

Priest Compensation – Effective 1 July 2011

Active Priests

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|---|------------------|---------------|
| 1) Base Salary | \$2,475.00/month | \$29,700/year |
| 2) Additional Benefit – based on years of service | | |
| 0-3 years ordained | \$ 0.00/month | \$ 0/year |
| 4-8 years ordained | \$ 12.50/month | \$ 150/year |
| 9-14 years ordained | \$ 25.00/month | \$ 300/year |
| 15-24 years ordained | \$ 50.00/month | \$ 600/year |
| 25-34 years ordained | \$ 75.00/month | \$ 900/year |
| 35+ years ordained | \$ 100.00/month | \$ 1,200/year |
- 3) Base salary includes:
- Reimbursement for priests' portion of Social Security
 - Annual mileage up to 25,000 miles. If a priest drives in excess of 25,000 miles annually, he is entitled to additional compensation from the parish cluster based on the number of miles in excess of 25,000 at the current IRS rate, subject to written approval of the Finance Officer of the diocese.
 - Health Insurance deductible (\$1,500 as of 1 May 2007)
 - Monthly food expense
 - Monthly cell phone expense
 - Vestment expense
- 4) Health insurance - Parish cluster pays premiums for Blue Cross Blue Shield major medical health insurance plan, which includes prescription drug coverage and dental coverage. As of 1 May 2007, the deductible is \$1,500, which is the responsibility of the priest.
- 5) Room & Board - The parish cluster will provide room and board for the priest(s) assigned to the parish cluster. This provision includes a residence, utilities (gas, water, trash, electric, cable, telephone, internet service), maintenance, insurance, as well as laundry, and housekeeping and meal preparation when done by a person or persons other than the priest. Personal telephone lines are the responsibility of the priest.

On 15 March 2011 the Presbyteral Council recommended and the Bishop approved the value for priest housing to remain \$350 per month (or \$4,200 annually). This amount is not taxable to the priest for income tax purposes; however, the amount is taxable for Social Security purposes. The value of priest housing will be reviewed annually.

Retired Priests

- Health insurance premiums are provided for by Plan 65, a supplement to Medicare, and are paid for by the diocese. This coverage pays costs not covered by Medicare, including the deductible. Additionally, since Plan 65 does not provide prescription drug coverage, the diocese reimburses retired priests for prescription drugs using the same formula as provided for under the active priests plan (\$15 deductible for generic, and \$30 deductible for name brand drugs). Requests for reimbursement, along with the prescription documentation, can be sent to the Finance Office. Finally, since most Plan 65 plans do not provide for dental coverage, the diocese reimburses priests for dental costs incurred using the benefit schedule for the active priests' plan. Requests for reimbursement, along with documentation, can be sent to the Finance Office.
- Retired priest is responsible for housing/room and board.
- Retirement benefits for all incardinated priests are provided through the Diocesan Priests' Retirement Fund, a separate entity. (See below)

Help Out

- 1) Standard Honorarium rates (as revised by Administrative Decree effective 1 July 2011):
 - a. Communal Penance Service \$50.00 plus roundtrip mileage at current IRS rate
 - b. Weekday Mass \$20.00 plus roundtrip mileage at current IRS rate
 - c. Weekend/Holy Day Mass \$50 [no change] plus roundtrip mileage at current IRS rate
 - d. Mass stipend always goes to the priest

[Regularly scheduled celebrations of the Sacrament of Penance are included in the Weekday and Weekend/Holy Day amount.]

Regular Help Out as part of assignment by the Bishop and/or ongoing agreement with the approval of the Bishop:

- a. Active Priests: Standard Honorarium rates would apply for each Mass celebrated outside the parish(es) of assignment and beyond the three that a priest in the diocese would normally celebrate.
- b. Retired Priests: Standard Honorarium rates apply (See above)

Sacramental Ministers (Canon 517, §2)

Compensation for Sacramental Ministers, if

- 1) Active Priests - Standard Honorarium rates apply (See Help Out #1 above)
 - a. 50% of Honorarium goes to priest
 - b. 50% of Honorarium goes to place of assignment from which he receives his salary.
 - c. Round trip mileage at current IRS rate goes to priest
 - d. Mass stipend goes to the priest
- 2) Retired Priests - Standard Honorarium rates apply (See Help Out #1 above)
 - a. All of Honorarium goes to priest, as well as the round trip mileage at current IRS rate
 - b. Mass stipend goes to priest

Priest Supervisor (Canon 517, §2)

- 1) Compensation for priest supervisor will be \$100 per month, payable by the parish(es). The amount is split equally between the priest and the place of assignment from which he receives his salary.
- 2) If a priest drives in excess of 25,000 miles annually as a result of his Priest Supervisor responsibilities, he is entitled to additional compensation from the parish cluster based on the number of miles in excess of 25,000 at the current IRS rate, subject to written approval of the Finance Officer of the diocese.

