

**THE UNITED CHURCH OF CANADA**  
**2012 Salary Schedule**  
**For General Council Office & Conference Staff**

1.8% increase

**Lay Equivalent Rates**  
**STEPS**

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>CATEGORIES</b>							
<b>1</b>	YEAR	30,962.72	33,027.56	35,091.30	37,156.14	39,219.90	41,284.73
	MONTH	2,580.23	2,752.30	2,924.28	3,096.35	3,268.32	3,440.39
	WEEK	595.44	635.15	674.83	714.54	754.23	793.94
	HOUR	17.01	18.15	19.28	20.42	21.55	22.68
<b>2</b>	YEAR	33,452.04	35,681.89	37,912.81	40,142.65	42,372.51	44,602.36
	MONTH	2,787.67	2,973.49	3,159.40	3,345.22	3,531.04	3,716.86
	WEEK	643.31	686.19	729.09	771.97	814.86	857.74
	HOUR	18.38	19.61	20.83	22.06	23.28	24.51
<b>3</b>	YEAR	36,439.64	38,869.24	41,297.76	43,727.35	46,156.94	48,585.47
	MONTH	3,036.64	3,239.10	3,441.48	3,643.95	3,846.41	4,048.79
	WEEK	700.76	747.49	794.19	840.91	887.63	934.34
	HOUR	20.02	21.36	22.69	24.03	25.36	26.70
<b>4</b>	YEAR	39,823.50	42,478.89	45,133.21	47,788.63	50,442.94	53,098.35
	MONTH	3,318.62	3,539.91	3,761.10	3,982.39	4,203.58	4,424.86
	WEEK	765.84	816.90	867.95	919.01	970.06	1,021.12
	HOUR	21.88	23.34	24.80	26.26	27.72	29.17
<b>5</b>	YEAR	44,006.36	46,939.67	49,872.99	52,807.41	55,740.72	58,674.05
	MONTH	3,667.20	3,911.64	4,156.08	4,400.62	4,645.06	4,889.50
	WEEK	846.28	902.69	959.10	1,015.53	1,071.94	1,128.35
	HOUR	24.18	25.79	27.40	29.02	30.63	32.24
<b>6</b>	YEAR	48,785.22	52,036.63	55,289.12	58,541.61	61,794.10	65,046.60
	MONTH	4,065.43	4,336.39	4,607.43	4,878.47	5,149.51	5,420.55
	WEEK	938.18	1,000.70	1,063.25	1,125.80	1,188.35	1,250.90
	HOUR	26.81	28.59	30.38	32.17	33.95	35.74
<b>7</b>	YEAR	54,359.84	57,983.60	61,608.45	65,232.23	68,856.00	72,479.77
	MONTH	4,529.99	4,831.97	5,134.04	5,436.02	5,738.00	6,039.98
	WEEK	1,045.38	1,115.07	1,184.78	1,254.47	1,324.15	1,393.84
	HOUR	29.87	31.86	33.85	35.84	37.83	39.82

2012 Salary Schedule

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		<b>STEPS</b>					
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>CATEGORIES</b>							
<b>8</b>	YEAR	60,830.07	64,885.93	68,941.76	72,996.52	77,052.37	81,107.12
	MONTH	5,069.17	5,407.16	5,745.15	6,083.04	6,421.03	6,758.93
	WEEK	1,169.81	1,247.81	1,325.80	1,403.78	1,481.78	1,559.75
	HOUR	33.42	35.65	37.88	40.11	42.34	44.56
<b>9</b>	YEAR	67,999.45	72,532.97	77,065.40	81,598.91	86,132.43	90,665.94
	MONTH	5,666.62	6,044.41	6,422.12	6,799.91	7,177.70	7,555.50
	WEEK	1,307.68	1,394.86	1,482.03	1,569.21	1,656.39	1,743.58
	HOUR	37.36	39.85	42.34	44.83	47.33	49.82
<b>10</b>	YEAR	73,375.40	78,267.17	83,158.93	88,050.70	92,942.47	97,834.23
	MONTH	6,114.62	6,522.26	6,929.91	7,337.56	7,745.21	8,152.85
	WEEK	1,411.07	1,505.14	1,599.21	1,693.28	1,787.36	1,881.43
	HOUR	40.32	43.00	45.69	48.38	51.07	53.76
<b>11</b>	YEAR	81,838.83	87,294.03	92,750.31	98,205.50	103,661.80	109,118.08
	MONTH	6,819.90	7,274.50	7,729.19	8,183.79	8,638.48	9,093.17
	WEEK	1,573.82	1,678.73	1,783.66	1,888.57	1,993.50	2,098.42
	HOUR	44.97	47.96	50.96	53.96	56.96	59.95
<b>12</b>	YEAR	91,893.77	98,019.87	104,145.98	110,272.09	116,398.19	122,525.39
	MONTH	7,657.81	8,168.32	8,678.83	9,189.34	9,699.85	10,210.45
	WEEK	1,767.19	1,885.00	2,002.81	2,120.62	2,238.43	2,356.26
	HOUR	50.49	53.86	57.22	60.59	63.96	67.32
<b>13</b>	YEAR	103,443.59	110,339.39	117,236.29	124,132.09	131,027.90	137,924.79
	MONTH	8,620.30	9,194.95	9,769.69	10,344.34	10,918.99	11,493.73
	WEEK	1,989.30	2,121.91	2,254.54	2,387.16	2,519.77	2,652.40
	HOUR	56.84	60.63	64.42	68.20	71.99	75.78
<b>15</b>	YEAR	132,103.73	140,910.22	149,716.70	158,524.27	167,330.75	176,138.32
	MONTH	11,008.64	11,742.52	12,476.39	13,210.36	13,944.23	14,678.19
	WEEK	2,540.46	2,709.81	2,879.17	3,048.54	3,217.90	3,387.28
	HOUR	72.58	77.42	82.26	87.10	91.94	96.78

