

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.

https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf

| TITLE <i>See capsule</i> <i>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 | 52,400 | 61,700 | 74,100 | 66,700 | 78,400 | 95,300 | 76,200 | 89,700 | 110,200 | 83,700 | 98,500 | 122,300 | 91,500 | 107,700 | 134,400 | 116,600 | 137,100 | 172,400 |
| Second Minister: Associate function | 45,200 | 53,200 | 61,700 | 55,500 | 65,300 | 79,500 | 63,400 | 74,600 | 91,900 | 70,000 | 82,300 | 101,900 | 77,400 | 90,000 | 112,000 | 100,800 | 118,600 | 149,200 |
| Second Minister: Assistant function | 43,400 | 51,000 | 59,000 | 46,600 | 54,800 | 66,400 | 53,000 | 62,300 | 76,900 | 57,400 | 67,600 | 85,200 | 62,100 | 73,000 | 93,600 | 78,900 | 92,900 | 120,300 |

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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- 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 |
| Credentialed, Master Level | 40,200 | 47,200 | 54,100 | 44,100 | 50,600 | 57,200 | 53,300 | 58,900 | 64,100 | 60,200 | 66,400 | 72,300 | 67,200 | 73,900 | 80,700 | 85,300 | 93,700 | 102,200 |
| Credentialed, Credentialed Level | 37,900 | 44,500 | 51,100 | 41,600 | 47,700 | 53,900 | 50,300 | 55,500 | 60,400 | 56,800 | 62,500 | 68,300 | 63,200 | 69,600 | 76,000 | 80,300 | 88,300 | 96,200 |
| Credentialed, Associate Level | 35,600 | 41,900 | 48,000 | 39,600 | 46,600 | 53,000 | 48,300 | 53,100 | 59,800 | 53,400 | 58,800 | 66,700 | 58,600 | 64,500 | 73,400 | 69,200 | 76,200 | 89,800 |
| Religious Educator | 34,900 | 40,300 | 47,200 | 38,400 | 45,200 | 52,000 | 44,000 | 51,700 | 59,300 | 48,100 | 56,600 | 65,100 | 52,300 | 61,500 | 70,700 | 62,000 | 72,900 | 83,600 |
| Religious Education Coordinator | 26,600 | 30,800 | 35,300 | 29,300 | 34,600 | 39,800 | 33,600 | 39,400 | 45,300 | 36,700 | 43,200 | 49,800 | 40,000 | 47,100 | 53,900 | 47,200 | 55,600 | 63,900 |

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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- Consideration of local wage laws/norms. (UUA Recommendations are based on national wages.)
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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 |
| UUA Certified Music Director | 37,800 | 44,300 | 53,200 | 42,000 | 49,400 | 56,700 | 47,900 | 56,300 | 64,800 | 52,100 | 61,300 | 70,500 | 61,600 | 72,400 | 83,400 | 72,900 | 85,800 | 102,100 |
| Music Director | 36,000 | 42,400 | 52,300 | 38,400 | 45,200 | 54,800 | 46,200 | 53,500 | 61,000 | 51,000 | 60,000 | 68,900 | 56,300 | 66,300 | 76,900 | 69,400 | 81,600 | 97,300 |
| UUA Certified Choir Director | 30,300 | 35,600 | 43,900 | 33,400 | 39,300 | 47,600 | 39,500 | 45,900 | 52,900 | 44,100 | 51,900 | 59,500 | 49,300 | 58,000 | 67,100 | 60,600 | 71,300 | 84,800 |
| Choir Director | 28,900 | 34,000 | 41,800 | 32,100 | 37,800 | 45,800 | 38,100 | 44,100 | 50,200 | 42,000 | 49,300 | 56,800 | 46,400 | 54,600 | 63,200 | 57,300 | 67,400 | 80,200 |
| Instrumentalist | 23,400 | 27,600 | 33,800 | 25,200 | 29,600 | 35,700 | 30,400 | 35,200 | 40,000 | 33,600 | 39,300 | 45,300 | 37,100 | 43,700 | 50,500 | 45,700 | 53,700 | 63,900 |

