

Compensation Committee Report





Background

- **Maine Canon 22 provides employee compensation and benefit guidelines, including:**
 - **Cost sharing between employer and employee**
 - **Breadth of coverage**
 - **Minimums**
 - **Responsibility for establishing plan offerings**
- **The Canon currently requires employers to pay no less than 90% of health plan costs, regardless of breadth of coverage chosen by employee**



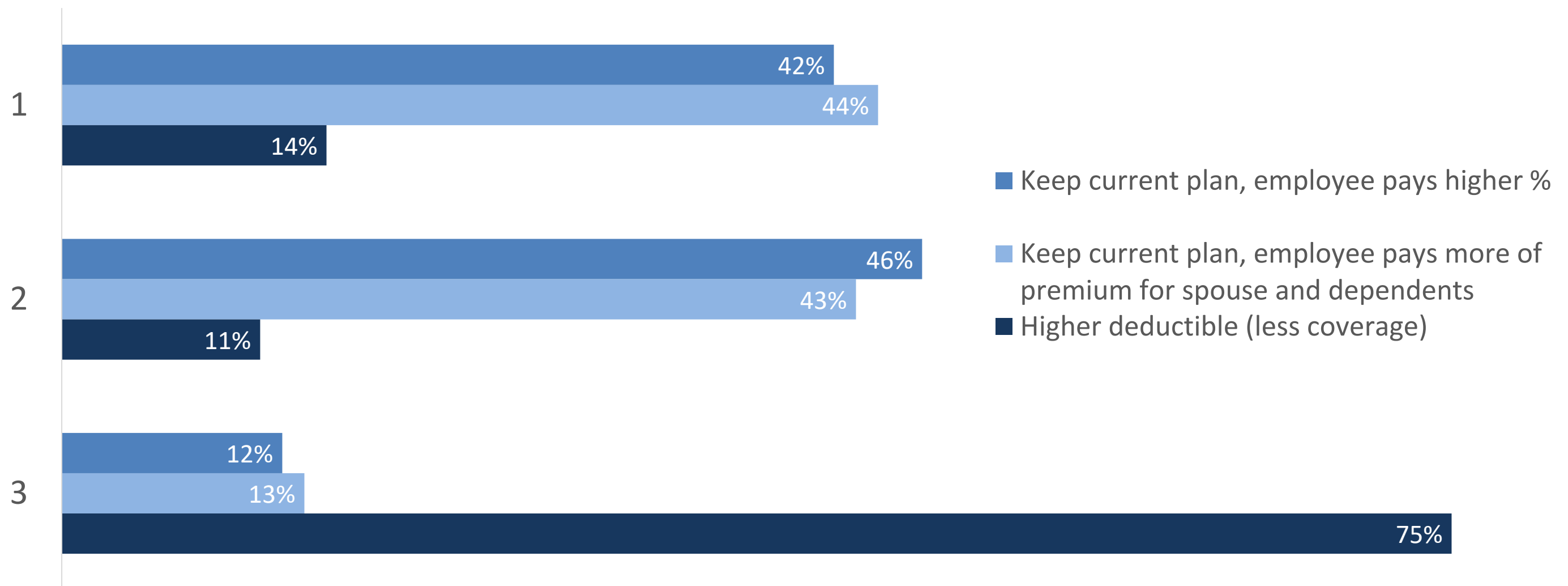
Background

- A survey was fielded to obtain participant and employer input on health insurance.
 - 100 participants: clergy, lay employees, wardens and treasurers
 - General questions as well as group-specific questions



Findings

Increased cost sharing either through having employees pay a higher percentage of costs for existing plans or having employees pay a higher percentage of costs for dependent coverage were the overall choices for both employees and employers.



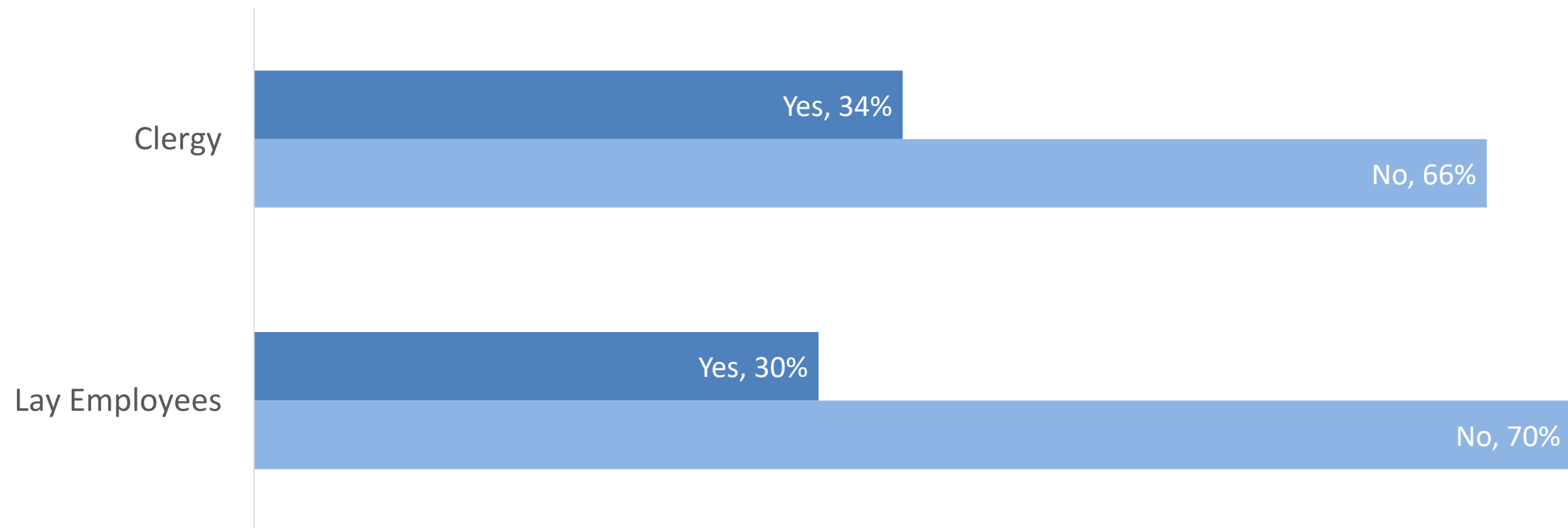
Q: Please rank the following in terms of whether you think they might work for you



