

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

TITLE <i>See capsule</i> <i>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	50,900	59,900	71,900	64,800	76,100	92,500	74,000	87,000	107,000	81,200	95,600	118,700	88,800	104,500	130,500	113,200	133,100	167,400
Second Minister: Associate function	43,900	51,600	59,900	53,900	63,400	77,200	61,600	72,500	89,200	68,000	79,900	98,900	75,100	87,400	108,800	97,900	115,200	144,900
Second Minister: Assistant function	42,100	49,500	57,200	45,200	53,200	64,500	51,400	60,400	74,600	55,700	65,600	82,700	60,300	70,900	90,900	76,600	90,100	116,700

Religious Education Staff

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed, Master Level	39,000	45,800	52,500	42,900	49,200	55,600	51,800	57,200	62,200	58,500	64,500	70,200	65,200	71,700	78,300	82,800	91,000	99,300
Credentialed, Credentialed Level	36,800	43,200	49,600	40,400	46,300	52,400	48,900	53,900	58,700	55,200	60,700	66,300	61,400	67,600	73,800	77,900	85,700	93,400
Credentialed, Associate Level	34,600	40,700	46,600	38,400	45,200	51,400	46,900	51,500	58,100	51,900	57,100	64,800	56,900	62,600	71,300	67,200	74,000	87,200
Religious Educator	33,800	39,100	45,900	37,300	43,900	50,500	42,700	50,200	57,500	46,700	55,000	63,200	50,800	59,700	68,600	60,200	70,800	81,100
Religious Education Coordinator	25,900	29,900	34,300	28,500	33,600	38,600	32,600	38,300	44,000	35,600	41,900	48,300	38,800	45,700	52,400	45,900	54,000	62,000

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.

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UUA Certified Music Director	36,700	43,100	51,600	40,800	47,900	55,100	46,500	54,700	62,900	50,600	59,500	68,400	59,800	70,300	80,900	70,800	83,300	99,200
Music Director	35,000	41,200	50,800	37,300	43,900	53,200	44,800	52,000	59,200	49,500	58,300	66,900	54,700	64,400	74,600	67,400	79,200	94,500
UUA Certified Choir Director	29,400	34,600	42,600	32,400	38,200	46,200	38,400	44,600	51,300	42,900	50,400	57,800	47,800	56,300	65,100	58,800	69,200	82,300
Choir Director	28,000	33,000	40,600	31,200	36,700	44,500	37,000	42,900	48,700	40,800	47,800	55,200	45,000	53,000	61,400	55,600	65,400	77,800
Instrumentalist	22,700	26,800	32,800	24,400	28,800	34,700	29,500	34,200	38,800	32,600	38,200	44,000	36,000	42,400	49,100	44,400	52,200	62,000

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.

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Membership Director	36,500	42,800	49,100	40,000	46,000	51,900	48,300	53,300	58,000	54,500	60,200	65,500	60,700	66,900	73,000	77,200	84,900	92,600
Membership Manager	30,800	35,500	41,800	34,000	40,000	46,000	41,500	45,700	49,900	42,500	50,000	57,400	46,200	54,400	62,500	54,700	64,400	73,800
Membership Coordinator	25,900	29,900	34,300	28,500	33,600	38,600	32,600	38,300	43,900	35,600	41,900	48,300	38,800	45,700	52,400	45,900	54,000	62,000

Administrative and Operations Staff

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Dir. of Finance & Operations	-	-	-	-	-	-	-	-	-	61,000	71,800	85,500	64,000	75,300	90,100	69,000	81,200	97,600
Business Administrator	-	-	-	-	-	-	51,800	60,900	72,200	54,500	64,100	76,300	57,600	67,800	81,200	62,200	73,200	87,900
Congregational Administrator	37,200	43,700	50,200	38,000	44,700	51,200	38,900	45,800	52,600	39,900	46,900	54,500	41,400	48,700	57,000	42,700	50,200	59,600
Office Administrator	29,200	34,200	39,300	30,300	35,600	41,000	30,700	36,200	41,500	31,700	37,200	42,600	32,500	38,200	43,800	33,500	39,400	46,200
Office Assistant	24,600	28,700	33,400	25,000	29,400	34,000	25,800	30,000	34,800	26,200	30,800	35,600	26,900	31,700	36,300	27,600	32,400	37,400
Bookkeeper	33,300	39,100	44,700	33,800	39,800	45,600	34,300	40,100	46,200	35,200	41,300	47,500	36,000	42,400	48,600	37,400	44,000	51,300
Childcare Worker	24,400	27,700	32,000	24,400	27,700	32,000	24,400	27,700	32,000	25,000	28,300	32,500	25,600	29,100	33,300	26,200	29,900	34,200
Childcare Worker, Hourly rate	11.73	13.32	15.38	11.73	13.32	15.38	11.73	13.32	15.38	12.02	13.61	15.63	12.31	13.99	16.01	12.60	14.38	16.44
Facilities Mgr (new for 20-21)	-	-	-	-	-	-	-	-	-	35,500	40,400	47,500	36,400	41,400	48,700	37,200	42,500	49,800
Custodian	25,700	29,300	34,400	26,200	29,900	35,100	26,800	30,500	35,800	27,400	31,100	36,600	28,000	31,900	37,500	28,700	32,800	38,400
Custodian, Hourly rate	12.36	14.09	16.54	12.60	14.38	16.88	12.88	14.66	17.21	13.17	14.95	17.60	13.46	15.34	18.03	13.80	15.77	18.46