

AMERICAN GUILD OF ORGANISTS

2005 SALARY GUIDE FOR MUSICIANS EMPLOYED BY RELIGIOUS INSTITUTIONS

- Musicians with fewer than five years of experience should be considered at the lower compensation levels and those with greater experience at the higher levels. Musicians with outstanding abilities or positions that require exceptional performance may exceed the chart figures.
- The second figure in each box represents benefits – the 25% to 35% of base salary (the top figure, in bold), that is the average cost of health and pension benefits offered by denominational plans.
- When such benefits are not offered by an employer, this amount should be added to the base salary to allow employees to provide for their own needs.
- Compensation should equal the "total compensation" figure (**base salary** + benefits = total compensation).
- For assistance in calculating the difference in the cost of living between areas of the U.S. or Canada, visit the Center for Mobility Resources at <http://www.homefair.com/homefair/cm/salcalc.html> on the World Wide Web.
- These figures are presented as a national average, characteristic of the cost of living in Madison, Wisconsin.

Approximate Size of Position (Average hours per week)	LEVEL OF TRAINING			
	Doctorate in Organ or Sacred Music or FAGO Certificate	Master's degree in Organ or Sacred Music or AAGO Certificate	Bachelor's degree in Organ or Sacred Music or ChM or CAGO Certificate	Service Playing Certificate
Full Time (40 hrs)	Base: 48,607—64,858 Ben: + 12,151—22,700 Total: \$60,758-\$87,558	Base: 43,147—57,619 Ben: +10,786—20,167 Total: \$53,933-\$77,786	Base: 37,923—49,937 Ben: + 9,481—17,478 Total: \$47,404-\$67,415	Base: 30,037—40,278 Ben: + 7,508—14,097 Total: \$37,545-\$54,375
¾ Time (30 hrs)	Base: 35,636—48,607 Ben: + 8,908—17,011 Total: \$44,544-\$65,618	Base: 31,674—43,147 Ben: + 7,919—15,100 Total: \$39,593-\$58,247	Base: 27,447—37,923 Ben: + 6,861—13,273 Total: \$34,308-\$51,196	Base: 22,117—30,037 Ben: + 5,528—10,512 Total: \$27,645-\$40,549
½ Time (20 hrs)	Base: 25,941—35,636 Ben: + 6,485—12,472 Total: \$32,426-\$48,108	Base: 23,075—31,674 Ben: + 5,769—11,085 Total: \$28,844-\$42,759	Base: 19,935—27,447 Ben: + 4,984— 9,605 Total: \$24,919-\$37,052	Base: 16,110—22,117 Ben: + 4,027— 7,740 Total: \$20,137-\$29,857
¾ Time (15 hrs)	Base: 18,705—25,941 Ben: + 4,677— 9,078 Total: \$23,382-\$35,019	Base: 16,655—23,075 Ben: + 4,163— 7,689 Total: \$20,818-\$30,764	Base: 14,472—19,935 Ben: + 3,618— 6,976 Total: \$18,090-\$26,911	Base: 11,740—16,110 Ben: + 2,935— 5,638 Total: \$14,675-\$21,748
¼ Time (10 hrs)	Base: 13,655—18,705 Ben: + 3,412— 6,546 Total: \$17,067-\$25,251	Base: 12,013—16,655 Ben: + 3,002— 5,828 Total: \$15,015-\$22,483	Base: 10,376—14,472 Ben: + 2,593— 5,064 Total: \$12,969-\$19,536	Base: 8,462—11,740 Ben: + 2,115— 4,108 Total: \$10,577-\$15,848

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.