

**Diocese of Northwestern Pennsylvania  
Clergy Minimum Compensation Scales - Housing Provided  
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
B1. Fair Market Value (Estimate - 30% of A)	11,711	13,067	14,659	15,617	16,574
B2. Assessable Housing (for Pension Calculation)	13,720	15,211	16,961	18,014	19,067
C. Utilities (Actual or \$1500/year)	1,500	1,500	1,500	1,500	1,500
<b>** Total of (A+B1+C)</b>	<b>52,248</b>	<b>58,124</b>	<b>65,021</b>	<b>69,172</b>	<b>73,320</b>
D. SECA Reimbursement (7.65% of **)	3,997	4,446	4,974	5,292	5,609
<b>Total Cash Compensation ****</b>	<b>43,034</b>	<b>48,003</b>	<b>53,836</b>	<b>57,347</b>	<b>60,855</b>
E. Pension Premium (18% of A + B2+ C + D + K)	10,702	11,865	13,229	14,051	14,872
F. Worker's Compensation (\$0.98 per \$100 of **)	512	570	637	678	719
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
K. Housing Equity Allowance	1,200	1,200	1,200	1,200	1,200
<b>Total Benefits excluding Health Insurance</b>	<b>18,564</b>	<b>19,785</b>	<b>21,216</b>	<b>22,079</b>	<b>22,941</b>

**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**

<b>Total Compensation - Single</b>	<b>72,650</b>	<b>78,840</b>	<b>86,104</b>	<b>90,478</b>	<b>94,848</b>
<b>Total Compensation - + Spouse</b>	<b>83,702</b>	<b>89,892</b>	<b>97,156</b>	<b>101,530</b>	<b>105,900</b>
<b>Total Compensation - + Children</b>	<b>81,494</b>	<b>87,684</b>	<b>94,948</b>	<b>99,322</b>	<b>103,692</b>
<b>Total Compensation - Family</b>	<b>94,754</b>	<b>100,944</b>	<b>108,208</b>	<b>112,582</b>	<b>116,952</b>