

## AMERICAN GUILD OF ORGANISTS

### 2007 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 [www.agohq.org](http://www.agohq.org) and other resources for negotiable terms and 'talking points.' For assistance in calculating the difference in the cost of living between geographic areas consult <http://www.bls.gov/cpi/home.htm>.

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
<b>Full Time (40 hrs.)</b>	<b>Base:</b> \$55,660-74,270 <b>Ben:</b> <u>+18,370-24,510</u> <b>Total:</b> \$74,030-98,780	<b>Base:</b> \$49,410-65,980 <b>Ben:</b> <u>+16,800-22,430</u> <b>Total:</b> \$66,210-88,410	<b>Base:</b> \$43,430-57,180 <b>Ben:</b> <u>+14,330-18,870</u> <b>Total:</b> \$57,760-76,050	<b>Base:</b> \$34,400-46,120 <b>Ben:</b> <u>+11,700-15,680</u> <b>Total:</b> \$46,100-61,800
<b>¾ Time (30 hrs.)</b>	<b>Base:</b> \$40,810-55,660 <b>Ben:</b> <u>+14,700-20,040</u> <b>Total:</b> \$55,510-75,700	<b>Base:</b> \$36,270-49,410 <b>Ben:</b> <u>+13,100-17,790</u> <b>Total:</b> \$49,370-67,000	<b>Base:</b> \$31,430-43,430 <b>Ben:</b> <u>+11,940-16,500</u> <b>Total:</b> \$43,370-59,930	<b>Base:</b> \$25,330-34,400 <b>Ben:</b> <u>+ 9,120-12,380</u> <b>Total:</b> \$34,450-46,780
<b>½ Time (20 hrs.)</b>	<b>Base:</b> \$29,710-40,810 <b>Ben:</b> <u>+10,990-15,100</u> <b>Total:</b> \$40,700-55,910	<b>Base:</b> \$26,400-36,270 <b>Ben:</b> <u>+ 9,770-13,420</u> <b>Total:</b> \$36,170-49,690	<b>Base:</b> \$22,830-31,430 <b>Ben:</b> <u>+ 8,680-11,940</u> <b>Total:</b> \$31,510-43,370	<b>Base:</b> \$18,450-25,330 <b>Ben:</b> <u>+ 6,830- 9,370</u> <b>Total:</b> \$25,280-34,700
<b>3/8 Time (15 hrs.)</b>	<b>Base:</b> \$21,420-29,710 <b>Ben:</b> <u>+ 8,360-11,580</u> <b>Total:</b> \$29,780-41,290	<b>Base:</b> \$19,100-26,430 <b>Ben:</b> <u>+ 7,260-10,040</u> <b>Total:</b> \$26,360-36,470	<b>Base:</b> \$16,570-22,830 <b>Ben:</b> <u>+ 6,300- 8,675</u> <b>Total:</b> \$22,870-31,505	<b>Base:</b> \$13,440-18,450 <b>Ben:</b> <u>+ 4,970- 6,830</u> <b>Total:</b> \$18,410-25,280
<b>¼ Time (10 hrs.)</b>	<b>Base:</b> \$15,640-21,420 <b>Ben:</b> <u>+ 5,790- 7,925</u> <b>Total:</b> \$21,430-29,345	<b>Base:</b> \$13,760-19,100 <b>Ben:</b> <u>+ 5,230- 7,260</u> <b>Total:</b> \$18,990-26,360	<b>Base:</b> \$11,880-16,570 <b>Ben:</b> <u>+ 4,515- 6,300</u> <b>Total:</b> \$16,395-22,870	<b>Base:</b> \$ 9,690-13,445 <b>Ben:</b> <u>+ 3,680- 5,110</u> <b>Total:</b> \$13,370-18,555

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.

## **OTHER FEES**

- \* The range of fees are for musicians with degrees in organ or church music or AGO certification.
- \* Fees vary regionally. The lowest figures reflect smaller, rural areas of the country.
- \* Fees will also vary based on training, experience, availability, responsibility, and dates required.

## **SUBSTITUTE MUSICIANS**

- \* Single service (organist only or director only, no separate rehearsal), \$100-\$225
- \* Additional services (organist or director only) not requiring additional preparation, \$50-\$125
- \* Single service (organist-director combination, no separate rehearsal), \$150-\$275
- \* Additional services (organist-director combination) not requiring additional preparation, \$75-\$175
- \* Rehearsal fees range from \$25-\$100/hour, depending on whether the substitute is organist only, director only, or organist-director combination and the preparation required
- \* Mileage of 32.5 cents/mile is charged if visits to church for practice, rehearsal, and service exceed 20 miles per round trip.
- \* The charge for contracting singers/instrumentalists is \$15-\$35/person hired.

## **WEDDINGS**

- \* Service fees are \$100-\$350 (service only)
- \* Wedding rehearsal with bridal party is \$50-\$100/hour.
- \* Additional rehearsals are \$30-\$50/hour.
- \* Mileage of 32.5 cents/mile is charged if visits to church for practice, rehearsal, and service exceed 20 miles per round trip.
- \* The charge for contracting singers/instrumentalists is \$15-\$35/person hired.

## **FUNERALS**

- \* Service fees are \$100-\$225 (service only)
- \* Rehearsals \$25-\$100/hour, depending on the difficulty of the music and the participation of choirs, soloists, or instrumentalists.
- \* Mileage of 32.5 cents/mile is charged if visits to church for practice, rehearsal, and service exceed 20 miles per round trip.
- \* The charge for contracting singers/instrumentalists is \$15-\$35/person hired.

**NOTE:** Occasionally churches or synagogues will hire musicians as independent contractors instead of employees. According to the IRS, workers are generally considered employees if they:

- \* Must comply with the employer's instructions about the work.
- \* Receive training from or at the direction of the employer.
- \* Provide services that are integrated into the business.
- \* Provide services that must be rendered personally.
- \* Are aided by assistants who are hired, supervised, and paid by the employer.
- \* Have a continuing working relationship with the employer.
- \* Must follow set hours of work.
- \* Work full-time for an employer.
- \* Do their work on the employer's premises.
- \* Must do their work in a sequence set by the employer.
- \* Must submit regular reports to the employer.
- \* Receive payments of regular amounts at set intervals.
- \* Receive payments for business travel expenses.
- \* Rely on the employer to furnish tools and materials.
- \* Lack a major investment in the facilities or equipment used to perform the services.
- \* Cannot make a profit or suffer a loss from their services.
- \* Work for one employer at a time.
- \* Do not offer their services to the general public.
- \* Can be fired by the employer.
- \* May quit work at any time without incurring liability.

According to these guidelines, the majority of church and synagogue musicians are employees.