COLORADO SPRINGS PHILHARMONIC
CHLOÉ DUFRESNE MUSIC DIRECTOR

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.
- Per Service (Sept. 1st-July 31st): no service guarantee.

Minimum Service Fees:

- Section: $146.61
- Associate Principal: $164.42
- Principal: $184.48

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.
- Per Service musicians will earn one paid time off service for every 12 services performed, not to exceed 6 per year.
- 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)

Other Benefits:

- Maximum coverage paid by the Philharmonic is $75,000 per musician per year for primary and secondary instruments generally used on behalf of the Philharmonic.
- The Philharmonic makes pension contributions (5.09%) to the American Federation of Musician's and Employee's Pension Fund.
- 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 who live outside of Colorado Springs.**

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