



RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES


Catholic Archdiocese of Seattle
VERSION 2.4 (2025)

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES




AUTHORIZATION:


Version 2.4 of the Records Retention Schedule for Parishes & Faith Communities has been approved by the following:



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RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

TITLE: RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

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RELATED POLICIES AND PROCEDURES:

Substantive and Transitory Records Guidelines (see p. 10)

REVISIONS: SEE [APPENDIX C](#) FOR REVISIONS & VERSIONS

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WHAT IS A FUNCTIONAL RECORDS RETENTION SCHEDULE?

The *Records Retention Schedule for Parishes & Faith Communities* (hereafter called the *Schedule*) is a document that lists all of the records series produced throughout the diocese. It explains how long each records series must be kept and describes what to do with the records once their retention period is over. It is organized by business or pastoral function instead of by *hierarchy* or *department* as has been done in the past. This new method more accurately reflects the functions and mission of parishes regardless of position, department, or office.

A functional records retention schedule allows a great deal of flexibility for the inevitable changes that occur in organizations. The major functions will remain relatively stable over time despite changing office responsibilities.

Another benefit of the functional approach to scheduling records series is that all records series are centralized in one document. Other institutions often require users to consult individual schedules in addition to a general schedule (containing institutionally common records series).

Offices create many common record types (e.g., subject files, meeting records, training files, event records, etc.). By grouping those common records types together in one document, this *Schedule* facilitates efficient staff use and also improves the management and continued maintenance of records.

HOW DO I USE THIS SCHEDULE?

The *Schedule* is organized by function, **not** by department or record format. By looking at the table of contents, you can place your records first within one of the 16 main functions. Think how the record you want to find is used. Does it have to do with an Asset? Does it support Administration? Once you've isolated the main function to which your records relate, refer to the subdivisions called "Activities" within each function to further refine your search. You can also refer to the [index](#) to help you find the correct records series.

Next, determine whether you have an "official record" or an information copy. Do others in your office retain the same record? Are you the main recipient of an email or have you been carbon copied (cc'd)? Talk to your supervisor or workgroup to determine if your copy is the official record and not just an informational copy. Informational copies can be deleted when they are no longer needed for business or an action has been taken. For further assistance on using the schedule, please contact [Archives & Records Management](#).

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EXPLANATION OF FUNCTIONS

<u>100 ADMINISTRATION GENERAL</u> The function of administering parish programs, offices, boards, groups, and events.	<u>900 INFORMATION MANAGEMENT</u> The function of managing parish information, including forms and publications, mail services, records administration, marketing, and public relations.
<u>200 ASSET MANAGEMENT</u> The function of managing the physical assets of a parish (facilities, land, equipment, vehicles, and supplies). Includes: asset acquisition, maintenance, inventories, sale, and disposal.	<u>1000 COMMUNITY OUTREACH</u> The function of providing assistance to parishioners and the community through programs administered by a parish.
<u>300 SACRAMENTAL ADMINISTRATION</u> The function of coordinating formal sacramental and canonical processes of the Roman Catholic Church.	<u>1100 SPIRITUAL DIRECTION</u> The function of providing spiritual guidance to individuals, couples, and families.
<u>400 CEMETERY ADMINISTRATION</u> The function of coordinating burial services in a diocesan cemetery.	<u>1200 TECHNOLOGY MANAGEMENT</u> The function of acquiring, developing, implementing, testing, supporting, and monitoring computer, networking, imaging, telecommunication, and other technologies.
<u>500 FINANCIAL ADMINISTRATION</u> The function of managing a parish financial resources, obligations, and monetary infrastructure.	<u>1300 TRAINING</u> The activity of organizing, coordinating, and administering training programs such as conferences, seminars, certifications, classes, workshops, and similar educational gatherings.
<u>600 PERSONNEL ADMINISTRATION</u> The function of recruiting, selecting, assessing, and managing employees and volunteers.	<u>1400 YOUTH & YOUNG ADULT MINISTRY</u> The activity of organizing, coordinating, and administering programs, courses, conferences, workshops, Sunday school programs, youth group, field trips, retreats, events, and religious education for parish youth.
<u>700 LITURGICAL ADMINISTRATION</u> The function of coordinating sacred musical performances and liturgical celebrations.	<u>1500 LEGAL</u> The function of managing the civil legal affairs of the parish, including: litigation and legal advice. Includes internal and outside counsel.
<u>800 PERFORMANCE & THEATRICALS</u> The function of coordinating secular music and theatrical performances. Includes: pageants, plays, and musicals. Does not include musical performances related to the Mass.	

EMAIL RETENTION

Email messages are records which may contain evidence of parish actions, decisions, approvals, or transactions. Email does **NOT** have a blanket retention period. Like all records, they are scheduled according to the business or pastoral function to which they relate and not by their format. Many of the records series listed in this schedule are likely to contain email. The *content* of the email determines whether and how long a particular email message should be retained. For example, if an email message is related to a project, then refer to the retention period for projects. Please refer to the [Transitory Records Guidelines](#) for information on what type of material can be safely destroyed when obsolete or superseded. Please contact [Archives & Records Management](#) for more information.

LEGAL HOLDS: PRESERVING RECORDS DURING LITIGATION OR INVESTIGATIONS

When litigation, an audit, or investigation occurs or is reasonably anticipated, a written notice (referred to as a “Litigation Hold Notice” or “Legal Hold”) will be issued to appropriate staff. All records, whether official records, information copies, working documents, or transitory records, potentially relevant to the matter must be retained until the Litigation Hold is terminated. The effect of this notice is to freeze or suspend the destruction or alteration of records, electronically stored information, and other materials identified in the notice.

Records relevant to the matter may **not** be destroyed – even if the retention period in this retention schedule has expired or expires during the Litigation Hold – until the action is resolved and a notice terminating the Hold has been issued. There are serious legal consequences for individuals that destroy or alter records under a Litigation Hold or know of a pending issue and do not halt destruction.

SUBSTANTIVE & TRANSITORY RECORDS GUIDELINES

TRANSITORY RECORDS

Transitory records are routine documents of temporary and short-term value in any format that are made or received in the course of diocesan business or pastoral work. Transitory records are not included in the Records Retention Schedule.

- Transitory records can be destroyed once you have used them or acted on them because they don't contain information that will be needed in the future.
- Transitory records do ***not***
 - set policy,
 - establish guidelines or procedures,
 - identify the person(s) who participated in a business activity or had knowledge of an event, and/or
 - make or document decisions.

Types of Transitory Records

1. Transitory Correspondence

- Memos and postings that do ***not*** relate to the functional responsibility of the department (e.g., announcements of meetings, reservations, confirmations, itineraries, acknowledgements, form-letter thank you notes, etc.)
- Notes and memos of short-term interest involved in answering routine requests for information or publications, in requesting or transmitting routine data to other offices, in acknowledging materials/information received, or in scheduling meetings, reservations, conferences, etc.
- Letters of transmittal that do not add information to the transmitted materials
- Routine requests for information that require no administrative action, policy decision, special compilation or research

2. Duplicates

- Extra copies of correspondence, forms, bulletins, statistics, reports, hardcopy mailing lists, etc. used only for reference or informational distribution

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- Duplicate/extra copies of records created and circulated for reference purposes, convenience, reading copies or follow-up; branch-wide memos; "all staff" communications; notices of special events; and routine administration issues
- Copies of electronic publications produced outside the office and no longer needed
- Electronic documents which are used to produce a hard copy version which is maintained in the hard copy files
- Email CCs (carbon copies) and BCCs (blind carbon copies) where you have been copied for informational purposes only and are not expected to take action yourself

3. Personal Documents

- Email messages and documents used for casual or personal communications
- To-do lists

4. Drafts and Working Materials

- Preliminary drafts and annotated drafts where annotations become a part of a subsequent version and are not evidence of decisions related to the evolution of the final document
- Rough notes, preliminary or informal drafts used in the preparation of correspondence, reports, memoranda, statistics, or other records that are of no value in documenting data collection or in showing how policies or programs were developed or implemented

5. Other

- Document errors: incorrect versions of documents, forms or reports that had to be regenerated in order to correct errors in typing, data entry, spelling, grammar, or format
- Information or forms which are used to compile or update another record and which will be obsolete once the update or data entry is validated and backup procedures are completed. For example: parishioner registrations
- Informational resources about outside organizations, individuals, or subjects once these resources have served their purpose.
- Letters of transmittal which do not add any information to the transmitted materials
- Copies of financial documents already maintained by Finance and Administration
- Miscellaneous notices or memoranda which do not relate to the functioning of the agency (notice of community affairs, employee meetings, holidays, etc.)
- Preliminary drafts, reports, work sheets, spreadsheets, presentations, and informal notes which do not represent basic steps in the preparation of record documents

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SUBSTANTIVE RECORDS

Substantive records are documents that are made or received in the normal course of parish business or pastoral work. These records, however, are important to the ongoing functioning of the parish. They tell us why things were done, why decisions were made, how money was spent, etc. Substantive records are included in the records retention schedule.

