Episcopal Diocese *of* Washington | Diócesis Episcopal *de* Washington

2027 Lay Employee Compensation Guide

Diocesan Council approved a 3% increase in salaries and wages for 2027.

Additional pay, either added to base salary or a one-time bonus for exceptional performance is encouraged.

Lay Employees (except Musicians)

Sample Position Titles	Minimum Hourly	Minimum Salary	Maximum Salary
Receptionist	**$18.85**	**$39,197**	**$49,678**
Secretary	**$18.85**	**$39,197**	**$54,612**
Administrative Assistant	**$24.60**	**$51,152**	**$62,067**
Bookkeeper	**$24.60**	**$51,152**	**$74,495**
Cleaning Staff	**$18.85**	**$39,197**	**$54,612**
Sexton	**$20.94**	**$43,556**	**$64,552**
Youth Director		**$51,148**	**$81,834**
Director, Religious Educ.		**$63,931**	**$95,898**
Program Director		**$63,931**	**$95,898**
Administrator and/or Operations Director		**$76,722**	**$127,870**

2025 Minimum Wage by Locale

Please click on the links for required posting.		Full-time salary
District of Columbia	$17.95	$37,336
Maryland	$15.00	$31,200
**Montgomery County		
10 or fewer employees	$15.50	$32,240
11-50 employees	$16.00	$33,280
51 or more employees	$17.65	$36,712

For employees working less than full-time, as defined by the parish, the salary may be prorated based on number of hours worked each week. Example: An administrative assistant works 30 hours per week or 75% time of a 40 hour full-time position. The salary might be 75% of $50,000 or $37,500 annually.

Base salary does not include the costs of health insurance, pension contributions, FICA, life insurance, short-term or long-term disability. Lay employees are eligible for employer paid retirement benefits if working 1000+ hours annually and health benefits if working 1500+ hours annually. Optional benefits at 1000+ hours annually include Group Life and Disability insurance. Employers are encouraged to offer Group Life and Short-term Disability to eligible staff.