WRFI SALARIES, COMPENSATION & BENEFITS

Instructors are hired on a short-term, temporary basis. Some work one field season for eight to ten days, others return year after year and may work up to 12 weeks in the field each year! Instructors are compensated at an hourly rate for their pre and post course work which includes tasks such as reader preparation; food and equipment planning; arranging speakers; briefing and debriefing meetings; grading; and cleaning the van and gear after a course. Activities such as reading to refresh or improve their course content area or subject knowledge are not included. Instructors are compensated at a daily rate for the days in which they are in the field. In addition to pre/post course hours and field days, instructors receive a food stipend, a WFR certification/refresher stipend, and travel stipends based on the conditions outlined below.

- Daily pay rates will be calculated based on the number of field weeks when they start a section. Any field instructor working more than one section per field season will receive an additional $10 per day on each additional section; i.e. if Sage works section #1 at a daily rate of $115/day, and comes back to work section 4 of a course, they would be paid $115/day for the section; if they returned again to work section #2 of a different course they would be paid $125/day.

- Food stipend: $14 per contract day for breakfast and lunches (dinners provided by WRFI).

- Travel: Instructors who live within 150 miles of a section start/end will not be provided a travel stipend or travel pay. Instructors who live between 150 and 400 miles from a section start/end will be provided a $300 travel stipend. Instructors who live more than 400 miles from a section start/end will be provided a $600 travel stipend. These travel stipends will be paid per section unless an instructor is teaching two back-to-back sections. WRFI no longer pays for travel days, having increased travel stipends to include this.

- WFR Stipends: Instructors are required to maintain a Wilderness First Responder (WFR) certification during all terms of field employment with WRFI. New instructors are provided a $400 stipend; returning instructors are provided a $100 stipend. New instructors are required to have a valid WFR. If an instructor holds a substantially similar certification (Outdoor Emergency Care, or other 70+ hr. wilderness medical certificate), WRFI recognizes that as an equivalent level of training.

Recruiters are hired on a short-term, temporary basis. Some recruiters work for a single day, while others work for several weeks or even months doing recruiting work. Recruiters are paid in a similar manner to field instructors, and are compensated in a similar structure. Recruiters are paid at the same rate as instructors, following the same pay scale/table. Stipends are slightly different, and are outlined below.

- Daily pay rates are identical to field instruction rates; in the case that a recruiter is not a field instructor, the same experience calculation is used, with "field weeks" being replaced with "recruiting weeks." In the case that a recruiter is both a field instructor AND a recruiter, we will add/estimate the sum of field works both in the field and spent recruiting in the past.

- A food stipend of $21 per day will be provided for recruiters.

- Travel: A strong preference for all recruiting travel is to use a WRFI-provided vehicle, based in Missoula. In the case that a WRFI vehicle is not available for recruiter use, WRFI will reimburse the recruiter on a mileage basis for use of their personal vehicle, at the federal mileage reimbursement rate. If flights are exclusively required for recruiting travel, WRFI will cover the cost of the flight.

- In the case that a recruiter offers to add a recruiting event onto personal travel, WRFI will cover additional travel expenses, but not personal travel expenses. For example, if an instructor if visiting family and spends $100 on a flight, and offers to do a recruiting trip 100 miles away using a personal vehicle, WRFI would reimburse 200 miles (round trip) per mile, but not the cost of the flight.

If you have any questions about your compensation, please reach out to WRFI's Executive Director

Instructor Pay Scale:

Daily Rate	Hourly Rate	Previous Experience With WRFI	Field Days worked with WRFI
$115	$15	No	<42
$125	$16	Yes	<42
$135	$16	Yes	43-140
$140	$16	Yes	141-217
$145	$16	Yes	218-294
$150	$17	Yes	295-371
$155	$17	Yes	372-488
$160	$18	Yes	489-599
$175	$18	Yes	600+

Benefits for instructors and recruiters:

WRFI is committed to the professional development of our instructor community, and as such, offers a once-per-year professional development stipend of $100 to each returning instructor contracted to work during a given season. To receive this professional development stipend, instructors must get email approval from WRFI's Field Experience Manager for a specific conference, project, or book/film purchase that is related to their contracted teaching at WRFI. The approval and a receipt will be submitted to WRFI and the stipend paid after the instructor's first field section.

As short-term, temporary, contract employees, WRFI instructors and recruiters are not eligible for medical or vision insurance nor do they accrue holiday, vacation, or sick pay. Currently the only benefits we offer field instructors are a $100 professional development reimbursement, access to pro-deals, and some WFRI swag prior to the start of course.