

SEATTLE CHAPTER AMERICAN GUILD OF ORGANISTS

2008 Salary Guide for Musicians Employed by Religious Institutions

Seattle Chapter AGO guidelines for compensation are based on research and methodology provided by Headquarters AGO, which provides guidelines for compensation based on national averages. Cost of living differences are provided by the U.S. Bureau of Labor Statistics at <http://www.bls.gov/cpi/home.htm> and are applied by Seattle Chapter, as recommended by HQ AGO, to the national guidelines. For 2008, these statistics indicate that the cost of living in the Seattle area is 4.2% greater than the national average. The Seattle chapter covers a very large geographic area, and some portions of this area may have CPI values lower than the overall metropolitan area. In these cases, the guidelines should be adjusted by Musicians and Religious Institutions as appropriate.

Guidelines are provided for base compensation, and benefits, which include items such as FICA, unemployment compensation, vacation, sick leave, health care, and retirement provisions. Some Religious Institutions may elect to provide all of these directly, and others may find it more cost effective to provide direct compensation to the Musicians who may then contract for some or all of their own benefit resources through an individual plan or via private insurance. Musicians and Religious Institutions are encouraged to enter into a contract based on the AGO model provided at <http://www.agohq.org/docs/pdf/modelcontract.pdf>. A final contract should specify the financial responsibility for the various benefit elements.

AGO encourages the Education and Professional Development of its members. Development may be formally provided by a institutional degree, demonstrated by completion by various levels of AGO Certificates, or may be represented by equivalent experience over time. Compensation ranges are established for various levels of education, certification, and experience. In general, 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 requiring exception performance may exceed the chart figures.

The following table provides recommended compensation ranges for the demands of the position (expressed in hours per week), and Education/Certification/Experience.

	Doctorate Degree or FAGO Certificate or Equivalent Experience		Masters Degree or ChM or AAGO Certificate or Equivalent Experience		Bachelors Degree or CAGO Certificate or or Equivalent Experience		Associate Degree / Private Study or Service Playing Certificate or Equivalent Experience		
Full Time (40 hours)	\$60,160	- \$80,275	\$53,405	- \$71,314	\$46,941	- \$61,803	\$37,181	- \$49,848	Base
	\$19,856	- \$26,492	\$18,159	- \$24,244	\$15,488	- \$20,395	\$12,646	- \$16,948	Benefits
	\$80,015	- \$106,767	\$71,563	- \$95,558	\$62,430	- \$82,199	\$49,828	- \$66,796	Total
3/4 Time (30 hours)	\$44,110	- \$60,160	\$39,202	- \$53,405	\$33,971	- \$46,941	\$27,378	- \$37,181	Base
	\$15,889	- \$21,660	\$14,159	- \$19,228	\$12,906	- \$17,835	\$9,857	- \$13,381	Benefits
	\$59,998	- \$81,820	\$53,362	- \$72,633	\$46,877	- \$64,776	\$37,235	- \$50,562	Total
1/2 Time (20 hours)	\$32,112	- \$44,110	\$28,535	- \$39,202	\$24,676	- \$33,971	\$19,942	- \$27,378	Base
	\$11,879	- \$16,321	\$10,559	- \$14,506	\$9,382	- \$12,906	\$7,383	- \$10,128	Benefits
	\$43,991	- \$60,431	\$39,094	- \$53,708	\$34,058	- \$46,877	\$27,325	- \$37,506	Total
3/8 Time (15 hours)	\$23,152	- \$32,112	\$20,645	- \$28,567	\$17,910	- \$24,676	\$14,526	- \$19,942	Base
	\$9,036	- \$12,516	\$7,847	- \$10,851	\$6,809	- \$9,376	\$5,372	- \$7,383	Benefits
	\$32,188	- \$44,628	\$28,492	- \$39,418	\$24,719	- \$34,053	\$19,898	- \$27,325	Total
1/4 Time (10 hours)	\$16,905	- \$23,152	\$14,872	- \$20,645	\$12,841	- \$17,910	\$10,474	- \$14,532	Base
	\$6,258	- \$8,566	\$5,653	- \$7,847	\$4,880	- \$6,809	\$3,977	- \$5,523	Benefits
	\$23,163	- \$31,718	\$20,526	- \$28,492	\$17,721	- \$24,719	\$14,451	- \$20,055	Total

The following guidelines are provided for Fees for Weddings, Memorial Services, and Substitutes:

Wedding	\$175	-	\$250	Substitute Fees:	
Wedding Rehearsal	\$60	-	\$85	Single Service	
Each additional Hour	\$50	-	\$85	Organist	\$160 - \$200
Memorial Service	\$175	-	\$250	Organist/Choirmaster	\$200 - \$250
				Additional Service	
				Organist	+50% - +50%
				Organist/Choirmaster	+50% - +50%
				Choir Rehearsal	75 - 100