

One Mission Society Inc
Homeland Allowance Policy

Base Rate: \$3257.84 per month (2014)

CPI Increase - accepted as policy by Board resolution in 18, November 2014

All homeland salaries (With the exception of ECC salaries) will receive an increase in January, in line with Australian average CPI as of September the previous year. This includes base rates, family, longevity and education extras. Annual increases will be logged as Appendix A to this document.

Family Extras:

Non member spouse: \$0

Member Spouse: \$1085.95 (1/3 of base) i.e. Couple Rate: \$4343.79

Children 0-6 yrs: \$542.97 each child (25% of half couple rate)

Children 7-12 yrs: \$760.16 each child (35% of half couple rate)

Children 12-18 yrs: \$1085.95 each child (50% of half couple rate)

Number of allowances

A single person is paid an individual allowance. A couple is paid a couple's allowance which will be greater, but less than twice that, of an individual allowance. If you have children, you will receive a percentage of half of the couple allowance for each child as follows (until emancipation):

<u>Age of Child</u>	<u>Percentage of half (50%) of a Couple's Allowance</u>
Birth until 6	25%
6 until 12	35%
12 until emancipation	50%

However, a total of four adult personal allowances, excluding Educational Assistance, is the maximum which you may receive.

Emancipation" means one of the following:

If said child does not pursue full-time, undergraduate education at a post-secondary educational institution, emancipation is defined as the later of:

- a) ninety (90) days after completion or termination of secondary education, or
- b) said child's nineteenth (19th) birthday; or
- c) the date of child's marriage.

If said child pursues full-time, undergraduate education at a post-secondary educational institution, emancipation is defined as the earlier of:

- a) ninety (90) days after completion or termination of said undergraduate education, or
- b) said child's (25th) birthday, or
- c) the date of said child's marriage.

Each child will be eligible for only one ninety (90) day grace period.

EXPERIENCE INCREASES

A missionary's annual pay may be raised by the following amounts if the missionary has the required number of years of service with OMS. Years of service with other organizations do not apply. Experience Increases apply to missionaries serving on a field or in the United States. These increases do not apply for hourly employees, staff, candidates, or Extended Missionary Service missionaries. Please note that these increases are not automatically added to the missionary's payroll. They should be monitored and requested by the missionary.

<u>Years of Service</u>	<u>Experience Increase</u>
At least 5 but less than 10	\$600/per year, or \$50 per month
At least 10 but less than 15	\$1,200 per year, or \$100 per month
At least 15 but less than 20	\$1,800 per year, or \$150 per month
At least 20 but less than 25	\$2,400 per year, or \$200 per month
At least 25 but less than 30	\$3,000 per year, or \$250 per month
At least 30	\$3,600 per year, or \$300 per month

SECTION 2635: EDUCATION INCREASES

A missionary's annual pay may be raised by the following amounts if the missionary has the required education degree. Education Increases apply to missionaries serving on a field or in the United States. These increases do not apply for hourly employees, staff, candidates, or Extended Missionary Service missionaries. Please note that these increases are not automatically added to the missionary's payroll. They should be monitored and requested by the missionary. Honorary degrees do not count towards Education Increases.

<u>Degree</u>	<u>Experience Increase</u>
Bachelors Degree	\$2,400 per year, or \$200 per month
Master's degree or equivalent	an additional \$2,400 per year, for a total of \$4,800 per year or \$400 per month
Earned doctorate or equivalent	an additional \$2,400 per year, for a total of \$7,200 per year or \$600 per month