

This resolution will require a 2/3 vote of convention to be considered.

(It was received after the mandated and warned due date 60 days prior to convention.)

Copies were provided for inclusion in this pre-registration packet (rather than at convention) so that convention members could have ample time for review.

Resolution #2

Minimum Compensation of Full Time Parochial Clergy

Resolved, That the following be the minimum compensation of full time parochial clergy for (1) Rectors and Vicars, (2) Assistant Clergy, (3) Deacon Interns for fiscal year 2008 subject to the provisions in the explanation regarding medical insurance changes.

1. Rectors or Vicars:
 - with no housing or utilities provided \$60,975 (+\$500)
 - with housing and utilities provided 45,420 (+\$500)

2. Assistant Clergy after Intern Year:
 - with no housing or utilities provided \$48,445 (+\$500)
 - with housing and utilities provided 36,720 (+\$500)

3. Transitional Deacons
 - with no housing or utilities provided \$36,205 (+\$500)
 - with housing and utilities provided 27,185 (+\$500)

EXPLANATION:

Increases in fuel costs coupled by rises in interest rates have created a higher cost of living index in the 1st half of 2007. Of those agencies surveyed, the average pay pool increase is 3% or higher. The increase in the Consumer Price Index for urban wage earners and clerical workers in the San Francisco-Oakland-San Jose area this year through June 2007 was 3%. Weighing the potential for increase in costs in the second half of 2007 against the fiscal constraints experienced by a number of El Camino Real parishes, the 2008 minimum should be increased by 3%.

Additionally, if a congregation provides medical insurance to clergy through Medical Trust, and the clergy person changes from a PPO/EPO plan offered in 2007 to one of the base non-contributory plans for 2008 (Blue Cross PPO 75/25, Kaiser, or HDHPHII), it is recommended that an adjustment of \$500 be added to the clergy person's base pay in 2008 to alleviate the additional cost that may be incurred by the participant.

Canon 20. Compensation Standards

- Section 1. The minimum salary which shall be paid to any member of the clergy employed full time by the Diocese or any Parish or Mission, together with minimum requirements for housing, utilities, automobile allowances, insurance, and all relevant increments, shall be fixed from time to time by the Convention. Separate classification of the clergy may be made for the purpose of fixing minimum standards.