

### Pastor Compensation Structure

Presbytery of North Central Iowa

Effective January 1, 2006

Includes SECA benefit\*

level	average worship attendance		2006		
			min**	mid	max
1	0-60	Base	34,343	42,929	51,514
		50% SECA	2,627	3,284	3,941
		<b>Total</b>	<b>36,970</b>	<b>46,213</b>	<b>55,455</b>
2	61-90	Base	38,154	47,693	57,232
		50% SECA	2,919	3,649	4,378
		<b>Total</b>	<b>41,073</b>	<b>51,342</b>	<b>61,611</b>
3	91-135	Base	42,389	52,987	63,585
		50% SECA	3,243	4,054	4,864
		<b>Total</b>	<b>45,632</b>	<b>57,040</b>	<b>68,449</b>
4	136-200	Base	47,094	58,868	70,642
		50% SECA	3,603	4,503	5,404
		<b>Total</b>	<b>50,697</b>	<b>63,372</b>	<b>76,046</b>
5	201-300	Base	52,321	65,401	78,483
		50% SECA	4,003	5,003	6,004
		<b>Total</b>	<b>56,324</b>	<b>70,405</b>	<b>84,486</b>
6	301-450	Base	58,129	72,661	87,194
		50% SECA	4,447	5,559	6,670
		<b>Total</b>	<b>62,576</b>	<b>78,219</b>	<b>93,864</b>

COLA	3.0%
competitive adjustment	1.0%
total adjustment	<u>4.0%</u>

\* 50% SECA = 7.65% of base salary

\*\* 2006 min = 2005 min + 4%

For each level of worship attendance, the minimum, mid-range and maximum salaries are printed in bold and highlighted on the line marked Total.

If a salary package falls somewhere between the minimum, mid and maximum points on the range within your level, use the following formula to calculate 50% SECA:

**Total salary package divided by 1.0765 = base**

**Total salary package minus base = 50% SECA**

Example: Level 1 total salary package of \$40,000 (it falls between the min and mid points)

\$40,000 divided by 1.0765 = \$37,175.45

\$40,000 minus \$37,175.45 = \$2,824.55