

# **Catholic Diocese of Richmond**

## **Compensation Philosophy**

Purpose: The Catholic Diocese of Richmond has documented a Compensation Philosophy that will help to ensure that diocesan pay and benefit practices are applied consistently and effectively throughout the diocese. This philosophy will serve as a foundation for total compensation (pay and benefits), and will also serve to communicate to employers and employees where the diocese positions pay and benefits relative to other organizations.

The Catholic Diocese of Richmond has incorporated Canon Law into its Compensation Philosophy.

### *Compensation Philosophy*

Church Administrators are to pay employees a just and decent wage so that they may provide appropriately for their needs and those of their family. Canon 1286, #2

All employees of the Diocese of Richmond should receive pay and benefits that are *competitive to similar jobs within non-profit organizations* and that permit us to hire and retain high caliber individuals. To maintain this philosophy, the Diocese is committed to conducting salary and benefit reviews on an annual basis.