

PASTOR KAREN
2020 Budget

	2019 Budget	2020 Budget
Salary	\$46,322	\$49,540
Housing	\$22,440	\$22,000
Total	\$68,762	\$71,540
% of Year	100.00%	100.00%
Annual Increase %	2.0%	2.0%
Total Salary and Housing	\$70,137	\$71,540
Portion of Medical/Vision/Dental Elected to go into Salary (includes gross up starting in 2020)	\$2,600	\$3,467
Total Salary and Housing	\$72,737	\$75,007
FICA Allowance %: 6.2% for Social Security and 1.45% for Medicare	7.65%	7.65%
FICA Tax	\$5,564	\$5,738
Total Defined Comp.	\$78,301	\$80,745

Health Premium Allowance:		
Health/Dental/Vision Difference	\$4,973	\$5,121
Additional Out of pocket differences	\$2,600	\$2,600
Sub-total	\$7,573	\$7,721
Gross up	25.00%	
Health Premium Allowance	\$10,097	\$7,721
Portion going into Salary (before Gross Up)		\$2,600
Gross up		25.00%
To Salary	\$2,600	\$3,467
To Pension	\$7,497	\$5,121

Agreed on 10/31/19 (Dawn and Pastor Karen) that beginning in 2020 we would not gross up the portion that is going into Pension.

Pension %	11%	11%
Defined Comp.	\$78,301	\$80,745
Pension	\$8,613	\$8,882
Health Premium Allow added to Pension	\$7,497	\$5,121
Sub Total	\$16,110	\$14,003
Total Pension as % of Defined Comp.	20.6%	17.3%
% rounded to nearest 1/2% per Portico		17.5%
Total Pension	\$16,110	\$14,130

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Other Insurance:		
Disability	2.5%	1.5%
Group Life	0.2%	0.7%
Retiree	0.7%	0.7%
Total Other Insurance %	3.4%	2.9%
Defined Comp.	\$78,301	\$80,745
Total Other Insurance	\$2,662	\$2,342

Business Expenses		
Travel Allow	\$1,500	\$1,500
Continuing Ed	\$1,000	\$1,000
Business Expenses	\$600	\$600
Cell Phone \$40/Month	\$480	\$480
Total Business Expenses	\$3,580	\$3,580

Grand Total - Pastor	\$100,653	\$100,670
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Year over Year \$17
0%