

2008 Update - Board of Pensions (PCUSA) - (800) 773-7752

www.pensions.org

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MAY 2007 SALARY STUDY RESULTS – Clergy Effective Salary is typically Cash Salary + Housing/Utilities

	Average Effective Salary	Number of Ministers Surveyed
Nationwide	\$ 53,662.39	8,171
Synod of the Northeast	\$ 55,973.78	861
Presbytery of Southern New England	\$ 65,619.58	36

CHURCHWIDE MEDIAN SALARIES (USED TO DETERMINE MINIMUM PENSION CREDITS ACCRUED)

	2008	2007	2006
Clergy	\$ 49,000	\$ 47,900	\$ 46,500
Exempt Lay	\$ 36,300	\$ 35,000	\$ 34,100
Non-Exempt Lay	\$ 26,800	\$ 26,000	\$ 25,100

UPCOMING BENEFIT INCREASES – EFFECTIVE JULY 1, 2008

- A 3.8% good experience apportionment
- A 4.0% increase in disability benefits for disabled members receiving benefits on 12-31-07

GOOD EXPERIENCE APPORTIONMENTS

1999 10%	2000 9%	2001 3%	2002 0%	2003 0%
2004 2%	2005 3%	2006 3.6%	2007 3.7%	2008 3.8%

RESULT?? A 44.7% increase in pension checks and credits since 1999!!

The Consumer Price Index has increased only 30.4% over the same time period.

NEW BOARD OF PENSIONS WEB SITE

The Board of Pensions recently launched a new version of its Web site, Pensions.org, featuring increased functionality, expanded information, and intuitive navigation. A highlight of the new site is BenefitsConnect, an online tool that provides active Plan members secure access to their personal benefits information. Not only can members submit changes to their contact information and dependent status, they can use online calculators to estimate their pension and death benefits. The new site also features an abundance of new information and resources, making it the "go to" source for details on the plans, programs, and services the Board offers.

MEMBER ADVOCATE POSITION CREATED

The Board of Pensions recognizes that navigating the complexities of third-party providers, especially those for healthcare, can be a daunting experience for Plan members. In response, the Board has created a member advocate position that will help Plan members through difficult situations arising out of administration of the Medical Plan.

Annette Donald, who has many years of service with the Board of Pensions and is knowledgeable about the Benefits Plan and its relevant administrative processes, has been appointed to this newly created position. In her new role, Ms. Donald will help members understand the process for obtaining needed care, assist in communicating with third-party providers (e.g., Highmark, Express Scripts, and CareAllies) and other Board staff, and help to resolve any bureaucratic issues that might arise. For more information, look under News, Events and Announcements on the homepage of the new Pensions.org.

PERSONAL HEALTH STEWARDSHIP

Preventive Incentive Health and Wellness Initiative: Active Plan members and spouses age 50 and above who complete all specified preventive care between January 2007 and December 2008 are eligible to receive a Preventive Incentive of \$100. Approximately 18,000 members and spouses are eligible. This program encourages even more Plan members to comply with the recommended preventive care, thus contributing to the health of the community of pastors, church employees and families served by the Benefits Plan.

The **Mayo Clinic EmbodyHealth** web site is open for business. Check out the health risk assessment, interactive health programs, tools and great ideas for better health that Mayo Clinic has to offer. To register for web site access, select the Mayo Clinic EmbodyHealth link at Pensions.org or go to www.presbyterianwellness.org.

ASSISTANCE PROGRAM FUNDING OPPORTUNITIES

Annually the Board provides over \$5 million to Plan members through its Shared Grant, Emergency Assistance, Income Supplement and Housing Supplement programs. But the needs of Plan members each year are even greater than the resources available to the Assistance Program. Additional funding is needed to undergird the Board's present assistance programs and to develop, sustain and expand new ones, such as Presbyterian CREDO and the Sabbath Sabbatical and Transition-to-College Grant Programs. *Individuals and congregations who wish to learn how they can support these ministries of the Board are encouraged to contact the Board's Office of Funds Development.*

YOUR MEMBER SERVICES TEAM IS AVAILABLE TO ASSIST YOU, Monday thru Friday, 8:30am-5:00pm.

MAJOR MEDICAL PLAN

Please be certain to use your Blue Cross Blue Shield PPO card when accessing your healthcare benefits. Access to the BlueCard PPO network is through HIGHMARK in Pittsburgh, which processes medical claims under terms of the Board's Medical Plan. ALL claims for active members must go directly to Highmark for processing. Questions about medical claims or first-level appeals should FIRST be directed to Highmark (888-835-2959) for resolution. The Board will assist you with any medical claim issues that cannot be resolved directly with Highmark.

