

Wages and Benefits

Minimum Service Guarantee:

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

Minimum Service Fees:

- Section: \$126.68
- Associate Principal: \$142.07
- Principal: \$159.40

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 be equal to 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 Musicians' 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. Musicians taking these auditions should only do so with the intention of accepting the position if it is offered. The Colorado Springs Philharmonic does not pay travel expenses for musicians of the orchestra.

Contact:

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