

September 18, 2020

TO: Parochial Clergy, Wardens, Administrators, Staff, Treasurers and Finance Leaders  
CC: Diocesan Council, Human Resource Committee & Diocesan Staff  
FROM: Todd Rubiano & Kristy Estey  
**RE: 2021 Compensation Policy & Budgeting Guidelines**

### **SALARY & LABOR LAW CHANGES:**

Enclosed are salary ranges established for clergy and lay staff positions in 2021. Vestries should carefully review job descriptions for all *lay staff* positions to verify full compliance with Federal & State laws regarding minimum wage, over-time compensation requirements and the criteria for defining positions as either “Exempt” or “Non-exempt”.

Annual salary reviews are critical to retaining & recruiting the best staff. Each year, Vestries should review staff performance (relative to expectations and salary range) and make appropriate salary adjustments that move compensation for experienced, well performing staff towards the upper half of their respective salary range. **The most recent local wage surveys indicate that increases of 2-3% are appropriate for staff in 2021.**

**Increases to both the [NYS minimum wage](#) (\$12.50) and minimum exempt salary (\$937.50 per week or \$48,750 annually) go into effect 12/31/20.** Please keep in mind that there is no such thing as a “part-time”, exempt position. And, all employees, no matter how part-time, should be on a payroll service and must receive a W-2.

**Starting January 1, 2021, the [NYS Paid Family Leave](#) wage replacement benefit increases to 67%** of the employee’s average weekly wage, up to a cap of **\$971.61** (which is 67% of the current Statewide Average Weekly Wage of \$1,450.17). The number of weeks eligible employees can take under the NYS Paid Family Leave law increases to **12 weeks** for 2021. The contribution rate for employees will also increase in 2021 to **0.511%** of gross wages, up to the current Statewide Average Weekly Wage of \$1,450.17, with a maximum annual employee contribution of **\$385.34**.

### **HEALTH INSURANCE:**

For 2021, we will offer the same array of medical & dental plans from Anthem Blue Cross Blue Shield (BCBS) and CIGNA. Our **minimum employer medical insurance subsidies** for 2021 will increase by about 3.3% for all coverage *Types*, except *Family* coverage, which will increase by 7%, in order to bring *Family* medical coverage into equal balance with all other coverage types. The employer medical subsidy will be 90% of the lowest cost plan offered, for all coverage types in 2021.

This year’s **Annual Enrollment period is 10/28/20 - 11/18/20**. This is the time for all employees to carefully consider which plans provide the best balance between coverage and cost. Complete information regarding health plan coverage, premiums and all open enrollment details will be distributed in early October.

**2021 PARISH APPORTIONMENT:**

[Enclosed is a chart of 2021 apportionments](#) included in our proposed operating budget. Additional details regarding apportionment rates, income ranges and “caps and floors” may be found under the Convention section of the Diocesan website.

Please feel free to contact us with any questions or concerns on any of these items.

Best regards,

Todd & Kristy

**CLERGY SALARY RANGES:**

The Diocesan Clergy Salary Ranges for 2021 remain unchanged from 2020, based on the most recent clergy compensation survey provided by the Church Pension Group (CPG) and analysis of peer diocese completed by the HR Committee, Bishop & Staff.

<i>2021 Clergy Salary Ranges by Church Size</i>	ASA:	Family 0-75	Pastoral 76-140	Transitional 141-224	Program 225-399	Resource 400+
<b>SALARY RANGE:</b>						
<i>HI</i>		\$ 69,000	\$ 87,000	\$ 105,000	\$ 123,000	\$ 141,000
<i>Midpoint</i>		\$ 57,500	\$ 72,500	\$ 87,500	\$ 102,500	\$ 117,500
<i>LOW</i>		\$ 46,000	\$ 58,000	\$ 70,000	\$ 82,000	\$ 94,000

- All ¼, ½, ¾ time positions are calculated as a % of the relative full-time position shown above.
- For clergy serving multiple congregations, use aggregate parish ASA to determine church “size”.
- Salaries for Lay Pastoral Leaders, Associates & Assistants are dependent on several unique factors and should be determined in consultation with the Bishop’s Staff.
- Salary ranges *include housing allowance* but DO NOT include: Allowances for SECA taxes, pension contributions, health benefits or reimbursement for expenses (see example below):

<b>EXAMPLE:</b>			
Salary (includes cash housing allowance):		\$	<b>50,000</b>
Allowance for SECA @	15.3%	\$	<u>7,650</u>
<b>Total Cash Compensation</b>		\$	<b>57,650</b>
<b>Benefits:</b>			
Pension, Life & Dis. Ins. (CPF)	18.0%	\$	10,377
Contribution to Medical Ins.		\$	7,380 <i>Single</i>
Contribution to Dental Ins.		\$	228 <i>Single</i>
<b>TOTAL COMPENSATION:</b>		\$	<b>75,635</b>

- If a rectory is provided, the parish must obtain an estimate of the fair market value (FMV) for rental of the property and may then reduce cash salary by that amount. Please note that the calculation for clergy pension changes when a rectory is provided.

