



## THE DIOCESAN SYNOD OF FREDERICTON

115 CHURCH STREET, FREDERICTON NB E3B 4C8

(506) 459 1801 [o] (506) 460 0520 [f]

### **The Parish Employment Assessment Detail of the various components (2011)**

Stipend / Salary: Reflects the information reported to the Synod Office for 2011 payroll purposes.

Cash Housing Allowance: Applies only in cases where an allowance is paid in lieu of rectory

Clergy Car Replacement: Amount is \$4,200 annually, added to to stipend for payroll purposes.

Travel Allowance: The amount will normally be \$4,600 annually or some percentage thereof.

Please note that a new Travel Reimbursement System will come into effect in 2012. [http://anglican.nb.ca/legislation/regulations/7-2\\_remuneration\\_travel\\_and\\_housing.pdf](http://anglican.nb.ca/legislation/regulations/7-2_remuneration_travel_and_housing.pdf)  
It will see the continuation of the car replacement allowance, but the Travel Allowance will be eliminated in favour of parish-based direct reimbursement to clergy for kilometers driven in the course of parish ministry. Some parishes have opted to begin the new process in 2011. If that is the case, the travel allowance will be zero and the parish will pay into a Travel Pool as noted below.

Travel Pool: In 2011 this only applies to those parishes who have opted to begin the new travel reimbursement process in 2011. The amount is \$475 annually. This provides funds to enable reimbursement for those parishes where kilometers claimed for parish ministry exceed 17,500.

Employer EI: Employer rate is 2.492% which applies to all remuneration including housing for clergy. The maximum premium is \$1,101.46.

Employer CPP: The employer contribution rate is 4.95% of all income except for housing. The maximum premium is \$2,217.60.

Benefits Assessment Clergy: This represents the employer share of the clergy medical/dental benefit plan. It is allocated among all parishes where there is a clerical appointment. In spite of a premium increase we are able to maintain the basic rate of \$315 monthly per cleric. In the case of interim appointments or during a vacancy in the incumbency, the amount is halved.

Employer Pension Premium: This is calculated at 12.4% of Clergy Pensionable Earnings .

Long Term Disability (LTD) Premium: This at 2.2% of Clergy Pensionable Earnings

*Pensionable earnings is calculated as 150% of the combined total of stipend and car replacement.*

For Parishes who have lay employees participating in Lay Pension and/or Benefits Plans:

Benefits Assessment: *This reflects the premiums for coverage, usually split with the employee on a 50/50 basis.*

Pension Premium: The employer premium is 5% of employee salary.

L.T.D. Premium Laity: The employer premium is 5% employee of salary.

Any questions regarding this information can be referred to the Diocesan Treasurer at 459-1801 or [fred.scott@anglican.nb.ca](mailto:fred.scott@anglican.nb.ca)