

## Religious and Clergy

Staff members who are Diocesan clergy or members of religious congregations are bound by this manual, allowing for exceptions mandated by Diocesan policy, Diocesan proper law, civil or canon law, or contract. Items needing clarification should be directed to the Human Resources Department.

Diocesan priests are substantially different from lay employees in their benefits, pay, and relationship to the employer, the Roman Catholic Bishop of Oakland. Deacons, however, according to their expertise, may be hired as Diocesan employees and be paid accordingly.

As diocesan clergy, they are neither hired nor fired by the Bishop or out of any position in the Diocese but rather are assigned and reassigned. In assigning and reassigning, the Bishop may choose to incorporate within his decision-making the hiring and termination procedures applicable to lay employees, safeguarding canon law.

Clergy compensation (both Diocesan and religious) is ordinarily set and adjusted yearly by the Bishop following consultation with his College of Consultors and Presbyteral Council. Clergy may be subject to the same expectations of job performance, evaluation, accountability, and professional comportment as applicable to lay employees and according to the Clergy Personnel Handbook.

All other benefits and incidentals relating to clergy are described in the Clergy Personnel Handbook.

Members of Institutes of Consecrated Life and Societies of Apostolic Life who are not members of the clergy are paid according to the lay compensation schedule. These members are allowed five (5) workdays for retreat or community assemblies each year which are not considered vacation days.

## **Retirement and Health Benefits for Consecrated Religious**

Consecrated religious, working in the Diocese of Oakland, receive a retirement contribution from the site of employment paid to his or her religious community. This contribution is equal to the amount of one month's salary per 365 days of employment (each month employed = 1/12 of one (1) year's salary). Retirement contributions for all consecrated religious are figured from the first day of employment.

Consecrated religious (except for religious priests), working at least 25 hours per week, are entitled to Diocesan health benefits. The Diocesan health benefit plans do not allow a person to choose a health plan other than one offered by the Diocese, nor can one elect to receive a financial reimbursement instead of electing health benefits.

All consecrated religious do not receive unemployment or workers' compensation insurance coverage.