

**Salary Recommendations for Church Years
Beginning July 1, 2016
Geo Index 3**

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)		
MINISTRY	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Parish Minister, Minister of Religious Education or Community Minister	47,100	59,000	70,800	58,850	75,050	91,100	65,850	85,700	105,450	71,900	94,250	116,950	77,850	102,950	128,500	97,150	131,150	164,950
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	<i>Same as the midpoint of the range recommended for congregations of this size.</i>																	
Co-Minister	<i>Same as Minister, pro-rated for part-time</i>																	
Associate Minister	42,700	50,850	59,000	48,900	62,450	76,000	54,950	71,400	87,850	59,950	78,750	97,450	64,900	86,100	107,100	84,100	113,400	142,700
Assistant Minister	41,050	48,850	56,400	41,300	52,400	63,500	45,450	59,500	73,450	47,800	64,600	81,500	50,050	69,800	89,550	62,500	88,850	115,050
<i>For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.</i>																		
Youth Minister	<i>Same as other ministerial categories according to responsibility.</i>																	
Minister of Music	<i>Same as other ministerial categories according to responsibility.</i>																	
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)		
RELIGIOUS EDUCATION	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed Religious Educator - Masters Level	38,050	44,650	51,250	41,800	48,000	54,200	50,500	55,700	60,650	57,050	62,900	68,500	63,600	70,000	76,400	80,750	88,800	96,850
Credentialed Religious Educator	35,900	42,150	48,400	39,400	45,250	51,100	47,650	52,550	57,200	53,800	59,300	64,600	59,900	65,950	72,000	76,000	83,600	91,200
Credentialed Religious Educator - Associate Level	33,750	39,700	45,550	37,150	42,550	48,150	45,700	50,250	55,000	50,600	55,650	60,700	55,450	61,050	66,550	65,600	72,200	78,700
Religious Educator	32,100	37,000	43,500	35,350	41,650	47,850	40,450	47,550	54,500	44,250	52,100	59,850	48,100	56,650	65,100	55,650	67,050	76,900
Religious Educator Coordinator	25,500	29,400	33,800	28,100	33,100	38,100	32,150	37,750	43,350	35,050	41,350	47,550	38,250	44,950	51,650	44,150	53,150	61,150
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	35,750	42,000	50,350	40,100	47,200	54,300	45,850	53,900	61,950	49,800	58,600	67,400	58,900	69,300	79,700	69,750	82,050	97,650
Music Director	32,650	40,200	49,450	34,900	43,200	52,350	44,150	51,250	58,350	48,800	57,400	65,900	53,450	63,450	73,450	63,250	78,100	93,050
UUA Certified Choir Director	27,250	33,750	41,500	30,950	37,250	45,100	37,450	43,500	50,100	41,750	49,200	56,400	46,250	54,900	63,550	54,700	67,500	80,300
Choir Director	26,050	32,200	39,600	29,800	35,800	43,400	36,100	41,800	47,500	39,800	46,750	53,800	43,700	51,800	59,900	51,550	63,800	75,950
Instrumentalist	21,400	26,350	32,350	23,450	28,300	34,200	29,050	33,650	38,250	32,100	37,650	43,300	35,200	41,750	48,300	41,550	51,400	61,150

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	35,900	42,100	48,300	39,400	45,250	51,100	47,600	52,500	57,150	53,750	59,250	64,550	59,850	65,900	71,950	76,000	83,600	91,200
Membership Manager	30,450	35,050	41,200	33,500	39,450	45,300	40,950	45,000	49,250	41,850	49,300	56,600	45,550	53,600	61,600	52,650	63,450	72,750
Membership Coordinator	25,500	29,400	33,800	28,100	33,100	38,100	32,150	37,750	43,250	35,050	41,350	47,550	38,250	44,950	51,650	44,150	53,150	61,150

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	-	-	-	-	-	-	48,000	58,900	69,700	50,000	61,900	73,700	51,950	64,900	77,700	56,000	70,050	84,100
Congregational Administrator	36,250	42,600	48,950	37,000	43,550	50,000	37,650	44,200	50,850	38,150	45,350	52,650	38,800	46,600	54,500	39,350	48,100	57,050
Office Administrator	28,500	33,350	38,300	29,500	34,700	40,000	29,800	35,300	40,500	30,750	36,250	41,550	31,700	37,200	42,700	32,150	38,450	45,100
Office Assistant	24,050	28,000	32,600	24,400	28,650	33,150	25,150	29,300	33,900	25,550	30,050	34,750	26,200	30,900	35,400	26,950	31,650	36,450
Bookkeeper	31,400	37,000	42,400	32,050	37,700	43,250	32,550	38,100	43,850	33,350	39,100	45,000	34,150	40,200	46,100	34,750	41,700	48,650
Child Care Worker	24,050	27,350	31,450	24,050	27,350	31,450	24,050	27,350	31,450	24,600	27,950	32,050	25,200	28,650	32,850	25,850	29,400	33,700
Hourly Rate Child Care Worker	11.32	12.88	14.81	11.32	12.88	14.81	11.57	13.15	15.12	11.83	13.44	15.41	12.12	13.77	15.79	12.43	14.13	16.20
Custodian	25,100	28,550	33,550	25,600	29,150	34,250	26,150	29,750	34,950	26,700	30,350	35,650	27,350	31,100	36,550	28,000	31,950	37,550
Hourly Rate Custodian	12.07	13.73	16.13	12.31	14.01	16.47	12.57	14.30	16.80	12.84	14.59	17.14	13.15	14.95	17.57	13.46	15.36	18.05

Congregations should always check minimum wage rates in their locale and pay the required minimum wage if it exceeds our predictions.