

Compensation Calculator

for computing the UUA-recommended range of compensation for a position in ministry

UUA Transitions Office
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Minimum Midpoint Maximum

A. Compute the Range of Salary plus Housing Allowance (S&H)

The web-page address for the information needed to complete Part A below is
<http://www.uua.org/leaders/leaderslibrary/compensation/index.shtml>

1. Find the congregation's geo-index: go to the "2009 Geographic Wage Index Table," find the congregation's city and state, and enter its geo-index (1-5) here: _____
2. Determine the congregation's number of members: _____
3. Determine the congregation's size (from "small" to "large II") on the appropriate geo-index table (1-5) under "2008 Salary Recommendations" and check off here:

<input type="checkbox"/> Small <150	<input type="checkbox"/> Mid-size III 350-499
<input type="checkbox"/> Mid-size I 150-249	<input type="checkbox"/> Large I 500-749
<input type="checkbox"/> Mid-size II 250-349	<input type="checkbox"/> Large II >750
4. Find the line of the ministry position (parish/senior/MRE, associate, assistant)
5. Enter the minimum, midpoint, and maximum **Salary plus Housing Allowance**

\$ _____ \$ _____ \$ _____

B. Compute the Benefits & Professional Expense Allowance

1. In Lieu of Employer's FICA: 7.65 percent of S&H
2. Retirement Plan: at least 10 percent of S&H
3. Comprehensive Medical Insurance Plan: Employer Share of 80 percent
 - a. UUA Health Plan:

Enter the first three digits of the congregation's zip code: _____

Go to the UUA Health Insurance Premium Calculator at
<https://secure.uua.org/leaders/insurance/calculator/index.php>

Estimate a reasonable employee-only annual rate for planning purposes: _____
 - (a OR b) Enter the 80 percent employer share (the three figures will be identical): _____
 - b. Other health plan available in the congregation's region:

Enter a reasonable employee-only annual rate: _____

Enter the 80 percent employer share (the three figures will be identical): _____
4. UUA Group Disability (or other) Plan: 60 percent of S&H 1 percent of S&H
5. Group Term Life Insurance: 2 times S&H \$3.84 per year per \$1,000 of coverage
4. Professional Expense Allowance: the greater of 10 percent of S&H or \$5,000
(for transitional ministry add 1 percent for UUA-sponsored training event)
5. Total UUA-Recommended **Benefits & Expenses**

\$ _____ \$ _____ \$ _____

\$ _____ \$ _____ \$ _____

C. Total Congregational Cost (A+B)

\$ _____ \$ _____ \$ _____

D. Additional Recommendations: the UUA additionally encourages congregations to pay 50 percent of dependents' health insurance, and that group dental insurance be made available.

Note 1: In all likelihood, the cost of the recommended benefits and expense allowance will add another 35-40 percent to the S&H.

Note 2: The Transitions Office presents summary information to ministers on the financial terms of congregations' offers on the following rationale. (To follow this explanation please refer to the geo-index table under "2009 Salary Recommendations" that is appropriate for your congregation.) Each geo-index table contains six columns showing UUA-recommended salary ranges (minimum, midpoint, and maximum) based on the certified membership of the congregation. The six columns range from small (under 150 members) to large II (more than 750 members). Each congregation's offer is assigned a letter (A-F), determined by where the congregation's offer falls among the six sets of salary ranges.

An offer falling between minimum and midpoint of a	small	congregation receives an	A
	mid-size I		B
	mid-size II		C
	mid-size III		D
	large I		E
	large II		F

The congregation's offer will be assigned the letter corresponding to the lowest (leftmost) column in which its offer falls between the minimum and the midpoint. (Note: If a congregation offers a range, it is where the midpoint of its range falls that determines the designation.)

Thus a small congregation would generally be expected to offer compensation at the A-level, but many small congregations, sometimes in order to be more competitive, and sometimes simply because they can, may offer compensation at the B- or even C-level.

Similarly, the offer of a mid-size III congregation would generally be expected to be at the D-level, but a mid-size congregation that has had a financial mishap or experienced heavy conflict may simply be without that capacity for a time.

Offers falling below the minimum amount in column A will be assigned an S.

Offers made for part-time service will be assigned a P.

Offers featuring less-than-recommended benefits and expense reimbursement will be noted by an asterisk (*).

Example: Using the geo-index 3 chart, a mid-size II congregation (250-349 members) is expected to offer Salary plus Housing of between \$59,800 and \$95,700, with a midpoint of \$77,800. The congregation in this example offers \$65,000. This offer would be assigned a "B" since the second column is the lowest column in which the offer falls between the minimum and the midpoint (\$53,400 minimum to \$68,100 midpoint.) If the congregation offered \$68,101, the offer would be assigned a "C." If the congregation offered \$77,801, the offer would be assigned a "D."

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