Substantive records are documents in any format that:

- relate to the key activities undertaken to accomplish a mission or mandate,
- give evidence of decisions and policies,
- prove that *significant* transactions occurred (or did not occur),
- provide information needed for future decision/policy making, and
- support programs and projects.

Examples of substantive include:

- Official copies of agendas and meeting minutes of management teams, committees, councils, and administrative groups
- Correspondence related to official business communications at the executive level, to and from others inside and outside the organization
- Documentation of an office or department's decisions and operations
- Final reports or recommendations of parish agencies
- Grant proposals, approvals, and reports
- Legal, financial, and property records
- Official copies of policy, program, and procedure directives, such as manuals, bulletins, orders, rules, directives, or policy statements
- Official copies of press releases
- Transmittal emails containing no substantive information but which are sent to provide attachments that fall into one of the categories above

GUIDELINES FOR MANAGING THE ELECTRONIC RECORDS OF SEPARATED EMPLOYEES

1. General

- 1.1 The Archdiocese of Seattle defines *records* as documents in any format that are made or received in the course of business or pastoral affairs and saved for future reference, action, or evidence. Aside from more familiar paper-based documents, records include: word processing files, databases, spreadsheets, instant messages and chats, websites, digital images, video files, websites, and sound recordings. Please consult [Archives & Records Management](#) if you would like more information.
- 1.2 Electronic records storage sources that are subject to these guidelines include:
- Desktop, laptop, and tablet computers,
 - Servers,
 - Cell/smart phones,
 - Instant messaging,
 - PDAs (personal digital assistant),
 - Loose media (CDs, zip drives, etc.),
 - Voicemail recorders,
 - Printers, and
 - Data backups.

2. Voluntarily Separated Employees

- 2.1 The computer hard drives and other digital assets of *voluntarily* separated employees (when there is no indication to parish administrators that the employee is dissatisfied, hurt, or angry) can be repurposed or destroyed once records contained on them have been reviewed with records retention schedules, and materials with ongoing retention requirements or “PARISH ARCHIVES” designation have been transferred (migrated) to a network server or external storage device.

3. Involuntary or Contentious Resignations

- 3.1 Any time there is an involuntary separation or contentious resignation from a position at a parish, the institution should be prepared for the possibility of litigation. When this occurs, all electronic records on the employee’s computer hard drives (PC and laptop), external storage devices, optical media, and smart phones should be centralized and preserved until any anticipated or impending litigation has been resolved or the statute of limitations has expired. [Hardcopy records should also be centralized and preserved].

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- 3.2 To ensure the admissibility of electronic records in legal proceedings, prevent any deletions or changes to them by disabling the employee's access to all digital technologies either before or simultaneously with their final meeting with supervisors or administrators. It is also important that no other staff open these files, as doing so can change system generated metadata used for authentication in litigation. Instead, make a copy of the file(s) or folder(s) in a separate location, and provide access to the copy, **not** the original. Laptops and other technology assets should be returned to the employee's supervisor before or immediately after the severance meeting.
- 3.3 In addition to preserving the electronic records of the subject of the separation or resignation, those of the subject's supervisors and other personnel determined by PARISH administration to be key to any possible future litigation should be preserved in accordance with this policy. Contact the [Chancellor](#) for advice in determining which personnel and the extent of information that should be included in the preservation tasks. For guidance on selecting acceptable methods of preserving electronic data and selecting external storage devices for preservation please contact [Archives & Records Management](#).
- 3.4 All data on mobile smart phones issued by a parish should also be retained on a backed-up server or external storage device after an employee's involuntary separation. All email communications should be retained, including, but not limited to: the inbox, outbox, sent mail, trash, and any subfolders and email communications therein.
- 3.5 Before wiping, repurposing, or disposing of digital technologies, the data contained on them should be migrated to a secure network server or acceptable external storage device. Please contact the [Director of Archives & Records Management](#) to schedule this. In highly contentious matters a mirror image should be produced through a specific method of copying that replicates bit for bit, sector for sector, all allocated and unallocated space, including slack space, on a computer hard drive. This will contain all the information in the computer, including embedded, residual, and deleted data. This requires specialized hardware and software and should not be attempted by parish staff. If possible, contact [Archives & Records Management](#) to schedule this *before* the severance meeting so that a plan can be in place to affect the collection and terminate the employee's access to the data concurrent or immediately after the severance meeting.
- 3.6 A hold should also be placed on any routine records destruction for the employee's email account. Additionally, email communications produced after the separation by parties identified by the Chancellor's Office and Legal Counsel to be "key" to any anticipation litigation should also be preserved with a hold placed on those individuals' email account's destruction schedule. Contact [Archives & Records Management](#) to establish a protocol and method for downloading and preserving various email sources. [Staff should *never* use personal email accounts for parish business, as doing so may cause the entire account to be subject to discovery during litigation.]

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- 3.7 It is advisable to conduct an annual audit of software, email services, etc. to prepare for quick implementation of legal holds. Include all departments and entities in the audit. This is important to ensure accurate preservation and to verify that the data can be accessed in the future. For example, legacy software might also need to be preserved, so that data created using that software can be accessed. Additionally, certain server configurations are not easily reconstructed if the server is turned off.
- 3.8 Add the following to a departing employee questionnaire or interview:
- Request for a list of electronic assets and location of all electronic records, including email.
 - Request for login IDs and passwords for Parish systems and applications.
 - Confirmation that the employee does not have any confidential, proprietary, or business-related records (paper or electronic) in his/her possession.
 - Confirmation that the employee did not use personal email services to conduct business on behalf of the Archdiocese of Seattle. If they did, they should be instructed not to access that information until a plan is in place to preserve it and remove it from their possession.
 - For highly contentious matters, contact the [Chancellor](#) or [Director of Archives & Records Management](#) for a “duty to preserve” notice to be prepared for the employee at the final meeting.

4. Data Storage, Migration, and Disposal (Involuntary and Voluntary Separations)

4.1 Migration:

- For assistance in migrating electronic records to other media please contact the [Archives & Records Management](#).

4.2 Storage:

- Electronic records transferred to network servers or external storage devices for the purpose of litigation preservation should be included in the institution’s backup processes.
- If stored on a network server, access to these materials should be restricted to the pastor or PAA. If stored on an external storage device, it should be kept in a locked place with access limited to the pastor or PAA. This is to preserve confidentiality and to safeguard against spoliation of evidence in legal proceedings.

4.3 Disposal:

- Contact the [Chancellor](#) or the [Director of Archives & Records Management](#) to determine when it is safe to destroy any materials, and then securely delete data on the computer hard drive. Secure deletion is any method which ensures that deleted data cannot be recovered using system functions or commercially available programs. Examples of computer secure deletion include:

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- Using software programs designed for secure data deletion (There are free and low-cost programs of this type available on the internet.)
 - Reformatting the hard drive (Do not use quick or high-level reformatting, which does not actually delete the data itself)
 - Physically destroying the hard drive
- After transferring the data on mobile devices to a network server or external storage device, erase the data from the device by performing a hardware reset to factory settings, and subsequently verifying that the data has been erased by visual inspection.

100 ADMINISTRATION MANAGEMENT

The function of administering parish programs, offices, boards, groups, and events.

105 Administration, General

The activity of directing the day-to-day operations of parishes. Includes: records common to most parish offices.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS105-05	OFFICE MEETING MATERIALS – Routine office or staff meeting materials and notes. Includes any audio or video recordings. For board and committee meeting materials, see PS110-05 .	Calendar year + 3 years	RECYCLE/DELETE
PS105-10	PARISHIONER REGISTRATIONS See PS915-05 for Parishioner Engagement Data System.	Electronic data: Permanent If using paper registration forms for data entry into Parish Engagement Data System, then paper forms are transitory. If paper forms are sole proof of parishioner registration: Permanent	PARISH ARCHIVES SHRED PARISH ARCHIVES
PS105-15	PROJECT RECORDS – Records of major projects such as system implementations and strategic initiatives. (Not to be confused with ongoing programs). May include, but not limited to: work plans, status reports, meeting materials and notes, requests for proposal, project plans, financial records, and related correspondence.	Completion of project + 6 years	SHRED/DELETE
PS105-20	RECORD DESTRUCTION CERTIFICATES – Records certifying the physical disposal/deletion of records that have completed their retention period.	Permanent	PARISH ARCHIVES
PS105-25	REQUESTS FOR BASIC/ROUTINE INFORMATION – Records are routine requests for information about the parish, including business hours, location,	Obsolete or superseded	RECYCLE/DELETE

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	contact information, website links, meeting times, etc.		
PS105-30	<p>SCHEDULING – APPOINTMENTS & MEETINGS – Records include meeting invitations accepted/declined, calendar items, notifications, and related correspondence.</p> <p>*For scheduling for events that minors attend without guardian supervision, use PS1410-15 Camp, Retreat, and Event Registrations (MINORS).</p>	Obsolete or superseded*	RECYCLE/DELETE
PS105-35	<p>SUBJECT OR REFERENCE FILES – Collections of resources related to research done by departments or programs.</p> <p>May include, but not limited to: correspondence, photographs, external and internal publications, biographical files, vendor catalogs, reports, external advertising and marketing information, legislation information, presentation preparation, document drafts, newspaper clippings, working files, and issue files.</p>	Obsolete or superseded, review annually	RECYCLE/DELETE
PS105-40	TRANSITORY RECORDS – See Transitory Records Policy above . Please use the series number and title for destruction certificates.	Obsolete or superseded	RECYCLE/DELETE

