

DIOCESE OF NEW JERSEY
CLERGY COMPENSATION EFFECTIVE JANUARY 1, 2012 – DECEMBER 31, 2012

MANDATORY MINIMUM CASH SALARIES *Years in Position*

LEVEL	Beginning Minimum	AFTER YEAR 1	AFTER YEAR 2	AFTER YEAR 3	AFTER YEAR 4	AFTER YEAR 5	AFTER YEAR 6	AFTER YEAR 7	AFTER YEAR 8	AFTER YEAR 9	AFTER YEAR 10	Over +10 YRS
NEWLY ORDAINED*	\$33,092	\$34,416	\$35,792									
Level I	\$37,226	\$38,281	\$39,366	\$40,482	\$41,631	\$42,810	\$44,025	\$45,273	\$46,556	\$47,875	\$49,232	2% INCREASE
Level II	\$40,946	\$42,107	\$43,300	\$44,527	\$45,790	\$47,088	\$48,423	\$49,797	\$51,208	\$52,660	\$54,152	2% INCREASE
Level III	\$45,785	\$47,082	\$48,418	\$49,791	\$51,203	\$52,653	\$54,147	\$55,682	\$57,261	\$58,882	\$60,550	2% INCREASE
Level IV	\$51,182	\$52,623	\$54,125	\$55,660	\$57,238	\$58,860	\$60,529	\$62,246	\$64,010	\$65,825	\$67,688	2% INCREASE
Level V	\$60,674	\$62,395	\$64,162	\$65,982	\$67,851	\$69,777	\$71,755	\$73,790	\$75,881	\$78,031	\$80,243	2% INCREASE

Newly Ordained – 2 Years of service since ordination to the Diaconate.

RECOMMENDED 2012 COST OF LIVING INCREASE, PENDING CONVENTION APPROVAL IN MARCH 2012, (COLA) IS 2%. This is a **minimum salary increase**, and Vestry or Mission Board has the discretion to provide an increase of more than 2%. **NOTE: This COLA increase addresses ONLY Clergy Compensation and does not dictate increase amounts for lay employees which should be based and reflect the assessment of each lay employee's performance of the tasks and responsibilities.**

Directions:

1. CASH SALARIES

This chart is a “**MINIMUM GUIDE**” for clergy in the position of ***Full Time Rector, Vicar, or Priest in Charge*** and reflects the COLA increase. Move incumbent into next year or into appropriate level & year. **If incumbent Clergy is currently ABOVE the minimum APPLY the 2% COLA increase. If incumbent Clergy has been in position more than 10 years, apply 2012 COLA increase of 2% to 2010 base salary.**

Seek Transition Ministry Office advice for matters related to Interim Rector/Vicar.

2. ASSOCIATED MANDATORY COMPENSATION

- Housing Allowance for Rector/Vicar/Priest in Charge living in own residence/rental: \$16,000
- Housing Equity for Rector/Vicar/Priest in Charge provided a Rectory or Vicarage
 - Level 1: \$1,937
 - Level 2: \$2,260
 - Level 3: \$2,582
 - Level 4/5: \$3,228
- Professional Expenses: \$4,500
- Continuing Education: \$1,117
- Social Security Offset (FICA) : 50% (7.65%) of Self-Employment Tax on all covered compensation
- Medical/Dental/Life/Other Insurances as outlined in Letter of Agreement.

Revised: 10/2011