

ANNUAL CONFERENCE
PETITION TO THE 2006 ROCKY MOUNTAIN CONFERENCE

TITLE: DISTRICT SUPERINTENDENT COMPENSATION

ACTION TO BE VOTED ON:

PREAMBLE:

1 As expressed by vote of the 2002 Annual Conference Session, the base compensation of District
2 Superintendents, which includes salary and housing, should be 1.7 times the Conference Annual
3 Compensation (CAC – an amount calculated annually by the General Board of Pension and
4 Health Benefits). In 2007, the CAC is \$48,388 so this would amount to \$82,260. In the last three
5 years, budget constraints prevented us from being able to comply with that intention.
6 Additionally, that 2002 petition stated that any district superintendent serving more than six years
7 would receive a total years-of-service increment of \$1,000 in that seventh year. For the eighth
8 year, an additional annual years-of-service award of \$250 will be provided.

ACTION TO BE VOTED ON:

- 9 A. In continuing recognition of conference and local church budget constraints, the 2007
10 compensation for District Superintendents will be set at \$64,930 for salary plus either a
11 parsonage or a \$16,232 housing allowance (this totals to \$81,162 instead of the \$82,260 as
12 established in the Preamble above). Any district superintendent serving more than six years
13 would receive a total years-of-service increment of \$1,000 in that seventh year. For the eighth
14 year, an additional annual years-of-service award of \$250 will be provided.
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- 16 B. A parsonage shall be provided for district superintendents who wish to live in conference
17 owned housing, but it shall be allowable for them to live in their own homes.
18
- 19 C. A portion of the above base compensation may be designated parsonage and/or housing
20 allowance, as appropriate, for purposes of tax exemption in accordance with Section 107 of the
21 Internal Revenue Code. Any such designation shall be submitted to the office of the treasurer no
22 later than January 1, 2007. Proper reporting of housing and/or parsonage expenses to IRS is the
23 responsibility of the persons noted above.
24
- 25 D. Car expense shall be set at the year 2007 IRS business rate for basic automobile use.
26 HealthFlex, CPP and MPP payments shall be made by the conference. \$1,000 for continuing
27 education, from accountable reimbursement funds, shall also be allowed.

28 E. In consultation with the Board of Stewards, CF&A, Personnel and Episcopacy
29 Committees, the Directors of Support Services and Mission and Ministry shall annually establish
30 salaries for all non-disciplinary full-time conference staff (excluding camp managers) in tiered
31 ratios to the salaries established for the District Superintendents; the ratios reflecting the scope of
32 responsibility of each position and providing a range within which to reflect tenure and quality of
33 employment.

EFFECTIVE DATE: January 1, 2007

TERMINATION DATE: December 31, 2007

FINANCIAL IMPACT:

Yes, and is already included in the 2007 proposed budget

ORIGINATOR OF THE PETITION:

Conference Personnel Committee and the Conference Council on Finance and
Administration

PERSON TO PRESENT PETITION TO CONFERENCE:

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RATIONALE: Not debatable

34 Changes form last year:
35 All dates changed from budget year 2006 to 2007
36 Clarified the wording in lines 2 through 4 to identify the CAC (Conference Average
37 Compensation for 2007)

38
39 This petition sets the annual salary for our district superintendents. This year, it closes some of
40 the gap that has existed between the intention of the preamble and the budget reality of the last
41 three years. The District Superintendents' compensation was frozen (they received no increase in
42 compensation) in 2004, and both this year and last year's petition have attempted to bring their
43 compensation closer to the stated goal without a negative impact on the other conference budget
44 needs and ministries.