

PRIESTS OF THE DIOCESE OF SCRANTON **SALARY AND BENEFIT PACKAGE**

Clergy Salary: For fiscal year beginning July 1, 2024 salaries for all diocesan clergy will increase 3%. In addition to salary, there is a Self-Employment Compensation Act allowance of 7.65% of salary. The SECA allowance is taxable income and is included on the W-2 form as compensation. The SECA allowance appears as a separate item on the monthly payroll check.

Pastors, Administrators and Heads of Diocesan Offices – Monthly salary - \$2,814
Monthly SECA allowance - \$215
Total Annual Salary - \$36,348

Parochial Vicar – Monthly salary - \$2,739
Monthly SECA Allowance - \$210
Total Annual Salary - \$35,388

High School Principals, Teachers and Chaplains – Monthly salary - \$2,745
Monthly SECA allowance - \$211
Total Annual Salary - \$35,472

Mass Stipends: Mass stipends are taxable income. If stipends received during the year are \$1,000.00 or more and are not paid through payroll, said stipends must be reported on IRS Form 1099.

Reimbursed Business Expenses: As of July 1, 2008, the amount a priest can be reimbursed for legitimate business expenses is not capped. Proper documentation must be provided to receive the reimbursement. The reimbursement is paid by the parish or institution where the priest is assigned. All mileage reimbursements will be paid at the IRS approved rate. The rate is currently .67 cents per mile from July 1, 2024 through December 31, 2024. Examples of reimbursed expenses include mileage for ministry purposes, vestments purchased by the clergy, subscriptions paid for by the priest and used for his ministry and business related meals paid by the priest. Examples of ineligible expenses include mileage for personal use, vestments and subscriptions paid by the parish and unrelated business meals, even if paid by the priest.

Household Guidance Amount: For auditing purposes only, the “Best Practices Committee” has established an amount not to exceed \$15,000 for household expenses where a cook is not employed. This amount should include the purchase of all household materials and the cost of meals for the priest. Receipts for all items must be on file at the parish.

Post-Retirement Medical Benefit: An annual assessment of \$5,200 per active priest. This assessment for diocesan priests provides health care benefits for active diocesan priests after they have retired. This assessment for international priests is used to offset the costs of our international clergy program. This benefit is paid by the parish or institution where the priest is assigned.

Clergy Medicare: Upon reaching the age of 65, priests are to apply for Medicare Part A and Part B.

Clergy Medical Insurance: Provides health care benefits for active clergy. Priests are offered a Preferred Provider Organization Plan (PPO). This plan is self-insured by the Diocese and administered by Highmark. The plan is structured using the typical Highmark plan and all benefits are determined by Highmark. For the 2024-2025 fiscal year, the increase in health insurance will be 6% for a monthly cost of \$1,653.98 paid by the parish or institution. In addition to the medical insurance, there will be a cost of \$5.38 for vision and \$28.71 for dental, for a total monthly cost of \$1,688 or \$20,256 annually.

Clergy Pension: Clergy pension benefits are administered as a defined benefit plan whereby funds are set aside today for future benefits. The annual billing for the priests’ pension is \$7,440. This is paid by the parish or institution where the priest is assigned. Priests are eligible for a full pension upon reaching retirement age of 75. If a member of the diocesan clergy is declared to be disabled, he will receive 100% of the monthly pension benefit, regardless of age.

Study Allowance: Each active priest is allowed an annual amount up to \$600 for study. This is paid directly from the parish or institution where the priest is assigned.

Retreat Allowance: Each active priest is allowed an annual amount up to \$600 for retreat. This amount is paid by the parish or institution where the priest is assigned.

Clergy Convocation: The parish or institution where the priest is assigned is responsible for the cost of the priest attending the annual clergy convocation. Every priest of the Diocese is obliged to attend.