

Section C

Action Items

ACTION ITEMS

Committee on Constitution and Canons Proposed Amendments in the Constitution and Canons For the Consideration of Diocesan Convention, November 14, 2015

Canon II Revision

The Committee on Constitution and Canons moves that current Section 4 be deleted from Canon II, “Of Deputies.”

Original Canon II

Section 3. Clergy canonically resident in other dioceses but serving as a priest-in-charge or interim for a parish in union with the diocese and lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.

Section 4. Lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.

Proposed Canon II

Section 3. Clergy canonically resident in other dioceses but serving as a priest-in-charge or interim for a parish in union with the diocese and lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.

~~Section 4. Lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.~~

Rationale

Section 4 of Canon II is redundant. The canonical content of Section 4 is also contained in Section 3, which was added through an amendment to the Canons by the 146th Annual Diocesan Convention in 2011.

Because the canonical content now in Section 4 is also contained in Section 3, Section 4 is redundant and should be deleted for the sake of good order.

Committee on Compensation

The Compensation Committee moves adoption of the **“2016 Compensation Guide for Clergy and Lay Employees”** as presented in the Appendix to this Preconvention Journal, and as reviewed and recommended to Convention by Diocesan Council at its October 5, 2015, meeting.

Note: The provisions of “Policies Related to Participation in the Denominational Health Plan” (which appear in the 2016 Compensation Guide as Appendix D, pgs. 18 & 19) were approved by Diocesan Council at the October 5, 2015, meeting via a separate motion, and are included in the Guide for informational purposes only.

Rationale

The 2016 Guide incorporates several major changes as well as numerous clarifications throughout the document. Among the significant changes:

1. The section on Short-term/Long-term Disability (pg. 8) was overhauled to provide a clearer understanding of coverage provided by The Church Pension Fund, and to emphasize the importance of contacting the diocesan office when such situations occur.
2. The description of Parish “Types” (pg. 10) has been revised; and, in the Register of currently participating parishes (pg. 13), Nativity, Crafton, was moved from Type 3 to Type 2, and St. David’s, Peters Township, from Type 2 to Type 3.
3. The Minimum and Recommended Guidelines for clergy compensation (pgs. 14-16) reflect increases in the minimum and target ranges for all Parish Types by three percent over 2015 levels (amounts have been rounded up to the next \$25.) Minimums were removed from the Recognition of Experience chart (pg. 15) for clergy with five or more years of experience. Compensation rates for supply clergy increased as specified on Parish Type chart (pg. 14) and further detailed on page 16.
4. In the section “Policies Related to Participation in the Denominational Health Plan” (Appendix D, pgs. 18 & 19), the seventh paragraph was substantially revised because the diocesan menu of health care offerings for 2016 includes plans with various premium costs, including high-premium, high-option PPOs, lower-premium 80/60 PPOs, lower-premium High Deductible Health Plans (HDHP), and a lower-premium Medicare Secondary Payer (MSP) plan for active employees age 65 or over. While the employee will continue to have the option to enroll in the high-cost plan options, the minimum obligation of the parish or other employer is to fund a Medical Premium Allowance (MPA) of \$690 per month.

The new language in paragraph seven now reads:

Each parish or other employing organization is required to allocate and fund a minimum Medical Premium Allowance (MPA) of \$690 per month to provide medical coverage for the Employee. In circumstances where the Employee elects a High Deductible Health Plan (HDHP), which is less expensive than the MPA, the difference in cost is to be provided to the Employee in the form of a contribution to a Health Savings Account (HSA) which can then be used by the Employee to cover medical deductibles and co-pays required by the HDHP. In circumstances where the Employee elects a medical coverage which is more expensive than the MPA, the Employee will be responsible to pay the cost difference through pre-tax payroll deduction each month unless the parish reaches a negotiated arrangement with the Employee to provide a higher MPA above the minimum requirement stated above, up to and including full premium payment covered by the parish. MPAs set by the parish may be negotiated at higher levels of allowance as long as there is parity between Clergy and Lay Employees.

Paragraph eight includes new language regarding employee cost sharing and now reads:

Insurance Plan Cost Sharing: All Employees selecting a medical plan are subject to consideration by the parish for a premium cost-sharing arrangement wherein the Employee may be required to contribute from 0-10% of the premium cost [and which may not exceed 5% of the employee's total annual compensation]. For example, a plan costs \$690 per month, so the parish may require up to \$69 per month in cost sharing payments, reducing the net cost to the parish of \$621 per month. **No cost sharing is permitting for a plan costing less than the MPA indicated above.**

5. Appendix E was renamed as "Examples of Vestry Housing Resolutions" (pgs. 20 & 21) and provides revised recommended housing allowance designations for clergy living in church-provided housing and for clergy who own or rent their own homes. "Appendix F – Suggested Format for Documentation of Clergy Housing Allowance" was deleted because this information does not require vestry approval.

RESOLUTIONS

Resolution 1.

Resolution Concerning Justice, Peace and Security in the Holy Land

Be it resolved, that the 150th Annual Convention of the Episcopal Diocese of Pittsburgh reaffirm the vocation of the Church as an agent of reconciliation and restorative justice, and recognize that meaningful reconciliation can help to engender sustainable, long-lasting peace and that such reconciliation must incorporate both political action and locally driven grassroots efforts; and be it

Further resolved, that the Convention express its solidarity with and support for Christians in Israel and the Occupied Territories; and be it

Further resolved, that the Convention affirm the work of the Episcopal Diocese of Jerusalem in healing, education, and pastoral care; and be it

Further resolved, that the Convention affirm the work of Christians engaged in relationship building, interfaith dialogue, non-violence training, and advocacy for the rights of Palestinians; and be it

Further resolved, that the Convention urge Episcopalians to demonstrate our solidarity by making pilgrimage with our fellow Christians in the region to Israel and the Occupied Territories; and be it

Further resolved, that the Diocese assist Episcopalians to learn about and understand the traumas, hurt, suffering, fears, pain, aspirations, and hopes that shape the daily lives of all living in Israel and the Palestinian Territories.

Explanation:

We are reaffirming the actions of the 78th General Convention, July 2015, in passing resolutions B013 and C018.

Originator:

Social Justice and Outreach Committee of the Diocese

Sponsors: The Rev. Scott Russell, St. Brendan's, Franklin Park; Nancy Lapp, Holy Cross, Homewood; and Elizabeth Duckstein, St. Paul's, Mt. Lebanon