



TABLE OF RECOMMENDED SALARIES (2018)

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 2018. 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	6,348	7,344	8,091	9,088	9,959	10,704	11,577	12,447	13,319	14,066
7	7,406	8,568	9,439	10,603	11,618	12,488	13,506	14,522	15,539	16,411
8	8,465	9,792	10,787	12,117	13,278	14,272	15,436	16,597	17,758	18,755
9	9,523	11,016	12,136	13,632	14,938	16,056	17,365	18,671	19,978	21,099
10	10,581	12,240	13,484	15,147	16,598	17,840	19,295	20,746	22,198	23,444
11	11,639	13,464	14,833	16,661	18,258	19,624	21,224	22,820	24,418	25,788
12	12,697	14,688	16,181	18,176	19,917	21,408	23,154	24,895	26,638	28,133
13	13,755	15,912	17,529	19,691	21,577	23,192	25,083	26,970	28,858	30,477
14	14,813	17,136	18,878	21,205	23,237	24,976	27,012	29,044	31,077	32,821
15	15,871	18,359	20,226	22,720	24,897	26,760	28,942	31,119	33,297	35,166
16	16,929	19,583	21,575	24,235	26,556	28,544	30,871	33,193	35,517	37,510
17	17,987	20,807	22,923	25,749	28,216	30,328	32,801	35,268	37,737	39,854
18	19,045	22,031	24,272	27,264	29,876	32,112	34,730	37,342	39,957	42,199
19	20,103	23,255	25,620	28,779	31,536	33,896	36,660	39,417	42,176	44,543
20	21,161	24,479	26,968	30,293	33,196	35,680	38,589	41,492	44,396	46,888
21	22,219	25,703	28,317	31,808	34,855	37,464	40,519	43,566	46,616	49,232
22	23,278	26,927	29,665	33,323	36,515	39,248	42,448	45,641	48,836	51,576
23	24,336	28,151	31,014	34,837	38,175	41,032	44,378	47,715	51,056	53,921
24	25,394	29,375	32,362	36,352	39,835	42,816	46,307	49,790	53,275	56,265
25	26,452	30,599	33,710	37,867	41,495	44,600	48,237	51,864	55,495	58,609
26	27,510	31,823	35,059	39,381	43,154	46,384	50,166	53,939	57,715	60,954
27	28,568	33,047	36,407	40,896	44,814	48,168	52,096	56,014	59,935	63,298
28	29,626	34,271	37,756	42,411	46,474	49,952	54,025	58,088	62,155	65,643
29	30,684	35,495	39,104	43,925	48,134	51,736	55,954	60,163	64,375	67,987
30	31,742	36,719	40,453	45,440	49,793	53,520	57,884	62,237	66,594	70,331