

2025 Santa Barbara Adventure Company New Hire Pay Scale for First Season of Employment

Guides <i>Assistant Guide = completed training, can only guide with a Lead</i> <i>Core Guide = can guide their own trips</i> <i>Lead Guide = can train other guides</i> <i>Hybrid Guides = work 2-3 days in the office or storefront on a regular basis</i>	*Assistant Guide meeting basic requirements OR *Core/Lead guide with lapsed certifications OR *Outdoor Education only guide or shoulder/off-season only employee	*Core Guide - No WFR OR *Assistant Guide with WFR	*Core Guide with WFR OR *Core guide with CDL Class B or Class C w/ Passenger Endorsement	*Lead Guides who work both Mainland/CHI sectors OR *Hybrid Guide OR *Mainland Leadership Position (Program Coordinator/Commissary Director) OR *GM/Owner Discretion	Experience (at beginning of season)
<i>Entry Level</i>	\$16.50	\$16.75	\$17.00	\$18.00	0-100 trips. Has never guided commercially before.
<i>Grade 2</i>	\$16.75	\$17.00	\$17.25	\$18.25	1-2 years of commercial guiding
<i>Grade 3</i>	\$17.25	\$17.50	\$17.75	\$18.75	3 years of commercial guiding
<i>Grade 4</i>	\$17.75	\$18.00	\$18.25	\$19.25	4-5 years of commercial guiding
<i>Grade 5</i>	\$18.25	\$18.50	\$18.75	\$19.75	6-9 years of commercial guiding
<i>Grade 6</i>	\$18.75	\$19.00	\$19.25	\$20.25	10+ years of commercial guiding

During your first season as you evolve from Assistant Guide to Core/Lead Guide it is the responsibility of the employee to submit their pay increases to the GM directly in writing. This form is used to place new hires when starting their careers with Santa Barbara Adventure Company; yearly returning guide pay raises are then subject to GM recommendation & President approval.

Prior Employer	Prior Position Title	Primary Duties/Relation to SBACo Work		Time with Employer	Verification of Role
Relevant Skills & Certifications:	Expiration:	Major/ Minor	Institution		