

**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 1st, 2021

	Lay Person Without Certificate	Lay Person With One Certificate	Lay Person With Two Certificates	Lay Person With Bachelor Degree	Lay Person With Master Degree
Base Salary (35 hours/week*)	33 331 \$	35 621 \$	36 536 \$	38 061 \$	39 592 \$
Hourly Rate	18,3137 \$	19,5718 \$	20,0746 \$	20,9125 \$	21,7538 \$
Type of pay period :					
Weekly (52 pay periods)	640,98 \$	685,01 \$	702,61 \$	731,94 \$	761,38 \$
Bi-weekly (26 pay periods)	1 281,96 \$	1 370,03 \$	1 405,22 \$	1 463,88 \$	1 522,77 \$
Bi-monthly (24 pay periods)	1 388,79 \$	1 484,20 \$	1 522,32 \$	1 585,87 \$	1 649,67 \$
Monthly (12 pay periods)	2 777,58 \$	2 968,39 \$	3 044,65 \$	3 171,74 \$	3 299,33 \$
Pension Plan.					
Cost for employee **	1 166,59 \$	1 246,72 \$	1 278,75 \$	1 332,13 \$	1 385,72 \$
Cost for employer	1 341,57 \$	1 433,73 \$	1 470,56 \$	1 531,95 \$	1 593,58 \$
TOTAL COST	2 508,16 \$	2 680,46 \$	2 749,31 \$	2 864,08 \$	2 979,30 \$
Group Insurance ***					
Cost for employer – Single lay person	1 397 \$	1 434 \$	1 449 \$	1 474 \$	1 498 \$
Group Insurance ***					
Cost for employer – Married lay person	2 612 \$	2 650 \$	2 665 \$	2 690 \$	2 714 \$

* 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.