

**SCOUTS-L**

-----

**CAMP PAY**

Date: Thu, 29 Jun 1995 11:32:16 EDT  
 From: "Marc L. Smith" <mls@GENRAD.COM>  
 Subject: Re: Camp Staff Pay

Other than OA lodge adviser, one of my jobs on the Council's camp committee is determining the pay for each staff member of our summer camp. Our philosophy in the past few years is to provide minimal pay to those around the ages of 15 & 16 and substantially increase the pay as they get older so as to attract more college age staff. We seem to have been very successful with this the past few years and in general the staff seems to be happy with their pay. We also publish our pay schema so that what and how much we pay for each skill is well known in advance. (It used to be thought that the only criteria for a pay increase was the number of years on staff, without regard to skills, age, etc.)

The following is the 1995 Residential Camp Pay Scale (sum of each category):  
 [non-director positions only]

Base Salary \$ 70 / week

Age Compensation \$\_\_\_\_\_ 14 years old: \$-20  
 15 years old: \$- 5  
 16 years old: \$ 0  
 17 years old: \$+10  
 18 years or more: \$+15

Rank Compensation \$\_\_\_\_\_ Age: <=2nd 1st Star Life Eagle  
 14: \$+ 0 + 0 + 5 + 5 + 0  
 15: - 5 + 0 + 0 +10 + 5  
 16: -10 - 5 + 0 + 5 +10  
 17: -15 -10 - 5 + 0 +10  
 18+: -20 -15 -10 + 0 + 5

CIT Compensation \$\_\_\_\_\_ never \$+ 0  
 1 full CIT term: + 5  
 2 full CIT terms: + 5 (same year)  
 2 full CIT terms: +10 (diff years)

Experience Compensation \$\_\_\_\_\_ never \$+ 0  
 1 full summer: \$+15  
 2 full summers: \$+25  
 3 full summers: \$+30  
 4 full summers: \$+25  
 5 full summers: \$+10

School Compensattion \$\_\_\_\_\_ High school in fall: \$+ 0  
 College Freshman in fall: \$+20  
 College Sophmore+ in fall: \$+25

Special Certifications \$\_\_\_\_\_ 1st Responder or EMT: \$+10  
 Natl Camp School (in area hired): \$+10  
 Other relavent certifications: \$+ 5

Pgm Area Compensation \$\_\_\_\_\_ Kitchen staff: \$+40  
 All other areas: \$+ 0

Last Year's Review \$\_\_\_\_\_ Poor \$-50  
 Fair \$-25  
 Good \$-10  
 Excellent \$ 0  
 Outstanding \$+ 5

Sum of All Categories \$\_\_\_\_\_ <= salary per week

The actual pay is, of course, subject to slight adjustments. The actual range can go from a minimum of \$70/week to a maximum of \$215/week, based on a 7 week season.

An example of our pay for our staff this year (per week) is (non-director positions only, actual individual's pay is shown):

	(1st year)	(most senior in area)	
Waterfront:	\$ 75, \$80, \$110, \$140		+2 asst' dir +1 director
Scoutcraft:	\$ 70, \$80, \$ 90		+2 directors
Ecology:	\$ 70, \$75		+1 director
Field Sports:	\$ 80, \$110		+1 director
Kitchen:	\$110, \$110, \$110, \$140		+1 director

[Of the 9 area directors, 6 are college students and eagle scouts (the others

are 'a might too old to be students'). Their average pay is \$200 to \$300 per week, roughly comparable to or better than a job at "College Pro" painting, Landscapers'r'us or at McDonalds. The pgm director and camp directors pay is around \$250 to \$375. Even without good pay, its more fun!]

Any comments or suggestions are welcome. If your council has a similar schedule (maybe not as IRS-like) I would be very interested in receiving a copy.

[FYI, the council, Nashua Valley Council, Lancaster MA, is located 30-70 miles west of Boston and our camp is in southern New Hampshire (Camp Wanocksett, Jaffrey NH). We run a 6 week program in which 5 of those weeks are fully booked usually prior to April. Our fee \$155 if pre-registered & paid by March 15, \$185 otherwise.]

Yours in Scouting,  
Marc Smith  
mls@genrad.com