

# Salary Worksheet

## Catalina Island Camps

This Salary Worksheet applies to seasonal summer camp staff, who are United States citizens. For information on international staff salaries please email: [rasheed@catalinaislandcamps.com](mailto:rasheed@catalinaislandcamps.com).

**Starting salary:** \$200 per week

### Add to your base salary:

\$25 per week Completion Bonus\*

\$20 per week for each summer of Catalina Island Camps Staff experience

\$15 per week for each season of Catalina Environmental Leadership Program experience  
(Limit 2 seasons)

\$20 per week for a Bachelors degree

\$20 per week for current Red Cross Waterfront Lifeguard Training Certification\*\*

\$10 per week for the following certifications IF you teach the activity:

- Riflery (JSS/USA)
- Archery (NAA)
- Sailing (USSA)
- Water-skiing (AWSA)

\*To qualify for the Completion Bonus, a staff member must complete the dates and terms of their staff agreement. The Completion Bonus is paid in a lump sum and included in the final paycheck.

\*\*To qualify for the Waterfront Lifeguard bonus, staff members must arrive at camp with said certification. Any Staff members trained in lifeguarding at camp will not be eligible for the bonus in the year they are trained, but are eligible in subsequent years to follow.

### Additional Compensation and Services:

- Travel Allowance of \$100-\$400 based on distance from camp
- Room and Board
- Weekly laundry service

### Sample Salaries:

Sample salary for a 1st year staff member with Lifeguard certification:

Base salary: \$200/week  
+ Lifeguard compensation: \$20/week  
+ Completion bonus: \$25/week  
= \$245/week x 10 weeks = \$2,450 for the summer

Sample salary for a 2nd year staff member with Lifeguard certification and a Bachelors degree:

Base salary: \$200/week  
+ 1 year CIC experience: \$20/week  
+ Bachelors degree: \$20/week  
+ Lifeguard compensation: \$20/week  
+ Completion bonus: \$25/week  
= \$285/week x 10 weeks = \$2,850 for the summer