

Richland Lutheran Church

COMPENSATION/BENEFITS COMMITTEE CHARTER

PURPOSE

The Compensation Committee will review and adjust accordingly Richland Lutheran Church's Salary Plan recommend benefits and salary adjustments annually.

Salaries and benefits should be administered in a manner that will attract and retain highly qualified staff members as required to achieve the mission and purpose of Richland Lutheran Church. Every reasonable effort will be made to provide an equitable, consistent relationship with regard to level of performance, position, responsibility and value to Richland Lutheran Church.

RESPONSIBILITIES

1. Review and revise accordingly Richland Lutheran Church's staff benefits policy.
2. Review and revise accordingly Richland Lutheran's Salary Plan.
3. Conduct a market salary survey of staff positions similar to that of Richland Lutheran Church's staff positions at a minimum of every two years.
4. Review and revise accordingly Richland Lutheran Church's salary range structure within the Salary Plan at a minimum of every two years.
5. Review Richland Lutheran Church staff salaries using the approved Salary Plan as a guideline annually.
6. Recommend annual adjustments to staff salaries.
7. Review staff benefits package at least every two years and recommend changes if deemed appropriate. Staff benefit package includes medical insurance, dental insurance, and retirement (403(b)).

AUTHORITY

1. The compensation/Benefits Committee is a committee approved by and reporting to the Richland Lutheran Church Council. The chair and members of the committee will be determined by the Council.
2. The Compensation/Benefits Committee will make recommendations to the Council for any revisions of the Salary Plan, benefits policy, and/or annual salary adjustments.
3. The Council will approve any revisions to the Salary Plan, benefits policy, and/or annual salary adjustments.

TERMS OF SERVICE

The term to serve on this committee will be two years with committee members selected by Council at the beginning of the calendar year.