

**PRIEST REMUNERATION AND BENEFITS PACKAGE  
EFFECTIVE 1 JULY 2011 THROUGH 30 JUNE 2012**

1. The base salary for active Diocesan or religious priests serving in Diocesan parishes and institutions is to be \$2,178.00 per month (\$26,136 per year).
2. \$10.00 per month for each year of ordination is to be added to the base pay beginning with the completion of the first year of ordination. Upon completion of the 20<sup>th</sup> year of ordination, \$15.00 per month is to be added to the base pay for each year of ordination.

**EXAMPLES:**

A newly ordained priest receives the base pay for the first 12 months of active ministry.

Priests completing 1 year through 19 years of ordination:

(Number of years ordained) X \$10.00 per month.

This means if a priest has been ordained 19 years, multiply the number of years by the \$10.00 per month. You would multiply 19 times 10, resulting in an addition to the base pay of \$190.00 per month.

Priests completing 20 years or greater of ordination:

(Number of years ordained) X \$15.00 per month.

This means if a priest has been ordained 20 years, multiply the total number of years of ordination by the \$15.00 per month. You would multiply 20 times 15, resulting in an addition to the base pay of \$300.00 per month.

3. The traditional Mass stipend (\$10.00 per Mass) shall continue to be offered to each priest as has the long standing custom.
4. Stole fees for weddings, funerals, baptisms, etc., shall be disbursed at the discretion of the priests of the parish.
5. The monthly amount for living costs is \$424.00 per month for priests living at a parish, but not assigned to the parish. The department or entity where the priest is assigned is to pay this amount to the parish where the priest lives.
6. The entire amount of the annual contribution per priest to the Priests' Retirement Fund is to be paid by the parish or institution to which a priest is assigned. The annual contribution for each priest to the Retirement Fund is \$11,600 for 2012, up from the 2011 contribution of \$11,275. Beyond 2012, however, this amount is subject to change after annual review by the Priests' Retirement Board and approval by the Bishop.
7. The option of each priest to join the health insurance plan of his choice from the options provided by the Diocese of Cleveland Employee Benefits Office remains in effect. The parish or institution to which the priest is assigned is responsible for the cost of medical insurance less any required contributions or co-payments by the priest.
8. \$2,000.00 per year is to be available (on a voucher system) for active priests' continuing education allotment. This money should be used solely for the annual retreat, professional books and periodicals, tuition payments in conjunction with higher educational pursuits, and internet/electronic technology that is used for priestly ministry. \$2,000.00 per year is available (on a voucher system) to retired priests from the parish or institution from which the priest retired. This money is to be used solely for the annual retreat, professional books and periodicals, tuition payments in conjunction with higher educational pursuits, and internet/electronic

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technology that is used for priestly ministry. If the continuing education allotment is given to a priest for reimbursement of an actual cost incurred for continuing education, it is generally not taxable income to the priest. The continuing education allotment is to be given to any priest (active or retired) who submits the appropriate documentation.

9. Usual offerings for those who provide extra pastoral assistance:

1 Weekday Mass	\$10.00 + stipend
1 Mass on Sunday or Holyday	\$50.00 + stipend
2 Masses on a Sunday or Holyday (on the same day)	\$75.00 + stipend
Confessions	\$25.00 each session

Reimbursement should be made for travel beyond 20 miles (one way).

10. All other expenses incurred by a priest (for example, car payments, car maintenance, auto insurance, personal property insurance, renters insurance, fuel for automobile, clothing and other personal items, recreation, Federal tax, State tax, and local tax liabilities, family and personal financial obligations, etc.) are the responsibility of the individual priest. The parish must not pay or reimburse the priest for car payments, lease payments, automobile insurance, mileage, or any other personal expense. The parish is not permitted to withhold or match Social Security or Medicare tax for any cleric. Diocesan clergy are dual status taxpayers. The individual priest is responsible for 100% of his Social Security payments. It is a violation of current tax law for the parish to pay or reimburse any Social Security expenses.
11. All priests must receive their full salary and benefits from the parish or institution where they are assigned. If the individual priest accepts less than his full salary and benefits, then the priest has made an irrevocable gift to the parish or other entity. No payment will be allowed at a future date for back wages. Each priest has the responsibility to make certain that his monthly pay is correct and that he is receiving the exact amount he is entitled to receive. If an error in payment is made, it must be rectified promptly.
12. Each priest upon reaching his 65<sup>th</sup> birthday is entitled to be reimbursed for the monthly Medicare Part B premium. Reimbursement is allowed only for amounts actually paid. If a priest is not enrolled in Medicare, then no reimbursement can be made. The reimbursement can be made at the frequency desired by the priest, but must be reimbursed at least annually. The reimbursement continues after a pastor has retired, and the parish or institution from which the priest retires is responsible for the payment of the Medicare premium.
13. POLICY: There will be an annual adjustment (up or down) to the base salary and housing allowance in accordance with the transportation, recreation, other goods and services and housing categories of the local Consumer Price Index, All Urban Consumers. This shall be computed by the Finance Office and communicated by the Chancery after approval by the Bishop. When the related component indices fall, the compensation component will generally be held constant until the indices rise again.

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