

**CLASSIS OF THE GREATER PALISADES, RCA
2024 REQUIRED MINIMUM COMPENSATION SCHEDULE - PROPOSED**

YEARS SINCE ORDINATION	0-5	6-10	11-15	16-20	20+
SINGLE OR SENIOR PASTORS WITH CONFESSING MEMBERSHIP:					
Over 300	\$50,095	\$54,579	\$59,171	\$65,089	\$71,598
200 to 300	\$47,918	\$52,709	\$56,599	\$62,258	\$68,486
100 to 200	\$43,561	\$47,918	\$51,456	\$56,600	\$62,290
Under 100	\$39,206	\$43,124	\$46,309	\$50,940	\$56,035
ASSOCIATE PASTORS WITH CONFESSING MEMBERSHIP:					
Over 300	\$45,041	\$49,548	\$53,204	\$58,525	\$64,337
200 to 300	\$43,085	\$47,394	\$50,890	\$55,981	\$61,579
100 to 200	\$39,169	\$43,085	\$46,267	\$50,890	\$55,981
Under 100	\$35,250	\$38,388	\$41,638	\$45,802	\$50,380

OTHER REMUNERATION:

As prescribed by the Book of Church Order as referenced in the Appendix, Formulary #5, "Call to a Minister of Word and Sacrament":

- A. Parsonage and utilities or equivalent
- B. The premiums for group life insurance, long term disability insurance, and medical insurance; and the stipulated contributions to the Reformed Church retirement plan
- C. Education allowance for mutually agreed subject of study in the amount of one week's salary

As prescribed by Classis:

- D. The Employer's share of the (Social Security or Self Employment Tax) FICA or SECA
- E. Vacation - four weeks
- F. Reimbursement plan for automobile expenses to be paid at the established IRS rate, plus tolls and parking
- G. Under a circumstance where extensive travel is required, a travel allowance should be considered
- H. A reimbursement allowance of up to \$1000 per year for premiums for Long Term Care insurance for employee and spouse

Approved at Stated Session: TBD

**COMPENSATION FOR INSTALLED OR CONTRACT MINISTERS WORKING PART-TIME
(BASED ON 260 WORKING DAYS PER YEAR)**

The congregation or the Classis may choose to pay either a per diem of \$320 (8 hours a day at \$40 per hour)
or use the following scale:

Compensation:

Below 25% time: Per diem rate
25%-100% time: % of time served of recommended salary guide

Plus benefits as follows:

Below 25% time: No minimum required

25%-50% time: 50% of RCA/CGP benefit package, 50% fair rental or parsonage, (50% social security,) FICA or SECA
Reimbursement for automobile expenses must be paid at the established IRS rate, plus tolls and parking
Vacation - one to two weeks

51-75% time: 100% of RCA/CGP benefit package portion consisting of medical insurance, group life insurance,
long term disability, and long term care or their equivalents
Education allowance for mutually agreed subject of study in the amount of one week's salary
Reimbursement plan for automobile expenses to be paid at the established IRS rate, plus tolls and parking
% of time served for fair rental or parsonage, retirement, and (social security) FICA or SECA
Vacation - two to three weeks

76-100% time: Full RCA/CGP benefit package