



Floor Committee #4 - Compensation Plan

Subject: COMPENSATION REVIEW COMMITTEE
Reference: Report to the Twelve Districts, p. 74
Resolution No. 1

WHEREAS

Committee #4 was tasked with providing feedback on the Compensation Review Committee's report;

therefore be it

RESOLVED,

that no negative COLA amounts be applied to called workers.

ADOPTED

Subject: COMPENSATION REVIEW COMMITTEE RECOMMENDATION #1
Reference: Report to the Twelve Districts, p. 74
Resolution No. 2

WHEREAS

Committee #4 was tasked with providing feedback on the Compensation Review Committee's report;

therefore be it

RESOLVED,

that the Compensation Review Committee be asked to develop a sliding scale for determining the value to add to a called worker's salary for years of service, weighted toward higher percentages at earlier years and decreasing in later years, instead of eliminating the years of service increments after year 22.

ADOPTED AS AMENDED

Subject: CRC RECOMMENDATION #2
Reference: Report to the Twelve Districts, p. 74
Resolution No. 3

WHEREAS

Committee #4 was tasked with providing feedback on the Compensation Review Committee's report;

therefore be it

RESOLVED,

that the \$1000 referenced in the report be cited as the minimum amount set aside for each called worker's continuing education.

ADOPTED

Subject: CRC RECOMMENDATION #3
Reference: Report to the Twelve Districts, p. 74
Resolution No. 4

WHEREAS

Committee #4 was tasked with providing feedback on the Compensation Review Committee's report;

therefore be it

RESOLVED,

that the Southeastern Wisconsin District disagrees with defining the principal pay ranges as the same as pastors and missionaries because compensation should be based on both education level and responsibility.

DEFEATED

Subject: COMPENSATION REVIEW COMMITTEE

Reference: Report to the Twelve Districts, p. 73-88

Resolution No. 5

WHEREAS 1)

during our conversation regarding the proposed changes to the synod compensation structure it was evident that compensation practices across the synod vary widely; and

WHEREAS 2)

one of the stated goals of the revised compensation structure was to “encourage equity in compensation;”

therefore be it

RESOLVED, a)

that the CRC consider implementing a comprehensive compensation survey of the synod to be used in formulation of future matrices; and be it finally

RESOLVED, b)

that the WELS continue using the suggested survey to monitor the adoption of the new compensation policy.

ADOPTED

Pastor Robert Pasbrig, Chairman

Teacher Nicholas Bush, Secretary