PROPOSED RESOLUTION 2026-R3

Concerning Lay Employee Compensation Guidelines in the Diocese of Long Island

BE IT RESOLVED that this 160th Convention of the Episcopal Diocese of Long Island recommends that Lay Employee's Compensation for 2027 be increased by 3.5%, where financially viable.

CATEGORY	
MINIMUM CASH SALARY	Can not be paid less than **seventeen dollars ($17.00)** per hour and consideration should be made for experience and length of service. Hourly employees are entitled to overtime (1.5 of hourly rate) for all hours worked over 40 in any given week. Salaried (overtime exempt) employees must earn at least **$66,300 in 2027** to remain exempt from overtime pay. All Sexton's and Organists do not meet the requirements for Independent Contractors (1099) and should be W2 employees.
SECA	7.65% of Salary (per IRS requirements)
REIMBURSABLE EXPENSES	Non-taxable reimbursement of travel and out-of-pocket business-related expenses are to be made in a timely manner and in accordance with IRS guidelines. Current standard mileage rate, determined by the IRS annually, is **$.76**. Last updated July 2026.
DISABILITY	MANDATED: NYS Disability AND Paid Family Leave (currently provided by Standard Security) AND Worker's Compensation (billed thru Church Insurance). OPTIONAL: Short and Long-Term disability provided thru the Medical Trust and administered thru Aflac. All disability premiums should be Employer Paid.
LAY PENSION	Mandated by General Convention effective 1/1/2013. All lay employees hired to work 20 or more hours per week must be provided with Lay Pension at a minimum 9% employer contribution. This can be divided between employer contribution and employer match but base contribution must not be less than 5%.
LIFE INSURANCE	Available through Church Life Insurance. Can be employer or employee paid benefit. Value of life insurance is double the annual salary to a maximum of $50,000
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. Diocese 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)	Mandated by General Convention, effective 1/1/2013, all Lay employees hired to work 20 or more hrs per week must be provided with medical and dental benefits through the Medical Trust. Who pays for the premiums (employer or employee or a combination) is left to the decretion of each church, based on finances, but must be provided to all equally. Plan information and cost are available at www.dioceseli.org. *ALL ELIGIBLE EMPLOYEES SHOULD BE ENROLLED IN THE Employee Assistance Program.
PARENTAL LEAVE OF ABSENCE	**Birth of a Child** - Primary childcare parent to receive **8 weeks'** paid leave. Non-primary childcare parent to receive 2 weeks' paid leave. Employee giving birth should submit a claim for NYS disability, which will reimburse the employee for 66.67% of the employee's total compensation figure (up to $1500/week) for up to 8 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. NYS Paid Family Leave **(PFL)** can then be taken for an additional **12 weeks**, and the primary care parent will receive 67% of their salary up to $1,228.53 per week through the vendor. Salary will not be paid by Employer during PFL but position held and benefits continued.**Total minimum time available is 8 weeks disability + 12 weeks PFL = 20 weeks**
VACATION	Generally vacation time is allotted based on years of employment. 2 weeks in year one (if start date is prior to June 1st), 3 weeks in year two & three; finally, 4 weeks in year four and beyond. Part-time employees get 2 weeks without any increase over time.
SABBATICAL LEAVE	Currently there is no set sabbatical leave for lay employees, but it is being looked into.
The COLA shall be the basis for compensation converstions with all continuing Lay employees having already completed at least one full year of service. Diocesan practices are to address salary increases on an every other year basis. This resolution is a guideline and not a mandated salary increase.	
* **Employee Assistance Program** addresses the emotional, phyisical, family and legal needs of employees and their dependents in the form of immediate help, referrals and resources.	
Diocesan Payroll Service	**Currently 90% of our church employees are paid through the Payroll Service. The primary benefits are receiving the lowest rates available and applicable regulatory requirements are covered. Additional employee benefits are Flexible Spending Account, Transportation Fringe Benefit, Aflac Supplemental Insurance, Plum Entertainment Discounts. Additional benefit info available at www.dioceseli.org.**

Submitted by Diocesan Council