

Annual Base Salary Guidelines

for Twin Cities Area Church/Temple Musicians (2011-2012)

All figures represent the *minimum* amount a musician with the indicated training and experience should be paid, based on the time requirements of the position. The salary range in each category corresponds to the hours per week range found in the left-hand column.

Hours per Week	Experience Level	No Music Degree or SPC or equivalent level of proficiency	B.A./B.S. Music or CAGO or equivalent level of proficiency	Masters in Music or AAGO or equivalent level of proficiency	Doctorate in Music or FAGO or equivalent level of proficiency
\$/hour	I	\$17	\$19	\$21	\$27
	II	\$18	\$20	\$23	\$28
	III	\$20	\$23	\$25	\$30
	IV	\$21	\$24	\$26	\$31
8 to 12 1/4-time	I	6,902 - 10,364	7,898 - 11,835	8,882 - 13,317	11,348 - 17,017
	II	7,400 - 11,099	8,384 - 12,582	9,368 - 14,064	11,835 - 17,764
	III	8,384 - 12,582	9,368 - 14,064	10,364 - 15,534	12,333 - 18,499
	IV	8,882 - 13,317	9,866 - 14,799	10,850 - 16,281	12,831 - 19,234
13 to 18 3/8-time	I	11,218 - 15,534	12,831 - 17,764	14,432 - 19,981	18,440 - 25,531
	II	12,024 - 16,649	13,625 - 18,867	15,226 - 21,084	19,234 - 26,634
	III	13,625 - 18,867	15,226 - 21,084	16,839 - 23,313	20,040 - 27,748
	IV	14,432 - 19,981	16,032 - 22,199	17,633 - 24,416	20,847 - 28,863
19 to 24 1/2-time	I	16,400 - 20,716	18,748 - 23,681	21,084 - 26,634	26,942 - 34,033
	II	17,574 - 22,199	19,922 - 25,163	22,258 - 28,116	28,116 - 35,516
	III	19,922 - 25,163	22,258 - 28,116	24,606 - 31,081	29,290 - 36,998
	IV	21,084 - 26,634	23,432 - 29,598	25,780 - 32,563	30,464 - 38,480
25 to 34 3/4-time	I	21,582 - 29,349	24,665 - 33,547	27,748 - 37,733	35,456 - 48,216
	II	23,124 - 31,448	26,207 - 35,646	29,290 - 39,832	36,998 - 50,315
	III	26,207 - 35,646	29,290 - 39,832	32,373 - 44,030	38,539 - 52,414
	IV	27,748 - 37,733	30,832 - 41,931	33,915 - 46,129	40,081 - 54,512
35 to 45 full-time	I	30,215 - 38,848	34,531 - 44,397	38,848 - 49,947	49,639 - 63,821
	II	32,373 - 41,623	36,689 - 47,172	41,006 - 52,722	51,797 - 66,596
	III	36,689 - 47,172	41,006 - 52,722	45,322 - 58,272	53,955 - 69,371
	IV	38,848 - 49,947	43,164 - 55,497	47,481 - 61,046	56,113 - 72,146

Certification/Education Levels

SPC: Service Playing Certificate
 CAGO: Colleague of the American Guild of Organists
 AAGO: Associate of the American Guild of Organists
 FAGO: Fellow of the American Guild of Organists

Experience Level

I 1-4 years
 II 5-12 years
 III 13-20 years
 IV over 20 years

Additional adjustments: If the position is full time, benefits should be paid. The above figures do not include benefits. If the position is part time, and if, by mutual agreement, fringe benefits are not provided, additional compensation should be given. This will allow the person to provide for his or her own needs. An adjustment of 20% should be considered in lieu of fringe benefits.

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