

Rocky Mountain Synod  
 2010 Salary Guidelines - REVISED 12.14.09  
 Diaconal Ministers, Deaconesses, and Associates in Ministry

	B.A. Degree					M.A. Degree				
	2008	2009 3%	2009 Total	2010 1.7%	2010 Total	2008	2009 3%	2009 Total	2010 1.7%	2010 Total
Starting Salary	28,682	860	29,542	502	30,045	34,420	1,033	35,453	603	36,055
Years of Service:										
1	29,542	886	30,428	517	30,946	35,452	1,064	36,516	621	37,136
2	30,429	913	31,342	533	31,875	36,516	1,095	37,611	639	38,251
3	31,341	940	32,281	549	32,830	37,611	1,128	38,739	659	39,398
4	32,281	968	33,249	565	33,815	38,740	1,162	39,902	678	40,581
5	33,250	998	34,248	582	34,830	39,902	1,197	41,099	699	41,798
6	34,248	1027	35,275	600	35,875	41,099	1,233	42,332	720	43,052
7	35,275	1058	36,333	618	36,951	42,332	1,270	43,602	741	44,343
8	36,333	1090	37,423	636	38,059	43,602	1,308	44,910	763	45,674
9	37,423	1123	38,546	655	39,201	44,910	1,347	46,257	786	47,044
10	38,546	1156	39,702	675	40,377	46,257	1,388	47,645	810	48,455
11	39,702	1191	40,893	695	41,588	47,645	1,429	49,074	834	49,909
12	40,893	1227	42,120	716	42,836	49,074	1,472	50,546	859	51,406
13	42,120	1264	43,384	738	44,121	50,545	1,516	52,061	885	52,946
14	43,384	1302	44,686	760	45,445	52,061	1,562	53,623	912	54,534
15	44,686	1341	46,027	782	46,809	53,623	1,609	55,232	939	56,171
16	46,026	1381	47,407	806	48,213	55,232	1,657	56,889	967	57,856
17	47,407	1422	48,829	830	49,659	56,889	1,707	58,596	996	59,592
18	48,829	1465	50,294	855	51,149	58,595	1,758	60,353	1,026	61,379
19	50,294	1509	51,803	881	52,683	60,353	1,811	62,164	1,057	63,220
20	51,803	1554	53,357	907	54,264	62,163	1,865	64,028	1,088	65,116
Years of Service	1.5%		1.5%		1.5%	1.5%		1.5%		1.5%
21	52,580		54,157		55,078	63,095		64,988		66,093
22	53,369		54,970		55,904	64,042		65,963		67,085
23	54,169		55,794		56,743	65,003		66,953		68,091
24	54,981		56,631		57,594	65,978		67,957		69,112
25	55,807		57,481		58,458	66,967		68,976		70,149