



2021 Kaf Adventures Wage Scale

Base Rate for instructors: \$150

Experience in the Industry pay bump:

5+ years experience relevant to rock climbing, mountaineering instruction, and administration work - Base Rate starts at \$175

Tenure with Kaf: up to \$55

- 2nd year +\$10 (= \$150 + \$10) = \$160 base
- 3rd year +\$15 (= \$160 + \$15) = \$175 base
- 4th year +\$15 (= \$175 + \$15) = \$190 base
- 5th year +\$15 (= \$190 + \$15) = \$205 base

Experience Required: up to \$50

- WFR certification required for lead, assist, and recommended for shadow roles in all terrain types
- WEMT in current standing is an extra \$10 day
- LNT Trainer required for lead, assist, and recommended for shadow and assist roles in all terrain types
- Food handlers certification required for lead, assist, and recommended for shadow roles in all terrain types
- AIARE or AAI 3 OR AIARE Pro Level 2: +\$10
- AIARE Course Instructor: +\$10
- AIARE Course Leader = + \$20
- AIARE 1 certification required for lead, assist, and recommended for shadow and in glacier, winter, and alpine terrain types
- AIARE Pro Level 1 certification is required for all lead roles in alpine and winter terrain types

Certifications: up to \$120 -

AMGA Course experience – up to \$120 – Instructors with no AMGA training who meet the prerequisites for the base level courses will be given the base level pay for each lower level course.

- AMGA SPI Cert is required in 2018
- Rock Guide Course (RGC) + \$10
- Rock Instructor Exam (RIE) + \$10
- Advanced Rock Guide Course (ARGC) + \$10
- Rock Guide Exam (RGE) + \$10
- **Rock Guide Certification Total: \$30 (\$40 w/ RI)**
- Alpine Guide Course (AGC) + \$15
- Ice Instructor Course (IIC) + \$5
- Advanced Alpine Guide Course (AAGC) + \$15
- Alpine Guide Exam (AGE) + \$15



- **Alpine Guide Certification Total: \$50**
- Ski Guide Course (SGC) + \$15
- Advanced Ski Guide Course (ASGC) + \$15
- Ski Guide Exam (SGE) + \$15
- **Ski Guide Certification: \$45**

Pre/Post Course Pay

All instructors will be paid for pre-course work, unless otherwise discussed
Only lead instructors will be paid for post trip work.

Pre-Course Pay: Lead instructors receive \$200, and assistant instructors receive \$150 for work completed before a trip.

Post-Course pay: Lead and assistant instructors receive \$30 for work completed after a trip.

3-hour Indoor/Lecture Classes: \$60;

Full day Classroom Sessions: up to \$160

Half-Day Guided Climb: Half of your calculated day-rate.

Yoga Instructors: \$100 and will depend on the revenue/# of participants they bring in.

Commission: 10% of participant payment

Commission is defined as a participant who registered and paid to go on a trip from a specific marketing effort that the instructor made (cannot be a previous participant). The client needs to let the office know that they were referred by the instructor. Once the participant has paid 1 time, that client is considered Kaf's client. After their first trip, they become a Return Guest.

Return Guest Request: 5% of participant payment

When a client books a full course, or a custom course or trip, and requests a certain guide they have climbed with before, then the guide will receive a 5% commission on the booking. This only applies when the client books a full trip, and not when the client books a spot on an open enrollment trip.

Maximum Pay: \$375/day

Example of pay scale for course work:

Mick's Pay 2020 – **Total wage is \$320 (based on wage scale)**

\$205 Base Pay

+**\$40** - Experience (Pro 2 \$10 AIARE I \$10 + AIARE CL \$20)

+**\$30** - Rock Guide Cert

+**\$45** - Alpine Guide Cert