Other Information

- 1) Honorariums (See Help Out #1 above), monies received on the occasion of celebrating a marriage, baptism, funeral, etc. (previously referred to as "stole fees"), gifts and Mass stipends are given to the priest.
- 2) Long Term Care Fund - The diocese provides for a Long Term Care benefit for all eligible priests through participation in the CMG Priests' Long Term Care Fund. The benefit of \$100 per day is paid when a priest is in a licensed long-term care facility and cannot, without substantial assistance, perform at least two of the following seven activities of daily living: ambulation (walking), bathing, continence, dressing, eating, toileting, and transferring (moving into or out of a bed, chair, or wheelchair). This benefit is payable for a maximum of 10 years.
- 3) Illness – Parish will pay the first month's salary; Diocesan Priests' Retirement Fund will pay the salary thereafter.
- 4) Retreats - Current policy allows for the parish(es) of assignment to pay for an annual allowance of \$225 toward the cost of a retreat, if not taken with the diocesan priests each year in June.

- 5) Continuing Education – Each year expenses (see below) will be provided using the following formula: 1/3 of the expenses will be reimbursed by the Continuing Education Fund, 1/3 of the expenses will be reimbursed by the parish(es), and 1/3 of the expenses are the responsibility of the priest. Expenses include tuition or registration fee, travel, room and board, and the cost of a substitute priest if needed.
- 6) Moving Expenses - The cost of moving expenses from one parish assignment to another are the responsibility of the parish(es) from which the priest is moving, not the parish(es) to which the priest is being assigned.
- 7) Sabbatical Leave Policy – After a minimum of 10 years active ministry in the diocese, an incardinated priest becomes eligible for a maximum four-month leave of absence to be used at the discretion of the priest for the improvement of his professional competence. The priest will be responsible for providing his own substitute during the sabbatical absence. The parish shall pay the substitute priest while the diocese shall pay the priest on sabbatical his regular salary. If the priest on sabbatical is attending a university or other educational institution, the diocese shall also pay his tuition and room and board. The priest is responsible for travel expenses.
- 8) Personal Leave Policy – For a just cause a priest may request a maximum six month personal leave. The priest who is granted personal leave will need to resign from his current office(s). During this time of leave the diocese will pay the priest 2/3 of the base salary and the health insurance premiums. The priest is responsible for housing or living arrangements and he is to do as much supply work as possible. One half of any honorariums (See Help Out #1 above) are to be paid to the diocese to contribute toward the salary. The priest may keep Mass stipends, mileage reimbursements and monies received on the occasion of celebrating a marriage, baptism, funeral, etc. Each request for personal leave will be reviewed on a case-by-case basis.

Associated Benefits

Retirement Fund

- 1) Retirement Fund - Retirement benefits for all incardinated priests are provided for through the Diocesan Priests' Retirement Fund, a separate entity.
- 2) An eligible priest begins receiving a partial retirement benefit at age 65 or after being ordained 40 years in the amount of \$250 per month, as long as the priest remains in an assignment.
- 3) At age 70 and if still in an assignment, the priest will then receive \$500 per month.
- 4) At full retirement, an eligible priest receives full retirement benefits, which are adjusted occasionally to reflect changing costs of living. Effective July 1, 2011, the current retirement benefit is \$1,950 per month, of which 1/2 of the amount (\$975) is considered a housing allowance and is therefore not taxable to the priest as a retirement benefit.
- 5) Priests of religious orders and other non-incardinated priests do not participate in the Diocesan Priests' Retirement Fund. However, in the event that retirement benefits are required to be paid to a participating plan, assessments to these plans will be made by the Diocesan Priests' Retirement Fund.
- 6) Presently, parish contributions in support of the retirement fund have been suspended.