



## DIOCESE OF SACRAMENTO

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### LAY PERSONNEL

January 26, 2026

Dear Pastors, Parochial Administrators, and Parish Stewards:

Each year, pursuant to the Parish Services Agreements between the diocese and parish corporations, we prepare a salary adjustment guideline for lay employees of parishes and the central administrative offices of the diocese. This guideline is intended as a resource to parishes in the preparation of their budgets for the coming fiscal year. Please note that the guideline for Catholic school employee salaries is addressed separately by the Catholic Schools Department.

The FY26/27 salary adjustment guideline for Lay Employees is a 3.0% increase.

This guideline has been developed after consideration of relevant factors such as inflation; unemployment rates; national surveys of projected wage adjustments for 2026; FY24/25 parish offertory results and mid-year survey results for FY25/26; and recent salary adjustment history. Consultation was provided by the Diocesan Finance Council in addition to key management at the Pastoral Center.

Please give due consideration to this guideline as you prepare your budgets for FY26/27.

Thank your stewardship of parish resources, both human and temporal. If you have any questions, please do not hesitate to contact me.

Sincerely yours in Christ,

A handwritten signature in blue ink that reads "Anna Schiele".

Anna Schiele  
Director of Lay Personnel