

PETITION
to the
2021 MOUNTAIN SKY CONFERENCE

TITLE: Superintendents and Treasurer Compensation

ACTION TO BE VOTED ON:

- 1 Effective January 1, 2022 base compensation for Superintendents shall be \$100,444, which includes cash salary and a
2 cash-based housing allowance. Effective January 1, 2022 base compensation for the Treasurer shall be \$110,120.
- 3 The Mountain Sky Conference, through its Council on Finance and Administration and in consultation with each
4 clergyperson, shall designate a cash-based housing allowance applicable to such clergyperson 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.

RATIONALE (Not debatable):

- 1 The proposed 2022 base compensation for the Superintendent and the Treasurer positions reflects a 3% increase over
2 the base compensation for these positions in 2021; there were no compensation increases in 2021. The proposed base
3 compensation for Superintendents is 1.48 times the 2021 Mountain Sky Conference Average Compensation (CAC),
4 which is \$67,741. (Note that the CAC is different for each conference and is calculated by Wespeth Benefits and
5 Investments.) The proposed base compensation for the Treasurer is established after consideration of the
6 not-for-profit market rate for comparable positions.

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, 2022.

ATTACHMENTS (Additional Information / Not Debatable)

None.

PETITION DETAILS

This petition is a
 Binding Action
 Non-Binding Resolution

Effective Date: January 1, 2022

Termination Date: December 31, 2022

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: \$1,014,116.
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: 05/22/2020

Included in proposed 2022 budget?

Yes
 No

Amount if included \$1,014,116.

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.