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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- 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).
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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 |
| Membership Director | 37,600 | 44,100 | 50,500 | 41,200 | 47,300 | 53,400 | 49,800 | 54,900 | 59,700 | 56,200 | 62,000 | 67,500 | 62,500 | 68,900 | 75,200 | 79,500 | 87,400 | 95,400 |
| Membership Manager | 31,800 | 36,600 | 43,100 | 35,000 | 41,200 | 47,300 | 42,800 | 47,100 | 51,400 | 43,800 | 51,500 | 59,200 | 47,600 | 56,100 | 64,400 | 56,300 | 66,300 | 76,000 |
| Membership Coordinator | 26,600 | 30,800 | 35,300 | 29,300 | 34,600 | 39,800 | 33,600 | 39,400 | 45,200 | 36,700 | 43,200 | 49,800 | 40,000 | 47,100 | 53,900 | 47,200 | 55,600 | 63,900 |

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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| TITLE <i>See capsule job descriptions</i> | Small <150 members | | | Midsize I 150 - 249 members | | | Midsize II 250 - 349 members | | | Midsize III 350 - 499 members | | | Large I 500 - 749 members | | | Large II 750+ members | | |
|--|-----------------------|--------|--------|--------------------------------|--------|--------|---------------------------------|--------|--------|----------------------------------|--------|--------|------------------------------|--------|--------|--------------------------|--------|---------|
| | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX | MIN | MID | MAX |
| Dir. of Finance & Operations | - | - | - | - | - | - | - | - | - | 63,400 | 74,700 | 89,000 | 66,600 | 78,300 | 93,800 | 71,800 | 84,500 | 101,500 |
| Business Administrator | - | - | - | - | - | - | 53,900 | 63,300 | 75,100 | 56,700 | 66,700 | 79,400 | 59,900 | 70,500 | 84,500 | 64,700 | 76,200 | 91,400 |
| Congregational Administrator | 38,700 | 45,500 | 52,200 | 39,500 | 46,400 | 53,300 | 40,500 | 47,600 | 54,700 | 41,500 | 48,800 | 56,700 | 43,000 | 50,600 | 59,200 | 44,400 | 52,200 | 62,000 |
| Office Administrator | 30,400 | 35,600 | 40,900 | 31,500 | 37,100 | 42,600 | 32,000 | 37,600 | 43,100 | 32,900 | 38,700 | 44,300 | 33,800 | 39,700 | 45,600 | 34,800 | 41,000 | 48,100 |
| Office Assistant | 25,600 | 29,800 | 34,700 | 26,000 | 30,600 | 35,400 | 26,800 | 31,200 | 36,200 | 27,300 | 32,100 | 37,100 | 28,000 | 32,900 | 37,700 | 28,700 | 33,700 | 38,900 |
| Bookkeeper | 34,600 | 40,700 | 46,500 | 35,200 | 41,400 | 47,400 | 35,700 | 41,700 | 48,100 | 36,600 | 42,900 | 49,400 | 37,400 | 44,100 | 50,500 | 38,900 | 45,800 | 53,400 |
| Childcare Worker | 25,400 | 28,800 | 33,200 | 25,400 | 28,800 | 33,200 | 25,400 | 28,800 | 33,200 | 26,000 | 29,400 | 33,800 | 26,600 | 30,300 | 34,600 | 27,300 | 31,100 | 35,600 |
| Childcare Worker, Hourly rate | 12.21 | 13.85 | 15.96 | 12.21 | 13.85 | 15.96 | 12.21 | 13.85 | 15.96 | 12.50 | 14.13 | 16.25 | 12.79 | 14.57 | 16.63 | 13.13 | 14.95 | 17.12 |
| Facilities Mgr | - | - | - | - | - | - | - | - | - | 37,000 | 42,000 | 49,400 | 37,800 | 43,000 | 50,600 | 38,700 | 44,200 | 51,800 |
| Custodian | 26,700 | 30,500 | 35,800 | 27,300 | 31,100 | 36,500 | 27,900 | 31,700 | 37,200 | 28,400 | 32,400 | 38,000 | 29,100 | 33,100 | 39,000 | 29,800 | 34,100 | 40,000 |
| Custodian, Hourly rate | 12.84 | 14.66 | 17.21 | 13.13 | 14.95 | 17.55 | 13.41 | 15.24 | 17.88 | 13.65 | 15.58 | 18.27 | 13.99 | 15.91 | 18.75 | 14.33 | 16.39 | 19.23 |