

YMCA Wage and Salary Schedule

The volunteer Board of Directors governs the YMCA and thus sets this wage and salary schedule. They also decide the amount for the employee's raise/merit increases each year. The board members do not receive any compensation for their service.

Hourly Schedule (Non-exempt Employees)

GRADE

MINIMUM

C-1 (Exempt from BOLI*) \$4.90 (50% of minimum wage)

Example: Jr. Camp Counselor, Assistant Camp Cook

** Seasonal employees of camps are exempt from the state minimum wage and overtime laws – BOLI ORS 653.020 (10)*

C-2 (Exempt from BOLI*) \$7.30 (75% of minimum wage)

Example: Camp Counselor, Camp Cook, Lead Camp Counselor, Nurse

** Seasonal employees of camps are exempt from the state minimum wage and overtime laws – BOLI ORS 653.020 (10)*

H-2 (HOURLY)

\$9.75

AIDE/ASSISTANT - Example: Fitness Attendant, Lifeguard, Swim Instructor, Referee, Child Care Aide, Afterschool Aide, Membership Staff, Housekeeper, Office Assistant, Development Assistant, Program Aide

H-3 (HOURLY)

\$10.75 (110% of minimum wage)

LEAD/HEAD - Example: Group Exercise Instructor, Head Lifeguard, Water Fitness Instructor, Coach, Child Care Teacher, Afterschool Teacher, Lead Membership Staff, Custodian, Maintenance Staff, Office Clerk, Program Leader

H-4 (HOURLY)

\$11.70 (120% of minimum wage)

SUPERVISOR/CERTIFIED - Example: Certified Group Exercise Instructor, Personal Trainer, Fitness Center Supervisor, Wellness Supervisor, Swim Lesson Supervisor, Certified Referee, Preschool Teacher, Afterschool Team Leader, Lead Clerk, Office Manager, Bus Driver, Program Site Supervisor

H-5 (HOURLY)

\$14.65 (150% of minimum wage)

SPECIALTY - Example: Specialty Instructor, Specialty Maintenance Staff, Administrative Specialist, Program Specialist

H-6 (HOURLY)

\$16.55 (170% of minimum wage)

COORDINATOR - Example: Fitness Coordinator, Aquatics Coordinator, Sports Coordinator, Camp Coordinator, Child Care Coordinator, Afterschool Coordinator, Membership Coordinator, Community Outreach Coordinator, Facilities Coordinator, Office Coordinator, Development Coordinator, Program Coordinator

Salary Schedule (Exempt Employees)

GRADE

MINIMUM

E-2 (SALARY)

\$47,476

DIRECTOR - Example: Fitness Director, Aquatics Director, Sports Director, Camp Director, Child Care Director, Membership Director, Facilities Director, Program Director

E-3 (SALARY)

\$54,597 (115% of minimum salary)

SENIOR DIRECTOR - Example: Associate Executive Director, Development Director, Business Operations Director, Camp & Sports Director, Youth & Family Director

E-4 (SALARY)

\$71,214 (150% of minimum salary)

EXECUTIVE DIRECTOR - Example: CEO/Executive Director