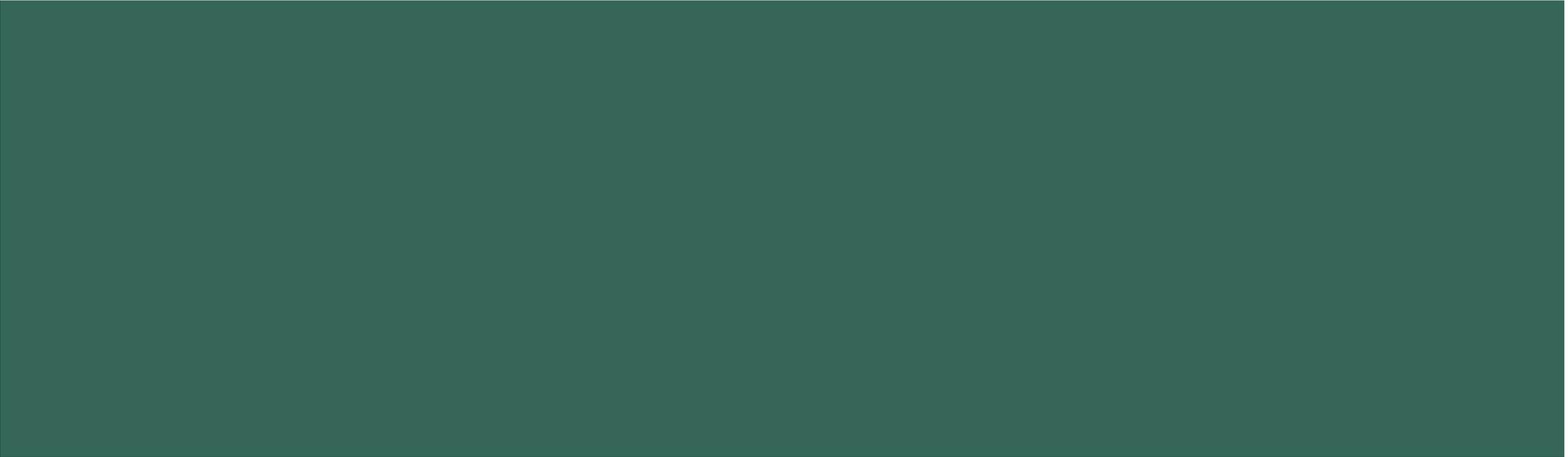




COMPENSATION

Finding Your “Number” Without Breaking Antitrust Laws



SOME THINGS TO REMEMBER

Your number is not anyone else's because it is based on your...

- Educational level and/or professional achievements
- Experience in the field
- Particular skills or competencies
- Ability to meet professional requirements of the position

THE TWO MOST IMPORTANT CHECKLISTS

COSTS TO YOU FOR BEING AVAILABLE TO DO THE WORK

Your temporal **needs** supported by earnings:

- ✓ Cost of living (food/clothing/shelter, transportation)
- ✓ Basic benefits (employee withholding, health coverage)
- ✓ Retirement Savings
- ✓ Health and other Emergency Savings
- ✓ Continuing education

Program expenses:

- ✓ Instruments and music scores
- ✓ Planning and research resources
- ✓ Office supplies and equipment
- ✓ Substitutes for vacation and sick leave

TIME REQUIREMENTS

Your **time** (it will take to satisfy job requirements)

- ✓ Services and rehearsals – actual time *and* preparation
- ✓ Personal practice and study
- ✓ Planning and communication with clergy, other staff
- ✓ Administration, such as music library maintenance
- ✓ Preparation for special services
- ✓ Recruiting other musicians, whether volunteer or paid

RESEARCH FOR ACTUAL SALARY NUMBERS

SALARY NUMBERS CAN BE:

ACTUAL/HISTORICAL

OR

ASPIRATIONAL/INSPIRATIONAL

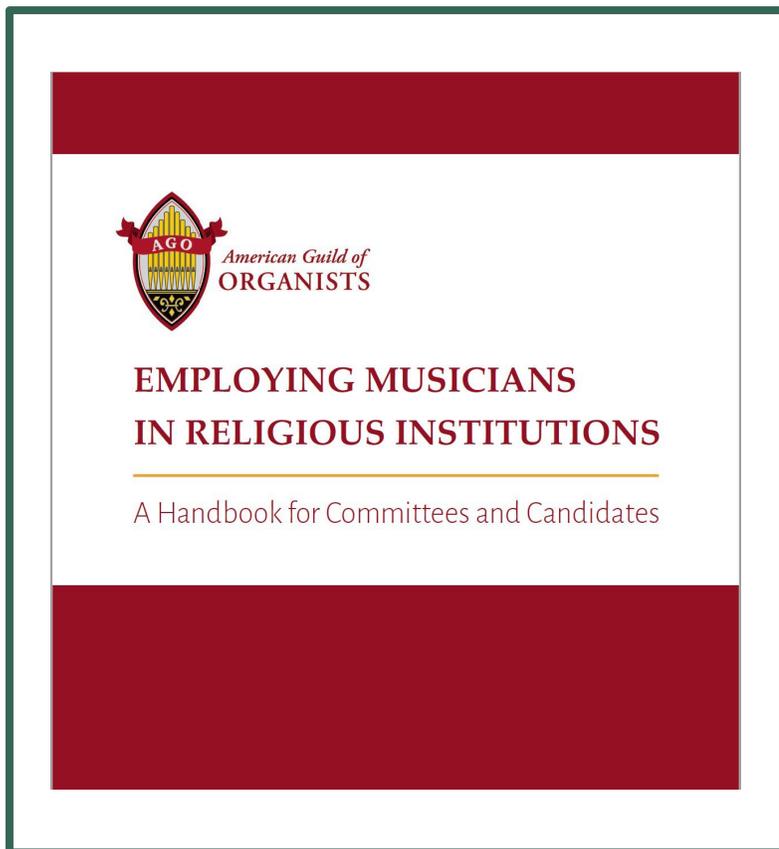
Examples:

- U. S. Department of Labor – Bureau of Labor Statistics [Actual, Historical]
- Job Posting Boards – examples of listings with comparable expectations / salaries [Actual, Historical]
- Church Denominational guides, Ministry resource providers [Actual, Historical]
- Salary “Happiness Indexes” – search this on the internet! [Aspirational, Inspirational]
- Professional Musician scales [Aspirational, Inspirational – remember AGO is not a union!]

FAQ

- **Why can't the AGO publish salary, wages, and conditions?**
- **Organists need a union; why can't the AGO become a union?**
- **Researching data for my own desired salary seems like too much work to get paid fairly. Why isn't there an easier way to get paid like a professional?**
- **What can chapters do to encourage employers to pay fair salaries to organists and choral directors?**

REMEMBER: ONE SCALE COULD NEVER FIT EVERYONE FAIRLY



Researching your own needs, assessing the value you bring, and leveraging actual documentation to support your salary expectations will give you much better results.