

2024 Minimum Clergy Compensation - Adj. for COLA

Inflation Adjustment: June 2021 - July 2022	8.50%							
Inflation Adjustment: June 2022 - July 2023	3.20%							
	2022-24 Minimum - Adj. for 2023	2022-24 Minimum - Adj. for 2024	2022-24 Minimum - Adj. for 2023	2022-24 Minimum - Adj. for 2024	2022-24 Minimum - Adj. for 2023	2022-24 Minimum - Adj. for 2024	2022-24 Minimum - Adj. for 2023	2022-24 Minimum - Adj. for 2024
YEARS ORDAINED (ACTIVELY SERVING)	0-4 Years	0-4 Years	5-9 Years	5-9 Years	10-19 Years	10-19 Years	20 Plus Years	20 Plus Years
COMPENSATION ITEM								
Stipend / Base Salary	\$43,943	\$45,349	\$52,840	\$54,530	\$60,760	\$62,704	\$69,549	\$71,774
Housing Allowance Allocation (Standard 30%)	<u>\$13,183</u>	<u>\$13,605</u>	<u>\$15,852</u>	<u>\$16,359</u>	<u>\$18,228</u>	<u>\$18,811</u>	<u>\$20,865</u>	<u>\$21,532</u>
Total Core Compensation	\$57,125	\$58,953	\$68,691	\$70,889	\$78,988	\$81,516	\$90,413	\$93,306
Social Security Offset	<u>\$4,732</u>	<u>\$4,884</u>	<u>\$5,690</u>	<u>\$5,872</u>	<u>\$6,543</u>	<u>\$6,753</u>	<u>\$7,490</u>	<u>\$7,729</u>
Total Cost of Compensation	\$61,857	\$63,837	\$74,382	\$76,762	\$85,531	\$88,268	\$97,903	\$101,035
Pension Contribution @ 18%	\$11,134	\$11,491	\$13,389	\$13,817	\$15,396	\$15,888	\$17,622	\$18,186
Professional Expenses	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Continuing Education	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
Est. Workers Comp.	<u>\$674</u>	<u>\$696</u>	<u>\$811</u>	<u>\$837</u>	<u>\$932</u>	<u>\$962</u>	<u>\$1,067</u>	<u>\$1,101</u>
Total Cost of Employment (NOT INCLUDING MEDICAL INSURANCE)	\$79,916	\$82,273	\$94,831	\$97,666	\$108,109	\$111,369	\$122,842	\$126,573
Medical Ins. - PPO90								
Single	\$12,636	\$13,200	\$12,636	\$13,200	\$12,636	\$13,200	\$12,636	\$13,200
Clergy + Spouse/Partner	<u>\$25,272</u>	<u>\$26,400</u>	<u>\$25,272</u>	<u>\$26,400</u>	<u>\$25,272</u>	<u>\$26,400</u>	<u>\$25,272</u>	<u>\$26,400</u>
Single + 1 Child	\$22,740	\$23,760	\$22,740	\$23,760	\$22,740	\$23,760	\$22,740	\$23,760
Family	\$37,908	\$39,600	\$37,908	\$39,600	\$37,908	\$39,600	\$37,908	\$39,600
Basic Dental - Now provided by Delta Dental								
Single	\$720	\$720	\$720	\$720	\$720	\$720	\$720	\$720
Clergy + Spouse/Partner	<u>\$1,440</u>	<u>\$1,440</u>	<u>\$1,440</u>	<u>\$1,440</u>	<u>\$1,440</u>	<u>\$1,440</u>	<u>\$1,440</u>	<u>\$1,440</u>
Single + 1 Child	\$1,296	\$1,296	\$1,296	\$1,296	\$1,296	\$1,296	\$1,296	\$1,296
Family	\$2,160	\$2,160	\$2,160	\$2,160	\$2,160	\$2,160	\$2,160	\$2,160
Total Compensation Cost (Clergy + Spouse/Partner rate used for illustration purposes only)	\$106,628	\$110,113	\$132,786	\$125,506	\$147,957	\$139,209	\$164,518	\$154,413