

2016 Salary Resolution passed at Diocesan Convention 10/17/15

Resolved: That effective January 1, 2016, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 2.3% as reflected in the Mandatory Clergy Minimum Salary Schedule shown below.

Full text of Clergy Compensation Resolution can be found the convention materials posted online: www.diocal.org

2016 Mandatory Clergy Minimum Compensation (Includes employer portion of Self Employment Tax)

1. Number of pledging units:		2. Average weekly attendance at Sunday services:	
Number	Points	Attendance	Points
000-100	3	00-100	3
101-200	6	101-200	6
201-300	9	201-300	9
301-400	12	301-500	12
401-above	20	501-above	20
3. Total Annual Operating Income-Line A of Parochial Report:		4. The points from these three categories are added together to determine the congregation classification from the table Below:	
Amount	Points	Total Points	Salary Grade
\$0 to \$78,126	4	0--10	A
\$78,127 to \$149,952	8	11--20	B
\$149,953 to \$299,668	12	21--30	C
\$299,669 to \$599,812	16	31--40	D
\$599,813 and above	20	41++	E

Congregation Classification	Experience 0-4 Years	Experience 5-9 Years	Experience 10+ Years
A	70,314	74,220	78,125
B	72,658	76,955	81,250
C	75,028	79,688	84,375
D	78,125	84,375	90,627
E	85,939	93,751	101,642

Associate clergy minimums are based on cleric’s YCS at two grades below actual congregation classification.

When a rectory is provided the cash compensation is 20% below the minimum figures.

Note: The 2.3 % compensation increase is based on the Consumer Price Index for All Urban Consumers in San Francisco, Oakland, and San Jose as of June 30th, 2014

Recommended Rates for Supply Clergy

- | | |
|------------------------------|---------------------------------|
| 2 Services with Sermon \$265 | 2 Services without Sermon \$146 |
| 1 Service with Sermon \$221 | 1 Service without Sermon \$114 |

Interim / Long-Term Service Clergy Salary & Benefits

Interim Schedule	Compensation (stipend & housing allowance)
5 days including Sunday	100% of minimum salary per congregation grade & clergy YCS
4 days including Sunday	80% of minimum salary per congregation grade & clergy YCS
3 days including Sunday	60% of minimum salary per congregation grade & clergy YCS
2 days including Sunday	40% of minimum salary per congregation grade & clergy YCS
1 day including Sunday	20% of minimum salary per congregation grade & clergy YCS

- Mileage reimbursed at IRS rate per mile for Church related travel (non-commute).
- Short & Long Term disability & unemployment if working 20 hours or more.
- Full benefit package if working 30 hours or more / wk
- Clergy Pension if compensation exceeds \$200 per month for 3 consecutive months (18% of base plus housing & utilities)