



Summary of Priest Benefits

Premiums for all Diocesan benefits offered are paid for the priest by their source of salary.

All active priests with an assignment in the Diocese of Santa Rosa

- **Reta Trust Health Package**
Medical, Prescription, Dental, Vision Insurance, and other supplemental coverage. See the Active Priest Benefits Guide for detailed coverage information.

Only Active Incardinated Priests

- **Unum Long Term Disability**
A benefit is paid to the priest while he is in *active status* if he becomes disabled due to illness or injury. There is an elimination period of 180 days and the benefit is calculated as follows:
 1. Multiply monthly earnings including stipend and auto and housing allowances by 66.6667%, but
 2. The maximum monthly benefit is \$3,000.
 3. The gross disability payment will be reduced by deductible sources of income.
- **Unum Long Term Care**
Insurance for long term care pays you a monthly benefit for a loss of functional capacity or cognitive impairment due to a physical or mental incapacity resulting from an illness, injury, or advanced age while you are in a long-term care facility at home or another similar place.
A loss of functional capacity means a loss of two or more activities of daily living such as bathing, dressing, toileting, transferring, continence, feeding, and ambulating.
There is an elimination period of 100 days and the benefit payment will depend on the place of residence used for long term care. The current maximum monthly benefit is \$7,000.
- **Dearborn Group Life Insurance**
\$25,000 policy benefit is used entirely to pay for funeral and burial expenses. Any unused portion of this benefit is deposited into the Retired Priests and Welfare Fund. The Diocese of Santa Rosa is named as the beneficiary.
- **Pension Plan**
Annual contributions are made to fund a defined benefit plan. No individual accounts are set up. Priests earn a benefit according to the number of years served as incardinated priests of the Diocese of Santa Rosa after a 10-year vesting period. The monthly benefit is calculated as follows:
*\$64 times the number of years served. The benefit is paid monthly for life with no survival benefits.

*This amount is as of 7/1/2023. The Priests' Pension Board revises the rate annually. The rate has tracked well compared to Bay Area inflation over the past 20 years.

Non- incardinated Priests with an assignment in the Diocese of Santa Rosa

- 403(b) individual retirement plan at Franklinton Templeton
Monthly contributions are made on your behalf.