

EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA
FULL-TIME CLERGY :: MINIMUM COMPENSATION TABLE 2025-2026

Inflation Adjustment: 12 Months ending March 2025

2.4%

	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA
YEARS ORDAINED (ACTIVELY SERVING)	0-4 Years	0-4 Years	5-9 Years	5-9 Years	10-19 Years	10-19 Years	20 Plus Years	20 Plus Years
COMPENSATION ITEM								
Stipend / Base Salary	\$46,664	\$47,784	\$56,112	\$57,458	\$64,523	\$66,071	\$73,855	\$75,628
Housing Allowance Allocation (Standard 30%)	\$13,999	\$14,335	\$16,834	\$17,238	\$19,357	\$19,821	\$22,157	\$22,688
Total Core Compensation	\$60,663	\$62,119	\$72,945	\$74,696	\$83,880	\$85,893	\$96,012	\$98,316
Social Security Offset	\$5,025	\$5,146	\$6,043	\$6,188	\$6,948	\$7,115	\$7,953	\$8,144
Total Cost of Compensation	\$65,688	\$67,265	\$78,988	\$80,884	\$90,828	\$93,008	\$103,966	\$106,461
Pension Contribution @ 18%	\$11,824	\$12,108	\$14,218	\$14,559	\$16,349	\$16,741	\$18,714	\$19,163
Professional Expenses (Prorate for 3/4, 1/2, or 1/4 time)	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Continuing Education (Not prorated)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
Est. Workers Comp.	\$716	\$733	\$861	\$882	\$990	\$1,014	\$1,133	\$1,160
Total Cost of Employment (NOT INCLUDING MEDICAL INSURANCE)	\$84,478	\$86,355	\$100,317	\$102,574	\$114,417	\$117,013	\$130,063	\$133,034
Medical - PPO 70								
Single	\$11,112	\$12,240	\$11,112	\$12,240	\$11,112	\$12,240	\$11,112	\$12,240
Clergy + Spouse/Partner	\$22,224	\$24,480	\$22,224	\$24,480	\$22,224	\$24,480	\$22,224	\$24,480
Single + 1 Child	\$20,004	\$22,032	\$20,004	\$22,032	\$20,004	\$22,032	\$20,004	\$22,032
Family	\$33,336	\$36,720	\$33,336	\$36,720	\$33,336	\$36,720	\$33,336	\$36,720
Basic Dental - Now provided by Delta Dental								
Single	\$720	\$336	\$720	\$336	\$720	\$336	\$720	\$336
Clergy + Spouse/Partner	\$1,440	\$672	\$1,440	\$672	\$1,440	\$672	\$1,440	\$672
Single + 1 Child	\$1,296	\$600	\$1,296	\$600	\$1,296	\$600	\$1,296	\$600
Family	\$2,160	\$1,008	\$2,160	\$1,008	\$2,160	\$1,008	\$2,160	\$1,008

Updated 9/3/2025 - CL - V1