

**CLERGY COMPENSATION REQUIREMENTS
DIOCESE OF CENTRAL NEW YORK – 2021**

Compensation for less than fulltime clergy shall be calculated by a factor of the percentage for a full-time cleric.

Minimum Cash Compensation for Full-time:	Type I – min \$38,445-max \$53,052
	Type II – min \$44,850-max \$61,893
	Type III– min \$51,251-max \$70,722
	Type IV– min \$58,788-max \$79,576
	50% Time Type I - min \$19,223-max \$26,526

Housing Allowance or Rectory Value	to be determined by parish
Plus Housing Equity Allowance if living in Rectory	

Social Security Allowance	7.65% of cash & housing
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**to be given to clergy as cash -- Clergy are considered self-employed by the IRS, the social security/medicare tax for clergy is not withheld from the paycheck, but is paid by the clergyperson who is responsible for calculating and submitting the proper tax to the IRS.*

Pension Premium (18% of cash, Social Security, and housing) 18%

Health Insurance (Diocesan Standard Plans)

(cost: approximately \$10,808 for individual; \$29,140 family plan)

Clergy hired before 1/1/16: actual cost (individual, 2-person, or family coverage). Clergy hired on or after 1/1/16: actual cost for individual coverage, 75% of the additional cost for 2-person or family coverage. *Participation in the Denominational Health Insurance plan as required by The Episcopal Church. If cleric is already covered under a spouse's plan, the cleric and congregation can negotiate an equitable amount of money to be given in lieu of health insurance.*

Dental Insurance – Full cost to the cleric.

One month annual paid vacation (4 weeks, including 5 Sundays)

Sabbatical leave of 3 months after 6 years of service

Professional Development Leave

Earned at the rate of two weeks per year, including one Sunday.

Reimbursement for tolls, parking fees and mileage at current IRS rate

**mileage from the clergy person's home to the church office is not a reimbursable expense.*

Workers' Compensation - Usually covered in the parish's policy.