

# 2015 – 2<sup>nd</sup> DRAFT Budget Detail

## EXHIBIT #10 – Compensation Detail

**Projected Total Compensation includes:**

Salary, housing, SECA/FICA, pension, life & health benefits

	<b>2015 FTE</b>	<b>2015 TOTAL</b>
Bishop	1.00	182,202
Canon for Mission and Ministry	1.00	124,369
Chief Financial Missioner	1.00	114,897
Communications Missioner	1.00	81,216
Accountant	1.00	80,550
Executive Assistant to Bishop	1.00	80,081
Parish Audit & Finance Support	1.00	72,812
Hospitality & House Manager	1.00	70,541
Diocesan Projects, Parish & Benefits Administration	1.00	70,309
Coordinator, Community Development	1.00	69,097
Interim Manager, Good Book Store	0.50	30,256
<b>TOTAL</b>	<b>10.5</b>	<b>976,331</b>

- Estimates included projected salary increases (support staff only)
- Excludes reimbursed business expenses (travel, cont. edu., sabbatical, etc.)

# 2015 – 2<sup>nd</sup> DRAFT Budget Detail

## EXHIBIT #10 – Compensation Detail

### 2014 Salary Ranges:

#### Executive Staff:

*Bishop \**

*Canon for Mission & Ministry \**

Chief Financial Missioner

Communications Missioner

#### Support Staff:

Parish Audit & Finance Support

Projects, Parish & Benefits Administration

Executive Assistant to Bishop

Hospitality & House Manager

Diocesan Accountant

Community Development

Bookstore Manager

### SALARY RANGE (FT)

Min.	Midpoint	Max.
------	----------	------

*\* Includes SECA*

112,000	140,000	168,000
---------	---------	---------

76,800	96,000	115,200
--------	--------	---------

73,600	92,000	110,400
--------	--------	---------

56,000	70,000	84,000
--------	--------	--------

48,000	60,000	72,000
--------	--------	--------

44,000	55,000	66,000
--------	--------	--------

40,000	50,000	60,000
--------	--------	--------

40,000	50,000	60,000
--------	--------	--------

40,000	50,000	60,000
--------	--------	--------

40,000	50,000	60,000
--------	--------	--------

40,000	50,000	60,000
--------	--------	--------

Salary ranges have been defined for all Diocesan roles, including the Bishop, based on market compensation data (Clergy data from the Church Pension Group includes SECA) and reviewed by the HR compensation committee. The current, annual, full time (FT) salary ranges for our Support Staff positions range from a minimum of \$40,000, to a maximum of \$72,000.

Current, full time equivalent, support staff salaries are between \$46,000 - \$56,000; averaging \$51,545 or 98.9% of the mid-point of the ranges. Current benefits for these support staff positions average \$19,605 (including employer FICA taxes).

# 2015 – 2<sup>nd</sup> DRAFT Budget Detail

## EXHIBIT #11 – Bishop's Staff

