



## The Pension and Benefits Board

**To: Treasurers and Payroll Administrators - Ontario Congregations and Other Employers**  
**Date: November 2017**  
**Re: 2018 Member Pension and Group Insurance, Maximum Qualifying Income, and Health & Dental Premiums**

### Effective January 1, 2018:

#### **2018 Maximum Qualifying Income**

For pension and group insurance purposes the Maximum Qualifying Income is **\$71,940** (A&P 2017, pg 224).

#### **2018 Health and Dental premium**

The Health and Dental premium is **\$4,327 per position** plus 8% HST.

#### **2018 Member Contribution Rate: 9%**

The member pension plan contribution rate is **9%** of the member's qualifying income.

#### **2018 Group Insurance Rate: 0.7%**

The member contribution rate for the group insurance plan is **0.7%** of the member's qualifying income + 8% HST. Please note: in order for benefits claimed by the member to be non-taxable, the member (not the congregation) must pay the group insurance premium.

#### **2018 Congregation Contribution Rate: 5%**

The Pension Plan Congregational Assessment rate is **5%** of the dollar base figure as determined by the Annual Session Statistical Report as at December 31, 2016. The Pension Plan Congregational Assessment is the **employer** contribution to the pension fund – it is not related to the individual minister's contribution.

#### **2018 'Other Employer' Contribution Rate: 12%**

The employer contribution rate for congregational employees and other non PCC clergy employees is **12%** of the member's qualifying income. Please note: the 12% employer contribution rate also applies to ordained or diaconal ministers not in a congregation, for example clergy who are employed by the colleges or mission extensions.

## Remitting Deductions to the Pension and Benefits Office

### On-line Fillable Remittance Forms

To download the appropriate form, go to [www.presbyterian.ca/pensionandbenefits](http://www.presbyterian.ca/pensionandbenefits). **Payments are due monthly.** Please ensure that all payments are remitted with the prescribed remittance form and include:

- Member Name\*
- Member ID#\*
- Congregation Code or Employer Code

*\*If your congregation has no member then these fields can be left blank.*

### **Electronic Funds Transfer (EFT)**

The Pension and Benefits office is able to receive your monthly remittance payments by Electronic Funds Transfer – EFT. Similar to online bill payments or online money transfers, you may arrange EFTs through your bank. Please contact our office for banking details and EFT remittance form information.

## Clergy: Ordained & Diaconal

*Monthly Member and Employer Costs*

Please use the following chart to calculate **Member and Congregation** Pension and Group Insurance costs:  
The example uses the 2018 Maximum Qualifying Income \$71,940.

<b>Qualifying income (QI)*</b>	<b>(Basic stipend + 60%) = QI</b>	<b>\$71,940</b>
Employee Pension contribution	QI x 9% / 12	<b>\$539.55</b>
Employee Group Insurance deduction	QI x 0.7% / 12 + 8% HST	<b>\$45.33</b>
Optional group insurance		Invoiced separately – cost varies
Monthly Employer Pension cost	Dollar base x 5% / 12	Refer to your Congregational Assessment

\*QI – For Professional Church workers, PCC ordained and diaconal, the qualifying income is defined as the sum of the actual stipend and 60% (percent) of stipend (in lieu of allowances) to the annual maximum. (A&P 2017, pg 224-225)

Once members reach age 65+ LTD is no longer offered, resulting in a reduced premium. Please contact our office for details if applicable to your member.

### Minimum Stipend and Allowance Schedule

The 2018 Minimum Stipend and Allowance Schedule may be found in the 2017 Acts and Proceedings, pg 244 or on the Pension and Benefits web site [www.presbyterian.ca/pensionandbenefits](http://www.presbyterian.ca/pensionandbenefits).

## Congregational Employees & Non Clergy Employees

### *Monthly Member and Employer Costs*

Please use the following chart to calculate **Member and Employer** Pension and Group Insurance costs:  
The example below uses an annual salary of \$40,000.00 and health and dental premium \$4,327.00

<b>Qualifying income (QI)**</b>	<b>(Salary + \$4,327) = QI</b>	<b>\$44,327</b>
Monthly Employee Pension contribution	QI x 9% / 12	<b>\$332.45</b>
Monthly Employee Group Insurance deduction	QI x 0.7% / 12 + 8% HST	<b>\$27.93</b>
Monthly Optional group insurance		Invoiced separately – cost varies
Monthly Employer Pension cost	QI x 12% / 12	<b>\$443.27</b>

\*\* For congregational employees and non clergy employees, the qualifying incomes includes salary plus the amount of the health and dental premiums paid by the employer but *cannot* include any payments of bonus, overtime, or other fluctuating emoluments. **If the employee is not a member of the Church's health and dental plan, use salary figure only.**

Once members reach age 65+ LTD is no longer offered, resulting in a reduced premium. Please contact our office for details if applicable to your member.

Please contact Liane Maki at the Pension and Benefits office if you require assistance with this memo – **1-800-619-7301 or 416-441-1111 ext 233**. All treasurer memos can be found on the Pension and Benefits Board website: [www.presbyterian.ca/pensionsandbenefits](http://www.presbyterian.ca/pensionsandbenefits)