

**MANDATORY SALARY MINIMUMS - PARISH LAY EMPLOYEES**  
2025 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	51,711	54,093	60,589	67,862	78,059	92,081
Midpoint	62,125	67,615	75,696	84,805	97,520	115,086
Maximum	72,496	81,170	90,867	101,780	117,076	138,091
HOURLY RATES (Based on 40 hour week)						
Minimum	24.86	26.01	29.13	32.63	37.53	44.27
Midpoint	29.87	32.51	36.39	40.77	46.88	55.33
Maximum	34.85	39.02	43.69	48.93	56.29	66.39

**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	16.89	16.89	19.56	22.49	26.01	30.23
Midpoint	16.89	20.37	23.02	26.44	30.71	35.60
Maximum	16.89	23.45	26.44	30.44	35.30	40.94
ANNUAL RATE (12 months, 40 hour week)						
Minimum		35,997	40,679	46,770	54,095	62,886
Midpoint		42,374	47,862	55,016	63,863	74,033
Maximum		48,781	55,016	63,317	73,430	85,151

2.4% COLA increase for 2025

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

(2025 SCALE – Represents 2.4% 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	98 - 144	144 - 194	194 - 240
Service with choir	144 - 194	188 - 240	240 - 290
Choir Rehearsal	78 - 117	113 - 154	154 - 194
Additional Service per Trip	78 - 117	113 - 154	154 - 194
Special Service	98 - 194	188 - 339	339 - 386

### **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	98 - 194	194 - 292	292 - 386
Wedding Rehearsal	+ 61	+ 78	+ 98
Rehearsal with Cantor or Soloist	+ 61	+ 78	+ 98
Rehearsal with Other Instrumentalists	+ 61	+ 78	+ 98
Extra rehearsal with Other Musicians	+ 61	+ 78	+ 98