

PASTOR KAREN

2022 Budget is 2.6% increase plus 1/2 of the difference to get to ELCA Guidelines	2021 Budget	2022 Budget	ELCA Guidelines	To Buy Back one week of vacation is \$1509.60 per week or \$302 Per day.
Salary	\$52,510	\$56,499	\$58,551	20 years of Experience for 2022 plus a COLA 5% per ELCA guidelines = 5.4%
Housing	\$22,000	\$22,000	\$22,000	
Total Salary and Housing	\$74,510	\$78,499	\$80,551	Per Pastor Karen's contract for 2022, she receives 4 weeks of vacation (including 4 Sundays). In addition for 2022, to reach ELCA guidlins Pastor agreed to recieve an additional 1 week and 2 days of vacation.
FICA Tax %: Social Security (6.2%) & Medicare (1.45%)	7.65%	7.65%	7.65%	
FICA Tax	\$5,700	\$6,005	\$6,162	
Total Defined Comp.	\$80,210	\$84,504	\$86,713	
Health Premium Allowance:				
Health/Dental/Vision Difference	\$5,121	\$5,385	\$5,385	From Pastor Karen
Additional Out of pocket differences	\$2,600	\$4,420	\$4,420	From Pastor Karen
To Pension	\$7,721	\$9,805	\$9,805	
Pension %	11%	11%	11%	
Defined Comp.	\$80,210	\$84,504	\$86,713	
Pension	\$8,823	\$9,295	\$9,538	
Health Premium Allow added to Pension	\$7,721	\$9,805	\$9,805	
Sub Total	\$16,544	\$19,100	\$19,343	
Total Pension as % of Defined Comp.	20.6%	22.6%	22.3%	
% rounded to nearest 1/2% per Portico	20.5%	22.5%	22.5%	
Total Pension	\$16,443	\$19,013	\$19,510	
Other Insurance:				
Disability %	1.5%	1.5%	1.5%	
Group Life %	0.7%	0.7%	0.7%	
Total Other Insurance %	2.2%	2.2%	2.2%	
Defined Comp.	\$80,210	\$84,504	\$86,713	
Total Other Insurance	\$1,765	\$1,859	\$1,908	
Business Expenses				
Travel Allow	\$1,500	\$1,500	\$1,500	
Continuing Ed (includes Fall Leadership Conf. The Synod Assembly is included under Misc. Programs)	\$1,000	\$1,300	\$1,300	
Business Expenses	\$600	\$600	\$600	
Cell Phone \$40/Month	\$480	\$480	\$480	
Total Business Expenses	\$3,580	\$3,880	\$3,880	
Grand Total - Pastor	\$102,099	\$109,256	\$112,011	
Year over Year	\$1,429	\$7,157	\$9,912	
	1.4%	7.0%	9.7%	

Signatures:

Pastor Karen Pahl

Date

Tony Baumgardt - LCR President

Date

Dawn Jacobson - Finance Committee Lead

Date