

Unitarian Universalist Association
COMPENSATION, BENEFITS, AND PENSION COMMITTEE
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UUA Guidelines for Salary Ranges and Benefits

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Ten years have passed since delegates to the 1995 UUA General Assembly unanimously adopted the compensation guidelines below for congregations to use in determining salaries and benefits for Religious Professionals. Countless religious organizations recognize that adequate salaries and benefits are important to the recruitment and retention of qualified personnel, who in turn make valuable contributions to the programs and services of vital congregations.

Religious Professionals are defined as persons employed by UU congregations who have certain professional qualifications or credentials, or who are working toward certification by an appropriate professional body. The term refers to individuals who have made a strong commitment to service to our congregations as ministers, religious educators, administrators, or musicians. Many have expressed their commitment through longevity of service.

There are other paid workers also serving congregations as clerks, secretaries, custodians, etc. who do not have the same commitment or professional qualifications. These persons should receive wages and benefits similar to those offered to persons in comparable employment in their communities, but we do not include them in the designation of Religious Professionals.

There are separate tax considerations for ordained clergy working in ministry, and these are addressed at www.uua.org/leaders/leaderslibrary/clergyhousing, and in IRS Publication 517, available at www.irs.gov/pub/irs-pdf/p517.pdf.

Salaries: Congregations are urged to implement the salary range recommendations developed by the Compensation, Benefits, and Pension Committee (CBPC) and adopted by the UUA Board of Trustees. The CBPC is primarily a committee of laypersons with expertise in financial fields. The ranges recommend salaries comparable to those of workers performing similar duties in not-for-profit organizations in various wage rate areas of the US. See the UUA website, www.uua.org/compensation, for an explanation of the salary range recommendations and how they are administered. The salary ranges are adjusted from time to time for changes in the Consumer Price Index and other factors.

Benefits: A basic benefits package should be provided for all fulltime staff. The benefits of persons who work parttime should be pro-rated proportionally as their service compares to fulltime service. Many congregations consider a "9 to 5" day as fulltime.

Health Insurance: Congregations are urged to provide access to health insurance for staff that work halftime or more. As of May 2006, the UUA is now able to offer a Health Insurance Plan for all church staff who work 1,000 hours or more per year. For enrollment and more information on the UUA's Health Insurance Plan, visit www.uua.org/healthplan.

Congregations are encouraged to pay 80 percent of the premiums, which can be pro-rated for persons who work less than fulltime. The UUA Settlement Office recommends employer-congregations pay 80 percent of the premiums for ministers and dependents. The Council on Church Staff Finances also urges this split premium arrangement for all eligible staff and dependents.