



# Diocese of New Westminster

ANGLICAN CHURCH OF CANADA

The Most Reverend Melissa Skelton  
Archbishop

November 30, 2020

Clergy, Warden's & Treasurers

We have been advised that there will be a slight increase for 2021 regarding our Manulife group benefit program. Continuing Education and SIDB will also increase. You will find a detailed benefit cost split summary attached which will show both the employee and employer (parish) costs.

Please note that Clergy are automatically enrolled in the Continuing Education and Counseling plans.

Employee's wishing dental or extended health benefits and life insurance must be part of the pension plan and be employed for a minimum of 18 - 1/2 hours per week. Please remember you cannot offer one lay employee and not the other lay employees extended health care benefits (unless they do not meet the minimum hours per week).

It may be helpful to note that the government changes in CPP, EI and WCB rates are as follows:

CPP pensionable earnings ceiling is up from \$58,700 for 2020 to \$61,600 in 2021. Employer and employee contribution rate will increase to 5.45% for 2021 which is up from 2.25% in 2020. The maximum employer and employee contribution to the plan for 2021 will be \$3,166.45. Maximum for 2020 was \$2898.00

EI premium rate is 1.58 % for 2021 which has remained the same 1.58% in 2020 and the maximum assessable earnings increase from \$54,200 per employee in 2020 to \$56,300 for 2021. The maximum annual employer premium is \$1,245.36 for 2021 from \$1,198.90 in 2020.

WCB rates will remain the same for 2021 the rate being 0.15% and the maximum assessable earnings increase from \$87,100 in 2020 to \$100,000 for 2021

If you have any questions on this matter, please feel free to contact me at 604-684-6306 ext. 226 or e-mail me at [payroll@vancouver.anglican.ca](mailto:payroll@vancouver.anglican.ca)

Yours sincerely,

Michèle van Teunenbroek  
Group Benefits & Payroll Administrator  
Diocese of New Westminster





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**BENEFIT COST SPLIT SUMMARY - 2021**

Single						
CLERGY and LAY	EMPLOYER	EMPLOYEE	TOTAL	EMPLOYER	EMPLOYEE	TOTAL
Life Insurance (\$90 k)	\$ 16.88	\$ 5.62	\$ 22.50	75%	25%	100%
Life Additional		TBA	TBA		100%	100%
<b>Extended</b>						
<b>Health/Vision</b>	<b>\$ 61.67</b>	<b>\$ 20.56</b>	<b>\$ 82.23</b>	75%	25%	100%
Dental	\$ 34.31	\$ 11.44	\$ 45.75	75%	25%	100%
<b>SIDB (\$10k life Ins)</b>	<b>\$ 11.80</b>	<b>-</b>	<b>\$ 11.80</b>	100%	0%	100%

Couple						
CLERGY and LAY	EMPLOYER	EMPLOYEE	TOTAL	EMPLOYER	EMPLOYEE	TOTAL
Life Insurance (\$90 k)	\$ 16.88	\$ 5.62	\$ 22.50	75%	25%	100%
Life Additional		TBA	TBA		100%	100%
<b>Dep. Life</b>	<b>\$ 0.37</b>	<b>\$ 0.12</b>	<b>\$ 0.49</b>	75%	25%	100%
<b>Extended</b>						
<b>Health/Vision</b>	<b>\$ 163.56</b>	<b>\$ 54.52</b>	<b>\$ 218.08</b>	75%	25%	100%
Dental	\$ 59.73	\$ 19.91	\$ 79.64	75%	25%	100%
<b>SIDB (\$10k life Ins)</b>	<b>\$ 11.80</b>	<b>-</b>	<b>\$ 11.80</b>	100%	0%	100%

Family						
CLERGY and LAY	EMPLOYER	EMPLOYEE	TOTAL	EMPLOYER	EMPLOYEE	TOTAL
Life Insurance (\$90 k)	\$ 16.88	\$ 5.62	\$ 22.50	75%	25%	100%
Life Additional		TBA	TBA		100%	100%
<b>Dep. Life</b>	<b>\$ 0.37</b>	<b>\$ 0.12</b>	<b>\$ 0.49</b>	75%	25%	100%
<b>Extended</b>						
<b>Health/Vision</b>	<b>\$ 163.56</b>	<b>\$ 54.52</b>	<b>\$ 218.08</b>	75%	25%	100%
Dental	\$ 141.52	\$ 47.17	\$ 188.69	75%	25%	100%
<b>SIDB (\$10k life Ins)</b>	<b>\$ 11.80</b>	<b>-</b>	<b>\$ 11.80</b>	100%	0%	100%

**NOTES: SIDB stands for Self Insured Death Benefit**

**NOTES: INCREASES ARE IN BOLD**



## BENEFIT COST SPLIT SUMMARY - 2021

<b>CLERGY LTD</b>	0% by employee, 2.2% by employer, calculation on salary X 1.10% of salary
<b>LAY LTD</b>	0% by employee, 2.2% employer
<b>CLERGY PENSION</b>	5.0% employee, 12.5% by employer, calculation on salary X 1.10% of salary
<b>PENSION OFFICE ADMIN FUND (CLERGY)</b>	0% employee, 0.5% employer, calculation on salary X 1.10% of salary
<b>LAY PENSION</b>	5% by employee, 5% by employer of salary
<b>CONTINUING EDUCATION</b>	\$75.00 (per month) by employer (\$900.00/ Yr. Max)
<b>COUNSELLING SERVICE - CLERGY</b>	\$3.35 by employee, \$3.35 by employer
<b>LAY EMPLOYEE PAYROLL PROCESSING FEE</b>	\$7.00 per employee per month-billed to parish

### RETIRED CLERGY MEMBERS ONLY

	Employer	Employee	Total	Employer	Employee	Total
Extended Health & Vision - Single	\$ 62.08	\$ 62.08	\$ 124.16	50%	50%	100%
Extended Health & Vision - Couple & Family	\$ 163.87	\$ 163.87	\$ 327.74	50%	50%	100%
Dental - Single	\$ 27.81	\$ 27.81	\$ 55.62	50%	50%	100%
Dental - Couple	\$ 50.15	\$ 50.15	\$ 100.30	50%	50%	100%
Dental - Family	\$ 117.61	\$ 117.61	\$ 235.22	50%	50%	100%