

**GUIDELINES FOR THE COMPENSATION**

of

**RELIGIOUS**

2017 - 2018

**Diocese of San Diego**

**COMPENSATION OF WOMEN RELIGIOUS  
2017-2018**

These guidelines provide for compensation at three levels in each of which Religious are compensated according to how long they have worked in a specific ministry or position within that level, wherever that may have been, from entry to 20+ years.

The basic stipend has been increased over the last fiscal year to reflect the average Consumer Price Index (CPI), for calendar year 2017, which for southern California was 1.5%.

To be added is a benefit for longevity in religious life.

Other benefits are retirement allowance computed at 12.65% of the basic stipend and medical coverage up to \$16,377\* depending on plan selected.

Housing allowance is included within the basic stipend from which Religious must make payment either for residence in a parish or other church-owned facility, or elsewhere.

These guidelines are for full-time ministry; anything less becomes part-time ministry, and salary and benefits are prorated.

If a car with gas, oil, maintenance and insurance is supplied, Religious are to pay \$5,000 per year/per car to the source of their salary. If they have their own car, they are to be reimbursed only for mileage in ministry.

In addition to the benefits already indicated, Religious are entitled to retreat and community days, as well as time for vacation and other benefits extended to lay employees.

Refer to Addendum for Agreement For Services Form.

## Level I

This is a lower level of compensation than for the standard ministries of Level II. It is for Religious who serve in some way in a diocesan or parish position, but are unable for whatever reasons (e.g., age, health, etc.) to bear the full rigors of ministry. The rates are for full-time service of a minimum 40 hour week; anything less becomes part-time ministry and salary and benefits are prorated.

|              | <b>Basic Stipend</b> | <b>Retirement Allowance</b> | <b>Medical Coverage</b> | <b>Total Compensation</b> |
|--------------|----------------------|-----------------------------|-------------------------|---------------------------|
| <b>Entry</b> | \$22,380             | \$2,789                     | \$16,377                | \$41,546                  |
| 1            | \$23,075             | \$2,876                     | \$16,377                | \$42,328                  |
| 2            | \$23,772             | \$2,963                     | \$16,377                | \$43,112                  |
| 3            | \$24,469             | \$3,050                     | \$16,377                | \$43,895                  |
| 4            | \$25,166             | \$3,136                     | \$16,377                | \$44,679                  |
| 5            | \$25,865             | \$3,224                     | \$16,377                | \$45,466                  |
| 6            | \$26,560             | \$3,310                     | \$16,377                | \$46,247                  |
| 7            | \$27,260             | \$3,397                     | \$16,377                | \$47,034                  |
| 8            | \$27,631             | \$3,444                     | \$16,377                | \$47,451                  |
| 9            | \$28,010             | \$3,491                     | \$16,377                | \$47,878                  |
| 10           | \$28,390             | \$3,538                     | \$16,377                | \$48,305                  |
| 11           | \$28,767             | \$3,585                     | \$16,377                | \$48,729                  |
| 12           | \$29,145             | \$3,632                     | \$16,377                | \$49,154                  |
| 13           | \$29,517             | \$3,679                     | \$16,377                | \$49,573                  |
| 14           | \$29,898             | \$3,726                     | \$16,377                | \$50,001                  |
| 15           | \$30,274             | \$3,773                     | \$16,377                | \$50,424                  |
| 16           | \$30,652             | \$3,820                     | \$16,377                | \$50,849                  |
| 17           | \$31,027             | \$3,867                     | \$16,377                | \$51,270                  |
| 18           | \$31,408             | \$3,914                     | \$16,377                | \$51,699                  |
| 19           | \$31,779             | \$3,961                     | \$16,377                | \$52,117                  |
| 20           | \$32,157             | \$4,008                     | \$16,377                | \$52,541                  |

In every case, a longevity allowance is to be added to the appropriate annual total compensation figure:

- \$ 500 for 1 to 6 years in religious life;
- \$1,000 for 7 to 19 years in religious life;
- \$1,200 for 20 years or more in religious life.

\* This figure contains a projected increase which is being provided for budgeting purposes.

