



# LIVERMORE-AMADOR SYMPHONY ASSOCIATION

PO BOX 1049 Livermore, California 94551-1049

## Paid Musicians Policy

The following policy was approved by the Livermore-Amador Symphony Association Board on 09-28-2015. This policy shall supersede any earlier policies or practices.

To maintain LAS as a community orchestra, it is the general policy not to pay orchestra musicians. ***The following positions may be filled by a paid, professional-caliber musician only when a qualified volunteer musician is not available:***

### 1. Concertmaster.

- a. Auditions are required; format may vary.
- b. Music Director selects concertmaster.
- c. Commitment for full season is preferred.
- d. Compensation to be approved by Board.
- e. Prior to first service, concertmaster will receive a written communication from LASA president via email or US mail stating the terms of employment.

### 2. Principal.

- a. Auditions are required; format may vary.
- b. MD selects principal.
- c. Commitment for full season is preferred.
- d. Compensation to be approved by Board.
- e. Prior to first service, paid principal will receive a written communication from LASA president via email or US mail stating the terms of employment.

### 3. Extra Players.

- a. When need occurs for a specific event, extra players are sought by Orchestra Management Committee's extra player manager in consultation with MD.
- b. Paid extra players are not regular members of the orchestra. (Note: Unpaid players who are only called in occasionally as needed should be considered 'regular members.')
- c. Paid extra players may be re-engaged for subsequent events with approval of MD.
- d. Paid extra players might include the following: additional woodwind, brass, and percussion; keyboard, harp, instrumentation that exceeds standard orchestration, and/or additional string players to fill out short-handed sections; and emergency substitute players.
- e. Extra players are not auditioned.
- f. Board approval is not needed.
- g. Compensation and other details are worked out by EPM according to established EPM procedures, guidelines and practices.
- h. Prior to first service, all paid extra players will receive a written communication from EPM via email or US mail stating the terms of employment.

Acronyms	
LAS: Livermore-Amador Symphony	MD: Music Director
LASA: Livermore-Amador Symphony Association	EPM: Extra Player Manager