**SUPPLY CLERGY RATES:** Rates for Supply Clergy are as follows:

- One Saturday or Sunday main Eucharist      \$150
- Two Saturday or Sunday main Eucharist      \$175
- Three main Eucharist services                \$200
- Mid-week other than main Eucharist         \$ 85

In addition, supply clergy should be reimbursed for mileage from home to the church and back at the IRS standard mileage rate.

**IRS MILEAGE RATES:** The current IRS standard mileage rate is 57.5 cents per mile. We will communicate changes as they are announced.

**WAGES FOR LAY PARISH EMPLOYEES:**

Wage ranges for lay staff positions are difficult to standardize due to the wide variety of job descriptions, education, skills and experience in these positions. In addition, there are geographic differences in the local job markets across the Diocese. The hourly wage rates below are structured to accommodate for these variances. Supervisors should clarify job descriptions/expectations and then use local data sources to align compensation for each specific role with that of the local community.

The chart below has been updated to keep pace with changes in the minimum wage and provides pay ranges that are appropriate for our area. Depending on the job requirements (education, skills & abilities) and local prevailing wages, positions may be categorized as Level I, II or III. Depending on individual experience and performance, compensation will vary from “Low” to “High”. The wage rates below DO NOT include payroll taxes or any other health & pension benefits.

**Hourly Wage Range for Administrative & Maintenance Staff:**

	Low	Mid-pt.	High
L-I	\$13.00	\$16.00	\$19.00
L-II	\$14.50	\$18.50	\$22.50
L-III	\$16.00	\$21.00	\$26.00

**Substitute Organists:                \$95.00 - \$125.00 per Sunday**

**LAY PENSION BENEFITS:**

[Resolution A138 of the 2009 General Convention](#) requires that all lay employees scheduled to work 1,000 hours or more annually be provided with a lay pension plan administered and designed by The Church Pension Fund (CPG). For Defined Contribution Plans (DC), employers must contribute not less than 5% of the employee’s compensation AND also match (on a dollar-for-dollar basis) not less than 4% of compensation. Therefore, an employee that contributes 4% of their own pay would receive another 9% from the employer, for a total contribution of 13%. **This resolution forms the minimum requirement that applies to all employers within the Diocese of Rochester.**

Effective 01/01/15, the Diocese recommended that all employers contribute 8% of the employee's salary as the *employer base contribution* and up to an additional 4% *employer matching contribution*. This formula results in a 12% maximum employer contribution for employees that contribute 4% or more to their own plan. Employers may elect to "migrate" to this higher level of benefit by changing the base contribution by 1% point, per year until they reach 8% *employer base contribution*, while still maintaining the 4% *employer matching contribution*.

**MEDICAL & DENTAL INSURANCE:**

The 77th General Convention reaffirmed that **all parishes and missions are to be enrolled in the Episcopal Church Medical Trust** and that **parity in cost-sharing shall be achieved between clergy and lay employees by December 31st, 2015**. All lay and clergy employees *scheduled to work 1,500 hours or more annually* must be offered these health insurance benefits.

**2021 MINIMUM EMPLOYER MEDICAL SUBSIDY (Full-time employees):**

	Single	Plus Spouse	Plus Child	Family
Monthly	\$615	\$1,230	\$1,105	\$1,845
Annual	<b>\$7,380</b>	<b>\$14,760</b>	<b>\$13,260</b>	<b>\$22,140</b>

The Diocese continues to use the same eligibility requirements used for dental insurance and medical insurance (as noted above). The minimum employer dental subsidy is equal to 50% of the lowest cost dental plan offered for single, two person or family coverage.

**2021 MINIMUM EMPLOYER DENTAL SUBSIDIES (Full-time employees):**

	Single	Plus Spouse	Plus Child	Family
Monthly	\$19.00	\$38.00	\$34.00	\$57.00
Annual	<b>\$228</b>	<b>\$456</b>	<b>\$408</b>	<b>\$684</b>

- Employees are responsible to pay the difference in cost between the medical/dental plan they select (below) and the employer subsidy (above).
- The employer subsidy may be pro-rated for part-time employees, based on the full-time subsidies shown above.
- Increasing benefits above the prorated amount is at the discretion of the Parish.
- Cost sharing for both Medical and Dental insurance must be the same for all eligible lay and clergy employees.

