

R1: On Clergy Compensation

Resolved, that the minimum standard of full-time pension-based compensation (cash salary, utilities, housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of Ohio during 2017 be established as follows:

- At least \$48,790 for assisting clergy
- At least \$59,060 for clergy in charge of congregations with an annual Normal Operating Income (NOI) of no more than \$185,500
- At least \$59,060+10% of NOI greater than \$185,500 up to \$371,100, for clergy in charge of congregations with an annual NOI greater than \$185,500.
- At least \$76,110 for clergy in charge of congregations with NOI greater than \$371,100; and be it further

Resolved, that each congregation prayerfully consider adjusting the current compensation level of their employees to account for the increase in the cost of living and years of experience. Be it further

Resolved, that each employer of clergy in the Diocese of Ohio be encouraged to:

- Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental insurance, reimbursement for routine dental care, annual medical examination, child-care allowance, etc.);
- Provide for sabbatical and parental leave; and be it further

Resolved, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 97.5% of the health insurance premium of the least expensive plan provided as an option by the Diocese, for those clergy being paid less than \$59,060 (or the pro-rated part-time equivalent) and their eligible dependents or 95% of the health insurance premium of the least expensive plan provided as an option by the Diocese, for the clergy being paid \$59,090 (or the pro-rated part-time equivalent) or more and their eligible dependents. If an employee chooses a health insurance plan that is more expensive, the additional premium is the responsibility of the employee, unless the Vestry, Diocese or other participating Episcopal institution agrees to pay the additional premium for such coverage. The employer may choose to pay 100% of its clergy's health care plan. Be it further

Resolved, that in addition to the above minimum standards, each employer of such clergy in the Diocese of Ohio shall:

- Make pension assessment payments as the Church Pension Fund shall determine;
- Provide appropriate reimbursement for expenses incurred in the course of fulfilling the responsibilities of the position, including the actual cost of the use of a personal automobile;
- Allow no fewer than four weeks of paid vacation annually;
- Allow no fewer than eight weeks of paid parental leave for the birth or adoption of a child for a member of the clergy designated "primary child-care parent" (or for any woman who has given birth); and no fewer than two weeks of paid parental leave for the birth or adoption of a child for a member of the clergy designated "non-primary care parent".
- Allow annual professional education/development leave of no fewer than two weeks, with a minimum allowance of \$800. Be it further

Resolved, that the provisions of this resolution be applied on a pro-rata basis to the minimum compensation and benefits related to positions that are less than full-time and more than one-quarter time. And be it finally

Resolved, that (a) when clergy letters of agreement are amended, they should be submitted to the Bishop’s Office in compliance with General Canon Title III.9.3; and (b) a Compensation Worksheet to be provided by the Commission on Ministry to each parish no later than March 1, 2017 should be submitted by the parish for each clergy person to the Bishop’s Office by May 1, 2017 and every two years thereafter.

Rationale:

The recommended levels of compensation represent a 0.30% Cost of Living Adjustment (COLA) based on the change in the Cleveland CPI-U rate for the year ending May 31, 2016.

The 2014 Convention created a Task Force to study part-time clergy compensation. After two years of study, the Task Force, among other things, has concluded that it would be helpful for each Vestry or Rector, and the parish’s clergy, to discuss compensation of, and tasks assigned to, clergy so that the parish remains in compliance with ongoing changes in annual Clergy Compensation Resolutions. To encourage this process, the Compensation Worksheets are asked to be sent to the Bishop’s office every two years beginning May 1, 2017.

The Resolution’s recommended compensation for part-time clergy is a minimum standard. Compensation should also include other factors such as overall experience, time in position, and the shared responsibility of the clergy and the parish in making the priest’s position a viable and vibrant part of the life of the congregation.

The following table is a guide to help in determining prorated compensation using the amounts for 2017 (assuming passage of this Resolution).

Clergy Letters of Agreement use “units” of a day in which a “day” is considered to have at least 3 units. In the table below, a unit is a morning, afternoon or evening of one day.

TABLE TO ASSIST IN PRORATING FULL-TIME TO PART-TIME CLERGY SALARY

	¼ time (2-3 units) 8-14 hours	½ time (5-6 units) 20-28hours	¾ time (7-9 units) 28-42 hours	Full time (10-12 units) 40-56 hours
Assisting Clergy	\$12,197.50	\$24,395	\$36,592.50	\$48,790
NOI < \$185,500	\$14,765	\$29,530	\$44,295	\$59,060
NOI = \$250,000	\$16,390	\$32,780	\$49,170	\$65,560
NOI > \$371,100	\$19,027.50	\$38,055	\$57,082.50	\$76,110

As noted above, the second resolve of the Resolution recommends that the longevity of a priest’s relationship with a parish and the priest’s overall years of experience be taken into consideration when determining a compensation package. While no specific formula is required in our Diocese for that, the following table includes various examples other Dioceses’ use to factor years of experience into clergy base salaries.

EXAMPLES OF HOW TO FACTOR YEARS OF EXPERIENCE INTO CLERGY SALARY

Diocese	Formula
Arkansas	111% of minimum w/ 3-9 years experience, 115% w/ 10+ years experience
California	105.5% of minimum w/ 5-9 years experience, 111% of minimum 10+ years
Connecticut	1.7% above minimum per year of experience (capped at 20 years)
Massachusetts	\$500 additional pay per year experience (capped at 10 years)
Milwaukee	\$1,605 per year of experience (capped at 10 years)
Newark	Merit increase annually ranging from 3% to 7%

Submitted by

The Commission on Ministry