

## 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 01/07/2025)
IV	<b>18</b>	8 250,16
	<b>17</b>	7 291,72
	<b>16</b>	6 444,59
	<b>15</b>	5 695,87
	<b>14</b>	5 034,18
	<b>13</b>	4 449,31
III	<b>12</b>	5 695,80
	<b>11</b>	5 034,15
	<b>10</b>	4 449,30
	<b>9</b>	3 932,44
	<b>8</b>	3 475,62
II	<b>7</b>	3 932,35
	<b>6</b>	3 475,47
	<b>5</b>	3 071,64
	<b>4</b>	2 714,73
I	<b>3</b>	3 344,35
	<b>2</b>	2 956,54
	<b>1</b>	2 613,72

## **Possible additional Allowances and benefits**

### *Family allowances*

Household allowance: 241.21€ plus 2% of the basic salary

Dependent child allowance: 527.06€

Education allowance, where appropriate, up to 357.62 € per child (can be doubled in some cases)

Preschool allowance: 128.76€ per child

### *Allowances (subject to personal circumstances)*

Where appropriate:

- Expatriation allowance (16% of the basic salary - minimum 694.07 €)
- Foreign-residence allowance (4% of the basic salary).

## **Deductions**

### *Pension and insurance contribution*

Pension rights: 13.1% 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 92.4%, for France is 113.6% and for Germany (Munich) 112%

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

BARCELONA coefficient = 92.4%			CADARACHE coefficient = 113.6%			GARCHING coefficient = 112%		
	without expatriation	with expatriation / without family allowances		without expatriation	with expatriation / without family allowances		without expatriation	with expatriation / without family allowances

FGIII 9-1	Basic Pay	3,932.44	3,932.44	3,932.44	3,932.44	3,932.44	3,932.44	3,932.44	3,932.44	3,932.44
	Net pay €	3,079.72	3,530.82	4,440.96	3,786.32	4,340.92	5,459.87	3,732.99	4,279.78	5,382.98

FGIV 13-1	Basic Pay	4,449.31	4,449.31	4,449.31	4,449.31	4,449.31	4,449.31	4,449.31	4,449.31	4,449.31
	Net pay €	3,469.06	3,899.19	4,903.94	4,264.98	4,793.81	6,029.09	4,204.92	4,726.29	5,944.18