

Report of Commission on Personnel to Diocesan Convention 2022

The Diocesan Commission on Personnel began in 1974 by an act of diocesan convention, and it continues today. The Commission's work focuses on human resources issues: creating and consulting on personnel policies for the diocese and congregations, benefits recommendations for clergy and lay employees, and the clergy compensation scale.

Through publishing an [annual update for congregations](#), the Commission provides resources to congregations to stay current with changes in Washington State Paid Family and Medical Leave, changes to Washington State Minimum Wage and Overtime rules, updates to the [Personnel Handbook Template](#), and encouraging wellness for all lay and clergy employees through use of the Employee Assistance Program (EAP).

Benefits recommendations of the Commission this year include selection of base medical and dental plans for 2023 (unchanged from 2022) and proposal of a 10.1% COLA for 2023 clergy salaries (see Resolutions report for full text).

In 2019, the Commission began a critical analysis of the clergy compensation scale, considering geographic differences in cost of living in our diocese as well as re-evaluating the structure of the scale itself. After a 3 year process of research, analysis, and revision of the clergy salary scale with a geographic differential, the Commission shared the recommendations with the clergy at Clergy Conference 2022. In light of the proposed 10.1% COLA for 2023, the Commission decided to wait another year before proposing a revised salary scale.

Following on the equity-seeking and justice-making resolutions of Diocesan Convention 2021, the Commission focused work in 2022 on responding to Resolution 6: *Equity and Inclusion and Justice in Diocesan Clergy Pay Scale*. The Report on Resolution 6 (**E.10**) will be presented during Diocesan Convention.

In 2023, the Commission anticipates another congregational resource update early in the year, including updates on Washington State Minimum Wage increase and Overtime Exempt salary threshold. The Commission anticipates proposing an updated clergy salary scale to Diocesan Convention 2023.

The Commission offers consultation to clergy and congregations about all matters related to human resources. Please contact Dede Moore, Canon for Diocesan Networking and Connections or the Rev. Sabeth Fitzgibbons, chair, with any questions.

Respectfully submitted by the Rev. Sabeth Fitzgibbons, chair (sabeth@trinityseattle.org)

On behalf of commission members:

the Rev. Canon Jennifer King Daugherty

Ms. Diane Santiago

Ms. Jeannie Wells

the Rev. Rich Weyls

the Rev. Canon Elise Johnstone

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