

PERSONNEL ISSUES OF PRESBYTERS

APPENDIX

Rates for Adjustable Figures

Effective July 1, 2021

I. PRESBYTERS' SALARY:

A. Base Salary:

From July 1, 2021	\$2,400.00 per month
From July 1, 2019 to June 30, 2021	\$2,330.00 per month
From July 1, 2018 to June 30, 2019	\$2,305.00 per month
From July 1, 2017 to June 30, 2018	\$2,280.00 per month

B. Salary Seniority Increment:

From July 1, 1984	\$5.00 per month per year of ordination
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II. MILEAGE REIMBURSEMENT RATES:

Eight (8) Cylinder Vehicle	16¢ + IRS Standard Mileage Rate
Six (6) Cylinder Vehicle	9¢ + IRS Standard Mileage Rate
Four (4) Cylinder Vehicle	4¢ + IRS Standard Mileage Rate

The IRS Standard Mileage Rate for 2021 is 56¢ per mile. The amount of the mileage reimbursement exceeding the IRS Standard Mileage Rate is taxable income and must be reported as such. The amount of mileage received at the IRS Standard Mileage Rate, provided it is received through an accountable plan, is a reimbursement and not taxable income, unless the presbyter chooses to claim it as such.

III. CAR INSURANCE COVERAGE:

The presbyter is to provide his own car and car insurance. His car insurance is to provide the following minimum coverage:

A. Bodily Injury	
1. Per Individual	\$100,000.00
2. Per Family	\$300,000.00
B. Property Damage	\$50,000.00
C. Uninsured Motorist	\$50,000.00
D. Medical Payment	\$5,000.00

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Bodily Injury and Property Damage may be a combined single limit with a minimum coverage of \$500,000.00.

Although the above is the minimum coverage, each presbyter should consider his specific financial situation and whether additional coverage would be appropriate, because of the presbyter's personal liability when traveling for personal reasons.

IV. RECOMMENDED CLAIM FOR ROOM, BOARD, HOUSEKEEPING AND LAUNDRY SERVICES FOR THE COMPUTATION OF SOCIAL SECURITY AND MEDICARE TAXES:

- A. Room (from July 1, 2021).....\$1,150.00 per month (\$13,800 per year)
Room (until June 30, 2021) ...\$1,050.00 per month (\$12,600.00 per year)
- B. Board.....\$400.00 per month (\$4,800.00 per year)
- C. Housekeeping.....No Recommendation
- D. Laundry ServicesNo Recommendation

V. MASS OFFERINGS (STIPENDS):

\$10.00 per Mass

When a presbyter receives a second or third Mass offering (stipend) or when legitimately combining Mass intentions, the amount exceeding the approved offering, he is to forward those offerings (stipends) to the Bishop of Cheyenne for deposit in the Clergy Special Health Fund in the Wyoming Catholic Ministries Foundation.

VI. HEALTH INSURANCE PREMIUMS FOR ACTIVE PRESBYTERS:

- A. Medical Insurance Premium
 - 1. Employing Institution 100%
 - 2. Presbyter 0%
- B. Dental Insurance Premium
 - 1. Employing Institution 100%
 - 2. Presbyter 0%
- C. Vision Insurance Premium
 - 1. Employing Institution 0%
 - 2. Presbyter 100%

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VII. SUBSTITUTE PRESBYTERS' COMPENSATION: (Sabbatical, Vacation, Weekend and Individual Service Substitution Compensation)

- A. Remuneration
 - 1. Per Month.....\$2,400.00
 - 2. Per Week.....\$600.00
 - 3. Per Weekend.....\$300.00
 - 4. Per Daily Mass.....\$30.00
 - 5. Per Sunday or Holy Day Mass.....\$60.00
 - 6. Per ½ hour of a Confession Session.....\$30.00
 - 7. Per Confession Session of 1 hour or more.....\$60.00
- B. Transportation or mileage to and from assignment
- C. Local transportation or mileage
- D. Room and Board
- E. Mass and Funeral Offerings
- F. Ministerial expenses, based upon an accountable plan

Please note that when a presbyter with a parish assignment provides coverage in a parish where he is not assigned because the presbyter who is assigned to the parish is absent, the parish where the presbyter is providing coverage is to reimburse the parish where the presbyter is assigned. When a presbyter with a diocesan assignment provides coverage, the parish is to reimburse the Diocese of Cheyenne; however, if that presbyter is doing diocesan ministry, for example, if the Vocations Director is conducting vocations ministry in a parish, then no reimbursement is paid to the Diocese of Cheyenne. The substituting presbyter is to be reimbursed for mileage, meals, lodging, and ministerial expenses based upon an accountable plan by the parish where he is providing coverage. No additional remuneration is to be paid to the presbyter as he is already being compensated by his assignment.

When a presbyter provides coverage for a Holy Day of Obligation, reimbursement is to be based upon the number of Holy Day Masses celebrated. When, however, a presbyter is covering for an entire week, two or more weeks, or a month, and a Holy Day of Obligation falls within that period, there is no additional remuneration for the Holy Day Masses as this is already in the remuneration for these periods.

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VIII. RETIRED PRESBYTERS:

- A. Room Rate\$1,150.00 per month (\$12,600.00 per year)
- B. Board Rate\$400.00 per month (\$4,800.00 per year)
- C. Housekeeping RateNone at the present
- D. Laundry Service Rate.....None at the present
- E. Compensation: For one-quarter (1/4) duty the Room Rate for a retired presbyter, and, if charged, the Board Rate, Housekeeping Rate and/or a Laundry Service Rate are to be reduced by half (1/2). For half (1/2) duty, the Rates for a retired presbyter are to be eliminated. One quarter (1/4) duty and half duty are defined as follows:
 - 1. One-quarter (1/4) duty: Offering a Daily Mass; taking a weekend session of Confessions; offering a Sunday Mass; assisting with Penance Services in the parish; and when the active presbyters are unavailable, or when specifically requested, taking Emergency Calls and presiding at Funeral Liturgies, after obtaining the permission of the pastor.
 - 2. Half (1/2) duty: Offering a Daily Mass; taking a weekend session of Confessions; offering a Sunday Mass; assisting with Penance Services in the parish; and when the active presbyters are unavailable, or when specifically requested, taking Emergency Calls presiding at Funeral Liturgies, after obtaining the permission of the pastor; occasionally assisting with pastoral counseling; and, occasionally, presenting or assisting with individual sessions of faith formation.
- F. Medicare Supplemental Insurance Premium or Health Insurance Premium (except for Vision Insurance Premium, which is 100% Presbyter)
 - 1. Diocese of Cheyenne 50%
 - 2. Presbyter 50%

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IX. SALARY AND HEALTH INSURANCE PREMIUM FOR PRESBYTERS WITHOUT ASSIGNMENTS, UNDER CANONICAL PENALTY OR SUFFERING FROM IMPEDIMENTS:

A. Salary\$1,200.00 per month (\$14,400.00 per year)

B. Health Insurance Premium

1. Medical Insurance Premium

a. Diocese of Cheyenne 100%

b. Presbyter 0%

2. Dental Insurance Premium

a. Diocese of Cheyenne 100%

b. Presbyter 0%

3. Vision Insurance Premium

a. Diocese of Cheyenne 0%

b. Presbyter 100%