

PETITION
to the
2018 ROCKY MOUNTAIN ANNUAL CONFERENCE (RMC-12)
2018 MOUNTAIN SKY ANNUAL CONFERENCE (MSC-12)

TITLE: Superintendents and Treasurer Compensation

ACTION TO BE VOTED ON:

1 A. Effective July 1, 2018, base compensation for Superintendents shall be \$95,596, which includes cash salary and a
2 cash-based housing allowance. Effective January 1, 2019 base compensation for Superintendents shall be \$96,552,
3 which includes cash salary and a cash-based housing allowance.
4

5 B. Effective July 1, 2018, base compensation for the Rocky Mountain Conference/Mountain Sky Conference
6 Treasurer shall be \$104,806. Effective January 1, 2019 base compensation for the Treasurer shall be \$105,854.
7

8 D. The Conference, through its Council on Finance and Administration and in consultation with each clergyperson,
9 shall designate a cash-based housing allowance applicable to such clergyperson in accordance with Section 107 of the
10 Internal Revenue Code.
11

12 E. Car expense shall be reimbursed at the standard IRS mileage rate for business automobile use. Where annual
13 business-related travel exceeds 23,000 miles, the above positions will be provided with a vehicle, which is a more cost
14 effective option.
15

16 F. HealthFlex (health insurance), CPP (death and disability benefit) and CRSP (Clergy Retirement Security Program)
17 payments shall be made by the Conference in accordance with guidelines established by the Conference Board of
18 Pension and Health Benefits. In addition, \$600 for continuing education from accountable reimbursement funds shall
19 also be provided.
1

2 **PETITION DETAILS**

3 This petition is a

4 Binding Action

5 Non-Binding Resolution
6

7 Effective Date: July 1, 2018
8

9 Termination Date: December 31, 2019
10

11 Does this petition modify the Annual Conference Standing Rules and Operational Procedures (SROP)?

12 Yes

13 No
14

15 If "Yes," please complete the information below.

16 This petition will modify Section 2.2.1.

17 This petition will create a new Section x.x.x
18

19 Conference Agency responsible for implementation and termination review: Personnel Policies and Practices
20 Committee
21

22
23 NOTE: All paragraph numberings within the SROP and the final designation of the Conference Agency
24 responsible for implementation and termination review are subject to review by the Rules Committee.
25
26

27 **ORIGINATOR OF THE PETITION (individual, church, or organization):**

28 Name Personnel Policies and Practices Committee
29 Address
30 City, State, Zip
31 Email
32 Phone
33

34 **PERSON TO PRESENT PETITION AT ANNUAL CONFERENCE:**

35 NOTE: The Presenter is asked to attend the Legislative Process training session prior to the opening of Annual
36 Conference Session. All information below must be completed with petition. A person may present only one
37 petition.

38 Name Rev. Paul Murphy-Geiss
39 Address Green Mountain United Methodist Church
40 12755 West Cedar Drive
41 City, State, Zip Lakewood, CO 80228-2006
42 Email paul@gmumc.com
43 Phone (303) 989-3727
44 Phone @ Conference
45

46 **FINANCIAL IMPACT:**

47 Will there be any identifiable financial impact to the Conference?

48 Yes
49 No
50

51 If "Yes," please fill in the information below.
52

53 **To Be Completed by the Originator of the Petition**

54 Cost: The base compensation for Superintendents to be effective July 1, 2018 is a decrease of approximately
55 \$7,710 for each Superintendent appointed in the Rocky Mountain Conference. These decreases were
56 requested by the Rocky Mountain Conference Superintendents. The Mountain Sky Area Cabinet desires to
57 equalize base compensation for all Superintendents serving the Area, and has requested that the Rocky
58 Mountain Conference savings from these reductions be sent to the Yellowstone Conference. Therefore there
59 is no impact on the 2018 budget approved by the Rocky Mountain Annual Conference in 2017.
60 The 2019 base compensation for each individual affected by this petition is budgeted to increase 1%. The
61 total compensation amount in the 2019 proposed Rocky Mountain Conference operating budget for the
62 positions addressed in this petition is \$765,086.
63

64 Period: January 1, 2019 – December 31, 2019

65 One Time
66 One Year
67 Multiple Years
68

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

70 Review by CFA 04/20/2018

71

72 Included in proposed 2019 budget

73 Yes

74 No

75

76 Amount if included \$765,086.

77

78 May be considered for budgets in future years

79 Yes

80 No

81

82 Projected Amount: To be Determined

83

84 Recommendation by CFA concerning funding: Approved

85

86 Reason for recommendation: CF&A agrees with the compensation recommendations from the Personnel Policies
87 and Practices Committee for these positions

88

89 **RATIONALE (Not debatable):**

90 For the past two years, the Rocky Mountain Conference has set base compensation for Superintendents, which
91 includes salary and a cash-based housing allowance, to not exceed 1.7 times the Conference Average Compensation
92 (CAC). (The CAC is different for each conference and is calculated annually by Wespeth Benefits and Investments,
93 formerly known as the General Board of Pension and Health Benefits of The United Methodist Church.)

94

95 The proposed base compensation to be effective July 1, 2018 is 1.44 times the 2018 CAC. It is a reduction of
96 approximately \$7,710 for each Rocky Mountain Conference Superintendent position. The decreases were requested
97 by the Superintendents to equalize base compensation for Superintendents across the Mountain Sky Area. The
98 proposed base compensation for Superintendents to be effective January 1, 2019 reflects a 1% increase from the 2018
99 compensation. This amount is 1.44 times the 2019 CAC. The base compensation for the Rocky Mountain Conference
100 Treasurer in 2018 has not been changed, after consideration of the not-for-profit market rates for comparable
101 positions. The proposed base compensation for the Treasurer to be effective January 1, 2019 reflects a 1% increase
102 from the 2018 compensation.