110 Boards, Committees, Commissions, Councils, & Lay Groups

The activity of coordinating and/or staffing boards, committees, councils, commissions, lay groups, societies, and clubs.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS110-05	BOARDS, COMMITTEES, COMMISSIONS, COUNCILS, & LAY GROUPS MEETING MATERIALS – Includes: parish councils, leadership, societies, and clubs. Records also include any audio or video recordings.	Permanent	PARISH ARCHIVES
PS110-10	CONSTITUTIONS & BYLAWS – Formal adopted constitutions and bylaws for all parish organizations and groups.	Permanent	PARISH ARCHIVES

115 Contracts/Agreements

The activity of managing contracts, agreements, and all processes involved in their development.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS115-05	CHILD PHOTO/MEDIA RELEASES – Permissions to use images of children	Retain for 6 years after image/	SHRED/DELETE

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	recorded during activities/events, by staff or students in an official capacity. Images include, but are not limited to, photos, video, and audio recordings.	recording no longer being used then destroy. Denials of Permissions: retain until end of year	
PS115-10	CONTRACTS, SERVICE OR RENTAL AGREEMENTS, LEASES, & WARRANTIES – Records related to the servicing, leasing, rental and contracting of buildings, services, and equipment.	Termination of contract, lease, or agreement + 6 years	SHRED/DELETE
PS115-15	HOLD HARMLESS/INDEMNITY AGREEMENTS - Also includes facility use agreements.	Termination of agreement + 6 years	SHRED/DELETE
PS115-20	INDEPENDENT CONTRACTOR AGREEMENTS – Agreements between the Archdiocese of Seattle and independent contractors for goods, services, and payment.	Termination of contract or agreement + 6 years	SHRED/DELETE

120 Establishment

The activity of establishing or changing authority of employees and the structure of a parish. Includes: incorporating, registering power of attorney, mapping organizational structures, and delegating executive or canonical responsibility.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS120-05	ARTICLES OF INCORPORATION	Permanent	PARISH ARCHIVES
PS120-10	CANONICAL APPOINTMENTS	Permanent	PARISH ARCHIVES
PS120-15	DECREES OF ESTABLISHMENT	Permanent	PARISH ARCHIVES
PS120-20	POWER OF ATTORNEY	Permanent	PARISH ARCHIVES

125 Events & Retreats

The activity of planning, coordinating, and delivering events, celebrations, anniversaries, fundraisers, galas, bazaars, festivals, benefits, and retreats. Includes: the arrangement of site reservations, permits, transportation and parking, entertainment and presenters, set up and clean up, and catering. For youth events, see [Youth & Young Adult Ministry \(1400\)](#). Does not include the coordination of [Board, Committees, Commissions, Councils, & Lay Groups \(110\)](#) or [Liturgical Administration \(700\)](#). For event insurance, see [Risk Management & Insurance \(135\)](#).

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS125-05	EMERGENCY TREATMENT RELEASE FORMS – Forms used for events granting parish staff or volunteers the authority to administer various	End of event or class + 8 years*	SHRED/DELETE

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	<p>medical/health care treatments to minors.</p> <p>*For events that minors attend without guardian supervision, use PS1410-15 Camp, Retreat, and Event Registrations (MINORS).</p>		
PS125-10	<p>EVENT PLANNING RECORDS – Includes site reservations, agendas, permits, transportation and parking, entertainment, presenters, set up and clean up, and catering.</p> <p>For contracts or agreements, see PS115-10.</p> <p>For Event Registration Records, see PS125-15 below.</p>	Obsolete or superseded	RECYCLE/DELETE
PS125-15	<p>EVENT REGISTRATION RECORDS – May include, but not limited to: payments, enrollment records, contact information, attendance lists, and correspondence.</p> <p>*For events that minors attend without guardian supervision, use PS1410-15 Camp, Retreat, and Event Registrations (MINORS).</p>	Adult registrations: end of event + 2 years*	SHRED/DELETE
PS125-20	<p>PERMITS & LICENSES – Includes: charitable gaming permits and liquor licenses.</p>	Expiration of permit or license + 6 years	RECYCLE

130 Policies, Guidelines, & Procedures

The activity of developing and implementing policies, procedures, directives, guidelines, and process documents.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS130-05	ACCIDENT/SAFETY PREVENTION MANUALS, FINAL	Permanent	PARISH ARCHIVES
PS130-10	ACCOUNTING POLICIES & PROCEDURES	Obsolete or superseded + 6 years	RECYCLE/DELETE
PS130-15	DISASTER/EMERGENCY PREPAREDNESS PLAN, FINAL	Obsolete or superseded + 3 years	RECYCLE/DELETE
PS130-20	POLICIES, GUIDELINES, HANDBOOKS, & PROCEDURES (CHANCERY) – Documents developed by Chancery offices for implementation at parishes.	Obsolete or superseded	RECYCLE/DELETE
PS130-25	POLICIES, GUIDELINES, HANDBOOKS, & PROCEDURES DEVELOPMENT RECORDS: PARISH – May include, but not limited to: substantive drafts, comments, notes, and resources.	Obsolete or superseded + 2 years	RECYCLE/DELETE
PS130-30	POLICIES, GUIDELINES, HANDBOOKS, & PROCEDURES (PARISHES) – Final approved policy documents developed and implemented by parishes.	Permanent	PARISH ARCHIVES

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135 Risk Management & Insurance

The activity of identifying and mitigating risks.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS135-05	<p>ACCIDENTS/INCIDENTS – NO CLAIM FILED – Records relating to accidents/incidents involving individual(s) not employed by the Archdiocese of Seattle, and where a formal claim for damages is not filed. Records include, but are not limited to, reports, notes, photographs, correspondence, and investigations.</p> <p>For Accidents or Incidents where a claim is filed, see PS135-15 CLAIM FOR DAMAGES.</p> <p>Excludes hazardous materials accidents and incidents covered by PS135-10.</p>	<p>If under the age of 18: 3 years after individual reaches age 18.</p> <p>If over the age of 18: 3 years after the incident.</p>	SHRED/DELETE
PS135-10	<p>ACCIDENTS/INCIDENTS (HAZARDOUS MATERIALS) – Records relating to accidents/incidents involving individual(s) not employed by the Archdiocese of Seattle, and where a formal claim for damages is not filed. Records include, but are not limited to, reports, notes, photographs, correspondence, and investigations.</p> <p>For Accidents or Incidents where a claim is filed, see PS135-15.</p>	<p>No human exposure: 50 years after date of incident/accident</p> <p>Human exposure: 100 years after individual's date of birth or 30 years after individual's death, whichever is sooner.</p>	SHRED/DELETE
PS135-15	<p>CLAIMS FOR DAMAGES – Accident/ Incident Claims which are called into the Archdiocese's insurance company and for which a formal case is opened. Records include, but are not limited to: reports, correspondence, investigations, notes, testimony, and photographs.</p> <p>For Accidents or incidents where no claim is filed, see PS135-05.</p> <p>For Workers' Compensation records/claims, see PS605-80</p>	<p>Close of claim + 6 years</p> <p>Claims regarding children under the age of 18: 3 years after individual reaches age 18.</p>	SHRED/DELETE
PS135-20	EMERGENCY DRILL REPORTS	Calendar year + 3 years	RECYCLE/DELETE
PS135-25	INSURANCE RECORDS – Includes: property, special event, and supplemental.	<p>For policies purchased after 1990: Termination of policy + 6 years</p>	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

		For policies purchased before 1990: Send to Chancery Archives for review.	ARCHIVAL REVIEW
PS135-30	SEX ABUSE NOTIFICATIONS – Records include, but are not limited to, letters, electronic messaging (emails, text messages, voice messages), and documentation of verbal conversations.	Permanent	PARISH ARCHIVES

200 ASSET MANAGEMENT

The function of managing the physical assets of a parish (facilities, land, equipment, vehicles, and supplies). Includes: asset acquisition, maintenance, inventories, sale, and disposal.

