

Episcopal Diocese of Louisiana - Clergy Minimum Compensation and Benefit Packages - Year 2015

1.7% Increase - - Approved by the Executive Board on 11/15/14, for presentation to Convention in 2015

Years of Service	Pension Base	Pension Assessment (18%)	Travel/Car Reimbursement	Continuing Education Reimbursement	Total before Insurance	Insurance Premiums	Reference: 2014 Pension Base
Less than 1 year ordained	51,410	9,254	2,500	1,000	64,164	Refer to 2015 Rates Schedule	50,551
1-2 years ordained	52,966	9,534	2,500	1,000	66,000	Refer to 2015 Rates Schedule	52,081
2-5 years ordained	53,985	9,717	2,500	1,000	67,203	Refer to 2015 Rates Schedule	53,083
5-10 years ordained	56,575	10,183	2,500	1,000	70,258	Refer to 2015 Rates Schedule	55,629
10+ years ordained	59,166	10,650	2,500	1,000	73,316	Refer to 2015 Rates Schedule	58,177

Cash Compensation When Housing is Provided Free of Charge:

Less than 1 year	39,546
1-2 years	40,743
2-5 years	41,527
5-10 years	43,519
10+ years	45,512

The pension base totals would be the same as above. If housing is provided rent-free, the housing allowance is assumed at 30% of the total of the priest's cash stipend, Social Security and utilities.

38,885
40,062
40,833
42,792
44,752

Notes:

Pension Base - The total of Cash Stipend, Social Security, Utilities and Housing Allowance. (See Pension Base Definitions below for further clarification.)

Travel/Car Reimbursement - As long as this is supported by proper documentation, this amount is not included in the pension base for pension contribution calculations.

Continuing Education - Minimum established by Executive Board in November, 1998.

Insurance Premiums - Group Health Insurance Family rate plus Group Life Insurance. Short-term disability (Inc. Replacement Plan or IRP) is provided and paid by the Church Pension Fund. Long-term Disability Insurance is available and should be offered at time of employment. Generally, churches pay premiums for Health and Life. Long-term Disability Insurance premium payments would be a negotiated item.

Pension Base Definitions - Source: The Church Pension Fund - Active Clergy Group

Cash Stipend: Salary, bonuses, one-time cash payments, tuition paid for dependents, and any salary reduction used to fund an annuity, TSA (tax sheltered annuities), 403(b) plan, or RSVP (Retirement Savings Program).

Social Security: Any payments given to offset the cost for self-employment taxes in accordance with SECA.

Clergy are considered employees for Federal Income Tax purposes, but as self-employed for Social Security purposes.

Utilities: Amounts paid to the priest for utilities (including fuel, gas, electric, etc.).

Housing Allowance paid to the priest.

Housing Allowance if housing is provided rent-free: For pension purposes, the housing allowance will be assumed at 30% of the total of cash stipend, Social Security and utilities.

Housing Allowance if both housing and meals are provided free-of-charge: Housing allowance will be assumed at 40% of the cash stipend, Social Security and utilities.

Housing Allowance if housing is provided rent free and in addition the priest also receives a cash housing allowance:

For pension purposes, the housing allowance will then be assumed at 30% of the total of cash stipend, Social Security & utilities, + the cash housing allowance.