

Lay Pension Policy for the Diocese of Fond du Lac
under the authority of Canon 4.5
Adopted by the Executive Council. Effective 1/1/2013

Participation: All lay employees of any ecclesiastical organizations under authority of the Diocese of Fond du Lac, working at least half-time (salaried or 1,000 hours per year hourly) will participate in a lay pension plan offered through the Church Pension Fund (CPF).

Design: The standard plan design will be a Defined Contribution design, a 403(b) tax deferred plan similar to familiar 401(k) plans. A Defined Benefit (DB) design similar to the clergy plan, may be used if reviewed and approved by the Bishop as it may not be appropriate for many positions because it requires five years for vesting and doesn't allow for portability or roll-over of funds.

Contribution-DC

- The standard employer base contribution will be 5% of the employee's compensation.
- An employee's contributions of up to an additional 4% of compensation will be matched by the employer.
- Discretionary contributions above these standards may be made as long as they apply to all eligible lay employees.

Contribution-DB

- The standard employer base contribution will be 9% of the employee's compensation.
- Matching contributions are not allowed by the plan design.

Implementation: The responsibility for implementing and maintaining the plan with CPF using its forms and procedures, resides with the employer. There is required W-2 reporting and possibly additional pre-tax contribution processing. The Diocesan Office can assist.