

# Just Practices of Compensation

Eileen Cull Valdez  
September 27, 2019

# Why implement the process?

- ▶ Helps to educate:
  - ▶ Pastors
  - ▶ Finance Councils
  - ▶ Pastoral Councils

The responsibilities of the Church

The responsibilities of the employee

The value of work

The value of the worker

# Components of the Process

- ▶ Job Descriptions
- ▶ Job Analysis
  - ▶ Job Factors
  - ▶ Score Sheet
  - ▶ Classification System
- ▶ Salary Ranges

# Job Analysis

## ▶ Factors (8) and Levels (6)

- ▶ 1 Responsibility to Represent the Church and/or to Model Its Mission
- ▶ 2 Job Knowledge
- ▶ 3 Leadership
- ▶ 4 People Skills
- ▶ 5 Supervision of Others
- ▶ 6 Confidentiality
- ▶ 7 Mental Demands
- ▶ 8 Physical Requirements

# How do I compensate employees?

- ▶ Job Analysis Score Sheet
- ▶ Salary System

# Next Steps

- ▶ Who's interested?
- ▶ Regional Meetings
  - ▶ Parishes with schools
  - ▶ Parishes without schools
- ▶ Let me know:
  - ▶ [evaldez@dmdiocese.org](mailto:evaldez@dmdiocese.org)

# QUESTIONS