

AMERICAN GUILD OF ORGANISTS

2010 Salary Guide for Musicians Employed by Religious Institutions

Musicians with fewer than five years experience should be considered at the lower compensation levels; those with greater experience at the higher levels. Musicians with outstanding abilities or positions requiring exceptional performance may exceed the chart figures. Be sure your experience, background, education and certification have specific relevance to the employer.

The first figure in each box is the Base Salary (**Base:**); the second figure represents benefits (**Ben:**). Members should recognize that almost everything can be negotiable. Medical insurance, for example, may be less expensive for the employer to furnish than a specific salary request, and the cost of a private policy for the employee might exceed the difference between the salary offer and request. Compensation should equal the total compensation figure (**Total:**).

Consult the AGO Model Contract Provisions www.agohq.org and other resources for negotiable terms and 'talking points.'

Approximate Size Of Position (Avg. hrs./wk.)	Doctorate in Organ or Sacred Music or FAGO Certificate	Master's Degree in Organ or Sacred Music or ChM or AAGO Certificate	Bachelor's Degree in Organ or Sacred Music or CAGO Certificate	Associate Degree Private Study/Etc. or Service Playing Certificate
Full Time (40 hrs.)	Base: \$60,836 - \$81,177 Ben: <u>\$20,079</u> - <u>\$26,790</u> Total: \$80,915 - \$107,967	Base: \$54,005 - \$72,116 Ben: <u>\$18,363</u> - <u>\$24,516</u> Total: \$72,368 - \$96,632	Base: \$47,469 - \$62,498 Ben: <u>\$15,662</u> - <u>\$20,625</u> Total: \$63,131 - \$83,123	Base: \$37,599 - \$50,409 Ben: <u>\$12,788</u> - <u>\$17,138</u> Total: \$50,387 - \$67,547
3/4 Time (30 hrs.)	Base: \$44,605 - \$60,836 Ben: <u>\$16,067</u> - <u>\$21,903</u> Total: \$60,672 - \$82,739	Base: \$39,643 - \$54,005 Ben: <u>\$14,319</u> - <u>\$19,444</u> Total: \$53,962 - \$73,449	Base: \$34,353 - \$47,469 Ben: <u>\$13,051</u> - <u>\$18,034</u> Total: \$47,404 - \$65,503	Base: \$27,685 - \$37,599 Ben: <u>\$9,968</u> - <u>\$13,531</u> Total: \$37,653 - \$51,130
1/2 Time (20 hrs.)	Base: \$32,473 - \$44,605 Ben: <u>\$12,012</u> - <u>\$16,505</u> Total: \$44,485 - \$61,110	Base: \$28,856 - \$39,643 Ben: <u>\$10,678</u> - <u>\$14,669</u> Total: \$39,534 - \$54,312	Base: \$24,953 - \$34,353 Ben: <u>\$9,487</u> - <u>\$13,051</u> Total: \$34,440 - \$47,404	Base: \$20,166 - \$27,685 Ben: <u>\$7,465</u> - <u>\$10,242</u> Total: \$27,631 - \$37,927
3/8 Time (15 hrs.)	Base: \$23,413 - \$32,473 Ben: <u>\$9,137</u> - <u>\$12,656</u> Total: \$32,550 - \$45,129	Base: \$20,876 - \$28,888 Ben: <u>\$7,936</u> - <u>\$10,973</u> Total: \$28,812 - \$39,861	Base: 18,111 - \$24,953 Ben: <u>\$6,886</u> - <u>\$9,482</u> Total: \$24,997 - \$34,435	Base: \$14,690 - \$20,166 Ben: <u>\$5,432</u> - <u>\$7,465</u> Total: \$20,122 - \$27,631
1/4 Time (10 hrs.)	Base: \$17,095 - \$23,413 Ben: <u>\$6,328</u> - <u>\$8,661</u> Total: \$23,423 - 32,074	Base: \$15,039 - \$20,876 Ben: <u>\$5,717</u> - <u>\$7,936</u> Total: \$20,756 - \$28,812	Base: \$12,985 - \$18,111 Ben: <u>\$4,935</u> - <u>\$6,886</u> Total: \$17,920 - \$24,997	Base: \$10,592 - \$14,695 Ben: <u>\$4,022</u> - <u>\$5,585</u> Total: \$14,614 - \$20,280

It is the policy of the American Guild of Organists not to discriminate on the basis of sex, age, disability, race, color, religion, marital status, veteran's status, national or ethnic origin, or sexual orientation.

The figures in this salary guide represent a national average.

For assistance in calculating the difference in the cost of living between geographic areas please consult <http://www.bls.gov/news.release/pdf/ncspay.pdf>

The average pay relative nationally for all occupations and for each occupational group equals 100. (See table 1, Column 1 in the BLS Web site)

Example: The pay relative for "Minneapolis-St. Paul-St. Cloud, MN-WI" is 108 or 8% higher than the national average.
The pay relative for "Oklahoma City, OK" is 92 or 92% of the national average.

Thus, a job that might be rated for a total compensation of \$30,000 as a national average could be expected to offer a compensation package of \$32,400 in Minneapolis (108% of \$30,000) or \$27,600 in Oklahoma City (92% of \$30,000).