



## TABLE OF RECOMMENDED SALARIES (2019)

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	doctorates 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 2019. 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	6,488	7,505	8,268	9,288	10,178	10,939	11,831	12,721	13,612	14,376
7	7,569	8,756	9,647	10,836	11,874	12,763	13,803	14,842	15,881	16,772
8	8,651	10,007	11,025	12,384	13,570	14,586	15,775	16,962	18,149	19,168
9	9,732	11,258	12,403	13,932	15,267	16,409	17,747	19,082	20,418	21,564
10	10,813	12,509	13,781	15,480	16,963	18,232	19,719	21,202	22,686	23,960
11	11,895	13,760	15,159	17,028	18,659	20,056	21,691	23,322	24,955	26,356
12	12,976	15,011	16,537	18,576	20,356	21,879	23,663	25,443	27,224	28,751
13	14,058	16,262	17,915	20,124	22,052	23,702	25,635	27,563	29,492	31,147
14	15,139	17,513	19,293	21,672	23,748	25,525	27,607	29,683	31,761	33,543
15	16,220	18,763	20,671	23,220	25,444	27,349	29,579	31,803	34,030	35,939
16	17,302	20,014	22,049	24,768	27,141	29,172	31,551	33,924	36,298	38,335
17	18,383	21,265	23,427	26,316	28,837	30,995	33,523	36,044	38,567	40,731
18	19,464	22,516	24,805	27,864	30,533	32,818	35,494	38,164	40,836	43,127
19	20,546	23,767	26,184	29,412	32,230	34,642	37,466	40,284	43,104	45,523
20	21,627	25,018	27,562	30,960	33,926	36,465	39,438	42,404	45,373	47,919
21	22,708	26,269	28,940	32,508	35,622	38,288	41,410	44,525	47,642	50,315
22	23,790	27,520	30,318	34,056	37,319	40,111	43,382	46,645	49,910	52,711
23	24,871	28,771	31,696	35,604	39,015	41,935	45,354	48,765	52,179	55,107
24	25,952	30,021	33,074	37,152	40,711	43,758	47,326	50,885	54,448	57,503
25	27,034	31,272	34,452	38,700	42,407	45,581	49,298	53,005	56,716	59,899
26	28,115	32,523	35,830	40,248	44,104	47,404	51,270	55,126	58,985	62,295
27	29,196	33,774	37,208	41,796	45,800	49,228	53,242	57,246	61,253	64,691
28	30,278	35,025	38,586	43,344	47,496	51,051	55,214	59,366	63,522	67,087
29	31,359	36,276	39,964	44,892	49,193	52,874	57,185	61,486	65,791	69,483
30	32,440	37,527	41,342	46,440	50,889	54,697	59,157	63,607	68,059	71,879