Findings

The health plan program offered by the Diocese had no influence on employees accepting a position within the Diocese of Maine.

- This finding challenges the assumption that a generous health insurance program would act as a magnet for attracting candidates



Q: Did insurance coverage influence your decision to accept a position in the Diocese of Maine?



Findings

- **Wardens and treasurers were split as to whether or not their church would be willing to pay more for health insurance in order to attract candidates.**



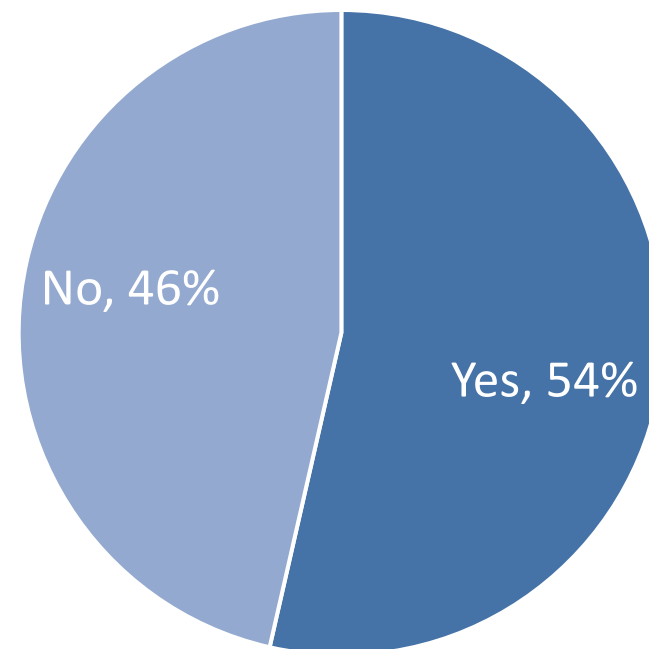
Q: Are you willing to pay more in insurance to attract the right candidate?



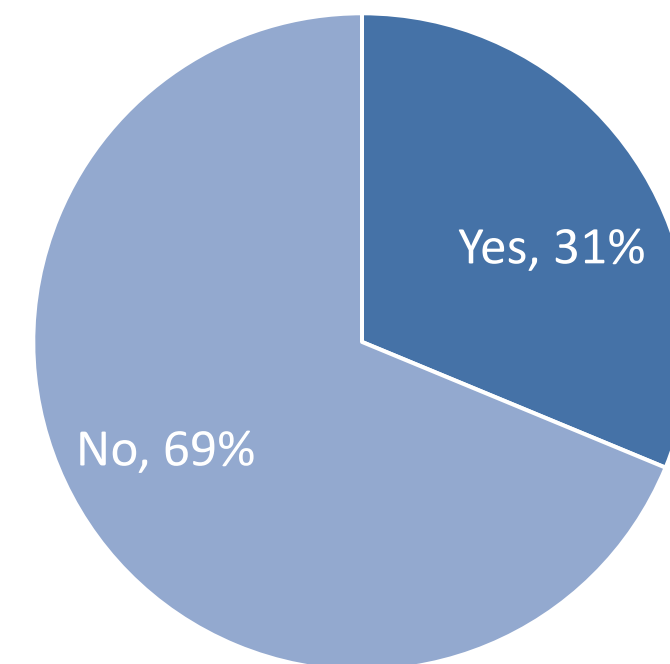
Findings

- **Wardens and treasurers do not want to pay more in additional Diocesan Assessment for Diocesan health insurance assistance.**
 - **The Committee had anticipated this response but were surprised by the degree to which Treasurers rejected the idea.**

Wardens



Treasurers





Next Steps

- **A diocese-wide conversation about health insurance.**
 - **Will begin early 2021**
- **Outcome: Canonical changes to the employee benefit portions of Canon 22 that will give more flexibility in benefit design**