

2020 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:

		Employee ⁽¹⁾ Per Month	Employer Per Month	Total Per Month
<u>General Synod Plan</u>				
Medical/Dental	Single	\$48.12	\$144.35	\$192.47
311/202	Couples	\$114.30	\$342.89	\$457.19
	Family	\$136.90	\$410.68	\$547.58
Life Insurance (incl. SIDB)		\$10.80	\$22.50	\$33.30
315/203				(\$12.50 – over 65)
Continuing Education (Clergy only)	201	\$0	\$62.50	\$62.50
AD & D	213	\$0	\$2.16	\$2.16
				(\$1.08 – over 65)
Long Term Disability	212	\$0		
		\$0	2.2% X 1.6 + 8% (tax) =	3.80%
General Synod Pension	312/206	<u>Diocese Employee</u>		
		5.0% X gross salary	12.5% X gross salary	
		<u>Clergy</u>		
		5.0% X stipend X 1.6 = 8.0%	12.5% X stipend X 1.6 = 20.0%	
Estate Benefit	316/204	\$6.67	\$6.67	\$13.34
(Clergy / Diocese staff Only)				
Pension Administration Fee	219	<u>Diocese Employee:</u>		
(0.5% X Pensionable earnings)		<u>Clergy:</u>		
			0.5 X gross salary	
			0.5% X Stipend X 1.6 = 0.8%	
		Employee ⁽¹⁾ Per Month	Employer Per Month	Total Per Month
<u>Lay Retirement Plan</u>				
Medical/Dental	Single	\$48.07	\$144.21	\$192.28
	Single+Dep Life	\$48.20	\$144.58	\$192.78
323/200	Married	\$113.32	\$339.97	\$453.29
	Family	\$127.51	\$382.54	\$510.05
Life Insurance	Included in Medical/Dental			
AD & D	Included in Medical/Dental			
Life Insurance only	323/200	\$1.36	\$4.07	\$5.43
Dependent Life Insurance		\$1.48	\$4.45	\$5.93
Long Term Disability	212		2.38% of annual gross	
Lay Pension	308/205	5% of gross salary	5% of 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 905-527-1316 ext. 510 OR payroll@niagaraanglican.ca

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