

## 2021 Proposed Salary Resolution and Mandatory Minimum Compensation

**Resolved,** That effective January 1, 2021, 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 1.6% as reflected in the 2021 Mandatory Minimum Salary Schedule shown below.

**Resolved,** That Years of Experience be defined as Credited Service with The Church Pension Fund.

### 2021 Mandatory Minimum Compensation Including Self Employment Tax

Congregation Classification	Experience	Experience	Experience
	0-4 Years	5-9 Years	10+ Years
A	81,422	85,945	90,467
B	84,136	89,112	94,085
C	86,880	92,276	97,704
D	90,467	97,704	104,943
E	99,516	108,561	117,699

**Resolved,**

1. That any deviation below these minimums may be permitted by the Bishop for serious cause, with the Bishop using the Executive Council as a council of advice.
2. When a rectory is provided, cash compensation may be 30% below the minimum figures to parallel Church Pension Fund's requirement that cash compensation be grossed up by 30% for pension assessment purposes when housing is provided.
3. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric's base compensation as a portion of total compensation (7.65% of base compensation). This amount is included in the schedule above.
4. The Personnel Practices Committee strongly urges all churches, whenever possible, to increase the clergy and lay staff compensation by 1.6% for 2021 to accommodate for inflation.
5. That the minimum transportation allowance be \$0.58/mile for congregation-related travel and is to be adjusted in accordance with IRS published rates for 2021.
6. That associate clergy minimums are based on the cleric's years of service at two grade levels below actual congregation classification.
7. Note: Compensation increase is based on the annual increase in the Consumer Price Index for All Urban Consumers in San Francisco, Oakland and San Jose as of June 30th, 2020.

**Resolution as passed at the 1999 Diocesan Convention:**

Resolved: That the proposed salary standards for clergy in the Diocese of California, as reflected in the joint report of the Personnel Practices Committee and the Clergy Compensation Task Force, are approved and shall be effective on a voluntary basis for the years 2000-2004, and shall become mandatory for 2005 and later years.