

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

WORKSHEET D: COMPENSATION FOR SUPPORT STAFF

Part 1: Base Salary

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Baseline Salary (D1)	\$16.50/hr	
Local Cost of Living Adjustment (D2)	\$4.50/hr in Certain Counties – See Grid	
Experience & Education Points (D3)	See Grid	
Points Multiplier (D4)	25¢/hr per point	
Total Base Hourly Rate		

Part2: Standard Benefits

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Retirement Annuity (D5)	\$3/hr	
Life & Disability Insurance (D6)	1.5%	
Total Standard Benefits		

Part 3: Customary Benefits

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Plan B for Employee (D7)	See Annual Premium Rates for Individual	
Total Customary Benefits		

Part 4: Entitlements

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Weekly Days Off (D9)	≥2	
Annual Leave (D10)	10 Paid Days	
Holidays (D11)	12 Paid Days	
Lifelong Learning Leave (D12)	5 Paid Days Every Two Years	
Parental Leave (D13)	2 Calendar Months (60 Days)	
Sick Leave (D15)	12 Paid Days	
Total Entitlements		

Part 5: Professional Expenses

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Professional Expense Account (D17)	Reimbursed	
Total Professional Expenses		
Total Support Staff Compensation Budget		