

# 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>
<b>C-1 (Exempt from BOLI*)</b>	<b>\$6.00</b> (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>	
<b>C-2 (Exempt from BOLI*)</b>	<b>\$9.00</b> (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>	
<b>H-2 (HOURLY)</b>	<b>\$12.00</b>
<i>AIDE/ASSISTANT - Example: Fitness Attendant, Lifeguard, Referee, Child Care Aide, Afterschool Aide, Membership Staff, Housekeeper, Office Assistant, Development Assistant, Program Aide</i>	
<b>H-3 (HOURLY)</b>	<b>\$13.20</b> (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>	
<b>H-4 (HOURLY)</b>	<b>\$14.40</b> (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>	
<b>H-5 (HOURLY)</b>	<b>\$18.00</b> (150% of minimum wage)
<i>SPECIALTY - Example: Specialty Instructor, Specialty Maintenance Staff, Administrative Specialist, Program Specialist</i>	
<b>H-6 (HOURLY)</b>	<b>\$20.40</b> (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>
<b>E-1 (SALARY)</b>	<b>\$35,568</b>
<i>COORDINATOR/DIRECTOR - Example: Sports Coordinator, Aquatics Director, Afterschool Director, Facilities Director, Program Coordinator</i>	
<b>E-2 (SALARY)</b>	<b>\$47,476</b>
<i>DIRECTOR - Example: Fitness Director, Sports Director, Camp Director, Child Care Director, Membership Director, Program Director</i>	
<b>E-3 (SALARY)</b>	<b>\$54,597</b> (115% of minimum E-2 salary)
<i>SENIOR DIRECTOR - Example: Associate Executive Director, Development Director, Business Operations Director, Camp &amp; Sports Director, Youth &amp; Family Director</i>	
<b>E-4 (SALARY)</b>	<b>\$71,214</b> (150% of minimum E-2 salary)
<i>EXECUTIVE DIRECTOR - Example: CEO/Executive Director</i>	