

**Salary Recommendations for Church Years
Beginning July 1, 2016
Geo Index 1**

All of the pay ranges below are annual salary figures (salary including housing for ordained clergy) and are based on a 40 hour week. These numbers do not include the cost of benefits. Congregations can adjust for less than full-time employment. Capsule job descriptions are intended as a standard for establishing the appropriate salary range for employees. These capsules should guide congregations in assigning the appropriate salary range for a position. They are not a total or all-encompassing description of the work.

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
MINISTRY																		
Parish Minister, Minister of Religious Education or Community Minister	41,400	51,850	62,200	51,750	66,000	80,150	57,950	75,400	92,750	63,300	82,950	102,900	68,550	90,650	113,150	85,550	115,500	145,250
In multi-minister settings, where one minister is recognized as having primary accountability, a salary differential is merited. Where the functions of a congregation's ministers are found to be closely comparable, the congregation should consider the same salary range for these positions.																		
Interim Minister	Same as the midpoint of the range recommended for congregations of this size.																	
Co-Minister	Same as Minister, pro-rated for part-time																	
Associate Minister	37,650	44,800	51,950	43,050	55,000	66,950	48,400	62,850	77,300	52,750	69,300	85,750	57,100	75,750	94,250	73,950	99,750	125,550
Assistant Minister	36,300	42,950	49,600	36,350	46,100	55,850	40,000	52,350	64,600	42,050	56,800	71,650	44,000	61,350	78,700	54,900	78,100	101,150
For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.																		
Youth Minister	Same as other ministerial categories according to responsibility.																	
Minister of Music	Same as other ministerial categories according to responsibility.																	
Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
RELIGIOUS EDUCATION																		
Credentialed Religious Educator - Masters Level	33,500	39,300	45,100	36,800	42,250	47,700	44,400	49,000	53,350	50,200	55,300	60,250	55,900	61,500	79,200	70,900	78,000	85,100
Credentialed Religious Educator - Associate Level	31,600	37,100	42,600	34,700	39,850	45,000	41,950	46,250	50,350	47,350	52,200	56,850	52,750	58,050	63,350	66,900	73,600	80,300
Religious Educator Coordinator	29,750	34,950	40,100	32,700	37,450	42,400	40,200	44,200	48,350	44,500	48,950	53,400	48,750	53,700	58,550	57,700	63,500	69,200
Religious Educator	28,300	32,600	38,300	31,150	36,700	42,150	35,600	41,850	48,000	38,950	45,850	52,650	42,350	49,850	57,250	48,950	59,000	67,650
Religious Educator Coordinator	22,450	25,900	29,800	24,750	29,150	33,550	28,250	33,200	38,150	30,800	36,350	41,800	33,600	39,500	45,400	38,800	46,700	53,750
Employees whose primary responsibilities are to provide clerical and administrative support should be classified in the Administrative job family.																		

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MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
UUA Certified Music Director	31,450	36,950	44,300	35,300	41,550	47,800	40,350	47,450	54,550	43,850	51,600	59,350	51,900	61,050	70,200	61,450	72,300	86,050
Music Director	28,700	35,350	43,450	30,700	38,000	46,050	38,850	45,100	51,350	42,950	50,550	58,050	47,100	55,900	64,700	55,750	68,800	81,950
UUA Certified Choir Director	24,000	29,700	36,550	27,250	32,800	39,700	32,950	38,300	44,100	36,800	43,350	49,700	40,750	48,400	56,050	48,200	59,500	70,800
Choir Director	22,850	28,300	34,800	26,200	31,500	38,200	31,750	36,800	41,850	35,050	41,150	47,350	38,450	45,600	52,750	45,400	56,150	66,850
Instrumentalist	18,850	23,200	28,500	20,650	24,900	30,100	25,550	29,600	33,650	28,200	33,100	38,100	30,950	36,700	42,450	36,550	45,200	53,750
The UUA's salary recommendations for Musicians differ from those of the American Guild of Organists. The UUA's figures are based on church size and the AGO's are based on education, experience, the inclusion of benefits and the definitions of the various positions.																		
Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
MEMBERSHIP	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Membership Director	31,550	37,050	42,550	34,650	39,800	44,950	41,900	46,200	50,300	47,300	52,150	56,800	52,700	58,000	63,300	66,850	73,550	80,250
Membership Manager	26,800	30,850	36,250	29,450	34,700	39,850	36,050	39,600	43,350	36,800	43,350	49,800	40,000	47,100	54,100	46,250	55,750	63,950
Membership Coordinator	22,450	25,900	29,800	24,750	29,150	33,550	28,250	33,200	38,050	30,800	36,350	41,800	33,600	39,500	45,400	38,800	46,700	53,750
Employees whose primary responsibilities are to provide clerical and administrative support should be classified in the Administrative job family.																		
Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
ADMINISTRATIVE AND OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Business Administrator	-	-	-	-	-	-	42,250	51,850	61,350	44,000	54,500	64,900	45,750	57,150	68,450	49,350	61,700	74,050
Congregational Administrator	31,900	37,450	43,000	32,550	38,300	43,950	33,150	38,900	44,750	33,600	39,950	46,350	34,200	41,050	48,000	34,650	42,350	50,250
Office Administrator	24,150	28,300	32,500	25,050	29,450	33,950	25,350	30,000	34,400	26,150	30,800	35,300	26,950	31,600	36,250	27,300	32,650	38,300
Office Assistant	20,700	24,100	28,050	20,950	24,650	28,500	21,600	25,200	29,150	22,000	25,850	29,900	22,500	26,550	30,400	23,150	27,200	31,350
Bookkeeper	27,650	32,600	37,350	28,200	33,200	38,100	28,650	33,550	38,650	29,300	34,400	39,500	30,050	35,350	40,500	30,550	36,700	42,850
Child Care Worker	20,800	24,050	27,650	20,800	24,050	27,650	20,800	24,050	27,650	20,800	24,550	28,150	22,150	25,200	28,900	22,750	25,850	29,650
Hourly Rate Child Care Worker	10.00	11.56	13.29	10.00	11.56	13.29	10.00	11.56	13.29	10.00	11.80	14.46	11.42	12.98	14.88	11.71	13.35	15.16
Custodian	22,550	25,650	30,150	22,550	25,650	30,150	23,050	26,200	30,800	23,550	26,750	31,450	24,150	27,450	32,250	24,000	28,200	33,150
Hourly Rate Custodian	10.84	12.33	14.50	10.84	12.33	14.50	11.08	12.60	14.81	11.32	12.86	15.12	11.61	13.20	15.50	11.54	13.56	15.94
Congregations should always check minimum wage rates in their locale and pay at least the required minimum wage if it exceeds our predictions.																		