THE NEW PRESCRIPTION DRUG PREFERRED HOME DELIVERY PROGRAM

Plan members are encouraged to obtain their maintenance medications from Express Scripts home delivery service. Both Plan members and the Healthcare plan will save money as a result.

Under this new program, members may fill a 30-day prescription for a maintenance medication at a local pharmacy up to two times before a surcharge applies. On the third fill of a maintenance medication at a local pharmacy, members will incur an additional cost of \$5 for generic drug prescriptions, \$10 for brand-name formulary prescriptions, and \$15 for brand-name non-formulary prescriptions.

MENTAL HEALTH/SUBSTANCE ABUSE COVERAGE

CIGNA Behavioral Health (CBH) is the administrator for all mental health and substance abuse services. CBH provides network access to mental health and substance abuse therapists, psychiatrists, hospitals and treatment centers; care management; and claims processing services, as well as an EAP (employee assistance program) and work/family resources.

The EAP program helps members cope with the ordinary and extraordinary stresses of work and family life. The program includes up to six personal sessions per incident for behavioral health issues at no cost to the member; information and referrals for child care, elder care, and adoption; immediate assistance for critical emotional needs; guidance in finding local resources; and more. Obtain additional information by contacting CIGNA at 866-640-2772 or by accessing its website at www.cignabehavioral.com (To log in – Employer ID: pcusa).

Pre-certification is required for all facility-based treatment for either mental health or substance abuse. Call CIGNA Behavioral Health at 866-640-2772 to request pre-certification.

403(b)(9) RETIREMENT SAVINGS PLAN

As of January 1, an employer match of an employee's contributions is no longer included in Effective Salary. The match must be available to all employees in an employment classification and must be contributed to the Board's Retirement Savings Plan with Fidelity Investments. What a wonderful encouragement to help church workers and pastors prepare for retirement!

ALL employees of a Presbyterian Church (and ministers in validated ministries) who are working 20 or more hours per week may participate in the Board's 403(b)(9) program, whether or not they are enrolled in the Benefits Plan. This program is an excellent way for church and church-related employers to help their employees save money for retirement in a tax-favored way. **ALL investment options are NO LOAD.** Investment choices include Fidelity's Retirement Money Market Portfolio; its U.S. Bond Index, Equity-Income, Growth Company, Diversified International and Real Estate Investment Funds; as well as the Spartan U.S. Equity Index Fund and the Spartan Extended Market Index Fund. The plan also offers the Ariel Fund and the Royce Opportunity Fund, and two funds created specifically for this PCUSA 403(b)(9) plan, the Socially Responsible Balanced and the Socially Responsible U.S. Equity Funds. The latter funds invest using the socially responsible (MRTI) investment guidelines of the PCUSA. For more information and/or an enrollment packet for the Retirement Savings Plan, call Fidelity Investments at 800-343-0860.

ITEMS OF NOTE

DON'T FORGET!!!! PRE-CERTIFICATION IS REQUIRED FOR NON-EMERGENCY HOSPITALIZATIONS, BARIATRIC PROCEDURES INCLUDING GASTRIC BYPASS, OUTPATIENT IMAGING, NUCLEAR STRESS TEST, excluding x-rays or ultrasound. Call CareAllies (formerly Intracorp) at 800-237-3015 at least 7-10 days before testing or hospitalization is scheduled to request pre-certification. **(In an emergency situation, seek the nearest help immediately** and notify CareAllies of your **emergency** scans, tests, or hospitalization within 48 hours.)

OPTIONAL COVERAGES: DISCOUNTS FOR VISION CARE and HEARING AIDS (at Beltone Hearing Centers) are available at NO COST to the member. **Use of these providers is strictly voluntary.** Members should do comparison-shopping to determine whether these discounts are competitive in their areas. **LONG TERM CARE GROUP INSURANCE** coverage continues to be available at any time and is underwritten by **CNA Insurance.**

The Board's **MEMBER EDUCATION TEAM** periodically offers the following free educational opportunities throughout the Church: the Getting in Shape Fiscally, Growing Into Tomorrow...Today, Render Unto Caesar, and Post-Retirement Seminars. For seminar descriptions, schedules, locations and registration information, click on the Educational Services link at Pensions.org.