205 Design & Construction

The activity of designing, constructing, or remodeling buildings, structures, and infrastructures owned, leased, or otherwise occupied by a parish.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS205-05	BLUEPRINTS & ARCHITECTURAL PLANS	Completion of project + 6 years, then contact Chancery Property and Construction	PARISH ARCHIVES
PS205-10	<p>PROPERTY & CONSTRUCTION PROJECT FILES – Records relating to the design, permitting, and construction or additions/remodels (affecting the structure of the building/facility). Includes, but is not limited to:</p> <ul style="list-style-type: none"> • Project meeting minutes, approval, program review and/or comments • Plans and drawings (including “as-built” and “as-designed” drawings and shop drawings affecting the structure or operating systems of the building) • Permits and Environmental Impact Statements (EIS) • Specifications, design calculations, contracts, test results, reports modification proposals and manuals • Photographs/video showing major/significant stages of the project • Allotment and payment records and related documentation 	Life or sale of facility + 6 years, then contact Chancery Property and Construction.	PARISH ARCHIVES

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

210 Inventory

The activity of detailing or itemizing goods, materials, and resources.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS210-05	INVENTORY OF FILING SYSTEMS & RECORDS	Obsolete or superseded	SHRED/DELETE
PS210-10	INVENTORY OF FIXED ASSETS – Contains a list of each asset as well as a description of asset, purchase/acquisition date, date asset put into service, original cost, location of asset, estimated useful life, and date of previous inspection. Note: A backup must be stored offsite.	Calendar year + 4 years	SHRED/DELETE
PS210-15	INVENTORY OF MATERIALS, EQUIPMENT, & SUPPLIES	Calendar year + 4 years	SHRED/DELETE

215 Maintenance

The activity of repairing, inspecting, or servicing assets owned by a parish. Includes: buildings, vehicles, and equipment.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS215-05	BUILDING INSURANCE INSPECTION RECORDS – Records are the results of insurance company inspections of all properties.	Superseded + 6 years	SHRED/DELETE
PS215-10	BUILDING SAFETY PERMITS/ INSPECTIONS – Fire extinguishers, alarms, sprinklers, suppression systems; heating, ventilation, air conditioning systems; boilers/hot water tanks, elevators, etc. Does not include hazardous waste inspection/ abatement records. See HAZARDOUS MATERIALS FILES.	Retain for 6 years after inspection superseded (<u>and</u> conditions of inspection satisfied <u>and</u> violations corrected/ resolved), then Destroy	SHRED/DELETE
PS215-15	HAZARDOUS MATERIAL SAFETY DATA SHEETS (MSDS) & ASBESTOS REPORTS	Permanent	PARISH ARCHIVES
PS215-20	MAINTENANCE HISTORY RECORDS – MAJOR AND/OR REGULATED – Records of major and/or regulated maintenance on buildings, equipment, and any vehicles performed by maintenance staff, vendors, or contractors. May include: logs, reports, and related correspondence/email. Included in this series are: accident/traffic collision records, as well as any	Disposal or sale of property, equipment, or vehicle + 6 years	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

	inspection documentation or safety analysis records.		
PS215-25	MAINTENANCE & SERVICE REQUESTS (MINOR AND/OR UNREGULATED) – Records documenting minor and/or unregulated repairs and services performed by maintenance staff, vendors, and third parties. Includes custodial, floor and window cleaning, lawn/gardening, painting, and vehicle and equipment oil changes, tune-ups, filters, tires, etc. Records may include: email calendar appointments, events, work orders, and tasks as well as email.	Completion of work + 3 years If security/safety issues, then retain indefinitely	SHRED/DELETE
PS215-30	OPERATING MANUALS	Disposition or sale of facility or equipment	SHRED/DELETE
PS215-35	OPERATING PERMITS	Expiration of permit + 6 years	SHRED/DELETE

220 Operations

The activity of managing the day-to-day usage of buildings, vehicles, and equipment.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS220-05	BUILDING ACCESS PRIVILEGE RECORDS	Obsolete or superseded	SHRED/DELETE
PS220-10	HEALTH DEPARTMENT FOOD SAFETY INSPECTION REPORTS	Retain until next inspection, then destroy	SHRED/DELETE
PS220-15	KEY CHECK OUT RECORDS	Termination of employee + 6 years	SHRED/DELETE
PS220-20	KEY LOGS	Obsolete or superseded	SHRED/DELETE
PS220-25	PARKING PERMIT LISTS	Obsolete or superseded	SHRED/DELETE
PS220-30	VEHICLE TITLES & REGISTRATIONS	Disposition or sale of vehicle + 4 years	SHRED/DELETE
PS220-35	VISITOR REGISTRATION LOGS	Calendar year + 6 years	SHRED/DELETE

225 Purchasing/Acquisitions & Disposal

The activities of acquiring assets through purchase or donation and disposing of assets through sale or otherwise. Includes records documenting ownership of assets.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS225-05	EASEMENTS	End of easement + 10 years	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

PS225-10	EQUIPMENT AND VEHICLE SALVAGE/SALE RECORDS – Records of resulting from the sale or salvage of equipment and vehicles.	Disposal of equipment + 6 years	SHRED/DELETE
PS225-15	EQUIPMENT/MATERIALS/VEHICLE PARTS ORDERS	Fiscal year + 6 years	SHRED/DELETE
PS225-20	LEIN RECORDS	Closure of dispute + 10 years	SHRED/DELETE
PS225-25	PROPERTY DEEDS/TITLES	County auditor/recorder retains permanent record All other copies: sale or disposal of land + 10 years Schools and parishes properties: arrange for appraisal by Archives	SHRED/DELETE SHRED/DELETE ARCHIVAL REVIEW

230 Security

The activity of protecting employees and staff, physical goods, and resources against danger, loss, or threat.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS230-05	POLICE NOTIFICATIONS OF LOCAL JUVENILE & SEX OFFENDERS	Obsolete or superseded	SHRED/DELETE
PS230-10	POLICE REPORTS	Resolution of incident + 6 years	SHRED/DELETE
PS230-15	SECURITY ROUNDS LOGS	Calendar year + 1 year	SHRED/DELETE
PS230-20	SECURITY/INCIDENT REPORTS – Excludes all injuries to individuals. See PS135-05 & PS135-15 for accidents and injuries to individuals.	Resolution of incident + 6 years	SHRED/DELETE
PS230-25	SURVEILLANCE RECORDS – Records produced through digital video recordings from cameras strategically placed throughout parish buildings.	If no incident occurs, creation date + 30 days or until determined that no security incident has occurred. If incident, resolution of incident + 6 years	DELETE DELETE

300 SACRAMENTAL ADMINISTRATION

The function of coordinating formal sacramental and canonical processes of the Roman Catholic Church.

SERIES NO.	SERIES/TITLE DESCRIPTION		
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RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

		RETENTION	DISPOSITION
PS300-05	<p>BAPTISM AUTHORIZATIONS – Includes baptism applications for parents and legal guardians and sponsor registration forms as well as forms and supporting documentation such as baptismal or birth certificates of parties involved.</p> <p>Note: Parish can return submitted sacramental/birth certificates to parents or sponsors after recorded in register.</p>	Retain until recorded in sacramental register	SHRED/DELETE
PS300-10	DEATH REGISTERS	Permanent	PARISH ARCHIVES
PS300-15	MARRIAGE ANNULMENT PETITIONS	<p>Final resolution of case*</p> <p>*Please contact Tribunal if any questions arise.</p>	SHRED/DELETE
PS300-20	MARRIAGE PACKETS – Includes: envelopes and all related documentation as well as prenuptial documents for intradiocesan marriages.	<p>Permanent</p> <p>For partially filled out envelopes, retain for 2 years after last dated document or form.</p>	<p>PARISH ARCHIVES</p> <p>SHRED/DELETE</p>
PS300-25	MASS INTENTION BOOKS	Calendar year + 2 years	SHRED/DELETE
PS300-30	RITE OF CHRISTIAN INITIATION OF ADULTS RECORDS – Includes: Register of Catechumens, Book of the Elect, and Reception into Full Communion Register	Permanent	PARISH ARCHIVES
PS300-35	<p>SACRAMENTAL RECORDS REQUESTS – Requests from parishioners or the public for sacramental record certificates.</p> <p>Includes: accompanying requester documentation such as copies of photograph identification and letter or email.</p>	Completion of request + 3 year	SHRED/DELETE
PS300-40	SACRAMENTAL NOTIFICATIONS – Notifications received from or sent to other parishes regarding amendments or additions to a sacramental register (e.g. marriage or confirmation).	Retain until recorded in register	SHRED
PS300-45	<p>SACRAMENTAL REGISTERS – Baptismal, confirmation, first communion, and marriage registers.</p> <p>Includes: supporting documentation (e.g. birth certificate and baptismal certificate) only if used for significant changes to register (such as name change or adoption).</p>	Permanent	PARISH ARCHIVES

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

PS300-50	SICK CALL LOGS	Permanent	PARISH ARCHIVES
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400 CEMETERY ADMINISTRATION

The function of coordinating burial services in a diocesan cemetery.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS400-05	BURIAL INDEX/REGISTERS	Permanent	PARISH ARCHIVES
PS400-10	BURIAL TRANSIT PERMIT	Health district or department retains primary copy Cemetery: Obsolete or superseded	SHRED
PS400-15	CEMETERY LOT CARDS	Permanent	PARISH ARCHIVES
PS400-20	CEMETERY MAPS	Permanent	PARISH ARCHIVES
PS400-25	OBITUARIES	Obsolete or superseded	RECYCLE
PS400-30	PLOT OR INTERMENT PURCHASE FORMS & AGREEMENTS	Permanent	PARISH ARCHIVES

500 FINANCIAL ADMINISTRATION

The function of managing a parish's financial resources, obligations, and monetary infrastructure.