MEDICAL PLANS - monthly premiums:	Single	Plus Spouse	Plus Child	Family
Anthem BCBS BlueCard PPO 100	\$842	\$1,686	\$1,517	\$2,529
Anthem BCBS BlueCard PPO 90	\$753	\$1,506	\$1,355	\$2,259
Anthem BCBS BlueCard PPO 80	\$683	\$1,366	\$1,229	\$2,049
Anthem BCBS CDHP	\$616	\$1,232	\$1,109	\$1,848
PLUS: Employer H.S.A. contribution:	\$75	\$150	\$135	\$225

**DENTAL Plans - monthly premiums:**

	<b>Single</b>	<b>Plus Spouse</b>	<b>Plus Child</b>	<b>Family</b>
CIGNA - Preventative Dental	\$38.00	\$76.00	\$68.00	\$114.00
CIGNA - Basic Dental 50/150	\$47.00	\$94.00	\$85.00	\$141.00
CIGNA - Dental & Ortho 25/75	\$65.00	\$130.00	\$117.00	\$195.00

**For employees 65 or over (who are eligible for Medicare), Federal regulations require that employers offer the same medical insurance plans to these employees, if they are scheduled to work a minimum of 1,000 hours annually OR are paid more than \$684 per week.** The employee may decline coverage if, for example, they are covered under a spouse's employer. However, employers may not provide any incentives for the employee to refuse coverage (i.e. paying for alternative medical coverage). Any such payments may violate IRS regulations. If an employee has a legitimate basis for declining coverage, they should sign a waiver doing so.

**MSP PLANS - monthly premiums:**

	<b>Single</b>	<b>Plus Spouse</b>	<b>Plus Child</b>	<b>Family</b>
<b>Medicare Secondary Payer (MSP) Plans:</b>				
Anthem BCBS BlueCard MSP PPO 100	\$674	\$1,348	\$1,213	\$2,022
Anthem BCBS BlueCard MSP PPO 90	\$602	\$1,204	\$1,084	\$1,806
Anthem BCBS BlueCard MSP PPO 80	\$547	\$1,094	\$985	\$1,641

**GROUP LIFE INSURANCE:**

Clergy who are active participants in the Church Pension Fund (CPF) receive life insurance coverage of up to \$150,000, provided that all pension assessments are paid. If a priest is not canonically resident in a diocese of the Episcopal Church and cannot participate in the Church Pension Fund, the congregation is required to purchase the same level of coverage as that provided by CPF.

Group Life Insurance up to \$50,000 is available to lay parish staff through the Diocesan group policy with Church Insurance. Please contact Kristy Estey for coverage and cost information.

**NYS PAID FAMILY LEAVE & DISABILITY INSURANCE:**

Under the New York State Paid Family Leave Law (NYS PFL) eligible employees can take up to 12 weeks of paid leave in 2021 to bond with a new child, care for a sick family member, or assist loved ones when a family member is deployed abroad on active military service.

The NYS PFL benefit rate will increase to 67% of an employee's average weekly wage, up to the weekly maximum of \$971.61, for a maximum of 12 weeks (subject to the 52-week lookback). The weekly maximum benefit rate is based on 67% of the state's average weekly wage of \$1,450.17 for 2021.

The contribution rate for employees will also increase in 2021 to 0.511% of gross wages. The maximum annual employee PFL contribution for 2021 will be \$385.34.

Employers may elect to cover this cost. However, employers are still responsible to pay premiums for the related insurance coverage. Each parish should work directly with their disability insurance carrier to implement this coverage and then confirm appropriate withholding with their payroll services provider.

***IMPORTANT NOTE:*** **Clergy are not covered by this law**, and therefore should not participate in any payroll withholding for NYS Paid Family Leave. Clergy are also exempt from mandatory New York State Disability Insurance (NYSDI). All other parish staff must be covered by NYSDI.

Clergy who are active participants in the Church Pension Fund receive short term disability coverage (up to 12 months) provided that all pension assessments are paid. If a priest is not canonically resident in a diocese of the Episcopal Church and cannot participate in the Church Pension Fund, the congregation is required to purchase the same coverage as that provided by CPF.

In addition, ALL clergy and lay staff should consider their individual need for additional short and long-term disability coverage as part of their personal financial planning.