,250	55,450	66,550	55,300	70,550	85,650	61,900	80,550	99,100	67,600	88,600	109,950	73,200	96,800	120,800	91,300	123,300	155,100
Second Minister: Associate function	40,150	47,800	55,450	45,950	58,700	71,450	51,650	67,100	82,550	56,300	74,000	91,600	60,950	80,900	100,650	79,000	106,550	134,100
Second Minister: Assistant function	38,800	45,900	53,000	38,800	49,250	59,700	42,750	55,950	69,050	44,950	60,750	76,650	47,100	65,650	84,200	58,750	83,550	108,200

Religious Education Staff

Recommendations assume full-time (40 hours) and do not include the cost of benefits or payroll taxes. Refer to **Guide to Salary Recommendations**.

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.

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	35,750	41,950	48,150	39,300	45,100	50,900	47,450	52,350	57,000	53,650	59,100	64,400	59,750	65,750	71,750	75,800	83,400	91,000
Credentialed, Credentialed Level	33,750	39,650	45,500	37,050	42,550	48,050	44,800	49,400	53,800	50,550	55,750	60,750	56,350	62,000	67,650	71,450	78,600	85,750
Credentialed, Associate Level	31,750	37,300	42,800	34,900	40,000	45,300	43,000	47,250	51,700	47,600	52,350	57,100	52,150	57,450	62,650	61,700	67,900	74,000
Religious Educator	30,200	34,800	40,900	33,250	39,150	44,950	38,050	44,700	51,250	41,550	48,950	56,250	45,200	53,200	61,100	52,300	63,000	72,250
Religious Education Coordinator	24,050	27,700	31,850	26,450	31,150	35,850	30,200	35,500	40,800	32,950	38,850	44,650	35,900	42,200	48,500	41,450	49,900	57,400

Music Staff

Recommendations assume full-time (40 hours) and do not include the cost of benefits or payroll taxes. Refer to **Guide to Salary Recommendations**.

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.

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	33,550	39,450	47,300	37,700	44,350	51,000	43,100	50,650	58,200	46,750	55,050	63,350	55,350	65,100	74,850	65,550	77,100	91,750
Music Director	30,650	37,750	46,400	32,800	40,600	49,200	41,550	48,200	54,850	45,900	54,000	62,000	50,300	59,700	69,100	59,500	73,450	87,500
UUA Certified Choir Director	25,600	31,700	39,000	29,100	35,000	42,400	35,200	40,900	47,100	39,250	46,250	53,000	43,450	51,600	59,750	51,400	63,450	75,500
Choir Director	24,450	30,250	37,200	28,000	33,650	40,800	33,950	39,300	44,650	37,450	43,950	50,500	41,100	48,700	56,300	48,450	59,950	71,350
Instrumentalist	20,150	24,800	30,450	22,050	26,600	32,150	27,350	31,650	35,950	30,150	35,400	40,700	33,100	39,250	45,400	39,050	48,300	57,450

Membership Staff

Recommendations assume full-time (40 hours) and do not include the cost of benefits or payroll taxes. Refer to **Guide to Salary Recommendations**.

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.

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
Membership Director	33,750	39,600	45,450	37,050	42,550	48,050	44,750	49,350	53,750	50,550	55,700	60,700	56,300	61,950	67,600	71,450	78,600	85,750
Membership Manager	28,650	33,000	38,800	31,500	37,100	42,600	38,500	42,300	46,300	39,350	46,350	53,250	42,800	50,400	57,900	49,500	59,650	68,400
Membership Coordinator	24,050	27,700	31,850	26,450	31,150	35,850	30,200	35,500	40,700	32,950	38,850	44,650	35,900	42,200	48,500	41,450	49,900	57,400

Administrative and Operations Staff

Recommendations assume full-time (40 hours) and do not include the cost of benefits or payroll taxes. Refer to **Guide to Salary Recommendations**.

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.

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
Business Administrator	-	-	-	-	-	-	45,100	55,350	65,500	47,000	58,200	69,300	48,900	61,050	73,100	52,700	65,900	79,100
Congregational Administrator	34,100	40,050	46,000	34,800	40,950	47,000	35,400	41,550	47,800	35,900	42,650	49,500	36,500	43,850	51,300	37,000	45,250	53,700
Office Administrator	26,750	31,350	36,000	27,750	32,600	37,550	28,050	33,200	38,050	28,950	34,100	39,050	29,850	35,000	40,150	30,200	36,150	42,400
Office Assistant	22,650	26,350	30,650	22,950	26,950	31,150	23,650	27,550	31,850	24,050	28,250	32,650	24,650	29,050	33,250	25,350	29,750	34,250
Bookkeeper	29,500	34,750	39,850	30,100	35,400	40,600	30,550	35,800	42,100	31,350	36,750	42,250	32,150	37,800	43,350	32,650	39,200	45,750
Childcare Worker	22,100	25,150	28,900	22,100	25,150	28,900	22,600	25,700	29,550	23,100	26,250	30,100	23,700	26,950	30,900	24,300	27,650	31,700
Childcare Worker, Hourly rate	10.64	12.09	13.90	10.64	12.09	13.90	10.87	12.36	14.20	11.11	12.62	14.46	11.42	12.98	14.88	11.71	13.35	15.00
Custodian	24,050	27,350	31,500	24,050	27,350	32,150	24,600	27,950	32,850	25,150	28,550	33,550	25,750	29,250	34,400	25,550	30,050	35,300
Custodian, Hourly rate	11.56	13.15	15.46	11.56	13.15	15.46	11.83	13.44	15.79	12.09	13.73	16.13	12.38	14.06	16.54	12.28	14.45	17.00