

**Episcopal Diocese of Western New York  
Cost of Position Calculation**

<b>Cost of Position includes</b>	• Compensation • Benefits • Expenses	
<b>Compensation includes:</b>	• Cash Stipend • Housing value or allowance • 0.5 Self Employment Tax (Housing value is the Fair Rental Value including Utilities)	
<b>Components of Compensation</b>	<b>C = S + H + SE</b>	
	<b>SE = 0.0765 x (S + H) = 0.07106 x C</b>	
	(C = Compensation S = Stipend H = Housing SE = 0.5 Self Employment Tax)	
	<b>Example</b>	<b>Amount</b>
C =	\$57,372.00	
SE = 0.07106 x C =	\$4,076.85	\$0.00
H = Fair Rental Value =	\$15,000.00	
S = C - SE - H =	\$38,295.15	\$0.00
<b>Benefits</b>		
Pension (0.18 x C)	\$10,326.96	\$0.00
Medical Insurance	\$17,166.36	
Dental Insurance	\$1,062.60	
Life Insurance	\$273.60	
Continuing Education	\$500.00	
Housing Equity		
<b>Total</b>	\$29,329.52	\$0.00
<b>Expenses</b>		
Travel	\$1,800.00	
Business	\$600.00	
<b>Total</b>	\$2,400.00	\$0.00
<b>Summary</b>		
Compensation	\$57,372.00	\$0.00
Benefits	\$29,329.52	\$0.00
Expenses	\$2,400.00	\$0.00
<b>Position Cost</b>	\$89,101.52	\$0.00

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If rectory, subtract H				
add utilities, maintenance				
<b>Cash Required</b>				
<b>Discretionary Fund</b>	\$2,500.00			