

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 01/07/2023)
II	7	3.520,06
	6	3.111,08
	5	2.749,58
	4	2.430,10
I	3	2.993,70
	2	2.646,55
	1	2.339,68

Function Group	Grade	Basic monthly salary at step 1 in Euro (as of 01/07/2023)
IV	18	7.385,15
	17	6.527,20
	16	5.768,89
	15	5.098,67
	14	4.506,36
	13	3.982,82
	12	5.098,61
	11	4.506,33
III	10	3.982,81
	9	3.520,14
	8	3.111,21

Possible additional Allowances and benefits**Family allowances**

Household allowance: 215.91€ plus 2% of the basic salary

Dependent child allowance: 471.80€

Education allowance, where appropriate, up to 320.12€ per child (can be doubled in some cases)

Preschool allowance: 115.26€ per child

Allowances (subject to personal circumstances)

Where appropriate - Expatriation allowance (16% of the basic salary - minimum 633.60€)

Foreign-residence allowance (4% of the basic salary).

Deductions

Pension and insurance contribution

Pension rights: 11.1% of the basic salary
 Health insurance: 1.70% of the basic salary
 Accident insurance: 0.10% of the basic salary
 Unemployment: up to 0.81% 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 94.7%, for France is 119.5% and for Germany (Munich) 115.3%

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

BARCELONA coefficient = 94.7%			CADARACHE coefficient = 119.5%			GARCHING coefficient = 115.3%		
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 expatriati on and 1 child

FGIII 9-1	Basic Pay	3,520.14	3,520.14	3,520.14	3,520.14	3,520.14	3,520.14	3,520.14	3,520.14	3,520.14
	Net pay €	2,885.40	3,293.26	4,129.44	3,641.02	4,155.70	5,210.84	3,513.05	4,009.63	5,027.71

FGIV 13-1	Basic Pay	3,982.82	3,982.82	3,982.82	3,982.82	3,982.82	3,982.82	3,982.82	3,982.82	3,982.82
	Net pay €	3,182.64	3,637.92	4,561.05	4,016.11	4,590.61	5,755.50	3,874.96	4,429.27	5,553.22