

**Diocese of Northwestern Pennsylvania
Clergy Minimum Compensation Scales - Cash Housing Allowance
2021**

	Less than			More than		
	2 Years	2 - 4 Years	4 - 6 Years	6 - 8 Years	8 Years	
A. Cash Stipend	39,037	43,557	48,862	52,055	55,246	
B. Housing Allowance (30% of A)	11,711	13,067	14,659	15,617	16,574	
C. Utilities Allowance (Included in Housing Allowance)	0	0	0	0	0	
Total of (A+B+C)	50,748	56,624	63,521	67,672	71,820	
D. SECA Reimbursement (7.65% of **)	3,882	4,332	4,859	5,177	5,494	
Total Cash Compensation ***	54,630	60,956	68,380	72,849	77,314	
E. Pension Premium (18% of ****)	9,833	10,972	12,308	13,113	13,917	
F. Worker's Compensation (\$0.98 per \$100 of **)	497	555	623	663	704	
H. Life Insurance Premiums (\$25,000 Coverage)	150	150	150	150	150	
I. Travel/Professional Allowance (Paid by Churches)	4,500	4,500	4,500	4,500	4,500	
J. Continuing Education Allowance (Minimum)	1,500	1,500	1,500	1,500	1,500	
Total Benefits excluding Health Insurance	16,480	17,677	19,081	19,926	20,771	
G. Medical & Dental Insurance Premiums (Cigna PPO 90) Declined - Contact Cindy Dougan						
Single	11,052	11,052	11,052	11,052	11,052	
Employee + Spouse	22,104	22,104	22,104	22,104	22,104	
Employee + Children	19,896	19,896	19,896	19,896	19,896	
Family	33,156	33,156	33,156	33,156	33,156	
Summary of Clergy Packages						
Total Compensation - Single	82,162	89,685	98,513	103,827	109,137	
Total Compensation - + Spouse	93,214	100,737	109,565	114,879	120,189	
Total Compensation - + Children	91,006	98,529	107,357	112,671	117,981	
Total Compensation - Family	104,266	111,789	120,617	125,931	131,241	