

**Salary Recommendations for Church Years  
Beginning July 1, 2016  
Geo Index 4**

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	49,900	62,500	75,000	62,350	79,550	96,600	69,800	90,850	111,800	76,250	99,950	124,000	82,600	109,200	136,300	103,050	139,100	174,950

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	45,300	53,950	62,600	51,850	66,250	80,650	58,300	75,700	93,100	63,550	83,500	103,350	68,800	91,300	113,600	89,150	120,250	151,350
Assistant Minister	43,750	51,750	59,750	45,500	55,500	67,250	48,150	63,050	77,850	50,650	68,450	86,350	53,050	73,950	94,850	66,150	94,100	121,850
<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)		
	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	40,350	47,350	54,350	44,350	50,900	57,450	53,550	59,050	64,300	60,500	66,650	72,600	67,350	74,150	80,950	85,500	94,050	102,600
Credentialed Religious Educator	38,050	44,650	51,250	41,800	47,950	54,100	50,550	55,700	60,650	57,050	62,900	68,500	63,550	69,950	76,350	80,650	88,700	96,750
Credentialed Religious Educator - Associate Level	35,750	42,050	48,200	39,350	45,100	51,050	48,450	53,250	58,250	53,650	59,000	64,350	58,800	64,750	70,600	69,550	76,550	83,450
Religious Educator	34,050	39,250	46,150	37,500	44,150	50,700	42,900	50,400	57,800	46,850	55,200	63,400	50,950	60,000	68,950	58,950	71,050	81,500
Religious Educator Coordinator	27,050	31,200	35,900	29,800	35,100	40,400	34,050	40,000	45,950	37,150	43,800	50,350	40,500	47,600	54,700	46,750	56,300	64,800

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	37,900	44,550	53,400	42,550	50,050	57,550	48,600	57,150	65,700	52,750	62,100	71,450	62,400	73,450	84,500	73,950	86,950	103,500
Music Director	34,600	42,600	52,400	37,000	47,600	55,500	46,850	54,350	61,850	51,750	60,900	69,950	56,750	67,350	77,950	67,150	82,900	98,750
UUA Certified Choir Director	28,850	35,700	43,900	32,800	39,450	47,750	39,650	46,100	53,050	44,250	52,150	59,750	49,000	58,200	67,400	58,000	71,550	85,100
Choir Director	27,550	34,100	41,950	31,550	37,950	46,000	38,250	44,300	50,350	42,200	49,550	57,000	46,300	54,900	63,500	54,650	67,600	80,450
Instrumentalist	22,700	27,950	34,350	24,850	30,000	36,250	30,800	35,650	40,500	33,950	39,850	45,850	37,250	44,150	51,050	43,950	54,350	64,650

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	38,050	44,650	51,250	41,750	47,950	54,150	50,450	55,650	60,600	57,000	62,800	68,400	63,450	69,850	76,250	80,550	88,600	96,650
Membership Manager	32,250	37,150	43,650	35,500	41,800	48,000	43,400	47,700	52,200	44,350	52,250	60,000	48,250	56,800	65,250	55,800	67,250	77,100
Membership Coordinator	27,050	31,200	35,900	29,800	35,100	40,400	34,050	40,000	45,850	37,150	43,800	50,350	40,500	47,600	54,700	46,750	56,300	64,800

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	-	-	-	-	-	-	50,850	62,450	73,900	53,000	65,650	78,200	55,150	68,850	82,450	59,400	74,300	89,200
Congregational Administrator	38,400	45,100	51,800	39,250	46,150	52,950	39,950	46,850	53,850	40,500	48,100	55,850	41,200	49,450	57,850	41,700	51,000	60,500
Office Administrator	30,150	35,300	40,550	31,250	36,750	42,350	31,600	37,400	42,900	32,600	38,400	44,000	33,600	39,400	45,200	34,000	40,700	47,700
Office Assistant	25,550	29,750	34,600	25,850	30,400	35,150	26,650	31,050	35,900	27,050	31,800	36,750	27,750	32,700	37,450	28,500	33,450	38,550
Bookkeeper	33,300	39,250	45,000	33,950	39,950	45,850	34,500	40,400	46,500	35,350	41,450	47,700	36,200	42,600	48,850	36,800	44,200	51,600
Child Care Worker	24,450	27,800	31,950	25,000	28,400	32,650	25,500	29,000	33,350	26,050	29,600	33,950	26,700	30,350	34,800	27,400	31,150	33,650
Hourly Rate Child Care Worker	11.75	13.37	15.36	12.02	13.65	15.70	12.26	13.94	16.03	12.52	14.23	16.32	12.84	14.59	16.73	13.17	14.98	16.18
Custodian	26,600	30,250	35,550	27,150	30,900	36,300	27,750	31,550	37,100	28,350	32,200	37,850	29,050	33,000	38,800	28,850	33,900	39,850
Hourly Rate Custodian	12.79	14.54	17.09	13.05	14.86	17.45	13.34	15.17	17.84	13.63	15.48	18.20	13.97	15.87	18.65	13.87	16.30	19.16

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