

## UUA Office of Church Staff Finances 2009 SALARY RECOMMENDATIONS

The salary range recommendations for the employees of our Unitarian Universalist Association congregations for church years beginning 1/1/09 through 12/31/09 are now available at <http://www.uua.org/leaders/leaderslibrary/compensation/index.shtml>.

These new recommendations have been developed under the careful direction of the UUA's Compensation, Benefits and Pension Committee. This year's salary ranges were based on four data sources: "ERI Salary Assessor"<sup>®</sup>, The 2008 Compensation Handbook for Church Staff (published by Christianity Today International), the recent salary survey to our UU congregations, and the salary and housing allowances offered to ministers settled in the past three years.

The ERI Salary Assessor<sup>®</sup> is an on-line software program that reports up to the present day competitive wage and salary data for non-profit employers. The Compensation Handbook provides salary survey data from nearly 2,100 churches representing approximately 6,000 church staff members.

A sub-committee of the Compensation, Benefits and Pension, made up of compensation professionals Betsy Gabriel and Barbara Ridge and Office of Church Staff Finances staff, gathered data on all possible job positions. Then, by matching job descriptions and quantifying by church size and number of employees in the organization, they used as many data points as possible from all sources. The data was then adjusted for inflation to December 2009.

Finally, the sub-committee then compared these data points to the data gathered from the salary survey and from the recent ministerial settlement figures to determine the recommended salary ranges for 2009.

The sub-committee also did a "back to basics" evaluation of the various Geo Indices for every location in which there is a Unitarian Universalist congregation. Using another ERI module, the "Geographic Assessor," the committee checked every single location and compared their pay levels to the national norms.

Finally, the data derived from this extensive research were reviewed by the District Compensation Consultants who are familiar with the economics of the various cities and towns, and were able to further instruct and refine the Geo Indices for each location.

As always, the District Compensation Consultants are available to help our congregations as they work through the difficult and sometimes confusing work surrounding Fair Compensation for their staff members. Please do not hesitate to contact your Compensation Consultant with any questions or concerns you may have – a roster of their names and contact information is on the reverse side of this page.

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## DISTRICT COMPENSATION CONSULTANTS

Effective October 2008

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TBA

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### **Pacific Northwest District**

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TBA

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