

COMPENSATION SCHEDULE FOR PRIESTS 2020-2021

I. INCOME

SALARY

The salary for a priest in 2020-2021 will be **\$36,378** (up from \$35,318 in 2019-2020) plus an increment of **\$299** for each year of ordination.

The salary and annual increment has been increased by 3% for 2020-2021.

The following is a recap of the salary schedule with examples:

	<u>2019 – 2020</u>	<u>2020 – 2021</u>
Salary (newly ordained)	\$35,318	\$36,378
Increment	\$290	\$299

Examples:

10-year priest \$ 36,378 Salary + \$ 2,990 increment = **\$ 39,368**

20-year priest \$ 36,378 Salary + \$ 5,980 increment = **\$ 42,358**

30-year priest \$ 36,378 Salary + \$ 8,970 increment = **\$ 45,348**

This entire amount is taxable income and reported on IRS Form W-2. Salaries of priests with multiple assignments will be prorated among their assignments.

MILEAGE

Mileage incurred on a personal vehicle for Parish or Institution related business is to be paid according to the policy of the Parish or Institution at the rate set annually by the IRS. Miles traveled to a Parish or institution where a priest is assigned from his residence is not reimbursable. For priests with a multiple site assignment, mileage may be paid to and from a Parish or Institution to another place of work or ministry. The IRS rate may be found at: <https://www.irs.gov/tax-professionals/standard-mileage-rates>. Parishes or Institutions are not to pay car payments (loans or leases) or car maintenance expenses for the personal vehicles of priests.

II. BENEFITS

A. PROFESSIONAL EXPENSES

Institutes, seminars, workshops, etc., expenses will be paid by the Parish or Institution of assignment. These professional expenses shall not exceed **\$1,200 per priest per year**.

In addition, **\$500 per priest** is billed to each Parish or Institution by the sabbatical fund of the Archdiocese and are due to the Archdiocese each year by the end of September.

Annual Retreat Fees are to be paid by the Parish or Institution over and above professional expenses, not to exceed **\$700 per year**.

Presbyteral Assembly fees are to be paid by the Parish or Institution.

B. MEDICAL/DENTAL AND PRIEST PENSION PLAN BENEFITS

Medical, dental, and priest pension expenses are to be paid by the Parish or Institution to which the priest is assigned. The benefits are provided by the Archdiocesan group plan for priests.

C. LIVING MAINTENANCE

Living maintenance expenses shall only include items that are applicable to onsite living expenses, such as food for consumption onsite, TV subscriptions, internet, phone, newspapers, and household items that support the specific housing situation. Payment or reimbursement for these expenses is as follows:

1) Priest Assigned to a Parish:

Living maintenance expenses shall be provided or reimbursed by the Parish of assignment for those priests living in a Parish rectory. If the priest living in the rectory is not assigned to the Parish where the rectory is located, the Parish of assignment is required to pay the Parish that owns the rectory where the priest resides an agreed upon fixed monthly amount for these items or reimburse the priest according to the Parish of assignment reimbursement policy.

If the Parish of assignment does not provide housing and the priest does not reside at another Parish rectory, See Section D of this Schedule.

2) Priest Assigned to an Institution Living at a Parish Rectory:

Living maintenance expenses shall be provided by the Parish for those priests living in a Parish rectory. It is the responsibility of the Parish to purchase these items or reimburse the priest for those items purchased. The Institution shall pay the Parish up to \$1,200 for both the housing allowance and the living maintenance expenses.

3) Priest Assigned to an Institution Living at Institution Provided Housing:

Living maintenance expenses shall be provided or reimbursed by the Institution providing the housing. It is the responsibility of the Institution providing the housing to purchase these items or reimburse the priest for those items purchased. The Institution shall pay the Institution providing housing up to \$1,200 for both the housing allowance and the living maintenance expenses.

If the Institution does not provide housing and the priest does not reside at a Parish rectory or Institutional provided housing, See Section D of this Schedule.

For more detailed information, refer to Archdiocese Policy 315 – Priestly Residence. This policy, dated September 13, 2016, may be found at www.archspm.org/Policies.

D. HOUSING

See Archdiocese Policy 315 – Priestly Residence for additional details.

For Parishes or Institutions that do not provide housing, housing arrangements are to follow the Residence Policy for Priests and housing allowance and living maintenance limits stated in this Compensation Schedule. The monthly housing allowance is up to \$1,200. **In addition**, up to \$600 per month in living maintenance expenses may be provided as set forth in Section C above.

III. SCHEDULE OF RECOMMENDED ADDITIONAL COMPENSATION FOR PRIESTS

The following schedule is the recommended compensation amount for priests outside of a salaried assignment who are assisting at a Parish or institution for a particular service.

\$75.00 per weekend Mass
\$50.00 per weekday Mass
\$50.00 per Baptism service
\$125.00 per Funeral and burial
\$125.00 per Wedding
\$75.00 per Confession session

Mileage reimbursement may be in addition to the rates above as separately arranged in advance with the reimbursing Parish or Institution.

A Parish or Institution that pays additional compensation to a priest, who does not have a salaried assignment at their Parish or Institution, is required to provide IRS form 1099 to the priest if additional compensation exceeds \$600 in any calendar year.