

## Atlantic District Pastoral Salary Guidelines Suggested Base Salary Table - 2019

Approved Increase - 2.70%

Years of Experience	Last Year's Base Salary 2017	This Year's Base Salary 2018
Seminary Graduation	\$ 53,461	\$ 54,904
2	\$ 55,813	\$ 57,320
3	\$ 58,213	\$ 59,785
4	\$ 60,600	\$ 62,236
<b>5</b>	<b>\$ 62,963</b>	<b>\$ 64,663</b>
6	\$ 65,356	\$ 67,121
7	\$ 67,709	\$ 69,537
8	\$ 70,078	\$ 71,971
9	\$ 72,461	\$ 74,418
<b>10</b>	<b>\$ 74,852</b>	<b>\$ 76,874</b>
11	\$ 77,098	\$ 79,180
12	\$ 79,334	\$ 81,476
13	\$ 81,555	\$ 83,757
14	\$ 83,839	\$ 86,102
<b>15</b>	<b>\$ 86,102</b>	<b>\$ 88,427</b>
16	\$ 88,341	\$ 90,726
17	\$ 90,549	\$ 92,995
18	\$ 92,813	\$ 95,319
19	\$ 95,041	\$ 97,607
<b>20</b>	<b>\$ 97,322</b>	<b>\$ 99,950</b>
21	\$ 98,781	\$ 101,449
22	\$ 100,263	\$ 102,971
23	\$ 101,767	\$ 104,515
24	\$ 103,192	\$ 105,978
<b>25</b>	<b>\$ 104,637</b>	<b>\$ 107,462</b>
26	\$ 105,788	\$ 108,644
27	\$ 106,845	\$ 109,731
28	\$ 107,914	\$ 110,828
29	\$ 108,993	\$ 111,936
<b>30</b>	<b>\$ 110,083</b>	<b>\$ 113,056</b>
31	\$ 111,404	\$ 114,412
32	\$ 112,741	\$ 115,785
33	\$ 114,094	\$ 117,175
34	\$ 115,463	\$ 118,581
<b>35</b>	<b>\$ 116,848</b>	<b>\$ 120,004</b>
36	\$ 118,134	\$ 121,324
37	\$ 119,433	\$ 122,658
38	\$ 120,747	\$ 124,007
39	\$ 122,075	\$ 125,372
<b>40</b>	<b>\$ 123,418</b>	<b>\$ 126,751</b>
40+	Additional per year	\$ 1,379

# Atlantic District Salary Guidelines Worksheet

**A. Base Salary**

(Using Base Salary table for Years of Experience)

\$ \_\_\_\_\_

**B. Attendance Factor** (multiply)

<i>Average Weekly Attendance</i>	<i>Factor</i>
> 350	1.15
225-350	1.10
125-224	1.05
<124	1.00

**x** \_\_\_\_\_  
(INSERT FACTOR)

**Subtotal** \$ \_\_\_\_\_

**C. Location Factor** (multiply)

	<i>Factor</i>
Suburban	1.15
Urban	1.05
Rural	1.00

**x** \_\_\_\_\_  
(INSERT FACTOR)

**Subtotal** \$ \_\_\_\_\_

**D. Congregational Discretionary Adjustments**

**+ \$** \_\_\_\_\_

**Subtotal** \$ \_\_\_\_\_

**E. Offset (7.65%) Soc. Sec. & Medicare**

*Factor*  
1.0765

**x** \_\_\_\_\_ **1.0765**

**TOTAL Salary** \$ \_\_\_\_\_

Plus Housing, Health and Retirement, Continuing Education and Professional Memberships, etc.

**NOTES:**

**1. Vacation is assumed at the minimum levels:**

Years of Service	Weeks of Vacation (Including Sundays)
0 to 4	3 Weeks
5 to 14	4 Weeks
15 to 24	5 Weeks
25+	6 Weeks

**2. Performance evaluation tools and techniques are available from Task Force 2 - Congregational Membership as part of Congregational Strategic Planning.**

**3. The Offset (line E) is provided because normally employers pay half of the cost of Social Security and Medicare taxes (FICA, SECA, etc.) For pastors, in most cases, they are responsible for paying the entire amount. This line is added so that the congregation compensates the pastor for paying the total amount of taxes.**