

Minimum Salary Resolution

Submitted by the Equitable Compensation Committee

Members: Yes: No: Abstain:

Contact:

Background:

The Conference Equitable Compensation Commission each year to make a clergy minimum salary recommendation to the Annual Conference Session for its consideration and action. See ¶ 625 of the 2016 Book of Discipline. At the 2016 Annual Conference Session, the standing rules were amended to provide for use of the Consumer Price Index as a continuing guideline for annual adjustments to the minimum salary structure for the conference. See Division VII of the Standing Rules.

Column 2019 sets forth an across-the-board cost-of-living increase for 2019 that is based on the December 2017 Consumer Price Index for the Western States (CPIUWEST) of 3.1%. This is the same methodology that the Annual Conference Session adopted to compute the minimum salary schedule for 2016, 2017, and 2018.

Resolution:

Be it Resolved that the minimum salary for full-time clergy serving as pastors in the charges of the annual conference for calendar year 2019 shall be as set forth in Column 2019 below for the clergy's years of service. The "Cash Salary" includes all cash salary, social security payments, and any tax deferred annuity and discretionary furnishings allowance. The Cash Salary does not include housing costs.

2019 Minimum Compensation		2017	2018	2019
Cash Salary Basis		\$49,099	\$50,326	\$51,886
CPI-WEST %		1.80%	2.50%	3.10%
Conference Average Compensation (includes Housing)		\$70,763	\$72,442	\$73,855
Denominational Average Compensation (includes Housing)		\$68,876	\$70,202	\$71,361
Years of Service	% of Cash Salary Basis			
1 to 5	80%	\$39,279	\$40,261	\$41,509
6	81%	\$39,770	\$40,764	\$42,028
7	82%	\$40,261	\$41,268	\$42,547
8	83%	\$40,752	\$41,771	\$43,066
9	84%	\$41,243	\$42,274	\$43,585
10	85%	\$41,734	\$42,777	\$44,103
11	86%	\$42,225	\$43,281	\$44,622
12	87%	\$42,716	\$43,784	\$45,141
13	88%	\$43,207	\$44,287	\$45,660
14	89%	\$43,698	\$44,790	\$46,179
15+	90%	\$44,189	\$45,294	\$46,698