

## 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](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</b> (40 hrs.)	<b>Base:</b> \$ 57,719 - 77,018 <b>Ben:</b> + 19,050 - 25,417 <b>Total:</b> \$ 76,769 - 102,435	<b>Base:</b> \$ 51,238 - 68,421 <b>Ben:</b> + 17,422 - 23,260 <b>Total:</b> \$ 68,660 - 91,681	<b>Base:</b> \$ 45,037 - 59,296 <b>Ben:</b> + 14,860 - 19,568 <b>Total:</b> \$ 59,897 - 78,864	<b>Base:</b> \$ 35,673 - 47,826 <b>Ben:</b> + 12,133 - 16,260 <b>Total:</b> \$ 47,806 - 64,086
<b>3/4 Time</b> (30 hrs.)	<b>Base:</b> \$ 42,320 - 57,719 <b>Ben:</b> + 15,244 - 20,781 <b>Total:</b> \$ 57,564 - 78,500	<b>Base:</b> \$ 37,612 - 51,238 <b>Ben:</b> + 13,585 - 18,448 <b>Total:</b> \$ 51,197 - 69,686	<b>Base:</b> \$ 32,593 - 45,037 <b>Ben:</b> + 12,382 - 17,111 <b>Total:</b> \$ 44,975 - 62,148	<b>Base:</b> \$ 26,267 - 35,673 <b>Ben:</b> + 9,457 - 12,838 <b>Total:</b> \$ 35,724 - 48,511
<b>1/2 Time</b> (20 hrs.)	<b>Base:</b> \$ 30,809 - 42,320 <b>Ben:</b> + 11,397 - 15,659 <b>Total:</b> \$ 42,206 - 57,979	<b>Base:</b> \$ 27,377 - 37,612 <b>Ben:</b> + 10,131 - 13,917 <b>Total:</b> \$ 37,508 - 51,529	<b>Base:</b> \$ 23,675 - 32,593 <b>Ben:</b> + 9,001 - 12,382 <b>Total:</b> \$ 32,676 - 44,975	<b>Base:</b> \$ 19,133 - 26,267 <b>Ben:</b> + 7,083 - 9,717 <b>Total:</b> \$ 26,216 - 35,984
<b>3/8 Time</b> (15 hrs.)	<b>Base:</b> \$ 22,213 - 30,809 <b>Ben:</b> + 8,669 - 12,008 <b>Total:</b> \$ 30,882 - 42,817	<b>Base:</b> \$ 19,807 - 27,408 <b>Ben:</b> + 7,529 - 10,411 <b>Total:</b> \$ 27,336 - 37,819	<b>Base:</b> \$ 17,183 - 23,675 <b>Ben:</b> + 6,533 - 8,996 <b>Total:</b> \$ 23,716 - 32,671	<b>Base:</b> \$ 13,937 - 19,133 <b>Ben:</b> + 5,154 - 7,083 <b>Total:</b> \$ 19,091 - 26,216
<b>1/4 Time</b> (10 hrs.)	<b>Base:</b> \$ 16,219 - 22,213 <b>Ben:</b> + 6,004 - 8,218 <b>Total:</b> \$ 22,223 - 30,431	<b>Base:</b> \$ 14,269 - 19,807 <b>Ben:</b> + 5,424 - 7,529 <b>Total:</b> \$ 19,693 - 27,336	<b>Base:</b> \$ 12,320 - 17,183 <b>Ben:</b> + 4,682 - 6,533 <b>Total:</b> \$ 17,002 - 23,716	<b>Base:</b> \$ 10,049 - 13,942 <b>Ben:</b> + 3,816 - 5,299 <b>Total:</b> \$ 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 labeled 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.