505 Accounting

The activity of recording, analyzing, and reporting financial transactions. For Accounting Policies, see [130 Policies, Guidelines, & Procedures](#).

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS505-05	FINANCIAL TRANSACTIONS – GENERAL – includes: <ul style="list-style-type: none"> Accounts Payable and Receivable Cash Receipts Check Requisitions Journal Entries Wire Transfers 	Electronic Version: Fiscal year + 6 years All other electronic and paper copies: destroy when obsolete or superseded.	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

	<ul style="list-style-type: none"> • Voids/Stop Payments 		
PS505-10	AUDIT REPORTS	Permanent	PARISH ARCHIVES
PS505-15	GENERAL LEDGERS	Permanent	PARISH ARCHIVES

510 Authorization

The activity of granting and/or receiving permission or approval in relation to financial management.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS510-05	APPROVALS FOR COMPANY CREDIT CARDS & STORE CREDIT APPLICATIONS	Obsolete or superseded + 6 years	SHRED/DELETE
PS510-10	AUTHORIZED SIGNATURE LISTS	Obsolete or superseded + 6 years	SHRED/DELETE

515 Banking

The activity of transacting monetary exchanges with outside financial institutions.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS515-05	BANK/INVESTMENT STATEMENTS & RECONCILIATIONS – Records relating to the Archdiocese’s banking activities and transactions. Records may include: deposits and withdrawals including Electronic Funds Transfers (EFTs); bank, dividend, and investment account statements; checks; warrants; bank/investment reconciliation reports; records documenting the status of and adjustment to accounts; trial balances; working papers; and non-routine correspondence.	<p>Fiscal year + 6 years</p> <p>If deposited checks (front & back) are scanned and retained by the bank, paper checks can be shredded after fiscal year + 1 year.</p> <p>If hand-notated bank reconciliations are scanned and uploaded to financial system, then paper reports can be shredded after the end of the fiscal year.</p>	SHRED/DELETE
PS515-10	CHART OF ACCOUNTS	Fiscal year + 6 years	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

520 Budget Development

The activity of determining estimates of future revenue and expenditures.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS520-05	BUDGET DEVELOPMENT WORKING FILES	Obsolete or superseded	SHRED/DELETE
PS520-10	BUDGET, FINAL	Permanent	PARISH ARCHIVES

525 Development, Fundraising, & Grants

The activity of soliciting and gathering contributions of money and/or other resources through capital campaigns, auctions, fundraising events, special collections, and estate planning. Also includes moneys received and disbursed through grants.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS525-05	ANNUAL CATHOLIC APPEAL DONATION RECORDS – May include: parish daily reports and parish donor summary sheets.	Fiscal year + 6 years	SHRED/DELETE
PS525-10	ANNUAL STEWARDSHIP RENEWAL PLEDGES	Pledge Cards: Fiscal year + 1 year Data: Fiscal year + 6 years	SHRED/DELETE
PS525-15	BEQUESTS, TRUSTS, & ENDOWMENTS	Permanent	PARISH ARCHIVES
PS525-20	CAMPAIGN, AUCTION, & FUNDRAISING EVENT PLANNING RECORDS – May include: event planning materials, prospective donor lists, photographs, and sample pledge cards and forms. For promotional materials, see PS910-10 .	End of campaign + 2 years	SHRED/DELETE
PS525-25	DONATION RECORDS	Calendar year + 6 years	SHRED/DELETE
PS525-30	DONATION SUMMARY REPORTS	Calendar year + 6 years	SHRED/DELETE
PS525-35	DONOR DATABASE RECORDS – Includes: contact information, demographic information, educational and business information, how donators wish to be recognized, donation amount, history of gifts, attendance at activities, as well as other attributes relevant to the donator's relationship with the Archdiocese of Seattle.	Calendar year + 6 years or obsolete or superseded, whichever is longer	DELETE
PS525-40	FUNDRAISING GOAL WORKSHEETS	Calendar year + 6 years	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

PS525-45	FUNDRAISING PLEDGE RECORDS – May include, but not limited to: pledge cards, payment forms, credit card or electronic fund transfer forms, batch records, cash receipts journal, pledge status reports, summary reports, ad-hoc reports, donor gifts, and pledge adjustment documentation.	Calendar year + 6 years If using pledge forms for data entry into Parish Data System, then paper pledge forms are transitory and database is official record.	SHRED/DELETE
PS525-50	GRANT ADMINISTRATION RECORDS – Records produced through granting or small loans to individuals or organizations. Records may include approval letters policies/procedures, applications for funds, financial information, committee records that reviewed the grant applications, evaluations, grantee reports, site visit records, and correspondence.	End of grant period (and any subsequent renewal period) + 6 years For denied grant applications: Calendar year + 1 year	SHRED/DELETE
PS525-55	GRANT AWARD RECORDS – Records produced through the reception of grants by the parish which were awarded by external organizations. Records may include: approval letters, applications for funds, financial information, grant applications, grantee reports, and correspondence. See PS525-50 for Grant programs administered by the parish.	End of grant period (and any subsequent renewal period) + 6 years	SHRED/DELETE
PS525-60	WEEKLY CONTRIBUTION ENVELOPES	If paper is used for data entry: End of fiscal year. And maintain electronic data in parish data system: fiscal year + 6 years. If paper is used for sole evidence of contribution: fiscal year + 6 years	SHRED

530 Payroll

The activity relating to the monetary compensation of employees on a periodic basis.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS530-05	MANUAL CHECKS SUMMARY REPORTS	Fiscal year + 3 years or until completion of audit	SHRED/DELETE
PS530-10	PAYROLL DEDUCTION REQUESTS	Termination of authorization + 6	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

		years	
PS530-15	PAYROLL REGISTERS* *Includes: Wage and Tax Registers	Permanent	PARISH ARCHIVES
PS530-20	PAYROLL VENDOR REPORTS – Records generated automatically by payroll system pre-January 1, 2014.	Master Control, Monthly/Quarterly reports: End of fiscal year Last Master Control report of Calendar year: Permanent Pre-2005 reports: retain permanently to provide proof of employment (if no personnel file exists) General informational/reference reports: Obsolete or superseded	SHRED/DELETE PARISH ARCHIVES PARISH ARCHIVES SHRED/DELETE
PS530-25	TIMECARDS	If used for retirement verification: Calendar year + 60 years. If NOT used for retirement verification: Fiscal year + 4 years	SHRED/DELETE

535 Tax

The activity of filing any required annual or special-purpose tax returns.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS535-05	BUSINESS & OCCUPATIONAL (B & O) TAX RETURNS	Calendar year + 6 years	SHRED/DELETE
PS535-10	EXCISE TAX RETURNS	Calendar year + 6 years	SHRED/DELETE
PS535-15	INTERNAL REVENUE SERVICE (IRS) RECORDS: • 1099 Form	Calendar year + 6 years	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

	<ul style="list-style-type: none"> • 941 Tax Quarterly Form • Absolution Letters • CP-2100A Notice • W-2 Form (Wage & Tax Statement) • W-4 Form (Employee's Withholding Allowance Certificate) • W-9 Form (Request for Taxpayer Identification Number & Certification) • 990-T Unrelated Business Income Tax 		
PS535-20	PROPERTY TAX EXEMPTION RENEWAL RECORDS – Records are WA State Department of Revenue forms, tax statements, and correspondence used in the renewal process of a parish or school's tax exempt status.	Calendar year + 6 years	SHRED

600 PERSONNEL ADMINISTRATION

The function of recruiting, selecting, assessing, and managing employees and volunteers.

605 Personnel Management

The activity of documenting an individual's employment. Includes volunteers.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS605-05	BACKGROUND CHECKS, POSITIVE CRIMINAL HISTORY RESULTS – Background checks where criminal history is found. Note: Negative Criminal History results and reports are stored by vendor.	Permanent (Before 2015: Retain permanently) After 2015: Negative Criminal History results and reports stored by vendor and Chancery HR.	PERMANENT SHRED/DELETE
PS605-10	CONFIDENTIALITY AGREEMENTS – Records are contracts signed by staff that ensure that personnel, legal, and health information will not be disclosed outside of parish-approved situations. See PS605-50 for more information.	Confidentiality Agreements – Separation of employee + 1 year, then incorporate into employee's personnel file	PARISH ARCHIVES
PS605-15	EMPLOYEE DISPUTE RESOLUTION RECORDS	Resolution of dispute + 6 years If employee terminated:	SHRED/DELETE PARISH ARCHIVES

