

**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>, 2022

	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>	33 998 \$	36 333 \$	37 266 \$	38 822 \$	40 384 \$
Hourly Rate	18,6800 \$	19,9632 \$	20,4761 \$	21,3308 \$	22,1889 \$
<b>Type of pay period :</b>					
Weekly (52 pay periods)	653,80 \$	698,71 \$	716,66 \$	746,58 \$	776,61 \$
Bi-weekly (26 pay periods)	1 307,60 \$	1 397,43 \$	1 433,33 \$	1 493,16 \$	1 553,22 \$
Bi-monthly (24 pay periods)	1 416,57 \$	1 513,88 \$	1 552,77 \$	1 617,59 \$	1 682,66 \$
Monthly (12 pay periods)	2 833,14 \$	3 027,76 \$	3 105,54 \$	3 235,17 \$	3 365,32 \$
<b>Pension Plan.</b>					
Cost for employee **	1 190 \$	1 272 \$	1 304 \$	1 359 \$	1 413 \$
Cost for employer	1 368 \$	1 462 \$	1 500 \$	1 563 \$	1 625 \$
<b>TOTAL COST</b>	<b>2 558 \$</b>	<b>2 734 \$</b>	<b>2 804 \$</b>	<b>2 921 \$</b>	<b>3 039 \$</b>
<b>Group Insurance ***</b>					
Cost for employer – Single lay person	1 681 \$	1 733 \$	1 754 \$	1 788 \$	1 822 \$
<b>Group Insurance ***</b>					
Cost for employer – Married lay person	3 015 \$	3 067 \$	3 088 \$	3 122 \$	3 156 \$

\* 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.