

**GENERAL SYNOD ARP CHURCH
GUIDE FOR CALCULATING ANNUAL BENEFIT COSTS
2010**

ANNUAL EARNINGS CALCULATION

A. Enter Annual Base Salary			
	YES	NO	
B. IS MANSE OR APARTMENT PROVIDED? (If yes, Enter "X") (If Manse is provided, add 40% of BASE SALARY.)			
C. HOUSING/UTILITY ALLOWANCE PAID TO PARTICIPANT			
D. AUTO/TRAVEL ALLOWANCE PAID TO PARTICIPANT*			
E. SOCIAL SECURITY ALLOWANCE PAID TO PARTICIPANT			
F. OTHER ALLOWANCES PAID TO PARTICIPANT*			
G. TOTAL ANNUAL EARNINGS (Add "A" Through "F")			
H. Retirement Plan Covered Earnings: Lesser of \$115,000 or the Total from G**			

* Do not include reimbursements under an "Accountable Expense Reimbursement Plan"
**IRS maximum earnings for Retirement Plan is \$115,000.

ANNUAL RETIREMENT PLAN CONTRIBUTION CALCULATION

	YES	NO	
I. DOES EMPLOYEE PARTICIPATE IN ARP RETIREMENT PLAN? (Enter "X")			
J. CONTRIBUTION RATE FOR ACTIVE PARTICIPANTS			
K. ANNUAL CONTRIBUTION (Multiply "H" by 8.5%)			

ANNUAL INSURANCE PREMIUM CALCULATION

COVERAGE AREA	PLAN A Select Coverage (X)	Plan A Rates	PLAN B Select Coverage (X)	Plan B Rates	Enter Cost
Medical (Choose One)					
L. Employee Only		\$5,420.40		\$5,011.44	
M. Employee + 1		\$10,840.80		\$10,022.88	
N. Employee and Family		\$13,413.48		\$12,381.36	
Dental (Choose One)					
O. Employee Only		\$421.44			
P. Employee + 1		\$843.00			
Q. Employee and Family		\$1,199.40			
Employee Term Life and Accidental Death Rate (Choose one from R - T)	Select Coverage (X)			Annual Cost	
R. Erskine Employee		\$10,000	0.000227	\$27.24	
S. Non-Erskine Hourly Employee		\$20,000	0.000227	\$54.48	
T. Non-Erskine Salaried Employee		\$50,000	0.000227	\$136.20	
U. Dependent Life (If Participant has Dependents) Spouse - \$5,000; Dependents Over 6 Mo. - \$2,500. Dependent 15 days to 6 Mo - \$200.		\$5,000		\$21.36	
Long Term Disability (LTD) - Enter in "V" or "W" Lesser of \$150,000 or Total Earnings (item "G") from above.*** Erskine Employees are excluded.					
	Enter Select Coverage (X)	Earnings		Rate	
V. For Those Covered by Social Security				\$0.00490	
W. If Pastor has elected out of Social Security				\$0.00630	
TOTAL ANNUAL INSURANCE COST (Sum of All Items Entered)					

*** Maximum earnings for LTD is \$150,000

Note on Coverage: Medical and/or Dental Coverage may be waived if the Employee is covered as a Dependent on a Spouse's Policy. Change from Plan A to Plan B or from Plan B to Plan A is permitted in December, to be effective in January.

TOTAL PACKAGE (Retirement and Insurance)