

# 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 | Grade | Basic monthly salary at step 1 in Euro (as of 01/04/2025) |
|----------------|-------|---|
| II             | 7     | 3 817,82  |
|                | 6     | 3 374,24  |
|                | 5     | 2 982,17  |
|                | 4     | 2 635,66  |
| I              | 3     | 3 246,94  |
|                | 2     | 2 870,43  |
|                | 1     | 2 537,59  |

| Function Group | Grade | Basic monthly salary at step 1 in Euro (as of 01/04/2025) |
|----------------|-------|---|
| IV             | 18    | 8 009,86  |
|                | 17    | 7 079,34  |
|                | 16    | 6 256,88  |
|                | 15    | 5 529,97  |
|                | 14    | 4 887,55  |
|                | 13    | 4 319,72  |
| III            | 12    | 5 529,90  |
|                | 11    | 4 887,52  |
|                | 10    | 4 319,71  |
|                | 9     | 3 817,90  |
|                | 8     | 3 374,39  |

## Possible additional Allowances and benefits

### Family allowances

- Household allowance: 234.18€ plus 2% of the basic salary
- Dependent child allowance: 511.71€
- Education allowance, where appropriate, up to 347.20€ per child (can be doubled in some cases)
- Preschool allowance: 125.01€ per child

### Allowances (subject to personal circumstances)

- Where appropriate - Expatriation allowance (16% of the basic salary - minimum 686.16 €)
- Foreign-residence allowance (4% of the basic salary).

**Deductions**

*Pension and insurance contribution*

Pension rights: 12.1% of the basic salary  
 Health insurance: 1.70% of the basic salary  
 Accident insurance: 0.10% of the basic salary  
 Unemployment: up to 0.51% 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 92.3%, for France is 114.2% and for Germany (Munich) 113%

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

| BARCELONA<br>coefficient = 92.3% |  |                                     | CADARACHE<br>coefficient = 114.2% |  |                                     | GARCHING<br>coefficient = 113% |  |                                     |
|----------------------------------|--|-------------------------------------|-----------------------------------|--|-------------------------------------|--------------------------------|--|-------------------------------------|
| without<br>expatriation          | with<br>expatriation /<br>without family<br>allowances | with<br>expatriation<br>and 1 child | without<br>expatriation           | with<br>expatriation /<br>without family<br>allowances | with<br>expatriation<br>and 1 child | without<br>expatriation        | with<br>expatriation /<br>without family<br>allowances | with<br>expatriation<br>and 1 child |

|           |           |          |          |          |          |          |          |          |          |          |
|-----------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| FGIII 9-1 | Basic Pay | 3 744,40 | 3 744,40 | 3 744,40 | 3 744,40 | 3 744,40 | 3 744,40 | 3 744,40 | 3 744,40 | 3 744,40 |
|           | Net pay € | 3,022.01 | 3,455.98 | 4,339.34 | 3,739.05 | 4,275.98 | 5,368.94 | 3,699.76 | 4,231.04 | 5,312.52 |

|           |           |          |          |          |          |          |          |          |          |          |
|-----------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| FGIV 13-1 | Basic Pay | 4 270,49 | 4 270,49 | 4 270,49 | 4 270,49 | 4 270,49 | 4 270,49 | 4 270,49 | 4 270,49 | 4 270,49 |
|           | Net pay € | 3,364.37 | 3,817.40 | 4,792.62 | 4,162.64 | 4,723.15 | 5,929.76 | 4,118.89 | 4,673.52 | 5,867.46 |