

2020 Proposed Terms of Call

Rev. Sarah Green			
	2020		2021
Total Effective Salary	\$ 72,475	\$	74,650
Cash Salary (includes employee 403(b) contribution)	45,475		47,650
Housing Allowance	27,000		27,000
Total Benefits	\$ 35,520	\$	37,092
SS Allowance	5,544		5,711
403(b) Employer Match	2,160		2,160
Medical (25% of Effective Salary) and HRA	19,119		21,756
Pension/Death & Disability (12% of Effective Salary)	8,697		7,465
Reimbursed Expense Elements	\$ 4,850	\$	4,250
Auto Allowance	1,600		1,000
Study Leave Allowance	2,500		2,500
Business & Professional Allowance	750		750
Study Leave*	2 Weeks		2 Weeks
Vacation Time*	4 Weeks		4 Weeks
Total Cost to PCM	\$ 112,845	\$	115,992