

# Alabama-West Florida Conference - Pension Eligibility Matrix

Effective January 2018

<b>Alabama-West Florida Conference - Pension Eligibility Matrix</b>	<b>Full-time Appointment or with status of FE, FD, PE, PD, FL, OD, AM, OA, AF, OE, OF</b>	<b>OD</b>	<b>Part-time (75%)</b>	<b>Part-time (50% &amp; less)</b>	<b>Certified Lay Minister</b>	<b>Diaconal Minister</b>
Under appointment at Church(es), Conference or Conference Sponsored as listed in Current Journal	Yes	Yes*	Yes**	No	No	No
Appointed to Extension Ministries	No*****	No	No	No	No	No
Attend School	No	No	No	No	No	No
Voluntary Leave of Absence	No	No	No	No	No	No
Involuntary Leave of Absence	N/A	N/A	N/A	N/A	N/A	N/A
Sabbatical Leave	No	No	No	No	No	No
Clergy Medical Leave w/ CPP Benefit	Yes	Yes/No	No	No	No	No
Clergy Medical Leave w/o CPP Benefit	No	No	No	No	No	No
Clergy on Honorable Location	No	No	No	No	No	No

<b>CPP (Death &amp; Disability) Eligibility</b> (Plan Compensation must be equal to or greater than 60% of DAC) <i>2018-\$42,121 2019-\$71,361</i>	<b>Full-time Appointment of FE, FD, PE, PD, FL, OD, AM, OA, AF, OE, OF</b>	<b>FE, PE, AM,OD @ 75%</b>	<b>Part-time Local (75%)</b>	<b>Part-time (50% &amp; less)</b>	<b>Certified Lay Minister</b>	<b>Diaconal Minister</b>
Under appointment at Church(es), Conference or Conference Sponsored as listed in Current Journal	Yes	Yes	No	No	No	No
Appointed to Extension Ministries	No*****	No	No	No	No	No
Attend School	Yes***	No	No	No	No	No
Voluntary Leave of Absence	Yes***	No	No	No	No	No
Involuntary Leave of Absence	N/A	N/A	N/A	N/A	N/A	N/A
Sabbatical Leave	Yes***	No	No	No	No	No
Clergy Medical Leave w/ CPP Benefit	Yes	N/A	N/A	N/A	N/A	N/A
Clergy Medical Leave w/o CPP Benefit	No	N/A	N/A	N/A	N/A	N/A
Clergy on Honorable Location	No	N/A	N/A	N/A	N/A	N/A

<b>UMPIP</b>	<b>Full-time Appointment or 75% with status of FE, FD, PE, PD, FL, OD, AM, OA, AF, OE, OF</b>	<b>Part-time (75%)</b>	<b>Part-time (50% &amp; less)</b>	<b>Certified Lay Minister</b>	<b>Diaconal Minister</b>
Under appointment at Church(es), Conference or Conference Sponsored as listed in Current Journal	Yes	Yes***	Yes	No*****	No*****
Appointed to Extension Ministries	No*****	No	No	No	No
Attend School	No	No	No	No	No
Voluntary Leave of Absence	No	No	No	No	No
Involuntary Leave of Absence	N/A	N/A	N/A	N/A	N/A
Sabbatical Leave	No	No	No	No	No
Clergy Medical Leave w/ CPP Benefit	No	No	No	No	No
Clergy Medical Leave w/o CPP Benefit	No	No	No	No	No
Clergy on Honorable Location	No	N/A	N/A	N/A	N/A

- \* Provided the person is not in a program of his/her denomination
- \*\* Member serving less than full-time can elect not to participate in the entire program. Enrollment is mandatory unless notaried waiver form is received.
- \*\*\* Member on Voluntary Leave or appointed to attend school may continue coverage at their own expense.
- \*\*\*\* Can enroll in the Lay UMPIP for the Church
- \*\*\*\*\* Unless Conference responsible

# Alabama-West Florida Conference

## Health Eligibility Matrix

Effective January 2018

**All Clergy appointed at 75% or greater are eligible for health coverage and must enroll in the plan, unless they are enrolled in their spouse's group health coverage or a military\or government retirement health plan**

Health Insurance	Full-time Appointment or 75% with status of FE, FD, PE, PD, FL, OD, AM, OA, AF, OE, OF	Part-time (75%)	Part-time (50% & less)	Certified Lay Minister	Diaconal Minister
Under appointment at Church(es), Conference or Conference Sponsored as listed in Current Journal	Yes	Yes	No	No	No
Appointed to Extension Ministries	No*****	No	No	No	No
Attend School	Yes***	No	No	No	No
Voluntary Leave of Absence	Yes***	No	No	No	No
Involuntary Leave of Absence	N/A	N/A	N/A	N/A	N/A
Sabbatical Leave	Yes***	No	No	No	No
Clergy Medical Leave w/ CPP Benefit	Yes	No	No	No	No
Clergy Medical Leave w/o CPP Benefit	No	No	No	No	No
Clergy on Honorable Location	No	No	No	No	No
Appointed Clergy under age 65 on Active Plan	Church pays full Active premium equivalent - \$875.00 monthly				
Appointed Clergy over age 65 on Active Plan	Church pays full Active premium equivalent - \$875.00 monthly				
Clergy <b>under age</b> 65 on Active Plan, <b>RETIRED &amp; Appointed</b>	Church pays full Premium equivalent - \$875.00				
Clergy Retired over age 65 on MedSupp Plan, <b>Appointed</b>	Church pays full Premium equivalent - \$210.00 monthly				
Clergy <b>over age</b> 65 on MedSupp Plan, <b>retired &amp; not appointed</b>	Individual pays Premium equivalent less the premium reduction				
Clergy under age 65 on Active Plan, <b>retired &amp; not appointed</b>	Individual pays Full Active Premium equivalent less the premium reduction				

\*\*\* Member on Voluntary Leave or appointed to attend school may continue coverage at their own expense.

\*\*\*\*\* Unless Conference responsible

### Minimum Salary Requirements for 2018

\$37,200 = Full Time

\$27,900 = 75%

\$18,600 = 50%

\$9,300 = 25%

### Denomational Average Compension DAC

2018: \$70,202

2019: \$71,361