**Note:**

*Lay Equivalent Rates include the Order of Ministry base salary plus a Lay allowance.*

*Pension & Benefit calculations are based on the Order of Ministry portion of the above amounts*

**Order of Ministry Rates**

**STEPS**

**1                      2                      3                      4                      5                      6**

**CATEGORIES**

<b>7</b>	YEAR	47,787.54	50,972.73	54,158.99	57,344.18	60,530.45	63,715.63
	MONTH	3,982.29	4,247.73	4,513.25	4,778.68	5,044.20	5,309.64
	WEEK	918.99	980.24	1,041.52	1,102.77	1,164.05	1,225.30
	HOUR	26.26	28.01	29.76	31.51	33.26	35.01
<b>8</b>	YEAR	53,542.36	57,111.86	60,681.35	64,250.84	67,820.33	71,389.82
	MONTH	4,461.86	4,759.32	5,056.78	5,354.24	5,651.69	5,949.15
	WEEK	1,029.66	1,098.30	1,166.95	1,235.59	1,304.24	1,372.88
	HOUR	29.42	31.38	33.34	35.30	37.26	39.23
<b>9</b>	YEAR	59,940.96	63,937.09	67,933.24	71,929.38	75,925.50	79,921.64
	MONTH	4,995.08	5,328.09	5,661.10	5,994.11	6,327.13	6,660.14
	WEEK	1,152.71	1,229.56	1,306.41	1,383.26	1,460.11	1,536.95
	HOUR	32.93	35.13	37.33	39.52	41.72	43.91
<b>10</b>	YEAR	64,787.13	69,106.78	73,425.34	77,745.00	82,063.55	86,383.19
	MONTH	5,398.93	5,758.90	6,118.78	6,478.75	6,838.63	7,198.60
	WEEK	1,245.91	1,328.98	1,412.03	1,495.10	1,578.15	1,661.22
	HOUR	35.60	37.97	40.34	42.72	45.09	47.46
<b>11</b>	YEAR	72,384.24	77,209.79	82,035.33	86,861.96	91,687.50	96,513.05
	MONTH	6,032.02	6,434.15	6,836.28	7,238.50	7,640.63	8,042.75
	WEEK	1,392.00	1,484.80	1,577.60	1,670.42	1,763.22	1,856.02
	HOUR	39.77	42.42	45.07	47.73	50.38	53.03
<b>12</b>	YEAR	81,428.48	86,856.53	92,285.67	97,713.73	103,141.79	108,570.93
	MONTH	6,785.71	7,238.04	7,690.47	8,142.81	8,595.15	9,047.58
	WEEK	1,565.93	1,670.32	1,774.72	1,879.11	1,983.50	2,087.90
	HOUR	44.74	47.72	50.71	53.69	56.67	59.65
<b>13</b>	YEAR	91,806.91	97,927.60	104,048.27	110,168.95	116,288.54	122,409.22
	MONTH	7,650.58	8,160.63	8,670.69	9,180.75	9,690.71	10,200.77
	WEEK	1,765.52	1,883.22	2,000.93	2,118.63	2,236.32	2,354.02
	HOUR	50.44	53.81	57.17	60.53	63.89	67.26
<b>15</b>	YEAR	119,140.45	127,083.86	135,026.20	142,968.53	150,911.95	158,854.29
	MONTH	9,928.37	10,590.32	11,252.18	11,914.04	12,576.00	13,237.86
	WEEK	2,291.16	2,443.92	2,596.66	2,749.39	2,902.15	3,054.89
	HOUR	65.46	69.83	74.19	78.55	82.92	87.28