

Diocese of San Diego

**COMPENSATION OF WOMEN RELIGIOUS
2022-2023**

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 2022, which for southern California was 3.4%.

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 \$21,498* 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	\$24,564	3,107	21,498	\$49,169
1	\$25,834	3,268	21,498	\$50,600
2	\$26,616	3,367	21,498	\$51,481
3	\$27,395	3,465	21,498	\$52,358
4	\$28,175	3,564	21,498	\$53,237
5	\$28,959	3,663	21,498	\$54,120
6	\$29,737	3,762	21,498	\$54,997
7	\$30,520	3,861	21,498	\$55,879
8	\$30,935	3,913	21,498	\$56,346
9	\$31,360	3,967	21,498	\$56,825
10	\$31,784	4,021	21,498	\$57,303
11	\$32,207	4,074	21,498	\$57,779
12	\$32,629	4,128	21,498	\$58,255
13	\$33,047	4,180	21,498	\$58,725
14	\$33,473	4,234	21,498	\$59,205
15	\$33,895	4,288	21,498	\$59,681
16	\$34,317	4,341	21,498	\$60,156
17	\$34,737	4,394	21,498	\$60,629
18	\$35,163	4,448	21,498	\$61,109
19	\$35,580	4,501	21,498	\$61,579
20	\$36,002	4,554	21,498	\$62,054

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	\$37,096	4,693	21,498	\$63,287
1	\$37,519	4,746	21,498	\$63,763
2	\$37,940	4,799	21,498	\$64,237
3	\$38,363	4,853	21,498	\$64,714
4	\$38,785	4,906	21,498	\$65,189
5	\$39,204	4,959	21,498	\$65,661
6	\$39,628	5,013	21,498	\$66,139
7	\$40,048	5,066	21,498	\$66,612
8	\$40,626	5,139	21,498	\$67,263
9	\$41,204	5,212	21,498	\$67,914
10	\$41,779	5,285	21,498	\$68,562
11	\$42,356	5,358	21,498	\$69,212
12	\$42,937	5,432	21,498	\$69,867
13	\$43,512	5,504	21,498	\$70,514
14	\$44,090	5,577	21,498	\$71,165
15	\$44,665	5,650	21,498	\$71,813
16	\$45,246	5,724	21,498	\$72,468
17	\$45,823	5,797	21,498	\$73,118
18	\$46,399	5,869	21,498	\$73,766
19	\$46,976	5,942	21,498	\$74,416
20	\$47,550	6,015	21,498	\$75,063

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- \$ 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.

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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	\$48,145	6,090	21,498	\$75,733
1	\$48,626	6,151	21,498	\$76,275
2	\$49,111	6,213	21,498	\$76,822
3	\$49,597	6,274	21,498	\$77,369
4	\$50,075	6,334	21,498	\$77,907
5	\$50,566	6,397	21,498	\$78,461
6	\$51,047	6,457	21,498	\$79,002
7	\$51,536	6,519	21,498	\$79,553
8	\$52,199	6,603	21,498	\$80,300
9	\$52,861	6,687	21,498	\$81,046
10	\$53,527	6,771	21,498	\$81,796
11	\$54,188	6,855	21,498	\$82,541
12	\$54,853	6,939	21,498	\$83,290
13	\$55,517	7,023	21,498	\$84,038
14	\$56,180	7,107	21,498	\$84,785
15	\$56,841	7,190	21,498	\$85,529
16	\$57,505	7,274	21,498	\$86,277
17	\$58,171	7,359	21,498	\$87,028
18	\$58,831	7,442	21,498	\$87,771
19	\$59,496	7,526	21,498	\$88,520
20	\$60,163	7,611	21,498	\$89,272

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