

**2018 Benefit Costs**  
**The Synod of the Diocese of Niagara**

For an employee to be covered by the General Synod or Lay Retirement medical/dental benefits they must work 20 hours per week. The Life Insurance benefit for the General Synod Plan is \$100,000 and for the Lay Plan it is \$20,000. Employees must be part of the Pension and Life Insurance plans to be included in the Medical/Dental plan. Below are the costs for benefits:

<b><u>General Synod Plan</u></b>		<b>Employee <sup>(1)</sup> Per Month</b>	<b>Employer Per Month</b>	<b>Total Per Month</b>
Medical/Dental	Single	\$45.19	\$135.56	\$180.75
	Couples	\$107.25	\$321.73	\$428.98
	Family	\$128.77	\$386.30	\$515.07
Life Insurance (incl. SIDB)		\$10.80	\$22.50	\$33.30
				(\$12.50 – over 65)
Continuing Education (Clergy only)		\$0	\$37.50	\$37.50
AD & D		\$0	\$2.16	\$2.16
				(\$1.08 – over 65)
Long Term Disability		\$0	Lay 2.2% X gross salary + 8% (tax) = 2.38%	
		\$0	Clergy 2.2% X stipend X 1.6 + 8% (tax) = 3.80%	
General Synod Pension	<u>Diocese Employee</u>	5.3% X gross salary	11.9% X gross salary	
	<u>Clergy</u>	5.3% X stipend X 1.6 = 8.48%	11.9% X stipend X 1.6 = 19.04%	
Estate Benefit (Clergy / Diocese staff Only)		\$6.67	\$6.67	\$13.34
Pension Administration Fee (1.3% X Pensionable earnings)	<u>Diocese Employee:</u> <u>Clergy:</u>		1.3% X gross salary 1.3% X Stipend X 1.6	
<b><u>Lay Retirement Plan</u></b>		<b>Employee <sup>(1)</sup> Per Month</b>	<b>Employer Per Month</b>	<b>Total Per Month</b>
Medical/Dental	Single	\$45.94	\$137.82	\$183.76
	Married	\$107.39	\$322.56	\$429.54
	Family	\$121.73	\$365.15	\$486.86
Life Insurance	Included in Medical/Dental			
AD & D	Included in Medical/Dental			
Life Insurance only		\$1.36	\$4.07	\$5.43
Dependent Life Insurance		\$1.50	\$4.48	\$5.98
Long Term Disability			2.2% of annual gross Salary X 8% (tax) = 2.38%	
Lay Pension		5% of gross salary	5% of gross salary	
Pension Administration Fee			1.3% X gross salary	

**There is a one month waiting period for medical/dental, and life insurance.** The benefit splits are 75% employer/25% employee unless otherwise stated. If you have any questions, please contact Ms. Trish Foden at the below address or telephone number.

(1) Where benefit costs are split between EE and ER. Employee share is 25% and Employer share is 75%.