

PERSONNEL COMMITTEE

Recommendation 2 – Changes to Non-Exempt Wage Levels:

<u>Non-Exempt Wage Level</u>	<u>2021 Wage Ranges</u>	<u>2022 Recommended Wage Ranges</u>
I	\$18.19 to \$26.89	\$18.46 to \$27.29
II	\$17.04 to \$22.86	\$17.30 to \$23.20
III	\$15.40 to \$21.34	\$15.63 to \$21.66
IV	\$15.00 to \$18.11	\$15.23 to \$18.38
V	\$15.00 to \$16.28	\$15.23 to \$16.52

Informational notes for recommendations No. 1 and No. 2:

*Each year the Committee reviews ranges of compensation of both exempt and non-exempt staff of the Annual Conference with the exception of Level I positions which are governed by other recommendations. See Conference Rules “Compensation and Expense Policies for District Superintendents and other Level I Exempt Personnel (as defined in the Conference Personnel Policies)” in the 2020 Conference Journal.

The Fair Labor Standards Act provides that all employees who work more than 40 hours in a workweek must be paid at a rate of one and one-half (1½) times their regular rate of pay. Certain employees are EXEMPT from these overtime requirements. The major general exemptions to the overtime requirements include individuals who are covered under what are known as the “white collar” exemptions. The white collar exemptions include executive, administrative and professional employees. These exemptions are based on the employee’s actual work activities, not on the employer’s characterization of those activities. All employees within the Desert Southwest Annual Conference of the United Methodist Church must be placed either within the EXEMPT or NON-EXEMPT categories.

At the present time EXEMPT STAFF are as follows:

- I. District Superintendents, Director of Connectional Ministries, Director of Administrative Services/Treasurer, Director of New Faith/Vital Faith Communities
- II. Director of Outreach Ministries, Director of Communications, Assistant Treasurer/Comptroller, Director of Camp & Retreat Ministries
- III. Camp Site Directors
- IV. None

NON-EXEMPT STAFF – Usually support staff of which the following are examples: administrative assistants, temporary, or seasonal workers. Their compensation level is determined by their responsibilities and duties as outlined in their job descriptions.

The Conference Personnel Policies are printed in the 2020 Conference Journal. One of the responsibilities of the Conference Personnel Committee is to recommend increases in Wage or Salary Ranges for the different assigned levels for employment. These are not to be understood as automatic individual pay raises. However, after an annual performance review, an employee is eligible for a salary or wage increase depending upon the performance review, the consumer price index which measures inflation, and other factors. The recommendation for 2021 was a 1.3% cost of living increase.