

**FCC Compensation Proposal
for Bethany Meier
03/15/20**

Compensation

| | Annual |
|---|---------------------|
| Salary, Housing Allowance, Social Security Allowance | |
| Salary plus Housing Allowance | \$45,000.00 |
| Social Security Offset | |
| Basis: 7.65% of Salary plus Housing Allowance | 3,443.00 |
| | ----- |
| Total: | \$48,443.00 |
| UCC Pension Board Pension Fund Contribution | |
| Basis: 14% of Salary plus Housing Allowance | 6,525.00 |
| UCC Pension Board Life and Disability Insurance | |
| Basis: 1.5% of Salary plus Housing Allowance | 675.00 |
| UCC Pension Board Health Benefit Program | |
| Basis: Southwest Conference, Zip 88001, Age Group 3 (30-34) | |
| Health Plan C for 2 persons (2020 rates) | 10,119.84 |
| Dental for 2 persons (2020 rates) | 984.00 |
| Vision for 2 persons (2020 rates) | 183.00 |
| Upgrade to a higher plan level is not included. | |
| | ----- |
| TOTAL CASH COMPENSATION | \$66,929.84 |
| <u>Reimbursable Expense</u> | |
| Auto Allowance | |
| Basis: IRS annual reimbursement rate for actual miles | 1,200.00 Yearly Max |
| Professional Expenses, including Continuing Education | 1,600.00 Yearly Max |
| Conference Meetings | |
| Basis: up to 2 meetings/year. | 1,200.00 Yearly Max |
| Reimbursement for actual transportation, lodging, food | |
| | ----- |
| MAXIMUM EXPENSE REIMBURSEMENT | \$4,000.00 |
| TOTAL CASH COMPENSATION + REIMBURSEMENTS | \$70,929.84 |

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Weekly schedule: 2 days off per week.

Vacation, compensatory and continuing education time.

Basis: 2.0 days per month accrued (24 days per year) for the first 2 years of employment

2.5 days per month (30 days per year) for years 3-5 of employment

2.75 days per month (33 days per year) for years 6-10 of employment

3.0 days per month (36 days per year) for years 11 and beyond

Special Exception: one week in addition to accrued days for October 2020 wedding

Time does not roll forward and unused time is not upon termination.

Sabbatical: A three-month Sabbatical is available after 6 years of service.

Full salary, housing, social security offset and health care benefits are covered.

Parental Leave.

Basis: Upon the birth or adoption of a child, 8 weeks of parental leave will be available.

2 weeks of paid time off shall be used first

4 weeks of paid paraental leave will be available after the 2 weeks of paid time off is used

During these 4 weeks, salary, housing, social sec. offset and health benefits are covered.

An additional 2 weeks of leave will be available, but unpaid.

This benefit will be available after one year of service.

Unused leave is not payable upon termination

Relocation.

A one-time allowance of up to \$5,000 is offered toward relocation to Las Cruces.

Only actual expenses up the limit of \$5,000 will be reimbursed.

3 bids shall be obtained and submitted to the Board

Basis: Moving.com, from Zip 66214 to Zip 88001