



**PETITION
to the
2019 MOUNTAIN SKY CONFERENCE**

TITLE: Superintendents and Treasurer Compensation

ACTION TO BE VOTED ON:

- 1 Effective January 1, 2020 base compensation for Superintendents shall be \$97,518, which includes cash salary and a
2 cash-based housing allowance. Effective January 1, 2020 base compensation for the Treasurer shall be \$106,913.
- 3 The Mountain Sky Conference, through its Council on Finance and Administration and in consultation with each
4 clergy person, shall designate a cash-based housing allowance applicable to such clergy person in accordance with
5 Section 107 of the Internal Revenue Code.
- 6 Car expense shall be reimbursed at the standard IRS mileage rate for business automobile use. When annual
7 business-related travel exceeds 23,000 miles driven, the above positions will be provided with a vehicle, which is a
8 more cost-effective option.
- 9 HealthFlex (health insurance), CPP (death and disability benefit), and CRSP (retirement benefit) payments shall be
10 made by the Conference in accordance with guidelines established by Wespeth Benefits and Investments and the
11 Conference Board of Pension and Health Benefits. In addition, \$600 for continuing education from accountable
12 reimbursement funds shall also be provided.

13

RATIONALE (Not debatable):

- 1 The proposed 2020 base compensation for the Superintendent and the Treasurer positions is 1% higher than the base
2 compensation for these positions in 2019. The proposed base compensation for Superintendents is 1.48 times the
3 2020 Mountain Sky Conference Average Compensation (CAC), which is \$66,141. (Note that the CAC is different
4 for each conference and is calculated by Wespeth Benefits and Investments.) The proposed base compensation for
5 the Treasurer is established after consideration of the not-for-profit market rate for comparable positions.

6

EVALUATION (Not debatable):

- 1 The compensation, benefits and other arrangements for the individuals in the positions addressed in this petition
2 shall be implemented by the Conference January 1, 2020.

3

ATTACHMENTS (Additional Information / Not Debatable)

None.

PETITION DETAILS

This petition is a

- Binding Action
- Non-Binding Resolution

Effective Date: January 1, 2020

Termination Date: December 31, 2020

PETITION ADVOCATE

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FINANCIAL IMPACT:

Will there be any identifiable financial impact to the Conference?

- Yes
- No

If "Yes," please complete the information below.

To Be Completed by the Originator of the Petition

Cost: \$984,575.
Over what span of time (check one):
 One Time
 One Year
 Multiple Years

To Be Completed by Conference Council on Finance and Administration (CFA)

Review by CFA on: 05/17/2019

Included in proposed 2019 budget?

- Yes
- No

Amount if included \$984,575.

May be considered for budgets in future years?

- Yes
- No

Projected Total Amount: To be Determined

Recommendation by CFA concerning funding: Approved

Reason for recommendation: CF&A believes that the compensation arrangements proposed in this petition are appropriate for these positions.