

DALLAS CHAPTER AMERICAN GUILD OF ORGANISTS

2002-2003 SALARY GUIDE FOR MUSICIANS EMPLOYED BY RELIGIOUS INSTITUTIONS

- 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 that require exceptional performance may exceed the chart figures.
- The second figure in each box represents benefits - the 25% to 35% of base salary (the top figure, in bold), that is the average cost of health and pension benefits offered by denominational plans. Other benefits include Health Insurance, paid Sick Leave, Social Security, Retirement/Pension, Life Insurance, Disability Insurance, Continuing Education, Housing Allowance, Travel Allowance, Fees for Convention/Seminars, Sabbatical Leave and AGO Membership Dues.
- When such benefits are not offered by an employer, this amount should be added to the base salary to allow employees to provide for their own needs.
- Compensation should equal the "total compensation" figure (**base salary** + benefits = total compensation).
- It is the policy of the American Guild of Organists not to discriminate on the basis of sex, age, disability, race, color, religion, marital status, veteran's status, national or ethnic origin, or sexual orientation.

Approximate Size of Position (Average hours per week)	LEVEL OF TRAINING			
	Doctorate in Organ or Sacred Music or FAGO Certificate	Master's degree in Organ or Sacred Music or AAGO Certificate	Bachelor's degree in Organ or Sacred Music or ChM or CAGO Certificate	Service Playing Certificate
Full Time (40 hrs)	Base: 56,000—60,346 Ben: + 14,000—15,086 Total: \$70,000-\$75,432	Base: 41,440—48,160 Ben: +10,360—12,040 Total: \$51,800—\$60,200	Base: 35,616—42,560 Ben: +8,904—10,640 Total: \$44,520-\$53,200	Base: 29,680—33,152 Ben: +7,420—8,288 Total: \$37,100-\$41,440
¾ Time (30 hrs)	Base: 44,800—52,640 Ben: + 11,200—13,160 Total: \$56,000-\$65,800	Base: 30,240—41,440 Ben: +7,560—10,360 Total: \$37,800-\$51,800	Base: 24,640—35,616 Ben: +6,160—8,904 Total: \$30,800-\$44,520	Base: 20,160—29,680 Ben: +5,040—7,420 Total: \$25,200-\$37,100
½ Time (20 hrs)	Base: 25,760—39,200 Ben: + 6,440—9,800 Total: \$32,200-\$49,000	Base: 21,280—30,240 Ben: +5,320—7,560 Total: \$26,600—\$37,800	Base: 20,160—25,200 Ben: +5,040—8,904 Total: \$25,200-\$44,520	Base: 14,224—20,720 Ben: +3,556—5,180 Total: \$17,780—25,900
⅜ Time (15 hrs)	Base: 22,400—27,216 Ben: +5,600—6,804 Total: \$28,000-\$34,020	Base: 15,344—22,400 Ben: +3,836—5,600 Total: \$19,180-\$28,000	Base: 12,992—19,292 Ben: +3,248—4,823 Total: \$16,240-\$24,115	Base: 10,388—17,840 Ben: +2,597—4,460 Total: \$12,985-\$22,300
¼ Time (10 hrs)	Base: 17,920—18,088 Ben: + 4,480—4,522 Total: \$22,400—\$22,610	Base: 11,200—15,680 Ben: +2,800—3,920 Total: \$14,000—\$19,600	Base: 10,220—13,356 Ben: +2,555—3,339 Total: \$12,775-\$16,695	Base: 8,960—10,640 Ben: +2,240—2,660 Total: \$11,200-\$13,300