

Association of Anglican Musicians

2013 Salary Guide for Musicians Employed by Religious Institutions

1/4 time = 8-12 hours 3/8 time = 13-18 hours 1/2 time = 19-24 hours 3/4 time = 25-34 hours Full-time = 35-40 hours

This Salary Guide reflects salary only and *does not include benefits*.

Weekly hours	Experience: 1 – 4 years (I) 5 – 12 years (II) 12 – 20 years (III) 20+ years (IV)	No Music Degree or SPC * or equivalent proficiency	Bachelor of Music or CAGO * or equivalent proficiency	Master of Music or AAGO or ChM * or equivalent proficiency	Doctorate in Music or FAGO * or equivalent proficiency
1/4 time 8–12 hours	I	\$9,274 - \$12,243	\$12,352 – \$17,293	\$15,014 – \$21,018	\$18,243 – \$25,541
	II	10,302 – 14,426	13,381 – 18,733	16,015 – 22,421	19,202 – 26,883
	III	11,301 – 16,952	14,046 – 21,069	16,571 – 24,857	20,404 – 28,566
	IV	12,243 – 18,365	14,983 – 22,474	18,413 – 27,619	21,375 – 29,926
3/8 time 13–18 hours	I	14,340 – 20,076	18,749 – 26,248	22,786 – 31,901	27,659 – 38,723
	II	15,933 – 22,306	20,311 – 28,436	24,306 – 34,027	29,116 – 40,762
	III	16,353 – 24,530	21,816 – 30,542	25,816 – 29,354	29,698 – 41,578
	IV	17,716 – 26,573	23,269 – 32,577	27,249 – 38,149	31,113 – 43,558
1/2 time 19–24 hours	I	20,467 – 25,788	26,730 – 33,680	32,592 – 37,807	38,523 – 49,935
	II	22,741 – 28,653	28,957 – 36,486	34,765 – 40,327	41,716 – 52,562
	III	26,260 – 33,088	32,709 – 41,215	38,676 – 48,733	44,471 – 56,034
	IV	30,585 – 38,552	34,927 – 44,009	40,723 – 51,441	46,589 – 58,703
3/4 time 25–34 hours	I	27,790 – 37,795	35,845 – 48,749	43,621 – 59,325	53,002 – 72,082
	II	30,472 – 41,442	38,831 – 52,811	46,529 – 63,255	55,790 – 75,875
	III	33,897 – 46,099	42,538 – 57,850	50,004 – 68,004	57,462 – 78,301
	IV	36,721 – 49,941	45,349 – 61,706	52,781 – 71,783	60,315 – 82,029
Full time 35–40 hours	I	37,895 – 48,695	49,904 – 64,127	61,551 – 79,094	73,470 – 94,409
	II	42,105 – 54,105	54,063 – 69,471	65,655 – 84,367	77,337 – 99,378
	III	47,726 – 61,327	59,464 – 76,412	70,282 – 90,313	80,894 – 103,948
	IV	51,703 – 66,438	63,429 – 81,505	74,186 – 95,330	84,745 – 108,898

*American Guild of Organists certification levels:

SPC Service Playing Certificate

CAGO Colleague Certificate

ChM Choirmaster Certificate

AAGO Associate of the American Guild of Organists

FAGO Fellow of the American Guild of Organists

Additional Compensation

Along with the musician's regular compensation package, information regarding fees for special services (and an estimate of the number of additional services for which the musician will be required on a monthly or annual basis) should be included with the job description.

The regular organist of a church plays for all weddings and funerals or memorial services in the employing institution. If the church organist is unavailable, a substitute organist may be employed. If the church organist is available and an outside organist is requested by the family, the church organist is entitled to a "bench fee" equal to the regular wedding or funeral fee.

WEDDINGS

<i>Service</i>	\$250 – \$400 (includes a pre-service consultation, a short recital of organ music preceding the ceremony, accompaniment of soloists or instrumentalists, hymns, entrance and exit music)
<i>Rehearsal</i>	with wedding party and/or soloists and/or choir: \$50 – \$100 per hour (half-hour minimum fee)
<i>Contracting Fee</i>	\$50 – \$100 per hour (making contact with other professional musicians, soloists, or instruments)

FUNERALS OR MEMORIAL SERVICES

<i>Service only</i>	\$150 – \$300
<i>Consulting time</i>	\$75 – \$100 per hour (half-hour minimum fee)

Compensation for Substitute Church Musicians

The church music budget should include money for payment of a substitute during the musician's vacation, approved leaves of absence, study leave, and sick leave. On those occasions this fee will be paid by the church. For time away beyond that stipulated in the employment agreement, the substitute will be paid by the musician.

Church Service, Organist <i>or</i> Choir Director <i>only</i> (includes organ practice, conference with clergy, and one service)	\$250 - \$400
Church Service, Organist and Director	\$300 - \$450
Additional Duplicate Service	add 50%
Additional Choir Rehearsal During the Week	\$100/hour

All of the above wedding, funeral, and substitute fees are understood to be minimum compensation, which should be adjusted upward in accordance with the musician's experience and training, as well as the complexity of the work that has to be done.