

## **Incremental Time for 2020 Part Time Positions for Purpose of Pension Plan (CRSP)**

Incremental Time for 2020 is based on Base Compensation, Parsonage Allowances, and Housing Allowance or Parsonage Computation

All CRSP Pension & CPP Payments are the responsibility of the employer (church)

### **Clergy Retirement Security Program (CRSP)**

**Defined Benefit (DB)** – is a set amount each year, for 2020 – full time = \$5,723. Less than full time is in corresponding increments, i.e. ½ time = \$2,861.50; ¾ time = \$4,292.25

**Defined Contribution (DC)** – 3% of Plan Compensation (Base Salary + Utility/Parsonage Allowances paid to/for pastor + Housing Allowance; or Total Base + Utility + 25% of that total for value of a parsonage.)

### **Comprehensive Protection Plan (CPP):**

All Deacons & Elders appointed at ¾ time are enrolled in CPP at 3% of Plan Compensation

**Clergy appointed as less than ½ time are not eligible to be enrolled in CRSP; however, these clergy may make personal contributions to their UMPIP account**

Clergy in CRSP will automatically be credited with 2% of CRSP DC employer payment

Clergy **must contribute at least 1% of Plan Compensation to UMPIP** to receive credit for final 1% of employer CRSP DC payment

### **With no parsonage provided**

(add Base Comp + Utilities + Housing Allowance)

< ¼ time= \$12,750 - \$13,103; ¼ time= \$13,104-\$26,207; ½ time=\$26,208- \$39,310; ¾ time begins at \$39,311

FT is according to Minimum Compensation/Benefits Requirements and Cabinet appointment (Note- **for 2020-FTLP Base Compensation is \$34,815; Housing is \$17,600; Total is \$52,415** plan compensation for CRSP & CPP calculations)

### **With parsonage provided**

(add Base Comp + Utilities)

< ¼ time= \$12,750; ¼ time= \$12,751-\$21,759; ½ time=\$21,760 - \$32,638; ¾ time begins at \$32,639

FT is according to Minimum Compensation/Benefits Requirements and Cabinet appointment (Note- **for 2020-FTLP Base Compensation is \$34,815; 25% for value of parsonage = \$8,704; Total is \$43,519** plan compensation for CRSP & CPP calculations)

**Full Time** = mandated health insurance, full CRSP, and CPP

**Part Time** = never includes insurance, may waive CRSP, includes CPP at ¾ for Provisional or Full member