

Diocese of Des Moines
COMPENSATION FOR ACTIVE PRIESTS
July 2024 through June 2027

February 2024

Dear Fathers:

The Presbyteral Council has recommended a priest compensation plan that would be effective for fiscal years 2024-2025-2026. Their recommendation was made to the bishop after a review of historical data and consideration of the current economic environment. The following plan is to be implemented July 1, 2024.

Please note there are increases to the priest salary and communication expenses. The Fall Priest workshop will now be covered by the parish/institution and **not** count against the annual continuing education expense.

Finally, the monthly allowance for Mass stipends is raised to \$250.00 dollars.

ACTIVE PRIESTS

It is the responsibility of each priest to bring this information to those responsible for providing his compensation.

Salary

<u>Years Ordained</u>	<u>2024-2025</u>	<u>2025-2026</u>	<u>2026-2027</u>
	Annually	Annually	Annually
0 to 4 years	<u>\$42,898</u>	<u>\$43,756</u>	<u>\$44,631</u>
5 to 9 years	<u>\$43,299</u>	<u>\$44,165</u>	<u>\$45,049</u>
10 to 14 years	<u>\$43,714</u>	<u>\$44,588</u>	<u>\$45,480</u>
15 to 19 years	<u>\$44,129</u>	<u>\$45,011</u>	<u>\$45,912</u>
20 to 24 years	<u>\$44,544</u>	<u>\$45,434</u>	<u>\$46,343</u>
25 to 29 years	<u>\$44,971</u>	<u>\$45,871</u>	<u>\$46,788</u>
30 to 34 years	<u>\$45,399</u>	<u>\$46,307</u>	<u>\$47,233</u>
35+ years	<u>\$45,827</u>	<u>\$46,743</u>	<u>\$47,678</u>

Housing

Parishes will provide housing to their priests based on the Priest Housing Policy approved on March 1, 2009. See **Section 11 Living And Working Arrangements For Priests** regarding priests living offsite. This may take the form of providing the living space or providing a housing allowance. The priest and the Parish Finance Council

should determine the fair market value before the start of each calendar year of this benefit for the priest for use in filing his tax return. The approval of the allowance by the Finance Council should be documented in the minutes of the meeting and in a separate letter provided to the priest and signed by the Council Chair. The Diocesan Finance Office can, upon request, provide additional materials dealing with accounting and tax consideration as it applies to the housing schedule.

Household

The normal household expenses that are covered include laundry needs, kitchen supplies, bathroom supplies, (this does not include personal grooming items), bedding, newspaper, everyday household items (does not include large expenditures such as furniture and appliances). Up to **\$350.00 per month** can be spent on communication technology which includes cell phone (available to parishioners in emergencies), high speed internet and basic cable TV, if applicable. This is not a complete list, and it may vary somewhat from parish to parish.

Continuing Education/Retreat Allowance

The continuing education allowance is for the benefit and growth of the priest and would not include reimbursement of expenses for teaching others.

Each priest will be allowed to receive an annual allowance for continuing education and retreats. This amount is to be paid by the parish or institution. Up to \$400 of this allowance may be used for books, periodicals, audiovisual, or other resources for priestly formation. For the 2024 fiscal year, the total allowance amount will be **\$2800**. Receipts and documentation are to be submitted to receive reimbursement for these expenses. Materials, food, lodging, and travel costs for courses/retreats are permissible expenses, but any international travel needs to be approved in advance by the bishop. The document of approval from the bishop should be included with the receipts and documentation for all expenses submitted for reimbursement.

The expenses (registration, hotel) for the Fall Priest Workshop are **in ADDITION** to the Continuing Education/Retreat Allowance. For the hotel expense to be reimbursed by the parish/institution, the registration is required to be made through the hotel that is hosting the Fall Workshop. Expense for staying at another hotel is non-reimbursable.

403B Plan

The 403B Plan continues in accord with IRS regulations. All priests should be enrolled in the diocesan retirement plan through Christian Brothers Retirement Services. No other plans may be used for the payroll deduction and parish matching retirement program. The Parish/School/Diocese will match 50% of your contribution up to 8% of gross salary. This arrangement is subject to future changes in diocesan policy.

Example 1,

Priest Salary	\$40,000		
Employee Contribution	8%		\$3,200
Employer Contribution	50% of 8%	4%	\$1,600
Total			\$4,800

<u>Example 2</u>	Employee Contribution		6%	\$2,400
	Employer Contribution	50% of 6%	3%	\$1,200
	Total			\$3,600

<u>Example 3</u>	Employee Contribution		10%	\$4,000
	Employer Contribution	50% of 8% MAX	4%	\$1,600
	Total			\$5,600

Weekend / Weekday / Communal Reconciliation Assistance

Retired priests and those in specialized ministry (teachers, chaplains, etc.) who provide weekend assistance are to be reimbursed at the rate of \$90 for the first Mass and \$60 for each additional Mass. Mileage is to be paid at the current IRS rate (\$0.67 per mile for 2024). If the coverage is provided by a religious community outside the diocese, the stipend is to be negotiated with the respective order. If the coverage is provided by an active priest the stipend (if arranged for) should be provided to his parish/employer.

In addition, retired priests and those in specialized ministry who provide weekday Mass assistance are to be reimbursed at the rate of \$40.00 plus mileage. Reimbursement for assistance at a Communal Reconciliation Service is at the rate of \$75.00.

Mass Stipends

The Mass stipend is a free will offering to be retained by the priest who offers the Mass, except when the priest elects to take **\$250 per month** and give the parish /institution all of the Mass stipends. These stipends are to be included in taxable wages.

Stole Fees

Offerings for weddings, funerals and baptisms belong to the parish. The exception to this is that retired priests, those in specialized ministry, and priests from outside the diocese may retain the stipend.

Car Allowance

There is no separate car allowance. Any priest who submits monthly will be reimbursed for the business mileage at the current rate allowed by the IRS of \$0.67 per mile (2024

IRS rate). Future IRS rate changes will be communicated to the parish/institution by the diocese.

Health Insurance

Health insurance costs for each priest are covered by the diocesan health insurance policy. The average annual cost per priest for 2023-2024 is \$9600.00. At the present time, 40% of the health care premium is paid by the Priest Medical endowment held at the Catholic Foundation of Southwest Iowa and 60% is paid by the Annual Diocesan Appeal. As the costs of health insurance increase substantially each year this is an added expense that each parish/institution does not have to incur for each priest. Thus, through the diocese, this is part of the overall compensation package for the priests of the Diocese of Des Moines.

Good Stewardship

In a spirit of good stewardship, priests should think of themselves as temporary residents within the parish they serve. Each priest follows a previous resident, and a brother priest will follow him in the residence he currently occupies. Thus, care regarding smoking and pets is expected. Cleanup of any residual signs of either smoking or pets or abnormal wear and tear will be the expense of the priest responsible, and not either the parish or the priest succeeding him.

Parish bookkeeping must substantiate the above salary arrangements. If there are special circumstances that require a variance from this schedule, such as additional allowances for food or other needs, please request approval through the office of the Vicar General.

Thank you for your generous and effective ministry.

Sincerely yours in Christ,



Rev. Michael A. Amadeo
Vicar for Clergy