

## SALARY, PENSION PLAN AND GROUP INSURANCE

### COST ASSUMED BY THE EMPLOYER

FOR LAY PASTORAL STAFF MANDATED IN PARISH AND CHILDREN'S CATECHISTS (C.C.)

Effective on January 1<sup>st</sup>, 2020

	Lay Person Without Certificate	Lay Person With One Certificate	Lay Person With Two Certificates	Lay Person With Bachelor Degree	Lay Person With Master Degree
<b>Base Salary (35 hours/week*)</b>	<b>33 001 \$</b>	<b>35 268 \$</b>	<b>36 174 \$</b>	<b>37 684 \$</b>	<b>39 200\$</b>
Hourly Rate	18,1325 \$	19,3778 \$	19,8760 \$	20,7054 \$	21,5383 \$
<b>Type of pay period :</b>					
Weekly (52 pay periods)	<b>634,64 \$</b>	<b>678,22 \$</b>	<b>695,66 \$</b>	<b>724,69 \$</b>	<b>753,84 \$</b>
Bi-weekly (26 pay periods)	<b>1 269,27 \$</b>	<b>1 356,44 \$</b>	<b>1 391,32 \$</b>	<b>1 449,38 \$</b>	<b>1 507,68 \$</b>
Bi-monthly (24 pay periods)	<b>1 375,05 \$</b>	<b>1 469,48 \$</b>	<b>1 507,26 \$</b>	<b>1 570,16 \$</b>	<b>1 633,32 \$</b>
Monthly (12 pay periods)	<b>2 750,09 \$</b>	<b>2 938,96 \$</b>	<b>3 014,53 \$</b>	<b>3 140,33 \$</b>	<b>3 266,64 \$</b>
<b>Pension Plan.</b>					
Cost for employee **	<b>1 155 \$</b>	<b>1 234 \$</b>	<b>1 266 \$</b>	<b>1 319 \$</b>	<b>1 372 \$</b>
Cost for employer	<b>1 328 \$</b>	<b>1 420 \$</b>	<b>1 456 \$</b>	<b>1 517 \$</b>	<b>1 578 \$</b>
<b>TOTAL COST</b>	<b>2 483 \$</b>	<b>2 654 \$</b>	<b>2 722 \$</b>	<b>2 836 \$</b>	<b>2 950 \$</b>
<b>Group Insurance ***</b>					
Cost for employer – Single lay person	<b>1 329 \$</b>	<b>1 365 \$</b>	<b>1 379 \$</b>	<b>1 404 \$</b>	<b>1 428 \$</b>
<b>Group Insurance ***</b>					
Cost for employer – Married lay person	<b>2 452 \$</b>	<b>2 488 \$</b>	<b>2 502 \$</b>	<b>2 527 \$</b>	<b>2 551 \$</b>

\* The work week for pastoral lay agents and children's catechists is thirty five (35) hours or as per their contract.

\*\* The mandated lay person will contribute 3.5% of their salary to their pension plan.

\*\*\* For group insurance, the employee will contribute an amount equal to the employer's contribution, as indicated on this grid.

#### Summary of Guarantees :

1. Basic Life: insurance is twice the annual salary (65 years old and under).
2. Medication coverage.
3. Short-Term Disability.
4. Long-Term Disability.