

Appendix A

Rostered Laity ~ Minimum Salary Guidelines for 2012

Years of Experience	2012 Salary with Bachelor's Degree or similar work experience	2012 Salary with Master's Degree or similar work experience	Years of Experience	2012 Salary with Bachelor's Degree or similar work experience	2012 Salary with Master's Degree or similar work experience
Year 1	37,673	38,158	Year 21	50,470	53,465
Year 2	36,297	38,452	Year 22	51,352	54,401
Year 3	36,932	39,125	Year 23	52,251	55,354
Year 4	37,579	39,809	Year 24	53,166	56,321
Year 5	38,236	40,506	Year 25	54,096	57,307
Year 6	38,905	41,215	Year 26	55,044	58,310
Year 7	39,530	41,936	Year 27	56,007	59,331
Year 8	40,280	42,670	Year 28	56,987	60,370
Year 9	40,985	43,418	Year 29	63,150	61,425
Year 10	41,702	44,176	Year 30	58,998	62,501
Year 11	42,431	44,950	Year 31	60,030	63,594
Year 12	43,173	45,736	Year 32	61,082	64,707
Year 13	43,930	46,537	Year 33	62,150	65,839
Year 14	44,699	47,351	Year 34	63,238	66,992
Year 15	45,480	48,180	Year 35	64,345	68,164
Year 16	46,277	49,023	Year 36	65,471	69,357
Year 17	47,087	49,881	Year 37	66,617	70,571
Year 18	47,910	50,755	Year 38	67,782	71,806
Year 19	48,749	51,642	Year 39	68,969	73,062
Year 20	49,602	52,546	Year 40	70,176	74,341

(This table includes the reflection of a 1.00% step increase from 2011)