



Camp UniStar

Belonging at Camp, Cherishing the Island, Inspiring Action in the World.

UniStar Staff Compensation Scales

As an organization, we believe in having a transparent and predictable payscale. Our compensation scales value years of service at camp, experience, advanced training, and responsibility.

Highlights of UniStar compensation scales

- Ability to change roles throughout years at camp
- Significant salary increase for roles with more responsibility
- Recognition for serving multiple years on staff
- Recognition of advanced qualifications (via stipends)
- Bonus for BIPOC staff referral

UniStar compensation scales are reviewed annually by the personnel subcommittee in order to balance the needs of the staff and commitments to the camper community, as well as reflect values and financial responsibilities of the camp. Updated compensation scales will be reflected in yearly contracts and will remain competitive with salaries at similar camps.

What happens when compensation scales are changed

- **No base salary will go down following a scale change.**
- If a returning staff's weekly base salary is 0.1% to 5% above what it would be on the new scale, their salary will increase by 5% each season until it is realigned with the new scale. If the salary is >5.1% above what it would be on the new scale, it will increase 2% each season until it is realigned with the new scale. The goal of this is to promote pay equity and transparency.

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WEEKLY STAFF COMPENSATION SCALE 1

Role Categories		Category 1: General Camp Staff & Program Staff* Staff in these roles support and lead activities that enrich the camper experience, and contribute to camp's smooth operation.		
		1A) Basic Responsibilities	1B) Additional Responsibilities	1C) Advanced Responsibilities
		<ul style="list-style-type: none"> • Generalist • Maintenance Support • Naturalist • Office Support • Baker • Cook 	<ul style="list-style-type: none"> • Children's Program Assistant Director • Youth Program Assistant Director • Naturalist Lead • Maintenance Lead • Waterfront Support • Lead Cook 	<ul style="list-style-type: none"> • Children's Program Director • Youth Program Director • Naturalist Program Director • Assistant Waterfront Director • Assistant Food Service Director • Assistant Camp Director
Salary Formulas	$\$300 + (\$50 \times \text{prior years on staff})$	$\$300 + (\$50 \times \text{prior years on staff}) + \20	$\$300 + (\$50 \times \text{prior years on staff}) + \40	
SALARY CALCULATOR: Years on Staff** and Responsibility Bonuses	0	\$300	\$320	\$340
	1	\$350	\$370	\$390
	2	\$400	\$420	\$440
	3	\$450	\$470	\$490
	4	\$500	\$520	\$540
	5	\$550	\$570	\$590

- *Not all positions are offered or filled each year.
- **In rare circumstances, long-term fill-in or volunteer positions, or work experience outside of camp, may count as a year in service.
- Co-Directors and Co-Assistant Directors split the role's responsibility bonus (e.g. Children's Program Co-Directors would split the weekly \$40 bonus: each would receive a \$20 bonus per week)
- Fill-in staff compensation follows the scale above, and is determined by the category of the role being covered and years of experience.
- Room & Board is provided by camp (valued at about \$300 per week).
- See Appendix A for Example of Pay Progression.

WEEKLY STAFF COMPENSATION SCALE 2

Role Categories		Category 2: Administrative Staff		
		Staff in these roles provide services and leadership that are critical to the safe function and/or effective business operation of camp.		
		2A) Additional Responsibilities	2B) Advanced Responsibilities	2C) Exceptional Responsibilities
		• Waterfront Director	• Food Service Director	• Camp Director
Salary Formulas		$\$400 + (\$50 \times \text{yrs of experience})$	$\$500 + (\$50 \times \text{yrs of experience})$	$\$650 + (\$60 \times \text{yrs of experience})$
SALARY CALCULATOR: Years of experience** and Responsibility Bonuses	0	\$400	\$500	\$650
	1	\$450	\$550	\$710
	2	\$500	\$600	\$770
	3	\$550	\$650	\$830
	4	\$600	\$700	\$890
	5	\$650	\$750	\$950

- **In rare circumstances, work experience outside of camp may count towards years of experience. Each season of camp experience in the assistant director position (Assistant Waterfront Director, Food Service Director, Assistant Camp Director) is counted as 0.5 years of experience in the role.
- An administrative staff Co-Director's salary is an average of the Assistant Director and Director salary.
- Room & Board is provided by camp (valued at a minimum of \$300 per week)
- Fill-in staff compensation follows the scale above, and is determined by the category of the role being covered and years of experience.

