

**Salary Recommendations for Church Years
Beginning July 1, 2016
Geo Index 5**

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	52,750	66,050	79,250	65,900	84,050	102,050	73,750	96,000	118,100	80,550	105,600	131,050	87,250	115,350	143,950	108,850	146,950	184,850
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	46,900	55,850	64,800	53,700	68,600	83,500	60,350	78,400	96,450	65,800	86,450	107,000	71,200	94,500	117,550	92,300	124,450	156,600
Assistant Minister	43,950	53,600	61,900	46,000	57,500	69,700	49,900	65,300	80,600	52,450	70,900	89,450	54,950	76,600	98,250	68,550	97,500	126,250
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	42,650	50,050	57,450	46,850	53,800	60,750	56,550	62,400	67,950	63,900	70,450	76,750	71,200	78,350	85,500	90,350	99,400	108,450
Credentialed Religious Educator	40,250	47,250	54,250	44,150	50,700	57,250	53,400	58,850	64,100	60,300	66,450	72,400	67,150	73,900	80,650	85,200	93,700	102,200
Credentialed Religious Educator - Associate Level	37,800	44,450	50,950	41,600	47,650	53,950	51,250	56,300	61,600	56,700	62,350	68,000	62,100	68,400	74,600	73,450	80,850	88,150
Religious Educator	36,000	41,450	48,750	39,600	46,650	53,600	45,350	53,250	61,050	49,500	58,300	67,000	53,800	63,350	72,800	62,250	75,000	86,000
Religious Educator Coordinator	28,600	32,950	37,900	31,500	37,100	42,700	36,000	42,300	48,600	39,250	46,300	53,250	42,800	50,300	57,800	49,450	59,500	68,450
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	40,050	47,050	56,400	44,900	52,850	60,800	51,350	60,350	69,350	55,700	65,600	75,500	65,950	77,600	89,250	78,150	91,900	109,400
Music Director	36,600	45,050	55,400	39,100	48,400	58,650	49,450	57,400	65,350	54,650	64,300	73,850	59,900	71,100	82,300	70,900	87,500	104,250
UUA Certified Choir Director	30,100	37,750	46,450	34,650	41,700	50,500	41,900	48,700	56,050	46,750	55,100	63,150	51,800	61,500	71,200	61,250	75,600	89,950
Choir Director	29,100	36,000	44,250	33,300	40,050	48,550	40,400	46,800	53,200	44,600	52,350	60,250	48,900	58,000	67,100	57,700	71,400	85,000
Instrumentalist	24,000	29,550	36,300	26,250	31,700	38,350	32,550	37,700	42,850	35,900	42,150	48,500	39,400	46,700	54,000	46,500	57,500	68,400
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	40,200	47,150	54,100	44,100	50,650	57,200	53,300	58,800	64,000	60,250	66,400	72,350	67,100	73,850	80,600	85,150	93,650	102,150
Membership Manager	34,150	39,300	46,200	37,500	44,200	50,800	45,850	50,400	55,150	46,850	55,200	63,400	50,950	60,000	68,950	58,950	71,050	81,500
Membership Coordinator	28,600	32,950	37,900	31,500	37,100	42,700	36,000	42,300	48,500	39,250	46,300	53,250	42,800	50,300	57,800	49,450	59,500	68,450
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	-	-	-	-	-	-	53,700	65,950	78,050	56,000	69,350	82,600	58,250	72,750	87,100	62,750	78,500	94,250
Congregational Administrator	40,550	47,650	54,750	41,450	48,750	55,950	42,200	49,500	56,900	42,750	50,800	58,950	43,500	52,250	61,100	44,100	53,900	63,950
Office Administrator	31,900	37,350	42,900	33,050	38,850	44,750	33,400	39,550	45,350	34,450	40,600	46,500	35,500	41,650	47,800	35,950	43,050	50,500
Office Assistant	26,950	31,400	36,550	27,300	32,100	37,100	28,150	32,800	37,950	28,600	33,600	38,850	29,300	34,550	39,550	30,100	35,350	40,700
Bookkeeper	35,150	41,450	47,500	35,850	42,200	48,450	36,400	42,650	49,100	37,300	43,750	50,300	38,200	44,950	51,500	38,850	46,650	54,450
Child Care Worker	25,850	29,400	33,800	26,400	30,000	34,500	26,950	30,650	35,250	27,550	31,300	35,900	28,250	32,100	36,800	29,000	32,950	37,800
Hourly Rate Child Care Worker	12.43	14.13	16.25	12.69	14.42	16.58	12.96	14.74	16.94	13.25	15.05	17.26	13.58	15.43	17.69	13.94	15.84	18.17
Custodian	28,100	31,950	37,550	28,650	32,600	38,300	29,300	33,300	39,150	29,950	34,000	39,950	30,650	34,850	40,950	31,500	35,800	42,100
Hourly Rate Custodian	13.51	15.36	18.05	13.77	15.67	18.41	14.09	16.01	18.82	14.40	16.35	19.21	14.74	16.75	19.69	15.14	17.21	20.24
Congregations should always check minimum wage rates in their locale and pay the required minimum wage if it exceeds our predictions.																		