

2021 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⁾	Employer	Total
<u>General Synod Plan</u>		Per Month	Per Month	Per Month
Medical/Dental	Single	\$47.75	\$143.24	\$190.99
311/202	Couples	\$113.34	\$340.04	\$453.38
	Family	\$135.94	\$407.83	\$543.77
Life Insurance (incl. SIDB)		\$11.80	\$22.50	\$34.30
315/203				(\$12.50 – over 65)
Continuing Education (Clergy only)	201	\$0	\$75.00	\$75.00
AD & D	213	\$0	\$2.16	\$2.16
				(\$1.08 – over 65)
Long Term Disability 212		\$0	Diocese EEs	2.2% + 8% (tax) = 2.38%
		\$0	Clergy	2.2% X 1.6 + 8% (tax) = 3.80%
General Synod Pension	Diocese Employee			
312/206	5.0% X gross salary		12.5% X gross salary	
	Clergy			
	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	Diocese Employee:		0.5 X gross salary	
(0.5% X Pensionable earnings)	Clergy:		0.5% X Stipend X 1.6 = 0.8%	
219				
<u>Lay Retirement Plan</u>		Employee ⁽¹⁾	Employer	Total
		Per Month	Per Month	Per Month
Medical/Dental	Single	\$47.72	\$143.18	\$190.90
323/200	Married	\$112.39	\$337.18	\$449.57
	Family	\$126.58	\$379.75	\$506.33
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		\$1.49	\$4.47	\$5.96
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%.

NOTE: Percentage based benefits are in blue.