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

		Permanent	
PS605-20	EMPLOYEE PERFORMANCE EVALUATIONS	Permanent (see PS605-50 Personnel Files)	PARISH ARCHIVES
PS605-25	FAMILY MEDICAL LEAVE RECORDS* – Records allow for employees to take leaves of absence in certain circumstances without losing their employment or benefits. May include: application, correspondence with physician, physician notes and letters, and release to return to work. *Records must be kept in a file separate from general personnel file.	Retain for 6 years after expiration of leave period or denial of request, then destroy.	SHRED/DELETE
PS605-30	FIRST AID CERTIFICATION RECORDS	Expiration of certification + 6 years	SHRED/DELETE
PS605-35	HIPAA TRAINING CERTIFICATES	Permanent (see PS605-50 Personnel Files)	PARISH ARCHIVES
PS605-40	I-9 EMPLOYMENT ELIGIBILITY RECORDS	Date employee hired + 3 years or termination of employment + 1 year, whichever is longer	SHRED/DELETE
PS605-45	PARENTAL COMPLAINTS	Resolution of complaint + 3 years. If related to alleged abuse or misconduct: Permanent	SHRED/DELETE PARISH ARCHIVES
PS605-50	PERSONNEL FILES – Records parish employees and volunteers. May include, but not limited to: <ul style="list-style-type: none"> • Applications/resumes • Confidentiality agreements • Continuing education certificates • Correspondence/email • Directory information • Employee personnel policy agreements • HIPAA training certificates • Lay off/severance notification letter • Letters of reference • Pay rate/history • Performance evaluations • Personnel action forms 	Permanent	PARISH ARCHIVES

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

	<ul style="list-style-type: none"> • Personnel status tracking records • Safe Environment Training proof of completion (before 2015) • Transcripts 		
PS605-55	SAFE ENVIRONMENT TRAINING PROOF OF COMPLETION	<p>Before 1 July 2015: Permanent. Printed proof must be included in Personnel File see PS605-50.</p> <p>After 1 July 2015: Permanent. Records maintained by Virtus.</p>	PARISH ARCHIVES
PS605-60	TERMINATED PARISH EMPLOYEE CHECKLIST & SUPPORTING DOCUMENTATION	Permanent	PARISH ARCHIVES
PS605-65	TERMINATED PARISH EMPLOYEE RECORDS – See Personnel Files (PS605-50).	Permanent	PARISH ARCHIVES
PS605-70	UNEMPLOYMENT INSURANCE CLAIMS – Records relating to unemployment claims filed by individuals against the Parish. Includes, but is not limited to: Individual claims, Documentation of acceptance/denial, and any appeals of claims.	Final resolution of claim (and any appeal period) + 6 years	SHRED/DELETE
PS605-75	VOLUNTEER SIGN-IN SHEETS	Fiscal year + 6 years	SHRED/DELETE
PS605-80	WORKERS' COMPENSATION CLAIM RECORDS	<p>For claims awarded: 75 years after close of claim</p> <p>For claims denied: 40 years after close of claim</p>	SHRED/DELETE
PS605-85	WORKERS' COMPENSATION REPORTS FOR SELF-INSURED BUSINESSES	Fiscal year + 3 years	SHRED/DELETE

610 Recruitment & Hiring

The activity of screening, selecting, and employing individuals. Includes: volunteers and visiting and temporary religious community members.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS610-05	<p>EMPLOYEE RECRUITMENT RECORDS – Records related to the recruitment and selection of employees, job description, and determination of rate of pay.</p> <p>Records may include: summary of position responsibilities, requirements, applications (not hired) and rejection letters, wage rate, and reporting</p>	<p>Position filled or recruitment effort terminated + 3 years</p> <p>Applications of hired individuals</p>	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

relationships.	are to be transferred to personnel file (see PS605-50).
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700 LITURGICAL ADMINISTRATION

The function of coordinating sacred musical performances and liturgical celebrations. For training materials for new ministers, see [Training \(1300\)](#). For Mass attendance statistics, see [Research & Planning \(925\)](#).

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS700-05	CALENDAR OF LITURGIES	Permanent	PARISH ARCHIVES
PS700-10	LITURGICAL MINISTER’S SCHEDULE	Permanent	PARISH ARCHIVES
PS700-15	LITURGY PLANNING MATERIALS/MASS SCRIPTS – Records used in the preparation of materials for use in major liturgical celebrations including, but not limited to: Christmas, Easter, Confirmation, and other significant moments in the liturgical year, e.g. patronal feast day, Simbang Gabi, Our Lady of Guadalupe, etc.	Permanent	PARISH ARCHIVES
PS700-20	PARISH WORSHIP AIDS – Records are handbills, programs, or other materials provided for major liturgical celebrations including, but not limited to: Christmas, Easter, Confirmation, and other significant moments in the liturgical year, e.g. patronal feast day, Simbang Gabi, Our Lady of Guadalupe, etc.	Permanent	PARISH ARCHIVES
PS700-25	REPERTORY CALENDAR	Permanent	PARISH ARCHIVES
PS700-30	REPRINT LICENSES	Expiration of license + 2 years	SHRED/DELETE
PS700-35	USAGE LICENSES	Expiration of license + 2 years	SHRED/DELETE

800 PERFORMANCE & THEATRICALS

The function of coordinating secular music and theatrical performances. Includes: pageants, plays, and musicals. Does not include musical performances related to the Mass.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS800-05	MUSIC PERFORMANCE RECORDS	Obsolete or superseded	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

PS800-10	REPERTORY CALENDARS	Permanent	PARISH ARCHIVES
PS800-15	REPRINT LICENSES	Expiration of license + 2 years	SHRED/DELETE
PS800-20	THEATRICAL/MUSIC PROGRAMS	Permanent	PARISH ARCHIVES
PS800-25	USAGE LICENSES	Expiration of license + 2 years	SHRED/DELETE

900 INFORMATION MANAGEMENT

The function of managing parish information, including forms and publications, mail services, records administration, marketing, and public relations.

905 Library Administration

The activity of administering a parish's library resources.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS905-05	LIBRARY CATALOG	Obsolete or superseded	SHRED/DELETE
PS905-10	LIBRARY CIRCULATION RECORDS – Records tracking materials checked in/out of library. Includes: membership roster and statistics.	Obsolete or superseded	SHRED/DELETE

910 Marketing

The function of promoting parish programs, services, and events.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS910-05	LOGOS – Organizational & Departmental	Permanent	PARISH ARCHIVES
PS910-10	MARKETING MATERIALS – May include, but not limited to: <ul style="list-style-type: none"> • Advertisements • Audio/Video tape cassettes • Brochures • Catalogs • CD-ROMs • Digital Images and Video • Direct Mailings • Films and Presentations • Fliers 	Permanent (transfer one copy to parish archives). Extra copies: Obsolete or superseded.	PARISH ARCHIVES SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

	<ul style="list-style-type: none"> • Manuals • Pamphlets • Photographic Prints and Negatives • Posters 		
915 Parishioner Data The activity of collecting, storing, using data about parishioners.			
SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS915-05	PARISHIONER ENGAGEMENT DATA SYSTEM - Electronic record keeping system documenting parishioner registrations, family demographic information, financial contribution history, participation in events and ministries, and other information related to individuals/families within the parish. For parishioner registrations, see PS105-10 .	Registration Data: Permanent (Do not delete inactive families). Family Demographics: Permanent Contact Information: Permanent (last updated contact information) Parishioner Involvement Information (tracking volunteerism, ministry participation, and other engagement between family/individual and parish): Permanent Sacramental Data: Until obsolete. (Sacramental registers are the official record of sacraments)	PARISH ARCHIVES
920 Public Statement The activity of releasing information to parishioners and the general public.			
SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS920-05	PRESS RELEASES & PUBLIC SERVICE ANNOUNCEMENTS – Announcements written and distributed by the parish or pastor.	Permanent	PARISH ARCHIVES

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

925 Publications & Memorabilia

The activity of drafting, producing, and managing public documents, including printed and electronic matter, broadcast media, and website material.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS925-05	ANNIVERSARY BOOKS AND VIDEOS	Permanent	PARISH ARCHIVES
PS925-10	HISTORICAL NEWSPAPER CLIPPINGS	Permanent	PARISH ARCHIVES
PS925-15	HISTORICAL PHOTOGRAPHS	Permanent	PARISH ARCHIVES
PS925-20	NEWSLETTERS, BULLETINS, NEWSPAPERS, & MASS MAILINGS – Publications produced by the parish or about the parish.	Permanent	PARISH ARCHIVES
PS925-25	PARISH DIRECTORIES	Permanent	PARISH ARCHIVES
PS925-30	PERIODICALS – Publications produced by the parish.	Permanent	PARISH ARCHIVES
PS925-35	SCRAPBOOKS	Permanent	PARISH ARCHIVES
PS925-40	WEBSITE RECORDS	Permanent: Capture before major content change	PARISH ARCHIVES

930 Research & Planning

The activity of conducting statistical research, and developing, monitoring, auditing and reviewing plans, long term strategies, functions, and goals of offices, departments, projects, and programs.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS930-05	CENSUS RECORDS	Permanent	PARISH ARCHIVES
PS930-10	MASS ATTENDANCE STATISTICS	Obsolete or superseded	SHRED/DELETE
PS930-15	PARISH ANNUAL REPORTS	Permanent	PARISH ARCHIVES
PS930-20	SURVEYS, STUDIES, REPORTS, & RECOMMENDATIONS – These records are created by, about, or on behalf of the parish. This does not include those studies created by other organizations which are used for reference.	Permanent	PARISH ARCHIVES

1000 COMMUNITY OUTREACH

The function of providing assistance to parishioners and the community through programs administered by a parish. For outreach events, see [Events & Retreats \(125\)](#). For volunteer records, see [Personnel Management \(605\)](#).

