



## 2022 Musician Compensation Guidelines

*This reflects the 3% Cost of Living increase approved by Diocesan Council. Parish leaders are encouraged to consider additional pay, either as an increase to base salary or a one-time payment, in recognition of excellent performance in the previous year.*

Level Of Training	A	B	C	D
<i>Years Experience</i>				
1	\$45,408	\$51,927	\$68,114	\$70,309
2	\$46,546	\$53,694	\$69,934	\$72,184
3	\$47,681	\$55,409	\$71,748	\$74,057
4	\$48,818	\$57,230	\$73,564	\$75,927
5	\$49,950	\$59,664	\$74,927	\$77,340
10	\$54,489	\$67,397	\$81,739	\$84,368
15	\$59,031	\$75,132	\$88,548	\$91,402
20	\$61,305	\$79,549	\$95,359	\$98,429
25	\$63,573	\$84,852	\$102,172	\$105,465

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

This example may be used to help determine compensation for part-time music staff and offer additional compensation to help offset the cost of benefits for part-time musicians who are ineligible for parish provided benefits. This is based on a 40 hour work week. *Please note this is not required by Diocesan policy.* Benefits offset is calculated at 20% of the adjusted salary.

*Ex:* A 16 hour per week musician with 10 years' experience and a Master's Degree would earn: \$81,739 x 40% = \$32,696 plus 20% for benefits (\$6,539); total compensation is \$39,235.

### Supplemental Music Director or Organist

- Organist **or** Choir Director: \$233 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: \$330 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: \$103.00 per hour (dependent on preparation and responsibility required)