

McGaw YMCA Camp Echo Pay Scale for Summer 2019 (as of 12/7/2018)

Overview: Camp Echo salaries are based on responsibility, experience, and certifications. The charts below are used to determine weekly salaries for staff. The traditional Camp Echo season is 11-14 weeks long; staff that work those 11-14 weeks will earn 11-14 times their weekly salary and receive the All-Summer All-Star bonus. *Contact Summer Camps Director, Sarah Cort if you have any questions: sarahc@mcgawymca.org*

Weekly Rate and Daily Rate: The Camp Echo payscale is calculated on a weekly basis. All salary amounts outlined below reflect compensation over the course of a full week worked. A weekly rate is then divided by six to determine a daily rate. Camp Echo staff are expected to work an average of six days per week, with a 24 hour period off each week. During two week sessions, staff work 12 days and receive a 48 hour break between sessions. If days are missed/added, payment is adjusted accordingly.

Base Pay Scale

Position	Junior Support Staff	Assistant Counselor / Adventure Trip Support	Support Staff / Family Camp Staff	Senior Counselor	SC & Area Head	Senior Support Staff	Senior Area Head, Leadership Teen Staff	CIT Staff	Wilderness Teen Staff	Adventure Trip Guide / Lead Guide / Trip Logi Specialist	Specialists	Unit Leaders
Weekly	\$114	\$216	\$234	\$234	\$246	\$246	\$258	\$306	\$312	\$366	\$318	\$390
Minimum Age (years)	NA	18	18	18	18	21	18	18	18	21	21	21
Expected Certifications, in addition to FA and CPR	-	-	-	-	-	-	-	Lifeguard	Lifeguard/WFA	Lifeguard/WFR	-	-

Experience Boosts

Trip Guide and Horse Experience is ONLY for new Camp Echo staff with relevant experience in these specific areas. Returning Camp Echo staff are eligible for Repeat bonus and NOT experience bonus.

Experience	Trip Guide	Horse	Repeat	Lead Guide / Trip Specialist^
Boost	\$15/season	\$9/season	3% / year*	\$9
Cap	\$30	\$36	\$36	N/A

Support Staff

Assistant Cook
Dining Hall Steward
Horseback Riding Prog Staff
Photographer

Senior Support Staff

Cook
Health Officer
Town Run Driver
MESH Specialist

Specialists

Family Camp
Clinic
High Ropes
Operations
Service
Wrangler

Note: If Echo provides training, staff doesn't also receive equivalent certification boost. For example, if a trip guide gets WFR cert at Echo, the base pay will be less \$60/week. Additionally, if staff doesn't have a skill/certification, they don't receive equivalent certification boost. For example, if a trip guide is not a lifeguard, the base pay will be less \$36/week.

* Repeat boost is 3% of base pay multiplied by previous years experience in same role, rounded to nearest \$3. For instance, a 2nd year Senior Counselor would receive a \$6/wk boost (\$234 * .03 * 1). A third year Adventure Trip Guide would receive a \$21 boost (\$366 * .03 * 2).

^ Lead Adventure Trip Guides and Adventure Trip Logi Specialist qualify for repeat bonus for previous years as an Adventure Trip Guide: Lead Guide with two years of Adventure Trip Guide experience would receive the 3rd year Adventure Trip Guide salary of \$396 (\$366 base + \$21 repeat boost + \$9 Lead Guide boost).

Job-Related Program Staff Certification Boosts

Staff directly supervising campers are eligible for weekly bonuses for the certifications below if deemed to be relevant to their position at the time of hiring. Note that Teen Wilderness Staff, CIT Staff, and Adventure Trip Staff salaries do not receive additional boosts for the expected certifications listed in the Base Pay Scale section, as these bonuses are incorporated into Base Pay.

Certification	Lifeguard	WSI/LGI	CHA	WFA	WAFA	WFR	EMT+W
Boost	\$36	\$48	\$12/level	\$18	\$24	\$60	\$72

Job-Related Camper Wellness Certification Boosts

MESH Specialists and Health Officers (Health Staff) are eligible for weekly bonuses as shown below for advanced certifications.

Certification	Camp Health Officer	MSW	LCSW	EMT-B	LPN	RN	PA / NP	MD / Mich-MD
Boost	\$45	\$90	\$120	\$60	\$120	\$180	\$192/\$210	\$240/\$300

All-Summer All-Star Bonuses

Staff that work a total of at least 11 weeks and honor the full commitment of their signed Letter of Agreement, receive the following All-Summer All-Star bonuses at the end of the summer: \$200 bonus (pre-tax) and staff gift.