

## **§600 SALARY AND BENEFITS FOR DIOCESAN PRIESTS**

### **§601 ANNUAL SALARY SCHEDULE**

#### **§601.1. Base Salary**

##### ***Pastors, Administrators, Department Directors and Agency Directors***

A base salary for these positions is provided by the parish or Pastoral Center, the amount to be published in the *Annual Compensation Guidelines for Lay Employees, Men and Women Religious, and Diocesan Priests Working in Parishes*.

##### ***Associate Pastors and Priests serving in Pastoral Center Agencies***

A base salary for these positions is provided by the parish or Pastoral Center, the amount to be published in the *Annual Compensation Guidelines for Lay Employees, Men and Women Religious, and Diocesan Priests Working in Parishes*.

#### **§601.2. Seniority Increment**

(\$110 for each year of ordination.) There is an annual seniority increment added to the base salary for pastor, associate pastor and non-parochial positions. The annual increase in one's seniority increment begins with the check for July.

#### **§601.3. Stipends and Stole Fees**

All stipends and stole fees are to be turned over to the general parish account. 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.

#### **§601.4. Additional Remuneration**

If a parish has an annual average of sixty or more weddings and/or funerals per year, the pastor and each associate pastor is to receive an additional \$100 per month.

#### **§601.5. Resident Priests**

To resident priests who assist the parish, the parish will provide \$1,200 per year, payable directly to the priest at the rate of \$100 per month. The parish is responsible for room, board and meal allowance for resident priests.

#### **Procedures**

The resident priest and the pastor of the parish at which he resides shall have a written agreement detailing the assistance the resident shall provide the parish.

**§601.6. Meal Allowance**

When a prepared main meal is not provided by the parish, an allowance for that day is given to each priest, the amount is published in the *Annual Compensation Guidelines for Lay Employees, Men and Women Religious, and Diocesan Priests Working in Parishes*.

The parish is responsible for room and board for each priest who resides in the parish rectory. When a main meal is not provided by the parish, an allowance is given to each priest residing at the rectory. The amount is published in the “Annual Compensation Guidelines for Lay Employees, Men and Women Religious and Priests Working in Parishes.” If a main meal is provided but the priest chooses not to partake of that meal, he is not entitled to the amount for that day. The meal allowance is not for days off or days away from the parish, such as professional development days. Monthly amount is determined by the Vicariate Administrative Consultant.

**§602 BENEFIT SCHEDULE**

**§602.1. Health Insurance**

Diocesan priests are eligible for individual health insurance or participation in one of two HMO's through PRMAA.

**§602.2. Life Insurance**

A death benefit of \$5,000 is provided to diocesan priests. Each priest shall submit a designated beneficiary to PRMAA.

**§602.3. Dental Insurance (optional)**

Dental benefits are available through either a conventional dental insurance plan or a dental HMO. Enrollment is optional, and all premiums for this coverage is at the individual's expense.

**§602.4. Auto Insurance**

Diocesan priests are entitled to auto insurance on one automobile through the Archdiocesan group plan. Additional vehicles may also be insured at the individual's expense.

**§602.5. Pension Plan (Defined Benefit Plan)**

A non-contributory pension plan is provided.

**§602.6. Defined Contribution Plan (403B)**

Priests may supplement pension benefits through a voluntary salary reduction program. Contributions are exempt from state and federal income taxes but are included for SECA.

**§602.7. Holidays**

The holiday schedule is locally administered.

**§602.8. Vacation**

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

**§602.9. Ministerial Expenses Account for Those in Active Ministry**

A yearly ministerial expenses allowance is available on a reimbursable basis.

**§602.10. Retreat**

Priests are eligible for up to one week of religious retreat per year. The cost of the retreat may be paid from the Ministerial Expense Account.

**§602.11. Professional Liability**

The Archdiocese of Chicago provides professional liability insurance for its diocesan priests.

**§602.12. PRMAA and Priests Not Serving in a Parish**

Priests not serving in a parish, school or agency of the Archdiocese are expected to have their employer cover the cost of health insurance and pension contribution. Health insurance can be covered either by the employer placing the priest in its health plan or by sending a monthly premium to PRMAA to keep the priest on the Archdiocesan plan. The pension contribution is made to PRMAA.

A priest not serving in a parish, school or agency of the Archdiocese is not eligible to contribute to the Archdiocesan Defined Contribution Plan while employed outside the Archdiocese. A priest can participate in his employer's plan if he becomes eligible.

A priest can either participate in the Archdiocesan dental plan by paying his individual premiums or can enroll in coverage provided by his employer.

Auto insurance is the responsibility of the priest. This cost should not be kept in mind when negotiating for the position the priest is seeking.

**§603 COMPENSATION FOR DIOCESAN SUPPLY PRIESTS**

**§603.1. Weekday Mass Assistance**

The ordinary offering for Mass is \$10. If an additional amount is requested for expenses, an agreement is to be reached with the individual pastor.

**§603.2. Sunday and Holy Day Assistance**

For one Mass or two Masses, \$60 (not including stipend).

**§603.3. Confessional Assistance**

Honoraria negotiated.

**§603.4. Missions/Talks/Retreats**

Honoraria negotiated.

**§603.5. Additional Assignments**

Honoraria as determined by agency.

**§603.6. Part-Time Agency Positions**

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.