

Guides					
Assistant Guide = completed training, can only guide with a Lead	*Assistant Guide meeting basic requirements OR *Core/Lead guide with lapsed certifications OR	*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)
Core Guide = can guide their own trips					
Lead Guide = can train other guides					
Hybrid Guides = work 2-3 days in the office or storefront on a regular basis	*Outdoor Education only guide or shoulder/off-season only employee				
Entry Level	\$17.00	\$17.25	\$17.50	\$18.25	0-100 trips. Has never guided commercially before.
Grade 2	\$17.25	\$17.50	\$17.75	\$18.50	1-2 years of commercial guiding
Grade 3	\$17.75	\$18.00	\$18.25	\$19.00	3 years of commercial guiding
Grade 4	\$18.25	\$18.50	\$18.75	\$19.50	4-5 years of commercial guiding
Grade 5	\$18.75	\$19.00	\$19.25	\$20.00	6-9 years of commercial guiding
Grade 6	\$19.25	\$19.50	\$19.75	\$20.50	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.