

**Wages and Benefits**

**Minimum Service Guarantee:**

 **•**Short Contract (Sept. 1st-May 31st): 74 services, short contract musicians may be asked to

 perform additional services as needed (no Short Contract positions open for 2022-2023). 2023-2024

 season 80 service guarantee.

 •Long Contract (Sept. 1st-July 31st): 74 service guarantee with offer of an additional 18 services expected.

 2023-2024 season 100 service guarantee.

**Minimum Service Fees:**

 **•**Section: $121.80

 •Associate Principal: $136.60

 •Principal: $153.27

**Payroll Distribution:**

 **•**Short Contract: Regardless of any Short Contract musician’s actual performance

 schedule, between September 1st and May 31st, all Short Contract musicians shall

 receive a minimum of eighteen (18) paychecks which, prior to deductions, shall be

 equal to no less than 1/18th of the annual guarantee.

 •Long Contract: Regardless of any Long Contract musician’s actual performance

 schedule, between September 1st and July 31st, 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 (5.09%) to the American Federation of Musician’s

 and Employee’s Pension Fund.

**Medical:**

 **•**The Philharmonic will pay a $50.00 per month (12 Mos.) medical subsidy to each contracted musician

 to offset musician acquired health care premiums

**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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