

Diocese of New Jersey
Schedule of Mandatory Minimum Cash Salaries Effective January 1, 2009

Level	Beginning Minimum	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years	After 6 Years	After 7 Years	After 8 Years	After 9 Years	After 10 Years
Newly Ordained *	\$32,443	\$33,741	\$35,090	\$36,496							
Level I	\$36,496	\$37,530	\$38,594	\$39,688	\$40,815	\$41,971	\$43,162	\$44,385	\$45,643	\$46,936	\$48,267
Level II	\$40,143	\$41,281	\$42,451	\$43,654	\$44,892	\$46,165	\$47,474	\$48,821	\$50,204	\$51,627	\$53,090
Level III	\$44,887	\$46,159	\$47,469	\$48,815	\$50,199	\$51,621	\$53,085	\$54,590	\$56,138	\$57,728	\$59,362
Level IV	\$50,178	\$51,600	\$53,064	\$54,569	\$56,116	\$57,706	\$59,342	\$61,025	\$62,755	\$64,534	\$66,361
Level V	\$59,484	\$61,172	\$62,904	\$64,688	\$66,521	\$68,409	\$70,348	\$72,343	\$74,393	\$76,501	\$78,670

The first row of the table marked "Newly ordained" applies to those clergy who were ordained to the diaconate and began in a position on or after July 1, 2005. The yearly steps in this row refer to years of credited service since ordination to the diaconate.

The years (After 1 Year...) refer to years of service in a particular position rather than years of service from ordination.

This Mandatory Minimum Cash Salary Table reflects a **4.3%** Cost of Living adjustment. All cash salaries for clergy must reflect a cost of living adjustment of at least **4.3%**.

The mandatory minimum housing allowance for 2009 for clergy residing in their own homes is **\$16,000**.

The mandatory minimums housing equity contribution by congregations for clergy in provided housing for 2009 is:

Level 1	\$1,937
Level 2	\$2,260
Level 3	\$2,582
Level 4 & 5	\$3,228

The mandatory minimum professional expense reimbursement is **\$4,500**.

The mandatory minimum continuing education allowance for 2009 is **\$1,070**.

The mandatory Social Security (FICA) Offset for 2009 will not be less than 50% of the Self-Employment Tax on all covered compensation.