

## 2020 Compensation Guidelines Episcopal Diocese of Indianapolis

### Clergy Employees

<b>2020 Minimum Compensation for Full-Time Clergy<sup>1</sup></b>	
Salary <i>(of which clergy may request a portion be designated as a housing allowance)</i>	\$58,586
SECA Reimbursement <i>(7.65% of Salary + Housing)</i>	\$4,482
<b>Total Minimum Cash Compensation Package</b>	<b><u>\$63,068</u></b>
Mandatory Pension Contribution <i>(18% of cash compensation)</i>	<u>\$11,352</u>
<b>Total Package</b>	<b>\$74,420</b>

#### Recommended Salary Adjustments:

2020 Cost of Living Increase	2.5%
Minimum Merit Increase	\$500 per year of experience <i>(on top of cost of living)</i>

#### Reimbursement Guidelines:

Cell Phone	\$25-75/month
Mileage	IRS Rate (\$0.575 for 2020)
Continuing Education	\$500 minimum

#### Supply Clergy Rates:

One Service	\$135, plus mileage
Two Services	\$160, plus mileage
Additional Services	Negotiable

#### Important Benefits Policies:

Medical and dental insurance are paid through the diocesan budget for all clergy scheduled to work at least 30 hours per week, except that coverage is also provided to a rector or priest in charge of a congregation scheduled to work at least 20 hours per week. Clergy participating in diocesan medical insurance are responsible for paying 22% of their medical insurance premium via payroll withholding. They are also responsible for paying the dental insurance premium in excess of the cost of the single Cigna Preventive Dental plan via payroll withholding. Rates are published on the [diocesan website](#). A congregation may not pay the clergy portion of the health insurance premium from its budget, nor may it require clergy to pay their portion of the premium other than via payroll withholding.

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<sup>1</sup> Minimum compensation at levels other than full-time shall be in direct proportion to the proportion of a full-time schedule for which clergy are employed.

## Lay Employees

### Compensation Guidelines

Congregations are legally required to pay at least the Indiana minimum wage of \$7.25 per hour. The diocese strongly encourages congregations to pay its lay employees a [living wage](#). Congregations are also required to pay all applicable taxes. Employees who use their personal vehicle for business purposes shall be reimbursed at the applicable IRS rate.

### Recommended Salary Adjustment:

2020 Cost of Living Increase    2.5%

### Mandatory Retirement Benefits

Lay employees scheduled to work at least 1,000 hours per year must be offered retirement benefits. One of the following options may be offered, at the employer's option:

- 1) Enrollment in the Lay Defined Benefit Plan: assessment equivalent to 9% of employee's salary. 5-year vesting period.
- 2) Enrollment in the Lay Defined Contribution Plan: employer contribution equivalent to 5% of employee's salary, plus a dollar for dollar match of employee contributions, up to 4% of salary. Immediate vesting.

Employers may be more generous, within legal limits.

### Mandatory Medical Benefits

Lay employees scheduled to work at least 1,500 hours per year must be offered medical insurance benefits at terms identical to those provided diocesan clergy.

### Optional Benefits

Employers may offer lay employees scheduled to work 20 hours per week life and disability insurance, which may be employer or employee paid.

### Employment Non-Discrimination

It is Diocesan policy that equal employment opportunities be available to all without regard to race, sex, age within statutory limits, color, national origin, sexual orientation, gender identity, citizenship status, HIV status, or disability. This policy applies to all employees and applicants for employment and to all phases of employment, including hiring, placement, promotion, demotion, transfer, recruiting, advertising, treatment during employment, rates of pay or other forms of compensation, selection for training, and termination of employment.