

## **REMUNERATION PLAN**

**R-1**

Employees are remunerated by applying the employee's wage scale category percentage to the current wage factor as voted by Annual Council.

### **Increments**

Each January, if you have not reached the maximum in your wage category, you may receive an increment. This depends on your performance evaluation.

Increments due to ordination are as follows:

A licensed minister's maximum in the wage scale is 96%. At the time of approval by Columbia Union for ordination/commissioning, the minister is raised to 97% effective the first of the month following union approval.. Six months later the rate goes to 99% and 12 months later, the 102% maximum ordained minister rate is reached.

Cost of living increases are generally granted on July 1 as voted by the previous Annual Council and voted by the Columbia Union Conference Committee and the Potomac Conference Committee.