

Ministers

Recommendations assume full-time (40 hours for nonexempt) 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.

1.04

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	51,900	65,000	78,000	64,850	82,750	100,450	72,600	94,500	116,250	79,300	103,950	128,950	85,900	113,550	141,750	107,150	144,650	181,950
Second Minister: Associate function	47,100	56,100	65,100	53,900	68,900	83,900	60,650	78,750	96,800	66,100	86,850	107,500	71,550	94,950	118,150	92,700	125,050	157,400
Second Minister: Assistant function	45,500	53,800	62,150	47,300	57,700	69,950	50,100	65,550	80,950	52,700	71,200	89,800	55,150	76,900	98,650	68,800	97,850	126,700

Religious Education Staff

Recommendations assume full-time (40 hours for nonexempt) 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	41,950	49,250	56,500	46,100	52,950	59,750	55,700	61,400	66,850	62,900	69,300	75,500	70,050	77,100	84,200	88,900	97,800	106,700
Credentialed, Credentialed Level	39,550	46,450	53,300	43,450	49,850	56,250	52,550	57,950	63,100	59,350	65,400	71,250	66,100	72,750	79,400	83,900	92,250	100,600
Credentialed, Associate Level	37,200	43,750	50,150	40,900	46,900	53,100	50,400	55,400	60,600	55,800	61,350	66,900	61,150	67,350	73,400	72,350	79,600	86,800
Religious Educator	35,400	40,800	48,000	39,000	45,900	52,750	44,600	52,400	60,100	48,700	57,400	65,950	53,000	62,400	71,700	61,300	73,900	84,750
Religious Education Coordinator	28,150	32,450	37,350	31,000	36,500	42,000	35,400	41,600	47,800	38,650	45,550	52,350	42,100	49,500	56,900	48,600	58,550	67,400

Music Staff

Recommendations assume full-time (40 hours for nonexempt) 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	39,400	46,350	55,550	44,250	52,050	59,850	50,550	59,450	68,350	54,850	64,600	74,300	64,900	76,400	87,900	76,900	90,450	107,650
Music Director	36,000	44,300	54,500	38,500	49,500	57,700	48,700	56,500	64,300	53,800	63,350	72,750	59,000	70,050	81,050	69,850	86,200	102,700
UUA Certified Choir Director	30,000	37,150	45,650	34,100	41,050	49,650	41,250	47,950	55,150	46,000	54,250	62,150	50,950	60,550	70,100	60,300	74,400	88,500
Choir Director	28,650	35,450	43,650	32,800	39,450	47,850	39,800	46,050	52,350	43,900	51,550	59,300	48,150	57,100	66,050	56,850	70,300	83,650
Instrumentalist	23,600	29,050	35,700	25,850	31,200	37,700	32,050	37,100	42,100	35,300	41,450	47,700	38,750	45,900	53,100	45,700	56,500	67,250

Membership Staff

*Recommendations assume full-time (40 hours for nonexempt) 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	39,550	46,450	53,300	43,400	49,850	56,300	52,450	57,900	63,000	59,300	65,300	71,150	66,000	72,650	79,300	83,750	92,150	100,500
Membership Manager	33,550	38,650	45,400	36,900	43,450	49,900	45,150	49,600	54,300	46,100	54,350	62,400	50,200	59,050	67,850	58,050	69,950	80,200
Membership Coordinator	28,150	32,450	37,350	31,000	36,500	42,000	35,400	41,600	47,700	38,650	45,550	52,350	42,100	49,500	56,900	48,600	58,550	67,400

Administrative and Operations Staff

Recommendations assume full-time (40 hours for nonexempt) 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	-	-	-	-	-	-	52,900	64,950	76,850	55,100	68,300	81,350	57,350	71,600	85,750	61,800	77,250	92,750
Congregational Administrator	39,950	46,900	53,850	40,800	48,000	55,050	41,550	48,700	56,000	42,100	50,000	58,100	42,850	51,450	60,150	43,350	53,050	62,900
Office Administrator	31,350	36,700	42,150	32,500	38,200	44,050	32,850	38,900	44,600	33,900	39,950	45,750	34,950	41,000	47,000	35,350	42,350	49,600
Office Assistant	26,550	30,950	36,000	26,900	31,600	36,550	27,700	32,300	37,350	28,150	33,050	38,200	28,850	34,000	38,950	29,650	34,800	40,100
Bookkeeper	34,650	40,800	46,800	35,300	41,550	47,700	35,900	42,000	48,350	36,750	43,100	49,600	37,650	44,300	50,800	38,250	45,950	53,650
Childcare Worker	25,450	28,900	33,250	26,000	29,550	33,950	26,500	30,150	34,700	27,100	30,800	35,300	27,750	31,550	36,200	28,500	32,400	35,000
Childcare Worker, Hourly rate	12.22	13.90	15.97	12.50	14.20	16.33	12.75	14.50	16.67	13.02	14.80	16.97	13.35	15.17	17.40	13.70	15.58	16.83
Custodian	27,650	31,450	36,950	28,250	32,150	37,750	28,850	32,800	38,600	29,500	33,500	39,350	30,200	34,300	40,350	30,000	35,250	41,450
Custodian, Hourly rate	13.30	15.12	17.77	13.57	15.45	18.15	13.87	15.78	18.55	14.18	16.10	18.93	14.53	16.50	19.40	14.42	16.95	19.93