

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.

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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	60,600	71,300	85,700	77,200	90,700	110,200	88,100	103,700	127,500	96,800	113,900	141,500	105,800	124,500	155,500	134,800	158,600	199,500
Second Minister: Associate function	52,300	61,500	71,300	64,200	75,500	92,000	73,400	86,400	106,300	81,000	95,200	117,800	89,500	104,200	129,600	116,600	137,200	172,600
Second Minister: Assistant function	50,200	59,000	68,200	53,900	63,400	76,800	61,300	72,000	88,900	66,400	78,200	98,600	71,800	84,400	108,300	91,300	107,400	139,100

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	46,500	54,500	62,600	51,100	58,600	66,200	61,700	68,100	74,100	69,700	76,800	83,700	77,700	85,500	93,300	98,700	108,400	118,300
Credentialed, Credentialed Level	43,800	51,500	59,100	48,200	55,200	62,400	58,200	64,200	69,900	65,700	72,400	79,000	73,100	80,500	87,900	92,800	102,100	111,300
Credentialed, Associate Level	41,200	48,500	55,600	45,800	53,900	61,300	55,900	61,400	69,200	61,800	68,000	77,200	67,800	74,600	84,900	80,100	88,100	103,900
Religious Educator	40,300	46,600	54,700	44,500	52,300	60,100	50,800	59,800	68,500	55,700	65,500	75,300	60,500	71,100	81,800	71,700	84,300	96,700
Religious Education Coordinator	30,800	35,600	40,900	33,900	40,000	46,000	38,900	45,600	52,400	42,400	50,000	57,600	46,300	54,400	62,400	54,700	64,300	73,900

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
UUA Certified Music Director	43,700	51,300	61,500	48,600	57,100	65,600	55,400	65,200	74,900	60,300	70,900	81,500	71,200	83,800	96,400	84,300	99,200	118,200
Music Director	41,700	49,100	60,500	44,500	52,300	63,400	53,400	61,900	70,600	59,000	69,400	79,700	65,200	76,700	88,900	80,300	94,400	112,600
UUA Certified Choir Director	35,100	41,200	50,700	38,600	45,500	55,100	45,700	53,100	61,200	51,100	60,000	68,900	57,000	67,100	77,600	70,100	82,400	98,100
Choir Director	33,400	39,300	48,400	37,200	43,700	53,000	44,100	51,100	58,000	48,600	57,000	65,700	53,600	63,200	73,100	66,300	78,000	92,700
Instrumentalist	27,100	31,900	39,100	29,100	34,300	41,300	35,200	40,800	46,300	38,900	45,500	52,400	42,900	50,500	58,500	52,900	62,200	73,900

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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	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Membership Director	43,500	51,000	58,500	47,700	54,800	61,800	57,600	63,500	69,100	65,000	71,700	78,100	72,400	79,700	87,000	92,000	101,100	110,300
Membership Manager	36,700	42,300	49,800	40,500	47,700	54,800	49,500	54,400	59,500	50,600	59,600	68,400	55,100	64,800	74,500	65,200	76,700	87,900
Membership Coordinator	30,800	35,600	40,900	33,900	40,000	46,000	38,900	45,600	52,300	42,400	50,000	57,600	46,300	54,400	62,400	54,700	64,300	73,900

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	-	-	-	-	-	-	-	-	-	72,700	85,600	101,900	76,300	89,700	107,400	82,200	96,800	116,300
Business Administrator	-	-	-	-	-	-	61,700	72,600	86,000	65,000	76,400	90,900	68,700	80,800	96,800	74,100	87,200	104,700
Congregational Administrator	44,400	52,100	59,800	45,200	53,200	61,000	46,400	54,500	62,700	47,500	55,900	65,000	49,300	58,000	67,900	50,800	59,800	71,000
Office Administrator	34,800	40,800	46,800	36,100	42,400	48,800	36,600	43,100	49,400	37,700	44,400	50,700	38,800	45,500	52,200	39,900	46,900	55,100
Office Assistant	29,300	34,200	39,800	29,800	35,100	40,500	30,700	35,700	41,400	31,200	36,700	42,400	32,000	37,700	43,200	32,900	38,600	44,600
Bookkeeper	39,600	46,600	53,300	40,300	47,400	54,300	40,900	47,800	55,100	41,900	49,200	56,600	42,900	50,500	57,900	44,600	52,400	61,200
Childcare Worker	29,100	33,000	38,100	29,100	33,000	38,100	29,100	33,000	38,100	29,800	33,700	38,800	30,500	34,700	39,600	31,200	35,600	40,800
Childcare Worker, Hourly rate	13.99	15.87	18.32	13.99	15.87	18.32	13.99	15.87	18.32	14.33	16.20	18.65	14.66	16.68	19.04	15.00	17.12	19.62
Facilities Mgr (new for 20-21)	-	-	-	-	-	-	-	-	-	42,300	48,200	56,600	43,300	49,300	58,000	44,400	50,600	59,400
Custodian	30,600	34,900	41,000	31,200	35,600	41,800	31,900	36,300	42,700	32,600	37,100	43,600	33,400	38,000	44,700	34,200	39,100	45,800
Custodian, Hourly rate	14.71	16.78	19.71	15.00	17.12	20.10	15.34	17.45	20.53	15.67	17.84	20.96	16.06	18.27	21.49	16.44	18.80	22.02