

**Fair & Just Compensation for Church Workers**  
Northern California Nevada Conference, United Church of Christ

**WORKSHEET C: COMPENSATION FOR PROGRAM STAFF**

*Part 1: Base Salary*

Category (Guideline)	2023 Guideline	Local Church Amount/Response
Baseline Salary (C1)	\$64,480 per year \$31per hour	
Local Cost of Living Adjustment (C2)	1% of Median Single-Family Home Selling Price in Local Church ZIP Code	
Experience & Education Points (C3)	See Grid	
Setting Points (C4)	See Grid	
Points Multiplier (C5)	\$850 per point	
<b>Total Base Salary</b>		

*Part2: Standard Benefits*

Category (Guideline)	2023 Guideline	Local Church Amount/Response
Retirement Annuity (C6)	8%	
Life & Disability Insurance (C7)	1.5%	
<b>Total Standard Benefits</b>		

*Part 3: Customary Benefits*

Category (Guideline)	2023 Guideline	Local Church Amount/Response
Staff Member Health (C8)	See Annual Premium Rates for Individual	
<b>Total Customary Benefits</b>		

*Part 4: Entitlements*

Category (Guideline)	2023 Guideline	Local Church Amount/Response
Weekly Days Off (C9)	2	
Annual Leave (C10)	15 Working Days	
Holidays (C11)	12 Working Days	
Lifelong Learning Leave (C12)	5 Working Days	
Parental Leave (C13)	2 Calendar Months (60 Days)	
Sick Leave (C15)	12 Working Days	
Wider Church Participation (C17)	Provided	
<b>Total Entitlements</b>		

*Part 5: Professional Expenses*

Category (Guideline)	2023 Guideline	Local Church Amount/Response
Professional Expense Account (C18)	\$1,500	
Mobile Phone (C19)	\$50/month reimbursement	
<b>Total Professional Expenses</b>		
<b>Total Program Staff Compensation Budget</b>		