Proposed Resolution
Concerning Clergy Compensation Guidelines
In the Diocese of Long Island

BE IT RESOLVED that the 160th Convention of the Episcopal Diocese of Long Island recommends that the base minimum compensation for 2027 include a 3.5% Cost of Living increase, in accordance with the following table:

CATEGORY	RECTORS, INTERIMS, PRIESTS-IN-CHARGE, VICAR	CURATES
BASE MINIMUM FULL TIME CASH SALARY	$64,691	$54,986
	All Full-time clergy MUST be paid at least minimum salary	
CASH HOUSING ALLOWANCE	**50% of Minimum Cash Salary** Only where **NO** church housing is provided (includes utilities)	
SECA OFFSET	$4,949	$4,206
	7.65% of Salary & Cash Housing Allowance (where applicable)	
REIMBURSABLE AUTOMOBILE and TRAVEL RELATED EXPENSES	Reimbursement of automobile and business-related expenses is to be made under accountable expense reimbursement plans to be adopted by vestries in accordance with IRS criteria and the *Manual of Business Methods in Church Affairs* which has been the canonical standard in the Diocese of Long Island since 1997. Appropriate amounts are to be included in parish budgets.	
UTILITIES	Congregations are to cover the cost of utilities in church provided housing. Where no church housing is provided, the 50% Cash Housing Allowance above includes utilities. **Utilities = gas, heat, electric, water, Internet and telephone**	
PENSION ASSESSMENT	18% of Total Base Compensation as defined by the Church Pension Fund	
LIFE INSURANCE ($50,000 Group Term)	$456.00 (In addition to the $150,000 coverage provided at no cost by CPF to active clergy)	
NYS Sick & Safe Leave	Eff. 1/1/2021, NYS mandates all employees are provided one (1) hour paid time off for every thirty (30) hours worked for a maximum of forty (40) hours per year. Diocesan employees are provided with six (6) days/yr for Full-time and three (3) days/yr for Part-time. Visit www.dol.ny.gov	
MEDICAL & DENTAL INSURANCE PREMIUMS **(12.98%-13.04% increase in medical premiums for 2027)**	100% of the premium costs for adequate medical and dental coverage for clergy and their dependents. Anthem BCBS BlueCard PPO 90 or CIGNA PPO 90 (medical) and Aetna DMO (dental) plans are considered adequate coverage. **Congregations are not required to contribute more than these rates.** Clergy receiving medical beneifits from an outside source (e.g. spouse, secular employment) will be enrolled in the **Employee Assistance Program*** through the Episcopal Church Medical Trust (cost to the congregation is $48/annum).	
HOUSING EQUITY ACCOUNT - (RSVP)	A *Housing Equity Account* is to be established for clergy living in church-provided housing using the RSVP product of the Church Pension Fund in accordance with a Standing Resolution of the Diocesan Convention. The annual amount to be contributed is 3% of the sum of the clergy's cash salary, social security offset, utilities and 30% calculated housing, which should include all taxable cash compensation and is determined by the Church Pension Fund.	
PARENTAL LEAVE OF ABSENCE	**Birth of a Child** - Primary childcare parent to receive **12 weeks'** paid leave. Non-primary childcare parent to receive 2 weeks' paid leave. Employee giving birth should submit a claim for short term disability thru AFLAC, which will reimburse the employer for 70% of the cleric's total compensation figure (up to $1,000/week) for up to 12 weeks from the date of the baby's birth. **Adoptive parents** will receive the same time off with pay as a birth parent but will not be entitled to file a disability claim. If Employer enrolled Clergy in NYS Paid Family Leave **(PFL), which is not mandated,** then they can take an additional **12 weeks (without pay)**, and the primary care parent will receive 67% of their compensation through the vendor. **Total minimum time available is 12 weeks disability + possibly 12 weeks PFL = 24 weeks**	
VACATION	One month (to include 5 Sundays) and the weekdays following Christmas and Easter	
SABBATICAL LEAVE	3 months full base package following 6 years of continual service in a parish or institution of the diocese for the purpose of study, rest and renewal. Upon completion of a sabbatical a clergyperson must remain in his or her current position for minimally one year.	
SPIRITUAL RETREAT, DIRECTION AND REFLECTION TIME	8 days (including 1 Sunday) for an annual spiritual retreat; and one day per month for spiritual direction	
CONTINUING EDUCATION EXPENSE and LEAVE	$2,000 and 6 days per year (in addition to vacation); George Mercer School will provide additional programs to clergy of parishes in which this cost presents a financial burden.	
SUPPLY CLERGY: $250.00 per service, plus reimbursement at the standard mileage rate established by the IRS for business mileage (**currently .76 cents** - to be updated December 2026) **OR** Actual Cost if public transportation is used).		

BE IT FURTHER RESOLVED that the COLA shall be the basis for annual compensation conversations with all continuing clergy having already completed at least one full year of service at their present cure.

* **Employee Assistance Program** addresses the emotional, phyisical, family and legal needs of the clergy and their dependents in the form of immediate help, referrals and resources.

Submitted by Diocesan Council