

2009 Tables of Recommended Salaries

The following levels have been established for educational qualifications (these are specific combinations to illustrate the levels; equivalent diplomas and certificates should be treated appropriately):

Level Qualification

- 1 no diplomas
- 2 conservatory diploma (e.g. ARCT) or CRCCO
- 3 bachelor's degree or ARCCO
- 4 bachelor's degree with ARCCO
or master's degree or FRCCO
- 5 master's degree with ARCCO
or bachelor's degree with FRCCO
- 6 master's degree with FRCCO or doctorate
- 7 doctorate with FRCCO

When determining the proper level, the following adjustments should be made:

- for the ChM diploma or for the Professional Diploma in Choral Conducting (Ch.RCCO) add one level
- for years of related experience:
 - 10-15 years add one level;
 - 16-20 years add 2 levels;
 - 21-25 years add 3 levels;
 - 26-30 years add 4 levels;
 - over 30 years add 5 levels.

This salary table lists base salary only with no benefits. It reflects reasonable wages for an average Canadian city (e.g. Winnipeg). In large metropolitan areas (e.g. Toronto, Vancouver) with high cost of living the amounts should be increased. Adjustments upward should be made for self-employed musicians since they must cover both portions of CPP and are not entitled to benefits. Salaries are annual and are for the year 2009. Subsequent years should be adjusted according to increases in the cost of living. Recommended minimum fees for weddings: \$125 - \$200; for wedding rehearsals: \$40 - \$75; for funerals: \$75 - \$150.

Hours Per Week	Level									
	1	2	3	4	5	6	7	8	9	10
6	5,559	6,431	7,085	7,958	8,721	9,374	10,138	10,900	11,664	12,318
7	6,486	7,503	8,266	9,285	10,174	10,936	11,828	12,717	13,607	14,371
8	7,413	8,575	9,447	10,611	11,628	12,498	13,517	14,534	15,551	16,424
9	8,339	9,647	10,627	11,938	13,081	14,060	15,207	16,351	17,495	18,477
10	9,266	10,718	11,808	13,264	14,535	15,623	16,897	18,167	19,439	20,530
11	10,192	11,790	12,989	14,591	15,988	17,185	18,586	19,984	21,383	22,583
12	11,119	12,862	14,170	15,917	17,442	18,747	20,276	21,801	23,327	24,636
13	12,045	13,934	15,351	17,243	18,895	20,310	21,966	23,618	25,271	26,689
14	12,972	15,006	16,532	18,570	20,349	21,872	23,655	25,434	27,215	28,742
15	13,899	16,078	17,712	19,896	21,802	23,434	25,345	27,251	29,159	30,795
16	14,825	17,150	18,893	21,223	23,256	24,996	27,035	29,068	31,103	32,848
17	15,752	18,221	20,074	22,549	24,709	26,559	28,724	30,885	33,047	34,901
18	16,678	19,293	21,255	23,875	26,163	28,121	30,414	32,701	34,991	36,954
19	17,605	20,365	22,436	25,202	27,616	29,683	32,104	34,518	36,934	39,007
20	18,531	21,437	23,617	26,528	29,070	31,245	33,793	36,335	38,878	41,060
21	19,458	22,509	24,797	27,855	30,523	32,808	35,483	38,151	40,822	43,113
22	20,384	23,581	25,978	29,181	31,977	34,370	37,173	39,968	42,766	45,166
23	21,311	24,652	27,159	30,508	33,430	35,932	38,862	41,785	44,710	47,219
24	22,238	25,724	28,340	31,834	34,884	37,494	40,552	43,602	46,654	49,272
25	23,164	26,796	29,521	33,160	36,337	39,057	42,241	45,418	48,598	51,325
26	24,091	27,868	30,702	34,487	37,791	40,619	43,931	47,235	50,542	53,378
27	25,017	28,940	31,882	35,813	39,244	42,181	45,621	49,052	52,486	55,431
28	25,944	30,012	33,063	37,140	40,698	43,744	47,310	50,869	54,430	57,484
29	26,870	31,083	34,244	38,466	42,151	45,306	49,000	52,685	56,374	59,537
30	27,797	32,155	35,425	39,792	43,605	46,868	50,690	54,502	58,318	61,590

The following table presents the same figures in the format formerly used:

No. of Hours Level	8 - 10	10 - 13	13 - 17	17 - 24	24 - 29	>29
1	7413 - 9266	9266 - 12045	12045 - 15752	15752 - 22238	22238 - 26870	26870 - 33611
2	8575 - 10718	10718 - 13934	13934 - 18221	18221 - 25724	25724 - 31083	31083 - 37788
3	9447 - 11808	11808 - 15351	15351 - 20074	20074 - 28340	28340 - 34244	34244 - 41967
4	10611 - 13264	13264 - 17243	17243 - 22549	22549 - 31834	31834 - 38466	38466 - 46146
5	11628 - 14535	14535 - 18895	18895 - 24709	24709 - 34884	34884 - 42151	42151 - 50504
6	12498 - 15623	15623 - 20310	20310 - 26559	26559 - 37494	37494 - 45306	45306 - 54684
7	13517 - 16897	16897 - 21966	21966 - 28724	28724 - 40552	40552 - 49000	49000 - 58860
8	14534 - 17167	18167 - 23618	23618 - 30885	30885 - 43602	43602 - 52685	52685 - 63040
9	15551 - 19439	19439 - 25271	25271 - 33047	33047 - 46654	46654 - 56374	56374 - 67220
10	16424 - 20530	20530 - 26689	26689 - 34901	34901 - 49272	49272 - 59537	59537 - 70309