

## McGaw YMCA Camp Echo Summer 2020 Pay Scale (as of 11/15/2020)

### 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](mailto:sarahc@mcgawymca.org)

### WEEKLY 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	Assistant Leader	Leader	Sr. Leader Role	Guide	Specialist	Unit Leader
<b>Weekly Rate</b>	\$246	\$264	\$282	\$300	\$330	\$432
<b>Daily</b>	\$41.00	\$44.00	\$47.00	\$50.00	\$55.00	\$72.00
<b>Minimum Age (years)</b>	18	18	18	21	21	21
<b>Roles</b>	Assistant Counselor Adventure Trip Support Assistant Barn Staff Junior Support Staff - 17	Senior Counselor Family Camp Staff Barn Staff Photographer Food Service Aide	Leadership Staff Wilderness Staff Trad. Camp Program Asst. Assistant Cook Area Heads	Adventure Trips	Ropes Teen Program MESH Operations Health Officers Food Service Service Clinic	Traditional Camp (Discoverers & Navigators) Leadership & Wilderness Adventure Trips, Program Adventure Trips, Operations Horseback Riding Program
<b>Eligible Bonuses</b>	Lifeguard	Lifeguard CHA	Lifeguard Wilderness	Lifeguard Wilderness	Lifeguard Wilderness/Wellness	N/A

### EXPERIENCE BOOSTS

Staff who have held the same position at Camp Echo in the past, or in another setting deemed to have similar or greater responsibility than Camp Echo, is eligible for a 3% boost (rounded to nearest \$3/wk). For instance, an Adventure Trip Guide who has led wilderness trips at Camp Echo or another Y camp for two seasons would be eligible for a 6% boost of the base pay (\$300/wk \* 3%/year \* 2 years = \$18/wk) and have an adjusted base pay of \$318/wk and \$414/wk with WFR and Lifeguard Certifications. A 2nd year Senior Counselor would receive a 3% boost of base pay (\$264/wk \* 3%/year \* 1 year = \$9/wk) and have an adjusted base pay of \$273/wk. The maximum experience boost is \$36/wk.

### JOB-RELATED CERTIFICATION BOOSTS

Staff directly supervising campers are eligible for weekly bonuses for the certifications below if deemed to be relevant to their position.

Certification	Lifeguard	WSI / LGI	CHA	WFA / WFR	EMT+W
<b>Boost/week</b>	\$36	\$48	\$12/level	\$18/\$60	\$72

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
<b>Boost/week</b>	\$45	\$90 / \$120	\$60	\$120 / \$180	\$192 / \$210 / \$300

Note: If Camp Echo provides or pays for job-related training, staff doesn't receive equivalent certification boost.

### ALL-SUMMER ALL-STAR BONUSES

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