

2016 Salary Grid Adjustment and COLA

The Formula:

The average of the following factors:

- a) CPI
- b) Review the clergy salary increase information, as reported by MMBB, for all ABC clergy who earn more than \$5,000.00 annually. Review the lay salary information, as reported by MMBB for all lay people who earn more than \$5,000.00 annually. Use the LOWER percentage in this calculation.
- c) Review the salary information for CEO's and the salary information for non-CEO employees (as reported annually by PRM Consulting, Inc. for Non-Profit Organization). Use the LOWER percentage in this calculation.

The AVERAGE of these three factors will be the basis used for determining how much the salary grid will "shift" in the upcoming year.

The merit pool will be established by taking the difference between the highest percentage used in the above calculation and the average that is used for the shift in the salary grid.

The Formula Applied:

1. CPI increase = 1.60%

Clergy Salary Increase as reported by MMBB - 1.70%

CEO salary increase as reported by PRM = 3.70%
Non-CEO employee salary as reported by PRM for = 3.20%
2. Average of CPI, Lower % provided by MMBB, and Lower % provided by PRM =
 $1.60\% + 1.70\% + 3.20\%$ divided by 3 = 2.17%

2.17% is the recommended shift in the grid for 2016
3. Merit pool will be **1.03%** (The difference between 3.20% and 2.17%)

Recommendation:

That each organization set aside **2.17%** of its current payroll budget to use for 2016 salary increases. This allows a 2.17% shift in the grid and a 1.03% "merit" pool increase.

2016 Salary Grid

Band	Grade			
		80%	100%	120%
Band 1	1	\$ 25,573	\$ 31,966	\$ 38,359
	2	\$ 27,705	\$ 34,632	\$ 41,558
	3	\$ 28,841	\$ 36,052	\$ 43,262
	4	\$ 30,114	\$ 37,643	\$ 45,171
	5	\$ 31,542	\$ 39,427	\$ 47,312
	6	\$ 33,102	\$ 41,378	\$ 49,653
	7	\$ 35,520	\$ 44,400	\$ 53,279
Band 2	8	\$ 37,650	\$ 47,062	\$ 56,474
	9	\$ 39,782	\$ 49,728	\$ 59,674
Band 3	10	\$ 42,764	\$ 53,454	\$ 64,145
	11	\$ 46,175	\$ 57,719	\$ 69,263
Band 4	12	\$ 50,010	\$ 62,513	\$ 75,015
	13	\$ 54,557	\$ 68,196	\$ 81,835
Band 5	14	\$ 59,814	\$ 74,768	\$ 89,722
	15	\$ 65,781	\$ 82,226	\$ 98,671
	16	\$ 76,207	\$ 95,259	\$ 114,311
Band 6	17	\$ 89,656	\$ 112,069	\$ 134,483
	18	\$ 105,476	\$ 131,845	\$ 158,214
	19	\$ 124,091	\$ 155,113	\$ 186,136
Band 7	20	\$ 145,989	\$ 182,486	\$ 218,983
	21	\$ 163,431	\$ 204,289	\$ 245,147
Band 8	22	\$ 183,204	\$ 229,005	\$ 274,806