



The Episcopal Diocese of Olympia

The Episcopal Church in Western Washington

www.ecww.org

Diocese of Olympia 2023 Parochial Clergy Salary Scale (Hourly Rate)

Grade	Minimum	Mid-Point	Maximum
E	\$ 35.69	\$ 44.62	\$ 53.54
D	\$ 39.22	\$ 49.02	\$ 58.82
C	\$ 43.13	\$ 53.91	\$ 64.70
B	\$ 47.45	\$ 59.32	\$ 71.18
A	\$ 52.20	\$ 65.25	\$ 78.30

Mandatory Policies (applies to rectors and vicars):

1. If church-owned housing is provided, the range is reduced by 30% plus the amount of any utilities provided, either in form of actual utility costs paid or in allowances provided.
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 raises greater than the cost-of-living adjustment so the salary reaches the 90% of mid-point by the fifth year.
3. A clergy person approaching (10) years of ordained service should receive pay raises 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. Congregations are encouraged to consider clergy performance when deliberating compensation increases in excess of the COLA.
6. For interim clergy of a parish or mission, it is recommended that compensation shall be at the grade level of the parish or mission, prorated for the percentage of time committed.
7. Congregations and affiliated ministries are encouraged to consider providing a COLA adjustment to lay staff in parity with clergy.