

AMERICAN GUILD OF ORGANISTS

2008 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. It might cost less for the employer to furnish medical insurance through a group plan than to reimburse the employee for an individual plan. Other employers may find it easier to provide a higher salary and allow the employee to seek insurance privately. However, compensation should equal the total compensation figure (**Total:**).

Consult the AGO Model Contract 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 hr.s)	Base: \$ 57,719 - 77,018 Ben: + 19,050 - 25,417 Total: \$ 76,769 - 102,435	Base: \$ 51,238 - 68,421 Ben: + 17,422 - 23,260 Total: \$ 68,660 - 91,681	Base: \$ 45,037 - 59,296 Ben: + 14,860 - 19,568 Total: \$ 59,897 - 78,864	Base: \$ 35,673 - 47,826 Ben: + 12,133 - 16,260 Total: \$ 47,806 - 64,086
3/4 Time (30 hrs.)	Base: \$ 42,320 - 57,719 Ben: + 15,244 - 20,781 Total: \$ 57,564 - 78,500	Base: \$ 37,612 - 51,238 Ben: + 13,585 - 18,448 Total: \$ 51,197 - 69,686	Base: \$ 32,593 - 45,037 Ben: + 12,382 - 17,111 Total: \$ 44,975 - 62,148	Base: \$ 26,267 - 35,673 Ben: + 9,457 - 12,838 Total: \$ 35,724 - 48,511
1/2 Time (20 hr.s)	Base: \$ 30,809 - 42,320 Ben: + 11,397 - 15,659 Total: \$ 42,206 - 57,979	Base: \$ 27,377 - 37,612 Ben: + 10,131 - 13,917 Total: \$ 37,508 - 51,529	Base: \$ 23,675 - 32,593 Ben: + 9,001 - 12,382 Total: \$ 32,676 - 44,975	Base: \$ 19,133 - 26,267 Ben: + 7,083 - 9,717 Total: \$ 26,216 - 35,984
3/8 Time (15 hr.s)	Base: \$ 22,213 - 30,809 Ben: + 8,669 - 12,008 Total: \$ 30,882 - 42,817	Base: \$ 19,807 - 27,408 Ben: + 7,529 - 10,411 Total: \$ 27,336 - 37,819	Base: \$ 17,183 - 23,675 Ben: + 6,533 - 8,996 Total: \$ 23,716 - 32,671	Base: \$ 13,937 - 19,133 Ben: + 5,154 - 7,083 Total: \$ 19,091 - 26,216
1/4 Time (10 hr.s)	Base: \$ 16,219 - 22,213 Ben: + 6,004 - 8,218 Total: \$ 22,223 - 30,431	Base: \$ 14,269 - 19,807 Ben: + 5,424 - 7,529 Total: \$ 19,693 - 27,336	Base: \$ 12,320 - 17,183 Ben: + 4,682 - 6,533 Total: \$ 17,002 - 23,716	Base: \$ 10,049 - 13,942 Ben: + 3,816 - 5,299 Total: \$ 13,865 - 19,241

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.

For assistance in calculating the difference in the cost of living between geographic areas consult <http://www.bls.gov/cpi/home.htm>.

For example, if you want to calculate the difference for NYC compared to National:

For the most recent data comparison

- a) Under Economic News Releases click on Current CPI (HTML) (the first line).
- b) Click on "Table 1".
- c) In the column labelled Aug '07 (most recent data) read first line "All items"
207.917 = National Average based on Aug. '07 data. (Note: It is updated monthly.)
- d) Go back to original screen.
- e) Under "Regional Resources" on the lower right of the screen, click on "select an MSA", then NYC;
then click on "GO".
- f) Read the number for August '07--228.326 = NYC based on Aug. '07 data.
- g) Divide 228.326/207.917 = 1.098
- h) Subtract 1.0 and multiply x 100 to convert to percentage.

Conclusion: Based on the most recent available data, NYC CPI is 9.8% higher than the National Average.