

Minimum Compensation Package for Full-time Clergy

2016

Effective January 1, 2016

Compensation

Stipend/Housing	\$ 42,282
Social Security	<u>3,235</u>
Pension Base Total	\$45,517[Pension Base]

Pension	<u>8,193</u>
Compensation Total	\$53,710

Reimbursed Expenses

Continuing Education	\$ 750
Automobile Allowance	<u>2,800</u> (or per mile at IRS rate [\$.54])
Reimbursement Total	\$3,550

Plus Single Health /Life Insurance (2016 rate) Plus Single Dental Insurance (2015 rate)

Anthem <u>EPO80</u>	Anthem <u>PPO80/60</u>	Anthem <u>HDHP/HSA</u>	Anthem <u>MSEPO80</u>	Anthem <u>PPO75/50</u>	Anthem <u>PPO MS 75/60</u>	Delta <u>Dental</u>
\$ 7,656	\$ 8,004	\$5,808	\$6,264	\$6,972	\$5,892	\$ 343.32

Total Budgeted Package for clergy (exclusive of coverage for spouse/partner and dependents) not counting an increase in dental insurance in March.

\$63,411 - \$65,607 single rate insurance (depending on the choice of insurance). If HDHP/HSA is chosen there will be an additional cost to fund a Health Savings Account.

The cost of insurance to include spouse/partner and dependents may be found on the attached memo (2015 Health and Dental Rates). It is the option of the congregation to offer either single or family coverage as long as lay and clergy employees are treated the same.

Approved by Executive Council Pending