

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 01/07/2016)
Group I	
Grade 1	1970,18
Group II	
Grade 4	2046,33
Grade 5	2315,36

Function Group / Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2016)
Group III	
Grade 8	2619,87
Grade 9	2964,22
Grade 10	3353,83
Group IV	
Grade 13	3353,84
Grade 14	3794,69
Grade 16	4857,84

Possible additional Allowances and benefits**Family allowances**

Household allowance: 181,82€ plus 2% of the basic salary

Dependent child allowance: 397,29€

Education allowance, where appropriate, up to 269,56€ per child (can be doubled in some cases)

Preschool allowance: 97,05€ per child

*In order to access the FGIV one year of appropriate professional experience (after obtaining the University Degree) is required. After meeting the requirements giving access to the FGIV and to access grade 14, additional 7 years of appropriate professional experience is needed (and additional 20 years of appropriate professional experience for grade 16).

Allowances (subject to personal circumstances)

Where appropriate - Expatriation allowance (16% of the basic salary - minimum 538.87 €)
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 88.1 %, for France is 113.8 % and for Germany 105.5 %

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

BARCELONA coefficient = 88.1 %			CADARACHE coefficient = 113.8 %			GARCHING coefficient = 105.5 %		
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 expatriation and 1 child

FGIII 9-1	Basic Pay	2,964.22	2,964.22	2,964.22	2,964.22	2,964.22	2,964.22	2,964.22	2,964.22	2,964.22
	Net pay €	2,294.34	2,610.45	3,266.19	2,963.63	3,371.95	4,218.99	2,747.47	3,126.02	3,911.28

FGIV 13-1	Basic Pay	3,353.84	3,353.84	3,353.84	3,353.84	3,353.84	3,353.84	3,353.84	3,353.84	3,353.84
	Net pay €	2,493.25	2,884.46	3,608.42	3,220.56	3,725.90	4,661.04	2,985.67	3,454.15	4,321.09