

**DIOCESE OF NEW JERSEY**

CLERGY COMPENSATION EFFECTIVE JANUARY 1, 2010 – DECEMBER 31, 2010

The salary figures and associated amounts allocated for housing allowance, housing equity, professional expenses, and continuing education remain at the 2009 level for the Year 2010 as passed by Resolution at the 2009 Diocesan Convention.

**1. 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
<b>NEWLY ORDAINED*</b>	\$32,443	\$33,741	\$35,090	\$36,496							
<b>Level I</b>	\$36,496	\$37,530	\$38,594	\$39,688	\$40,815	\$41,971	\$43,162	\$44,385	\$45,643	\$46,936	\$48,267
<b>Level II</b>	\$40,143	\$41,281	\$42,451	\$43,654	\$44,892	\$46,165	\$47,474	\$48,821	\$50,204	\$51,627	\$53,090
<b>Level III</b>	\$44,887	\$46,159	\$47,469	\$48,815	\$50,199	\$51,621	\$53,085	\$54,590	\$56,138	\$57,728	\$59,362
<b>Level IV</b>	\$50,178	\$51,600	\$53,064	\$54,569	\$56,116	\$57,706	\$59,342	\$61,025	\$62,755	\$64,534	\$66,361
<b>Level V</b>	\$59,484	\$61,172	\$62,904	\$64,688	\$66,521	\$68,409	\$70,348	\$72,343	\$74,393	\$76,501	\$78,670

***\*For Newly Ordained --Years of credited service since ordination to the Diaconate on or after July 1, 2006***

**Directions:** This chart is a “minimum guide” for Vestries and Missions for clergy in the position of full time Rector, Vicar, or Priest in Charge. Move incumbent into next year or into appropriate level & year. As noted above, for 2010 the “years” refer to “Years in Position”. However, be advised that the Standing Committee on Clerical Compensation will recommend that in 2011 that this should read “Years from Ordination” (diaconate). Seek consultation with the Deployment Office for setting salary and/or increasing salary for Interim Rector or Associate/Assistant/Curate.

**2. 2010 COST OF LIVING INCREASE (COLA): 0%.** However, Vestry or Mission Board has the discretion to provide an increase if desired.

*Please note COLA applies to clergy compensation and does not dictate increases to lay employees which should be based on merit for performance in the position.*

**3. ASSOCIATED MANDATORY COMPENSATION**

- Housing Allowance for those living in own residence: \$16,000
- Housing Equity:
  - Level 1: \$1,937
  - Level 2: \$2,260
  - Level 3: \$2,582
  - Level 4/5: \$3,228
- Professional Expenses: \$4,500
- Continuing Education: \$1,070
- Social Security Offset (FICA) : 50% of Self-Employment Tax on all covered compensation
- Medical/Dental/Life/Other Insurances as outlined in Letter of Agreement