

**Diocese of Northwestern Pennsylvania
Clergy Minimum Compensation Scales - Housing Provided
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
B1. Fair Market Value (Estimate - 30% of A)	B1.	12,238	13,655	15,318	16,319	17,320
B2. Assessable Housing (for Pension Calculation)	B2.	14,300	15,857	17,686	18,787	19,886
C. Utilities (Actual or \$1500/year)	C.	1,500	1,500	1,500	1,500	1,500
<i>Total of (A+B1+C)</i>	**	<u>54,532</u>	<u>60,672</u>	<u>67,879</u>	<u>72,216</u>	<u>76,552</u>
D. SECA Reimbursement (7.65% of **)	D.	4,172	4,641	5,193	5,525	5,856
Total Cash Compensation ****		44,966	50,158	56,254	59,922	63,588
E. Pension Premium (18% of A + B2+ C + D + K)	E.	11,154	12,369	13,795	14,654	15,511
F. Worker's Compensation (\$0.98 per \$100 of **)	F.	534	595	665	708	750
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
K. Housing Equity Allowance	K.	1,200	1,200	1,200	1,200	1,200
Total Benefits excluding Health Insurance		19,038	20,314	21,810	22,712	23,611
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

Total Compensation - Single	75,632	82,100	89,692	94,262	98,827
Total Compensation - + Spouse	87,260	93,728	101,320	105,890	110,455
Total Compensation - + Children	84,932	91,400	98,992	103,562	108,127
Total Compensation - Family	98,888	105,356	112,948	117,518	122,083