CLERGY COMPENSATION REQUIREMENTS
DIOCESE OF CENTRAL NEW YORK – 2027

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 $50,066 – max $69,088**
Type II – min $58,407 - max $80,602
Type III– min $66,743 - max $92,099
Type IV– min $76,558 - max $103,629
(50% Time Type I - min $25,033 - max $34,544)

Housing Allowance or Rectory Value **to be determined by parish**

Housing Equity Allowance, if living in Rectory

Social Security Allowance **7.65% of cash & housing**
**to be given to clergy as cash through the payroll -- 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%**
(If there is no rectory, 18% of cash, SECA, and cash housing allowance)
(If a rectory is provided, 18% of cash, SECA, plus 30% of (cash, SECA, Utilities cost, equity allowance)
***If clergy person is age 72 or older, there is no pension contribution.**

Health Insurance (Diocesan Standard Plans)
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. If age 65+, active health insurance must be offered and the MSP plans become the standard for the individual. Individuals cannot be reimbursed for their Medicare coverage in lieu of offering health insurance.

Diocesan policy (minimum requirement):

- Clergy hired before 1/1/16: 100% of premium cost (individual, 2-person, or family coverage) plus 75% of the deductible amount for an individual.
- Clergy hired on or after 1/1/16: 100% of premium cost for individual coverage plus 75% of the additional cost for 2-person or family coverage. Plus, 75% of the deductible amount for an individual.
- **Dental Insurance –** Full cost to the cleric.

Employee Assistance Program (EAP) stand-alone: EAP is optional coverage to offer to a cleric eligible to be enrolled in one of the health insurance plans but has opted out of that coverage. Employer paid premiums.

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.*