Level II

This level of compensation is for Religious who serve in one of the standard diocesan or parish ministries related to the life and mission of the Church. The rates are for full-time service of a minimum 40 hour week; anything less becomes part-time ministry and salary and benefits are prorated.

|              | <b>Basic Stipend</b> | <b>Retirement Allowance</b> | <b>Medical Coverage</b> | <b>Total Compensation</b> |
|--------------|----------------------|-----------------------------|-------------------------|---------------------------|
| <b>Entry</b> | \$33,132             | \$4,191.25                  | \$16,377                | \$53,700                  |
| 1            | \$33,512             | \$4,239.27                  | \$16,377                | \$54,128                  |
| 2            | \$33,888             | \$4,286.87                  | \$16,377                | \$54,552                  |
| 3            | \$34,266             | \$4,334.60                  | \$16,377                | \$54,977                  |
| 4            | \$34,642             | \$4,382.20                  | \$16,377                | \$55,401                  |
| 5            | \$35,017             | \$4,429.65                  | \$16,377                | \$55,823                  |
| 6            | \$35,396             | \$4,477.53                  | \$16,377                | \$56,250                  |
| 7            | \$35,771             | \$4,524.99                  | \$16,377                | \$56,672                  |
| 8            | \$36,287             | \$4,590.25                  | \$16,377                | \$57,253                  |
| 9            | \$36,804             | \$4,655.66                  | \$16,377                | \$57,836                  |
| 10           | \$37,317             | \$4,720.64                  | \$16,377                | \$58,415                  |
| 11           | \$37,832             | \$4,785.76                  | \$16,377                | \$58,994                  |
| 12           | \$38,349             | \$4,851.17                  | \$16,377                | \$59,577                  |
| 13           | \$38,865             | \$4,916.44                  | \$16,377                | \$60,158                  |
| 14           | \$39,380             | \$4,981.56                  | \$16,377                | \$60,738                  |
| 15           | \$39,895             | \$5,046.68                  | \$16,377                | \$61,318                  |
| 16           | \$40,413             | \$5,112.23                  | \$16,377                | \$61,902                  |
| 17           | \$40,929             | \$5,177.50                  | \$16,377                | \$62,483                  |
| 18           | \$41,443             | \$5,242.48                  | \$16,377                | \$63,062                  |
| 19           | \$41,960             | \$5,307.89                  | \$16,377                | \$63,644                  |
| 20           | \$42,471             | \$5,372.58                  | \$16,377                | \$64,220                  |

In every case, a longevity allowance is to be added to the appropriate annual total compensation figure:

- \$ 500 for 1 to 6 years in religious life;
- \$1,000 for 7 to 19 years in religious life;
- \$1,200 for 20 years or more in religious life.

\* This figure contains a projected increase which is being provided for budgeting purposes.

Level III

This is a higher level of compensation intended primarily for a special category of diocesan positions with Religious holding down executive posts demanding exceptional preparation and qualifications. The rates are for full-time ministry of a minimum 40 hour week; anything less becomes part-time ministry and salary and benefits are prorated.

|              | <b>Basic Stipend</b> | <b>Retirement Allowance</b> | <b>Medical Coverage</b> | <b>Total Compensation</b> |
|--------------|----------------------|-----------------------------|-------------------------|---------------------------|
| <b>Entry</b> | \$43,003             | \$5,440                     | \$16,377                | \$64,819                  |
| 1            | \$43,433             | \$5,494                     | \$16,377                | \$65,304                  |
| 2            | \$43,866             | \$5,549                     | \$16,377                | \$65,791                  |
| 3            | \$44,299             | \$5,604                     | \$16,377                | \$66,280                  |
| 4            | \$44,727             | \$5,658                     | \$16,377                | \$66,762                  |
| 5            | \$45,164             | \$5,713                     | \$16,377                | \$67,254                  |
| 6            | \$45,595             | \$5,768                     | \$16,377                | \$67,739                  |
| 7            | \$46,032             | \$5,823                     | \$16,377                | \$68,231                  |
| 8            | \$46,624             | \$5,898                     | \$16,377                | \$68,899                  |
| 9            | \$47,215             | \$5,973                     | \$16,377                | \$69,564                  |
| 10           | \$47,809             | \$6,048                     | \$16,377                | \$70,234                  |
| 11           | \$48,401             | \$6,123                     | \$16,377                | \$70,900                  |
| 12           | \$48,995             | \$6,198                     | \$16,377                | \$71,569                  |
| 13           | \$49,588             | \$6,273                     | \$16,377                | \$72,238                  |
| 14           | \$50,181             | \$6,348                     | \$16,377                | \$72,905                  |
| 15           | \$50,770             | \$6,422                     | \$16,377                | \$73,569                  |
| 16           | \$51,364             | \$6,497                     | \$16,377                | \$74,238                  |
| 17           | \$51,958             | \$6,573                     | \$16,377                | \$74,908                  |
| 18           | \$52,547             | \$6,647                     | \$16,377                | \$75,571                  |
| 19           | \$53,142             | \$6,722                     | \$16,377                | \$76,241                  |
| 20           | \$53,738             | \$6,798                     | \$16,377                | \$76,913                  |

In every case, a longevity allowance is to be added to the appropriate annual total compensation figure:

- \$ 500 for 1 to 6 years in religious life;
- \$1,000 for 7 to 19 years in religious life;
- \$1,200 for 20 years or more in religious life.

\* This figure contains a projected increase which is being provided for budgeting purposes.