

Diocesan Policy Regarding Lay Pensions

Adopted unanimously by the Diocesan Board

April 21, 2011

Amended September 20, 2012

Be it resolved, in reference to General Convention Resolution A138 adopted by the 76th General Convention of The Episcopal Church and with Title I, Canon 8 of the Episcopal Church, the Diocese of Central Florida requires all Parishes, Missions or other ecclesiastical organizations or bodies subject to the authority of the Church, to adopt a lay employee pension system for employees who work a minimum of 1,000 hours annually in accordance with the following principles:

- The lay employee pension system shall provide benefits that shall include defined benefit plan(s) and defined contribution plan(s);
- If a defined benefit plan is selected, the employer assessment and/or contribution shall be not less than nine (9) percent of the employee's compensation; if a defined contribution plan is selected, the employer shall contribute not less than five (5) percent of the employee's compensation and match at least four (4) percent of the employee's contributions.
- Existing defined benefit plans will be permitted to continue as long as their plan design delivers pension benefits not less than the pension benefits required by this Resolution, as determined by the plan administrator. If the plan does not provide the pension benefits required by this Resolution, such plan shall be amended to provide for such pension benefits no later than January 1, 2013.
- The lay employee pension system shall be designed and administered by the Trustees and officers of The Church Pension Fund; the investment managers of the system shall initially include, but not necessarily be limited to, The Church Pension Fund and, in the case of a defined contribution plan offered to school employees, TIAA-CREF;
- The minimum contribution that such schools must make to a defined contribution pension plan for each qualified employee is identified by the following table:

Effective Date	Contribution	Match
○ January 1, 2013	0%	0%
○ January 1, 2014	1%	0%
○ January 1, 2015	2%	1%
○ January 1, 2016	3%	2%
○ January 1, 2017	4%	3%
○ January 1, 2018	5%	4%

- If a school's contributions to employee pensions are already above the minimum required contribution or match percentage for any year, the school shall not lower the contribution or match in the defined contribution pension program.
- The lay employee pension system will be operated on a financially sound basis, as determined by the Trustees of the Church Pension Fund;
- Other societies, organizations, or bodies in the Church not mandated to participate may, under the regulations of The Church Pension Fund, elect to come into the lay employee pension system;
- No right or obligation to have assessments paid on compensation paid prior to plan participation will be part of the mandatory lay employee pension system.

**Diocesan Policy Regarding Medical Insurance
for qualified employees**

Adopted unanimously by the Diocesan Board

April 21, 2011

Amended September 20, 2012

Be it resolved, in reference to General Convention A177 adopted by the 76th General Convention of The Episcopal Church and with Title I, Canon 8 of the Episcopal Church, and no later than January 1, 2013:

- The Diocese of Central Florida and all its congregations are required (except as noted below) to obtain medical insurance coverage for their employees through the Denominational Health Plan designed and administered by the Trustees and officers of The Church Pension Fund with benefits provided through The Episcopal Church Medical Trust for all qualified employees (those employees who work 1500 hours or more per year).
- Employees may opt out of obtaining medical insurance coverage through the Denominational Health Plan if they have medical insurance coverage through other approved sources (i.e. spouse's employer's plan, former employer's plan, Tri-Care, etc.).
- Qualified clergy and lay employees, on an equal basis, must be offered as an employee benefit medical insurance coverage at 100% of the single level (as a minimum) through the Denominational Health Plan. Any cost sharing for coverage above single level must be the same for all qualified employees (parity between clergy and lay) no later than December 31, 2015.
- Schools, day care facilities and other congregational and diocesan institutions, whether or not they operate under a separate tax ID from the sponsoring institution, are encouraged to participate in the Denominational Health Plan on the same basis as congregations, and must contact the Episcopal Church Medical Trust each time medical insurance coverage is renewed.

**Diocesan Policy Regarding the Clergy
Compensation Guidelines**

Adopted unanimously by the Diocesan Board

April 21, 2011

Amended September 20, 2012

The Diocesan Board will ensure that the Clergy Compensation Guideline for 2016 includes an adjustment for clergy who currently receive medical insurance coverage above the single level as an employee benefit. The adjustment will be 85% of the difference in medical insurance premium between the single level of coverage and the employee plus one and family level of coverage, as applicable. The adjustment would only be applicable to those clergy employees who have medical insurance coverage through the Denominational Health Plan with benefits provided through The Episcopal Church Medical Trust.

For all clergy hired after September 1, 2012 single level health insurance shall be the diocesan policy. The adjustment shall, however, be part of the call negotiations (by way of the Letter of Agreement) and congregations will be encouraged to consider adding such an adjustment voluntarily as a benefit.