

2024 Musician Compensation Guideline

Diocesan Council approved a 3.5% increase in salaries and wages for 2024.

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	48,877	55,894	73,318	75,681
2	50,102	57,796	75,277	77,699
3	51,324	59,642	77,230	79,715
4	52,548	61,602	79,184	81,728
5	53,766	64,222	80,651	83,249
10	58,652	72,546	87,984	90,814
15	63,541	80,872	95,313	98,385
20	65,989	85,627	102,644	105,949
25	68,430	91,335	109,978	113,523

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. *Ex:* 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.

Supplemental Music Director or Organist

- Organist **or** Choir Director: \$250 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: \$353 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: \$111.00 per hour (dependent on preparation and responsibility required)