

**Synod Schedule**

0.75% Inflation Rate Adjustment

**WELS COMPENSATION GUIDELINES**

**Salary Matrix  
2018/2019**

| <b>Range Spread</b>  |        |        | 14,646 | 15,378 | 16,110 | 16,842 | 17,575 | 18,307 | 19,039 | 19,772 |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Range Spread</b>  | 11,717 | 12,449 | 14,646 | 15,378 | 16,110 | 16,843 | 17,575 | 18,307 | 19,039 | 19,772 |
| <i>Service Incr.</i> | 391    | 415    | 488    | 513    | 537    | 561    | 586    | 610    | 635    | 659    |
| <b>Ranges</b>        | A      | B      | C      | D      | E      | F      | G      | H      | I      | J      |
| <i>Experience</i>    |        |        |        |        |        |        |        |        |        |        |
| 0                    | 23,433 | 24,897 | 29,291 | 30,756 | 32,220 | 33,685 | 35,149 | 36,614 | 38,078 | 39,543 |
| 1                    | 23,824 | 25,312 | 29,779 | 31,269 | 32,757 | 34,246 | 35,735 | 37,224 | 38,713 | 40,202 |
| 2                    | 24,214 | 25,727 | 30,267 | 31,781 | 33,294 | 34,808 | 36,321 | 37,834 | 39,347 | 40,861 |
| 3                    | 24,605 | 26,142 | 30,756 | 32,294 | 33,831 | 35,369 | 36,906 | 38,445 | 39,982 | 41,520 |
| 4                    | 24,995 | 26,557 | 31,244 | 32,806 | 34,368 | 35,931 | 37,492 | 39,055 | 40,617 | 42,179 |
| 5                    | 25,386 | 26,972 | 31,732 | 33,319 | 34,905 | 36,492 | 38,078 | 39,665 | 41,251 | 42,838 |
| 6                    | 25,776 | 27,387 | 32,220 | 33,832 | 35,442 | 37,054 | 38,664 | 40,275 | 41,886 | 43,497 |
| 7                    | 26,167 | 27,802 | 32,708 | 34,344 | 35,979 | 37,615 | 39,250 | 40,886 | 42,520 | 44,156 |
| 8                    | 26,557 | 28,217 | 33,196 | 34,857 | 36,516 | 38,176 | 39,836 | 41,496 | 43,155 | 44,815 |
| 9                    | 26,948 | 28,632 | 33,685 | 35,369 | 37,053 | 38,738 | 40,421 | 42,106 | 43,790 | 45,474 |
| 10                   | 27,339 | 29,047 | 34,173 | 35,882 | 37,590 | 39,299 | 41,007 | 42,716 | 44,424 | 46,134 |
| 11                   | 27,729 | 29,461 | 34,661 | 36,395 | 38,127 | 39,861 | 41,593 | 43,327 | 45,059 | 46,793 |
| 12                   | 28,120 | 29,876 | 35,149 | 36,907 | 38,664 | 40,422 | 42,179 | 43,937 | 45,694 | 47,452 |
| 13                   | 28,510 | 30,291 | 35,637 | 37,420 | 39,201 | 40,983 | 42,765 | 44,547 | 46,328 | 48,111 |
| 14                   | 28,901 | 30,706 | 36,126 | 37,932 | 39,738 | 41,545 | 43,350 | 45,157 | 46,963 | 48,770 |
| 15                   | 29,291 | 31,121 | 36,614 | 38,445 | 40,275 | 42,106 | 43,936 | 45,767 | 47,598 | 49,429 |
| 16                   | 29,682 | 31,536 | 37,102 | 38,958 | 40,812 | 42,668 | 44,522 | 46,378 | 48,232 | 50,088 |
| 17                   | 30,072 | 31,951 | 37,590 | 39,470 | 41,349 | 43,229 | 45,108 | 46,988 | 48,867 | 50,747 |
| 18                   | 30,463 | 32,366 | 38,078 | 39,983 | 41,886 | 43,791 | 45,694 | 47,598 | 49,501 | 51,406 |
| 19                   | 30,853 | 32,781 | 38,566 | 40,495 | 42,423 | 44,352 | 46,280 | 48,208 | 50,136 | 52,065 |
| 20                   | 31,244 | 33,196 | 39,055 | 41,008 | 42,960 | 44,913 | 46,865 | 48,819 | 50,771 | 52,724 |
| 21                   | 31,635 | 33,611 | 39,543 | 41,521 | 43,497 | 45,475 | 47,451 | 49,429 | 51,405 | 53,383 |
| 22                   | 32,025 | 34,026 | 40,031 | 42,033 | 44,034 | 46,036 | 48,037 | 50,039 | 52,040 | 54,042 |
| 23                   | 32,416 | 34,441 | 40,519 | 42,546 | 44,571 | 46,598 | 48,623 | 50,649 | 52,675 | 54,701 |
| 24                   | 32,806 | 34,856 | 41,007 | 43,058 | 45,108 | 47,159 | 49,209 | 51,260 | 53,309 | 55,360 |
| 25                   | 33,197 | 35,271 | 41,496 | 43,571 | 45,645 | 47,720 | 49,794 | 51,870 | 53,944 | 56,019 |
| 26                   | 33,587 | 35,686 | 41,984 | 44,084 | 46,182 | 48,282 | 50,380 | 52,480 | 54,578 | 56,678 |
| 27                   | 33,978 | 36,101 | 42,472 | 44,596 | 46,719 | 48,843 | 50,966 | 53,090 | 55,213 | 57,337 |
| 28                   | 34,368 | 36,516 | 42,960 | 45,109 | 47,256 | 49,405 | 51,552 | 53,701 | 55,848 | 57,996 |
| 29                   | 34,759 | 36,931 | 43,448 | 45,621 | 47,793 | 49,966 | 52,138 | 54,311 | 56,482 | 58,655 |
| 30                   | 35,150 | 37,346 | 43,937 | 46,134 | 48,330 | 50,527 | 52,724 | 54,921 | 57,117 | 59,315 |
| 31                   | 35,540 | 37,760 | 44,425 | 46,647 | 48,867 | 51,089 | 53,309 | 55,531 | 57,752 | 59,974 |
| 32                   | 35,931 | 38,175 | 44,913 | 47,159 | 49,404 | 51,650 | 53,895 | 56,141 | 58,386 | 60,633 |