

YMCA Wage and Salary Schedule

The Volunteer Board of Directors, who govern the YMCA, set this wage and salary schedule. They also decide the range for the employee's merit increases. The Board of Directors do not receive any compensation for their service.

Salary Schedule A (Exempt Employees)

GRADE	MIN	MID	MAX
A-1 (SALARY) <i>Example: Coordinator or Director</i>	\$24,975	\$31,220	\$37,460
A-2 (SALARY) <i>Example: Youth & Family Director, Business Operations Director, Facilities Director, Fitness Director, Membership Director, Camp & Sports Director</i>	\$29,975	\$37,460	\$44,955
A-3 (SALARY) <i>Example: Associate Executive Director, Development Director</i>	\$35,965	\$44,955	\$53,945
A-4 (SALARY) <i>Example: CEO/Executive Director</i>	\$65,915	\$82,395	\$98,875

Hourly Schedule B (Non-exempt Employees)

GRADE	MIN	MID	MAX
B-1 (BOLI exempt) <i>Example: Day Camp Counselor, Resident Camp Counselor, Resident Camp Assistant Cook, Day Camp Lead Camp Counselor, Resident Camp Lead Camp Counselor, Resident Camp Cook, Camp Coordinator</i> (BOLI exempt = Seasonal employees of camps are exempt from the state minimum wage and overtime laws – BOLI ORS 653.020 (10))	\$6.75	Min. Wage	\$10.10
B-2 (HOURLY) <i>Example: Child Watch Staff, Child Care Assistant, Housekeeper, Sports Referee, Fitness Attendant, Program Leader, Membership Staff, Building Supervisor, Office Assistant, Lifeguard, Swim Instructor, Water Fitness Instructor, Assistant Swim Coach</i>	Min. Wage	\$10.50	\$12.60
B-3 (HOURLY) <i>Example: Child Care Teacher, Afterschool Site Lead Teacher, Lead Swim Instructor, Group Exercise Instructor, Site Supervisor, Office Clerk, Maintenance Staff</i>	\$9.10	\$11.40	\$13.65
B-4 (HOURLY) <i>Example: Certified Group Exercise Instructor, Preschool Teacher, Sports Specialist, Fitness Specialist, Swim Coach, Fitness Coordinator, Aquatics Coordinator, Camp Coordinator, Sports Coordinator, Membership Coordinator, Outreach Coordinator, Afterschool Coordinator, Preschool Coordinator, Facilities Coordinator, Bus Driver, Accounting Clerk</i>	\$10.00	\$12.55	\$15.05
B-5 (HOURLY) <i>Example: Specialty Instructor, Certified Personal Trainer, Certified Sports Referee, Specialty Maintenance Staff, Administrative Specialist</i>	\$15.00	\$20.00	\$25.00