

2024 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:

<u>General Synod Plan</u>		Employee ⁽¹⁾ Per Month	Employer Per Month	Total Per Month
Medical/Dental 311/202	Single	\$51.78	\$155.34	\$207.12
	Couples	\$123.02	\$369.08	\$492.10
	Family	\$148.13	\$444.39	\$592.52
Life Insurance (incl. SIDB) 315/203		\$12.30	\$28.80 (\$16.00 – over 65)	\$41.10
Continuing Education (Clergy only) 201		\$0	\$75.00	\$75.00
AD & D 213		\$0	\$2.16 (\$1.08 – over 65)	\$2.16
Long Term Disability 212		\$0	Diocese EEs 2.2% + 8% (tax) = 2.38%	
		\$0	Clergy 2.2% X 1.6 + 8% (tax) =	3.80%

<u>General Synod Pension</u> 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			
Clergy	\$6.67	\$6.67	\$13.34
Diocese staff	\$2.50	\$2.50	\$5.00

<u>Lay Retirement Plan</u>		Employee ⁽¹⁾ Per Month	Employer Per Month	Total Per Month
Medical/Dental 323/200	Single	\$49.53	\$148.59	\$198.12
	Married	\$115.22	\$345.67	\$460.89
	Family	\$130.83	\$392.48	\$523.31
Life Insurance Included in Medical/Dental				
AD & D Included in Medical/Dental				
Life Insurance only 323/200		\$171	\$5.12	\$6.83
Dependent Life Insurance		\$1.90	\$5.71	\$7.61
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.