

Compensation Committee Final Report

Pursuant to Section 15 of the Catholic Order of Foresters Constitution & Bylaws, High Chief Ranger Rodney W. Oligmueller appointed the following individuals as members of the Compensation Committee:

- David Krebs, Chair (OH)
- Robert Munninghoff (KY)
- Terrence Eich (IN)
- Virgil Oligmueller, Jr. (NE)
- Steven Hull (MI)

Section 19 of the Bylaws directs the Compensation Committee to examine and report to the National Convention recommendations on High Court Trustee remuneration and regarding all financial matters referred to it by the National Convention, any Accredited Delegate, or any High Court member.

After the preliminary report was posted on June 24, 2024, the committee received 7 comments. Two praised the work of the committee and five required a response. The committee convened after the close of the comment period and reviewed all comments. A response was prepared for each comment. Every individual who submitted a comment received the committee's response. All comments and responses are posted separately on the Catholic Order of Foresters National Convention website under the Compensation Committee Final Report.

The Compensation Committee reviewed the High Court's Compensation Committee Report and discussed the recommendations for non-officer High Court Trustee compensation. The Compensation Committee unanimously agreed with the recommendations of the High Court's Compensation Committee with the exception of adding a cap on the annual increase.

The Committee recommends the following for adoption by the delegates:

Whereas Section 19 of the Bylaws directs the Compensation Committee to examine and report to the National Convention recommendations on High Court Trustee remuneration and regarding all financial matters referred to it by the National Convention, any Accredited Delegate, or any High Court member.

Be it resolved that beginning January 1, 2025, non-officer High Court Trustees are to receive annual compensation of \$30,000.00 for the 2025 year.

This compensation is to be considered all-inclusive (all meetings, events, and activities) except for the items noted here:

- If delegated by the High Chief Ranger to attend certain events or functions, outside of the expected duties of High Court Trustee, the High Chief Ranger will determine if additional compensation is necessary, not to exceed \$250 per day per delegation.
 - Each year after 2025, beginning January 1, 2026, non-officer High Court Trustees will receive an increase based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) as of 12/31 of the prior year capped at 5%.
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Section 19 of the Bylaws directs that the Compensation Committee will also examine and report to the National Convention all of the High Court Officers' remuneration. The National Convention shall determine the High Court Trustees' (excluding the High Court officers) remuneration and *per diem* paid while engaged in the Order's business.

For the years 2021 through 2024, the Committee reports the following:

High Court Officer	2021	2022	2023	2024*
High Chief Ranger	\$152,700.00	\$161,700.00	\$173,650.00	\$161,000.00
Vice High Chief Ranger	\$57,600.00	\$58,300.44	\$51,250.04	\$58,000.00
High Secretary	\$27,600.00	\$28,200.00	\$30,999.96	\$33,000.00

Notes:

- * Indicates 2024 is estimated through the end of the year.
- There was a change In High Chief Ranger and Vice High Chief Ranger in 2023.

Respectfully submitted,

/S/

David Krebs
Chairperson, Compensation Committee