To: All Archdiocesan Priests, School Presidents, Principals and Office Directors

From: Rev. John Piderit, S.J.

Date: May 1, 2019

RE: Priests Compensation – Fiscal Year 2019-2020

This communication includes the normal new salary numbers for priests and a reminder about recently implemented benefits.

For fiscal year 2019-2020, the salary for all priests who are less than 70 years old and who are in full-time assignments shall be set at $40,780.00, effective July 1, 2019, which represents a 3.25% increase over last year’s salary of $39,382.00. The increase is based on a revised formula approved by the Presbyteral Council at its most recent meeting. The salary is increased by the percentage increase of those working in Chancery.

As was the case last year, Archbishop Cordileone has authorized a supplemental annual amount of $4,800 ($400 per month) for priests who are 70 years or older who have already provided 30 years or more of full-time service to the Archdiocese and choose to remain in full-time assignments. The effective total salary for such priests will therefore be $44,182.00. As was true last year, the supplemental annual amount of $4,800 will be paid by the Priest Retirement Plan and will not be an expense of the parish.

Each priest will continue to receive health insurance coverage from one of the Archdiocesan plans, in addition to accumulating pension benefits as provided in the current Archdiocesan Retirement Plan for Priests. There are no additional payments for auto insurance or self-employment tax reimbursement. Further, as previously established, All Souls offerings and offerings for house blessings, parlor services, Mother’s Day and Father’s Day offerings are to be given to the parish. Expenses for a private retreat, not to exceed $500, will be covered by the Archdiocese.

Priests will continue to receive stipends in accordance with the attached document regarding offerings for sacraments, sacramentals, and funerals (pp. 3-4).
Regarding the room and board inclusion in the self-employment tax calculation, the average fair market value for calendar year 2019 is $8,231.44, a mere 0.6 percent increase over last year. All pay will be reported on a W-2 form and all priests will continue to be classified by the Federal Government as self-employed. Each priest is encouraged to consult with a certified tax preparer for the appropriate treatment of these and other items that may be on his individual tax return.

Again in this coming year, those priests who have reached the maximum number of years credited to retirement benefits (currently 31 years) will be able to accumulate another year of eligibility for their pension. This means that such priests will receive a modestly higher monthly retirement benefit when they retire. As was the case this past year, some priests will be over 70, earning a supplement of $4,800 to the base salary and also accumulate an additional year of eligibility for their pension.

Finally, the Archbishop has approved a benefit to any parish that houses a priest not involved in full-time in ministry for the parish but instead is fulfilling and is compensated for by the Archdiocese for some other Archdiocesan ministry, such as working in the Chancery or serving as a hospital chaplain. Any parish that houses such a priest now receives a monthly payment of $400, which assists the parish in covering the room and board expenses of that priest. At the current time nine parishes are receiving such payments.

May God bless your ministerial work and keep you healthy.

Sincerely in Christ,

Rev. John Piderit, S.J.
Moderator of the Curia

Attachment:
Regarding Offerings for Sacraments, Sacramentals, and Funerals
DECREE

REGARDING OFFERINGS FOR SACRAMENTS, SACRAMENTALS, AND FUNERALS

Christ entrusted to the Church the sacraments of the New Testament for the sanctification of the Christian people. Since all of the faithful who are properly disposed and not prohibited by law have the right to receive the sacraments (cf. can. 843, §1 CIC), there is no charge for the administration of the sacraments or of sacramentals. Thus, while in practice it is customary to request an offering on the occasion of the administration of a sacrament and certain other services of the Church, no one will be deprived of this assistance because of poverty (cf. can. 848 CIC).

Therefore, in accord with canons 1264, 2° and 1181 of the Code of Canon Law, the bishops of the Province of San Francisco, in a meeting held on October 21, 2014, have defined the following maximum limits on the amounts that may be requested on the following occasions:

- Baptisms: $100
- Weddings: $1,000
- Funerals: $300
- House and building blessings: $50
- Car blessings: $50
- Quinceañeras: $500

The diocesan bishop may grant an exception to this norm for particular circumstances.

Parishes may request amounts less than, but not more than, the amount defined by the bishops of the province.

Concern should always be exercised that the needy are not deprived of spiritual services due to difficulty in giving an offering.

Any amount received up to the defined amount must go to the parish, unless particular law allows otherwise as part of a pre-existing diocesan remuneration policy. This requirement applies to all clergy who have received appropriate faculties (canons 531, 551, 1267, §1 CIC).

Additional voluntary amounts given are also presumed to go to the parish, unless there is express proof to the contrary of the donor’s intention. However, such additional voluntary amounts may not licitly be requested or suggested.

All customs, policies and practices to the contrary notwithstanding.

Given at the curia of the Archdiocese of San Francisco on April 17, 2015.

Most Reverend Salvatore J. Cordileone, J.C.D.
Archbishop of San Francisco

Reverend Monsignor C. Michael Padazinski, J.C.D.
Judicial Vicar and Chancellor
DECREE
REGARDING MASS OFFERINGS

Canon 952, §1, provides that the amount of an offering to be made for the celebration and application of a Mass is to be established by the bishops of the ecclesiastical province. In providing for this requirement, the bishops of the Ecclesiastical Province of San Francisco met on December 2, 1996, and determined that the amount of such offerings will be set as follows:

1. The amount specified for a Mass to be celebrated in a parish or chapel is $10.00.

2. When a sum of money has been left for Masses in a will or bequest with no indication of the specified number of Masses to be supplied, or when the amount of the offering is not specified, the amount to be applied to each Mass shall be $20.00.

3. Pastors are obliged to apply one Sunday Mass for the people entrusted to their pastoral care, either personally or through another (can. 534, §1). No offering is to be attached to the celebration of this Mass.

It is permitted for a priest to receive and retain an offering in an amount larger than is specified above, provided that it is freely and spontaneously given; and it is allowed for a priest to take less than the usual offering, as, for example, in the case of the poor. At no time, however, should a person be denied a Mass request on the basis of his or her inability to provide for a monetary offering.

It is left to the responsibility of each diocesan bishop to determine the manner in which a second offering received by a priest on the occasion of celebrating an additional Mass on the same day will be applied as provided for by canon 951, §1, and with due regard for the exception of Christmas Day.

These norms have received the consent of the bishops of this Ecclesiastical Province. Hence, in virtue of my office as Metropolitan, I hereby direct that these provisions become normative throughout the Ecclesiastical Province of San Francisco at once, all customs, practices and policies to the contrary notwithstanding.

Given at the Archdiocese of San Francisco on this date, April 17, 2015.

Most Reverend Salvatore J. Cordileone, J.C.D.
Archbishop of San Francisco

C. Michael Padazinski, J.C.D.
Reverend Monsignor C. Michael Padazinski, J.C.D.
Judicial Vicar and Chancellor