



# The Episcopal Diocese of Olympia

The Episcopal Church in Western Washington

[www.ecww.org](http://www.ecww.org)

## Diocese of Olympia 2024 Parochial Clergy Salary Scale

### ANNUALIZED SALARIES

<u>Grade</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
E	\$ 77,660	\$ 97,076	\$ 116,492
D	\$ 85,322	\$ 106,652	\$ 127,982
C	\$ 93,838	\$ 117,297	\$ 140,757
B	\$ 103,241	\$ 129,051	\$ 154,862
A	\$ 113,567	\$ 141,959	\$ 170,352

### HOURLY RATES FOR ANNUALIZED SALARIES

<u>Grade</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
E	\$ 37.34	\$ 46.67	\$ 56.01
D	\$ 41.02	\$ 51.28	\$ 61.53
C	\$ 45.11	\$ 56.39	\$ 67.67
B	\$ 49.64	\$ 62.04	\$ 74.45
A	\$ 54.60	\$ 68.25	\$ 81.90

### MANDATORY POLICIES (APPLIES TO RECTORS AND VICARS):

1. If church-owned housing is provided, contact the Canon to the Ordinary for information on calculating the value of housing and utilities (for tax and pension purposes) and adjusting cash compensation.
2. Clergy must be paid at least the minimum of the applicable range.
3. Clergy with five (5) or more years of ordained service must be paid at least 90% of the mid-point of their congregation's applicable grade. [See advisory note below.]
4. Clergy with ten (10) or more years of ordained service must be paid at least 100% of the mid-point of their congregation's applicable grade. [See advisory note below.]
5. Exceptions to these policies require the approval of the Bishop.
6. All financial agreements with clergy must be rewritten or amended in their Mutual Ministry Agreement to reflect changes in compensation or provisions and a copy forwarded to the Bishop by January 31 of each year.

## ADVISORY POLICIES:

1. For additional paid clergy (associate, assistant), it is recommended that minimum compensation be established at two salary grades below that established for the parish or mission, depending upon qualifications and experience.
2. A clergy person with less than five (5) years of ordained service should receive pay increases greater than the cost-of-living adjustment so the salary reaches the 60% of mid-point by the fifth year.
3. A clergy person approaching (10) years of ordained service should receive pay increases greater than the cost-of-living adjustment so the salary reaches the 100% of mid-point by the tenth year.
4. If a congregation is moving toward a higher grade, that congregation would be wise to increase toward that new salary grade incrementally.
5. Parishes and missions are encouraged to consider clergy experience and performance when deliberating compensation increases in excess of the COLA.
6. For interim clergy of a parish or mission, it is recommended that compensation be at the grade level of the parish or mission, with consideration for any specialized interim training.
7. Parishes, missions, and affiliated ministries are encouraged to consider providing a COLA adjustment to lay staff in parity with clergy.