

**Diocese of Northwestern Pennsylvania  
Clergy Minimum Compensation Scales - Cash Housing Allowance  
2022**

		Less than 2 Years	2 - 4 Years	4 - 6 Years	6 - 8 Years	More than 8 Years
A. Cash Stipend	A.	40,794	45,517	51,061	54,397	57,732
B. Housing Allowance (30% of A)	B.	12,238	13,655	15,318	16,319	17,320
C. Utilities Allowance (Included in Housing Allowance)	C.	0	0	0	0	0
Total of (A+B+C)	**	<u>53,032</u>	<u>59,172</u>	<u>66,379</u>	<u>70,716</u>	<u>75,052</u>
D. SECA Reimbursement (7.65% of **)	D.	4,057	4,527	5,078	5,410	5,741
<b>Total Cash Compensation</b>	<b>****</b>	<b>57,089</b>	<b>63,699</b>	<b>71,457</b>	<b>76,126</b>	<b>80,793</b>
E. Pension Premium (18% of ****)	E.	10,276	11,466	12,862	13,703	14,543
F. Worker's Compensation (\$0.98 per \$100 of **)	F.	520	580	651	693	736
H. Life Insurance Premiums (\$25,000 Coverage)	H.	150	150	150	150	150
I. Travel/Professional Allowance (Paid by Churches)	I.	4,500	4,500	4,500	4,500	4,500
J. Continuing Education Allowance (Minimum)	J.	1,500	1,500	1,500	1,500	1,500
<b>Total Benefits excluding Health Insurance</b>		<b>16,946</b>	<b>18,196</b>	<b>19,663</b>	<b>20,546</b>	<b>21,429</b>
G. Medical & Dental Insurance Premiums (Cigna PPO 90)						
Declined - Contact Cindy Dougan						
Single		11,628	11,628	11,628	11,628	11,628
Employee + Spouse		23,256	23,256	23,256	23,256	23,256
Employee + Children		20,928	20,928	20,928	20,928	20,928
Family		34,884	34,884	34,884	34,884	34,884

**Summary of Clergy Packages**

<b>Total Compensation - Single</b>	<b>85,663</b>	<b>93,523</b>	<b>102,748</b>	<b>108,300</b>	<b>113,850</b>
<b>Total Compensation - + Spouse</b>	<b>97,291</b>	<b>105,151</b>	<b>114,376</b>	<b>119,928</b>	<b>125,478</b>
<b>Total Compensation - + Children</b>	<b>94,963</b>	<b>102,823</b>	<b>112,048</b>	<b>117,600</b>	<b>123,150</b>
<b>Total Compensation - Family</b>	<b>108,919</b>	<b>116,779</b>	<b>126,004</b>	<b>131,556</b>	<b>137,106</b>