

Personnel Committee Report
July 26, 2018

The Personnel Committee reviewed the employer pension and medical plan options for 2019. The Presbytery offers both Pastor Participation (ordained) and Menu (non-ordained) options to its current staff. The currently approved policies include:

- The Pastor Participation group requires Pension/Death and Disability and medical. The Presbytery also offered Dental at the employee's expense.
- The Menu option included medical (PPO, with the Presbytery paying 50% of the member's premium and death and disability, and dental at the employee's expense.

The Committee approved the addition of the following options

- For both pastor participation and menu groups- Vision eyewear coverage at the employee's expense
- Under menu options add- availability of a High Deductible Health plan and a Health Savings Account. This would require that the Presbytery budget for the 50% of the employee participation in the PPO medical plan, but if the employee chooses the High Deductible plan, we take that same dollar commitment to pay 50% of that premium and contribute the rest to a Health Savings Account. **The Presbytery already budgets for 50% of the member's premium so any increase will only reflect changes in the BOP's charges.**

The Committee also reviewed staff compensation and approved the following increases.

Budget recommendations:

- \$.50/hour increase for Loreen Stravers
- In consultation with Danny Pierce, Blackhawk Presbytery and Stronghold agree to increase Treasurer Frank Finch's compensation from \$6,000 to 12,000 annually. This will result in an increase of \$1,500 to the Presbytery budget.
- No other compensation increases are recommended.

John Rickard shared his cancer diagnosis with the committee. The committee offered prayer and support for him on this journey.

At a future date the Personnel Committee will review and amend staff job descriptions to reflect current duties and changes in Presbytery bylaws and structure.

Respectfully submitted,

Rev. Dr. Anita Stuart-Steva, moderator