

## Personnel Committee Report to Assembly November 9, 2024

Personnel team is pleased to report that we have completed our annual review of staff for the 2024 year. This consists of a formal review in which those who work with that staff person are asked to share their view of how that individual has fulfilled the different aspects of their job description. The individual herself also fills out a review form. After consideration by the Committee, that review is written up and shared with the staff member. Six months later a follow-up conversation is held in which that individual has the opportunity to share any subsequent issues or needs that have arisen.

We are pleased to report that all of our staff have exemplary reviews. All are working hard to bless our Presbytery in many and untold ways that move our mission forward. We offer our thanks and appreciation for the efforts they put forth each day.

As a way to express our deep appreciation, the Personnel Team hosted a lunch for our staff. Leadership team was also present and offered their own thanks for the work that is being done by these, our friends and employees.

If there are issues (either positive or negative) that you wish to report regarding staff, please direct your comments or questions to the chair of Personnel, Joyce Chamberlin at [jkchamberlin1@gmail.com](mailto:jkchamberlin1@gmail.com).

Personnel voted that all staff be given a 3% cost of living raise.

THEREFORE we make the motion to adjust the salaries of our Lead Presbyter and Stated Clerk accordingly:

- **Ann Schwartz, Lead Presbyter**

Effective Salary	\$76,717	(Cost of Living Increase + Extra fee for coverage for spouse medical under his employer \$2,557)
BoP	<u>\$21,752</u>	
Total	\$98,468	This results in a \$7,581 savings for PGR compared to the Transitional Plan option of covering Lead Presbyter spouse under BoP.

- **Elissa Bailey, Stated Clerk (part time: Great Rivers and East Iowa Presbyteries)**

	<u>GRP</u>	<u>East Iowa</u>	<u>Total</u>
Effective Salary	\$22,204	\$21,824	\$44,028 (cost of living increase)
BoP	<u>\$ 9,785</u>	<u>\$9,618</u>	<u>\$19,403</u>
Total	\$31,989	\$31,842	\$63,431

We also make the motion that the Lead Presbyter's effective salary be designated as \$36,717 cash salary and \$40,000 Housing Allowance.

We make the motion that Stated Clerk's effective salary be designated as \$14,028 cash salary and \$30,000 Housing Allowance (in agreement with East Iowa).