



2025 Seasonal Camp Staff Salary Chart

| Pay Band | Min. Age | Position | Salary Range \$ |
|----------|----------|---|---|
| 1 | 16 | <i>Band Not In Use 2025</i> | |
| 2 | 16 | Cycling Counselor, Program Counselor (EagleBound, Handicraft, Hollywood, Nature, Scoutcraft, STEM), Trading Post Clerk | \$320/week (1 st year) Add \$30 each additional year in this role/band <i>Concurrent with pay band 5</i> |
| 3 | 16 | Kitchen Dishwasher | \$15/hour (Under 18yo MAX 40 hours/week) (Over 18yo eligible for OT) DOQ/E |
| 4 | 16 | Aquatics Lifeguard Lake or Pool, Shooting Sports Counselor, Horses Counselor | \$380/week (1 st year) Add \$30 each additional year in this role/band |
| 5 | 18 | Climbing Counselor, Zip Line Counselor, Dining Hall Steward, ATV Counselor, Next Level Shooting Sports Adventure Counselor | \$400/week (1 st year) Add \$30 each additional year in this role/band <i>Concurrent with pay band 2</i> |
| 6 | 18 | Program Area Director (EagleBound, Handicraft, Hollywood, Nature, Scoutcraft, STEM), Cycling Director, Archery Director, Lake Director, Pool Director, Trading Post Manager | \$450/week (1 st year) Add \$30 each additional year in this role/band |
| 7 | 18 | Office Manager, Media Manager | \$500/week (1 st year) Add \$30 each additional year in this role/band |
| 8 | 18 | Commissioner, C.I.T. Director | \$530/week (1 st year) Add \$30 each additional year in this role/band |
| 9 | 18 | Kitchen Cook | \$17-22/hour DOQ/E |
| 10 | 18 | Health Aide – On Site Health Aide – Remote | \$600-660/week DOQ/E (on-site) \$18-20/hour (remote part-time) |
| 11 | 21 | Maintenance Quartermaster | \$500/week (1 st year) Add \$30 each additional year in this role/band |
| 12 | 21 | Rifle Director, Shotgun Director, Climbing Director, Zip Line Director, ATV Director | \$550/week (1 st year) Add \$30 each additional year in this role/band |
| 13 | 21 | <i>Band Not In Use 2025</i> | |
| 14 | 21 | Horses Director, Next Level Shooting Adventure Director | \$600/week (1 st year) Add \$50 each additional year in this role/band |
| 15 | 21 | Aquatics Director, Shooting Sports Director, Asst. Program Director, Adventure Director | \$600/week Add \$50 each additional year in this role/band |
| 16 | 21 | Program Director, Business Manager | \$650/week Add \$50 each additional year in this role/band |
| 17 | 21 | Head Cook | \$20-25/hour DOQ/E |
| 18 | 21 | <i>Band Not In Use 2025</i> | |
| 19 | 21 | Food Service Director, Health Officer | \$1000-1500/week DOQ/E |
| 20 | 21 | <i>Band Not In Use 2025</i> | |

Weekly pay rates are salary based upon a 6-day work week. Salaried positions are FLSA-Exempt. Hourly positions are paid for hours worked. Hourly staff under age 18 may only work up to 40 hours per week. Hourly staff over the age of 18 are eligible for overtime at 1.5 times the hourly rate. All positions are **seasonal** from May 28, 2025 to July 26, 2025. Pay ranges meet or exceed Colorado law. Starting season 2023, all staff will begin at “1st year” rates (if applicable in the pay band) regardless of tenure. If in the same band in 2024, employees will make the 1st year rate plus the listed additional years rate and there on and so forth. In 2024, if an employee changes to a different pay band, they will start at 1st year rate in that pay band including downgrading pay bands unless the pay band is indicated as a concurrent band. Concurrent bands will run concurrently with all positions listed in the band.

Current Minimum Wages in the State of Colorado:

Hourly: \$14.81/hour (2025) | Salary for Seasonal Camp/Non-Profit: \$240.65 (minors) \$318.35 (adults) (2025)

Updated 11/19/24.