

§4000 SALARY AND BENEFITS FOR DIOCESAN PRIESTS

§4001 ANNUAL SALARY SCHEDULE

§4001.1. Base Salary

4001.1.1 Policy – Pastors, Parochial Administrators, and Parochial Vicars

A base salary for these positions is provided by the parish, the amount to be published in the annual *Decree Compensation for Priests*.

4001.1.2 Policy - Priests serving in Diocesan Agencies

A base salary for these positions is provided by the Diocese at the amount to be published in the annual *Decree Compensation for Priests*.

Procedures

- a) Priests serving part-time for a diocesan agency are to be compensated by the agency. The amount of compensation for the part-time position, paid by the agency, is to be deducted from the salary paid by the parish of assignment. A Letter of Agreement should be prepared and signed by the agency director, pastor, and priest working in the particular position.

§4001.2. Seniority Increment

4001.2.1 Policy \$10 per month for each year of ordination, through the 30th year of ordination. The annual increase in one's seniority increment begins with the check for July.

§4001.3. Stipends and Stole Fees

4001.3.1 Policy All stipends (i.e., offerings given by the faithful to have Masses celebrated for specific intentions) are to be deposited in a parish stipend account separate from the general parish account. All stole fees (i.e., offerings given by the faithful on the occasion of administering sacraments and sacramentals) are to be turned over to the general parish account, unless in the case of voluntary offerings the contrary intention of the donor is certain (cf., canon 531). Each priest may receive his actual Mass stipends or he may elect in writing to assign his Mass stipends to the parish and instead receive \$300 per month. Whichever choice the priest makes, it is operative for the entire fiscal year. If a department or agency pays \$300 per month for stipends and stole fees, stipend and stole fees received by the priest must be turned in to that department or agency. *See also, Book IV, §403 Mass Offerings and Stole Fees, and canons 531, 551, 848, 1181, 1264, and 1267 of the Code of Canon Law.*

§4001.4. Expense Allowance

4001.4.1 Policy An expense allowance is provided by the parish or diocese at the amount to be published in the annual *Decree Compensation for Priests*.

§4001.5. Professional Development Allowance

4001.5.1 Policy A professional development allowance is provided by the parish or diocese at the amount to be published in the annual *Decree Compensation for Priests*.

§4001.6. Food Allowance

4001.6.1 Policy A food allowance is provided by the parish or diocese at the amount to be published in the annual *Decree Compensation for Priests*.

Procedures

- a) To be reimbursed to the measure used, and only if meals and/or groceries are not already provided by the parish

§4001.7. Moving Expense

4001.7.1 Policy A moving expense is provided by the parish or diocese at the amount to be published in the annual *Decree Compensation for Priests*.

§4002 BENEFIT SCHEDULE

The following benefits are administered by the Office for Insurance and Benefits. Specific details, information, and amounts for each benefit, as determined by the relevant Plan documents, can be obtained from the Office for Insurance and Benefits.

§4002.1. Health Insurance

4002.1.1 Policy Diocesan priests are eligible for health insurance.

§4002.2. Life Insurance

4002.2.1 Policy A death benefit is provided to diocesan priests.

§4002.3. Dental and Vision Insurance

4002.3.1 Policy Diocesan priests are eligible for dental and vision insurance.

§4002.4. Pension Plan

4002.4.1 Policy A non-contributory pension plan, providing supplemental benefits in addition to Social Security, is provided.

§4002.5. 403(b) Retirement Match.

4002.5.1 Policy Each diocesan priest that is a member of the Commission for Priests Benefits is eligible to have a 403(b) contribution match at the amount to be published in the annual *Decree Compensation for Priests*.

§4002.6. Long Term Care and Short-Term Disability Benefits

4001.6.1 Policy Diocesan priests are eligible for long term care and short-term disability benefits.

§4002.7. Holidays

4002.7.1 Policy The holiday schedule is locally administered.

§4002.8. Vacation

4002.8.1 Policy Priests are eligible for up to one month of vacation each year, per Canon Law (c. 282.2, 533.2, 550.3).

§4003 COMPENSATION FOR DIOCESAN SUPPLY PRIESTS

§4003.1. Weekday Mass Assistance

4003.2.1 Policy For each Mass, including Confessions, at the amount to be published in the annual *Decree Compensation for Priests* (not including stipend), plus travel.

§4003.2. Sunday and Holy Day Assistance

4003.2.1 Policy For one Mass or two Masses and including Confessions, at the amount to be published in the annual *Decree Compensation for Priests* (not including stipend), plus travel.

§4003.3. Confessional Assistance/Penance Services

4003.3.1 Policy For each service at the amount to be published in the annual *Decree Compensation for Priests*, plus travel.

§4003.4. Missions/Talks/Retreats

4003.4.1 Policy Honoraria negotiated.

§4003.5. Additional Assignments

4003.5.1 Policy Honoraria as determined by agency.