

**PETITION TO THE 2014 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. The 2015 base compensation for District Superintendents will be set at 1.7 times the  
2 Conference Average Compensation. This amount totals \$100,771, which includes cash salary and  
3 a cash-based housing allowance. A District Superintendent serving more than six consecutive  
4 years shall receive an additional \$1,000 in the seventh consecutive year. For the eighth consecutive  
5 year, an additional amount of \$250 shall be provided, for a total of \$1,250.  
6
- 7 B. Base compensation for the Director of Mission and Ministry and the Treasurer/Benefits  
8 Officer/Director of Support Services is established at the same amount as the base compensation  
9 for District Superintendents. The Director of Mission and Ministry and Treasurer/Benefits  
10 Officer/Director of Support Services positions shall receive an annual service year increment of  
11 \$250 for each completed year of service – up to a maximum of \$3,500.  
12
- 13 C. The Conference, through its Council on Finance and Administration and in consultation with  
14 each clergy person, shall designate a cash-based housing allowance applicable to such  
15 clergy person in accordance with Section 107 of the Internal Revenue Code. The designation shall  
16 be made on or prior to January 1, 2015, or if employed after January 1, 2015, upon commencement  
17 of employment.  
18
- 19 D. Car expense shall be reimbursed at the 2015 IRS business rate for basic automobile use. Where  
20 annual business-related travel exceeds 23,000 miles, the above positions will be provided with a  
21 leased vehicle, which is a more cost effective option.  
22
- 23 E. HealthFlex (health insurance), CPP (death and disability benefit) and CRSP (Clergy Retirement  
24 Security Program) payments shall be made by the Rocky Mountain Conference in accordance with  
25 guidelines established by the Conference Board of Pension and Health Benefits. In addition,  
26 \$1,200 for continuing education from accountable reimbursement funds shall also be provided.

**EFFECTIVE DATE:** January 1, 2015

**TERMINATION DATE:** December 31, 2015

**ORIGINATOR OF THE PETITION**

**Name:** Personnel Policies and Practices Committee

**PERSON TO PRESENT PETITION TO CONFERENCE:**

**Name:** Rev. Dr. C. Dennis Shaw

**Address:** Hilltop UMC  
985 E 10600 S  
Sandy, UT 84094-4402

**Phone Number:** (801) 571-5777  
**Fax Number:** (801) 571-5779  
**Email:** mantuan@frii.com

**FINANCIAL IMPACT:**

Will there be any financial impact to the Conference? YES  
If YES, fill in appropriate information below.

(To be completed by Originator of Petition)

Cost: The total base compensation amount budgeted for all the positions addressed in this petition is \$14,082 higher in the 2015 proposed operating budget than it was in the 2014 operating budget.

Time Period: January 1, 2015 – December 31, 2015

Funds provided by Annual Conference/Agency: The total cost is included in the proposed 2015 Conference budget.

Funds provided by external agency: None

(To be completed by Conference Council on Finance and Administration)

Reviewed by Council on Finance and Administration: April 24, 2014  
Included in the Proposed 2015 Budget: Yes In the amount of: \$761,037.  
Recommendation by Council concerning funding: Approved

**RATIONALE: (may attach additional pages, numbered)**

The goal of the Rocky Mountain Conference for the past several years has been to set the base compensation of these Conference staff, which includes salary and a cash-based housing allowance, at 1.7 times the Conference Average Compensation (CAC). (The CAC is different for each conference and is calculated annually by the General Board of Pension and Health Benefits.) The 2015 base compensation of \$100,771 is increased from \$99,477 in 2014.

This petition has been revised from the prior year to reflect recommendations from the General Council on Finance and Administration concerning the administration of the cash-based housing allowance designated by the employer. This petition authorizes the Conference Council on Finance and Administration to consult with each clergyperson to designate the cash-based housing allowance applicable to that clergyperson. This is more appropriate than the Conference designating the same cash-based housing allowance amount for all clergypersons, which was done in the prior year.