

# Anglican Diocese of Ottawa 2016 Stipendiary Scales and Allowances

The **2016 Clergy Stipendiary Scales** were increased by **0.8%** over the 2015 scales using the All Canada All Item Consumer Price Index increase from April 2014 to April 2015.

	<u>From</u>	<u>To</u>
On ordination to 4 <sup>th</sup> year, inclusive	\$29,580	\$30,795
5 <sup>th</sup> year of ordination to 9 <sup>th</sup> year, inclusive	\$31,535	\$35,520
10 <sup>th</sup> year of ordination to 14 <sup>th</sup> year, inclusive	\$36,385	\$40,065
15 <sup>th</sup> year of ordination to 19 <sup>th</sup> year, inclusive	\$41,280	\$46,495
20 <sup>th</sup> year of ordination to 24 <sup>th</sup> year, inclusive	\$47,695	\$52,805
25 <sup>th</sup> year of ordination to 29 <sup>th</sup> year, inclusive	\$53,340	\$55,505
30 <sup>th</sup> year of ordination to 34 <sup>th</sup> year, inclusive	\$56,120	\$58,650
35 <sup>th</sup> year to retirement	\$59,265	\$61,795

The **2016 Transportation Allowance** has decreased by **4.9%** over the 2015 Allowance using the All Canada Consumer Price Index for private transportation.

Allowance for Clergy in parishes in Ont. or on diocesan staff (based on 14,500 km per year) **\$8,375**  
 As above for Clergy in Quebec + 6% over Ontario rates **\$8,878**

Additional mileage for those in receipt of Transportation Allowance - Ontario **19¢** per km  
 - Quebec **20¢** per km

Mileage rate for those not in receipt of Transportation Allowance - **49¢** per km.

The **2016 Housing Allowance** was increased by **0.3%** over the 2015 Allowance using the Ottawa Consumer Price Index: Rental Component. \*It is recommended that the minimum housing allowance for the City of Ottawa be \$19,351. **NOTE: These amounts include utilities.**

Year	From	To
2014	\$13,496	\$25,429
2015	\$13,644	\$25,709
2016	\$13,685*	\$25,786

## Travel Reimbursement

Supply clergy receiving per diem remuneration will receive travel reimbursement at the rate of **49¢** per km. To avoid CRA's stipulation that the travel of an employee from home to work which is reimbursed will be classified as a taxable benefit, there will be a deduction for the first 30 kms each way i.e. 60 kms for the round trip. In other words supply clergy receiving per diem remuneration will not receive travel reimbursement for driving from home to the parish (i.e. place of work) or parish to home, unless that distance from home is greater than 30 kms. However, parishes have discretion to pay extra mileage to cover unforeseen situations. Travel reimbursement over and above the total of 60 kms. will be paid per the published rate.

## Supply Ministry

If one service, then **\$148** applies, plus appropriate travel reimbursement.  
 If more than one service, then the per diem rate applies.  
 The fee for mid-week services with no sermon is negotiable with the parish.

## Per Diem Rate

The rate is **\$206**, plus appropriate travel reimbursement.

**Benefit Rate Factor** This is the employer portion of the cost of benefits for clergy.  
 The rate for clergy in Ontario is **35%** and in Quebec the rate is **40%**.

