

PETITION TO THE 2017 ROCKY MOUNTAIN ANNUAL CONFERENCE

TITLE: District Superintendent, Director of Mission and Ministry, and Treasurer / Benefits Officer / Director of Support Services Compensation

ACTION TO BE VOTED ON:

- 1 A. Base compensation for District Superintendents will not exceed 1.7 times the Conference Average Compensation.
2 The 2018 base compensation for District Superintendents is proposed to be \$104,339, which includes cash salary
3 and a cash-based housing allowance. This amount is 1.58 times the 2018 Conference Average Compensation.
- 4 B. A District Superintendent serving more than six consecutive years shall receive an additional \$1,000 in the
5 seventh consecutive year. For the eighth consecutive year, an additional amount of \$250 shall be provided, for a
6 total of \$1,250.
- 7 C. Base compensation for the Director of Mission and Ministry and the Treasurer / Benefits Officer / Director of
8 Support Services is established at the same amount as the base compensation for District Superintendents. The
9 Director of Mission and Ministry and Treasurer/Benefits Officer/Director of Support Services positions shall
10 receive an annual service year increment of \$250 for each completed year of service – up to a maximum of
11 \$3,500.
- 12 D. The Conference, through its Council on Finance and Administration and in consultation with each clergyperson,
13 shall designate a cash-based housing allowance applicable to such clergyperson in accordance with Section 107 of
14 the Internal Revenue Code. The designation shall be made on or prior to January 1, 2018, or if employed after
15 January 1, 2018, upon commencement of employment.
- 16 E. Car expense shall be reimbursed at the 2018 IRS business rate for basic automobile use. Where annual
17 business-related travel exceeds 23,000 miles, the above positions will be provided with a leased vehicle, which is
18 a more cost effective option.
- 19 F. HealthFlex (health insurance), CPP (death and disability benefit) and CRSP (Clergy Retirement Security
20 Program) payments shall be made by the Rocky Mountain Conference in accordance with guidelines established
21 by the Conference Board of Pension and Health Benefits. In addition, \$1,200 for continuing education from
22 accountable reimbursement funds shall also be provided.
- 23 G. The Rocky Mountain Conference Council on Finance and Administration is authorized to reduce the base
24 compensation amount specified in A. and the continuing education amount specified in F., based on revenue
25 projections.
- 26

PETITION DETAILS

This petition is a

- Binding Action
 Non-Binding Resolution

Effective Date: January 1, 2018

Termination Date: December 31, 2018

Does this petition modify the Annual Conference Standing Rules and Operational Procedures (SR0P)?

- Yes
 No

If "Yes," please complete the information below.

- This petition will modify Section 2.2
 This petition will create a new Section x.x.x

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

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

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

Name Personnel Policies and Practices Committee
Address
City, State, Zip
Email
Phone

PERSON TO PRESENT PETITION AT ANNUAL CONFERENCE:

Name Rev. Paul Murphy-Geiss
Address Green Mountain United Methodist Church
12755 West Cedar Dr.
City, State, Zip Lakewood, Colorado 80228-2006
Email paul@gmumc.com
Phone 303-989-3727
Phone @ Conference

FINANCIAL IMPACT:

Will there be any identifiable financial impact to the Conference?

- Yes
 No

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

To Be Completed by the Originator of the Petition

Cost: \$802,682

Period

- One Time
 One Year
 Multiple Years

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

Review by CFA 05/12/2017

Included in proposed 2018 budget

- Yes
 No

Amount if included \$794,763

May be considered for budgets in future years

Yes

No

Projected Amount To be determined

Recommendation by CFA concerning funding:

The base compensation amount in the 2018 budget remain the same as the base compensation amount in the 2017 budget.

Reason for recommendation:

The revenue projection for 2018 does not warrant an increase in the base compensation for these positions, so the base compensation should remain the same as the 2017 level.

RATIONALE (Not debatable):

1 The Rocky Mountain Conference set base compensation, which includes salary and a cash-based housing allowance,
2 at 1.7 times the Conference Average Compensation (CAC) for these staff positions from 2003 through 2015. (The
3 CAC is different for each conference and is calculated annually by Wespeth Benefits and Investments, formerly the
4 General Board of Pension and Health Benefits of The United Methodist Church.)

5 This petition was revised and approved at AC2015 to cap the base compensation at 1.7 times the CAC, rather than
6 setting it at 1.7 times the CAC. This provides the Conference with the flexibility to establish a lower base
7 compensation level as warranted by the marketplace and other economic factors. The proposed 2018 base
8 compensation is 1.58 times the 2018 CAC, and is an increase of 1% from the 2017 base compensation. (The approved
9 2017 base compensation for these staff positions was 1.61 times the 2017 CAC.) Due to revenue uncertainty, the
10 Personnel Policies and Practices Committee is authorizing the Conference Council on Finance and Administration to
11 reduce the dollar amounts for base compensation and continuing education as appropriate.

12 The 2018 base compensation is an increase of 1% from the 2017 base compensation for each individual affected by
13 this petition. The total compensation in the 2018 proposed operating budget for the positions addressed in this petition
14 is \$802,682. This amount is \$7,919 higher in the 2018 proposed operating budget than it was in the 2017 operating
15 budget.

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ATTACHMENTS (Additional Information / Not Debatable)

None