

## REMUNERATION - CONTRACT AGENTS

### Grading of Contract Agents 3a

Function Group	Grade	Corresponding professional experience after respecting general eligibility conditions
I	1	All cases
II	4	Up to 7 years
	5	More than 7 years
III	8	Up to 7 years
	9	More than 7 years
	10	More than 15 years
IV	13	Up to 7 years
	14	More than 7 years
	16	More than 20 years

### Examples of basic monthly salary

Function Group / Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2017)
<b>Group I</b>	
Grade 1	1999,73
<b>Group II</b>	
Grade 4	2077,02
Grade 5	2350,09

Function Group / Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2017)
<b>Group III</b>	
Grade 8	2659,17
Grade 9	3008,68
Grade 10	3404,14
<b>Group IV</b>	
Grade 13	3404,15
Grade 14	3851,61
Grade 16	4930,71

### Possible additional Allowances and benefits

#### Family allowances

Household allowance: 184,55€ plus 2% of the basic salary

Dependent child allowance: 403,25€

Education allowance, where appropriate, up to 273,60€ per child (can be doubled in some cases)

Preschool allowance: 98,51€ per child

Allowances (subject to personal circumstances)

Where appropriate - Expatriation allowance (16% of the basic salary - minimum 546.95 €)  
Foreign-residence allowance (4% of the basic salary).

DeductionsPension and insurance contribution

Pension rights : 9,8% of the basic salary  
Health insurance : 1,70% of the basic salary  
Accident insurance : 0,10% of the basic salary  
Unemployment : up to 0,81% of the basic salary

Community taxation

Salaries are exempt from national income tax but subject to tax to the benefit of the European Union. Salary is subject to correction coefficients and adjustments, which vary according to the living conditions in the place of employment, and are revised on an annual basis.

The current correction coefficient for Spain is 88.7 %, for France is 114.8 % and for Germany 107.5 %

**By way of an example and only as an indication - Salary simulation**

BARCELONA coefficient = 88.7 %			CADARACHE coefficient = 114.8 %			GARCHING coefficient = 107.5 %		
without expatriation	with expatriation / without family allowances	with expatriation and 1 child	without expatriation	with expatriation / without family allowances	with expatriation and 1 child	without expatriation	with expatriation / without family allowances	with expatriati on and 1 child

FGIII 9-1	Basic Pay	3,008.68	3,490.07	3,893.32	3,008.68	3,490.07	3,893.32	3,008.68	3,490.07	3,893.32
	Net pay €	<b>2,344.60</b>	<b>2,667.63</b>	<b>3,337.75</b>	<b>3,034.50</b>	<b>3,452.59</b>	<b>4,319.88</b>	<b>2,841.54</b>	<b>3,233.04</b>	<b>4,045.18</b>

FGIV 13-1	Basic Pay	4,357.82	5,055.07	5,458.32	4,357.82	5,055.07	5,458.32	4,357.82	5,055.07	5,458.32
	Net pay €	<b>2,547.89</b>	<b>2,947.67</b>	<b>3,687.49</b>	<b>3,297.59</b>	<b>3,815.02</b>	<b>4,772.54</b>	<b>3,087.91</b>	<b>3,572.43</b>	<b>4,469.06</b>