



## TABLE OF RECOMMENDED SALARIES (2022)

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 realities, the amounts should be increased according to published Cost of Living analyses, ranging from 11 – 15%. 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 2022. Subsequent years should be reviewed and 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	6,917	8,001	8,815	9,902	10,850	11,662	12,613	13,562	14,511	15,326
7	8,070	9,335	10,284	11,552	12,659	13,606	14,716	15,822	16,930	17,880
8	9,222	10,668	11,753	13,202	14,467	15,550	16,818	18,083	19,349	20,434
9	10,375	12,002	13,222	14,853	16,276	17,494	18,920	20,343	21,767	22,989
10	11,528	13,336	14,691	16,503	18,084	19,437	21,022	22,603	24,186	25,543
11	12,681	14,669	16,161	18,153	19,892	21,381	23,124	24,864	26,604	28,097
12	13,834	16,003	17,630	19,803	21,701	23,325	25,227	27,124	29,023	30,651
13	14,986	17,336	19,099	21,454	23,509	25,268	27,329	29,384	31,441	33,206
14	16,139	18,670	20,568	23,104	25,317	27,212	29,431	31,645	33,860	35,760
15	17,292	20,003	22,037	24,754	27,126	29,156	31,533	33,905	36,278	38,314
16	18,445	21,337	23,506	26,405	28,934	31,100	33,636	36,165	38,697	40,869
17	19,598	22,670	24,976	28,055	30,743	33,043	35,738	38,426	41,116	43,423
18	20,751	24,004	26,445	29,705	32,551	34,987	37,840	40,686	43,534	45,977
19	21,903	25,338	27,914	31,355	34,359	36,931	39,942	42,946	45,953	48,531
20	23,056	26,671	29,383	33,006	36,168	38,875	42,044	45,207	48,371	51,086
21	24,209	28,005	30,852	34,656	37,976	40,818	44,147	47,467	50,790	53,640
22	25,362	29,338	32,321	36,306	39,785	42,762	46,249	49,727	53,208	56,194
23	26,515	30,672	33,790	37,957	41,593	44,706	48,351	51,988	55,627	58,749
24	27,667	32,005	35,260	39,607	43,401	46,649	50,453	54,248	58,046	61,303
25	28,820	33,339	36,729	41,257	45,210	48,593	52,556	56,508	60,464	63,857
26	29,973	34,672	38,198	42,907	47,018	50,537	54,658	58,769	62,883	66,411
27	31,126	36,006	39,667	44,558	48,827	52,481	56,760	61,029	65,301	68,966
28	32,279	37,340	41,136	46,208	50,635	54,424	58,862	63,289	67,720	71,520
29	33,431	38,673	42,605	47,858	52,443	56,368	60,964	65,550	70,138	74,074
30	34,584	40,007	44,074	49,509	54,252	58,312	63,067	67,810	72,557	76,629
>30	42,362	47,626	52,892	58,160	63,653	68,921	74,183	79,452	84,720	88,614