

Central States Synod of the Evangelical Lutheran Church in America

Data Provided for Informational Purposes Only to Detail the Budget Line Item for Fiscal Year Ending 1/31/2022

Synod Salaries & Benefits detail for the year ending 1/31/22 is:

Description	Bishop	Clergy Staff	Non-Clergy Staff	Total Compensation
Base Salary	82,416.00	105,595.50	151,258.41	339,269.91
Employer's Social Security (1)	0.00	0.00	8,571.59	8,571.59
Pension (2)	11,538.24	14,137.27	10,257.19	35,932.70
Basic Medical	15,240.00	38,789.00	21,187.68	75,216.68
Plan Administration & Disability	2,390.06	3,062.27	2,974.58	8,426.91
Continuing Education	800.00	2,400.00	0.00	3,200.00
ELCA Reimbursement for DEM Part-time Position	0.00	0.00	0.00	0.00
Anticipated Portico Increases for January 2022	4,072.00	10,366.00	5,662.00	20,100.00
Total Compensation Prior to Reimbursements	116,456.30	174,350.04	199,911.45	490,717.79

Notes and Comments:

- (1) Employer's Social Security paid totally by clergy.
- (2) Pension rates for clergy are at the maximum contribution rates of 12%. The Bishop receives an additional 2% for a total of 14%. Others are at 10%. Medical plan costs are vary depending on the employee's age and if their spouse and/or children are covered. The 2020 Portico custom comparison was used with their current age plus 1 year to get the above amounts.
- (3) Number of FTE (full-time equivalents)

Bishop	1.00
Clergy Staff	1.50
Non-clergy Staff	<u>3.75</u>
Total	<u>6.25</u>

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Campus Ministry Salaries & Benefits detail for the year ending 1/31/2022 is:

Description	Campus Ministry Staff
Base Salary	187,665.18
Employer's Social Security (1)	0.00
Pension (2)	22,519.82
Basic Medical	56,208.00
Plan Administration & Disability	5,442.29
Continuing Education	2,400.00
Total Compensation Prior to Reimbursements	274,235.29

Notes and Comments:

- (1) Employer's Social Security paid totally by clergy.
- (2) Pension rates for clergy are at the maximum contribution rates of 12%.
Medical plan costs are vary depending on the employee's age and if their spouse and/or children are covered. The 2020 Portico custom comparison was used with their current age plus 1 year to get the above amounts.
- (3) Number of FTE (full-time equivalents)
Clergy Staff 3.00