

Diocese of San Diego

**COMPENSATION OF WOMEN RELIGIOUS
2023-2024**

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 2023, 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 \$20,400* 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.

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	\$25,301	3,201	20,400	\$48,902
1	\$26,609	3,366	20,400	\$50,375
2	\$27,414	3,468	20,400	\$51,282
3	\$28,217	3,569	20,400	\$52,186
4	\$29,020	3,671	20,400	\$53,091
5	\$29,828	3,773	20,400	\$54,001
6	\$30,629	3,875	20,400	\$54,904
7	\$31,436	3,977	20,400	\$55,813
8	\$31,863	4,031	20,400	\$56,294
9	\$32,301	4,086	20,400	\$56,787
10	\$32,738	4,141	20,400	\$57,279
11	\$33,173	4,196	20,400	\$57,769
12	\$33,608	4,251	20,400	\$58,259
13	\$34,038	4,306	20,400	\$58,744
14	\$34,477	4,361	20,400	\$59,238
15	\$34,912	4,416	20,400	\$59,728
16	\$35,347	4,471	20,400	\$60,218
17	\$35,779	4,526	20,400	\$60,705
18	\$36,218	4,582	20,400	\$61,200
19	\$36,647	4,636	20,400	\$61,683
20	\$37,082	4,691	20,400	\$62,173

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	\$38,209	4,833	20,400	\$63,442
1	\$38,645	4,889	20,400	\$63,933
2	\$39,078	4,943	20,400	\$64,422
3	\$39,514	4,999	20,400	\$64,912
4	\$39,949	5,053	20,400	\$65,402
5	\$40,380	5,108	20,400	\$65,888
6	\$40,817	5,163	20,400	\$66,380
7	\$41,249	5,218	20,400	\$66,867
8	\$41,845	5,293	20,400	\$67,538
9	\$42,440	5,369	20,400	\$68,209
10	\$43,032	5,444	20,400	\$68,876
11	\$43,627	5,519	20,400	\$69,545
12	\$44,225	5,594	20,400	\$70,220
13	\$44,817	5,669	20,400	\$70,887
14	\$45,413	5,745	20,400	\$71,557
15	\$46,005	5,820	20,400	\$72,225
16	\$46,603	5,895	20,400	\$72,899
17	\$47,198	5,971	20,400	\$73,568
18	\$47,791	6,046	20,400	\$74,237
19	\$48,385	6,121	20,400	\$74,906
20	\$48,977	6,196	20,400	\$75,572

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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	\$49,589	6,273	20,400	\$76,262
1	\$50,085	6,336	20,400	\$76,821
2	\$50,584	6,399	20,400	\$77,383
3	\$51,085	6,462	20,400	\$77,947
4	\$51,577	6,525	20,400	\$78,502
5	\$52,083	6,588	20,400	\$79,071
6	\$52,578	6,651	20,400	\$79,630
7	\$53,082	6,715	20,400	\$80,197
8	\$53,765	6,801	20,400	\$80,966
9	\$54,447	6,888	20,400	\$81,734
10	\$55,133	6,974	20,400	\$82,507
11	\$55,814	7,060	20,400	\$83,274
12	\$56,499	7,147	20,400	\$84,046
13	\$57,183	7,234	20,400	\$84,816
14	\$57,865	7,320	20,400	\$85,585
15	\$58,546	7,406	20,400	\$86,352
16	\$59,230	7,493	20,400	\$87,123
17	\$59,916	7,579	20,400	\$87,896
18	\$60,596	7,665	20,400	\$88,661
19	\$61,281	7,752	20,400	\$89,433
20	\$61,968	7,839	20,400	\$90,207

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