

**MANDATORY SALARY MINIMUMS - PARISH LAY EMPLOYEES**  
2024 PAY SCALES FOR PARISHES IN THE DIOCESE OF OAKLAND

**MINISTRY STAFF (EXEMPT) JOB SERIES**

	<b>M-1</b>	<b>M-2</b>	<b>M-3</b>	<b>M-4</b>	<b>M-5</b>	<b>M-6</b>
ANNUAL RATE (12 months, 40 hour week)						
Minimum	50,499	52,826	59,169	66,272	76,230	89,923
Midpoint	60,669	66,030	73,922	82,817	95,235	112,389
Maximum	70,797	79,267	88,737	99,394	114,332	134,854
HOURLY RATES (Based on 40 hour week)						
Minimum	24.28	25.40	28.45	31.86	36.65	43.23
Midpoint	29.17	31.75	35.54	39.82	45.79	54.03
Maximum	34.04	38.11	42.66	47.79	54.97	64.83

**SUPPORT STAFF (NON-EXEMPT) JOB SERIES**

	<b>Student Help</b>	<b>S-2</b>	<b>S-3</b>	<b>S-4</b>	<b>S-5</b>	<b>S-6</b>
HOURLY RATES						
Minimum	16.49	16.49	19.10	21.96	25.40	29.53
Midpoint	16.49	19.89	22.48	25.82	29.99	34.77
Maximum	16.49	22.90	25.82	29.73	34.48	39.98
ANNUAL RATE (12 months, 40 hour week)						
Minimum		35,153	39,726	45,674	52,827	61,412
Midpoint		41,381	46,740	53,726	62,366	72,298
Maximum		47,637	53,726	61,833	71,709	83,155

3.3% COLA increase for 2024

## **PER-SERVICE MUSICIANS STIPEND GUIDELINES**

(2024 SCALE . Represents 3.3% COLA Increase)

### **PER-SERVICE PAYMENT OF SUBSTITUTE OR ADDITIONAL MUSICIANS**

Since the amount of skill and training varies greatly among musicians, the following serves as a guide upon which parishes may base their payments.

A simple service is one where no choir, soloist, or other additional instrumentalists are involved and liturgical planning and/or rehearsal time does not exceed one-half hour before Mass.

A choir rehearsal would normally require up to two hours of the musician's time.

A special service may involve the hiring of additional music ministers for a single service (such as a special celebration, Easter Vigil, Christmas). On these occasions, additional musicians may be needed as instrumentalists, cantor/song leaders, choir directors, ensemble leaders, or principal organists.

	<b>Liturgical Musician</b>	<b>Music Director I</b>	<b>Music Director II</b>
	Basic Skill	Advanced Skill	Proficient Skill
Simple Service	95 - 140	140 - 189	189 - 234
Service with choir	140 - 189	184 - 234	234 - 284
Choir Rehearsal	77 - 114	111 - 150	150 - 189
Additional Service per Trip	77 - 114	111 - 150	150 - 189
Special Service	95 - 189	184 - 331	331 - 377

### **FUNERAL, WEDDING AND ETHNIC CELEBRATION STIPENDS**

The musician should be paid according to the stipend schedule which follows. The parish should make the family aware of the appropriate stipend.

	<b>Liturgical Musician</b>	<b>Music Director I</b>	<b>Music Director II</b>
	Basic Skill	Advanced Skill	Proficient Skill
Base Fee with One Consultation	95 - 189	189 - 285	285 - 377
Wedding Rehearsal	+ 59	+ 77	+ 95
Rehearsal with Cantor or Soloist	+ 59	+ 77	+ 95
Rehearsal with Other Instrumentalists	+ 59	+ 77	+ 95
Extra rehearsal with Other Musicians	+ 59	+ 77	+ 95