2027 Seasonal Camp Staff Salary Chart

Pay Band	Min. Age	Position	Salary Range $
1	16	*Band Not In Use*	
2	16	Cycling Counselor, Program Counselor (EagleBound, Handicraft, Hollywood, Nature, Scoutcraft, STEM), Trading Post Clerk	$335/week (1st year) Add $30 each additional year in this role/band *Concurrent with pay band 5*
3	16	Kitchen Dishwasher	$16/hour (Under 18yo MAX 40 hours/week) (Over 18yo eligible for OT)
4	16	Aquatics Lifeguard Lake or Pool, Shooting Sports Counselor, Horses Counselor	$380/week (1st 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, Trading Post Shift Lead, Custodian	$400/week (1st year) Add $30 each additional year in this role/band *Concurrent with pay band 2*
6	18	Program Area Director (EagleBound, Handicraft, Hollywood, Nature, Scoutcraft, STEM), Cycling Director, Archery Director, Lake Director, Pool Director, Trading Post Manager	$450/week (1st year) Add $30 each additional year in this role/band
7	18	Office Manager, Media Manager	$500/week (1st year) Add $30 each additional year in this role/band
8	18	Commissioner, C.I.T. Director	$530/week (1st 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 (1st 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 (1st year) Add $30 each additional year in this role/band
13	21	*Band Not In Use*	
14	21	Horses Director, Next Level Shooting Adventure Director	$600/week (1st 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	Nurse PRN	$200/Day
19	21	Food Service Director, Health Officer	$1000-1500/week DOQ/E
20	21	*Band Not In Use*	

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 the start date and the end date listed in the contract. 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: $15.16/hour (2026) | Salary for Seasonal Camp/Non-Profit: $251.15 (minors) $330.60 (adults) (2026)

Updated 11/15/25.