

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

ANNUAL EARNINGS CALCULATION

A. Enter Annual Base Salary			\$ 70,000.00
B. IS MANSE OR APARTMENT PROVIDED? (If yes, Enter "X") (If Manse is	YES	NO	
	x		\$ 28,000.00
C. HOUSING/UTILITY ALLOWANCE PAID TO PARTICIPANT			\$ 1,000.00
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")			\$ 99,000.00
H. Retirement Plan Covered Earnings: Lessor of \$95,000 or the Total from G**			\$ 95,000.00

* Do not include reimbursements under an "Accountable Expense Reimbursement Plan"
**Maximum earnings for Retirement Plan is \$95,000.

ANNUAL RETIREMENT PLAN CONTRIBUTION CALCULATION

	<u>YES</u>	<u>NO</u>	
I. DOES EMPLOYEE PARTICIPATE IN ARP RETIREMENT PLAN? (Enter "X")	x		
J. CONTRIBUTION RATE FOR ACTIVE PARTICIPANTS			8.50%
K. ANNUAL CONTRIBUTION (Multiply "H" by 8.5%)			\$ 8,075.00

ANNUAL INSURANCE PREMIUM CALCULATION

COVERAGE AREA	PLAN A		PLAN B		Enter Cost
	Select Coverage (X)	Plan A Rates	Select Coverage (X)	Plan B Rates	
Medical (Choose One)					
L. Employee Only	x	\$ 5,262.48		\$ 5,011.44	\$ 5,262.48
M. Employee + 1		\$ 10,524.96		\$ 10,022.88	
N. Employee and Family		\$ 13,022.76		\$ 12,381.36	
Dental (Choose One)					
O. Employee Only	x	\$ 329.88			\$ 329.88
P. Employee + 1		\$ 659.76			
Q. Employee and Family		\$ 938.64			
Employee Term Life and Accidental Death Rate (Choose one from R - T)	Select Coverage (X)			Annual Cost	
R. Erskine Employee		\$ 10,000	0.000239	\$ 28.68	
S. Non-Erskine Hourly Employee		\$ 20,000	0.000239	\$ 57.36	
T. Non-Erskine Salaried Employee	x	\$ 50,000	0.000239	\$ 143.40	\$ 143.40
U. Dependent Life (If Participant has Dependents) Spouse - \$5,000; Dependents Over 6 Mo. - \$2,500. Dependent 15 days to 6 Mo - \$200.	x	\$ 5,000		\$ 21.36	\$ 21.36
Long Term Disability (LTD) - Enter in "V" or "W" Lesser of \$100,000 or Total Earnings (item "G") from above.*** Erskine Employees are excluded.					
	Select Coverage (X)	Enter Earnings		Rate	
V. For Those Covered by Social Security	x	99000		\$ 0.00580	\$ 574.20
W. If Pastor has elected out of Social Security				\$ 0.00740	
TOTAL ANNUAL INSURANCE COST (Sum of All Items Entered)					\$ 6,331.32

*** Maximum earnings for LTD is \$100,000

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) \$ 14,406.32