



Priest Compensation

LAURA HOFSTRAND – DIOCESE OF DES MOINES

Beginning July 1, 2024 (FY2025)

- ▶ **Salary:** Increase of **8%** between FY2024 and FY2025 (increase of 2% in FY2026 and FY2027).
- ▶ **Technology Reimbursement:** Up to **\$350** per month in FY2025 from \$225/month. Most Priests use this to have their cell-phone and internet/TV reimbursed.
- ▶ **Retirement (403b):** Priests will now have the same match percent that lay employees have (50% match up to 8% of compensation). See examples in Priest compensation letter on website:
<https://www.dmdiocese.org/resources/finance/compensation-for-priests>
 - ▶ ***You might consider mentioning this to your Priest to see if they want to change their current 403b deduction to get the max.***
- ▶ **Mass Stipends:** No change from FY2024. Priests can either elect to take an additional \$100/month or to receive the actual mass stipends for the masses they said.

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- ▶ **Weekend/Weekday Assistance:** Paid to retired priests and priests with an active assignment as a Chaplain, at the Diocese, or as a Teacher.
 - ▶ Weekend Masses: \$90 for first Mass, \$60 for additional (plus mileage)
 - ▶ Weekday Masses: \$40 per Mass (plus mileage)
 - ▶ Communal Reconciliation: \$75 (plus mileage)
 - ▶ Weekly Reconciliation: \$40 (plus mileage)
- ▶ ***The above amounts (minus the mileage) are taxable income to the Priest and if he receives more than \$600 in a calendar year, he should receive a 1099.***

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▶ Continuing Education:

- ▶ The Annual Diocesan Priest Fall Workshop is to be paid by the parish/school/entity that a Priest is assigned to. This includes registration/travel and the cost of the hotel stay where the workshop is held. (Expense for staying at another hotel is non-reimbursable).
- ▶ In addition to the above, Priests are allowed \$2,800 per year for other continuing education opportunities. International travel needs to be approved by the Bishop in advance. Up to \$400 of the \$2,800 may be used for books, periodicals, audiovisual, or other resources.

General Reminders

- ▶ Pay Schedule: You are not required to pay your Priest on a monthly schedule. If you pay lay staff on a bi-weekly or semi-monthly basis, you can also pay your Priest on that schedule.
- ▶ Insurance:
 - ▶ Health insurance for Priests is **100% paid by the Diocese**.
 - ▶ Dental/Vision/Flex/Voluntary Life/Accident/Critical Illness/Legal/STD should all be **100% paid by the Priest** thru payroll withholding.
 - ▶ Group Term Life (or basic Employee life) should be **100% paid by the parish/school**.