

LCR Annual Compensation Review

Name: Glen Napier
Title: Lead Custodian

Hire Date: Current: 3/2/2019
Took Lead Custodian 2021

This compensation is inclusive of all pay and benefits associated with position.

Review for 2022:

- Pays attention to things that need being done and takes appropriate action as needed.
- Saved the church money by doing many of the repairs himself.
- Always willing to help.
- Always friendly and congregation likes seeing him on Sundays greeting everyone.

Compensation:

- 2022 Salary: \$16.00/hour with 2 weeks of vacation (paid 25 hours/week).
- 2023 Salary: \$17.65/hour with 2 paid 25 hour weeks of vacation.

This 10.3% increase in salary for 2023, is the result of two independent items:

1. 3.3% merit increase, in recognition of performance throughout the year.
2. 7% comp ratio increase. This increase reflects a competitive salary analysis completed based on similar roles and responsibilities. Competitive salary reviews are generally done at time of hiring and/or as deemed necessary on-going. This is a one-time increase.

Communicated and reviewed on _____ (date)

Glen Napier _____ Cheryl Cieczka _____

Dawn Jacobson _____