

PRIESTS OF THE DIOCESE OF SCRANTON

SALARY AND BENEFIT PACKAGE

Clergy Salary: For fiscal year beginning July 1, 2025 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 - \$2,898
Monthly SECA allowance - \$222
Total Annual Salary - \$37,440

Parochial Vicar – Monthly salary - \$2,821
Monthly SECA Allowance - \$216
Total Annual Salary - \$36,444

High School Principals, Teachers and Chaplains – Monthly salary - \$2,827
Monthly SECA allowance - \$216
Total Annual Salary - \$36,516

Mass Stipends: Mass stipends are taxable income. If stipends received during the year are \$600.00 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 .70 cents per mile from July 1, 2025 through December 31, 2025. 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 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 2025-2026 fiscal year, the increase in health insurance will be 5% for a monthly cost of \$1,736.68 paid by the parish or institution. In addition to the medical insurance, there will be a cost of \$5.38 for vision and \$24.90 for dental, for a total monthly cost of \$1,767 or \$21,204 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 per priest for the clergy pension assessment is \$7,440. This is paid by the parish or institution where the priest is assigned. Diocesan clergy 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.