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS1000-05	HOMEBOUND MINISTRY LOGS – Includes date, name of minister, and number of hosts checked out.	Obsolete or superseded	SHRED
PS1000-10	NATURALIZATION ASSISTANCE CLIENT FILES – Records documenting the process of assisting individuals in becoming U.S. citizens. Records may include, but are not limited to, client information (names, contact details, immigration history, residence proof), identification and immigration records (copies of Green Cards, passports, visas, I-94 records), eligibility and supporting evidence (employment verification, tax returns, language proficiency documents, reference letters, educational certificates), legal and application documents (background checks, USCIS correspondence, N-400 applications, consent forms, medical exam results), and case management records (progress tracking, consultation notes, appointment scheduling, communication history).	Calendar year + 7 years.	PARISH ARCHIVES Note: Client communications and case management records are maintained in parish archives to inform future program management. Upon client request, government issued identity documents, financial information, and health records may be destroyed after retention period.
PS1000-15	PROGRAM DESCRIPTIONS – Records documenting the mission or vision, board or members, charter, target audience, and primary activities of parish-based programs.	Permanent	PARISH ARCHIVES
PS1000-20	PROGRAM DEVELOPMENT & PLANNING RECORDS	Obsolete or superseded	SHRED/DELETE
PS1000-25	SHELTER ATTENDANCE LOGS	Calendar year + 6 years	SHRED/DELETE

1100 SPIRITUAL DIRECTION

The function of providing spiritual guidance to individuals, couples, and families.

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS1100-05	SPIRITUAL DIRECTION NOTES	Obsolete or superseded	SHRED/DELETE
PS1100-10	SPIRITUAL DIRECTION RESOURCES	Obsolete or superseded	SHRED/DELETE
PS1100-15	SPIRITUAL DIRECTION STATISTICS	Obsolete or superseded	SHRED/DELETE
PS1100-20	TELEPHONE CALL LOGS	Obsolete or superseded	SHRED/DELETE

1200 TECHNOLOGY MANAGEMENT

The function of acquiring, developing, implementing, testing, supporting, and monitoring computer, networking, imaging, telecommunication, and other technologies.

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
PS1200-05	COMPUTER PATCH MANAGEMENT LOGS	Obsolete or superseded	DELETE
PS1200-10	FIREWALL LOGS	Obsolete or superseded	DELETE
PS1200-15	INTERNET TRAFFIC LOGS	Obsolete or superseded	DELETE
PS1200-20	NETWORK SERVERS EVENT LOGS	Obsolete or superseded	DELETE
PS1200-25	SYSTEM BACKUP LOGS	Obsolete or superseded	DELETE
PS1200-30	TECHNOLOGY IMPLEMENTATION LOGS – Records produced through technology implementation services. May include: each event entry, status of the event, requesting office, requesting customer, date received, priority, and staff assigned to the event.	Until application or version is no longer needed for agency business and all records within the application have been migrated or dispositioned	DELETE
PS1200-35	WEBSITE USAGE REPORTS	Obsolete or superseded	DELETE

1300 TRAINING

The activity of organizing and delivering training programs such as conferences, seminars, certifications, classes, workshops, and similar educational gatherings. Includes: faith formation training. For Youth Faith Formation and sacramental preparation, see [Youth and Young Adult Ministry \(1400\)](#).

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
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RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

PS1300-05	<p>TRAINING COURSE ADMINISTRATION RECORDS – CERTIFIED, HOURS/CEDITS EARNED, OR MANDATORY – Records produced through the administration of training courses, workshops, classes, orientations, and seminars given by the Archdiocese which are mandatory, a certification is given or hours, or credits are earned.</p> <p>May include, but not limited to:</p> <ul style="list-style-type: none"> • applications and registrations (if no other attendance list exists), • copy of graduation certificate, • course or instructor evaluations, • instructor records, • listing of completed courses, • payment information, • student attendance and sign-in sheets, • student essays and résumés, • test results evaluations, and • student progress status. <p>For trainings, where hours or credits are not earned, see PS1300-10.</p> <p>For final versions of materials, see PS1300-25.</p>	Training + 6 years	SHRED/DELETE
PS1300-10	<p>TRAINING COURSE ADMINISTRATION RECORDS – GENERAL – Records produced through the administration of training courses, workshops, classes, orientations, and seminars given by the Archdiocese, which do not confer a certification, are not mandatory or no hours or credits are earned.</p> <p>May include, but not limited to:</p> <ul style="list-style-type: none"> • applications and registrations (if no other attendance list exists), • attendance and sign-in sheets, • copy of graduation certificate, • course or instructor evaluations • instructor records, • listing of completed courses, • student essays and résumés, 	Training + 3 years	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

	<ul style="list-style-type: none"> • student payment information, • student progress status, and • test results evaluations. <p>For mandatory trainings or trainings where hours or credits are earned, see PS1300-05.</p> <p>For final versions of materials, see PS1300-25.</p>		
PS1300-15	TRAINING COURSE LOGISTICS – Records are training and date scheduling records, availability notices, participant registrations, arrangements related to catering, facilities, and equipment.	Obsolete or superseded	SHRED/DELETE
PS1300-20	<p>TRAINING MATERIALS DEVELOPMENT RECORDS – Records produced in the creation of training courses, workshops, classes, orientations, and seminars put on by the Archdiocese.</p> <p>May include, but not limited to: draft course curricula, reference publications, manuals, draft syllabi, lecture notes, draft outlines and agendas, handouts, and readings.</p>	Obsolete or superseded	SHRED/DELETE
PS1300-25	<p>TRAINING MATERIALS: FINAL VERSIONS – Finalized copies of materials distributed at a training course, workshop, class, orientation, or seminar put on by the Archdiocese.</p> <p>May include, but not limited to: course curricula, reference publications, manuals, booklets, syllabi, outlines, agendas, handouts, and readings.</p>	Permanent	PARISH ARCHIVES

1400 YOUTH & YOUNG ADULT MINISTRY

The activity of organizing, coordinating, and administering programs, courses, conferences, workshops, Sunday school programs, youth group, field trips, retreats, events, and religious education for parish youth and young adults.

For records related to planning or development of youth and young adult events or classes, see [Event Planning Records \(PS125-15\)](#). For training course development records, see [Training \(1300\)](#).

SERIES NO.	SERIES/TITLE DESCRIPTION	RETENTION	DISPOSITION
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RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

PS1400-05	RELIGIOUS EDUCATION REGISTRATIONS – Records include registrations for youth faith formation/religious education at parishes for Sunday school, sacramental preparation and RCIA/C.	Calendar year + 3 years	SHRED/DELETE
PS1400-10	RELIGIOUS EDUCATION SIGN-IN SHEETS – Records include sign-in sheets for religious education at parishes for Sunday school, sacramental preparation and RCIA/C.	Calendar year + 3 years	SHRED
PS1400-15	YOUTH GROUP REGISTRATIONS – Records produced through the registration for a parish’s Youth Group program(s). Includes: payment information, emergency contact information, medical release forms, and media release forms. Does not include registrations and documentation for off-site field trips, conferences, and events (see PS1400-25 for more information). For religious education program registrations, see PS1400-05 .	Calendar year + 3 years	SHRED/DELETE
PS1400-20	YOUTH GROUP SIGN-IN SHEETS – Meeting sign-in sheets of attendees to a parish’s Youth Group program.	Calendar year + 3 years	SHRED
PS1400-25	YOUTH & YOUNG ADULT EVENT REGISTRATION RECORDS (MINORS) – Events, conferences, parish day camps, overnight events, missions, projects, galas, festivals, field trips, retreats, and celebrations, which have been organized or administered by the parish specifically for youth and/or young adults. Records may include but are not limited to: EVENTS <ul style="list-style-type: none"> • Parent/legal guardian permission slip forms, • Rosters, • Emergency information, • Sign-up sheets, • Codes of behavior or conduct, • Liability waivers, and • Registration forms. For emergency releases, see emergency treatment release forms (PS125-05) and for transportation records, see Youth Transportation Records (PS1400-30). For religious education and sacramental preparation, use PS1400-05 and PS1400-10 .	Registrations of minors: retain until minor is age 21 years old.	SHRED/DELETE
PS1400-30	YOUTH & YOUNG ADULT TRANSPORTATION RECORDS – Records concerning the transportation of minors by bus or private vehicle for special events such as field trips and retreats. Includes: driver information form.	End of field trip + 6 years	SHRED/DELETE

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

	This retention policy applies only to cases where the parish organizes transportation. If participants are responsible for their own transportation, these records do not apply.	If accident/incident occurs, but no claim is filed, retain until individual reaches age 21 years old	
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1500 LEGAL

The function of managing the civil legal affairs of the parish, including: litigation and legal advice. Includes internal and outside counsel.

1505 Counsel

The activity of requesting and receiving legal advice and opinions.

SERIES NO.	SERIES TITLE & DESCRIPTION	RETENTION	DISPOSITION
PS1505-05	LEGAL ADVICE AND OPINIONS	Permanent	PARISH ARCHIVES

1510 Litigation Support

The activity of providing consultation and support services to diocesan legal counsel in regard to current and pending cases.

