

BASE SALARY GUIDE FOR PARISH DIRECTORS OF MUSIC IN THE DIOCESE OF CLEVELAND				
Academic Music Degree	HOURS PER WEEK			
	10	20	30	40
Doctorate	20,448	40,897	61,345	81,793
	15,325	30,650	45,975	61,300
Master	18,919	36,338	54,506	72,675
	13,597	27,193	40,790	54,386
Bachelor	15,746	31,493	47,239	62,985
	11,160	22,320	33,480	44,640
Associate	13,163	26,325	39,488	52,650
	10,048	20,097	30,145	40,193
			Plus benefits after 35 hours per week	Plus Benefits

NPM: The Director of Music Ministries in the Parish: Work and Remuneration

<http://www.npm.org/Sections/DMMD/salaryguidelines.htm>

This document was ratified at the DMMD members' meeting on July 4, 2001, at the 25th Anniversary Convention of the National Association of Pastoral Musicians Washington, DC. The salary figures were revised and updated in January 2015.

Note: This salary scale, taken from the NPM document: The Director of Music Ministries in the Parish: Work and Remuneration, is in turn based on figures provided by the American Guild of Organists, and is current as of January 2015. Its intended use is for full-time pastoral musicians with various educational backgrounds. The DMMD Board suggests a three percent increase overall for the current year. The scale on page 23 of the NPM document envisions a wider range of possibilities, including part-time ministry.

How to Use the Salary Table

1. Education Level

Determine the level of training of the candidate. Select the category that best fits that person.

2. Base Salary Determination

Those people with little experience (*five years or less*) would be considered at the lower salary level and those with greater experience at the higher level.

3. Regional Cost of Living Adjustment

The salary levels are recommended average values for the entire country.

The cost of living, however, does vary from one region to another, and this should be taken into account in arriving at an equitable salary.

4. Additional Adjustments

The salaries given are intended to apply to the majority of competent Directors of Music Ministries. In exceptional cases of outstanding talent and ability, the Directors of Music Ministries should receive a salary higher than the range suggested in the table. Also, if the church demands the very highest artistic musical standards, it should offer a greater salary than that indicated in the table. This would take into account the added responsibility, which may not be adequately reflected in the working time or amount of training. An adjustment of up to 15% should be considered in these cases.