**On Achieving a 5:1 Ratio Between
the Highest-Paid and Lowest-Paid Employees
of the Presbyterian Mission Agency**

**Policy**

**The 222nd General Assembly (2016) establishes the goal of achieving, in a reasonable period of time, a 5:1 salary ratio between the highest-paid and lowest-paid employees of the Presbyterian Mission Agency (PMA), beginning with new PMA positions, understanding this to be a partial return to earlier policy and a practical embodiment of missional solidarity."**

Approved by the 222nd General Assembly (2016)