

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)

<u>GRADE</u>	<u>MINIMUM</u>
C-1 (Exempt from BOLI*)	\$5.65 (50% of minimum wage)
<i>Example: Jr. Camp Counselor, Assistant Camp Cook</i>	
<i>* Seasonal employees of camps are exempt from the state minimum wage and overtime laws – BOLI ORS 653.020 (10)</i>	
C-2 (Exempt from BOLI*)	\$8.45 (75% of minimum wage)
<i>Example: Camp Counselor, Camp Cook, Lead Camp Counselor, Nurse</i>	
<i>* Seasonal employees of camps are exempt from the state minimum wage and overtime laws – BOLI ORS 653.020 (10)</i>	
H-2 (HOURLY)	\$11.25
<i>AIDE/ASSISTANT - Example: Fitness Attendant, Lifeguard, Referee, Child Care Aide, Afterschool Aide, Membership Staff, Housekeeper, Office Assistant, Development Assistant, Program Aide</i>	
H-3 (HOURLY)	\$12.40 (110% of minimum wage)
<i>LEAD/HEAD - Example: Group Exercise Instructor, Swim Instructor, Head Lifeguard, Water Fitness Instructor, Coach, Child Care Teacher, Afterschool Teacher, Lead Membership Staff, Custodian, Maintenance Staff, Office Clerk, Program Leader</i>	
H-4 (HOURLY)	\$13.50 (120% of minimum wage)
<i>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</i>	
H-5 (HOURLY)	\$16.90 (150% of minimum wage)
<i>SPECIALTY - Example: Specialty Instructor, Specialty Maintenance Staff, Administrative Specialist, Program Specialist</i>	
H-6 (HOURLY)	\$19.15 (170% of minimum wage)
<i>COORDINATOR/DIRECTOR - 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</i>	

Salary Schedule (Exempt Employees)

<u>GRADE</u>	<u>MINIMUM</u>
E-1 (SALARY)	\$23,660
<i>COORDINATOR/DIRECTOR - Example: Sports Coordinator, Aquatics Director, Afterschool Director, Facilities Director, Program Coordinator</i>	
E-2 (SALARY)	\$47,476
<i>DIRECTOR - Example: Fitness Director, Sports Director, Camp Director, Child Care Director, Membership Director, Program Director</i>	
E-3 (SALARY)	\$54,597 (115% of minimum E-2 salary)
<i>SENIOR DIRECTOR - Example: Associate Executive Director, Development Director, Business Operations Director, Camp & Sports Director, Youth & Family Director</i>	
E-4 (SALARY)	\$71,214 (150% of minimum E-2 salary)
<i>EXECUTIVE DIRECTOR - Example: CEO/Executive Director</i>	