

## Revisions to CID Salary Guidelines for 2022 and Subsequent Years

After analysis of the pre-2022 salary guidelines, the Central Illinois District Board of Directors (BOD) concluded that the guidelines recommended for pastors with long years of service notably higher salaries than many of our churches are probably able to pay. The BOD then determined that the 2022 and subsequent years' CID compensation guidelines would no longer contain recommendations of experience-based salary increases for pastors with more than 25 years' experience and commissioned workers (also lay teachers and administrators in Lutheran schools) with more than 30 years of experience.

Congregations might wish to consult additional resources, the Concordia Plan Services Compensation Tools. These can be helpful for general purposes of informing compensation decisions. They might also be of note regarding pastors who have more than 25 years of service and commissioned workers (also lay teachers and administrators) with more than 30 years of experience.

The tool for pastors can be accessed at <https://tc.cbiz.com/CompToolCPS/Login.aspx>, and for commissioned workers at <https://tc.cbiz.com/CompToolCPSEd/Login.aspx>. Other relevant positions (DCE, deaconess, some lay administrative positions, etc.) are addressed in either of these tools.

These Concordia Plan tools incorporate a cost-of-living adjustment by zip code area. This amounts to a more detailed refinement of an important economic factor. The District Compensation Guidelines take cost of living into consideration only on a district-wide basis via annual adjustments to the base salary.

Finally, the post-2021 Guidelines incorporate important wording changes and additional information regarding several topics in the General Salary Guidelines. Please pay particular attention to 2. Tax Implications, 5. Cell Phone Reimbursement, 6. Vacation, 9. Concordia Plans, 13. Housing Declaration, 14. Housing Equity Fund, a new section 16. Lay Administrative Workers replacing the former 16. Non-Degree Workers, and 17. Vacancy and Pulpit Supply. Also, please review the marginal notes on all four Increment Tables (pages 5-7).