

PETITION TO THE 2016 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 2017 base compensation for District Superintendents is proposed to be \$103,306, which includes cash salary
3 and a cash-based housing allowance. This amount is 1.61 times the 2017 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, 2017, or if employed after
15 January 1, 2017, upon commencement of employment.
- 16 E. Car expense shall be reimbursed at the 2017 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. 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

PETITION DETAILS

This Petition is

- A Legislative Petition (Binding on the Annual Conference)
 A Resolution (Not Binding)

Effective Date: January 1, 2017

Termination Date: December 31, 2017

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 2.2.1
 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.

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

- Yes
 No

If "Yes," please complete the information below.

- This petition will modify Section 2.2.1
 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 Drive
City, State, Zip Lakewood, CO 80228-2006
Email paul@gmumc.com
Phone 303-989-3727
Phone @ Conference 720-394-4867

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: \$794,764

Period

- One Time
 One Year
 Multiple Years

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

Review by CFA: 04/22/2016

Included in proposed 2017 budget:

- Yes
 No

Amount if included \$794,763

May be considered for budgets in future years

- Yes
 No

Projected Amount \$

Recommendation by CFA concerning funding: Approved

Reason for recommendation

Sets base compensation for several Conference staff: District Superintendents; Director of Mission and Ministry; and Treasurer/Benefits Officer/Director of Support Services.

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 the General Board of Pension and Health Benefits
4 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 2017 base
8 compensation is 1.61 times the 2017 CAC, and is an increase of 1% from the 2016 base compensation for each
9 individual affected by this petition. The approved 2016 base compensation for these staff positions was 1.65 times the
10 2016 CAC.
- 11 The total compensation amount in the 2017 proposed operating budget for the positions addressed in this petition is
12 \$794,763. This amount is \$8,502 higher in the 2017 proposed operating budget than it was in the 2016 operating
13 budget.

ATTACHMENTS (For Information / Not Debatable)

None