

## 2023 Musician Compensation Guideline

Diocesan Council approved a 3.5% increase in salaries and wages for 2023. *The Council strongly encourages a 4% increase if possible.*

Diocesan Council encourages parish leadership to offer at least a 3.5% increase in response to the growing cost of consumer goods. 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	
	3.5%	4%	3.5%	4%	3.5%	4%	3.5%	4%
1 yr experience	\$46,997	\$47,224	\$53,744	\$54,004	\$70,498	\$70,839	\$72,770	\$73,121
2	\$48,175	\$48,408	\$55,573	\$55,842	\$72,382	\$72,731	\$74,710	\$75,071
3	\$49,350	\$49,588	\$57,348	\$57,625	\$74,259	\$74,618	\$76,649	\$77,019
4	\$50,527	\$50,771	\$59,233	\$59,519	\$76,139	\$76,507	\$78,584	\$78,964
5	\$51,698	\$51,948	\$61,752	\$62,051	\$77,549	\$77,924	\$80,047	\$80,434
10	\$56,396	\$56,669	\$69,756	\$70,093	\$84,600	\$85,009	\$87,321	\$87,743
15	\$61,097	\$61,392	\$77,762	\$78,137	\$91,647	\$92,090	\$94,601	\$95,058
20	\$63,451	\$63,757	\$82,333	\$82,731	\$98,697	\$99,173	\$101,874	\$102,366
25	\$65,798	\$66,116	\$87,822	\$88,246	\$105,748	\$106,259	\$109,156	\$109,684

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 chart takes for granted the following:

- A. The Church demands high artistic standards with musicians of outstanding talent and ability.
- B. Benefits are paid to the musicians.

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: \$84,600 x 40% = \$33,840 plus 20% for benefits (\$6,768); total compensation is \$40,608.

## Supplemental Music Director or Organist

- o Organist **or** Choir Director: \$241 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: \$341 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: \$107.00 per hour (dependent on preparation and responsibility required)