



TABLE OF RECOMMENDED SALARIES (2021)

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) <i>or</i> CRCCO
3	bachelor's degree <i>or</i> ARCCO
4	bachelor's degree with ARCCO <i>or</i> master's degree <i>or</i> FRCCO
5	master's degree with ARCCO <i>or</i> bachelor's degree with FRCCO
6	master's degree with FRCCO <i>or</i> doctorate
7	doctorate with FRCCO

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

- for CHM diploma, or 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 2021. Subsequent years should be adjusted according to increases in the cost of living.

Weddings and Funerals: Congregations are encouraged to make certain that fees for weddings and funerals reflect not only the service time but also the planning and preparation. This usually includes choosing appropriate music, musical preparation, email and/or telephone communications, and meeting with clergy and involved families. Fees reflect the experience of the organist, the area's cost of living (see above), and complexity of service possible involving soloists and extra instrumentalists. Minimum rates for weddings should start at somewhere between \$150 to \$300 and increase according to the complexities of the service and the demands on the organist. Similarly, minimum rates for wedding rehearsals start at somewhere between \$50 and \$100 and increase depending on the length of time demanded of the organist (such as rehearsals with soloists or instrumentalists). A minimum for funerals should similarly begin at \$100 to \$250.

Hours Per Wk	Level									
	1	2	3	4	5	6	7	8	9	10
6	6,644	7,686	8,468	9,512	10,423	11,203	12,117	13,028	13,940	14,722
7	7,752	8,967	9,879	11,097	12,160	13,070	14,136	15,199	16,263	17,176
8	8,859	10,248	11,290	12,682	13,897	14,937	16,155	17,370	18,586	19,629
9	9,967	11,529	12,702	14,268	15,635	16,805	18,175	19,542	20,910	22,083
10	11,074	12,810	14,113	15,853	17,372	18,672	20,194	21,713	23,233	24,537
11	12,181	14,091	15,524	17,438	19,109	20,539	22,214	23,884	25,556	26,991
12	13,289	15,372	16,935	19,023	20,846	22,406	24,233	26,056	27,880	29,444
13	14,396	16,653	18,347	20,609	22,583	24,273	26,253	28,227	30,203	31,898
14	15,504	17,934	19,758	22,194	24,320	26,140	28,272	30,398	32,526	34,352
15	16,611	19,215	21,169	23,779	26,058	28,008	30,291	32,570	34,850	36,805
16	17,718	20,497	22,581	25,365	27,795	29,875	32,311	34,741	37,173	39,259
17	18,826	21,778	23,992	26,950	29,532	31,742	34,330	36,912	39,496	41,713
18	19,933	23,059	25,403	28,535	31,269	33,609	36,350	39,083	41,820	44,166
19	21,041	24,340	26,814	30,120	33,006	35,476	38,369	41,255	44,143	46,620
20	22,148	25,621	28,226	31,706	34,743	37,343	40,389	43,426	46,466	49,074
21	23,255	26,902	29,637	33,291	36,481	39,211	42,408	45,597	48,789	51,527
22	24,363	28,183	31,048	34,876	38,218	41,078	44,427	47,769	51,113	53,981
23	25,470	29,464	32,460	36,462	39,955	42,945	46,447	49,940	53,436	56,435
24	26,578	30,745	33,871	38,047	41,692	44,812	48,466	52,111	55,759	58,888
25	27,685	32,026	35,282	39,632	43,429	46,679	50,486	54,283	58,083	61,342
26	28,792	33,307	36,693	41,217	45,166	48,547	52,505	56,454	60,406	63,796
27	29,900	34,588	38,105	42,803	46,904	50,414	54,524	58,625	62,729	66,250
28	31,007	35,869	39,516	44,388	48,641	52,281	56,544	60,797	65,053	68,703
29	32,115	37,150	40,927	45,973	50,378	54,148	58,563	62,968	67,376	71,157
30	33,222	38,431	42,339	47,559	52,115	56,015	60,583	65,139	69,699	73,611
>30	40,693	45,750	50,809	55,869	61,146	66,206	71,262	76,323	81,383	85,124