

Last Update: January 2020

## REMUNERATION - CONTRACT AGENTS

### Grading of Contract Agents 3a

Function Group	Grade
I	1-3
II	4-7
III	8-12
IV	13-18

### Examples of basic monthly salary

Function Group / Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2019)
<b>Group I</b>	
Grade 1	2074.40
<b>Group II</b>	
Grade 4	2154.58
Grade 5	2437.84
Grade 6	2758.34
Grade 7	3120.96

Function Group / Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2019)
<b>Group III</b>	
Grade 8	2758.47
Grade 9	3121.03
Grade 10	3531.25
Grade 11	3995.40
Grade 12	4520.54
<b>Group IV</b>	
Grade 13	3531.26
Grade 14	3995.43
Grade 15	4520.60
Grade 16	5114.82
Grade 17	5787.14
Grade 18	6547.83

### Possible additional Allowances and benefits

#### Family allowances

Household allowance: 191.44 € plus 2% of the basic salary

Dependent child allowance: 418.31€

Education allowance, where appropriate, up to 283.82€ per child (can be doubled in some cases)

Preschool allowance: 102.18€ per child

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Allowances (subject to personal circumstances)

Where appropriate - Expatriation allowance (16% of the basic salary - minimum 567.38 €)  
Foreign-residence allowance (4% of the basic salary).

**Deductions**

Pension and insurance contribution

Pension rights : 9.7% 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 91.6 %, for France is 117.7 % and for Germany (Munich) 110.3 %

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

BARCELONA coefficient = 91.6 %			CADARACHE coefficient = 117.7 %			GARCHING coefficient = 110.3 %		
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 expatriation and 1 child

FGIII 9-1	Basic Pay	3,121.03	3,121.03	3,121.03	3,121.03	3,121.03	3,121.03	3,121.03	3,121.03
	Net pay €	2,514.53	2,860.30	3,578.23	3,231.01	3,675.30	4,597.78	3,027.87	3,444.23

FGIV 13-1	Basic Pay	3,531.26	3,531.26	3,531.26	3,531.26	3,531.26	3,531.26	3,531.26	3,531.26	3,531.26
	Net pay €	2,729.43	3,160.63	3,953.24	3,507.14	4,061.21	5,079.65	3,286.64	3,805.87	4,760.29