

### Wages and Benefits

#### Minimum Service Guarantee:

- Short Contract (Sept. 1<sup>st</sup>-May 31<sup>st</sup>): 80 services, short contract musicians may be asked to perform additional services as needed
- Long Contract (Sept. 1<sup>st</sup>-July 31<sup>st</sup>): 100 services

#### Minimum Service Fees:

- Section: \$108.29
- Associate Principal: \$119.15
- Principal: \$129.96

#### Payroll Distribution:

- Short Contract: Regardless of any Short Contract musician's actual performance schedule, between September 1<sup>st</sup> and May 31<sup>st</sup>, all Short Contract musicians shall receive a minimum of eighteen (18) paychecks which, prior to deductions, shall be equal to no less than 1/18<sup>th</sup> of the annual guarantee.
- Long Contract: Regardless of any Long Contract musician's actual performance schedule, between September 1<sup>st</sup> and July 31<sup>st</sup>, all Long Contract musicians shall receive a minimum of twenty-two (22) paychecks which, prior to deductions, shall equal no less than 1/22 of the Long Contract guarantee.
- Adjustments to paychecks due to missed services, seating upgrades, doubling fees, etc., will be made on the paycheck immediately following the adjusted service (s).

#### Paid Time Off:

- During each season of this contract, Long Contract and Short Contract musicians are entitled to paid time off for a total time not to exceed six (6) services, without loss of pay. Each musician is allowed to accumulate 100% of unused paid leave from the previous year up to a maximum of twenty-four (24) services.
- \*(Does not apply to first year probationary members or one-year position members)

#### Instrument Insurance:

- Maximum coverage paid by the Philharmonic is \$50,000 per musician per year for primary and secondary instruments generally used on behalf of the Philharmonic.

#### Pension:

- The Philharmonic makes pension contributions (4.25%) to the American Federation of Musician's and Employee's Pension Fund.

#### Medical:

- The Philharmonic will pay a \$45.00 per month (12 Mos.) medical subsidy to each contracted musician to offset musician acquired health care premiums

**\*Please note, all wages and benefits listed above are 2018-2019 rates. We are currently in negotiations for our 2019-2020 contract.**

**The winning candidates will be required to show proof of U.S. citizenship or eligibility to work. Should a current member win a position, the resulting vacancy may be offered. The Colorado Springs Philharmonic does not pay travel expenses for musicians of the orchestra who live outside of Colorado Springs.**

**\*Musicians taking these auditions should only do so with the intention of accepting the position if it is offered.**

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