

July 1, 2013 Remuneration, Benefit and Reimbursement Rates (Revised 06/2013)

1. 100% Remuneration Factor: \$3,895.68

California Minimum Wage per hour: \$8.00

San Francisco Minimum Wage per hour \$10.55

2. Monthly Housing Allowance
(\$ amounts are approximate)

San Jose Minimum Wage per hour: \$10.00

Zone 1	\$ 0	Zone 6	\$ 470	Zone 11	\$ 848
Zone 2	\$ 246	Zone 7	\$ 516	Zone 12	\$ 932
Zone 3	\$ 273	Zone 8	\$ 547	Zone 13	\$ 1,193
Zone 4	\$ 321	Zone 9	\$ 601	Zone 14	\$ 1,319
Zone 5	\$ 353	Zone 10	\$ 815	Zone 15	\$ 1,352
				Zone 16	\$ 1,385

3. Seminarian Remuneration Rate: Traditional (30%) \$ 1,263

4. Payments to Individuals working during retirement up to \$1,285 per month

5. Housing Zones:

<u>1</u> Monterey Bay Academy Soquel Campground Wawona	<u>3</u> Armona Coalinga Corcoran Hanford Lemoore	<u>5</u> Chowchilla Kerman Madera Merced Visalia	<u>8</u> Bakersfield Ceres Clovis Fresno Turlock Waterford	<u>11</u> Templeton Hills <u>12</u> Marina <u>13</u> Arroyo Grande Gilroy Hollister Morro Bay San Luis Obispo Watsonville <u>14</u> Cambrian Park Campbell East Palo Alto Milpitas Pacifica San Jose Santa Clara	<u>14</u> Santa Cruz Seaside Soquel South San Francisco <u>15</u> Monterey Sunnyvale <u>16</u> Burlingame Los Altos Los Gatos Mountain View Pacific Grove Palo Alto Redwood City San Francisco
<u>2</u> Arvin Delano Kern River Valley Lamont Oildale Pixley Shafter Taft Wasco	<u>4</u> Caruthers Cutler Dinuba Exeter Lindsay Livingston Orosi Porterville Reedley Selma Sanger Woodlake	<u>6</u> Tulare <u>7</u> Auberry Greeley Hill Groveland Mariposa North Fork Oakhurst	<u>9</u> Lompoc Los Banos Modesto Oakdale Paso Robles Sonora <u>10</u> Kings City Salinas Santa Maria		

6. Mileage Reimbursement: .39 per mile (also applies during Camp Meeting)

7. Per Diem Rates: (rates are per day) (see #12 below for Camp meeting Per Diem Rates)

Employee \$ 44 | Authorized Employee & Spouse \$ 66 | Authorized Accompanying Child \$ 22

Per Diem rates if fully entertained:

Employee \$ 15 | Authorized Employee & Spouse \$ 22 | Authorized Accompanying Child \$ 7

8. Recreational Vehicle: Employees may be authorized, with prior approval, to receive reimbursement for the use of a recreational vehicle in lieu of a motel as follows:

\$ 25 per night lodging | Full Per Diem | Utility Hookup Charge

9. Area President's Budget: \$90 per month plus up to \$30 per quarter for miscellaneous expenses

10. Moving Allowance: Employee \$650 Spouse \$650

11. Pacific Union Parsonage Exclusion Ceiling: 80% of Annual salary + Housing Allowance

12. Camp meeting reimbursement Per Diem rates:

Employee \$ 18 | Authorized Employee & Spouse \$ 28 | Authorized Accompanying Child \$ 8