

Rocky Mountain Synod  
Compensation Salary Guidelines for 2012

	2010	2011	2012
	1.70%	2.10%	1.90%
Starting Salary			
Years of Service	27,006	27,573	28,097
1	27,816	28,400	28,940
2	28,650	29,252	29,807
3	29,509	30,129	30,701
4	30,396	31,034	31,624
5	31,307	31,964	32,572
6	32,247	32,924	33,550
7	33,213	33,910	34,555
8	34,210	34,928	35,592
9	35,236	35,976	36,659
10	36,293	37,055	37,759
11	37,382	38,167	38,892
12	38,503	39,312	40,058
13	39,659	40,492	41,261
14	40,811	41,668	42,460
15	42,074	42,958	43,774
16	43,335	44,245	45,086
17	44,636	45,573	46,439
18	45,975	46,940	47,832
19	47,355	48,349	49,268
20	48,775	49,799	50,745
Years of Service	1.5%	1.5%	1.5%
21	49,507	50,250	51,004
22	50,250	51,004	51,768
23	51,003	51,768	52,545
24	51,768	52,545	53,333
25	52,545	53,333	54,133
26	53,333	54,133	54,945
27	54,133	54,945	55,769
28	54,945	55,769	56,606
29	55,769	56,606	57,455
30	56,606	57,455	58,317
31	57,455	58,317	59,191
32	58,317	59,191	60,079
33	59,191	60,079	60,081
34	60,079	60,981	61,896
35	60,981	61,896	62,824

*Figures do not include housing allowance. An additional 30% for housing is to be added to the base salary figures*