



# American Guild of Organists

NATIONAL HEADQUARTERS AND THE AMERICAN ORGANIST MAGAZINE  
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## 2011 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](http://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
<b>Full Time (40 hrs.)</b>	<b>Base:</b> \$60,836 - \$81,177 <b>Ben:</b> <u>\$20,079</u> - <u>\$26,790</u> <b>Total:</b> <u>\$80,915</u> - <u>\$107,967</u>	<b>Base:</b> \$54,005 - \$72,116 <b>Ben:</b> <u>\$18,363</u> - <u>\$24,516</u> <b>Total:</b> <u>\$72,368</u> - <u>\$96,632</u>	<b>Base:</b> \$47,469 - \$62,498 <b>Ben:</b> <u>\$15,662</u> - <u>\$20,625</u> <b>Total:</b> <u>\$63,131</u> - <u>\$83,123</u>	<b>Base:</b> \$37,599 - \$50,409 <b>Ben:</b> <u>\$12,788</u> - <u>\$17,138</u> <b>Total:</b> <u>\$50,387</u> - <u>\$67,547</u>
<b>3/4 Time (30 hrs.)</b>	<b>Base:</b> \$44,605 - \$60,836 <b>Ben:</b> <u>\$16,067</u> - <u>\$21,903</u> <b>Total:</b> <u>\$60,672</u> - <u>\$82,739</u>	<b>Base:</b> \$39,643 - \$54,005 <b>Ben:</b> <u>\$14,319</u> - <u>\$19,444</u> <b>Total:</b> <u>\$53,962</u> - <u>\$73,449</u>	<b>Base:</b> \$34,353 - \$47,469 <b>Ben:</b> <u>\$13,051</u> - <u>\$18,034</u> <b>Total:</b> <u>\$47,404</u> - <u>\$65,503</u>	<b>Base:</b> \$27,685 - \$37,599 <b>Ben:</b> <u>\$9,968</u> - <u>\$13,531</u> <b>Total:</b> <u>\$37,653</u> - <u>\$51,130</u>
<b>1/2 Time (20 hrs.)</b>	<b>Base:</b> \$32,473 - \$44,605 <b>Ben:</b> <u>\$12,012</u> - <u>\$16,505</u> <b>Total:</b> <u>\$44,485</u> - <u>\$61,110</u>	<b>Base:</b> \$28,856 - \$39,643 <b>Ben:</b> <u>\$10,678</u> - <u>\$14,669</u> <b>Total:</b> <u>\$39,534</u> - <u>\$54,312</u>	<b>Base:</b> \$24,953 - \$34,353 <b>Ben:</b> <u>\$9,487</u> - <u>\$13,051</u> <b>Total:</b> <u>\$34,440</u> - <u>\$47,404</u>	<b>Base:</b> \$20,166 - \$27,685 <b>Ben:</b> <u>\$7,465</u> - <u>\$10,242</u> <b>Total:</b> <u>\$27,631</u> - <u>\$37,927</u>
<b>3/8 Time (15 hrs.)</b>	<b>Base:</b> \$23,413 - \$32,473 <b>Ben:</b> <u>\$9,137</u> - <u>\$12,656</u> <b>Total:</b> <u>\$32,550</u> - <u>\$45,129</u>	<b>Base:</b> \$20,876 - \$28,888 <b>Ben:</b> <u>\$7,936</u> - <u>\$10,973</u> <b>Total:</b> <u>\$28,812</u> - <u>\$39,861</u>	<b>Base:</b> 18,111 - \$24,953 <b>Ben:</b> <u>\$6,886</u> - <u>\$9,482</u> <b>Total:</b> <u>\$24,997</u> - <u>\$34,435</u>	<b>Base:</b> \$14,690 - \$20,166 <b>Ben:</b> <u>\$5,432</u> - <u>\$7,465</u> <b>Total:</b> <u>\$20,122</u> - <u>\$27,631</u>
<b>1/4 Time (10 hrs.)</b>	<b>Base:</b> \$17,095 - \$23,413 <b>Ben:</b> <u>\$6,328</u> - <u>\$8,661</u> <b>Total:</b> <u>\$23,423</u> - <u>\$32,074</u>	<b>Base:</b> \$15,039 - \$20,876 <b>Ben:</b> <u>\$5,717</u> - <u>\$7,936</u> <b>Total:</b> <u>\$20,756</u> - <u>\$28,812</u>	<b>Base:</b> \$12,985 - \$18,111 <b>Ben:</b> <u>\$4,935</u> - <u>\$6,886</u> <b>Total:</b> <u>\$17,920</u> - <u>\$24,997</u>	<b>Base:</b> \$10,592 - \$14,695 <b>Ben:</b> <u>\$4,022</u> - <u>\$5,585</u> <b>Total:</b> <u>\$14,614</u> - <u>\$20,280</u>

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).