

Personnel Committee Report

February 25, 2023

Personnel Team makes the motion to change the terms of call for Elissa Bailey to come into compliance with COM's minimum salary requirement.

Background: Elissa works 17 hours per week for Great Rivers as our Stated Clerk and 15 hours weekly for East Iowa Presbytery in the same capacity. That makes her at 80% of Full Time employment. Great Rivers uses 53% of her time and East Iowa employs her for 47% of her time. To bring her salary into compliance, we need to increase her total compensation from \$39,940 to \$41,252 (80% of \$51,565). This is an annual increase of \$1,312.00 and will also entail the Board of Pensions increase of \$511.68.

East Iowa has agreed to their share of this increase, as well as an additional \$20.70 per month in salary, as well as the \$8.07 for the increase in Board of Pensions for that additional compensation.

Personnel, with the approval of Administration Team, makes the motion that we alter Elissa's terms of call to reflect an annual increase of \$696.86 for salary and \$271.78 for Board of Pension Dues. The total increase for Great River's budget is \$968.64. With the participation of East Iowa Presbytery, this will make her salary \$41,500.46 and the total Board of Pension Dues \$15,576.70. It is our plan that this salary be retroactive to January 1st. Therefore, the remaining payments for 2023 will be increased to reflect the total year salary of \$41,500.46.

Elissa is electing to take \$30,000 of her total compensation as housing allowance. This was approved by Leadership Team.