SERIES NO.	SERIES TITLE & DESCRIPTION	RETENTION	DISPOSITION
PS1510-05	LITIGATION SUPPORT RECORDS – Records produced through research relating to compliance with requests for production. Includes: complaint, interrogatories, requests for production/admissions, review notes, attorney meeting notes, background material, and correspondence.	Obsolete or superseded	SHRED/DELETE
PS1510-10	LITIGATION WORK PRODUCT FILES – Records developed between legal counsel and parish in preparation for litigation. May include, but is not limited to writings, notes, memoranda, reports, photographs, audio/video recordings.	Close of case + 10 years, then arrange for appraisal by Chancery Archives	ARCHIVAL REVIEW

GLOSSARY

Archives – The place where permanent inactive records are stored. Archival records in the Archives of the Archdiocese of Seattle are non-circulating, meaning that once they are officially transferred to the archives, staff may view the records, but not remove or check them out.

Diocesan Record – The Archdiocese of Seattle defines its *records* as any documents (regardless of format) that are made or received in the course of business or pastoral affairs and saved for future reference, action, or evidence. Aside from more familiar paper-based documents, records can be word processing documents, databases, spreadsheets, instant messages and chats, websites, digital images, video files, websites, and sound recordings. Please consult [Archives & Records Management](#) if you would like more information.

Disposition – Actions taken when records are no longer legally or administratively required to be retained. The dispositions on the *Records Retention Schedule for Parishes*

SHRED: Records contain sensitive information such as names and addresses, health information, and financial or payment information (such as checks or credit cards). Please dispose of records designated as SHRED in a secured shredding receptacle.

DELETE: Records contain electronic information that should be deleted from drives, desktops, or databases once they reach the end of their retention period.

RECYCLE: Records do **not** contain sensitive information and can be discarded in a paper recycling bin once they reach the end of their retention period.

PARISH ARCHIVES: Records have ongoing legal, fiscal, evidential, or historical value and should be retained in the Parish Archives. For more information about establishing a Parish Archives, contact [Archives & Records Management](#).

Legal Holds – See [LEGAL HOLDS: PRESERVING RECORDS DURING LITIGATION OR INVESTIGATIONS](#) p. 9.

RECORDS RETENTION SCHEDULE FOR PARISHES & FAITH COMMUNITIES

Obsolete or Superseded – This is a *schedule* designation which means that it is up to the creator, keeper, or office of the record to decide when a particular record ceases to be useful or relevant. This period will inevitably vary from person to person and from office to office. It is the responsibility of the owner of the records or department to review these records annually to determine their usefulness.

Records Retention Schedule – A document that states how long particular records must be kept based on administrative and/or pastoral concerns as well as statutes, regulatory requirements, and best practices. It describes the records series number; records series title/description; and states the disposition (or method of destruction) of a particular records series. Some are deemed archival and must be retained in the archives permanently while others can be shredded, recycled, or deleted once they've reached the end of their retention period. **Before destroying any records, please consult [Archives & Records Management](#).**

Retention Period – The length of time needed to retain a certain record series. Based on the type of record, this time period can be as short as its *obsolescence* or as long as *separation of employee + 60 years*. For most retention periods, there are two parts: a cut-off (trigger) and the time period. A cut-off or trigger is the action portion of the period. It can be the *end of calendar year*, *end of fiscal year*, when *obsolete or superseded*, *life of equipment*, *resolution of case*, etc. It tells you when to start “counting.” The date portion is how long you should count after the action is completed. If a particular record's retention period is: *calendar year + 6 years*, then you would wait out the current calendar year and then wait another six years on top of that before disposing of the record.

Series Number – This column on the *records retention schedule* is the unique identifier for each record series. It is also the number needed when filling out Archives & Records Management forms such as the transfer form and destruction form.

Substantive Records – See [SUBSTANTIVE & TRANSITORY RECORDS GUIDELINES](#) p. 10.

Transitory Records – See [SUBSTANTIVE & TRANSITORY RECORDS GUIDELINES](#) p. 10.

APPENDIX A

LEGAL CITATIONS & REFERENCES DISCLAIMER

Extensive research has been done before assigning retention periods to diocesan records series in order to assure compliance with government regulations and best business practices. CCAS has used the following statutes and/or acts as resources in creating this retention policy, even if the provisions of those statutes and acts do not apply.

- **29 C.F.R. § 1607.4 (RET); 29 C.F.R. § 1602.13 (NS)** – Records as to racial or ethnic identity of employees. Employers may acquire the information necessary for completion of items 5 and 6 of Report EEO-1 either by visual surveys of the work force, or at their option, by the maintenance of post-employment records as to the identity of employees where the same is permitted by State law. In the latter case, however, the Commission recommends the maintenance of a permanent record as to the racial or ethnic identity of an individual for purpose of completing the report form only where the employer keeps such records separately from the employee's basic personnel form or other records available to those responsible for personnel decisions, e.g., as part of an automatic data processing system in the payroll department.
- **29 C.F.R. § 1620.32 (2 years)** – Employer subject to The Equal Pay Act must maintain records to the payment of wages, wage rates, job evaluations, job descriptions, merit systems, seniority systems, and description of practices or matter explaining basis for wage differential between employees of opposite sex.
- **29 C.F.R. § 1904.33 and § 1904.44**
- **ADEA 29 C.F.R. § 1627.3(b)(1) (CR+01)** – Job applications, promotions, demotions, test papers, transfer records; *Title VII of the Civil Rights Act §790(c)*; 29 C.F.R. § 1602.14.
- **Civil Rights Act of 1964 (Title VII)** 29 C.F.R. § 1602.7 (NS) – Copy of most recent EEO-1 report filed for each reporting unit must be retained at each such unit; 29 C.F.R. § 1607.4 (RET); 29 C.F.R. § 1602.13 (NS) – Records as to racial or ethnic identity of employees. Employers may acquire the information necessary for completion of items 5 and 6 of Report EEO-1 either by visual surveys of the work force, or at their option, by the maintenance of post-employment records as to the identity of employees where the same is permitted by State law. In the latter case, however, the Commission recommends the maintenance of a permanent record as to the racial or ethnic identity of an individual for purpose of completing the report form only where the employer keeps such records separately from the employee's basic personnel form or other records available to those responsible for personnel decisions, e.g., as part of an automatic data processing system in the payroll department.
- **FMLA 29 C.F.R. § 825.500(b) (CR + 3)** – Documents describing employee benefits or employer policies/practices concerning taking paid/unpaid leave.
- **Immigration and Nationality Act 8 U.S.C.A. § 1342a; 8 C.F.R. § 274a.2(b)(2)(A), (B), (c)2** (3 years after hire date or one year after termination; whichever is later).
- **RCW 4.16.080 (2)** Limitation of action for EEO discrimination complaints is 3 years.
The ADA, Rehabilitation Act, *Title VII of the Civil Rights Act*, and ADEA require employers to keep all resumes and job applications on file for one year. Because the ADEA further stipulates a two-year retention period for paperwork for individuals over the age of 40 (something that may be difficult to determine and is, of course, illegal to ask), retain all resumes and applications 2 years.

APPENDIX B

PERSONNEL FILES (EMPLOYEES)

The following information is located on the Human Resources page of the Archdiocese of Seattle's [website](#):

Personnel files should contain:

- Safe Environment Program Church Personnel Agreement
- CICS background check, completed within the last 3 years
- HR Policies Agreement Form
- Employee emergency contact information
- Documentation of the current fiscal year employee pay rate (authorized, amount, effective date, reason)
- Documentation of current Safe Environment Training

For regular employees and temporary employees on benefits, the file is also to contain:

- Letter of Employment Agreement
- Job description, signed by the employee and supervisor
- Performance evaluation completed within the last year

Form I-9 Employment Eligibility forms should not be filed in employee files, but rather in a separate binder or file.

APPENDIX C

REVISIONS & VERSIONS

<i>Version</i>	<i>Date</i>	<i>Revisions</i>
1.0	03/19/2012	Implemented and authorized Records Retention Schedule for Parishes, Catholic Schools & Faith Communities
1.1	01/21/2013	Added GUIDELINES FOR MANAGING ELECTRONIC RECORDS OF SEPARATED EMPLOYEES
1.2	09/04/2013	Split <i>Records Retention Schedule for Parishes, Catholic Schools & Faith Communities</i> into two schedules: <i>Records Retention Schedule for Parishes & Faith Communities</i> and <i>Records Retention Schedule for Archdiocesan Catholic Schools</i>
1.3	03/07/2014	Annual Revision
1.4	03/13/2015	Annual Revision
1.5	2016	Annual Revision (throughout the year)
1.6	2017	Annual Revision (throughout the year)
1.7	01/24/2018	Annual Revision
1.8	09/16/2019	Annual Revision
1.9	04/07/2021	Annual Revision
2.0	12/07/2021	Annual Revision
2.1	12/01/2022	Annual Revision
2.2	09/08/2023	Specific Revision
2.4	04/02/2025	Annual Revision

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