

Diocese of San Diego

**COMPENSATION OF RELIGIOUS
2026-2027**

These guidelines provide for compensation at three levels in each of which Religious are compensated according to how long they have worked in a specific ministry or position within that level, wherever that may have been, from entry to 20+ years.

The basic stipend has been increased to reflect the average Consumer Price Index (CPI), for calendar year 2026, which for southern California was 3.0%.

To be added is a benefit for longevity in religious life.

Other benefits are retirement allowance computed at 12.65% of the basic stipend and medical coverage up to \$26,026* depending on plan selected.

Housing allowance is included within the basic stipend from which Religious must make payment either for residence in a parish or other church-owned facility, or elsewhere.

These guidelines are for full-time ministry; anything less becomes part-time ministry, and salary and benefits are prorated.

If a car with gas, oil, maintenance and insurance is supplied, Religious are to pay \$5,000 per year/per car to the source of their salary. If they have their own car, they are to be reimbursed only for mileage in ministry.

In addition to the benefits already indicated, Religious are entitled to retreat and community days, as well as time for vacation and other benefits extended to lay employees.

Refer to Addendum for Agreement for Services form.

* This figure contains a projected increase which is being provided for budgeting purposes.

Level I

This is a lower level of compensation than for the standard ministries of Level II. It is for Religious who serve in some way in a diocesan or parish position, but are unable for whatever reasons (e.g., age, health, etc.) to bear the full rigors of ministry. The rates are for full-time service of a minimum 40-hour week; anything less becomes part-time ministry and salary and benefits are prorated.

	Basic Stipend	Retirement Allowance	Medical Coverage*	Total Compensation
Entry	\$27,647	3,497	26,026	\$57,170
1	\$29,077	3,678	26,026	\$58,781
2	\$29,957	3,790	26,026	\$59,773
3	\$30,833	3,900	26,026	\$60,759
4	\$31,712	4,012	26,026	\$61,750
5	\$32,593	4,123	26,026	\$62,742
6	\$33,469	4,234	26,026	\$63,729
7	\$34,351	4,345	26,026	\$64,722
8	\$34,818	4,404	26,026	\$65,248
9	\$35,296	4,465	26,026	\$65,787
10	\$35,773	4,525	26,026	\$66,324
11	\$36,249	4,585	26,026	\$66,860
12	\$36,725	4,646	26,026	\$67,397
13	\$37,194	4,705	26,026	\$67,925
14	\$37,674	4,766	26,026	\$68,466
15	\$38,149	4,826	26,026	\$69,001
16	\$38,624	4,886	26,026	\$69,536
17	\$39,097	4,946	26,026	\$70,069
18	\$39,577	5,006	26,026	\$70,609
19	\$40,045	5,066	26,026	\$71,137
20	\$40,520	5,126	26,026	\$71,672

In every case, a longevity allowance is to be added to the appropriate annual total compensation figure:

- \$ 500 for 1 to 6 years in religious life;
- \$1,000 for 7 to 19 years in religious life;
- \$1,200 for 20 years or more in religious life.

* This figure contains a projected increase which is being provided for budgeting purposes.

Level II

This level of compensation is for Religious who serve in one of the standard diocesan or parish ministries related to the life and mission of the Church. The rates are for full-time service of a minimum 40-hour week; anything less becomes part-time ministry and salary and benefits are prorated.

	Basic Stipend	Retirement Allowance	Medical Coverage*	Total Compensation
Entry	\$41,752	5,282	26,026	\$73,060
1	\$42,228	5,342	26,026	\$73,596
2	\$42,702	5,402	26,026	\$74,130
3	\$43,178	5,462	26,026	\$74,666
4	\$43,652	5,522	26,026	\$75,200
5	\$44,124	5,582	26,026	\$75,732
6	\$44,602	5,642	26,026	\$76,270
7	\$45,075	5,702	26,026	\$76,803
8	\$45,725	5,784	26,026	\$77,535
9	\$46,376	5,867	26,026	\$78,269
10	\$47,023	5,948	26,026	\$78,997
11	\$47,673	6,031	26,026	\$79,730
12	\$48,326	6,113	26,026	\$80,465
13	\$48,973	6,195	26,026	\$81,194
14	\$49,623	6,277	26,026	\$81,926
15	\$50,271	6,359	26,026	\$82,656
16	\$50,925	6,442	26,026	\$83,393
17	\$51,574	6,524	26,026	\$84,124
18	\$52,222	6,606	26,026	\$84,854
19	\$52,872	6,688	26,026	\$85,586
20	\$53,518	6,770	26,026	\$86,314

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Level III

This is a higher level of compensation intended primarily for a special category of diocesan positions with Religious holding down executive posts demanding exceptional preparation and qualifications. The rates are for full-time ministry of a minimum 40-hour week; anything less becomes part-time ministry and salary and benefits are prorated.

	Basic Stipend	Retirement Allowance	Medical Coverage*	Total Compensation
Entry	\$54,187	6,855	26,026	\$87,068
1	\$54,729	6,923	26,026	\$87,678
2	\$55,275	6,992	26,026	\$88,293
3	\$55,822	7,061	26,026	\$88,909
4	\$56,360	7,130	26,026	\$89,516
5	\$56,913	7,199	26,026	\$90,138
6	\$57,453	7,268	26,026	\$90,747
7	\$58,004	7,338	26,026	\$91,368
8	\$58,750	7,432	26,026	\$92,208
9	\$59,496	7,526	26,026	\$93,048
10	\$60,245	7,621	26,026	\$93,892
11	\$60,989	7,715	26,026	\$94,730
12	\$61,737	7,810	26,026	\$95,573
13	\$62,485	7,904	26,026	\$96,415
14	\$63,231	7,999	26,026	\$97,256
15	\$63,975	8,093	26,026	\$98,094
16	\$64,722	8,187	26,026	\$98,935
17	\$65,472	8,282	26,026	\$99,780
18	\$66,215	8,376	26,026	\$100,617
19	\$66,963	8,471	26,026	\$101,460
20	\$67,714	8,566	26,026	\$102,306

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