

**UPPER NEW YORK CONFERENCE  
BENEFIT RATES – 2020**

Health Insurance: Below are amounts billed per full time clergy person

| <b>RATES CHARGED TO LOCAL CHURCHES</b>            | <b>Single</b>  | <b>Two Person</b>                           | <b>Family (3 or more)</b> |
|---|--|---|---------------------------|
| <b>Participating Premium – Annual</b>             | <b>\$13,920</b>  |   |                           |
| <b>Participating Premium – Monthly</b>            | <b>\$1,160</b>   |   |                           |
|   |  |   |                           |
| <b>Pastor’s Annual Personal Contribution</b>      | <b>Single, Two-Person or Family</b>  |   |                           |
| PPO B1000 Plan                                    | 3% of Base Compensation (includes housing)   |   |                           |
| CDHP  | 3% of Base Compensation (includes housing)   |   |                           |
| Via Benefits (full time active over 65 plan)      | If any person in the pastor’s family is on our Medicare Supplemental plan, there is no personal contribution |   |                           |
| Metlife Dental Option 2 Buy Up Plan (out for bid) | Single   | Participant & Spouse<br>Participant & Child | Family                    |

**Pension (CRSP):** Amounts billed per clergy person appointed 75% or more (based on all churches served) and enrolled; mandatory enrollment for full time

- 13.8% of Clergy Compensation (salary plus housing)

**Pension (UMPIP-Church):** Amounts billed per clergy person appointed 50% (based on all churches served) and automatically enrolled

- 9% of Clergy Compensation (salary plus housing)

**Long Term Disability & Death Benefit (CPP):** Amounts billed per clergy person appointed full time, and 75% if an elder, provisional member or associate member

- 3% of Clergy Compensation (salary plus housing)

**Short Term Disability & Workers Compensation:** Statutory coverage provided through the multi-peril insurance program premiums