PER-WEEK STIPENDS*			
- Limit 1 weekly stipend each year per staff member (e.g. Lifeguarding or ServSafe)			
Role	Amount	Qualification(s)	Requirements & Responsibilities
Naturalist Certification	\$10/week	Completion of MN Master Naturalist course	<ul style="list-style-type: none"> Secure certification before or near start of contract Lead Naturalist programming 2+ times per week
Cooking with Certification	\$10/week	Current ServSafe certification	<ul style="list-style-type: none"> Secure certification before or near start of contract Fill 3+ kitchen shifts per week
Lifeguarding with Certification	\$10/week	Current Lifeguard certification (includes basic first aid, CPR, & AED training)	<ul style="list-style-type: none"> Secure certification before or near start of contract Fill 3+ lifeguarding shifts per week as needed
Advanced First Aid – 2 available stipends per year	\$20/week	Current certification in 1+ areas: <ul style="list-style-type: none"> EMR/EMT; ACLS; RN; WFA/WFR (Wilderness cert) 	<ul style="list-style-type: none"> Secure certification before or near start of contract Offer medical assistance as needed Routinely clean, inventory, & stock First Aid Room
Basic First Aid	\$5/week	Current Basic First Aid certification	<ul style="list-style-type: none"> Secure certification before or near start of contract
PER-DAY STIPENDS*			
Role	Amount	Qualification(s)	Requirements & Responsibilities
Kitchen Opening or Closing	\$100/day +\$25/day for crew leader	ServSafe certification preferred	<ul style="list-style-type: none"> Available for the specified timeframe: 3-5 days in early May (opening) or September (closing) Support the opening or closing of the camp kitchen Efficiently complete tasks with little supervision
Staff Training	\$100/day	Former staff preferred	<ul style="list-style-type: none"> Available during staff training week in early June Lead lessons and practice in area(s) of expertise
Contractor Work	\$100-125/day	Varied based on tasks. Compensation varies based on experience.	<ul style="list-style-type: none"> Available for the specified timeframe (usually 5-7 days before or after camp season) Varied based on tasks.

*Not all stipends are offered or filled each year.

Stipend priority goes to staff members who are contracted for all or most of the camp season

SEASON BONUSES

- Staff contract must be completed to be eligible for season bonuses

Bonus Type	Amount	Requirements
BIPOC Staff Referral	\$30-\$80	<ul style="list-style-type: none">• Staff who refer a BIPOC candidate who is offered a position will receive a \$30 bonus, AND the BIPOC candidate will also receive \$30 (regardless of whether or not the candidate accepts a position). If the BIPOC candidate signs and completes a contract, they and the referring staff member will receive an additional \$50 each.

APPENDIX A

	Year on Staff	Role	Formula	Weekly Salary
Example of Pay Progression	1st year on staff	Generalist	$\$300 + (\$50 \times 0 \text{ prior years on staff})$	→ \$300
	2nd year on staff	Generalist	$\$300 + (\$50 \times 1 \text{ prior year on staff})$	→ \$350
	3rd year on staff	Children's Program Assistant Director	$\$300 + (\$50 \times 2 \text{ prior years on staff}) + (\$20 \text{ responsibility bonus})$	→ \$420
	4th year on staff	Children's Program Director	$\$300 + (\$50 \times 3 \text{ prior years on staff}) + (\$40 \text{ responsibility bonus})$	→ \$490
	5th year on staff	Children's Program Director	$\$300 + (\$50 \times 4 \text{ prior years on staff}) + (\$40 \text{ responsibility bonus})$	→ \$540

WEEKLY STAFF COMPENSATION SCALE 1							
Role Categories	Category 1: General Camp Staff & Program Staff* Staff in these roles support and lead activities that enrich the camper experience, and contribute to camp's smooth operation.						
	1A) Basic Responsibilities	1B) Additional Responsibilities	1C) Advanced Responsibilities				
	<ul style="list-style-type: none"> Generalist Maintenance Support Naturalist Office Support Baker Cook 	<ul style="list-style-type: none"> Children's Program Assistant Director Youth Program Assistant Director Naturalist Lead Maintenance Lead Waterfront Support Lead Cook 	<ul style="list-style-type: none"> Children's Program Director Youth Program Director Naturalist Program Director Assistant Waterfront Director Assistant Food Service Director Assistant Camp Director 				
Salary Formulas	$\$300 + (\$50 \times \text{prior years on staff})$	$\$300 + (\$50 \times \text{prior years on staff}) + \20	$\$300 + (\$50 \times \text{prior years on staff}) + \40				
SALARY CALCULATOR: Years on Staff** and Responsibility Bonuses	0	\$300	Year 1	\$320	\$340		
	1	\$350	Year 2	\$370	\$390		
	2	\$400		\$420	Year 3	\$440	
	3	\$450		\$470		\$490	Year 4
	4	\$500		\$520		\$540	Year 5
	5	\$550		\$570		\$590	