

Medical Dues Policy for vote by Presbytery: September 20, 2014

January 1, 2015 a new medical dues model will take effect, with dues for the Traditional Program set at 23% of Effective Salary for Member-only coverage and 24.5% for Member + Family coverage. The Board of Pensions requires churches to pay 23% for members' coverage. **The Board of Pensions is allowing that extra 1.5% for family coverage to be shared by employer and employee.**

Motion from Committee on Ministry:

Committee on Ministry (COM) recommends that the Presbytery of Milwaukee **require** churches to cover the full cost of Member + Family medical dues (23% Member + 1.5% Family = 24.5% of Effective Salary) unless partners and dependents have comparable coverage from another source.ⁱ

COM recommends that churches with lay employees who are members of the Traditional Benefits Plan, follow the same policy as for pastors, however, they are **not required** to cover the partners and dependents of the employee.ⁱⁱ

Churches that find the additional costs of medical coverage to be financially burdensome should consider making application to the Committee on Ministry for exemption.

During the past year, COM has offered opportunities for discussion so that you can become familiar with the new medical dues approach. Please contact Sarah Rand 414-292-2740 with questions.

Additional Resources:

- Interactive Video on Medical Dues Changes:
<https://pensions.adobeconnect.com/a701962636/medicaldues2015>
- Medical Dues Questions & Answers:
<http://www.pensions.org/AvailableResources/BookletsandPublications/Documents/med-633.pdf>
- Effective Salary: Why it's so important to get it right:
<https://pensions.adobeconnect.com/a701962636/effectivesalary>
- The Clergy Housing Allowance:
<https://pensions.adobeconnect.com/a701962636/housingallowance>

ⁱ Churches that have pastors who are members of the Traditional Benefits Plan of the Board of Pensions of the PC(USA) shall make sure that all eligible partners and dependents of those pastors have medical coverage under that same plan **unless they have comparable coverage from another source.**

ⁱⁱ While churches that have lay employees who are members of the Traditional Benefits Plan of the Board of Pensions of the PC(USA) are **encouraged to follow the same policy as for pastors, they may or may not provide medical coverage for partners and dependents. If NOT covered by the employer, lay employees can pay the additional 1.5% for family coverage** following the processes set up by the Board of Pensions.