

John Anderson

Start date: 9/9/23

	2023 Contract	2024 ELCA Guidelines	2024 Budget	2024 Actual Pay
# of year experience	9	10 3% COLA and 2% Experience	10	10
Salary	\$46,565	\$52,110	\$50,055	\$52,110
Housing	\$23,255	\$21,200	\$23,255	\$21,200
Sub Total	\$69,820	\$73,310	\$73,310	\$73,310
Incremental Heathcare Premium	\$2,977	\$2,954	\$2,977	\$2,954
Total Salary and Housing	\$72,797	\$76,264	\$76,287	\$76,264
FICA Tax %: Social Security (6.2%) & Medicare (1.45%)	7.65%	7.65%	7.65%	7.65%
FICA Tax	\$5,569	\$5,834	\$5,836	\$5,834
Total Defined Comp.	\$78,366	\$82,098	\$82,123	\$82,098
Pension % (% of Defined Compensation)	10%	10%	10%	10%
Total Pension	\$7,837	\$8,210	\$8,212	\$8,210
Other Insurance:				
Disability % (% of Defined Compensation)	0.9%	0.9%	0.9%	0.9%
\$	\$705	\$739	\$739	\$739
Group Life % (% of Defined Compensation)	0.8%	0.8%	0.8%	0.8%
\$	\$630	\$660	\$660	\$660
Total Other Insurance	\$1,335	\$1,399	\$1,399	\$1,399
Business Expenses				
Travel Allow	\$1,500	\$1,500	\$1,500	\$1,500
Continuing Ed (includes Fall Leadership Conference)	\$1,300	\$1,300	\$1,300	\$1,300
Business Expenses	\$600	\$600	\$600	\$600
Total Business Expenses	\$3,400	\$3,400	\$3,400	\$3,400
Grand Total - Pastor John *	\$90,938	\$95,107	\$95,134	\$95,107
% increase (year over year)			4.6%	4.6%

* Note: Synod Assembly is included under Misc. Program in the financials (\$200/person)
Also, up to \$1000 is still available for decorating of office and up to \$3,000 for moving.

Signatures:

Pastor John Anderson _____ Date

Tony Baumgardt - LCR Council President _____ Date

Dawn Jacobson - Council Treasurer and Finance Committee Chair _____ Date

Insurance Premium				
2024		<u>Single +</u>		
Bi Weekly Premiums for 2024	<u>Family</u>	<u>Children</u>	<u>Difference</u>	
\$120,000 Preferred Plan	\$ 243.62	\$ 147.04	\$	96.58
Annual			\$	2,511.08
Gross up by 15% per contract			\$	2,954
Contract				
\$120,000 Select Plan	\$ 245.96	\$ 148.64	\$	97.32
Annual			\$	2,530.32
Gross up by 15% per contract			\$	2,977
Housing				
2024				
Zillo Rent Estimate	\$ 30,168.00			
Housing:	\$21,200.00			Rounded to highest \$100
Mortgage Interest	\$ 8,398.58	Water \$400/2 months	\$	2,400.00
Property Tax	\$ 5,274.66	Yard Maintenance	\$	400.00
Gas \$300/month	\$ 3,600.00	Home owners Ins. & Mortgage Ins.	\$	1,035.96
Contract				
Housing:	\$23,255.00			
Mortgage Interest	\$ 8,374.44	Water \$400/2 months	\$	2,400.00
Property Tax	\$ 5,836.79	Yard Maintenance	\$	436.56
Gas \$300/month	\$ 3,600.00	Home owners Ins. & Mortgage Ins.	\$	2,607.13