Episcopal Diocese *of* Washington — Diócesis Episcopal *de* Washington

2027 Musician Compensation Guideline

Diocesan Council approved a 3% increase in salaries and wages for 2027.

Additional pay, either added to base salary or a one-time bonus for exceptional performance also is encouraged.

Level Of Training	A	B	C	D
1 yr experience	$53,160	$60,780	$79,728	$82,297
2	$54,483	$62,849	$81,858	$84,512
3	$55,811	$64,856	$83,982	$86,684
4	$57,142	$66,987	$86,107	$88,873
5	$58,466	$69,837	$87,701	$90,527
10	$63,780	$78,889	$95,677	$98,754
15	$69,097	$87,942	$103,646	$106,986
20	$71,758	$93,113	$111,617	$114,182
25	$74,412	$99,321	$119,592	$123,448

Column A: Service Playing Certificate or Less than a Bachelor's Degree
Column B: Bachelor's in Organ or Sacred Music or CAGO or ChM Certificate
Column C: Master's in Organ or Sacred Music or AAGO Certificate
Column D: Doctorate in Organ or Sacred Music or FAGO Certificate

Base salary does not include the costs of health insurance, pension contributions, FICA, life insurance, short-term or long-term disability. **Lay employees are eligible for employer paid retirement benefits if working 1000+ hours annually and health benefits if working 1500+ hours annually.** Optional benefits at 1000+ hours annually include Group Life and Disability insurance. Employers are encouraged to offer Group Life and Short-term Disability to eligible staff.

For employees working less than full-time, as defined by the parish, the salary may be prorated based on number of hours worked each week. Example: A music director with 10 years experience works 30 hours per week or 75% time of a 40 hour full-time position. The salary might be 75% of $65,000 or $48,750 annually.

<u>Supplemental Music Director or Organist</u>

- Organist or Choir Director: $278 per weekend service (includes individual preparation, consultation with clergy or other staff, and the service, but not a mid-week rehearsal)
- Organist and Choir Director: $381 per weekend service, (individual preparation, consultation and service, but no mid-week rehearsal)
- Additional duplicate service add 50% (no additional preparation)
- Additional choir rehearsal during the week: $124.00 per hour (dependent on preparation and responsibility required)