

**LOUISIANA CONFERENCE OF THE UNITED METHODIST CHURCH
2018 and 2019 Increments and Benefits Chart**

Revised 11/27/2018

<i>As published by Wespath Benefits and Investments</i>	2019	2018
Denominational Average Compensation (DAC)	\$ 71,361	\$ 70,202
Conference Average Compensation (CAC)	\$ 74,492	\$ 72,776

Minimum Compensation for Full Time Clergy appointments-Lower of DAC or CAC used (Amounts shown BEFORE Equitable Compensation^ Factors)	2019	2018
Full Elder(104% of FTLP)	\$ 44,529	\$ 43,806
Associate Member(103% of FTLP)	\$ 44,101	\$ 43,385
Provisional Elder(102% of FTLP)	\$ 43,673	\$ 42,964
Full Time Local Pastor-FTLP (60% of DAC)	\$ 42,817	\$ 42,121

Total Plan Compensation for Increments	2019		2018	
	From	To	From	To
1/4	\$ 1	\$ 21,408	\$ 1	\$ 21,060
1/2	\$ 21,409	\$ 32,112	\$ 21,061	\$ 31,590
3/4	\$ 32,113	\$ 42,816	\$ 31,591	\$ 42,120
Full Time	\$ 42,817	and above	\$ 42,121	and above

^For calculating Equitable Compensation: For every year of full time service for full time clergy add \$100 per year, up to 10 years or \$1000 per year maximum. (No EC for part time clergy). If there is more than one charge on the Full Time appointment, then add another \$200 per year for each additional church on the charge.

TPC=Total Plan Compensation.
This figure can be found in Section IV on page 2 of the compensation form.

	Benefits for Total Plan Compensation INCREMENT:											
	1/4		1/2		3/4		Full Time		Retired Serving FT		Retired not serving, OR serving less than 3/4 time	
	2019	2018	2019	2018	2019	2018	2019 *	2018	2019*	2018	2019*	2018
Benefits paid by the Church:												
Health Plan with HSA contribution (see rates below)	NO	NO	NO	NO	Optional	Optional	\$15,960	\$15,220	\$15,960	\$15,220	\$3,588	\$3,420
CPP	NO	NO	NO	NO	3% of TPC	3% of TPC	3% of TPC up to \$4281.66	3% of TPC up to \$4212.12	NO	NO	NO	NO
CRSP DC	NO	NO	3% of TPC	3% of TPC	3% of TPC	3% of TPC	3% of TPC	3% of TPC	NO	NO	NO	NO
CRSP DB	NO	NO	10% of TPC	10% of TPC	10% of TPC	10% of TPC	10% of TPC up to \$7136.10	10% of TPC up to \$7020.20	NO	NO	NO	NO
UMPIP Church	10% of TPC	10% of TPC	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
UNUM	NO	NO	2% of TPC	2% of TPC	NO	NO	NO	NO	NO	NO	NO	NO
Retiree health plan											\$3,600	\$3,420

TPC=Total Plan Compensation. This figure can be found in Section IV on page 2 of the compensation form.

* 2019 Health insurance rates to be set by the Conference Board of Pensions and Health Benefits in the October 2018 meeting.Until then, please use the estimated amount based on a 5% or so from 2018 rates increase.

Health Insurance rates:	Estimated		Actual 2018 Amounts
	2019 Annual	2019 Monthly	
Active Clergy (blended rate)	\$ 15,960	\$ 1,330	\$ 15,220
Retire Clergy/Lay	\$ 3,588	\$ 299	\$ 3,420
Lay Single	\$ 9,780	\$ 815	\$ 9,324
Lay and Spouse	\$ 19,560	\$ 1,630	\$ 18,648
Lay Family	\$ 19,740	\$ 1,645	\$ 18,840

CRSP-DB Clergy Retirement Security Plan – Defined Benefit-fixed payment portion of retirement plan
CRSP-DC-Clergy Retirement Security Plan – Defined Contribution-variable payout (2% contribution +1% match)
CPP – Comprehensive Protection Plan – Disability/Death Benefits
UMPIP – United Methodist Personal Investment Plan
UNUM – Disability/Life