

MANDATORY SALARY MINIMUMS - PARISH LAY EMPLOYEES
 2020 PAY SCALES FOR PARISHES IN THE DIOCESE OF OAKLAND

MINISTRY STAFF (EXEMPT) JOB SERIES

	M-1	M-2	M-3	M-4	M-5	M-6
ANNUAL RATE (12 months, 40 hour week)						
Minimum	43,272	45,266	50,702	56,788	65,320	77,054
Midpoint	51,987	56,581	63,343	70,966	81,605	96,305
Maximum	60,666	67,924	76,038	85,170	97,970	115,555
HOURLY RATES (Based on 40 hour week)						
Minimum	20.81	21.76	24.37	27.31	31.41	37.04
Midpoint	24.99	27.20	30.45	34.12	39.24	46.30
Maximum	29.16	32.66	36.56	40.95	47.10	55.56

SUPPORT STAFF (NON-EXEMPT) JOB SERIES

	Student Help	S-2	S-3	S-4	S-5	S-6
HOURLY RATES						
Minimum	14.15	14.48	16.37	18.82	21.76	25.30
Midpoint	14.15	17.05	19.26	22.13	25.70	29.79
Maximum	14.15	19.63	22.13	25.47	29.54	34.26
ANNUAL RATE (12 months, 40 hour week)						
Minimum		30,122	34,040	39,138	45,267	52,624
Midpoint		35,459	40,051	46,037	53,441	61,951
Maximum		40,820	46,037	52,984	61,447	71,255

2.5% COLA increase for 2020

PER-SERVICE MUSICIANS STIPEND GUIDELINES

(2020 SCALE . Represents 2.5% COLA Increase)

PER-SERVICE PAYMENT OF SUBSTITUTE OR ADDITIONAL MUSICIANS

Since the amount of skill and training varies greatly among musicians, the following serves as a guide upon which parishes may base their payments.

A simple service is one where no choir, soloist, or other additional instrumentalists are involved and liturgical planning and/or rehearsal time does not exceed one-half hour before Mass.

A choir rehearsal would normally require up to two hours of the musician's time.

A special service may involve the hiring of additional music ministers for a single service (such as a special celebration, Easter Vigil, Christmas). On these occasions, additional musicians may be needed as instrumentalists, cantor/song leaders, choir directors, ensemble leaders, or principal organists.

	Liturgical Musician	Music Director I	Music Director II
	Basic Skill	Advanced Skill	Proficient Skill
Simple Service	82 - 120	120 - 163	163 - 201
Service with choir	120 - 163	158 - 201	201 - 243
Choir Rehearsal	66 - 97	94 - 128	128 - 163
Additional Service per Trip	66 - 97	94 - 128	128 - 163
Special Service	82 - 163	158 - 283	283 - 323

FUNERAL, WEDDING AND ETHNIC CELEBRATION STIPENDS

The musician should be paid according to the stipend schedule which follows. The parish should make the family aware of the appropriate stipend.

	Liturgical Musician	Music Director I	Music Director II
	Basic Skill	Advanced Skill	Proficient Skill
Base Fee with One Consultation	82 - 163	163 - 244	244 - 323
Wedding Rehearsal	+ 50	+ 66	+ 82
Rehearsal with Cantor or Soloist	+ 50	+ 66	+ 82
Rehearsal with Other Instrumentalists	+ 50	+ 66	+ 82
Extra rehearsal with Other Musicians	+ 50	+ 66	+ 82