

Diocese of Northwestern Pennsylvania
Clergy Minimum Compensation Scales - Cash Housing Allowance
2025

		Less than 2 Years	2 - 4 Years	4 - 6 Years	6 - 8 Years	More than 8 Years
A. Cash Stipend	A.	46,057	51,389	57,648	61,415	65,180
B. Housing Allowance (30% of A)	B.	13,817	15,417	17,294	18,425	19,554
C. Utilities Allowance (Included in Housing Allowance)	C.	0	0	0	0	0
Total of (A+B+C)	**	<u>59,874</u>	<u>66,806</u>	<u>74,942</u>	<u>79,840</u>	<u>84,734</u>
D. SECA Reimbursement (7.65% of **)	D.	4,580	5,111	5,733	6,108	6,482
Total Cash Compensation ****		<u>64,454</u>	<u>71,917</u>	<u>80,675</u>	<u>85,948</u>	<u>91,216</u>
E. Pension Premium (18% of ****)	E.	11,602	12,945	14,522	15,471	16,419
F. Worker's Compensation (\$0.98 per \$100 of **)	F.	587	655	734	782	830
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
Total Benefits excluding Health Insurance		<u>18,339</u>	<u>19,750</u>	<u>21,406</u>	<u>22,403</u>	<u>23,399</u>
G. Medical & Dental Insurance Premiums (Cigna PPO 90)						
Declined - Contact Jeff Mills						
Single		14,616	14,616	14,616	14,616	14,616
Employee + Spouse		29,232	29,232	29,232	29,232	29,232
Employee + Children		26,316	26,316	26,316	26,316	26,316
Family		43,848	43,848	43,848	43,848	43,848

Summary of Clergy Packages

Total Compensation - Single	97,409	106,283	116,697	122,967	129,231
Total Compensation - + Spouse	112,025	120,899	131,313	137,583	143,847
Total Compensation - + Children	109,109	117,983	128,397	134,667	140,931
Total Compensation - Family	126,641	135,515	145,929	152,199	158,463