## Mandatory Salary Minimums - Parish Lay Employees

2022 Pay Scales for Parishes in the Diocese of Oakland

### Ministry Staff (Exempt) Job Series

<table>
<thead>
<tr>
<th>ANNUAL RATE (12 months, 40 hour week)</th>
<th>M-1</th>
<th>M-2</th>
<th>M-3</th>
<th>M-4</th>
<th>M-5</th>
<th>M-6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>46,119</td>
<td>48,243</td>
<td>54,037</td>
<td>60,523</td>
<td>69,618</td>
<td>82,123</td>
</tr>
<tr>
<td>Midpoint</td>
<td>55,406</td>
<td>60,303</td>
<td>67,510</td>
<td>75,634</td>
<td>86,974</td>
<td>102,640</td>
</tr>
<tr>
<td>Maximum</td>
<td>64,656</td>
<td>72,392</td>
<td>81,040</td>
<td>90,773</td>
<td>104,415</td>
<td>123,157</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>HOURLY RATES (Based on 40 hour week)</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>22.17</td>
<td>26.64</td>
<td>31.08</td>
</tr>
<tr>
<td>Midpoint</td>
<td>23.19</td>
<td>28.99</td>
<td>34.80</td>
</tr>
<tr>
<td>Maximum</td>
<td>25.98</td>
<td>32.46</td>
<td>38.96</td>
</tr>
</tbody>
</table>

### Support Staff (Non-Exempt) Job Series

<table>
<thead>
<tr>
<th>HOURLY RATES</th>
<th>Student Help</th>
<th>S-2</th>
<th>S-3</th>
<th>S-4</th>
<th>S-5</th>
<th>S-6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>15.06</td>
<td>15.06</td>
<td>17.44</td>
<td>20.05</td>
<td>23.19</td>
<td>26.96</td>
</tr>
<tr>
<td>Midpoint</td>
<td>15.06</td>
<td>18.17</td>
<td>20.53</td>
<td>23.58</td>
<td>27.39</td>
<td>31.75</td>
</tr>
<tr>
<td>Maximum</td>
<td>15.06</td>
<td>20.92</td>
<td>23.58</td>
<td>27.15</td>
<td>31.48</td>
<td>36.51</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ANNUAL RATE (12 months, 40 hour week)</th>
<th>Student Help</th>
<th>S-2</th>
<th>S-3</th>
<th>S-4</th>
<th>S-5</th>
<th>S-6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>32,104</td>
<td>36,280</td>
<td>41,712</td>
<td>48,245</td>
<td>56,085</td>
<td></td>
</tr>
<tr>
<td>Midpoint</td>
<td>37,792</td>
<td>42,686</td>
<td>49,066</td>
<td>56,956</td>
<td>66,026</td>
<td></td>
</tr>
<tr>
<td>Maximum</td>
<td>43,505</td>
<td>49,066</td>
<td>56,470</td>
<td>65,489</td>
<td>75,942</td>
<td></td>
</tr>
</tbody>
</table>

4.9% COLA increase for 2022
PER-SERVICE MUSICIANS STIPEND GUIDELINES

(2022 SCALE ï Represents 4.9% 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.

<table>
<thead>
<tr>
<th></th>
<th>Liturgical Musician</th>
<th>Music Director I</th>
<th>Music Director II</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Basic Skill</td>
<td>Advanced Skill</td>
<td>Proficient Skill</td>
</tr>
<tr>
<td>Simple Service</td>
<td>87 - 128</td>
<td>128 - 173</td>
<td>173 - 214</td>
</tr>
<tr>
<td>Service with choir</td>
<td>128 - 173</td>
<td>168 - 214</td>
<td>214 - 259</td>
</tr>
<tr>
<td>Choir Rehearsal</td>
<td>70 - 104</td>
<td>101 - 137</td>
<td>137 - 173</td>
</tr>
<tr>
<td>Additional Service per Trip</td>
<td>70 - 104</td>
<td>101 - 137</td>
<td>137 - 173</td>
</tr>
<tr>
<td>Special Service</td>
<td>87 - 173</td>
<td>168 - 302</td>
<td>302 - 344</td>
</tr>
</tbody>
</table>

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.

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<thead>
<tr>
<th></th>
<th>Liturgical Musician</th>
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<tbody>
<tr>
<td></td>
<td>Basic Skill</td>
<td>Advanced Skill</td>
<td>Proficient Skill</td>
</tr>
<tr>
<td>Base Fee with One Consultation</td>
<td>87 - 173</td>
<td>173 - 260</td>
<td>260 - 344</td>
</tr>
<tr>
<td>Wedding Rehearsal</td>
<td>+ 54</td>
<td>+ 70</td>
<td>+ 87</td>
</tr>
<tr>
<td>Rehearsal with Cantor or Soloist</td>
<td>+ 54</td>
<td>+ 70</td>
<td>+ 87</td>
</tr>
<tr>
<td>Rehearsal with Other Instrumentalists</td>
<td>+ 54</td>
<td>+ 70</td>
<td>+ 87</td>
</tr>
<tr>
<td>Extra rehearsal with Other Musicians</td>
<td>+ 54</td>
<td>+ 70</td>
<td>+ 87</td>
</tr>
</tbody>
</table>

January 2022